



NB Aurora

Portfolio ESG Spotlight

December 2022

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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.



NB AURORA

NB Aurora is the first permanent capital vehicle listed in Italy on the Euronext MIV Milan - professional segment of the Italian Stock Exchange. 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 is promoted by Neuberger Berman, a private, independent, employee-owned investment manager, with \$408 billion AUM (September 30, 2022). With offices in 26 countries, Neuberger Berman's diverse team has over 2,600 professionals. In 2021, Neuberger Berman earned 5 Stars, the highest possible scoring¹, across all categories for our overarching approach to ESG for the third year in a row. In 2020, Neuberger Berman was named to the PRI Leaders Group², a designation awarded to only 20 of 2400+ investment manager PRI signatories.

For more information, please visit our website at www.nbaurora.com.

1 | ESG APPROACH

Neuberger Berman (“NB”) has a longstanding belief that material environmental, social and governance (“ESG”) factors are an important driver of long-term investment returns. We take a comprehensive approach toward managing client assts, including integration of ESG criteria into our investment processes.

Neuberger Berman believes that incorporating ESG considerations throughout its investment process can potentially lead to more consistent and better investment outcomes by helping to identify both material risks and opportunities to drive value. As such, we believe the most effective way to integrate ESG factors into an investment process is for investment teams to consider ESG factors as part of rigorous due diligence and ongoing portfolio management.

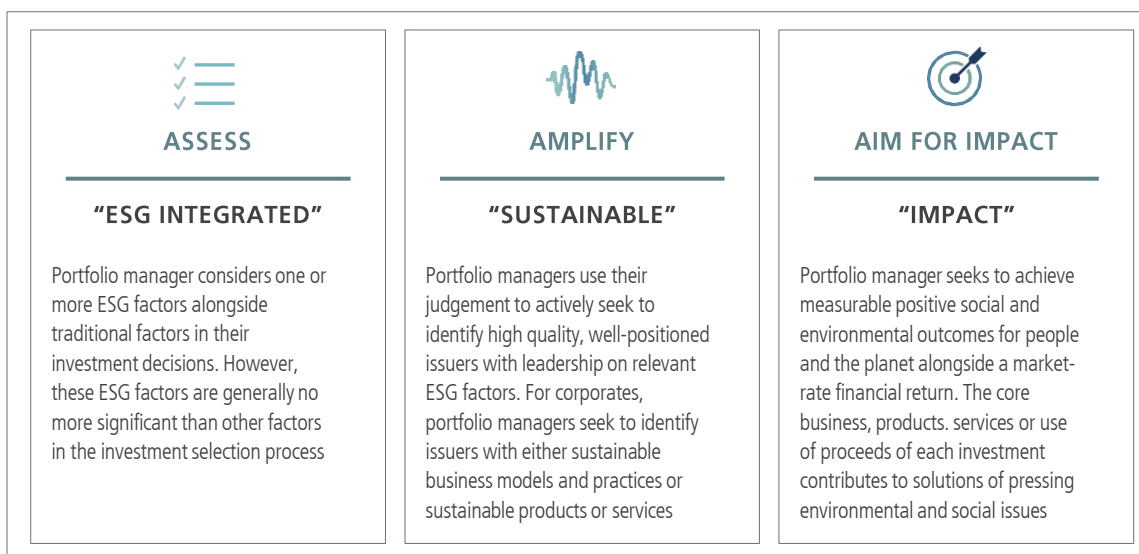
Approach to ESG Integration

NB has defined an ESG policy which provides a broad framework for its approach to integrating ESG factors into its 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.

The ESG Committee is responsible for reviewing the ESG Policy annually and amending it as needed. Our dedicated ESG Investing team is responsible for setting the firm’s ESG strategy in collaboration with the Committee and after consultation with portfolio managers, CIOs, and our CEO. The ESG Policy is also reviewed on an annual basis by the firm’s Board of Directors and Partnership Committee, which is comprised of selected leaders of Neuberger Berman and serves as an advisory board for senior management on material decisions and the strategy direction of the firm.

Neuberger Berman integrates ESG to varying degrees across our firm, including equity, fixed income and private markets. Each portfolio manager has a customized approach to ESG integration that is driven by multiple factors, including the objectives of the strategy, asset class and investment time horizon.

NEUBERGER BERMAN ESG INTEGRATION FRAMEWORK



Notes: The ESG Investing team works together with respective investment teams in order to receive approval from the ESG Product Committee for appropriate taxonomy designation. There is no guarantee that the Specialty Finance team will achieve ESG Product Committee approval. Investment strategies’ ESG integration approaches may evolve over time. Please refer to Neuberger Berman’s ESG Policy for the full definitions. ESG is incorporated into due diligence processes as one of the key factors that we consider to be financially material to individual investments. The use of ESG factors could result in selling or avoiding investments that subsequently perform well, or purchasing Investments that subsequently underperform.

NB Climate-related Corporate Strategy

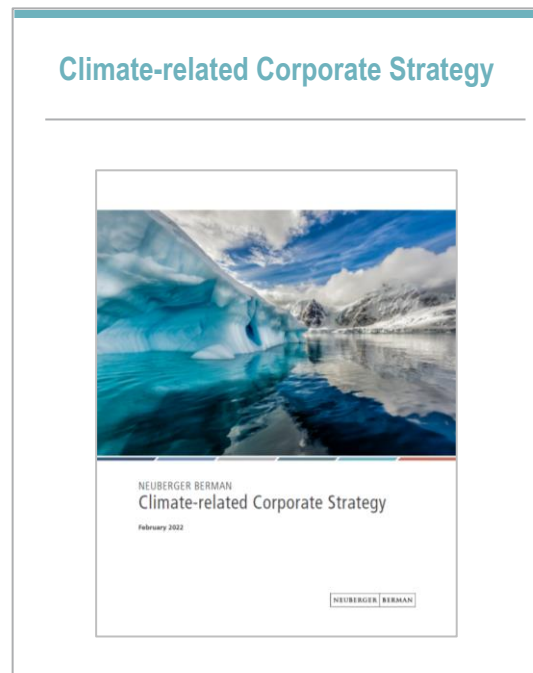
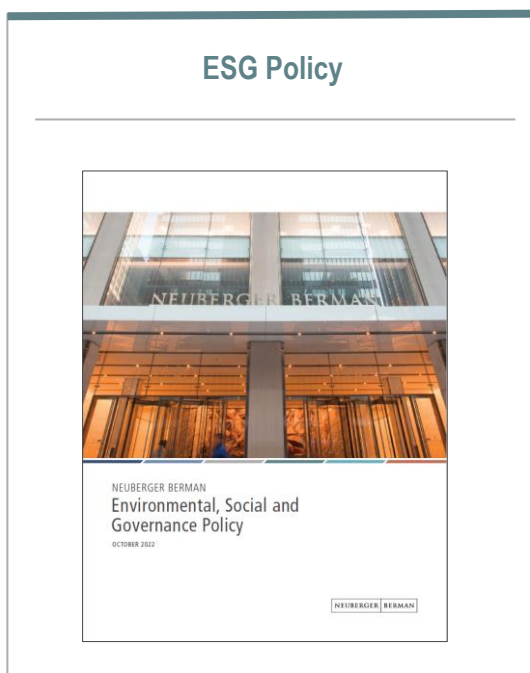
Neuberger Berman recognizes the impact of climate change and the urgent need to accelerate the sustainable transition toward global net-zero emissions. We also understand that for many of our clients the environmental impact of their portfolio is an increasingly important consideration in conjunction with investment performance. 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. Finally, in November 2021, we joined the Net Zero Asset Managers Initiative which has the goal of achieving net zero emissions in line with the Paris Agreement. Our Climate-related Corporate Strategy will be reviewed annually and amended as needed.

Summary of strategy:

- Our climate-related corporate strategy covers investment risk and opportunity, as well as the operational resilience of our business;
- We seek to protect our clients’ assets from material climate-related risks and to identify opportunities as appropriate on behalf of our clients;
- We plan to continue to innovate and seek to improve our investment approach, particularly through the use of scenario analysis.

Neuberger Berman is committed to integrating climate-related factors into our business and investment risk assessments. We plan to continue to align our monitoring of material climate-related risks with the recommendations outlined by the TCFD.

The ESG Policy and the Climate-related Corporate Strategy are published on NB website at www.nb.com/esg.



2 | INDUSTRY COLLABORATIONS AND ENGAGEMENTS

Neuberger Berman became a signatory of the UN Principles for Responsible Investment in 2012 and has reported to the PRI since 2014. In our 2021 PRI Assessment, we obtained the highest possible scoring¹ across all categories for our 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 signatories².



In 2021, Neuberger Berman served as a member of PRI’s Private Equity Advisory Committee (PEAC), a collaborative group that advises the PRI on its private equity initiatives. In 2021, Neuberger Berman joined the ILPA Diversity in Action Initiative, and is part of a working group focused on diversity and inclusion metrics to help advance efforts in the private equity industry.



Neuberger Berman is a signatory of the UN Global Compact and is committed to aligning its operations with universal principles on human rights, labor, environment and anti-corruption, and to taking actions that advance societal goals. 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. In April 2022, Neuberger Berman submitted its third Communication on Progress (COP), demonstrating the firm’s commitment to implement the Ten Principles, and qualified for the Global Compact Advanced Level³.



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. We believe this can best be achieved by working 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 adoption of industry-standard ESG disclosures.



3 | ESG INTEGRATION

Building upon the firm-level commitment to ESG investing, NB Aurora (“NBA”) 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 long-term partner, NB Aurora believes it has the opportunity and responsibility to integrate ESG factors in its decision-making process in order to promote ESG integration best practice not only within the investing industry, but also across its portfolio companies and the business community at large.

WHAT NBA MEANS BY ESG

Environmental factors include organizations’ contribution to **climate change** through **greenhouse gas emissions, along with waste management, energy efficiency, water consumption and biodiversity.**

With renewed efforts to combat global warming, emissions reduction and decarbonization become more important.



Social aspects include **human capital management** and development and retention of **talents**, as well as **health and safety**. It also includes aspects related the interaction with the **local community** and the **value chain** (e.g. ,human rights and labor conditions in the supply chain). It also relates to **research and development activities to foster innovation.**



Governance refers to a set of rules or principles that define **rights, responsibilities and expectations** among different stakeholders in corporate governance. In particular, it is important for organizations to have in place a **governance able to manage and monitor sustainability issues.**



ESG principles are generally incorporated throughout NB Aurora processes, from a thorough due diligence process on potential investments, to the promotion and integration of ESG best practice in its investments. Deal teams are responsible for conducting the ESG analysis and the Investment Committee generally evaluates ESG considerations as part of their overall investment evaluation.

ESG is incorporated into the due diligence process as one set of factors that is generally 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 and sustainability framework as well as an assessment of material and industry-specific ESG factors.

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

- **Environmental:** potential environmental issues are addressed; 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:** it is ascertained whether a company adheres to sustainability standards that are required, establishing and maintaining relationships based on mutual respect, loyalty and trust with all its stakeholders;
- **Governance:** the focus is on the systems, processes and practices governing a company’s interaction with all its constituencies to ensure that they enable adequate transparency, accountability and inclusiveness.

Below are the 5 areas of the ESG analysis generally included in NB Aurora’s Investment Evaluation Process:



From an investment standpoint, NB Aurora believes that ESG analysis should be based on materiality and customized by asset class and investment style. NB Aurora may utilize the proprietary NB Materiality Matrix to assess industry specific ESG factors that are likely to be financially material. The assessment is a product of collaboration between the firm’s research sector experts and the ESG Investing team over multiple years and is based on leveraging industry standards for materiality of ESG factors such as the Sustainability Accounting Standards Board (SASB) as a starting point⁴. The team can leverage the NB Materiality Matrix for its initial phase of due diligence on potential targets, identifying potential material ESG risks and opportunities, integrated in the discussion material and addressed during the investment committee. The five macro-areas of analysis are: Environmental, Social, Workforce, Supply Chain and Leadership & Governance.

NB MATERIALITY MATRIX

	ENVIRONMENTAL		SOCIAL		WORKFORCE		SUPPLY CHAIN		LEADERSHIP AND GOVERNANCE	
FACTOR	Emissions	Water Management	Data Privacy & Security	Pricing Transparency	Health & Safety	Human Capital Development	Product Safety & Integrity	Materials Sourcing	Innovation	Policy & Regulation Risk
Consumer Goods										
Extractives/Minerals										
Financials										
Food & Beverage										
Health Care										
Infrastructure										

Represents a subset of factors for illustrative and discussion purposes only.

NB Aurora further conducts ESG due diligence with the support of specialized consulting firms. Since we consider material ESG factors to be an important component of investment decision-making, material unmitigated risk may constitute a “no-go” for an investment, whereas mitigated risks, which are inherent to a particular sector and are managed appropriately, are factored into our company valuation together with other material business risks.

Many of its portfolio companies based in Europe use the Global Reporting Initiative (GRI) Sustainability Reporting Standards as the basis for their sustainability initiatives, and as such, NB Aurora may consider this set of Standards in its ESG efforts and communications as well.

Since its establishment, NB Aurora has actively promoted the integration of ESG best practice across its portfolio, as demonstrated by its portfolio companies that in 2019 published their first sustainability reports disclosing their environmental, social and governance performance.

In 2020, NBA took an additional relevant step in its ESG path by deploying a challenging ESG roadmap for all of its investments, which include:

			
<p>Club del Sole S.p.A. leader operator in Italy in the open-air hospitality sector</p>	<p>Dierre S.p.A. leader in the production of machine guarding and safety systems and soundproofing solutions</p>	<p>Rino Mastroto Group S.p.A. leader in the tanning and leather industry</p>	<p>Engineering Ingegneria Informatica S.p.A.⁵ leader in IT services, software development and digital platforms</p>
			
<p>PHSE S.r.l. leader in the logistics and temperature-controlled transport of pharmaceutical products, biotech and biological samples</p>	<p>Veneta Cucine S.p.A. leader in the design and production of kitchens, living rooms and furnishing accessories</p>	<p>Comet S.r.l. leading company in Italy in the development and production of tailor-made organic rubber and silicone compounds</p>	<p>Farmo S.p.A. leader in the production of gluten-free, organic, plant-based and rich-in healthy packaged food for own brands, third party brands an private label</p>

NB Aurora expects that this ESG portfolio initiative may enhance NB Aurora's ESG disclosure and improve transparency and accountability to its stakeholders over time.

NB Aurora will continue to pursue its ESG commitment focusing on the extension of the ESG reporting to the new portfolio companies (Exacer and BluVet in 2023, and PromoPharma in 2023/24), and the disclosure of NB Aurora's portfolio aggregated KPIs. The portfolio companies that have already completed the preparation of their first ESG report, together with NB Aurora will continue to pursue their ESG commitment by sharing regular updates on the progress of their activities and performance.

ESG ANALYSIS & REPORTING

NB Aurora believes that by integrating ESG factors with a focus on materiality in its diligence, it may achieve better investment outcomes. NB Aurora can leverage the proprietary NB Materiality Matrix to assess industry specific ESG factors that are likely to be financially material (informed by the Neuberger Berman’s research analysts)⁴. Many of NB Aurora’s portfolio companies based in Europe use the Global Reporting Initiative (GRI) Sustainability Reporting Standards as the basis for their ESG initiatives, and as such, NB Aurora factors in GRI guidance in its ESG efforts and communications as well.

The GRI Standards requires companies to identify the most relevant ESG topics by implementing a specific analysis process. This process enables the company to determine the material topics, i.e. those economic, social and environmental aspects on which a company has a significant effect (positive or negative) and which could substantially influence stakeholders assessments and decisions.

Relevant ESG topics have been translated into common Key Performance Indicators (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 Sustainability Reports of each pilot portfolio company.

Environmental	Social	Governance
<ul style="list-style-type: none"> • Energy (GRI 302-1) • Water (GRI 303-3) • Emissions (GRI 305-1; GRI 305-2) • Waste (GRI 306-2) 	<ul style="list-style-type: none"> • Information on employees and other workers (GRI 102-8) • Employment (GRI 401-1) • Occupational health and safety (GRI 403-9) • Training and education (GRI 404-1) • Diversity and equal opportunities (GRI 405-1) 	<ul style="list-style-type: none"> • Anti-corruption (GRI 205- 3) • Anti-competitive behavior (GRI 206-1) • Environmental compliance (GRI 307-1) • Diversity and equal opportunities (GRI 405-1) • Socioeconomic compliance (GRI 419-1)

NB Aurora’s portfolio consists of 11 investments in Italian SMEs leaders in their niche reference market, in addition to the 44.55% of the residual portfolio of Fondo Italiano di Investimento acquired in 2018. 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.

In the following pages, we report the extracts from the ESG Reports 2021 of Club del Sole, Dierre Group, Rino Mastrotto Group, Engineering Ingegneria Informatica, PHSE, Comet, Farmo and Veneta Cucine. This set of eight portfolio companies represents ca. 80% of NB Aurora’s invested capital as of December 2022. Exacer, BluVet and PromoPharma committed to publish their first sustainability report in 2023/24.



AGGREGATED PORTFOLIO COMPANIES KPIS

Below are reported the aggregated ESG KPIS of NB Aurora’s relevant portfolio companies:



GRI	KPI	UoM	2021	2020	Δ	Δ%
GRI 302-1	Energy consumption within the organization ⁷	GJ	900,960	805,412	95,548	11.9%
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2) ⁸	tCO _{2e}	61,013	57,034	3,979	7.0%
GRI 102-8	Average FTE employees ⁹	n.	14,235	14,083	152	1.1%
	Employees with permanent contract ¹⁰	%	97	97	(1)	(0.6%)
GRI 404-1	Training hours ¹¹	n.	26,416	16,602	9,814	59.1%
Diversity of employees as of 31.12						
GRI 405-1b	> women ¹²	%	29	29	1	1.9%
	> <30 years old ¹³	%	16	15	1	6.3%
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities ¹⁴	n.	37	52	(15)	(28.5%)
Diversity of board members as of 31.12						
GRI 405-1a	> women ¹⁵	%	9	10	(1)	(5.8%)
	> 30-50 years old ¹⁶	%	31	40	(9)	(22.4%)
GRI 205-3	Any confirmed incidents of corruption	n.	-	-	-	-
GRI 206-1	Any legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	n.	-	-	-	-
GRI 307-1	Any fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	-	-
GRI 419-1	Any fines and non-monetary sanctions for non-compliance with laws in the social and economic area	n.	-	-	-	-

CLUB DEL SOLE – OVERVIEW

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 nature in the most renowned Italian tourist and naturalistic locations.

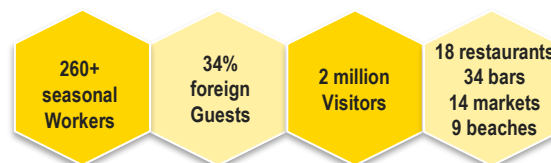
The Group's accommodation facilities consist of mobilhomes, bungalows, tent lodges and pitches for tents, campers and caravans. The campsites offer services including swimming pools, water parks, sports facilities, fitness centers, theatres and other free services, as well as restaurants, bars, minimarkets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

MISSION



Club del Sole aims to become one of the leader 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.

STRATEGY



RELEVANT ESG TOPICS



ECONOMIC RESPONSIBILITY

- Economic performance
- Governance
- Ethics and compliance



RESPONSIBILITY TOWARDS CUSTOMERS

- Quality and reliability of services
- Customer relationship
- Sustainable tourism eco-design



RESPONSIBILITY TOWARDS PEOPLE

- Health and safety of employees
- Diversity and inclusion
- Welfare in the work-place



ENVIRONMENTAL RESPONSIBILITY

- Energy Consumption and emission
- Water consumption
- Protection of land and biodiversity



SOCIAL RESPONSIBILITY

- Supply chain management
- Development of social initiatives and partnership

CLUB DEL SOLE – ESG PERFORMANCE



ENVIRONMENTAL

GRI	KPI	UoM	2021	2020	2019
GRI 302-1	Energy consumption within the organisation	GJ	53,814	33,290	38,344
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2)	tCO ₂	3,941	2,256	2,907
GRI 305-2					
GRI 303-3	Water withdrawal	ML	334	251	311
-	Mobilhomes with low environmental impact and no cementification	n.	2,082	1,781	1,577

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 14001 certificate¹⁷
Carbon footprint
Mobilhomes with low environmental impact and no cementification



SOCIAL

GRI	KPI	UoM	2021	2020	2019
GRI 102-8	Average FTE employees	n.	414	308	389
	Employees with permanent contract	%	36	39	23
GRI 405-1b	Women employees	%	45	44	43
	Employees under 30 years old	%	39	37	40
GRI 401-1	Rate of new employee hires	%	33	43	46
	Rate of employees turnover	%	23	14	24
GRI 404-1	Training hours	n.	8,862	4,138	3,900
	Voluntary training, not required by law	%	53	66	88
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	1.4	2.8	4.2

MAIN POLICIES AND PROCEDURES IN PLACE

Quality management
Training
Work-life balance. Welfare and Safety
TÜV certificate to manage Covid-19 cases in the villages
Active involvement in social projects to promote local territories



GOVERNANCE

GRI	KPI	UoM	2021	2020	2019
GRI 405-1a	Men in the Board	%	100	100	100
	30 - 50 years old in the Board	%	40	40	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 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	-
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social economic area	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

DIERRE GROUP – OVERVIEW

Dierre is a group with 14 manufacturing 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. 87% of sales are generated in Italy.

Dierre designs, manufactures and sells technologically advanced protections and components with high aesthetic impact for industrial automation in the most diverse sectors.

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 leader in Europe for the production of protection systems for industrial automation.

STRATEGY



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

GRI	KPI	UoM	2021	2020	2019
GRI 302 -1	Energy consumption within the organisation	GJ	14,235	11,911	12,734
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2)	tCO ₂	1,026	806	935
GRI 305-2					
GRI 305-6	Particulate matter	kg	58.00	63.08	66.88
GRI 305-7					
GRI 306 -2	Waste	t	967	514	264
	Hazardous waste	%	0.5	0.5	1.35
GRI 301-1	Steel	t	2,392	1,578	2,778
	Aluminium	t	1,921	1,218	1,325

MAIN POLICIES AND PROCEDURES IN PLACE

Production of renewable energy (3 plants which imply a saving of ~74tCO₂)

SOCIAL

GRI	KPI	UoM	2021	2020	2019
GRI 102-8	Average FTE employees	n.	312	281	280
	Employees with permanent contract	%	96	98	97
GRI 405-1b	Women employees	%	18	16	16
	Employees under 30 years old	%	23	24	24
GRI 401-1	Rate of new employee hires	%	19	12	18
	Rate of employees turnover	%	17	11	13
GRI 404-1	Training hours	n.	5,715	3,989	5,065
GRI 404-3	Employees receiving regular performance reviews	%	48	49	49
GRI 403-9	Rate of employees' work-related injuries or fatalities	n.	16.0	28.2	27.4

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	2021	2020	2019
GRI 405-1a	Men in the Board	%	100	100	100
	30 - 50 years old in the Board	%	20	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 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	-
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social economic area	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

Installation of 3 photovoltaic systems to meet the energy needs of Fiorano and Bologna offices

Achieved

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

Increase employees welfare by implementing conventions for services

Achieved

Strengthen research and development

In progress

PHSE – OVERVIEW

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 5,000 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 2021, the Company had 300+ vehicles and a workforce of more than 300 people.

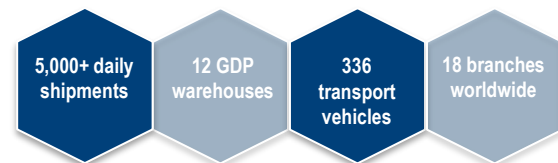
PHSE has 18 offices and 15 GDP (Good Distribution Practices) certified warehouses worldwide, geographically spread across Italy, the UK, the USA, Brazil, India and Singapore.

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.

STRATEGY



RELEVANT ESG TOPICS



ECONOMIC RESPONSIBILITY

- Economic performance
- Investor relation



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
- Compliance and risk management

PHSE – ESG PERFORMANCE

ENVIRONMENTAL				
GRI	KPI	UoM	2021	2020
GRI 302-1	Energy consumption within the organization	GJ	115,893	108,523
	➤ of which from natural gas	%	0.2	0.2
GRI 305-1 GRI 305-2	Refrigerant gas consumption within the organization	Kg	32.6	1.6
	Direct GHG emissions (Scope 1 and Scope 2)	tCO _{2e}	9,593	8,946

MAIN POLICIES AND PROCEDURES IN PLACE

12 warehouses compliant with Good Distribution Practices (GDP) ISO 14001 certificate¹⁸

SOCIAL				
GRI	KPI	UoM	2021	2020
GRI 102-8	Average FTE employees	n.	349	294
	Employees with permanent contract	%	77	85
GRI 405-1b	Women employees	%	15	16
	Employees under 30 years old	%	12	5
GRI 404-1	Training hours	n.	964	684
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	1.3	1.0

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	2021	2020
GRI 405-1a	Men in the Board	%	100	100
	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 behaviour, anti-trust, and monopoly practice	n.	-	-
GRI 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social economic area	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

Ethic Code and Organisation and management model ex decree 231/01

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

Comet is a leading company in Italy specialized in the development and production of high-end and highly customized organic rubber and silicone compounds.

The compounds developed by Comet 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.

Comet 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 and it employs a workforce of 130 FTEs.

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.

STRATEGY



RELEVANT ESG TOPICS



ECONOMIC RESPONSIBILITY

- Value creation
- Investor relations



ENVIRONMENTAL RESPONSIBILITY

- Waste management
- Energy consumption and emission
- Materials



PRODUCT RESPONSIBILITY

- Products innovation and quality



SOCIAL RESPONSIBILITY

- Consumer satisfaction
- Occupational health and safety
- Development and wellbeing of personnel and inclusivity
- Supply chain management



GOVERNANCE AND COMPLIANCE

- Ethics and compliance

ENVIRONMENTAL						MAIN POLICIES AND PROCEDURES IN PLACE ISO 14001 certificate ISO 9001 certificate
GRI	KPI	UoM	2021	2020		
GRI 302-1	Energy consumption within the organization	GJ	41,585	34,661		
	➤ of which from the photovoltaic plant	GJ	1,198	1,196		
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2)	tCO _{2e}	2,926	2,589		
GRI 305-2						
GRI 306-3	Waste generated	t	709	1,565		
	➤ of which recovered	%	91	85		
GRI 301-1	Renewable materials	t	292	241		
	Non renewable materials	t	29,002	22,121		

SOCIAL						MAIN POLICIES AND PROCEDURES IN PLACE Smart Working Training Active involvement in social projects to promote local territories
GRI	KPI	UoM	2021	2020		
GRI 102-8	Average FTE employees	n.	125	119		
	Employees with permanent contract	%	98.4	99.2		
GRI 405-1b	Women employees	%	8.8	9.2		
	Employees under 30 years old	%	45.6	44.5		
GRI 401-1	Rate of new employees hire	%	9.6	4.2		
	Rate of employee turnover	%	4	2		
GRI 404-1	Training hours	n.	259	397		
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	1.9	1.1		

GOVERNANCE						MAIN POLICIES AND PROCEDURES IN PLACE Ethic Code and Organisation and management model ex decree 231/01
GRI	KPI	UoM	2021	2020		
GRI 405-1a	Men in the Board	%	83.3	66.6		
	30 - 50 years old in the Board	%	33.3	66.6		
GRI 205-3	Confirmed incidents of corruption	n.	-	-		
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-		
GRI 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-		
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social economic area	n.	-	-		

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

RINO MASTROTTO GROUP – OVERVIEW

Over its seventy years of history, Rino Mastrotto Group (RMG) has established itself as a renowned brand in the field of tanning hides. 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 (Calbe-Brusarosco, Basmar, Pomari, Area Fashion) and with two production sites in Brazil and Sweden, Rino Mastrotto Group satisfies the entire tanning cycle and serves the international market. In particular, 59% of sales are generated out of Italy and this percentage further increases on a see-through basis as many clients are fashion brands which produce in Italy, but sell most of their goods in the global market. In 2020, as a sign of trust in Italian craftsmanship and excellences, the Group acquired Nuova Osba, a leader company in the leather sector and a symbol of made in Italy manufacturing¹⁹.

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.

STRATEGY



RELEVANT ESG TOPICS



SUPPLY CHAIN RESPONSIBILITY

- Made in Italy
- Traceability of raw materials
- Responsible procurement
- Animal welfare



PRODUCT LIABILITY

- Product quality and safety
- Customer satisfaction, assistance and privacy
- Product sustainable design, innovation and technologies



ETHICS, COMPLIANCE & VALUE CREATION

- Ethics, integrity and sustainable governance
- Indirect impacts on the territory and value creation



ENVIRONMENTAL RESPONSIBILITY

- Conscious waste management
- Management of chemical products and water discharge
- Management of energy consumption and atmospheric emissions
- Use of water for the production processes



SOCIAL RESPONSIBILITY

- Involvement of the local community and promotion of local initiatives
- Occupational health and safety
- Indirect impacts on the territory and value creation
- Training and professional development
- Diversity, equal opportunities and non-discrimination



ENVIRONMENTAL

GRI	KPI	UoM	2021	2020	2019
GRI 302-1	Energy consumption within the organization ²⁰	GJ	400,895	364,964	391,455
GRI 303-4	Water discharge	ML	1,522	1,358	1,369
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2) ²⁰	tCO _{2e}	23,454	22,836	24,902
GRI 305-2					
GRI 306-2	Waste by type and disposal method	t	23,160	16,570	20,178

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 14001:2015 (all Italian divisions and Elmo Sweden AB)
Traceability Policy (Basmar Division only)
Chemical Management project by Zero Discharge Hazardous



SOCIAL

GRI	KPI	UoM	2021	2020	2019
GRI 102-8	Average FTE employees	n.	949	940	874
	Employees with permanent contract	%	97	98	97
GRI 401-1	Rate of new employees hire	%	14	22	16
	Rate of employee turnover	%	15	15	15
GRI 403-9	Rate of employees work-related injuries	n.	11.7	10.7	14.3
GRI 404-1	Training hours	n.	6,504	5,953	4,128
GRI 405-1b	Women employees	%	22	22	23
	Employees under 30 years old	%	20	23	20

MAIN POLICIES AND PROCEDURES IN PLACE

+15 Innovation projects up to now
Diversity & Inclusion Policy
Human Rights Policy
Health and Safety Policy



GOVERNANCE

GRI	KPI	UoM	2021	2020	2019
GRI 205-3	Confirmed incidents of corruption	n.	-	-	-
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	n.	-	-	-
GRI 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	-
GRI 405-1a	Diversity of governance bodies as of 31.12				
	➢ Women in the Board	%	14	14	14
	➢ 30-50 years old in the Board	%	43	43	57
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social and economic area	n.	-	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

Code of Ethics and Code of Conduct applied to all entities within RMG, with reference to their commitment to fight deforestation
Organisation and management model ex decree 231/01 for Italian companies

POTENTIAL IMPROVEMENTS

Conducted studies to quantify environmental impacts related to the lifecycle of seven products through Life Cycle Assessments (LCA) on selected sites

Achieved

Defined ESG Policies on Sustainability, Diversity & Inclusion, Human Rights, Health and Safety, Traceability, Environmental and Deforestation

Achieved

Apply traceability system to all divisions of the Group and in Elmo

In progress

Implement the Chemical Management project by Zero Discharge Hazardous Chemicals to the whole Group

In progress

Conduct other Life Cycle Assessments (LCA) studies and update the existing ones

In progress

Extend the Leather Working Group (LWG) certification to all divisions of the Group

In progress

Offset CO2 emissions in Calbe-Brusarosco

In progress

With approximately 12,000 professionals in 20+ 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 24,000 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.

STRATEGY



RELEVANT ESG TOPICS



ECONOMIC RESPONSIBILITY

- Economic performance



SOCIAL RESPONSIBILITY

- Innovation and digitalization
- Health and safety
- Employee development
- Quality and safety of services
- Customer satisfaction
- Data privacy and cybersecurity



ENVIRONMENTAL RESPONSIBILITY

- Conscious waste management
- Management of energy consumption and atmospheric emissions



PRODUCT RESPONSIBILITY

- Product quality and safety
- Research & Development

ENVIRONMENTAL					
GRI	KPI	UoM	2021	2020	2019
GRI 302-1	Energy consumption within the organization ➤ of which from renewable sources	GJ %	152,308 65	146,556 n.a.	208,792 n.a.
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2)	tCO _{2e}	11,944	12,273	17,741
GRI 306-3	Waste generated (electronic waste)	t	16,021	n.a.	n.a.

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 14001 certificate (Computer Engineering, Municipia, Engineering D.HUB, Nexen, Webresults)
Environmental Policy

SOCIAL					
GRI	KPI	UoM	2021	2020	2019
GRI 102-8	Information on employees and other workers as of 31.12	n.	11,571	11,632	11,445
	Employees with permanent contract	%	99	99	98
GRI 403-9	Work-related injuries or fatalities	n.	30	13	8
GRI 404-1	Training days per year	n.	24,799	n.a.	n.a.
	Women employees	%	31	30	31
GRI 405-1b	Employees under 30 years old	%	15	14	13

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 45001 certificate (8 Italian offices)
Smart Working
Work-life balance, Welfare, Performance Evaluation System in place
Social Policy

GOVERNANCE					
GRI	KPI	UoM	2021	2020	2019
GRI 205-3	Confirmed incidents of corruption	n.	-	-	-
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	n.	-	-	-
GRI 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	-
	Diversity of governance bodies as of 31.12				
GRI 405-1a	➤ Women in the Board	%	17	13	10
	➤ 30-50 years old in the Board	%	24	26	23
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social and economic area	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

Performed gap analysis for SA8000 certification	Achieved
Joined United Nation Global Compact (UNGC) and to CDP disclosure on climate change	Achieved
Obtained ISO 14064 – 2006 certification	Achieved
Joined “Valore D” Association for Gender balance	Achieved
Publication of ESG Policies	Achieved
Update the Ethical Code with topics on Human Rights and Diversity & Inclusion	In progress
Spread ESG culture and best practices through training courses for employees and managers	In progress
Obtain ISO 14064 – 2019 and SA8000 certifications	In progress

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 honour 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.

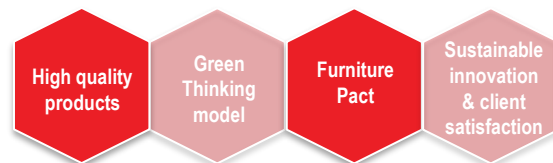
An important step forward was taken in 2021, with the decision to use only electricity from renewable sources for the production sites.

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.

STRATEGY



RELEVANT ESG TOPICS



ECONOMIC RESPONSIBILITY

- Solidity and economic performance



ENVIRONMENTAL RESPONSIBILITY

- Eco-design and circular economy
- Energy consumption and fight to climate change
- Environmental impacts of logistics



PRODUCT RESPONSIBILITY

- Quality and safety of products and services
- Products' innovation and sustainability



SOCIAL RESPONSIBILITY

- Consumer satisfaction
- Occupational health and safety
- Inclusion, development and wellbeing of personnel
- Supply chain responsible management



GOVERNANCE AND COMPLIANCE

- Compliance and risk management
- Ethics and integrity

ENVIRONMENTAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2021	2020	
GRI 302-1	Energy consumption within the organization	GJ	107,038	89,028	"Green Thinking" Model ISO 9001 certificate ISO 14001 certificate Presence of an Energy Manager
	➤ of which from renewable sources	%	56	99.5	
GRI 305-1	Direct GHG emissions (Scope 1 and Scope 2)	tCO _{2e}	7,156	6,232	
GRI 305-2					
GRI 306-3	Waste generated	t	8,336	6,744	
	➤ of which recovered	%	97	96	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2021	2020	
GRI 102-8	Employees as of 31.12	n.	468	462	ISO 45001 Certificate
	Employees with permanent contract	%	96	96	
GRI 405-1b	Women employees	%	13.6	13.7	
	Employees under 30 years old	%	14	14	
GRI 404-1	Training hours	n.	4,112	1,441	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	1.9	2.2	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2021	2020	
GRI 405-1a	Men in the Board	%	86	80	Code of Conduct and Organisation and management model ex decree 231/01
	30 - 50 years old in the Board	%	29	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 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social economic area	n.	-	-	

POTENTIAL IMPROVEMENTS

Adherence to the Furniture Pact and its objectives, i.e. the adoption by 2025 of "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 (22% of the plant's energy needs will be covered)

In progress

FARMO GROUP – OVERVIEW

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.

STRATEGY



RELEVANT ESG TOPICS



ECONOMIC RESPONSIBILITY

- Economic performance



ENVIRONMENTAL RESPONSIBILITY

- Energy consumption and emission
- Waste management
- Materials and packaging



GOVERNANCE AND COMPLIANCE

- Ethics and compliance



SOCIAL RESPONSIBILITY

- Supply chain management
- Occupational health and safety
- Employees' satisfaction and inclusivity



PRODUCT RESPONSIBILITY

- Product quality and safety
- Research & Development
- Marketing and responsible labelling

ENVIRONMENTAL					
GRI	KPI	UoM	2021	2020	MAIN POLICIES AND PROCEDURES IN PLACE Autorizzazione Unica Ambientale (AUA)
GRI 302-1	Energy consumption within the organization	GJ	15,192	16,479	
	➤ of which from natural gas	%	62	62	
GRI 305-1 GRI 305-2	Direct GHG emissions (Scope 1 and Scope 2)	tCO _{2e}	973	1,096	
GRI 306-3	Waste generated	t	285	317	
GRI 301-1	Renewable materials	t	7,318	8,788	
	➤ of which from renewable sources	%	98	98	

SOCIAL					
GRI	KPI	UoM	2021	2020	MAIN POLICIES AND PROCEDURES IN PLACE Smart Working Work-life balance, Welfare, Performance Evaluation System in place
GRI 102-8	Average FTE employees	n.	47	47	
	Employees with permanent contract	%	83	87	
GRI 401-1	Rate of new employees hire	%	13	32	
	Rate of employee turnover	%	13	9	
GRI 405-1b	Women employees	%	45	38	
	Employees under 30 years old	%	17	21	
GRI 404-1	Training hours	n.	270	n.a.	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	2.8	5.7	

GOVERNANCE					
GRI	KPI	UoM	2021	2020	MAIN POLICIES AND PROCEDURES IN PLACE Ethic Code and Code of Conduct
GRI 405-1a	Men in the Board	%	86	100	
	30 - 50 years old in the Board	%	29	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 307-1	Fines and non-monetary sanctions for non-compliance with environmental laws	n.	-	-	
GRI 419-1	Fines and non-monetary sanctions for non-compliance with laws in the social economic area	n.	-	-	

POTENTIAL IMPROVEMENTS

40% reduction in thickness of plastic packaging by 2024

In progress

Increase, where possible, the use of Italian raw materials purchased from Italian suppliers

In progress

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

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

1. *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.*
2. *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.' 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.*
3. *Global Compact Active COPs meet minimum requirements, including a statement by the Chief Executive expressing continued support for the UNGC and renewing the participant's ongoing commitment, a description of practical actions the company has taken or plans to take to implement the Ten Principles of the UN Global Compact and a measurement of outcomes.*
4. *Subject to Neuberger Berman's policies and procedures, including certain information barriers within Neuberger Berman that are designed to prevent the misuse by Neuberger Berman and its personnel of material information regarding issuers of securities that has not been publicly disseminated.*
5. *Engineering already prepared CSR report according to GRI standard before NB Aurora investment.*
6. *NBA invested capital as of 10/12/2022.*
7. *In reporting energy consumption within the organization, local conversion factors were used to convert fuel to GJ (Source: National Inventory Report 2020 Annex 6 National Emission Factors and UK Government GHG Conversion Factors for Company Reporting 2020). The fuel consumption (t) is multiplied by its calorific value (GJ/t) to obtain the GJ of energy consumed by that fuel.*
8. *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 ISPRA - National Inventory Report 2020 and UK Government GHG Conversion Factors for Company Reporting 2020. 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: ISPRA 2020 and Terna 2018).*
9. *For Veneta Cucina and Engineering data refers to employees as of 31.12.*
10. *Percentage of permanent contracts computed as total number of permanent contracts divided by number of employees.*
11. *Excluding Engineering which reports training days and Farmo since year 2020 figures are not available.*
12. *Percentage of women employees computed as number of women employees divided by number of employees.*
13. *Percentage of under 30 years old employees computed as number of under 30 years old employees divided by number of employees.*
14. *Excluding Engineering which does not report the rate but the number of work-related injuries or fatalities.*
15. *Percentage of women board members computed as average of women board members across portfolio companies.*
16. *Percentage of 30-50 years old board members computed as average of 30-50 years old board members across portfolio companies.*
17. *ISO 14001 certificate is valid only for Spina Camping Village located in Ferrara. The other camping villages have implemented an environmental management system structured according to ISO 14001.*
18. *ISO 14001 certificate is valid only for the Angrì office.*
19. *For the purposes of this Report the company Nuova Osba has not been included in 2020 reporting perimeter.*
20. *As a result of improved data mapping, the 2019 data has been restated from those published last year.*