



NB Aurora

Portfolio ESG Spotlight

December 2024

CONFIDENTIAL

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.

FOR PROFESSIONAL CLIENTS ONLY
NOT FOR FURTHER DISTRIBUTION

With the support of Deloitte

DISCLAIMER

This document is addressed to professional clients/qualified investors only.

European Economic Area (EEA): This is a marketing document and is issued by Neuberger Berman Asset Management Ireland Limited, which is regulated by the Central Bank Ireland and is registered in Ireland, at MFD Secretaries Limited, 32 Molesworth Street, Dublin 2.

United Kingdom and outside the EEA: This document is a financial promotion and is issued by Neuberger Berman Europe Limited, which is authorised and regulated by the Financial Conduct Authority and is registered in England and Wales, at The Zig Zag Building, 70 Victoria Street, London, SW1E 6SQ.

Neuberger Berman Europe Limited is also a registered investment adviser with the Securities and Exchange Commission in the US, and the Dubai branch is regulated by the Dubai Financial Services Authority in the Dubai International Financial Centre.

Neuberger Berman AIFM SARL is authorised and regulated as an alternative investment fund manager by the Commission de Surveillance du Secteur Financier (CSSF) and is registered in the Grand Duchy of Luxembourg, at 9, rue du Laboratoire, L-1911 Luxembourg. NB Aurora S.A. SICAF-RAIF is a reserved alternative investment fund (RAIF) in the form of an investment company with fixed capital (société d'investissement à capital fixe capital SICAF) as per the Luxembourg law of 26 July 2016 on reserved alternative investment funds.

The information in this document does not constitute investment advice or an investment recommendation and is only a brief summary of certain key aspects of the fund.

An investment in the fund involves risks, with the potential for above average risk, and is only suitable for people who are in a position to take such risks. For more information please read the prospectus and principal fund documents.

Distribution in the EEA and the UK: In relation to each member state of the EEA and the UK (each a "Relevant State"), this document may only be distributed and the fund may only be offered or placed in a Relevant State to the extent that: (1) the fund is permitted to be marketed to professional investors in the Relevant State in accordance with AIFMD (as implemented into the local law/regulation/as it forms part of local law of the Relevant State); or (2) this document may otherwise be lawfully distributed and the fund may otherwise be lawfully offered or placed in that Relevant State (including at the initiative of the investor). In relation to each Relevant State which, at the date of this document, has not implemented the Alternative Investment Fund Managers Directive (Directive (2011/61/EU) (the "AIFMD"), this document may only be distributed and fund may only be offered or placed to the extent that this document may be lawfully distributed and the fund may lawfully be offered or placed in that Relevant State (including at the initiative of the investor).

Notice to investors in Switzerland: *This is an advertising document. The distribution of NB Aurora S.A. SICAF-RAIF (the "Fund") in Switzerland will be exclusively made to, and directed at, qualified investors (the "Qualified Investors"), as defined in the Swiss Collective Investment Schemes Act of 23 June 2006, as amended ("CISA") and its implementing ordinance. Accordingly, the Fund has not been and will not be registered with the Swiss Financial Market Supervisory Authority ("FINMA"). This document and/or any other offering materials relating to the shares that have been approved by the Swiss representative may be made available in Switzerland solely to Qualified Investors. The home jurisdiction of the Fund is Luxembourg. The Swiss representative is FIRST INDEPENDENT FUND SERVICES LTD, Klausstrasse 33, CH-8008 Zurich and the Swiss paying agent is Helvetische Bank AG, Seefeldstrasse 215, CH-8008 Zurich. In respect of the shares distributed in and from Switzerland, the place of performance and the place of jurisdiction is at the registered office of the Swiss Representative. The prospectus/ confidential private placement memorandum/limited partnership agreement, where applicable, and the articles of association and the annual and semi-annual reports, if any, are available free of charge from the Swiss Representative. The attention of the investors is brought to the fact that, as of the date of this document, any fund other than the Fund, which may be mentioned in this document, has not been authorised for distribution in Switzerland.*

Notice to investors in Germany: *Shares of the fund may in particular not be distributed or marketed in any way to German retail or semi-professional investors if the fund is not admitted for distribution to these investor categories by the Federal Financial Supervisory Authority (Bundesanstalt für Finanzdienstleistungsaufsicht).*

This document is presented solely for information purposes and nothing herein constitutes investment, legal, accounting or tax advice, or a recommendation to buy, sell or hold a security.

We do not represent that this information, including any third-party information, is complete and it should not be relied upon as such.

No recommendation or advice is being given as to whether any investment or strategy is suitable for a particular investor. Each recipient of this document should make such investigations as it deems necessary to arrive at an independent evaluation of any investment, and should consult its own legal counsel and financial, actuarial, accounting, regulatory and tax advisers to evaluate any such investment.

It should not be assumed that any investments in securities, companies, sectors or markets identified and described were or will be profitable.

Any views or opinions expressed may not reflect those of the firm as a whole.

All information is current as of the date of this material and is subject to change without notice.

The fund described in this document may only be offered for sale or sold in jurisdictions in which or to persons to which such an offer or sale is permitted. The fund can only be promoted if such promotion is made in compliance with the applicable jurisdictional rules and regulations. This document and the information contained therein may not be distributed in the US.

Indices are unmanaged and not available for direct investment.

DISCLAIMER (cont'd)

Past performance is not a reliable indicator of current or future results. The value of investments may go down as well as up and investors may not get back any of the amount invested.

The value of investments designated in another currency may rise and fall due to exchange rate fluctuations in respect of the relevant currencies. Adverse movements in currency exchange rates can result in a decrease in return and a loss of capital.

Tax treatment depends on the individual circumstances of each investor and may be subject to change, investors are therefore recommended to seek independent tax advice.

Investment in the fund should not constitute a substantial proportion of an investor's portfolio and may not be appropriate for all investors. Diversification and asset class allocation do not guarantee profit or protect against loss.

No part of this document may be reproduced in any manner without prior written permission of Neuberger Berman.

The "Neuberger Berman" name and logo are registered service marks of Neuberger Berman Group LLC.

© 2021 Neuberger Berman Group LLC. All rights reserved.

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.


TABLE OF CONTENTS

1. Neuberger Berman	5
2. NB ESG Approach	6
3. NB Industry Collaborations and Engagements	8
4. NBAurora	9
5. NBA ESG Integration	11
6. NBA Portfolio ESG Performance	14
▪ Club Del Sole	16
▪ Dierre Group	18
▪ PHSE	20
▪ Comet	22
▪ Rino Mastrotto Group	24
▪ Engineering	26
▪ Veneta Cucine	28
▪ Farmo	30
▪ Exacer	32

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 2,800 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 €509 bn in client assets as of September 30, 2024. The NB Private Markets Platform is one of the key platforms that compose NB’s multi-asset strategy. NB Private Markets 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

100% INDEPENDENT, EMPLOYEE-OWNED		INVESTED BY NB EMPLOYEES AND THEIR FAMILIES IN NB STRATEGIES/ACCOUNTS ¹		3,439		AUM: \$509 BN	
~\$6BN+		ENGAGEMENT MEETINGS WITH CORPORATE MANAGEMENT TEAMS ACROSS EQUITIES IN 2022		EQUITY \$138BN			
39 CITIES		\$509BN TOTAL ASSETS UNDER MANAGEMENT		2,800+		FIXED INCOME \$200BN	
26 COUNTRIES		96% RETENTION RATE ²		Pensions & Investments BEST PLACES TO WORK IN MONEY MANAGEMENT 2023 <small>10 YEAR WINNER 2014-2023</small>		ALTERNATIVES \$171BN	
						ESG INTEGRATION ACROSS INVESTMENT PLATFORM	
2012: Signatory of PRI							
A+: 2018 – 2020 5 Stars: 2021 Assessment Report ESG Strategy and Governance ³							
A+: 2018 – 2020 5 Stars: 2021 Assessment Report Indirect Private Equity ³							
Neuberger Berman Named to 2020 PRI Leaders Group ³							

All information is as of September 30, 2024, 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 Performance Information Footnotes for more information on the PRI scores.

2 | NB ESG APPROACH

As an active manager, 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.

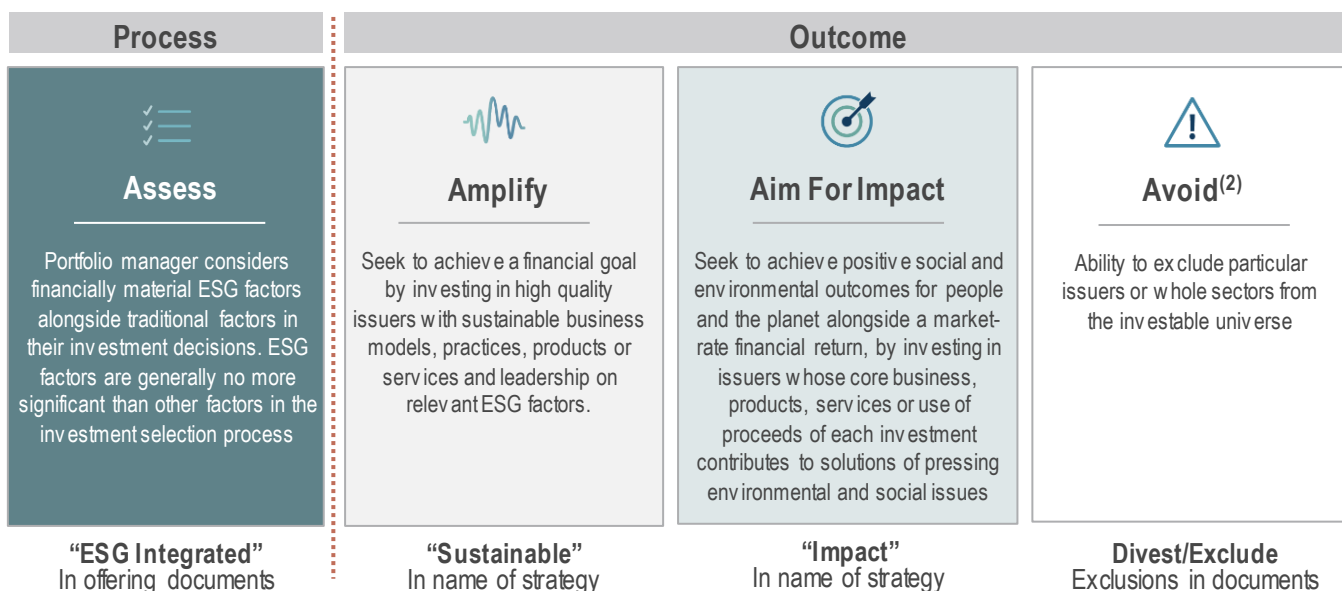
As such, we believe that the determination of the financial materiality of ESG factors, like the determination of the financial materiality of any other factor, should be incorporated in a manner appropriate for the specific asset class, investment objective and style of each investment strategy. Considering financially material ESG factors in an investment process may help generate enhanced returns or mitigate risk within a portfolio. For those clients that seek them, we believe that our outcomes-oriented investment strategies, such as our Impact strategies, may have a positive impact for people and the planet.

NB ESG Policy

Our firm’s ESG 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. Our 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. This policy is reviewed annually by our ESG Committee, which is responsible for overseeing our ESG integration efforts, setting goals, and reporting on the firm’s performance. This ESG Policy is our guideline for formalizing and focusing on our responsible investment efforts, with the belief that financially material ESG factors may be an important driver of long-term investment returns from both an opportunity and a risk-mitigation perspective.

For all ESG integrated strategies, each portfolio management team selects an approach from our ESG Integration Framework: Assess, Adapt, Amplify, Aim for Impact or Avoid:

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.

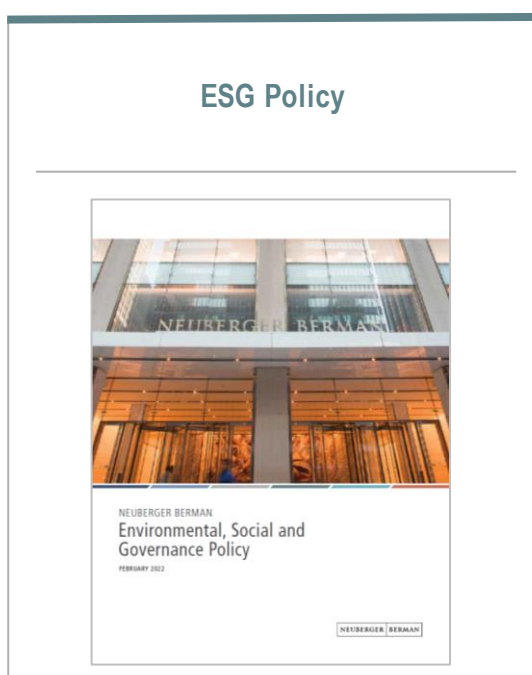
1. For purposes of the ESG Policy, “best-in-class” means issuers that are, in Neuberger Berman’s opinion, leaders compared to their peers in terms of meeting environmental, social and governance criteria.
 2. Avoidance screens can be combined with other ESG integration strategies based on client requests.

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 financially material to the portfolios we manage, as well as to our business strategy and operations, and managing risks that are material to our business.

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 or opportunities that may impact the financial performance of a security or a portfolio. We believe that climate risks are financially material for many sectors, and therefore, we consider climate risk factors alongside any other 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.

Neuberger Berman's Task Force on Climate-related Financial Disclosures (TCFD) Report describes our climate-related corporate strategy in line with disclosure recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). The purpose of this report is to provide our current and future clients and any additional stakeholders with information to help them understand how we assess climate-related issues and opportunities through our approach to governance, strategy, risk management and metrics and targets. It also serves as a disclosure against our commitment to the Net Zero Asset Managers Initiative as well as our Investor Climate Action Plan. The Board oversees climate-related enterprise risk and reviews the firm's approach to climate-related risks and opportunities at least once a year during the regularly scheduled Neuberger Berman Group Board meetings



3 | NB INDUSTRY COLLABORATIONS AND ENGAGEMENTS

Neuberger Berman became a signatory of the UN Principles for Responsible Investment (“PRI”) in 2012. In the 2024 PRI Assessment, we scored above the median of all reporting signatories for our ESG integration efforts in every reported category. This also marks the fifth consecutive year in which we obtained the top rating in the overarching Policy, Governance and Strategy category, which aims to capture signatories’ overall approach to responsible investment, including engagement and proxy voting¹



PRI Modules	Neuberger Berman Ratings	Median Ratings of all Reporting Signatories
Policy, Governance & Strategy*	★★★★★	★★★
Indirect - Private Equity	★★★★★	★★★★
Direct - Listed Equity - Active Quantitative	★★★★	★★★★
Direct - Listed Equity - Active Fundamental	★★★★	★★★★
Direct - Fixed income - SSA**	★★★★★	★★★
Direct - Fixed income - Corporate	★★★★★	★★★★
Direct - Fixed income - Securitized	★★★★★	★★★★
Direct - Fixed income - Private Debt	★★★★★	★★★★
Confidence Building Measures	★★★★★	★★★★

*Formerly Investment and Stewardship Policy. **SSA = Sovereign, Supranational and Agency.

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.

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.



1. For illustrative and discussion purposes only. PRI grades are based on information reported directly by PRI signatories, of which investment managers totaled 2,651 for 2024. 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. Neuberger Berman pays a fee to be a member of PRI and the grades are only available to PRI members. 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. Information about PRI grades is sourced entirely from PRI and Neuberger Berman makes no representations, warranties or opinions based on that information.

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 a hands-on approach, partnering with entrepreneurs with a medium-long term horizon to support the execution of their growth strategies.

NB Aurora’s portfolio currently consists of 12 investments¹ in Italian SMEs leaders in their niche reference markets. With respect to new investments: (i) in February 2024, NB Aurora re-invested, acquiring a minority stake, in Dierre Group, Italy’s leading manufacturer of high-technology, high-impact safeguards and components for industrial automation; (ii) in May 2024, NB Aurora re-invested, acquiring a minority stake, in Club Del Sole, a leading operator in Italy in the open-air hospitality sector; (iii) in September 2024, NB Aurora committed additional €30 million into its portfolio company PHSE to further advance its growth path.

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⁽²⁾.

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.

1. In addition to the 44.55% of the residual portfolio of Fondo Italiano di Investimento purchased in 2018
2. Engineering already prepared CSR report according to GRI standard before NB Aurora investment. BluVet and Finlogic committed to publish their ESG reports in 2024/25.

NBA CURRENT PORTFOLIO



Leading operator in Italy in the open-air hospitality sector



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

Veneta Cucine

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



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



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



Leader in IT services, software development and digital platforms



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



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



Leader in the tanning and leather industry



Italian independent consolidation platform of veterinary clinics

FARMO

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



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

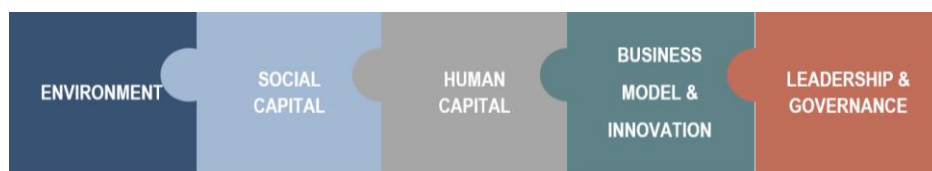


ESG principles are generally integrated within NB Aurora's investment process. Deal teams conduct ESG analysis with the support of specialized tier-one consulting firms and the Investment Committee generally evaluates ESG considerations as part of its overall investment evaluation. ESG factors are generally 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.

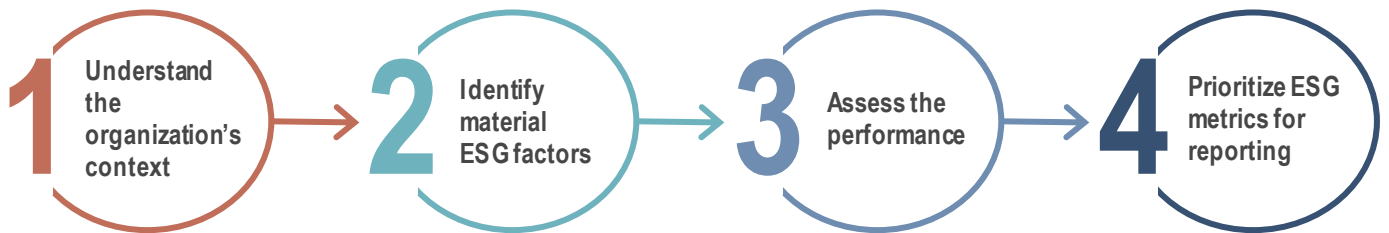
In particular, for each dimension, NB Aurora focuses on the following:

- **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"> • Energy (GRI 302-1) • Emissions (GRI 305-1; GRI 305-2) • Waste (GRI 306-3)⁽¹⁾ 	<ul style="list-style-type: none"> • Employees(GRI2-7) • Employment (GRI 401-1) • Occupational health and safety (GRI 403-9) • Training and education (GRI 404-1) • Diversity and equal opportunities (GRI 405-1b) 	<ul style="list-style-type: none"> • Compliance with laws and regulations (GRI 2-27) • Anti-corruption (GRI 205-3) • Anti-competitive behavior (GRI 206-1)⁽²⁾ • Diversity and equal opportunities (GRI 405-1a)

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

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

NBA's Relevant Portfolio Companies



GRI	KPI	UoM	2023	2022	Δ	Δ%
ENVIRONMENTAL						
GRI 302-1	Energy consumption within the organization ⁽¹⁾	GJ	1,002,778	970,984	31,793	3%
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based) ⁽²⁾	tCO _{2e}	65,944	64,144	1,800	3%
GRI 305-2						
	Waste generated ⁽³⁾	t	39,001	34,494	4508	13%
GRI 306-3	➢ Hazardous	%	7	8	-	(1%)
	➢ Non-Hazardous	%	93	92	-	1%
SOCIAL						
GRI 2-7	Number of employees as of 31.12	n.	17,880	15,620	2,260	14%
	➢ of which with permanent contract ⁽⁴⁾	%	96	94	-	2%
GRI 404-1	Training hours ⁽⁵⁾	n.	305,345	298,665	6,680	2%
GRI 401-1	Rate of new employee hires ⁽⁶⁾	%	24	19	-	5%
	Rate of employees' turnover ⁽⁶⁾	%	11	9	-	2%
GRI 405-1b	Women employees ⁽⁷⁾	%	31	29	-	2%
	Employees under 30 years old ⁽⁸⁾	%	19	17	-	2%
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities ⁽⁹⁾	n.	2.98	2.58	0.4	16%
GOVERNANCE						
GRI 405-1a	Diversity of board members as of 31.12					
	➢ Women in the Board ⁽¹⁰⁾	%	13	8	-	5%
	➢ 30-50 years old in the Board ⁽¹¹⁾	%	18	30	-	(12%)
GRI 205-3	Confirmed incidents of corruption	n.	-	-	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	-	-

- In reporting energy consumption within the organization, conversion factors were used to convert fuel to GJ (Source of the conversion factors: UK Government - GHG Conversion Factors for Company Reporting - 2023 and 2022).
- 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 (Source of the emission factors: UK Government - GHG Conversion Factors for Company Reporting - 2023 and 2022). 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 involves the use of average emission factors relating to the specific national energy mix of electricity production (Source of the emission factors: Tema, Confronti internazionali, 2019; IEA - International Energy Agency 2023 - for Engineering's 2023 emissions data only).
- Excluding PHSE, Club del Sole and PromoPharma as they did not provide any data concerning waste.
- Percentage of permanent contracts computed as total number of permanent contracts divided by number of employees.
- The data related to 2022 training hours has been updated compared to the previous report because of the inclusion of Engineering and Exacer, whose data were not previously available.
- Data for 2022 does not include PHSE, for which data are not available since GRI 401-1 has been reported starting from the 2023 sustainability report.
- 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.
- 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. The data related to 2022 has been updated compared to the previous report because of the inclusion of Engineering. Excluding PromoPharma from the rate calculation as they did not provide any data concerning working hours.
- 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'S DESCRIPTION

Club del Sole is the main operator in Italy in the open-air hospitality industry, 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 nature in the most renowned Italian tourist and naturalistic locations.

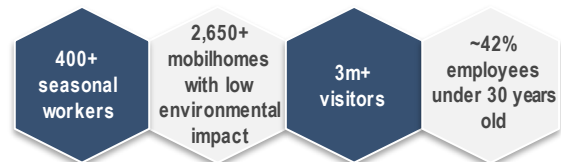
The Group's accommodation facilities consist of mobilhomes, bungalows, tent lodges and pitches for tents, campers and caravans. The campsites offer services including swimming pools, water parks, sports facilities, fitness centres, theatres and other free services, as well as restaurants, bars, minimarkets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

MISSION



Club del Sole aims to become one of the leaders in the open-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

GRI	KPI	UoM	2023	2022
GRI 302 -1	Energy consumption within the organisation	GJ	69,160	63,650
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	4,945	4,582
GRI 303-3	Water withdrawal	ML	480	438
-	Mobilhomes with low environmental impact and no cementification	n.	2,664	2,423

MAIN POLICIES AND PROCEDURES IN PLACE

Mobilhomes with low environmental impact and no cementification
Legambiente environmental certifications for all the group's structures



SOCIAL

GRI	KPI	UoM	2023	2022
GRI 2-7	Number of employees as of 31.12	n.	606	495
	➢ of which with permanent contract	%	29	30
GRI 405-1b	Women employees	%	47	46
	Employees under 30 years old	%	42	41
GRI 401-1	Rate of new employee hires ⁽¹⁾	%	17	14
	Rate of employees turnover ⁽¹⁾	%	13	7
GRI 404-1	Training hours	n.	16,101	15,125
	Voluntary training, not required by law	%	52	52
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	3.9	3.1

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	2023	2022
GRI 405-1a	Women in the Board	%	-	-
	30 - 50 years old in the Board	%	20	40
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

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

1. The rate of new employees hires and turnover does not take into account seasonal workers.

DIERRE GROUP - OVERVIEW

COMPANY'S DESCRIPTION

Dierre is a group that includes 17 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, 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.

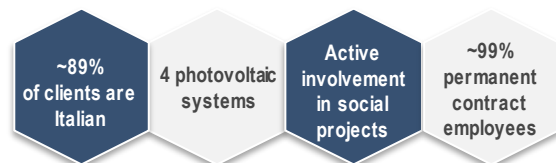
The constant attention to safety, combined with creativity and innovation, has made the Group a leader in the production of safety protections, conveyor systems and industrial robotics.

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
 - Product innovation and eco-sustainability
 - Marketing and transparent communication

- ✓ **SOCIAL RESPONSIBILITY**
 - Health and safety of employees
 - Diversity and equal opportunities
 - Human resources management and development
 - Responsible Value Chain

- ✓ **GOVERNANCE**
 - Ethics and compliance with laws and regulations
 - Value creation
 - Cybersecurity and customer privacy

- ✓ **ENVIRONMENTAL RESPONSIBILITY**
 - Energy Consumption
 - Emissions and climate change
 - Waste management
 - Materials and packaging management

DIERRE GROUP – ESG PERFORMANCE

ENVIRONMENTAL

GRI	KPI	UoM	2023	2022
GRI 302-1	Energy consumption within the organisation ⁽¹⁾	GJ	13,539	14,279
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based) ⁽¹⁾	tCO _{2e}	858	914
GRI 305-2				
GRI 306-3	Waste ⁽¹⁾	t	711	742
	➤ Hazardous waste	%	0.6	0.3
	➤ Non-Hazardous waste	%	99.4	99.7
GRI 301-1	Steel	t	2,053	2,276
	Aluminium	t	876	1,950
	Iron	t	42	40
	Other (glass, laminated, wood)	t	5	1

MAIN POLICIES AND PROCEDURES IN PLACE

Production of renewable energy
(4 plants with the objective of saving ~112tCO₂)

SOCIAL

GRI	KPI	UoM	2023	2022
GRI 2-7	Number of employees as of 31.12	n.	326	314
	➤ of which with permanent contract	%	98	94
GRI 405-1b	Women employees	%	18	19
	Employees under 30 years old	%	22	23
GRI 401-1	Rate of new employee hires	%	21	19
	Rate of employees turnover	%	18	19
GRI 404-1	Training hours	n.	3,069	2,278
GRI 404-3	Employees receiving regular performance reviews	%	87	85
GRI 403-9	Rate of employees' work-related injuries or fatalities	n.	29,5	21.6

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	2023	2022
GRI 405-1a	Women in the Board	%	-	-
	30 - 50 years old in the Board	%	20	33
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

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

POTENTIAL IMPROVEMENTS

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 2022 data have been restated from those published last year. For the previously published data, please refer to the 2022 Sustainability report of Dierre S.r.l.

PHSE – OVERVIEW

COMPANY'S DESCRIPTION

PHSE S.r.l. (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 S.r.l., 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 2023, the Company had 400+ vehicles and a workforce of more than 400 people.

PHSE S.r.l. has 15 branches on the Italian territory, of which 13 GDP (Good Distribution Practices) certified warehouses and 2 Pharma Hubs.

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					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2023	2022	
GRI 302-1	Energy consumption within the organization	GJ	129,789	123,385	13 warehouses compliant with Good Distribution Practices (GDP) ISO 14001 certificate ¹ Gender Equality Certification (UNI PdR 125:2022)
	➤ of which from diesel	%	93.1	92.8	
GRI 305-1 GRI 305-2	Refrigerant gas consumption within the organization	Kg	42,1	37,5	
	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	8,875	8,507	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2023	2022	
GRI 2-7	Number of employees as of 31.12	n.	405	375	Training Work-life balance Welfare and Safety Active involvement in social projects to promote local territories
	➤ of which with permanent contract	%	82	85	
GRI 405-1b	Women employees	%	13	15	
	Employees under 30 years old	%	13	16	
GRI 401-1	Rate of new employee hires ⁽²⁾	%	12	N.D.	
	Rate of employees turnover ⁽²⁾	%	5	N.D.	
GRI 404-1	Training hours	n.	1,588	1,141	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	3.1	1.5	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2023	2022	
GRI 405-1a	Women in the Board	%	-	-	Ethic Code and Organisation and management model ex decree 231/01
	30 - 50 years old in the Board	%	40	43	
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	

POTENTIAL IMPROVEMENTS

Continue to expand the information reported in the Sustainability 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

Obtain ISO 45001:2015 certification

In progress

1. ISO 14001 certificate is valid only for the Angrì office.
 2. It is noted that data related to GRI 401-1 is only available for the year 2023, as PHSE S.r.l. started reporting this indicator from the 2023 Sustainability Report. For this reason, data for the reporting year 2022 are not available.

COMPANY’S 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 30,000 tons/year of compounds (with spare production capacity for organic compounds) and it employs a workforce of 123 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"> ✓ ECONOMIC RESPONSIBILITY <ul style="list-style-type: none"> • Value creation ✓ ENVIRONMENTAL RESPONSIBILITY <ul style="list-style-type: none"> • Waste management • Energy consumption and emission • Materials ✓ PRODUCT RESPONSIBILITY <ul style="list-style-type: none"> • Innovation and product quality 	<ul style="list-style-type: none"> ✓ SOCIAL RESPONSIBILITY <ul style="list-style-type: none"> • Consumer satisfaction • Occupational health and safety • Development, staff well-being, inclusiveness and respect for human rights • Supply chain management • Local community support ✓ GOVERNANCE AND COMPLIANCE <ul style="list-style-type: none"> • Ethics, Compliance and Cybersecurity
--	--

COMET – ESG PERFORMANCE

ENVIRONMENTAL					
GRI	KPI	UoM	2023	2022	
GRI 302-1	Energy consumption within the organization	GJ	34,267	38,512	MAIN POLICIES AND PROCEDURES IN PLACE <hr/> ISO 14001 certificate ISO 9001 certificate
	➤ of which from the photovoltaic plant	GJ	1,043	1,224	
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	2,889	3,245	
GRI 306-3	Waste generated	t	586	672	
	➤ Hazardous	%	1.9	2.5	
	➤ Non-Hazardous	%	98.1	97.5	
GRI 301-1	Renewable materials ⁽¹⁾	t	236	283	
	Non renewable materials ⁽¹⁾	t	22,292	26,217	

SOCIAL					
GRI	KPI	UoM	2023	2022	
GRI 2-7	Number of employees as of 31.12	n.	123	127	MAIN POLICIES AND PROCEDURES IN PLACE <hr/> Training Active involvement in social projects to promote local territories
	➤ of which with permanent contract	%	100	98	
GRI 405-1b	Women employees	%	10.6	9	
	Employees under 30 years old	%	30.9	31.5	
GRI 401-1	Rate of new employees hire	%	4.1	4.7	
	Rate of employee turnover	%	7.3	3.1	
GRI 404-1	Training hours	n.	264	717	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	3	3.9	

GOVERNANCE					
GRI	KPI	UoM	2023	2022	
GRI 405-1a	Women in the Board	%	17	17	MAIN POLICIES AND PROCEDURES IN PLACE <hr/> Ethic Code and Organisation and Management Model ex decree 231/01
	30 - 50 years old in the Board	%	17	33	
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	

POTENTIAL IMPROVEMENTS

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

Achieved

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

In progress

Continuing the works for the expansion of the current production plant in Coccaglio, which will allow the introduction of new lines, a new warehouse and an automated materials transport system

In progress

1. Due to an improvement of the methodology, the 2022 data have been restated from those published last year. For the previously published data, please refer to the 2022 Sustainability report of Comet Sr.l.

COMPANY'S 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 59% of sales generated out of Italy. In 2023, RMG completed two strategic acquisitions, Mapel Group S.r.l., and Imatex23 S.r.l. These acquisitions are part of the company's strategic plan started last year with the acquisition of Morellino S.r.l. and Tessiture Oreste Mariani S.p.A, 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
- ✓ **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

GRI	KPI	UoM	2023	2022
GRI 302-1	Energy consumption within the organization	GJ	440,737	395,568
GRI 303-4	Water discharge	ML	1,612	1,413
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	26,793	23,349
GRI 305-2				
GRI 306-3	Waste generated ⁽¹⁾	t	26,917	23,659
	➢ Hazardous	%	10.4	11.3
	➢ Non-Hazardous	%	89.6	88.7

MAIN POLICIES AND PROCEDURES IN PLACE

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



SOCIAL

GRI	KPI	UoM	2023	2022
GRI 2-7	Number of employees as of 31.12 ⁽¹⁾	n.	1,287	1,085
	➢ of which with permanent contract ⁽¹⁾	%	96	96
GRI 401-1	Rate of new employees hire	%	20	15
	Rate of employee turnover	%	12	11
GRI 404-1	Training hours	n.	13,959	9,792
GRI 405-1b	Women employees ⁽¹⁾	%	27	23
	Employees under 30 years old	%	19	17
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities ⁽¹⁾	n.	9.8	10

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

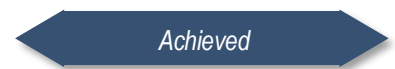
GRI	KPI	UoM	2023	2022
GRI 405-1a	Women in the Board	%	14	14
	30-50 years old in the Board	%	29	43
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	n.	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

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

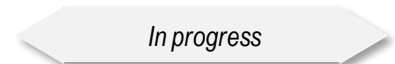
Bermas LTDA's partnership with "Great Place to Work" to support management to analyze and improve the working environment



Achieving 100% electricity purchased from the grid from renewable sources for production activities



Definition of Group-wide carbon footprint reduction roadmap in line with SBTi



Continuation of Life Cycle Assessment (LCA) studies to quantify the environmental impact of products for Rino Mastroto's tanneries



Achieving 100% coverage of the Group's tanneries certified by the Leather Working Group (LWG)



Adoption of the UNI EN ISO 45001:2018 management system for handling health and safety topics and KPIs



1. Due to an improvement of the methodology, the 2022 data have been restated from those published last year. For the previously published data, please refer to the 2022 Sustainability report of Rino Mastroto Group.
 2. Certification is valid for RMG S.p.A., Bermas LTDA and Elmo Sweden AB.

COMPANY'S DESCRIPTION

With more than 14,000 professionals in 20+ countries worldwide (including Belgium, Germany, the United States, India, Mexico 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 260,000 training hours 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
 - Contribution to employment
 - Human capital development and training
 - Diversity, equity and inclusion
 - Customer data security and privacy and cybersecurity
 - Initiatives in support to the local community
 - Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services

ENVIRONMENTAL ⁽¹⁾					
GRI	KPI	UoM	2023 (Global)	2023 (Italy)	2022 (Italy)
GRI 302-1	Energy consumption within the organization	GJ	159,003	152,382	144,466
	➢ of which from renewable sources	%	32	33	42
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	11,156	10,131	11,909
GRI 306-3	Waste generated	t	139,7	122,32	47,4
	➢ Hazardous	%	16.8	18.9	2.0
	➢ Non-Hazardous	%	83.2	81.1	98.0

MAIN POLICIES AND PROCEDURES IN PLACE

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

SOCIAL					
GRI	KPI	UoM	2023	2022	
GRI 2-7	Number of employees as of 31.12	n.	14,412	12,546	
	➢ of which with permanent contract	%	99	97	
GRI 401-1	Rate of new employees hire	%	25	20	
	Rate of employee turnover	%	11	12	
GRI 405-1b	Women employees	%	32	30	
	Employees under 30 years old	%	18	16	
GRI 404-1	Training hours	n.	260,939	264,000	
GRI 403-9 ¹	Work-related injuries or fatalities	n.	12	3	

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 45001 Occupational health and safety certificate (6 Italian offices)
 ISO 9001 quality management certificate
 Work-life balance, Welfare, Performance Evaluation System
 UNI/PdR 125 gender equality certificate

GOVERNANCE					
GRI	KPI	UoM	2023	2022	
GRI 405-1a	Women in the Board ¹	%	23	-	
	30-50 years old in the Board	%	15	15	
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	

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

Obtained UNI/PdR 125/2022 certification for gender equality	Achieved
Definition of first short-term Sustainability Strategy	Achieved
Structuring and implementation of an annual sustainability communication plan	In progress
Definition of target to eliminate gender pay gap by 2026	In progress
Mapping all suppliers on sustainability topics (25% in 2024 and 50% in 2025)	In progress
Increase the presence of women (35%) in the company by 2025 (Italian scope)	In progress
Conversion of all pool-vehicles to 100% electric-powered by 2024	In progress

1. The environmental data reported in the 2022 sustainability report of Engineering S.p.A. refer to the perimeter of the Italian companies. In order to make the data comparable with 2023, for the latter both the data of the same perimeter (Italian) and global (non available for 2022) are presented.

COMPANY’S 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 or with FSC certification, and materials that do not create environmental imbalances, adopting production methods, including continuous cycle water painting, with very low emission of harmful substances.

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"> ✓ ECONOMIC RESPONSIBILITY <ul style="list-style-type: none"> • Solidity and economic performance ✓ ENVIRONMENTAL RESPONSIBILITY <ul style="list-style-type: none"> • Eco-design and circular economy • Energy consumption and fight to climate change ✓ PRODUCT RESPONSIBILITY <ul style="list-style-type: none"> • Quality and safety of products and services • Products' innovation and sustainability 	<ul style="list-style-type: none"> ✓ SOCIAL RESPONSIBILITY <ul style="list-style-type: none"> • Consumer satisfaction • Occupational health and safety • Inclusion, development and wellbeing of personnel • Supply chain responsible management ✓ GOVERNANCE AND COMPLIANCE <ul style="list-style-type: none"> • Ethics and integrity
--	---

ENVIRONMENTAL					MAIN POLICIES AND PROCEDURES IN PLACE "Green Thinking" Model ISO 9001 certificate ISO 14001 certificate Use of 100% recycled wood or with FSC certification Production of renewable energy Presence of an Energy Manager
GRI	KPI	UoM	2023	2022	
GRI 302-1	Energy consumption within the organization	GJ	91.913	97,425	
	➤ of which from renewable sources ⁽¹⁾	%	1	48	
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based) ⁽²⁾	tCO _{2e}	6,415	6,630	
GRI 306-3	Waste generated	t	10,132	8,855	
	➤ Hazardous	%	0.7	0.6	
	➤ Non-Hazardous	%	99.3	99.4	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE ISO 45001 Certificate Active involvement in social projects to promote local territories Employee training
GRI	KPI	UoM	2023	2022	
GRI 2-7	Number of employees as of 31.12	n.	530	496	
	➤ of which with permanent contract	%	96	96	
GRI 401-1	Rate of new employees hire	%	13	11	
	Rate of employee turnover	%	7	6	
GRI 405-1b	Women employees	%	13	13	
	Employees under 30 years old	%	15	16	
GRI 404-1	Training hours	n.	5,335	3,727	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	17	15	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE Code of Conduct and Organisation and management model ex decree 231/01
GRI	KPI	UoM	2023	2022	
GRI 405-1a	Women in the Board	%	14	14	
	30 - 50 years old in the Board	%	-	29	
GRI 205-3	Confirmed incidents of corruption	n.	-	-	
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-	
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-	

POTENTIAL IMPROVEMENTS

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



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"



Redevelopment and expansion of the Galileo production plant, with the aim of increasing the covered surface area of Veneta Cucine by 50%.



1. It should be noted that the purchase of electricity for 2022 was entirely covered by Guarantees of Origin (GO); due to internal considerations, it was decided to opt instead, starting from 2023, for further developing the generation of self-produced renewable energy, which should grow considerably in the forthcoming years.
 2. It should be noted that, for the year 2023, the calculation of Scope 1 emissions (direct emissions) and Scope 2 (indirect emissions from energy consumption) was also carried out by an independent company (Quality Net) as part of the calculation of the company's carbon footprint - also including Scope 3 emissions. This calculation, in compliance with the requirements of UNI EN ISO 14064-1:2019, follows a different methodology from the one set out in this document, using emission factors provided by ISPRA and DEFRA, and including refrigerant gases in the calculation of Scope 1 emissions.

COMPANY'S 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"> ✓ ECONOMIC RESPONSIBILITY <ul style="list-style-type: none"> • Economic performance ✓ ENVIRONMENTAL RESPONSIBILITY <ul style="list-style-type: none"> • Energy consumption and emission • Waste management • Materials and packaging ✓ GOVERNANCE AND COMPLIANCE <ul style="list-style-type: none"> • Ethics and compliance 	<ul style="list-style-type: none"> ✓ SOCIAL RESPONSIBILITY <ul style="list-style-type: none"> • Supply chain management • Occupational health and safety • Employees' satisfaction and inclusivity ✓ PRODUCT RESPONSIBILITY <ul style="list-style-type: none"> • Product quality and safety • Research & Development • Marketing and responsible labelling
--	--

ENVIRONMENTAL				
GRI	KPI	UoM	2023	2022
GRI 302-1	Energy consumption within the organization	GJ	15,525	16,149
	➢ of which from natural gas	%	62	61
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	1,016	1,038
GRI 306-3	Waste generated	t	330	289
	➢ Hazardous	%	-	-
	➢ Non-Hazardous	%	100	100
GRI 301-1	Renewable materials	t	6,546	7,241
	➢ of which from renewable sources	%	99	98

MAIN POLICIES AND PROCEDURES IN PLACE

- Autorizzazione Unica Ambientale (AUA)
- Development of recovery and recycling programmes for production waste
- Creating circularity paths for the reuse of natural raw materials

SOCIAL				
GRI	KPI	UoM	2023	2022
GRI 2-7	Number of employees as of 31.12	n.	53	54
	➢ of which with permanent contract	%	96	83
GRI 401-1	Rate of new employees hire	%	21	30
	Rate of employee turnover	%	23	17
GRI 405-1b	Women employees	%	47	46
	Employees under 30 years old	%	23	20
GRI 404-1	Training hours	n.	309	455
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	-	5.7

MAIN POLICIES AND PROCEDURES IN PLACE

- Work-life balance, Welfare, Performance Evaluation System in place
- Creation of "Farmo Academy", training area within the 'Farmo Four' factory

GOVERNANCE				
GRI	KPI	UoM	2023	2022
GRI 405-1a	Women in the Board	%	14	14
	30 - 50 years old in the Board	%	14	29
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

- Ethic Code and Code of Conduct
- SMETA certification
- Legality Rating

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'S 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.

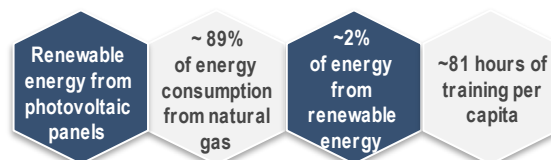
Exacer provides its customers the inert catalyst support (small pieces of ceramics of a customized shape) and chemical companies perform the impregnation with the actual catalyst. Pieces are produced either based on Exacer proprietary formulas, materials or on a toll manufacture contract, where clients 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	2023	2022
GRI 302-1	Energy consumption within the organization ➤ of which from natural gas	GJ	38,285	66,167
		%	89	93
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	2,223	3,162
GRI 305-2				
GRI 306-3	Waste generated ⁽¹⁾ ➤ Hazardous ➤ Non-Hazardous	t	186	229,6
		%	3	2
		%	97	98
GRI 301-1	Materials ⁽¹⁾ ➤ of which from renewable sources	t	1,825	2,197
		%	3.7	3

MAIN POLICIES AND PROCEDURES IN PLACE

Autorizzazione Unica Ambientale (AUA)

SOCIAL				
GRI	KPI	UoM	2023	2022
GRI 2-7	Number of employees as of 31.12 ➤ of which with permanent contract	n.	28	28
		%	79	71
GRI 401-1	Rate of new employees hire Rate of employee turnover	%	18	64
		%	18	25
GRI 405-1b	Women employees Employees under 30 years old	%	18	18
		%	25	36
GRI 404-1	Training hours	n.	2,258	315
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	3.9	0.0

MAIN POLICIES AND PROCEDURES IN PLACE

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

GOVERNANCE				
GRI	KPI	UoM	2023	2022
GRI 405-1a	Women in the Board 30 - 50 years old in the Board	%	-	-
		%	20	20
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

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

POTENTIAL IMPROVEMENTS

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

Achieved

Obtain ISO 14001:2015 and ISO 45001:2015 certifications

In progress

Implement the calculation of Scope 3 emissions within the GHG emissions inventory

In progress

1. Due to an improvement of the methodology, the 2022 data have been restated from those published last year. For the previously published data, please refer to the 2022 Sustainability report of Exacer S.r.l.

COMPANY’S DESCRIPTION

PromoPharma, a company founded in 1998 in the Republic of San Marino, manufactures and markets dietary supplements, medical devices, and foods for special medical purposes. The fundamental principle of quality and innovation permeates every stage of the value chain and is manifested through the use of cutting-edge technologies in production processes, the search for scientific evidence and clinical studies in the selection of ingredients and raw materials.

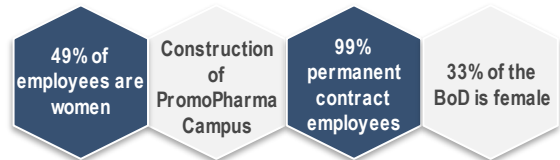
PromoPharma is committed to providing safe, high-quality products with high safety standards. Building relationships based on respect and transparency is a fundamental element for PromoPharma in pursuing the quality of its products. Indeed, PromoPharma is based on the values of respect, responsibility, transparency, and innovation. These, combined with over 25 years of expertise and a consolidated know-how in the world of phytotherapy and dietary supplementation, create a great appeal for the consumer.

MISSION



PromoPharma combines Nature and Science to create effective solutions for personal well-being and care. It is oriented towards a philosophy that uses the resources offered by nature and applies scientific knowledge to improve people's health and balance.

HIGHLIGHTS



RELEVANT ESG TOPICS

<ul style="list-style-type: none"> ✓ ECONOMIC RESPONSIBILITY <ul style="list-style-type: none"> • Economic value generated and distributed ✓ GOVERNANCE AND COMPLIANCE <ul style="list-style-type: none"> • Ethics, transparency and business integrity ✓ PRODUCT RESPONSIBILITY <ul style="list-style-type: none"> • Quality and safety of products • Research, Development and Sustainable Innovation 	<ul style="list-style-type: none"> ✓ SOCIAL RESPONSIBILITY <ul style="list-style-type: none"> • Training and growth of staff • Diversity, equal opportunities and inclusion • Attention to local communities and territory • Staff management and corporate welfare • Health and safety at work • Cybersecurity and data protection ✓ ENVIRONMENTAL RESPONSIBILITY <ul style="list-style-type: none"> • Climate change and emissions
--	---



ENVIRONMENTAL

GRI	KPI	UoM	2023	2022
GRI 302-1	Energy consumption within the organization	GJ	10,557	11,383
	➤ of which from natural gas	%	27	33
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	774	808

MAIN POLICIES AND PROCEDURES IN PLACE

- Organic production certificate
- ISO 9001 certificate
- ISO 13485 certificate



SOCIAL

GRI	KPI	UoM	2023	2022
GRI 2-7	Number of employees as of 31.12	n.	110	100
	➤ of which with permanent contract	%	99	100
GRI 401-1	Rate of new employees hire	%	18	23
	Rate of employee turnover	%	16	34
GRI 405-1b	Women employees	%	49	55
	Employees under 30 years old	%	16	16
GRI 404-1	Training hours	n.	1,523	1,115
GRI 403-9	Work related Injuries (n° of incidents) ⁽¹⁾	n.	0	0

MAIN POLICIES AND PROCEDURES IN PLACE

- "Health 4.0" project is dedicated to personal well-being and weight control
- Training for employees and customers



GOVERNANCE

GRI	KPI	UoM	2023	2022
GRI 405-1a	Women in the Board	%	33	33
	30 - 50 years old in the Board	%	33	33
GRI 205-3	Confirmed incidents of corruption	n.	-	-
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

- ESG journey undertaken with the first sustainability report

POTENTIAL IMPROVEMENTS

Installation of a photovoltaic system in the new building under construction, with the prospect of greater energy resilience

In progress

Studies with the aim of creating a single-material pack, which simplifies its structure and recycling process

In progress

New production area dedicated to injectables

In progress

1. For GRI 403-9, the calculation of worked hours is not available and therefore the Rate of employees' recordable work-related injuries.