

SUSTAINABILITY PLAN 2023-2027

Milan, July 2023



Sustainability Plan 2023-2027

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Context:

THE PROCESS OF DEFINING THE SUSTAINABILITY PLAN

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Sustainability Plan 2023-2027

THE axITEa PATH

Axitea, in order to strengthen its commitment to sustainability on a robust and structured path, has decided to launch a project in 2023 aimed at defining a Sustainability Plan.

The **Plan identifies concrete** short- to medium-term **actions** concerning the main sustainability issues relevant to the Company.

The Plan focuses on **five strategic priorities**:

PROTECTION and
WELL-BEING
OF EMPLOYEES

DEVELOPMENT
OF THE
RELATIONSHIP
WITH THE
TERRITORY

environmental
PROTECTION and
energy
TRANSITION

CIRCULAR
ECONOMY

INTEGRATING
SUSTAINABILITY
INTO THE
GOVERNANCE
MODEL

THE AXITEA PATH

For each of the strategic issues listed in the previous slide, actions have been identified to achieve concrete targets: the aim is to maximise positive impacts and minimise negative ones, while also meeting stakeholders' priorities and expectations. The UN Sustainable Development Goals (SDGs) were taken into consideration when defining the main strategic drivers.

Lastly, in preparing the Plan, consideration was given to the provisions of the **Strategic Plan** to show the integration of sustainability into Axitea's core business.

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THE axitea PATH

With the sustainability planning process, Axitea aims to achieve a number of benefits, including:



**INTEGRATION
OF SUSTAINABILITY
IN THE BUSINESS
STRATEGY**



**IDENTIFYING RISKS
and
OPPORTUNITIES in
ESG ISSUES**



**PLANNING
and
DEVELOPMENT OF
ESG INITIATIVES**



**IMPROVEMENT
OF ESG RATINGS**

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PROJECT PHASES

The process of defining the plan provided for the involvement of an internal cross-functional working group and the following main activities:



- Analysis of the internal context and mapping of existing activities, through interviews with internal functions and analysis of information requests from key stakeholders;



- Analysis of the external context and benchmark analysis on main peers and competitors;



- Definition of the high-level sustainability pillars and underlying macro-objectives, to which more operational objectives were attached with related initiatives, KPIs for monitoring and targets to be achieved in the short to medium term.

The next slides show the breakdown of the different elements of the plan, including the set targets.

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PILLARS AND RELATED SDGS

Pillars

People at the heart of our philosophy

Attention to the environment

Sustainable governance as a management model

Macro objectives

- Protecting the health, inclusion and well-being of employees
- Developing the relationship with the territory

- Promoting environmental protection and the development of the energy transition
- Improving circular economy systems

- Integrating sustainability into the corporate governance model

SDGS

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



17 PARTNERSHIPS FOR THE GOALS



7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



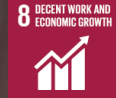
Pillar 1:

PEOPLE AT THE HEART OF OUR PHILOSOPHY

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PILLAR 1: PEOPLE AT THE HEART OF OUR PHILOSOPHY (1/5)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
People at the heart of our philosophy	Protecting the health, inclusion and well-being of employees	 8 DECENT WORK AND ECONOMIC GROWTH	Promoting career opportunities by ensuring the professional and personal development of employees	Have a dedicated platform for the management of the performance management process	Dedicated platform for performance management process management	NA	2023
				Implement an annual performance appraisal for all employees via the implemented digital platform	Cover 20% of the population (2024) Increase by 10% (2025-27)	Number of people evaluated in relation to the total population	2024-2027
				Integrate the performance management procedure by also identifying the training needs of resources	Integration of performance management procedure	NA	2024
				Filling identified training gaps with specific training	Delivery of at least 500 hours of specialised training	Number of specific training hours provided with an indication of those planned to fill any identified training gaps	2025-2027

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PILLAR 1: PEOPLE AT THE HEART OF OUR PHILOSOPHY (2/5)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
People at the heart of our philosophy	Protecting the health, inclusion and well-being of employees	 8 DECENT WORK AND ECONOMIC GROWTH	Improving diversity management including the issue of gender equality	Set up a system for monitoring and mapping pay by gender	Definition of a pay monitoring and mapping system	Average unadjusted gender pay gap	2024
				Define an action plan to close identified pay gaps to ensure equal remuneration for employees regardless of gender	5% reduction of the pay gap (per year)	NA	2025-2027
			Improving occupational injury rates through awareness-raising and training activities	Adopt a procedure for reporting and monitoring near misses	Adoption of a procedure for reporting and monitoring near misses	NA	2024



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PILLAR 1: PEOPLE AT THE HEART OF OUR PHILOSOPHY (3/5)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
People at the heart of our philosophy	Protecting the health, inclusion and well-being of employees	 8 DECENT WORK AND ECONOMIC GROWTH	Increasing employee well-being	Renew the possibility of working remotely for employees for whom this is foreseen (currently active until 31/08)	Remote work contract renewal (1 September 2023)	NA	2023
	Developing the relationship with the territory	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Promoting relations with local institutions	Organise workshops or lectures on cybersecurity for young students, geared towards facilitating their entry into the labour market	Organisation of 16 hours of workshops / classroom lessons	Number of workshops / classroom lessons organised	2024-2027
		 17 PARTNERSHIPS FOR THE GOALS	Integrating ESG criteria into the supplier qualification and selection process, ensuring transparency along the supply chain	Drafting the sustainable procurement policy and supplier code of conduct	Drafting of the sustainable procurement policy and supplier code of conduct	NA	2023

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PILLAR 1: PEOPLE AT THE HEART OF OUR PHILOSOPHY (4/5)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
People at the heart of our philosophy	Developing the relationship with the territory	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Integrating ESG criteria into the supplier qualification and selection process, ensuring transparency along the supply chain	Introduce the acknowledgement and acceptance of the supplier code of conduct in the supplier portal	At least 90% of recurring suppliers who have accepted the supplier code of conduct 95% in 2025 98% in 2026	Number of recurring suppliers who have accepted the supplier code of conduct / out of the total number of recurring suppliers	2024-2026
				Integrate/define sustainable procurement objectives for procurement employees in relation to the performance appraisal phase	Increasing by 25% (per year) the number of employees in the procurement department evaluated according to ESG criteria	Employees in the procurement area subject to ESG performance review	2024-2027
		 17 PARTNERSHIPS FOR THE GOALS	Supporting the local supply chain	Increase the provision of services by local suppliers in relation to specific product categories	Increasing the budget for local suppliers (at regional level) by 15% (per year) for the relevant product categories	% of budget directed to local suppliers (at regional level) for the product categories considered	2024-2027

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PILLAR 1: PEOPLE AT THE HEART OF OUR PHILOSOPHY (5/5)



Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
People at the heart of our philosophy	Developing the relationship with the territory	 	Increasing the sense of social responsibility	Carry out corporate volunteering initiatives that involve employees in specific initiatives, ensuring that they are paid for the days/hours they devote	Involvement of at least 1 location (2 in 2025, 3 in 2026, 4 in 2027). Allocation of 10 days to organisational activities and 4 hours to volunteer activities.	- Number of locations involved in the initiatives; - hours devoted to volunteer activities	2024-2027

Pillar 2:
ATTENTION TO THE ENVIRONMENT

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PILLAR 2: ATTENTION TO THE ENVIRONMENT (1/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Promoting environmental protection and the development of the energy transition	 	Monitoring its own Scope 1 and 2 CO2 equivalent emissions	Conduct a GHG inventory of Scope 1 and 2 emissions (according to GHG Protocol guidelines)	Establishment of a GHG Scope 1 and Scope 2 emissions inventory	<ul style="list-style-type: none"> - Mapping of Scope 1, 2 emissions; - Preparation of an emissions reduction roadmap 	2024
			Reducing GHG emissions	Conduct an infrastructure feasibility analysis for the electrification of the fleet	Completion of feasibility analysis for all locations	<ul style="list-style-type: none"> - % of locations analysed; - % of locations deemed suitable 	2023
			Carry out infrastructure works in order to install wall-boxes/charging stations at suitable locations, also considering the rental of the charging stations	1 wall-box for 2 locations/year	<ul style="list-style-type: none"> - % of locations with adequate infrastructure for electrification of the fleet. - number of wall-boxes/charging stations installed; - number of locations where wall-boxes/charging stations have been installed 	2024-2027	



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PILLAR 2: ATTENTION TO THE ENVIRONMENT (2/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Promoting environmental protection and the development of the energy transition	 	Reducing GHG emissions	Define the fleet replacement plan	Definition of a replacement plan	NA	2023
				Progressively replace the company car fleet with hybrid and/or electric cars	10% increase (per year) of electric/hybrid cars introduced	- Number of company cars with endothermic engine replaced by electric/hybrid cars - % electrification of the fleet	2024-2027
				Define a plan for the supply of electricity from renewable sources	Definition of the plan for the supply of electricity from renewable sources	NA	2023




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PILLAR 2: ATTENTION TO THE ENVIRONMENT (3/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Promoting environmental protection and the development of the energy transition	 	Reducing GHG emissions	Purchase electricity from renewable sources with Guarantee of Origin (GO) certificates	Purchase of 100% renewable electricity	% renewable electricity purchased certified through GO	2024
				Replace lighting installations with LED lamps	Brescia Project (2023) 1 additional location per year (2024-2027)	- Number of locations where the lighting system was replaced - % reduction in energy consumption compared to baseline year	2023-2027
				Replace printers in all locations with energy-efficient printers	Complete replacement of all printers	- Number of locations where printers were replaced; - Savings in energy consumption and in economic terms.	2023



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PILLAR 2: ATTENTION TO THE ENVIRONMENT (4/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Promoting environmental protection and the development of the energy transition	 13 CLIMATE ACTION	Analysing and calculating emissions of Scope 3	Analyse the GHG Protocol categories for Scope 3 indirect emissions from the value chain in order to identify those applicable and most relevant to the Company	Mapping of GHG Protocol categories on Scope 3 indirect emissions	NA	2025
				Calculate Scope 3 emissions according to the applicability and relevance of the categories analysed and the data availability	Inventory of Scope 3 emissions	Calculation of Scope 3 emissions	2026
			Increasing the number of locations with a certified environmental management system	Obtain ISO 14064 standard certification for GHG emissions inventory	Obtaining of ISO 14064 certification	NA	2024


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PILLAR 2: ATTENTION TO THE ENVIRONMENT (5/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Promoting environmental protection and the development of the energy transition	 13 CLIMATE ACTION	Raising employee awareness of environmental issues	Introduce employee training courses aimed at raising awareness of climate risks and the responsible use of natural resources	At least 15% of employees involved (2024) 15% annual increase in the number of employees involved (2024-2027)	% of employees involved in the delivery of courses on environmental issues	2024-2027
			 7 AFFORDABLE AND CLEAN ENERGY	Reducing home-work-home emissions	Define a Mobility Plan for the Milan office, following the regulatory obligations arising from Leg. Decree 34/2020	Definition of the Mobility Plan	NA
		Implement actions in the Mobility Plan (e.g. carpooling, public transport passes)			Launching activities foreseen in the Mobility Plan (2024) Increased activities in the Plan (2024-2027)	Number of Plan Initiatives Implemented	2024-2027
		Provide a mobility plan for other locations even if they are not subject to regulatory obligations	1 main location/year	Number of locations for which a mobility plan has been foreseen	2024-2027		


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PILLAR 2: ATTENTION TO THE ENVIRONMENT (6/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Improving circular economy systems		Reducing the amount of plastic used in the office	Extend recyclable cups in food dispensers to all offices	1 location/year	Number of locations where vending machines are stocked with recyclable cups	2023-2027
			Reducing the volume of plastic used in packaging	Use packaging production machinery with air-cushion filling system	90% reduction of polystyrene in m3	No. of m3 of polystyrene reduced	2024
			Digitising administrative documentation, reducing the use of paper	Digitisation of RITs (technical intervention reports) and shipping notes	Digitising RITs and shipping notes	NA	2024

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PILLAR 2: ATTENTION TO THE ENVIRONMENT (7/7)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Attention to the environment	Improving circular economy systems		Reducing the use of printer paper	Optimise the number of prints per day/month through an awareness campaign to limit the number of prints	5% decrease (per year)	Number of prints saved compared to baseline year	2023-2027
			Reusing and upgrading technological equipment in a circular perspective	Define a policy for the remanufacturing of staff technological equipment	Remanufacturing at least 10% (per year) of technological equipment that has been obsolete for more than 3 years	Number of remanufactured obsolete technological devices	2024-2027




Pillar 3:

SUSTAINABLE GOVERNANCE AS A MANAGEMENT MODEL

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Sustainability Plan 2023-2027

PILLAR 3: SUSTAINABLE GOVERNANCE AS A MANAGEMENT MODEL (1/3)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Sustainable governance as a management model	Integrating sustainability into the corporate governance model	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Strengthening the corruption prevention system	Obtain certification according to the ISO 37001 standard, which sets out the requirements for an Anti-Corruption Management System	Obtaining ISO 37001 certification (covering all company locations)	NA	2023
				Deliver specific training in relation to anti-corruption	100% of top management (2023) 100% of SG&A personnel (2024)	% personnel participating in the training course, successfully tested	2023-2024
			Establishing a whistleblowing procedure in accordance with Leg. Decree 24/2023	Formalise a whistleblowing procedure applicable to all locations and available to all personnel, also in the light of recent legislative changes in this area	Establishing a whistleblowing procedure	NA	2023




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PILLAR 3: SUSTAINABLE GOVERNANCE AS A MANAGEMENT MODEL (2/3)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Sustainable governance as a management model	Integrating sustainability into the corporate governance model		Strengthening the controls in place and the principles of conduct to be adopted to prevent the commission of the offences regulated by Legislative Decree 231/01.	Update Model 231 and Code of Ethics	Updated Model 231 and Code of Ethics	NA	2023
				Deliver specific training in relation to the updated Model 231 and Code of Ethics	At least 90% of staff	% SG&A personnel participating in training course who passed the test	2023
			Equipping the company with a non-financial reporting system	Draft the Sustainability Report 2023 aligned with GRI Standards	Preparing the Sustainability Report 2023	NA	2024

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PILLAR 3: SUSTAINABLE GOVERNANCE AS A MANAGEMENT MODEL (3/3)

Pillars	Macro objectives	SDGs	Operational Objectives	Initiatives	Targets	KPIs	Period
Sustainable governance as a management model	Integrating sustainability into the corporate governance model	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Anticipating CSRD regulatory requirements	Carry out a gap analysis between the Sustainability Report 2023 and the CSRD requirements	Analysis of gap regarding CSRD requirements	NA	2024
			Ensuring data integrity and the requirements of Regulation 2016/679 - GDPR	Deliver specific training on cybersecurity issues	50% (per year) of staff (SG&A + Technicians)	% personnel participating in the training course, successfully tested	2023-2024
				Deliver specific training in relation to privacy issues	100% of top management + 100% of operational staff (supervision) (2023) 100% of SG&A personnel (2024)	% personnel participating in the training course, successfully tested	2023-2024

