



# NB Aurora

## Portfolio ESG Spotlight

### October 2023

**This is a marketing communication. Before making any final decision to invest in NB Aurora SA SICAF-RAIF ("the Fund"), investors should take into account all the characteristics or objectives of the promoted fund as described in the Offering Document.**

Certain of the information contained herein represents or is based upon forward-looking statements or information, including descriptions of anticipated market changes, projected returns from unrealized investments and expectations of future Fund activity. The Fund and its affiliates believe that such statements and information are based upon reasonable estimates and assumptions. However, forward-looking statements and information are inherently uncertain and actual events or results may differ from those projected. Therefore, undue reliance should not be placed on such forward-looking statements and information.

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With the support of Deloitte

## RISK FACTORS

### ***Market Risk***

The risk of a change in the value of a position as a result of underlying market factors, including among other things, the overall performance of companies and the market perception of the global economy. In addition, as the Fund invests in businesses that are connected with less advanced countries and economies, certain risks exist.

### ***Counterparty Risk***

The risk that a counterparty will not fulfil its payment obligation for a trade, contract or other transaction, on the due date.

### ***Operational Risk***

The risk of direct or indirect loss resulting from inadequate or failed processes, people and systems including those relating to the safekeeping of assets or from external events.

### ***Concentration Risk***

The fund typically invests in a concentrated portfolio of investments and should a particular investment decline in value, this will have a pronounced effect on the overall value of the fund.

### ***Smaller Companies Risk***

Small capitalisation companies risk investing in the securities of smaller, lesser known companies may involve greater risk due to the less certain growth prospects, the lower degree of liquidity (see liquidity risk) of such shares and the greater sensitivity of small companies to changing economic conditions.

### ***Single country risk***

Where a Fund invests primarily in a single country, it may be subject to greater risk and above average market volatility than an investment in a broader range of securities covering multiple countries.



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# 1 | NEUBERGER BERMAN

Neuberger Berman (“NB”) is a private, 100% independent, employee-owned investment manager. From offices in 39 cities worldwide, the firm manages a range of strategies—including equity, fixed income, quantitative and multi-asset class, private equity, real estate and hedge funds—on behalf of institutions, intermediaries and individual investors globally. With over 2,700 employees, Neuberger Berman has built a diverse team of individuals united in their commitment to delivering compelling investment results for our clients over the long term. That commitment includes active consideration of environmental, social and governance characteristics that Neuberger Berman believes help drive long-term returns for our clients. The firm managed €443 bn in client assets as of June 30, 2023. The NB Private Markets Platform, which is one of the key platforms that compose NB’s multi-asset strategy, has been an active and successful private equity investor since 1987. NB Private Markets has a global presence with over 300 professionals in offices in the USA, Europe and Asia.

## NB Platform

<b>100%</b> INDEPENDENT, EMPLOYEE- OWNED	<b>~\$5BN</b> INVESTED BY NB EMPLOYEES AND THEIR FAMILIES IN NB STRATEGIES/ ACCOUNTS <sup>1</sup>	<b>3,439</b> ENGAGEMENT MEETINGS WITH CORPORATE MANAGEMENT TEAMS ACROSS EQUITIES IN 2022	<b>AUM: \$443 BN</b>
<b>39</b> CITIES	<b>\$443BN</b> TOTAL ASSETS UNDER MANAGEMENT	<b>2,700+</b> EMPLOYEES WORLDWIDE	<b>EQUITY   \$129BN</b>
<b>26</b> COUNTRIES	<b>96%</b> RETENTION RATE <sup>2</sup>		<b>FIXED INCOME   \$168BN</b>
			<b>ALTERNATIVES   \$145BN</b>
			<b>ESG INTEGRATION ACROSS INVESTMENT PLATFORM</b>
			<b>2012:</b> Signatory of PRI
			<b>A+:</b> 2018 – 2020 <b>5 Stars:</b> 2021 Assessment Report ESG Strategy and Governance <sup>3</sup>
			<b>A+:</b> 2018 – 2020 <b>5 Stars:</b> 2021 Assessment Report Indirect Private Equity <sup>3</sup>
			Neuberger Berman Named to 2020 PRI Leaders Group <sup>3</sup>

All information is as of June 30, 2023, except as otherwise noted. Firm data reflects the collective data for the various subsidiaries of Neuberger Berman Group LLC.

1. Includes the firm’s current and former employees, directors and, in certain instances, their permitted transferees.  
 2. Retention of MD and SVP investment professionals since becoming an independent company in 2009.  
 3. Awarded by UN-supported Principles for Responsible Investment. PRI Leaders Groups are expected to resume for 2022. Please refer to the Additional Disclosure for more information on the PRI scores.

## 2 | NB ESG APPROACH

NB has a long-standing belief that material environmental, social and governance (“ESG”) factors are an important driver of long-term investment returns from both an opportunity and a risk mitigation perspective. We also understand that for many clients the impact of their portfolio is an important consideration in conjunction with investment performance. Therefore, we take a comprehensive approach toward managing client assets, including the integration of financially material ESG criteria into our investment processes.

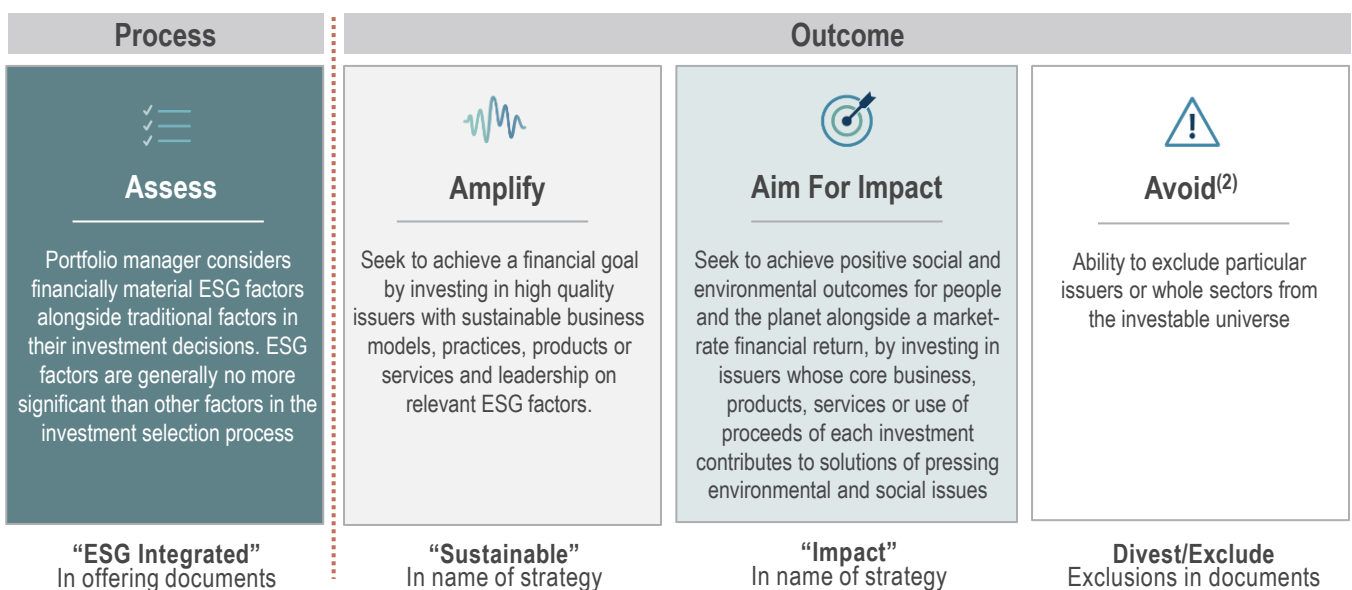
As such, we believe that material ESG factors, like any other material factor, should be incorporated in the investment decision-making process. ESG considerations can be integrated in a variety of ways to help generate enhanced returns, mitigate risk, and meet specific client objectives within a portfolio. NB believes its approach not only benefits its clients but can also support better-functioning capital markets and generate positive impacts for people and the planet as a whole.

### NB ESG Policy

Neuberger Berman’s ESG Policy provides a broad framework for its approach to ESG integration. The Policy is reviewed annually by the ESG Committee and Neuberger Berman’s Board of Directors, which are responsible for overseeing NB ESG integration efforts, setting goals, and reporting on the firm’s performance. NB’s ESG Policy applies to all investment strategies and funds across our investment platform that make an ESG-related claim and that have been approved by Neuberger Berman’s ESG Product Committee, including equities, fixed income and private markets. The Policy is intended to provide a broad framework for our approach to integrating ESG factors into our investment management for those clients who seek various degrees of ESG integration.

For all ESG integrated strategies, each investment team determines how best to achieve its ESG integration objective selecting an approach from our ESG Integration Framework: Avoid, Assess, Amplify or Aim for Impact. In building their portfolios, investment teams and portfolio managers consider whether to simply exclude particular companies (“Avoid”), reach a more holistic understanding of risk and return (“Assess”), tilt the portfolio to best-in-class<sup>(1)</sup> issuers (“Amplify”) or invest in issuers that are intentionally generating positive social/environmental impact (“Aim for Impact”).

### NEUBERGER BERMAN ESG INTEGRATION FRAMEWORK



Investment strategies’ ESG integration approaches may evolve over time. Please refer to Neuberger Berman’s ESG Policy for the full definitions. Not all investment strategies consider ESG factors. The ESG Investing team works together with respective investment teams in order to receive approval from the ESG Product Committee for appropriate taxonomy designation.

1. For purposes of the ESG Policy, “best-in-class” means issuers that are, in Neuberger Berman’s opinion, leaders compared to their peers in terms of meeting environmental, social and governance criteria.  
 2. Avoidance screens can be combined with other ESG integration strategies based on client requests.

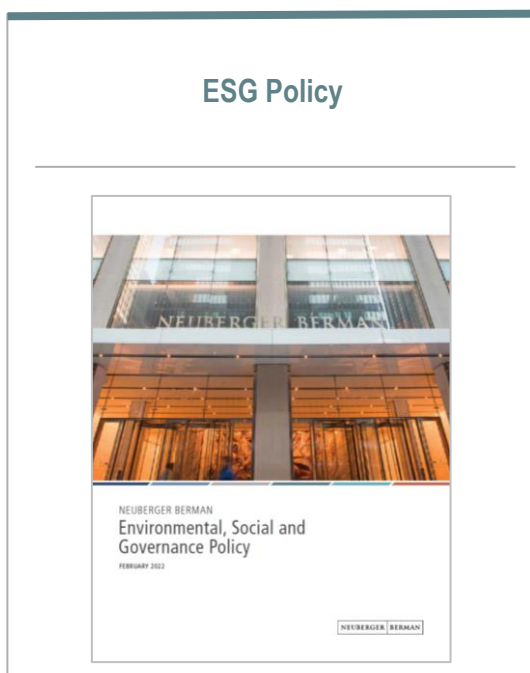
**NB Climate-related Corporate Strategy**

As an asset manager with a long-term perspective, NB recognizes the impact of climate change and that the transition toward global net-zero emissions is well underway. Ultimately, countries will be shaping policy around their Nationally Determined Contributions (NDCs), and as investors, we have to consider the impact of those policies. We are committed to understanding the climate related risks and opportunities that are material to the portfolios we manage, as well as to our business strategy and operations.

The extent to which climate considerations are factored into investment decisions is two-fold. First, in line with our fiduciary duty to our clients, we consider climate risks and opportunities that may impact the financial performance of a security or a portfolio. We believe that climate risks for many sectors are material, and therefore, we consider climate risk factors alongside any other environmental, social, and governance (ESG) or financial factor which could impair client capital. Second, we know that for many of our clients, the climate impact of their portfolio is an increasingly important consideration in conjunction with investment performance. For clients with these outcome-focused objectives, we also consider how climate risks and opportunities may contribute to the requested sustainability outcomes.

Considering the above, in March 2019, in line with voluntary disclosure recommendations of the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD), NB released its first Climate-related Corporate Strategy, which covers investment risk and opportunity, as well as the operational resilience of its business, and, in November 2021, we joined the Net Zero Asset Managers Initiative and committed to investing aligned with net-zero emissions by 2050 or sooner.

The Board reviews climate-related enterprise risk and the firm’s approach to climate related risks and opportunities at least once a year and amends the climate-related policy as needed.



### 3 | NB INDUSTRY COLLABORATIONS AND ENGAGEMENTS

Neuberger Berman became a signatory of the UN Principles for Responsible Investment (“PRI”) in 2012. In its most recent PRI Assessment, NB obtained the highest scoring<sup>(1)</sup> across all categories for its overarching approach to ESG for the third year in a row.



In the current reporting cycle, the PRI adopted a new, more stringent assessment methodology. Neuberger Berman earned 5 Stars across every asset category in which it reported and rated above the median of all reporting signatories. In addition to scoring the best possible ranking across all asset classes, the firm also obtained the highest possible score in PRI’s new private debt category and its overarching Investment & Stewardship Policy. Overall, Neuberger Berman continued to rate above the peer median in every category. In October 2020 we were named to the PRI Leaders Group, a designation awarded to only 20 of 2400+ investment manager PRI signatories<sup>(1)</sup>.



Neuberger Berman is a signatory of the UN Global Compact. By incorporating the ten principles into the firm’s business practices – including its corporate strategy, policies and procedures, and maintaining its culture of integrity – NB joins other companies in not only upholding its basic responsibilities to people and the planet, but also in setting the stage for long-term success.



At NB, we recognize that we have a responsibility to improve the functioning of capital markets as a whole by encouraging the broader implementation of ESG investing activities. To achieve this objective, NB works collaboratively with clients and others in the investment industry, including by engaging with individual companies and whole industries, conducting joint research on ESG topics, and supporting the creation and use of industry-standard ESG disclosures.



1. Please refer to the Additional Disclosure for more information on the PRI scores.

## 4 | NB AURORA



NB Aurora (“NBA”) is the first permanent capital vehicle listed in Italy on the Euronext MIV Milan, professional segment of the Italian Stock Exchange, with c. €500 million under management and sponsored by Neuberger Berman. It has been created with the purpose to invest in unlisted SMEs, conveying financial resources to support their growth and international expansion, thus helping to support the real economy. The investment target includes top-class SMEs with a leading position in specialized niches and a strong export attitude with a turnover between €30 and €300 million. NB Aurora team operates with an active minority approach, partnering with entrepreneurs with a medium-long term horizon.

NB Aurora’s portfolio currently consists of 12 investments in Italian SMEs leaders in their niche reference markets, in addition to the 44.55% of the residual portfolio of Fondo Italiano di Investimento purchased in 2018. With respect to new investments, in November 2022, NB Aurora acquired a minority stake in PromoPharma S.p.A., a fast-growing company specialized in the production and commercialization of food supplements, dietary foods and innovative medical devices, and in June 2023, NB Aurora completed, jointly with Credem PE and PM&Partners, the delisting of Finlogic S.p.A., a leading group active in the information technology sector offering complete and innovative solutions for the labelling systems, coding and automatic identification of products. All companies in which NB Aurora is directly invested committed to prepare their annual ESG report with an update and disclosure on their ESG activities and performance, including industry-specific and cross-portfolio KPIs<sup>(1)</sup>.

**NB Aurora expects that this ESG portfolio initiative will continuously enhance NB Aurora’s ESG disclosure and improve transparency and accountability to its stakeholders.**

For more information, please visit our website at [www.nbaurora.com](http://www.nbaurora.com).

1. Engineering already prepared CSR report according to GRI standard before NB Aurora investment. BluVet, PromoPharma and Finlogic committed to publish their ESG reports in 2024/25.



NBA CURRENT PORTFOLIO



Leading operator in Italy in the open-air hospitality sector



Italian company specialized in the production of machine guarding and safety systems and soundproofing solutions



Leader in the tanning and leather industry



Leading player in the logistics and temperature-controlled transport of pharmaceutical products, biotech and biological samples



Leader in IT services, software development and digital platforms



Italian independent consolidation platform of veterinary clinics



Leading Italian company in the design and production of kitchens, living rooms and furnishing accessories



Leading company in Italy in the development and production of tailor-made organic rubber and silicone compounds



Italian company specialized in the production of gluten-free, organic, plant-based and rich-in healthy packaged food for own brands, third party brands and private label



Italian company specialized in the shaping and forming of catalysts and catalyst carrier materials



Leader in the production and commercialization of food supplements, dietary food, medical devices and cosmetics



Leading group in the IT sector, which provides complete and innovative solutions for the coding and automatic identification of products

## 5 | NBA ESG INTEGRATION

Building upon the firm-level commitment to ESG investing, NB Aurora believes that integrating ESG considerations throughout the investment process can potentially lead to long-term value creation for its investors, portfolio companies and all stakeholders.

**As a long-term partner, NB Aurora believes that integrating ESG factors in its decision-making process may support responsible investing not only within the investing industry, but also across its portfolio companies and the business community at large.**

### WHAT NBA MEANS BY ESG

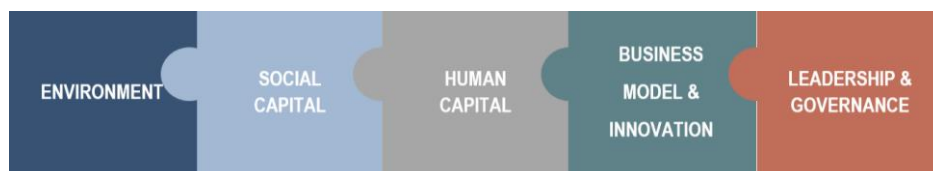


ESG principles are generally integrated within NB Aurora's investment process. Deal teams conduct ESG analysis with the support of specialized tier-one consulting firms and the Investment Committee generally evaluates ESG considerations as part of its overall investment evaluation. ESG factors are generally incorporated into the due diligence process as one of several factors considered for identifying and understanding potentially material risks and related opportunities. NB Aurora's due diligence process includes a review of a potential portfolio company's compliance with ethical business guidelines as well as an assessment of material and industry-specific ESG factors.

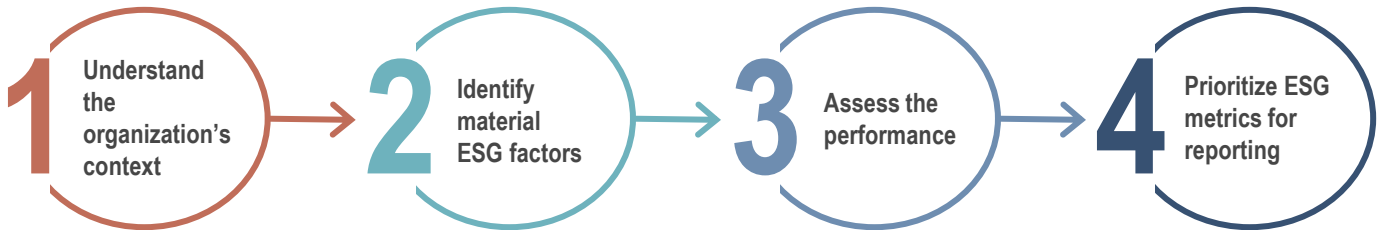
In particular, for each dimension, NB Aurora focuses on the following:

- **Environmental:** assessment of potential environmental issues; if potentially material risks are identified, a specific environmental due diligence is conducted, with the assistance of specialized environmental consultants. The scope of environmental due diligence is based on the nature of the business and the potential issues identified by the deal team;
- **Social:** assessment of adherence to common standards, focused on establishing and maintaining relationships based on mutual respect, loyalty and trust with all its stakeholders;
- **Governance:** assessment of systems, processes and practices governing a company's interaction with all its constituencies to ensure that they enable adequate transparency, accountability and inclusiveness in business operations.

### 5 areas of the ESG analysis included in NB Aurora's Investment Evaluation Process:



## 6 | NBA PORTFOLIO ESG METRICS



Identify and assess ESG factors on an ongoing basis

Determine material topics

Over the past few years, NB Aurora required many of its portfolio companies to report on ESG metrics based on their individual regulatory and reference industry. After that, specific ESG metrics were identified and collected within each portfolio company based on their sectors and business peculiarities. Global Reporting Initiative (“GRI”) Sustainability Reporting Standards, in their new 2021 version, require material topics to be evaluated in terms of impacts generated by the organization. According to the framework, material issues are those that represent the organization’s most significant impacts on the economy, the environment, and people, including impacts on human rights. To perform the materiality analysis, both positive and negative environmental, social and governance impacts should be identified, considering both potential and actual impacts.

After the list of potentially material ESG factors is identified, they are assessed by the portfolio company with involvement from Top Management and, wherever possible, stakeholders (e.g., employees, clients, suppliers). Based on the final relevant impacts, portfolio companies obtain a list of key material ESG topics as the starting point to identify Key Performance Indicators (KPIs) to be disclosed in non-financial reporting. Relevant ESG topics have been translated into common KPIs for all selected portfolio companies (“cross portfolio KPIs”) and in customized metrics for each portfolio company (“company-specific KPIs”). Both cross portfolio KPIs and company-specific KPIs are included in the ESG Reports of each portfolio company.

### ESG KPIs for Cross-Portfolio Performance Monitoring

Environmental	Social	Governance
<ul style="list-style-type: none"> <li>• Energy (GRI 302-1)</li> <li>• Emissions (GRI 305-1; GRI 305-2)</li> <li>• Waste (GRI 306-3)<sup>(1)</sup></li> </ul>	<ul style="list-style-type: none"> <li>• Employees(GRI 2-7)</li> <li>• Employment (GRI 401-1)</li> <li>• Occupational health and safety (GRI 403-9)</li> <li>• Training and education (GRI 404-1)</li> <li>• Diversity and equal opportunities (GRI 405-1b)</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations (GRI 2-27)</li> <li>• Anti-corruption (GRI 205-3)</li> <li>• Anti-competitive behavior (GRI 206-1)<sup>(2)</sup></li> <li>• Diversity and equal opportunities (GRI 405-1a)</li> </ul>

1. Not reported for Club del Sole and PHSE.  
 2. Not reported for Engineering.

Below are reported the aggregated ESG KPIs of NB Aurora's portfolio companies publishing the ESG reports:

### NBA's Relevant Portfolio Companies



GRI	KPI	UoM	2022	2021	Δ	Δ%
<b>ENVIRONMENTAL</b>						
GRI 302-1	Energy consumption within the organization <sup>(1)</sup>	GJ	959,638	985,877	(26,239)	(3%)
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2 Location Based) <sup>(2)</sup>	tCO <sub>2e</sub>	62,927	64,237	(1,310)	(2%)
GRI 305-2						
GRI 306 -3	Waste generated <sup>(3)</sup>	t	34,525	33,851	674	2%
	➤ of which Non-Hazardous	%	92	94	-	(2%)
<b>SOCIAL</b>						
GRI 2-7	Number of employees as of 31.12	n.	15,523	14,252	1,271	9%
	➤ of which with permanent contract <sup>(4)</sup>	%	94	96	-	(2%)
GRI 401-1	Rate of new employee hires <sup>(5)</sup>	%	15	13	-	2%
	Rate of employees turnover <sup>(5)</sup>	%	10	12	-	(2%)
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities <sup>(6)</sup>	n.	11.8	8.1	3.7	46%
GRI 404-1	Training hours <sup>(7)</sup>	n.	33,235	26,484	6,751	25%
GRI 405-1b	Women employees <sup>(8)</sup>	%	29	29	-	-
	Employees under 30 years old <sup>(9)</sup>	%	17	16	-	1%
<b>GOVERNANCE</b>						
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	-	-
GRI 205-3	Confirmed incidents of corruption	n.	-	-	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	-	-
GRI 405-1a	Diversity of board members as of 31.12					
	➤ Women in the Board <sup>(10)</sup>	%	7	8	-	(1%)
	➤ 30-50 years old in the Board <sup>(11)</sup>	%	33	33	-	-

- In reporting energy consumption within the organization, local conversion factors were used to convert fuel to GJ (Source: National Inventory Report 2022 and 2021 Annex 6 National Emission Factors and UK Government GHG Conversion Factors for Company Reporting 2022 and 2021). The fuel consumption (t) is multiplied by its calorific value (GJ/t) to obtain the GJ of energy consumed by that fuel. Due to an improvement of the methodology used for the energy data, and the inclusion of Exacer in the scope, the 2021 data has been updated. For the data reflecting the previous methodology and scope, please refer to the 2021 report.
- The overall GHG emissions have been calculated including Scope 1 emissions and Scope 2 «location-based» emissions. To calculate SCOPE 1 emissions, direct emissions from combustion sources, including stationary, mobile, from process and fugitive sources, were considered. The emission factors used for the calculation are those published by DEFRA. For the calculation of SCOPE 2 emissions, emissions from energy consumption have been considered. The reporting standard used (GRI Sustainability Reporting Standards 2016) provides two different approaches to calculating SCOPE 2 emissions: 'Location-based' and 'Market-based'. The "Location-based" approach uses a national average emission factor relative to the specific national energy mix for electricity production (Source: DEFRA 2022). Due to the change in the emission factors used, the data concerning 2021 Scope 1 and Scope 2 for Club del Sole, Dierre, PHSE, Comet and Rino Mastroto Group have been updated. For the data reflecting the previous emission factor, please refer to the 2021 report.
- Excluding Club del Sole and PHSE, which have not data available concerning waste.
- Percentage of permanent contracts computed as total number of permanent contracts divided by number of employees.
- Excluding PHSE and Engineering, which have not data available for the 2021.
- The rate is obtained by dividing the total number of registered injuries by the number of total working hours of the companies, multiplied per 1.000.000. The rate does not include injuries related to commuting, unless the commuting is managed by the company. Excluding Engineering, as the company did not report the rate but the number of work-related injuries or fatalities with regards to 2021.
- Excluding Engineering which reports training days and Exacer, which has not data available for the 2021.
- Percentage of women employees computed as number of women employees divided by number of employees.
- Percentage of under 30 years old employees computed as number of under 30 years old employees divided by number of employees.
- Percentage of women board members computed as average of women board members across portfolio companies.
- Percentage of 30-50 years old board members computed as average of 30-50 years old board members across portfolio companies.

## COMPANY DESCRIPTION

Club del Sole is the main operator in Italy in the open-air hospitality sector, with 20 camping-villages in 7 Italian regions and an accommodation capacity of over 28,000 beds.

The Group offers its guests the experience of a holiday in contact with the nature in the most renowned Italian tourist and naturalistic locations.

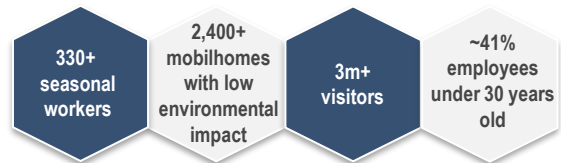
The Group's accommodation facilities consist of mobilhomes, bungalows, tent lodges and pitches for tents, campers and caravans. The campsites offer services including swimming pools, water parks, sports facilities, fitness centres, theatres and other free services, as well as restaurants, bars, minimarkets and bathing establishments.

## MISSION



Club del Sole aims to become one of the leaders in the en plain air European industry, combining the style and the eco-sustainability of a traditional campsite holiday with the comfort, the level of services and quality of a modern village resort.

## HIGHLIGHTS



## RELEVANT ESG TOPICS

- ✓ **ECONOMIC RESPONSIBILITY**
  - Economic performance
- ✓ **GOVERNANCE AND COMPLIANCE**
  - Ethics and compliance
- ✓ **SOCIAL RESPONSIBILITY**
  - Health and safety in the workplace
  - Inclusion
  - Development and welfare of employees
  - Local community
  - Privacy management
- ✓ **ENVIRONMENTAL RESPONSIBILITY**
  - Energy Consumption and emission
  - Water consumption
  - Protection of land and biodiversity
- ✓ **RESPONSIBILITY TOWARDS CUSTOMERS**
  - Customer satisfaction
  - Customer's health and security



## ENVIRONMENTAL <sup>(1)</sup>

GRI	KPI	UoM	2022	2021
GRI 302 -1	Energy consumption within the organisation	GJ	63,650	56,518
GRI 303-3	Water withdrawal	ML	438	334
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	4,582	3,965
	Mobilhomes with low environmental impact and no cementification	n.	2,423	2,082

### MAIN POLICIES AND PROCEDURES IN PLACE

Mobilhomes with low environmental impact and no cementification



## SOCIAL

GRI	KPI	UoM	2022	2021
GRI 2-7	Number of employees as of 31.12	n.	495	414
	➤ of which with permanent contract	%	30	36
GRI 401-1	Rate of new employee hires	%	14	12
	Rate of employees turnover	%	7	8
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	3.1	1.4
GRI 404-1	Training hours	n.	15,125	8,862
	Voluntary training, not required by law	%	52	53
GRI 405-1b	Women employees	%	46	45
	Employees under 30 years old	%	41	39

### MAIN POLICIES AND PROCEDURES IN PLACE

Quality management  
Training  
Work-life balance  
Welfare and Safety  
Active involvement in social projects to promote local territories  
Family dog friendly project



## GOVERNANCE

GRI	KPI	UoM	2022	2021
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 405-1a	Women in the Board	%	-	-
	30 - 50 years old in the Board	%	40	40

### MAIN POLICIES AND PROCEDURES IN PLACE

Code of Ethics, Organisation and Management Model ex decree 231/01 for Italian companies

## POTENTIAL IMPROVEMENTS

Extension of the company's welfare and incentive plan, implemented for first and second level management, to other employees

*In progress*

Continue replacing traditional lodge and pitches with new mobilhomes

*In progress*

Enlargement of services offered to guests with animals within the Family Dog Friendly Project

*In progress*

Continue to promote efficient use of water in camping villages through periodic monitoring and awareness-raising activities

*In progress*

1. Due to an improvement of the methodology, the 2021 data have been restated from those published last year. For the data reflecting the previous methodology, please refer to the 2021 report.

## DIERRE GROUP - OVERVIEW

### COMPANY DESCRIPTION

Dierre is a group that includes 18 manufacturing sites, warehouses and commercial sites located in Emilia Romagna, Lombardy, Veneto and Tuscany, whose common mission is to protect lives in the industrial environment through their products and systems.

In a short time Dierre has been able to renew itself by creating a network of companies, sharing the same passion for quality and excellence with the aim for the future to continue to grow, by diversifying the offer to gain new market shares abroad, and be recognized as the main player in the field of protections and components for automatic machines.

The constant attention to safety, combined with creativity and innovation, has made the Group a leader in the production of safety protections, conveyor systems and industrial robotics.

### MISSION



Dierre aims to become one of the leaders in Europe for the production of protection systems for industrial automation.

### HIGHLIGHTS



### RELEVANT ESG TOPICS

- ✓ **PRODUCT RESPONSIBILITY**
  - Product quality and safety
  - Innovation, research and development
  - Responsible marketing
  - Brand Identity
- ✓ **SOCIAL RESPONSIBILITY**
  - Supply chain management
- ✓ **ETHICS & COMPLIANCE**
  - Ethics, integrity and transparency
  - Compliance
  - Value creation
- ✓ **ENVIRONMENTAL RESPONSIBILITY**
  - Energy Consumption
  - Emissions and climate change
  - Waste and packaging
- ✓ **RESPONSIBILITY TOWARDS PEOPLE**
  - Health and safety of employees
  - Human resources management and development
  - Employees' rights

## DIERRE GROUP – ESG PERFORMANCE

### ENVIRONMENTAL<sup>(1)</sup>

GRI	KPI	UoM	2022	2021
GRI 301-1	Steel	t	2,276	2,330
	Aluminium	t	1,950	1,921
GRI 302-1	Energy consumption within the organisation	GJ	14,316	14,549
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	1,101	1,136
GRI 305-2				
GRI 306 -3	Waste generated	t	738	967
	➤ of which Non-Hazardous	%	100	100

#### MAIN POLICIES AND PROCEDURES IN PLACE

Production of renewable energy (4 plants with the objective of saving ~112tCO<sub>2</sub>)

### SOCIAL

GRI	KPI	UoM	2022	2021
GRI 2-7	Number of employees as of 31.12	n.	314	312
	➤ of which with permanent contract	%	94	96
GRI 401-1	Rate of new employee hires	%	19	19
	Rate of employees turnover	%	19	17
GRI 403-9	Rate of employees' work-related injuries or fatalities	n.	21.4	15.9
GRI 404-1	Training hours	n.	2,278	5,715
GRI 404-3	Employees receiving regular performance reviews	%	85	48
GRI 405-1b	Women employees	%	19	18
	Employees under 30 years old	%	23	23

#### MAIN POLICIES AND PROCEDURES IN PLACE

Training  
Work-life balance  
Welfare and safety  
Active involvement in social projects to promote local territories

### GOVERNANCE

GRI	KPI	UoM	2022	2021
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 405-1a	Women in the Board	%	-	-
	30 - 50 years old in the Board	%	33	20

#### MAIN POLICIES AND PROCEDURES IN PLACE

Code of Ethics, Organisation and Management Model ex decree 231/01 for Italian companies

### POTENTIAL IMPROVEMENTS

Installation of 4 photovoltaic systems

Achieved

Increase employees welfare by implementing conventions for services

Achieved

Increase investments for the development of environmental sustainability and energy efficiency

Achieved

Use of recycled materials and certified suppliers

In progress

Obtaining the ISO 9001:2015 standard for all the companies of the Group and, in the medium-long term, the ISO 45001 and ISO 14001 standard

In progress

1. Due to an improvement of the methodology, the 2021 data have been restated from those published last year. For the data reflecting the previous methodology, please refer to the 2021 report.



## PHSE – OVERVIEW

### COMPANY DESCRIPTION

PHSE (Pharma Healthcare Shipping Expertise) is today the market leader in the temperature-controlled transportation and distribution of clinical trials, biological samples and biotech products for the pharmaceutical industry and the hospital channel, with over 5,500 shipments per day.

PHSE, differently from its competitors, operates exclusively with its own transportation vehicles and its own personnel, thus ensuring higher quality of service and higher reliability. As of 31 December 2022, the Company had 300+ vehicles and a workforce of more than 370 people.

PHSE has 18 offices and 15 GDP (Good Distribution Practices) certified warehouses worldwide, geographically spread across Italy, the UK, the USA, Brazil, India and Singapore.

### MISSION



The mission of PHSE is to help save and improve the lives of people around the world by making treatment accessible to anyone who needs it.

### HIGHLIGHTS



### RELEVANT ESG TOPICS

- ✓ **ECONOMIC RESPONSIBILITY**
  - Economic performance
- ✓ **SOCIAL RESPONSIBILITY**
  - Innovation and digitalization
  - Health and safety of employees
  - Employee development and welfare
  - Quality and safety of services
  - Customer satisfaction
  - Supply chain management
  - Data privacy and cybersecurity

- ✓ **ENVIRONMENTAL RESPONSIBILITY**
  - Energy consumption and renewable energy
  - Emissions
- ✓ **GOVERNANCE**
  - Ethics and integrity

ENVIRONMENTAL <sup>(1)</sup>					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 302-1	Energy consumption within the organization	GJ	123,385	115,981	12 warehouses compliant with Good Distribution Practices (GDP) ISO 14001 certificate <sup>2</sup>
	➢ of which from diesel	%	93	94	
	Refrigerant gas consumption within the organization	Kg	38	28	
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	8,507	7,786	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-7	Number of employees as of 31.12	n.	375	349	Training Work-life balance Welfare and Safety Active involvement in social projects to promote local territories
	➢ of which with permanent contract	%	85	78	
GRI 401-1	Rate of new employees hire	%	15	-	
	Rate of employee turnover	%	8	-	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	1.5	2.5	
GRI 404-1	Training hours	n.	1,141	964	
GRI 405-1b	Women employees	%	15	15	
	Employees under 30 years old	%	16	12	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	Ethic Code and Organisation and management model ex decree 231/01
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 405-1a	Women in the Board	%	-	-	
	30 - 50 years old in the Board	%	43	43	

POTENTIAL IMPROVEMENTS

Continue to expand the information reported in the ESG Report, in particular with regard to the information on the renewable energy used at the offices, and the non-mandatory training hours provided during the year

In progress

Enlargement of the fleet of environmentally friendly refrigerated vehicles

In progress

Continue to implement a delivery management platform that uses artificial intelligence to optimize delivery routes and reduce the environmental impact

In progress

1. Due to an improvement of the methodology, the 2021 data have been restated from those published last year. For the data reflecting the previous methodology, please refer to the 2021 report.  
 2. ISO 14001 certificate is valid only for the Angri office.

COMPANY DESCRIPTION

Comet is a leading company in Italy specialized in the development and production of high-end and highly customized organic rubber and silicone compounds. Its compounds are used by its clients to produce mainly o-rings, sleeves, gaskets, profiles, pipes and technical products which, in turn, are used by final clients for key end-applications in several underlying end-markets characterized by interesting development trends, including transport, water, electrical, food, medical, pharmaceutical, construction and infrastructures.

Comet relies on its effective internal R&D, wide portfolio of proprietary formulations and in-depth industrial know-how to develop and produce high-quality compounds that are made "ad-hoc" to meet clients' specific technical and performance requirements. The Company runs its two businesses (organic rubber and silicone) in its state-of-the-art production plant where it produces over 25,000 tons/year of compounds (with spare production capacity for organic compounds) and it employs a workforce of 127 employees.

MISSION



The company mission is to offer its customers, through innovative processes ranging from the formulation of the compound to the finished product, products of the highest quality in order to establish itself among the top players in an increasingly competitive market.

HIGHLIGHTS



RELEVANT ESG TOPICS

<ul style="list-style-type: none"> <li>✓ <b>ECONOMIC RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Value creation</li> </ul> </li> <li>✓ <b>ENVIRONMENTAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Waste management</li> <li>• Energy consumption and emission</li> <li>• Materials</li> </ul> </li> <li>✓ <b>PRODUCT RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Products innovation and quality</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>SOCIAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Consumer satisfaction</li> <li>• Occupational health and safety</li> <li>• Development and wellbeing of personnel and inclusivity</li> <li>• Supply chain management</li> </ul> </li> <li>✓ <b>GOVERNANCE AND COMPLIANCE</b> <ul style="list-style-type: none"> <li>• Ethics and compliance</li> </ul> </li> </ul>
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ENVIRONMENTAL <sup>(1)</sup>					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 302-1	Energy consumption within the organization	GJ	<b>38,512</b>	41,585	Production of renewable energy ISO 14001 certificate ISO 9001 certificate
	➤ of which from the photovoltaic plant	GJ	<b>1,224</b>	1,189	
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	<b>3,190</b>	3,467	
GRI 305-2					
GRI 306-3	Waste generated	t	<b>672</b>	709	
	➤ of which Non-Hazardous	%	<b>98</b>	98	
	➤ of which recovered	%	<b>85</b>	91	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-7	Number of employees as of 31.12	n.	<b>127</b>	125	Training Active involvement in social projects to promote the territory and local communities
	➤ of which with permanent contract	%	<b>98</b>	98	
GRI 401-1	Rate of new employees hire	%	<b>4.7</b>	9.6	
	Rate of employee turnover	%	<b>3.1</b>	4.0	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	<b>3.9</b>	1.9	
GRI 404-1	Training hours	n.	<b>717</b>	259	
GRI 405-1b	Women employees	%	<b>9</b>	9	
	Employees under 30 years old	%	<b>31.5</b>	45.6	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	Ethic Code and Organisation and management model ex decree 231/01
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 405-1a	Women in the Board	%	<b>17</b>	17	
	30 - 50 years old in the Board	%	<b>33</b>	33	

POTENTIAL IMPROVEMENTS

Structuring HR management by introducing a dedicated resource, which will allow greater organization of all the processes related to human resources

In progress

Certify the health and safety management system, currently present but not yet certified, according to the UNI EN ISO 45001:2018 standard

In progress

Continuous research and development on the devulcanization of rubber, with the aim of starting recovery and reuse projects in collaboration with customers

In progress

1. Due to an improvement of the methodology, the 2021 data have been restated from those published last year. For the data reflecting the previous methodology, please refer to the 2021 report.

## COMPANY DESCRIPTION

Over its seventy years of history, Rino Mastrotto Group (RMG) has established itself as a leading international organization in the tanning, processing and supply of high-end leather and fabrics for the luxury, automotive and mobility sectors as well as furniture. With a well-organized and sustainable production, it satisfies the complete cycle of tanning from the purchasing of selected raw materials to the wide and specialized production of customized products for the leather good, footwear, furniture and car upholstery segments.

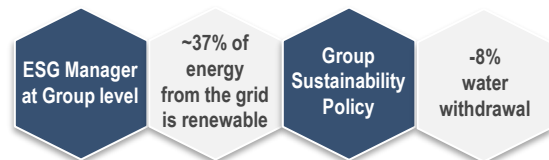
The Group's headquarter is located in Trissino, in one of the main leather processing districts nationwide. Made up of several production divisions in Italy, two production sites in Brazil and Sweden and sales network ranging from Italy to Brazil, Sweden and United States, RMG serves the international market with 43% of sales generated out of Italy. In 2022, RMG completed two strategic acquisitions, Morellino S.r.l., and Tessitura Oreste Mariani S.p.A.. These acquisitions are part of the company's strategic plan aiming to differentiate its business and meet the growing demands of "maisons" seeking reliable suppliers in the luxury sector who can offer not only leather but also fabrics and services.

### MISSION



Rino Mastrotto Group aims at enhancing the value proposition of the industry through high-quality products, services and processes with innovative features, sustainably manufactured.

### HIGHLIGHTS



## RELEVANT ESG TOPICS

- ✓ **SUPPLY CHAIN RESPONSIBILITY**
  - Made in Italy and Craftsmanship
  - Traceability of raw materials
  - Responsible supply chain management
  - Protection of animal welfare and biodiversity
  - Traceability of raw materials
- ✓ **PRODUCT LIABILITY**
  - Customer satisfaction, product quality and safety
  - Research, development and promotion of sustainable product design
- ✓ **ETHICS, COMPLIANCE & VALUE CREATION**
  - Ethics, integrity and Sustainable Governance
  - Indirect impacts on the territory and value creation for local communities
  - Economic performance and market presence
- ✓ **ENVIRONMENTAL RESPONSIBILITY**
  - Mindful waste management
  - Chemical and water discharge management
  - Energy consumption, emissions and climate change
  - Management of other indirect emissions to the atmosphere
  - Water usage for production
- ✓ **SOCIAL RESPONSIBILITY**
  - Diversity, equal opportunities and non-discrimination
  - Well-being, training and staff development
  - Respect for human rights and labor protection
  - Occupational health and safety

ENVIRONMENTAL <sup>(1)</sup>				
GRI	KPI	UoM	2022	2021
GRI 302-1	Energy consumption within the organization	GJ	395,568	430,929
GRI 303-4	Water discharge	ML	1,413	1,488
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	23,349	25,317
GRI 306-3	Waste generated	t	23,694	23,160
	➤ of which Non-Hazardous	%	89	92

**MAIN POLICIES AND PROCEDURES IN PLACE**

Environmental Policy, Animal Welfare and Traceability Policy  
 Environmental Management System ISO 14001:2015<sup>(2)</sup>  
 Quality system ISO 9001:2015 and IATF 16949:2016<sup>(2)</sup>

SOCIAL <sup>(3)</sup>				
GRI	KPI	UoM	2022	2021
GRI 2-7	Number of employees as of 31.12	n.	1,088	949
	➤ of which with permanent contract	%	97	97
GRI 401-1	Rate of new employees hire	%	15	14
	Rate of employee turnover	%	11	15
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	13.5	11.7
GRI 404-1	Training hours	n.	9,792	6,643
GRI 405-1b	Women employees	%	24	22
	Employees under 30 years old	%	17	20

**MAIN POLICIES AND PROCEDURES IN PLACE**

Group Social Policy (H&S, D&I, Human Rights)  
 Bermas LTDA's partnership with "Great Place to Work"  
 HR development activities (i.e. increased participation and involvement of women, welfare actions, awareness campaigns, career opportunities, etc.)

GOVERNANCE				
GRI	KPI	UoM	2022	2021
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	n.	-	-
GRI 405-1a	Women in the Board	%	14	14
	30-50 years old in the Board	%	43	43

**MAIN POLICIES AND PROCEDURES IN PLACE**

Group Sustainability Policy  
 Definition of an ESG Action Plan  
 Group Code of Ethics and Code of Conduct  
 Group Supplier Code of Conduct  
 Organization, management, and control model pursuant to Legislative Decree 231/2001 (RMG S.p.A)

**POTENTIAL IMPROVEMENTS**

Formalization of an ESG Manager at Group level	<i>Achieved</i>
Defined Group ESG Policies on Sustainability, Diversity & Inclusion, Human Rights, Health and Safety, Traceability, Environmental, Animal Welfare and Deforestation	<i>Achieved</i>
Bermas LTDA's partnership with "Great Place to Work" to support management to analyze and improve the working environment	<i>In progress</i>
Achieving 100% electricity purchased from the grid from renewable sources for production activities	<i>In progress</i>
Continuation of wastewater analysis <sup>(4)</sup> in line with the guidelines of the "Zero Discharge Hazardous Chemicals by 2020", extended to Galassia and Pomari divisions	<i>In progress</i>
Continuation of Life Cycle Assessment (LCA) studies to quantify the environmental impact of products	<i>In progress</i>

1. Due to an improvement of the methodology, the 2021 data have been restated from those published last year. For the data reflecting the previous methodology, please refer to the 2021 report.  
 2. Certification is valid for RMG S.p.A., Bermas LTDA and Elmo Sweden AB.  
 3. As a result of a continuous improvement process, the 2021 data have been restated from those published last year. For the data reflecting the previous methodology, please refer to the 2021 report.  
 4. Analysis refer to Basmarr and Nuova Osba sites.

## COMPANY DESCRIPTION

With more than 12,000 professionals in 14+ countries worldwide (including Belgium, Germany, the United States and Brazil), the Engineering Group designs, develops, and manages innovative solutions for the areas of business where digitalisation generates major change, such as digital finance, smart government & e-health, augmented cities, digital industry, smart energy & utilities, and digital media & communication.

With important investments in R&D, Engineering plays a leading role in research, coordinating national and international projects with a team of 450+ researchers and data scientists and a network of scientific and academic partners throughout Europe. One of the Group's strategic assets is the expertise of its employees, whose development is promoted by a dedicated multi-disciplinary training school that provided more than 33,000 training days over the last year.

## MISSION



The Group helps its partners achieving their goals, co-designing innovative solutions and leveraging the opportunities of a continuous technology evolution. Engineering helps them transforming their business based increasingly on new core values and digital-sustainable ecosystems.

## HIGHLIGHTS



## RELEVANT ESG TOPICS

- ✓ **ECONOMICS AND GOVERNANCE RESPONSIBILITY**
  - Ethics, Compliance and Business Integrity

- ✓ **ENVIRONMENTAL RESPONSIBILITY**
  - Waste management
  - Energy efficiency and climate change

- ✓ **SOCIAL RESPONSIBILITY**
  - Occupational health and safety
  - Employee development
  - Human capital development and training
  - Diversity, equity and inclusion
  - Contribution to sustainable customer development and modernization of the socio-economic system through digitization services
  - Data privacy and cybersecurity
  - Support to the local communities



## ENVIRONMENTAL<sup>(1)</sup>

GRI	KPI	UoM	2022	2021
GRI 302-1	Energy consumption within the organization	GJ	144,466	152,308
	➤ of which from renewable sources	%	89	65
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	11,368	11,944
GRI 306-3	Waste generated	t	47,370	199,603
	➤ of which Non-Hazardous	%	98	99

### MAIN POLICIES AND PROCEDURES IN PLACE

ISO 14001 certificate (Computer Engineering, Municipia, Engineering D.HUB, Nexen, Webresults)  
 ISO 14064-1:2018 /UNI EN ISO 14064-1:2019 EII, D.HUB, Municipia, Nexen, WebResults, Cybertech, LiveBox  
 Environmental Policy



## SOCIAL

GRI	KPI	UoM	2022	2021
GRI 2-7	Number of employees as of 31.12	n.	12,546	11,571
	➤ of which with permanent contract	%	97	99
GRI 401-1	Rate of new employees hire	%	20	-
	Rate of employee turnover	%	12	-
GRI 403-9	Work-related injuries or fatalities	n.	3	-
GRI 404-1	Training days	n.	33,400	24,799
GRI 405-1b	Women employees	%	30	31
	Employees under 30 years old	%	16	15

### MAIN POLICIES AND PROCEDURES IN PLACE

ISO 45001 certificate (8 Italian offices)  
 SA 8000 (EII, Cybertech, Municipia, D.HUB)  
 Work-life balance, Welfare, Performance Evaluation System in place  
 Social Policy



## GOVERNANCE

GRI	KPI	UoM	2022	2021
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 405-1a	Women in the Board	%	8	17
	30-50 years old in the Board	%	30	24

### MAIN POLICIES AND PROCEDURES IN PLACE

ISO 37001 anti-bribery management system certificate, ISO/IEC 27001 and ISO/IEC 20000 Information Security Management System  
 Ethic Code, Organisation and Management Model ex decree 231/01 for Italian companies  
 Corruption Prevention Policy

## POTENTIAL IMPROVEMENTS

Joined United Nation Global Compact (UNGC) and to CDP disclosure on climate change

Achieved

Obtained ISO 14064-1:2018 certification<sup>(2)</sup>, ISO 37001:2016 certification<sup>(3)</sup>, ISO 45001:2018<sup>(4)</sup> and SA8000<sup>(5)</sup>

Achieved

Joined “Valore D” Association for Gender balance

Achieved

Adhesion to the Women’s Empowerment Principles and the UNGC Target Gender Equality Accelerator programme

In progress

Membership to the Foundation for Digital Sustainability

In progress

Definition of Group Policy on Diversity and Inclusion

In progress

Definition of targets to reduce waste (yearly reduction of 10% per-capita)

In progress

1. Data are related only to the Italian perimeter.  
 2. Certification is valid for Municipia, Nexen, WebResults, Cybertech, LiveBox.  
 3. Certification is valid for Engineering Ingegneria Informatica, Municipia, Engineering D.Hub.  
 4. Certification is valid for EII, Cybertech, Municipia, D.HUB, Nexen, Webresults.  
 5. Certification is valid for EII, Cybertech, Municipia, D.HUB.



COMPANY DESCRIPTION

Veneta Cucine is a family company with over 50 years of history, which over time transformed itself from a local reality to a large internationally recognized company, with a significant market presence in different geographical areas of the world becoming the largest Italian platform for kitchen furniture.

The Company is committed to ensuring that its projects become “life projects”, in the broadest sense of the term and in honor to sustainability. This awareness has prompted the Company to use, for the elements that make up the kitchens, agglomerates of 100% recycled wood and materials that do not create environmental imbalances, adopting production methods, including continuous cycle water painting, with very low emission of harmful substances.

An important step forward was taken in 2021, with the decision to use only electricity from renewable sources for the production sites.

MISSION



The mission of Veneta Cucine is to produce kitchens by placing craftsmanship at the service of innovation and taste and to make design an accessible value.

HIGHLIGHTS



RELEVANT ESG TOPICS

<ul style="list-style-type: none"> <li>✓ <b>ECONOMIC RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Solidity and economic performance</li> </ul> </li> <li>✓ <b>ENVIRONMENTAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Eco-design and circular economy</li> <li>• Energy consumption and fight to climate change</li> </ul> </li> <li>✓ <b>PRODUCT RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Quality and safety of products and services</li> <li>• Products' innovation and sustainability</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>SOCIAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Consumer satisfaction</li> <li>• Occupational health and safety</li> <li>• Inclusion, development and wellbeing of personnel</li> <li>• Supply chain responsible management</li> </ul> </li> <li>✓ <b>GOVERNANCE AND COMPLIANCE</b> <ul style="list-style-type: none"> <li>• Ethics and integrity</li> </ul> </li> </ul>
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ENVIRONMENTAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 302-1	Energy consumption within the organization	GJ	97,425	106,128	"Green Thinking" Model ISO 9001 certificate ISO 14001 certificate Use of 100% recycled wood Presence of an Energy Manager
	➢ of which from renewable sources	%	48	44	
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	6,630	7,090	
GRI 306-3	Waste generated	t	8,855	8,336	
	➢ of which Non-Hazardous	%	99	100	
	➢ of which recovered	%	99	97	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-7	Number of employees as of 31.12	n.	496	468	ISO 45001 Certificate
	➢ of which with permanent contract	%	96	96	
GRI 401-1	Rate of new employees hire	%	11	8	
	Rate of employee turnover	%	6	7	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	15.0	9.5	
GRI 404-1	Training hours	n.	3,727	3,771	
GRI 405-1b	Women employees	%	13	14	
	Employees under 30 years old	%	16	15	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	Code of Conduct and Organisation and management model ex decree 231/01
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 405-1a	Women in the Board	%	14	14	
	30 - 50 years old in the Board	%	29	29	

POTENTIAL IMPROVEMENTS

Adherence to the Furniture Pact and its objectives, adopting "an integrated sustainability strategy including a prospective plan for the management of environmental and social aspects, and the appropriate tools and processes for the collection and reporting of relevant data and information according to the most accredited international standards"

In progress

Expansion of energy self-production through a 2MWp photovoltaic system at the Roncade site which will cover ca. 22% of the plant's energy needs

In progress

COMPANY DESCRIPTION

Farmo is an Italian excellence, born in 2000 to create high quality products dedicated to an audience with specific dietary needs.

The idea behind Farmo's activities is "opening the future", that is looking to the future, imagining what is not yet there and working hard to create it. In 2020, Farmo celebrates its first twenty years: the Company is now a point of reference in the gluten free food sector and beyond, thanks to its healthy and tasteful products, increasingly sought after also by a public who loves the simple and good Italian cuisine.

To meet its values, Farmo considers the taste for food and the taste for living well and in shape to be of equal importance. It is for this reason that the company's goal is focused on offering a diet that is nourishing for the body and soul.

In doing this, attention to sustainability aspects is a fundamental requirement: the Company, in fact, strongly believes that to share its idea of "Eat a better life" it is necessary to operate in a sustainable way, paying maximum attention to environmental and social dynamics.

MISSION



Farmo aims to create a sustainable food system able to increase well-being and improve the quality of life.

HIGHLIGHTS



RELEVANT ESG TOPICS

<ul style="list-style-type: none"> <li>✓ <b>ECONOMIC RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Economic performance</li> </ul> </li> <li>✓ <b>ENVIRONMENTAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Energy consumption and emission</li> <li>• Waste management</li> <li>• Materials and packaging</li> </ul> </li> <li>✓ <b>GOVERNANCE AND COMPLIANCE</b> <ul style="list-style-type: none"> <li>• Ethics and compliance</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>SOCIAL RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Supply chain management</li> <li>• Occupational health and safety</li> <li>• Employees' satisfaction and inclusivity</li> </ul> </li> <li>✓ <b>PRODUCT RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Product quality and safety</li> <li>• Research &amp; Development</li> <li>• Marketing and responsible labelling</li> </ul> </li> </ul>
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ENVIRONMENTAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 301-1	Materials used	t	7,241	7,318	<p>Autorizzazione Unica Ambientale (AUA)</p> <p>Development of recovery and recycling programmes for production waste</p> <p>Creating circularity paths for the reuse of natural raw materials</p>
	➤ of which from renewable sources	%	98	98	
GRI 302-1	Energy consumption within the organization	GJ	16,149	15,192	
	➤ of which from natural gas	%	61	63	
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	1,038	973	
GRI 305-2					
GRI 306-3	Waste generated	t	289	285	
	➤ of which Non-Hazardous	%	100	100	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-7	Number of employees as of 31.12	n.	54	47	<p>Work-life balance, Welfare, Performance Evaluation System in place</p> <p>Creation of "Farmo Academy", training area within the 'Farmo Four' factory</p>
	➤ of which with permanent contract	%	72	83	
GRI 401-1	Rate of new employees hire	%	30	13	
	Rate of employee turnover	%	17	13	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	5.7	2.8	
GRI 404-1	Training hours	n.	455	270	
GRI 405-1b	Women employees	%	46	45	
	Employees under 30 years old	%	20	17	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2022	2021	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	<p>Ethic Code and Code of Conduct</p> <p>SMETA certification</p> <p>Legality Rating</p>
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 405-1a	Women in the Board	%	14	14	
	30 - 50 years old in the Board	%	29	29	

POTENTIAL IMPROVEMENTS

40% reduction in thickness of plastic packaging

*In progress*

Increase the use of Italian raw materials purchased from Italian suppliers

*In progress*

Use of photovoltaic energy to self-generate electricity (on-going feasibility/cost-effectiveness study)

*In progress*

Progressive modernization of the car fleet with hybrid/electric to reduce the environmental impact

*In progress*

Expansion of training courses (i.e. industry 4.0)

*In progress*

# EXACER – ESG PERFORMANCE

## COMPANY DESCRIPTION

Exacer operates in the technical ceramics sector and is specialized in the production of ceramic catalyst supports, both for own products and toll manufacturing. The facility is located in Sassuolo (Italy). The Company is involved in the production of technical ceramic parts (catalyst carriers) used by chemical industries as support for catalysts production.

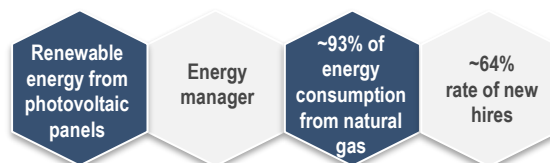
Exacer provides its customers the inert catalyst support (small pieces of ceramics of a customized shape) and chemical companies perform the impregnation with the actual catalyst. Pieces are produced either based on Exacer proprietary formulas, materials or on a toll manufacture contract, where clients provide the technical specifications and material and Exacer develops, designs and manufactures the articles. The portion between proprietary and toll manufacture is variable depending on orders.

## MISSION



The mission of Exacer is to provide its customers with the inert catalytic support needed by chemical companies to perform the catalysis process required by their production activities.

## HIGHLIGHTS



## RELEVANT ESG TOPICS

- ✓ **ECONOMIC RESPONSIBILITY**
  - Economic performance
- ✓ **ENVIRONMENTAL RESPONSIBILITY**
  - Energy consumption, renewable energy and emission
  - Waste management and transition to a circular economy
  - Materials
- ✓ **GOVERNANCE AND COMPLIANCE**
  - Ethics and integrity
  - Compliance and risk management

- ✓ **SOCIAL RESPONSIBILITY**
  - Supply chain management
  - Occupational health and safety
  - Employee satisfaction and development
- ✓ **PRODUCT RESPONSIBILITY**
  - Product safety and quality
  - Research & Development

## EXACER – ESG PERFORMANCE

ENVIRONMENTAL				
GRI	KPI	UoM	2022	2021
GRI 301-1	Materials used	t	2,382	1,695
	➢ of which from renewable sources	%	5	9
GRI 302-1	Energy consumption within the organization	GJ	66,167	52,687
	➢ of which from natural gas	%	93	93
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2 Location Based)	tCO <sub>2e</sub>	3,162	2,559
GRI 306-3	Waste generated	t	230	194
	➢ of which Non-Hazardous	%	98	100

### MAIN POLICIES AND PROCEDURES IN PLACE

- Production of renewable energy
- Autorizzazione Unica Ambientale (AUA)

SOCIAL				
GRI	KPI	UoM	2022	2021
GRI 2-7	Number of employees as of 31.12	n.	28	17
	➢ of which with permanent contract	%	71	94
GRI 401-1	Rate of new employees hire	%	64	18
	Rate of employee turnover	%	25	6
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	-	-
GRI 404-1	Training hours	n.	315	-
GRI 405-1b	Women employees	%	18	29
	Employees under 30 years old	%	36	12

### MAIN POLICIES AND PROCEDURES IN PLACE

- Health & Safety Management System in compliance with the legal requirements DL 81/2008

GOVERNANCE				
GRI	KPI	UoM	2022	2021
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 405-1a	Women in the Board	%	-	-
	30 - 50 years old in the Board	%	20	40

### MAIN POLICIES AND PROCEDURES IN PLACE

- Ethic Code, Organisation and Management Model ex decree 231/01 for Italian companies

### POTENTIAL IMPROVEMENTS

Installation of a 300-kW photovoltaic system to reduce the emission footprint generated

*Achieved*

Energy efficiency initiatives through meters to monitor the consumption of production machinery

*Achieved*

Setting up a new 'continuous' production line aiming at production efficiency with lower energy consumption and personnel use

*In progress*

Design of a new production line to replace less energy-efficient lines that would use hydrogen in the combustion process

*In progress*

Obtain ISO 14001:2015 and ISO 45001:2015 certifications

*In progress*

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**ADDITIONAL DISCLOSURE****Important information about PRI grades**

For illustrative and discussion purposes only. PRI grades are based on information reported directly by PRI signatories, of which investment managers totaled 3,404 for 2021, 1,924 for 2020, and 1,119 for 2019. Due to some technical problems that the PRI had migrating to a new data platform, the results of the 2021 reporting cycle (based on the calendar year 2020) were delayed. Note that scores for the 2021 reporting cycle cannot be compared to previous years due to the change in PRI assessment methodology. Although there was not a Leaders' Group announced by the PRI based on reporting in 2021, Neuberger Berman achieved a 5-star rating in every eligible module in the PRI's 2021 Reporting Framework. Unlike previous years, the indicator scores are assigned one of five performance bands (from 1 to 5 stars) instead of six performance bands (from A+ to E). All PRI signatories are eligible to participate and must complete a questionnaire to be included. The underlying information submitted by signatories is not audited by the PRI or any other party acting on its behalf. Signatories report on their responsible investment activities by responding to asset-specific modules in the Reporting Framework. Each module houses a variety of indicators that address specific topics of responsible investment. Signatories' answers are then assessed, and results are compiled into an Assessment Report. The Assessment Report includes indicator scores, summarizing the individual scores achieved and comparing them to the median; section scores, grouping similar indicator scores together into categories (e.g., policy, assurance, governance) and comparing them to the median; module scores, aggregating all the indicator scores within a module to assign one of six performance bands (from E to A+). Neuberger Berman did not pay a fee to participate, and awards and ratings referenced do not reflect the experiences of any Neuberger Berman client and readers should not view such information as representative of any particular client's experience or assume that they will have a similar investment experience as any previous or existing client. Awards and ratings are not indicative of the past or future performance of any Neuberger Berman product or service. Moreover, the underlying information has not been audited by the PRI or any other party acting on its behalf. While every effort has been made to produce a fair representation of performance, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for damage caused by use of or reliance on the information contained within this report. Information about PRI grades is sourced entirely from PRI and Neuberger Berman makes no representations, warranties or opinions based on that information.

**2020 PRI Leaders Group**

PRI Leaders Groups are expected to resume for 2022. The PRI Leaders' Group is based on a different theme each year. In 2020, the theme is climate reporting. All investor signatories – asset owners and investment managers – were eligible. To be considered for the Leaders' Group 2020, signatories had to demonstrate a strategic approach to aligning their organization with the FSB's Task Force on Climate-related Financial Disclosures (TCFD) in their 2020 responses to the PRI Reporting Framework.<sup>1</sup> To assess this, UN PRI looked at their publicly disclosed responses throughout the climate change reporting indicators of the Strategy and Governance (SG) module, as well as whether they reported: publicly expressing support for the TCFD; having a board-approved implementation plan in place; how their organization is using scenario analysis; considering both short- and long-term climate risks; and working towards specific climate-related targets. Having screened all signatories against this year's theme, a combined score using responses from across the Reporting Framework was used to identify, from that pool, the Leaders' Group 2020.