
Sustainability Report 2023



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COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

ITALMOBILIARE
Società per Azioni
Registered office: Via Borgonuovo, 20 20121 Milan - Italy
Share capital Euro 100,166,937 fully paid
Milan Companies Register

Translation from the Italian original version which remains the definitive one.



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ITALMOBILIARE
INVESTMENT HOLDING

ITALMOBILIARE GROUP

STRATEGIC PROFILE

ITALMOBILIARE INVESTMENT HOLDING

Italmobiliare Investment Holding, founded in 1946 and listed on the Milan Stock Exchange since 1980, is one of the leading Italian investment holding companies. Controlled by Efiparind (Pesenti family), it owns and manages a diversified portfolio of equity and other investments with a strategic vision based on a financial and industrial history that goes back more than 150 years.

Italmobiliare Investment Holding plays an active and continuous role in the process of portfolio growth and enhancement by combining development, internationalisation and innovation with an effective governance and risk management model, and full ESG integration at all stages of investing.

1946	Italcementi, founded in 1864, transferred to the new company Italmobiliare all of its investments that were not to do with the building materials sector.
1950s - 60s	Diversification of investments into insurance (RAS), banking (Finter Bank, Banca Provinciale Lombarda, Credito Commerciale and 8 banking institutions that later became Istituto Bancario Italiano) and public transport (SAB Autoservizi). Purchase of a stake in Franco Tosi, an industrial company in the electromechanical sector.
1970s - 80s	Acquisition of a minority interest in Bastogi, which joined the one held in Falck. In 1979, Italmobiliare became the holding company for the entire Group when it acquired a majority of the ordinary shares in Italcementi. In 1980, Italmobiliare was admitted for trading on the Milan Stock Exchange. The investments in RAS and Banca Provinciale Lombarda were sold and a minority shareholding was acquired in Poligrafici Editoriale.
1990s	Italcementi went international and rose to be a world leader in the construction materials sector through the acquisition of Ciments Français, the largest international acquisition carried out by an Italian group up to that point. Franco Tosi sold its industrial activity to the ABB Group, reinvesting the proceeds in the food packaging sector (Sirap) and in the water and gas sector (Crea). It was then merged with Italmobiliare after the favourable outcome of a takeover bid. Entry into the capital of Credito Italiano
2000s - 2015s	Portfolio diversification into RCS and Mediobanca. Sale of SAB Autoservizi and of the shareholding in Poligrafici Editoriale. In 2014, Italmobiliare participated pro-quota in the recapitalisation and simplification of the Italcementi Group, maintaining a controlling interest of 45%. In September 2015, Finter Bank was sold to the Swiss group Vontobel, acquiring a minority interest in it.
2016	After acquiring direct control of Italgen and BravoSolution, the equity investment in Italcementi was sold to HeidelbergCement, acquiring a minority interest in it. Conversion of the Italmobiliare savings shares. Clessidra SGR, the main Italian private equity operator, was bought and Italmobiliare became anchor investor of the CCP3 fund.
2017	Purchase of a 40% interest in Tecnica Group, leader in outdoor footwear and ski equipment with historical brands such as Tecnica, Nordica, Moon Boot, Lowa, Blizzard and Rollerblade. Entry into the Jaggaer group, operating in the eProcurement sector, by contributing BravoSolution.

2018	<p>Purchase of a 60% stake in Caffè Borbone, one of the leading Italian coffee producers in the compatible pods and capsules sector.</p> <p>Purchase of a 39% shareholding in Iseo Serrature, leader in the production and design of locking and access control systems.</p> <p>Private equity investments increased, including the BDT Capital Partners funds.</p>
2019	<p>Purchase of a 30% shareholding in Autogas-AGN Energia, a national leader in the distribution of LPG gas for domestic, commercial and industrial use.</p> <p>Purchase of an 80% shareholding in Capitelli, active in the production and marketing of cooked ham and other high-quality products.</p> <p>Italmobiliare joins in the STAR segment of the Italian Stock Exchange in September.</p> <p>The investment in Jaggaer was sold to Cinven</p>
2020	<p>Purchase of an 80% interest in Officina Profumo-Farmaceutica di Santa Maria Novella, a historic manufacturer of high-end perfumes and cosmetics.</p> <p>Purchase of a 92.5% interest in Casa della Salute, a network of specialist outpatient clinics.</p> <p>Purchase of a 60% stake in Callmewine, an eCommerce platform for the sale of wines.</p> <p>The Italmobiliare Group joined the United Nations Global Compact Network, the largest strategic corporate citizenship initiative in the world.</p>
2021	<p>Exit from the food plastic packaging sector by disposing Sirap Group's assets.</p> <p>Co-investor with Clessidra SGR in the Botter wine group.</p> <p>Investment in Farmagorà, chain of pharmacies closely linked to the local area.</p> <p>Anchor investor of the Clessidra Capital Partners 4 fund.</p> <p>Increased stake in Officina Profumo Farmaceutica di Santa Maria Novella to 100%.</p>
2022	<p>Purchase of a 19.99% interest in Bene Assicurazioni, an innovative technology company in the Italian non-life insurance market.</p> <p>Purchase of 100% of Sidi Sport, an iconic Italian brand specialising in the production and sale of cycling and motorcycling footwear.</p>
2023	<p>Sale of Florence Group.</p> <p>Adhesion to the Science Based Targets Initiative (SBTi), committing to set emission reduction targets in line with the Net-Zero scenario.</p>

Focus 2023: STAYING ON COURSE

In its long history as an investment holding company in the industrial and financial fields, Italmobiliare was one of the forerunners in Italy to have an innovative approach to sustainability. Already in the 1990s it had structured ambitious sustainability programmes in the main industrial holdings, fully integrated into the strategic development priorities and coordinated by dedicated functions. Thanks to this experience, a constant commitment to best practices has matured, from principles to policies, from processes to products, from local and global initiatives to reporting tools.

This is the legacy that Italmobiliare has brought and continues to bring with its experience, competence, and passion to its way of operating, contributing to the global challenges and, at the same time, protecting and strengthening the financial performance, for the benefit of shareholders and all other stakeholders.

But it is no time to dwell on the past. At the current pace of change, most of the Sustainable Development Goals are off track in respect of the 2030 Agenda. Global shocks such as pandemics, overt or creeping conflicts, financial constraints and extreme weather events have dramatically slowed or reversed progress towards the SDGs. Around the world, many people have been pushed into extreme poverty and hunger, suffered disruptions in education or lost access to basic health services. Added to this are the indecisions of the institutional world which, although increasingly dirigiste in matters of sustainability, shows fluctuating attitudes in the way of pursuing policies and producing regulations.

In this context, many stakeholders - including companies that had adopted sustainable strategies voluntarily - have retreated to wait-and-see positions. This collective suspension is decidedly at odds with the growing understanding of the business risks and opportunities that a sustainability business model offers, creating tension between urgency and inaction.

Italmobiliare wants to overcome this dilemma, drawing on its history to strongly reconfirm its commitment to sustainability, renewed through awareness of the challenges that have become more arduous or of the new challenges that have arisen. It is also the expression of a sense of responsibility that Italmobiliare shares with all the companies in the portfolio, which bring know-how and sectoral excellence to the Group, and which deserve to be accompanied and supported in the present and towards the future.

Beyond any uncertainty, the lines of action are clear: solid governance, built on the highest global references, including the UN Global Compact, and extended to the entire value chain; a decarbonisation strategy guided by the methodological approach of the Science Based Targets initiative, to which, after the Holding, all the Portfolio Companies have joined; a culture of health, safety and well-being understood as an ethical and business efficiency model; people development plans aimed at professional growth, inclusion and gender equality.

Let's stay on course!



PORTFOLIO COMPANIES

Italmobiliare actively manages a portfolio of investments in a growing number of subsidiaries or associated companies, capitalizing on its transformative capacity deriving from entrepreneurial experience at a national and international level. The investment horizon is medium-long term and focused on the creation of value. The sustainable strategy of the Portfolio Companies is detailed in this report. The scope of consolidation is described in the section Reporting.

Company % held	Investment date	Description	Notes
Italgen 100%	Jul 2016	Italgen operates in Italy as a producer and distributor of electricity from renewable sources.	Registered office in Villa di Serio (BG). 28 hydroelectric plants in Lombardy, Piedmont and Veneto. 4 photovoltaic plants (Marche, Lombardy, Puglia). 300 kilometres of transmission lines. Investments in two wind plants in Bulgaria.
Clessidra 100%	Sep 2016	Clessidra Holding S.p.A. is the parent company of the Clessidra Group, one of the main financial operators active in alternative investments (private equity and private credit) and in factoring, by means of three specialised companies, each with its own operating autonomy.	Registered office in Milan. Clessidra Group's Companies: ▪ Clessidra Private Equity (Clessidra Capital Partners 3 and Clessidra Capital Partners 4 funds). ▪ Clessidra Capital Credit (Clessidra Restructuring Fund, Clessidra Parallel Fund and Clessidra Private Debt Fund). ▪ Clessidra Factoring.
Tecnica Group 40%	Nov 2017	Tecnica Group is a leading manufacturer of outdoor footwear and ski equipment with the brands: Tecnica (ski boots and footwear), Nordica (skis and boots), Moon Boot (footwear), Lowa (trekking shoes), Blizzard (skis) and Rollerblade (in-line skates).	Registered office in Gaiavara del Montello (TV). Production sites in Austria, Germany, Italy, Slovakia, Ukraine and Hungary.
Caffè Borbone 60%	May 2018	Caffè Borbone is one of the leading coffee producers specialising in compatible capsules and pods, with a strong distribution network throughout Italy and international commercial presence.	Registered office and production site in Caivano (NA). Caffè Borbone America Corp. (USA).
Iseo 39.25%	Oct 2018	Iseo is a leader in the design, production and sale of mechanical and electronic locks, solutions for security and access management.	Registered office in Pisogne (BS). Production sites in Italy, Romania, France, Germany, Spain and South Africa.
AGN ENERGIA 32.02%	Jan 2019	AGN Energia is leader in the LPG market, operating throughout the Italy in the domestic, agricultural, industrial and automotive sectors. The commercial offer includes also supply of natural gas and renewable electricity, technical gases, production from renewable sources, solutions for energy efficiency and electric mobility.	Registered office in Genoa. 44 offices throughout the country.
Capitelli 80%	Dec 2019	Capitelli operates in the production and sale of cooked and smoked cured meat characterised by a careful choice of meats of selected origin, and an original craft manufacturing process, which make them refined and niche products positioned among the Italian food excellences.	Registered office and production site in Borgonovo Val Tidone (PC).
Officina Profumo-Farmaceutica di Santa Maria Novella 95%	Jan 2020	Officina Profumo-Farmaceutica di Santa Maria Novella is an unicum in the panorama of cosmetics and fragrances. It is considered the oldest historical pharmacy in Europe, and in 2021 it celebrated 800 years of uninterrupted activity in the same place.	Registered office in Florence. Over 300 owned shops and corners in different countries of the world.
Casa della Salute 84,73%	Dec 2020	Casa della Salute is a network of specialist diagnostic, dental, physiotherapist clinics. Its aim is to help protect the right to health and to ensure rapid access to high-quality healthcare.	Registered office in Genoa. 26 outpatient clinics between Liguria and Piedmont.
Callmewine 60%	Dec 2020	Callmewine is an e-commerce platform that specialises in the sale of wine, where it ranks as one of the market leaders in Italy.	Registered office in Milan. Online business with deliveries mostly throughout Italian territory.
Bene Assicurazioni 19.99%	Apr 2022	Bene Assicurazioni is an insurance technology company specialized in the non-life insurance retail market with a focus on the motor segment.	Registered office in Milan.
SIDI Sport 100%	Oct 2022	SIDI Sport specialises in the production and sale of cycling and motorcycling footwear. Its products, which are used by the most important professional and amateur athletes all over the world, are synonymous with excellence, quality, tradition, craftsmanship and design.	Registered office in Maser (TV).h Production sites in Maser and Bucharest (Romania)

PRIVATE EQUITY AND ALTERNATIVE INVESTMENT FUNDS

Investing in funds allows to take advantage of growth opportunities in geographical areas or business sectors not directly covered by Italmobiliare and potentially to allow its shareholdings to develop and diversify. For new investments, preference is for at least "SFDR Article 8" funds, that promote environmental or social characteristics and verify that the investees respect good governance practices or funds managed by asset management companies adopting ESG policies based on exclusion criteria at least.

In 2023, with reference to the NAV, 54% of investments are represented by products of companies that are signatories to the UN PRI and adopt an ESG Policy. 38% is represented by products at "SFDR Article 8" at least.

Asset Manager	Invested Fund	Commitment year	UN PRI	ESG Policy	SFDR Regulation		
					Art. 6	Art. 8	Art. 9
Clessidra Private Equity	Clessidra Capital Partners 3	2015	✓	✓		✓	
BDT	BDT Capital Partners Fund II	2016					
Isomer Capital	Isomer	2018	✓	✓	✓		
Iconiq Capital	Iconiq Strategic Partners IV	2018					
Connect Ventures	Connect Ventures 3	2018					
BDT	BDT Capital Partners Fund III	2019					
Clessidra Capital Partners	Clessidra Restructuring Fund	2019	✓	✓	✓		
Iconiq Capital	Iconiq Strategic Partners V	2020					
Lindsay Goldberg	LG Lindsay Goldberg 5	2020	✓	✓			
Lauxera Capital Partners	Lauxera Capital Partners	2020	✓	✓	✓		
Clessidra Private Equity	Clessidra Capital Partners 4	2021	✓	✓			✓
Isomer Capital	Isomer Opp.	2021	✓	✓	✓		
Expedition Growth Capital	Expedition Growth	2021					
8-bit Capital	8-bit	2021					
Isomer Capital	Isomer II	2022	✓	✓	✓		
Connect Ventures	Connect Ventures 4	2022					
Clessidra Capital Partners	Clessidra Private Debt Fund	2022	✓	✓			✓
Lakestar	Lakestar Early IV	2022	✓	✓	✓		
Lakestar	Lakestar Growth II	2022	✓	✓	✓		
La Famiglia	La Famiglia	2022		✓	✓		
JAB Holding Company	JAB Consumer V	2022	✓	✓	✓		
Visionaries Club	Visionaries Seed	2022		✓	✓		
Visionaries Club	Visionaries Growth	2022		✓	✓		
Clessidra Capital Partners	Clessidra Parallel Fund	2023	✓	✓			✓
Fondo Italiano d'Investimento	FOF Impact Investing	2023	✓	✓			✓

INVESTMENTS AND CO-INVESTMENTS

The portfolio of investments in various sectors is focused on listed and unlisted companies that offer attractive growth prospects or constant returns on the investment.

In the industrial sector, HeidelbergCement, one of the world leaders in cement and building materials, adheres to the UN Global Compact and adopts a clear sustainable strategy. Its main focus is the fight against climate change, supported by the commitment taken with the Science Based Target initiative (SBTi).

In the financial sector, it is worth mentioning the investments in Mediobanca and Vontobel, a Swiss private bank that specialises in asset management for private and institutional customers. It has been a pioneer of sustainable investments ever since the 1990s with numerous international awards. It is also a signatory of the UN Principles for Responsible Investment and a member of the Swiss Sustainable Finance association.

CASH, CASH EQUIVALENTS AND OTHER ASSETS

Liquidity under management and financial assets constitute a reserve of cash and cash equivalents, allocated to instruments with a conservative risk profile, available to the Company for possible new investment opportunities. At the end of 2023, this reserve represented approximately 9% of the entire NAV. In addition to this activity, there is the management of the real estate assets owned by the Company, including its head office building in Milan.

Highlights

	Governance and supply chain	Climate strategy	Health, safety and well-being	Gender and human capital development
<i>The foundation for Holding and Portfolio</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles (WEPs) and inclusive growth of competences.
<i>Status 2023</i>	100%	-29% CO₂ Scope 1-2 vs 2021	+6 Injuries vs 2021-22	89%
	It's the percentage of entities, including Holding and Portfolio Companies, that have adopted a Code of Ethics, Sustainability Policies, and Model 231	Holding and Portfolio Companies have taken the first significant steps towards the ongoing validation of the SBTi	This figure, although not positive, adds further impetus to the efforts towards achieving zero accidents.	It's the percentage of entities, among Holding and Portfolio Companies, that have employed the WEPs Gender Gap Analysis Tool and commenced monitoring of the Gender Pay Gap.
	89%	Zero CO₂ Scope 2, from 2022	75%	40.000+ Training hours
	It's the percentage of entities, among Holding and Portfolio Companies, that have employed an ESG questionnaire for supplier prequalification.	From 2022, Holding and Portfolio Companies exclusively use renewable electricity	It's the percentage of entities, within Holding and Portfolio Companies, that have embraced voluntary initiatives to promote people's well-being.	81% voluntary training aimed at enhancing skills growth.
<i>Next challenges</i>	100%	100%	100%	100%
	Portfolio Companies	Pathway to Net Zero	Portfolio Companies	Portfolio Companies
	adopting ESG prequalification models for all suppliers.	Portfolio Companies with validated SBTi objectives.	with a full culture of safety as an ethical and business efficiency model.	adopting a people development plan aimed at growth, inclusion and gender equality.

ESG Ratings



ESG Rating
Total score resulted at 82° percentile in the reference industry.

Scored 100% for the quality of social and environment reporting

ESG Risk Rating
"Negligible risk", combination of "Low Exposure" and "Strong Management".

#1 among comparable companies by level of capitalization.

CDP Climate Change
Rating "C - Awareness" for the management of climate change challenge.

Rating "B - Management" for Supplier Engagement







ESG Score
75/100

Among the best-ranked companies in the sector.

ESG Ranking
93/100

Among the very first ranked companies in the sector.

Strategic objectives

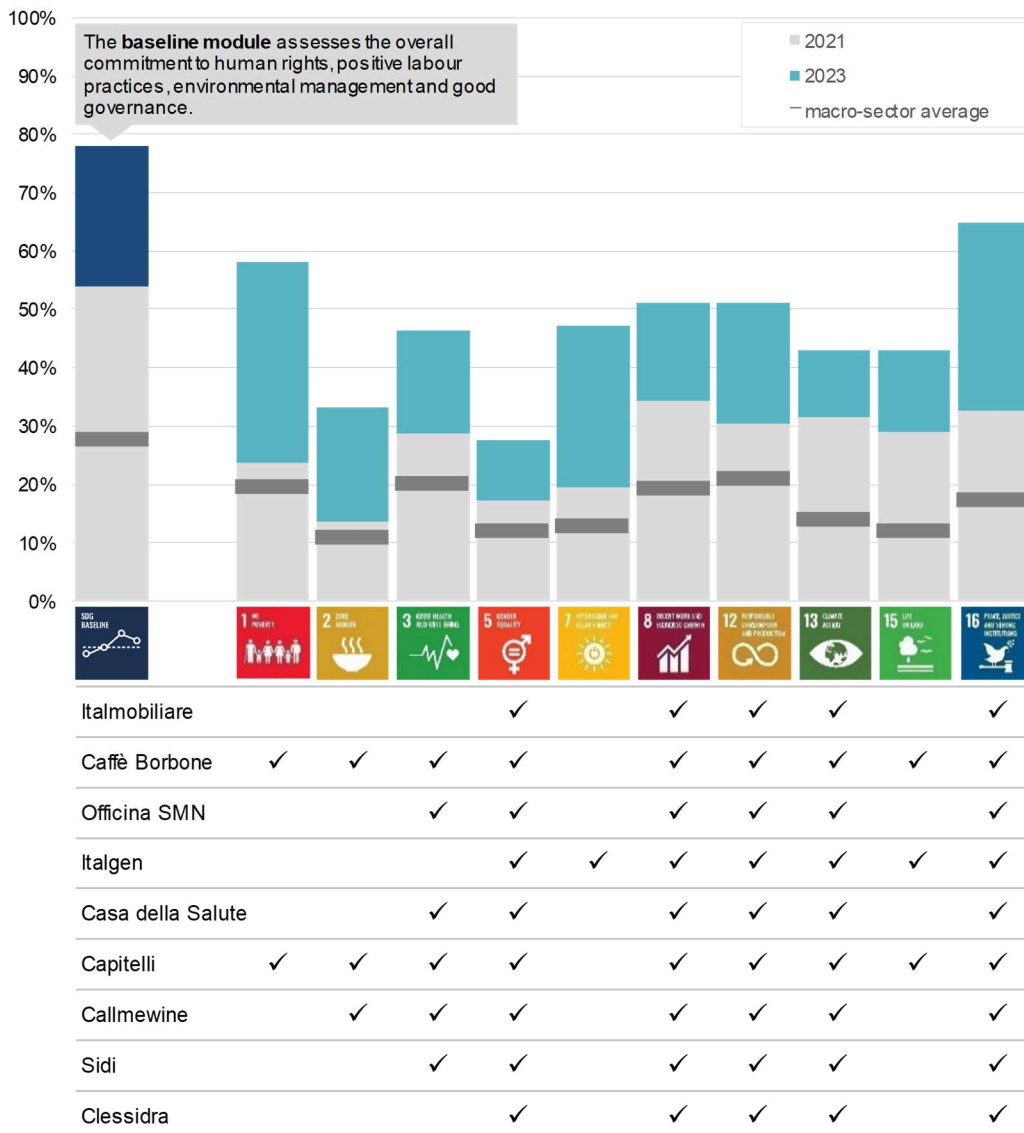
		Target 2025	2019	2020	2021	2022	2023
5	Objective: GENDER EQUALITY						
	Supported by adherence to the Women Empowerment Principles, the goal is to create conditions of inclusiveness and social culture that nurture a pathway aimed at achieving gender equality, starting from management positions.						
Women in managerial positions	%	> 40%	19%	22%	33%	31%	35%
Gender pay gap unadjusted *	%	reduction	--	--	--	-47%	-63%
* In 2023, the variable compensation of the 3-year Long Term Incentive plan for the management of the Holding was paid.							
8	Objective: DECENT WORK						
	Every accident at work is unacceptable, therefore the only acceptable goal is Zero Accidents. Only the creation of a culture of safety, well beyond the legal obligations, allows to record progresses.						
Injury frequency rate (> 24h) **	# / million worked hours	0	6,0	4,8	4,3	3,3	4,8
Hours of training	hours / person	> 40	5,0	5,0	28,9	33,0	27,6
** 2021 e 2022 data have been updated due to reclassification of some accidental events.							
12	Objective: RESPONSIBLE PRODUCTION						
	Renewable or recycled materials out of the total materials used support the transition to a regenerative economy.						
Responsible resources: raw materials	%	> 80%	30%	46%	90%	90%	91%
Responsible resources: packaging	%	> 60%	58%	64%	58%	58%	80%
13	Objective: NET-ZERO						
	The Group is committed to setting short- and long-term emission reduction targets in line with the science-based net-zero scenario according to SBTi. Details on the proposed SBTi objectives and their progress at page F25.						
Carbon intensity: scope 1		reduction	19	17	15	13	13
Carbon intensity: scope 2		0	69	62	8	0	0
Carbon intensity: scope 3 subsidiary companies	tCO ₂ e / million Euros revenues	reduction	--	593	640	610	542
Carbon intensity: scope 3 affiliate companies and other investments ***			--	2.281	3.479	4.038	2.877
*** Without the contribution of AGN Energia, affiliated company sold on 28 February 2024, the 2023 carbon intensity falls to 2,282 tCO ₂ e/M€.							
10	Objective: BUSINESS INTEGRITY						
	Organization and Control Model 231. For new investments, adoption is expected no later than the second year of active management.						
Companies with Model 231 ****	%	100%	100%	83%	88%	100%	100%
**** Formalised anti-offenses instrument							
17	Objective: SUSTAINABLE PARTNERSHIP						
	Code of Ethics explicitly oriented toward sustainability; Evolved Sustainability Policies; Supplier Charter with ESG pre-qualification. For all new investments, implementation is planned within the first year of active management.						
Companies with Code of Ethics		100%	60%	67%	100%	100%	100%
Companies with Sustainability Policies	%	100%	40%	33%	100%	100%	100%
Companies with Supplier Charter		100%	--	--	--	81%	100%

Contribution to SDGs

Italmobiliare Investment Holding intends to be an inspiration, an example and a reference for all those who want to identify, accelerate and enhance their long-term transformation potential and actively contribute to global challenges, creating sustainable, innovative and therefore more competitive and resilient businesses.

By joining the **United Nations Global Compact**, the Italmobiliare Group confirms its commitment - both formal and substantial - to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of protecting the environment and actively involved in every aspect of business integrity. To this end, Italmobiliare shares, supports and applies the fundamental **Ten Principles** of the Global Compact in its sphere of influence and actively contributes to the achievement of the **Sustainable Development Goals (SDGs)**.

The **SDG Action Manager** integrates B Lab's **B Impact Assessment**, the **Ten Principles** of the UN Global Compact and the **SDGs**, allowing effective self-assessment of the progress achieved. Six SDGs are set as common targets for the Holding which promotes their implementation also within the Portfolio Companies, in addition to specific SDGs related to the specific business sectors. The following graph represents the weighted contribution of the Holding and Portfolio Companies, highlighting the improvement since 2021.

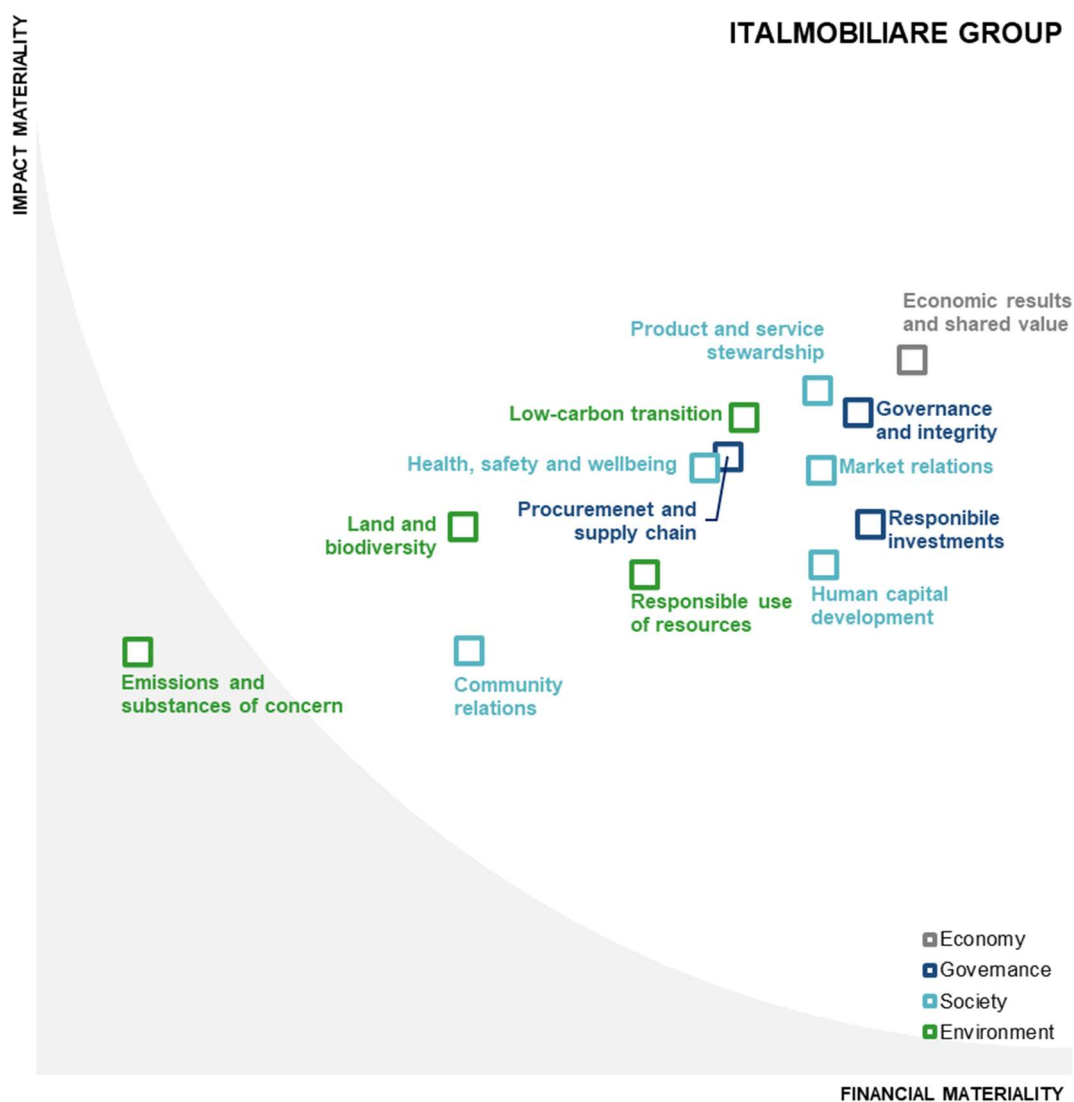


Materiality

In defining the strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant for the Group matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance. Details on the methodology on page F148.

Identifying, understanding, measuring and managing all the success levers and potential impacts, positive or negative, of the business in the best possible way means valorising all the capitals that the Group has to manage responsibly. **Financial and manufactured capital** includes financial and operating instruments used in obtaining the result. **Human capital** brings together the individual skills and experience of everyone in the Group. **Intellectual capital** is fuelled by innovation and by technological and managerial know-how. **Social and relational capital** represents the importance of stakeholders, communities, supply chains, customers, market, institutions in generating social consensus. **Natural capital** defines the set of natural assets, intended as providers of environmental resources and services for economic production and social well-being.

SDGs and materiality are the reference for the action plans adopted by the holding and all the portfolio companies, coordinated and monitored with the support of the Sustainability Department, discussed in the Sustainability and Social Responsibility Committee and included in the variable remuneration of the management.



Economic result and shared value

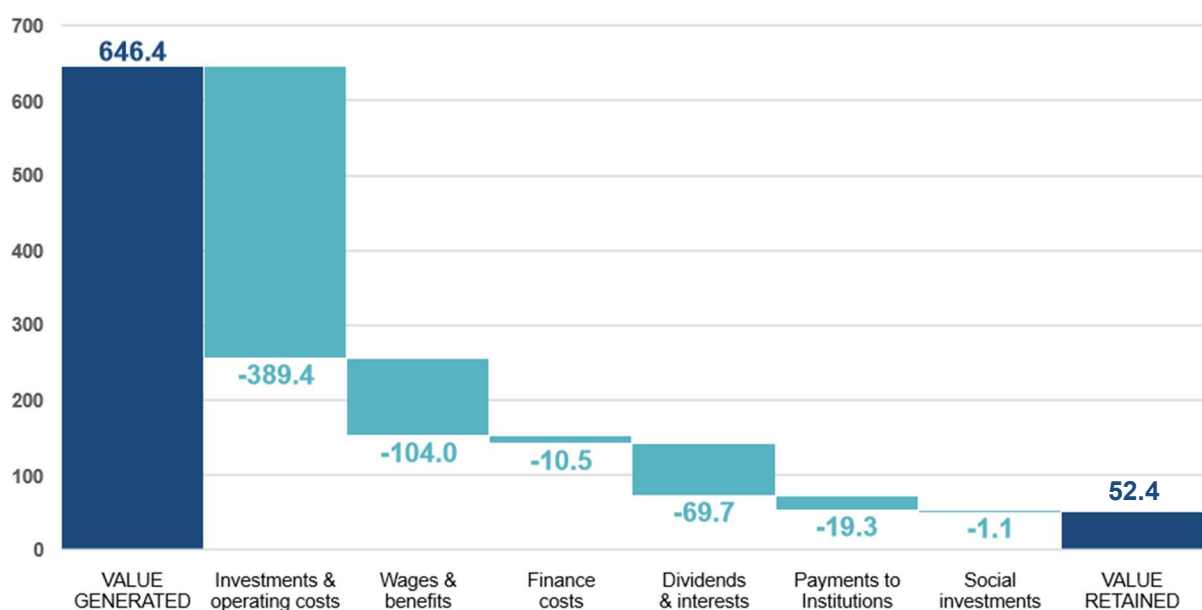
The Italmobiliare Group manages the flow of investments and disposals in order to guarantee its sustainable success through the creation of shared value in the long term. Information on the creation and distribution of economic value provides an effective indication of how the Group has created wealth for the main categories of stakeholders.

		2021	2022	2023	
Economic value generated		568.7	518.9	646.4	
Revenue and income	<i>millions euro</i>	492.3	483.6	585.8	
Public financing receives *		0.6	0.6	1.5	
Other		75.9	34.6	59.2	
Economic value retained	<i>millions euro</i>	105.0	23.8	52.4	Amortisation and depreciation, retained earnings and provisions for new investments
Economic value distributed		463.7	495.1	594.0	Stakeholders who benefit
Investments and operating costs		255.7	352.9	389.4	Suppliers of goods and services
Salaries and staff benefits		72.1	84.5	104.0	Personnel
Dividends and interests **	<i>millions euro</i>	84.0	45.0	69.7	Shareholders and Minorities
Payments to the State and Institutions		48.8	8.0	19.3	State and Public Administration
Finance costs		2.2	3.6	10.5	Capital providers
Social investments		0.9	1.1	1.1	Communities

* In 2023, public financing refers to tax relief, tax credit, subsidies and financial incentives received by Group companies in Italy.

** The 2023 figure includes the dividend that the Board of Directors of Italmobiliare S.p.A. will propose to the Shareholders' Meeting, in particular, 51.6 M€ which will be paid out of the 2023 profit. An additional amount, equal to 75.3 M€, will be paid out of the profit reserve from previous years.

Economic value distributed to the stakeholder in 2023 (million euro)



Governance

GOVERNANCE AND INTEGRITY

The annual **Report on Corporate Governance and the Ownership Structure** details the corporate governance system, the composition and operations of the Board of Directors, the Board of Statutory Auditors and the four Board Committees (Remuneration and Nominations, Transactions with Related Parties, Control and Risk, Sustainability and Social Responsibility).

The **Board of Directors** defines the strategic guidelines of the Company and the Group and is responsible for its management with a view to sustainable success. It is vested with all powers of ordinary and extraordinary administration of the Company, as all matters not expressly reserved for the Shareholders' Meeting by law and the By-laws fall under its remit. The **Committee for Sustainability and Social Responsibility**, set up in 2020 and chaired by the Chief Executive Officer, has a duty to provide the Board of Directors with advice and proposals in order to implement a development strategy focused on sustainability, consistent with Italmobiliare's mission in all its components: governance, economic, social and environmental (ESG). The **Sustainability Department reports to the Chief Executive Officer** and covers also secretarial and management functions for the Committee for Sustainability and Social Responsibility. The composition and management of the governance bodies ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors is at 42% (5 directors out of 12). In addition to what is reported in the Report on Remuneration in theme of transparency and balancing of the remuneration of top management figures, the ratio between the total remuneration of the CEO and the median of Italmobiliare employees in 2023 is equal to 114 (318 for the Group), increasing compared to 2022 due to the variable compensation of the three-year Long Term Incentive plan for the management of the Holding.

The Portfolio Companies have governance systems that are consistent with the Group's approach. The presence on the Boards of Directors of members representing the Parent Company, together with independent directors, creates continuity of vision towards sustainable success.

The [Code of Ethics](#) explicitly recalls the Ten Principles of the United Nations Global Compact, which is internationally recognised as an advanced point of reference, also in terms of corporate governance. Through a sustainable approach aimed at creating shared value for the society and for the environment, the Italmobiliare Group intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand. Further guidance is provided by the various policies adopted and periodically updated, particularly the [Sustainability Policies](#), which commit, among other things, to enforce and ensure transparent governance and integrity, implementing appropriate models and effective organisational procedures. All the Portfolio Companies have aligned their Codes of Ethics and Sustainability Policies during their first year of active ownership.

Italmobiliare has adopted an **Organisation, Management and Control Model**, regulated by law but voluntary. It is designed to limit the risk of committing certain types of crimes, mainly in terms of corruption, bribery, fraud against the State, corporate offences, fencing, unintentional serious injuries or fatalities due to non-compliance with safety norms, serious environmental crimes, terrorism or violations against the individual, market abuse, tax offences, trafficking in illicit influences. In 2022, crimes related to non-cash payments and against cultural heritage assets were integrated. Additional crimes introduced by the law are systematically incorporate. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition, the control functions that supervise compliance with regulations have been identified. They have the support of the Legal and Corporate Affairs and Internal Audit departments of the holding company. Compliance risks are identified and evaluated at least once a year as part of the risk assessment process. In addition to specific periodic training, the approach adopted includes the whistleblowing procedure for reporting unlawful behaviour, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action. The Model adopted by the Parent Company acts as a point of reference for the systematic adoption of consistent approaches by the Portfolio Companies.

The Group's approach to **tax** is grounded on the principle of legality and rigorously compliant with the legislation in force in Italy and in the other countries in which it operates. Also thanks to the Model 231, no significant aspect in this area has been registered. Considering the Group's geography, 99% of taxes is paid to Italian institutions.

RISK MANAGEMENT

The **Internal Control and Risk Management System (ICRMS)** adopted by Italmobiliare has risk management bodies, systems and processes aligned with international best practices. These allow constant monitoring and effective management of risks of an economic-financial, social and environmental nature at Group level and conscious decision-making on the matter. It consists of rules, procedures and organisational structures to allow the identification, measurement, management and monitoring of the main risks to which the Company and its subsidiaries are exposed.

The Board of Directors, with the opinion of the **Control and Risk Committee**, defines the Guidelines and assesses their adequacy and effectiveness at least once a year. These Guidelines are sent to the subsidiaries so that they can take them into account when defining and maintaining their own ICRMS, without prejudice to each other's autonomy and independence. In 2023, under the coordination of the Internal Audit Department, which is entrusted with risk management, and with the support of the Sustainability Department, the process of refining the ESG risk assessment continued, with particular attention to climate risks, assessed since 2021 according to the definitions of the Task Force on Climate-related Financial Disclosures (TCFD). In particular, the involvement of the management of the Portfolio Companies was even more structured, with dedicated workshops and sessions.

The following table shows the transversal themes that most widely emerged in the assessments carried out with individual controlled companies, highlighting the potential risks and the areas that present the main opportunities. This exercise is extended also to the affiliate companies. The assessment adopts a **precautionary approach**, preferring to overestimate the risks in order to activate improvement processes in any case.

Main risks

	Italmobiliare	Caffè Borbone	Officina SMN	Italgen	Casa della Salute	Capitelli	Callmewine	SIDI Sport	Clessidra
ECONOMY									
Macroeconomic context	medium				low to high				
Financial risks	high				low to medium-high				
Sectorial context, competitiveness, and technology	medium				low to high				
GOVERNANCE									
Strategy and business	high				medium to medium-high				
ESG integration in business strategy and implementation of action plans	medium				low to high				
Suppliers and business partner	low				low to medium				
Availability and cost-effectiveness of supplies and raw materials, energy and logistics	--				low to high				
Evolution of regulatory framework (elements not included in climate risk)	low				low to high				
IT infrastructure and cyber risk	low				low to medium-high				
SOCIETY									
Organisational structure, internal processes and competences	low				low to medium-high				
Occupational health and safety	low				low to medium				
Quality of products and services in line with expectations of the Group and customers	--				low to medium				
Marketing and commercial processes	--				low to medium-high				
ENVIRONMENT									
Climate risk (rating)	medium-low				low to high				

The at least half-yearly update of the risk assessment contributes to fuelling and refining the mitigation actions reflected in the budget or strategic planning and the annual ESG Plans of Holding and Portfolio Companies, transforming risks, often intrinsic to business segments, into opportunities and the creation of value.

The Group's sustainable approach is in itself a strategy of risk anticipation and mitigation. The strategic vision and global references inspire governance processes and integrate into them. Management systems built on internationally recognized schemes constitute valid operational references. The solidity and effectiveness of the governance adopted, and the performances achieved are recognized by management systems certifications and ESG ratings.

O = ongoing		Italmobiliare	Caffè Borbone	Officina SMN	Italgen	Casa della Salute	Capitelli	Callmewine	SIDI Sport	Clessidra
Strategic vision	UN Global Compact	✓	✓	✓	✓	✓	✓	✓	✓	✓
	UN Principles for Responsible Investment									✓
	Women's Empowerment Principles	✓	O	O	✓	O	O	O	O	O
	Science Based Targets initiative	✓	✓	✓	✓	✓	✓	✓	✓	O
Governance	Code of Ethics	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Sustainability Policies	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Model 231	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Whistleblowing	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Responsible Investment Policy	✓								✓
Management systems	Supplier Charter	✓	✓	✓	✓	✓	✓	✓	✓	
	ISO 9001 - quality		✓		✓	✓				
	ISO 14001 - environment		✓		✓					
	ISO 45001 - health and safety		✓							
	IFS / BRC - food safety		✓				✓			
Rating	AGCM - Legality Rating		✓		✓	✓				
	B Corp - benefit company				O	O				
	S&P Global	✓								
	CDP	✓								
	Sustainalytics	✓								
	UN PRI									✓
	Ecovadis		✓		✓					
	Others (e.g., Cerved, Cribis)				✓					

Confirming the overall effectiveness of the integrity and compliance safeguards adopted by Italmobiliare and its subsidiaries, in 2023 there were no cases of corruption, anti-competitive behaviour or non-compliance with socio-economic and environmental regulations. The Supervisory Body has not received any reports of alleged illegal behaviour or conduct contrary to the Code of Ethics.

CLIMATE RISKS

The qualitative and quantitative information provided in this section are informed according to **TCFD Recommendations** and the **IFRS S2 Climate-related Disclosures**, already using some elements included in the new **European Sustainability Reporting Standards, ESRS E1** in particular.

Governance

As explicitly described in the **Code of Ethics**, "Italmobiliare promotes environmental policies and actions at all Group companies, adapting them on the basis of sector specificities aimed at actively contributing to global challenges, such as climate change, biodiversity conservation and the preservation of non-renewable resources".

The **Sustainability Policies** commit Italmobiliare to "pursue energy efficiency and climate protection along the entire value chain, defining actions in line with the global strategy of the Paris Agreement" and to "tackle pro-actively the challenge of climate change, with the purpose of an overall reduction of greenhouse gas emissions over the entire life cycle, implementing measures aimed at energy saving, the efficiency of plants and the supply and distribution chain and designing products and services that contribute to the global goal of the Paris Agreement".

The **Responsible Investment Policy** identifies SDG 13, "Take urgent action to combat climate change and its impacts, fostering the low-carbon transition and implementing monitoring, mitigation and adaptation activities for resilient value chains", among the Sustainable Development Goals chosen by Italmobiliare as levers for the creation of value. Additionally, sector exclusions include "Companies that derive revenue from exploration, extraction, distribution (including transportation, storage and trade) or refining of hard coal, lignite, unconventional oil (e.g. shale oil, tar sand) and unconventional gas (e.g. shale gas) are admitted to investment only for minor trading activities and targeting exclusively companies that formally and through publicly accessible sources demonstrate that they have significant initiatives underway for decarbonisation, mitigation, offsetting or sequestration of greenhouse gas emissions; in other words, they are making a significant contribution towards adapting to climate change. Particular attention is given to mining activities in the Arctic environment. The same criterion applies to energy-intensive companies that derive more than 20% of their energy needs from coal or petroleum derivatives."

In line with the above, in March 2023 Italmobiliare formalized its membership of the **Science Based Targets initiative (SBTi)**, committing to set short and long-term emission reduction objectives in line with the net-zero scenario. In October 2023, it sent its short-term reduction objectives to the SBTi team of experts for scientific validation. Long-term targets (net-zero 2050) will be sent as soon as guidelines are made available. Following the commitment of the parent company, the Portfolio Companies also join SBTi.

On these rationales, Italmobiliare excludes investments in high-carbon sectors and subjects potential targets to due diligence processes including climate risk assessment, alignment with the Taxonomy and SBTi.

The ultimate responsibility for ESG governance and in particular for climate-related risks and opportunities lies with the **Board of Directors**. Within the operations of the Board of Directors, the **Sustainability and Social Responsibility Committee** helps to supervise full ESG integration into business processes. The Sustainability and Social Responsibility Committee is. The Committee is animated by the **Sustainability Department** and also sees the presence of the Equity Investments Director. Together, they are responsible for aligning the Portfolio Companies' strategy with the Group's ESG objectives.

ESG performance is at the first point of the agenda of each meeting of the Board of Directors, at Holding or Portfolio Company level, with at least verification of the progress of the annual ESG Plans for all Portfolio Companies and aggregation at level of Group. All ESG plans include specific climate-related actions. CEOs and first-line managers of Holding and Portfolio Companies have 20% of their variable remuneration tied to the implementation of annual ESG plans.

The **Control and Risk Committee** supervises the risk assessment process and informs its review and approval by the Board of Directors. The Chief Sustainability Officer also participates in the discussion on climate risks.

The **Internal Audit Department**, which is entrusted with risk management, supported by the Sustainability Department, annually updates the assessment of exposure to climate risks and verifies its consistency every six months.

Strategy and risk management

Consistent with its role as an active shareholder, since 2021 Italmobiliare applies the definitions of Guidelines of the Task Force on Climate Related Financial Disclosures (TCFD) for the assessment of climate risks. Over the years, the assessment has been refined, assisting and involving Portfolio Companies in identifying risks and opportunities linked to the scenarios adopted. The transition risks are identified with respect to the scenario chosen as a strategic reference, i.e. "Net Zero 2050", defined by the Network for Greening the Financial System (NGFS). Physical risks are identified with respect to the "Current Policies" scenario defined by NGFS.

The choice of the strategic scenario "Net Zero 2050" is consistent with the SBTi commitment. Furthermore, Italmobiliare has adopted the relevant **shadow price** curve from the scenario as an effective reference for monetizing the evolution of political pressure, market preferences, available technologies and abatement costs. The shadow price allows numerous applications linked both to the quantification of the financial impacts of climate risks, in particular transition risks, and to budget or strategic planning, such as the optimization of the supply chain or logistics and informed decision-making processes on the most relevant investments.

The assessment of climate risks is systematically included in the annual *risk assessment* carried out by the Holding and all the Portfolio Companies with the coordination of the Internal Audit Department, which is entrusted with risk management, and the support of the Sustainability Department and the Finance Department. The assessment extends to the entire value chain and considers the different geographies involved with a **time horizon of at least 10 years**. The assessment adopts a **precautionary approach**, preferring to overestimate the risks triggering improvement processes that go well beyond mitigation. Results are submitted to the Control and Risk Committee and approved by the Board of Directors.

Extreme climatic events and their chronicity may impact assets with intrinsic characteristics of vulnerability such as outdoor activities, in sensitive geographies or dependent on single production structures. The Group's overall exposure to potential **physical risks** of direct assets is little.

In any case, all Portfolio Companies, supported by budgets and strategic planning, adopt and update mitigation and adaptation measures at all locations.

For some specific sectors, such as those that depend on agricultural or livestock *commodities*, the impacts may be more significant in the supply chain. Portfolio Companies involved carefully monitor upstream operators, differentiating and creating alternatives in supplies and engaging them in mitigation initiatives.

Exposure to **transition risks** depends on the capacity for vision and governance of a complex series of critical factors, including:

- carbon intensity and the value of the carbon footprint;
- the adoption of decarbonisation strategies aligned with the commitment to the Science Based Targets initiative (SBTi);
- belonging to value chains that are heavily regulated in climate matters or are expected to be so, or;
- in which significant technological developments can be expected;
- the use of energy and *energy-intensive* raw materials;
- the dimension of logistics and distribution in sensitive B2B or B2C markets;
- the growing expectations regarding transparency and performance of authorities, institutions, investors, business partners and *stakeholders* in general.

The direct or indirect assets of the Group are exposed in a differentiated way. The overall liability, i.e. the financial dimension of the distance from the "Net Zero 2050" scenario, is estimated by combining carbon footprint, *climate risk rating* and *shadow price*.

Supported by budgets and strategic planning that integrate the "Net Zero 2050" strategic scenario and the SBTi commitment, the Holding and all the Portfolio Companies have already activated the decarbonisation path. Among the already consolidated initiatives, the exclusive use of renewable electricity with consequent elimination of Scope 2 emissions which, even for new companies entering the portfolio, is achieved within the first year.

The following tables show the most relevant physical and transition risks identified and an abstract of the various mitigation initiatives already in place.

Major physical risks identified and mitigation measures

	Description	Implemented mitigations and opportunities
Caffè Borbone	<i>Direct assets</i> Single production plant	Maintenance and improvement of the plant's adaptation safeguards (i.e. sewerage, structures and buildings, insurance cover, ...).
	<i>Value chain assets</i> Highly dependent on agricultural commodities (coffee) intrinsically exposed. Coffee supply from countries in tropical or sub-tropical areas, subject to significant events related to climate change.	Differentiation of countries of origin. Purchase through qualified traders, also for the management of climate risks and more general ESG risks. Growing purchase of ESG certified green coffee (30% in 2023, target 80% in 2026), also for managing the deforestation risk. Engagement of green coffee traders and producers for the promotion of resilient agricultural practices.
Capitelli	<i>Direct assets</i> Single production plant	Maintenance and improvement of the plant's adaptation safeguards (i.e. sewerage, structures and buildings, insurance cover, ...).
	<i>Value chain assets</i> Highly dependent on farm-raised commodities (pig meat) highly exposed during hot seasons and at risk of inadequate nutrition for required quality standards	Launch of the establishment of "Filiere Capitelli", promoting animal welfare, resilient farming practices, entrepreneurial culture, and financial support.
Callmewine	<i>Value chain assets</i> Highly dependent on agricultural commodities (wine) intrinsically exposed.	Geographical distribution and differentiations of wine suppliers. Engagement of wine producers for the promotion of resilient agricultural practices.
Italgen	<i>Value chain assets (ecosystem services)</i> Hydroelectric production strongly dependent on rainfall trends.	Geographical distribution of plants, acquisition over time of new hydroelectric plants. Preventive maintenance of intakes, reservoirs, and emergency facilities of power plants. Automatization through remote-detection, control, and operation systems. Mainly flow-through hydroelectric power plants. Differentiation of energy sources with significant development of photovoltaic projects, not exposed.

Major transition risks identified and mitigation measures

	Description	Implemented mitigations and opportunities
Italmobiliare	<p><i>Legal risks</i> Transparency or climate disclosure obligations: DNF, CSRD, Taxonomy and others.</p>	SBTi membership (March 2023) and definition of the decarbonization strategy, with the submission of the validation objectives (October 2023). Scope extended to the entire eligible investment portfolio.
	<p><i>Reputational risks</i> Adequate communication on efforts to combat climate change.</p>	Continuous improvement of metrics and <i>disclosure</i> , in anticipation of legal requirements.
Caffè Borbone	<p><i>Legal risks (according to company dimension)</i> Transparency or climate disclosure obligations: DNF, CSRD, Taxonomy and others</p>	SBTi membership (January 2024), initiating the definition of an aligned decarbonization strategy.
	<p><i>Policy risks</i> Climate regulations in force or future regulations with effects on direct or indirect assets: ETS, Deforestation, Packaging, Greenwashing and others.</p>	Selection and involvement of coffee suppliers and suppliers of production materials (filter paper, plastic, compostable plastic, paper and packaging board). Some strategic suppliers already joined SBTi.
	<p><i>Market risks</i> Increasing sensitivity of consumers and distribution channels (large retailers) towards low carbon products.</p>	Product eco-design (e.g., compostable pods and capsules), packaging eco-design (mainly paper and cardboard, FSC mixed), and product-mix alignment.
	<p><i>Reputational risks</i> Adequate communication on efforts to combat climate change.</p>	Continuous improvement of metrics and <i>disclosure</i> , in anticipation of legal requirements.
Officina Profumo-Farmaceutica di Santa Maria Novella	<p><i>Policy risks</i> Climate regulations in force or future regulations with effects on direct or indirect assets: ETS, Deforestation, Packaging, Greenwashing and others.</p>	SBTi membership (January 2024), initiating the definition of an aligned decarbonization strategy.
	<p><i>Market risks</i> Increasing sensitivity of consumers and distribution channels towards low carbon products.</p>	Direct engagement of strategic suppliers (glass, paper). Formulations and packaging eco-design (i.e. shorter value chains, introduction of refill practices).
	<p><i>Reputational risks</i> Adequate communication on efforts to combat climate change.</p>	Continuous improvement of metrics and <i>disclosure</i> , in anticipation of legal requirements.
Capitelli	<p><i>Policy risks</i> Climate regulations in force or future regulations with effects on direct or indirect assets: ETS, Deforestation, Packaging, Greenwashing and others</p>	SBTi membership (January 2024), initiating the definition of an aligned decarbonization strategy.
	<p><i>Market risks</i> Increasing sensitivity of consumers and distribution channels (large retailers) towards low carbon products.</p>	Creation of a supply chain aimed at resilient farming practices. Power Purchase Agreement for the production by third-partied of renewable electricity in business areas, also to meet productive thermal energy needs.
	<p><i>Reputational risks</i> Adequate communication on efforts to combat climate change.</p>	Continuous improvement of metrics and <i>disclosure</i> , in anticipation of legal requirements.
Callmewine	<p><i>Policy risks</i> Climate regulations in force or future regulations with effects on direct or indirect assets: ETS, Deforestation, Packaging, Greenwashing and others</p>	SBTi membership (January 2024), initiating the definition of an aligned decarbonization strategy. Supplier engagement and sensibilization.
	<p><i>Market risks</i> Increasing sensitivity of consumers and distribution channels towards low carbon products.</p>	Carbon neutrality through offsetting. Continuous improvement of metrics and <i>disclosure</i> , in anticipation of legal requirements.
SIDI Sport	<p><i>Market risks</i> Increasing sensitivity of consumers and distribution channels towards low carbon products.</p>	SBTi membership (February 2024), initiating the definition of an aligned decarbonization strategy. Supplier engagement and sensibilization.
	<p><i>Reputational risks</i> Adequate communication on efforts to combat climate change.</p>	Alignment of metrics and <i>disclosure</i> , in anticipation of legal requirements.
Clessidra	<p><i>Legal risks</i> Transparency or climate disclosure obligations: SFDR and others.</p>	Preparation for accession to SBTi (2024).
	<p><i>Reputational risks</i> Adequate communication on efforts to combat climate change.</p>	Continuous improvement of metrics and <i>disclosure</i> , in anticipation of legal requirements.

Metrics and targets

Greenhouse gas emissions, Scope 1, 2 and 3, including category 15 "investments", are reported in detail in this Report, as an aggregate of all the material components of the Net Asset Value and for the individual Portfolio Companies.

For consolidation, Italmobiliare adopts the "*financial control*" approach and the **GHG Protocol** developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), also read through the interpretation of the Partnership for Carbon Accounting Financials (PCAF), and in particular:

- *GHG Protocol Corporate Accounting and Reporting Standard – revised edition;*
- *Corporate Value Chain (Scope 3) Accounting and Reporting Standard.*

The targets mainly refer to the mitigation of climate transition risks, leveraging the multiple opportunities for value creation. The commitment to the **Science Based Targets initiative (SBTi)** represents the primary strategic reference.

The short-term objectives have already been achieved. For example, from 2022 the Holding and all the controlled Portfolio Companies will use exclusively renewable sources of electricity, consequently eliminating Scope 2 emissions.

In March 2023, the Board of Directors approved Italmobiliare's membership of the *Science Based Target initiative* (SBTi), which was immediately formalized. Following the commitment made and after discussion in the Sustainability and Social Responsibility Committee and approval by the Board of Directors, in October 2023 Italmobiliare sent its decarbonisation objectives to SBTi for technical validation. Below is the detail of the proposed objectives.

Objectives submitted to SBTi (waiting for validation)

	Scope	Method and objectives	Progress 2023
Holding and controlled Portfolio Companies	Scope 1+2 Fuels and electricity use	Absolute By 2030, 50% emission reduction compared to 2021.	-29%
	Scope 3 - Cat. 1-14 value chain <ul style="list-style-type: none"> ■ Cat. 1 - Purchase of goods and services ■ Cat. 2 - Capital goods ■ Cat. 4 - Upstream ■ Cat. 9 - Downstream logistics 	Supplier engagement By 2028, 50% of total spending for categories 1, 2, 4 and 9 with suppliers having validated Science Based Targets.	~20%*
Portfolio Companies affiliated and other investments	Scope 3 - Cat. 15 investments: <ul style="list-style-type: none"> ■ directly or indirectly owned companies with total share > 25% ■ participations in listed companies with material emissions 	Portfolio coverage By 2027, 50% of the eligible Net Asset Value represented by companies with validated Science Based Targets. By 2030, 100% of the eligible Net Asset Value represented by companies with validated Science Based Targets.	7% **

* % of suppliers committed or with validated SBT

** representing 6% of the corresponding GHG emissions

RESPONSIBLE INVESTMENTS

In line with its identity, inspired by its Vision, Mission and Values, adopting the principles and rules of conduct defined by the Code of Ethics and following the guidelines provided by the Sustainability Policies, Italmobiliare Investment Holding manages its flow of investments and disposals in order to guarantee the sustainable success of the Group through the creation of shared value.

The [Responsible Investment Policy](#) explains all stages of the investment process: sector criteria, pre-investment, ownership and divestment. It covers all the components that contribute to Italmobiliare's Net Asset Value: portfolio companies, equity investments in listed and unlisted companies, investments in private equity funds, financial assets held for trading and cash management.

Contribution to the SDGs is a fundamental metric for evaluating the sustainable success of the Group. Among the various elements to be assessed, the prospects for improving the ESG positioning and alignment with Italmobiliare's sustainable strategy play a significant role. To this end, Italmobiliare refrains from any investment or involvement, whether direct or indirect, with entities involved in the production, marketing, use or trade of illegal products or activities. Other ascertained direct or indirect practices also lead to exclusion: for example, corruption, money laundering, human rights violations, activities in conflict zones, violations of the fundamental principles of labour, production of goods harmful to health, the environment and morality, an obstacle to sustainability in general. Furthermore, the activities and sectors subject to particular attention are detailed in the chapter "Sectoral criteria" of the Responsible Investment Policy.

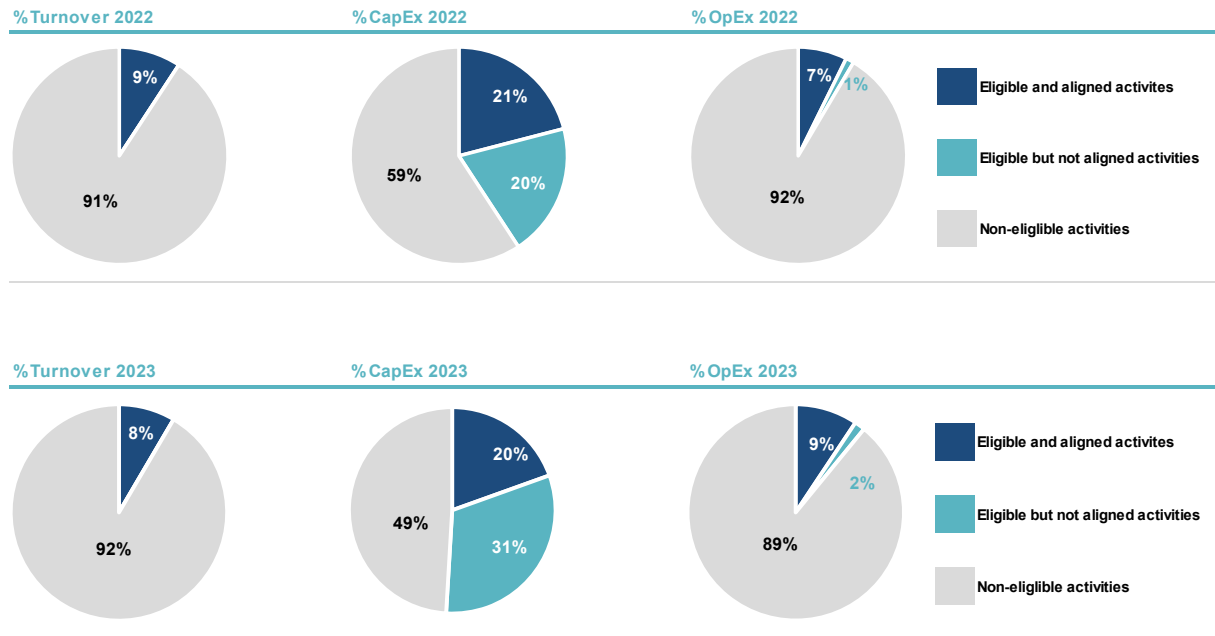
Italmobiliare assigns priorities and mobilises financial resources in a targeted and selective manner, thereby contributing to global challenges and, at the same time, protecting and strengthening financial performance for the benefit of shareholders and all other stakeholders. The choices of capital allocation, with limited use of financial leverage, are aimed at long-term "core" majority shareholdings, with clear development and enhancement objectives, as well as minority shareholdings with a main focus on stable dividend generation or strong growth. In 2023, out of approximately 70 "portfolio" investment opportunities screened, 9 dossiers were analysed. For none of these, a due diligence phase was continued.

The attention paid to the sustainability profiles finds continuity in the management phase of the companies in the portfolio, through an active dialogue with the investee companies aimed at fully integrating sustainability into the business strategy. In the organisation of Italmobiliare, the task of translating the strategic indications received from the Board of Directors into current management operations is the responsibility of the Investment Management Department, supported by the other functional departments at holding company level.

Investment roadmap: the ESG essentials

Pre-investment screening	Year 1	Year 2+	Exit or new cycle
	Onboarding	Value creation	
EXCLUSION LIST Weapons Coal Unconventional oil and gas Conflict minerals and others Recreational drugs Nuclear energy Gambling GMOs and cloning Pornography Tobacco POSITIVE SCREENING Capability to contribute to SDGs ESG DUE DILIGENCE Throughout entire value chain, including climate risk and taxonomy	IMPRINTING Diverse and qualified BoD UN Global Compact Women's Empowerment Principles 100% renewable energy GOVERNANCE Code of Ethics Sustainability Policies Model 231: business integrity Supplier Charter ESG Website STRATEGY Materiality analysis ESG & SDGs assessment Gap analysis ESG plan <ul style="list-style-type: none"> ▪ Continuous coaching, training and managerial support to all Portfolio Companies ▪ Monitoring, data collection and reporting aligned with best Group's practices and legal requirements (NFRD/CSRD, GRI/ESRS, TCFD, Taxonomy, SFDR) 	ENVIRONMENT Decarbonisation strategy (SBTi) Renewable or recycled materials Responsible packaging Biodiversity conservation SOCIAL Diversity, equity & Inclusion Health, safety and wellbeing Continuous training Career management Product/service stewardship Community investments GOVERNANCE Sustainable procurement Certified management systems ESG Rating Sustainability report	ESG INFO Transparency on ESG performance and on sustainable transformation achieved MISSION LOCK Search for buyer that could continue the ESG process

In the active ownership of Portfolio Companies, the strategic and operational references of the **European Taxonomy** for sustainable finance are duly considered. Below is a graphical representation of the eligibility and alignment of the Group's turnover, CapEx and OpEx for years 2022 and 2023. Details are available on page F144.



Still on the subject of sustainable finance, the full enforcement of Regulation 2019/2088 on sustainability-related disclosures in the financial services sector (**SFDR**) progressively makes direct information available on the ESG approach and performance of asset managers of *private equity and private credit funds, venture capital* and other alternative investments, with progressive levels of transparency and commitment. Accordingly, related investment procedures have been updated. Details of Italmobiliare's specific investments are shown on page F12.

Society

As expressed by the Sustainability Policies, in relations with all the companies or counterparties of the Group and in the active involvement of all stakeholders in its sphere of influence, Italmobiliare commits:

- To support and respect internationally proclaimed human rights, which are universal and belong equally to every person.
- To implement work practices based on fair employment, equal opportunities, skills development and inclusiveness, considering diversity as a source of value.
- To ensure the health, safety and well-being of all parties involved by providing adequate working conditions, equipment, information and training.
- To create and maintain relationships with shareholders, investors and the market based on partnerships, transparency, exchange of information and sharing of commitments.
- To invest time, skills and resources in supporting community and fostering local development with the regular involvement of all interested parties.
- To guarantee constant improvement in the quality and in the environmental and social value of processes, products, applications and services, promoting research and innovation.

HUMAN CAPITAL DEVELOPMENT

The growth of the Group also depends on the ability to attract and retain, at the Holding Company and at all the other companies, people with different, complementary skills and leaders capable of guiding the evolution of companies by aligning the interests of management and shareholders and promoting the sustainable success of the Group through the creation of shared value in the long term.

The Group considers the management and development of human capital a clear responsibility of all managers, aimed at respecting and protecting their skills and diversity, but above all at their development and empowerment.

Confirming its commitment to equal opportunities, since 2020 Italmobiliare has signed and promoted the *Women Empowerment Principles* (WEPs), explicitly referred to in the Codes of Ethics of all Group companies. Portfolio Companies are completing direct underwriting. In 2023, Italmobiliare and all the Portfolio Companies updated the profiling with the *WEPs Gender Gap Analysis Tool*, identifying improvement actions.

HOLDING (% female participation)	2021	2022	2023
Board of Directors	42%	42%	42%
Board of Statutory Auditors <i>(including alternate auditors)</i>	50%	50%	50%
Management positions*	37%	40%	47%
Total personnel	50%	49%	56%
Gender pay gap *	--	-65%	-85%
PORTFOLIO COMPANIES (% female participation)			
Boards of Directors	14%	16%	21%
Boards of Statutory Auditors <i>(including alternate auditors)</i>	25%	35%	30%
Management positions*	31%	29%	33%
Total personnel	40%	46%	56%
Gender pay gap	--	-44%	-50%
GENDER PAY GAP (Difference between women's and men's average pay compared with men's average pay)			
Total *		-47%	-63%
<i>Managers *</i>	--	-28%	-48%
<i>Middle managers</i>	--	-14%	-19%
<i>Office workers</i>	--	-35%	-35%
<i>Production workers</i>	--	-48%	-54%

* In 2023, the variable compensation of the three-year Long-Term Incentive plan for the Holding's management was disbursed.

Confirming the value given to people, permanent full-time contracts are by far the main type of employment. Part-time jobs constitute an element of flexibility to meet individual needs for work-life balance, but they are limited. 84% of the Group's employees are covered by collective bargaining agreements.

All Group companies prefer to develop and enhance skills and professionalism of people from their local communities. As confirmation, 74% of the Group's managers reside in the same region in which the operational headquarters are located.

In addition to employees, the Group relies on the support of 958 non-employee workers, mostly temporary or self-employed workers and agents.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	338	489	827	463	542	1005	823	648	1,471
<i>Managers</i>	11	42	53	13	48	61	16	60	76
<i>Middle managers</i>	28	38	66	37	64	101	58	77	135
<i>Office workers</i>	266	114	380	374	123	497	532	162	694
<i>Production workers</i>	33	295	328	39	307	346	217	349	566
Turnover	--	--	168	--	--	178	--	--	466
+ <i>Hirings</i>	--	--	254	--	--	295	--	--	373
+ <i>Acquisitions</i>	--	--	3	--	--	39	--	--	282
- <i>Voluntary exits</i>	--	--	40	--	--	83	--	--	118
- <i>Non-voluntary exits</i>	--	--	48	--	--	73	--	--	69
- <i>Divestments</i>	--	--	1	--	--	0	--	--	2
% contract: permanent	80%	92%	87%	84%	92%	88%	88%	95%	91%
% contract: full time	56%	94%	79%	55%	95%	77%	65%	96%	79%
Training									
Hours per capita	45.1	17.7	28.9	47.9	20.4	33.0	36.1	16.8	27.6
<i>Managers</i>	15.5	7.8	9.4	28.2	19.1	21.0	27.0	17.2	19.2
<i>Middle managers</i>	13.0	7.6	9.9	20.6	20.8	20.7	23.0	24.2	23.7
<i>Office workers</i>	53.8	57.5	54.9	54.1	34.5	49.2	49.5	34.1	45.9
<i>Production workers</i>	12.4	5.1	5.8	20.9	14.8	15.5	7.3	7.0	7.1
% hours of voluntary training	--	--	--	--	--	--	85%	68%	81%
<i>Managers</i>	--	--	--	--	--	--	93%	92%	93%
<i>Middle managers</i>	--	--	--	--	--	--	83%	82%	83%
<i>Office workers</i>	--	--	--	--	--	--	88%	82%	87%
<i>Production workers</i>	--	--	--	--	--	--	40%	18%	27%
% with at least one training session	--	--	--	--	--	--	92%	88%	90%
<i>Managers</i>	--	--	--	--	--	--	88%	82%	83%
<i>Middle managers</i>	--	--	--	--	--	--	90%	97%	94%
<i>Office workers</i>	--	--	--	--	--	--	87%	91%	88%
<i>Production workers</i>	--	--	--	--	--	--	106%	86%	94%
% with performance appraisal	17%	25%	22%	64%	38%	50%	21%	31%	26%
<i>Managers</i>	91%	83%	87%	100%	92%	93%	81%	87%	86%
<i>Middle managers</i>	46%	71%	61%	76%	84%	81%	53%	70%	63%
<i>Office workers</i>	13%	32%	19%	64%	60%	63%	24%	39%	27%
<i>Production workers</i>	0%	9%	8%	38%	11%	14%	2%	10%	7%

HEALTH, SAFETY AND WELLBEING

Italmobiliare considers safety, protection and promotion of the health and wellbeing of the person as fundamental values to be integrated into all of the Group's activities and in business or social relations with all stakeholders in its sphere of influence. This principle extends to employees, businesses, suppliers, visitors, local communities and any other interested parties within its sphere of influence.

The Group is committed to taking concrete measures to eliminate accidents, injuries and illnesses caused by work, reducing the risks in all its activities. It also aims to achieve the highest levels of collective and individual awareness, encouraging a process of continuous improvement by adopting effective management systems and visible leadership as the key to success. 96% of the Group's workforce is covered by an occupational health and safety management system.

All personnel are adequately trained and equipped to carry out their role in conditions of complete safety and health, according to operating procedures aimed at minimising exposure to risk factors and taking into consideration the different needs and requirements of men and women. Also in 2023, no cases of occupational disease were reported throughout the consolidated perimeter.

All Group companies undertake initiatives to promote the psychological and physical wellbeing of their people.

	2021	2022	2023
Employees injuries *	5	5	11
<i>Fatalities</i>	0	0	0
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	0	1	1
<i>Other injuries *</i> <small>with absence from work less than 180 days</small>	5	4	10
Frequency rate * <small>number of injuries per million hours worked</small>	4.3	3.3	4.8
Severity rate * <small>lost days per thousand hours worked</small>	0.06	0.28	0.17
Non-employees injuries	2	0	2
<i>Fatalities</i>	0	0	0
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	0	0	0
<i>Other injuries</i> <small>with absence from work less than 180 days</small>	2	0	2
Frequency rate <small>number of injuries per million hours worked</small>	33.3	0.0	24.3

* 2021 and 2022 data have been updated due to reclassification of some accidental events. The 11 injuries recorded in 2023 were due to crushing (3), impacts/falls (3), cuts or superficial wounds (3) and musculoskeletal pain (2).

PRODUCT AND SERVICE STEWARDSHIP

Italmobiliare promotes commercial policies and strategic choices in line with best practices and the principle of professional loyalty towards customers and consumers in all Group companies, in particular those with services and products intended for national or international business or *consumer* markets.

All Group companies work to ensure and continually improve the quality of processes, products and services, adopting a systematic approach aimed at satisfying increasingly challenging requirements and creating value along the life cycle of products and improving relationships with customers and suppliers. Furthermore, they provide customers and consumers with complete, updated, verified and transparent information on the characteristics and quality of products and services, well beyond legal obligations, including, when necessary, aspects related to environmental and social performance.

Initiatives aimed at promoting and encouraging the purchase of products and services must respect the regulations that protect the interests of consumers and customer satisfaction. In addition, customers and consumers must have complete, updated, verified and transparent information on the characteristics and quality of products and services, including, when necessary, aspects related to environmental and social performance. This is not only to allow free and informed choices, but also to promote responsible lifestyles and consumption.

By combining this vision with the growing demands of the market, the Group aims to understand, control and communicate the technical, environmental and social performance of its products and services throughout their life cycle, from the procurement of raw materials to production and final disposal or reuse.

Caffè Borbone	92% of the raw materials used are of renewable origin. 82% of the packaging materials used are of renewable or recycled origin
Officina Profumo-Farmaceutica di Santa Maria Novella	78% of the ingredients used in the formulations are of renewable origin. 54% of the materials used for packaging are renewable or recycled.
Italgen	100% renewable electricity production. B Corp certification in progress.
Casa della Salute	High quality healthcare service, with short waiting times thanks to digitalisation, affordable prices and low carbon footprint. B Corp certification in progress.
Capitelli	95% of the raw materials and packaging materials used are of renewable origin.
Callmewine	The packaging is exclusively in cardboard, 100% FSC. Carbon neutral from 2023.
SIDI Sport	Development and design of products with safety, ergonomics and sustainability criteria. 100% packaging materials of renewable origin.
Clessidra	77% of the Asset Under Management is made of "Art. 8" SFDR funds, i.e. that promote environmental or social characteristics and verify good governance practices.

MARKET AND COMMUNITIES

The Italmobiliare and all the Group's companies aim at creating and maintaining long-lasting relationships with the community and all stakeholders, based on shared commitments, trust, transparency and active collaboration.

The dialogue methods adopted depend on the nature and specific expectations of the respective stakeholders, also promoting the active involvement of their collaborators. The following table describes the multidimensional approach towards stakeholders, identified by categories.

Stakeholders	Relational modalities	Topics	Group companies
Personnel: employees and their representatives	Continuous manager/team dialogue, safety initiatives, thematic events, industrial relations	Work organization, corporate climate, health, safety and wellbeing, strategy and sustainability	All
Management: holding company and portfolio companies	Continuous management	Strategy and sustainability, investments	All
Financial community: investors, analysts, shareholders, capital providers, rating agencies	Dedicated meetings, road shows, corporate and web. Transparency on ESG ratings.	Strategy and sustainability, governance, economic, environmental and social performance, risk management, investments	Italmobiliare
			Clessidra
Customers: B2B, B2C and end-users	Fairs, forums and sector events, direct individual contacts, customer satisfaction and quality	Customer services and logistics for products and solutions, also with reference to environmental and social performance	Caffè Borbone Officina Profumo-Farmaceutica di Santa Maria Novella Casa della Salute Capitelli SIDI Sport
Supply chain: suppliers of goods and services	Strategic partnerships, supply chain management, direct individual contacts, qualification audits	Pre-qualification and qualification requirements, contractual terms and conditions, supply chain disciplinary, audit feedback	Caffè Borbone Officina Profumo-Farmaceutica di Santa Maria Novella Capitelli Callmewine SIDI Sport
Communities, media and NGOs: local and global	Interviews, conferences, dialogue with the community, social initiatives	Transparent communication on strategy and sustainability, social and environmental performance, investments for the community	All
Associations: partnership and academia	Meetings, conferences, shared initiatives, partnerships, research	Strategy and sustainability, governance, individual and sectoral contribution	All
Authorities and institutions	Individual or collective interactions (e.g. meetings, conferences, events)	Governance, legal compliance, strategy and sustainability	All

Considering the nature of an investment holding company, relations with the financial community are particularly relevant, both for Italmobiliare and all the major Portfolio Companies. Italmobiliare is listed on the STAR segment of the Italian Stock Exchange, which groups together mid-cap companies committed to meeting the requirements of excellence in terms of transparency, share liquidity and corporate governance. Relations with Italmobiliare's shareholders are coordinated by the Investor Relator, following the instructions of the Chief Executive Officer - Chief Operating Officer in collaboration with the other Departments and Corporate Functions involved.

Also in 2023, Investor Relations activities mainly concerned:

- Maintaining a stable coverage by leading equity research analysts, with Equita and Kepler Cheuvreux which today follow the Italmobiliare stock with constant updates on the Group's activities.
- Taking part in the main *investor conferences* organised by investment banks and Borsa Italiana.
- One-to-one meetings with Italian and international investors.

In support of Investor Relations activities and for the benefit of all interested stakeholders, Italmobiliare constantly updates the contents of its website in order to improve the usability and clarity of information. The periodic newsletter, sent to a list of selected recipients but made available to all through the website, adds further elements of transparency.

All Group companies create relationships with local communities by understanding their needs, promoting sustainable local projects that do not generate relationships of dependency and regularly involving stakeholders. An important role in supporting local communities is played in parallel by the Pesenti Foundation, named after the Cavaliere del Lavoro Carlo Pesenti, one of the protagonists of Italian industry and finance of the last century.

Although they operate in different industrial sectors and different markets, Italmobiliare and its Group companies are united in that they apply the highest possible standards of safety and integrity in the products and services that they offer to customers, as well as the regulatory obligations, which are combined with careful monitoring of the transparency and correctness of communications to customers and effective protection of personal data belonging to customers and other key stakeholders.

In order to comply with the regulatory provisions on privacy and the security of sensitive data, the Italmobiliare Group has defined its own model for the protection of personal data. Through it, the Group aims to guarantee respect for the rights of people subject to the treatment of personal data, to fulfil obligations, to prevent possible violations by monitoring and controlling all obligations and implementing adequate security measures. In 2023, Group companies did not receive any complaints about violations of customer privacy, nor did they suffer any data loss or leak.

Lastly, active participation in associations is also relevant, encouraging or supporting common initiatives and the adoption of responsible business practices. The table on the following page shows the details of affiliations and related fees.

Company	2023 affiliations and membership fees (k€)	358.3
	Total	111.3
	<i>Foundation Global Compact Network Italia</i>	6.4
	<i>American Chamber of Commerce in Italy</i>	1.0
Italmobiliare S.p.A.	<i>Professional associations: Assolombarda, Assoholding, Assonime</i>	42.3
	<i>FAI</i>	9.0
	<i>Family business associations: AIDAF, European Family investment company</i>	7.7
	<i>ISPI</i>	45.0
	Total	109.0
Caffè Borbone	<i>Professional associations: Unione italiana food 2023, Confida, Unione industriali Napoli,</i>	36.4
	<i>Consortia: Consorzio E.S.E., Consorzio A.S.I. di Napoli, Consorzio CSA-ASI</i>	71.1
	<i>Foundation Global Compact Network Italia</i>	1.5
	Total	40.8
Officina Profumo-Farmaceutica di Santa Maria Novella	<i>Foundation Global Compact Network Italia</i>	1.1
	<i>Associazione via Madonnina</i>	0.1
	<i>Unione imprese centenarie italiane</i>	3.5
	<i>Professional associations: Assindustria Firenze, IBC, Cosmetica Italia</i>	36.1
	Total	14.4
Italgen	<i>Associazioni di categoria: Confindustria Bergamo, Elettricità Futura, Camera di Commercio di Bergamo</i>	13.3
	<i>Foundation Global Compact Network Italia</i>	1.1
	Total	16.3
	<i>AIDP Liguria</i>	0.1
Casa della Salute	<i>Foundation Global Compact Network Italia</i>	1.5
	<i>Professional associations: Confindustria, Assindustria Savona, Unioni industriali Savona, Assarmatori italiani, Confcommercio</i>	13.4
	<i>Promotori Musei del Mare association</i>	1.3
	Total	7.2
Capitelli	<i>Foundation Global Compact Network Italia</i>	0.5
	<i>IBC</i>	0.2
	<i>SSICA (Experimental Station for the Food Preserving Industry)</i>	6.5
	Total	5.5
Callmewine	<i>University of Gastronomic Sciences Pollenzo</i>	5.0
	<i>Foundation Global Compact Network Italia</i>	0.5
	Total	5.1
Sidi	<i>Foundation Global Compact Network Italia</i>	0.5
	<i>Foundation Sportsystem</i>	2.0
	<i>Assosport</i>	2.6
	Total	48.6
	<i>Professional associations: ASSIFACT, Confindustria, Unione Confcommercio, AIFI, AODV</i>	37.9
Clessidra	<i>Manageritalia</i>	2.1
	<i>Sustainability: Italian Sustainable Investment Forum, Foundation Global Compact Network Italia, UN Principles for Responsible Investments</i>	8.3
	<i>AISCA</i>	0.3

Environment

As expressed by the Sustainability Policies, in relations with all the companies or counterparties of the Group and in the active involvement of all stakeholders in its sphere of influence, Italmobiliare commits, among other things:

- To promote responsible access to natural resources over the entire life cycle and adopt management methods aimed at reducing consumption and preserving availability and quality.
- To tackle pro-actively the challenge of climate change, with the purpose of an overall reduction of greenhouse gas emissions over the entire life cycle, implementing measures aimed at energy saving, the efficiency of plants and the supply and distribution chain and designing products and services that contribute to the global goal of the Paris Agreement.
- To protect the quality of water and soils, to safeguard the collective usability and to preserve biodiversity even outside protected areas, ensuring the best environmental and historic management of any contamination.

RESPONSIBLE USE OF RESOURCES

Group companies make responsible use of renewable resources of biological origin and non-renewable resources of extractive or fossil origin, favouring whenever possible those originating from virtuous recycling processes according to technological evolution and in compliance with sector regulations.

	units	2021	2022	2023
Raw materials, semifinished goods and ancillaries		34,530	34,050	36,074
Renewable		30,950	30,792	32,809
% from recycling	t	0%	0%	0%
Non-renewable		3,580	3,257	3,265
% from recycling		0%	0%	0%
Packaging materials		11,217	11,513	16,424
Renewable		6,515	6,605	13,159
% from recycling	t	42%	39%	69%
Non-renewable		4,702	4,908	3,265
% from recycling		1%	1%	1%

Secondary products, co-products and by-products are intended for use by other parties in the supply chain. The waste generated in the process or in the auxiliary and maintenance activities are best exploited as resources for other consumption or production cycles and only as a last resort is it sent to controlled disposal sites, where further partial valorisation is possible, at least in terms of energy.

	units	2021	2022	2023
Valorisation of waste generated		2,791	2,524	3,364
Hazardous waste		62	113	68
% Material recovery		50%	87%	69%
% Energy recovery or disposal	t	50%	13%	31%
Non-hazardous waste		2,729	2,411	3,296
% Material recovery		71%	79%	93%
% Energy recovery or disposal		29%	21%	7%

Production processes, heating, sanitary uses and company fleets require thermal and electrical energy. Excluding initiatives to raise plant or operational efficiency, attention is focused on choosing fuels that are more favourable to the environment and renewable sources. Italgas plays a fundamental role in the energy transition, producing and marketing renewable hydroelectric energy. Caffè Borbone, Capitelli and Officina Profumo-Farmaceutica di Santa Maria Novella have photovoltaic systems that produce renewable energy used directly or fed into the grid.

	units	2021	2022	2023
Energy consumed		193,754	186,042	219,572
% renewable		21%	41%	42%
Thermal energy	GJ	123,241	110,298	128,110
% renewable		0%	0%	0%
Electricity		70,514	75,744	91,462
% renewable		56%	100%	100%
Thermal energy consumed		123,241	110,298	128,110
Heating and industrial use		119,147	104,893	120,128
<i>Natural gas</i>		118,339	104,764	103,073
<i>Gas oil</i>		809	130	161
<i>LPG</i>	GJ	0	0	16,894
Automotive		4,093	5,405	7,981
<i>Diesel</i>		3,664	4,444	6,069
<i>LPG</i>		0	0	0
<i>Natural gas</i>		0	41	0
<i>Petrol</i>		430	920	1,912
Electricity consumed		70,514	75,744	91,462
Electricity purchased		41,176	47,354	55,560
Without guarantee of origin		30,728	0	0
Renewable with guarantee of origin		10,447	47,354	55,560
<i>Hydroelectric</i>		0	0	51,061
<i>Photovoltaic</i>		0	0	0
<i>Wind</i>	GJ	0	0	0
<i>Other renewable source</i>		0	0	4,499
Self-produced renewable electricity		1,113,846	651,031	897,615
<i>Hydroelectric</i>		1,112,313	649,456	876,647
<i>Photovoltaic</i>		1,533	1,575	20,968
<i>Wind</i>		0	0	0
Self-consumption		--	--	35,902
To the grid		1,084,508	622,641	861,713
Water withdrawal *		42.0	43.4	43.9
from surface water		0.0	0.0	0.0
from groundwater		20.4	18.9	21.3
from an aqueduct		21.6	24.5	22.6
from freshwater		42.0	43.4	43.9
from water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		15.9	16.8	16.3
<i>from surface water</i>		0.0	0.0	0.0
<i>from groundwater</i>		0.0	0.0	0.0
<i>from an aqueduct</i>	thousands m3	15.9	16.8	16.3
Water discharge *		32.4	34.2	36.1
into surface water		26.3	25.9	26.6
into sewage		6.1	8.2	9.5
in freshwater		15.1	14.8	17.0
in water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		12.3	12.6	13.3
<i>into surface water</i>		12.3	12.5	13.2
<i>into sewage</i>		0.0	0.0	0.1
Water consumption *		9.6	9.2	7.8
in water stressed areas		3.5	4.2	3.0

* 2021 e 2022 have been updated including also Caffè Borbone in the accountings.

LOW-CARBON TRANSITION

The Group is aware of the priority dimension of the fight against climate change. Direct emissions (Scope 1) derive from the use of fuels and fuels used in the company perimeter. Indirect emissions (Scope 2) derive from the electricity purchased and used. Value chain emissions (Scope 3) include other indirect emissions in specific categories to be considered, if relevant. Within Scope 3, Category 15 - "investments" is particularly relevant for Italmobiliare and Clessidra.

In March 2023, the Group has formalized the commitment to set near- and long-term company-wide emission reductions in line with science-based net-zero with the Science Based Targets initiative (SBTi). The SBTi is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science, accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.

Following the commitment made, the Group has already sent its decarbonisation objectives to SBTi for technical validation. Details on the proposed objectives and progress status 2023 are available on page F25.

In parallel, the Board of Directors approved the alignment process of all consolidated Portfolio Companies, expected to complete the direct commitment and the definition of emissions reduction objectives by mid-2024.

	units	2021	2022	2023	2023
Carbon Footprint		2,038,520	2,254,020	2,010,061	
Scope 3 Upstream		257,129	237,427	255,395	12.7%
1 Purchased products and services *		225,191	188,115	182,891	9.1%
2 Capital goods		3	13	18	0.0%
3 Fuel-and energy-related activities		12,327	28,557	47,028	2.3%
4 Upstream transportation and distribution		19,594	19,813	22,111	1.1%
5 Waste generated by the sites		14	328	214	0.0%
6 Business travel		--	205	1,898	0.1%
7 Employee commuting		--	363	1,232	0.1%
8 Upstream leased assets		--	33	3	0.0%
Scope 1	t CO₂	7,151	6,331	7,820	0.4%
Scope 2 market based		3,897	0	0	0.0%
location based		6,993	6,956	8,378	
Scope 3 Downstream		1,770,343	2,010,262	1,746,847	86.9%
9 Downstream transportation and distribution		8,075	8,121	8,530	0.4%
10 Processing of sold products		--	--	--	--
11 Use of sold products **		49,005	48,735	51,247	2.5%
12 End-of-life treatment of sold products		715	712	2,085	0.1%
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments ***		1,712,549	1,952,694	1,684,985 ****	83.8%
Avoided emissions (location based)		110,456	59,859	82,531	
From photovoltaic production	t CO₂e	152	145	1,928	
From hydroelectric production		110,304	59,714	80,603	
Carbon Intensity					
Scope 1+2 market based	t CO₂e / M€	22.4	13.1	13.3	
Scope 1+2 market based +3	Revenues	4,140.8	4,660.9	3,431.6 ****	

* In the "Purchased goods and services" category, the 2021 and 2022 data, previously calculated using almost exclusively factors from scientific literature or sector studies, have been recalculated on the basis of the enhanced availability of primary data collected in 2023.

** In the "Use of sold products" category, the 2021 and 2022 data, previously calculated using almost exclusively factors from scientific literature and sector comparisons, have been recalculated with more precise methods, starting from activity data and primary data collected in 2023.

*** The 2021 and 2022 data have been updated using the same perimeter considered for 2023.

**** in the "Investments" category, the 2023 data includes 349,854 tonnes of CO₂ relating to the participation shares in AGN Energia, entirely sold on 28 February 2024. Without AGN Energia, the 2023 carbon intensity is equal to 2,837.6 tonnes of CO₂ per million euros of revenues.

ITALMOBILIARE
INVESTMENT HOLDING

ITALMOBILIARE

Italmobiliare

The Parent Company Italmobiliare S.p.A. has the duty to ensure know-how, professionalism and internal processes suitable to best support its role as an Investment Holding Company, managing the flow of investments and disposals in order to guarantee the sustainable success of the Group through the creation of shared value over the long term.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing primary needs and emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	100% ESG investments All investment asset classes are managed through procedures aiming at full ESG integration.	 Committed Investment strategy aimed at SBTi objectives. Since 2022, Italmobiliare headquarters has been powered solely by renewable electricity.	Zero Injuries in 2023 The commitment to ensuring a safe work environment, promoting the psychophysical well-being of individuals, must be continuous.	1.400+ Training hours 98% of voluntary training, aimed at enhancing the skills necessary for responsible portfolio management.
<i>Next challenges</i>	100% Investment and finance aimed at creating positive ESG impact.	100% Investment and finance aligned with SBTi goals.	100% People capable to promote a safety culture across all investments and financial activities managed.	100% People covered by development plans aimed at growth, inclusion, and gender equality.

HUMAN CAPITAL DEVELOPMENT

At the end of 2023, Italmobiliare has a team of 45 motivated and specialized people. Direct employees are all covered by a collective bargaining agreement. 47% of managerial positions are held by women.

The selection of human resources aims only to find the required skills and aptitudes, the most suitable types of contracts and the correct timing, without any discrimination or constraints. The hiring of resources at any level is assisted by a dedicated *induction* programme. Correctness, loyalty, transparency, and mutual respect are the guiding elements of personnel management, well beyond the contractual aspects and the regulations in force on labour matters. Consistently with this approach, the remuneration policy is based on a *merit matrix* that matches performance and benchmarks with the outside market.

Every year the Human Resources Management plans the training initiatives starting from the individual analysis of needs and follows their delivery and evaluation. In 2023, training was further increased, covering all key topics for the company: governance and strategy, business integrity, sustainability, management and technical-operational aspects, such as management, safety and environment, information systems and data privacy. Following a structured training plan, a total of 1,421 hours of training were provided on an almost exclusively voluntary basis, 16% more than in 2022.

In 2023, a renewed *performance appraisal* system has been designed and almost completed, integrating the already-existing MBO system for management functions and formalizing the interactions between the Human Resources Director and the other functional managers and between the managers and their collaborators.

Middle managers and office workers can join the Fondo Fonte supplementary pension plan, while the managers the Fondo Previp. In both cases, the participation of the company becomes mandatory as the employees register. In 2023, the contribution paid by Italmobiliare was 2.2% for members of the Fondo Fonte and 4% for members of the Fondo Previp.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	22	21	43	23	24	47	25	20	45
Managers	6	14	20	6	14	20	7	13	20
Middle managers	4	2	6	6	4	10	7	3	10
Office workers	12	5	17	11	6	17	11	4	15
Turnover	--	--	5	--	--	4	--	--	-2
+ Hirings	--	--	6	--	--	4	--	--	2
+ Acquisitions	--	--	0	--	--	0	--	--	0
- Voluntary exits	--	--	0	--	--	0	--	--	1
- Non-voluntary exits	--	--	0	--	--	0	--	--	1
- Divestments	--	--	1	--	--	0	--	--	2
% contract: permanent	100%	95%	98%	100%	96%	98%	100%	100%	100%
% contract: full time	95%	95%	95%	96%	96%	96%	96%	100%	98%
Training									
Hours per capita	22	17	20	28	24	26	30	34	32
Managers	25	17	19	42	21	27	46	30	36
Middle managers	48	22	39	29	40	33	46	81	57
Office workers	12	14	13	21	22	21	9	11	10
% hours of voluntary training	--	--	--	--	--	--	97%	100%	98%
Managers	--	--	--	--	--	--	100%	100%	100%
Middle managers	--	--	--	--	--	--	93%	100%	96%
Office workers	--	--	--	--	--	--	100%	100%	100%
% with at least one training session	--	--	--	--	--	--	100%	88%	94%
Managers	--	--	--	--	--	--	100%	86%	90%
Middle managers	--	--	--	--	--	--	100%	75%	91%
Office workers	--	--	--	--	--	--	100%	100%	100%
% with performance appraisal	100%	81%	98%	30%	58%	45%	28%	75%	49%
Managers	100%	93%	95%	100%	86%	90%	100%	100%	100%
Middle managers	100%	100%	100%	17%	50%	30%	0%	67%	20%
Office workers	100%	100%	100%	0%	0%	0%	0%	0%	0%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	-65%	-85%
Managers	--	-57%	-80%
Middle managers	--	37%	30%
Office workers	--	17%	17%

* In 2023, the variable compensation of the three-year Long Term Incentive plan was paid.

HEALTH, SAFETY AND WELLBEING

Italmobiliare promotes the health, safety and wellbeing of all employees, creating and maintaining safe offices and other workplaces as an essential condition for the professional growth and enhancement of its resources.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. A dedicated professional contact, the presence of a doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the support organisation. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. The entire workforce is covered by an occupational health and safety management system.

In the last three years there have been no accidents of any kind to employees or non-employee workers.

The psychological and physical wellbeing of people is promoted through the offer of health and social security benefits. For middle managers, office workers and intermediate staff, the Company provides a health plan for medical examinations and specialist tests, which covers all or part of the expense. As for management staff, a free annual check-up is provided at accredited facilities. Furthermore, Italmobiliare has activated for all its employees and their families a virtual primary care service accessible at any time of the week.

In 2023, Italmobiliare consolidated and increased the welfare initiatives introduced in previous years, including: remote working for all employees, the flexibility of working hours, the portal dedicated to corporate welfare offering the possibility of purchasing goods and services for themselves and their families, such as health care, leisure, tuition and book reimbursement; the company restaurant, entirely free for all employees, designed as a people-friendly space that offers healthy food, respects the environment and inspires collaboration.

		2021	2022	2023
Employees injuries		0	0	0
<i>Fatalities</i>		0	0	0
<i>Serious injuries</i>	<i>with absence from work for at least 180 days</i>	0	0	0
<i>Other injuries</i>	<i>with absence from work less than 180 days</i>	0	0	0
Frequency rate	number of injuries per million hours worked	0,0	0,0	0,0
Severity rate	lost days per thousand hours worked	0,00	0,00	0,00

ITALMOBILIARE
INVESTMENT HOLDING

**PORTFOLIO
COMPANIES**
controlled



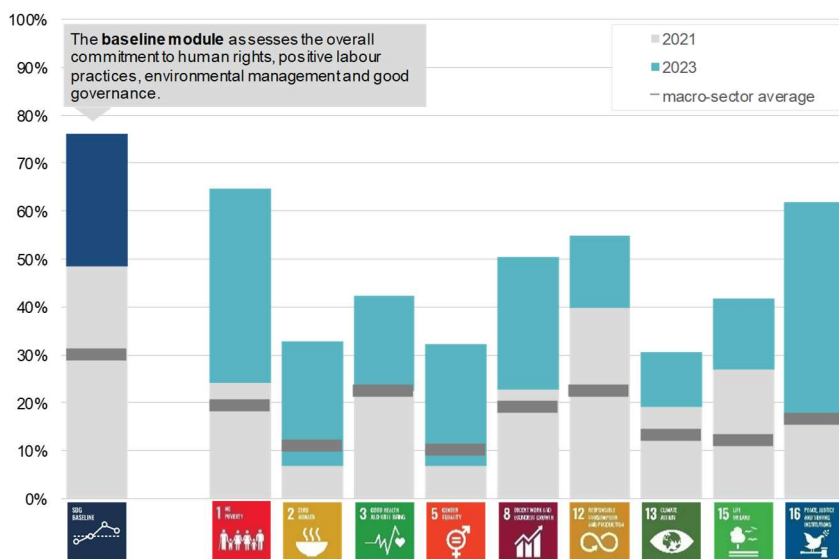
Caffè Borbone

Caffè Borbone was founded in 1997 in Caivano (Naples) as a coffee roasting and packaging business, later becoming one of the main producers specialized in compatible capsules and pods, with a dense commercial network in Italy. It has been part of the Italmobiliare Group since May 2018, as a **subsidiary with a 60% stake**.

HIGHLIGHTS

	Governance and supply chain	Climate strategy	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Stato 2023</i>	<p>The EcoVadis Silver Medal has been confirmed in recognition of the sustainable strategy adopted.</p>	<p>Committed</p> <p>Since 2022, Caffè Borbone uses only renewable electricity. Activated a new 500 kW photovoltaic system.</p>	<p>+2</p> <p>Injuries vs 2022</p> <p>This figure, although not positive, adds further impetus to the efforts towards achieving zero accidents.</p>	<p>4.300+</p> <p>Training hours</p> <p>+28% compared to 2022. 38% voluntary training, aimed at increasing competences.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p><i>aligned with Caffè Borbone's model, including through increasing certified coffee supplies.</i></p>	<p>100%</p> <p>Products & services</p> <p><i>aligned to SBTi objectives.</i></p>	<p>100%</p> <p>People</p> <p><i>with full safety culture as a model of ethics and business efficiency.</i></p>	<p>100%</p> <p>People</p> <p><i>covered by development plans aimed at growth, inclusion and gender equality.</i></p>

CONTRIBUTION TO SDGs



Caffè Borbone integrates the sustainable strategy of the Italmobiliare Group by adhering to the **UN Global Compact**, supporting its **Ten Principles** and actively contributing to the **Sustainable Development Goals**.

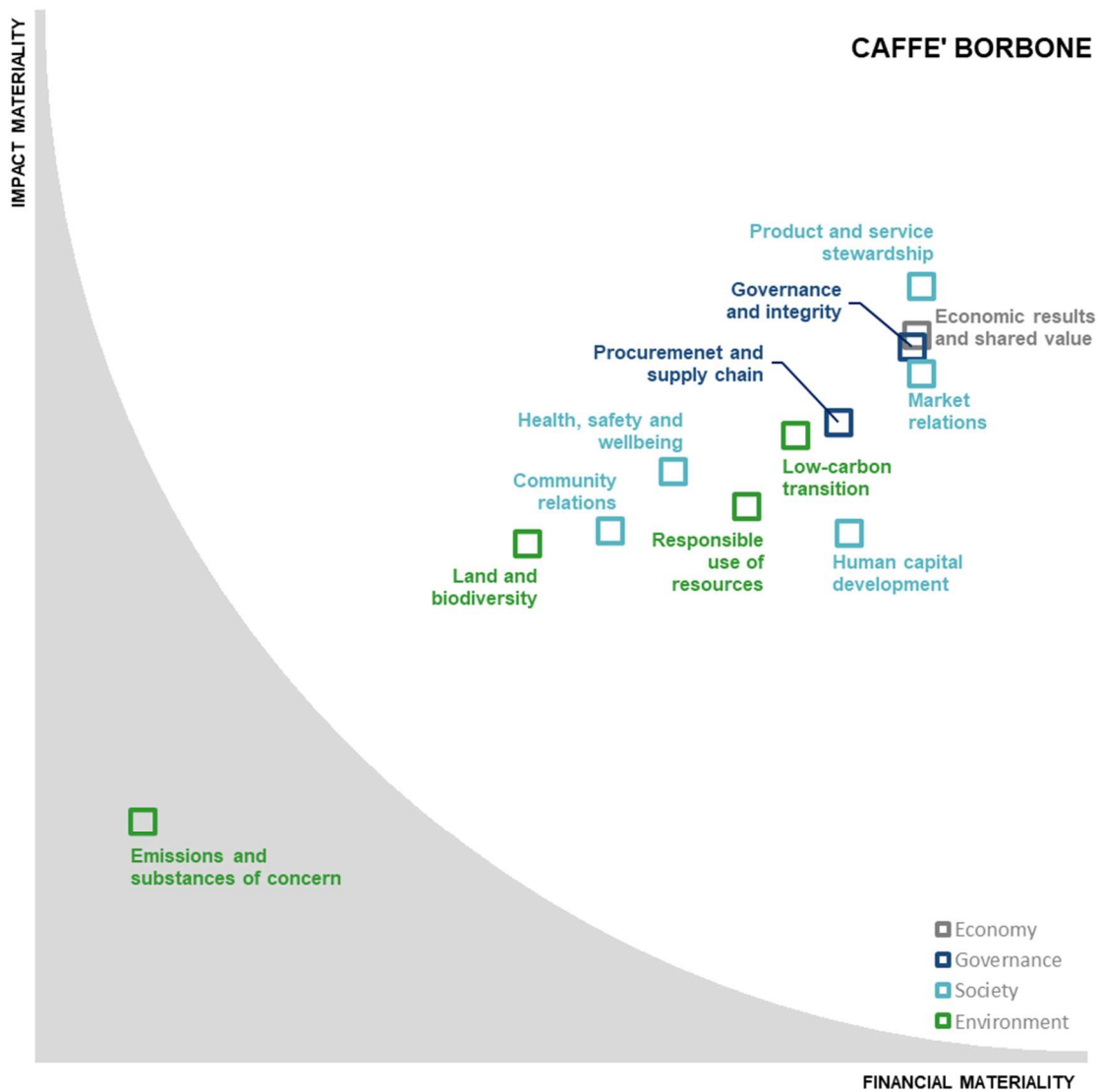
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Caffè Borbone towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Caffè Borbone recognize the sensitive aspects of the sector, highlighting important economic, social and environmental issues for the sustainable success of the business which cover the entire value cycle, from the procurement of raw materials to management of the products' end of life.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most relevant stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors is at 17% (1 director out of 6).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by Caffè Borbone are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, which Caffè Borbone joined, and the **Women's Empowerment Principles (WEPs)**. Through a sustainable approach aimed at creating shared value for the society and for the environment, Caffè Borbone intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

Based on that of the Parent Company and considering the specificities relating to the nature, size, type of activity or structure of internal powers, Caffè Borbone adopts an **Organisation, Management and Control Model**, which is foreseen by law but not mandatory, to limit the risk of committing specific relevant crimes. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition to specific periodic training, the approach adopted includes a *whistleblowing* procedure, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action.

More generally, Caffè Borbone implements and strengthens the **Enterprise Risk Management** system over time, according to the management framework and the risk catalogue defined at Group level, which integrate ESG issues. The process adopted allows the identification, measurement, monitoring and management of the risks, including climate risks, and helps consolidating the Group's approach.

At the operational level, the **management systems adopted for quality, environment, occupational health and safety, and food safety**, represent fundamental assets to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. The integration with business processes helps to consolidate the organisational, technological and behavioural methods.

The quality of the sustainable governance system has been recognized with the confirmation of the "**Silver Medal**" of **Ecovadis**, one of the main ESG rating platforms, and with the acknowledgement of the **Legality Rating** received from the Competition and Market Authority (AGCM), proving the compliance with very high legality standards.

PROCUREMENT AND SUPPLY CHAIN

Drawing from the Code of Ethics and the Sustainability Policies, the **Supplier Charter** defines principles to which the suppliers of goods and services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. All suppliers undergo a prequalification process through an exhaustive questionnaire, which covers human and labour rights, respect for the environment and business integrity. Furthermore, Caffè Borbone is working on its entire procurement process, aligning contractual clauses with its sustainability strategy.

The main areas in the supply chain are the procurement of raw coffee, packaging materials and logistics and distribution services, which together account for over 60% of the total spending.

In 2023, the main countries of origin of the coffee used were Uganda, Vietnam, Brazil, Tanzania, and India. Coffee supplies require particular attention to the risks associated with respect for human and labour rights, as well as for environmental aspects such as deforestation and those of *business integrity*. To this end, Caffè Borbone creates partnerships with coffee suppliers, relying on selected international intermediaries committed to sustainability, who offer ample guarantees to align with international standards and to actively promote a sustainable coffee supply chain. Caffè Borbone aims at combining quality with responsibility and integrity in the supply chain to favour agricultural practices in balance with ecosystems, resilient to climate change and attentive to social needs, women, indigenous peoples, and farmers' families.

To this end, Caffè Borbone has continued sourcing **certified supply lots** from third-party verified traceability and integrity systems, which in 2023 accounted for 30% of the whole supply. Certified supplies have already been

scheduled for 2024, representing 45% of total coffee purchase. 80% of certified coffee purchased by 2026 remains the leading objective.

Furthermore, in-depth sessions have been scheduled throughout the year with the most relevant coffee suppliers in order to share sustainability plans and actions, most importantly covering the fight against deforestation and climate change, in accordance with the ambitious decarbonization goals that Caffè Borbone is setting.

This engagement activity is also extended to the main suppliers of production materials.

Suppliers	units	2021	2022	2023
Number of active suppliers	#	746	785	868
Purchase of products and services		190.1	228.6	302.3
national suppliers	M€	158.5	180.4	221.5
foreign suppliers		31.6	48.2	80.8
Spending on local suppliers (headquarters on national territory)	%	83%	79%	73%

Environmental and social qualification	#	2021	2022	2023
		%	%	%
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	608 100%

SOCIETY

HUMAN CAPITAL DEVELOPMENT

Caffè Borbone benefits from the value of more than 300 specialized and motivated people. The new American branch is growing, counting 9 people at the end of 2023. Direct employees in Italy, by choice mainly of local origin, are all covered by collective bargaining agreements. 19% of managerial positions are held by women.

59 non-employee workers - temporary agency workers, agents, self-employed workers and interns - add up to the total headcount.

The recruitment process focuses on required skills and attitudes and on the most appropriate contract type and timing, without any discrimination or limitation. The process of integration into the company of resources of any level is supported by a dedicated *induction* program. Fairness, loyalty, transparency and mutual respect are the guiding elements of human capital management, well beyond contractual arrangements and normative regulations in place. Consistently with this vision, the remuneration policy is grounded on a *merit matrix* which combines performance and benchmark with the external labour market.

In 2023, with the purpose of integrating and extending the already-existing MBO system for management positions, a new performance appraisal system has been introduced. The new scheme evaluates all organizational behaviours which are consistent with company values.

The training effort of 2023 is worth of notice. It included, among all training activities, soft-skills courses for the entire office workers population, in-depth training on the most relevant governance issues - cybersecurity, privacy, the Organisation, Management and Control Model and whistleblowing - sexual harassment sessions and a safety leadership workshop. 4.326 hours of training were delivered in 2023, nearly a 30% increase compared to 2022.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	17	243	260	22	256	278	34	270	304
Managers	1	7	8	1	7	8	2	12	14
Middle managers	0	4	4	2	7	9	4	13	17
Office workers	16	30	46	19	31	50	28	34	62
Production workers	0	202	202	0	211	211	0	211	211
Turnover	--	--	39	--	--	18	--	--	26
+ Hirings	--	--	45	--	--	31	--	--	43
+ Acquisitions	--	--	0	--	--	0	--	--	1
- Voluntary exits	--	--	1	--	--	11	--	--	8
- Non-voluntary exits	--	--	5	--	--	2	--	--	10
- Divestments	--	--	0	--	--	0	--	--	0
% contract: permanent	94%	93%	93%	86%	93%	93%	85%	96%	94%
% contract: full time	82%	98%	97%	86%	97%	96%	88%	98%	97%
Training									
Hours per capita	86	7	12	35	10	12	42	11	14
Managers	4	6	6	33	37	37	37	27	29
Middle managers	0	7	7	20	15	16	45	29	33
Office workers	91	19	44	36	19	25	41	30	35
Production workers	0	5	5	0	8	8	0	6	6
% hours of voluntary training	--	--	--	--	--	--	39%	37%	38%
Managers	--	--	--	--	--	--	98%	93%	94%
Middle managers	--	--	--	--	--	--	47%	69%	62%
Office workers	--	--	--	--	--	--	34%	41%	37%
Production workers	--	--	--	--	--	--	0%	8%	8%
% with at least one training session	--	--	--	--	--	--	86%	86%	86%
Managers	--	--	--	--	--	--	100%	92%	93%
Middle managers	--	--	--	--	--	--	75%	100%	94%
Office workers	--	--	--	--	--	--	87%	92%	90%
Production workers	--	--	--	--	--	--	--	83%	83%
% with performance appraisal	24%	8%	9%	36%	13%	14%	91%	23%	30%
Managers	100%	57%	63%	100%	100%	100%	100%	100%	100%
Middle managers	0%	100%	100%	100%	86%	89%	100%	85%	88%
Office workers	19%	33%	28%	26%	48%	40%	89%	79%	84%
Production workers	0%	0%	0%	0%	2%	2%	0%	5%	5%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
Difference between women's and men's average pay compared with men's average pay	--	32%	27%
Managers	--	53%	21%
Middle managers	--	-24%	24%
Office workers	--	-12%	-32%
Production workers	--	--	--

HEALTH, SAFETY AND WELLBEING

Caffè Borbone promotes the health, safety and wellbeing of all employees, including companies, suppliers, visitors, customers and the local community in the approach.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. The interaction between people and mobile vehicles, process machines with moving mechanical parts and the presence of flammable materials are the prevailing risk conditions identified. A dedicated internal contact, the availability of a doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the support organisation. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. 97% of the workforce (100% for Italy) is covered by an occupational health and safety management system.

In line with the adopted Sustainability Policies, Caffè Borbone intends to further develop the safety management, starting from management leadership that supports a motivational, organisational, and operational system. Far beyond simple legislative compliance, this approach aims to build a true culture of safety, protecting the safety of anyone involved in operational activities and, at the same time, improving managerial skills and motivations for achieving broader results objectives.

In 2023, the safety management system implemented by Caffè Borbone has been rewarded with the ISO 45001 certification.

	2021	2022	2023
Employees injuries *	2	2	4
<i>Fatalities</i>	0	0	0
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	0	1	1
<i>Other injuries *</i> <small>with absence from work for less than 180 days</small>	2	1	3
Frequency rate * <small>number of injuries per million hours worked</small>	4.6	4.4	8.0
Severity rate * <small>lost days per thousand hours worked</small>	0.04	0.69	0.55
Non-employees injuries	2	0	2
<i>Fatalities</i>	0	0	0
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	0	0	0
<i>Other injuries</i> <small>with absence from work for less than 180 days</small>	2	0	2
Frequency rate <small>number of injuries per million hours worked</small>	34.6	0.0	30.5

* The data for 2021 and 2022 have been updated due to the reclassification of some accidental events. The 4 injuries recorded in 2023 were due to crushing (2), impacts/falls (1) and cuts or superficial wounds (1).

PRODUCT AND SERVICE STEWARDSHIP

Caffè Borbone creates, produces and markets coffee in capsules, pods, beans or ground coffee following specifications aimed to quality, customer service and mitigation of environmental footprint. Adding sustainable value to a recognised quality product is a clear line of strategy for Caffè Borbone. In addition to the responsible procurement of raw materials and the efficient management of the production site, particular attention is paid to the choice of materials used for the production of pods, capsules, ground coffee or beans and related wrapping and packaging.

In 2023, 43% of production volume consists of coffee in pods certified as compostable and distributed in packaging, easily recyclable as paper. In addition, the product range includes growing shares of coffee in compostable and aluminium capsules, both solutions that allow for easier post-consumer valorisation. Finally, the coffee sold as ground or in beans through e-commerce qualifies as "Climate Pledge Friendly" thanks to packaging with an efficient design for shipping. Further developments are under investigation.

The paper and cardboard used for packaging are FSC MIX certified, with at least 70% FSC certified or recycled materials.

MARKET AND COMMUNITIES

Food quality and safety are ensured throughout the entire production process with advanced and integrated management systems, which thanks to the effectiveness demonstrated and verified over time have obtained formal third-party certification according to ISO 9001 (organization quality management) and IFS – International Food Standard (traceability and food safety). In addition, products offered by Caffè Borbone have obtained the “Kosher” and “Halal” certification, therefore they are considered to be suitable for consumption from the part of the Jewish and Islamic communities.

Attention to customers and consumers is completed by the management of *customer satisfaction* and *data protection*, adopting and continuously improving its application of the legislative and voluntary standards. This approach also includes the shopping experience through digital channels, which the company tries to optimise in terms of user-friendliness and security. Furthermore, Caffè Borbone actively promotes responsible lifestyles through its brand. Wrappers contain clear and detailed information on the correct way to dispose of waste after use, in order to benefit fully from the products' characteristics of compostability and recyclability.

Caffè Borbone is aware that some activities in the value chain can have significant potential and actual negative impacts on local communities. Promoting sustainability also means taking care of those who, at the origin of the coffee supply chain, are committed to improving the yield and quality of crops, supporting fair and inclusive ways of working and contributing to global challenges by adopting sustainable agricultural practices.

In 2022 Caffè Borbone launched a project in Uganda in partnership with Olam Food Ingredients (Ofi), called **Mwany** (coffee in the local language). Thanks to a contribution of €100k per year for five years, the project aims to increase the participation of young people and women in the sustainable production of coffee, increasing employment, providing better product quality, improving profitability for small producers and fighting precariousness and rural exodus. The main levers are represented by training of young people and women aged between 23 and 59 years on key issues such as financial and management skills, agronomic and nursery management techniques, monitoring of soil erosion and methods to improve soil fertility, harvesting techniques and post-harvest soil processing, hygiene and sanitation of plants, methods of drying and storage. In 2023, 500 participants (of which 345 women) were involved in 24 training courses during which each person received between 15 and 20 hours of training. In order to encourage maximum participation, the courses were held in the areas where farmers operate and taking into account the agricultural seasonal cycle. Among the most innovative elements of the project there is "VSLA - *Village Savings and Loan Associates*", a program which favoured the birth of 15 associations of saving and loan managed directly from the members of the local community and through which the farmers involved have the opportunity to access financial instruments to invest in the quality of their products and increase the profitability of their own farm.

In Italy Caffè Borbone supports with scholarships, donations, in-kind activities and the provision of people, non-profit organizations committed to the recovery of complicated quarters of five Italian cities selected according to commitment and need, to combat early school leaving. Moreover, Caffè Borbone chooses the most active universities in the field of research to start collaborations aimed at improving the circularity of its production, for example by enhancing the use of coffee as a raw material for the production of bioplastics and pallets.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

Raw materials and energy are responsibly procured, with the aim of minimising waste. Starting from the roasting phase two by-products are recovered: *silverskin*, the film that wraps the coffee bean, and screening coffee powders. Both fractions are sent for composting or other forms of valorisation. The computerised management of the entire cycle makes it possible to monitor the use of resources and improve traceability, which is also essential for guaranteeing food safety. The environmental management system adopted has received the certification according to the ISO 14001 standard. Water consumption at the plant is limited to sanitary uses. However, Caffè Borbone is aware of the significant water footprint of its supply chain.

	units	2021	2022	2023
Raw materials, semifinished goods and ancillaries		32,347	31,573	33,151
Renewable		29,731	28,998	30,404
% from recycling	t	0%	0%	0%
Non-renewable		2,617	2,575	2,748
% from recycling		0%	0%	0%
Packaging materials		10,803	10,443	15,110
Renewable		7,831	8,314	12,304
% from recycling	t	42%	41%	71%
Non-renewable		2,972	2,130	2,806
% from recycling		1%	1%	1%
	units	2021	2022	2023
Raw materials		39,144	32,726	33,151
Coffee		35,416	29,299	29,773
Compostable paper for pods and capsules		412	341	510
Aluminium for capsules		0	5	177
Plastic for capsules		2,614	2,568	2,561
Compostable plastic for capsules		3	2	10
CO ₂ refrigerant		700	511	121
Packaging	t	10,803	10,443	15,110
Aluminium		147	189	30
Cardboard		6,440	6,072	6,996
Plastic		299	284	338
Polylamine (plastic prevalence)		2,526	1,657	1,771
Polylamine (paper prevalence)		1,391	2,242	2,219
Wooden platforms		--	--	3,750
Other (adhesives, labels, glasses and palettes)		--	--	7

In 2023 around 1,900 tons of waste were sent for valorisation. In any case, the remainder is sent to energy recovery or controlled disposal destinations, where further partial valorisation is possible.

	units	2021	2022	2023
Valorisation of waste generated		2,046	1,829	1,979
Hazardous waste		1	0	1
% Material recovery		71%	50%	10%
% Energy recovery or disposal	t	29%	50%	90%
Non-hazardous waste		2,045	1,829	1,978
% Material recovery		77%	87%	97%
% Energy recovery or disposal		23%	13%	3%

	units	2021	2022	2023
Energy consumed		134,605	123,605	136,394
% renewable		2%	24%	24%
Thermal energy	GJ	106,952	93,927	103,580
% renewable		0%	0%	0%
Electricity		27,653	29,678	32,814
% renewable		8%	100%	100%
Thermal energy consumed		106,952	93,927	103,580
Heating and industrial use		105,897	92,398	101,647
<i>Natural gas</i>		105,897	92,398	88,280
<i>Gas oil</i>		0	0	0
<i>LPG</i>	GJ	--	--	13,368
Automotive		1,054	1,529	1,933
<i>Diesel</i>		1,054	1,376	1,735
<i>LPG</i>		0	0	0
<i>Natural gas</i>		0	0	0
<i>Petrol</i>		0	153	198
Electricity consumed		27,653	29,678	32,814
Electricity purchased		27,653	29,678	30,882
Without guarantee of origin		25,470	0	0
Renewable with guarantee of origin		2,183	29,678	30,882
<i>Hydroelectric</i>		--	--	30,705
<i>Photovoltaic</i>		--	--	0
<i>Wind</i>	GJ	--	--	0
<i>Other renewable source</i>		--	--	177
Self-produced renewable electricity		379	407	2,522
<i>Hydroelectric</i>		--	--	0
<i>Photovoltaic</i>		--	--	2,522
<i>Wind</i>		--	--	0
Self-consumption		--	--	1,931
To the grid		379	407	591
Water withdrawal		12.3	12.5	13.2
from surface water		0	0	0
from groundwater		0.0	0.0	0.0
from an aqueduct		12.3	12.5	13.2
from freshwater		12.3	12.5	13.2
from water bodies > 1.000 mg/l total dissolved solids		0	0	0
in water stressed areas		12.3	12.5	13.2
<i>from surface water</i>		0.0	0.0	0.0
<i>from groundwater</i>		0.0	0.0	0.0
<i>from an aqueduct</i>		12.3	12.5	13.2
Water discharge	thousands m3	12.3	12.5	13.2
into surface water		12.3	12.5	13.2
into sewage		0.0	0.0	0.0
in freshwater		0.0	0.0	0.0
in water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		12.3	12.5	13.2
<i>into surface water</i>		12.3	12.5	13.2
<i>into sewage</i>		0.0	0.0	0.0
Water consumption		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0

LOW-CARBON TRANSITION

Caffè Borbone supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in January 2024 Caffè Borbone has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050. The peculiar activity managed by Caffè Borbone also provides for the definition of specific objectives related to its share of *carbon footprint* that falls between “FLAG – Forests, Land and Agriculture” emissions, from forests, land and agriculture, including emissions associated with land use change (e.g., deforestation effects), and emissions generated from land management (e.g., biomass combustion, nutrient management, fertilizer use).

Caffè Borbone is committed to mitigating the climate-altering effects of its activity along the entire value chain. Supplier selection, production process efficiency, eco-design of product and packaging, logistics optimization are the areas of greatest attention. In 2023, more than a third of the total expenditure on goods and services, and 75% of the expenditure on raw coffee purchases, was directed towards companies that themselves have initiated the decarbonization journey with SBTi. Many other strategic suppliers have already established emission reduction objectives. Caffè Borbone maintains continuous relationships with all of them to further synchronize efforts towards the shared goal of achieving net-zero emissions by 2050.

Since 2022, the Caffè Borbone has used exclusively renewable electricity, through self-production, dedicated supply contracts or the purchase of certificates of guarantee of origin. Two photovoltaic systems are active at the plant. The first, of around 50kW, feeds over 100,000 electric kilowatt-hours into the grid a year. The second, of 500 kW, went into operation at the end of 2022 and is entirely dedicated to self-consumption. In 2023, the construction of another 500 kW system commenced on the rooftop of a new logistics warehouse. It will be operational by 2024.

	units	2021	2022	2023	2023
Carbon Footprint		282,014	236,201	232,988	
Scope 3 Upstream		219,010	179,926	172,848	74.2%
1 Purchased products and services *		198,646	159,009	149,472	64.2%
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		1,048	922	968	0.4%
4 Upstream transportation and distribution		19,316	19,424	21,701	9.3%
5 Waste generated by the sites		--	148	73	0.0%
6 Business travel		--	60	117	0.1%
7 Employee commuting		--	363	516	0.2%
8 Upstream leased assets		--	--	--	--
Scope 1	t CO₂	6,046	5,304	5,961	2.6%
Scope 2 market based		3,230	0	0	0.0%
location based		2,742	2,729	3,021	
Scope 3 Downstream		53,728	50,971	54,180	23.3%
9 Downstream transportation and distribution		4,969	3,146	2,560	1.1%
10 Processing of sold products		--	--	--	--
11 Use of sold products *		48,084	47,163	49,899	21.4%
12 End-of-life treatment of sold products		675	662	1,720	0.7%
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Avoided emissions(location based)		--	37	232	
From photovoltaic production	t CO₂e	--	37	232	
From hydroelectric production		--	0	0	
Carbon Intensity					
Scope 1+2 market based	t CO₂e / M€	36.7	20.2	19.8	
Scope 1+2 market based +3	Revenues	1,115.6	899.1	775.9	

* The data for 2021 and 2022, originally computed relying heavily on factors derived from scientific literature or sectoral studies, have been recalculated based on the enhanced availability of primary data collected in 2023. Around 130,000 of these are emissions related to “FLAG - Forests, Land, and Agriculture”.



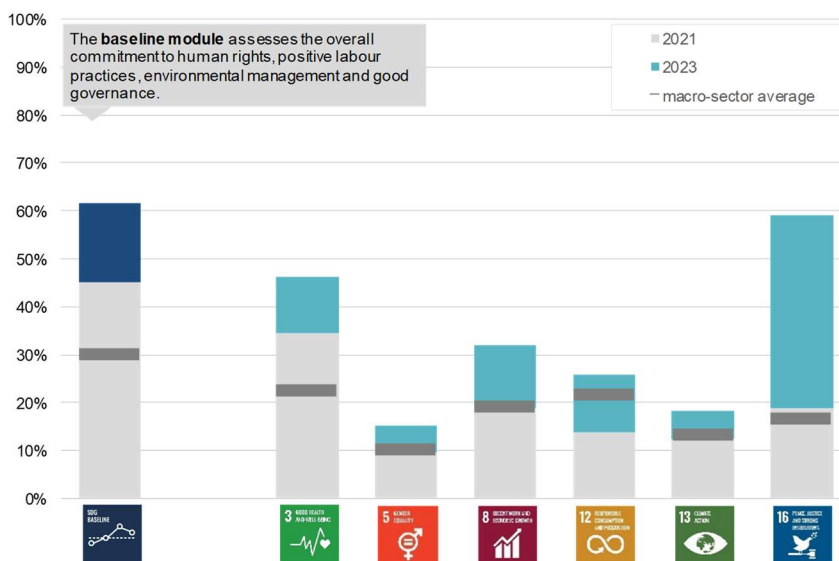
Officina Profumo-Farmaceutica di Santa Maria Novella

In Florence, for eight centuries and always in the same places, Officina Profumo-Farmaceutica di Santa Maria Novella creates, produces and distributes high-end perfumes and cosmetics, and products for health and well-being. It has been part of Italmobiliare Group since January 2020, as a **subsidiary with a 95% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	<p>173</p> <p>Suppliers Evaluated in 2023 according to environmental and social criteria.</p>	<p> Committed</p> <p>Since 2021, Officina Profumo-Farmaceutica di Santa Maria Novella has exclusively used renewable electricity, partly self-produced.</p>	<p>+3</p> <p>Injuries vs 2022 This figure, although not positive, adds further impetus to the efforts towards achieving zero accidents.</p>	<p>5.700+</p> <p>Training hours 85% voluntary training aimed at skill development and serving excellence.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p>aligned with Officina Profumo-Farmaceutica di Santa Maria Novella's model</p>	<p>100%</p> <p>Products</p> <p>aligned with SBTi goals.</p>	<p>100%</p> <p>People</p> <p>with full safety culture as a model of ethics and business efficiency.</p>	<p>100%</p> <p>People</p> <p>covered by development plans aimed at growth, inclusion and gender equality.</p>

CONTRIBUTION TO SDGS



Officina Profumo-Farmaceutica di Santa Maria Novella integrates the sustainable strategy of the Italmobiliare Group by adhering to the **UN Global Compact**, supporting its **Ten Principles** and actively contributing to the **Sustainable Development Goals**.

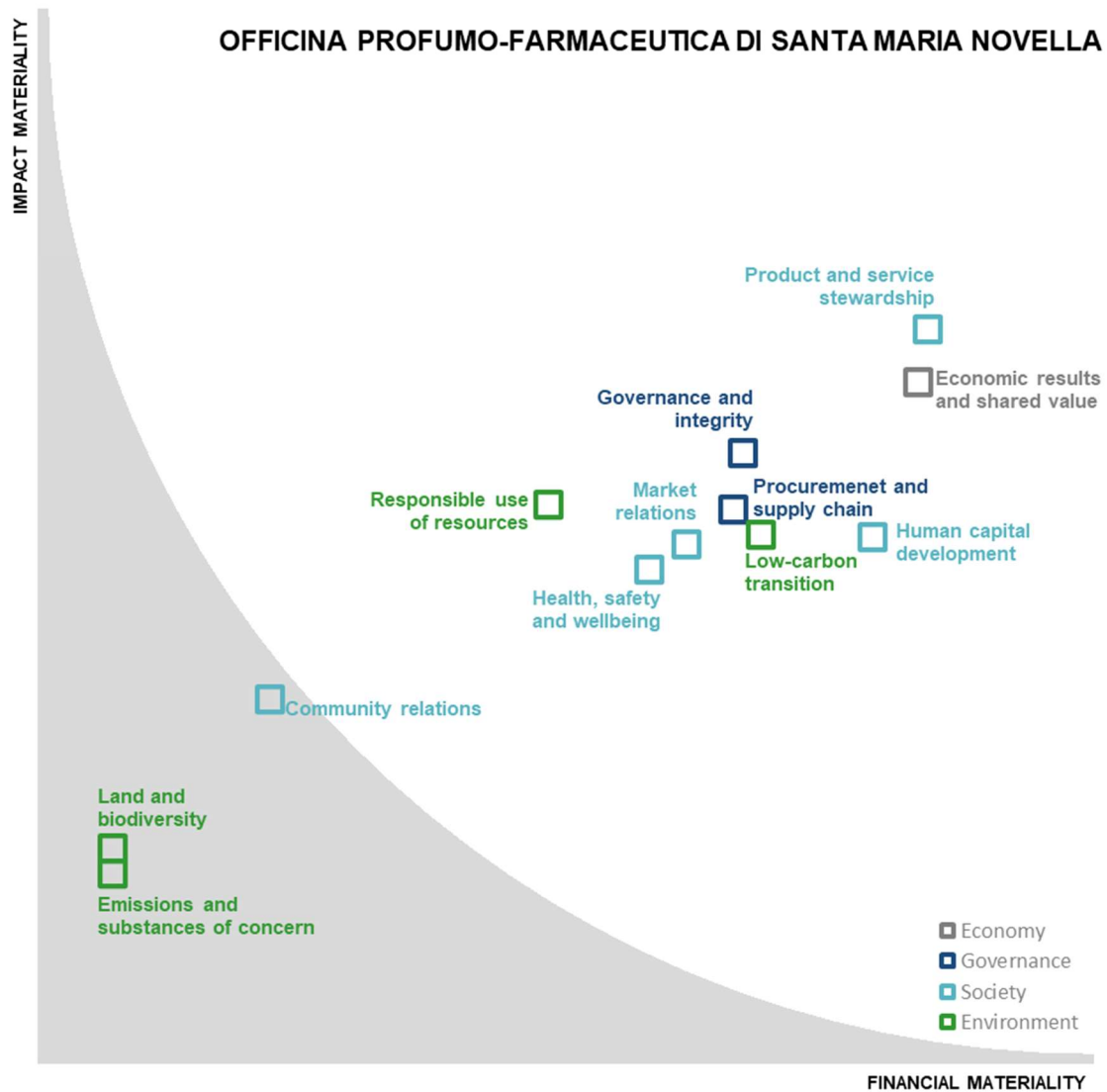
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Officina Profumo-Farmaceutica di Santa Maria Novella towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Officina Profumo-Farmaceutica di Santa Maria Novella recognize the sensitive aspects of the sector, highlighting important issues for the sustainable success of the business, economic, social and environmental issues, which cover the entire value cycle, from the procurement of raw materials to management of the products' end of life.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most relevant stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors is at 38% (3 directors, Chief Executive Officer included, out of 7).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by Officina Profumo-Farmaceutica di Santa Maria Novella are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, which Officina Profumo-Farmaceutica di Santa Maria Novella joined, and the **Women's Empowerment Principles (WEPs)**. Through a sustainable approach aimed at creating shared value for the society and for the environment, Officina Profumo-Farmaceutica di Santa Maria Novella intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

Based on that of the Parent Company and considering the specificities relating to the nature, size, type of activity or structure of internal powers, Officina Profumo-Farmaceutica di Santa Maria Novella adopts an **Organisation, Management and Control Model**, which is foreseen by law but not mandatory. It is designed to limit the risk of committing specific relevant crimes. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition to specific periodic training, the approach adopted includes the *whistleblowing* procedure for reporting unlawful behaviour, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action.

More generally, Officina Profumo-Farmaceutica di Santa Maria Novella implements and strengthens the **Enterprise Risk Management** system over time, according to the management framework and the risk catalogue defined at Group level, which integrate ESG issues. The process adopted allows the identification, measurement, monitoring and management of the risks, including climate risks, and helps consolidating the Group's approach.

At the operational level, the ongoing implementation of **management systems** represent an additional asset to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. The integration with business processes helps to consolidate the organisational, technological and behavioural methods.

PROCUREMENT AND SUPPLY CHAIN

The supply chain of Officina Profumo-Farmaceutica di Santa Maria Novella mainly includes the basic raw materials, ingredients and fragrances that enter the formulation of a complex range of products. Equally significant are the supplies of packaging materials and logistic-distribution services.

In 2022, the **Supplier Charter** was adopted, defining the principles to which the suppliers of goods or services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. In the prequalification process all suppliers were asked to complete an online questionnaire covering human and labour rights, respect for the environment and business integrity.

In the following selection of suppliers and supplies, with the same characteristics, ingredients from the national or European territory and from recovery are preferentially selected, made by companies with certifiable processes according to international standards for the quality and safety of products. The ingredients identified as critical for aspects of product quality or safety, but also for social aspects, including risks connected to human and labour rights, or environmental aspects in the supply chain are replaced with alternative products.

For the most relevant purchasing categories, there is ongoing implementation of contracts including ESG clauses and requirements.

Furthermore, in-depth sessions have been scheduled throughout the year with the most relevant suppliers, mainly suppliers of packaging or selected packaging materials (i.e. glass and paper), with the purpose of sharing

sustainability plans and actions, with particular attention to the fight against climate change, in accordance with the ambitious decarbonisation targets that Officina-Profumo-Farmaceutica di Santa Maria Novella is setting.

Suppliers	unit	2021	2022	2023
Number of active suppliers *	#	185	156	788
Purchase of products and services		5.5	14.1	24.2
national suppliers	M€	5.3	13.5	23.1
foreign suppliers		0.2	0.5	1.1
Spending on local suppliers (headquarters on national territory)	%	96%	96%	96%

Environmental and social qualification	2021		2022		2023	
	#	%	#	%	#	%
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	--	173	100%

* Since 2023, all active suppliers have been considered regardless of spending threshold.

SOCIETY

HUMAN CAPITAL DEVELOPMENT

Officina Profumo-Farmaceutica di Santa Maria Novella benefits from the value of 242 specialized and motivated people, distributed among the headquarters and productive plant in Firenze and various stores with direct employees in Italy, France, UK, and US, the most populous branch. The English and French branch employ respectively 11 and 8 people.

13 non-employee workers - temporary agency workers, agents, self-employed workers and interns - add up to the total headcount. The social dialogue, even in the absence of trade union organizations, flows in an open and constructive way, ensuring the protection of workers' health and the continuity of production activities, and supporting the delivery of training at all levels.

Direct employees in Italy, by choice mainly of local origin, are all covered by collective bargaining agreements. 47% of managerial positions among the headquarters, the production plant and all the stores are held by women.

The selection of human resources aims only to find the required skills and aptitudes, the most suitable types of contracts and the correct timing, without any discrimination or constraints. The hiring of resources at any level is assisted by a dedicated induction programme. Correctness, loyalty, transparency and mutual respect are the guiding elements of personnel management, well beyond the contractual aspects and the regulations in force on labour matters.

An MBO system has been introduced for managerial figures, with both individual and collective goals. People employed in the stores have their own incentive plan with collective monthly objectives at store or sales-area level. Lastly, a performance bonus linked to the welfare system is foreseen for all the other employees, it gives credit to productivity, quality, efficiency and innovation increases, which play a key role for the overall improvement of business competitiveness.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	98	43	141	131	56	187	174	68	242
Managers	1	4	5	2	5	7	3	3	6
Middle managers	9	3	12	12	10	22	13	15	28
Office workers	68	19	87	97	19	116	125	22	147
Production workers	20	17	37	20	22	42	33	28	61
Turnover	--	--	24	--	--	46	--	--	55
+ Hirings	--	--	38	--	--	86	--	--	108
+ Acquisitions	--	--	0	--	--	0	--	--	2
- Voluntary exits	--	--	9	--	--	21	--	--	28
- Non-voluntary exits	--	--	5	--	--	19	--	--	27
- Divestments	--	--	0	--	--	0	--	--	0
% contract: permanent	89%	98%	91%	82%	88%	83%	83%	91%	86%
% contract: full time	59%	98%	71%	66%	96%	75%	67%	99%	76%
Training									
Hours per capita	14	12	14	27	41	31	27	17	24
Managers	8	7	7	19	10	12	3	9	6
Middle managers	13	3	11	25	11	18	30	16	23
Office workers	17	17	17	28	28	28	30	28	29
Production workers	8	8	8	25	72	50	15	10	13
% hours of voluntary training	--	--	--	--	--	--	86%	81%	85%
Managers	--	--	--	--	--	--	65%	100%	92%
Middle managers	--	--	--	--	--	--	94%	77%	87%
Office workers	--	--	--	--	--	--	86%	89%	86%
Production workers	--	--	--	--	--	--	80%	65%	74%
% with at least one training session	--	--	--	--	--	--	86%	75%	83%
Managers	--	--	--	--	--	--	25%	75%	50%
Middle managers	--	--	--	--	--	--	94%	88%	91%
Office workers	--	--	--	--	--	--	85%	78%	84%
Production workers	--	--	--	--	--	--	94%	67%	81%
% with performance appraisal	2%	5%	3%	8%	13%	10%	9%	18%	11%
Managers	100%	50%	80%	100%	60%	71%	33%	67%	50%
Middle managers	0%	0%	0%	67%	30%	50%	92%	47%	68%
Office workers	0%	0%	0%	1%	5%	2%	2%	14%	3%
Production workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
Difference between women's and men's average pay compared with men's average pay	--	-34%	-23%
Managers	--	-11%	6%
Middle managers	--	-1%	-4%
Office workers	--	-29%	-13%
Production workers	--	-10%	-18%

HEALTH, SAFETY AND WELLBEING

Officina Profumo-Farmaceutica di Santa Maria Novella promotes the health, safety and wellbeing of all employees, including companies, suppliers, visitors, customers and the local community in the approach.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. The interaction between people and mobile vehicles, process machines with moving mechanical parts and the presence of flammable materials are the prevailing risk conditions identified. A dedicated internal contact, the availability of a doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the support organisation. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. 81% of the workforce (100% for Italy) is covered by an occupational health and safety management system.

In line with the adopted Sustainability Policies, Officina Profumo-Farmaceutica di Santa Maria Novella intends to further develop the safety management, starting from management leadership that supports a motivational, organisational, and operational system. Far beyond simple legislative compliance, this approach aims to build a true culture of safety, protecting the safety of anyone involved in operational activities and, at the same time, improving managerial skills and motivations for achieving broader results objectives.

In order to improve well-being and work-life balance, remote working has been introduced for all compatible functions.

		2021	2022	2023
Employees injuries *		1	1	4
<i>Fatalities</i>		0	0	0
<i>Serious injuries</i>	<i>with absence from work for at least 180 days</i>	0	0	0
<i>Other injuries</i>	<i>with absence from work for less than 180 days</i>	1	1	4
Frequency rate	number of injuries per million hours worked	5.3	3.4	11.1
Severity rate	lost days per thousand hours worked	0.10	0.30	0.10
Non-employees injuries		0	0	0
<i>Fatalities</i>		0	0	0
<i>Serious injuries</i>	<i>with absence from work for at least 180 days</i>	0	0	0
<i>Other injuries</i>	<i>with absence from work for less than 180 days</i>	0	0	0
Frequency rate	number of injuries per million hours worked	0.0	0.0	0.0

* The 4 injuries recorded in 2023 were due to crushing (1), cuts or superficial wounds (1), and musculoskeletal pain (2).

PRODUCT AND SERVICE STEWARDSHIP

Officina Profumo-Farmaceutica di Santa Maria Novella operates in full compliance with the complex regulatory system applicable to the sector. The launch of new products is subjected to rigorous testing procedures, conducted in accordance with the law, which also concern the effects on health and those deriving from possible incorrect use. continuous quality and safety standards.

The continuous research and development activity of Officina Profumo-Farmaceutica di Santa Maria Novella has among the main drivers the reduction of the environmental footprint generated by the production, use and end-of-life of the products marketed. This happens both through a progressive reformulation of the recipes, aimed not only at improving the customer experience but also at increasing the presence of ingredients of natural origin or, in any case, with a higher environmental value, such as a lower carbon or water footprint, and the low water demand in the use phase.

Around 80% of ingredients used in the product formulation is of renewable origin.

Similar attention is paid to the evolutionary development of packaging, primary and secondary, through dimensional resizing, aimed at reducing its weight, or by introducing increasing quantities of materials of renewable origin, coming from recycling or in any case easily recyclable. Currently, the glass supplied contains on average 15% of material recovered directly in the production cycle. For some references, the satin-finished glass has been replaced with transparent glass to reduce the necessary processing steps and the consequent energy consumption. The

next challenge, shared with glass suppliers, is to increasingly deploy post-consumer recycled glass preserving the technical and aesthetics characteristics of the packaging product.

On the main product lines, the plastics used are switching from PE to recyclable PET and, in a second step, to R-PET, that is recycled PET. The paper and cardboard are FSC certified.

Furthermore, the progressive introduction of products designed or re-designed for refill continues

More generally, Officina Profumo-Farmaceutica di Santa Maria Novella designs formulations and packaging according to a specification for ESG footprint evaluation, which must return indications in line with the company's objectives for products under development and launch and clearly evolutionary results for updates to existing products.

MARKET AND COMMUNITIES

Compliance with the relevant regulations, quality and, for some product lines, even food safety, are ensured throughout the entire production process with constantly evolving management systems.

The attention to customers and consumers is completed by the management of *customer satisfaction* and *data protection*, with the alignment and continuous improvement of the application of the applicable legislative and voluntary standards, including the optimization of the shopping experience through digital channels, in terms of usability and safety. The company constantly detects customer complaints, through *customer care*, digital channels and the distribution network, as a continuous stimulus for improvement.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

Cosmetic quality water and ethyl alcohol of agricultural origin are the main raw materials used. Vegetable soap and dried herbs are two most relevant bases of renewable origin for products manufactured. Paraffine and wax, used for candles production, are the two most relevant bases of non-renewable origin. To these are added, according to the different product lines, a wide variety of ingredients, fragrances, and essences mainly of natural origin.

The electricity used is exclusively renewable, self-produced by a photovoltaic system or purchased with a guarantee of origin. The withdrawal of water is mainly intended for sanitary uses, but also used for the production of cosmetic water through dedicated chemical-physical treatments before being used in formulations. The resource is managed with particular attention, as the plant is in an area at risk of water stress.

	units	2021	2022	2023
Raw materials, semifinished goods and ancillaries		180	432	371
Renewable		137	352	291
% from recycling	t	0%	0%	0%
Non-renewable		44	80	80
% from recycling		0%	0%	0%
Packaging materials		320	974	915
Renewable		102	455	474
% from recycling	t	0%	7%	8%
Non-renewable		218	519	440
% from recycling		0%	0%	4%

	units	2021	2022	2023
Raw materials		181	432	371
Renewable		137	352	291
<i>Cosmetic grade water</i>		65	134	156
<i>Ethanol</i>		21	34	28
<i>Other</i>		51	184	107
Non-renewable		44	80	80
Packaging	t	320	974	915
<i>Glass</i>		188	422	283
<i>Paper</i>		80	454	539
<i>Ceramics</i>		22	37	20
<i>Plastic</i>		18	27	24
<i>Metals</i>		10	23	23
<i>Other</i>		2	11	25

In 2023 almost 70 tons of waste were sent for valorisation. In any case, the remainder is sent to energy recovery or controlled disposal destinations, where further partial valorisation is possible.

	units	2021	2022	2023
Valorisation of waste generated		48	96	90
Hazardous waste		24	34	37
% Material recovery		35%	59%	47%
% Energy recovery or disposal	t	65%	41%	53%
Non-hazardous waste		25	62	53
% Material recovery		93%	92%	96%
% Energy recovery or disposal		7%	8%	4%

	units	2021	2022	2023
Energy consumed		9,932	11,284	10,586
% renewable		39%	37%	39%
Thermal energy	GJ	6,029	7,108	6,510
% renewable		0%	0%	0%
Electricity		3,904	4,176	4,077
% renewable		100%	100%	100%
Thermal energy consumed		6,029	7,108	6,510
Heating and industrial use		5,935	6,919	5,812
<i>Natural gas</i>		5,935	6,919	5,812
<i>Gas oil</i>		0	0	0
<i>LPG</i>	GJ	0	0	0
Automotive		94	188	698
<i>Diesel</i>		94	188	474
<i>LPG</i>		0	0	0
<i>Natural gas</i>		0	0	0
<i>Petrol</i>		0	0	224
Electricity consumed		3,904	4,176	4,077
Electricity purchased		3,485	3,744	3,694
Without guarantee of origin		0	0	0
Renewable with guarantee of origin		3,485	3,744	3,694
<i>Hydroelectric</i>		0	0	2,146
<i>Photovoltaic</i>		0	0	0
<i>Wind</i>	GJ	0	0	0
<i>Other renewable source</i>		0	0	1,548
Self-produced renewable electricity		420	433	385
<i>Hydroelectric</i>		0	0	0
<i>Photovoltaic</i>		420	433	385
<i>Wind</i>		0	0	0
Self-consumption		0	0	383
To the grid		1	1	2
Water withdrawal		3.6	4.2	3.1
from surface water		0.0	0.0	0.0
from groundwater		0.0	0.0	0.0
from an aqueduct		3.6	4.2	3.1
from freshwater		3.6	4.2	3.1
from water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		3.6	4.2	3.1
<i>from surface water</i>		0.0	0.0	0.0
<i>from groundwater</i>		0.0	0.0	0.0
<i>from an aqueduct</i>		3.6	4.2	3.1
	thousands m3			
Water discharge		0.0	0.0	0.1
into surface water		0.0	0.0	0.0
into sewage		0.0	0.0	0.1
in freshwater		0.0	0.0	0.1
in water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.1
<i>into surface water</i>		0.0	0.0	0.0
<i>into sewage</i>		0.0	0.0	0.1
Water consumption		3.5	4.2	3.0
in water stressed areas		3.5	0.0	3.0

LOW-CARBON TRANSITION

Officina Profumo-Farmaceutica di Santa Maria Novella supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in January 2024 Officina Profumo-Farmaceutica di Santa Maria Novella has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050.

Officina Profumo-Farmaceutica di Santa Maria Novella is committed to mitigating the climate-altering effects of its activity along the entire value chain. Supplier selection, production process efficiency, eco-design of product and packaging, logistics optimization are the areas of greatest attention. Officina Profumo-Farmaceutica di Santa Maria Novella maintains continuous relationships with all of them to further synchronize efforts towards the shared goal of achieving net-zero emissions by 2050.

Since 2021, Officina Profumo-Farmaceutica di Santa Maria Novella has exclusively relied on renewable electricity, partly self-generated.

	units	2021	2022	2023	2023
Carbon Footprint		4,700	8,467	8,761	
Scope 3 Upstream		617	1,535	2,413	27.5%
1 Purchased products and services		557	1,396	1,501	17.1%
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		60	71	68	0.8%
4 Upstream transportation and distribution		--	--	78	0.9%
5 Waste generated by the sites		--	2	2	0.0%
6 Business travel		--	67	661	7.5%
7 Employee commuting		--	--	99	1.1%
8 Upstream leased assets		--	--	3	0.0%
Scope 1	t CO₂	341	403	436	5.0%
Scope 2 market based		0	0	0	0.0%
<i>location based</i>		387	384	372	
Scope 3 Downstream		3,742	6,529	5,912	67.5%
9 Downstream transportation and distribution		2,814	4,937	4,510	51.5%
10 Processing of sold products		--	--	--	--
11 Use of sold products *		921	1,572	1,348	15.4%
12 End-of-life treatment of sold products		7	21	53	0.6%
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Carbon Intensity					
Scope 1+2 market based	t CO₂e / M€	11.4	8.6	7.7	
Scope 1+2 market based +3	Revenues	156.7	181.7	154.8	

* In the "Use of sold products" category, the data for 2021 and 2022, previously calculated primarily using factors from scientific literature and sectorial comparisons, have been recalculated more precisely, utilizing activity data and primary data collected in 2023..



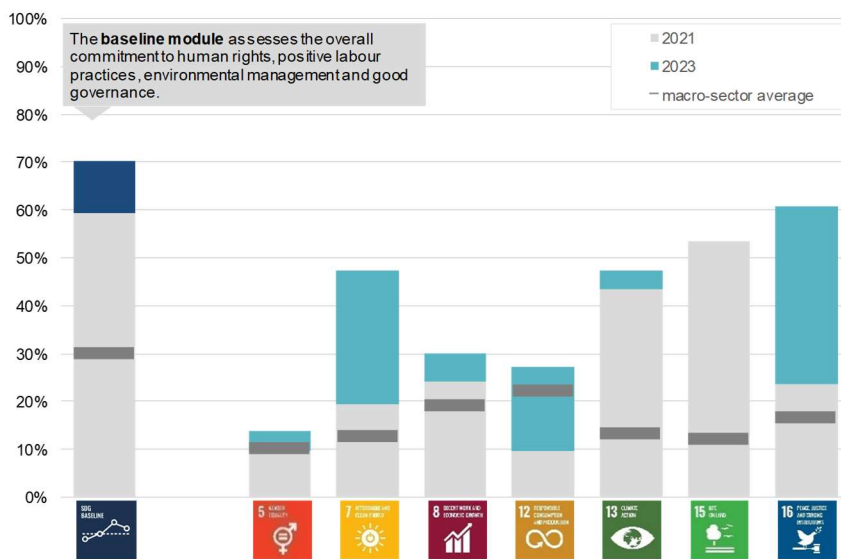
Italgen

Founded in 2001, capitalising on the experience gained as part of the Italcementi Group, Italgen operates as a producer and distributor of electricity from renewable sources, thanks to a production structure consisting of 28 concessions for hydroelectric derivation located in Lombardy, Piedmont and Veneto. It has been part of the Italmobiliare Group since May 2016, as a **subsidiary with a 100% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	<p>Awarded the EcoVadis Gold Medal in recognition of the adopted sustainable strategy.</p>	<p>Committed</p> <p>The photovoltaic systems installed at third-party companies complement the existing hydroelectric production capacity.</p>	<p>Zero</p> <p>Injuries in 2023</p> <p>Commitment to ensuring a safe working environment by promoting people's mental and physical well-being must be continuous.</p>	<p>~1.000</p> <p>Training hours</p> <p>74% voluntary training, focused on skill development, to better cater to a transitioning market.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p>aligned with Italgen's virtuous model</p>	<p>100%</p> <p>Services</p> <p>aligned with the carbon footprint mitigation and offset needs of Italian companies.</p>	<p>100%</p> <p>People</p> <p>able to promote to all stakeholders the culture of safety by inviting the adoption of virtuous behavior.</p>	<p>100%</p> <p>People</p> <p>covered by development plans aimed at growth, inclusion and gender equality.</p>

CONTRIBUTION TO SDGs



Italgen integrates the sustainable strategy of the Italmobiliare Group by adhering to the **UN Global Compact**, supporting its **Ten Principles** and actively contributing to the **Sustainable Development Goals**.

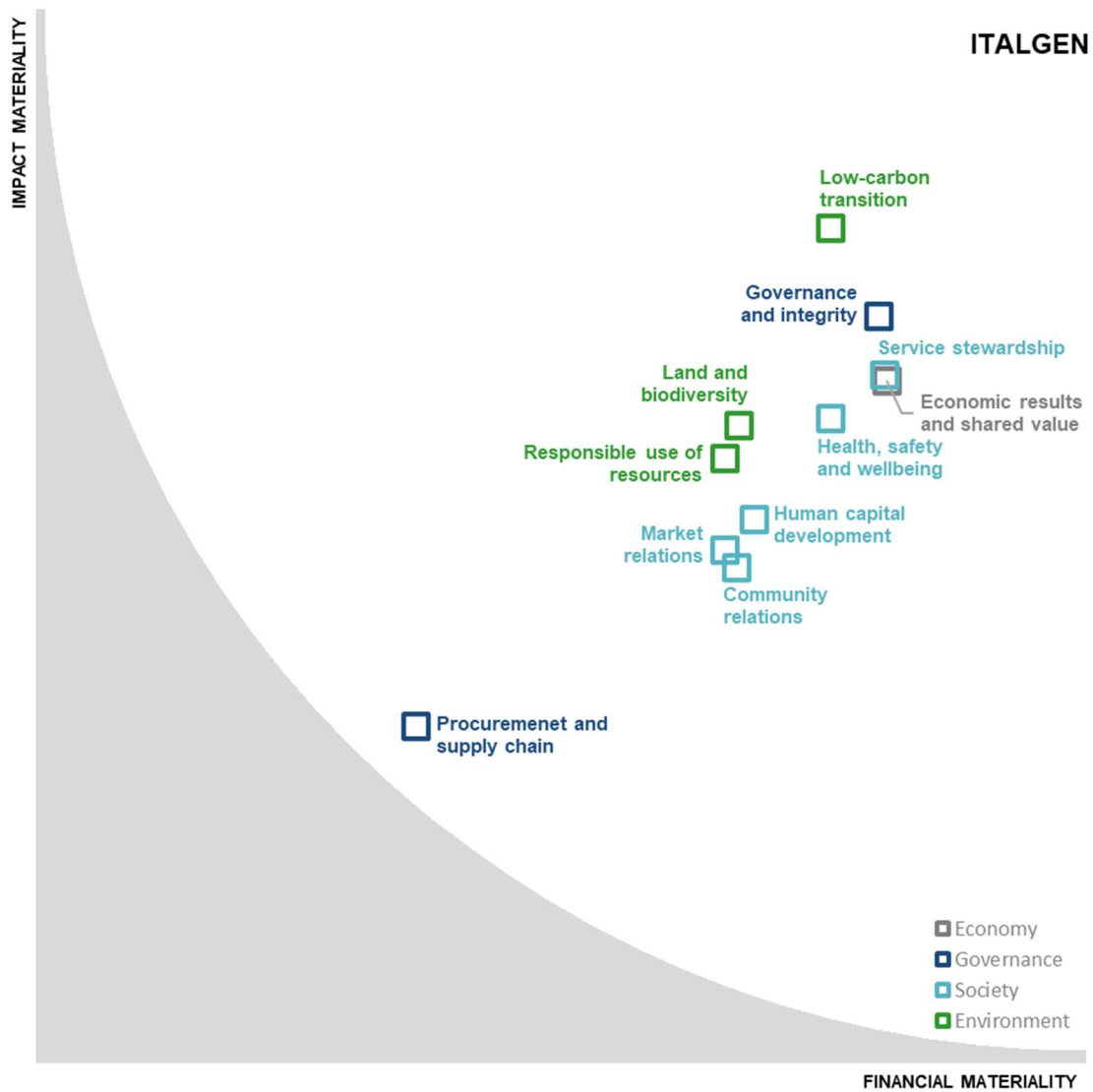
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Italgen towards the SGDs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Italgas recognize the sensitive aspects of the energy sector and share the key role of renewable energy in the transition to a low-carbon economy and in promoting responsible lifestyles.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most relevant stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors is at 20% (1 director out of 5).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by Italgas are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, and the **Women's Empowerment Principles (WEPs)**. Italgas formally joined both organizations. Through a sustainable approach aimed at creating shared value for the society and for the environment, Italgas intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

Based on that of the Parent Company and considering the specificities relating to the nature, size, type of activity or structure of internal powers, Italgas adopts an **Organisation, Management and Control Model**, which is foreseen by law but not mandatory. It is designed to limit the risk of committing specific relevant crimes. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition to specific periodic training, the approach adopted includes the *whistleblowing* procedure for reporting unlawful behaviour, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action. In addition, Italgas has defined and adopted the Anti-Corruption Guidelines.

More generally, Italgas implements and strengthens the **Enterprise Risk Management** system over time, according to the management framework and the risk catalogue defined at Group level, which integrate ESG approach. The process adopted allows the identification, measurement, monitoring and management of the risks, including climate risks, and helps consolidating the Group's approach.

At the operational level, the **management systems adopted for quality and environment** represent a fundamental asset to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. Integration with business processes helps to consolidate the organisational, technological and behavioural methods implemented.

The quality of the sustainable governance system has been recognized by the **"Gold Medal"** certification of **Ecovadis**, one of the main ESG rating platforms, by the **Cerved** and **Cribis** ratings and also with the acknowledgement of the **Legality Rating**, received from the Competition Market Authority (AGCM) and proving the compliance with very high legality standards. Furthermore, Italgas is currently in the verification phase to obtain the **B Corp** certification.

PROCUREMENT AND SUPPLY CHAIN

Italgas uses suppliers mainly for the construction, installation, commissioning and maintenance of mechanical, electrical and instrumental equipment for power plants, for the renovation or repair of buildings, intake and derivation works and for design and engineering consultancy activities. The supply chain involves almost exclusively national operators.

The choice of suppliers starts with gathering information on the ethical, dimensional, product and technical profile, including the necessary certifications, reserving the right to carry out direct audits. In the contract, all suppliers are required to sign the compliance clause of the Code of Ethics and the Organisation, Management and Control Model adopted by Italgas. In any case, the type and geography of the subjects involved in Italgas's value chain do not highlight specific risks of violation of human and workers' rights.

In 2022, the **Supplier Charter** was adopted, defining the principles to which the suppliers of goods or services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. In the prequalification process all suppliers will be asked to complete an online questionnaire covering human and labour rights, respect for the environment and business integrity.

Suppliers	unit	2021	2022	2023
Number of active suppliers	#	335	389	373
Purchase of products and services		14.0	37.1	43.5
national suppliers	M€	14.0	37.1	43.5
foreign suppliers		0.0	0.0	0.0
Spending on local suppliers (headquarters on national territory)	%	100%	100%	100%

Environmental and social qualification	2021		2022		2023	
	#	%	#	%	#	%
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	--	10	100%

SOCIETY

HUMAN CAPITAL DEVELOPMENT

Italgen benefits from the value of 60 specialized and motivated people. Procedures are in place for the hiring of personnel, for the post-hiring *induction* programme and for remuneration, based on a merit matrix that matches performance and benchmarks with the outside market.

In 2023, 997 hours of training were provided, covering topics well beyond legislative compliance. In addition, the activity of the Internal Academy continued with the aim of enhancing the skills and experience present in the company, sharing *know-how* at all levels and increasing the level of *engagement*, raising awareness among staff on the most important issues, both managerial and technical-operational, such as ethics, sustainability, finance, *energy management*, planning and control.

The skills, behaviours and technical knowledge acquired by the staff are also monitored as part of their performance assessment, which is carried out annually through direct interviews. Furthermore, Italgen offers executives the possibility of joining the Concreto-Previp pension fund, to which the company voluntarily contributes with a share that in 2023 represented 26% of total payments.

	2021			2022			2023		
	Donne	Uomini	Totale	Donne	Uomini	Totale	Donne	Uomini	Totale
Personnel	4	64	68	4	61	65	5	55	60
<i>Managers</i>	0	3	3	0	4	4	0	3	3
<i>Middle managers</i>	1	11	12	1	10	11	1	11	12
<i>Office workers</i>	3	12	15	3	11	14	4	12	16
<i>Production workers</i>	0	38	38	0	36	36	0	29	29
Turnover	--	--	-3	--	--	-3	--	--	-5
<i>+ Hirings</i>	--	--	2	--	--	2	--	--	5
<i>+ Acquisitions</i>	--	--	0	--	--	0	--	--	0
<i>- Voluntary exits</i>	--	--	1	--	--	0	--	--	2
<i>- Non-voluntary exits</i>	--	--	4	--	--	5	--	--	8
<i>- Divestments</i>	--	--	0	--	--	0	--	--	0
% contract: permanent	100%	98%	99%	100%	100%	100%	100%	100%	100%
% contract: full time	75%	98%	97%	75%	98%	97%	60%	100%	97%
Training									
Hours per capita	20	8	8	37	20	21	19	16	17
<i>Managers</i>	9	4	4	0	18	18	0	39	39
<i>Middle managers</i>	6	12	11	66	26	30	25	28	28
<i>Office workers</i>	24	20	21	27	26	26	18	23	22
<i>Production workers</i>	0	3	3	0	17	17	0	7	7
% hours of voluntary training	--	--	--	--	--	--	100%	71%	74%
<i>Managers</i>	--	--	--	--	--	--	0%	100%	100%
<i>Middle managers</i>	--	--	--	--	--	--	100%	87%	88%
<i>Office workers</i>	--	--	--	--	--	--	100%	59%	68%
<i>Production workers</i>	--	--	--	--	--	--	0%	46%	46%
% personnel with at least one training session	--	--	--	--	--	--	100%	68%	70%
<i>Managers</i>	--	--	--	--	--	--	--	100%	100%
<i>Middle managers</i>	--	--	--	--	--	--	100%	100%	100%
<i>Office workers</i>	--	--	--	--	--	--	100%	93%	94%
<i>Production workers</i>	--	--	--	--	--	--	--	44%	44%
% with performance appraisal	100%	41%	44%	100%	41%	45%	100%	49%	53%
<i>Managers</i>	0%	100%	100%	0%	100%	100%	--	100%	100%
<i>Middle managers</i>	100%	100%	100%	100%	100%	100%	100%	91%	92%
<i>Office workers</i>	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>Production workers</i>	0%	0%	0%	0%	0%	0%	--	0%	0%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap	--	-14%	-13%
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	--	--
<i>Managers</i>	--	--	--
<i>Middle managers</i>	--	-26%	-17%
<i>Office workers</i>	--	-12%	-4%
<i>Production workers</i>	--	--	--

HEALTH, SAFETY AND WELLBEING

Italgen promotes the health, safety and wellbeing of all employees, including companies, suppliers, visitors, customers and the local community in the approach.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. Electric shock, night work, working at a height and in isolated places, process machines with moving mechanical parts, the presence of flammable materials and the use of vehicles are the prevailing risk conditions that have been identified. A dedicated internal contact, the availability of a doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the support organisation. Preventive reporting of anomalous or risk conditions by everyone, also through the Supervisory Body, accurate analysis of accidental events, even if not serious, near-accidents and system non-conformities, and intense training activities ensure continuous improvement and correct response to emergencies. The entire workforce is covered by an occupational health and safety management system.

In line with the Sustainability Policies adopted, Italgen has developed the management method far beyond simple legislative compliance, finding a foundation in the managerial leadership that supports the motivational elements, the organisational structures and the necessary operational tools, such as risk assessment and the analysis of accidental events. The goal is to build and maintain a true culture of safety, protecting the safety of anyone involved in operational activities and, at the same time, improving managerial skills and motivation for the achievement of more ambitious objectives.

The correct functioning of the entire management system adopted in compliance with the UNI-NAIL Guidelines is subject to annual verification by an internal audit team coordinated by an external team leader.

		2021	2022	2023
Employees injuries		1	0	0
<i>Fatalities</i>		0	0	0
<i>Serious injuries</i>	<i>with absence from work for at least 180 days</i>	0	0	0
<i>Other injuries</i>	<i>with absence from work for less than 180 days</i>	1	0	0
Frequency rate	number of injuries per million hours worked	8.7	0.0	0.0
Severity rate	lost days per thousand hours worked	0.20	0.00	0.00

In addition to health and safety, Italgen actively promotes psychological and physical wellbeing and work-life balance, making a range of flexible benefits available to its employees and managers. The activation of *remote working*, made structural from 2021, will allow the people involved a better work-life balance.

Lastly, it has to be noticed that since 2020 Italgen converted part of the buildings and areas of the former Villa di Serio power plant into a clubhouse with a living area, dining area, changing rooms and a large outdoor green space.

The facility allows employees more convenient access to the cycle/foot path and the exercise circuit near the headquarters, along the river Serio.

SERVICE STEWARDSHIP

Italgen aims at the continuous improvement of service quality, in order to guarantee customer satisfaction and safety. The key elements are to supply electricity with the lowest possible carbon footprint and to guarantee production efficiency and distribution continuity and safety. This requires the constant raising of efficiency standards, thanks to technological renewal of the systems and digitalization, as in the case of advanced remote control systems. The path of requalification and modernization began in 2008 and led in 2019 to have an active system that remotely and in real time monitors 15 hydroelectric power plants, with the related intake works, from a centralized room in the operational headquarters of Villa di Serio (BG).

Technological innovation plays a fundamental role from this first phase of implementation of the automation and remote-control program of production plants. In 2022, the program continued with selective investments that have expanded, and will continue to expand in the coming years, the perimeter of remote-controlled plants, constantly improving the security and resilience of the distribution network. Over the past five years, technology platforms that can analyse signals from sensors in real time have been installed. The specialized staff, on duty 24 hours a day 7

days a week, can give commands to the remote control system for energy management adjustments and to manage any alarms or system anomalies.

The constant training of the staff, in addition to the good management practices of alert indexes has allowed to create within the company a process know-how that helps to optimize the intervention time and reduce maintenance costs, for the benefit of business continuity.

The digitalization path undertaken includes the use of drones with camera for inspections of over 300 km of power lines owned in Lombardy, looking for faults and other anomalies in areas which are difficult to access quickly and safely. A fault detection system that allows to identify with good approximation the position of a fault along the power lines was also implemented, drastically reducing the intervention time.

Thanks to the remote-control system, also in 2023 there were neither accidents or plant malfunctions that could have caused physical injury to people, nor episodes of general service interruptions. In line with 2022, 7 events affected individual distribution lines, without affecting the service as a whole, for a total of 4,205 minutes, down slightly compared to 4,992 minutes of 2022. These episodes are mainly to do with extreme weather conditions resulting in heavy storms or falling trees. Despite these episodes, the availability level of the plants remained stable, reaching a value of 99.2%.

Each site has its own Emergency Plan that details the behaviours required from the part of employees and preventive and managerial actions in case of any impact on the territory. At the dams managed there is a continuous garrison of qualified and trained personnel. The implementing rules for the control measures shall be formalised in a dedicated document.

MARKET AND COMMUNITIES

Protecting the transparency and correctness of customer information is a guiding value for Italgén. Given that an electricity bill is a document that is not particularly easy to understand, together with the tax invoice appropriate explanatory documentation is attached that specifies all of the items that make up the total amount to be paid, their meaning and, in compliance with the law, the energy procurement mix used to supply end-users.

To ensure the protection of its customers' and users' data and to ensure compliance with the requirements of the privacy regulations, Italgén has adopted the *data protection* model of the parent company Italmobiliare. Particular attention is also paid to the continuity and protection of production data, thanks to a back-up system that duplicates all signals through two suitably configured servers. As regards the company's IT systems, a *disaster recovery* plan has been activated, which backs up the entire database on a daily basis and stores it in a place other than the primary server. From 2021, an intrusion detection system has been implemented to identify unauthorised access to computers or local networks.

In addition to business relationships, Italgén cultivates ties with the local area and local community, by promoting responsible lifestyles and initiatives to support social and cultural values.

Lastly, Italgén opens up to global transparency by making available to all stakeholders the Sustainability Report, published ever since 2019.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

The main natural resource used by Italgén is the water that passes through the turbines at its hydroelectric plants. It is a process in which water is neither consumed nor modified in its chemical and physical characteristics. The company's production and administrative structures consume limited quantities of thermal and electrical energy and well water.

	units	2021	2022	2023
Energy consumed		28,866	27,994	33,792
% renewable		98%	97%	97%
Thermal energy	GJ	669	764	890
% renewable		0%	0%	0%
Electricity		28,197	27,230	32,903
% renewable		100%	100%	100%
Thermal energy consumed		669	764	890
Heating and industrial use		83	130	159
<i>Natural gas</i>		0	0	0
<i>Gas oil</i>		83	130	159
<i>LPG</i>		0	0	0
Automotive	GJ	585	635	731
<i>Diesel</i>		533	574	632
<i>LPG</i>		0	0	0
<i>Natural gas</i>		0	0	0
<i>Petrol</i>		52	61	99
Electricity consumed		28,197	27,230	32,903
Electricity purchased		0	0	0
Self-produced renewable electricity		1,112,313	649,456	894,017
<i>Hydroelectric</i>		1,112,313	649,456	876,647
<i>Photovoltaic</i>	GJ	0.0	0.0	17,370
<i>Wind</i>		0	0	0
Self-consumption		28,197	27,230	32,903
To the grid		1,084,115	622,226	861,114
Electricity purchased and to the grid		111,658	298,371	497,676
Water withdrawal		6.3	5.4	5.1
from surface water		0.0	0.0	0.0
from groundwater		5.6	4.5	4.2
from an aqueduct		0.8	0.9	1.0
from freshwater		6.3	5.4	5.1
from water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0
<i>from surface water</i>		0.0	0.0	0.0
<i>from groundwater</i>		0.0	0.0	0.0
<i>from an aqueduct</i>		0.0	0.0	0.0
	thousands m3			
Water discharge		0.8	0.9	1.0
into surface water		0.0	0.0	0.0
into sewage		0.8	0.9	1.0
in freshwater		0.8	0.9	0.0
in water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0
<i>into surface water</i>		0.0	0.0	0.0
<i>into sewage</i>		0.0	0.0	0.0
Water consumption		5.6	4.5	4.2
in water stressed areas		0.0	0.0	0.0

The operation of the plants produces limited quantities of waste. The main type of waste originates from the cleaning of waterways at the intakes by means of grids installed at the entrance to the plants to hold back the various materials carried by the current, such as wood, plants, leaves, plastic and other organic or inorganic matter, that are collected in special bins waiting to be sent for recovery or disposal according to specific procedures.

The waste generated can become a resource for other consumption or production cycles. With this awareness, the 2021-23 Strategic Plan provides for the identification of objectives for each plant relating to the share of waste sent for recovery.

Due to the specificity of the activities, waste is to energy recovery or controlled disposal destinations, where further partial valorisation is possible.

	units	2021	2022	2023
Valorisation of waste generated		332	318	344
Hazardous waste		7	63	7
% Material recovery		92%	100%	100%
% Energy recovery or disposal	t	8%	0%	0%
Non-hazardous waste		324	256	337
% Material recovery		100%	100%	100%
% Energy recovery or disposal		0%	0%	0%

LOW-CARBON TRANSITION

Italgen supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in January 2024 Italgen has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050.

In 2023, the performance of Italgen, considered the sum of the energy produced, exclusively renewable, and that bought and resold is already in line with the evolution curve provided by the SBTi specification for the energy sector. In any case and as a guarantee for the future, Italgen's strategic plan foresees a significant growth in installed capacity of photovoltaic production, to mitigate the climate risks to which the hydroelectric sector is intrinsically exposed with decreasing rainfall trends.

Indeed, Italgen actively contributes to the low-carbon transition with hydroelectric plants in Lombardy, Piedmont and Veneto and a growing availability of photovoltaic plants. In 2023, 4 photovoltaic plants were active in Lombardy, Marche and Puglia.

Self-consumption is extremely limited and decreasing constantly thanks to the continuous updating of the structures. Full implementation of the centralised remote-control system and the progressive modernisation of the company's car pool further reduces its carbon footprint. The purchase of energy on the Power Exchange integrates contractual commitments that exceed production.

Hydroelectric and photovoltaic production sent to the grid and sold makes it possible to avoid the emission of significant quantities of greenhouse gases compared with the average output currently available on the market.

	units	2021	2022	2023	2023
Carbon Footprint		11,148	27,525	45,942	
Scope 3 Upstream		11,101	27,468	45,879	99.9%
1 Purchased products and services		--	--	--	--
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		11,087	27,450	45,777	99.6%
4 Upstream transportation and distribution		--	--	--	--
5 Waste generated by the sites		14	12	14	0.0%
6 Business travel		--	6	41	0.1%
7 Employee commuting		--	--	47	0.1%
8 Upstream leased assets		--	--	--	--
Scope 1	t CO₂	47	57	63	0.1%
Scope 2 market based		0	0	0	0.0%
<i>location based</i>		2,796	2,504	3,025	
Scope 3 Downstream		0	0	0	0.0%
9 Downstream transportation and distribution		--	--	--	--
10 Processing of sold products		--	--	--	--
11 Use of sold products		--	--	--	--
12 End-of-life treatment of sold products		--	--	--	--
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Avoided emissions(location based)		110,304	59,714	82,200	
From photovoltaic production	t CO₂e	0	0	1,597	
From hydroelectric production		110,304	59,714	80,603	
Carbon Intensity					
Scope 1+2 market based	t CO₂e / M€	1.0	1.2	1.1	
Scope 1+2 market based +3	Revenues	246.6	571.1	818.9	

LAND AND BIODIVERSITY

Italgen's energy source is water, taken from the waterways Adda, Oglio, Brembo e Serio, as well as Vò, Dezzo, Povo, Cassiglio, Canalone, Stabina, Mora (Lombardy), Gesso, Vermenagna, Strona, San Giovanni, Ganna, Nivia e dai Rii Passone, Egua, Airola, Scoccia, Piana, Sanfaié e Rovale (Piedmont) e Meschio (Veneto) streams. Thanks to intake and collection works, basins and penstocks or by simple direct flow, the water reaches the hydroelectric power plants where it passes through the turbines connected to the alternators that generate electricity. The total amount of turbine water is extremely significant, but it is released immediately downstream of the plant, without being consumed or modified in its chemical and physical characteristics. The cooling circuits of the machinery lubrication oil do not come into contact with the water flowing through the turbines.

7 out of 28 hydroelectric plants are located in or near protected geographical areas. Since ever, Italgen undertakes to ensure that its plants do not alter the balance of the ecosystem in which they are located, in particular by not hindering the movements and migrations of fish fauna. The release of the ecological flow, the installation of fish ladders, the restocking of fish species in the waterways on which the power plants are located represent a concrete commitment to the protection of biodiversity. The data of the microclimatic monitoring carried out by Italgen are made available to entities, institutions and other persons upon request.

To protect against any form of unintentional spillage on the ground, the high voltage electrical transformers present in most hydroelectric power plants are placed above a tank which in the event of an emergency intercepts any leakage of dielectric oil. Similarly, all product or waste storage tanks and containment tanks are subject to periodic controls planned according to the environmental management system adopted. The oil used at the shut-off devices is contained in tanks built above ground, making it easy to detect and resolve any leaks. In addition, Italgen has identified biodegradable lubricating oils on the market, undertaking to extend their use progressively to all plants subject to revamping or plant modifications. Since 2019, there has been only one case of accidental hydraulic oil spillage, which occurred in August 2022 at the Vaprio d'Adda power plant. Prompt action by the plant's internal staff and relevant authorities allowed the containment of the leaked oil in the very first section of the outflow water return channel, before its removal with environmental remediation.

In order to contain land consumption, the 2021-23 Strategic Plan provides for systematic mapping of any abandoned or unproductive industrial areas and sites owned by Italgen, where new production activities could be installed. In 2023, construction works for the redevelopment of the former cement plant at Modugno (BA) and its quarry have been completed with the realization of a new photovoltaic park, an area of high naturalistic value and an artificial lake that can be used by the local community.



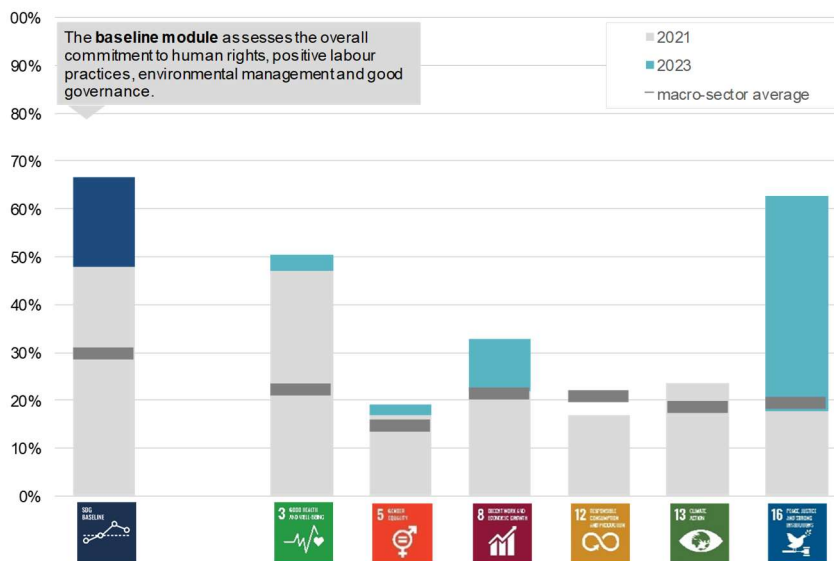
CDS - Casa della Salute

Casa della Salute is a network of specialist clinics, diagnostics, dentists, physio-kinesitherapy, with numerous facilities in Liguria and Piedmont, with the common goal of contributing to the protection of the right to health and guaranteeing citizens a high-quality health service and short waiting lists. It has been part of the Italmobiliare Group since December 2020, as a **subsidiary with an 84,67% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	<p>Casa della Salute has obtained ISO 9001 quality certification and is in the process of becoming B Corp certified.</p>	<p>Committed</p> <p>Casa della Salute has always used renewable electricity exclusively.</p>	<p>1</p> <p>Injury in 2023</p> <p>Commitment to ensuring a safe working environment by promoting people's mental and physical well-being must be continuous.</p>	<p>24.000+</p> <p>Training hours</p> <p>94% of voluntary training, aimed at skill growth, serving clients and patients.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p>aligned with the virtuous model of Casa della Salute</p>	<p>100%</p> <p>Products & services</p> <p>Aligned with SBTi objectives.</p>	<p>100%</p> <p>Operational facilities</p> <p>updated to best-practice for employees and patients, including through the coordination efforts of new facility managers.</p>	<p>100%</p> <p>People</p> <p>covered by development plans aimed at growth, inclusion and gender equality.</p>

CONTRIBUTION TO SDGs



Casa della Salute integrates the sustainable strategy of the Italmobiliare Group by adhering to the **UN Global Compact**, supporting its **Ten Principles** and actively contributing to the **Sustainable Development Goals**.

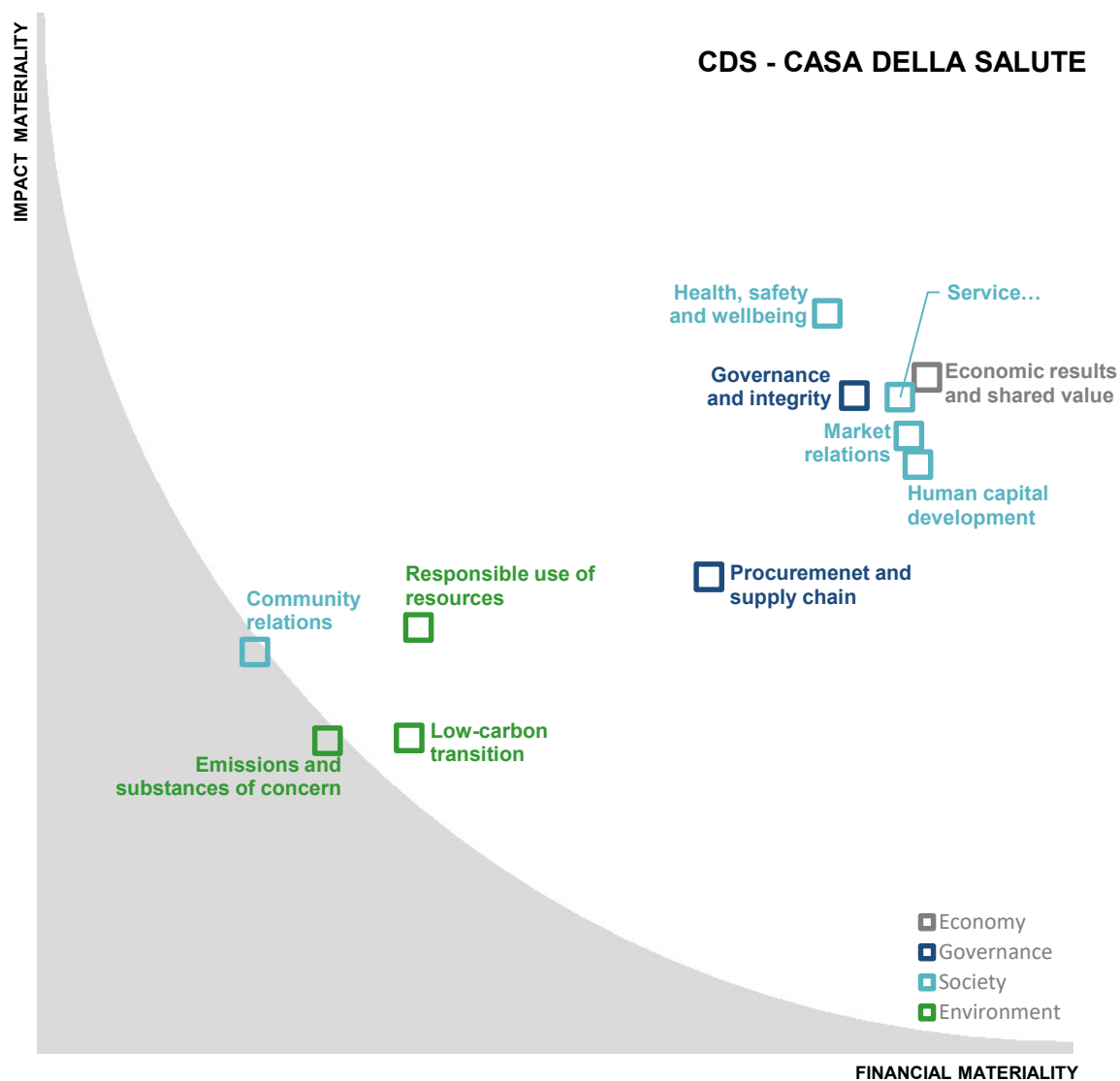
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Casa della Salute towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Casa della Salute recognize the sensitive aspects of the sector, aiming at innovative and highly digitized *healthcare*.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most relevant stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. At the moment, there is no women participation in the Board of Directors is 29% (2 directors out of 7).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by Casa della Salute are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, which Casa della Salute joined, and the **Women's Empowerment Principles (WEPs)**. Through a sustainable approach aimed at creating shared value for the society and for the environment, Casa della Salute intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

Based on that of the Parent Company and considering the specificities relating to the nature, size, type of activity or structure of internal powers, Casa della Salute adopts an **Organisation, Management and Control Model**, which is foreseen by law but not mandatory. It is designed to limit the risk of committing specific relevant crimes. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition to specific periodic training, the approach adopted includes the whistleblowing procedure for reporting unlawful behaviour, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action.

More generally, Casa della Salute implements and strengthens the **Enterprise Risk Management** system over time, according to the management framework and the risk catalogue defined at Group level, which integrate ESG issues. The process adopted allows the identification, measurement, monitoring and management of the risks, including climate risks, and helps consolidating the Group's approach.

At the operational level, the **quality management system** represents an additional asset to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. The integration with business processes helps to consolidate the organisational, technological and behavioural methods.

The quality of the sustainable governance system has been recognized with the acknowledgement of the **Legality Rating** received from the Competition Market Authority (AGCM), proving the compliance with very high legality standards. Furthermore, Casa della Salute is currently in the verification phase to obtain the **B Corp** certification

PROCUREMENT AND SUPPLY CHAIN

Casa della Salute's supply chain includes suppliers of medical-surgical devices, diagnostic systems (managed on the basis of global service contracts), IT solutions and maintenance, cleaning and sanitizing services for the premises.

In the selection process, in addition to the quality and safety requirements of the products, offers are preferentially evaluated that guarantee supply conditions and timing that align with the company targets. With the same technical requirements, interaction with realities rooted in the area is also preferred. At present, the environmental and social criteria evaluated during the selection process concern the presence of environmental certifications for consumables and data security certifications for IT solutions. Scientific partnerships are active with *imaging* equipment suppliers for testing and improving solutions.

In 2022, the **Supplier Charter** was adopted, defining the principles to which the suppliers of goods or services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. In the prequalification process all suppliers will be asked to complete an online questionnaire covering human and labour rights, respect for the environment and business integrity.

Suppliers	unit	2021	2022	2023
Number of active suppliers	#	1,121	739	788
Purchase of products and services		32.4	38.1	38.6
national suppliers	M€	32.3	37.8	38.3
foreign suppliers		0.1	0.3	0.3
Spending on local suppliers (headquarters on national territory)	%	100%	99%	99%

Environmental and social qualification	#	2021 %	#	2022 %	#	2023 %
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	--	23	100%

SOCIETY

HUMAN CAPITAL DEVELOPMENT

For Casa della Salute, making use of competent and qualified collaborators is an essential condition for the success of the company, which is constantly growing. At the end of 2023, the staff of Casa della Salute numbered 418 motivated and specialized people. 29% of managerial positions are occupied by women. Furthermore, in line with the sector specificity, the use of non-employees was significant. In 2023, there were 759 self-employed workers and interns, largely represented by specialized and loyal medical personnel.

The dialogue with the social partners, even in the absence of trade unions, flows in an open and constructive way, ensuring the protection of the health of workers and the continuity of the service and supporting the provision an intense training program at all levels, in the classroom and in the field. A week of intensive training is provided for the call center and acceptance personnel, carried out by the heads of the *business units* and the main company functions, aimed at providing a transversal knowledge of the activities and procedures of Casa della Salute, followed by a period of coaching *on-the-job* of at least three weeks. For technical professionals, the theoretical training relating to the management of equipment and *on-the-job* takes place alongside the staff in force at the clinics, for a duration of not less than three weeks. In order to allow for adequate organizational flexibility, the laboratory technicians are prepared to use all the equipment in use at the centers. The people involved in administrative activities follow a similar path to that of the technical figures. Continuing training is provided following the induction period, planned on the basis of the needs of the *business units*.

In 2023, a system to evaluate performance and to verify individual objectives was formalized with the aim to better support remuneration policies, training and the identification of professional growth opportunities. The employee opinion survey has the same purpose. During 2024, a new functional unit called People Empowerment will be established, with the aim of creating value and attracting, developing and retaining talent in the company.

In terms of welfare, employees enjoy free health insurance and discounts on services provided by Casa della Salute for themselves and for first-degree relatives.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	159	46	205	237	59	296	337	81	418
<i>Managers</i>	0	0	0	0	0	0	0	6	6
<i>Middle managers</i>	5	6	11	6	12	18	6	9	15
<i>Office workers</i>	145	33	178	215	39	254	312	63	375
<i>Production workers</i>	9	7	16	16	8	24	19	3	22
Turnover	--	--	85	--	--	91	--	--	122
+ <i>Hirings</i>	--	--	129	--	--	129	--	--	170
+ <i>Acquisitions</i>	--	--	3	--	--	39	--	--	7
- <i>Voluntary exits</i>	--	--	21	--	--	40	--	--	43
- <i>Non-voluntary exits</i>	--	--	26	--	--	37	--	--	12
- <i>Divestments</i>	--	--	0	--	--	0	--	--	0
% contract: permanent	69%	85%	72%	83%	85%	83%	82%	93%	84%
% contract: full time	41%	80%	50%	36%	83%	45%	36%	88%	46%
Training									
Hours per capita	72	118	83	68	49	64	61	44	58
<i>Managers</i>	0	0	0	0	0	0	0	5	5
<i>Middle managers</i>	6	5	6	11	34	26	30	31	31
<i>Office workers</i>	77	158	92	74	59	71	65	51	62
<i>Production workers</i>	28	29	28	20	18	20	13	0	11
% hours of voluntary training	--	--	--	--	--	--	93%	97%	94%
<i>Managers</i>	--	--	--	--	--	--	0%	100%	100%
<i>Middle managers</i>	--	--	--	--	--	--	87%	100%	95%
<i>Office workers</i>	--	--	--	--	--	--	93%	97%	94%
<i>Production workers</i>	--	--	--	--	--	--	93%	0%	93%
% with at least one training session	--	--	--	--	--	--	65%	62%	64%
<i>Managers</i>	--	--	--	--	--	--	--	67%	67%
<i>Middle managers</i>	--	--	--	--	--	--	71%	58%	63%
<i>Office workers</i>	--	--	--	--	--	--	67%	65%	67%
<i>Production workers</i>	--	--	--	--	--	--	31%	0%	28%
% with performance appraisal	0%	0%	0%	98%	95%	98%	21%	7%	19%
<i>Managers</i>	0%	0%	0%	0%	0%	0%	0%	0%	0%
<i>Middle managers</i>	0%	0%	0%	100%	100%	100%	0%	0%	0%
<i>Office workers</i>	0%	0%	0%	99%	95%	98%	22%	10%	20%
<i>Production workers</i>	0%	0%	0%	94%	88%	92%	21%	0%	18%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	-31%	-41%
<i>Managers</i>	--	--	--
<i>Middle managers</i>	--	-38%	-21%
<i>Office workers</i>	--	-15%	-26%
<i>Production workers</i>	--	-17%	-34%

HEALTH, SAFETY AND WELLBEING

Casa della Salute promotes the health, safety and well-being of all employees and collaborators, including companies, suppliers, visitors, patients and the local community in the approach.

The management adopted is in line with the applicable national regulations, starting with a solid risk assessment, periodically updated with the support of qualified third parties. The main source of risk for workers is the potential malfunction of medical systems and equipment, which are subject to an intense program of periodic checks and maintenance. A dedicated internal structure, the presence of the doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the reference organization. The preventive reporting by everyone of anomalous or risk conditions, the accurate analysis of accidental events, even if not serious, and adequate training support continuous improvement. It should be noted the adoption of a radiation protection program with a higher profile than the regulatory classification of radio-exposed workers and a *ticketing* system that allows you to report risk situations due to the state of surfaces or furnishings and to request maintenance. The entire workforce is covered by an occupational health and safety management system.

In line with the Sustainability Policies adopted, Casa della Salute aims to continuously evolve safety management, starting from management leadership to support a motivational, organizational and operational system. Far beyond simple legislative compliance, this approach aims to build a true culture of safety, protecting the safety of anyone involved in operational activities and, at the same time, improving managerial skills and motivations for achieving broader results objectives.

		2021	2022	2023
Employees injuries		0	1	1
<i>Fatalities</i>		0	0	0
<i>Serious injuries</i>	<i>with absence from work for at least 180 days</i>	0	0	0
<i>Other injuries</i>	<i>with absence from work for less than 180 days</i>	0	1	1
Frequency rate	number of injuries per million hours worked	0,0	2,6	1,8
Severity rate	lost days per thousand hours worked	0,00	0,03	0,02

* The injuries recording in 2023 was due to impact/fall.

SERVICE STEWARDSHIP

The offer of a high quality and accessible health service is based on the Vision and Mission of Casa della Salute. In order to allow a timely and regular assessment of patient satisfaction, with a view to continuous improvement, from 2021 a Mystery Client system is operational, managed by a private investigation company, which carries out the entire cycle of care undercover, providing monthly monitoring of the quality of patient acceptance and management and of the punctuality and courtesy of professionals. Customer satisfaction is a strategic element for Casa della Salute, evaluated also with public questionnaires to be filled after the provision of the service.

Following the increase in activity and the expansion of the specialties covered by Casa della Salute in recent years, starting from 2022 a formalization and standardization of the intervention models and reporting processes has been initiated, in order to combine objectives of effectiveness and efficiency.

Technological innovation is a key element in providing patients with high quality services at a low cost. Thanks to strategic partnerships with leading manufacturers of non-invasive *imaging* and diagnostic solutions, Casa della Salute benefits from the best technologies available and actively contributes to equipment testing and improvement activities.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

Casa della Salute uses drugs, medical-surgical aids, health protection devices and other consumables. Water withdrawals are carried out for the operation of magnetic resonance systems or hygienic-sanitary purposes and are of modest entity. Similarly, the discharges affect only domestic wastewater.

	units	2021	2022	2023
Energy consumed		5,298	8,954	12,137
% renewable		90%	89%	88%
Thermal energy	GJ	536	984	1,482
% renewable		0%	0%	0%
Electricity		4,762	7,970	10,655
% renewable		100%	100%	100%
Thermal energy consumed		536	984	1,482
Heating and industrial use		0	7	142
<i>Natural gas</i>		0	7	142
<i>Gas oil</i>		0	0	0
<i>LPG</i>	GJ	--	--	0
Automotive		536	977	1,340
<i>Diesel</i>		464	726	887
<i>LPG</i>		0	0	0
<i>Natural gas</i>		0	0	0
<i>Petrol</i>		72	251	453
Electricity consumed		4,762	7,970	10,655
Electricity purchased		4,762	7,970	10,655
Without guarantee of origin		0	0	0
Renewable with guarantee of origin		4,762	7,970	10,655
<i>Hydroelectric</i>		--	--	10,655
<i>Photovoltaic</i>		--	--	0
<i>Wind</i>	GJ	--	--	0
<i>Other renewable source</i>		--	--	0
Self-produced renewable electricity		0	0	0
<i>Hydroelectric</i>		--	--	0
<i>Photovoltaic</i>		--	--	0
<i>Wind</i>		--	--	0
Self-consumption		--	--	0
To the grid		0	0	0
Water withdrawal		5.0	6.8	5.0
from surface water		0.0	0.0	0.0
from groundwater		0.0	0.0	0.0
from an aqueduct		5.0	6.8	5.0
from freshwater		5.0	6.8	5.0
from water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0
<i>from surface water</i>		0.0	0.0	0.0
<i>from groundwater</i>		0.0	0.0	0.0
<i>from an aqueduct</i>		0.0	0.0	0.0
Water discharge	thousands m3	5.0	6.8	5.0
into surface water		0.0	0.0	0.0
into sewage		5.0	6.8	5.0
in freshwater		0.0	0.0	0.0
in water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0
<i>into surface water</i>		0.0	0.0	0.0
<i>into sewage</i>		0.0	0.0	0.0
Water consumption		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0

Healthcare activities generate hazardous and non-hazardous waste with infectious risk, which are managed according to a specific procedure and entrusted to a specialized company with the aim of maximizing the chances of recovery. Administrative activities also generate solid municipal waste, sorted on site and collected by local waste companies.

	units	2021	2022	2023
Valorisation of waste generated		15	17	27
Hazardous waste		15	16	21
% Material recovery		100%	99%	95%
% Energy recovery or disposal	t	0%	1%	5%
Non-hazardous waste		0	1	6
% Material recovery		0%	96%	97%
% Energy recovery or disposal		100%	4%	3%

LOW-CARBON TRANSITION

Casa della Salute supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in January 2024 Casa della Salute has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050. Casa della Salute is committed to mitigating the climate-altering effects of its activity along the entire value chain. Supplier selection and engagement, energy efficiency, logistics optimization and employee commuting are the areas of greatest attention. Direct emissions of Casa della Salute are limited to the operation of the small company fleet and two ChiroTherapic facilities acquired in February 2023, which are currently gas-heated. All other facilities use only renewable electricity.

	units	2021	2022	2023	2023
Carbon Footprint		671	2,080	3,260	
Scope 3 Upstream		529	2,008	3,112	95.5%
1 Purchased products and services		474	1,788	2,507	76.9%
2 Capital goods		3	13	18	0.5%
3 Fuel-and energy-related activities		9	18	28	0.8%
4 Upstream transportation and distribution		42	158	221	6.8%
5 Waste generated by the sites		0	0	1	0.0%
6 Business travel		--	31	37	1.1%
7 Employee commuting		--	--	300	9.2%
8 Upstream leased assets		--	--	--	--
Scope 1	t CO ₂	142	72	148	4.5%
Scope 2 market based		0	0	0	0.0%
location based		472	733	980	
Scope 3 Downstream		0	0	0	0.0%
9 Downstream transportation and distribution		--	--	--	--
10 Processing of sold products		--	--	--	--
11 Use of sold products		--	--	--	--
12 End-of-life treatment of sold products		--	--	--	--
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Carbon Intensity					
Scope 1+2 market based	t CO ₂ e / M€	5.5	2.3	3.5	
Scope 1+2 market based +3	Revenues	25.9	65.6	76.5	



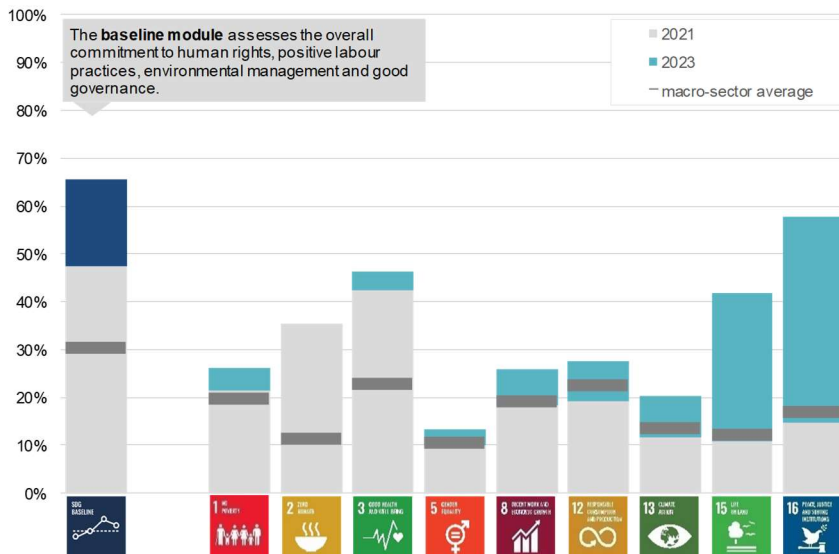
Capitelli

Capitelli, which was founded in 1976 in Borgonovo Val Tidone (Piacenza), produces premium-range cooked ham. It is characterised by a careful choice of meats of selected origin and an original craft process, which make it a sought-after, niche product positioned among Italy's food excellences. It has been part of Italmobiliare Group since December 2019, as a **subsidiary with an 80% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	<p>Ottenuta la certificazione International Food Standard, un altro passo nella creazione della Filiera Capitelli.</p>	<p>Committed</p> <p>Since 2022, Capitelli has used only renewable electricity, partly self-produced.</p>	<p>+1</p> <p>Injures vs 2022</p> <p>The data, though not positive, further fuels efforts towards the goal of zero accidents.</p>	<p>~350</p> <p>Training hours</p> <p>42% of voluntary training, aimed at skill development, for a product of excellence.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p>aligned with Capitelli's model.</p>	<p>100%</p> <p>Activities & Products</p> <p>Aligned with SBTi objectives.</p>	<p>100%</p> <p>Facilities</p> <p>updated to production and administrative best-practice.</p>	<p>100%</p> <p>People</p> <p>covered by development plans aimed at growth, inclusion and gender equality.</p>

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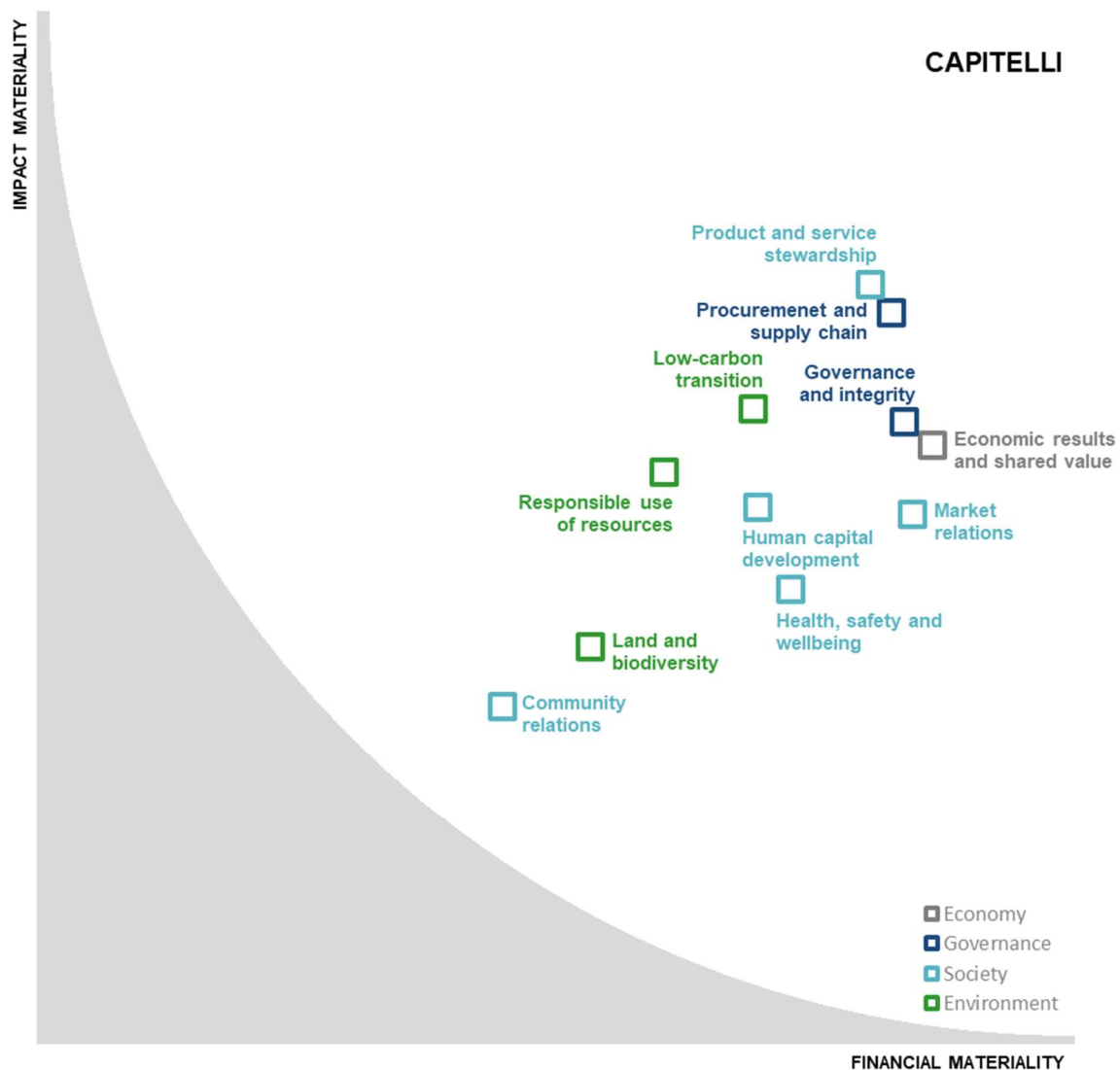
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Capitelli towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Capitelli recognize the sensitive aspects of the animal-based commodity sector. In particular, the sector highlights important issues for the sustainable success of the business, economic, social and environmental issues, which cover the entire value cycle, from the procurement of raw materials to the promotion of responsible consumption.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

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More generally, Capitelli implements and strengthens the **Enterprise Risk Management** system over time, according to the management framework and the risk catalogue defined at Group level, which integrate ESG issues. The process adopted allows the identification, measurement, monitoring and management of the risks, including climate risks, and helps consolidating the Group's approach.

At the operational level, the **food security management systems** represents an additional asset to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. The integration with business processes helps to consolidate the organisational, technological and behavioural methods.

PROCUREMENT AND SUPPLY CHAIN

The procurement of quality pork constitutes over 60% of Capitelli's total spending, buying largely from national suppliers, chosen on the basis of quality and certified food safety standards.

In 2022, the **Supplier Charter** was adopted, defining the principles to which the suppliers of goods or services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. In the prequalification process all suppliers will be asked to complete an online questionnaire covering human and labour rights, respect for the environment and business integrity.

Suppliers of packaging and subsidiary materials are called upon to respect high environmental standards and are assessed in a preferential manner on the basis of the possession of relevant certifications.

Starting from 2020 the "Filiere Capitelli" project was launched in. In 2022, the "**Filiere Capitelli**" Policy was defined, with which Capitelli shares the highest ethical, social, environmental and animal welfare standards with all partners along the value chain, guaranteeing qualitative excellence and respect for the most advanced food safety standards. To this end, Capitelli intends to guide the active commitment of each partner with training, managerial and economic support, all essential conditions for obtaining a raw material that meets the quality standards sought for premium-range products. Thanks to this approach, Capitelli also intends to mitigate the dependence of farmers on consolidated market logics which require the adaptation of the offer to the trend in price lists, in favour of direct negotiation between the processing company, the farmers and the slaughterhouses. At the end of 2023 the **Supply Chain Disciplinary** has been defined, on the basis of which partners will increasingly be engaged.

Suppliers	unit	2021	2022	2023
Number of active suppliers	#	434	396	353
Purchase of products and services		11.1	15.9	17.2
national suppliers	M€	11.1	15.7	17.1
foreign suppliers		0.0	0.2	0.1
Spending on local suppliers (headquarters on national territory)	%	100%	99%	99%

Environmental and social qualification	#	2021 %	#	2022 %	#	2023 %
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	--	68	65%

SOCIETY

HUMAN CAPITAL DEVELOPMENT

Capitelli benefits from the value of 42 specialized and motivated people, by choice mainly from the local area, including a fair number of non-EU citizens. A significant use of non-employee workers was made. In 2023, they were 107, mostly agents.

Since 2021, an organic review of the corporate organization model was carried out, which saw a formalization of internal functions and responsibilities, the enhancement of female figures, and the definition of the main internal procedures in conjunction with the renewal of company information systems.

At the same time, the training offer was expanded with the inclusion of *digital skill* courses preparatory to the use of new IT applications and a specific path on food safety as part of the certification process according to IFS - International Food Standard, edited from the Catholic University - Piacenza site.

An incentive system is active, anchored to an assessment of performance at company, function / area and individual level. The results obtained by the figures with organizational responsibilities include qualitative parameters regarding food safety and sustainability, based on a model which is currently under development and formalization.

The teleworking methods introduced for administrative functions in 2020 were confirmed in 2023 as a flexibility tool, accompanied by the provision of welfare initiatives.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	12	35	47	11	34	45	9	33	42
<i>Managers</i>	0	1	1	0	1	1	0	1	1
<i>Middle managers</i>	0	0	0	0	0	0	0	1	1
<i>Office workers</i>	8	3	11	8	3	11	9	3	12
<i>Production workers</i>	4	31	35	3	30	33	0	28	28
Turnover	--	--	-3	--	--	-2	--	--	-3
<i>+ Hirings</i>	--	--	2	--	--	8	--	--	6
<i>+ Acquisitions</i>	--	--	0	--	--	0	--	--	0
<i>- Voluntary exits</i>	--	--	0	--	--	1	--	--	2
<i>- Non-voluntary exits</i>	--	--	5	--	--	9	--	--	7
<i>- Divestments</i>	--	--	0	--	--	0	--	--	0
% contract: permanent	58%	69%	66%	73%	74%	73%	100%	79%	83%
% contract: full time	42%	74%	66%	45%	79%	71%	67%	85%	81%
Training									
Hours per capita	23	4	9	17	21	20	11	7	8
<i>Managers</i>	0	0	0	0	13	13	0	17	17
<i>Middle managers</i>	0	0	0	0	0	0	0	22	22
<i>Office workers</i>	34	30	33	23	54	31	11	5	10
<i>Production workers</i>	0	2	2	0	18	17	0	7	7
% hours of voluntary training	--	--	--	--	--	--	75%	29%	42%
<i>Managers</i>	--	--	--	--	--	--	0%	100%	100%
<i>Middle managers</i>	--	--	--	--	--	--	0%	70%	70%
<i>Office workers</i>	--	--	--	--	--	--	75%	86%	76%
<i>Production workers</i>	--	--	--	--	--	--	0%	13%	13%
% with at least one training session	--	--	--	--	--	--	75%	79%	78%
<i>Managers</i>	--	--	--	--	--	--	--	100%	100%
<i>Middle managers</i>	--	--	--	--	--	--	--	100%	100%
<i>Office workers</i>	--	--	--	--	--	--	100%	100%	100%
<i>Production workers</i>	--	--	--	--	--	--	0%	76%	69%
% with performance appraisal	67%	83%	79%	73%	82%	80%	100%	85%	88%
<i>Managers</i>	0%	100%	100%	0%	100%	100%	0%	100%	100%
<i>Middle managers</i>	0%	0%	0%	0%	0%	0%	0%	100%	100%
<i>Office workers</i>	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>Production workers</i>	0%	81%	71%	0%	80%	73%	0%	82%	82%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	-10%	-28%
<i>Managers</i>	--	--	--
<i>Middle managers</i>	--	--	--
<i>Office workers</i>	--	-18%	5%
<i>Production workers</i>	--	--	--

HEALTH, SAFETY AND WELLBEING

Capitelli promotes the health, safety and wellbeing of all employees, including companies, suppliers, visitors, customers and the local community in the approach.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. The use of cutting tools, potentially slippery surfaces, interaction between people and moving vehicles and process machines with moving mechanical parts are the prevailing risk conditions identified. A dedicated internal structure, the presence of the company doctor and the formal involvement of the social partners constitute the reference organisation. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. The entire workforce is covered by an occupational health and safety management system.

In line with the Sustainability Policies adopted, Capitelli intends to develop the management method, finding a foundation in the managerial leadership that supports the motivational elements, the organisational structures and the necessary operational tools, such as risk assessment and the analysis of accidental events. Far beyond simple legislative compliance, this approach aims to build a true culture of safety, protecting the safety of anyone involved in operational activities and, at the same time, improving managerial skills and motivations for achieving broader results objectives.

		2021	2022	2023
Employees injuries		1	1	2
<i>Fatalities</i>		0	0	0
<i>Serious injuries</i>	<i>with absence from work for at least 180 days</i>	0	0	0
<i>Other injuries</i>	<i>with absence from work for less than 180 days</i>	1	1	2
Frequency rate	number of injuries per million hours worked	16.9	16.5	33.8
Severity rate	lost days per thousand hours worked	0.30	0.10	1.05

The 2 injuries recorded in 2023 were due to impact/falls (1) and cuts or superficial wounds (1).

In order to improve well-being, a reorganization of the office spaces has begun and construction work is scheduled for the expansion of the changing rooms

PRODUCT AND SERVICE STEWARDSHIP

The ultimate goal of Capitelli's entire business is quality excellence, repeatedly appreciated by the market. Also in 2023, the "San Giovanni" cooked ham was confirmed with the assignment of five pins by the Guide to Salumi d'Italia de L'Espresso, the only cooked ham in Italy to obtain this result since the first edition. These awards are the result of careful research conducted in the field since the foundation of the company by Angelo Capitelli, starting from the rediscovery of traditional processing methods to pursue a progressive refinement of the individual phases.

The sustainable value of the products arises from the supply chain, with responsible choices for procurement that will be further consolidated with the full implementation of the "Capitelli Supply Chain". It continues with initiatives aimed at reducing the environmental footprint of production, from renewable energy to the search for business partners for the enhancement of processing waste. In addition, thanks to the close relationship with suppliers, Capitelli monitors the technological opportunities for the introduction of recycled and recyclable packaging and subsidiary materials.

For Capitelli, the pursuit of qualitative excellence is inextricably combined with compliance with the highest food safety standards.

The main suppliers of pork used by the company have certifications in the field of food safety (BRC / IFS). Capitelli obtained in 2023 certification in accordance with the IFS standard – International Food Standard and planned the necessary adjustments. Compliance with the HACCP system of the individual processing stages carried out in the plant is ensured by analytical plans for controlling the physical, chemical and biological characteristics of the meat and by the bimonthly carrying out of sample analyzes on the finished product by an external analysis laboratory. Furthermore, every two months, analyzes are carried out on incoming meat samples and swabs on processing surfaces, cold rooms and technical equipment. For the "San Giovanni" terracotta line, an additional analysis of sample units for the search for bacteria and pathogens is also provided on a six-monthly basis, as well as checks

for determining the nitrite and nitrate content. The pork legs are subjected to pasteurization, ensuring a better shelf life.

In addition to direct production, for a marginal portion of its business volume, Capitelli distributes national cured meats made by selected producers and with the highest guarantees of quality and food safety.

The company actively participates in the audits carried out periodically by large-scale distribution chains, whose specific evaluation parameters are integrated from time to time into the HACCP self-control protocol. In order to ensure greater control of the distribution phase, the company has introduced a digital system that allows timely tracking of batches.

MARKET AND COMMUNITIES

Capitelli adopts the utmost transparency criteria in product communication, to allow its customers and the end consumer to appreciate its distinctive characteristics and to promote responsible consumption. In addition to the mandatory information on the product label, the company website provides additional elements, such as nutritional values, ingredients and origin of raw materials, any allergens, packaging materials, advice for use and storage methods.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

In addition to pork legs, Capitelli consumes packaging materials, during cooking and pasteurisation, as well as during moulding and packing. Trimmings, bones, fat and gelatine are entrusted to specialist operators for direct commercial use or for transformation into animal feed, for the chemical industry, for the production of biofuels and for the production of fertilizers.

The water from internal wells is mainly consumed in the daily sanitation of facilities. However, Capitelli is aware of the significant water footprint of its supply chain.

	units	2021	2022	2023
Raw materials, semifinished goods and ancillaries		2,003	2,044	2,119
Renewable		1,906	1,951	2,115
% from recycling	t	0%	0%	0%
Non-renewable		97	93	4
% from recycling		0%	0%	0%
Packaging materials		94	95	101
Renewable		76	78	84
% from recycling	t	70%	70%	100%
Non-renewable		19	17	17
% from recycling		8%	6%	5%

	units	2021	2022	2023
Raw materials		2,003	2,044	2,119
Pork meat		1,906	1,951	2,017
Other ingredients		97	93	97
Packaging	t	94	95	101
Aluminium		2	1	1
Cardboard		76	78	84
Plastic		16	16	16

For the “out of mould” cooking and pasteurisation of the legs, bags made of temperature-resistant polymeric materials are required, currently available only in virgin material and not recyclable except as energy recovery.

Agreements with suppliers envisage introducing products with recycled content by 2025. Capitelli's finished products are packaged in bags made of poly laminates in virgin materials, which can be sent for material recovery after differentiation or for energy recovery. The packaged products are delivered to the carrier in FSC MIX certified cardboard packaging, i.e. partially recycled and completely recyclable.

In 2023 almost 6000 tons of waste were sent for valorisation. In any case, the remainder is sent to energy recovery or controlled disposal destinations, where further partial valorisation is possible.

	units	2021	2022	2023
Valorisation of waste generated		335	264	847
Hazardous waste		0	0	0
% Material recovery		--	--	--
% Energy recovery or disposal	t	--	--	--
Non-hazardous waste		335	264	847
% Material recovery		0%	0%	81%
% Energy recovery or disposal		100%	100%	19%

	units	2021	2022	2023
Energy consumed		10,522	9,677	9,365
% renewable		7%	42%	42%
Thermal energy	GJ	6,754	5,618	5,432
% renewable		0%	0%	0%
Electricity		3,768	4,059	3,933
% renewable		19%	100%	100%
Thermal energy consumed		6,754	5,618	5,432
Heating and industrial use		6,184	5,021	5,164
<i>Natural gas</i>		6,184	5,021	1,638
<i>Gas oil</i>		0	0	0
<i>LPG</i>	GJ	0	0	3,527
Automotive		569	556	268
<i>Diesel</i>		569	544	246
<i>LPG</i>		0	0	0
<i>Natural gas</i>		0	41	0
<i>Petrol</i>		0	12	22
Electricity consumed		3,768	4,059	3,933
Electricity purchased		3,047	3,332	3,248
Without guarantee of origin		3,047	0	0
Renewable with guarantee of origin		0	3,332	3,248
<i>Hydroelectric</i>		0	0	3,248
<i>Photovoltaic</i>		0	0	0
<i>Wind</i>	GJ	0	0	0
<i>Other renewable source</i>		0	0	0
Self-produced renewable electricity		734	735	691
<i>Hydroelectric</i>		0	0	0
<i>Photovoltaic</i>		0	0	691
<i>Wind</i>		0	0	0
Self-consumption		0	0	685
To the grid		13	8	6
Water withdrawal		14.8	14.4	14.3
from surface water		0.0	0.0	0.0
from groundwater		14.8	14.4	14.3
from an aqueduct		0.0	0.0	0.0
from freshwater		14.8	14.4	14.3
from water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0
<i>from surface water</i>		0.0	0.0	0.0
<i>from groundwater</i>		0.0	0.0	0.0
<i>from an aqueduct</i>		0.0	0.0	0.0
	thousands m3			
Water discharge		14.3	13.8	13.8
into surface water		14.0	13.4	13.4
into sewage		0.3	0.4	0.4
in freshwater		14.3	13.8	13.8
in water bodies > 1.000 mg/l total dissolved solids		0.0	0.0	0.0
in water stressed areas		0.0	0.0	0.0
<i>into surface water</i>		0.0	0.0	0.0
<i>into sewage</i>		0.0	0.0	0.0
Water consumption		0.5	0.5	0.5
in water stressed areas		0.0	0.0	0.0

LOW-CARBON TRANSITION

Capitelli supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in January 2024 Capitelli has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050. The peculiar activity managed by Capitelli also provides for the definition of specific objectives related to its share of *carbon footprint* that falls between “FLAG – Forests, Land and Agriculture” emissions, from forests, land and agriculture, meaning emissions associated with pig farming, including emissions related to changes in the soil composition (e.g., pastures and animal feed), and emissions generated from animal waste and more.

Capitelli is committed to mitigating the climate-altering effects of its activity along the entire value chain. Supplier selection and engagement, production process efficiency and logistics optimization are the areas of greatest attention.

Since 2022, Capitelli has exclusively relied on renewable electricity, partly self-generated. Moreover, an agreement has been signed with Italgas for the realization of a photovoltaic park adjacent to the plant Capitelli with about 4 MW of power. The new plant, which is expected to come into operation in early 2025, will allow to meet most of the company's electrical and thermal needs.

	units	2021	2022	2023	2023
Carbon Footprint		25,452	25,571	28,172	
Scope 3 Upstream		24,462	25,183	27,440	97.4%
1 Purchased products and services *		24,393	24,960	27,098	96.2%
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		70	58	47	0.2%
4 Upstream transportation and distribution		--	--	144	0.5%
5 Waste generated by the sites		--	165	123	0.4%
6 Business travel		--	0	5	0.0%
7 Employee commuting		--	--	22	0.1%
8 Upstream leased assets		--	--	--	--
Scope 1	t CO₂	415	365	598	2.1%
Scope 2 market based		386	0	0	0.0%
location based		374	373	362	
Scope 3 Downstream		189	23	134	0.5%
9 Downstream transportation and distribution		186	21	132	0.5%
10 Processing of sold products		--	--	--	--
11 Use of sold products		--	--	--	--
12 End-of-life treatment of sold products		2	2	2	0.0%
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Avoided emissions(location based)		73	68	64	
From photovoltaic production	t CO_{2e}	73	68	64	
From hydroelectric production		0	0	0	
Carbon Intensity					
Scope 1+2 market based	t CO_{2e} / M€	45,8	19,0	26,7	
Scope 1+2 market based +3	Revenues	1,454.4	1,331.8	1,257.7	

* Almost entirely "FLAG - Forests, Land and Agriculture" emissions.



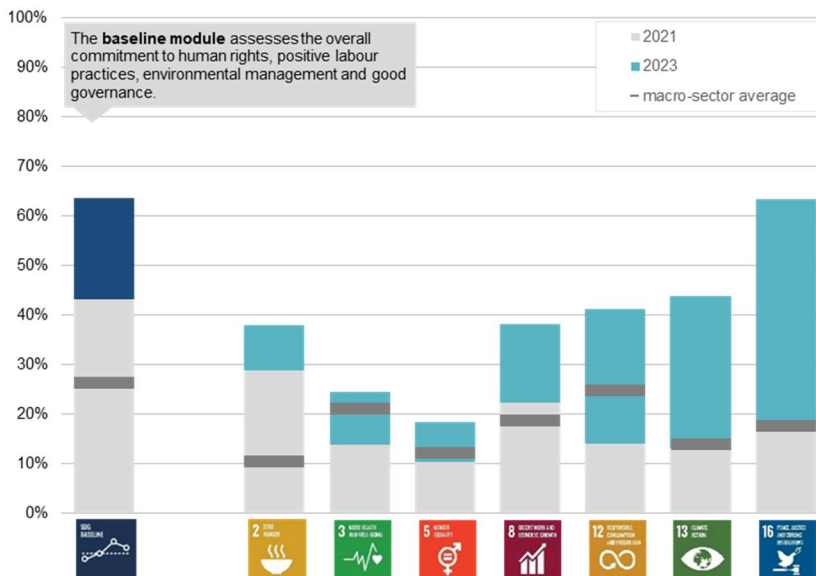
Callmewine

Callmewine, established in 2010, is an e-commerce platform that specialises in the sale of wine, where it ranks as one of the market leaders in Italy. It boasts an extensive catalogue of wines with around 10,000 labels on offer, ranging from big names on the global wine scene to small producers. It has been part of the Italmobiliare Group since December 2020, as a **subsidiary with an 80% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	<p>227</p> <p>Suppliers</p> <p>evaluated in 2023 according to environmental and social criteria.</p>	<p>Committed</p> <p>Since 2022, Callmewine exclusively uses renewable electricity, partly self-produced. Carbon Neutral since 2023, thanks to certified offsets.</p>	<p>Zero</p> <p>Injuries in 2023</p> <p>Commitment to ensuring a safe working environment by promoting people's mental and physical well-being must be continuous.</p>	<p>~450</p> <p>Training hours</p> <p>66% voluntary training, aimed at enhancing skills, for the benefit of an increasingly demanding clientele.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p>aligned with Callmewine's virtuous model.</p>	<p>100%</p> <p>Products & services</p> <p>Aligned with SBTi objectives.</p>	<p>100%</p> <p>People</p> <p>capable to promote to all stakeholders the culture of safety by inviting the adoption of virtuous behavior.</p>	<p>100%</p> <p>People</p> <p>covered by development plans aimed at growth, inclusion and gender equality.</p>

CONTRIBUTION TO SDGs



Callmewine integrates the sustainable strategy of the Italmobiliare Group by adhering to the **UN Global Compact**, supporting its **Ten Principles** and actively contributing to the **Sustainable Development Goals**.

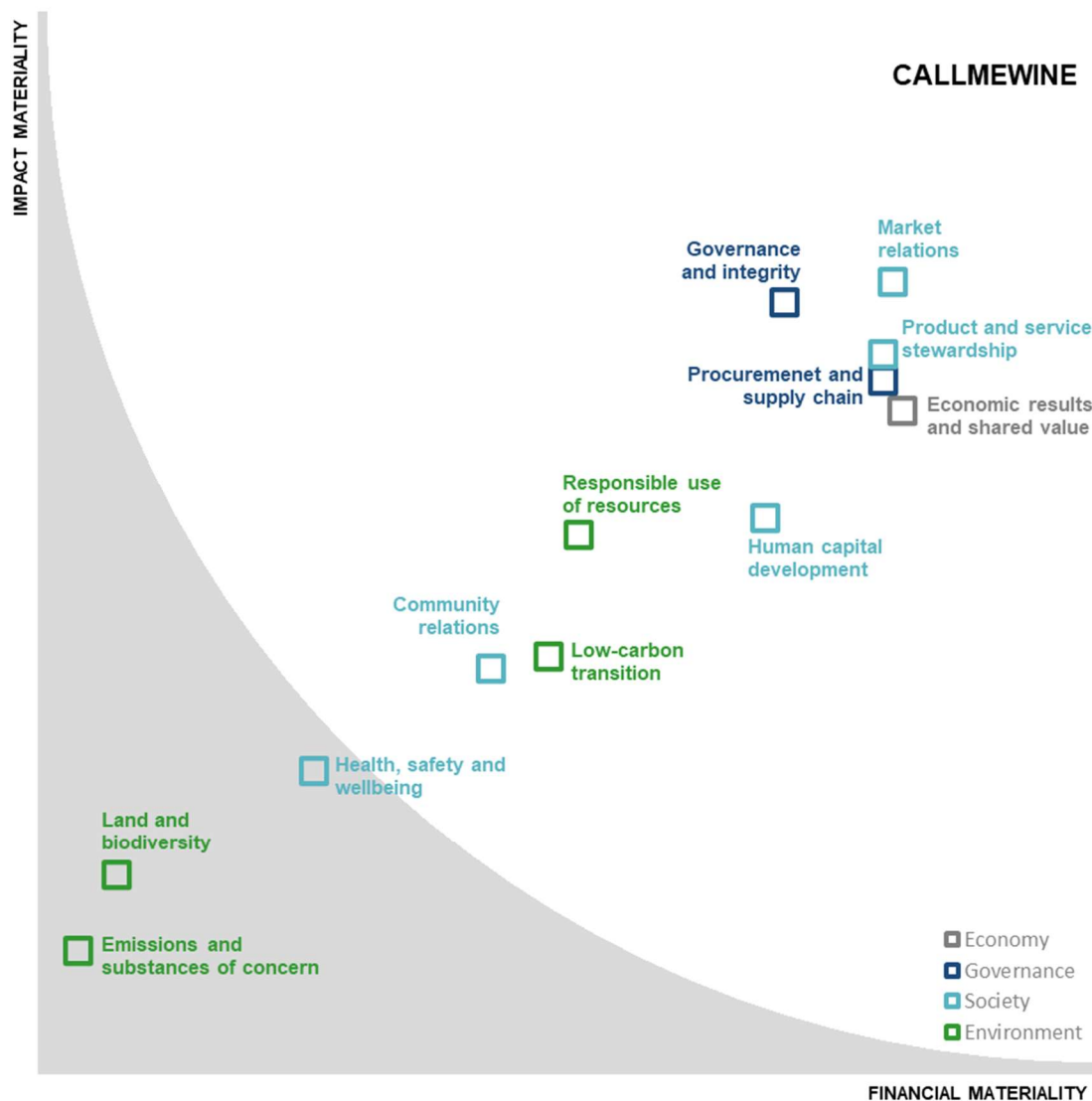
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Callmewine towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Callmewine recognize the sensitive aspects of the *food e-commerce* sector, which highlights important issues for the sustainable success of the business, economic, social and environmental, which cover the entire value chain, from the procurement of products and raw materials for packaging to logistics services for widespread delivery.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most relevant stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors is at 20% (1 director out of 5).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by Casa della Salute are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, which Callmewine joined, and the **Women's Empowerment Principles (WEPs)**. Through a sustainable approach aimed at creating shared value for the society and for the environment, Callmewine intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

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At the operational level, the adopted **management procedures** represent a fundamental asset to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. The integration with business processes helps to consolidate the organisational, technological and behavioural methods.

PROCUREMENT AND SUPPLY CHAIN

The company purchases products from suppliers selected through solid personal relationships, making them available for purchase on its web portal. An outsourced logistics system guarantees retail delivery within the deadlines indicated at the time of purchase.

In 2022, the **Supplier Charter** was adopted, defining the principles to which the suppliers of goods or services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. In the prequalification process all suppliers are asked to complete an online questionnaire covering human and labour rights, respect for the environment and business integrity.

Suppliers	unit	2021	2022	2023
Number of active suppliers	#	751	798	851
Purchase of products and services		12.5	11.4	11.5
national suppliers	M€	12.1	11.1	11.1
foreign suppliers		0.4	0.4	0.5
Spending on local suppliers (headquarters on national territory)	%	97%	97%	96%

Environmental and social qualification	2021		2022		2023	
	#	%	#	%	#	%
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	--	227	68%

SOCIETY

HUMAN CAPITAL DEVELOPMENT

Callmewine benefits from the value of 23 motivated and specialized people. Direct employees are covered by a collective bargaining agreement. 25% of managerial positions are occupied by women.

A performance appraisal system including top levels and key people has been adopted, also aimed at increasing the level of *attraction* and *retention*. A corporate welfare plan introduced in 2021 allows each employee to take advantage of the bonus linked to company results on the DoubleYou platform. Furthermore, employees benefit from special discounts on the purchase of company products. The possibility to do *remote working* once a week has been regulated in 2023. Furthermore, to facilitate off-site workers, during the summer break workers can decide to anticipate or postpone the holiday period with one week of *remote working*.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	6	7	13	10	11	21	12	11	23
Managers	0	1	1	0	1	1	0	1	1
Middle managers	1	2	3	1	3	4	1	2	3
Office workers	5	4	9	9	7	16	11	8	19
Turnover	--	--	3	--	--	8	--	--	2
+ Hirings	--	--	4	--	--	10	--	--	6
+ Acquisitions	--	--	0	--	--	0	--	--	0
- Voluntary exits	--	--	0	--	--	1	--	--	2
- Non-voluntary exits	--	--	1	--	--	1	--	--	2
- Divestments	--	--	0	--	--	0	--	--	0
% contract: permanent	100%	100%	100%	50%	100%	76%	50%	100%	74%
% contract: full time	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training									
Hours per capita	4	4	4	39	21	30	28	11	20
Managers	0	4	4	0	19	19	0	8	8
Middle managers	4	4	4	25	19	20	14	20	18
Office workers	4	4	4	41	22	33	29	10	21
% hours of voluntary training	--	--	--	--	--	--	56%	94%	66%
Managers	--	--	--	--	--	--	0%	100%	100%
Middle managers	--	--	--	--	--	--	100%	100%	100%
Office workers	--	--	--	--	--	--	54%	90%	61%
% with at least one training session	--	--	--	--	--	--	100%	100%	100%
Managers	--	--	--	--	--	--	--	100%	100%
Middle managers	--	--	--	--	--	--	100%	100%	100%
Office workers	--	--	--	--	--	--	100%	100%	100%
% with performance appraisal	0%	0%	0%	10%	36%	24%	42%	64%	52%
Managers	0%	0%	0%	0%	100%	100%	0%	100%	100%
Middle managers	0%	0%	0%	100%	100%	100%	100%	100%	100%
Office workers	0%	0%	0%	0%	0%	0%	36%	50%	42%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	-47%	-49%
<i>Managers</i>	--	--	--
<i>Middle managers</i>	--	-21%	-21%
<i>Office workers</i>	--	-17%	-28%

HEALTH, SAFETY AND WELLBEING

Callmewine promotes the health, safety and wellbeing of all employees, creating and maintaining safe offices and other workplaces as an essential condition for the professional growth and enhancement of its resources.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. A dedicated professional contact, the presence of a doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the support organisation. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. The entire workforce is covered by an occupational health and safety management system.

In 2023, there have been no accidents of any kind to employees or non-employee workers.

	2021	2022	2023
Employees injuries	0	0	0
<i>Fatalities</i>	0	0	0
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	0	0	0
<i>Other injuries</i> <small>with absence from work less than 180 days</small>	0	0	0
Frequency rate <small>number of injuries per million hours worked</small>	0.0	0.0	0.0
Severity rate <small>lost days per thousand hours worked</small>	0.00	0.00	0.00

PRODUCT AND SERVICE STEWARDSHIP

Callmewine is characterised by a consistent selection of certified craft, organic and bio-dynamic wines, but also wines that macerated and produced in amphora. Above all, the craft wines are produced by independent artisans with their own vineyards according to an agricultural model as natural as possible, one that completely excludes the use of synthetic pesticides, herbicides or insecticides. This same approach includes support for small wineries, offering their wines on the market at fair prices, creating and maintaining solid relationships with niche or little-known producers: all realities that find in Callmewine a commercial partner and an incomparable virtual showcase.

Wine is environment. Callmewine protects it even with attention to the smallest operating details, such as the use of packaging entirely in cardboard, 100% recyclable, and without the use of polystyrene or other plastics. More precisely, starting from spring 2023 Callmewine uses the new Havana packaging colour with 8% less use of paper. In addition, through the website, newsletter and social channels, customers are made aware of the responsible use and reuse of carton.

Already in 2022, Callmewine purchased CO₂ credits to offset the entire carbon footprint for at least the next two years, neutralizing every order that will be placed in 2023 and 2024.

MARKET AND COMMUNITIES

Callmewine is an e-commerce platform designed to be a sort of personal sommelier, stimulating, simple and intuitive, available 24 hours a day, 7 days a week, able to guide all wine lovers, expert tasters or simple enthusiasts, to the discovery of new wines and perfect combinations.

In this role, it is important to gain and maintain the customer's trust, dedicating a lot of time to tasting and selecting the products on sale, whose quality and food safety are ensured by advanced and integrated management systems, which thanks to the proven effectiveness and verified over time, they have obtained the formal third-party certification.

The shopping experience is also important: the products that can be bought on Callmewine are all actually available and are stored at a controlled temperature in suitable places. The technical and organoleptic characteristics of the product, as well as the possible presence of potential allergens, provided directly by the production companies or distributors, are widely described on the site.

In order to foster dialogue and alignment on sustainability challenges and with the aim of finding solutions, projects and common ideas, Callmewine, together with University of Gastronomic Sciences of Pollenzo, organized a conference on sustainability in the wine production chain which addressed mainly suppliers and producers of wine, experts and students of the industry took part to the conference.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

Callmewine pays particular attention to packaging, using exclusively cardboard, and no polystyrene or other plastics. In 2023, 197 tons of cardboard packaging were used, of which 100% comes from recycling.

LOW-CARBON TRANSITION

Callmewine supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in January 2024 Callmewine has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050.

Callmewine is committed to mitigating the climate-altering effects of its activity along the entire value chain. Supplier selection and engagement, packaging eco-design and logistics optimization are the areas of greatest attention.

Since 2022, Callmewine has exclusively relied on renewable electricity. Since 2023, also the warehouse leasing responsible for the storage and shipping of commercial products exclusively relies on renewable electricity.

Since 2023, anticipating its SBTi commitment, Callmewine is a carbon neutral company, having purchased CO₂ credits for a total of 3000 tons to offset the entire carbon footprint at least for the next two years. The credits derive from a project developed in Ethiopia by the Italian NGO COOPI in collaboration with Carbonsink. The project involves the construction of solar energy systems for the supply of safe drinking water for domestic use, with positive effects on hygienic, social, economic and environmental conditions.

	units	2021	2022	2023	2023
Carbon Footprint		1.492	1.271	940	
Scope 3 Upstream		1.356	1.227	890	94,7%
1 Purchased products and services		1.121	963	783	83,3%
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		0	0	0	0,0%
4 Upstream transportation and distribution		236	231	102	10,9%
5 Waste generated by the sites		--	--	--	--
6 Business travel		--	1	2	0,2%
7 Employee commuting		--	--	2	0,3%
8 Upstream leased assets		--	33	0	0,0%
Scope 1	t CO₂	0	0	0	0,0%
Scope 2 market based		0	0	0	0,0%
location based		2	2	3	
Scope 3 Downstream		136	44	50	5,3%
9 Downstream transportation and distribution		105	17	23	2,4%
10 Processing of sold products		--	--	--	--
11 Use of sold products		--	--	--	--
12 End-of-life treatment of sold products		31	27	27	2,9%
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Carbon Intensity					
Scope 1+2 market based	t CO₂e / M€ Revenues	0.0	0.0	0.0	
Scope 1+2 market based +3		86.3	78.5	68.6	



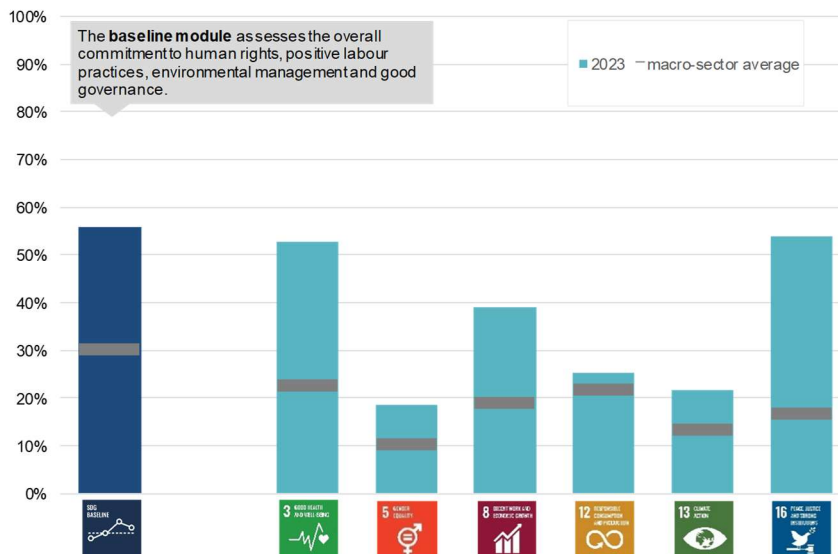
SIDI Sport

SIDI Sport, founded in 1960, is specialized in the production and sale of footwear for cycling and motorcycling. The company's products, used by the most important professional athletes and enthusiasts worldwide - are synonymous with excellence, quality, tradition, craftsmanship and design. In October 2022 it became part of the Italmobiliare Group, as a subsidiary with a **100% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies, with application extended to the entire value chain.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>Status 2023</i>	<p>100%</p> <p>ESG governance</p> <p>Adopted Code of Ethics, Sustainability Policies and Supplier Charter in line with Group's sustainable objectives.</p>	<p>Committed</p> <p>Since 2023, SIDI Sport exclusively utilizes renewable electricity.</p>	<p>Zero</p> <p>Injuries in 2023</p> <p>Commitment to ensuring a safe working environment by promoting people's mental and physical well-being must be continuous.</p>	<p>2.200+</p> <p>Training hours</p> <p>19% of voluntary training, aimed at skill enhancement, combining experience with new challenges.</p>
<i>Next challenges</i>	<p>100%</p> <p>Value chain</p> <p>aimed at creating positive ESG impact.</p>	<p>100%</p> <p>Operations and products aligned with SBTi objectives.</p>	<p>100%</p> <p>People</p> <p>capable of promoting a culture of safety in all managed financial investments and activities.</p>	<p>100%</p> <p>People</p> <p>covered by development plans aimed at growth, inclusion and gender equality.</p>

CONTRIBUTION TO SDGS



Sidi Sport integrates the sustainable strategy of the Italmobiliare Group by adhering to the **UN Global Compact**, supporting its **Ten Principles** and actively contributing to the **Sustainable Development Goals**.

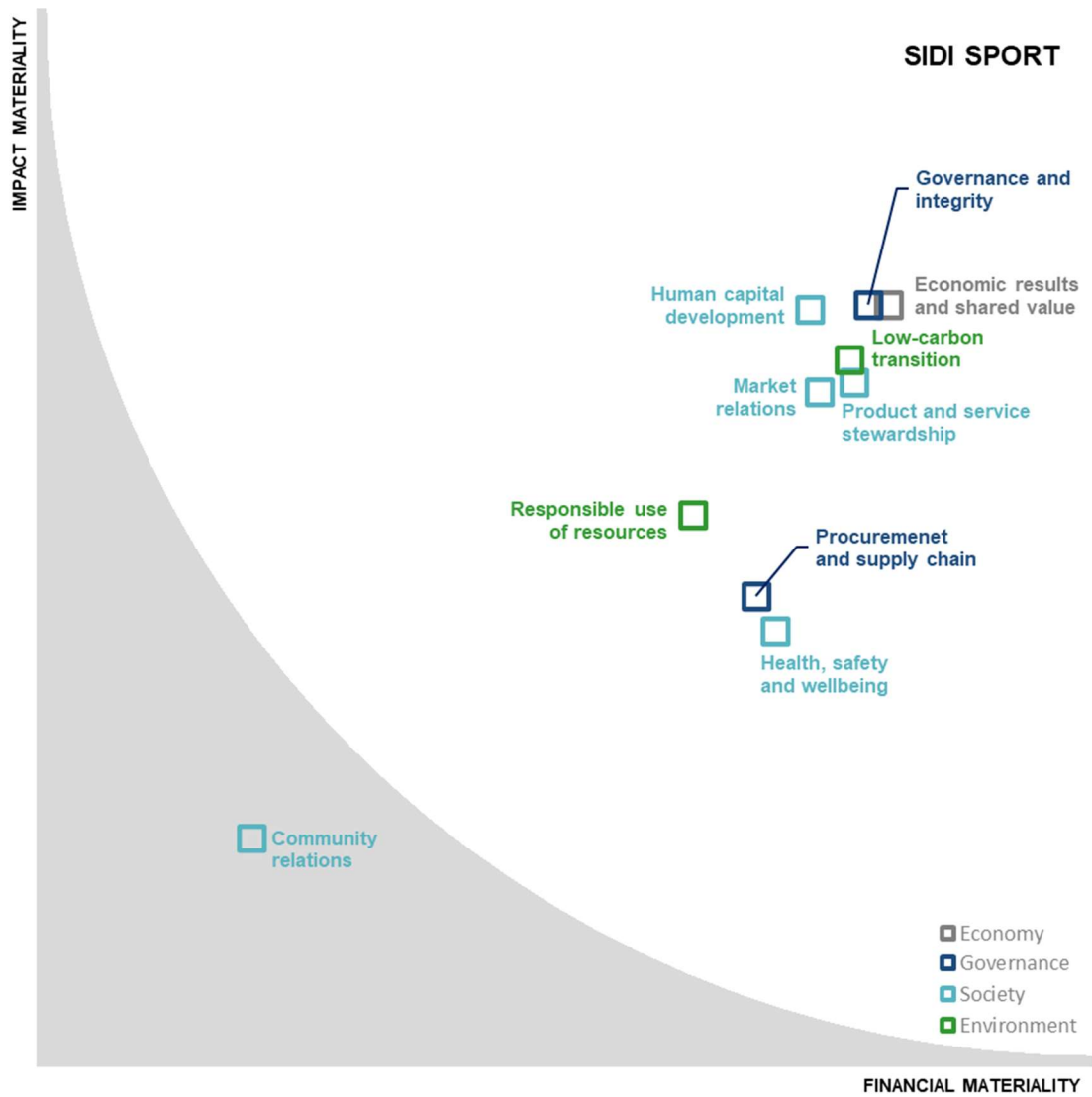
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Sidi Sport towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Sidi Sport recognize the sensitive aspects of the sector, highlighting important economic, social and environmental issues for the sustainable success of the business which cover the entire value cycle, from the procurement of raw materials to management of the products' end of life.

In defining the sustainable strategy and related action plans, the **materiality analysis** is an effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most relevant stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors is at 20% (1 director out of 5).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by Sidi Sport are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, which Caffè Sidi Sport joined, and the **Women's Empowerment Principles (WEPs)**. Through a sustainable approach aimed at creating shared value for the society and for the environment, Sidi Sport intends to explore further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

Based on that of the Parent Company and considering the specificities relating to the nature, size, type of activity or structure of internal powers, Sidi Sport adopts an **Organisation, Management and Control Model**, which is foreseen by law but not mandatory, to limit the risk of committing specific relevant crimes. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition to specific periodic training, the approach adopted includes a *whistleblowing* procedure, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action.

More generally, Sidi Sport implements and strengthens the **Enterprise Risk Management** system over time, according to the management framework and the risk catalogue defined at Group level, which integrate ESG issues. The process adopted allows the identification, measurement, monitoring and management of the risks, including climate risks, and helps consolidating the Group's approach.

At the operational level, the **management procedures** represent an additional assets to guarantee activities that are fully aligned with the corporate strategy, in a logic of continuous improvement. The integration with business processes helps to consolidate the organisational, technological and behavioural methods.

PROCUREMENT AND SUPPLY CHAIN

SIDI Sport's supply chain mainly includes basic raw materials or semi-finished products required for the production of a complex range of technical bicycle and motorcycle shoes. Packaging materials and logistic-distribution services also play a significant role.

In 2023 the **Supplier Charter** was adopted, defining principles to which the suppliers of goods and services and contractors shall align, in their direct activities, in contractual relations with their possible sub-suppliers or subcontractors and, in general, in the creation and management and of their respective value chains. During the prequalification process all suppliers will be invited to fill an exhaustive online questionnaire, which covers human and labour rights, respect for the environment and business integrity.

Suppliers	unit	2021	2022	2023
Number of active suppliers	#	--	--	638
Purchase of products and services		--	--	21.1
national suppliers	M€	--	--	17.7
foreign suppliers		--	--	3.4
Spending on local suppliers (headquarters on national territory)	%	--	--	84%

Environmental and social qualification	2021		2022		2023	
	#	%	#	%	#	%
Suppliers assessed during the reference year according to environmental and social criteria	--	--	--	--	-	0%

SOCIETY

HUMAN CAPITAL DEVELOPMENT

At the end of 2023, Sidi Sport benefits from the value of 259 specialized and motivated people, 73 in the headquarters and productive plant in Maser (TV) and 186 in the Romanian production plant located in Bucharest. Direct employees in Italy, by choice mainly from the local area. 56% of managerial positions are held by women. The use of non-employee workers is marginal.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	--	--	--	--	--	--	194	65	259
<i>Managers</i>	--	--	--	--	--	--	1	4	5
<i>Middle managers</i>	--	--	--	--	--	--	9	4	13
<i>Office workers</i>	--	--	--	--	--	--	19	7	26
<i>Production workers</i>	--	--	--	--	--	--	165	50	215
Turnover	--	--	--	--	--	--	--	--	259
+ <i>Hirings</i>	--	--	--	--	--	--	--	--	14
+ <i>Acquisitions</i>	--	--	--	--	--	--	--	--	272
- <i>Voluntary exits</i>	--	--	--	--	--	--	--	--	26
- <i>Non-voluntary exits</i>	--	--	--	--	--	--	--	--	1
- <i>Divestments</i>	--	--	--	--	--	--	--	--	0
% contract: permanent	--	--	--	--	--	--	100%	100%	100%
% contract: full time	--	--	--	--	--	--	98%	98%	98%
Training									
Hours per capita	--	--	--	--	--	--	7	13	9
<i>Managers</i>	--	--	--	--	--	--	2	9	8
<i>Middle managers</i>	--	--	--	--	--	--	2	17	7
<i>Office workers</i>	--	--	--	--	--	--	28	27	28
<i>Production workers</i>	--	--	--	--	--	--	5	11	7
% hours of voluntary training	--	--	--	--	--	--	18%	20%	19%
<i>Managers</i>	--	--	--	--	--	--	0%	45%	42%
<i>Middle managers</i>	--	--	--	--	--	--	0%	71%	57%
<i>Office workers</i>	--	--	--	--	--	--	43%	43%	43%
<i>Production workers</i>	--	--	--	--	--	--	2%	6%	3%
% with at least one training session	--	--	--	--	--	--	100%	100%	100%
<i>Managers</i>	--	--	--	--	--	--	100%	100%	100%
<i>Middle managers</i>	--	--	--	--	--	--	100%	100%	100%
<i>Office workers</i>	--	--	--	--	--	--	95%	100%	96%
<i>Production workers</i>	--	--	--	--	--	--	100%	100%	100%
% with performance appraisal	--	--	--	--	--	--	2%	9%	3%
<i>Managers</i>	--	--	--	--	--	--	0%	75%	60%
<i>Middle managers</i>	--	--	--	--	--	--	0%	75%	23%
<i>Office workers</i>	--	--	--	--	--	--	16%	0%	12%
<i>Production workers</i>	--	--	--	--	--	--	0%	0%	0%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	--	-54%
<i>Managers</i>	--	--	-47%
<i>Middle managers</i>	--	--	-70%
<i>Office workers</i>	--	--	-26%
<i>Production workers</i>	--	--	-40%

HEALTH, SAFETY AND WELLBEING

Sidi Sport promotes the health, safety and wellbeing of all employees, including companies, suppliers, visitors, customers and the local community in the approach.

The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. Process machines with moving mechanical parts are the prevailing risk conditions identified. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. The entire workforce is covered by an occupational health and safety management system.

In line with the adopted Sustainability Policies, Sidi Sport intends to further develop the safety management, starting from management leadership that supports a motivational, organisational, and operational system. Far beyond simple legislative compliance, this approach aims to build a true culture of safety, protecting the safety of anyone involved in operational activities and, at the same time, improving managerial skills and motivations for achieving broader results objectives.

	2021	2022	2023
Employees injuries	--	--	0
<i>Fatalities</i>	--	--	<i>0</i>
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	--	--	<i>0</i>
<i>Other injuries</i> <small>with absence from work less than 180 days</small>	--	--	<i>0</i>
Frequency rate <small>number of injuries per million hours worked</small>	--	--	0.0
Severity rate <small>lost days per thousand hours worked</small>	--	--	0.00
Non-employees injuries	--	--	0
<i>Fatalities</i>	--	--	<i>0</i>
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	--	--	<i>0</i>
<i>Other injuries</i> <small>with absence from work less than 180 days</small>	--	--	<i>0</i>
Frequency rate <small>number of injuries per million hours worked</small>	--	--	0.0

PRODUCT AND SERVICE STEWARDSHIP

Sidi Sport operates in full compliance with the complex regulatory system applicable to the sector. The launch of new products is subject to strict testing procedures before being placed on the market. All safety data sheets and technical data sheets relating to the components and the finished product are acquired from the suppliers, based on the parameters defined by the technical standards of the sector. The continuous research, development and design activity of Sidi Sport focuses on the choice of materials and designs that meet the primary needs of safety and ergonomics and has, as main objectives, the reduction of the environmental footprint generated from the procurement, the production and the management of the end-life of the commercialized products.

MARKET AND COMMUNITIES

The attention to customers and consumers is completed by the management of *customer satisfaction* and *data protection*, with the alignment and continuous improvement of the application of the applicable legislative and voluntary standards, including the optimization of the shopping experience through digital channels, in terms of usability and safety. The company constantly detects customer complaints, through *customer care*, digital channels and the distribution network, as a continuous stimulus for improvement. Furthermore, Sidi Sport is starting a journey to bring product communication on different channels to fully represent the company values, involving its workforce, distributors and customers.

ENVIRONMENT

RESPONSIBLE USE OF RESOURCES

Natural and synthetic fabrics, plastic and rubber, metals and carbon fibers produced are the main materials used in the production process. Sidi Sport exclusively relies on renewable electricity in both productive plants.

	units	2021	2022	2023
Raw materials, semifinished goods and ancillaries		--	--	433
Renewable		--	--	27
% from recycling	t	--	--	0%
Non-renewable		--	--	406
% from recycling		--	--	0%
Packaging materials		--	--	102
Renewable		--	--	101
% from recycling	t	--	--	0%
Non-renewable		--	--	0.4
% from recycling		--	--	0%

	units	2021	2022	2023
Raw materials		--	--	433
<i>Natural fabric</i>		--	--	27
<i>Synthetic fabrics</i>		--	--	235
<i>Plastic</i>		--	--	104
<i>Rubber</i>		--	--	50
<i>Metal</i>	t	--	--	12
<i>Carbon fiber</i>		--	--	5
Packaging materials		--	--	102
<i>Plastic</i>		--	--	0
<i>Paper</i>		--	--	101

In 2023 more than 70 tons of waste were sent for valorisation. In any case, the remainder is sent to energy recovery or controlled disposal destinations, where further partial valorisation is possible.

	units	2021	2022	2023
Valorisation of waste generated		--	--	78
Hazardous waste		--	--	3
% Material recovery		--	--	100%
% Energy recovery or disposal	t	--	--	0%
Non-hazardous waste		--	--	75
% Material recovery		--	--	100%
% Energy recovery or disposal		--	--	0%

	units	2021	2022	2023
Energy consumed		--	--	11,674
% renewable		--	--	37%
Thermal energy	GJ	--	--	7,329
% renewable		--	--	0%
Electricity		--	--	4,345
% renewable		--	--	100%
Thermal energy consumed		--	--	7,329
Heating and industrial use		--	--	6,820
<i>Natural gas</i>		--	--	6,819
<i>Gas oil</i>		--	--	2
<i>LPG</i>	GJ	--	--	0
Automotive		--	--	508
<i>Diesel</i>		--	--	356
<i>LPG</i>		--	--	0
<i>Natural gas</i>		--	--	0
<i>Petrol</i>		--	--	152
Electricity consumed		--	--	4,345
Electricity purchased		--	--	4,345
Without guarantee of origin		--	--	0
Renewable with guarantee of origin		--	--	4,345
<i>Hydroelectric</i>		--	--	2,365
<i>Photovoltaic</i>		--	--	0
<i>Wind</i>	GJ	--	--	0
<i>Other renewable source</i>		--	--	1,981
Self-produced renewable electricity		--	--	0
<i>Hydroelectric</i>		--	--	0
<i>Photovoltaic</i>		--	--	0
<i>Wind</i>		--	--	0
Self-consumption		--	--	0
To the grid		--	--	0
Water withdrawal		--	--	3.2
from surface water		--	--	0.0
from groundwater		--	--	2.8
from an aqueduct		--	--	0.5
from freshwater		--	--	3.2
from water bodies > 1.000 mg/l total dissolved solids		--	--	0.0
in water stressed areas		--	--	0.0
<i>from surface water</i>		--	--	0.0
<i>from groundwater</i>		--	--	0.0
<i>from an aqueduct</i>		--	--	0.0
Water discharge	thousands m3	--	--	3.1
into surface water		--	--	0.0
into sewage		--	--	3.1
in freshwater		--	--	3.1
in water bodies > 1.000 mg/l total dissolved solids		--	--	0.0
in water stressed areas		--	--	0.0
<i>into surface water</i>		--	--	0.0
<i>into sewage</i>		--	--	0.0
Water consumption		--	--	0.1
in water stressed areas		--	--	0.0

LOW-CARBON TRANSITION

Sidi Sport supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). Building on the initiatives carried out throughout the years, in February 2024 Sidi Sport has formalized its membership of the Science Based Target Initiative (SBTi), committing to submit shortly to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050.

Sidi Sport is committed to mitigating the climate-altering effects of its activity along the entire value chain. Supplier selection and engagement, productive efficiency, product and packaging eco-design and optimization of logistics are the areas of greatest attention. Sidi Sport is currently consolidating relationships with strategic suppliers of goods and services, in order to further synchronize efforts towards the shared goal of achieving net-zero emissions by 2050. Since 2023, Sidi Sport exclusively relies on renewable electricity, partly self-generated.

	units	2021	2022	2023	2023
Carbon Footprint		--	--	3,914	
Scope 3 Upstream		--	--	1,908	48.7%
1 Purchased products and services		--	--	1,530	39.1%
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		--	--	75	1.9%
4 Upstream transportation and distribution		--	--	6	0.2%
5 Waste generated by the sites		--	--	0	0.0%
6 Business travel		--	--	104	2.7%
7 Employee commuting		--	--	192	4.9%
8 Upstream leased assets		--	--	--	--
Scope 1	t CO₂	--	--	419	10.7%
Scope 2 market based		--	--	0	0.0%
location based		--	--	367	
Scope 3 Downstream		--	--	1,587	40.5%
9 Downstream transportation and distribution		--	--	1,304	33.3%
10 Processing of sold products		--	--	--	--
11 Use of sold products		--	--	--	--
12 End-of-life treatment of sold products		--	--	283	7.2%
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments		--	--	--	--
Carbon Intensity					
Scope 1+2 market based	t CO₂e / M€ Revenues	--	--	17	
Scope 1+2 market based +3		--	--	162	

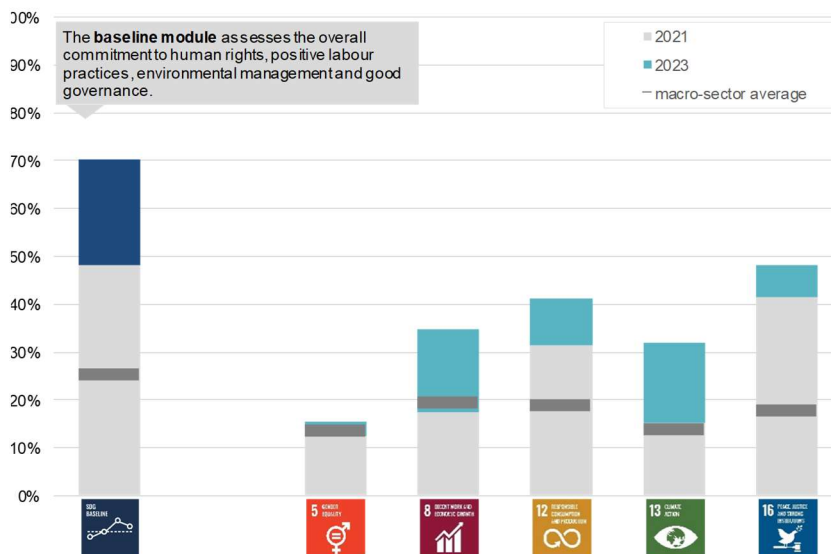
Clessidra

Clessidra was founded in 2003 as an asset management company operating in private equity, becoming today now one of the main financial operators active in alternative investments (private equity and private credit) and in factoring, by means of three specialised companies, each with its own operating autonomy, under the coordination of Clessidra Holding. In September 2016 it became part of the Italmobiliare Group, which took a **100% stake**.

HIGHLIGHTS

	Governance and supply chain	Strategy climate	Health, safety and well-being	Gender and human capital development
<i>The foundation</i>	Adoption of Code of Ethics and Sustainability Policies. Adhesion to UN Principles for Responsible Investment.	Analytical monitoring of carbon footprint and SBTi objectives.	Actively supporting people in addressing emerging social challenges.	Adoption of the Women Empowerment Principles and inclusive growth of competences.
<i>The 2022 key results</i>	77% AUM in ESG funds SFDR Art.8 funds, which promote environmental and social characteristics and verify good governance practices.	Zero CO₂ Scope 2 since 2022 Since 2022, Clessidra Headquarters use only renewable electricity.	Zero Injuries in 2023 Commitment to ensuring a safe working environment by promoting people's mental and physical well-being must be continuous.	800+ Training hours 69% of voluntary training, aimed at skill growth, for profitable investments because they are sustainable.
<i>Next challenges</i>	100% Investment and finance aimed at creating positive ESG impact.	100% Investment and finance Aligned with SBTi objectives.	100% People capable of promoting a culture of safety in all managed financial investments and activities.	100% People covered by development plans aimed at growth, inclusion and gender equality.

CONTRIBUTION TO SDGs



Clessidra integrates the sustainable strategy of the Italmobiliare Group and upholds its commitment with the **Global Compact**, confirming its support for the **Ten Principles** and contributing to the **Sustainable Development Goals**, as well as to the broader objectives of the United Nations.

In addition, Clessidra Private Equity SGR and Clessidra Capital Credit SGR adheres to the **UN Principles for Responsible Investment (UNPRI)**, formally committing to follow its principles and guidelines.

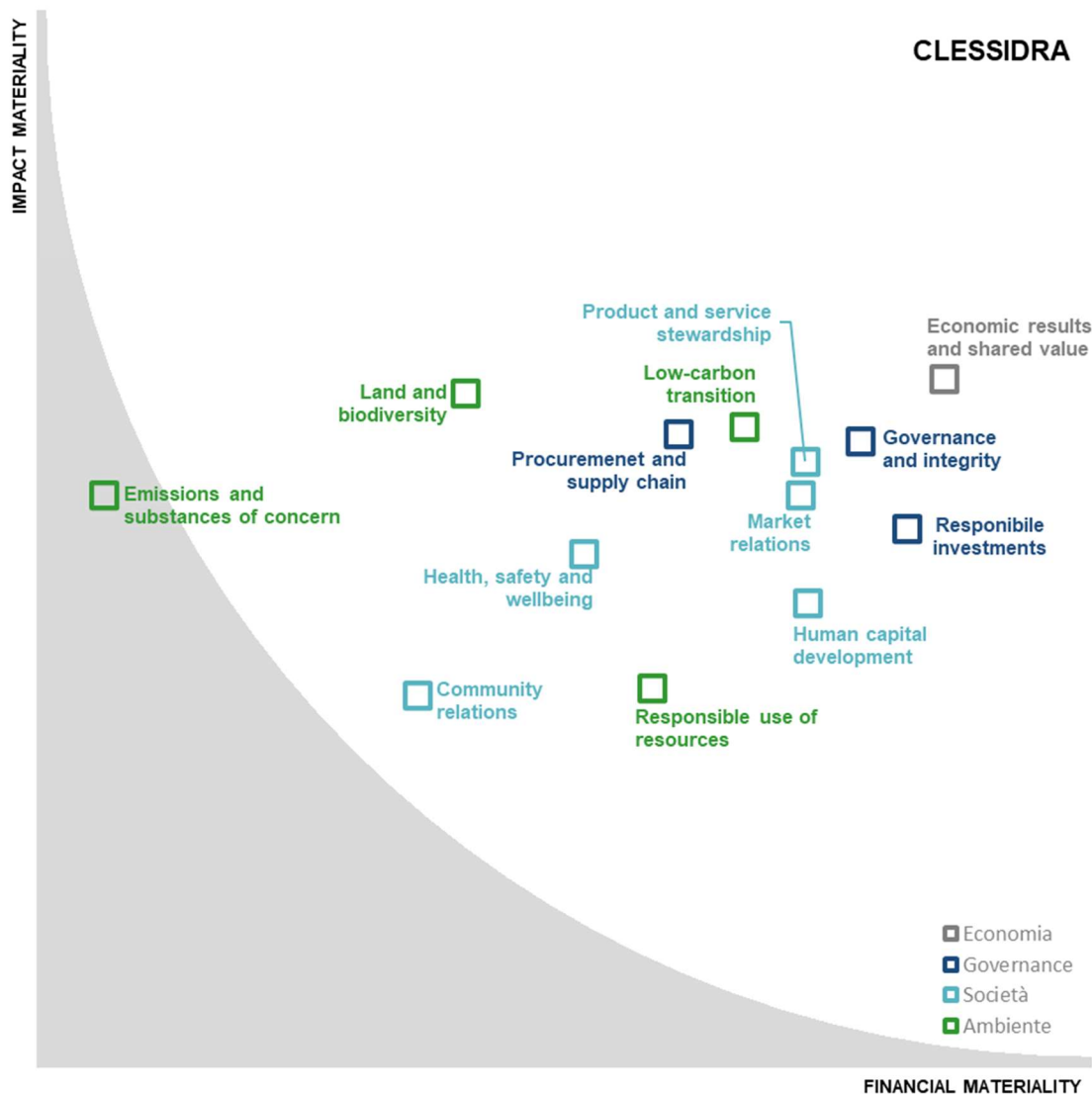
The **SDG Action Manager** analysis tool allows for effective self-assessment of progresses. The graph aside represents the contribution of Clessidra towards the SDGs chosen as its strategic reference.

MATERIALITY

Italmobiliare and Clessidra recognize the importance of integrated risk assessment in investments and other financial transactions, but also the interconnected transformative capacity. In particular, the private equity business offers the opportunity to prioritize and mobilize financial resources in a targeted and selective manner, thus contributing to global challenges and, at the same time, protecting and strengthening financial performance for the benefit of investors and all other stakeholders.

In defining the sustainable strategy and related action plans, the **materiality analysis** offers effective tool to identify the governance, economic, social and environmental issues that are relevant, matching the financial relevance for the business with the relevance of the impact on the environment, the society and governance.

The materiality matrix is built by systematically evaluating risks, opportunities, positive or negative impacts, analysing all the aspects relevant for Clessidra and its investment portfolio the business with the contribution of the first line of management, the majority shareholder and finally collecting the positions expressed by the most representing stakeholders.



GOVERNANCE

GOVERNANCE AND INTEGRITY

The composition and management of the governance bodies, starting with the **Board of Directors**, ensure representativeness, competence and the absence of conflicts of interest, aiming at maximum operational efficiency and integrity. Women participation in the Board of Directors of Clessidra Holding is at 14% (1 director out of 7). It is at 40% for Clessidra Private Equity SGR (2 directors out of 5), 14% for Clessidra Capital Credit SGR (2 directors out of 7) and 40% for Clessidra Factoring (2 directors out of 5).

In line with the Group's approach, the **Code of Ethics** and the **Sustainability Policies** adopted by all Clessidra Group Companies are inspired by the highest global references and explicitly recall the Ten Principles of the **United Nations Global Compact**, which Clessidra joined, and the **Women's Empowerment Principles (WEPs)**. Clessidra also recognizes the link between investment returns and environmental, social and governance (ESG) issues. Coherently, Clessidra Private Equity SGR and Clessidra Capital Credit SGR subscribe the **UN Principles for Responsible Investments (UN PRI)**, explicitly recalled in their **Responsible Investments Policies**. Through a sustainable approach aimed at creating shared value for the society and for the environment, Clessidra supports its investees in exploring further levers of success to increase turnover and profit margins, mitigate business risk, attract capital and investors, motivate its people and consolidate the brand.

Through active participation in **AIFI**, the Italian Association of Private Equity, Venture Capital and Private Debt, and **Invest Europe**, the corresponding European sector association, and **Assifact**, the Italian Association for factoring, Clessidra supports numerous ESG-related initiatives and guidelines. In addition, Clessidra participates actively in the **Forum for Sustainable Finance**, a nonprofit association that promotes the knowledge and practice of responsible and sustainable investment.

The responsible investment approach was also recognized by the **PRI Rating**, which in 2023 awarded Clessidra Private Equity SGR and Clessidra Capital Credit with the maximum 5-star rating for all Art. 8 Funds SFDR managed.

Clessidra Group's Companies have adopted an **Organisation, Management and Control Model**, which is foreseen by law but not mandatory. It is designed to limit the risk of committing specific relevant crimes. The Supervisory Body, appointed on the basis of autonomy and independence, is responsible for the control activity. In addition to specific periodic training, the approach adopted includes the *whistleblowing* procedure for reporting unlawful behaviour, in order to offer employees and third parties confidential channels to raise concerns or violations of the procedure, without fear of retaliation, discrimination or disciplinary action.

In its investment activities, Clessidra undertakes to promote compliance with applicable regulations and the highest ethical standards at the portfolio companies. In particular, it collaborates with the portfolio companies in order to adopt or update their own Organisational, Management and Control Models, including ethical principles, codes of conduct, control tools, procedures and training activities.

As it is not subject to management and control by Italmobiliare, Clessidra plays a role similar to that of the holding company in relation to its subsidiaries. The **Risk Management function** holds an independent position with respect to the operating structures and reports directly to the Board of Directors. It measures, manages and controls all financial and operational risks inherent to the assets managed, as well as those of the SGR such as strategic, operational and reputational risks, and climate risks, supported by the Sustainability & ESG Director. Specifically, the Risk Management function:

- Implements effective policies and procedures to identify and monitor on an ongoing basis the risks inherent to the investment strategy envisaged in the Regulation of each fund and to which each fund is currently or potentially exposed.
- Monitors compliance with the risk limits set in the Regulation of each fund and ensures that the risk profile communicated to investors during the marketing phase is compliant.
- Updates the Board of Directors at least every six months on the adequacy and effectiveness of the management process and on any actual or foreseeable violation of the risk limits set, thus allowing the prompt adoption of corrective actions.
- Reviews the policies and procedures adopted for the valuation of assets in the portfolio, ensuring consistency between the results of the valuation process and the measurement of the riskiness of the assets themselves.

The integration of the ESG approach in the management processes of Clessidra Group's Companies in itself constitutes an element of risk mitigation.

Risks mitigated through the ESG approach

Description	Adopted mitigation actions and opportunities
GOVERNANCE	
ESG integration into business strategy and implementation of action plans	Adhesion to UN Global Compact Adhesion to UN PRI Code of Ethics, Sustainability Policies e and Responsible Investments Policies <i>Negative screening</i> (exclusion) for investments <i>Positive screening</i> (value creation) for investments <i>ESG Due Diligence</i> for investments ESG Plans / ESG objectives for investments
SOCIETY	
Organizational structure, internal processes and knowledge	Continuous training of the Board of Directors, Investment Team, and workforce.
Health and safety	Active health and safety promotion within the Clessidra Group's Companies and the Portfolio Companies
Products and services in line with the expectations of the Group, investors, and customers	New funds at least art.8 SFDR Transparency over ESG performances and well-beyond applicable normative requirements
ENVIRONMENT	
Climate risks	Exclusion of carbon intensive industries from investments Systemic assessment of climate risks for Clessidra Group's Companies and Portfolio Companies
Evolutions of the regulatory framework (elements not included within climate risks)	Regulatory follow-up and anticipation of risks related to Clessidra Group' Companies and Portfolio Companies

RESPONSIBLE INVESTMENTS

The Code of Ethics defines the set of fundamental principles and rules of conduct to which the all the companies of Clessidra Group adhere, with the additional guidance provided by the Sustainability Policies. In particular, for Clessidra Private Equity SGR and Clessidra Capital Credit SGR, they guide the sustainable strategy, aiming at the creation of shared value, and constitute the reference for the Responsible Investment Policies adopted.

Clessidra Private Equity SGR's business involves investments in the private equity sector, with particular focus on the Italian *upper-middle market* segment. **Clessidra Capital Credit SGR's** business mainly involves investments in the private credit sector, with a focus on turnaround funds and corporate credit, managing alternative investment funds with a focus on credit market, both *distressed* and *performing*. **Clessidra Factoring** provides Italian SMEs with a wide range of services specialising in financing and in the sale and management of trade receivables.

All the managed activities require careful assessment of market counterparties with which to undertake investments, partnerships, and contractual relationships. Each component, managed according to specific internal procedures, helps to achieve the objectives of return on investment, risk diversification and value creation. Among the various elements to be assessed, the prospects for improving the ESG positioning and alignment with the adopted sustainable strategy play a significant role. To this end, Clessidra Private Equity SGR and Clessidra Capital Credit SGR refrain from any investment or involvement, whether direct or indirect, with entities involved in the production, marketing, use or trade of illegal products or activities. Other ascertained direct or indirect practices also lead to exclusion: for example, corruption, money laundering, violations of human rights, violations of the fundamental principles of labour, production of goods harmful to health, the environment and morality, an obstacle to sustainability in general.

Clessidra Private Equity SGR and Clessidra Capital Credit SGR assign priorities and mobilises financial resources in a targeted and selective manner, thereby contributing to global challenges and, at the same time, protecting and strengthening financial performance for the benefit of investors, shareholders, enterprises and all other stakeholders.

In line with the strategic vision of the entire Clessidra Group regarding responsible investment, the integration of environmental, social and governance (ESG) risks and opportunities is a fundamental element in all phases of the management process of all its investment activities of Clessidra Private Equity SGR and Clessidra Capital Credit SGR. In particular, in order to prevent or mitigate exposure to risks and benefit from opportunities of value creation, Clessidra Private Equity SGR and Clessidra Capital Credit SGR subjects all new investments to a verification of alignment with its own value references (Code of Ethics and Sustainability Policies), the requirements of its Responsible Investment Policy and the rules set by the Regulations of the Funds managed and a *due diligence* process which also assesses the environmental, social and governance aspects.

As a responsible investor, Clessidra Private Equity SGR and Clessidra Capital Credit SGR promote the evolution towards sustainable business models among all the companies in the portfolio of all the managed Funds, providing transformative capacity, specific expertise and full support in the management of risks and opportunities in ESG matters.

However, with reference to the level of detail and transparency required by the SFDR Regulation, Clessidra Private Equity SGR and Clessidra Capital Credit SGR adopt approaches differentiated by asset class of financial product, especially in consideration of the investment *timeline* of the individual Funds currently under management, as duly described in the SFDR Disclosure published on the web.

In 2023, significant ESG interactions took place with all the companies in the portfolio, in particular within Art.8 SFDR Funds. The ESG management methods differ according to the level of control, the maturity of the investee and the time spent in the portfolio.

Portfolio Companies at the end of 2023 Main ESG activities in 2023

Clessidra Private Equity SGR Funds (Art. 8 SFDR)

	Nexi	The stake held in the investee and the level of governance exercisable by Clessidra do not allow direct influence on sustainability issues. However, the company has a high-level commitment to sustainability and Clessidra records its progress annually. As a listed company, it fully complies with the obligations relating to non-financial transparency.
CCP3 Fund		Adoption of the new Code of Ethics, Sustainability Policies and Supplier Charter
	L&S	ISO 14001 for all sites in Italy 100% renewable power for all Group sites Safety audit Performance appraisal e and welfare increase ESG metrics and data collection, upon SFDR requirements ESG section in the company's website
CCP3 / CCP4 Funds	Argea	Update of the Code of Ethics, Sustainability Policies and Group's Supplier Charter ISO 14001 and ISO 45001 certifications for all sites "Supply Chain Pact", ESG qualification of wine's supply chain 100% renewable power ESG metrics and data collection, upon SFDR requirements, and update of the Sustainability Report ESG section in the company's website UN Global Compact membership Preparation for joining the Science Based Targets initiative (SBTi)
	Viabizzuno	Update of the Code of Ethics, Sustainability Policies and Group's Supplier Charter Safety audit 100% renewable power ESG metrics and data collection, upon SFDR requirements ESG section in the company's website
CCP4 Fund	Impresoft	Update of the Code of Ethics, Sustainability Policies and Group's Supplier Charter Welfare increase e and corporate wellbeing initiatives 100% renewable power ESG metrics and data collection, upon SFDR requirements ESG section in the company's website
	Everton	ESG Induction to the Board of Directors and the first line of management Workshop for the definition of the Materiality Matrix B Corp Impact Assessment and SDG Action Manager 100% renewable power ESG metrics and data collection, upon SFDR requirements

Clessidra Capital Credit SGR Funds (art. 8 SFDR)

CPD Fund	Casa del Dolce/Liking MGM/Rekord Trime (Gruppo Florence)*	ESG due diligence and ESG contractual targets definition Support for ESG integration ESG metrics and data collection, upon SFDR requirements
	Groupack Holding Righi Elettroservizi Bracchi	ESG due diligence and ESG contractual targets definition
CRF Parallel Fund	OMA	Due diligence ESG Support for ESG integration

SOCIETY

HUMAN CAPITAL DEVELOPMENT

Clessidra has a team of 78 motivated and specialized people. Direct employees are all covered by a collective bargaining agreement. 36% of managerial positions are held by women.

Clessidra has adopted a remuneration and incentive system in line with the long-term corporate strategy. This means that it integrates the objectives, values and interests of its Alternative Investment Funds and their investors with the financial and socio-environmental performance, corporate values, development and *retention* of professional skills.

In order to accompany the development of human capital, Clessidra has adopted an individual performance assessment system extended to all staff based on individual annual qualitative and quantitative objectives, to which the variable element of annual remuneration is related.

	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Personnel	20	30	50	25	41	66	33	45	78
Managers	3	12	15	4	16	20	3	17	20
Middle managers	8	10	18	9	18	27	17	19	36
Office workers	9	8	17	12	7	19	13	9	22
Turnover	--	--	18	--	--	16	--	--	12
+ Hirings	--	--	28	--	--	25	--	--	19
+ Acquisitions	--	--	0	--	--	0	--	--	0
- Voluntary exits	--	--	8	--	--	9	--	--	6
- Non-voluntary exits	--	--	2	--	--	0	--	--	1
- Divestments	--	--	0	--	--	0	--	--	0
% contract: permanent	100%	90%	94%	100%	98%	98%	97%	98%	97%
% contract: full time	90%	100%	96%	100%	100%	100%	97%	100%	99%
Training									
Hours per capita	1	3	2	11	13	12	12	9	11
Managers	2	1	1	11	13	13	8	4	5
Middle managers	1	4	3	11	13	12	12	15	14
Office workers	0	3	2	11	13	12	13	7	10
% hours of voluntary training	--	--	--	--	--	--	75%	63%	69%
Managers	--	--	--	--	--	--	4%	50%	38%
Middle managers	--	--	--	--	--	--	78%	67%	72%
Office workers	--	--	--	--	--	--	82%	63%	77%
% with at least one training session	--	--	--	--	--	--	63%	68%	66%
Managers	--	--	--	--	--	--	75%	53%	57%
Middle managers	--	--	--	--	--	--	65%	82%	74%
Office workers	--	--	--	--	--	--	57%	64%	60%
% with performance appraisal	95%	93%	94%	100%	100%	100%	85%	91%	88%
Managers	67%	100%	93%	100%	100%	100%	100%	100%	100%
Middle managers	100%	100%	100%	100%	100%	100%	76%	95%	86%
Office workers	100%	75%	88%	100%	100%	100%	92%	67%	82%

Also thanks to the methodological support of the *WEPs Gender Gap Analysis Tool*, various initiatives enhancing gender equality have been identified, well beyond women participation in the company organisation, which will be included in forthcoming development plans.

	2021	2022	2023
Gender pay gap			
<i>Difference between women's and men's average pay compared with men's average pay</i>	--	-54%	-50%
<i>Managers</i>	--	-22%	-14%
<i>Middle managers</i>	--	-30%	-23%
<i>Office workers</i>	--	-24%	-7%

HEALTH, SAFETY AND WELLBEING

Clessidra promotes the health, safety and wellbeing of all employees and a safety culture that is also shared with the companies in its portfolio. The approach adopted is aligned with the applicable national regulations, starting with a solid risk assessment, updated periodically with the support of qualified third parties. The main risk conditions that have been identified are external to the workplace and mainly concern the use of company cars. A dedicated internal contact, the availability of a doctor for both institutional and voluntary health promotion activities and the formal involvement of the social partners constitute the support organisation. Preventive reporting of anomalous or risk conditions by everyone, an accurate analysis of accidental events, even if not serious, and adequate training activities ensure continuous improvement. The entire workforce is covered by an occupational health and safety management system.

All employees benefit from health insurance: full cover for middle managers and whitecollar workers and supplementary cover for managers. Managers are also entitled to an annual check-up at a leading hospital.

	2021	2022	2023
Employees injuries	0	0	0
<i>Fatalities</i>	0	0	0
<i>Serious injuries</i> <small>with absence from work for at least 180 days</small>	0	0	0
<i>Other injuries</i> <small>with absence from work less than 180 days</small>	0	0	0
Frequency rate <small>number of injuries per million hours worked</small>	0,0	0.0	0.0
Severity rate <small>lost days per thousand hours worked</small>	0.00	0.00	0.00

MARKET AND COMMUNITIES

Clessidra Private Equity SGR and Clessidra Capital Credit SGR offer their investors quality services, creating and maintaining solid relationships built on transparency and trust. Communicating with subscribers guarantees an adequate and equal level of information for all investors, safeguards the confidentiality of processed information and protects the successful outcome of investments and divestment in progress.

Within 60 days from the end of each year, Clessidra Private Equity SGR and Clessidra Capital Credit SGR prepares a management report on each of its funds in accordance with the Bank of Italy's Collective Savings Management Regulation. The report includes a balance sheet, income statement, notes and directors' report and is subject to certification by the Independent Auditors. On a voluntary basis and in agreement with investors and according to international practice, the two companies also prepare a quarterly report called the LP Report which contains information based on official data similar to that of the management report. Those in charge of drafting respond jointly to requests for clarifications or insights about the communications sent, assessing the advisability of providing additional information to the general public of investors.

In addition to the communications due by law and voluntary reporting, Clessidra Private Equity SGR and Clessidra Capital Credit SGR convey information in response to specific requests from investors in the event that they express the need to be aware of foreseeable developments in investment management, also in order to allow them to assess potential sales of their shares. The information provided to investors is checked periodically by the independent auditors and by internal control bodies and functions.

Clessidra Private Equity SGR and Clessidra Capital Credit SGR fully adopt the principle of transparency also in the reporting of ESG performance, preparing the communications to the market and investors required by the SFDR Regulation, responding annually to the UN PRI questionnaire, and publishing the Transparency Report. Furthermore, to ensure transparency towards investors, in the financial reports prepared in accordance with the Bank of Italy's instructions, there is a specific paragraph about responsible investments. In addition, there is a quarterly report, based on guidelines for the presentation of financial information (IPEV Reporting Guidelines) and for valuations (International Private Equity and Venture Capital Valuation Guidelines), which highlights any critical issues and management's approach, also to issues of responsible investment.

Clessidra Factoring, as a supervised financial intermediary, fulfils the information requirements provided for in the set of rules that transpose in the European Union the standards defined by the Basel Committee for Banking Supervision. In particular, under the so-called "Third Pillar", it shall prepare and make available to the public an information document ensuring an adequate level of transparency on exposure, control and management of the risks taken, integrating the relevant ESG aspects.

Clessidra pays the utmost care and attention to data protection and the protection of the rights and freedoms of natural persons and to this end applies the technical and organisational measures needed to ensure implementation of the ruling regulations. In particular, the SGR implements appropriate and specific measures to avoid the violation of personal data, above all the risk of data loss or access by unauthorised parties. The Policy on the Protection of Personal Data and Data Breach is constantly updated with respect to regulatory changes and amendments to internal processes.

ENVIRONMENT

LOW-CARBON TRANSITION

Clessidra supports Italmobiliare in his commitment to company-wide emission reductions in line with climate science with the *Science Based Targets initiative* (SBTi). Building on the initiatives carried out throughout the years for Clessidra Group Companies and companies in managed portfolios, Clessidra is considering its membership to the Science Based Target Initiative (SBTi), committing to submit to the team of experts its own targets of short-term reduction, around 2030, and net-zero in 2050.

For financial institutions such as Clessidra, SBTi envisages a specific disciplinary which considers on one hand the emissions of administrative buildings and on the other the commitment of investment *portfolios*. Already two company portfolios joined SBTi, while others will adhere in 2024.

In any case, Clessidra is aware of the priority dimension of the fight against climate change and a key objective of its investment strategies. According to the GHG Protocol, the international reference for the accounting of greenhouse gases, direct emissions (Scope 1) derive from the heating of offices and the company fleet. Indirect emissions (Scope 2) derive from the electricity purchased and used in the offices. Value chain emissions (Scope 3) include other indirect emissions in specific categories to be considered if relevant. For Clessidra, the relevant category is “investments”, which includes Scope 1,2 and 3 emissions calculated or estimated for all companies with majority participation in the portfolio of managed funds with participation rate higher than 25% or listed.

	unit	2021	2022	2023	2023
Carbon Footprint		656.735	929.685	888.949	
Scope 3 Upstream		14	39	96	0,01%
1 Purchased products and services		--	--	--	--
2 Capital goods		--	--	--	--
3 Fuel-and energy-related activities		14	14	40	0,00%
4 Upstream transportation and distribution		--	--	--	--
5 Waste generated by the sites		--	--	--	--
6 Business travel		--	25	22	0,00%
7 Employee commuting		--	--	34	0,00%
8 Upstream leased assets		--	--	--	--
Scope 1	t CO₂	38	44	112	0,01%
Scope 2 <i>market based</i>		111	0	0	0,00%
<i>location based</i>		87	72	73	
Scope 3 Downstream *		656.572	929.602	888.740	99,98%
9 Downstream transportation and distribution		--	--	--	--
10 Processing of sold products		--	--	--	--
11 Use of sold products		--	--	--	--
12 End-of-life treatment of sold products		--	--	--	--
13 Downstream leased assets		--	--	--	--
14 Franchises		--	--	--	--
15 Investments *		656.572	929.602	888.740	99,98%

* The data for 2021 and 2022 were updated using the same scope considered for 2023.

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Tecnica Group

Founded in 1962 by Giancarlo Zanatta, today it is an international group with 10 direct branches and agencies, and over 40 distribution partners, to serve a total of more than 80 countries around the world. 3,150 employees, including about 300 in Italy, almost all of whom work at the head office in Gaiavera del Montello (TV). It has been part of the Italmobiliare Group since November 2017, as an **affiliate with a 40% stake**.

Tecnica Group is a leading manufacturer of outdoor footwear and ski equipment with a portfolio that includes some of the industry's longest standing brand names: Tecnica (ski boots and footwear), Nordica (skis and boots), Moon Boot® (footwear), Lowa (hiking and outdoor shoes), Blizzard (skis) and Rollerblade (in-line skates).

Tecnica Group mirrors the sustainable strategy of the Italmobiliare Group, through policies, management, operating methods and initiatives designed according to its specific characteristics, helping to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of safeguarding the environment and actively involved in every aspect of business integrity. Italmobiliare and Tecnica Group recognize the sensitive aspects of the sector, from the procurement of raw materials to the end-of-life of the products marketed and share the commitment to contribute positively to global challenges.

To confirm this, from November 2021, Tecnica Group formally adheres to the **United Nations Global Compact**, adopting policies and operational management in support of the Ten Principles and committing itself to actively contribute to the Sustainable Development Goals.

The group's industrial strategy sets people at the center. On the market side, the reference is the consumer to whom the group offers extraordinary experiences through exceptional products and inspiring an active outdoor life. Internally, the focus is on human capital, through the promotion of health, safety and well-being in an inclusive and progressive work environment and the supply chain, preferring goods and services with social value.

The measures defined to strengthen the Blizzard, Lowa, Moon Boot, Nordica, Rollerblade and Tecnica brands focus on innovation to design highly differentiated products, new distribution channels and programmes to make production and logistics more efficient. In addition, investments to reduce energy consumption, the installation of photovoltaic systems, the updating of industrial lighting systems and the promotion of electric mobility reflect its climate-friendly commitment. The group already applies these and other targeted actions, be they optimisation of the use of non-renewable resources, such as plastic materials, use of recycled materials, biodegradable packaging and the reduction of single-use ones. Furthermore, the durability of products is in itself a mitigation of the environmental footprint. Outdoor footwear is designed and built to last, thanks to the quality of the raw materials used, virgin or recycled, to the technology and the competence and passion of the Group's people. Dedicated repair laboratories permit further creation of sustainable value, thus extending products life cycle.

Finally, the group considers the awareness and involvement of all its stakeholders to be fundamental, also through full transparency on its activities and performance: starting from 2022 the Tecnica Group publishes its Sustainability Report.



AGN Energia

Founded in 1958 along with the distribution of LPG for domestic, agricultural, industrial and automotive use, AGN Energia is today a leading energy multi-utility at national level. Over the years, the offer has been diversified to include the supply of electricity and natural gas, energy efficiency solutions, solar and photovoltaic renewables and support for electric mobility. It has been part of the Italmobiliare Group since October 2018, as an **affiliate with a 32.2% stake**, until February 2024, when the *buyback* has been formalized.

AGN Energia mirrors the sustainable strategy of the Italmobiliare Group, through policies, management, operating methods and initiatives designed according to its specific characteristics, helping to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of safeguarding the environment and actively involved in every aspect of business integrity.

Over the years, AGN Energia continued the diversification and expansion of its offer into all energy sectors: supply of natural gas and green electricity, technical gases, production from renewable sources, energy efficiency solutions and electric mobility solutions. Today, the company represents a point of reference for all energy needs with the aim of guiding its customers down the path of energy transition, guaranteeing positive effects on the environment through advantageous solutions and access to more sustainable energy resources; also thanks to the strong domestic presence that characterises the company's actions and its orientation towards a type of economic development that enhances the local territory and the communities to which it belongs.

Italmobiliare and AGN Energia recognize the sensitive aspects of the energy sector and share the key role of multi-utilities in the transition to a low-carbon economy and in promoting responsible lifestyles. Also in 2023, AGN Energia continued strengthening internal initiatives to increase management competence and further integrate sustainability into business strategies.

Also with the support of the Italmobiliare sustainability team, the ESG aspects relevant to the success of the activities managed by the group were assessed, crossing them with the perception of its multiple stakeholders. The same exercise made it possible to evaluate the Sustainable Development Goals in detail, identify the most significant ones for the group and define the metrics to evaluate the contribution of the many sustainable initiatives already undertaken and planned.

On the 28th February 2024, AGN's Board of Directors has verified the existence of the necessary conditions for the *buyback* of the entire social participation owned by Italmobiliare.



Iseo

Founded in 1969 in Pisogne (Brescia), Iseo is a European leader in the design, manufacture and sale of products for intelligent access management and anti-intrusion security. Thanks to the acquisitions made over time, the Iseo Group has production sites in Italy, France, Germany, Spain, the United Kingdom and South Africa and commercial companies in China, Asia, Romania, the Middle East and South America. It has been part of the Italmobiliare Group since October 2018, as an **affiliate with a 39.24% stake**.

Iseo mirrors the sustainable strategy of the Italmobiliare Group, through policies, management, operating methods and initiatives designed according to its specific characteristics, helping to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of safeguarding the environment and actively involved in every aspect of business integrity.

Italmobiliare and Iseo recognize the sensitive aspects of the sector and share a passion for safety, with a vision that extends from the technical aspects of the products marketed to the perception of the value of people and the environment in which they live and work.

For Iseo, sustainability is a commitment built on values that unite ethics, environment, energy, safety and respect for the interests of all parties involved in the quality and reliability of innovative products. Advanced and participatory management systems constitute not only a guarantee of environmental, energy, health, safety and quality performances for the benefit of the market and the community, but also a continuous stimulus for the professional and motivational growth of the people in the group, at all levels. Thanks to an effectively integrated management policy, Iseo has ISO 9001 (quality), ISO 14001 (Environment), ISO 50001 (energy) and ISO 45001 (health and safety) certifications.

Attention to the people in the group is also important, with training plans for the development of human capital, the promotion of corporate welfare or the creation of a solidarity fund dedicated to staff and family members to support expenses related to health, study, physical activities and other individual needs.

In 2023, with the support of the Italmobiliare sustainability team, the competence and awareness of management on ESG aspects was strengthened and updated, also activating the process of assessing the materiality matrix, the starting point for defining even more challenging sustainable objectives. In 2023, ISEO published its first Sustainability Report.



Bene Assicurazioni

Bene Assicurazioni is an insurance technology company founded in 2016 and specialized in the non-life insurance retail market with a focus on the motor segment. The company is characterized by the high level of automation and digitization of all business processes and the flexibility of the application architecture that allows a lean, efficient, scalable and innovative business model. It has been part of the Italmobiliare Group since April 2022, as an **affiliate with a 19.99% stake**.

Bene Assicurazioni operates on the insurance market through a technological approach, based on continuous innovation. Innovating means facilitating access to insurance, in a personalized way, through new products, full of services and clear in their formulation. A tech company based on an integrated digital platform, an insurance license, own funds and an innovative distribution model, which, through an "open" product architecture, pursues a pure omnichannel approach.

These skills and the operational efficiency shown in its first years of commitment to giving birth and growing a native-digital insurance and aimed at streamlining procedures and giving greater satisfaction to end customers, in terms of safety and service, are the basis to face the sustainability challenges, also with the support of the dedicated Italmobiliare team.

ITALMOBILIARE
INVESTMENT HOLDING

SUPPLEMENTARY
DATA

GRI 2-7 Employees

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (OPEN-ENDED AND FIXED-TERM), BY GENDER

		2021			2022			2023		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
GROUP	TOTAL	338	489	827	463	542	1,005	823	648	1,471
	<i>Open-ended</i>	271	448	719	387	498	885	722	616	1,338
	<i>Fixed-term</i>	67	41	108	76	44	120	101	32	133
Italy	TOTAL	323	479	802	442	528	970	637	592	1,229
	<i>Open-ended</i>	259	438	697	367	485	852	538	560	1,098
	<i>Fixed-term</i>	64	41	105	75	43	118	99	32	131
United Kingdom	TOTAL	2	3	5	5	3	8	6	5	11
	<i>Open-ended</i>	2	3	5	5	3	8	5	5	10
	<i>Fixed-term</i>	0	0	0	0	0	0	1	0	1
USA	TOTAL	13	7	20	12	10	22	19	18	37
	<i>Open-ended</i>	10	7	17	12	9	21	18	18	36
	<i>Fixed-term</i>	3	0	3	0	1	1	1	0	1
France	TOTAL	--	--	--	4	1	5	6	2	8
	<i>Open-ended</i>	--	--	--	3	1	4	6	2	8
	<i>Fixed-term</i>	--	--	--	1	0	1	0	0	0
Romania	TOTALE	--	--	--	--	--	--	155	31	186
	<i>Open-ended</i>	--	--	--	--	--	--	155	31	186
	<i>Fixed-term</i>	--	--	--	--	--	--	0	0	0

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (FULL-TIME AND PART-TIME), BY GENDER

		2021			2022			2023		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
GROUP	TOTAL	338	489	827	463	542	1,005	823	648	1,471
	<i>Full-time</i>	190	462	652	255	514	769	537	625	1,162
	<i>Part-time</i>	148	27	175	208	28	236	286	23	309
Italy	TOTAL	323	479	802	442	528	970	637	592	1,229
	<i>Full-time</i>	181	452	633	245	500	745	358	571	929
	<i>Part-time</i>	142	27	169	197	28	225	279	21	300
United Kingdom	TOTAL	2	3	5	5	3	8	6	5	11
	<i>Full-time</i>	1	3	4	1	3	4	4	5	9
	<i>Part-time</i>	1	0	1	4	0	4	2	0	2
USA	TOTAL	13	7	20	12	10	22	19	18	37
	<i>Full-time</i>	8	7	15	7	10	17	16	17	33
	<i>Part-time</i>	5	0	5	5	0	5	3	1	4
France	TOTAL	--	--	--	4	1	5	6	2	8
	<i>Full-time</i>	--	--	--	2	1	3	5	2	7
	<i>Part-time</i>	--	--	--	2	0	2	1	0	1
Romania	TOTAL	--	--	--	--	--	--	155	31	186
	<i>Full-time</i>	--	--	--	--	--	--	154	30	184
	<i>Part-time</i>	--	--	--	--	--	--	1	1	2

GRI 2-8 Workers who are not employees

NON-EMPLOYEE WORKERS, AS OF DECEMBER 31ST

		2021	2022	2023
		Total	Total	Total
GROUP	TOTAL	670	859	958
	<i>Temporary workers, self-employed workers, project workers</i>	564	764	851
	<i>Interns</i>	14	16	14
	<i>Agents</i>	92	79	93
Italy	TOTAL	670	851	953
	<i>Temporary workers, self-employed workers, project workers</i>	564	756	846
	<i>Interns</i>	14	16	14
	<i>Agents</i>	92	79	93
United Kingdom	TOTAL	0	0	0
	<i>Temporary workers, self-employed workers, project workers</i>	0	0	0
	<i>Interns</i>	0	0	0
	<i>Agents</i>	0	0	0
USA	TOTAL	0	8	5
	<i>Temporary workers, self-employed workers, project workers</i>	0	8	5
	<i>Interns</i>	0	0	0
	<i>Agents</i>	0	0	0
France	TOTAL	--	0	0
	<i>Temporary workers, self-employed workers, project workers</i>	--	0	0
	<i>Interns</i>	--	0	0
	<i>Agents</i>	--	0	0
Romania	TOTAL	--	--	0
	<i>Temporary workers, self-employed workers, project workers</i>	--	--	0
	<i>Interns</i>	--	--	0
	<i>Agents</i>	--	--	0

GRI 2-6.b.ii Supply chain

GRI 204-1 Proportion of spending on local suppliers

TOTAL NUMBER OF SUPPLIERS AND LIST OF MAIN TYPES OF GOODS AND SERVICES PROVIDED TO THE CONTROLLED COMPANIES

		2021	2022	2023
GROUP	Total number of suppliers	4,127	4,168	5,197
	Spending on local suppliers (with headquarters on national territory)	88%	86%	82%
Italmobiliare S.p.A.	Management software			
	Consulting services			
Caffè Borbone	Raw coffee			
	Packaging materials			
Officina Profumo-Farmaceutica di Santa Maria Novella	Logistic services			
	Base raw materials, cosmetic ingredients and fragrances			
	Packaging materials			
Italgen	Logistic services			
	Supply, installation, implementation and maintenance of mechanical, electrical and instrumental equipment for power plants			
	Renovation and/or repair of buildings, intake and derivation works			
Casa della Salute	Engineering services			
	Medical-surgical devices			
	Diagnostic systems			
	IT solutions			
Capitelli	Maintenance, cleaning and sanitizing services.			
	Pork meat			
Callmewine	Trading services			
	Bottled wines			
	Packaging materials			
Clessidra	Logistic services			
	Management software			
Sidi	Consulting services			
	Natural and synthetic fabrics			
	Plastic			
	Rubber			
	Packaging materials			

GRI 2-21 Annual total compensation ratio

	2021	2022	2023
Median annual total compensation (W, M)	--	38,077	29,552
Ratio of the annual total compensation (median)	--	59	318
Ratio of the annual total compensation (average)	--	--	203

GRI 2-30 Collective bargaining agreements

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

		2021	2022	2023
GROUP		97%	97%	84%
Italmobiliare S.p.A.	CCNL Commercial Confcommercio and CCNL Industry Managers	100%	100%	100%
Caffè Borbone	CCNL Food Industry	100%	100%	97%
Officina SMN	CCNL Chemical Industry	82%	84%	84%
Italgen	CCNL Cement and CCNL Industry Managers	100%	100%	100%
Casa della Salute	CCNL Private Health	100%	100%	100%
Capitelli	CCNL Food Industry	100%	100%	100%
Callmewine	CCNL Commerce	100%	100%	100%
Clessidra	CCNL Commerce and Services	100%	100%	100%
Sidi	CCNL Footwear Industry	--	--	28%

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

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES AND STAKEHOLDERS TO WHOM THE ORGANIZATION'S ANTI-CORRUPTION PROCEDURES HAVE BEEN COMMUNICATED, DIVIDED BY EMPLOYEE CATEGORY

TOTAL NUMBER AND PERCENTAGE OF GOVERNMENT MEMBERS AND EMPLOYEES WHO HAVE RECEIVED ANTI-CORRUPTION TRAINING, DIVIDED BY EMPLOYEE CATEGORY

		2022	2023	2023
Communication anti-corruption policies and procedures	Governing body members	49	57	100%
	Managers	58	76	100%
	Middle managers	72	135	100%
	Office workers	194	694	100%
	Production workers	322	566	100%
	Suppliers	625	5197	100%
	Customers	0	0	0%
Anti-corruption training	Governing body members	26	45	89%
	Managers	39	43	70%
	Middle managers	60	87	69%
	Office workers	147	543	68%
	Production workers	78	135	66%
	Suppliers	0	0	0%
	Production workers	0	0	0%

GRI 305-1/2 Direct (Scope 1) and indirect (Scope 2) GHG emissions, by country

TONNES OF CO₂e EMITTED

	2021	2022	2023	
Italy *	Scope 1	7,151	6,331	7,629
	Scope 2 (location based)	6,993	6,956	8,206
	Scope 2 (market based)	3,897	0	0

* Scope 1 and 2 (location and market based) data for Italy account for 98% of the total emission amount for both categories in 2023

CONVERSION FACTORS USED

	units	2021	2022	2023
Electricity	GJ/kWh	0.036	0.036	0.036
	GJ/t	45.030	45.195	45.522
Natural gas (methane)	kg/mc	0.800	0.794	0.795
	GJ/mc	0.036024	0.035885	0.036190
Gas oil	GJ/t	42.570	42.569	42.569
	l/t	1171.00	1184.00	1187.00
	GJ/l	0.036352690	0.035953547	0.035862679
Diesel	GJ/t	42.470	42.602	42.730
	l/t	1181.800	1185.779	1200.716
	GJ/l	0.036	0.036	0.036
Petrol	GJ/t	43.800	43.616	43.184
	l/t	1343.79	1342.86	1338.07
	GJ/l	0.032594451	0.032479931	0.032273301
LPG	GJ/t	45.940	45.944	45.956
	l/t	1887.69	1887.84	1882.89
	GJ/l	0.024338807	0.024336770	0.024407122

Source:
UK Government -
GHG Conversion Factors for
Company Reporting 2020/2021/2022

CO₂ EMISSION FACTORS USED

	units	2021	2022	2023	
Source: UK Government - GHG Conversion Factors for Company Reporting 2018/2019/2020	Natural gas (methane)	tCO ₂ e/m ³	0.00202135	0.00201574	0.00203839
	Gas oil for production processes and heating		0.00275857	0.00275857	0.00275541
	Diesel	tCO ₂ e/l	0.00251233	0.00269880	0.00251206
	Petrol		0.00219352	0.00216185	0.00209747
	LPG		0.00155709	0.00155709	0.00155713
Source: European Regulation on F-gases 517/2014	R-407C		1,774	1,774	1,624
	HFC R134	GWP	1,430	1,430	1430
	R-22		1,810	1,810	1,810
	R-404A		3,922	3,922	3,943
Source: AIB, Association of Issuing Bodies Energia elettrica location based *	Italy	tCO ₂ /kWh	0.000357	0.000331	0.000331
	Romania		0.000281	0.000272	0.000272
	France		0.000042	0.000107	0.000107
	UK		0.000140	0.000188	0.000188
Source: AIB, Association of Issuing Bodies Energia elettrica market based *	Italy	tCO ₂ /kWh	0.000457	0.000457	0.000457
	Romania		0.000282	0.000276	0.000276
	France		0.000049	0.000125	0.000125
	UK		0.000351	0.000365	0.000365

* The source of emission factors "Carbon Footprint™, International Electricity Factors" has been replaced in 2023, with retroactive effect. In particular, the source AIB 2023 has been used for 2022 and 2023, while the source AIB 2022 has been used for 2021.

GRI 401-1 Total number and rate of new hires and turnover rate by age group, gender and region

NUMBER AND TURNOVER RATE (HIRES AND TERMINATIONS) BY COUNTRY

The rate of new hires is the ratio between employees hired during the reporting period and the total number of employees. The turnover rate is the ratio between employees who have terminated their relationship with the Company and the total number of employees, by age group.

		2021				2022				2023			
		Women	Men	Total	Rate %	Women	Men	Total	Rate %	Women	Men	Total	Rate %
Group	Entry	139	107	246		175	120	295		256	117	373	
	rate %	41%	22%	30%		38%	22%	29%		31%	18%	25%	
	< 30	58	38	96	60%	69	34	103	53%	102	33	135	52%
	30-50	71	57	128	25%	89	77	166	26%	135	65	200	22%
	> 50	10	12	22	14%	17	9	26	14%	19	19	38	13%
	Exit	45	43	88		81	75	156		120	69	189	
	rate %	13%	9%	11%		17%	14%	16%		15%	11%	13%	
	< 30	17	14	31	19%	29	17	46	24%	34	12	46	18%
	30-50	21	19	40	8%	38	40	78	12%	64	39	103	11%
	> 50	7	10	17	11%	14	18	32	17%	22	18	40	13%
Italy	Entry	134	105	239		151	109	260		216	97	313	
	rate %	41%	22%	30%		34%	21%	27%		34%	16%	25%	
	< 30	56	37	93	60%	61	31	92	50%	84	26	110	46%
	30-50	70	56	128	25%	81	69	150	25%	118	56	174	22%
	> 50	8	12	20	14%	9	9	18	10%	14	15	29	14%
	Exit	43	40	83		69	68	137		70	57	127	
	rate %	13%	8%	10%		16%	13%	14%		11%	10%	10%	
	< 30	16	12	28	18%	24	14	38	21%	24	9	33	14%
	30-50	20	18	38	8%	35	38	73	12%	41	31	72	9%
	> 50	7	10	17	12%	10	16	26	15%	5	17	22	11%
UK	Entry	0	0	0		3	0	3		6	2	8	
	rate %	0%	0%	0%		60%	0%	38%		100%	40%	73%	
	< 30	0	0	0	0%	1	0	1	100%	2	0	2	0%
	30-50	0	0	0	0%	2	0	2	67%	3	2	5	83%
	> 50	0	0	0	0%	0	0	0	0%	1	0	1	20%
	Exit	0	0	0		0	0	0		5	0	5	
	rate %	0%	0%	0%		0%	0%	0%		83%	0%	45%	
	< 30	0	0	0	0%	0	0	0	0%	3	0	3	0%
	30-50	0	0	0	0%	0	0	0	0%	2	0	2	33%
	> 50	0	0	0	0%	0	0	0	0%	0	0	0	0%
USA	Entry	5	2	7		10	10	20		25	17	42	
	rate %	38%	29%	35%		83%	100%	91%		132%	94%	114%	
	< 30	2	1	3	60%	6	3	9	129%	13	7	20	133%
	30-50	1	1	2	29%	3	7	10	91%	10	6	16	100%
	> 50	2	0	2	25%	1	0	1	25%	2	4	6	100%
	Exit	2	3	5		11	7	18		18	10	28	
	rate %	15%	43%	25%		92%	70%	82%		95%	56%	76%	
	< 30	1	2	3	60%	4	3	7	100%	7	3	10	67%
	30-50	1	1	2	29%	3	2	5	45%	6	6	12	75%
	> 50	0	0	0	0%	4	2	6	150%	5	1	6	100%
France	Entry	0	0	0		5	1	6		4	1	5	
	rate %	0%	0%	0%		125%	100%	120%		67%	50%	63%	
	< 30	0	0	0	0%	1	0	1	0%	3	0	3	100%
	30-50	0	0	0	0%	3	1	4	100%	1	1	2	50%
	> 50	0	0	0	0%	1	0	1	100%	0	0	0	0%
	Exit	0	0	0		1	0	1		2	0	2	
	rate %	0%	0%	0%		25%	0%	20%		33%	0%	25%	
	< 30	0	0	0	0%	1	0	1	0%	0	0	0	0%
	30-50	0	0	0	0%	0	0	0	0%	2	0	2	50%
	> 50	0	0	0	0%	0	0	0	0%	0	0	0	0%

	2021				2022				2023			
	Women	Men	Total	Rate %	Women	Men	Total	Rate %	Women	Men	Total	Rate %
Entry	0	0	0		0	0	0		5	0	5	
rate %	0%	0%	0%		0%	0%	0%		3%	0%	3%	
< 30	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50	0	0	0	0%	0	0	0	0%	3	0	3	3%
> 50	0	0	0	0%	0	0	0	0%	2	0	2	2%
Exit	0	0	0		0	0	0		25	2	27	
rate %	0%	0%	0%		0%	0%	0%		16%	6%	15%	
< 30	0	0	0	0%	0	0	0	0%	0	0	0	0%
30-50	0	0	0	0%	0	0	0	0%	13	2	15	15%
> 50	0	0	0	0%	0	0	0	0%	12	0	12	14%

GRI 401-3 Parental leave

	Women	Men	Total
Total number of employees that were entitled to parental leave	61	36	97
Total number of employees that took parental leave	61	36	97
Total number of employees that returned to work in the reporting period after parental leave ended	32	36	68
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	30	33	63
Return to work rate	52%	100%	70%

GRI 403-9 Number and rate of recordable work-related injuries, with high-consequence or fatalities, by country

NUMBER AND RATE OF INJURIES PER MILLION HOURS WORKED - GROUP

Here are the incidents that occurred during the home-to-work commute not organized by the Group companies (commuting, not included in the rate calculation), work-related accidents lasting more than 24 hours, those resulting in severe consequences (180 days or more), and fatalities and/or permanent injuries.

Employees Number of events	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Commuting	--	--	--	--	--	--	8	10	18
Managers	--	--	--	--	--	--	0	1	1
Middle managers	--	--	--	--	--	--	0	1	1
Office workers	--	--	--	--	--	--	8	1	9
Production workers	--	--	--	--	--	--	0	7	7
Total injuries *	--	--	5	--	--	5	3	8	11
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	1	0	1
Office workers *	--	--	--	--	--	--	2	0	2
Production workers	--	--	--	--	--	--	0	8	8
Fatalities and/or permanent injuries	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries > 180	--	--	0	--	--	1	0	1	1
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	1	1
Injuries < 180	--	--	5	--	--	4	3	7	10
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	1	0	1
Office workers *	--	--	--	--	--	--	2	0	2
Production workers	--	--	--	--	--	--	0	7	7
Hours worked	--	--	1,175,025	--	--	1,504,757	1,211,203	1,103,493	2,314,696
Managers	--	--	--	--	--	--	29,279	107,623	136,902
Middle managers	--	--	--	--	--	--	109,277	142,832	252,109
Office workers	--	--	--	--	--	--	700,670	264,650	965,320
Production workers	--	--	--	--	--	--	371,977	588,388	960,365
Days lost	--	--	68	--	--	419	30	359	389
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	3	0	3
Office workers *	--	--	--	--	--	--	27	0	27
Production workers	--	--	--	--	--	--	0	359	359

* The data for 2021 and 2022 have been updated due to the reclassification of some accidental events.

Employees Injury rate	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries *	--	--	4.3	--	--	3.3	2.5	7.2	4.8
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	9.2	0.0	4.0
Office workers *	--	--	--	--	--	--	2.9	0.0	2.1
Production workers	--	--	--	--	--	--	0.0	13.6	8.3
Injuries > 180	--	--	0.0	--	--	0.7	0.0	0.9	0.4
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	1.7	1.0
Injuries < 180 *	--	--	4.3	--	--	2.7	2.5	6.3	4.3
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	9.2	0.0	4.0
Office workers *	--	--	--	--	--	--	2.9	0.0	2.1
Production workers	--	--	--	--	--	--	0.0	11.9	7.3

* The data for 2021 and 2022 have been updated due to the reclassification of some accidental events.

Employees Occupational diseases	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

Non-employees	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	0	--	--	0	0	2	2
Fatalities	--	--	0	--	--	0	0	0	0
Other injuries	--	--	0	--	--	0	0	2	2
Hours worked	--	--	60,052	--	--	59,119	15,303	66,964	82,266
Frequency index	--	--	0	--	--	0	0	30	30
Injuries > 180	--	--	0	--	--	0	0	0	0
Injuries < 180	--	--	0	--	--	0	0	30	30
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

NUMBER AND RATE OF INJURIES PER MILLION HOURS WORKED - ITALY

Employees Number of events	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Commuting	--	--	--	--	--	--	6	3	9
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	6	0	6
Production workers	--	--	--	--	--	--	0	3	3
Total injuries *	--	--	5	--	--	4	1	8	9
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers *	--	--	--	--	--	--	1	0	1
Production workers	--	--	--	--	--	--	0	8	8
Fatalities and/or permanent injuries	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries > 180	--	--	0	--	--	1	0	1	1
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	1	1
Injuries < 180	--	--	5	--	--	3	1	7	8
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers *	--	--	--	--	--	--	1	0	1
Production workers	--	--	--	--	--	--	0	7	7
Hours worked	--	--	1,131,633	--	--	1,451,325	877,997	1,000,103	1,878,100
Managers	--	--	--	--	--	--	25,338	103,574	128,912
Middle managers	--	--	--	--	--	--	84,518	123,862	208,380
Office workers	--	--	--	--	--	--	658,129	247,023	905,152
Production workers	--	--	--	--	--	--	110,012	525,644	635,656
Days lost	--	--	0	--	--	192	13	359	372
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers *	--	--	--	--	--	--	13	0	13
Production workers	--	--	--	--	--	--	0	359	359

* The data for 2021 and 2022 have been updated due to the reclassification of some accidental events.

Employees Injury rate	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries *	--	--	4.4	--	--	2.8	1.1	8.0	4.8
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers *	--	--	--	--	--	--	1.5	0.0	1.1
Production workers	--	--	--	--	--	--	0.0	15.2	12.6
Injuries > 180	--	--	0.0	--	--	0.7	0.0	1.0	0.5
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	1.9	1.6
Injuries < 180 *	--	--	4.4	--	--	2.1	1.1	7.0	4.3
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers *	--	--	--	--	--	--	1.5	0.0	1.1
Production workers	--	--	--	--	--	--	0.0	13.3	11.0

* The data for 2021 and 2022 have been updated due to the reclassification of some accidental events.

Employees Occupational diseases	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

Non-employees	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	0	--	--	0	0	2	2
Fatalities	--	--	0	--	--	0	0	0	0
Other injuries	--	--	0	--	--	0	0	2	2
Hours worked	--	--	60,052	--	--	57,752	15,303	66,964	82,266
Frequency index	--	--	33	--	--	0	0	30	30
Injuries > 180	--	--	0	--	--	0	0	0	0
Injuries < 180	--	--	33	--	--	0	0	30	30
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

NUMBER AND RATE OF INJURIES PER MILLION HOURS WORKED - UK

Employees Number of events	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Commuting	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Total injuries	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Fatalities and/or permanent injuries	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries > 180	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries < 180	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Hours worked	--	--	8,832	--	--	12,553	8,153	7,520	15,673
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	1,496	5,640	7,136
Office workers	--	--	--	--	--	--	6,657	1,880	8,537
Production workers	--	--	--	--	--	--	0	0	0
Days lost	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0

Employees Injury rate	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	0.0	--	--	0.0	0.0	0.0	0.0
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	0.0	0.0
Injuries > 180	--	--	0.0	--	--	0.0	0.0	0.0	0.0
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	0.0	0.0
Injuries < 180	--	--	0.0	--	--	0.0	0.0	0.0	0.0
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	0.0	0.0

Employees Occupational diseases	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

Non-employees	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	0	--	--	0	0	0	0
Fatalities	--	--	0	--	--	0	0	0	0
Other injuries	--	--	0	--	--	0	0	0	0
Hours worked	--	--	0	--	--	0	0	0	0
Frequency index	--	--	0	--	--	0	0	0	0
Injuries > 180	--	--	0	--	--	0	0	0	0
Injuries < 180	--	--	0	--	--	0	0	0	0
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

NUMBER AND RATE OF INJURIES PER MILLION HOURS WORKED - USA

Employees Number of events	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Commuting	--	--	--	--	--	--	2	7	9
Managers	--	--	--	--	--	--	0	1	1
Middle managers	--	--	--	--	--	--	0	1	1
Office workers	--	--	--	--	--	--	2	1	3
Production workers	--	--	--	--	--	--	0	4	4
Total injuries	--	--	0	--	--	1	1	0	1
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	1	0	1
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Fatalities and/or permanent injuries	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries > 180	--	--	0	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries < 180	--	--	0	--	--	1	1	0	1
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	1	0	1
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Hours worked	--	--	34.560	--	--	36.975	32.335	36.588	68.923
Managers	--	--	--	--	--	--	2.080	2.080	4.160
Middle managers	--	--	--	--	--	--	5.752	9.401	15.153
Office workers	--	--	--	--	--	--	24.503	14.357	38.860
Production workers	--	--	--	--	--	--	-	10.750	10.750
Days lost	--	--	0	--	--	85	3	0	3
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	3	0	3
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0

Employees Injury rate	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	0.0	--	--	27.0	30.9	0.0	14.5
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	173.9	0.0	66.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	0.0	0.0
Injuries > 180	--	--	0.0	--	--	0.0	0.0	0.0	0.0
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	0.0	0.0	0.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	0.0	0.0
Injuries < 180	--	--	0.0	--	--	27.0	30.9	0.0	14.5
Managers	--	--	--	--	--	--	0.0	0.0	0.0
Middle managers	--	--	--	--	--	--	173.9	0.0	66.0
Office workers	--	--	--	--	--	--	0.0	0.0	0.0
Production workers	--	--	--	--	--	--	0.0	0.0	0.0

Employees Occupational diseases	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

Non-employees	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	0	--	--	0	0	0	0
Fatalities	--	--	0	--	--	0	0	0	0
Other injuries	--	--	0	--	--	0	0	0	0
Hours worked	--	--	-	--	--	1,367	0	0	0
Frequency index	--	--	0	--	--	0	0	0	0
Injuries > 180	--	--	0	--	--	0	0	0	0
Injuries < 180	--	--	0	--	--	0	0	0	0
Deaths due to occupational disease	--	--	0	--	--	0	--	--	0
Cases of occupational disease	--	--	0	--	--	0	--	--	0

NUMBER AND RATE OF INJURIES PER MILLION HOURS WORKED – FRANCE

Employees Number of events	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Commuting	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Total injuries	--	--	--	--	--	0	1	0	1
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	1	0	1
Production workers	--	--	--	--	--	--	0	0	0
Fatalities and/or permanent injuries	--	--	--	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries > 180	--	--	--	--	--	0	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries < 180	--	--	--	--	--	0	1	0	1
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	1	0	1
Production workers	--	--	--	--	--	--	0	0	0
Hours worked	--	--	--	--	--	3,904	6,986	2,567	9,553
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	676	2,069	2,745
Office workers	--	--	--	--	--	--	6,310	498	6,808
Production workers	--	--	--	--	--	--	0	0	0
Days lost	--	--	--	--	--	0	14	0	14
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	14	0	14
Production workers	--	--	--	--	--	--	0	0	0

Employees Injury rate	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	--	--	--	0.0	143.2	0.0	104.7
<i>Managers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Middle managers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Office workers</i>	--	--	--	--	--	--	158.5	0.0	146.9
<i>Production workers</i>	--	--	--	--	--	--	0.0	0.0	0.0
Injuries > 180	--	--	--	--	--	0.0	0.0	0.0	0.0
<i>Managers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Middle managers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Office workers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Production workers</i>	--	--	--	--	--	--	0.0	0.0	0.0
Injuries < 180	--	--	--	--	--	0.0	143.2	0.0	104.7
<i>Managers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Middle managers</i>	--	--	--	--	--	--	0.0	0.0	0.0
<i>Office workers</i>	--	--	--	--	--	--	158.5	0.0	146.9
<i>Production workers</i>	--	--	--	--	--	--	0.0	0.0	0.0

Employees Occupational diseases	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Deaths due to occupational disease	--	--	--	--	--	0	--	--	0
Cases of occupational disease	--	--	--	--	--	0	--	--	0

Non-employees	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total injuries	--	--	--	--	--	0	0	0	0
<i>Fatalities</i>	--	--	--	--	--	0	0	0	0
<i>Other injuries</i>	--	--	--	--	--	0	0	0	0
Hours worked	--	--	--	--	--	0	0	0	0
Frequency index	--	--	--	--	--	0	0	0	0
<i>Injuries > 180</i>	--	--	--	--	--	0	0	0	0
<i>Injuries < 180</i>	--	--	--	--	--	0	0	0	0
Deaths due to occupational disease	--	--	--	--	--	0	--	--	0
Cases of occupational disease	--	--	--	--	--	0	--	--	0

NUMBER AND RATE OF INJURIES PER MILLION HOURS WORKED – ROMANIA

Employees Number of events	2021			2022			2023		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Commuting	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Total injuries	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Fatalities and/or permanent injuries	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries > 180	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Injuries < 180	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0
Hours worked	--	--	--	--	--	--	285,733	56,714	342,447
Managers	--	--	--	--	--	--	1,861	1,969	3,830
Middle managers	--	--	--	--	--	--	16,835	1,860	18,695
Office workers	--	--	--	--	--	--	5,072	892	5,964
Production workers	--	--	--	--	--	--	261,965	51,993	313,958
Days lost	--	--	--	--	--	--	0	0	0
Managers	--	--	--	--	--	--	0	0	0
Middle managers	--	--	--	--	--	--	0	0	0
Office workers	--	--	--	--	--	--	0	0	0
Production workers	--	--	--	--	--	--	0	0	0

GRI 405-1b Diversity of employees

NUMBER OF EMPLOYEES BY GENDER AND AGE GROUP

		2022		2023	
		n.	%	n.	%
Managers	Total	60		72	
	Total	12	20%	14	19%
Manager - Women	Under 30	0	0%	0	0%
	30-50	8	13%	10	14%
	Over 50	4	7%	4	6%
	Total	48	80%	58	81%
Manager - Men	Under 30	1	2%	1	1%
	30-50	30	50%	42	58%
	Over 50	17	28%	15	21%
Middle managers	Total	91		113	
	Total	34	37%	45	40%
Middle Manager - Women	Under 30	0	0%	2	2%
	30-50	22	24%	34	30%
	Over 50	12	13%	9	8%
	Total	57	63%	68	60%
Middle Manager - Men	Under 30	4	4%	4	4%
	30-50	41	45%	49	43%
	Over 50	12	13%	15	13%
Office workers	Total	473		656	
	Total	357	75%	503	77%
Office workers - Women	Under 30	101	21%	143	22%
	30-50	207	44%	297	45%
	Over 50	49	10%	63	10%
	Total	116	25%	153	23%
Office workers - Men	Under 30	20	4%	32	5%
	30-50	76	16%	96	15%
	Over 50	20	4%	25	4%
Production workers	Total	346		388	
	Total	39	11%	75	19%
Production workers - Women	Under 30	3	1%	6	2%
	30-50	24	7%	47	12%
	Over 50	12	3%	22	6%
	Total	307	89%	313	81%
Production workers - Men	Under 30	56	16%	51	13%
	30-50	202	58%	207	53%
	Over 50	49	14%	55	14%

European Taxonomy Regulation (UE) 2020/852

The reporting has implemented the relevant updates introduced in 2023.

The volumes of turnover, capital expenditure and operating expenses that appear in the denominator of the indicators coincide with those reported in the 2023 Financial Report.

The values in the denominator correspond to net revenues for the turnover indicator, to increases in tangible and intangible assets considered before depreciation, depreciation and any revaluation for the capital expenditure indicator, and to non-capitalised direct costs related to research and development, building renovations, short-term rentals, maintenance and repairs of property, plant and machinery, and other direct expenses necessary for the continuous and effective operation of the assets for the operating expenses indicator.

The turnover volume relating to the aligned and eligible activity "Production of electricity using solar photovoltaic technology" includes the entire net revenues of the company Solar Rooftop S.r.l, approximately 25% of the net revenues of Rovale S.r.l - both controlled by Italgem S.p.A. - and a share attributable to the photovoltaic production of Italgem itself, equal to approximately 1% of its net revenues.

The turnover volume relating to the aligned and eligible activity "Production of electrical energy from hydroelectric energy" includes approximately 75% of the net revenues of the company Rovale S.r.l, the entirety of the net revenues of the companies Idrodezzo S.r.l and Idroenergy S.r.l, dedicated exclusively to hydroelectric production and also controlled by Italgem S.p.A., and the share of turnover attributable to hydroelectric production of Italgem itself (approximately 99%). These values were determined on the basis of the companies' analytical accounting for the 2023 financial year.

The assignment of capitalized (CapEx) and non-capitalized (OpEx) expenses to the numerator was conducted through a reconciliation between the accounting information collected by the management systems of the individual portfolio companies, the aligned and eligible activities and the respective description. With the exception of Italgem S.p.A. and its subsidiaries, which carry out activities that are eligible and aligned with climate objectives, or comply with the substantial contribution and DNSH (Do Not Significant Harm) criteria of the "Climate change mitigation" and "Climate change adaptation" objectives in compliance with the minimum guarantees safeguard, the remaining companies falling within the scope of consolidation of the Italmobiliare Group as of 31 December 2023 do not carry out activities eligible for any of the six environmental objectives and do not currently have CapEx plans aimed at increasing the share of aligned activities. The trend in CapEx and OpEx expenses is therefore attributable to the investments made by the companies, as part of their ESG Plans, with the aim of reducing the carbon footprint of the activities carried out, the strategic development objectives of the business and specific production and management needs.

	Proportion Turnover/ Total turnover		Proportion CapEx/total CapEx		Proportion di OpEx/total OpEx	
	Aligned	Eligible	Aligned	Eligible	Aligned	Eligible
CCM	8.4%	8.4%	19.5%	49.5%	9.3%	9.8%
CCA	8.4%	8.4%	19.5%	50.9%	9.3%	10.9%
WTR	-	-	-	-	-	-
CE	-	-	-	12.1%	-	0.003%
PPC	-	-	-	-	-	-
BIO	-	-	-	-	-	-

ITALMOBILIARE
INVESTMENT HOLDING

REPORTING

REPORTING

Scope and methodology

The 2023 Sustainability Report was drawn up in accordance with the most recent "Reporting Standards" defined by the Global Reporting Initiative (GRI). The Group is already working to prepare the transition to the European Sustainability Reporting Standards (ESRS), which will be applied from 2024 reporting.

The Sustainability Report includes the services, data and information on the parent company Italmobiliare and on all the companies consolidated on a line-by-line basis in the Annual Report, excluding those which, due to the insignificance of the business (% NAV, assets, number of employees) or due to the absence of significant environmental, social or governance aspects or because of the type of business, are considered irrelevant in order to represent the Group's sustainable strategy.

In the event of changes to the scope of consolidation during the year, such as the acquisition or sale of companies or changes in the percentage of control, the data and information relating to these companies will in principle be included or excluded in accordance with the Annual Report or in any case in the following cases:

- For companies that entered the scope of consolidation in the first 6 months of the year, figures and information are normally included in the Sustainability Report for the entire year.
- For companies that entered the scope of consolidation in the last 6 months of the year, the figures and information are normally excluded from the Sustainability Report.
- For companies that were excluded from the scope of consolidation in the first 6 months of the year, the situation is considered case by case whether to include or exclude the figures and information in the Sustainability Report for the entire year.

For Portfolio Companies that are controlled but not yet consolidated and other affiliates, key figures and information are provided. The following table summarizes the evolution of the reporting perimeter, over years.

	Investment date	2021	2022	2023
Parent Company and controlled Portfolio Companies				
Italmobiliare		✓	✓	✓
Italgen	July 2016	✓	✓	✓
Clessidra	September 2016	✓	✓	✓
Caffè Borbone	May 2018	✓	✓	✓
Capitelli	December 2019	✓	✓	✓
Officina Profumo-Farmaceutica di Santa Maria Novella	January 2020	✓	✓	✓
Casa della Salute	December 2020	✓	✓	✓
Callmewine	December 2020	✓	✓	✓
SIDI Sport	October 2022		Info	✓
Affiliated Portfolio Companies				
Tecnica Group	November 2017	info	info	info
Iseo	October 2018	info	info	info
AGN ENERGIA	January 2019	info	info	info
Bene Assicurazioni	apr-22		info	info

Although fully controlled and consolidated, Franco Tosi Ventures, Crédit Mobilier de Monaco, Italmobiliare Servizi (only energy consumption is accounted), Punta Ala and SEPAC are not included, as their activities are not relevant

to the Group's sustainable strategy. Together they represent less than 5% of NAV, have a very limited number of employees, and have no significant environmental, social or governance aspects.

The scope of the economic and financial data and information in this Report is the same as that of the Consolidated Financial Statements of the Italmobiliare Group on 31 December 2023, but may vary according to the materiality of these topics for the various Group companies, as detailed in the document. Minor administrative and commercial offices, which are not relevant to the Group's sustainable strategy, are excluded.

		Italmobiliare Group and Parent Company			Consolidated Portfolio Companies						
		Group	Italmobiliare	Caffè Borbone	Officina SMN	Italgen	Casa della Salute	Capitelli	Callmewine	SIDI Sport	Clessidra
Governance	Economic result and shared value	✓									
	Governance and integrity	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Responsible investments	✓									✓
	Procurement and supply chain	✓		✓	✓	✓	✓	✓	✓	✓	
Society	Human capital development	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Health, safety and wellbeing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Product and service stewardship	✓		✓	✓	✓	✓	✓	✓	✓	
	Market and community	✓		✓	✓	✓		✓	✓	✓	✓
Environment	Responsible use of resources	✓		✓	✓	✓	✓	✓	✓	✓	
	Low-carbon transition	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Land and biodiversity					✓					

With specific reference to the accountings of the carbon footprint, the following categories were considered as material and included in calculations or estimates.

	Italmobiliare	Caffè Borbone	Officina SMN	Italgen	Casa della Salute	Capitelli	Callmewine	SIDI Sport	Clessidra
Scope 1 direct emissions	✓	✓	✓	✓	✓	✓	✓	✓	✓
Scope 2 indirect emissions	✓	✓	✓	✓	✓	✓	✓	✓	✓
Scope 3 value chain emissions	✓	✓	✓	✓	✓	✓	✓	✓	✓
1 Purchased goods and services		✓	✓		✓	✓	✓	✓	
2 Capital goods					✓				
3 Fuel- and energy-related activities	✓	✓	✓	✓	✓	✓	✓	✓	✓
4 Upstream logistics		✓	✓		✓	✓	✓	✓	
5 Waste generated in operations		✓	✓	✓	✓	✓	✓	✓	
6 Business travel	✓	✓	✓	✓	✓	✓	✓	✓	✓
7 Employee commuting	✓	✓	✓	✓	✓	✓	✓	✓	✓
8 Upstream leased assets			✓				✓		
9 Downstream logistics		✓	✓			✓	✓	✓	
10 Processing of sold products		✓							
11 Use of sold products		✓	✓						
12 End-of-life treatment of products		✓	✓			✓	✓	✓	
13 Downstream leased assets									
14 Franchises									
15 Investments	✓								✓

Estimates were used as little as possible to give a true representation of performance and to ensure that the figures are reliable. Where estimates have been used, they are based on the best available methodologies and

appropriately reported. The data relating to the financial year 2021 and 2022 are reported for comparative purposes in order to facilitate the understanding of the performance trend.

For the years 2021 and 2022, some restatements of previously reported data were necessary to correct some past errors in data collection or to align the calculation methodologies to those used in 2023. Most restatements are not material. Some of them, detailed in the table below, are significant and have been highlighted in all the data tables concerned, including those concerning consolidation at Group level.

Company	Restated data	Explanation	Page
Italmobiliare Group	Water withdrawal, discharge, and consumption	2021 and 2022 data have been updated, adding Caffè Borbone's data in the accounts.	F35
All companies included in the carbon footprinting	GHG Scope 2 LB emissions	Since 2023, with retroactive effect, the emission factor source has been modified. Factors used are expressed in tCO ₂ /kWh. However, the contribution of methane and nitrogen protoxide on total greenhouse gas emissions (CO ₂ e) is marginal, according to the technical literature used as reference.	F126
Italmobiliare Group	GHG Scope 3 emissions Investments	2021 and 2022 data have been updated, considering the same scope used for 2023.	F36
Clessidra	GHG Scope 3 emissions Investments		F114
Caffè Borbone	Employees injuries at work	Reclassification of some accidental events occurred in 2021 and 2022.	F14, F30, F47, F129, F130, F131, F132
	GHG Scope 3 emissions Purchased goods and services	2021 and 2022 data, previously calculated using almost exclusively factors from scientific literature or sector studies, have been recalculated based on the best availability of primary data collected in 2023	F36, F51
	GHG Scope 3 emissions Use of sold products		
Officina Profumo-Farmaceutica di Santa Maria Novella	GHG Scope 3 emissions Use of sold products		F36, F61

The "Supplementary Data" section is an integral part of this document. It contains the detailed information and data, in order to give complete evidence of the coverage of the GRI indicators associated with each theme that emerged as material. The Group has implemented a reporting process of non-financial information which involved the subsidiaries, both in the definition of material issues and by sharing the reporting model established by the Parent Company.

The **materiality matrix** is built as the weighted aggregation of the individual materiality matrices of Italmobiliare and each Portfolio Company. For each entity, the applied methodology provides for three evaluation elements:

- With the support of Italmobiliare Sustainability Department, the first-line functions rate the sustainability matters.
 - **Financial materiality:** risks or opportunities that have a material influence, or are likely to have a material influence, on the undertaking's cash flows, development, performance, position, cost of capital or access to finance in the short-, medium- and long-term time horizons.
 - **Impact materiality:** relevant actual or potential, positive or negative impacts on people or the environment over the short-, medium- and long-term time horizons. Impacts include those linked to entities direct operations and value chain, also through their products, services or business relationships.
- The functions of the Holding examine the evaluation carried out by the Portfolio Company, proposing alternatives or additions, when necessary.
- The evaluation of the impact materiality is collected through dedicated questionnaires, interviews, or other engagement tools directly from the other relevant stakeholders for the specific Company.

Further to the perimeter and weighting adjustments, the 2023 update saw the refinement of the assessment of some particularly strategic topics, such as the low-carbon transition in line with the Group's decarbonisation commitment. The matrix was presented and discussed in the Sustainability and Social Responsibility Committee, approved by the Board of Directors and made operational by management. The data collected on the three evaluation levels are appropriately weighted and graphically represented (page F16). To make the matrix more communicative, material topics have been aggregated into macro-issues, following the reconciliation table hereunder.

Macro-issues	Material impacts	GRI standard	
Economic results and shared value	Continuity of creation of the economic value and safeguard of the capital soundness	201	Economic performance
	Fair distribution of the economic value to stakeholders (business partners, employees, clients, communities,...) Capability to mitigate related financial risks through a sustainable strategy, including climate action		
Governance and integrity	Compliance with the law, for example, as regards anti-corruption, antitrust, environment, human rights and labour Active contribution to the dissemination of ethics, legality, and sustainability along the value chain (e.g.: suppliers, clients)	205	Anti-corruption
		206	Anti-competitive behavior
		207	Tax
Procurement and supply chain	Selection of suppliers based on ethical criteria and environmental and social performances aligned with the Company Establishment and maintenance of solid and mutually advantageous partnerships with suppliers of goods and services, also considering local companies Shared attention to environmental, social and governance aspects with suppliers, and engagement in the implementation of responsible practices	204	Procurement practices
		407	Freedom of association and collective bargaining
		408	Child labor
		409	Forced or compulsory labor
Human capital development	Compliance with labour rights (e.g. child labour, forced labour, freedom of association) Enhancement of gender equality and diversity in its different aspects, for example by ensuring non-discriminatory practices in terms of employees recruitment, management and remuneration Promotion of personal growth through skills mapping, continuous training, performance evaluation and development paths Provision of supplementary benefits and work-life balance opportunities	202	Market presence
		401	Employment
		402	Labor/management relations
		404	Training and education
		405	Diversity and equal opportunity
Health, safety and wellbeing	Support and compliance of the health and safety of employees and people accessing the workplace (suppliers, guests, clients)	401	Employment
		403	Occupational health and safety
Product and service stewardship	Compliance of products and services with regulations and voluntary codes, health, safety, environment, labelling, product/service communication and marketing Development of sustainable and innovative products and services, through attention to components, ingredients, production processes, packaging, distribution methods, and end-of-life management Promotion of responsible consumption and lifestyles conscious of social and environmental impacts	416	Customer health and safety
Market and community	Development and maintenance of strong relationships with markets, even through the communication of economic and ESG performances	417	Marketing and labeling
		418	Customer privacy
Responsible use of resources	Optimization and reduction in consumption of raw, associated process or for packaging materials, with a preference for renewable or recycled materials Optimization and reduction in thermal and electric energy consumption Optimization and reduction in direct and indirect water consumption, particularly if withdrawn from areas with water stress Containment of by-products and waste generation and promotion of their recovery and reuse	301	Materials
		302	Energy
		303	Water and effluents
		306	Waste
Low-carbon transition	Reduction of GHG emissions generated by company operations Reduction of GHG emissions generated by upstream and downstream companies (e.g. supply of raw materials, logistics, distribution and use of products) Contribution to energy transition and climate change mitigation through the production and use of energy from renewable sources	305	Emissions
Land and biodiversity	Prevention and mitigation of negative impacts generated by water discharge	304	Biodiversity

This Sustainability Report, which is drawn up on an annual basis, was approved by the Risks and Sustainability Committee of Italmobiliare S.p.A. at its meeting of February 21, 2024 and by the Board of Directors on March 7, 2024.

The Report is also subject to a limited review (or "limited assurance engagement" according with the criteria indicated by ISAE 3000 Revised) by Deloitte & Touche S.p.A. which, at the end of its work, releases a specific report on the consistency of the information provided in the consolidated non-financial statement prepared by Italmobiliare S.p.A. in accordance with Legislative Decree 254/2016.

This document is available at: <https://www.italmobiliare.it/en/sustainability/sustainability-report>. For information or clarification, contact the company at the email address IR@Italmobiliare.it.

UN Global Compact: Communication On Progress (COP)



The Italmobiliare Group adheres to the United Nations Global Compact by means of a declaration of commitment - both formal and substantial - to promote a healthy, inclusive and sustainable global economy, respectful of human and labour rights, capable of protecting the environment and actively involved in every aspect of business integrity. To this end, Italmobiliare shares, supports and applies the 10 fundamental principles of the Global Compact in its sphere of influence and actively contributes to the achievement of the United Nations Sustainable Development Goals.

The Sustainability Report contains the information necessary for the Communication on Progress (COP), formally due to report on progresses in the implementation. The following table makes reference to the appropriate sections of the Report. The graph on page F15 details the direct and indirect contribution to the SDGs.

Principles of the Global Compact		Material topics and sections of the Report
HUMAN RIGHTS		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	GOVERNANCE AND INTEGRITY RESPONSIBLE INVESTMENTS PROCUREMENT AND SUPPLY CHAIN HUMAN CAPITAL DEVELOPMENT HEALTH, SAFETY AND WELLBEING PRODUCT AND SERVICE STEWARDSHIP
Principle 2	make sure that they are not complicit in human rights abuses.	MARKET AND COMMUNITIES RESPONSIBLE USE OF RESOURCES LOW-CARBON TRANSITION LAND AND BIODIVERSITY
LABOUR		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	GOVERNANCE AND INTEGRITY RESPONSIBLE INVESTMENTS
Principle 4	the elimination of all forms of forced and compulsory labour;	PROCUREMENT AND SUPPLY CHAIN
Principle 5	the effective elimination of child labour; and	HUMAN CAPITAL DEVELOPMENT
Principle 6	the elimination of discrimination in respect of employment and occupation.	
ENVIRONMENT		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	RESPONSIBLE INVESTMENTS PRODUCT AND SERVICE STEWARDSHIP
Principle 8	undertake initiatives to promote greater environmental responsibility; and	RESPONSIBLE USE OF RESOURCES
Principle 9	encourage the development and diffusion of environmentally friendly technologies.	LOW-CARBON TRANSITION LAND AND BIODIVERSITY
ANTI-CORRUPTION		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	GOVERNANCE AND INTEGRITY RESPONSIBLE INVESTMENTS PROCUREMENT AND SUPPLY CHAIN MARKET AND COMMUNITIES

Non-Financial Report (NFR)

The Sustainability Report contains the information necessary to meet the requirements of the consolidated non-financial report (NFR) in compliance with Legislative Decree 254/16. As required by Art. 5 of the Decree itself, is published separately from the management report.

The document reports on the issues deemed relevant and foresees by Art. 3 and by Art. 4 of Legislative Decree 254/2016 with reference to the 2022 financial year (from 1 January to 31 December), to the extent necessary to ensure the understanding of the business activity, its trend, results, social and environmental impacts.

The definition of the relevant issues for the Italmobiliare Group and its stakeholders took place on the basis of the structured materiality analysis process described in the “Strategy, materiality and SDGs” paragraph of this document.

The following table summarises the main elements.

Themes requested by Legislative Decree 254/16	Material topics and sections of the Report
a) The business model for the management and organization of the company's activities, including any organization and management models adopted pursuant to article 6, paragraph 1, letter a), of legislative decree 231, also with reference to the management of the aforementioned issues	GOVERNANCE AND INTEGRITY RESPONSIBLE INVESTMENTS PROCUREMENT AND SUPPLY CHAIN
b) The policies enforced by the company, including those related to due diligence, the results achieved and the key performance indicators of non-financial nature	
c) The policies enforced by the company, including those related to due diligence, the results achieved and the key performance indicators of non-financial nature	
Environment	
a) The use of energy resources, distinguishing between those produced from renewable and non-renewable sources, and the use of water resources	RESPONSIBLE USE OF RESOURCES LOW-CARBON TRANSITION LAND AND BIODIVERSITY
b) Greenhouse gas emissions and polluting emissions into the atmosphere	
c) The impact, where possible on the basis of hypotheses or realistic scenarios even in the medium term, on the environment as well as on health and safety, associated with risk factors or other relevant environmental and health risk factors	
Social aspects related to personnel and respect for human rights	
c) The impact, where possible on the basis of hypotheses or realistic scenarios even in the medium term, on the environment as well as on health and safety, associated with risk factors or other relevant environmental and health risk factors	HUMAN CAPITAL DEVELOPMENT HEALTH, SAFETY AND WELLBEING PRODUCT AND SERVICE STEWARDSHIP MARKET AND COMMUNITIES
d) Social aspects and aspects relating to personnel management, including the actions taken to guarantee gender equality, the measures aimed at implementing the conventions of international and supranational organizations on the subject, and the ways in which dialogue with the social partners	
e) Respect for human rights, the measures adopted to prevent violations, as well as the actions taken to prevent discriminatory attitudes and actions	
Fight against active and passive corruption	
f) Fight against both active and passive corruption, with indication of the tools adopted for this purpose	GOVERNANCE AND INTEGRITY RESPONSIBLE INVESTMENTS

GRI standards

		Page / Remarks	Omissions
GRI 2	General Disclosures 2021		
2-1	Organizational details	F11	
2-2	Entities included in the organization's sustainability reporting	F148	
2-3	Reporting period, frequency and contact point	F148	
2-4	Restatements of information	F150	
2-5	External assurance	F159	
2-6	Activities, value chain and other business relationships	F11, F124	
2-7	Employees	F122	
2-8	Workers who are not employees	F123	
2-9	Governance structure and composition	F18, Report on Corporate Governance and the Ownership Structure, II. Board of Directors - "Composition"	
2-10	Nomination and selection of the highest governance body	Report on Corporate Governance and the Ownership Structure, II. Board of Directors - "Appointment and replacement of Directors"	
2-11	Chair of the highest governance body	Report on Corporate Governance and the Ownership Structure, II. Board of Directors - "Composition"	
2-12	Role of the highest governance body in overseeing the management of impacts	F18, F19	
2-13	Delegation of responsibility for managing impacts	F18, F19	
2-14	Role of the highest governance body in sustainability reporting	F18	
2-15	Conflicts of interest	Report on Corporate Governance and the Ownership Structure 2023, VI. Codes of conduct, procedures and other corporate governance practices, "Directors' interests and transactions with related parties"	
2-16	Communication of critical concerns	F19, F21	
2-17	Collective knowledge of the highest governance body	Report on Corporate Governance and the Ownership Structure, II. Board of Directors - "Role and duties"	
2-18	Evaluation of the performance of the highest governance body	Report on Corporate Governance and the Ownership Structure, II. Board of Directors - "Role and duties"; Remuneration Report 2023, II, Report on the Remuneration Policy 2023	
2-19	Remuneration policies	Remuneration Report 2023, II, Report on the Remuneration Policy 2023	
2-20	Process to determine remuneration	Remuneration Report 2023, II, Report on the Remuneration Policy 2023	
2-21	Annual total compensation ratio	F19, F125 - Global annual remuneration received during the year by employees present as at 31/12/2023, including the fixed component and variable remuneration from overtime work, allowances, benefits and performance-related bonuses. The remuneration of people with part-time employment contracts and of people hired during the year was calculated in terms of Full Time Equivalent.	2-21 b not reported. Data currently not available at Group level, the company is committed to developing a structured system for future reporting.
2-22	Statement on sustainable development strategy	F10, Letter to stakeholders	
2-23	Policy commitments	F19	
2-24	Embedding policy commitments	F19	
2-25	Processes to remediate negative impacts	F19	
2-26	Mechanisms for seeking advice and raising concerns	F19	
2-27	Compliance with laws and regulations	F19	
2-28	Membership associations	F33	
2-29	Approach to stakeholder engagement	F31	
2-30	Collective bargaining agreements	F29, F125	

		Page / Remarks	Omissions
GRI 3	MATERIAL TOPICS 2021		
3-1	Process to determine material topics	F149	
3-2	List of material topics	F16, F43, F53, F63, F74, F82, F92, F99, F107	
	ECONOMIC RESULTS AND SHARED VALUE		
3-3	Management of material topics	F17, F150	
GRI 201	Economic performance 2016		
201-1	Direct economic value generated and distributed	F17	
201-4	Financial assistance received from government	F17	
	GOVERNANCE AND INTEGRITY		
3-3	Management of material topics	F18, F44, F54, F64, F75, F83, F93, F100, F108, F150	
GRI 205	Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	F18	
205-2	Communication and training about anti-corruption policies and procedures	F125	
205-3	Confirmed incidents of corruption and actions taken	F20	
GRI 206	Anti-competitive behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	F21	
GRI 207	Tax 2019		
207-1	Approach to tax	F18	
207-2	Tax governance, control, and risk management	F20	
207-3	Stakeholder engagement and management of concerns related to tax	F18	
207-4	Country-by-country reporting	F20	
	RESPONSIBLE INVESTMENTS		
3-3	Management of material topics	F26, F109, F150	
	PROCUREMENT AND SUPPLY CHAIN		
3-3	Management of material topics	F31, F150	
GRI 204	Procurement practices 2016		
204-1	Proportion of spending on local suppliers	F124	
GRI 308	Supplier environmental assessment 2016		
308-1	New suppliers that were screened using environmental criteria	F45, F55, F65, F76, F84, F93, F100	
GRI 414	Supplier social assessment 2016		
414-1	New suppliers that were screened using social criteria	F45, F55, F65, F76, F84, F93, F100	
	HUMAN CAPITAL DEVELOPMENT		
3-3	Management of material topics	F29, F39, F46, F56, F66, F77, F85, F95, F102, F112, F150	
GRI 201	Economic performance 2016		
201-3	Defined benefit plan obligations and other retirement plans	F39, F66	
GRI 202	Market presence 2016		
202-2	Proportion of senior management hired from the local community	F29	
GRI 401	Employment 2016		
401-1	New employee hires and employee turnover	F127, F128	
401-3	Parental leave	F128	
GRI 404	Training and education 2016		
404-1	Average hours of training per year per employee	F29, F39, F46, F56, F66, F77, F85, F94, F101, F111, F141	
404-2	Programs for upgrading employee skills and transition assistance programs	F141	
404-3	Percentage of employees receiving regular performance and career development reviews	F29, F39, F46, F56, F66, F77, F85, F94, F101, F111	
GRI 405	Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies and employees	F28, F142, Report on Corporate Governance and the Ownership Structure, II. Board of Directors - "Composition"	

		Page / Remarks	Omissions
GRI 406	Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	In 2023 there were no episodes of discrimination	
	HEALTH, SAFETY AND WELLBEING		
3-3	Management of material topics	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112, F150	
GRI 401	Employment 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	F40	
GRI 403	Occupational health and safety 2018		
403-1	Occupational health and safety management system	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-2	Hazard identification, risk assessment, and incident investigation	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-3	Occupational health services	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-4	Worker participation, consultation, and communication on occupational health and safety	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-5	Worker training on occupational health and safety	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-6	Promotion of worker health	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-8	Workers covered by occupational health and safety management system	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112	
403-9	Work-related injuries	F30, F40, F47, F57, F67, F78, F86, F95, F102, F112 da F129 a F140	
403-10	Work-related ill health	da F129 a F140	
	PRODUCT AND SERVICE STEWARDSHIP		
3-3	Management of material topics	F30, F47, F57, F67, F78, F86, F95, F102, F150	
GRI 416	Customer health and safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023 there were no episodes of non-compliance with regulations and / or voluntary codes.	
	MARKET AND COMMUNITIES		
3-3	Management of material topics	F31, F48, F58, F68, F87, F96, F103, F112, F150	
GRI 417	Marketing and labeling 2016		
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2023 there were no episodes of non-compliance with regulations and / or voluntary codes.	
417-3	Incidents of non-compliance concerning marketing communications	In 2023 there were no episodes of non-compliance with regulations and / or voluntary codes.	
GRI 418	Customer Privacy 2016		
418-1	Substantiated complaints concerning marketing communications	F32	
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3-3	Management of material topics	F49, F59, F68, F78, F88, F96, F103, F150	
GRI 301	Materials 2016		
301-1	Materials used by weight or volume	F34, F49, F59, F88, F103	
301-2	Recycled input materials used	F34, F49, F59, F88, F103	
GRI 302	Energy 2016		
302-1	Energy consumption within the organization	F35, F50, F60, F69, F79, F89, F104	
GRI 303	Water and effluents 2018		
303-1	Interactions with water as shared resources	F35, F50, F60, F69, F79, F89, F104	
303-2	Management of water discharge and related impacts	F35, F50, F60, F69, F79, F89, F104	
303-3	Water withdrawal	F35, F50, F60, F69, F79, F89, F104	
303-4	Water discharge	F35, F50, F60, F69, F79, F89, F104	
303-5	Water consumption	F35, F50, F60, F69, F79, F89, F104	

		Page / Remarks	Omissions
GRI 306 Waste 2020			
306-1	Waste generation and significant waste-related impacts	F34, F49, F59, F70, F80, F88, F103	
306-2	Management of significant waste-related impacts	F34, F49, F59, F70, F80, F88, F104	
306-3	Waste generated	F34, F49, F59, F70, F80, F88, F105	
TRANSIZIONE LOW-CARBON			
3-3	Management of material impacts	F36, F51, F61, F71, F80, F90, F96, F105, F114, F150	
GRI 305 Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	F36, F51, F61, F71, F80, F90, F96, F105, F114	
305-2	Energy indirect (Scope 2) GHG emissions	F36, F51, F61, F71, F80, F90, F96, F105, F114	
305-3	Other indirect (Scope 3) GHG emissions	F36, F51, F61, F71, F80, F90, F96, F105, F114	
305-4	GHG emissions intensity	F36, F51, F61, F71, F80, F90, F96, F105	
LAND AND BIODIVERSITY			
3-3	Management of material topics	F72, F150	
GRI 304 Biodiversity 2016			
304-2	Significant impacts of activities, products, and services on biodiversity	F72	

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**INDEPENDENT AUDITOR'S REPORT
ON THE CONSOLIDATED NON-FINANCIAL STATEMENT PURSUANT TO ARTICLE 3,
PARAGRAPH 10 OF LEGISLATIVE DECREE No. 254 OF DECEMBER 30, 2016
AND ART. 5 OF CONSOB REGULATION N. 20267 OF JANUARY 2018**

To the Board of Directors of
Italmobiliare S.p.A.

Pursuant to article 3, paragraph 10, of the Legislative Decree no. 254 of December 30, 2016 (hereinafter "Decree") and to article 5, paragraph 1, letter g) of the CONSOB Regulation n. 20267/2018, we have carried out a limited assurance engagement on the Consolidated Non-Financial Statement of Italmobiliare S.p.A. and its subsidiaries (hereinafter "Italmobiliare Group" or "Group") as of December 31, 2023 prepared on the basis of art. 4 of the Decree, and approved by the Board of Directors on March 7, 2024 (hereinafter "NFS").

Our limited assurance engagement does not extend to the information required by art. 8 of the European Regulation 2020/852 included in the paragraph "European Taxonomy - Regulation (EU) 2020/852".

Responsibility of the Directors and the Board of Statutory Auditors for the NFS

The Directors are responsible for the preparation of the NFS in accordance with articles 3 and 4 of the Decree and the "Global Reporting Initiative Sustainability Reporting Standards" established by GRI - Global Reporting Initiative (hereinafter "GRI Standards"), which they have identified as reporting framework.

The Directors are also responsible, within the terms established by law, for such internal control as they determine is necessary to enable the preparation of NFS that is free from material misstatement, whether due to fraud or error.

The Directors are moreover responsible for defining the contents of the NFS, within the topics specified in article 3, paragraph 1, of the Decree, taking into account the activities and characteristics of the Group, and to the extent necessary in order to ensure the understanding of the Group's activities, its trends, performance and the related impacts.

Finally, the Directors are responsible for defining the business management model and the organisation of the Group's activities as well as, with reference to the topics detected and reported in the NFS, for the policies pursued by the Group and for identifying and managing the risks generated or undertaken by the Group.

The Board of Statutory Auditors is responsible for overseeing, within the terms established by law, the compliance with the provisions set out in the Decree.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

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Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. During the year covered by this assurance engagement, our auditing firm applied *International Standard on Quality Control 1 (ISQC Italia 1)* and, accordingly, maintained a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the NFS with the Decree and the GRI Standards. We conducted our work in accordance with the criteria established in the "*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "ISAE 3000 Revised"), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the NFS is free from material misstatement. Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on NFS are based on our professional judgement and included inquiries, primarily with company personnel responsible for the preparation of information included in the NFS, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

1. analysis of relevant topics with reference to the Group's activities and characteristics disclosed in the NFS, in order to assess the reasonableness of the selection process in place in light of the provisions of art.3 of the Decree and taking into account the adopted reporting standard;
2. analysis and assessment of the identification criteria of the consolidation area, in order to assess its compliance with the Decree;
3. comparison between the financial data and information included in the NFS with those included in the consolidated financial statements of the Italmobiliare Group;
4. understanding of the following matters:
 - business management model of the Group's activities, with reference to the management of the topics specified by article 3 of the Decree;

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- policies adopted by the entity in connection with the topics specified by article 3 of the Decree, achieved results and related fundamental performance indicators;
- main risks, generated and/or undertaken, in connection with the topics specified by article 3 of the Decree.

Moreover, with reference to these matters, we carried out a comparison with the information contained in the NFS and the verifications described in the subsequent point 5, letter a);

5. understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the NFS.

In particular, we carried out interviews and discussions with the management of Italmobiliare S.p.A. and with the employees of the subsidiaries Caffè Borbone S.r.l., Officina Profumo Farmaceutica di Santa Maria Novella S.p.A. and SIDI Sport S.r.l. and we carried out limited documentary verifications, in order to gather information about the processes and procedures which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the NFS.

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company's and subsidiaries' level:
 - a) with regards to qualitative information included in the NFS, and specifically with reference to the business management model, policies applied and main risks, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
 - b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;
- for the following companies and sites, Milano site for Italmobiliare S.p.A., Caivano (NA) site and production plant for Caffè Borbone S.r.l., Firenze site for Officina Profumo Farmaceutica di Santa Maria Novella S.p.A. and Maser (TV) site and production plant for SIDI Sport S.r.l., which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out site visits, during which we have met their management and have gathered supporting documentation with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the NFS of the Italmobiliare Group as of December 31, 2023 is not prepared, in all material respects, in accordance with articles 3 and 4 of the Decree and the GRI Standards.

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Our conclusion on the NFS of the Italmobiliare Group does not extend to the information required by art. 8 of the European Regulation 2020/852 included in the paragraph "European Taxonomy - Regulation (EU) 2020/852".

DELOITTE & TOUCHE S.p.A.

Signed by
Massimiliano Semprini
Partner

Milan, Italy
March 13, 2024

This report has been translated into the English language solely for the convenience of international readers.

This document has been compiled with the methodological support of

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