



# Sustainability Report

# 2021



## ESG Report



**EDILIZIACROBATICA®**  
Le soluzioni arrivano dall'alto













Sustainability report

Sustainability Report as of December 31, 2021<sup>1</sup>

Reporting period: January 1, 2021 - December 31, 2021

Corporate data:

EdiliziAcrobatica S.p.A.

Share Capital € 823,568.50

Registered Office in Milan - Via Turati, 29, 20100

Tax code and VAT no. 01438360990 - R.E.A. MI 1785877<sup>2</sup>

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<sup>1</sup>This content refers to GRI Disclosure 102-50: General Disclosure 2016.

<sup>2</sup>This content refers to GRI 102-1 and 102-3: General Disclosures 2016.



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## Letter to stakeholders

About 30 years ago EdiliziAcrobatica was born, and it would have revolutionized the way construction was done in Italy, Europe, and the World.

Today EdiliziAcrobatica has more than 100 active operational areas between Italy, France, and Spain, and more than 1,500 people to whom we ensure a job in a solid and structured company.

What has always characterized EdiliziAcrobatica has been the absolute focus on its people: the men and women who work with our colors every day, sharing the principles and values we have chosen to follow. For this reason, already after the two IPOs on Euronext Growth Milan and Euronext Growth Paris, the Group felt it necessary to take a clear path to define roles, rules, and customs within EdiliziAcrobatica. A path that today results into the integration to our business model of the ESG component. It was a completely natural step for a company like ours, that has among its main characteristics, a reduced environmental impact, given first by its non-invasive working techniques.

Finally, the sustainable approach that EdiliziAcrobatica has pursued has guided the Group to make important choices: a sustainable approach, as often confirmed by people's positive reactions, for example, does not consider some expenses as mere costs, but rather as major levers for change. In this sense, increasing benefits and supporting the inclinations of individuals has often led to results in terms of ideas and quality that have far exceeded expectations, and the benefit has exceeded the costs the Group has had to bear. Ours is a Society that, while needing physical assets and capital, relies on people and on social issues. Consequently, the focus on people, will remain one of the pillars of our long-term strategy.

If, to date, we are already the best in the outdoor renovation industry, it goes without saying that our goal is to be the best in sustainability as well.



Riccardo Iovino  
CEO and Founder



Martina Pegazzano  
ESG Manager  
and Investor Relator



In 2021 we joined the UN Global Compact and defined the ESG Policy, by which we created the sustainability framework and implemented many other policies within the group. We also worked to implement Model 231/2001 by defining roles and responsibilities, appointing an ESG committee composed of the Executive Body so that every business function is actively involved.

In addition, we commissioned our Life Cycle Assessment from Tetis Institute - a spinoff of the University of Genoa - which measured under homogeneous conditions how EdiliziAcrobatica impacts the environment compared to identical activities implemented through traditional construction.

For us, human resources, as mentioned earlier, are at the core of our way of doing business and are the key to succeed. Training for us is fundamental, our people are constantly trained, in order to improve and achieve themselves work-wise. In this regard, we are improving the "training software", a tool that helps every single resource in the Group to carry out the correct number of training hours consistent with their work activities. Given the immense importance of the policies implemented last year, and nonetheless, of Model 231, the training hours also include training on the Code of Ethics.

In terms of gender, our work is perceived as typically male, but the word "typical" is certainly not part of the DNA of a company that revolutionized the way construction was done by using ropes where scaffolding had always been used. Today in the group we have our own female acrobatic masons, and in the headquarter there is a particularly prominent female presence.

In recent months we have been enhancing our stakeholder engagement activities: we know we are only at the beginning of this important journey, and input from everyone, internal and external, is essential.

Again, starting with the involvement of colleagues and customers, suppliers, business partners and investors, we developed the materiality analysis that led to the preparation of our first sustainability report.

Finally, regarding our future: by obtaining the sustainability rating, assessing the life cycle impacts of services, and preparing the first sustainability report, we believe we have taken some important steps that will form the basis for the company's sustainable future.

The challenges for 2023 will be even more compelling.

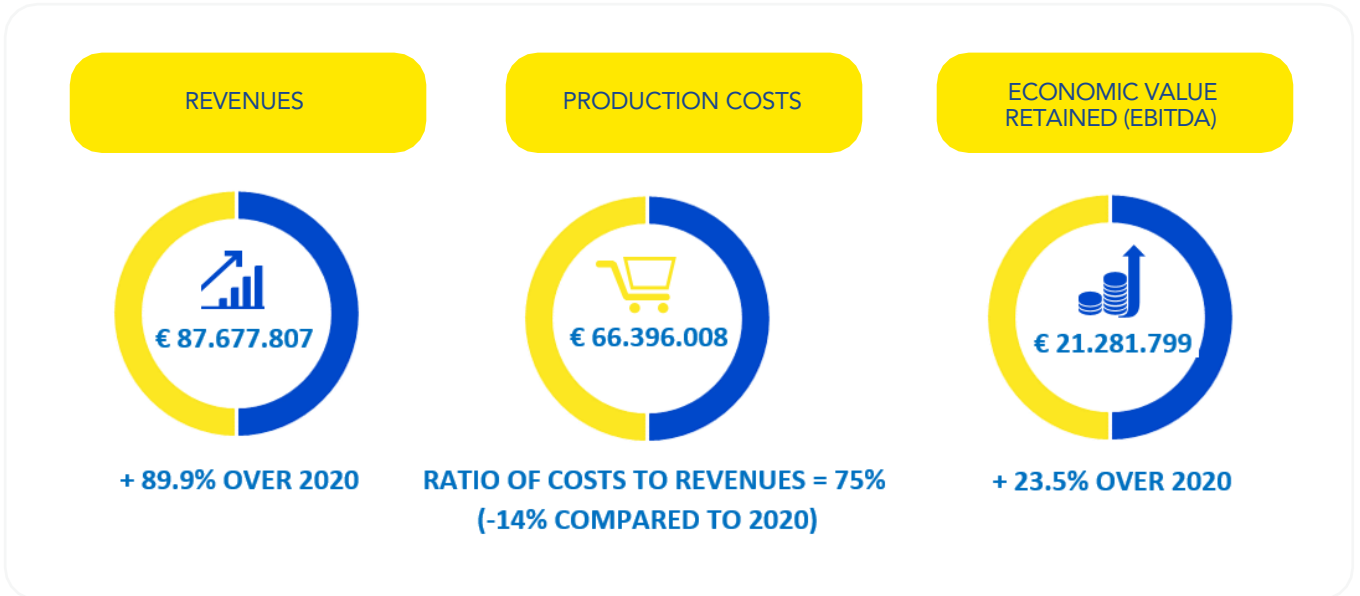




## 2. Highlights 2021



## 2.1 Economic performance and services provided <sup>3</sup>



<sup>3</sup> This content refers to a.ii, a.iii, a.iv of GRI 102-7 Disclosure 102: General Disclosure 2016.



## SERVICES PROVIDED



### SAFE AND TIMELY INTERVENTION

- ✓ Removal of unstable building objects: facade, cornice, balcony, tile removal



### RESTRUCTURING

- ✓ Renovation and maintenance of facades, balconies, and cornices
- ✓ Maintenance and replacement of gutters and downspouts



### INSTALLATION

- ✓ Implementation of the hydraulic system
- ✓ Installation of bird netting
- ✓ Installation and maintenance of lifelines
- ✓ Installation of billboards and other various installations



### WATERPROOFING

- ✓ Removal of localized seepage or complete redo of the waterproofing system, which may involve balconies, roofs, cornices, and hedges



### MAINTENANCE

- ✓ Routine maintenance of roofs, as well as reconstruction



### SANIFICATION AND MULTISERVICE

- ✓ Cleaning and disinfection cycle for surfaces of all sizes



### RESTORATION

- ✓ Removal or encapsulation of slate and asbestos slabs (carried out by qualified personnel under subcontract to qualified, licensed, and specialized firms)



### BUILDING CLEANING

- ✓ Cleaning of walls and facades (glazing and/or cladding panels)
- ✓ Cleaning of roofs
- ✓ Cleaning of solar panels and windmills
- ✓ Cleaning of gutters and downspouts

## 2.2 ESG Highlights



### ENVIRONMENT



The Business of EdiliziAcrobatica is characterized by a reduced environmental impact, especially when compared to traditional construction in terms of greenhouse gas emissions, energy consumption, and use of water resources.



**LIFE CYCLE ASSESSMENT**



**"ENERGY ACROBATICA 110"  
SPECIFIC SERVICES FOR  
ENERGY EFFICIENCY AND  
ECOLOGICAL TRANSITION**



**PLAN TO CONVERT  
CORPORATE FLEET TO  
ELECTRIC AND HYBRID  
VEHICLES**



**98%  
OF WASTE DESTINED FOR  
RECOVERY OPERATIONS**





## SOCIAL



EdiliziAcrobatica has always placed great emphasis on respect for human rights, health and safety, human capital development, training, and support of local communities.

# 961



**EMPLOYEES**  
(+41% VS. 2020)

# 54%



**AVERAGE RATE OF STAFF  
GROWTH FROM 2018**

# 1192



**EMPLOYEES HIRED SINCE 2018**

# 104.044



**TRAINING HOURS**  
(+40% COMPARED TO  
2020)



45001

**HEALTH AND SAFETY  
MANAGEMENT SYSTEM  
ADOPTED BY  
EDILIZIACROBATICA SpA**

# 33%



**WOMEN IN THE BOARD  
OF DIRECTORS**



**VOLUNTEER ACTIVITY  
DEDICATED TO CHILDREN IN  
THE HOSPITAL**



## GOVERNANCE



EdiliziAcrobatica has strengthened the sustainability governance structure by establishing a dedicated committee, developing an ESG framework, and implementing the "ESG Policy."



**JOINED THE UNITED NATIONS  
GLOBAL COMPACT**



**VIOLATION CASES AND  
PENALTIES RELATED TO THE ESG  
FRAMEWORK**



**ESTABLISHMENT  
OF AN ESG  
COMMITTEE**

# 231

**ORGANIZATIONAL  
MODEL PURSUANT  
TO LEGISLATIVE  
DECREE 231/2001**





### 3. History, Mission, Vision and Sustainability

# 3.1 The EdiliziAcrobatica Group - History, Mission and Vision

## History

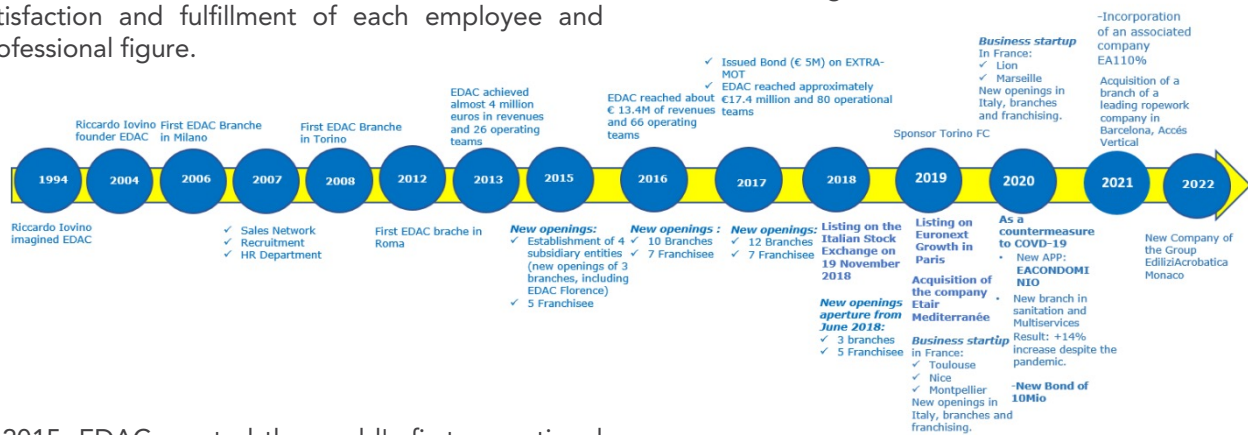
Conceived in 1994 and officially founded in 2004, EdiliziAcrobatica S.p.A. (henceforth "EdiliziAcrobatica," "the "Company," "Group," or "EDAC") is today the leading company in Italy and Europe in the field of double safety rope operational construction. The idea of not using scaffolding, speeding up and actually making renovation and maintenance work more sustainable, has turned into a revolutionary reality that is changing the traditional way of doing construction.

In 2007 EDAC radically changed its approach to business, in fact, thanks to the collaboration with the company OSM Edac I-Profile, which specializes in professionalized training, a system of dedicated and personalized training was implemented with the aim of putting the growth of human capital at the center of the business, with paths aimed at ensuring the full satisfaction and fulfillment of each employee and professional figure.

In 2017, the company takes another important step by accessing the capital market with the issuance of bonds listed on ExtraMot-Pro (Italian Stock Exchange) for 5 million euros.

In November 2018 EDAC makes its entrance on the Piazza Affari while in March 2019, partly as a result of the acquisition of a company in Perpignan, the company is also listed on the European capital market Euronext Growth Paris, effectively creating the world's first double-listed construction company.

During 2020, EDAC launches the EACondominio App, proposing its offerings in the multiservice world, and its total workforce reaches 1,000 employees. 2020 represents a pivotal moment as the first female acrobatic masons join the company, consistent with the company's approach to foster Diversity & Inclusion policies inside and outside the organization.



In 2015, EDAC created the world's first operational construction franchise, becoming an even more unique business reality. The EdiliziAcrobatica Franchising project was born when, thanks to participation in the 2015 "Milan Franchising Show," the perfectly scalable model of EdiliziAcrobatica's core business received unprecedented attention. In fact, it was during the show that the first agreement to open a Franchise in Biella was signed, which was followed by numerous other agreements. Today there are more than 30 EdiliziAcrobatica Franchises throughout Italy: from Valtellina to Sicily via Emilia Romagna, Veneto and Tuscany.

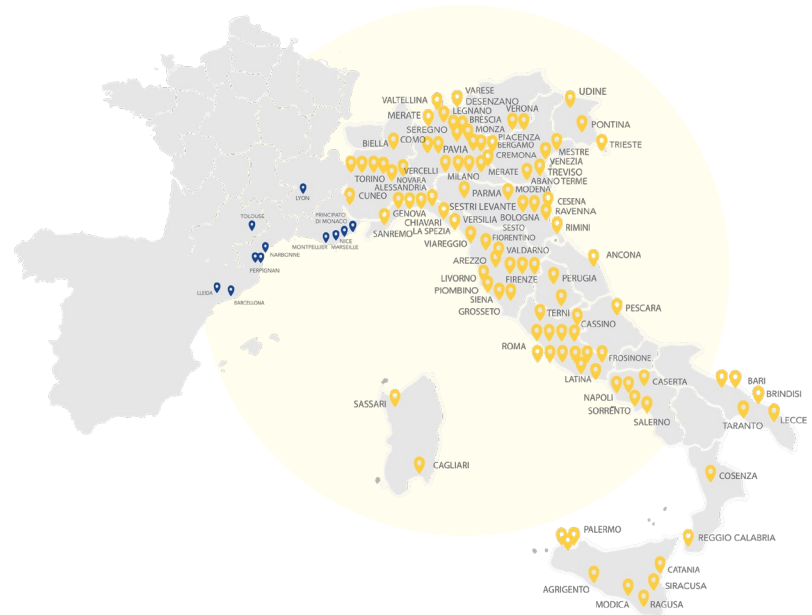
During 2021 EnergyAcrobatica110<sup>4</sup>, the company's branch specifically dedicated to renovation projects that fall under Building Bonus 110, is founded. In May 2021 EDAC acquires a branch of the Catalan company "Accés Vertical" by establishing EA Iberica, thus entering the Spanish market and continuing its internationalization path.

<sup>4</sup> This content refers to item a.ii of GRI 102-10: General Disclosure 2016.



As of 12/31/2021, EdiliziAcrobatica S.p.A. holds 100% of EdiliziAcrobatica France Sas, 90% of EdiliziAcrobatica Iberica SL, 80% of Energy Acrobatica 110 Srl.<sup>5</sup>

As of 12/31/2021 EdiliziAcrobatica thus represents a "Group" with more than 100 operating areas throughout Italy, southern France, and Spain.



## Mission

EdiliziAcrobatica aims to change the way construction is done in Italy, Europe, and around the World by specializing in double safety rope work, such as maintenance and renovation of buildings and other architectural structures. The Group is also always looking for tools and ways of working that will continue to position the Company as a leader in this market. As of 2020, EdiliziAcrobatica has started a new business unit "Multiservices" based on pest control, cleaning, rodent control and sanitization of environments, which is extremely consistent with its original business by type of clientele <sup>6</sup>.

The company's Core Business consists of 'double safety rope renovation and maintenance activities and multi-service activities. The former is carried out through own and franchised branches and is mainly aimed at condominiums. Demand for maintenance and renovation services is increasing both regionally and internationally, with entry into the French and Spanish markets. Characteristic of the post-Covid period, has been a significant increase in the number of clients. As for the Multiservice Activity, this is done through an autonomous business unit that provides services aimed at sanitizing both indoor environments and common areas, using the procedures indicated by the World Health Organization Guidelines: sanitation, cleaning, rodent control, and pest control.

Instead, analyzing the business of EdiliziAcrobatica in detail, a summary list of the specific services the Company offers in the market is then presented below:

- construction and renovation work;
- rehabilitation of civil, industrial, commercial and rural buildings, including cleaning services performed inside buildings of all types;
- exterior cleaning of buildings;
- specialized cleaning;
- interior and exterior disinfection and pest control activities of buildings or other;
- internal and external disinfection and pest control activities;
- rodent control; gardening;
- excavation and road work;
- construction with light and heavy precast, refractory and insulating materials;
- application of coatings;
- execution of electrical installations (including radio links);
- execution of plumbing, air conditioning and heating systems;
- installation of fixed and movable furniture, including using personnel who reach the points of intervention in the absence of traditional scaffolding;
- all activities carried out with the aid of rope safety techniques;
- consulting and technical assistance in the areas of activity listed above.

<sup>5</sup> This content refers to GRI 102-4 and GRI 102-6 of Disclosure 102: General Disclosure 2016.

<sup>6</sup> This content refers to GRI Disclosure 102-2: General Disclosure 2016.

## “We take care of all our clients”



### FAMILIES

Households can plan a condominium maintenance plan by scheduling work and expenses.



### CONDO ADMINISTRATORS

Service regarding rapid technical support, innovative solutions, and construction management from quotation to site completion.



### GRAND WORKS AND MONUMENTS

Ability to perform work on monuments and historic buildings without disturbing tourists thanks to rope access at height. For example, EDAC's rope technicians have worked on Ponte Vecchio in Florence, the Roman Forum and Rocca Salimbeni in Siena.



### CORPORATE AND HOTELS

Nowadays, image is more important than ever in the tourism industry. If a facility appears neglected or unidentified, it will negatively affect public opinion and online reputation. EdiliziAcrobatica offers opportunities to restyle your hotel with facade work, without disrupting your business.

For the above services, the Company enters into business affiliation, franchise, contracts as a franchisor.

As for the services offered by Energy Acrobatica 110 S.r.l., they are closely related to the incentives provided by the “Superbonus 110”: a benefit included in the Relaunch Decree that raises to 110% the rate of deduction of expenses incurred as of July 1, 2020, for specific interventions in the areas of energy efficiency, earthquake-resistant interventions, installation of photovoltaic systems or the infrastructure for charging electric vehicles in buildings.



Thanks to EnergyAcrobatica 110 S.r.l., the group provides concrete support for interventions aimed at the ecological transition through a certified and transparent process, a dedicated platform for order progress and collaborative document management.

The Group's goal is to support condominium managers and condominiums in completing all the paperwork related to the 110% incentive so that they can benefit risk-free in the simplest way.



## Vision

With a type of business that by nature has a limited environmental impact, EDAC is able to focus and amplify its environmental and social efforts for the benefit of the environment, communities, and all of its stakeholders, particularly the people whose satisfaction is considered a primary goal.

**“People are the real protagonists; we believe in the potential of each of them”**

This is the company's guiding principle, which translates into its philosophy and business ethics, with an ever-present focus on inclusion, meritocracy, and targeted support for each of the resources who work there.

The numbers and success the company has achieved are simply the result of daily efforts to turn the values it is inspired by into action.

The most valuable resources of EdiliziAcrobatica are, therefore, its men and women who work every day

sharing the Group's goal of always growing with the involvement of each resource as unique and irreplaceable.

To foster and to help the growth, both professional and human, of the people who are part of the Company, to help them realize their dreams and achieve their goals, EDAC has created the Internal Training Academy. The Academy provides monthly training days to all the Group's resources, supplying the necessary tools to become the person each one chooses to be, with the aim of transmitting values such as collaboration, the importance of getting a result, respect for the environment and for the territory.

The Company also aims to protect the environment in the pursuit of business results, establishing parameters to which it will adhere, both for each individual site and at the general level, through the environmental indicators that will be taken into account. In order to integrate sustainability principles into its Business Model and to contribute to the improvement of the quality of life, EdiliziAcrobatica decided to build an ESG framework and, starting in 2020, began to introduce a whole series of actions to reduce the environmental impact produced.

## 3.2 Innovazione per la creazione di valore sostenibile

Thanks to its innovative technique, which originates from climbing techniques, EdiliziAcrobatica is able to carry out renovation work, securing, painting, and more, quickly and in a more sustainable method when compared to conventional construction. In order to quantify such environmental performance, in 2021 the Company decided to conduct a Life Cycle Assessment (LCA) study of its main services to make a comparison with similar activities carried out through conventional construction. The study was conducted by "Tetis Institute S.r.l.," a Spin Off of the University of Genoa.

The objective of the study was to assess the potential environmental impacts related to the implementation of various façade interventions by rope operations.

The methodology used to quantify environmental performance is Life Cycle Assessment (LCA) governed by ISO 14040-14044 standards. The results showed how EdiliziAcrobatica's business model requires significantly less means and equipment than traditional construction thus reducing the related environmental impacts<sup>7</sup>.

EDAC has also formally integrated ESG factors within its Business Model and decision-making, aimed at managing and mitigating risks and creating long-term sustainable value for all its stakeholders. Formalization is only a natural consequence of the sustainable approach the Group takes in carrying out its activities.

<sup>7</sup> For more information on methodology and results, see Section 4.2 and the "data and indicators in the appendix" section.

Consistent with what has just been described, through the integration and the implementation of sustainable business within environmental and social governance and activities. The Group aims to increase value creation for its stakeholders through :

- The creation and enhancement of new business opportunities to attract investors and clients interested in the proper management of ESG issues and opportunities;
- the reduction of costs, increasing efficiencies and resource savings and limiting exposure to potential liabilities;
- the reduction of economic, financial, and reputational risks through a thorough understanding of all key non-financial metrics.

In addition, EDAC has established clear governance related to innovation. the Management Body of EdiliziAcrobatica meets on a monthly basis to share the progress of innovative projects. Quarterly, all managers of EdiliziAcrobatica have the opportunity to share project proposals and project progress. The Governing Body in turn makes an assessment of the new proposals, checks their alignment with the annual and three-year Business Plan and, if aligned, prioritizes the project by placing it temporally in the Group's strategic plan.

Another important step was obtaining ISO 9001 certification, within which there is a system for managing and monitoring processes, including those related to product and service innovation, which are readily shared within the Group.

EDAC also worked in 2021 to have a new overall management system in the following areas:

- Customer Relationship Management;
- Enterprise Resource Planning;
- HR Management;
- Training.

In terms of new innovative services offered on the market, the company developed the "EA Condominio" App with the aim of providing the Client with a very fast tool for exchanging information and reports with the Group's experts.

In conclusion, the final valuable product is highlighted to each innovation project. It consists of the outcome that each department aims to achieve through the metrics identified in individual subproducts, monitored and updated weekly <sup>8</sup>.

## 3.3 ESG Policy, UN Global Compact and SDGs

### ESG Policy

External construction works, carried out exclusively with human skill and a few necessary materials, make EdiliziAcrobatica's business model extremely sustainable, which, compared to traditional construction, allows for a reduction in CO2 emissions, energy consumption, and use of water resources. Aware of this distinctive aspect, the company also aims to reduce its emissions in the future through the ecological conversion of the company's means of travel and transportation.

A key step in the Group's sustainability journey has been the adoption of an ESG Policy (or also "policy" or "policies") that enables a new approach to value creation for the benefit of each class of stakeholder and has as its primary commitment to build a robust ESG framework.

Consideration of environmental, social, and governance (ESG) elements, therefore, has become an important driver of all present and future Group decisions.

In November 2020, EdiliziAcrobatica engaged an ESG consulting firm to begin a journey that led it to obtain an ESG rating from Sustainalytics. EdiliziAcrobatica decided to "formally" integrate ESG factors within the Business Model and its decision-making process, aimed at risk management and mitigation and having the goal of sustainable long-term value creation for all its stakeholders.

<sup>8</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016



The objective of the ESG Policy, is to illustrate how EdiliziAcrobatica intends to integrate ESG factors within its business model, ensuring a responsible approach aimed at long-term sustainable growth.

A proper approach to "sustainable" business aims to overcome the predictions of compliance by promoting at the shareholder and top management level a deep awareness of the factors that could adversely affect one's business, the underlying risks, and the opportunities aimed at maximizing economic return in the long run.

Following the development of the ESG Policy and dissemination, EdiliziAcrobatica emphasizes its commitment to:

- Integrating ESG issues into different functions and business and decision-making processes;
- commit to further reducing CO2 emissions as a proportion of turnover;
- demand adequate disclosure regarding ESG issues from key suppliers;
- promote the acceptance and implementation of a sustainable business with all its stakeholders;
- communicate activities and progress during the sustainability journey.

The top management of EdiliziAcrobatica believes that the involvement of all employees is fundamental to the achievement of ESG goals. To this end, each year it is planned that progress will be described with an ad hoc communication plan by the ESG Manager and that an anonymous survey will be implemented with the aim of gathering ideas and input and setting priorities.

Finally, EDAC is also committed to supporting the process of improvement and dissemination of the principles included in the ESG Policy through: participation in events and activities promoting and integrating ESG factors into industrial choices; research and improvement of practices in this area (also using external consultants); and promotion of an internal culture through continuous training and involvement of its staff.



## Commitment to the United Nations Global Compact

The group also promotes sustainable development and economic growth through its adherence to, involvement in, and 'commitment to the initiatives of the United Nations Global Compact, sharing and applying its 10 core principles, relating to human rights, labor standards, environmental protection, and anti-corruption.

It is a commitment, signed with the United Nations, to contribute to a new phase of globalization characterized by sustainability, international cooperation and partnership in a multi-stakeholder perspective regarding the following 10 principles:



### Human Rights:

- 1 Businesses are required to promote and respect universally recognized human rights within their respective spheres of influence;

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- 2 ensure that they are not, even if indirectly, complicit in human rights abuses.

### Work:

- 3 Businesses are required to uphold workers' freedom of association and recognize the right to collective bargaining;

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- 4 The elimination of all forms of forced and compulsory labor;

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- 5 Effective elimination of child labor;

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- 6 The elimination of all forms of discrimination in employment and occupation.

### Environment:

- 7 Businesses are required to support a preventive approach to environmental challenges;

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- 8 Undertake initiatives that promote greater environmental responsibility;

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- 9 Encourage the development and deployment of environmentally friendly technologies.

### Fight against corruption:

- 10 Businesses are committed to combating corruption in all its forms, including extortion and bribery.

EdiliziAcrobatica is therefore committed to making the UN Global Compact and its principles part of its strategy, culture and daily operations of the company, and to fostering the development of collaborative projects that promote the broader development goals of the United Nations, particularly the Sustainable Development Goals.



## Sustainable Development Goals - Agenda 2030

Ratified in 2015 by all Member States of the United Nations, the 17 Sustainable Development Goals (SDGs) address the health of the biosphere, human society, and the economy. Grounded in science, the 2030 Agenda with its SDGs, highlights where we are and where we need to go to ensure a decent and quality life for all.

Every choice has an impact, because everything is interconnected, biologically and technologically. Today as never before. Agenda 2030 provides concrete support in measuring reality, relating data and actions, problems and solutions.



EdiliziAcrobatica's approach to sustainability stems from a natural predisposition of the core business in revolutionizing the construction industry through innovation. The aim is to generate added value and include within the business model the environmental and social issues that have an important impact on our planet and people

who inhabit it. With reference to the "Agenda 2030" action program approved by the UN General Assembly, EDAC's core activities contribute to the achievement of the sustainable development goals highlighted and described in the graphic below.

### CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs).



Frequent and propaedeutic professional training. Attraction of new talent.



Energy efficiency interventions through EA 110.



Social initiatives (Acrobatic Superheroes Association) Social inclusion within society.



Specific initiatives to reduce the gender gap. Improving gender equality within society.



Safety and hygiene in the workplace Continuous search for partnerships and economic growth.



EA 110 contributes to making cities more sustainable Social initiatives to support the community.

## 3.4 Rating and risk management

Assessing the environmental, social, and governance aspects of a company makes it possible to return information on the sustainability prospects of an economic activity and its ability to generate value, helping to direct capital in the desired direction of the so-called ecological transition.

In light of what was expressed above, EdiliziAcrobatica during the course of 2021 achieved an ESG score from the Sustainalytics Rating Company.

### EdiliziAcrobatica SpA

Business Support Services Italy MIL:EDAC



#### ESG Risk Rating

**20.8**

Updated May 6, 2021

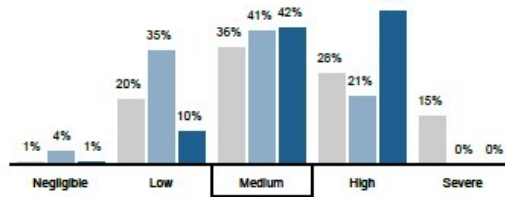
Not available

Momentum

#### Medium Risk



#### ESG Risk Rating Distribution



#### ESG Risk Rating Ranking

UNIVERSE	RANK	PERCENTILE
	(1 <sup>st</sup> = lowest risk)	(1 <sup>st</sup> = lowest risk)
Global Universe	3214/13496	25th
Commercial Services INDUSTRY	152/378	41st
Business Support Services SUBINDUSTRY	16/124	13th

The ESG risk rating of 20.8 places the Group at the lower end of the "Medium" risk class. This score analyzes the relevance of environmental, social, and governance issues, and how the company manages risks arising from these issues, on an absolute level. It takes into account both compressible factors, those that may depend on management and corporate choices, and incompressible factors, that is, those that are beyond our control.

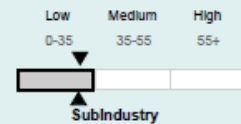
ESG risk exposure or ESG risk exposure is a set of factors that present potential economic and governance, environmental, and social risks to the firm's target cluster.

ESG risk exposure is a set of factors that present potential economic and governance, environmental, and social risks to companies. The score assigned by Sustainalytics regarding ESG risk exposure is 29.2, so it falls in the lowest risk exposure category (0-35).

#### ESG Risk Exposure

**29.2**  
Low

Not available  
Momentum

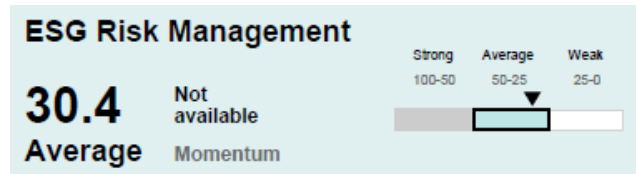


Risk Exposure is assessed based on the macro-trends associated with the sub-industry with precise adjustments based on the characteristics of the analyzed Company.

As a starting point, the exposure of Companies operating in the same sub-industry (characterized by roughly similar products and business models) to a range of potentially relevant ESG issues is determined. Factors used to give consistency to the assessments include companies' event records, structured external data (e.g., CO2 emissions), company reports, and third-party research.



Overall, EdiliziAcrobatica's ESG risk exposure, according to Sustainalytics, is low and is below the industry average. Governance of services, health, occupational safety, emissions, effluents, and waste are aspects that the Group strongly considers during every activity performed. The second dimension of ESG ratings is Risk Management, considered as a set of corporate commitments, actions and results that demonstrate effectiveness in managing the ESG risks to which the company is exposed. The overall score that is given to the management system for EdiliziAcrobatica is 30.4 (medium-low rating within a range of 50-25).



The score obtained is for EdiliziAcrobatica a starting point from which to implement new initiatives aimed at improving its risk management policy along the entire value chain<sup>9</sup>.

### 3.5 Covid-19: impacts and adaptation policies.

The SARS-CoV-19 pandemic significantly changed the operating environment of EdiliziAcrobatica, which tried to adapt to new laws and fiscal policies. In the still acute phase of the pandemic, a new Business Unit for indoor cleaning and pest control was created, which on the one hand aimed to complete the offer for condominiums, and on the other aimed to open the market to companies.

Similarly, the proliferation of tax incentives for the real estate sector has necessitated the institutionalization of liaison figures to oversee the operational and financial parts of the project. EdiliziAcrobatica, in an effort to continue specializing toward sustainable construction techniques and materials, established its sustainability-related business unit. At the same time, during the pandemic, the Group decided to invest in a new tool to bring people together, namely the "EA Condominio" App.

The post-pandemic period was marked by an acceleration of traditional business, leading to business expansion into France and Spain.

In addition, new business units were established with the aim of increasing services for corporate companies, as well as strengthening the traditional service channel aimed at condominiums.

From the perspective of the critical issues induced by the pandemic, the acceleration of growth came at a stage when the company was focusing on strengthening the management team and governance in general; therefore, some processes were slowed down and management was forced to amplify its efforts. The achievement of a number of intermediate goals, nonetheless, is helping to rebalance the organizational environment<sup>10,11</sup>.

<sup>9</sup> This content refers to GRI Statement 102-15: General Disclosure 2016.

<sup>10</sup> This content refers to GRI Statement 102-15: General Disclosure 2016.

<sup>11</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

## 3.7 Materiality Analysis and Reporting Scope.

Materiality analysis is the process of identifying relevant issues to be managed through the sustainability policy and reported through the Sustainability Report.

This analysis allows for the identification of issues that reflect the company's significant impacts on the economy, environment, and society, and that could substantially influence Stakeholders' assessments and decisions.

EdiliziAcrobatica promotes and respects the principles of legality, loyalty and fairness, cooperation and mutual respect towards its Stakeholders with whom it intends to maintain a constant channel of communication. The purpose is to cooperate in respect of mutual interests and prevent possible situations of conflict.

In this regard, the Company considers the following as its stakeholders: shareholders, employees, lenders, external collaborators, customers, suppliers, public administration, community, mass media and local communities <sup>12,13</sup>.

The materiality analysis was conducted in line with the reporting standards of the Global Reporting Initiative (GRI).

For the purpose of identifying potentially relevant issues for EdiliziAcrobatica<sup>14</sup>, the main trends among peers in defining material issues, the analysis of initiatives and policies implemented to date by companies, and the consideration of issues suggested by the GRI Sustainability Reporting Standards and the Sustainability Accounting Standard Board (SASB) were considered.

The internal perspective, is the one determined by the perceptions of the company's own top management (abscissa axis in the materiality matrix), was assessed through a workshop conducted with the parent company's top management and, in parallel, through the administration of an anonymous questionnaire to a sample of managers.

The external perspective, which in turn is determined by the evaluations expressed by stakeholders towards the company (y-axis of the materiality matrix), was obtained through the completion by a group of stakeholders (divided between customers, suppliers, business partners, shareholders and investors) of an online questionnaire, through which they were asked to indicate the relevance to each material issue of potential proposed<sup>15</sup>.



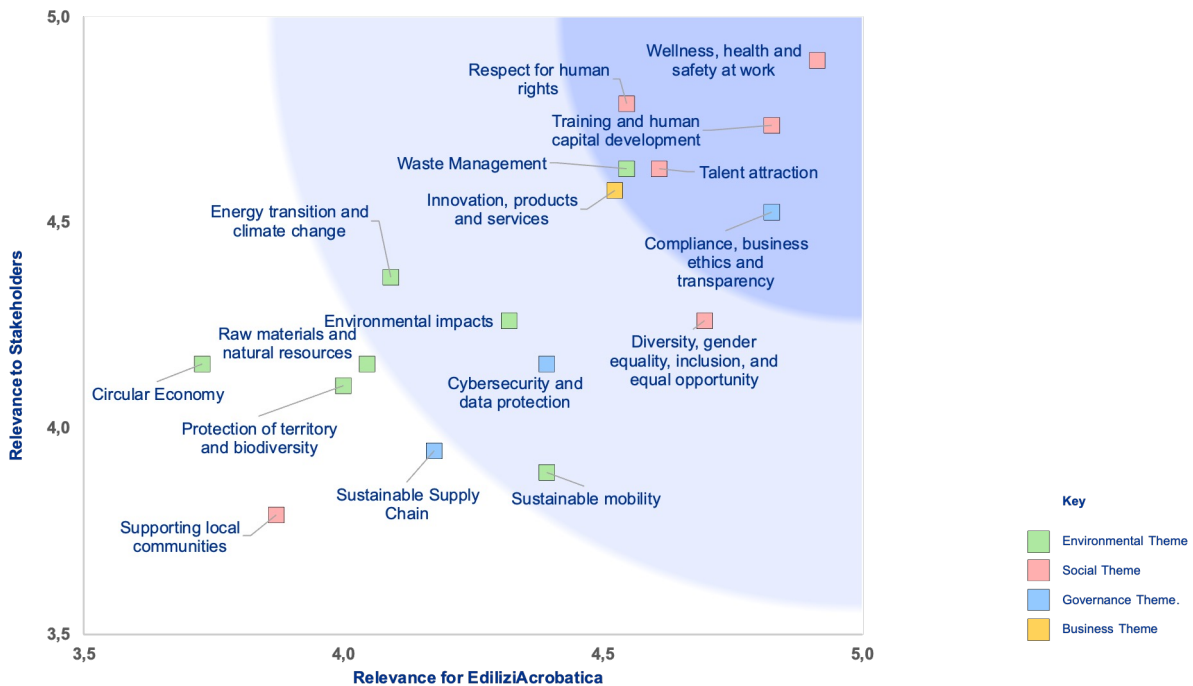
<sup>12</sup> This content refers to GRI Disclosure 102-40: General Disclosure 2016.

<sup>13</sup> This content refers to GRI Statement 102-42: General Disclosure 2016.

<sup>14</sup> A description of each material theme identified is given in the "Description of Material Themes" table that can be found in the appendix.

<sup>15</sup> This content refers to GRI Disclosure 102-43: General Disclosure 2016.

MATERIALITY MATRIX



The materiality matrix above identifies the material issues for EdiliziAcrobatica, each of which received an average rating between 4 and 5 in the range that therefore identifies the relevant and very relevant issues in the ESG sphere for the Group.

It is denoted that among the top five material issues of greatest relevance, four can be associated with the Social macro-theme confirming EdiliziAcrobatica's focus on its employees and reinforcing the Company's belief in investing in this area.

It is important to emphasize that the most relevant issue that emerged from the analysis is that of well-being, health and safety at work. This shows that the Group and its stakeholders are aware of the possible dangerousness of the work that staff have to do and that, as a result, this factor is put first in the company's activities.

The table represented below provides a list of the issues found to be material associated with the United Nations Sustainable Development Goals in order to provide a generic picture of the potential contribution to them in implementing policies to improve the Company's ESG performance.

Assessments to the themes by both internal management and stakeholders were made based on a clear description of each of the themes that can be found in the appendix to this document.



The table represented below provides a list of issues found to be material associated with the United Nations Sustainable Development Goals in order to provide a generic picture of the potential contribution to them in implementing policies to improve the Company's ESG performance.

Assessments to the themes by both internal management and stakeholders were made based on a clear description of each of the themes that can be found in the appendix to this document.



## MATERIAL TOPICS AND SGDs

Material topic															
Wellness, health, and safety at work	✓														
Training and human capital development		✓	✓				✓								
Compliance, business ethics and transparency															✓
Respect for human rights	✓	✓	✓					✓							✓
Talent attraction		✓					✓								
Waste Management				✓						✓	✓				
Innovation, products, and services							✓		✓	✓					
Diversity, gender equality, inclusion and equal opportunity	✓	✓	✓				✓		✓						
Environmental impacts											✓	✓	✓		
Cybersecurity and data protection															✓
Energy transition and climate change					✓						✓		✓		
Sustainable mobility											✓		✓		

## Reporting scope

This Sustainability Report contains information and data regarding all legal entities under the coordination of the parent company EdiliziAcrobatica S.p.A.

Therefore, the scope of reporting corresponds to that in the management report closed as of 12/31/2021 and includes the companies shown in the table below consolidated through the line-by-line method in the same financial statements <sup>16</sup>.

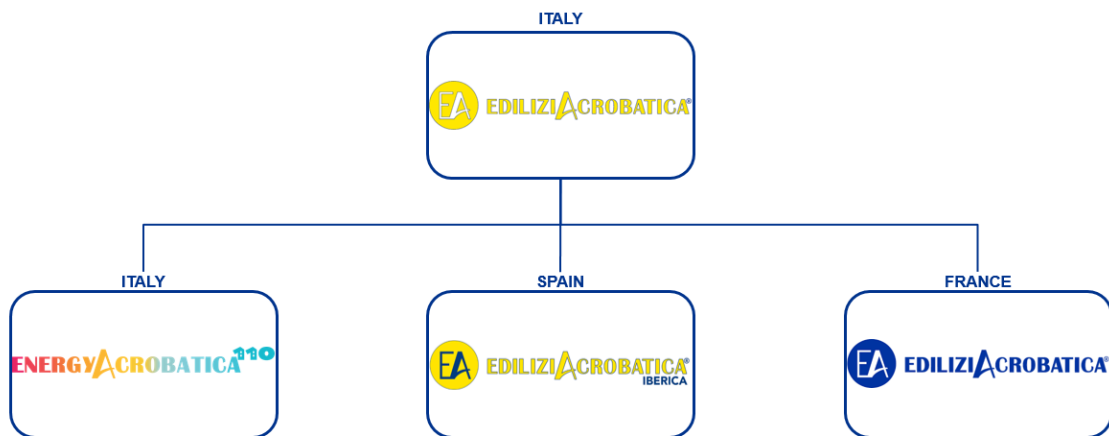


Table 1

*Subsidiaries and companies consolidated on a line-by-line basis in the 2021 management report - Scope of the Sustainability Report*

Denomination	Legal Headquarter	Social capital	Share owned
<b>EdiliziAcrobatica S.p.A.</b>	Via Filippo Turati 29, 20121, Milano	€ 815.415,00 €	Group leader
<b>EdiliziAcrobatica France S.a.s.</b>	102 Avenue des Champs-Élysées 75008 – Paris	550.509,00 €	100%
<b>EdiliziAcrobatica Ibérica S.L.</b>	Carrer Girona, 134 08037 Barcelona	3.000, 00 €	90%
<b>Energy Acrobatica 110 S.r.l.</b>	Via Filippo Turati 29, 20121, Milano	100.000,00 €	80%

Following the international expansions that took place in 2019 in France and 2021 in Spain, the reporting boundary, and the related data disclosure, will respect the year the respective companies joined the EdiliziAcrobatica Group.

As of 12/31/2021 Arim Holding Sarl holds 74.09% of EdiliziAcrobatica S.p.A.

EdiliziAcrobatica S.p.A. holds 100% of EdiliziAcrobatica France Sas, 90% of EdiliziAcrobatica Iberica SL, 80% of Energy (Acrobatica 110 Srl) <sup>17</sup>.

<sup>16</sup> This content refers to GRI 102-45 Disclosure 102: General Disclosure 2016.

<sup>17</sup> This content refers to GRI 102-45 Disclosure 102: General Disclosure 2016.

# 4.

## Governance & compliance

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## 4.1 Governance structure and diversity of governing bodies

The significant revenue growth, listing and foreign expansion achieved in recent years have highlighted the need to consolidate and strengthen the structure of EdiliziAcrobatica and its corporate governance.

As of December 31, 2021, EdiliziAcrobatica Spa is controlled by Arim Holding Sarl, which holds 74.09% of the share capital of EdiliziAcrobatica S.p.A. EdiliziAcrobatica S.p.A. holds 100% of EdiliziAcrobatica France Sas, 90% of EdiliziAcrobatica Iberica SL, and 80% of Energy (Acrobatica 110 S.r.l.). The parent company (EdiliziAcrobatica S.p.A.) directly owns 48,677 treasury shares equal to 0.5970% of the share capital. The purchases of treasury shares during the year are part of the buy-back program authorized by the Shareholders' Meeting of June 25, 2021 <sup>18</sup>.



EdiliziAcrobatica is based on an organizational, administrative and accounting structure that is consistent with the objectives of good governance set forth in Article 2086 of the Italian Civil Code. This structure is functional not only to the achievement of the company's economic objectives, but also to the timely detection of any factors of crisis or loss of business continuity that may be looming, this for the protection of all stakeholders, including workers and all those who have business relations with EdiliziAcrobatica.

The Group adopts in any choice the principle of precaution and conscientiousness aimed at safeguarding the brand, the environment, the community and its own people, which are the key to business success.

EDAC's corporate governance structure consists of the:

**Board of Directors:**

meets at least 6 times a year, and its main tasks involve taking quarterly revenues, approving the annual and semi-annual budget, approving the consolidated budget, and presenting the latter to the shareholders' meeting.

**Board of Statutory Auditors:**

Meets at least once every three months and on the occasion of each Board of Directors meeting convened, for prior examination of matters; represents the supervisory body of listed companies and is responsible for supervising compliance with the principles of proper administration and, in particular, the adequacy of the administrative structure.

**Management committee - Governing body:**

Meets weekly to discuss trends and any issues. It also analyzes and evaluates opportunities for development, new operation or new business lines on a monthly basis. In addition to this, it also meets in cases of necessity and/or urgency.

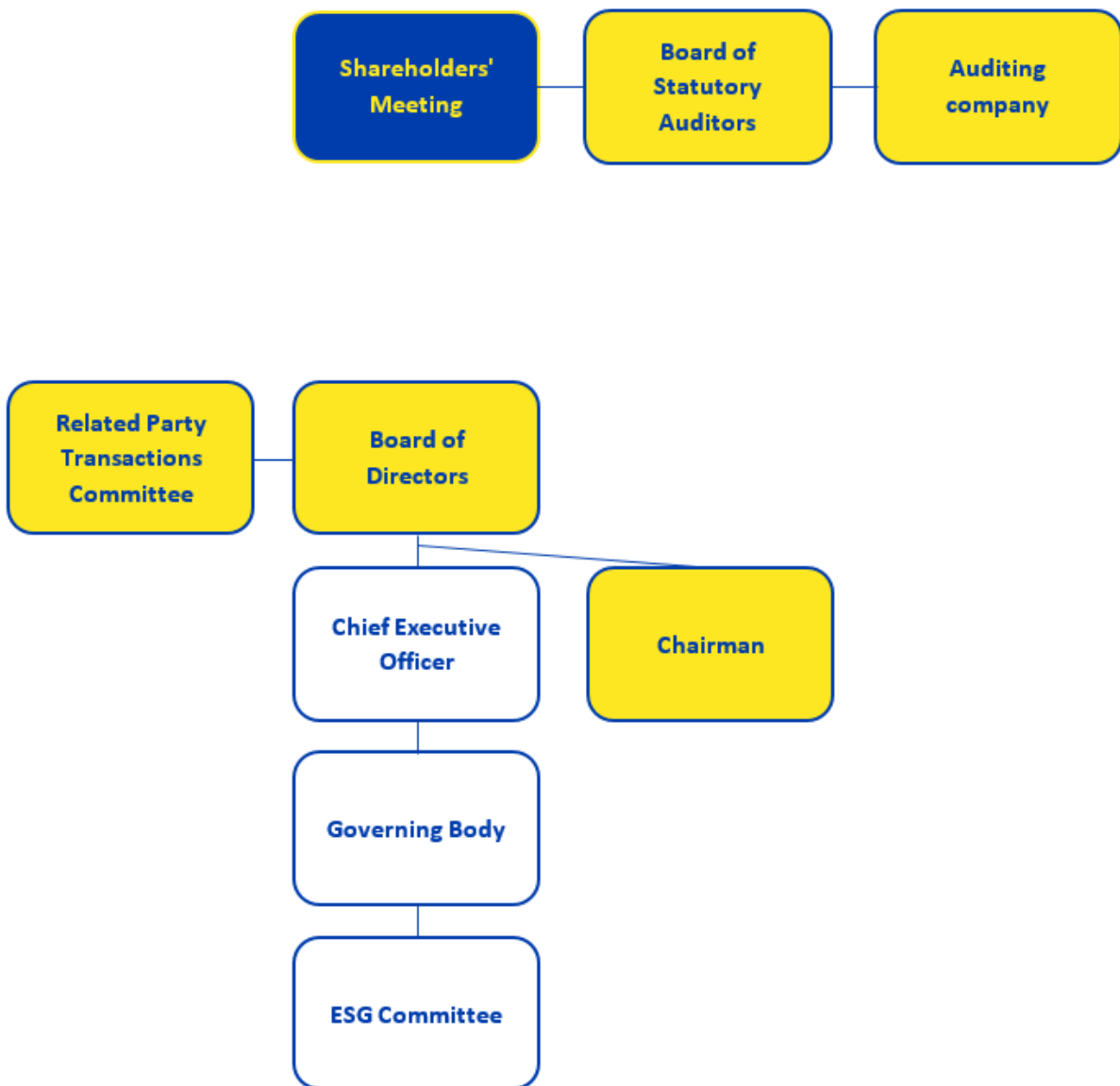
**ESG Committee:**

Deals with all activities related to the development and implementation of initiatives in the area of sustainability. For more information, please refer to the section "Sustainability Governance".

<sup>18</sup> This content refers to GRI Statement 102-5: General Disclosure 2016.

**Related Party Transactions Committee:**

consists of the Chairman of the Board of Statutory Auditors, and two directors, one of whom is independent, with the task of expressing a non-binding opinion on the appropriateness and convenience for the Company of all transactions carried out with a "related party" <sup>19, 20</sup>.



<sup>19</sup> This content refers to GRI Statement 102-18: General Disclosure 2016.

<sup>20</sup> This content refers to GRI Disclosure 102-22: General Disclosure 2016.

In detail, the management of the EdiliziAcrobatica S.p.A. Group is entrusted to the Board of Directors, which is vested with the broadest powers for the ordinary and extraordinary management of the Company, without exception of any kind; in fact, it has the power to carry out all the acts it deems appropriate for the performance of all the activities constituting the corporate purpose or instrumental to it, with the exception of those which the law or the bylaws reserve for the decision of the shareholders.

The Board of Directors carries out its activities collectively as well as through delegation of part of its functions to the Chairman and the Managing Director, within the limits permitted by law and the Articles of Association.

Representation of the Company is vested in the Chairman of the Board of Directors. The Governing Body is authorized to appoint directors, co-directors, deputy directors, attorneys and also to delegate to them the corporate signature with such duties, bailments, remunerations, interests and restrictions as it deems appropriate.

The provisions governing the liability of directors apply to executives, in relation to the duties entrusted to them, subject to actions exercisable under their employment relationship with the company.

There is a single independent director on the Board of Directors and throughout the governance structure.

The Group is very attentive to diversity and equal opportunity management; in fact, the Board of Directors is composed of 40% women, (2 out of 5) and 60% men (3 out of 5). 80% of the Board members are over the age of 50. In contrast, the Executive Board is composed of 33% women.

The Board of Directors consists of professionals with interdisciplinary expertise in business management, the financial sector, management education and resources, and the construction industry at the technical level.

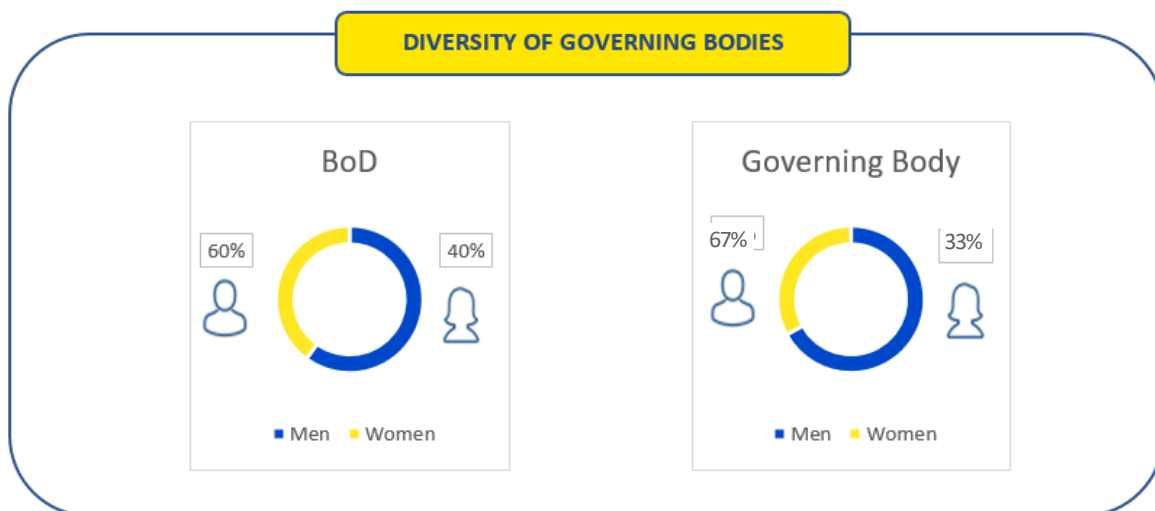




Table 2

CDA composition. GRI Disclosure Item a 405-1: Diversity and Equal Opportunity.

Board of Directors	Age	Gender	Role	Executive	Independent
Riccardo Iovino	56	M	Chief Executive Officer	✓	
Anna Marras	55	F	Administrator	✓	
Simonetta Simoni	91	F	Employer and Chairman of the Board of Directors	✓	
Simone Muzio	49	M	Director	✓	
Marco Caneva	52	M	Independent Director		✓

Table 3

Composition of the governing body. GRI Disclosure Item a 405-1: Diversity and Equal Opportunity.

Governing body	Age	Gender	Role	Executive
Riccardo Iovino	56	M	Chief Executive Officer	✓
Anna Marras	55	F	Director with Responsibility for Human Resources	✓
Alberto Ravizza	58	M	General Manager	✓
Riccardo Banfo	48	M	Group CFO	✓
Simone Muzio	49	M	Operational Director	✓
Susanna Giardina	38	F	HR Manager	✓
Simona Filice	43	F	Brand Manager	✓
Fortunato Seminara	51	M	Managing Director EA110	✓
Raffaele Pancani	35	M	Franchise Operational Manager	✓

Table 4

Composition of the board of auditors. GRI Disclosure Item a 405-1: Diversity and Equal Opportunity.

Audit Board	Age	Gender	Role	Executive
Alda Bertelli	87	F	Auditor	✓
Giorgio Frediani	52	M	Auditor	✓
Francesco Cinaglia	54	M	Auditor	✓
Fabio Coacci	58	M	Alternate auditor	✓
Borgioli Carla	48	F	Alternate auditor	✓

Table 5

*ESG committee composition. GRI Disclosure Item a 405-1: Diversity and Equal Opportunity.*

ESG committee	Age	Gender	Role	Executive
Riccardo Iovino	56	M	Chief Executive Officer	✓
Anna Marras	55	F	Director with Responsibility for Human Resources	✓
Alberto Ravizza	58	M	General Manager	✓
Riccardo Banfo	48	M	Group CFO	✓
Simone Muzio	49	M	Operational Director	✓
Susanna Giardina	38	F	HR Manager	✓
Simona Filice	43	F	Brand Manager	✓
Fortunato Seminara	51	M	Managing Director EA110	✓
Raffaele Pancani	35	M	Franchise Operational Manager	✓
Martina Pegazzano	33	F	ESG manager & Investor Relator	✓

Table 6

*Composition of the Related Parties Committee. GRI Disclosure Item a 405-1: Diversity and Equal Opportunity.*

Related party transactions committee	Age	Gender	Role	Executive	Independent
Alda Bertelli	87	F	Member of the Related Party Transactions committee		✓
Marco Caneva	52	M	Member of the Related Party Transactions committee		✓
Simone Muzio	49	M	Member of the Related Party Transactions committee	✓	

## 4.2 Sustainability governance

EdiliziAcrobatica has clearly defined sustainability governance; in fact, the dissemination, development, and implementation of principles, policies, and initiatives in ESG, Environmental, Social, and Governance is shared among the following parties in the manner described here:

- **ESG Committee:**  
Appointed by the CEO and/or the Board of Directors, approves the ESG policy and strategies of EdiliziAcrobatica. Defines the degree of relevance of ESG factors that may have an impact on ordinary business and stakeholders, taking into account reports produced by the ESG Manager. Identifies business functions and related ESG responsibilities and targets. Defines targets and priorities related to mid-term sustainability for the entire company;
- **ESG Manager:**  
reports to the ESG Committee of EdiliziAcrobatica and is responsible for ensuring, overseeing and improving the implementation of the ESG policy within the organization by collecting reports and information provided by ESG Champions;
- **ESG Champion (Department/Business Function Manager):**  
Appointed for each of the major business functions, he or she is responsible for assessing and monitoring ESG risks and opportunities during ordinary and extraordinary operational activities. The ESG Champion is the recipient of appropriate training by the ESG Manager, to whom he or she reports.
- **Social Responsibility Manager:**  
Organizes major charitable and community support activities. The Social Responsibility Manager reports to the ESG committee.

The Group has integrated the principles of sustainability within its Business Model ensuring a naturally sustainable service and a responsible approach that aims at the welfare and satisfaction of its internal and external stakeholders.





From an operational point of view regarding market and performance monitoring in the ESG area:

- The ESG Manager informs, at least every six months, the ESG Committee of EdiliziAcrobatica about the status of the application of the ESG Policy and any proposals for its improvement.

- EdiliziAcrobatica monitors the practices of its target market. Where necessary, the Board of Directors of EdiliziAcrobatica provides for any updates or amendments to the ESG Policy.

## 4.3 Management and control systems

EdiliziAcrobatica S.p.A. has adopted an integrated Quality-Environment-Safety corporate management system. Having elevated quality control to the rank of a fundamental technique of the company was the great premise that EdiliziAcrobatica S.p.A. set as the basis of its strategic development. Attention to the quality of services performed in maximum safety, considering the peculiarity of the company's activity, is a priority that led to the adoption and continuous improvement of the ISO 45001:2018 Management Systems (Certificate No. IT306780),

and ISO 9001:2015 (certificate no. IT267590-1) for only EdiliziAcrobatica S.p.A. on the Italian territory. However, EDAC will consider in the coming years to extend the adoption of the mentioned Management Systems within the different subsidiaries within the group in Spain and France <sup>21</sup>.

### Quality management system

With the ISO 9001:2015 certification EdiliziAcrobatica S.p.A. guarantees a high-level Quality Management System. The operational processes and behaviors to be observed are therefore governed by a set of written procedures managed within the integrated system:

- Procedures on quality policy;
- Procedures on health, safety and environmental policy.

The Quality Policy defined by EdiliziAcrobatica is based on the implementation of an organizational model of continuous improvement, which translates into a piloting system by processes, built on clear objectives shared by all personnel.

The Quality Policy, approved by the Managing Director, is widely disseminated within the corporate organization in order to foster the widest involvement and ensure its most correct implementation. In order to maintain its adequacy and ensure its effectiveness, the Quality Policy is checked, and if necessary updated, during the Annual Review by the Management. The Quality Policy represents, therefore, the prerequisite for the realization of the strategic objectives on the basis of which the Management provides, annually to assign to each function the objectives of competence.

<sup>21</sup> This content refers to GRI Disclosure 102-22: General Disclosure 2016.

## Health and safety management system

EdiliziAcrobatica S.p.A. intends to pursue a management policy aimed at enhancing customer satisfaction with respect to health and safety in the workplace, as an integral part of its development process, and continuous improvement.

Therefore, EdiliziAcrobatica S.p.A. decided to implement its management system, in accordance with BS OHSAS 18001 and ISO 9001, obtaining in July 2012 the first certification under the Health and Safety Management System and in April 2016 the second certification with the third-party body Bureau Veritas. In September 2019, EDAC upgraded its management system under the new ISO 9001:2015 standard, and in May 2021, it "migrated" from OHSAS 18001 to ISO 45001:2018.

The Safety Management System (SMS) with which EdiliziAcrobatica S.p.A. has been equipped is structured according to the guidelines dictated by the ISO 45001:2018 standard, with the aim of implementing what has been established in the Occupational Health and Safety Policy, through the realization of the objectives established by the organization through planning.

The certification of the SMS according to the ISO 45001:2018 standard is a tool that enables the management of safety issues at construction sites through an a priori assessment of risks and their reduction through preventive actions resulting from a continuous improvement plan. The phases through which the SMS of EdiliziAcrobatica is articulated are as follows:

- Context assessment;
- Establishment of an appropriate health and safety policy;
- Risk assessment; - planning and organizing activities;
- Planning of interventions;
- Raising awareness of health and safety issues;
- Monitoring;
- Review and improvement.

For the purposes of proper implementation of the SMS, a special organizational structure has been defined, which, with reference to the company organizational chart, highlights the tasks and responsibilities assigned in the field of safety with a precise system of delegation. The purpose is to define the tools for the organization of an Occupational Health and Safety Management System, involving all company functions in the adoption of the same system.

The main objective remains to promote and spread the culture of safety and health protection within the enterprise, increasing awareness of risk perception, as well as ensuring continuous monitoring of the system <sup>22,23</sup>.

Occupational safety is of primary importance to EdiliziAcrobatica and is continuously implemented through new training methods, procedures and increasingly detailed programs.

Specifically, in recent years, the company after strengthening the framework for avoiding workplace accidents through a series of preventive activities has focused on implementing and strengthening an Emergency Response Program consisting of:

- Implementation of guidelines and proceduralization of activities to be carried out in case of emergency, with mapping of major risks;
- Internal preventive and post emergency responsibilities;
- Implementation of training activities related to the management of possible emergencies.

<sup>22</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

<sup>23</sup> This content refers to GRI Statement 102-15: General Disclosure 2016

## Adaptation to the Organization, Management and Control Model D. Legislative Decree No. 231/2001

During the fiscal year covered by this Sustainability Report, it is hereby reported that EdiliziAcrobatica worked on the implementation of the Organization, Management and Control Model d. Lgs. No. 231/2001, which was formally adopted on January 18, 2022 at the same time as the appointment of the Supervisory Board. The latter will be endowed with autonomous powers of initiative and control and charged with overseeing the suitability and proper implementation of the Model.

In fact, the company's goal is to safeguard the company's criminal liability in case crimes are committed; in fact, EdiliziAcrobatica intends:

- to determine in all those who work in its name and on its behalf in sensitive activities, the awareness that they may incur, in the event of violation of the provisions set forth therein, an offense liable to sanctions;
- inform all those who work in any capacity in its name, on its behalf or otherwise in its interest that violation of the prescriptions contained in the Model will result in the application of appropriate sanctions or termination of the contractual relationship;
- to reiterate that the Company does not tolerate unlawful conduct of any kind and regardless of any purpose, since such conduct (even if the Company were ostensibly in a position to take advantage of it) is in any case contrary to the ethical principles to which the Company intends to adhere.

The Organization, Management and Control Model D. Lgs. No. 231/2001 is addressed not only to employees but also to key stakeholders, including suppliers and customers.

In order to achieve 231 objectives, internal responsibilities have been defined aimed at:

- Implement risk assessment and periodic reporting on potential Bribery&Corruption risks and any specific critical issues
- specific training activities
- Definition and implementation of internal mechanisms to highlight any critical issues

As a result of the assessment activities carried out during 2021, particular importance will be attached to the role of the Supervisory Board, which has structured and will implement a whistleblowing system through a process of communicating any critical issues anonymously via email.

EdiliziAcrobatica is establishing a system of engagement and reporting with stakeholders on the issue.



## 4.4 Compliance, ethics, transparency, anti-corruption and other corporate policies

By the ESG Committee and the ESG Manager, the "policies" that make up the entire 360-degree ESG framework were developed and adopted <sup>24</sup>.

Policies are reviewed by the ESG Manager once a year and submitted to the ESG Committee for approval. Each policy is then shared the rest of the Group via internal portal and then published on the company's website in the "ESG" section of EdiliziAcrobatica, thus available to any stakeholder.

Updating the Code of Ethics, Human Rights Policy and ESG Policy is the responsibility of the Board of Directors.

The Group's guiding principles and policies, which are agreed upon and disseminated separately by the Management Body in EdiliziAcrobatica S.p.A, are then disseminated and adopted throughout the Group. Each foreign subsidiary is managed by a Manager who aligns weekly with the Italian Governing Body. Any resource who joins the Group receives adequate training to carry out their role. This training includes the Group's principles and values, shared policies and regulations.

On December 20, 2020, the BoD resolved that the Group should have functional corporate policies consistent with sustainability and suitable for meeting rating and assessment criteria that also took into account the company's commitment to environmental, social, and governance principles. Subsequently, in FY2021, all policies were approved by the ESG Committee. The function responsible for the proper implementation of the various policies is the Governing Body (composed of a Representative from each Department of the company). The Governing Body uses its resources - human, technological, economic - to ensure the proper conduct of business activities and the timely reporting of any anomalies.

Through monthly meetings by the Governing Body, the Company is scrupulous in managing any practices or discrepancies attributable to the phenomenon of Compliance, Ethics and Transparency; in addition, the Group is working towards improvement and optimization in the adoption of the Management and Control Model in compliance with Legislative Decree 231/2001.

As of 12/31/2021, no internal control systems of risk analysis or risk management systems have been used, however, all legally required procedures in the areas of environment, personnel, health and safety have been complied with internally and also along the value chain through the application of the supplier code of conduct <sup>25</sup>.

In the course of its activities, the Company has not incurred significant fines and non-monetary penalties for non-compliance with environmental, social and economic laws and/or regulations <sup>26,27</sup>.

<sup>24</sup> This content refers to GRI 102 Disclosure 103-2: General Disclosure 2016.

<sup>25</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

<sup>26</sup> This content refers to GRI Disclosure 307-1: Environmental Compliance 2016.




<sup>27</sup> This content refers to GRI Disclosure 419-1: Socioeconomic Compliance 2016.

## Code of Ethics

As anticipated, in order to integrate sustainability principles into its Business Model, EdiliziAcrobatica decided to build an ESG framework. This framework has the ESG Policy and the Code of Ethics

as cornerstones to promote not only the principles of sustainability but also principles of legality, fairness, equality, and transparency<sup>28</sup>.



-  **Code of Ethics**  
**ESG Policy**
-  **Human Rights Policy**  
**Health & Safety Policy**
-  **Anti-Corruption Policy**  
**Environmental Policy**
-  **Supplier Diversity Policy**  
**Supplier Code of Conduct**
-  **Community Relations Policy**  
**Privacy Policy**
-  **Green Procurement Policy**

<sup>28</sup> This content refers to GRI Statement 102-16: General Disclosure 2016.

EdiliziAcrobatica, since its inception, has spread and embraced the principle of ethics, one of the Society's most steadfast values through four main cornerstones:

- Client well-being;
- The well-being and growth of the individual, through valuing and respecting them;
- Collaboration, that is, employees must behave ethically and, therefore, collaboratively and not be antagonistic but support their colleagues by upholding the principle of Responsibility. In addition, managers in the company must have an ethical, transparent and collaborative attitude;
- The clarity of the Result, that is, the knowledge of one's valuable end product, and the exchange of the same in terms of quantity, quality, utility;

The Code of Ethics, first approved by the ESG Committee on 04/16/2021, defines the set of principles of behavior and legality, reflecting particular criteria of sustainability, fairness, equality, transparency, as well as appropriateness and opportunity, considered of fundamental importance in the past, present and for the future of EdiliziAcrobatica.

The Code of Ethics is the charter of fundamental rights and duties through which "EDAC" clarifies its ethical and social responsibilities internally and externally and meets the company's need to declare on what criteria it intends to operate to balance the interests of internal and external stakeholders.

The values and principles contained and detailed in the Group's code of ethics are:

- Legality;
- Labor protection;
- Honesty and transparency;
- Protection of the environment;
- Confidentiality;
- Relationships with employees and contractors;
- Professionalism;
- Relations with investors;
- Value of human resources;
- Relations with the community and local communities;
- Protection of workers' rights;
- Relations with public institutions;

EdiliziAcrobatica monitors the observance of the Code of Ethics and prepares information, prevention and control procedures. In addition, it ensures the transparency of the operations and behaviors implemented, intervening, if necessary, with corrective actions. Each recipient is required to be familiar with the principles and contents of the Code of Ethics as well as the reference procedures governing the functions performed and responsibilities held. Violations, once ascertained, are pursued through the adoption, consistent with the provisions of the current regulatory framework, of appropriate and proportionate disciplinary measures<sup>29</sup>.

## Anticorruption

The Group conducts its business with a zero-tolerance approach against corruption and in compliance with laws, regulations, similar mandatory requirements, international standards and guidelines that apply to the business. The overall objective is to avoid incidents attributable to corruption in all Group Companies. The main risk related to anti-corruption, transparency and ethics in general lies in the establishment of privileged relationships or other situations that could result in wrongdoing.

To this end, the Group has decided to comply with relevant regulations and adopt an Anti-Corruption Policy that defines procedures to prevent corruption phenomena and avoid possible legislative and regulatory violations. This policy is also being revised by virtue of the adoption of the Management and Control Model pursuant to Legislative Decree 231/2001 planned for the year 2022.

EdiliziAcrobatica has its registered office in Italy, so the Company and staff are subject to Italian law, in particular, the Civil Code, the Criminal Code, the Public Contracts Code, and Legislative Decree No. 231 of 2001.

In addition, personnel may be subject to the laws of other countries, including those ratifying International Conventions, which prohibit bribery of Public Officials and bribery among private parties, such as, the "Organization for Economic Cooperation and Development Convention" on Combating Bribery of Foreign Public Officials in International Business Transactions and the United Nations Convention against Corruption.

<sup>29</sup> This content refers to GRI 102 Disclosure 103-2: General Disclosure 2016.



In carrying out its activities, EdiliziAcrobatica therefore follows the following principles and controls, aimed at expressly prohibiting all forms of corruption:

- Payment of contributions and/or making donations with the purpose of obtaining illegal benefits is prohibited;
- giving gifts to customers (including potential customers) and government and union officials or their family members is prohibited where such expenses are not incurred in the course of conducting Company business and related Company policies;
- giving or receiving bribes, as well as making payments (regardless of whether these are common practices in a given country) involving government officials aimed at facilitating and/or for the purpose of expediting bureaucratic practices and government actions is strictly prohibited;
- in the case of expenditures made on behalf of government officials, additional requirements regarding the keeping and retention of supporting documentation must be fulfilled;
- it is mandatory to conduct appropriate training for employees regarding the fight against political corruption and their role in ensuring compliance with the provisions of this policy;
- before making or entering into contracts with third parties and appointing third parties as representatives, it is required to conduct adequate examination and due diligence on the capacity, reputation and business affairs of third parties and the inclusion of anti-corruption provisions within 'contracts';
- all expenditures must be properly documented, approved, and supporting documentation must be retained for a minimum period of six years;

In setting up relations with customers, suppliers and collaborators, the recipients of this policy should be based exclusively on the basis of compliance with the rules of fair competition, on criteria of trust, competitiveness and quality.

EdiliziAcrobatica monitors and controls compliance with the anti-corruption policy. The company follows the "Rules for the Application of Disciplinary Sanctions" referred to in Legislative Decree 231/2001 including related termination clauses, which are applied against individuals who are responsible for:

- Violations of the Anti-Corruption Policy;
- Omissions in reporting such violations;
- Retaliatory behavior against whistleblowers.

Similarly, any conduct engaged in by recipients connected to EdiliziAcrobatica in violation of this Anti-Corruption Policy also results in the termination of the contractual relationship, without prejudice to any claim for compensation if years are derived to EdiliziAcrobatica from such conduct.

Since 2018 to date, there have been no cases of corruption within the Group or in relations with external stakeholders <sup>30,31</sup>.

<sup>30</sup> This content refers to GRI Disclosure 205-3: Anticorruption 2016.

<sup>31</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

## Other policies

The ESG compliance and strategic definition program is also complemented by the following policies approved by the Company <sup>32</sup>:



### Green procurement policy

The Green Procurement Policy defines that set of environmental considerations during purchasing stages and procedures. The company places considerable emphasis on preventing so-called environmental impacts caused by external entities whose actions can be influenced through targeted decisions, especially in the purchasing department.

### Environmental policy

The Environmental Policy aims to manage the Company's environmental impacts responsibly.

### Community relations policy

The Community Relations Policy is a Stakeholder Engagement and Social Responsibility program by which EdiliziAcrobatica commits to dedicate resources, interact and collaborate with the local area and surrounding communities in order to help improve their well-being. Specifically, EdiliziAcrobatica considers the Community Relations Policy a tool to analyze and better understand the needs of the local area.

### Privacy policy

The privacy policy describes the organizational model adopted by this facility, both when it processes data as a data controller and when it processes data as a data processor for the purpose of adequate management of the acquisition of consent, prevention and protection of all personal data.

<sup>32</sup> This content refers to GRI 102 Disclosure 103-2: General Disclosure 2016.

It is our prevention and protection policy that the location of personal data processed and stored is monitored at least once a year in order to protect it according to its environment.

#### Human rights policy

EDAC's Human Rights Policy, is inspired by the principles contained in the United Nations Universal Declaration of Human Rights (the "Declaration") and the Guidelines for Multinational Enterprises of the OECD. In the conduct of its business, the Company is committed to observing and ensuring respect for the fundamental rights of the person, as resulting from the International Charters on Fundamental Rights, safeguarding in particular the dignity of the person, which protects the values shared by all individuals regardless of differences in religion, ethnicity or gender.

#### Health & safety policy

The Health & Safety Policy defines that set of actions and regulations respected in all service delivery processes. EdiliziAcrobatica intends to pursue a management policy aimed at enhancing customer satisfaction with respect to health and safety in the workplace, as an integral part of its development process, and continuous improvement.

#### Supplier code of Conduct

The Supplier Code of Conduct defines relationships and rules of behavior and is inspired by the principles contained in the United Nations "Universal Declaration of Human Rights" and the "Guidelines" addressed to Multinational Enterprises of the OECD. Compliance with this Code is required of all those who work with EdiliziAcrobatica whether they are employees, suppliers, contractors, subcontractors or business partners.

#### Supplier diversity policy

EdiliziAcrobatica through the Supplier Diversity Policy, aims at the involvement and inclusion of suppliers representative of various forms of diversity, seeing them as a great opportunity to achieve goals in terms of equality and transparency.

#### ESG policy

The adoption of an ESG Policy enables a new approach to value creation for the benefit of each stakeholder class and to integrate ESG factors within the company's business model, ensuring a responsible approach aimed at long-term sustainable growth.

## 4.5 Sustainability of the supply chain



The Company has a preferred procurement strategy that prefers to work with Companies that have invested in green building and sustainability formalized through the formal adoption of the "Supplier Code of Conduct," "Green procurement policy," and "Supplier diversity policy." Through these policies, the company pays special attention to the implementation of a framework aimed at ensuring and improving ESG performance throughout the value chain. The company places considerable attention on preventing so-called environmental impacts caused by external entities whose actions can be influenced through targeted decisions, especially in the purchasing department<sup>32</sup>.

<sup>32</sup> This content refers to GRI Disclosure 102-9: General Disclosure 2016.



## Supplier Code of Conduct

The Supplier Code of Conduct of EdiliziAcrobatica is inspired by the principles contained in the United Nations "Universal Declaration of Human Rights" and the "Guidelines" addressed to Multinational Enterprises of the OECD. Suppliers are, therefore, required to comply with the regulations and standards in force in the countries in which they operate.

In the event that local regulations are less stringent than the principles contained in the Supplier Code of Conduct, the Suppliers undertake to take the necessary steps to comply with the principles contained in the Code of Conduct within a reasonable period of time.

Compliance with the Code of Conduct is required of all those who work with EdiliziAcrobatica whether they are employees, suppliers, contractors, subcontractors or business partners (hereinafter also "the recipients").

Recipients are in turn required to inform, share and illustrate to their employees, sub-suppliers, auxiliaries and employees of the latter, the principles set forth in the Code and to ensure and verify compliance with them.

The reference functions for the implementation of this code are order management, logistics, and purchasing, and in particular, two managers have been identified to supervise operations and related activities.

EDAC's Code of Conduct binds suppliers to ensure specific requirements in terms of environmental protection, human rights and Ethics Integrity and Governance following the parameters in the outline below <sup>34</sup>.

### CODE OF CONDUCT - FRAMEWORK



<sup>34</sup> This content refers to GRI 102 Disclosure 103-2: General Disclosure 2016.

EdiliziAcrobatica S.p.A. invests in the Italian territory by allocating 73.91% of its supplier spending to Italian companies, the latter accounting for 97% of the total number of suppliers <sup>35</sup>.

Local suppliers are selected based on the requirements in the Supplier Code of Conduct, different operational needs and raw material availability.

Table 7

GRI 204-1: Percentage of local suppliers to total suppliers.

Percentage of local suppliers	u.m.	2018	2019	2020	2021
Suppliers based in Italy	n.	252	280	350	388
Total suppliers	n.	260	290	358	400
<b>Percentage of local suppliers</b>	<b>%</b>	<b>96,92%</b>	<b>96,55%</b>	<b>97,77%</b>	<b>97,00%</b>

Table 8

GRI 204-1: Percentage of spending on local suppliers.

Spending on local suppliers	u.m.	2018	2019	2020	2021
Purchases from suppliers based in Italy	€ mln	3,04	3,65	2,79	6,09
Total purchases	€ mln	3,40	4,48	4,08	8,24
<b>Expenditure on local suppliers</b>	<b>%</b>	<b>89,41%</b>	<b>81,47%</b>	<b>68,38%</b>	<b>73,91%</b>

## Green Procurement policy

The Group is committed to the adoption of minimum environmental criteria for the procurement of design and construction services for new construction, renovation and maintenance of buildings and for the management of public administration construction sites, as per the Ministerial Decree of Dec. 24/2015 (Official Gazette No. 16 of 21/01/2016).

This policy aims to guide selection on suppliers who can demonstrate the following environmental and social performance along their value chain:

- reduce greenhouse gas emissions;
- use quality raw materials or those derived from recycling;
- comply with the Core Labor Standards (CLS) of the International Labour Organization (ILO);
- consider health impacts;
- reduce waste generation;
- invest in renewable energy sources;
- comply with the principles contained in the United Nations Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises.

This policy will be implemented transparently and gradually to ensure that "responsible" procurement brings positive effects on competitiveness among suppliers of goods and services.

## Supplier diversity policy

Through the Supplier Diversity Policy, the Group promotes and supports the value of diversity in multiple areas.

The protection of equal opportunity and diversity within the Group is considered a great value because it stimulates progress, inclusion and equal opportunity, change, and cultural exchange. Similarly, EDAC aims to share and promote the principles of inclusion and equal opportunity with all its stakeholders.

In particular, the Supplier Diversity Policy, aims at the involvement and inclusion of suppliers representing various forms of diversity, seeing them as a great opportunity to achieve its goals in terms of equality and transparency. The primary objective of this policy, is to contribute to the creation of an increasingly inclusive working and professional environment, even outside its perimeter of reference <sup>36</sup>.

<sup>35</sup> This content refers to items a and b of GRI Disclosure 204-1: Procurement Practices 2016.

<sup>36</sup> This content refers to GRI Disclosure 414-1: Social Evaluation of Suppliers 2016.

## 4.6 Cybersecurity and data protection

The Group relies on an external supplier (N-Tech srl) that, following Corporate (business and IT) directives, operationally manages the technological infrastructure (networking, servers), personal computers, and is responsible for user management (passwords and filesystem visibility). This approach involves all business functions. At the networking level, protection is provided by firewalls (with active security services) located at each of the company's executive offices and at points located throughout the territory (Italy, France, Spain).

Enterprise servers (located on the Microsoft Azure and Oracle clouds) and personal computers, are subject to a daily patch management policy, protected by antivirus software, a backup and retention policy, and an automated daily vulnerability assessment service.

Corporate users and passwords are managed through Microsoft's Active Directory service, with an operating procedure for on-Boarding and off-Boarding of human resources.

Users are inhibited "Administrator" rights of the personal computer, any software installation/uninstallation is centrally delegated to the IT structure.

Application data visibility management is handled through standard application features (Oracle ERP, Altamira) while The enterprise filesystem is managed in Microsoft Sharepoint/ Teams with centralized access management (IT) in compliance with the General Data Protection Regulation (GDPR).

Thus, the main procedures adopted are:

- On-Boarding/off-Boarding procedures for users and devices;
- Backup and retention policies;
- Procedures for change request management.

In FY2021, there were no complaints about breaches of customer privacy or reports from regulatory bodies<sup>37</sup>.

## Privacy Policy

As anticipated, the Privacy policy describes the organizational model adopted by this facility, both when it processes data as a data controller and when it processes data as a data processor for the purpose of adequate management of consent acquisition, prevention and protection of all personal data. This policy describes: recipients, the type of data processed, the actions taken as a controller and as a data processor, the management of authorized persons, the management of appointed data processors, and how all prevention and protection tools are applied (see Art. 32 of EU Reg. 2016/679- GDPR). All processing performed (defined in Art.4 of the GDPR) is carried out in accordance with the principles dictated by Art. 5 (lawfulness, fairness and transparency) and is listed in the respective sheet of the processing register (see general envelope).

In addition, the data themselves must be adequate and relevant, and their processing must be limited to the time strictly necessary as stated in the purposes indicated in the specific disclosures (e.g., customer or employee disclosures, see relevant operational packets). This document also explains the importance of surveying and identifying all archives, both paper (e.g., cabinets, drawers) and electronic (e.g., websites, individual PCs, local servers, cloud, databases managed in software house servers, e-mail accounts)<sup>38</sup>.

EdiliziAcrobatica in order to strengthen the internal framework on the main issues related to Privacy, regularly conducts training activities for its employees.

Similarly, the company has implemented a series of activities described in the policy that aim to facilitate the modification of data and sharing rules. EdiliziAcrobatica regularly conducts internal audits to highlight and correct any critical issues in procedures.

<sup>37</sup> This content refers to GRI 102 Disclosure 103-2: General Disclosure 2016.

<sup>38</sup> This content refers to GRI 102 Disclosure 103-2: General Disclosure 2016.



# 5.

## Environmental responsibility



# 1. Environmental policy

As part of the development of the Group's ESG framework, beginning in 2020, EdiliziAcrobatica began implementing a series of initiatives aimed at reducing product and process environmental impacts. Within this framework, the Environmental Policy was published and adopted, it provides the tools to responsibly manage the Group's environmental impacts.

In fact, through this policy, in order to minimize the impact of the production activities of its supply chain on the environment, EdiliziAcrobatica is committed to:

- Design, purchase and use products and processes that take into consideration environmental impacts;
- Optimize the use of natural resources in order to reduce emissions harmful to the environment and those of gases believed to be responsible for the "greenhouse effect";
- Manage, in accordance with current regulations, the treatment and disposal of waste;
- Adopt logistics procedures in order to minimize the impact on the environment;
- Encourage and support suppliers to improve their performance, supporting the economy;
- Encourage and support suppliers to improve their performance by supporting the circular economy and promoting sustainability principles in purchasing choices for goods, products and services;
- Avoid the use of prohibited substances and properly manage potentially hazardous substances in accordance with the regulations applicable to them;
- Ensuring that the buildings and premises where work is carried out are adequate to accommodate productive activities.
- As a demonstration of the Corporate commitment, EDAC will act at all levels of the organization in order to: Foster the growth of a responsible Group culture through the promotion of information, training and updating on environmental issues;
- Ensure maximum transparency and attention to stakeholders, including through their periodic consultation;
- Promote the selection of suppliers also through a logic of attention to the environment;
- The commitments and principles listed above are communicated to relevant staff, suppliers and stakeholders;
- Monitor and communicate impacts, both positive and negative, on the environment.

In order to spread the culture of sustainability and create engagement among employees, EDAC adopts a bottom-up approach, which in 2021 led to the implementation of an internal survey addressed to all staff and which made it possible to ascertain the level of involvement of EDAC staff in relation to sustainability-related issues, collect ideas and potential initiatives to be implemented in the corporate sustainability journey, and create attention around environmental issues related to the Company's impacts.

Beginning with the results of this survey, in 2021 EDAC launched a number of initiatives aimed at minimizing the impacts from the activities carried out in the offices:

- Recycling collection in offices;
- Provision of reusable metal water bottles to each employee;
- Installation in offices of water dispensers connected directly to the system to avoid the use of plastic water containers;
- Elimination of single-use plastic;
- Use of paper cups and/or recyclable and biodegradable materials;
- Preferential use of recycled and more sustainably sourced stationery materials and attention around environmental issues and reduction of impacts from the business activities of EdiliziAcrobatica.

Regarding the monitoring of environmental impacts, the Group is working on the implementation of a data collection system that will serve to more accurately and precisely monitor energy, water, and waste cycle performance. This chapter presents, and appropriately identifies within the text, some partial and/or estimated data that will be updated in subsequent Sustainability Reports following more precise surveys. It should be noted that "EdiliziAcrobatica Ibérica S.L" did not generate any environmental impacts during the reporting period.

## 5.2 Life Cycle Assessment

### Introduction

The first step adopted by EDAC to reduce the company's ecological footprint is the "Life Cycle Assessment" (LCA) of certain services offered. In the field of environmental sustainability, Life Cycle Assessment represents a tool widely recognized by the scientific community to measure in objective terms the costs and benefits of products and services. By broadening the perspective with which design is carried out, it makes it possible to consider all environmental aspects along the entire production chain, without transferring environmental impacts from one phase to subsequent ones. Within the LCA, all stages that make up the product/service life cycle are thoroughly analyzed: extraction of raw materials, production, transportation, paying special attention to water consumption, waste, and assessment of soil and air pollution.

In addition, partners and suppliers are involved in the various steps of manufacturing and distribution of the finished product, and they cannot avoid using the same rules of environmental compliance as defined within the policies of the group's ESG framework.

The study of processes from a "life cycle" perspective thus makes it possible to obtain the integrated global picture of environmental effects to perform comparative assessments among different approaches with the aim of reducing potential environmental impacts and in particular greenhouse gas emissions.

### Methodology, Objectives, and Comparison with Traditional Construction

The analysis was carried out in accordance with ISO 14040 and ISO 14044, which were used as the methodological basis for the study.

The system boundaries identified follow the "cradle-to-gate" ("from-cradle-to-gate") approach, thus considering the phase of natural resource extraction, production and transportation of the main materials for operators and securing the construction site, transportation to the construction site, consumption during the construction phase, and disposal of construction waste.

In this case, the objective of the LCA study was to conduct an analysis to assess the potential environmental impacts associated with the implementation of various façade interventions by rope operators.

Based on its experience, EdiliziAcrobatica has identified the following types of interventions that constitute the services analyzed in the LCA as particularly strategic:

- Securing;
- Restoration;
- Cleaning;
- Painting.

The impact categories considered for the assessment of environmental impacts with regard to the above types of interventions are as follows:

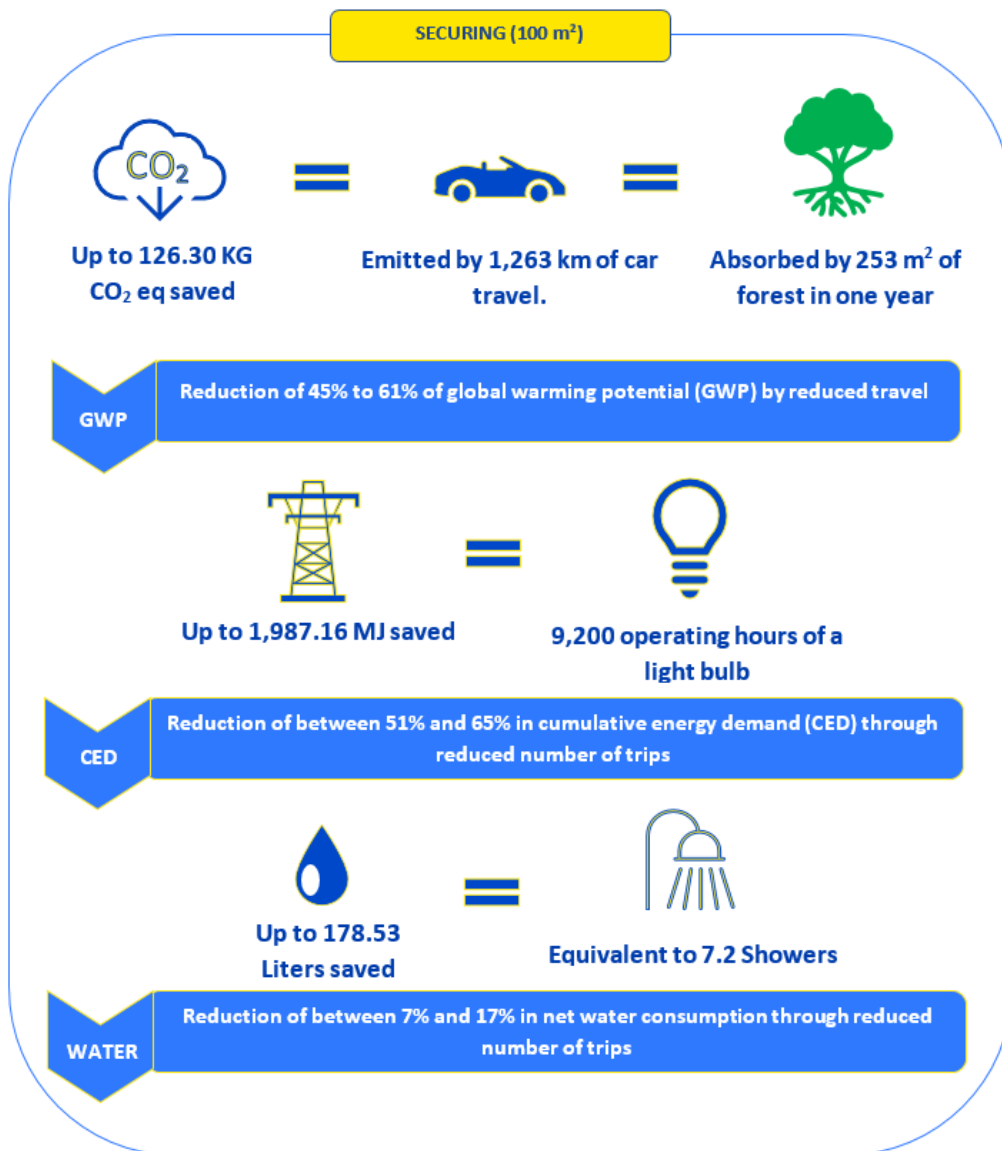
- GWP: Climate change impact: global warming potential (GWP), measured in kg of CO<sub>2</sub> equivalent;
- CED: Cumulative Energy Demand (CED) resource consumption, measured in Mega Joules (MJ);
- Water consumption: measured in kilograms (kg) of water used.

## Results of environmental impacts by intervention category compared with traditional construction

The application of the LCA methodology for the analysis of the securing, restoration, cleaning, and painting activities allowed the potential environmental impacts of the process along the various stages to be assessed with a view to process optimization and credible reporting of environmental information.

The study showed that the environmental performance of EdiliziAcrobatica's service achieves a reduced environmental footprint compared to traditional construction in each of the 4 intervention categories compared and analyzed <sup>39</sup>.

The following graphics show the main results in terms of reduction of environmental impacts for each indicator with reference to only 100 m<sup>2</sup> of intervention area.



<sup>39</sup> LCA - For a more in-depth discussion of the results of environmental impacts by category of intervention compared to traditional construction, please refer to the related data in section "7.2 data and indicators"

**RESTORATION (100 m<sup>2</sup>)**



Fino a  
**111,60 KG CO<sub>2</sub>eq**  
risparmiare



**Emitted by 1,116 km of car  
travel**

**Absorbed by 223 m<sup>2</sup> of  
forest in one year**

**GWP**

**Reduction of 62% to 76% in global warming potential (GWP) by reduced travel.**



**Up to 1,743.81 MJ saved**

**8,073 hours of operation of a  
light bulb**

**CED**

**Reduction of between 66% and 78% in cumulative energy demand (CED) through reduced number of trips.**



**Up to 180.66  
Liters saved**

**Equivalent to 7.2 Showers**

**WATER**

**Reduction of 30% to 40% of net water consumption by reduced number of trips**



**CLEANING (100 m<sup>2</sup>)**



**Up to 111.39 KG  
CO<sub>2</sub> eq saved**



**Emitted by 1,114 kilometers of  
car travel**

**Absorbed by 223 m<sup>2</sup> of  
forest in one year**

**GWP**

**Reduction of between 56% and 70% in global warming potential (GWP) through reduced travel.**



**Up to 1,739.81 MJ saved**

**8,053 hours of operation of a  
light bulb**

**CED**

**Reduction of between 57% and 70% in cumulative energy demand (CED) through reduced number of trips**

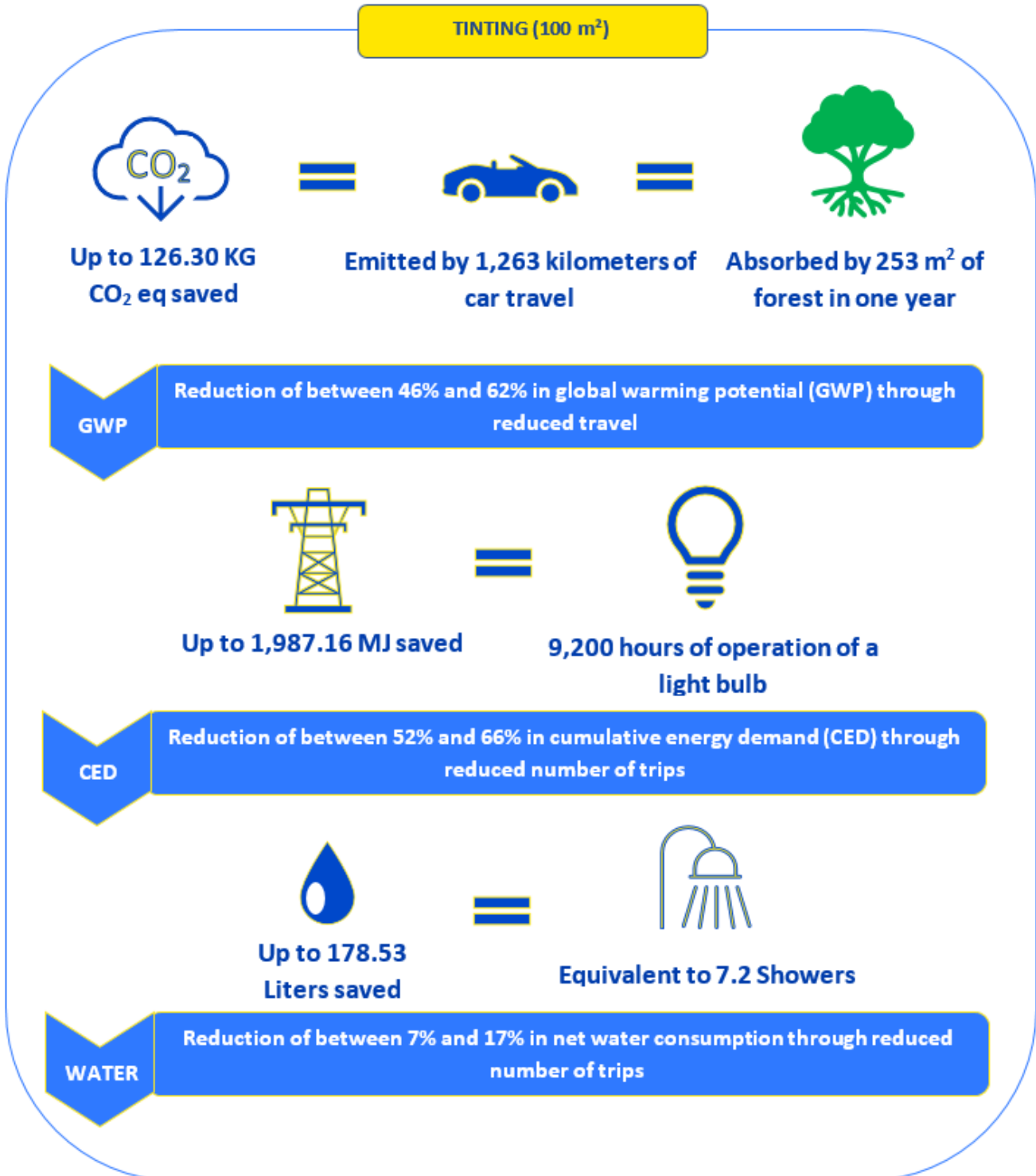


**Up to 176.70  
Liters saved**

**Equivalent to 7.2 Showers**

**WATER**

**Reduction of between 3% and 5% in net water consumption through reduced number of trips**



## Results of environmental impacts associated with different life cycle stages of ropeway construction interventions.

Below are the main results by environmental impact category associated with the different life cycle stages of the interventions considered for the LCA analysis <sup>40</sup>.



### GLOBAL WARMING POTENTIAL (GWP)

Internal transport to the site contributes to the total GWP impacts by 52.1% for cleaning and 74.4% for painting. The second most impactful phase is technical material production, accounting for 15%. For pressure washer cleaning, the site's consumption is 32%.



### CUMULATIVE ENERGY DEMAND CED (MJ)

The contributions of the different phases appear to be similar to the GWP because both impacts are related to energy consumption (electricity for construction site and raw materials, diesel for internal transport). Internal transport contributes 65% and technical material 20% of the site's consumption. In the case of cleaning work, transportation weighs 41% while technical materials 42%.



### WATER CONSUMPTION (Kg)

96% of water consumption is related to site activity for cleaning (the only activity that requires significant direct water consumption), while other activities are divided between site consumption (48%) and consumption required for the production processes of technical equipment (32%) used for rope operations (i.e. ropes, lanyards, harnesses, overhead valances, anchors, etc.).

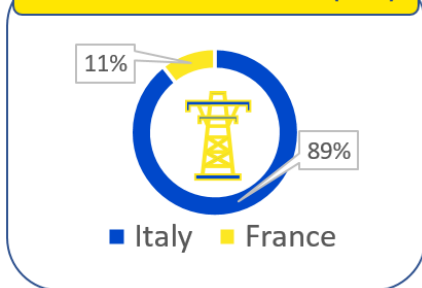
<sup>40</sup> LCA - For a more detailed discussion of the results by impact category associated with the four different interventions in ropeway construction, please refer to the relevant tables in section "7.2 data and indicators"

## 5.3 Energy consumption

The Group's energy consumption relates only to electricity purchased from the grid, which is used in offices and warehouses to carry out work activities and for room air conditioning. There is no consumption of gas or other energy sources.

The data were calculated on the basis of actual consumption recorded for the French legal entity "EdiliziAcrobatica France Sas," and an estimate of total consumption related to the locations in Italy for EdiliziAcrobatica S.p.A. and Energy Acrobatica 110 S.r.l.

CONSUMPTION BY COUNTRY (2021)

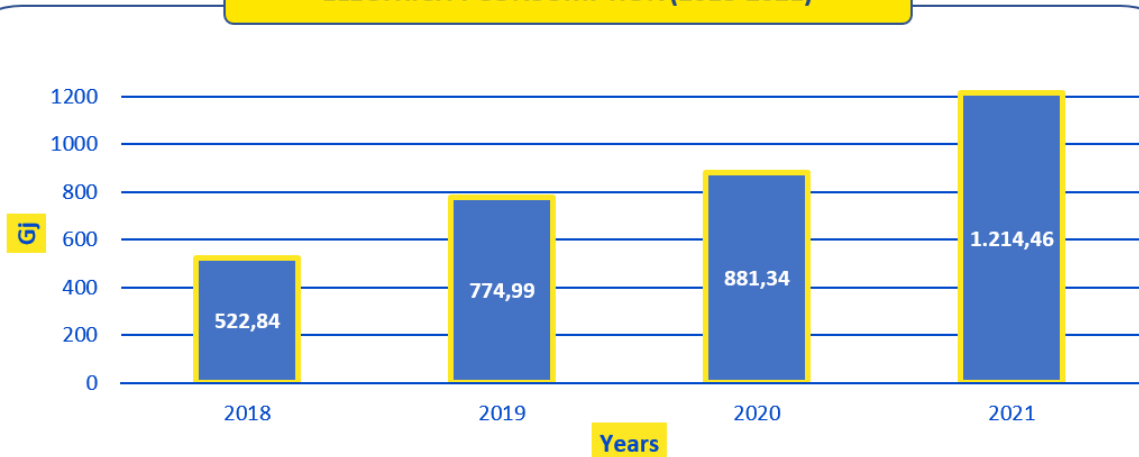


The consumption estimates for the Italian Companies were based on the survey of actual electricity consumption in 2021, which was available only for a partial number of operating rooms, corresponding to 30% of the total. The actual consumption surveyed was subsequently used to calculate the average consumption for each type of building (offices and warehouses) on the basis of which the total consumption for each year was estimated.

Therefore, the Group's total consumption in terms of electricity purchased from the grid in 2021 corresponds to 1,214.46 GJ, of which only 11% (133.60 GJ) is attributable to the operations of the French subsidiary<sup>41</sup>. Over the past four years, there has been a steady increase in the use of electricity due to the Group's growth in sales and personnel.

In addition, it is pointed out that not enough information is currently available to be able to identify the percentage of electricity from renewable sources<sup>42</sup>.

ELECTRICITY CONSUMPTION (2018-2021)



<sup>41</sup> This content refers to GRI Disclosure 302-1: Energy 2016.

<sup>42</sup> EdiliziAcrobatica Ibérica S.L. had no energy consumption in the year 2021.



The Company considers it a priority to prepare an ad-hoc plan that, as early as 2022, will create the conditions so that an appropriate monitoring system can be adopted in order to subsequently set targets

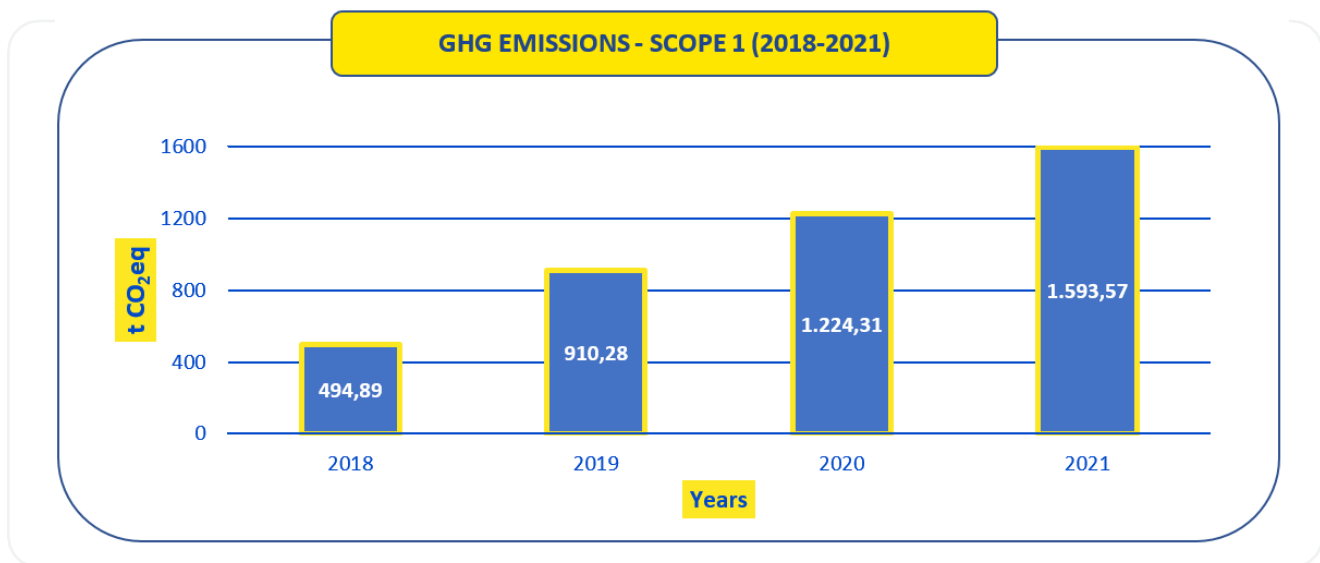
for increasing the percentage of electricity from renewable sources for office and warehouse consumption.

## 5.4 Greenhouse Gas Emissions (GHG)

In this section, for the first time in the Group's history, data on EdiliziAcrobatica's direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions calculated using the methodology indicated by the "GHG Protocol" and measured in Tons of CO2 Equivalent (t CO2eq) are reported.

Scope 1 emissions represent direct GHG emissions generated, the source of which is owned or controlled by the company.

In the case of EDAC in 2021, these emissions amounted to 1,593.57 t CO2eq, attributable to fuel (gasoline and diesel) used for transporting people and materials in Italy (84% of the total) and France (16% of the total) <sup>43,44,45</sup>.



This content refers to the GRI 305-4 disclosure of GRI 305: Emissions 2016

On the other hand, the supply of electric and thermal energy produced by third parties and used for business activities generates Scope 2 emissions

related to the company's activities, but whose source/source is controlled by other companies outside the scope of the Company under analysis.

<sup>43</sup> This content refers to items a, b, d, e, g of GRI Disclosure 305-1: Emissions 2016.

<sup>44</sup> Fuel consumption data can be found in the appendix under "data and indicators."

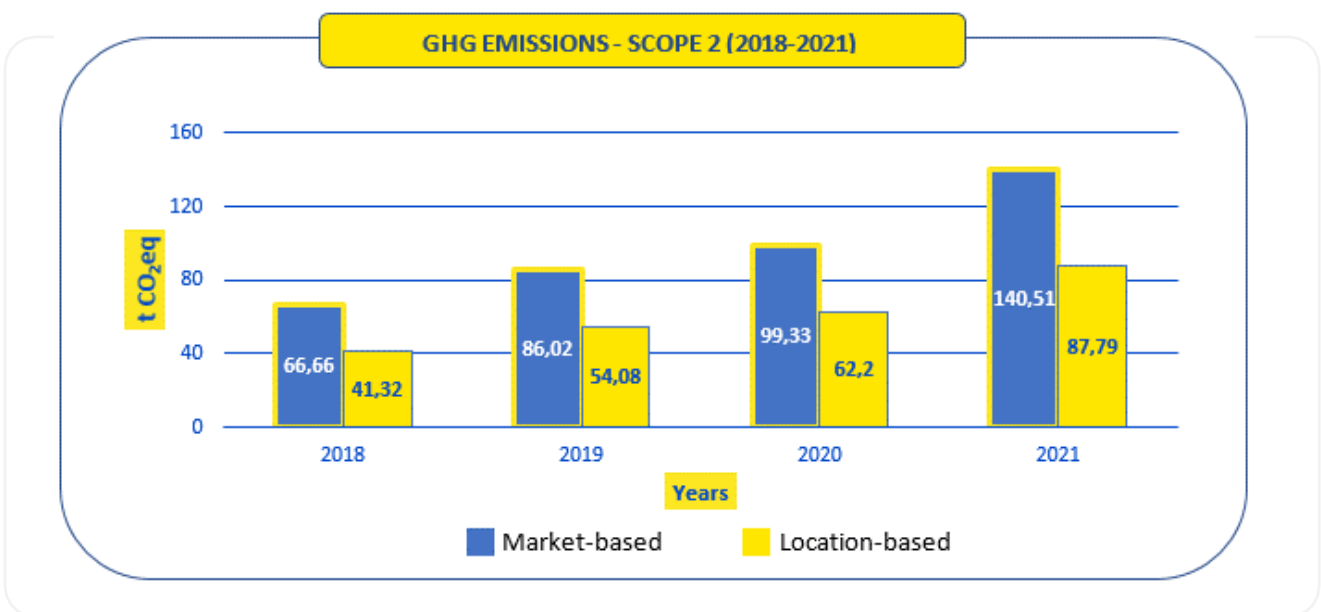
<sup>45</sup> The conversion factors used to convert fuel consumption to Tons of CO<sub>2</sub>eq for Scope 1 emissions were extracted from ISPR Report A2020. The conversion factor to convert fuel liters to GJ were extracted from DEFRA Report 2021.

The internationally recognized calculation methodology requires indirect emissions to be calculated using two approaches:

- Market Based (MB): assigns a zero CO<sub>2</sub>eq emission factor for energy consumption from certified renewable sources (e.g., guarantees of origin)
- Location Based (LB): uses an average CO<sub>2</sub>eq emission factor based on the national energy mix<sup>46</sup>.

In any case, in the case of EdiliziAcrobatica, the calculation of indirect emissions was made from the estimated consumption of purchased electricity and considering the entire non-certified supply from renewable sources.

The indirect GHG emissions generated by the group in 2021 and calculated using a market-based and location-based approach are 140.51 and 87.79 Tons of CO<sub>2</sub> equivalent, respectively<sup>47</sup>.



This content refers to the GRI 305-2 disclosure of GRI 305: Emissions 2016

As in the case of energy consumption, the trend of direct and indirect greenhouse gas emissions produced by the Group has followed a steady growth over the past 4 years.

This growth is related, again, to business expansion, which has led to increased use of fuel for travel and electricity in offices and warehouses.

Consistent with its commitment to reducing its environmental impact, EdiliziAcrobatica is establishing an emissions reduction program.

The first steps toward this goal are:

- Setting targets and objectives
- Refinement of measurement tools
- Implementation of external verification checks and audits

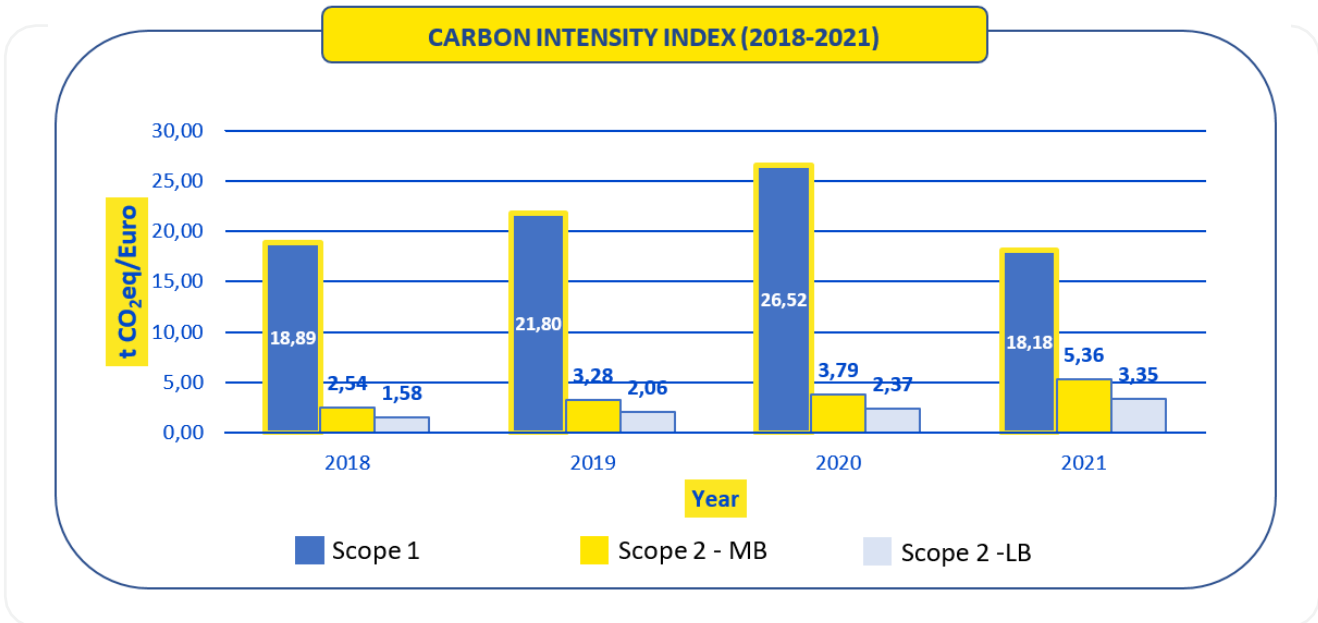
In order to provide an indicator of efficiency, EDAC's "carbon intensity index" calculated as the ratio of each type of GHG emission to each year's turnover from 2018 to 2021 is introduced in the graph below.

<sup>46</sup> The conversion factors used to convert energy consumption to Tons of CO<sub>2</sub>eq for Scope 2 emissions were extracted from the AIB 2020 and ISPRA2020 Reports for market-based and location-based calculations, respectively.

<sup>47</sup> This content refers to items a, b, d, e, g, at GRI Disclosure 305-2: Emissions 2016.

This indicator makes it possible to show that for each Euro invoiced, the levels of direct emissions (scope 1) increased in 2019 and 2020, while in 2021 it was even lower than in 2018.

However, with regard to the different types of indirect emissions, Scope 2 market based and location based, the data in both cases show an upward trend, although, in absolute terms the values turn out to be significantly lower than those for direct emissions<sup>48</sup>.



This content refers to the GRI 305-4 disclosure of GRI 305: Emissions 2016

## 5.5 Sustainable mobility

Sustainable mobility represents an important issue for EdiliziAcrobatica on which to design a path to improve the environmental performance of the service. In fact, as can be seen from the analysis of impacts (see next section), transportation represents a source of strong environmental pressures in relation to the delivery of services provided by the Group. However, the widespread presence in the territory is an advantage in terms of reducing impacts as it makes it possible to reduce the distance to construction sites; in addition, the lack of scaffolding reduces the amount of trips possibly devoted to assembly and disassembly<sup>49</sup>. In any case, with a view to continuous improvement, EdiliziAcrobatica is committed to converting the entire car fleet by 2025 by gradually replacing diesel vehicles with hybrid and/or electric vehicles as rental contracts expire<sup>50</sup>.



<sup>48</sup> This content refers to GRI Disclosure 305-2: Emissions 2016.

<sup>49</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

<sup>50</sup> This content refers to Statement 102-15: General Disclosure 2016.

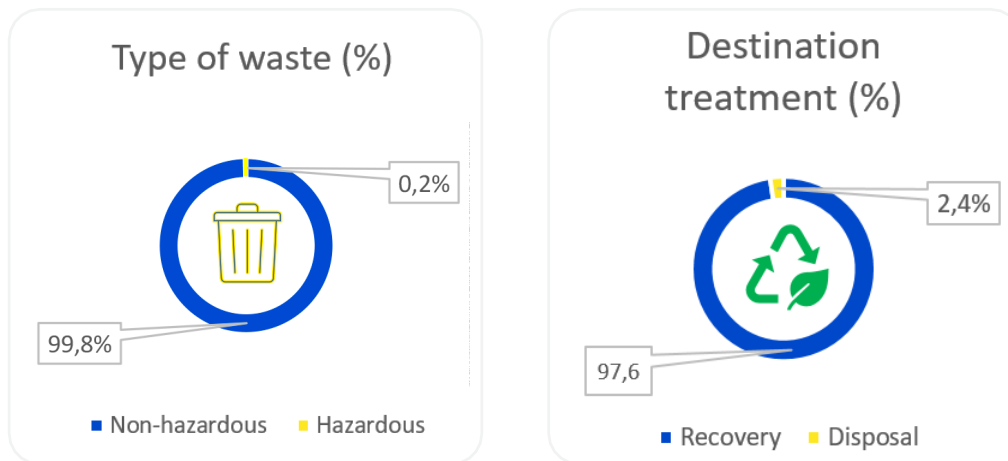
## 5.5 Waste

The figure for internally generated special waste is only available for the year 2021 and for Italian legal entities, which, due to a monitoring system still being integrated at the Group level, are the only ones where waste disposal has been monitored and reported.

below in terms of percentage of type (hazardous and non-hazardous) and destination treatment (recovery or disposal). The data show that almost all of the waste, in terms of quantity (tons), is non-hazardous (99.8%) and 98% destined for recovery treatment at the destination facilities <sup>51,52,53</sup>.

In 2021 EdiliziAcrobatica, generated 1,939.83 kg of special waste in Italy, details of which are given

### WASTE BY TYPE AND TREATMENT EDILIZIACROBATICA S.P.A. - 2021



The main wastes generated by the business activities of EdiliziAcrobatica are:

- Mixed waste from construction and demolition activities;
- Cement;
- Wood;
- Spent printing toners;
- Bulky waste;
- Iron and steel;
- Plastic;
- Paper and cardboard;
- Insulation materials;

- Undifferentiated municipal waste;
- Discarded paints and varnishes;
- Soil and rocks;
- Bituminous mixtures;
- Glass.

EdiliziAcrobatica believes that in order to achieve results in line with its responsible management and waste reduction goals, it must have an "active waste management" policy that through procedures and programs aims for an end-of-life for the materials/wastes listed above.

<sup>51</sup> This content refers to points a, b and c of GRI Disclosure 306-4: Waste 2020.

<sup>52</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

<sup>53</sup> This content refers to Statement 102-15: General Disclosure 2016.



Specifically, the initiatives that EdiliziAcrobatica has already undertaken or is in the process of undertaking include:

- The reduction of solid waste
- The reuse, recycling and/or reclamation of solid waste
- The appropriate allocation to different disposal sites of wastes that are among the hazardous wastes
- The implementation of a waste and waste destination monitoring system.

## 5.6 Water Resources

All water withdrawn is municipal water or water derived from other public or private water services. There are no water withdrawals from surface water, groundwater, directly collected rainwater and wastewater from other companies. The Group is working on implementing a monitoring system to provide timely data on water consumption in upcoming Sustainability Reports<sup>54</sup>.



<sup>54</sup> This content refers to points a and b of GRI Disclosure 303-1: Water and Effluents 2018.

A full-page background image featuring Iron Man standing in a field of yellow flowers. He is wearing his iconic suit and has his arms outstretched. The scene is bathed in a warm, golden-yellow light, creating a soft, ethereal atmosphere. In the foreground, there are some blurred elements that look like a desk or office equipment, including what appears to be a monitor and some papers, suggesting a connection between technology and nature.

# 6.

## Social commitment



## 6.1 Human resources management, diversity and inclusion

EdiliziAcrobatica firmly believes that the success of the company comes from the full realization of all those who make up the company, which is why the achievement of the Group's goals comes from the enhancement and well-being of human resources.

As already anticipated, in order to integrate the sustainability principles of the Business Model, EdiliziAcrobatica has adopted The Corporate Code of Ethics, policies in the areas of ESG, human rights and supply chain. In this way it succeeds in outlining an internal and external code of social behavior, guaranteeing respect for fundamental rights and promoting, the principles of sustainability, legality, fairness, equality and transparency, which are considered of fundamental importance to the Group's past, present and future.

Thus, EdiliziAcrobatica promotes an innovative way of doing construction through rope work at height, but also a positive working environment in which everyone, from rope operator to geometrician, from administrative employee to manager, has the opportunity to realize themselves, contributing to the individual development of each person and the growth of the Group in socioeconomic terms.

Labor protection and safeguarding are therefore cornerstones of EdiliziAcrobatica's business activities, particularly with regard to certain fundamental principles to which the company is specifically committed:

- Occupational safety, the main purpose of which is to ensure the health of workers both internally and externally at the client's premises;
- So-called social safety nets to protect the worker's income even when times of involuntary unemployment or other specific hardship situations arise;
- Social security contributions to enable you to have a certain income (pension) when you no longer work;

- Equal treatment with regard to equal opportunities in employment for working mothers, in line with Article 37 of the Constitution: "a working woman shall have the same rights and, for equal work, the same wages as a worker. Working conditions shall permit the fulfillment of her essential family function and ensure special adequate protection for the mother and child";
- To guarantee that an employee absent due to illness will retain his or her job for a specified period of time, during which time he or she cannot then be fired by his or her employer;
- Comply with Law 104 of 1992 on the protection of the disabled and their family members as stipulated in the regulations;
- The company has always had an eye toward human resource (HR) management. The human resources department includes within it the departments: administrative-payroll, personnel selection, and training. The synergy between these departments makes it possible to select, place, train and care for the people in the group, with a constant focus and inclination toward training all personnel;
- Regarding employee welfare, the Company, in 2020 has the adopted a Welfare Plan that in 2020 brought;
- The approval of second-level bargaining aimed at blue-collar employees in the construction industry;
- The rationalization of an incentive system.

In 2021, the groundwork was laid for the implementation in 2022, of a performance management system, aimed at production resources and Head Quarter components. The goal is to establish on a quarterly - semi-annual - annual basis, individual or departmental projects and objectives, on the basis of which a broader final evaluation can be carried out, allowing for the allocation of various rewards. This system will be the tool used to evaluate the achievement of intermediate and final objectives of each employee and department, always in accordance with the principles, values and general rules of conduct expressed in the company's code of ethics.

Through a specific project that will see its implementation in the year 2022, EDAC is working on the integration of personnel data at the international level, in an integrated and available real time flow that provides all quantitative and qualitative data of the group's resources (positive and negative turnover, salaries, internal growth, personnel costs, training carried out, etc.).

On the other hand, with regard to complaint reporting, as anticipated in the chapter related to governance, in 2021 EDAC worked on the formal adoption of organizational model 231. This will result in 2022 in a whistleblower policy by which the Company is committed to encouraging and protecting employees who disclose any cases of fraudulent behavior discovered in the course of their work and professional activities. As a general rule, any individual employee who feels he or she needs to report anomalies and/or complaints of various kinds (thus relating to pay, organizational, relational aspects, etc.) may contact his or her supervisor and then go so far as to directly contact the HR department, which will ensure that the reports are collected and handled to ensure prompt resolution and feedback <sup>55</sup>.

The four-year period 2018-2021 was a period of profound change within the Company. While remaining faithful to, and indeed, formalizing and rationalizing, its core principles, with the adoption of the aforementioned policies in the year 2021, EdiliziAcrobatica radically changed its structure (starting from the listing at Piazza Affari

and on Euronext, to the extension beyond the Italian borders, passing through the management of the pandemic emergency) going from "big company" to "big company."

In this continuous evolution, thanks to the adherence and consistency with its code of ethics, the Group has gradually laid the foundations to equip itself with policies, procedures and systems that have enabled it to achieve quantitative objectives related to the number of resources included and turnover volumes achieved, alongside important qualitative objectives that open up new scenarios and possibilities, conveying to all stakeholders a new sensitivity to more general and transversal issues including: Incentive and reward systems (welfare, second level bargaining, wallman certification, internal Academy introduction, performance management), protection of diversity (gender, race, religion...) and sensitivity to environmental issues.

On the latter aspect in particular, reference is made not only to the impact of major production activities, but also to more everyday issues related, for example, to individual employee's bad habits (separate waste collection in offices, providing each employee with reusable metal water bottles, installation in offices of water dispensers connected directly to the plant to avoid the use of plastic water containers, cups made of paper and/or recyclable and biodegradable materials, preference for recycled and/or recyclable stationery materials, etc.).



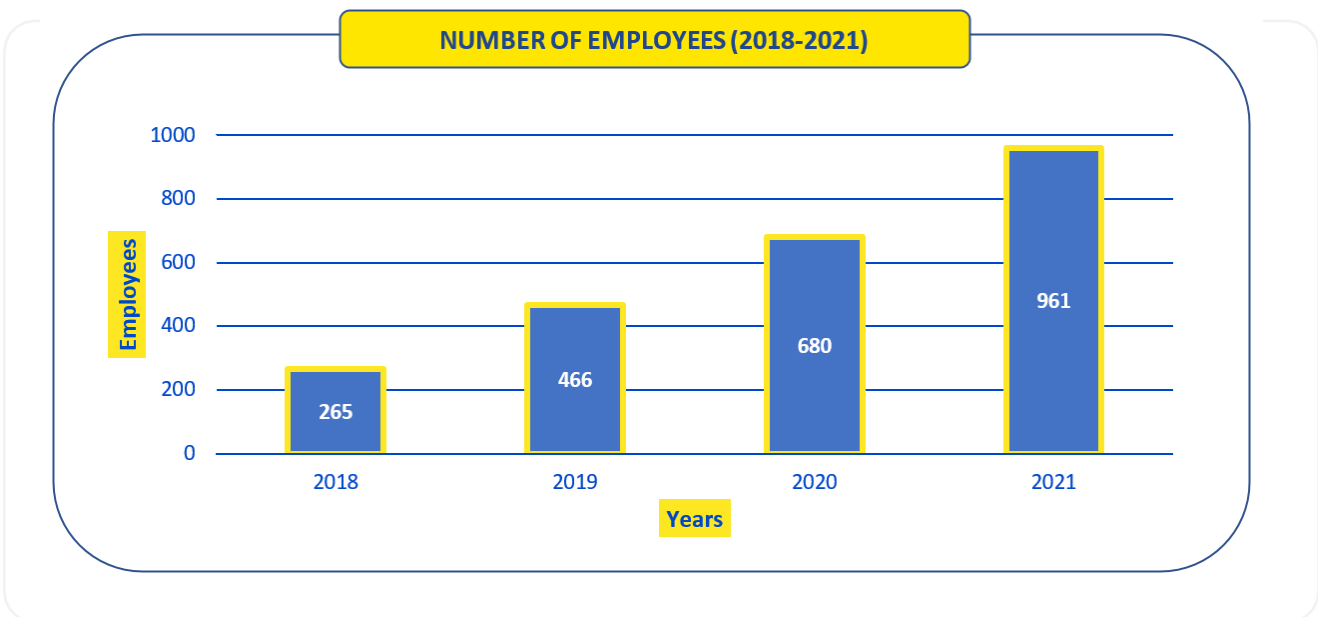
<sup>55</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.



## Workforce structure

The employees of EdiliziAcrobatica during 2021 increased by 41% over the previous year, from 680 individuals in 2020 to 961 as of 12/31/2021 and so distributed in the different countries<sup>56</sup>:

- 879 in Italy considering the parent company EdiliziAcrobatica S.p.A. and the sole employee of Energy Acrobatica 110 S.r.l (91.5% of the total);
- 66 in France in EdiliziAcrobatica France S.a.s. (6.9 % of the total);
- 16 in Spain in EdiliziAcrobatica Ibérica S.L. (1.6 % of the total).



As denoted by the graph above, as of 2018, the group has steadily increased the number of its employees. This symbolizes the resilience and flexibility of EdiliziAcrobatica's business model, which in periods of severe crisis such as the one marked by the SARS-CoV 19 pandemic, has been able to reinvent and adapt to take advantage of opportunities and, as a result, allow the Group to grow in its workforce as well, as evidenced by the rate of growth in its workforce between 2020 and 2021 just described (41 %).

Employment contracts between EDAC and its employees can be divided into fixed-term, open-ended and apprenticeship contracts.

**54%**

**Average annual  
employee growth  
rate**

As of 12/31/2021 in Italy, out of a total of 879 employees, 492 are permanent workers (55%). In contrast, workers with fixed-term contracts totaled 375. Finally, it is interesting to note that of the 12 workers on apprenticeship contracts, 20% are men and 80% are women.

<sup>56</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

In 2021 in France, out of a total of 66 employees 54 are permanent workers (81%). Workers on fixed-term contracts, on the other hand, total 9. Finally, there are 3 workers on apprenticeship contracts.

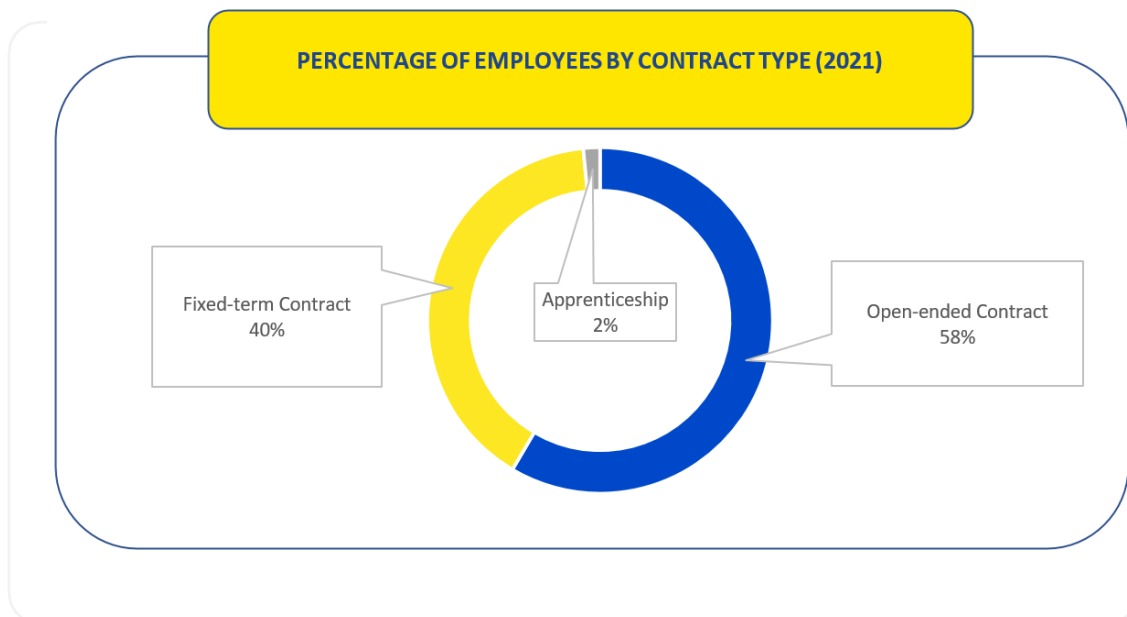
In 2021 in Spain, 100% of employees signed a permanent contract.

Overall, at the Group level, of 961 total employees, 562 (58%) have signed a contract as permanent workers, while workers who have signed a fixed-term contract total 384 (40%), a percentage in line with the provisions of the Second Level Bargaining Agreement. Finally, there are a total of 15 (2%) apprenticeship employees<sup>57</sup>.

Another figure that is certainly significant is the 27% overall increase in permanent contracts between 2020 and 2021, with the latter increasing from 444 to 562.

A further classification that is made regarding contracts between EdiliziAcrobatica and its employees is based on the type of employment, i.e. part-time or full-time. In 2021 at the group level, out of a total of 961 employees 956 (99%) have a full-time employment contract, while part-time workers total 5 (1%).

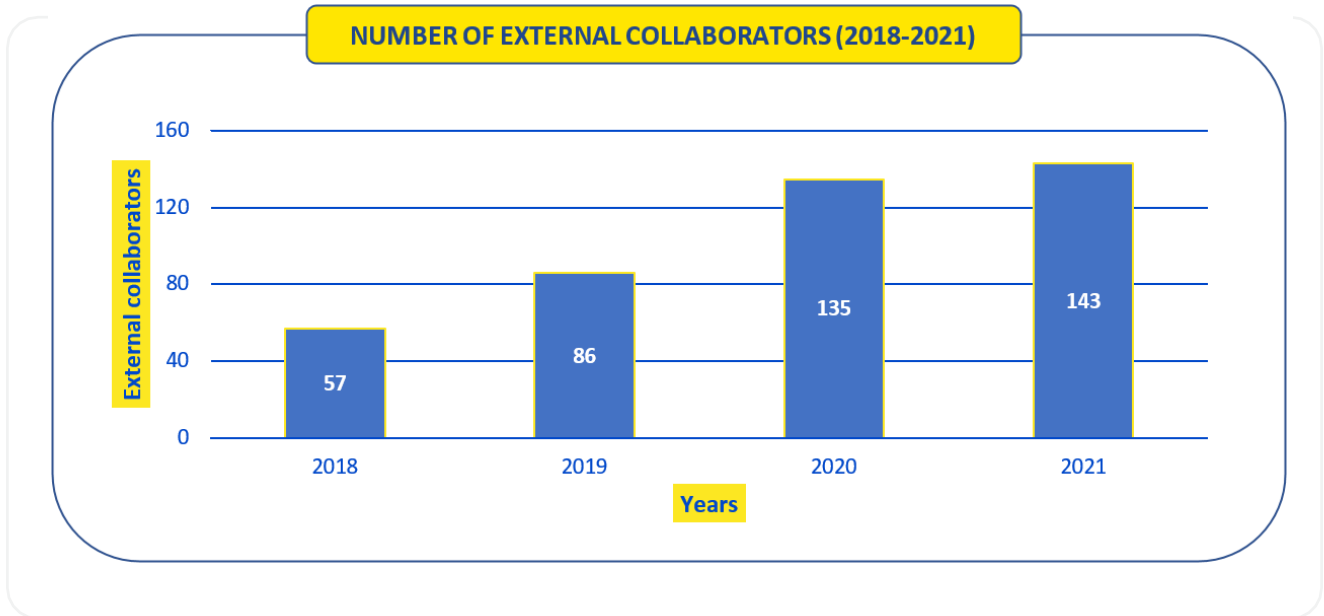
Data related to the Italian territory are managed by a management system, while external data were acquired through internal communications.



<sup>57</sup> This content refers to point b of GRI Disclosure 102-8: General Disclosure 2016.

## External collaborators

In addition to employees, the Group also relies on the know-how of external collaborators.

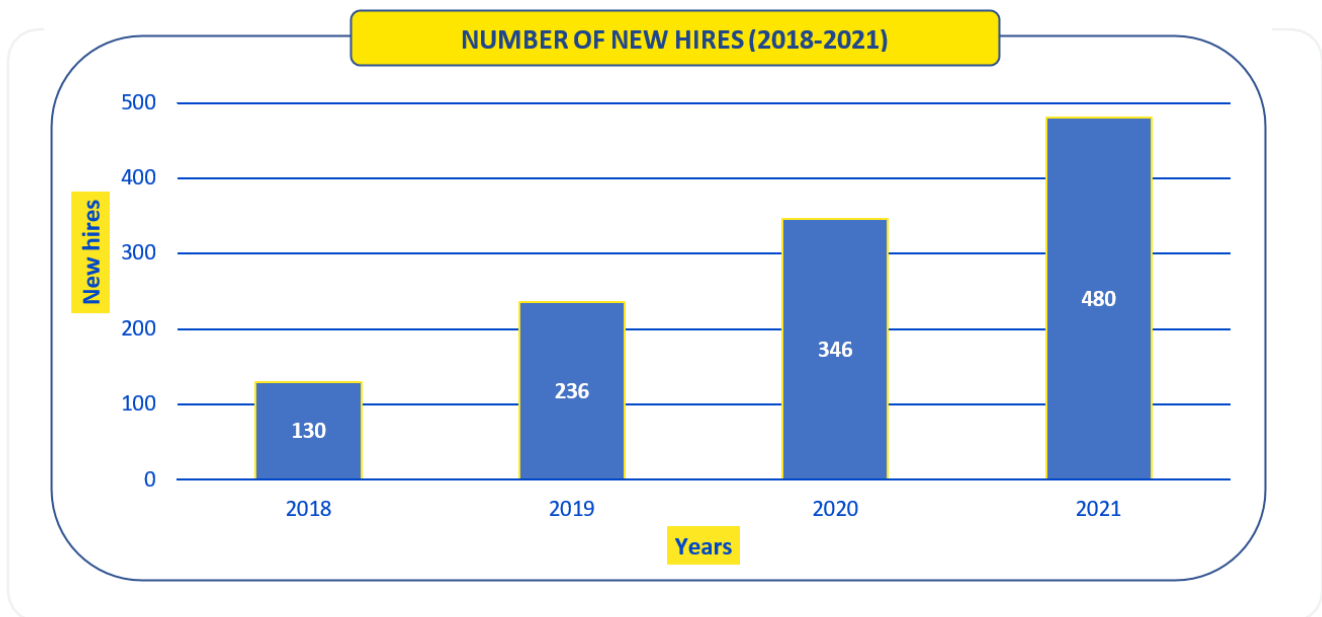


External collaborators are sales consultants who carry out quotation and customer network expansion activities.

## Number of new hires

As mentioned earlier, the Group has experienced significant organic growth in recent years, with the number of employees up 269% in 2021 compared to 2018 (1,192 new hires), the year the company went public.

This obviously translates into a large number of new hires from one year to the next as shown in the following chart.



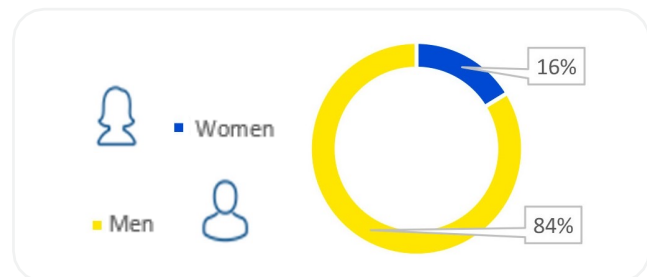
Considering the total number of people who left the company (which can be found in Table 13 in Section 7.2) and relating it to the total number of employees,

turnover rates were calculated for the period 2018-2021, which are found to be 14% (2018), 10% (2019), 20% (2020) and 20% (2021)<sup>58</sup>.

## Diversity

Although it is a company characterized by a typically male production activity, an important female presence is guaranteed, especially in the administrative-managerial sector, not forcedly sought, but built over time through a meritocratic scheme and paths of growth of internal resources. The year 2020 represented a very important moment for the company as female workers directly engaged in 'ropeway construction were hired.

In 2021, the total number of employees reached 961 individuals, of which 912 were men and 49 were women (5%)<sup>59</sup>. However, considering women in roles within management (Executives and middle managers), the percentage rises to 16%.



Considering the 85 resources employed in the Head Office in 2021, 49.4% are women.

13.1% of EdilizAcrobatica's employees come from a country other than Italy, this means that in total the nationalities of staff other than Italian are 32. During 2021, no incidents of discrimination against any minority were recorded.

<sup>58</sup> This content refers to item b of GRI 401-1 Disclosure: Employment 2016

<sup>59</sup> This content refers to item b of GRI Disclosure 405-1: Diversity and Equal Opportunity 2016.



## Remuneration and gender-pay gap

EdiliziAcrobatica is committed to achieving the goal of zero gender-pay gap.

Specifically, to achieve this goal, the following activities are being implemented:

- Periodic measurement and monitoring;
- External audits in order to validate gender pay equality programs.

The average base salary (RAL) of the Group's employees in 2021 is €28,334.00 annually, taking

into account Executives, Middle Managers, Clerks, and Workers. In contrast, the average total remuneration (RAL plus variable component) is €31,619.00.

When considering total remuneration composed of RAL plus variable component, the ratio of the average base salary paid to female employees compared to male employees is 95%. A slightly different result is obtained by performing the calculation considering RAL alone (94%).

Full details on the remuneration of group employees can be found in the appendix in the data and indicators section.

## 6.2 Occupational health and safety

Given the inherently risky nature of the activities performed, occupational health and safety is an issue of paramount importance. To demonstrate this, in 2012 EdiliziAcrobatica S.p.A. obtained certification of its occupational health and safety management system in accordance with BS OHSAS 18001, and in 2016, the certification was reconfirmed by a third party (Bureau Veritas). Finally, in 2021, the "migration" from OHSAS 18001 to ISO 45001:2018 was carried out<sup>60</sup>.

It should be noted that in 2021, the occupational health and safety management system covers only EdiliziAcrobatica S.p.A. employees in Italy, with 100% coverage at the regional level. However, the Company aims to offer coverage to the entire Group<sup>61</sup>.

In addition, EdiliziAcrobatica is committed to:

- Update and enforce mandatory laws and regulations in order to ensure service that complies with requirements and the law and respects the health and safety of workers;
- Verify the periodic and constant updating of the Risk Assessment Document in accordance with Legislative Decree 81/08 in collaboration with the Prevention and Protection Service;

- Careful verification of safety performance at the construction site, with continuous inspections by inspection personnel;

- Extensive highly specialized education, information and training activities.

The issue of occupational health and safety is of fundamental importance for EdiliziAcrobatica, which places the well-being of people at the center of its business activities at 360 degrees. Attention to safety, is evident in each of the stages that accompany the career path of each employee, in fact, already in the recruiting stages the human resources department provides for the selection of candidates with the best professional and personal aptitudes according to the specific task that will be covered within the Company.

<sup>60</sup> This content refers to GRI Disclosure 403-2: Occupational Health and Safety 2018.

<sup>61</sup> This content refers to GRI Disclosure 403-2: Occupational Health and Safety 2018.

In addition, the Company conducts ongoing training that enables its employees to stay up-to-date and take appropriate precautions and PPE in accordance with regulations and best practices in health and safety in the relevant industry.

As will be seen in the following paragraphs, the number of training hours in general has grown steadily to 104,044 in 2021. In addition, high safety standards are applied and explicitly required at all Contractors and along the supply chain, where, moreover, an update of the stipulated contracts is underway in order to integrate, for the coming year, the 231 disclosure that includes code of ethics and other recently approved company policies.

In order to assess all risks to the health and safety of workers during the activities carried out, the prevention and protection measures implemented and the personal protective equipment adopted, a Company Risk Assessment Document (RAD) was prepared. The RAD contains a description of the program and measures deemed appropriate to ensure the improvement of safety levels over time, the process of identifying procedures for the implementation of safety measures to be implemented. Also within the RAD, the roles of the corporate organization are defined that must ensure that, the procedures mentioned above, are followed.

These roles are assigned only to figures with appropriate skills and powers. The RAD also contains indications of the name of the person in charge of the prevention and protection service, as well as the competent doctor who participated in the risk assessment. The identification of tasks that expose workers to specific risks and require the intervention of a figure who has undergone adequate training and education are also contained in the company RAD.

The assessment has also been prepared taking into account the choice of work equipment, chemical substances and preparations used, and the arrangement of workplaces, and covers all risks to the safety and health of workers including those concerning groups of workers exposed to specific risks.

Special risks also include those related to work-related stress and those concerning pregnant workers, as well as those related to differences in gender, age and origin from other countries.

Alongside the generic company RAD, there is the Operational Safety Plan (OPS) containing specific assessments for any "external" risks that should be related to the activity of the specific worksite.

Workers are trained and informed so that they can promptly detect any risk situations and are required to immediately report them to their supervisor (coordinator, area manager, function manager), who immediately notifies the HSE office and the General Management.

EdiliziAcrobatica has developed an injury management procedure that provides, in the event of a work or commuting injury, the immediate activation of a protocol of one that a number of key actions are taken to minimize damage<sup>62</sup>.



<sup>62</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

In the face of the risks with which EdiliziAcrobatica interfaces, an approach is implemented to prevent and mitigate significant negative impacts on occupational health and safety that are directly related to operations. In this sense, the Employer and Managers under Art. 18 Legislative Decree No. 81 of April 9, 2008 in relation to the nature of the activity of the company or production unit, are responsible for:

- Assess all risks to workers' health and safety (obligation for the Employer that cannot be delegated - Art. 17 Legislative Decree 81 April 09, 2008);
- Develop a document containing the Risk Assessment Report;
- Designate the Prevention and Protection Service Manager, (obligation for the Employer that cannot be delegated - Art. 17 Legislative Decree 81 April 09, 2008);
- Designate First Aid Officers and Fire and Emergency Management Officers;
- Appoint the Physician in Charge in the cases provided;
- Carry out the risk assessment in collaboration with the R.S.P.P. and the Medical Officer;
- Provide workers with adequate and understandable information and training on the risks present in the production unit where the worker will be working;
- Provide workers with the necessary and appropriate personal protective equipment PPE and inform them about its proper use;
- Give the RLS a copy of the Risk Assessment Report Document;
- Proceed to re-evaluation and elaboration of the document in case of significant changes in the production process.

The Prevention and Protection Service Manager, if different from the employer, is instead responsible for:

- Identify risk factors;
- Proceed with risk assessment and identification of

of measures for the safety and healthiness of working environments;

- Elaborate to the extent of competence to the risk assessment document;
- Elaborate safety procedures for various company activities;
- Propose worker information and training programs;
- Participate in health protection and safety consultations.

To ensure the identification, minimization and elimination of risks associated with operations, EdiliziAcrobatica complements the aforementioned approach with the possibility for its employees to take advantage of occupational medicine services provided by competent professionals with recognized and accredited qualifications. These services are rendered at authorized facilities also chosen according to criteria of proximity to workplaces to facilitate access by workers <sup>63,64</sup>.

All services rendered in the field of occupational medicine respect workers' right to privacy. In fact, all data related by the occupational medicine service and data on workers' personal health are processed in compliance with the privacy protection requirements stipulated by the EU Regulation 679/2016 (GDPR) and processed through software, whose access keys are exclusively available to authorized personnel. While health records are kept by designated competent physicians<sup>71</sup>. The various occupational health and safety initiatives regardless of whether required by law or voluntary constitute the Health and Safety Management System of EdiliziAcrobatica.

Procedures, guidelines and programs include:

- Definition of internal responsibilities and mapping of all potential issues;
- Monitoring of data and definition of specific Targets;
- Definition of emergency procedures and related training activities;
- Reporting activities.

<sup>63</sup> Questo contenuto fa riferimento all'Informativa 403-2 del GRI 403: Salute e sicurezza sul lavoro 2018.

<sup>64</sup> Questo contenuto fa riferimento all'Informativa 403-2 del GRI 403: Salute e sicurezza sul lavoro 2018.

## Occupational accidents

In this regard, the Group is committed to keeping track of all accidents that have resulted in injuries (on the job and on the way), deaths (on the job and on the way), and work-related injuries with serious consequences (on the job and on the way) for employees.

Injuries are of varying nature and magnitude (injuries, burns, dislocations, sprains, stress injuries due to incorrect movements, splinters or materials in the eyes). Finally, there are two incidents related to the main risk of the company's activity (fall from height during rope work). The recordable occupational injury rate for fiscal year 2021 equals 44,56 per million hours worked <sup>65</sup>.

While as for the rate of occupational accidents with serious consequences (excluding fatal accidents moreover never occurred) for the reporting period of this report equals 0.91 per million hours worked. The rate of fatalities attributable to occupational injuries appears to be 0 from 2018 to 2021. We believe that the contraction in the accident rate in the last two years, a fact that is extremely positive for us, is also due to the increasing attention to safety that the Group constantly invests, which has led to increased training and especially information activities to the point of creating a real internal Academy.

Accident indices were calculated in accordance with the methods set out in GRI Standard Information 403-9 on Occupational Health and Safety, which incorporates the methodology of UNI 7249/2007 "Statistics of Occupational Accidents."

Specifically, the accident rate was calculated by summing together the number of recordable accidents at work and in-itinere, accidents with serious consequences (excluding fatal accidents) at work and in-itinere, deaths as a result of accidents at work and in-itinere, and finally relating the total to the number of hours worked by all Group employees.

Next, in order to show the number of occupational injuries per 500 workers engaged full-time in a year, assuming that a full-time worker works 2.000 hours per year, the ratio of the sum of injuries to hours worked was further multiplied by one million.

This allows, for example, should the rate be equal to 1.0 to indicate that, on average, one work-related injury occurs for each group of 500 full-time workers in a one-year period.

## Dialogue with social partners

The company applies collective agreements, so the entire company population is subject to the application of the Italian collective bargaining agreement (CCNL). From 2021 for blue-collar workers, there is second-level bargaining to supplement the Italian CCNL.

100% of the employees of the EdiliziAcrobatica Group are covered by a collective bargaining agreement<sup>66</sup>.

# 100%

Group employees subject to collective bargaining.

<sup>65</sup> This content refers to GRI Disclosure 403-9: Occupational Health and Safety 2018.

<sup>66</sup> This content refers to GRI Disclosure 102-41: General Disclosure 2016.



## 6.3 Respect of human rights

The Human Rights policy establishes the principles relating to the Human Rights fundamental to the company, its employees, managers and executives, and its candidates, and also sets out the expectations for external stakeholders, governing that every person has the right to be treated with dignity and respect, which are considered fundamental principles with reference to the context of EiliziAcrobatica.

This policy is inspired by the principles contained in the United Nations Universal Declaration of Human Rights (the "Declaration") and the OECD Guidelines for Multinational Enterprises. The Group monitors the application of and compliance with the Human Rights Policy and Code of Ethics within its corporate boundaries and promotes its principles to its business partners and suppliers.

All management is charged with working to ensure the goal of respecting and protecting human rights internally and externally, this being a cardinal and indispensable principle, which must necessarily guide the actions of every manager and function head.

In carrying out its activities, the Company is committed to observing and ensuring respect for the fundamental rights of the individual, as resulting from the International Charters on Fundamental Rights, which protect the values shared by all individuals regardless of differences in religion, ethnicity or gender.

The Society promotes economic and social welfare, the improvement of living standards and the satisfaction of basic needs, the creation of employment opportunities, and the enjoyment of basic human rights in order to promote social progress and decent work.

The main risks typical of the activity carried out (construction) are related to the exploitation of child labor, forced labor, denial of freedom of association, and, by virtue of the great heterogeneity of the company's population, coming from 39 different countries of the world, there is a risk related to gender, racial, religious, social discrimination, etc. In any case, none of the risks indicated above has ever materialized <sup>67</sup>.

Through ongoing training, the company conveys the principle of respect for human rights as fundamental and indispensable to the performance of the company's productive and organizational activities, at all levels. The investment is therefore in human capital, given that, with the adoption of the policy and its sharing through the company's IT tools, the adherence to the 231 model that will take place in 2022 and the creation of the whistleblowing channel, it is clear that a rationalization of processes and procedures in this regard is underway <sup>68</sup>.

Specifically, five types of rights are referred to in the human rights policy: right to freedom, rejection of child labor and forced labor, respect for diversity and non-discrimination, ensuring health and safety, and freedom of association.



<sup>67</sup> This content refers to Statement 102-15: General Disclosure 2016.

<sup>68</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

In the area of human rights, there have never been any violations of the fundamental rights guaranteed by company policy and the international principles by which it is guided, particularly with regard to the main human rights risks for EdiliziAcrobatica:

- Throughout the Group's history, the free association of workers has never been jeopardized, nor has it ever been applied conditions inconsistent with collective bargaining. The company applies the Construction Industry Collective Bargaining Agreement, in its territorial declinations, the Tertiary and Trade Collective Bargaining Agreement and the Multiservice Collective Bargaining Agreement. RSU elections have been held, and any request for a union meeting called by the parties has always been agreed to and issued to employees.

- Despite the great heterogeneity of the company's population, no incidents of discrimination were ever detected, reported, or uncovered, so no action was ever necessary <sup>69</sup>.

The company has among its cardinal principles the protection of diversity, made it the subject of policy on April 16, 2021, so it monitors very carefully that such incidents do not occur.

## 6.4 Employee training and talent attraction

For more than a decade, EdiliziAcrobatica has chosen to invest in training. In fact, the company constantly delivers targeted courses and today can count on a network of highly specialized and highly motivated employees and collaborators, ensuring a standard of excellence in service quality and safety on the construction site.

All workers receive training appropriate to the type of role held in the company during working hours. Training courses are updated every 3 to 5 years, depending on regulatory expiration. Training is provided in Italian, understandable to all hired workers.

Mandatory health and safety training needs are assessed through the analysis and drafting of the DVR, the study of relevant legislation regarding the specific activities performed.

In addition, in order to create awareness of the company's principles and rules of conduct, EdiliziAcrobatica is committed to giving maximum sharing through training/information initiatives aimed

in particular at sharing the contents of the following policies <sup>70</sup>:

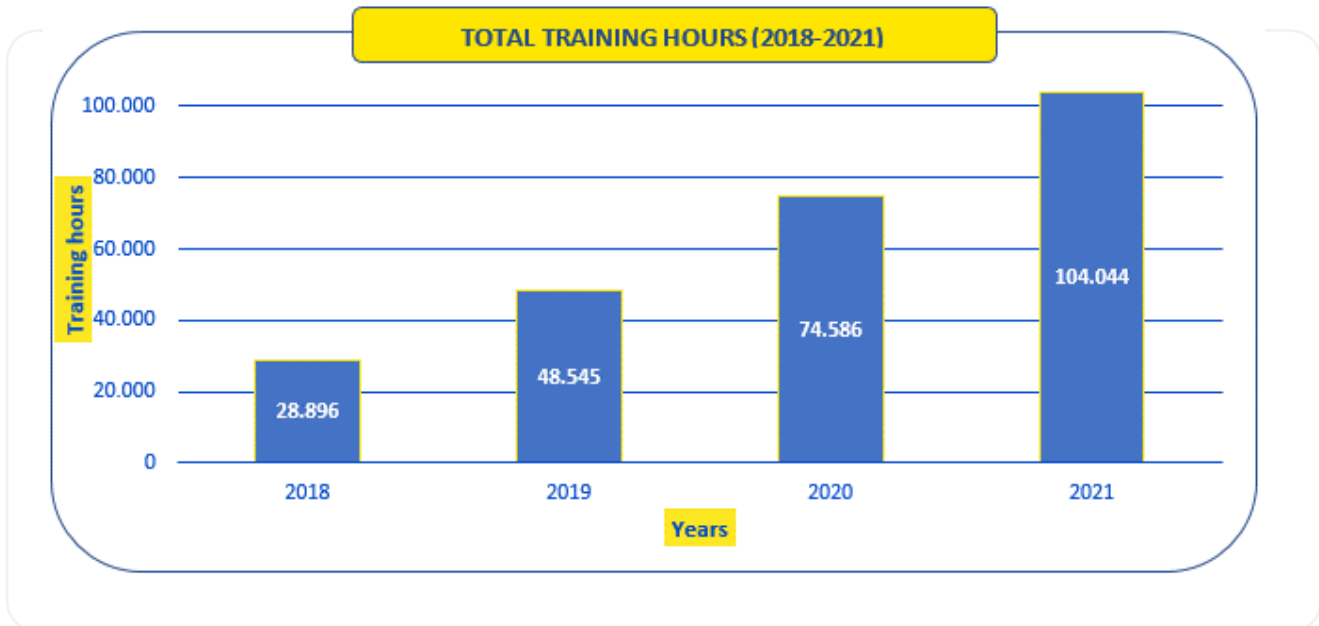
- Code of Ethics;
- Environmental policy;
- Human rights;
- Privacy.

In order to foster and help the growth, both professional and human, of people belonging to the Acrobatic world, to help them realize their dreams and achieve their goals, the Internal Academy was created, which monthly delivers multiple days of training to all the Group's resources, providing the necessary tools for a path of personal and professional growth.

The Company ensures that all company policies can be easily accessed and consulted through a dedicated section within the company website.

<sup>69</sup> This content refers to GRI Disclosure 406-1: Non-Discrimination 2016.

<sup>70</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.



As an illustration of what has been said so far, the graph above shows the growing trend of total training hours provided to all Group personnel.

Specifically, between 2020 and 2021 this number grew by about 40% to 104,044 hours of training provided.

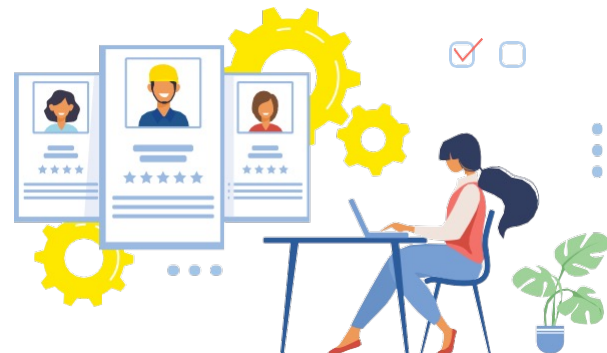
## Talent attraction

One of the main investments of EdiliziAcrobatica is related to human capital in terms of specific training inside and outside the company, involvement of resources in projects and sharing of goals set and achieved, bottom-up communication system that allows each employee of the company to promote ideas and projects in line with the company's principles, values and goals.

EdiliziAcrobatica is a fast-growing company that aims to attract new talent to contribute to the Group's development and progress. As seen in the previous section, there have been many new hires in recent years, especially in Italy.

In addition to the large number of hires, EdiliziAcrobatica aims to build specific professionalizing paths that offer new hires the opportunity to acquire new technical skills.

In addition, the flagship of the company is the internal career opportunity, which has allowed employees hired with blue-collar status to grow into key roles in the company structure (area coordinators, Italy coordinators, area managers)<sup>71</sup>.



<sup>71</sup> This content refers to GRI Disclosure 103-1, 103-2, 103-3: Management Approach 2016.

## 6.5 Support to the local community

EdiliziAcrobatica strongly believes in supporting the community; its goal is to promote and support the socioeconomic development of the area in which the Group operates. The Company has always considered it of fundamental importance to establish a symbiotic relationship with the surrounding area whose well-being, homogeneity and sustainability, are considered necessary for future growth <sup>72</sup>.

To this end, the Community Relations Policy has been implemented, which is a Stakeholder Engagement and Social Responsibility program by which EdiliziAcrobatica commits to dedicate resources, interact and collaborate with the local area and surrounding communities in order to contribute to improving their well-being <sup>73</sup>.

The term Community for EdiliziAcrobatica has a broad meaning and includes both the condominium managers who are currently its main clients, and the different types of stakeholders in their many forms and needs. In particular, EdiliziAcrobatica considers the Community Relation Policy a tool for analyzing and better understanding the needs of the area.

In particular, EdiliziAcrobatica believes that:

- The well-being of the community and the area coincides with its own well-being,
- Communication is a necessary tool in order to constantly improve relationships;
- Transparent communication essential for establishing relationships of credibility and trust.

In addition, the Company, consistent with an ever-increasing commitment to social responsibility activities in the future, aims to annually allocate part of its available resources to strengthen relations and relationships with its Stakeholders and the local area.

The Group is growing and creating a very high number of jobs annually; this translates into the welfare of the greatest number of people, its own employees and their families. It also supports a number of initiatives such as SEA - Acrobatic Superheroes - and the OSM Edu initiative. This project was created with the aim of enhancing the talents of the youngest; in fact, it is aimed at children aged 14 to 19. Pivotal point is The OSM Talent, an Orientation Questionnaire that stems from OSM's experience in the corporate world: it derives, in fact, from the OSM I-Profile Aptitude Questionnaire and is intended for teenagers.

In 2021, team-building initiatives were organized in cooperation with the Poseidona Group that involved about 400 people from the company in collecting microplastics from beaches. This activity allowed employees to engage in environmental awareness that could maximize the positive impact towards the community, the environment and the people involved in the project, but not belonging to the company. EdiliziAcrobatica is constantly evaluating the possibility of carrying out activities such as the one described here with a view to building an ongoing path of growth for its employees and in its relations with the territory.

<sup>72</sup> This content refers to GRI Disclosure 403-9: Occupational Health and Safety 2018.

<sup>73</sup> This content refers to GRI Disclosure 102-41: General Disclosure 2016.



## SuperEroiAcrobatic Association (SEA)



As anticipated, the Group's ESG Policy expressly provides for social activities that include various forms of solidarity and support activities aimed at disadvantaged people. Among the various initiatives in which EdiliziAcrobatica takes part, one of the most important is that of the SuperEroiAcrobatici (SEA), a nonprofit association that is committed to carrying out initiatives in favor of young patients hospitalized in Italian children's hospitals. In fact, it was January 2016 when a group of workers from EdiliziAcrobatica donned Superhero costumes for the first time and, lowering themselves from the roof of the hospital, filled with amazement the eyes of the children who watched in disbelief from their rooms as the volunteers masked as superheroes arrived.

SEA Association also supported the following entities through donations:

- Stork Sprint Onlus: A volunteer association formed by parents of children in the Neonatal Pathology and Pediatric Resuscitation of the Giannina Gaslini Institute in Genoa.
- Debra Sudtirolo: The association DEBRA Südtirol - South Tyrol helps Butterfly Children and people with Bullous Epidermosis (EB) to improve their quality of life step by step.
- God our Father Center: This is a center that takes in orphaned children in Watamu, Kenya, offering them the opportunity for all-round education and care.

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OR SCAN THE QR CODE



# 7.

## Appendix

## 7.1 Methodology

This document represents the Annual Sustainability Report (also referred to as the "DNF" or "Non-Financial Statement") of the companies belonging to the EdiliziAcrobatica S.p.A. Group (also "EdiliziAcrobatica", "EDAC", "Group" or the "Company") and its Subsidiaries with reference to the fiscal year 2021 (January 1, 2021 - December 31, 2021). Wherever possible, a comparison with the previous three years (historical series 2021-2018) has been proposed with the purpose of comparing data over time and analyzing the performance of the Group's business since it entered the "Euronext Growth" capital market in the year 2018.

EdiliziAcrobatica is not subject to the obligation to publish the Non-Financial Statement and therefore to the application of Legislative Decree No. 254 of December 30, 2016 (D. Lgs 254/16), "Implementation of Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014, amending Directive 2013/34/EU as regards the disclosure of non-financial and diversity information by certain companies and large groups" pursuant to the EU Corporate Social Responsibility Directive.

However, the Sustainability Report 2021 contains information on environmental, social, personnel-related, human rights, and anti-corruption issues to an extent that ensures a clear understanding of the activities carried out, performance, results, and impact generated by the Group.

This Sustainability Report was prepared based on the "GRI Standards" reporting standards using specific standards in accordance with the "GRI-referenced claim" approach. The individual standards were selected on the basis of their usefulness in providing timely information with respect to the Company's material ESG issues in line with the provisions of GRI Standard 101: Foundation-2016 in section 3. This methodology made it possible to report on a number of indicators that are particularly representative of corporate sustainability with respect to the issues that emerged from the materiality analysis, the methodology and results of which can be discussed in more detail in section 3.6 "Materiality Analysis and Reporting Scope."

In the paragraphs that make up the document and in particular in the "data and indicators" section, in which tables containing quantitative data are given to provide detailed information on material issues, in correspondence with the reported data is given in a footnote, or in the title of the table, the reference to the individual Standards used as well as provided in point 3.3 of GRI Standard 101: Foundation<sup>74</sup>.

The scope of reporting of economic and financial data and information and data in the areas of Environmental, Social and Governance corresponds to that of the Consolidated Financial Statements of the EdiliziAcrobatica Group for the year ended December 31, 2021.

On 9/26/2022, the Board of Directors took note of this Sustainability Report.

Any boundary and methodological limitations, including in relation to the calculation of some environmental and social indicators, are specified in the document in the appropriate sections.

The Report is not subject to third-party verification. The Consolidated Non-financial Statement of EdiliziAcrobatica S.p.A. will be published on an annual basis<sup>75</sup>.

This document is the Group's first Sustainability Report.

For more details on objectives, indicators and results achieved or for comments on this document, a request can be sent to:

[esg@ediliziacrobatika.com](mailto:esg@ediliziacrobatika.com)<sup>76</sup>

<sup>74</sup> This content refers to GRI 102-46: General Disclosure 2016.

<sup>75</sup> This content refers to GRI Disclosure 102-52: General Disclosure 2016.

<sup>76</sup> This content refers to GRI Statement 102-53: General Disclosure 2016.

## 7.2 Data and indicators

### Human Resource Management

Table 9

Total number of employees by employment contract (permanent and fixed term), by gender, and by geographic area.

Number of employees by type of contract	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>251</b>	<b>14</b>	<b>265</b>	<b>399</b>	<b>24</b>	<b>423</b>	<b>581</b>	<b>36</b>	<b>617</b>	<b>836</b>	<b>43</b>	<b>879</b>
Permanent workers	152	9	161	250	15	265	362	24	386	466	26	492
Fixed-term workers	97	3	100	147	3	150	216	2	218	367	8	375
Apprenticeships	2	2	4	2	6	8	3	10	13	3	9	12
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>38</b>	<b>5</b>	<b>43</b>	<b>56</b>	<b>7</b>	<b>63</b>	<b>61</b>	<b>5</b>	<b>66</b>
Permanent workers	N/A	N/A	N/A	38	4	42	53	5	58	50	4	54
Fixed-term workers	N/A	N/A	N/A	0	0	0	3	1	4	9	0	9
Apprenticeships	N/A	N/A	N/A	0	1	1	0	1	1	2	1	3
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>15</b>	<b>1</b>	<b>16</b>
Permanent workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15	1	16
Fixed-term workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Apprenticeships	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>251</b>	<b>14</b>	<b>265</b>	<b>437</b>	<b>29</b>	<b>466</b>	<b>637</b>	<b>43</b>	<b>680</b>	<b>912</b>	<b>49</b>	<b>961</b>
Permanent workers	152	9	161	288	19	307	415	29	444	531	31	562
Fixed-term workers	97	3	100	147	3	150	219	3	222	376	8	384
Apprenticeships	2	2	4	2	7	9	3	11	14	5	10	15

This content refers to items a and b of GRI 102-8 of GRI 102: General Disclosure 2016

Table 10

Total number of employees divided by employment type (full-time/part-time), gender, and country.

Number of employees by type of employment	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>251</b>	<b>14</b>	<b>265</b>	<b>399</b>	<b>24</b>	<b>423</b>	<b>581</b>	<b>36</b>	<b>617</b>	<b>836</b>	<b>43</b>	<b>879</b>
Full-time workers	251	14	265	399	24	423	581	34	615	836	39	875
Part-time workers	0	0	0	0	0	0	0	2	2	0	4	4
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>38</b>	<b>5</b>	<b>43</b>	<b>56</b>	<b>7</b>	<b>63</b>	<b>61</b>	<b>5</b>	<b>66</b>
Full-time workers	N/A	N/A	N/A	38	4	42	55	6	61	61	4	65
Part-time workers	N/A	N/A	N/A	0	1	1	1	1	2	0	1	1
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>15</b>	<b>1</b>	<b>16</b>
Full-time workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15	1	16
Part-time workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>251</b>	<b>14</b>	<b>265</b>	<b>437</b>	<b>29</b>	<b>466</b>	<b>637</b>	<b>43</b>	<b>680</b>	<b>912</b>	<b>49</b>	<b>961</b>
Full-time workers	251	14	265	437	28	465	636	40	676	912	44	956
Part-time workers	0	0	0	0	1	1	1	3	4	0	5	5

This content refers to item c of GRI 102-8 of GRI 102: General Disclosure 2016

Table 11

Staff composition broken down into employees, contractors and trainees by gender, and country.

Personnel composition	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>296</b>	<b>30</b>	<b>326</b>	<b>399</b>	<b>26</b>	<b>425</b>	<b>686</b>	<b>59</b>	<b>745</b>	<b>944</b>	<b>70</b>	<b>1.014</b>
Employees	251	14	265	399	24	423	581	36	617	836	43	879
Collaborators	45	12	57	0	0	0	104	23	127	108	25	133
Apprentices	0	4	4	0	2	2	1	0	1	0	2	2
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>42</b>	<b>5</b>	<b>47</b>	<b>62</b>	<b>9</b>	<b>71</b>	<b>69</b>	<b>7</b>	<b>76</b>
Employees	N/A	N/A	N/A	38	5	43	56	7	63	61	5	66
Collaborators	N/A	N/A	N/A	4	0	4	6	2	8	8	2	10
Apprentices	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>15</b>	<b>1</b>	<b>16</b>
Employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	15	1	16
Collaborators	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Apprentices	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>296</b>	<b>30</b>	<b>326</b>	<b>441</b>	<b>31</b>	<b>472</b>	<b>748</b>	<b>68</b>	<b>816</b>	<b>1.028</b>	<b>78</b>	<b>1.106</b>
Employees	251	14	265	437	29	466	637	43	680	912	49	961
Collaborators	45	12	57	4	0	4	110	25	135	116	27	143
Apprentices	0	4	4	0	2	2	1	0	1	0	2	2

This GRI content refers to item d of GRI 102-8 Disclosure 102: General Disclosure 2016



Table 12

Total number of employees hired divided by age group, gender, and country.

Number of new hires	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>121</b>	<b>9</b>	<b>130</b>	<b>214</b>	<b>11</b>	<b>225</b>	<b>293</b>	<b>14</b>	<b>307</b>	<b>405</b>	<b>15</b>	<b>420</b>
Age under 30 years old	5	0	5	17	0	17	52	4	56	151	5	156
Ages between 30 and 50 years old	114	7	121	190	11	201	235	10	245	250	10	260
Age above 50 years old	2	2	4	7	0	7	6	0	6	4	0	4
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>36</b>	<b>3</b>	<b>39</b>	<b>37</b>	<b>6</b>	<b>43</b>
Age under 30 years old	N/A	N/A	N/A	3	1	4	7	2	9	14	1	15
Ages between 30 and 50 years old	N/A	N/A	N/A	7	0	7	26	1	27	23	4	27
Age above 50 years old	N/A	N/A	N/A	0	0	0	3	0	3	0	1	1
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>15</b>	<b>1</b>	<b>16</b>
Age under 30 years old	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	0	2
Ages between 30 and 50 years old	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	1	13
Age above 50 years old	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	0	1
<b>Total</b>	<b>121</b>	<b>9</b>	<b>130</b>	<b>224</b>	<b>12</b>	<b>236</b>	<b>329</b>	<b>17</b>	<b>346</b>	<b>457</b>	<b>23</b>	<b>480</b>
Age under 30 years old	5	0	5	20	1	21	59	6	65	167	6	173
Ages between 30 and 50 years old	114	7	121	197	11	208	261	11	272	285	16	301
Age above 50 years old	2	2	4	7	0	7	9	0	9	5	1	6

This content refers to GRI 401-1 disclosure item a of GRI 401: Employment 2016

Table 13

Total number of employees who left the company divided by age group, gender, and country.

Number of people who left the company	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>36</b>	<b>1</b>	<b>37</b>	<b>66</b>	<b>1</b>	<b>67</b>	<b>113</b>	<b>2</b>	<b>115</b>	<b>147</b>	<b>9</b>	<b>156</b>
Age under 30 years old	1	0	1	3	0	3	15	0	15	36	3	39
Ages between 30 and 50 years old	34	1	35	61	0	61	94	2	96	110	5	115
Age above 50 years old	1	0	1	2	1	3	4	0	4	1	1	2
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>14</b>	<b>0</b>	<b>14</b>	<b>18</b>	<b>2</b>	<b>20</b>	<b>30</b>	<b>9</b>	<b>39</b>
Age under 30 years old	N/A	N/A	N/A	N/A*	N/A*	N/A*	6	1	7	9	1	10
Ages between 30 and 50 years old	N/A	N/A	N/A	N/A*	N/A*	N/A*	12	1	13	19	5	24
Age above 50 years old	N/A	N/A	N/A	N/A*	N/A*	N/A*	0	0	0	2	3	5
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0</b>	<b>0</b>	<b>0</b>
Age under 30 years old	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Ages between 30 and 50 years old	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Age above 50 years old	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>36</b>	<b>1</b>	<b>37</b>	<b>80</b>	<b>1</b>	<b>81</b>	<b>131</b>	<b>4</b>	<b>135</b>	<b>177</b>	<b>18</b>	<b>195</b>
Age under 30 years old	1	0	1	N/A*	N/A*	N/A*	21	1	22	45	4	49
Ages between 30 and 50 years old	34	1	35	N/A*	N/A*	N/A*	106	3	109	129	10	139
Age above 50 years old	1	0	1	N/A*	N/A*	N/A*	4	0	4	3	4	27

This content refers to GRI 401-1 disclosure item b of GRI 401: Employment 2016.

\*Figure is marked as not available (N/A) due to the absence of the breakdown by age group of employees who left the company in France during 2019.

## Diversity

Table 14

Total employees divided by role, age group and gender.

Employees by role, age group and gender	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Executives</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>7</b>
Age under 30 years old	0	0	0	0	0	0	0	0	0	0	0	0
Ages between 30 and 50 years old	4	1	5	3	1	4	3	1	4	3	1	4
Age above 50 years old	0	0	0	0	0	0	1	0	1	3	0	3
<b>Manager</b>	<b>12</b>	<b>3</b>	<b>15</b>	<b>24</b>	<b>4</b>	<b>28</b>	<b>27</b>	<b>7</b>	<b>34</b>	<b>30</b>	<b>6</b>	<b>36</b>
Age under 30 years old	0	0	0	1	0	1	0	0	0	1	0	1
Ages between 30 and 50 years old	12	2	14	21	2	23	23	5	28	24	5	29
Age above 50 years old	0	1	1	2	2	4	4	2	6	5	1	6
<b>Office workers</b>	<b>29</b>	<b>10</b>	<b>39</b>	<b>55</b>	<b>23</b>	<b>78</b>	<b>75</b>	<b>33</b>	<b>108</b>	<b>94</b>	<b>35</b>	<b>129</b>
Age under 30 years old	0	0	0	2	1	3	2	6	8	6	7	13
Ages between 30 and 50 years old	28	8	36	48	21	69	66	25	91	80	28	108
Age above 50 years old	1	2	3	5	1	6	7	2	9	8	0	8
<b>Laborers</b>	<b>206</b>	<b>0</b>	<b>206</b>	<b>355</b>	<b>1</b>	<b>356</b>	<b>531</b>	<b>2</b>	<b>533</b>	<b>782</b>	<b>7</b>	<b>789</b>
Age under 30 years old	15	0	15	34	1	35	74	1	75	190	2	192
Ages between 30 and 50 years old	188	0	188	315	0	315	451	1	452	587	5	592
Age above 50 years old	3	0	3	6	0	6	6	0	6	5	0	5
<b>Total</b>	<b>251</b>	<b>14</b>	<b>265</b>	<b>437</b>	<b>29</b>	<b>466</b>	<b>637</b>	<b>43</b>	<b>680</b>	<b>912</b>	<b>49</b>	<b>961</b>

This content refers to disclosure item b of GRI 405-1 of GRI 405: Diversity and Equal Opportunity 2016

Table 15

*Ratio of basic salary of employees by level and country.*

Gender pay-gap (base salary)	2018	2019	2020	2021
<b>Italy</b>	<b>100%</b>	<b>92%</b>	<b>98%</b>	<b>86%</b>
Executives and Managers	100%	78%	94%	66%
Manager	100%	100%	100%	96%
Office workers	100%	100%	100%	100%
Workers	100%	100%	100%	100%
<b>France</b>	<b>N/A</b>	<b>92%</b>	<b>74%</b>	<b>90%</b>
Executives and Managers	N/A	N/A	N/A	N/A
Manager	N/A	112%	82%	70%
Office workers	N/A	93%	95%	75%
Workers	N/A	61%	47%	146%
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>6%</b>
Executives and Managers	N/A	N/A	N/A	0%
Manager	N/A	N/A	N/A	N/A
Office workers	N/A	N/A	N/A	10%
Workers	N/A	N/A	N/A	0%
<b>Total</b>	<b>100%</b>	<b>92%</b>	<b>89%</b>	<b>95%</b>
Executives and Managers	100%	78%	94%	93%
Manager	100%	105%	91%	82%
Office workers	100%	97%	98%	78%
Workers	100%	82%	71%	156%

*This content refers to the GRI 405-2 disclosure of GRI 405: Diversity and Equal Opportunity 2016*

Table 16

*Ratio of total compensation of employees by level and country.*

Gender pay-gap (Total pay)	2018	2019	2020	2021
<b>Italy</b>	<b>100%</b>	<b>92%</b>	<b>98%</b>	<b>85%</b>
Executives and Managers	100%	78%	94%	66%
Managers	100%	100%	100%	96%
Office-workers	100%	100%	100%	100%
Laborers	100%	100%	100%	95%
<b>France</b>	<b>N/A</b>	<b>92%</b>	<b>73%</b>	<b>89%</b>
Executives and Managers	N/A	N/A	N/A	N/A
Managers	N/A	112%	82%	70%
Office-workers	N/A	93%	93%	75%
Laborers	N/A	61%	47%	143%
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Executives and Managers	N/A	N/A	N/A	0%
Managers	N/A	N/A	N/A	N/A
Office-workers	N/A	N/A	N/A	0%
Laborers	N/A	N/A	N/A	0%
<b>Total</b>	<b>100%</b>	<b>94%</b>	<b>92%</b>	<b>94%</b>
Executives and Managers	100%	92%	87%	96%
Managers	100%	78%	94%	93%
Office-workers	100%	105%	91%	82%
Laborers	100%	97%	97%	116%

*This content refers to the GRI 405-2 disclosure of GRI 405: Diversity and Equal Opportunity 2016*

## Training

Table 17

Total number of training hours conducted by employees broken down by gender, level, and country.

Total training hours by gender and level	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>27.360</b>	<b>1.536</b>	<b>28.896</b>	<b>44.544</b>	<b>2.496</b>	<b>47.040</b>	<b>66.528</b>	<b>3.648</b>	<b>70.176</b>	<b>94.464</b>	<b>4.800</b>	<b>99.264</b>
Executives	384	96	480	384	96	480	384	96	480	576	96	672
Managers	1.152	288	1.440	1.536	288	1.824	1.632	576	2.208	1.824	672	2.496
Office workers	3.072	1.152	4.224	5.856	2.112	7.968	7.776	2.784	10.560	9.312	3.360	12.672
Laborers	22.752	0	22.752	36.768	0	36.768	56.736	192	56.928	82.752	672	83.424
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>1.330</b>	<b>175</b>	<b>1.505</b>	<b>3.920</b>	<b>490</b>	<b>4.410</b>	<b>4.270</b>	<b>350</b>	<b>4.620</b>
Executives	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
Managers	N/A	N/A	N/A	280	35	315	700	70	770	700	0	700
Office workers	N/A	N/A	N/A	140	105	245	210	350	560	420	280	700
Laborers	N/A	N/A	N/A	910	35	945	3.010	70	3.080	3.150	70	3.220
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>160</b>	<b>0</b>	<b>160</b>
Executives	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	40	0	40
Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Office workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	120	0	120
Laborers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>27.360</b>	<b>1.536</b>	<b>28.896</b>	<b>45.874</b>	<b>2.671</b>	<b>48.545</b>	<b>70.448</b>	<b>4.138</b>	<b>74.586</b>	<b>98.894</b>	<b>5.150</b>	<b>104.044</b>
Executives	384	96	480	384	96	480	384	96	480	616	96	712
Managers	1.152	288	1.440	1.816	323	2.139	2.332	646	2.978	2.524	672	3.196
Office workers	3.072	1.152	4.224	5.996	2.217	8.213	7.986	3.134	11.120	9.852	3.640	13.492
Laborers	22.752	0	22.752	37.678	35	37.713	59.746	262	60.008	85.902	742	86.644

This content refers to the GRI 404-1 disclosure of GRI 404: training and education 2016



Table 18

Total number of employees and contractors involved in the training process broken down by level, gender, and country.

Total number of employees and collaborators trained	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>285</b>	<b>16</b>	<b>301</b>	<b>464</b>	<b>26</b>	<b>490</b>	<b>693</b>	<b>38</b>	<b>731</b>	<b>984</b>	<b>50</b>	<b>1.034</b>
Executives	4	1	5	4	1	5	4	1	5	6	1	7
Managers	12	3	15	16	3	19	17	6	23	19	7	26
Office workers	32	12	44	61	22	83	81	29	110	97	35	132
Laborers	237	0	237	383	0	383	591	2	593	862	7	869
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>38</b>	<b>5</b>	<b>43</b>	<b>56</b>	<b>7</b>	<b>63</b>	<b>61</b>	<b>4</b>	<b>65</b>
Executives	N/A	N/A	N/A	0	0	0	0	0	0			0
Managers	N/A	N/A	N/A	8	1	9	10	1	11	10	0	10
Office workers	N/A	N/A	N/A	4	3	7	3	5	8	6	3	9
Laborers	N/A	N/A	N/A	26	1	27	43	1	44	45	1	46
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0</b>	<b>0</b>	<b>0</b>
Executives	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Office workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Laborers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>285</b>	<b>16</b>	<b>301</b>	<b>502</b>	<b>31</b>	<b>533</b>	<b>749</b>	<b>45</b>	<b>794</b>	<b>1.045</b>	<b>54</b>	<b>1.099</b>
Executives	4	1	5	4	1	5	4	1	5	6	1	7
Managers	12	3	15	24	4	28	27	7	34	29	7	36
Office workers	32	12	44	65	25	90	84	34	118	103	38	141
Laborers	237	0	237	409	1	410	634	3	637	907	8	915

This content refers to the GRI 404-1 disclosure of GRI 404: training and education 2016

Table 19

GRI 404-1 and 205-2: Type of courses offered and total hours of associated training.

Total number of training hours by course type	2018	2019	2020	2021
<b>Italy</b>	<b>28.896</b>	<b>47.040</b>	<b>70.176</b>	<b>99.264</b>
Management skills development	5.810	7.393	15.064	16.539
Language	0	440	0	0
Induction to new hires	5.340	22.620	39.660	49.760
Health and safety (mandatory)	17.746	16.587	15.452	32.965
Anti-corruption ("Model 231")	0	0	0	0
<b>France</b>	<b>N/A</b>	<b>1.260</b>	<b>3.850</b>	<b>3.920</b>
Management skills development	N/A	315	770	700
Language	N/A	0	0	0
Induction to new hires	N/A	0	0	0
Health and safety (mandatory)	N/A	945	3.080	3.220
Anti-corruption ("Model 231")	N/A	0	0	0
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>160</b>
Management skills development	N/A	N/A	N/A	160
Language	N/A	N/A	N/A	0
Induction to new hires	N/A	N/A	N/A	0
Health and safety (mandatory)	N/A	N/A	N/A	0
Anti-corruption ("Model 231")	N/A	N/A	N/A	0
<b>Total</b>	<b>28.896</b>	<b>48.300</b>	<b>74.026</b>	<b>104.044</b>
Management skills development	5.810	7.708	15.834	17.339
Language	0	440	0	0
Induction to new hires	5.340	22.620	39.660	49.760
Health and safety (mandatory)	17.746	17.532	18.532	36.185
Anti-corruption ("Model 231")	0	0	0	0

This content refers to the disclosure of GRI 404-2 of GRI 404: Training and Education 2016. In addition, this content refers to the disclosure of GRI 205-1 of GRI 205: Anti-Corruption 2016

Table 20

*Average number of training hours by country, gender, and level.*

Average number of training hours by gender and level	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Italy</b>	<b>109</b>	<b>110</b>	<b>109</b>	<b>112</b>	<b>104</b>	<b>111</b>	<b>115</b>	<b>101</b>	<b>114</b>	<b>113</b>	<b>112</b>	<b>113</b>
Executives	96	96	96	128	96	120	96	96	96	115	96	112
Managers	96	96	96	96	96	96	96	96	96	96	112	100
Office workers	106	115	108	115	106	112	108	103	107	110	112	110
Laborers	110	N/A	110	112	N/A	112	116	96	116	114	112	114
<b>France</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>35</b>	<b>35</b>	<b>35</b>	<b>70</b>	<b>70</b>	<b>70</b>	<b>0</b>	<b>0</b>	<b>0</b>
Executives	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managers	N/A	N/A	N/A	35	35	35	70	70	70	70	N/A	70
Office workers	N/A	N/A	N/A	35	35	35	70	58	62	70	70	70
Laborers	N/A	N/A	N/A	35	35	35	70	N/A	72	70	70	70
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Executives	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	0
Office workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Laborers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Total</b>	<b>109</b>	<b>110</b>	<b>109</b>	<b>115</b>	<b>111</b>	<b>114,8</b>	<b>121</b>	<b>115</b>	<b>121</b>	<b>116</b>	<b>117</b>	<b>116</b>
Executives	96	96	96	128	96	120	96	96	96	96	96	96
Managers	96	96	96	114	108	113	137	108	129	126	112	123
Office workers	106	115	108	118	111	116	111	116	112	111	117	112
Laborers	110	0	110	115	0	115	122	131	122	117	124	117

*This content refers to the GRI 404-1 disclosure of GRI 404: training and education 2016*

## Collective bargaining

Table 21

GRI 102-41: Percentage of total employees covered by collective agreements broken down by country.

Percentage of employees covered by collective bargaining agreements	2018	2019	2020	2021
<b>Italy</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total Employees	265	423	617	879
Employees covered by collective bargaining agreements	265	423	617	879
<b>France</b>	<b>N/A</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total Employees	N/A	43	63	66
Employees covered by collective bargaining agreements	N/A	43	63	66
<b>Spain</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>100%</b>
Total Employees	N/A	N/A	N/A	16
Employees covered by collective bargaining agreements	N/A	N/A	N/A	16
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Total Employees	<b>265</b>	<b>466</b>	<b>680</b>	<b>961</b>
Employees covered by collective bargaining agreements	<b>265</b>	<b>466</b>	<b>680</b>	<b>961</b>

This content refers to the GRI 102-41 disclosure of GRI 102: General Disclosure 2016

## Occupational health and safety

Table 22

Total number of employee work injuries by type of injury and country

Number of Employee Injuries (actual)	2018			2019			2020			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Injuries</b>	<b>17</b>	<b>0</b>	<b>17</b>	<b>29</b>	<b>0</b>	<b>29</b>	<b>43</b>	<b>0</b>	<b>43</b>	<b>56</b>	<b>1</b>	<b>57</b>
<b>On the job</b>	<b>17</b>	<b>0</b>	<b>17</b>	<b>25</b>	<b>0</b>	<b>25</b>	<b>41</b>	<b>0</b>	<b>41</b>	<b>49</b>	<b>1</b>	<b>50</b>
Italy	17	0	17	9	0	9	29	0	29	41	1	42
France	N/A	N/A	N/A	16	0	16	12	0	12	8	0	8
Spain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>In-itinere</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>7</b>
Italy	0	0	0	4	0	4	2	0	2	7	0	7
France	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
Spain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Fatalities</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>On the job</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Italy	0	0	0	0	0	0	0	0	0	0	0	0
France	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
Spain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>In-itinere</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Italy	0	0	0	0	0	0	1	0	0	0	0	0
France	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
Spain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>Accidents with severe consequences</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>On the job</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
Italy	0	0	0	0	0	0	0	0	0	0	0	0
France	N/A	N/A	N/A	0	0	0	0	0	0	1	0	1
Spain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
<b>In-itinere</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Italy	0	0	0	0	0	0	0	0	0	0	0	0
France	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0
Spain	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0

*In reporting the information specified in Statement 403-9, EdiliziAcrobatica includes:*

*excludes fatalities in calculating the number and rate of work-related injuries with serious consequences;*

*includes deaths resulting from occupational injuries in calculating the number and rate of recordable occupational injuries;*

*includes injuries resulting from commuting injuries only when transportation was arranged by the organization.*

*This content refers to GRI Disclosure 403-9 of GRI 403: Occupational Health and Safety Disclosures 2018*



Table 23

*Total hours worked by employees by country.*

Estimated hours worked	2018	2019	2020	2021
<b>Total hours</b>	<b>352.401</b>	<b>664.914</b>	<b>830.829</b>	<b>1.099.510</b>
Italy	352.401	598.694	733.809	1.057.797
France	N/A	66.220	97.020	33.880
Spain	N/A	N/A	N/A	7.833

Table 24

*Employee injury rate.*

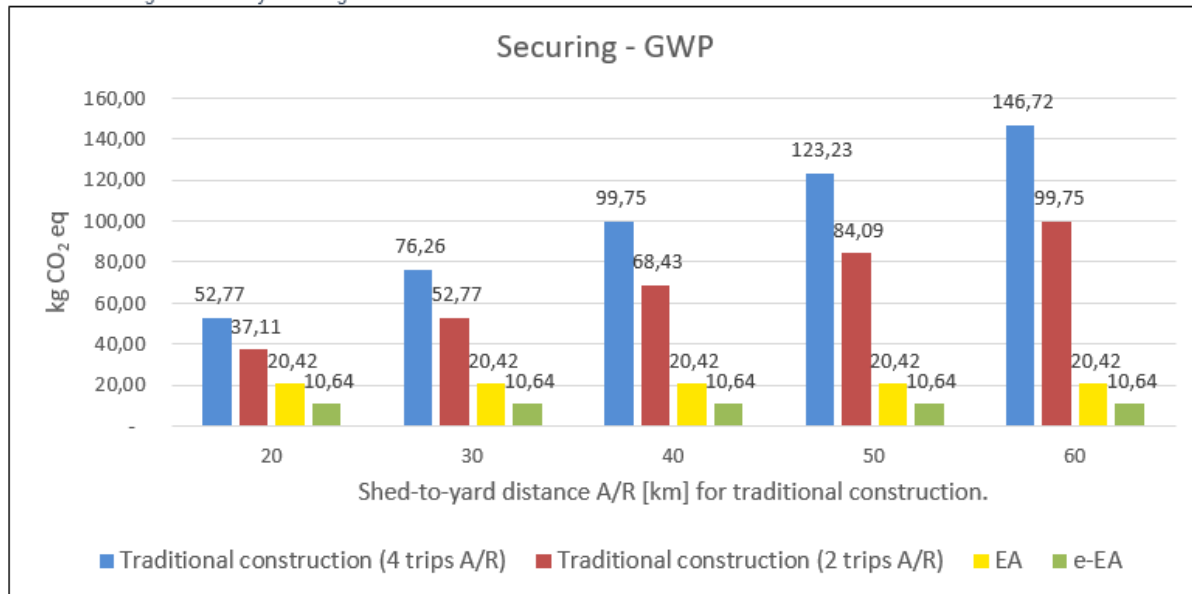
Accident rate (category)	2018	2019	2020	2021
<b>Rate of Recordable Occupational Injuries</b>	48,24	43,62	49,34	44,56
<b>Rate of deaths from occupational accidents</b>	0	0	0	0
<b>Rate of Accidents with serious consequences</b>	0	0	0	0,91

*Calculation methodology:**Recordable work injury rate: (no. of recordable work injuries/no. of hours worked)\*1,000,000**Rate of deaths due to work injuries: (no. deaths due to work injuries/no. hours worked)\*1,000,000**High-consequence work injury rate (excluding fatalities): (no. of high consequence work injuries/no. of hours worked) \* 1,000,000**This content refers to GRI disclosure 403-9 of GRI 403: Occupational Health and Safety Disclosures 2018*

## Life Cycle Assessment

Table 25

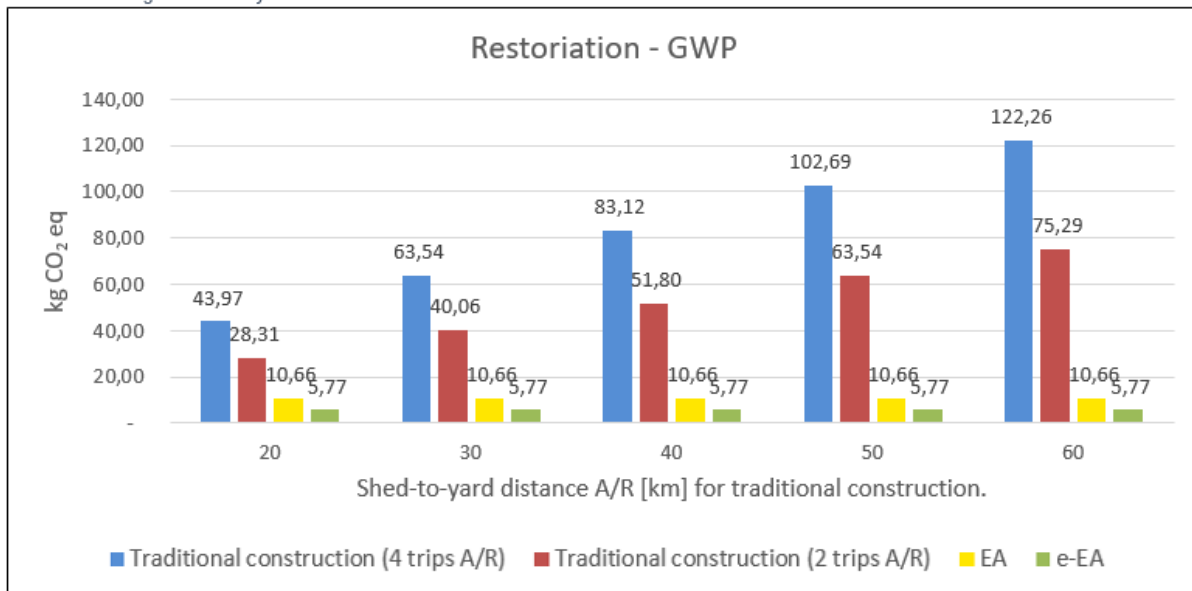
### Global Warming Potential of Securing



Securing	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
Traditional construction (4 trips A/R)	kg CO2 eq	52,77	76,26	99,75	123,23	146,72
Traditional construction (2 trips A/R)	kg CO2 eq	37,11	52,77	68,43	84,09	99,75
EdiliziAcrobatica	kg CO2 eq	20,42	20,42	20,42	20,42	20,42
e-EdiliziAcrobatica	kg CO2 eq	10,64	10,64	10,64	10,64	10,64

Table 26

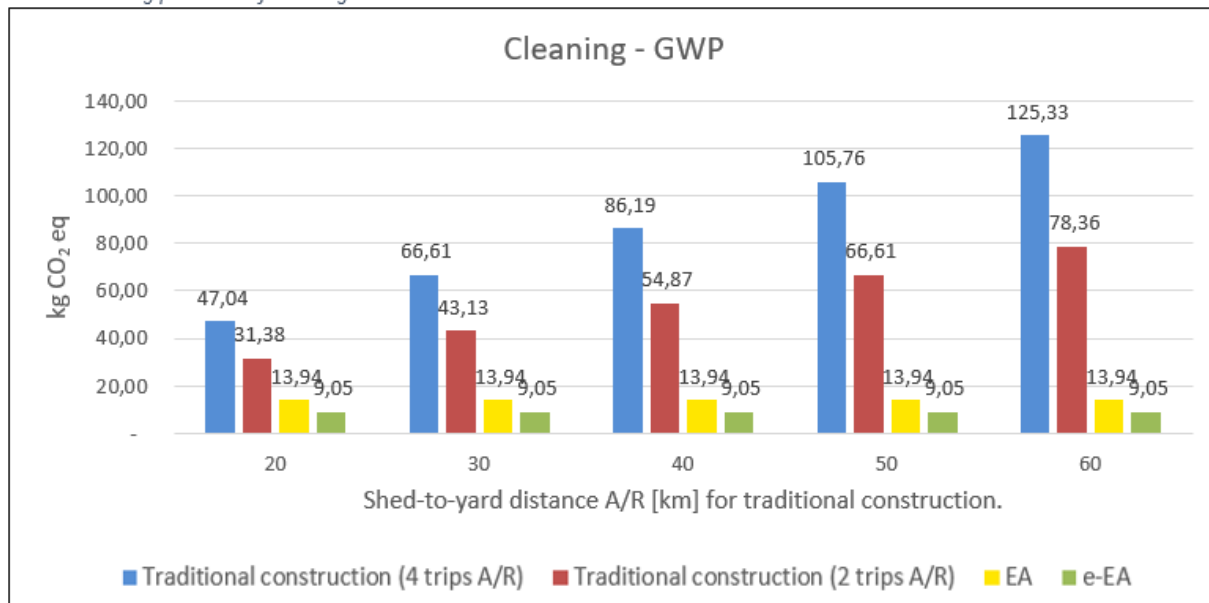
### Global Warming Potential of Restoration



Restoration	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
Traditional construction (4 trips A/R)	kg CO2 eq	43,97	63,54	83,12	102,69	122,26
Traditional construction (2 trips A/R)	kg CO2 eq	28,31	40,06	51,80	63,54	75,29
EdiliziAcrobatica	kg CO2 eq	10,66	10,66	10,66	10,66	10,66
e-EdiliziAcrobatica	kg CO2 eq	5,77	5,77	5,77	5,77	5,77

Table 27

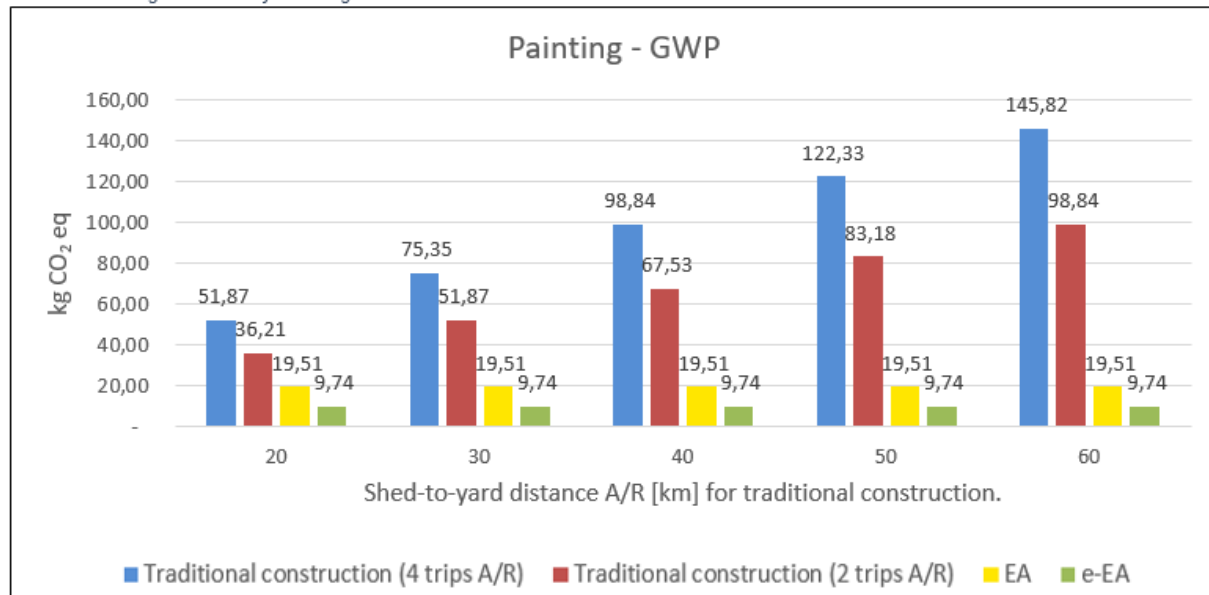
## Global warming potential of cleaning



Cleaning	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
Traditional construction (4 trips A/R)	kg CO2 eq	47,04	66,61	86,19	105,76	125,33
Traditional construction (2 trips A/R)	kg CO2 eq	31,38	43,13	54,87	66,61	78,36
EdiliziAcrobatica	kg CO2 eq	13,94	13,94	13,94	13,94	13,94
e-EdiliziAcrobatica	kg CO2 eq	9,05	9,05	9,05	9,05	9,05

Table 28

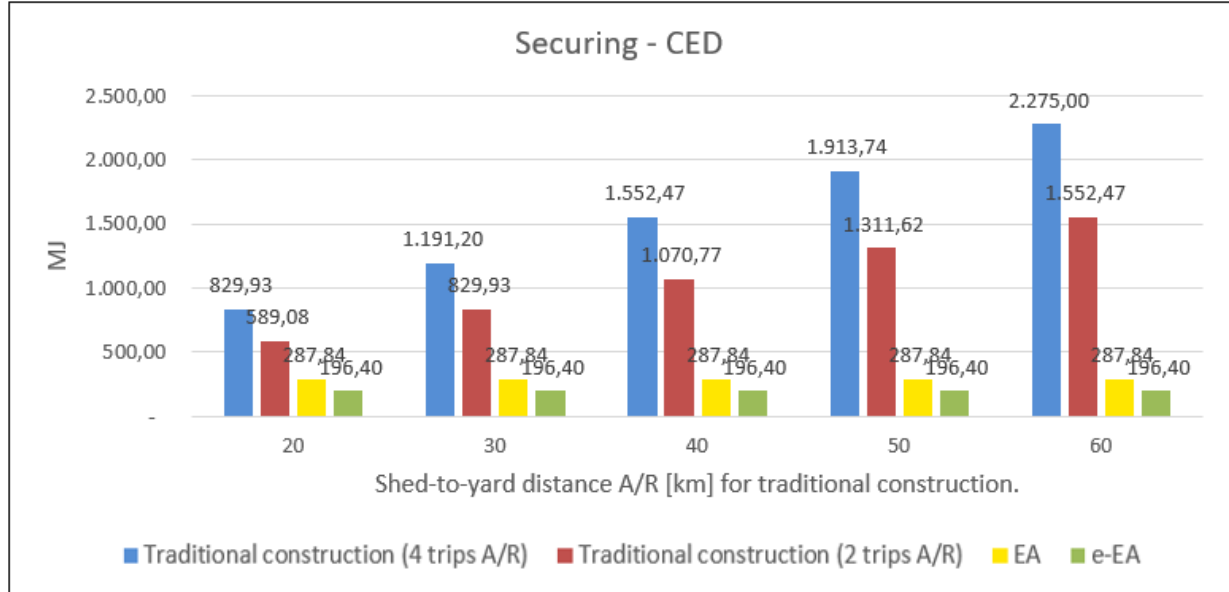
## Global Warming Potential of Painting



Painting	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
Traditional construction (4 trips A/R)	kg CO2 eq	51,87	75,35	98,84	122,33	145,82
Traditional construction (2 trips A/R)	kg CO2 eq	36,21	51,87	67,53	83,18	98,84
EdiliziAcrobatica	kg CO2 eq	19,51	19,51	19,51	19,51	19,51
e-EdiliziAcrobatica	kg CO2 eq	9,74	9,74	9,74	9,74	9,74

Table 29

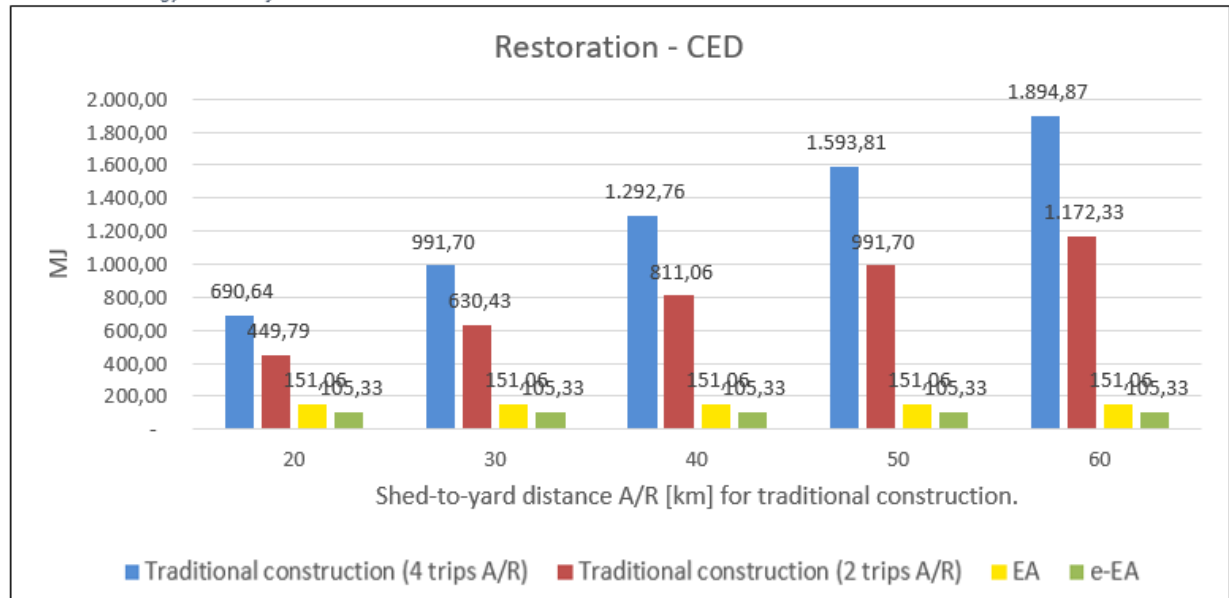
Cumulative demand for energy of securing.



Securing	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
<b>Traditional construction (4 trips A/R)</b>	MJ	829,93	1.191,20	1.552,47	1.913,74	2.275,00
<b>Traditional construction (2 trips A/R)</b>	MJ	589,08	829,93	1.070,77	1.311,62	1.552,47
<b>EdiliziAcrobatica</b>	MJ	287,84	287,84	287,84	287,84	287,84
<b>e-EdiliziAcrobatica</b>	MJ	196,40	196,40	196,40	196,40	196,40

Table 30

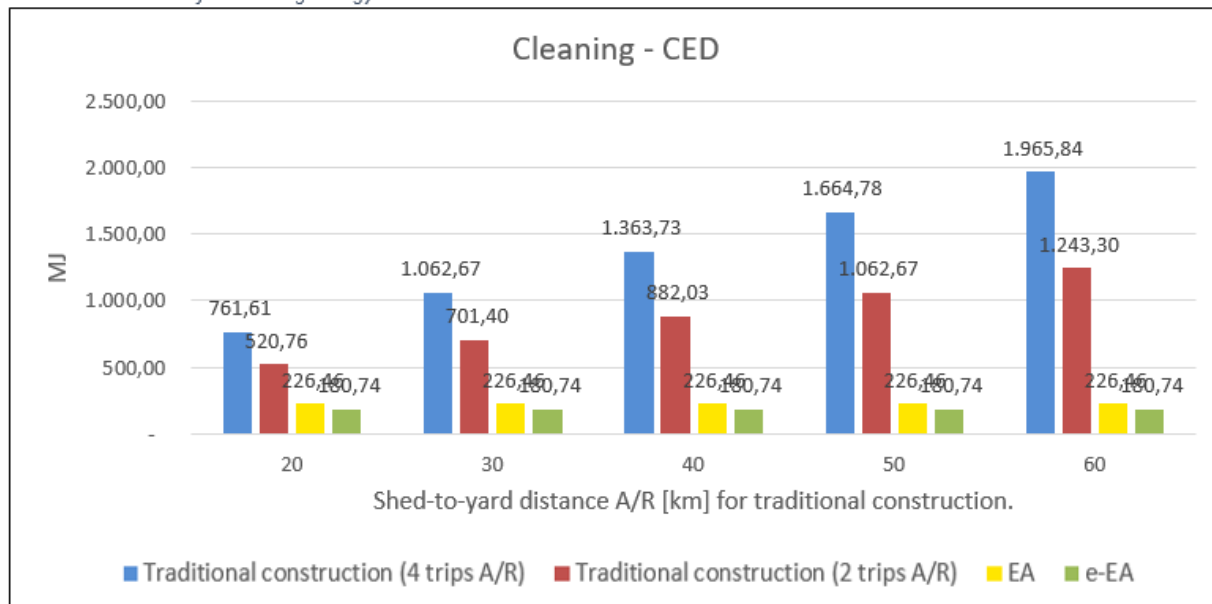
Cumulative energy demand for restoration.



Restoration	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
<b>Traditional construction (4 trips A/R)</b>	kg CO2 eq	690,64	991,70	1.292,76	1.593,81	1.894,87
<b>Traditional construction (2 trips A/R)</b>	kg CO2 eq	449,79	630,43	811,06	991,70	1.172,33
<b>EdiliziAcrobatica</b>	kg CO2 eq	151,06	151,06	151,06	151,06	151,06
<b>e-EdiliziAcrobatica</b>	kg CO2 eq	105,33	105,33	105,33	105,33	105,33

Table 31

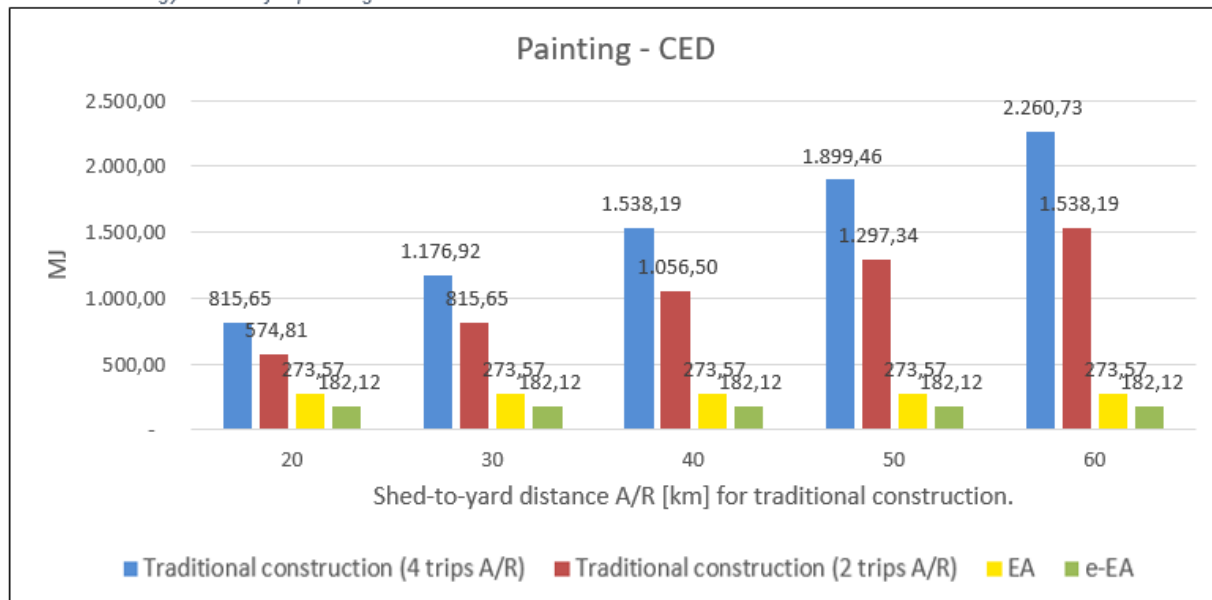
Cumulative demand for cleaning energy.



Cleaning	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
Traditional construction (4 trips A/R)	MJ	761,61	1.062,67	1.363,73	1.664,78	1.965,84
Traditional construction (2 trips A/R)	MJ	520,76	701,40	882,03	1.062,67	1.243,30
EdiliziAcrobatica	MJ	226,46	226,46	226,46	226,46	226,46
e-EdiliziAcrobatica	MJ	180,74	180,74	180,74	180,74	180,74

Table 32

Cumulative energy demand for painting.

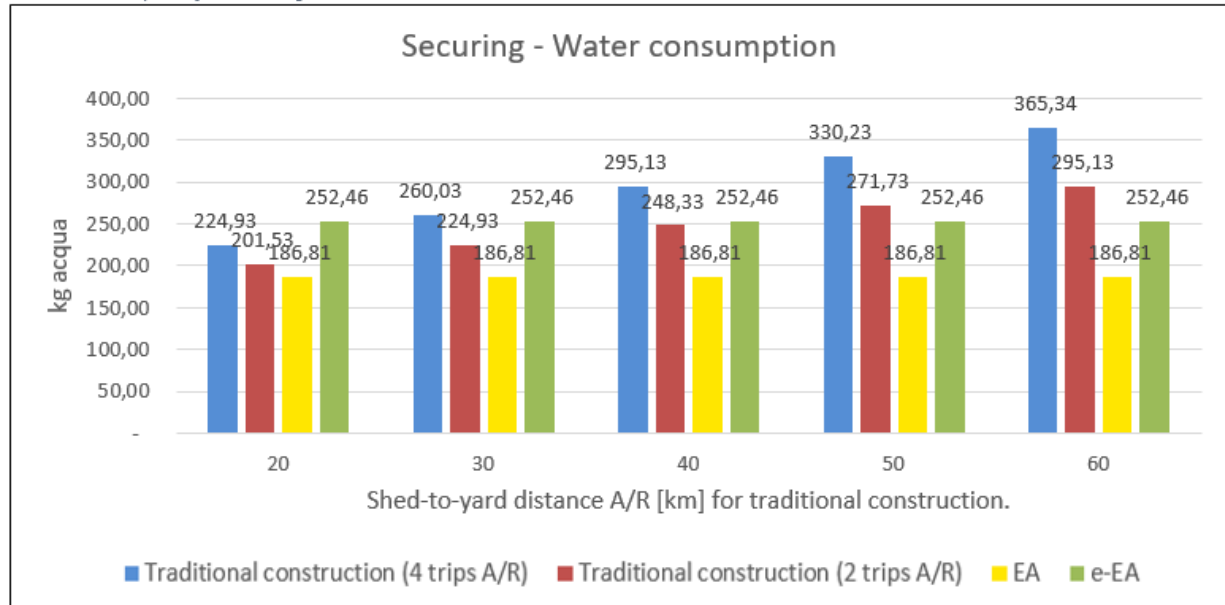


Painting	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
Traditional construction (4 trips A/R)	MJ	815,65	1.176,92	1.538,19	1.899,46	2.260,73
Traditional construction (2 trips A/R)	MJ	574,81	815,65	1.056,50	1.297,34	1.538,19
EdiliziAcrobatica	MJ	273,57	273,57	273,57	273,57	273,57
e-EdiliziAcrobatica	MJ	182,12	182,12	182,12	182,12	182,12



Table 33

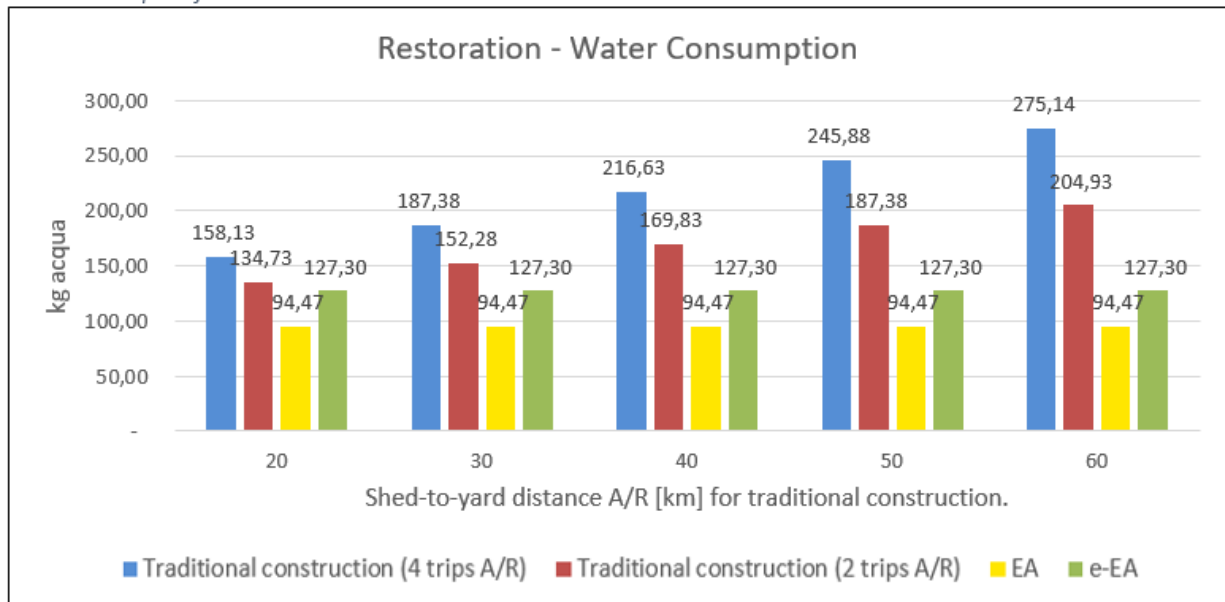
Water consumption for securing.



Securing	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
<b>Traditional construction (4 trips A/R)</b>	kg acqua	224,93	260,03	295,13	330,23	365,34
<b>Traditional construction (2 trips A/R)</b>	Kg acqua	201,53	224,93	248,33	271,73	295,13
<b>EdiliziAcrobatica</b>	Kg acqua	186,81	186,81	186,81	186,81	186,81
<b>e-EdiliziAcrobatica</b>	kg acqua	252,46	252,46	252,46	252,46	252,46

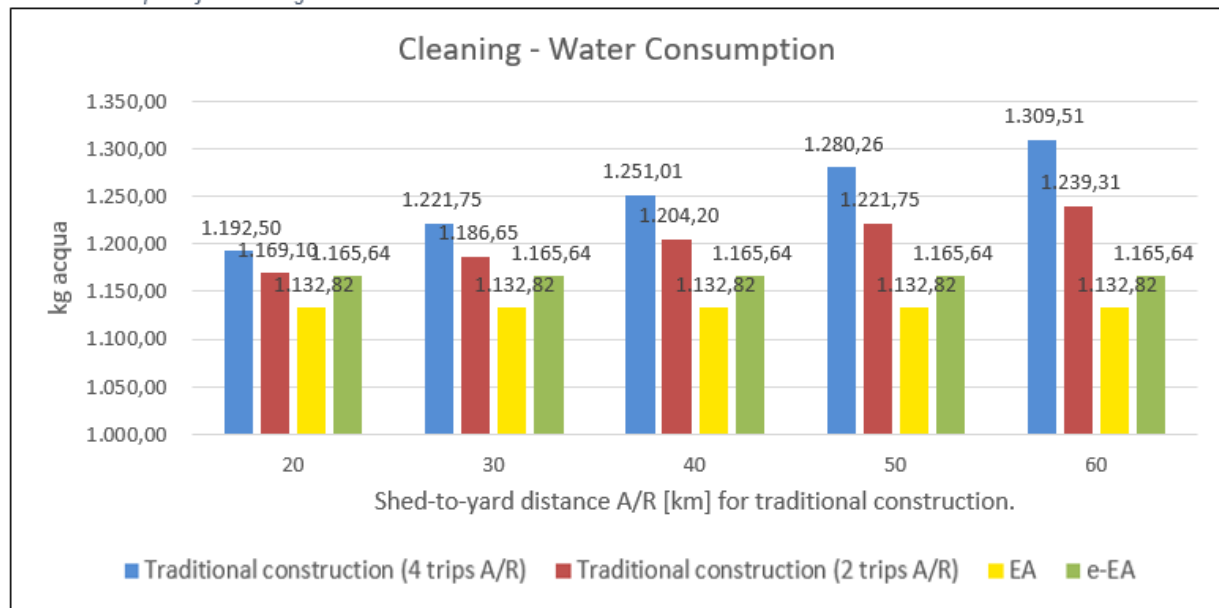
Table 34

Water consumption for restoration.



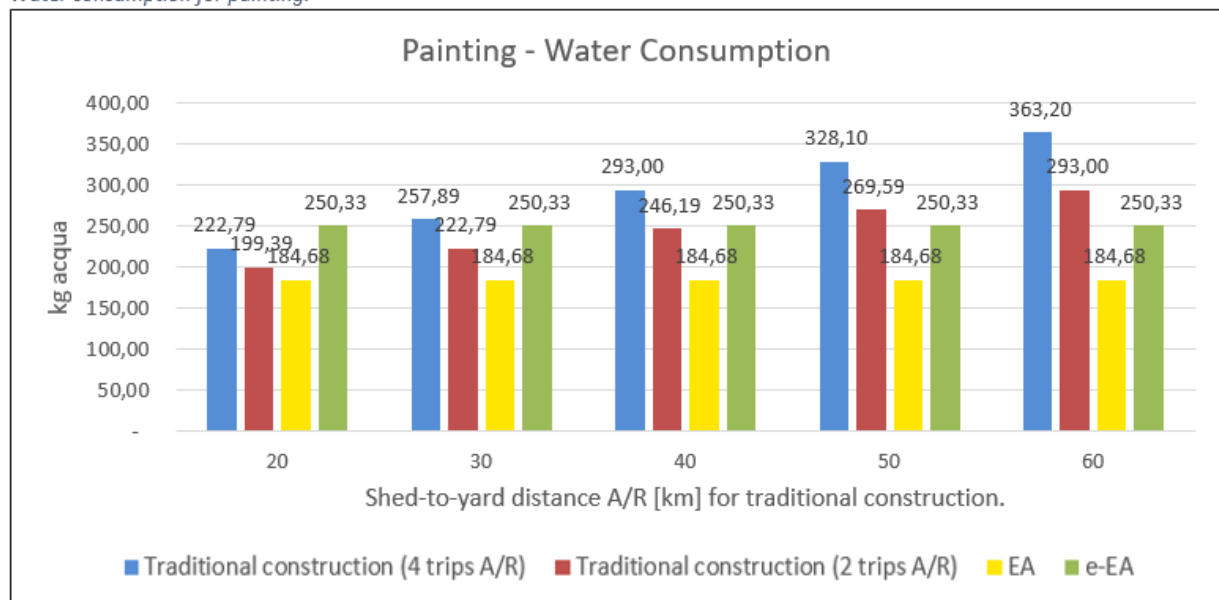
Restoration	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
<b>Traditional construction (4 trips A/R)</b>	kg acqua	158,13	187,38	216,63	245,88	275,14
<b>Traditional construction (2 trips A/R)</b>	Kg acqua	134,73	152,28	169,83	187,38	204,93
<b>EdiliziAcrobatica</b>	Kg acqua	94,47	94,47	94,47	94,47	94,47
<b>e-EdiliziAcrobatica</b>	kg acqua	127,30	127,30	127,30	127,30	127,30

Table 35

*Water consumption for cleaning.*

Cleaning	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
<b>Traditional construction (4 trips A/R)</b>	kg acqua	1.192,50	1.221,75	1.251,01	1.280,26	1.309,51
<b>Traditional construction (2 trips A/R)</b>	Kg acqua	1.169,10	1.186,65	1.204,20	1.221,75	1.239,31
<b>EdiliziAcrobatica</b>	Kg acqua	1.132,82	1.132,82	1.132,82	1.132,82	1.132,82
<b>e-EdiliziAcrobatica</b>	kg acqua	1.165,64	1.165,64	1.165,64	1.165,64	1.165,64

Table 36

*Water consumption for painting.*

Painting	Unit	Distance shed-yard A/R [km].				
		20	30	40	50	60
<b>Traditional construction (4 trips A/R)</b>	kg acqua	222,79	257,89	293,00	328,10	363,20
<b>Traditional construction (2 trips A/R)</b>	Kg acqua	199,39	222,79	246,19	269,59	293,00
<b>EdiliziAcrobatica</b>	Kg acqua	184,68	184,68	184,68	184,68	184,68
<b>e-EdiliziAcrobatica</b>	kg acqua	250,33	250,33	250,33	250,33	250,33

## Waste

Table 37

Total waste generated broken down by type and treatment to destination.

Total waste generated broken down by type and treatment at destination (tons)	2021
<b>Waste for recovery operations</b>	<b>1.893,45</b>
Non-hazardous	1.890,15
Hazardous	3,30
<b>Waste destined for disposal operations</b>	<b>46,38</b>
Non-hazardous	45,75
Hazardous	0,63

This content refers to GRI disclosure 306-4 from GRI 306: Waste 2020

## Energy

Table 38

Consumption of electricity purchased from the grid broken down by country

Electricity consumed (Gj)	2018	2019	2020	2021
<b>Total</b>	<b>522,84</b>	<b>774,99</b>	<b>881,34</b>	<b>1.214,46</b>
Italy	522,84	662,12	763,99	1.085,42
France	N/A	112,87	117,35	129,04
Spain	N/A	N/A	N/A	0

This content refers to items c and e of GRI 302-1 disclosure GRI 302: Energy 2016

Table 39

Fuel consumption broken down by country.

Fuel consumption (liters)	2018		2019		2020		2021	
	Diesel	Petrol	Diesel	Petrol	Diesel	Petrol	Diesel	Petrol
<b>Total</b>	<b>183.850,00</b>	<b>3.293,00</b>	<b>338.124</b>	<b>4.940,00</b>	<b>457.557,47</b>	<b>3.662,34</b>	<b>589.819,87</b>	<b>8.724,36</b>
Italy	183.850,00	3.293,00	275.744,00	4.940,00	382.671,47	3.662,34	495.617,87	8.724,36
France	N/A	N/A	62.380,00	0	74.886,00	0	94.202,00	0
Spain	N/A	N/A	N/A	N/A	N/A	N/A	0	0

This content refers to GRI 302-1 disclosure item a of GRI 302: Energy 2016

## Greenhouse Gas Emissions (GHG)

Table 40

GRI 305-1 GHG emissions (Scope 1) by country.

Direct Emissions - Scope 1 (t CO <sub>2</sub> eq)	2018	2019	2020	2021
<b>Total</b>	<b>494,89</b>	<b>910,28</b>	<b>1.224,31</b>	<b>1.593,57</b>
Italy	494,89	742,26	1.022,67	1.339,66
France	N/A	168,02	201,64	253,91
Spain	N/A	N/A	N/A	0

This content refers to GRI 305-1 disclosure item a of GRI 305: Emissions 2016

Table 41

GRI 305-2: GHG emissions (Scope 2) by country (according to Market-based and Location-based methodologies).

Indirect Emissions - Scope 2 (t CO <sub>2</sub> eq)	2018		2019		2020		2021	
	Market- based	Location- based	Market- based	Location- based	Market- based	Location- based	Market- based	Location- based
<b>Total</b>	<b>66,66</b>	<b>41,32</b>	<b>86,02</b>	<b>54,08</b>	<b>99,33</b>	<b>62,20</b>	<b>140,51</b>	<b>87,79</b>
Italy	66,66	41,32	84,42	52,32	97,41	60,37	138,40	85,78
France	N/A	N/A	1,60	1,76	1,92	1,83	2,11	2,01
Spain	N/A	N/A	N/A	N/A	N/A	N/A	0	0

This content refers to GRI 305-2 disclosure item a of GRI 305: Emissions 2016

Table 42

GRI 305-4: Intensity of GHG emissions.

Type of GHG Emission	Unit	Carbon intensity index			
		2018	2019	2020	2021
<b>Scope 1</b>	t CO <sub>2</sub> eq/Euro	18,89	21,80	26,52	18,18
<b>Scope 2 - Market based</b>	t CO <sub>2</sub> eq/Euro	2,54	3,28	3,79	5,36
<b>Scope 2 - Location based</b>	t CO <sub>2</sub> eq/Euro	1,58	2,06	2,37	3,35

This content refers to the GRI 305-4 disclosure of GRI 305: Emissions 2016

## 7.3 Description of material issues

Material issue	Description
Wellness, health, and safety at work	Promotion of working conditions that ensure full respect for the right to health and protection of the physical and psychological integrity of workers, through management systems that enable the prevention of occupational injuries and accidents and occupational diseases. Investment in infrastructure endowments and the dissemination of a safety culture.
Training and development of human capital	Increasingly extensive training, development, consolidation, and skills transfer activities to ensure a continuous process of human capital enhancement and growth.
Compliance, business ethics and transparency	Set up adequate internal control safeguards and conduct all business activities with transparency, integrity, and honesty, promoting the principles of ethics at all levels of the organization and building relationships of trust with its stakeholders through constant and effective dialogue. Conduct activities in compliance with applicable regulations and in accordance with the highest standards aimed at preventing acts of corruption, money laundering and competitive behavior. Also ensure a responsible approach to fiscal strategy.
Respect for human rights	Ensure the protection of human rights in concrete ways inside, outside and throughout the Company's value chain, consolidating a corporate culture opposed to all forms of violence and discrimination to safeguard the dignity and freedom of individuals.
Talent attraction	Activities to search for, recruit, and retain in a cyclical and continuous manner candidates with skills, abilities, and ideas that are not yet useful to the company but could be in the future.
Waste Management	Ensure proper waste management aimed at environmental protection, paying special attention to the management of hazardous and non-hazardous waste from renovation, maintenance, and sanitation activities.
Innovation, products and services	Taking advantage of the opportunities offered by the regulatory and economic environment to propose tailored solutions to its customers aimed at energy efficiency, building renovation, and reducing environmental impacts. Innovation as an enabler of EA's success by developing a product and service offering with a low environmental impact compared to commonly adopted practices in the building and sanitation industry.
Diversity, gender equality, inclusion, and equal opportunity	Promote a global, diverse, and inclusive culture. Ensure the protection of the rights of all employees, condemning any form of discrimination based on age, nationality, ethnicity, gender expression, religious belief or any other characteristic protected by law, regulation, or ordinance. Valuing diversity, promoting gender equality, and fostering inclusive dynamics and ensuring equal opportunities in career paths for all employees.
Environmental impacts	Monitoring of environmental impacts generated and development of plans to reduce them for particularly significant areas in terms of impact (LCA, carbon footprint...).
Sicurezza informatica e protezione dei dati	Manage information security with reference to potential cyber-attacks (including <u>in light of</u> the continued increase in the use of IT tools following the COVID-19 pandemic). Ensure the protection of the company's information assets and guard the privacy of customers and third parties from unauthorized or accidental changes, loss, and unauthorized disclosure.
Energy transition and climate change	Promote climate change mitigation strategies to reduce greenhouse gases and environmental impact. Develop energy efficiency initiatives at the Company's facilities and sites. Promote more sustainable business conduct through the use and production of energy from renewable sources.
Sustainable mobility	Implementation of policies and projects to encourage the use of more sustainable means and mobility solutions for the movement of people and commodities along the value chain.









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