

AURORA

GROWTH
CAPITAL



Aurora Growth Capital

Portfolio ESG Spotlight

December 2025

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RISKS 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.	Renaissance Partners	5
2.	Aurora Growth Capital	6
3.	Aurora ESG Integration Strategy	10
4.	Responsible Investment Approach	11
5.	Aurora Portfolio ESG Metrics	13
	▪ Club Del Sole	15
	▪ Dierre Group	17
	▪ PHSE	19
	▪ Comet	21
	▪ Rino Mastrotto Group	23
	▪ Engineering	25
	▪ Farmo	27
	▪ PromoPharma	29

1 | RENAISSANCE AIFM

Aurora Growth Capital S.A. SICAV-RAIF (“AGC” or “Aurora”) is a private equity evergreen investment strategy managed by Renaissance AIFM S.à r.l. (“Renaissance”, the “AIFM” or the “Company”), an alternative investment fund manager based in Luxembourg and regulated by the Commission de Surveillance du Secteur Financier (CSSF). Established in 2018, AGC was originally part of Neuberger Berman Group LLC (“Neuberger Berman” or “NB”) until 1 April 2025, when it was separated from NB to become one of the core strategies of Renaissance AIFM together with Renaissance Partners (“RP”). Renaissance AIFM manages €3.9 bn in AuM as of December 2025 with around 45 professionals and 3 offices between Italy and Luxembourg.



The AIFM recognizes that integrating material sustainability factors is essential for long-term value creation in the financial markets industry. Sustainability and ESG initiatives — such as fostering positive environmental impact, upholding human rights, promoting ethical conduct and maintaining fairness and accountability in decision making — are key elements to preserve and create value within the investment portfolios managed by the AIFM.



Renaissance embraces sustainable practices, believing that embedding financially material ESG factors supports the resilience of portfolios, helping to mitigate downside risks and enhance value creation opportunities. The Renaissance Sustainability Policy (hereinafter “Sustainability Policy”) serves as a general framework for integrating sustainability considerations across the different investment management activities of the AIFM. The Sustainability Policy is a guideline on sustainability principles, with the recognition that financially material ESG characteristics can be an important driver of long-term investment returns.

1. The 2024 PRI Assessment for Neuberger Berman, covering the “Policy, Governance & Strategy” and “Indirect - Private Equity” modules. Beginning in 2025, Renaissance AIFM S.à r.l. has become an independent PRI signatory. The AIFM will voluntarily report on all the PRI modules during the 2025 reporting window to receive a proprietary score by the second half of 2025.

2 | AURORA GROWTH CAPITAL



Aurora Growth Capital focuses on growth/expansion capital investments, providing financial resources and management support to unlock companies' potential. Aurora is focused on acquiring majority and active minority stakes in high-potential, family-owned Italian SMEs, leaders in their niche market, export driven and with a clear competitive advantage.

Aurora Platform manages €508m⁽¹⁾ in assets, of which €245m raised by Aurora from the capital market and €263m raised from co-investors.

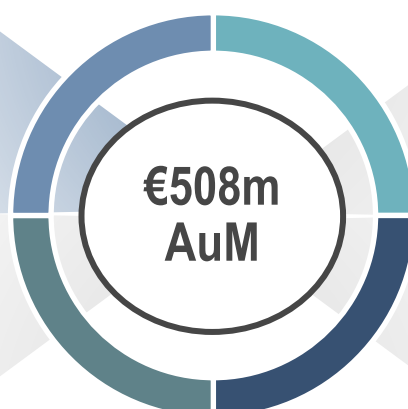
Aurora €245m AuM

Of which €150m raised at IPO in 2018 and €94m raised through a capital increase in 2020

Reserved to professional investors

**Other Third Party
Co-Investors
€39m AuM**

AURORA GROWTH CAPITAL



Aurora Co-Investment Fund €57m AuM

Raised in January 2021

Fully subscribed by third party professional investors

Aurora Co-Investment Fund II €167m AuM

Raised in July 2023

Fully subscribed by third party professional investors

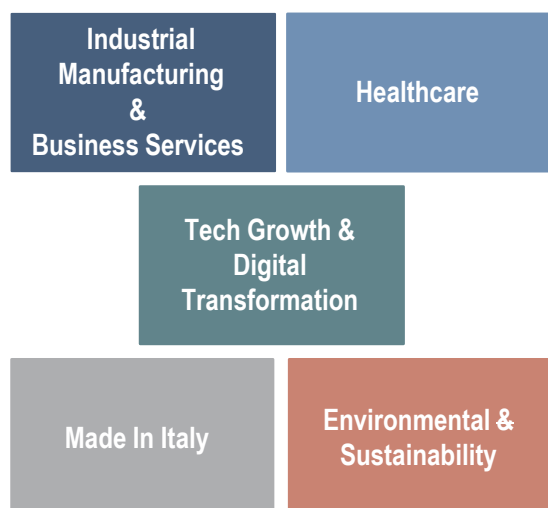
Note: "Aurora Co-Investment Fund II" refers to Aurora Co-Investment Fund II S.C.A. SICAV-RAIF.

1. As of December 2025.

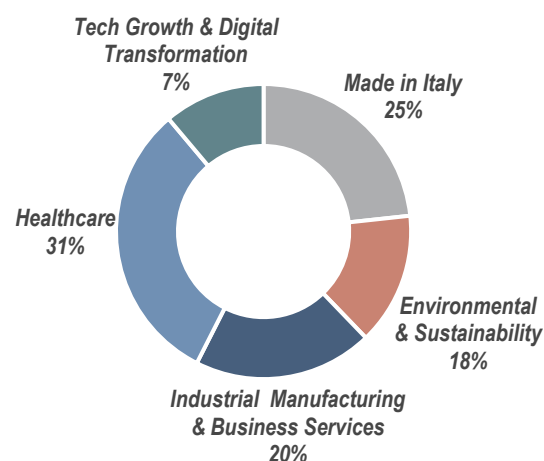
The Aurora investment team specializes in expansion transactions, partnering closely with families and entrepreneurs to acquire leading mid-market companies, primarily headquartered in Italy. Differentiating itself from the broader Renaissance Partners strategy, AGC focuses on small to mid-cap businesses and adopts a flexible approach to capital deployment.

RENAISSANCE PARTNERS (AUM ~€3.4B)		AURORA GROWTH CAPITAL (AUM ~€508M)	
1. THE REFERENCE MARKET	<ul style="list-style-type: none"> Focus on leading Italian Mid Cap companies expanding to Western Europe Turnover typically between €50 and €500m 	<ul style="list-style-type: none"> Italian Small Mid Cap Turnover typically between €40 and €200m Mainly family-owned companies 	
2. TYPE OF DEALS	<ul style="list-style-type: none"> Leverage Buyouts Expansion Capital 	<ul style="list-style-type: none"> Expansion and patient capital with a flexible approach which includes majority, minority investments, capital increase, replacement and MBO/MBIs 	
3. DEALS' SIZE	<ul style="list-style-type: none"> Equity ticket typically between €60 and €200 million (through support of RP investors) 	<ul style="list-style-type: none"> Equity ticket between €20 and €50 million, with the possibility of leveraging on co-investments and syndicating the deals 	
4. INVESTMENT HORIZON	<ul style="list-style-type: none"> In line with PE's standards (4-5 years holding period) 	<ul style="list-style-type: none"> Long term investment horizon, free from short-term strict exit constraints 	
5. INDUSTRY FOCUS	<ul style="list-style-type: none"> Investments across many sectors Only exceptions: real estate, start-ups and operational turnarounds 	<ul style="list-style-type: none"> Investments across many sectors Only exceptions: real estate, start-ups and operational turnarounds 	

Aurora Growth Capital mainly invests in 5 verticals



Current portfolio split⁽¹⁾



1. Split based on Invested Capital as of December 2025.

AGC CURRENT PORTFOLIO⁽¹⁾

Leading operator in Italy in the open-air hospitality sector



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



Leader in the tanning and leather industry



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



Leader in IT services, software development and digital platforms



Italian independent consolidation platform of veterinary clinics



Leading specialty pharma company specialized in the respiratory and ophthalmic therapeutic areas



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



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



Leading Italian group in the manufacturing of metal accessories (mainly buckles, carabiners, bells), which are critical for the brand's identity of fashion clients



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



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

1. As of December 2025.

The strength of AGC Team relies on the people and the ties amongst them. Aurora believes that the depth and breadth of its team is distinctive within the Italian private equity industry for its composition of individuals with diverse backgrounds across private equity investing, investment banking, operational management and consulting. The insights of such a diverse group add substantial value to Aurora's investment and diligence processes and its value creation activity post-acquisition.

Aurora leverages its extensive network of industry experts and strategic partners to support portfolio companies in achieving their growth objectives. This includes providing access to capital, facilitating partnerships, and offering guidance on strategic initiatives.

AGC TEAM

INVESTMENT TEAM



Patrizia Micucci
Founder & Managing
Partner
37 years of experience



Giacinto d'Onofrio
Managing Partner
26 years of experience



Lorenzo Carù
Partner
25 years of
experience



Piero Migliorini
Partner
19 years of
experience



Mauro Facchini
Principal
14 years of
experience



Alessandro Viganò
Vice President
8 years of
experience



Francesco Schena
Associate
6 years of
experience



Armando Volpicelli
Associate
6 years of
experience



Alberto Cartelli
Analyst
4 years of
experience



Mattia Campagna
Analyst
2 years of
experience

OPERATING PARTNERS



Antonio Sala
Operating Partner



Andrea Vallini
Operating
Partner & ESG
Practice Leader



Flavia Carmina
General
Counsel



Francesco Distefano
Legal Analyst

OPERATIONS, FINANCE, RISK & COMPLIANCE



Emanuele Vignoli
Group Finance
Manager



Mario Marozzi
Finance Manager



Sidrak Mekonen
Risk Manager



AnneMarie Kouadio
Investor Relations
Senior Associate



Francesco L. Paradiso
Finance Associate



Alkistis Papadopoulou
Finance Associate



Alexandra Ciacareanu
Head of Compliance &
Risk Management



Claire Pepe
Client Services
Senior Associate



Giuseppe Angrisani
Risk & Compliance
Associate

LEGAL

ESG



Paloma Lopez
Sustainability &
ESG Manager



Tommaso Cortecci
Sustainability &
ESG Analyst



Piero Galli
Practice
Manager



Luisa Nunes
Digitalization
Manager

DIGITALIZATION

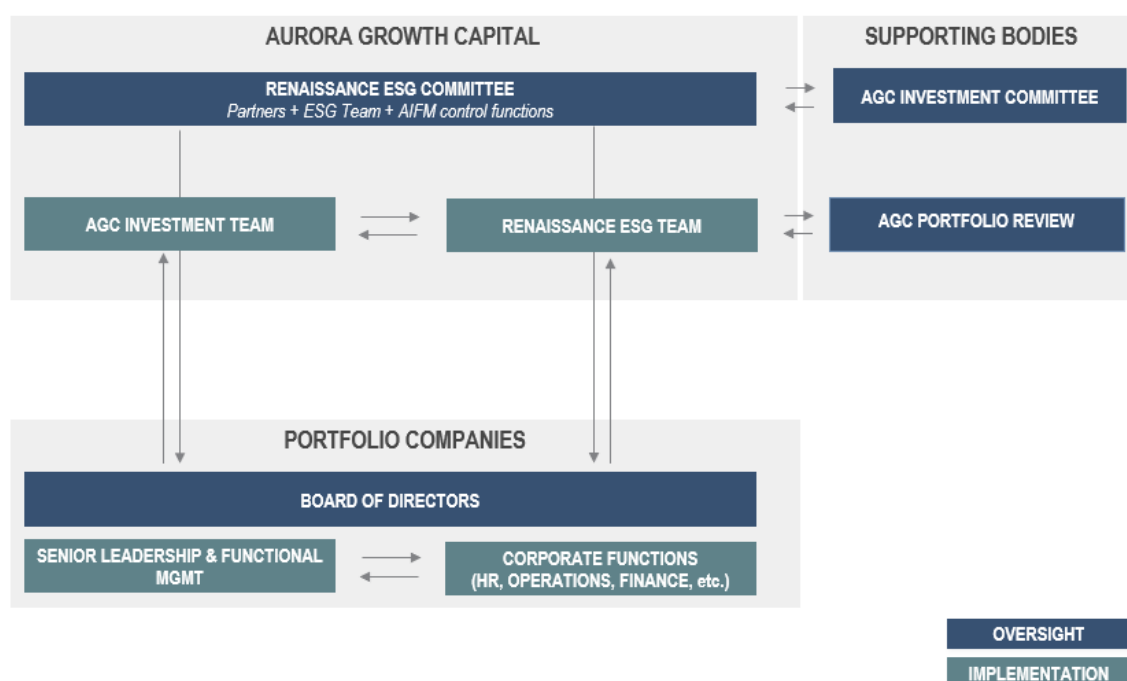
3 | AURORA ESG INTEGRATION STRATEGY

The AGC Team firmly believes that ESG factors, like any other factor, should be incorporated in a consistent manner in line with the specific characteristics and style of its investment strategy. For Aurora Growth Capital, **responsible investment means systematically integrating ESG considerations across all stages of the investment lifecycle** of private equity funds. As a result, the AGC Team believes it has the opportunity and responsibility to support a proprietary responsible investment approach and to foster ESG best practices across the business community.

As part of Renaissance, AGC is at the forefront of responsible investing, having established a comprehensive ESG governance and oversight structure at the AIFM level, and clearly outlining roles and responsibilities to support its commitments and strategy. The Renaissance ESG Committee (the “ESG Committee”), led by Renaissance ESG Practice Leader, is responsible of providing strategic direction in terms of the GP’s responsible investment approach and is accountable for the oversight of the responsible investment policies for the different investment strategies managed by the AIFM. The ESG Committee is composed of the ESG Practice Leader, ESG Manager, senior members of the investment team and representatives of the AIFM’s control functions. The Renaissance ESG Committee collaborates closely with the AGC Investment Committee, maintaining oversight of ESG integration across investment decisions and portfolio performance.

The ESG Team is responsible for supporting the strategic definition and implementation of the funds’ ESG strategies in line with the provisions of the ESG Committee. The team collaborates closely with the AGC Team to strengthen ESG integration throughout the investment lifecycle and portfolio, including setting the overall direction, implementing ESG policies and plans, and ensuring regulatory compliance. Formalized touchpoints occur at least twice annually during AGC portfolio review meetings. At the portfolio company level, ESG initiatives are executed through a structured and collaborative governance framework that fosters ongoing engagement between the AGC Team and the portfolio companies. Investment teams actively participate in Board meetings, where strategic ESG aspects are periodically addressed. Senior leadership oversees the proper implementation of ESG initiatives. Each corporate function is responsible for implementing ESG initiatives within their area of expertise.

AGC ESG GOVERNANCE STRUCTURE



Based on the AIFM's Sustainability Policy, the **AGC Team has defined its proprietary Responsible Investment Policy** (hereinafter "AGC RI Policy" or "Aurora RI Policy") with the aim to **formalize** the way in which **sustainability and ESG criteria are integrated within AGC's investment strategy** and throughout the diverse phases of the investment lifecycle.

The **AGC RI Policy describes Aurora's responsible investment approach in terms of commitment to ESG integration within portfolio management** and describes the processes and responsibilities put in place to address material ESG aspects throughout the lifecycle of funds. The AGC RI Policy was drafted in accordance with the six Principles of Responsible Investment (PRI) and considers the ten principles of United Nations Global Compact (UNGC) during the entire investment lifecycle.

The oversight of the AGC RI Policy is performed by the ESG Committee. The AGC Team, supported by the ESG Team, is responsible for the operative implementation of the Aurora RI Policy within the pre and post-investment activities and for periodically reporting to the ESG Committee the compliance to the Policy.

4 | RESPONSIBLE INVESTMENT APPROACH

AGC's responsible investment approach is detailed throughout the two main phases of the investment cycle: (i) the pre-investment phase, which includes sourcing, due diligence and execution of the investment decision and (ii) the post-investment phase, after the transaction is closed, where the onboarding, ownership and exit stages take place. The responsible investment approach explains how ESG factors are integrated within each key phase of the investment cycle, as described below:



4.1 | PRE-INVESTMENT PHASE

SOURCING

When considering an investment opportunity, AGC follows a highly disciplined and thorough investment process, focused on evaluating the various key aspects of the transaction and the potential new portfolio company (hereinafter “the Target”). This generally involves performing a thorough analysis of the industry, competition, business model, historical financial information and business plan, and other aspects of the transaction. When sourcing a potential investment opportunity, the AGC Team considers ESG aspects within the Target’s preliminary evaluation from a negative ESG screening approach.

The AGC Team excludes companies from the investable universe whose principal purpose is (i) the manufacturing or sale of gambling machines or implements, or the production or direct offering of lotteries, online gambling, casinos, betting shops, bookmakers or bingo halls, (ii) the production or sale of pornography whether via cinema, television, publishing, radio, internet or otherwise, (iii) the manufacturing, production, packaging, marketing or sale of tobacco; and (iv) the manufacturing of controversial weapons¹. Businesses which violate the United Nations Global Compact (UNGC) Principles, whether through child labour, human trafficking, corruption, forced labour or otherwise shall also be excluded.

DUE DILIGENCE

When evaluating investment opportunities, the objective is to validate the investment thesis, assess exit strategies, and evaluate the management team’s capability to deliver on the proposed strategy. The DD process covers financial, commercial, legal, tax, ESG, and other material considerations, and is typically supported by experienced third-party advisors. **ESG factors are fully integrated into the DD process** to assess the Target’s sustainability profile. The ESG Team works alongside the AGC Team, providing strategic oversight of the ESG DD and reviewing key findings.

As part of ESG DD, a **preliminary assessment of sector-specific ESG factors** likely to be financially material is **carried out** using the **Sustainability Accounting Standards Board (SASB) framework** developed by the IFRS Foundation’s International Sustainability Standards Board (ISSB). Based on this assessment, the **Target’s practices** are **evaluated** against **internationally recognized ESG standards and best practices**.

The ESG DD results will be part of the final investment documentation delivered to the investment committee.

4.2 | POST-INVESTMENT PHASE

ONBOARDING

In the case the investment is approved, the outcomes of the ESG DD process will provide the AGC Team with an overall insight of the asset’s ESG maturity and identify gaps and key areas of improvement to be addressed during the post-investment stage. When the ESG DD process identifies material risks or priority areas requiring near-term action, an ESG risk mitigation plan is developed and is designed to address key ESG issues during the first months of ownership that could impact the asset’s reputation, regulatory compliance, or financial performance.

The ESG Action Plan consists of detailed ESG objectives and targets to be implemented over the years, along with associated actions, timelines, responsibilities and budget considerations.

OWNERSHIP

During the ownership period, the AGC Team is in charge of continuously monitoring the investments with a value creation goal. The AGC Team, with the ESG Team support, integrates ESG elements in the portfolio company’s value creation plan and helps in monitoring ESG progress of portfolio companies and in collecting the ESG data and information to carry out the sustainability reporting.

1. Controversial weapons are defined as: biological and chemical weapons (weapons outlawed by the Biological and Toxin Weapons Convention of 1972 and the Chemical Weapons Convention of 1993), anti-personnel mines (weapons that signatories agreed to prohibit the use, stockpiling, production or transfer of under the 1997 Anti-personnel Landmines Convention), cluster munitions (weapons that signatories agreed to restrict the manufacture, use and stockpiling of, as well as components of these weapons, under the 2008 Convention on Cluster Munitions), and/or depleted uranium weapons (depleted uranium weapons, ammunition and armour).

It shall be understood that, for portfolio investments where Aurora does not hold a controlling stake, the AGC Team's ability to actively engage may be more limited compared to situations where Aurora holds a majority interest. In such cases - and/or when material ESG issues are identified that cannot be reasonably addressed - AGC Team members will seek to leverage their positions on the board to promote the integration of ESG measures wherever possible.

On an annual basis, each portfolio company is required to develop a sustainability report, consisting of collecting a set of ESG KPIs to voluntary disclosure in line with the most recognized ESG reporting industry standards. The Global Reporting Initiative (GRI) standards and the European Sustainability Reporting Standards (ESRS) are the main reporting frameworks used to monitor and disclose overall ESG performance of each portfolio company. The AGC Team has developed a list of cross-portfolio KPIs that are reported on by portfolio companies on an annual basis no matter their industry or dimension. The list of cross-portfolio KPIs, which is in line with GRI standards, is updated and disclosed within the AGC's ESG annual report.

EXIT

When the AGC Team begins considering exit timing, a gap analysis between the level of ESG performance of the portfolio company at the time of divestment versus at the time of acquisition is carried out, highlighting the added ESG value generated through the ownership phase. This gap analysis could be formalized at exit, in an ESG DD vendor report drafted by third-party consultants.

4.3 | COLLABORATIONS

As part of Renaissance, the AGC Team collaborates with clients and others in the investment industry to support the broader acceptance and implementation of responsible investing. Activities may include collaborative engagement with a company on a given topic, joint research projects on an ESG topic or support of industry standard ESG disclosure.

The AIFM works with a number of like-minded institutions, including Principles of Responsible Investment (PRI), Task Force on Climate Related Financial Disclosure (TCFD), UN Global Compact (UNGC).



5 | Aurora Portfolio ESG Metrics

ESG KPIs for Cross-Portfolio Performance Monitoring

Environmental

- Energy (GRI 302-1)
- Emissions (GRI 305-1; GRI 305-2)
- Waste (GRI 306-3)⁽¹⁾

Social

- Employees (GRI 2-7)
- Employment (GRI 401-1)
- Occupational health and safety (GRI 403-9)
- Training and education (GRI 404-1)
- Diversity and equal opportunities (GRI 405-1b)

Governance

- 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 as it is not material to the company.

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

AGC's Relevant Portfolio Companies



RINO MASTROTTO



ENGINEERING



FARMO



PROMOPHARMA®

GRI	KPI	UoM	2024	2023	Δ	Δ%
	ENVIRONMENTAL					
GRI 302-1	Energy consumption within the organization ⁽¹⁾	GJ	912,960	853,976	58,984	7%
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based) ⁽²⁾	tCO _{2e}	57,909	56,750	1,159	2%
GRI 305-2	Waste generated ⁽³⁾	t	27,587	28,685	(1,098)	(4%)
GRI 306-3	➤ Hazardous	%	9	10	-	(1%)
	➤ Non-Hazardous	%	91	90	-	1%
	SOCIAL					
GRI 2-7	Number of employees as of 31.12	n.	16,967	17,321	(354)	(2%)
	➤ of which with permanent contract ⁽⁴⁾	%	96	96	-	-
GRI 404-1	Training hours	n.	230,650	292,072	(61,422)	(21%)
GRI 401-1	Rate of new employee hires	%	12	24	-	(12%)
	Rate of employees' turnover	%	15	11	-	4%
GRI 405-1b	Women employees ⁽⁵⁾	%	31	31	-	-
	Employees under 30 years old ⁽⁶⁾	%	18	19	-	-
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities ⁽⁷⁾	n.	3.4	3.1	0.4	12%
	GOVERNANCE					
GRI 405-1a	Diversity of board members as of 31.12					
	➤ Women in the Board ⁽⁸⁾	%	14	13	-	1%
	➤ 30-50 years old in the Board ⁽⁹⁾	%	27	24	-	3%
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.	-	-	-	-

1. 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).
2. 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).
3. Excluding PHSE, Club del Sole and PromoPharma as they did not provide any data concerning waste.
4. Percentage of permanent contracts computed as total number of permanent contracts divided by number of employees.
5. Percentage of women employees computed as number of women employees divided by number of employees.
6. Percentage of under 30 years old employees computed as number of under 30 years old employees divided by number of employees.
7. 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.
8. Percentage of women board members computed as average of women board members across portfolio companies.
9. 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 sector, with 23 camping-villages in 7 Italian regions and over 9,000 housing units.

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

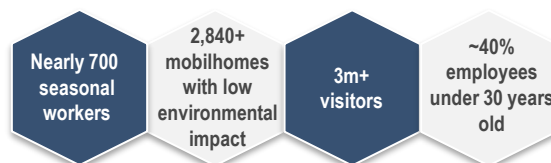
The Group's accommodation facilities consist of mobilhomes, bungalows, tent lodges and pitches for tents, campers and caravans. The campsites offer services including swimming pools, water parks, sports facilities, fitness centres, theatres and other free services, as well as restaurants, bars, minimarkets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

MISSION



Club del Sole aims to become the benchmark in Italy in the outdoor tourism sector, combining the style, tradition, and eco-sustainability of camping with the comfort, services, and quality of a holiday village.

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
- Community support and development
- Privacy management

✓ ENVIRONMENTAL RESPONSIBILITY

- Energy consumption and emissions
- Water consumption
- Biodiversity and protected areas

✓ RESPONSIBILITY TOWARDS CUSTOMERS

- Customer satisfaction
- Customer's health and security



ENVIRONMENTAL

GRI	KPI	UoM	2024	2023
GRI 302 -1	Energy consumption within the organisation	GJ	83,444	69,160
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	5,949	4,945
GRI 303-3	Water withdrawal	ML	530	480
-	Mobilhomes with low environmental impact and no cementification	n.	2,841	2,664

MAIN POLICIES AND PROCEDURES IN PLACE

Mobilhomes with low environmental impact and no cementification

Legambiente environmental certifications maintained for the 20 facilities which were already part of Club del Sole in 2023



SOCIAL

GRI	KPI	UoM	2024	2023
GRI 2-7	Number of employees as of 31.12	n.	696	606
	➤ of which with permanent contract	%	33	29
GRI 405-1b	Women employees	%	43	47
	Employees under 30 years old	%	40	42
GRI 401-1	Rate of new employee hires ⁽¹⁾	%	18	17
	Rate of employee turnover ⁽¹⁾	%	13	13
GRI 404-1	Training hours	n.	18,313	16,101
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	2.4	3.9

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 program



GOVERNANCE

GRI	KPI	UoM	2024	2023
GRI 405-1a	Women in the Board	%	11	-
	30 - 50 years old in the Board	%	44	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

Founded in Spezzano in 1997, Dierre has evolved into a major group of 12 manufacturing companies located across Emilia Romagna, Lombardy, Veneto, and Tuscany.

Dierre designs, manufactures, and markets technologically advanced and aesthetically appealing guards and components for industrial automation in a wide range of sectors, from food to ceramics, automotive to pharmaceuticals, nautical to electronics.

Experience, design creativity, and a drive for research converge in a single large company to create some of the most efficient and innovative profiles, perimeter and modular guards, linear guides, conveyor lines, Cartesian and anthropomorphic robots, industrial soundproofing, protection systems, and operator stations in Europe.

In a short time, Dierre has been able to reinvent itself by creating a network of companies, united by the same passion for quality and excellence, which has allowed it to consolidate its leadership in both Italy and Germany.

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 ⁽¹⁾	KPI	UoM	2024	2023
GRI 302-1	Energy consumption within the organisation	GJ	10,141	13,539
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	910	858
GRI 305-2				
	Waste	t	661	711
GRI 306-3	➤ Hazardous waste	%	1	1
	➤ Non-Hazardous waste	%	99	99

MAIN POLICIES AND PROCEDURES IN PLACE

Production of renewable energy



SOCIAL

GRI ⁽¹⁾	KPI	UoM	2024	2023
GRI 2-7	Number of employees as of 31.12	n.	333	327
	➤ of which with permanent contract	%	96	98
GRI 405-1b	Women employees	%	17	18
	Employees under 30 years old	%	N/A	22
GRI 401-1	Rate of new employee hires	%	26	21
	Rate of employee turnover	%	23	18
GRI 404-1	Training hours	n.	4,116	3,069
	Voluntary training, not required by law	%	30	29
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	16	30

MAIN POLICIES AND PROCEDURES IN PLACE

Training
Work-life balance. Welfare and safety



GOVERNANCE

GRI ⁽¹⁾	KPI	UoM	2024	2023
GRI 405-1a	Women in the Board	%	-	-
	30 - 50 years old in the Board	%	N/A	20
GRI 205-3	Confirmed incidents of corruption	n.	N/A	-
GRI 2-27	Significant instances of non-compliance with laws and regulations	n.	N/A	-

MAIN POLICIES AND PROCEDURES IN PLACE

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

POTENTIAL IMPROVEMENTS

Appointment of an ESG Manager with responsibilities on the entire group

In progress

Obtainment of 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

Definition of procurement roles and responsibilities with regards to sustainable procurement

In progress

Development of an H&S auditing system for In Ecosistemi, Sintesi, Werden

In progress

1. For 2024 data, Dierre's "2024 ESG Report" has not been prepared in accordance with GRI standards; therefore, in order to allow data comparability, where possible, the KPIs reported in Dierre's "2024 ESG Report" have been reconducted to the information required by GRI standards.

PHSE – OVERVIEW

COMPANY'S DESCRIPTION

PHSE (Pharma Healthcare Shipping Expertise) is today the market leader in the temperature-controlled transportation and distribution of clinical trials, biological samples and biotech products for the pharmaceutical industry and the hospital channel, with over 4,270 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 2024, the Company had 460 vehicles and a workforce of more than 430 people.

PHSE has 15 branches on the Italian territory, of which 14 GDP (Good Distribution Practices) certified warehouses and an administrative office.

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



4,270+ daily shipments

14 GDP warehouses in Italy

Logistics 4.0

91% cool shipments

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				
GRI	KPI	UoM	2024	2023
GRI 302-1	Energy consumption within the organization	GJ	145,451	129,789
	➤ of which from diesel	%	93	93
GRI 305-1	Refrigerant gas consumption within the organization	Kg	52	38
GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	10,016	8,875

MAIN POLICIES AND PROCEDURES IN PLACE

14 warehouses compliant with Good Distribution Practices (GDP)
ISO 14001 certificate¹
Gender Equality Certification (UNI PdR 125:2022)

SOCIAL				
GRI	KPI	UoM	2024	2023
GRI 2-7	Number of employees as of 31.12	n.	431	405
	➤ of which with permanent contract	%	78	82
GRI 405-1b	Women employees	%	16	13
	Employees under 30 years old	%	15	13
GRI 401-1	Rate of new employee hires	%	41	12
	Rate of employee turnover	%	35	5
GRI 404-1	Training hours	n.	3,095	1,588
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	4.5	3.1

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	2024	2023
GRI 405-1a	Women in the Board	%	20	-
	30 - 50 years old in the Board	%	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 2-27	Significant instances of non-compliance with laws and regulations	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

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

POTENTIAL IMPROVEMENTS

Progressive renewal of the vehicles fleet with newer, more efficient models, aimed at reducing environmental impact and enhancing energy efficiency

In progress

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

Obtainment of ISO 45001:2015 certification

In progress

1. ISO 14001 certificate is valid only for the Pagani office.

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 121 employees.

MISSION



The company mission is to design and manufacture elastomeric compounds with consistently high quality, using technologically advanced processes.

HIGHLIGHTS



RELEVANT ESG TOPICS

✓ ENVIRONMENTAL RESPONSIBILITY

- Management of direct GHG emissions (Scope 1)
- Management of electricity procurement and indirect greenhouse gas emissions (Scope 2)
- Generation of indirect GHG emissions (Scope 3)
- Protection of water resources
- Protection of ecosystems and biodiversity
- Waste management
- Use of recycled/regenerated materials in compounds

✓ GOVERNANCE AND COMPLIANCE

- Customer satisfaction and solid corporate reputation in the market
- Ethics, integrity, and regulatory compliance
- Data management, cybersecurity, and intellectual property protection
- Risk management and business resilience
- Communication and stakeholder engagement
- Promotion of Research & Development activities

✓ SOCIAL RESPONSIBILITY

- Health and safety in the workplace
- Training and development of workers
- Respect for human rights
- Diversity, inclusion, and non-discrimination in the workplace
- Work-life balance and corporate well-being
- Recruiting and attracting talent
- Sustainability in the supply chain and supplier selection
- Respect for human rights
- Commitment to the community and local area
- Non-compliance related to product health and safety

COMET – ESG PERFORMANCE



ENVIRONMENTAL

ESRS ⁽¹⁾	KPI	UoM	2024	2023
ESRS E1	Energy consumption within the organisation	GJ	38,200	34,264
	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	2,255	2,889
ESRS E5	Waste	t	621	586
	➤ Hazardous waste	%	2	2
	➤ Non-Hazardous waste	%	98	98

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 14001 certificate
ISO 9001 certificate



SOCIAL

ESRS ⁽¹⁾	KPI	UoM	2024	2023
ESRS S1	Number of employees as of 31.12	n.	121	123
	➤ of which with permanent contract	%	98	98
	Women employees	%	10	11
	Employees under 30 years old	%	26	31
	Rate of new employees hire	%	9	4
	Rate of employee turnover	%	11	7
	Training hours	n.	753	264
	Rate of employees' recordable work-related injuries or fatalities	n.	N/A	3

MAIN POLICIES AND PROCEDURES IN PLACE

Training
Active involvement in social projects to promote local territories



GOVERNANCE

ESRS ⁽¹⁾	KPI	UoM	2024	2023
ESRS G1	Women in the Board	%	17	17
	30 - 50 years old in the Board	%	33	17
	Confirmed incidents of corruption	n.	-	-
	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practice	n.	-	-
	Significant instances of non-compliance with laws and regulations	n.	-	-

MAIN POLICIES AND PROCEDURES IN PLACE

Ethics Code and Organisation and Management Model ex decree 231/01

POTENTIAL IMPROVEMENTS

Continue 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

Achieved

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

In progress

Strengthening of the system by obtaining IATF 16949 certification

In progress

1. Comet's 2024 Sustainability Report is prepared in accordance with the principles of the European Sustainability Reporting Standards (ESRS), in implementation of the European Corporate Sustainability Reporting Directive (CSRD).

COMPANY'S DESCRIPTION

Throughout its seventy-year 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 headquarters are 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 62% of its sales generated outside Italy.

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

- Responsible 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	2024	2023 ⁽¹⁾
GRI 302-1	Energy consumption within the organization	GJ	463,931	422,139
GRI 303-4	Water discharge	ML	1,600	1,612
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	25,843	26,237
GRI 305-2				
GRI 306-3	Waste generated ⁽¹⁾	t	25,845	26,918
	➤ Hazardous	%	9	10
	➤ Non-Hazardous	%	91	90

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⁽³⁾

SOCIAL				
GRI	KPI	UoM	2024	2023
GRI 2-7	Number of employees as of 31.12	n.	1,321	1,285
	➤ of which with permanent contract	%	98	96
GRI 401-1	Rate of new employees hire	%	16	20
	Rate of employee turnover	%	13	12
GRI 404-1	Training hours ⁽⁴⁾	n.	9,790	8,279
GRI 405-1b	Women employees	%	27	27
	Employees under 30 years old	%	18	19
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	15.8	9.8

MAIN POLICIES AND PROCEDURES IN PLACE

Group Social Policy (H&S, D&I, Human Rights)
HR development activities (i.e. increased participation and involvement of women, welfare actions, awareness campaigns, career opportunities, etc.)

GOVERNANCE				
GRI	KPI	UoM	2024	2023
GRI 405-1a	Women in the Board	%	14	14
	30-50 years old in the Board	%	29	29
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

Extension to all operational sites, including commercial ones, of the target of achieving 100% of electricity purchased from the grid from renewable sources

In progress

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

In progress

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

In progress

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

In progress

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

In progress

1. Following a process of continuous improvement, data on energy consumption was collected in greater detail. Therefore, the 2023 data has been restated.
2. Certification is valid for RMG S.p.A., Bermas LTDA and Elmo Sweden AB.
3. Certifications valid for the Calbe-Brusarosco, Elmo Sweden AB, and Bermas LTDA plants.
4. Following a process of continuous improvement, the data relating to the manager's training hours have been restated. For the data previously published, please refer to the 2023 Sustainability Report, available on the website rinomastroto.com. In addition, the total training hours for 2023 for the company Bermas have been recalculated. Following the use of a more accurate calculation methodology, a portion of the training hours has been considered in the subsequent reporting year.

COMPANY'S DESCRIPTION

With more than 13,800 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.

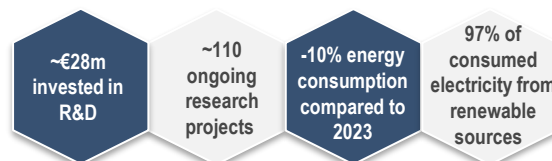
With important investments in R&D, Engineering plays a leading role in research, coordinating national and international projects with a team of 400+ researchers and data scientists and a network of scientific and academic partners throughout Europe. One of the Group's strategic assets is the expertise of its employees, whose development is promoted by a dedicated multi-disciplinary training school that provided 400+ training courses over the last year, for a total of 22,000+ training days.

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

- Privacy and cybersecurity
- Corruption and bribery
- Data governance
- Corporate culture

SOCIAL RESPONSIBILITY

- Workforce conditions and equal opportunities
- Responsible marketing and product accessibility
- Health and well-being of end users
- Working conditions in the value chain
- Community social and cultural initiatives

✓ ENVIRONMENTAL RESPONSIBILITY

- Energy and GHG emissions
- Circular Economy (Waste)
- Water



ENVIRONMENTAL

GRI	KPI	UoM	2024	2023
GRI 302-1	Energy consumption within the organization ➤ of which from renewable sources	GJ %	143,607 40	159,003 32
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	10,784	11,156
GRI 306-3	Waste generated	t	110	140
	➤ Hazardous	%	1	17
	➤ Non-Hazardous	%	99	83

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 14001 and ISO 14064 certificate (Engineering Ingegneria Informatica S.p.A., Municipia S.p.A., Engineering D.HUB S.p.A., Nexen S.p.A., Livebox S.r.l., Cybertech S.r.l.)
Environmental Policy



SOCIAL

GRI	KPI	UoM	2024	2023
GRI 2-7	Number of employees as of 31.12 ➤ of which with permanent contract	n. %	13,884 100	14,412 99
GRI 401-1	Rate of new employees hire	%	10	25
	Rate of employee turnover	%	14	11
GRI 405-1b	Women employees	%	32	32
	Employees under 30 years old	%	17	18
GRI 404-1	Training hours ⁽¹⁾	n.	192,278	260,939
GRI 403-9	Work-related injuries or fatalities	n.	7	12

MAIN POLICIES AND PROCEDURES IN PLACE

ISO 45001 Occupational health and safety certificate (5 Italian legal entities)
ISO 9001 quality management certificate
Work-life balance, Welfare, Performance Evaluation System
Gender Equality Certification (UNI PdR 125:2022) for 4 legal entities of the group



GOVERNANCE

GRI	KPI	UoM	2024	2023
GRI 405-1a	Women in the Board	%	23	23
	30-50 years old in the Board	%	23	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

Conversion of all pool-vehicles to 100% electric-powered by 2024

Achieved

Structuring and implementation of an annual sustainability communication plan

In progress

Definition of target to eliminate gender pay gap by 2026

In progress

80% of Top Suppliers10 responding to the Open-es questionnaire by 2026

In progress

40% of the underrepresented gender on the Board of Directors of Engineering Ingegneria Informatica S.p.A. by 2026

In progress

1. To allow data comparability within this report, the training hours reported here for Engineering in 2024 have been estimated based on available published data, as Engineering's 2024 Sustainability Report only reports training hours per capita. For 2024, the data related to per capita training hours published by Engineering refer exclusively to Italy, excluding Be Management Consulting S.p.A., Crispy Bacon S.r.l., Industries Excellence S.p.A., Synapsy S.r.l., Quantum Leap S.r.l., Parma Valore Comune S.c.a.r.l., Extra Red S.r.l., C Consulting S.p.A., and Atlantic Technologies S.p.A. For 2023, the data relate to the number of training hours and refer exclusively to Italy, excluding Gruppo Be, Napoli Obiettivo Valore S.r.l., Parma Valore Comune S.c.a.r.l., Extra Red S.r.l., C Consulting S.p.A., Atlantic Technologies S.p.A.

FARMO GROUP – OVERVIEW

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. The company has become a benchmark in the gluten-free food sector and beyond, thanks to its healthy and flavorful products, which are increasingly sought after by consumers who love simple, 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 strongly believes that in order to share its idea of "Eat a better life," it is necessary to operate in a sustainable manner, paying close 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

- ✓ **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

<div> ENVIRONMENTAL</div>					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2024	2023	
GRI 302-1	Energy consumption within the organization ➤ of which from natural gas	GJ %	16,829 61	15,525 62	<div>Autorizzazione Unica Ambientale (AUA)</div> <div>Development of recovery and recycling programmes for production waste</div> <div>Creating circularity paths for the reuse of natural raw materials</div>
GRI 305-1	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	1,292	1,016	
GRI 305-2					
GRI 306-3	Waste generated	t	350	330	
	➤ Hazardous	%	1	1	
	➤ Non-Hazardous	%	99	99	
	Renewable materials	t	6,037	6,546	
GRI 301-1	➤ of which from renewable sources	%	99	99	

SOCIAL					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2024	2023	
GRI 2-7	Number of employees as of 31.12 ➤ of which with permanent contract	n. %	49 100	53 96	<p>Work-life balance, Welfare, Performance Evaluation System in place</p> <p>Creation of "Farmo Academy", training area within the 'Farmo Four' factory</p>
GRI 401-1	Rate of new employees hire	%	8	21	
	Rate of employee turnover	%	16	23	
GRI 405-1b	Women employees	%	51	47	
	Employees under 30 years old	%	27	23	
GRI 404-1	Training hours	n.	258	309	
GRI 403-9	Rate of employees' recordable work-related injuries or fatalities	n.	-	-	

GOVERNANCE					MAIN POLICIES AND PROCEDURES IN PLACE
GRI	KPI	UoM	2024	2023	
GRI 405-1a	Women in the Board	%	14	14	<p>Code of Ethics and Code of Conduct</p> <p>SMETA certification</p> <p>Legality Rating</p>
	30 - 50 years old in the Board	%	14	14	
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

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

In progress

Increase the use of Italian raw materials purchased from Italian suppliers

In progress

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

- ✓ **ECONOMIC RESPONSIBILITY**
 - Economic value generated and distributed
- ✓ **GOVERNANCE AND COMPLIANCE**
 - Ethics, transparency and business integrity
- ✓ **PRODUCT RESPONSIBILITY**
 - Quality and safety of products
 - Research, Development and Sustainable Innovation

- ✓ **SOCIAL RESPONSIBILITY**
 - Employee training and development
 - Diversity, equal opportunities and inclusion
 - Attention to local communities and territory
 - Employee management and corporate welfare
 - Health and safety at work
 - Cybersecurity and data protection
- ✓ **ENVIRONMENTAL RESPONSIBILITY**
 - Climate change and emissions



ENVIRONMENTAL

GRI	KPI	UoM	2024	2023
GRI 302-1	Energy consumption within the organization	GJ	11,357	10,557
	➤ of which from natural gas	%	22	25
GRI 305-1 GRI 305-2	GHG emissions (Scope 1 and Scope 2 Location Based)	tCO _{2e}	860	774

MAIN POLICIES AND PROCEDURES IN PLACE

Organic production certificate
ISO 9001 certificate
ISO 13485 certificate



SOCIAL

GRI	KPI	UoM	2024	2023
GRI 2-7	Number of employees as of 31.12	n.	132	110
	➤ of which with permanent contract	%	97	99
GRI 401-1	Rate of new employees hire	%	32	24
	Rate of employee turnover	%	22	16
GRI 405-1b	Women employees	%	48	49
	Employees under 30 years old	%	15	16
GRI 404-1	Training hours	n.	2,047	1,523
GRI 403-9	Work related Injuries (n° of incidents) ⁽¹⁾	n.	n.a.	n.a.

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	2024	2023
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

Journey of digitalization and innovation of internal processes

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.