



ESG Report 2022



Signatory of:



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Letter to Stakeholders

Dear Stakeholders,

the publication of this third voluntary ESG report is a source of pride for us for the results achieved and for reflection on this year's work.

For Progressio, 2022 was a year of development of the companies in its portfolio and consolidation of the ESG commitments set. It was our first year as a Benefit Corporation and a signatory to the PRI, changes that encouraged us to make environmental, social and governance ("ESG") commitments increasingly central to our investment strategy.

We have acquired the legal status of Benefit Corporation with the aim of carrying out the company's activities pursuing specific purposes of common benefit, aimed at promoting the growth and well-being of our workers, integrating ESG factors into investment strategies and developing a continuous and transparent dialogue with investors.

In addition, we have embarked on a medium-term path aimed at progressively integrating climate and environmental risk assessments related to the target companies subject to investment into our investment processes.

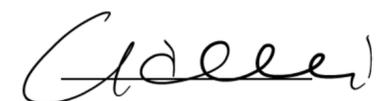
At Progressio, we believe that for the development of a more flourishing, resilient, and inclusive economy, it is essential that companies take on a role as leaders of change through the adoption of new ways of doing business, which can generate and share value.

We are convinced that finance is a powerful catalyst for the growth of companies and, if used to support virtuous (or potentially virtuous) businesses in managing their impacts on the environment and people, it could become one of the main drivers of the transition to an increasingly sustainable economic system.

As in the previous version of the ESG Report, the document aims at giving a comprehensive representation of the sustainability results achieved by the SGR and the portfolio as a whole, while also offering the reader the opportunity to delve into the management methods and performance of individual portfolio companies.

Have a good reading,

Filippo Gaggini
Managing Partner



HIGHLIGHTS

Progressio

19.071

kWh of electricity consumed

29,4

ton.CO_{2eq} Greenhouse gas emissions generated (S1 + S2 location based + S3 business travel)

3.112

m³ of natural gas consumed

71%

of the team is aged between 26 and 50 years old

25 h

average hours of training per employee

High

employee satisfaction (93% of employees satisfied or very satisfied)

66,7%

of suppliers are local (Lombardia region)

15.000 €

donated in support of charitable initiatives

B-Corp

Certification from 2021, Benefit company from 2022

Portafoglio

15.525.210

kWh of electricity consumed from renewable sources

32.391

ton.CO_{2eq} GHG emissions generated by the portfolio (S1 + S2 market based)

44,4 h

average hours of training per employee

40%

of women over total employees

10,4

rate of recordable work-related injuries (employees)

79%

of Italian suppliers

50%

of the companies have an organizational model inspired by or compliant with the 231/2001

1

BCorp portfolio company

2

Benefit companies

1 PROGRESSIO SGR

— Who we are

1.1 Story

Progressio SGR S.p.A. (below “Progressio” or “SGR” or “company”) is an independent company completely held by the management team, which manages the private equity funds focused on Italian SMEs.

Progressio invests in companies operating in the sectors of Italian excellence (Lifestyle, Food & Beverage, Healthcare, Digital and Industrial with a particular focus on Mechanics), with the aim of stimulating and implementing industrial growth projects aimed at supporting the entrepreneurial and industrial fabric of our country, striving to achieve financial returns for its investors while guaranteeing sustainable development.

For this purpose, the SGR – beside benefiting from the strong experience of its management team and the established and long-standing presence on the private investment market - adopts a proactive approach oriented towards the management of companies and value creation, characterized by a marked industrial footprint and has adopted a responsible investment process. The Company, indeed, aims to transform the target companies in which it invests into leading players in their respective sectors, implementing strategic plans geared towards sustainability and the creation of shared value towards all stakeholders.

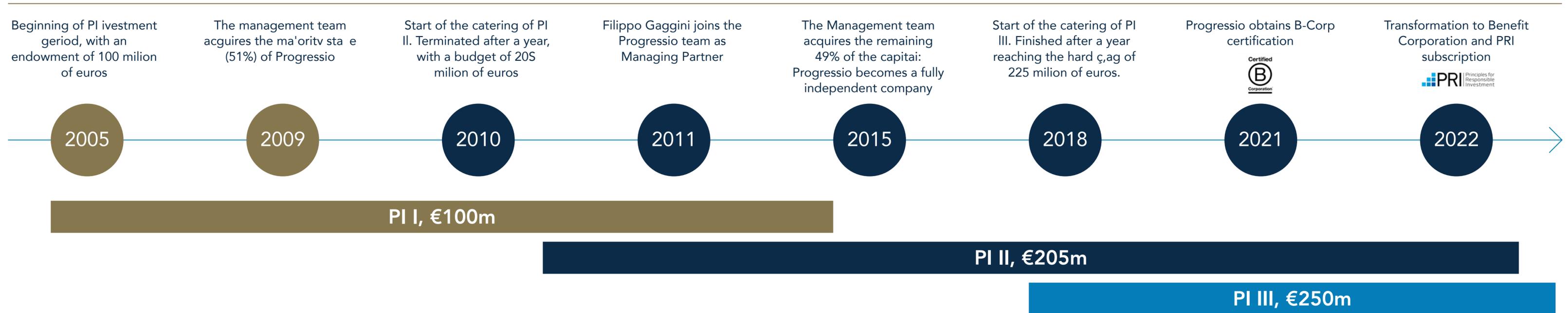
From the beginning to the end of the 2022 fiscal year, Progressio managed three institutional funds:

- “Progressio Investimenti” (“PI”, fully liquidated, worth 100 million euros),
- “Progressio Investimenti II” (“PI II”, under management, of the value of 205 million euros),
- “Progressio Investimenti III” (“PI III”, under management, of the value of 250 million euros).

As of December 31st, 2022, Progressio manages PI II and PI III (for a total capital of €455 million), with 8 companies still in the portfolio.

In 2021 the Company obtained **B-Corp certification**, becoming part of a global movement of companies that meet high environmental and social standards.

Furthermore, in 2022 the Company acquired the legal status of a **Benefit Corporation**, committing itself to carry out its activities pursuing specific purposes of common benefit, described in chapter 2, and adhered to the **Principles for Responsible Investment** (“PRI”) launched by the United Nations.



— Our Team, guided by the values of trust, transparency and sharing of opinions, works every day with dynamism and determination to pursue our mission.

MANAGEMENT TEAM



Filippo Gaggini
Managing Partner



Angelo Piero la Runa
Senior Partner



Nino Mascellaro
Senior Partner



Alessandro Petraccia
Senior Partner



Massimo Dan
Partner



Beatrice Capretti
Partner IR
& ESG Strategy
(Responsabile ESG)



Mauro Ballabio
Operating Partner



Giovanni Vettore
Investment Manager



Simone Asanelli
Investment Manager



Giovanni Pesce
Investment Manager



Eleonora Giacometti
Analyst



Nicola Carbone
CFO



Cristina Bonnaccorsi
Administration

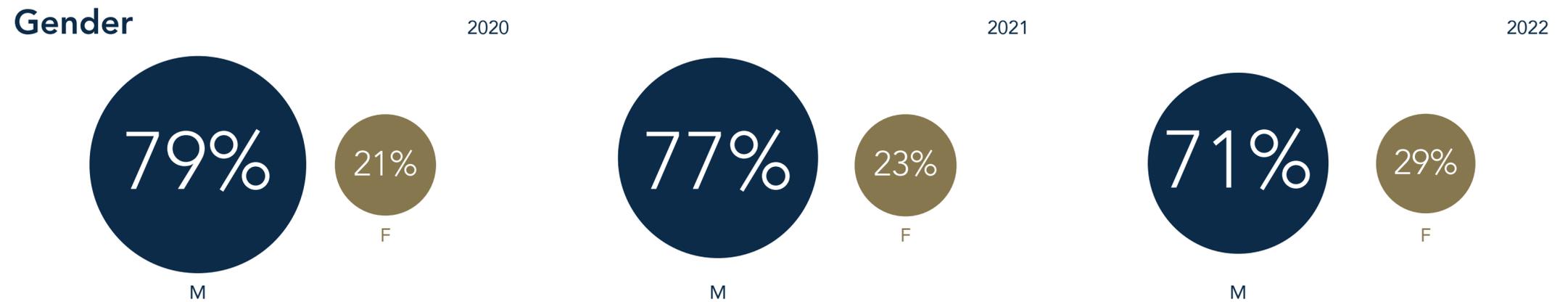
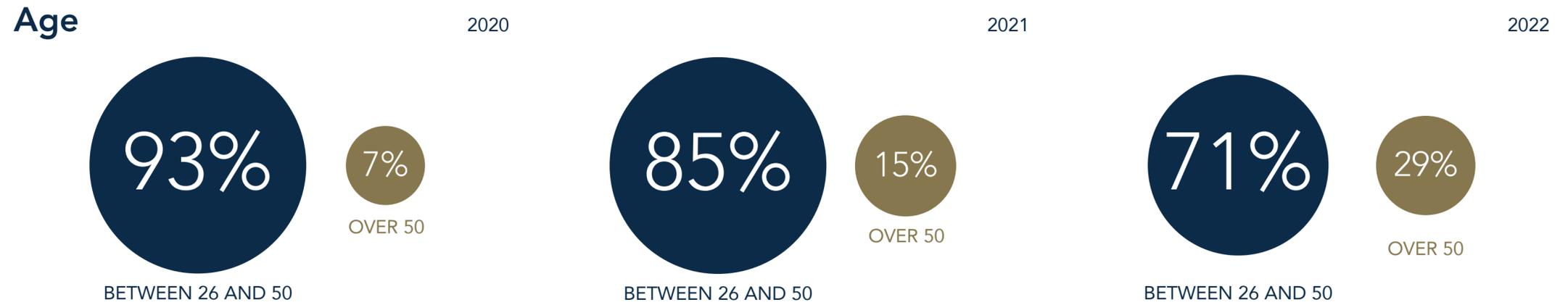


Francesca Guardamagna
Support / Back office

The Team and the Board of Directors

The success of Progressio is based on a highly skilled and cohesive **team of professionals** with complementary competencies acquired through years of experience in private equity, consulting, and investment banking, driven by a group of expert partners Proven in over 10 years of activity together and consolidated experience. With a dynamic and inclusive culture, Progressio strongly believes in trust, transparency, and open communication among all team components.

Team. As of December 31st, 2021, the Progressio team consists of 14 people with a full-time contract, 13 employees in addition to the Managing Partner. There are 10 men and 4 women, predominantly aged between 26 and 50 (71% of the team).



	TRA 26 E 50			OVER 50		
	2020	2021	2022	2020	2021	2022
Chief Executive Officer	0	0	0	1	1	1
Directors	6	4	4	0	1	2
Middle managers	3	2	2	0	0	0
Office workers	4	5	4	0	0	1

The Team and the Board of Directors

Board of Directors

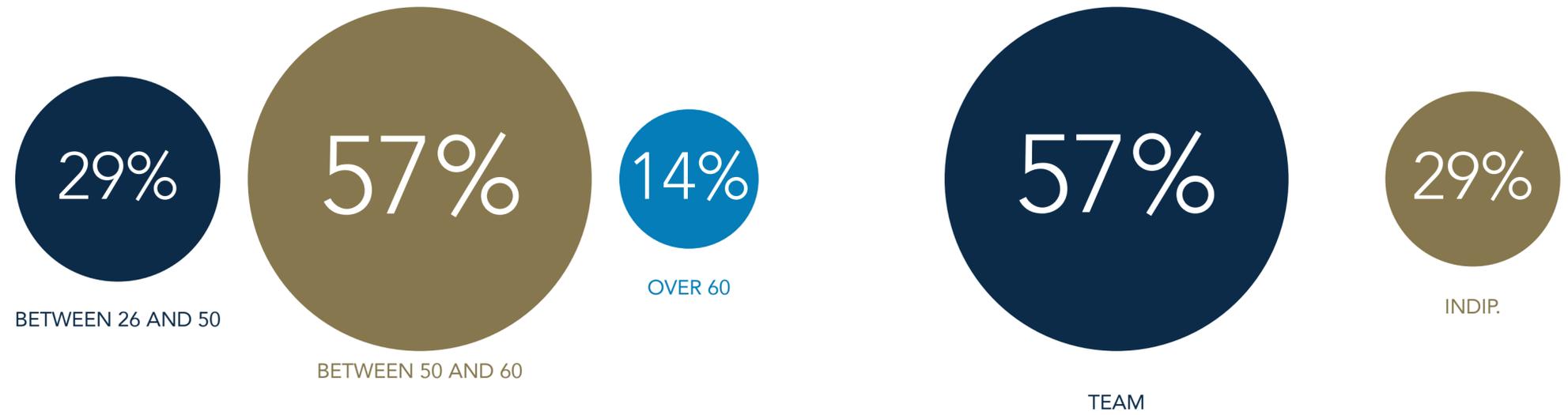
In the 2022 reporting year the Board of Directors consists of 7 members, of which 5 men are represented by the company's partners and team members, while 2 women are independent directors.

Sustainability Team

The Sustainability Team, composed of the Head of ESG supported by the Chief Financial Officer, reports to Progressio's Board of Directors and is responsible for promoting and driving the company's sustainability strategy. The Sustainability Team is also responsible for the implementation and supervision of the Responsible Investment Policy (RI) as well as for the collection and analysis of information on sustainability factors relevant for Progressio. Finally, it collaborates with the investment team in selecting new investment opportunities, the appropriate implementation of the RI Policy in the portfolio companies, and in assessing and monitoring ESG risks and opportunities in the target companies, during all phases of the investment. The Sustainability Team also cooperates with external specialized consultants in carrying out his activities.

Age

Independence



The Team and the Board of Directors

Key features of our management team:

Competence and experience

The management team, with a background predominantly focused on investment or corporate financing, boasts a successful track record in the finalization of complex operations and add-ons for the portfolio companies. The figure of the Operating Partner contributes to increasing the skills and competencies of the team for the benefit of the portfolio companies and their development plans.

Dynamic and creative approach

Progressio has a proactive, creative and collaborative approach where all team members are encouraged to express their ideas and discuss and share their opinions.

Commitment, Cohesion, Passion, and Motivation

Team members are driven by motivation and passion to achieve common goals and at the same time share a set of values such as trust, respect, the strength of teamwork and loyalty to others. Each member of the investment team - in a perspective of total alignment of interests aimed at stimulating and supporting the total involvement of people - is incentivized (through a carried interest) and oriented towards the creation of value for investors

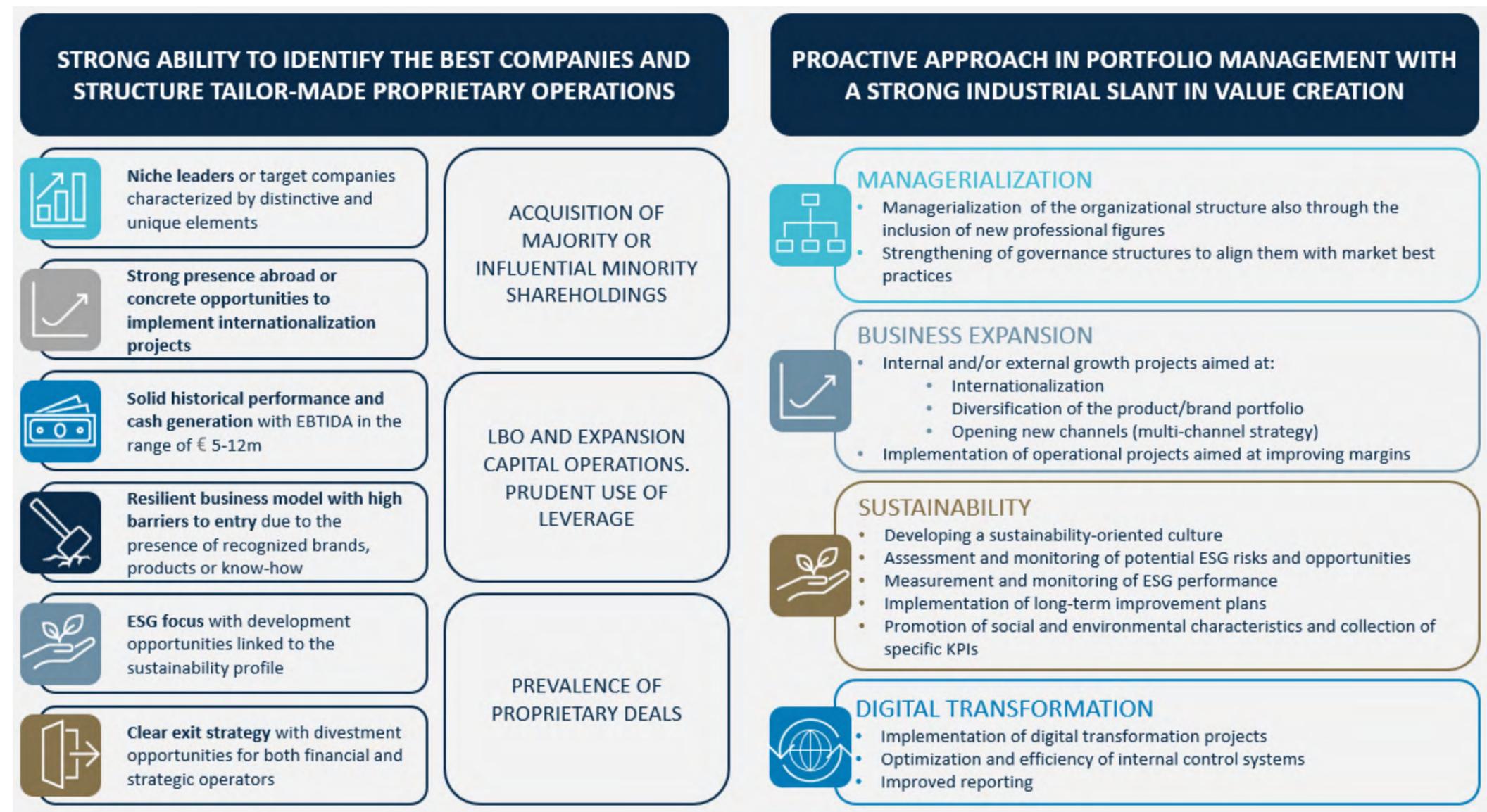
Efficiency and Flexibility

Progressio, also thanks to its cohesive and experienced team, is structured in such a way as to be able to optimize the mix of competences of the team members on each operation and quickly reallocate resources according to the different needs.

The Investment Strategy

Progressio invests in middle-sized companies operating in the sectors of Italian excellence, with leadership positions in their respective fields of relevance. The target companies stand out for their unique approach to the market, the potential to become key players in their respective sectors through organic growth projects and acquisitions, and their ability to generate a positive socio-economic impact in the communities in which they operate. Progressio invests both by acquiring majority and influencing minority shareholdings, as to say capable to guarantee coherent rights with those foreseen in majority operations.

To support the implementation of this strategy, over the years the SGR has developed a business model with a strong “industrial” slant thanks to the close collaboration (from the analysis phases to then move on to investment management) with sector managers of high standing. In addition, Progressio promotes a strategy for creating value on the portfolio based on operating leverage and concerning: (i) managerialization processes and talent growth; (ii) business development and expansion projects; (iii) activities aimed at improving the sustainability profile of the companies in the portfolio and (iv) digitalization processes.



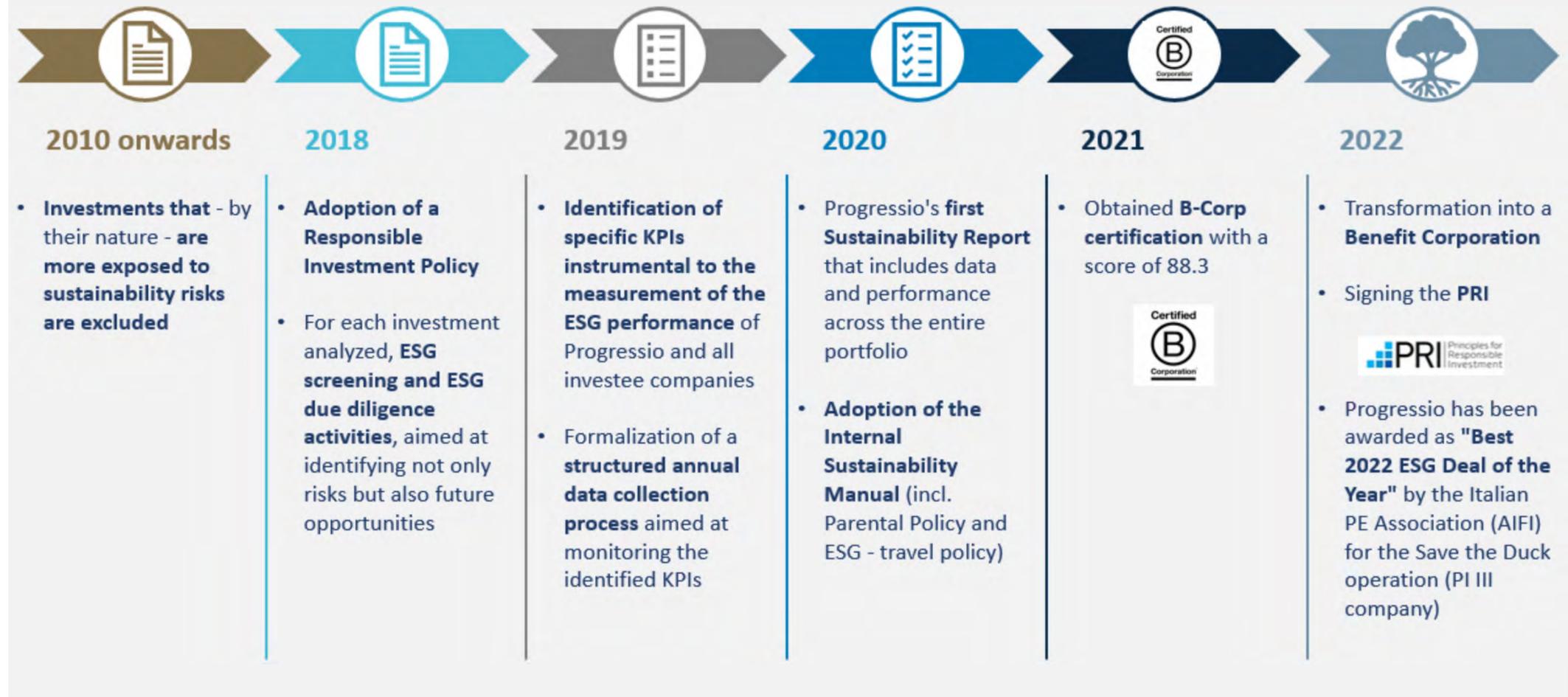
2 Our Commitment to sustainable progress

We firmly believe that to create value for our stakeholders, it is essential to achieve financial objectives while ensuring the utmost respect for the rights and dignity of people and the environment in which we live. We believe that it is only through responsible business management and careful assessment of ESG risks and opportunities that today's companies will be able to compete successfully and create long-term value.

2 Our Commitment to sustainable progress

Progressio strongly believes in the role and responsibility of business as a driver for a change in the cultural, social, and economic paradigms in which we live. For this reason, it shares the founding principles of “for-benefit enterprises” and is firmly convinced that in order to create value for our stakeholders, it is essential to achieve financial objectives while ensuring the promotion and development of sustainable business models. This conviction took shape in the adoption, year after year, of policies and practices aimed at greater integration of environmental, social and governance (ESG) criteria in its investment strategy as well as in its operational and decision-making processes.

From a risk management and compliance prespective to a value-oriented approach



Progressio's sustainability pathway

As early as 2010 Progressio excluded the possibility of investing in sectors that are, by their nature, more exposed to sustainability risks. Subsequently the SGR has equipped itself with processes and procedures aimed at managing certain categories of sustainability risks, adopting a structured and punctual sustainability strategy.

Responsible Investment Policy (RI Policy)

Progressio began incorporating ESG factors into its decision-making and organizational processes in 2018 with the adoption of a Responsible Investment Policy ("RI Policy").

Therefore, in the analysis and selection, holding and exit phases of an investment, Progressio is also committed to considering environmental, social and governance aspects.

The Policy expresses Progressio's commitment to defining a responsible investment strategy, which aims to generate financial returns and, at the same time, ensure sustainable development. The RI Policy, which is currently being updated, reflects the commitments made by Progressio in pursuing the purposes of common benefit and the principles of responsible investment, taking into consideration certain areas of commitment of an environmental, social and governance nature in all phases of analysis, holding and exit of the investment.

These include at a minimum:

Environmental commitment:

- Fight the climate change
- Water Management

Social commitment:

- Promotion of health and safety at work
- Respect of diversity and promotion of equal opportunities
- Respect for human and workers' rights

Governance commitment:

- Business ethics and integrity
- Transparency.

Following the adoption of the first RI Policy, the SGR formalised the data collection process for monitoring its ESG performance and the performance of the companies in its portfolio, defining a series of indicators based on the criteria identified in the Responsible Investment Policy still monitored. From a governance point of view, Progressio has specific roles and responsibilities articulated through a dedicated structure, the Sustainability Team, responsible for promoting and defining the Company's sustainability strategy and its implementation and supervision. In particular, the Sustainability Team – which reports directly to the Board of Directors – is composed of the Head of ESG supported by the Chief Financial Officer and is responsible, inter alia, for the implementation of the RI Policy and for the coordination and supervision of the Company's activities and resources affected by the application of the same policy, as well as for monitoring the ESG performance of the portfolio companies and reporting activities.

Conflicts of Interest Policy

Progressio has a specific Conflict of Interest Policy oriented towards a strong management of conflict of interest, identifying the main pillars of the SGR's behaviour aimed at identifying, avoiding and managing conflicts of interest that could negatively affect the interests of the managed funds and/or of the participants in them. In this way, within the policy, the SGR identifies the actions and tools suitable to operate with fairness and transparency in the interest of the investors of the managed funds, refraining from behaviours that may harm the interests of one or more investors of the managed funds.

1. For further information, please refer to the following link:
http://www.progressiosgr.it/wp-content/uploads/2019/05/Progressio_RI-Policy.pdf

Progressio's sustainability pathway

The Internal Sustainability Handbook

Progressio adopted the **Internal Sustainability Handbook** which represents a guideline aimed at regulating the management of environmental, social and governance aspects within the SGR both towards workers and external stakeholders. In particular, the manual defines and outlines - inter alia - the initiatives aimed at the professional development of workers and their well-being and involvement, the policies aimed at responsible management of the supply chain, the policies aimed at respecting and protecting the environment as well as the activities and initiatives to support the community.

The Internal Code of Conduct

Progressio has an **"Internal Code of Conduct"** which defines the internal rules of conduct for employees and the Company's procedures necessary to ensure efficient performance of company activities, in compliance with current regulations. Specifically, the Internal Code of Conduct constitutes operational support for the fulfilment of the requirement for the SGR, the members of the administrative and control bodies, the employees and collaborators of the SGR itself to establish internal behavioural rules to safeguard the rights of fund participants as well as the resources and procedures necessary to ensure the efficient performance of the services in compliance with the art. 35 decies of the TUF (Testo unico delle disposizioni in materia di intermediazione finanziaria).

European Regulation 2019/2088 ("Disclosure Regulation")

On March 10th, 2021, Progressio published on its website the disclosure pursuant to EU Regulation 2019/2088² on sustainability disclosure in the financial services industry (article 3), in which, the SGR specifies that it integrates the assessment of sustainability risks as defined by the Regulation into its investment process, emphasizing that there are processes and procedures aimed at analysing and managing certain categories of sustainability risks, both in the pre-investment

phase and in the post-acquisition phase³. To this end, Progressio's investment team works with portfolio companies to identify both potential sustainability risks and opportunities for improvement to be included in their strategic plan, encouraging them to monitor and evaluate their sustainability performance and potentially implement dedicated improvement plans, based on insights from their performance assessments.

Also in the framework of the EU Regulation 20019/2088, on 10th March 2021 Progressio published the disclosure relating to the transparency of remuneration policies with regard to the integration of sustainability risks (Article 5), in which it declares that it adopts prudent remuneration and incentive policies to ensure sound and efficient risk management and not to encourage the assumption of sustainability risks that are not consistent with the risk profiles and regulations of the funds it manages⁴.

On 19th December 2022, the disclosure of Article 4 was updated regarding the failure to consider the adverse effects of investment decisions on sustainability factors. Progressio declares that it uses a different methodology from PAI (Principle Adverse Impact) for the assessment of the external negative impacts of target companies. This strategy is then described in the disclosure⁵.

2. For more information, please refer to the following link: <http://www.progressiosgr.it/Regolamento-UE-2088>.

3. For more information, please refer to the following link: http://www.progressiosgr.it/wp-content/uploads/2022/12/PROGRESSIO_2021.03.10_Regolamento-UE-2088_Disclosure_ITA_ART-3_versione-1.pdf

4. For more information, please refer to the following link: http://www.progressiosgr.it/wp-content/uploads/2022/12/PROGRESSIO_2021.03.10_Regolamento-UE-2088_Disclosure_ITA_ART-5_versione-1.pdf

5. For more information, please refer to the following link: http://www.progressiosgr.it/wp-content/uploads/2022/12/PROGRESSIO_2022.12.29_Regolamento-UE-2088_Disclosure_ITA_ART-4_versione-2.pdf

Certificazione



Corporation

Progressio's sustainability pathway

B-Corp Certification

During 2020, the SGR embarked on the path to obtain **B-Corp certification**, which was completed in December 2021⁶. Progressio has joined the global movement of companies that comply with high environmental and social standards and that aim to promote new ways of doing business that create value for all stakeholders. At the same time, since 2020 Progressio has begun to measure its social and environmental performance through the B Impact Assessment, obtaining B Corp certification in 2021.



Total energy consumption per ore processed



- 88.3 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

GJ/hours worked	0,05	0,05	0,03
			OVERALL SCORE
Governance			11.3
Workers			31.6
Community			17.4
Environment			6.0
Customers			21.9

⁶ For more information, please refer to the following link: <https://www.bcorporation.net/en-us/find-a-b-corp/company/progressio-sgr/>

Progressio's sustainability pathway

Benefit Company

Since 2022, Progressio has acquired the legal status of “Benefit Company” (pursuant to Law No. 208/2015, Art. 1 par. 376-384), integrating to profit objectives, the purpose of creating a positive impact on both society and the environment. In this sense, the SGR, in carrying out its activities, also intends to pursue purposes of common benefit, operating in a responsible, sustainable and transparent way towards people, communities, territory, environment, and other stakeholders, and in particular:

- invest in the growth of its employees and collaborators through customized development plans, and promote an inclusive work environment focused on respect and autonomy of individuals, encouraging a healthy balance between the personal and professional spheres;
- consider environmental, social and governance (“ESG”) factors in the investment strategies of managed funds, promoting within their investee companies the adoption of business models capable of addressing current environmental and social challenges, contributing to the creation of shared value;
- Developing an ongoing and transparent dialogue with the investors of the managed funds and promoting the monitoring and measurement of the economic, social and environmental performance of the funds themselves and of the companies in which they hold an interest, in order to provide evidence of the positive impacts generated towards the environment, the community and all stakeholders.

As a Benefit Company, Progressio fulfils the provisions of no. 208 of 28/12/2015 by publishing an Impact Report aimed at reporting annually on the results achieved and the objectives set with respect to the purposes of common benefit.⁷

Principles for Responsible Investment (PRI)

In 2022 Progressio endorsed the **United Nations Principles for Responsible Investment (PRI)**, a set of principles developed by an international group of investors with the goal of encouraging the incorporation of ESG issues into investment practices⁸.

THE 6 PRINCIPLES FOR RESPONSIBLE INVESTMENT

The six principles of the PRI are:

- **Principle 1:** incorporate ESG issues into investment analysis and decision-making processes;
- **Principle 2:** be active owners and incorporate ESG issues into our ownership policies and practices;
- **Principle 3:** require adequate disclosure of ESG issues by the entities in which we invest;
- **Principle 4:** promote acceptance and implementation of the Principles within the investment industry;
- **Principle 5:** collaborate to enhance effectiveness in implementing the Principles;
- **Principle 6:** report on activities and progress towards implementing the Principles.

7. The impact report is available on the Progressio website, at the link: [Progressio_2023.03.29_Relazione-di-Impatto_2023.pdf](https://www.progressio.it/relazione-di-impatto-2023.pdf)

8. For more information, please refer to the following link: <https://www.unpri.org/>

ESG PARTNER



EY, global organization of professional services in management consulting, auditing, taxation, transaction, and training.



NATIVA, one of the founding companies of the movement in Europe, the first B Corp in Italy, and the Italian partner of B Lab. For over 20 years, through its research, innovation, and strategic consulting activities, Nativa has been accelerating the evolution of companies towards a sustainable and regenerative economic model.



TRIADI, Politecnico di Milano spin-off that works in close collaboration and synergy with the team of researchers of Tiresia, the Research Center of the School of Management of the Politecnico di Milano dedicated to the study of sustainability strategies and innovation, entrepreneurial and financial models for social impact



LEGANCE, independent Italian law firm that boasts a leading position among full service law firms in the Italian and European legal landscape

COLLABORATIONS



AIFI (Associazione Italiana Private Equity e Venture Capital), an association founded in 1986, with the purpose to promote and represent the Italian venture capital and private equity activity.



ELITE, the private market of the London Stock Exchange Group that links private companies with diverse capital sources to guide their growth. Progressio SGR and the Italian Stock Market (Borsa) collaborate for the promotion of the Elite service.

The ESG impact of the SGR

Consistent with the principles promoted during the investment selection and management process, Progressio is committed to implementing policies aimed at improving its ESG performance internally as well. Since 2020, Progressio has begun to measure its social and environmental performance both through the collection of specific KPIs, and – as part of the B Corp certification process – through the B Impact Assessment.

19.071

kWh of electricity consumed

29,4

ton.CO2eq Greenhouse gas emissions generated (S1 + S2 location based + S3 business travel)

3.112

m³ of natural gas consumed

25 h

average hours of training per employee

High

Employees' satisfaction (93% of employees satisfied or very satisfied)

71%

team between 26 and 50 years old

66,7%

of local suppliers (Lombardy region)

15.000 €

donated to support charitable initiatives

B-Corp

Certified since 2021, Benefit Corporation since 2022

— The motto passion for growth reflects a vision centered on the enhancement and respect for people, which encourages the continuous growth of its professionals

Valuing people

The achievement of Progressio's business objectives is based on the awareness of being able to count on a united, passionate, and ambitious team. The knowledge, experience, skills, and talent of employees are the fundamental key to the implementation of successful strategies, and the motto "passion for growth" reflects a vision centred on the enhancement and respect for people, which encourages the continuous growth of its professionals.

Progressio constantly invests in the training and professional development of its employees and contractors with the belief that this contributes to greater productivity and improved team satisfaction.

In particular, the SGR adopts a corporate training program aimed at the development of professional and personal skills, which contributes to the growth of both soft and hard skills during the stay in the company. This program provides two main types of training:

- **initial training**, aimed at providing each new employee with a series of notions and documents containing the main information about the SGR and the most relevant internal processes (e.g., the Internal Procedures Manual, the Internal Code of Conduct, the RI Policy, the Internal Sustainability Handbook, the Employee Handbook, etc.).
- **continuous training**, which is carried out during the entire period of employment within the company to increase the skills of the employees. Specifically, the tools that have proved to be most effective and therefore most used for this training are:

- the **Social learning**: learning methodology structured in moments of sharing, exchange, and teamwork to create a working environment in which to combine mutual knowledge and learn from one another;

- Learning programs focused on **specific skills or themes**: workshops/seminars on soft skills or specific subjects (e.g., tax, legal, financial, business, sustainability, etc.), participation in conferences, multidisciplinary courses (e.g., language courses, public speaking aptitude courses, etc.);

- the **ESG training**: specific training on sustainability issues and on the policies and procedures adopted by Progressio to enhance the culture of sustainability within the asset management company and in its portfolio companies.

During 2022, an average of **25 hours of training per capita** was provided, totalling **343 hours**. Out of these, about 31 were dedicated to training on ESG issues.

Progressio adopts an **employee performance evaluation program** consistent with the company's strategy, objectives, and values. The evaluation that each employee receives touches different aspects, and its type depends on the responsibilities and decision-making powers assigned to each within the SGR. Every year, after the evaluation, each employee receives feedback on the professional and personal skills demonstrated, as well as on the achievement of certain pre-set objectives, including objectives aimed at improving Progressio's environmental and social impact profile.

Valuing people

The SGR, in the belief that the wellbeing and satisfaction of people both in and out of the office, as well as strengthening the relationship of trust between the company and its employees and increasing motivation, is an essential prerequisite for achieving the company's strategic objectives, provides some **initiatives** and **corporate benefits** for the benefit of all employees:

- The implementation of a **Parental Policy**, that promotes parenthood by putting into practice initiatives aimed at supporting its employees' family;
- The adoption of the **agile working model**, to help to positively reconcile work performance and family and social life;
- The recognition of **additional benefits**, which may include, for instance: meal vouchers and ticket compliments, participation in corporate welfare programs, access to supplemental health care programs, and initiatives and activities related to behavioural health.

EMPLOYEES SATISFACTION

Progressio, at least once a year, carry out internal surveys to gather inputs for possible improvement of company practices and to monitor the level of engagement and satisfaction of the employees.

In 2022, the results (scored from 1 to 10) demonstrate a high satisfaction level in all areas, especially with reference to aspects related to leadership and strategy, which reached a score of 8.9 and social and environmental responsibility, which with a score of 9.0 was found to be the category characterized by the highest degree of satisfaction. Both aspects were also up compared to previous years.

Compared to the previous three years, satisfaction with the "your role" and "pay and benefits" categories also increased, by 0.2 and 0.5 points respectively.

Category	2020	2021	2022
General satisfaction	7,9	8,6	8,5
Leadership & strategy	8,2	8,5	8,9
Social & environmental responsibility	8,3	8,6	9,0
Your role	8,2	8,1	8,3
Company culture	8,6	9,0	8,7
Team involvement	8,6	8,7	8,3
Training, education and career	7,6	8,3	8,3
Pay & benefits	7,8	7,7	8,2

Valuing people

PARENTAL POLICY

To promote parenthood, Progressio has adopted a Parental Policy that provides a supplement to the INPS treatment for its employees to guarantee 100% of their salary during the 5 months of compulsory parental leave. In addition, there is the possibility - within the first 14 months of the child's life, following the period of compulsory parental leave - to resort to agile work or a reduction in working hours (30 hours per week), while continuing to receive full salary. Also, during the pregnancy period, again with a goal of protecting the health of its female workers, Progressio has provided for a series of initiatives such as reducing travel and transfers, the possibility of greater use of agile work and special paid leave for medical examinations. Finally, special paid leave is granted for the need to accompany each of their children, up to the age of 14, to specialist medical examinations.

SMART WORKING

Progressio favorably welcomes the smart working model, as it is convinced that it not only helps to positively reconcile work performance and family and social life, also bringing advantage in terms of costs and time saved but also positively affects the individual's ability to organize their own time and their respect for deadlines and autonomy in work management. In particular, the smart working model (in situations other than particular market contingencies that impose or promote its adoption, as happened as a result of the Covid-19 pandemic) can be adopted by each employee - compatibly with the duties performed and provided that they do not compromise the regular and ordinary performance of the company's activities - up to a maximum of 40 hours per month, in compliance with the provisions of the law and company policies.

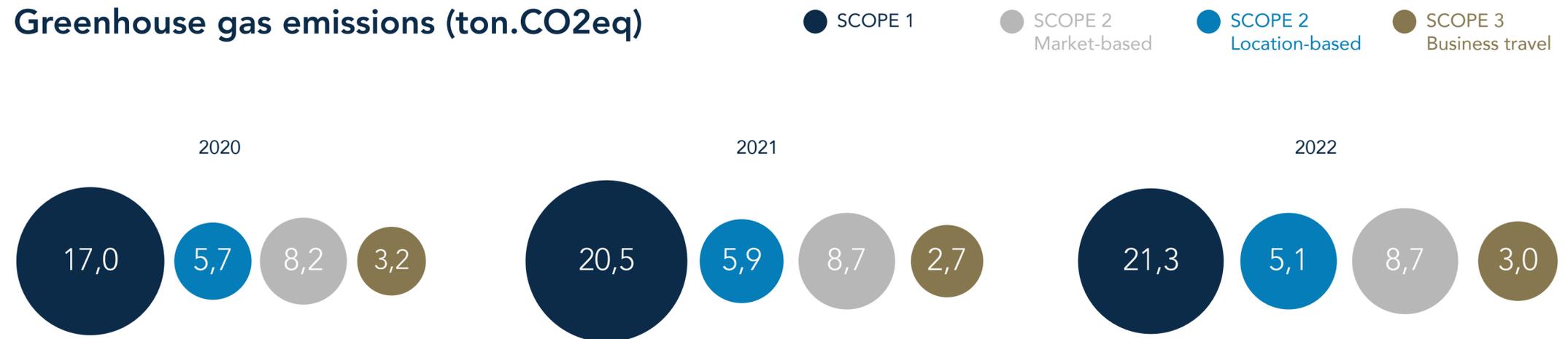
Our daily commitment to environmental protection

Progressio's employees work every day respecting their surrounding environment, guided by precise values based on integrity, transparency, coherence, and responsibility, aware that every virtuous action and behaviour contributes to a better future for the next generations.

In 2022 Progressio recorded an **electricity consumption** of 19,071 kWh and a **gasoline and diesel consumption** of 2,414 litres and 3,250 litres, respectively. Heating the SGR offices required the consumption of 3,112 m³ of **natural gas**. Progressio's **total energy consumption** amounted to 377.5 GJ, a slight increase compared to 2021 (370.6 GJ) due to an increase in petrol consumption for company cars, partly offset by a lower use of diesel.

Regarding **GHG emissions**, 21.31 tonCO₂eq was recorded in terms of **Scope 1 emissions**, in line with the previous year. For **Scope 2 emissions** recorded by the location-based and market-based methods amount to 5.1 ton.CO₂eq and 8.7 ton.CO₂eq respectively, remaining essentially unchanged from 2021. Scope 3 emissions are 3.0 ton.CO₂eq and consider the business travel category.

Greenhouse gas emissions (ton.CO₂eq)



Our daily commitment to environmental protection

TRAVEL POLICY

Progressio's commitment to **reducing its environmental impact** is further strengthened by the **Travel Policy**, a policy governing business travel that includes:

- preferring the use of road transportation or **car sharing** rather than air travel for short distances;
- encourage the choice of hotels that practice responsible management;
- promotes the decrease of travel in favor of the use of **telecommuting, tele-conferencing, and web-conferencing**.

Travel Policy is geared in the first instance toward reducing environmental impact and safeguarding employee health and safety. In addition, SGR welcomes and regulates the **agile working mode** which reduces commuting and promotes a better balance between work life and personal needs.

POLICY FOR THE PURCHASE OF CONSUMPTION MATERIALS

Progressio has also adopted a **Policy for the Purchase of Consumption Materials**, aimed at enhancing the environment and its resources.

This policy provides for the purchase of sustainable consumables used within the workspaces (including food products, cleaning products, printed materials, etc.).

Wherever possible, the SGR is committed to using materials with low environmental and/or social impact, recycled and/or recyclable materials.

Community contribution

Since its founding, Progressio has been committed to projects aimed at supporting the local community, also through charitable donations. Every year the SGR pursues the objective of donating an amount of not less than 1% of the profits resulting from the annual budget approved by the Board of Directors, in favour of non-profit organizations and associations engaged in social activities or environmental protection, giving priority, where reasonably possible, to organizations and associations whose initiatives are linked to the purposes of the RI Policy.

In this regard, during 2022 Progressio helped support a number of initiatives, donating a total of approximately **€15,000** (corresponding to the 7.0% of net income) to the following associations:



<https://www.puntocometa.org/>

Association that houses children and teenagers in need to promote their development and growth.



<https://www.sositalia.it/>

Association committed to supporting children without family care or at risk of losing it.

In this context, Progressio promotes the active involvement of all personnel in activities and projects in support of the community. In particular, the SGR involves workers and collaborators in the choice of organizations and charitable associations to support.

3 The portfolio

The ESG impact of portfolio companies

In the course of its history, Progressio has finalized successful operations obtaining satisfactory returns on investments, thanks to a clear and well-defined strategy aimed at companies operating in sectors in which Italy can boast a consolidated experience and leadership, promoting strategic plans oriented to value creation through the use of operating leverage.

As of December 31st, 2022, the investment portfolio of Progressio is composed of the following companies:

Company name	Fund	Date of Acquisition	Holding Period (years)	Position	Sector	Activities
Giorgetti	PI II	Aug-15	7,4	Majority	Lifestyle	Luxury design and furniture brand
Garda Plast	PI II	Jul-17	5,5	Majority	Industrial & Mechanical	Rigid packaging (preforms P.E.T.) for water, milk, home care markets
Gampack	PI III	Jan-19	3,9	Majority	Industrial & Mechanical	Secondary packaging machinery
Gelit	PI III	May-19	3,6	Co-Leader	Food & Beverage	Frozen food and ready meals
Damiano	PI III	Jul-19	3,4	Majority	Food & Beverage	Organic nuts and products derived from them
Polenghi Group	PI III	Aug-19	3,4	Influent Minority	Food & Beverage	Food condiments based on lemon juice
Assist Digital	PI III	Dec-20	2,0	Influent Minority	Digital	CRM services focused on digital transformation
ATK Sports	PI III	May-21	1,6	Majority	Lifestyle	Ski mountaineering bindings and accessories

The ESG impact of portfolio companies

Progressio's investment policy aims to create a diversified portfolio of holdings in companies active in Italian excellence sectors, with the aim of contributing to the development of a more prosperous, resilient, and inclusive economy.

With the adoption of the RI Policy, Progressio began to monitor and measure the sustainability performance of its portfolio companies, thereby engaging them toward increasingly conscious reporting of their impacts. In this third edition of Progressio's ESG Report, the sustainability performance and impacts of portfolio companies, in PI II and PIII funds, for the three-year period 2020 – 2021-2022⁹ are presented.

Consistent with ESG criteria relevant to Progressio, the reporting of investee companies' results are divided between Environmental, Social, and Governance aspects.

During the past year, Progressio's aggregate portfolio has performed well in terms of ESG and, in some cases, improvements have even been noted compared to the previous year.

Regarding environmental issues, in particular - thanks to the choice of some portfolio companies to invest in self-production through the installation of photovoltaic systems - there was an increasing trend in the percentage of self-produced and consumed electricity on the total (equal to 21.9% in 2022 compared to a growth of 16.3% in 2021), as well as a reduction in overall water consumption of 27.3% compared to the previous year. On the other hand, the percentage of electricity from renewable sources consumed by portfolio companies

was partially reduced (equal to 23.8% of the total in 2022) because of the choice taken by some companies to suspend the supply of certified renewable electricity (Guarantees of Origin)¹⁰ due to the instability of the energy market for the whole of 2022. The lower use of electricity from Guarantee of Origin (GO), which nevertheless remains a valid tool used by the portfolio companies, led to an increase in global GHG emissions generated by the portfolio, which rose from 26,317 tonnes. CO₂eq in 2021 at 32,391 tons. CO₂eq in 2022 (Scope 1 and Scope 2, calculated using the market-based method). On the other hand, as regards the percentage of recycled and/or certified raw materials and semi-finished products, the figure remains stable at 16.9%.

Considering social indicators, there was an increase in the number of people within the portfolio companies (1,657 compared to 1,582 in 2021) thanks to an organic growth in the companies' workforce. Of the employees, 40% are women (percentage almost unchanged compared to 2021) and 98% are hired with a permanent contract (97% in 2021). Training remains a fundamental element both for Progressio and for all its subsidiaries: in 2022, the average number of hours of training carried out, both mandatory and non-compulsory, was 44.4 hours per employee. Similarly, aspects related to health and safety in the workplace are also considered to be of fundamental importance: in 2022, the rate of accidents at work was 10.4.

From a governance perspective, 50% of the investee companies have an organizational model inspired by 231/2001 or compliant. In 2022, the total suppliers in the portfolio amounted to 12,277, 79% of them headquartered in Italy, while the total operations¹¹ are 19, out of which 53% are covered by an ISO 14001 or ISO 45001 certified management system.

9. With the exception of ATK Sports, which entered the portfolio in May 2021, whose performance is reported for 2021 and 2022.

10. Guarantee of Origin is an electronic certification that certifies the renewable origin of the sources used.

11. To be understood as production sites. For Assist, as it does not have production sites, call centers are considered for operations.

The ESG impact of portfolio companies



The ESG impact of portfolio companies

15.525.210

kWh electricity consumed from renewable sources

32.391

Greenhouse gas emissions generated by the portfolio (S1 + S2 market based)

15,1%

of recycled and/or certified raw materials, semi-finished products and packaging materials

44,4 h

average hours of training per employee

40%

of employees are women

10

rate of recordable work-related injuries (employees)

20%

hiring rate

79%

of Italian suppliers

50%

presence of an organization model inspired by or compliant to 231/2001

53%

of operation covered by a management system ISO 14001/45001



Giorgetti

Sector:

Fashion & Luxury
(furniture)

Activities:

Luxury design and
furniture brand

Revenues 2022:

73.8 mln €

Employees 2022:

230

Fund:

PI II

Entry date:

august 2015

Progressio's

position: majority

Giorgetti is a company active in the design and production of luxury furniture and furnishing elements, founded in 1898 by Luigi Giorgetti and based in Brianza. Since 2015, it has been wholly owned by Progressio Investimenti II and the company's management team.

The Company, also through the subsidiary Battaglia acquired in 2018, has a more than a 100-year tradition in the furniture and design industry and is particularly active in the production and sale of high-end interior furniture. The Group is today recognized as one of the main global players in the high-end segment and collaborates with the best external designers able to give a unique character to collections and architectural projects. The Group's business model is vertically integrated: all production phases are carried out directly in the three production plants; only some intermediate processes, often linked to the use of materials other than wood or production techniques that are not core to the Group, are outsourced to third-party suppliers located in the district.

The Group sells products and architectural projects in 120 countries, through 386 stores, of which more than 50% are shop-in-shops, 19 single-brand stores in Europe, Africa, Asia and the United States and 5 Ateliers. Starting in 2019, the Giorgetti Group started its sustainability journey by publishing its first Sustainability Report, through which it intends to give substance to its commitment by making sustainability an important driver of growth and integrating it into company management. Giorgetti has also formalized its commitment with the definition of a Sustainability Plan, which defines medium-term qualitative and quantitative targets to be achieved in the areas of greatest impact.

GIORGETTI

GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ¹²	n.	21.460	36.901	23.500
Hours worked (employees)	h	340.411	386.654	397.302
Revenues	mln €	51,9	55,1	73,8

¹² Quantity produced in terms of pieces.

Giorgetti

ESG Performance

Environment

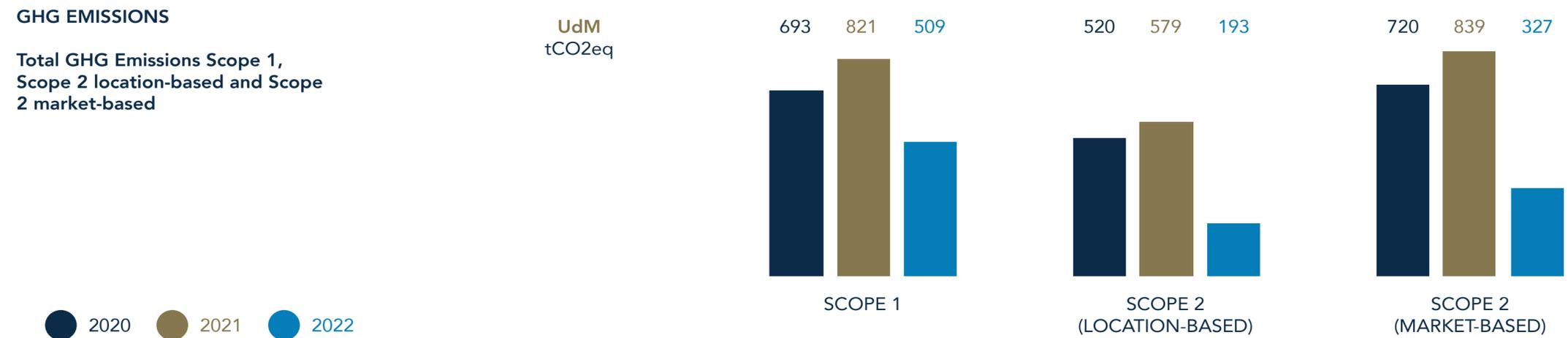
In 2022, Giorgetti worked hard to **increase the share of electricity from renewable sources consumed**, which in 2022 stood at 30% of the total electricity consumed (7% in 2021), an activity that led to a reduction in market-based Scope 2 emissions of 61% if we consider the last two years. Therefore, thanks to the increased use of energy from renewable sources, the emissions avoided by the company amounted to **81.3 tCO₂eq**.

The company also recorded both a 38% drop in direct emissions (Scope 1) due to the lower use of natural gas, and a reduction in the share of **hazardous waste** in the total waste produced, which amounted to around 1% (compared to 3% in 2021).

GIORGETTI

ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	11.815,7	13.998,7	8.496,6
Consumption of purchased electricity		5.566,3	6.611,5	2.575,7
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		629,6	467,3	1.085,3
Total energy consumption		18.010,6	21.077,4	12.157,6

ENERGY INTENSITY		2020	2021	2022
Total energy consumption per quantity produced	GJ/n	0,84	0,57	0,52
Total energy consumption per hours worked	GJ/hours worked	0,05	0,05	0,03



WASTE	UdM	2020	2021	2022
Total weight of waste generated	t	539,6	681,3	834,7
of which: hazardous waste		11,6	18,9	11,04
of which: non-hazardous waste		528,0	662,4	823,7

Giorgetti

ESG Performance

Social

The total number of employees, which was broadly in line with the trend recorded in previous years, increased by three. **All employees** are hired on **permanent contracts**, mainly represented by the age group between 30 and 50 years old.

In 2022, there were **14 injuries**, an increase compared to 2021, but **none of them with serious consequences**.

Personnel development continues to be a key issue for Giorgetti, which in 2022 provided a total of **1,078 hours of training** to its employees, in continuity with the previous year.

GIORGETTI

HEALTH AND SAFETY	UdM	2020	2021	2022
Total number of work-related injuries (employees)	n	9	5	14
of which high- consequence		-	3	-
Total number of work-related injuries (external workers)		-	-	-
of which high-consequence		-	-	-
Rate of recordable work accidents	n/(h*10 ⁶)	26	13	35
WORKERS AND DIVERSITY				
	UdM	2020	2021	2022
Total Employees	n	229	227	230
of which hired on permanent contract		229	227	230
of which hired on fixed term contract		-	-	-
of which under 30 years old		29	30	30
of which between 30 and 50 years old		125	128	131
of which above 50 years old		75	69	69
TRAINING				
	UdM	2020	2020	2021
Training provided	h	156	1.254	1.078
of which is provided to women		56	289	200
of which is provided to men		100	965	878

Giorgetti

ESG Performance

Governance

As in previous years, there were no confirmed cases of non-compliance in 2022.

About the supply chain, **85% of Giorgetti's suppliers are based in Italy**, more than 70% are based in Lombardy, an increase of about 30% compared to 2021.

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2022
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2022
Number of total suppliers	n	5.846	6.688	8.700
of which: new suppliers		104	119	154
of which: local suppliers (Italy)		5.022	5.767	7.362
of which: local suppliers (same region of the headquarters)		3.784	4.327	5.421
Suppliers assessed using environmental and social criteria		3	1	-

GIORGETTI

Gardaplast



Garda Plast

Sector

Industrial
& Mechanical

Activity

P.E.T. preforms for the mineral water and soft drinks, milk and detergent and home care sectors

Revenues 2022

96,7 mln €

Employees 2022

80¹³

Fund

PI II

Entry date

July 2017

Progressio's position

majority

Garda Plast, based in Polpenazze (BS), is a company founded in 1996 by the Tonoli family and active in the rigid packaging sector. The company, the majority of whose capital has been held by Progressio Investimenti II since 2017, is particularly involved in the production of P.E.T preforms mainly for the mineral water and soft drinks sector.

In 2018 the company acquired 100% of Ifap, a company based in Palmanova (UD) focused on the production of P.E.T. preforms for the detergent, milk and, with multilayer technology, for the mineral water sector. In addition, Ifap is also active in bottle blowing and in the production of caps for the pharmaceutical industry.

The Polpenazze plant, where Garda Plast operates, is equipped with a trigeneration plant that makes it possible to exploit the thermal energy generated by the transformation of P.E.T. into cooling energy, which is used in the production cycle to cool the molten plastic material injected into the mould. The plant - using a continuous absorption refrigeration cycle - represents an example of maximum energy efficiency. In addition, the Group operates and has equipped itself over time with plants and machinery that enable the use of recycled resins (R-PET).

The distinctive feature of the Garda Plast Group is undoubtedly the high-quality level of the product that it guarantees to customers, as demonstrated by the ISO 9001 certification since 2001. In every production phase, from the entry of the polymers into the company to the production of the preforms, multiple controls guarantee high quality of the product and processes.



¹³ The data shown here refers to the number of employees as of 31/12/2022. The average number of employees during the year was 77.

¹⁴ Quantity produced in terms of number of preforms.

GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ¹⁴	n.	2.101.113.108	2.282.337.113	2.431.347.758
Hours worked (employees)	h	130.839	129.554	130.030
Revenues	mln €	62,7	70,5	100,2

Gardaplast

ESG Performance

Environment

For Gardaplast, 2022 was characterized by a slight increase in the use of energy used in production processes compared to the previous two years. This trend is mainly due to the share of fuel consumed, which increased by **28%** compared to the previous year. For electricity consumption, which grew by 3% compared to 2021, it should be noted that in 2022 the share of **self-produced electricity consumption** peaked at **33.4%** (+8% compared to 2021).

As a result, compared to 2021, Scope 1 GHG emissions increased by 1,414 tCO₂eq, while emissions related to electricity supply (**Scope 2**) decreased by **21%** when calculated using the location-based method, and by 8% when calculated using the market-based method.

As far as the materials used in production are concerned, the values recorded in 2022 are generally in line with those of previous years. In fact, the 11% decrease in the use of semi-finished products was offset by an increase of 3.5 t in the amount of total materials used.



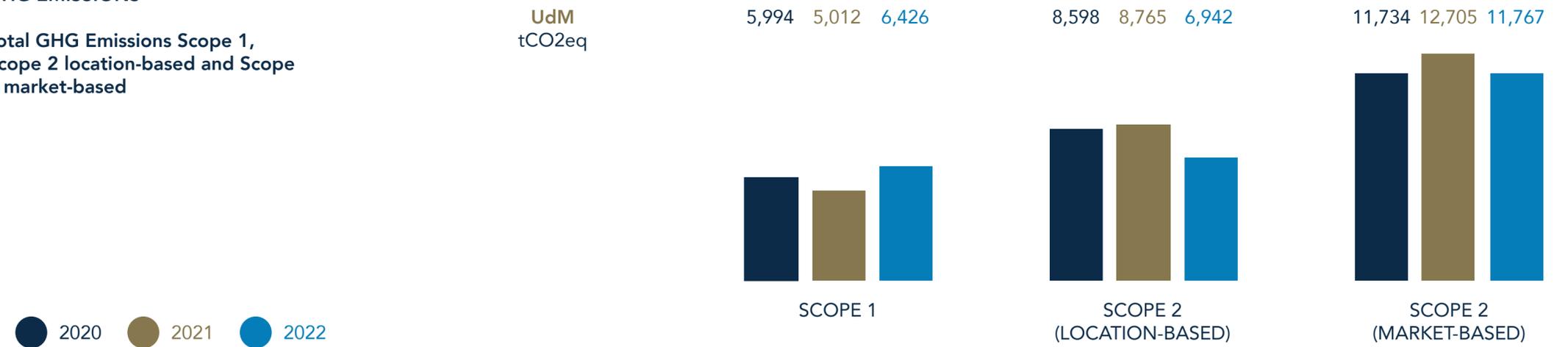
ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	95.568,1	88.589,4	114.264,3
Consumption of purchased electricity		92.116,5	100.173,6	92.663,9
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		38.026,7	34.902,2	46.473,7
Total energy consumption		225.711,3	223.665,2	253.401,9

ENERGY INTENSITY

Total energy consumption per quantity produced	(GJ/n)*100	0,01	0,01	0,01
Total energy consumption per hours worked	GJ/hours worked	1,73	1,73	1,95

GHG EMISSIONS

Total GHG Emissions Scope 1, Scope 2 location-based and Scope 2 market-based



WASTE	UdM	2020	2021	2022
Total weight of waste generated	t	9.513,9	8.495,2	8.491,7
of which: hazardous waste		58.641,9	61.789,5	54.719,6
of which: non-hazardous waste		2.865,3	3.007,4	4.100,8

Gardaplast

ESG Performance

Social

Gardaplast's commitment to protecting the health of employees has contributed to the achievement of a particularly low value of **accidents at work** (1 case recorded in both 2021 and 2022) for both employees and external workers, and to the absence of serious accidents in the three-year reporting period.

The workforce has increased steadily over the three-year reporting period, **and in 2022, 94% of employees worked on permanent contracts.** The most represented age group is between 30 and 50 years of age, in which 48% of employees are placed, followed by the group that includes workers over 50 years of age, which includes 33% of the total.

In the entire three-year reporting period, Gardaplast has invested heavily in training, which is constantly increasing, as shown by the number of **hours of training** per employee: 16.1 in 2022, compared to 6.6 in 2020.



HEALTH AND SAFETY	UdM	2020	2021	2022	
Total number of work-related injuries (employees)		4	1	1	
of which high- consequence		-	3	-	
Total number of work-related injuries (external workers)		n	1	2	2
of which high-consequence		-	-	-	
Rate of recordable work accidents	n/(h*10 ⁶)	77	12	18	
WORKERS AND DIVERSITY	UdM	2020	2021	2022	
Total Employees		72	73	80	
of which hired on permanent contract		70	68	75	
of which hired on fixed term contract		2	5	5	
of which under 30 years old		16	14	16	
of which between 30 and 50 years old		31	35	38	
of which above 50 years old		25	24	26	
TRAINING	UdM	2020	2021	2022	
Training provided		475	823	1.291	
of which is provided to women		h	51	108	112
of which is provided to men			424	715	1.179

Gardaplast

ESG Performance

Governance

Gardaplast was not affected by any non-conformities ascertained during the entire three-year reporting period.

In 2022, the Company accredited a significant number of new suppliers, almost half of which are based in Italy and 11 were evaluated according to environmental and social criteria.

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2022
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2022
Number of total suppliers	n	167	188	493
of which: new suppliers		17	32	140
of which: local suppliers (Italy)		129	142	200
of which: local suppliers (same region of the headquarters)		57	65	74
Suppliers assessed using environmental and social criteria		9	9	11

Gampack



Gampack

Sector

Industrial
& Mechanical
Engineering

Activities

Secondary packaging
machinery

Revenues 2022

17,2 mln €

Employees 2022

107

Fund

PI III

Entry date

gennaio 2019

Progressio's position

maggioranza



Gampack, based in Piacenza (PC), was founded in 2004 and is active in the production of machinery and packaging systems for secondary packaging. With a focus on fully automatic case packers and shrink wrappers, the company has a well-established presence in the beverage, food, and pharmaceutical sectors.

Since 2019, the majority of Gampack's capital has been held by the Progressio Investimenti III fund. The solidity, reliability, and speed of its machinery, combined with the high standard of customer service, have allowed it to emerge as one of the leading operators in the sector.

In 2020, Gampack started the integration of the Futura Robotica business unit, acquired through its wholly owned subsidiary FuturaPack, expanding its offer in secondary and tertiary packaging with robotic technology. The integration, fully completed in 2022 - the year in which the merger by incorporation of FuturaPack into Gampack took place - has made it possible to expand the commercial presence also in the food, pet food, pharmaceutical and cosmetic sectors, thus creating a reality that offers itself as a one-stop-shop for a wide range of secondary and tertiary packaging solutions.

Throughout its activity, Gampack has always distinguished itself in the search for solutions aimed at optimizing the use of materials by packaging machines.

GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ¹⁵	n.	17	33	29
Hours worked (employees)	h	82.973	187.045	190.660
Revenues	mln €	7,0	15,6	17,2

¹⁵ Quantity produced in terms of number of machineries.

Gampack

ESG Performance¹⁶

Environment

2022 was a year marked by an expansion of production for Gampack, which was followed by a 25% increase in energy consumption compared to 2021. As a result, there has been an increase in both direct and indirect GHG emissions and waste production. However, in continuity with previous years, **no hazardous waste was generated.**



16. Starting with the reporting year 2021, the data presented also includes Futurapack S.r.l. The increasing trends in energy consumption, emissions, waste, employees, and total number of suppliers are therefore mainly due to the acquisition of the new company.

ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	1.304,2	3.314,1	3.822,7
Consumption of purchased electricity		213,9	577,4	1.026,4
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		-	-	-
Total energy consumption		1.518,2	3.891,5	4.849,1

ENERGY INTENSITY

Total energy consumption per quantity produced	GJ/n	89,30	117,92	242,46
Total energy consumption per hours worked	GJ/hours worked	0,02	0,02	0,03

GHG EMISSIONS

Total GHG Emissions Scope 1, Scope 2 location-based and Scope 2 market-based

UdM
tCO₂eq



● 2020 ● 2021 ● 2022

WASTE	UdM	2020	2021	2022
Total weight of waste generated	t	2,5	6,9	23,5
of which: hazardous waste		-	-	-
of which: non-hazardous waste		2,5	6,9	23,5

Gampack

ESG Performance¹⁶

Social

Following the significant increase in the number of employees recorded during 2021 due to the integration of Futurapack S.r.l. into the company perimeter, in 2022 Gampack's workforce remained constant, with almost all workers with permanent contracts. In addition, in line with Gampack's approach to enhancing young resources, **32% of employees are under 30 years old.**

Training, mainly aimed at promoting safety in the workplace and developing work skills, suffered a slight decrease in terms of hours provided during the year compared to 2021.



16. Starting with the reporting year 2021, the data presented also includes Futurapack S.r.l. The increasing trends in energy consumption, emissions, waste, employees, and total number of suppliers are therefore mainly due to the acquisition of the new company.

HEALTH AND SAFETY	UdM	2020	2021	2022
Total number of work-related injuries (employees)	n	2	5	2
of which high- consequence		-	-	-
Total number of work-related injuries (external workers)		-	-	-
of which high-consequence		-	-	-
Rate of recordable work accidents	n/(h*10 ⁶)	24	51	10
WORKERS AND DIVERSITY				
	UdM	2020	2021	2022
Total Employees	n	60	107	107
of which hired on permanent contract		53	99	102
of which hired on fixed term contract		7	8	5
of which under 30 years old		12	30	35
of which between 30 and 50 years old		28	48	48
of which above 50 years old		20	29	24
TRAINING				
	UdM	2020	2021	2022
Training provided	h	170	358	295
of which is provided to women		16	24	53
of which is provided to men		154	334	242

Gampack

ESG Performance¹⁶

Governance

In the entire three-year reporting period, there were **no cases of regulatory non-compliance**.

2022 was also characterized for Gampack by a reduction in the total number of suppliers (about 11% less than the previous year) and a relocation of the same: in fact, the suppliers based in Italy and in the region decreased compared to both 2021 and 2020.



16. Starting with the reporting year 2021, the data presented also includes Futurapack S.r.l. The increasing trends in energy consumption, emissions, waste, employees, and total number of suppliers are therefore mainly due to the acquisition of the new company.

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2022
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2022
Number of total suppliers	n	530	728	641
of which: new suppliers		-	-	-
of which: local suppliers (Italy)		138	537	89
of which: local suppliers (same region of the headquarters)		380	258	65
Suppliers assessed using environmental and social criteria		-	-	-

3.5

Gelit



Gelit

Sector

Alimentare

Activity

Frozen food and ready meals

Revenues 2022

64,2 mln €

Employees 2022

184

Fund

PI III

Entry date

May 2019

Progressio's positionco-leader

Gelit has been operating in the frozen ready meals food sector since 1998. It is based in Cisterna di Latina, in the Agro Pontino, where most of the ingredients offered in its products come from, mainly pasta dishes and crepes. Since 2019, most of its capital has been held by the Progressio Investimenti III fund in co-investment with another Italian private equity fund.

Since its inception in the 90s, Gelit has stood out for the innovation and quality of its products. Its flexibility and ability to create new recipes have made it a reliable partner for the main brands of large-scale distribution, both national and international.

Gelit's products tell a story made of genuineness, combined with a deep passion for the territory. The constant improvement of the quality of the processes and processing products are guaranteed by strict quality control in the company and along the entire production chain.

In December 2022, Gelit concretized its commitment to sustainable development for people, the community, and the environment with the drafting of its first impact report and the transformation into a Benefit Corporation. This transition is characterized by investments in sustainable business models and transparency in measuring ESG performance. In line with this direction, Gelit is responsible for a tree and shrub plantation on one hectare of land and offers its employees the opportunity to provide support to the community through paid hours.

Gelit's sustainable growth path is characterized by a series of objectives that envisage, as early as 2023, the achievement (as the first global company in the frozen food sector) of B-Corp certification and culminate in the achievement of Carbon Neutrality by 2035.



GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ¹⁷	n.	18.710	18.064	19.447
Hours worked (employees)	h	277.282	292.203	308.111
Revenues	mln €	53,8	54,9	64,3

¹⁷ Quantity produced in terms of number of pieces.

Gelit

ESG Performance

Environment

In 2021, Gelit made substantial investments in the energy sector, which included the installation of a photovoltaic system and the purchase of a trigenerator. These interventions have made it possible to cover almost all energy needs, and an overall reduction in emissions per unit produced.

Overall, there was a slight increase in energy consumption, due in small part to the purchase of steam from outside.

However, Gelit's strategy succeeded in **reducing Scope 2 emissions calculated using the location-based method** by 763 tCO₂eq compared to 2021, even in the face of the overall increase in electricity consumed. On the other hand, the increase in Scope 2 emissions calculated using the market-based method is linked to the reduction in purchased electricity covered by Guarantees of Origin.

The need for raw materials during 2022 also increased by 22% compared to 2021. However, Gelit has embarked on a path of recycling the paper used for packaging and the plastic food film used for product packaging.



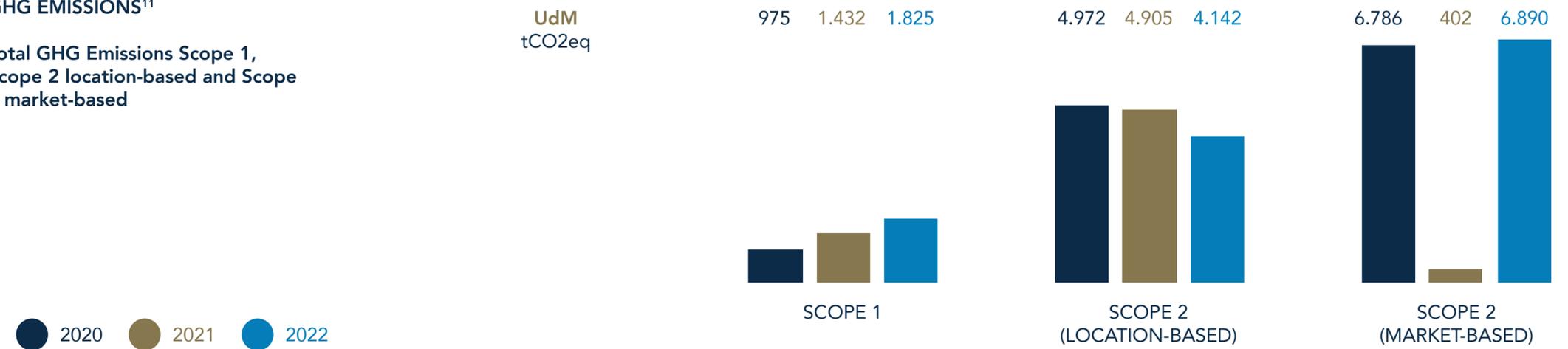
ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	26.712,3	21.659,2	28.194,0
Purchased steam consumption		3.239,6	8.482,6	4.003,2
Consumption of purchased electricity		56.513,2	59.940,1	56.763,3
of which from renewable sources		-	51.457,5	-
Consumption of self- produced electricity from renewable sources		-	75,5	495,3
Total energy consumption		86.465,1	90.157,3	89.455,8

ENERGY INTENSITY

Total energy consumption per quantity produced	GJ/n	89,30	117,92	242,46
Total energy consumption per hours worked	GJ/hours worked	0,02	0,02	0,03

GHG EMISSIONS¹¹

Total GHG Emissions Scope 1, Scope 2 location-based and Scope 2 market-based



MATERIALS

MATERIALS	UdM	2020	2021	2022
Total raw materials	t	7.921,2	6.966,0	8.473,0
Total process materials		1.001,6	169,9	247,5
Total packaging materials		1.765,2	1.871,0	1.798,0

Gelit

ESG Performance

Social

In the three-year reporting period, the number of accidents affecting Gelit employees **has steadily decreased**, from 7 in 2020 to 4 recorded in 2022, none of them with serious consequences.

The workforce, on the other hand, has remained almost unchanged: 100% of employees are hired on **permanent contracts**, of which 60% are in the age group between 30 and 50 years old.

Finally, the number of hours of training provided during 2022 increased by 5% for women and 18% for men compared to 2021, reaching a total of **68 hours per capita**.



HEALTH AND SAFETY	UdM	2020	2021	2022
Total number of work-related injuries (employees)	n	7	5	4
of which high- consequence		-	-	-
Total number of work-related injuries (external workers)		1	-	1
of which high-consequence		-	-	-
Rate of recordable work accidents	n/(h*10 ⁶)	25	17	13
WORKERS AND DIVERSITY	UdM	2020	2021	2022
Total Employees	n	176	179	184
of which hired on permanent contract		175	179	184
of which hired on fixed term contract		1	-	-
of which under 30 years old		17	18	20
of which between 30 and 50 years old		112	116	111
of which above 50 years old		47	45	53v
TRAINING	UdM	2020	2021	2022
Training provided	h	7.389	10.906	12.450
of which is provided to women		2.009	2.926	3.060
of which is provided to men		5.380	7.980	9.390

Gelit

ESG Performance

Governance

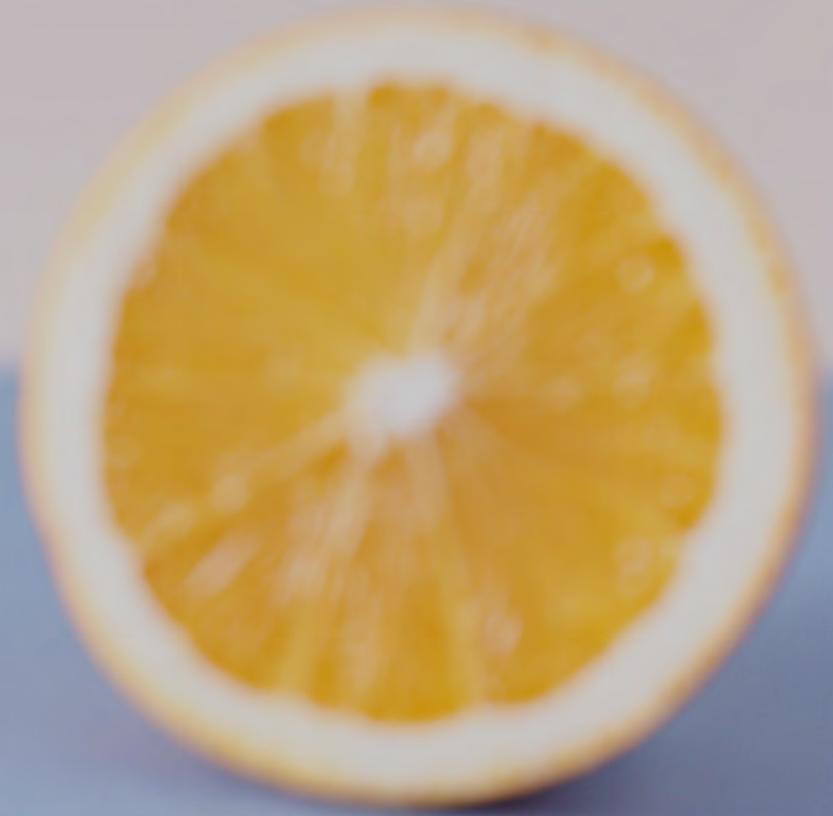
During the last three years, the company has not recorded any verified compliance events. Over the years, the number of Gelit's suppliers has steadily increased, with an increasingly marked presence on the **national and regional territory**. The number of suppliers assessed using environmental and social criteria is also increasing.

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2022
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2022
Number of total suppliers	n	893	1.043	1.098
of which: new suppliers		102	150	55
of which: local suppliers (Italy)		814	956	1.002
of which: local suppliers (same region of the headquarters)		316	329	349
Suppliers assessed using environmental and social criteria		48	53	98



Damiano



Damiano

Sector

Food & Beverage

Activities

Organic nuts and organic nut-based foods and preparations

Revenues 2022

47.9 mln € (of which €34.7 m related to Damiano S.p.A.)

Employees 2022

113 (of which 84 relating to Damiano S.p.A.)

Fund

PI III

Entry date

July 2019

Progressio's position

majority

Damiano, founded by the Damiano family in 1964 and based in the province of Messina, operates in the food sector of dried fruit, certified and mainly organic. Since 2019, the majority of the group's capital has been held by the Progressio Investimenti III fund. Damiano's activity focuses on the processing of dried fruit and the creation of derived products, such as butters and creams, mainly based on almonds. In 2022, the group acquired a majority stake in Dea, which is active in the production of spreadable creams with a focus on the private label channel.

Targeting both the B2C channel (operators and chains specialized in the organic segment and major food distribution chains) and the B2B channel (companies operating in the food industry), the group boasts a deep-rooted presence not only in Italy, but also in Europe (especially in France) and the United States.

The business model promoted by Damiano reflects a strong focus on sustainability. This vision is expressed through a management that is very attentive to the environment and natural resources, in particular of its raw materials, also through partnerships and supply chain agreements with farmers. In addition to organic certification, the company boasts several voluntary certifications to meet a wider market demand, including Gluten Free, Fairtrade, Naturland, Vegan, Kosher, Halal, AgroVet, IFS and BRC.

Damiano has been B Corp certified since 2016 and has been a Benefit Corporation since 2017. In the context of the acquisition in 2022, Dea also transformed its bylaws by adhering to the commitments of Benefit corporations already promoted by Damiano.

GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ¹⁸	kg	3.589.342	3.114.029	3.426.140
Hours worked (employees)	h	113.442	117.063	129.199
Revenues	mln €	42,4	35,4	34,7



¹⁸ Quantity produced in terms of kilograms of product.

Damiano

ESG Performance¹⁹

Environment

The **increase in Damiano's energy consumption** between 2021 and 2022 is largely attributable to an increased use of fuel, in particular LPG used for the production process. This resulted in an increase of more than 200 tCO₂eq of Scope 1 emissions compared to 2021.

On the other hand, there are **no Scope 2 emissions** calculated using the market-based method, as the electricity needs are covered both by the purchase of electricity certified from renewable sources and by the photovoltaic system that provides the remaining 12% of the energy needed for the processes. Damiano has also committed to increasing the share of electricity from self-production through a new photovoltaic plant, which is scheduled to come into operation in 2023.

As far as the raw materials used in the production processes are concerned, all of them are renewable, of which **74% are certified organic**.

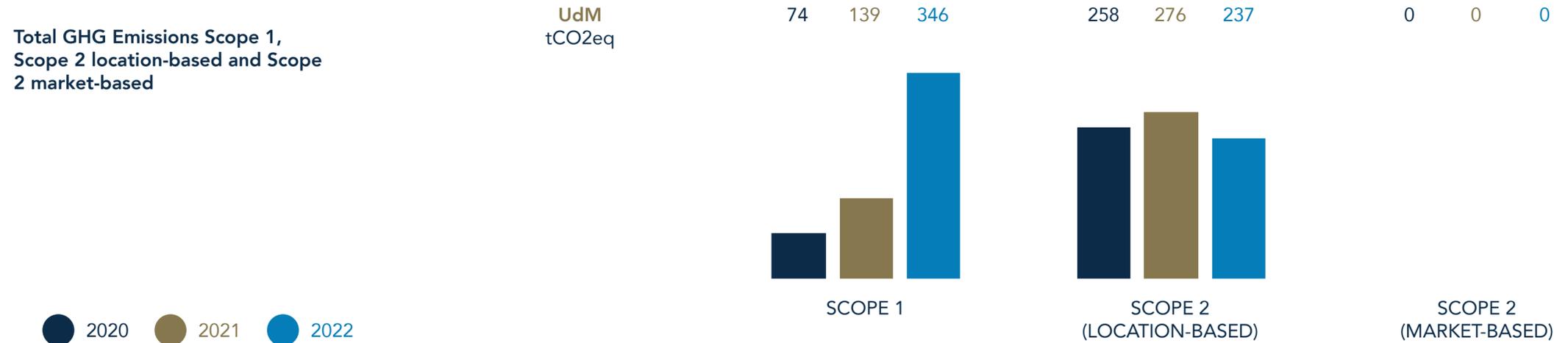
¹⁹The data relating to ESG performance refer only to Damiano S.p.A. and do not include Dea s.r.l., acquired in December 2022.

ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	1.113,6	2.022,0	5.225,5
Consumption of purchased electricity		2.761,2	3.157,5	3.164,1
of which from renewable sources		2.761,2	3.157,5	3.164,1
Consumption of self- produced electricity from renewable sources		734,5	697,2	413,2
Total energy consumption		4.609,3	5.876,7	8.802,8

ENERGY INTENSITY

Total energy consumption per quantity produced	GJ/kg	1,28	1,89	2,57
Total energy consumption per hours worked	GJ/ hours worked	0,04	0,05	0,07

GHG EMISSIONS¹²



WASTE	UdM	2020	2021	2022
Total raw materials	t	3,551.92	3.077,24	3.053,79
Total packaging materials		564,63	501,70	522,79

Damiano

ESG Performance¹⁹

Social

In the three-year reporting period, the number of employees increased by 9% overall. In this period, the number of fixed-term contracts fell by 53% and the number of employees aged between 30 and 50 increased by 24%, following a trend opposite to that of employees over 50 years of age, which decreased by 16%.

In 2022, Damiano placed particular **emphasis on training and professional growth**, recording an **increase in hours dedicated 4 times higher than in 2021**.



HEALTH AND SAFETY	UdM	2020	2021	2022
Total number of work-related injuries (employees)		-	-	2
of which high- consequence		-	-	-
Total number of work-related injuries (external workers)	n	-	-	-
of which high-consequence		-	-	-
Rate of recordable work accidents	n/(h*10 ⁶)	-	-	15

WORKERS AND DIVERSITY	UdM	2020	2021	2022
Total Employees	n	77	74	84
of which hired on permanent contract		62	66	77
of which hired on fixed term contract		15	8	7
of which under 30 years old		8	5	6
of which between 30 and 50 years old		50	51	62
of which above 50 years old		19	18	16

TRAINING	UdM	2020	2021	2022
Training provided	h	352	405	1.814
of which is provided to women		54	110	569
of which is provided to men		298	295	1.245

¹⁹The data relating to ESG performance refer only to Damiano S.p.A. and do not include Dea s.r.l., acquired in December 2022.

Damiano

ESG Performance¹⁹

Governance

As in 2020 and 2021, in 2022 there were no cases of non-compliance with current legislation in the fields of human rights, the environment and the social and economic spheres.

In reaction to the supply chain, more than **80% of Damiano's suppliers are based in Italy**, and two-thirds of these are local (based in Sicily).

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2022
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2022
Number of total suppliers	n	148	133	144
of which: new suppliers		12	45	11
of which: local suppliers (Italy)		128	113	120
of which: local suppliers (same region of the headquarters)		10	66	80
Suppliers assessed using environmental and social criteria		-	-	23



¹⁹The data relating to ESG performance refer only to Damiano S.p.A. and do not include Dea s.r.l., acquired in December 2022.



Polenghi

Sector

Food & Beverage

Activity

Food dressing lemon and lime juice based

Revenues 2022

92.6 mln € (of which €58.8 million related to Polenghi Food S.r.l. end Itallemon S.p.A)

Employees 2021

183 (of which 109 related to Polenghi Food S.r.l. end Itallemon S.p.A.)

Fund

PI III

Entry date

august 2019

Progressio's position

Influent minority

Polenghi Food, founded by Giancarlo Polenghi in 1976 and headquartered in San Rocco al Porto (LO), is a leading company in the food sector. Polenghi, in which Progressio Investimenti III holds a large minority stake since 2019, has become one of the main global players active in the distribution of lemon and lime juice for the condiment sector.

The strength of the Polenghi family's approach has always been a strategy, also through acquisitions, aimed at internationalization, which has led the company to achieve over 90% of its turnover in more than 80 countries, with a particular presence in the United States, France and the United Kingdom. Currently, the group has 4 production subsidiaries and several sales offices in Europe and the United States. This structure can meet the needs of the main food distribution chains globally, both with its own brand and private label products.

The company, which has always been attentive to sustainability issues, occupies a prominent position in the organic products sector and is strongly attentive to the use of eco-friendly technologies and packaging solutions (R-P containers. E.T., Bio P.E.T.). It has also embarked on a path to reduce climate-altering gas emissions, installing the first solar panels in 2008 and internal energy consumption, replacing the LED lighting system in 2022 and some interventions on the production line, eliminating the suction motors on the bottle transport lines and with the construction of a closed-circuit cooling system.

GIANCARLO
POLENGHI

GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ²⁰	n.	171.969.726	190.541.000	191.843.454
Hours worked (employees)	h	123.935	169.684	174.907
Revenues	mln €	48,3	49,0	59,4

²⁰ Quantity produced in terms of number of pieces.

Polenghi ESG Performance²¹

Environment

Between 2021 and 2022, Polenghi's energy consumption was reduced by 3% thanks to some interventions on production lines aimed at increasing energy efficiency. As a result, there was a **reduction in Scope 2 emissions** of 355 tCO₂eq calculated using the location-based method, and 229 tCO₂eq calculated using the market-based method.

2022 was also characterized by a reduction in packaging materials of about 7.5% for Polenghi, but also by an increase in raw materials used in the production process, equal to 9.9%.

ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	12.069,7	13.435,5	14.639,1
Consumption of purchased electricity		14.505,7	17.864,4	16.122,6
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		1.160,8	1.296,7	896,4
Total energy consumption		27.736,2	32.596,6	31.658,1

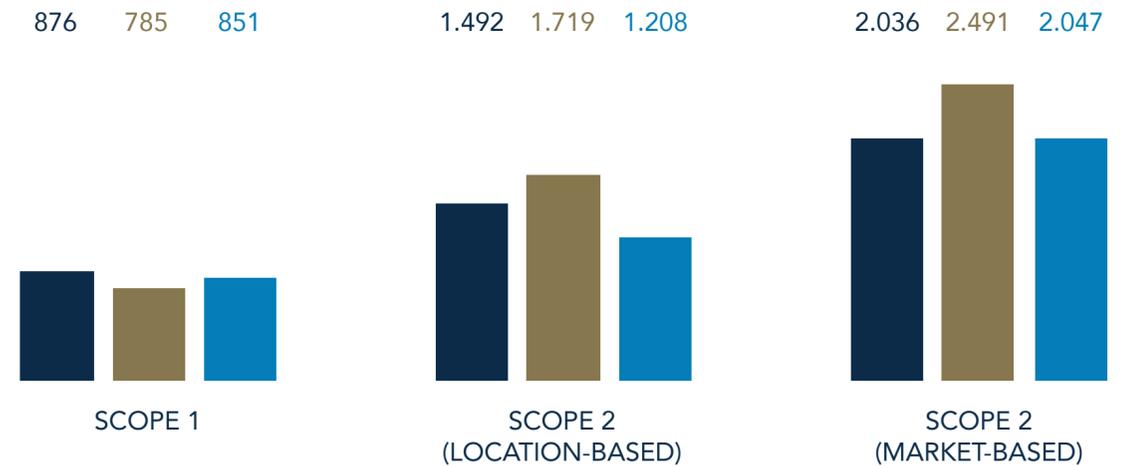
ENERGY INTENSITY

Total energy consumption per quantity produced	(GJ/n)*100	0,02	0,02	0,02
Total energy consumption per hours worked	GJ/ hours worked	0,22	0,19	0,18

GHG EMISSIONS

Total GHG Emissions Scope 1, Scope 2 location-based and Scope 2 market-based

UdM
tCO₂eq



WASTE

WASTE	UdM	2019	2020	2021
Total weight of waste generated	t	13.687,1	12.335,3	13.568,4
of which: hazardous waste		0,3	0,3	0,2
of which: non-hazardous waste		7.378,4	7.258,8	6.717,2

Polenghi

ESG Performance²¹

Social

In the reporting year, Polenghi recorded a slight **increase in the number of employees** and an increase in the ratio of the workforce hired on permanent contracts to the total, from 88.2% in 2021 to 93.5% in 2022.

Most workers are **in the 30-50 age bracket** (55%), and there has been an increase in the workforce **aged under 30** (from 16.6% in 2021 to 21.1% in 2022).

Training remains one of the central themes for the company, which more than **doubled the number of training hours** provided to its employees in 2022.

GIANCARLO
POLENGHI

21. ESG performance data refer to Polenghi Food S.r.l. end ItalLemon S.p.A.

HEALTH AND SAFETY	UdM	2020	2021	2022
Total number of work-related injuries (employees)	n	2	2	3
of which high- consequence		-	-	-
Total number of work-related injuries (external workers)		-	-	-
of which high-consequence		-	-	-
Rate of recordable work accidents	n/(h*10 ⁶)	16	12	17

WORKERS AND DIVERSITY	UdM	2020	2021	2022
Total Employees	n	104	102	109
of which hired on permanent contract		83	90	102
of which hired on fixed term contract		21	12	7
of which under 30 years old		14	17	23
of which between 30 and 50 years old		64	57	60
of which above 50 years old		26	28	26

TRAINING	UdM	2020	2021	2022
Training provided	h	488	476	974
of which is provided to women		184	176	274
of which is provided to men		304	300	700

Polenghi

ESG Performance²¹

Governance

Polenghi pays particular attention to the selection of its **suppliers, 85%** of whom are Italian. Moreover, over the years, the proportion of suppliers assessed according to environmental and social criteria has steadily increased.

Furthermore, as in previous years, there were no ascertained cases of non-compliance in 2022.

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2022
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2022
Number of total suppliers	n	399	371	408
of which: new suppliers		14	10	14
of which: local suppliers (Italy)		332	321	348
of which: local suppliers (same region of the headquarters)		31	32	38
Suppliers assessed using environmental and social criteria		1	4	6

Assist Digital



Assist Digital

Sector

Digital

Activities

CRM services focused on digital transformation

Revenues 2022

154.6 mln € (out of which 80.8 mln € related to Assist Digital S.p.A.)

Employees 2022

3,526 (out of which 779 related to Assist Digital S.p.A.)

Fund

PI III

Entry date

December 2020

Progressio's position

influential minority

ASSIST
DIGITAL

Assist Digital, founded in 1996 by a group of digital executives, offers Customer Relationship Management (CRM) services focused on transforming the consumer experience through digital interaction. Through a multi-channel approach and the integration of human and artificial intelligence, the company – in which Progressio Investimenti III has held a significant minority stake since 2020 – aims to raise the level of the Customer Experience of consumers who purchase products or services from Assist Digital's customers.

With more than 4,000 employees and consultants, the group provides its services through 22 operating locations and offices, including competence centres and operations centres involved in the management of customer operations, located in several European countries and in Tunisia.

Assist Digital's approach is distinguished by the strong heterogeneity of skills, backgrounds and cultures. The group places the professionalism and contribution of workers at the centre of its work, promoting their full involvement in order to develop a creative and positive work environment.

Sustainability is a fundamental commitment for Assist Digital, which is committed to limiting greenhouse gas emissions and reducing environmental impacts, with a particular focus on waste disposal management. In fact, Assist Digital has embarked on a structured path in the field of sustainability, which led to the publication of the first sustainability report in 2021 as well as the definition of a sustainability plan.

GENERAL ASPECTS	UdM	2020	2021	2022
Quantity produced ²²	FTEs	458	494	765
Hours worked (employees)	h	955.348	1.052.004	1.113.492
Revenues	mln €	77,8	77,3	80,8

²² Assist is a service company and therefore it was decided to associate quantity produced with FTEs.

Assist Digital ESG Performance²³

Environment

Between 2021 and 2022, Assist recorded an increase in total energy consumption of 2,746 GJ, largely attributable to electricity and marginally due to fuel use; On the other hand, energy consumption in relation to the number of hours worked remained unchanged compared to the previous year. Despite this, there was a **reduction in indirect Scope 2 emissions** of 404 tCO₂eq calculated using the market-based method, due to the purchase by the company of certified renewable electricity.

Regarding the generation of waste generated, both hazardous and non-hazardous generated, the share has tended to remain stable and limited over the years.

ASSIST
DIGITAL

²³ The data relating to ESG performance refer only to Assist Digital S.p.A.

²⁴ The downward trend in Scope 2 (location-based) and Scope 2 (market-based) emissions is linked to the decrease in the consumption of electricity purchased from the national grid.

ENERGY CONSUMPTION	UdM	2020	2021	2022
Fuel consumption	GJ	1.537,1	2.303,7	2.393,9
Consumption of purchased electricity		7.235,0	6.712,5	9.368,5
of which from renewable sources		-	-	2.907,5
Consumption of self- produced electricity from renewable sources		-	-	-
Total energy consumption		8.772,1	9.016,2	11.762,4

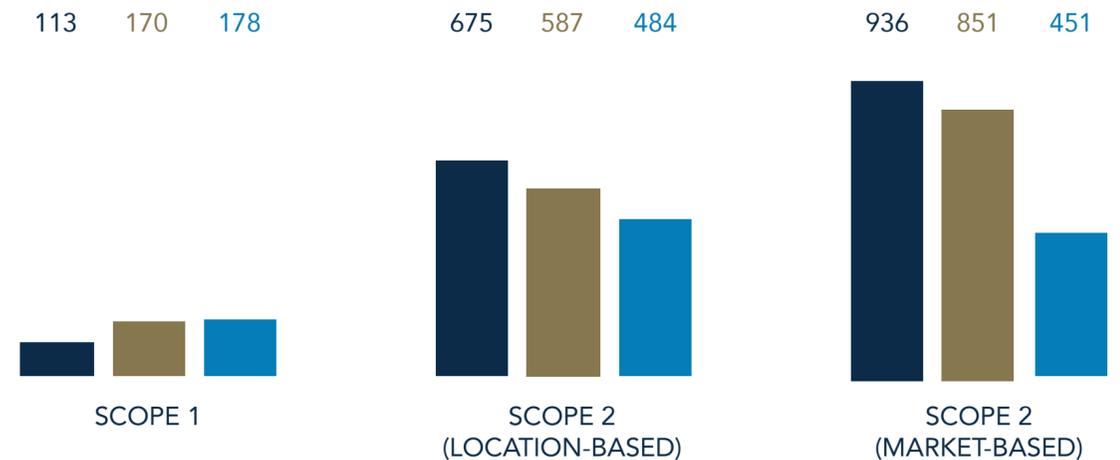
ENERGY INTENSITY

Total energy consumption per quantity produced	GJ/FTEs	19,15	18,25	15,38
Total energy consumption per hours worked	GJ/ hours worked	0,01	0,01	0,01

GHG EMISSIONS²⁴

Total GHG Emissions Scope 1, Scope 2 location-based and Scope 2 market-based

UdM
tCO₂eq



WASTE	UdM	2020	2021	2022
Total weight of waste generated	t	9,1	2,0	6,0
of which: hazardous waste		1,0	0,2	0,6
of which: non-hazardous waste		8,1	1,8	5,4

Assist Digital ESG Performance²³

Social

2022 was marked by an increase in the workforce of 108 employees compared to 2021 for Assist. Overall, **99.7% of employees are hired on permanent contracts** and 84% belong to the age group between 30 and 50 years old.

Employee training, as well as health and safety aspects, also took on a central role in 2022, resulting in the provision of about **70 hours of training per capita** and the **absence of certified accident cases**.



HEALTH AND SAFETY	UdM	2020	2021	2022
Total number of work-related injuries (employees)	n	5	3	-
of which high- consequence		-	-	-
Total number of work-related injuries (external workers)		-	1	-
of which high-consequence		-	-	-
Rate of recordable work accidents	n/(h*10 ⁶)	5,0	2,9	-
WORKERS AND DIVERSITY	UdM	2020	2021	2022
Total Employees	n	693	671	779
of which hired on permanent contract		684	669	777
of which hired on fixed term contract		9	2	2
of which under 30 years old		71	60	71
of which between 30 and 50 years old		592	570	652
of which above 50 years old		30	41	56
TRAINING	UdM	2020	2021	2022
Training provided	h	9.348	67.489	54.082
of which is provided to women		2.868	43.801	26.222
of which is provided to men		6.480	23.688	27.859

²³ The data relating to ESG performance refer only to Assist Digital S.p.A.

Assist Digital ESG Performance²³

Governance

During 2022, in addition to the absence of cases of regulatory non-compliance, Assist was committed to the selection of new suppliers, an increase compared to the previous year, especially with reference to their location on the **national territory**.

GOVERNANCE AND COMPLIANCE	UdM	2020	2021	2021
Non-conformities found	n	-	-	-

SUPPLIER ASSESSMENT	UdM	2020	2021	2021
Number of total suppliers	n	429	451	473
of which: new suppliers		65	119	89
of which: local suppliers (Italy)		396	409	413
Suppliers assessed using environmental and social criteria		-	-	-

ATK Sports



ATK Sports

Sector

Industrial products

Activity

Ski touring bindings and accessories

Revenues 2022

24,5 mln €

Employees 2021

84²⁵

Fund

PI III

Entry date

May 2021

Progressio's position

majority



²⁵ The data shown here refers to the number of employees as of 31/12/2022. The average number of employees during the year was 72.

²⁶ Quantity produced in terms of number of pieces.

ATK Sports is a mechanical company active in the development, design and production of bindings and accessories for ski mountaineering, used by most athletes participating in the World Cup. The company operates mainly under its own distinctive brand, ATK BINDINGS, but also as a third-party brand supplier, typically large alpine ski brands that rely on ATK to complete the range with an offer dedicated to ski mountaineering. Founded in 1998 by Giovanni Indulti, ATK is based in Fiorano Modenese (Modena), in the heart of the renowned Emilian "Motor Valley".

The distinctive value of ATK SPORTS is the combination of know-how and passion for the creation of high-quality products, which has made the company a leader in its market niche, able to offer its customers innovative products with high standards of precision, quality and performance.

ATK is committed to creating a functional environment that is attentive to energy saving and in 2022 introduced detailed initiatives to eliminate plastic from its packaging, and to analyze emissions aimed at drawing up an inventory, with the aim of achieving carbon neutrality in the medium term.

GENERAL ASPECTS	UdM	2021	2022
Quantity produced ²⁶	n.	88.520	108.700
Hours worked (employees)	h	94.411	144.383
Revenues	mln €	20,1	24,5

ATK Sports

ESG Performance

Environment

During the reporting period, ATK saw an **increase in production**, with a consequent impact on total energy consumption and GHG emissions, a slight increase compared to 2021. As far as energy consumption is concerned, however, the ratio between energy consumption and hours worked has been reduced compared to the previous year.

In line with the production trend, the supply of raw materials (+69.7%), **process materials** (+8.9%), **semi-finished products** (+18.2%) and **packaging materials** used (+22%) also increased. However, ATK has always paid particular attention to the selection of the materials it uses, and in both 2021 and 2022 **all raw materials are certified according to UNIEN 10204**.



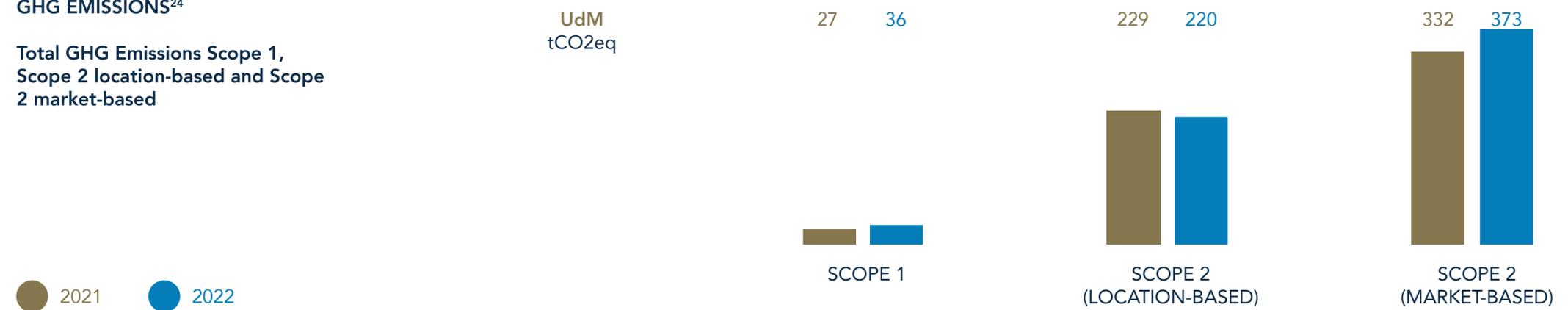
ENERGY CONSUMPTION	UdM	2021	2022
Fuel consumption	GJ	402,5	526,2
Consumption of purchased electricity		2.618,8	2.933,6
of which from renewable sources		-	-
Consumption of self- produced electricity from renewable sources		473,9	455,6
Total energy consumption		3.495,2	3.915,4

ENERGY INTENSITY

Total energy consumption per quantity produced	GJ/n	0,04	0,04
Total energy consumption per hours worked	GJ/ hours worked	0,04	0,04

GHG EMISSIONS²⁴

Total GHG Emissions Scope 1, Scope 2 location-based and Scope 2 market-based



WASTE	UdM	2021	2022
Total raw materials	t	210,3	357,0
Total process material		11,2	12,2
Total semi-finished material		42,2	49,9
Total packaging material		15,3	18,7

ATK Sports

ESG Performance

Social

2022 was a year of growth for ATK's workforce, whose employees increased by 24% compared to the previous year, most hired on permanent contracts (94%) and 41% under the age of 30.

2022 was also a year of particular attention to training and aspects related to employee safety in the workplace. This made it possible to provide a total of **1,548 hours of training**, an increase of 617% compared to 2021, limiting the number of accidents occurred.



HEALTH AND SAFETY		UdM	2021	2022
Total number of work-related injuries (employees)		n	-	1
of which high- consequence			-	-
Total number of work-related injuries (external workers)			1	-
of which high-consequence			-	-
Rate of recordable work accidents		n/(h*10 ⁶)	-	7
WORKERS AND DIVERSITY		UdM	2021	2022
Total Employees		n	68	84
of which hired on permanent contract			65	79
of which hired on fixed term contract			3	5
of which under 30 years old			38	35
of which between 30 and 50 years old			25	39
of which above 50 years old			5	10
TRAINING		UdM	2021	2022
Training provided		h	216	1.548
of which is provided to women			28	642
of which is provided to men			188	906

ATK Sports

ESG Performance

Governance

In 2022, ATK's suppliers were enriched by 215 new suppliers, mainly located in Italy. Of these, 45% are based in the same region as ATK's production plants, Emilia Romagna.

GOVERNANCE AND COMPLIANCE	UdM	2021	2022
Non-conformities found	n	-	-

SUPPLIER ASSESSMENT	UdM	2021	2022
Number of total suppliers	n	105	320
of which: new suppliers		7	215
of which: local suppliers (Italy)		99	178
of which: local suppliers (same region of the headquarters)		54	144
Suppliers assessed using environmental and social criteria		-	-

Note on methodology

This ESG Report represents Progressio's third edition of the document, and its main purpose is to communicate Progressio SGR's commitment to sustainability issues, as well as to represent the results in the ESG (Environmental, Social, Governance) area achieved by the portfolio companies and by Progressio itself concerning the 2022 financial year (from January 1 to December 31). Specifically, the reporting perimeter is represented by Progressio SGR and the portfolio companies of the PI II and PI III funds: Giorgetti S.p.A., Garda Plast S.p.A., Gampack S.r.l., Gelit S.r.l., Damiano S.p.A., Polenghi S.r.l., Assist Digital S.p.A. and ATK Sports S.r.l. The perimeter of each company was considered in its entirety, except Damiano S.p.A., Polenghi S.r.l., and Assist Digital S.p.A., for which a more circumscribed perimeter has been considered, as indicated in the detail sheets.

The process undertaken to prepare the ESG Report, under the coordination of a working group, involved part of the staff of the fund and individual companies who actively contributed to the collection of data and information needed to prepare the document.

The paper also contains data from the 2020-2021 biennium for the purpose of providing a comparison between 2021 and previous years. This comparison may not be entirely meaningful, given the uniqueness of recent years, characterized by the Covid-19 pandemic. Within the context of the calculation of environmental, social and governance data, more detailed data became available than those considered for the calculation made in the past year and reported in the ESG Report 2021. The data that became available during 2022 made it possible to refine the calculation for both the current reporting year (2022) and, consistently, for the previous years (2020 and 2021), to give as reliable and consistent a representation as possible; this ESG Report therefore reports the most accurate data for both 2022 and 2021 and 2020.

To measure its ESG performance and that of its portfolio companies, Progressio has adopted certain performance indicators defined by the "GRI Sustainability Reporting Standards - GRI Standards" published by the Global Reporting Initiative in 2016. The standards developed by GRI are among the most widely adopted models both nationally and internationally for non-financial reporting.

Consistent with the reporting standards established by the GHG Protocol²⁷, an organization's emissions are divided into three categories: Scope 1, Scope 2 and Scope 3 emissions.

Scope 1 includes all the company's direct emissions, i.e., those that occur physically within its perimeter and derive, for example, from the use of fuels for heating, energy production, the use of company vehicles or those used in production processes. These emissions are calculated by multiplying the amount of fuel used by the company by a specific emission factor, which makes it possible to express the consumption of the energy resource in tones of CO₂eq emitted.

Scope 2 emissions include emissions resulting from the purchase of electricity used in company activities and are therefore considered "indirect". The physical production of these emissions is not under the direct control of the company, as it takes place outside its perimeter; at the same time, however, it is the company itself that uses the resource, being indirectly responsible for the emissions produced during the process of generating electricity. Starting from the same amount of electricity purchased from the national grid, these emissions are conventionally calculated using two different methodologies, which are called, respectively, location-based and market-based Scope 2 emissions.

The location-based approach calculates CO₂eq emissions using an average emission factor that considers the national

²⁷ **Greenhouse Gas Protocol** (GHG Protocol) is a protocol that emerged in the late 1990s and has established itself as an international standard for greenhouse gas accounting in view of evolving international climate change policies. The GHG Protocol represents a reporting system aimed at organizations around the world that provides tools and calculation methodologies for measuring and quantifying their climate-changing gas emissions.

Note on methodology

energy mix: the higher the share of renewable energies used by a specific country (for Progressio, Italy), the lower the associated emission factor. On the other hand, emissions calculated using the Market-based method refer to contractual agreements stipulated with the electricity distributor: a company can request certification that the energy it purchases comes from renewable sources, with Guarantee of Origin (GO) certificates. For this reason, the emissions in tons of CO₂eq according to this method are calculated using two different emission factors: the part accompanied by certificates of origin, i.e., produced using renewable energy, is multiplied by a factor of zero. The remaining part is multiplied by a factor called residual mix, which considers the fact that electricity comes from non-renewable sources.

The last category of emissions included in the GHG inventory is identified as Scope 3 emissions, which include all other indirect emissions, i.e., those associated with the company's value chain. This category of emissions was assessed only for Progressio SGR by including only emissions associated with the travel of the investment fund's employees (by own car, train, or plane).

The following sources were used to calculate CO₂eq emissions:

- Scope 1: UK Department of Environment, Food & Rural Affairs (DEFRA), Conversion factors - Full set, 2020, 2021, 2022;
- Scope 2 - Location Based: IEA, Emission Factors 2022 (for 2022), Terna, International Comparisons 2019 (for 2021 and 2020)
- Scope 2 - Market Based: AIB_Residual Mixes 2020, 2021 e 2022.
- Scope 3: UK Department of Environment, Food & Rural Affairs (DEFRA), Conversion factors - Full set, 2020, 2021, 2022.

This document has not been audited by an independent third party.

At the date of publication of this Report, no significant events occurred in 2023, other than those already reported in the text.

Glossary

B Corp Certification: from Benefit Corporation, these are the companies certified by the B Lab body all over the world that exceed the threshold of 80 points in the BIA, the impact measurement tool, voluntarily committing to the highest standards of performance, transparency and accountability and operating in a way that optimizes their positive impact on their employees, the communities in which they operate and the environment.

Benefit Corporation: legal qualification that companies can decide to adopt, introduced in Italy in 2016 and present worldwide in 37 American states (as Benefit Corporation) and in Colombia, Ecuador, British Columbia, Peru, Puerto Rico, France that identifies companies that, in the exercise of their business activities, voluntarily pursue in addition to the profit motive also one or more purposes of common benefit. To become a Benefit Corporation, companies must therefore amend their bylaws to formally commit to creating a positive impact on society and the biosphere.

B Impact Assessment: Benefit Impact Assessment, is the most complete tool for measuring the impact generated by companies developed by B Lab, made available free of charge in Italian and already adopted by over 120,000 companies worldwide. The BIA makes it possible to measure with a number on a scale from 0 to 200 the impact that the company generates on its employees, the communities in which it operates and the environment.

Principles for Responsible Investment: Six principles developed by an international group of institutional investors and promoted by the UN Secretary-General that reflect the growing importance of ESG issues in investment practices.²⁸

Sustainable Finance Disclosure Regulations: European regulation that establishes standardized rules for financial market participants on transparency regarding the integration of sustainability risks, the consideration of adverse sustainability impacts in their processes and the disclosure of sustainability-related information in relation to financial products.²⁹

Responsible Investment Policy: Policy that describes the integration of responsible investment into investment policies, and that serves as a starting point for discussing the organization's position on ESG issues with external and internal stakeholders, clarifying how an investor interprets its fiduciary responsibilities to beneficiaries and clients, guiding external managers on how to manage ESG issues, and demonstrating the approach responsible investment of the organization to regulators, customers and other stakeholders.³⁰

Principle Adverse Impact: List of sustainability factors that companies must consider for their investment policies and decisions. These indicators cover environmental and social issues. According to the SFDR, asset managers, EU banks, venture capital funds and all other financial market participants (FMPs) must report a set of mandatory indicators.³¹

Delegated Regulation 2022/1288: supplement to Regulation (EU) 2019/2088 of the European Parliament and of the Council with regard to regulatory technical standards specifying details of the content and presentation of information related to the 'do not significant harm' principle, specifying the content, methodologies and presentation of information related to sustainability indicators and adverse sustainability impacts, as well as the content and presentation of information related to the promotion of environmental or social characteristics and sustainable investment objectives in pre-contractual documents, websites and regular reports.³²

²⁸ For more information, please refer to the following link: [download \(unpri.org\)](#)

²⁹ For more information, please refer to the following link: eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32019R2088&from=EN

³⁰ For more information, please refer to the following link: [An introduction to responsible investment: policy, structure and process | Introductory guide | PRI \(unpri.org\)](#)

³¹ For more information, please refer to the following link: [Principal Adverse Impact \(PAI\) in SFDR regulation explained - Impact Institute](#)

³² For more information, please refer to the following link: [EUR-Lex - 32022R1288 - EN - EUR-Lex \(europa.eu\)](#)

Glossary

Scope 1 emissions: direct greenhouse gas emissions generated by sources owned or controlled by the company, e.g., emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc., as well as emissions from chemical processes from owned or controlled process equipment.

Scope 2 emissions: indirect greenhouse gas emissions from the production of electricity purchased and consumed by the company. Indirect energy emissions are calculated using two different approaches, which are described below:

- Location-based: it is based on the use of an average emission factor relating to the national energy mix specific to each country in which the Group operates: the higher the share of renewable energy used within the country considered, the lower the associated emission factor;
- Market-based: considers the renewable electricity purchased and any contractual arrangements with the electricity distributor. In fact, a company can apply for certification, Guarantee of Origin (hereinafter "GO"), which certifies the origin of the energy purchased from renewable sources. Therefore, the share of energy accompanied by certificates of origin is multiplied by a factor of zero; the remainder is multiplied by a residual national average factor, which considers only the share of electricity produced from non-renewable sources.

Scope 3 emissions: indirect greenhouse gas emissions resulting from the company's operations, which result from sources not owned or controlled by the company. Some examples of Scope 3 activities are the extraction and production of purchased materials, the transportation of purchased fuels, and the use of sold products and services.

