



ESG Report 2023



Index

Letter to Stakeholders [03](#)

Highlights [04](#)

1 Progressio [05](#)

1.1 Who we are [06](#)

1.2 Corporate Governance Model [09](#)

1.3 Investment strategy [11](#)

1.4 Partnerships and collaborations 2023 [12](#)

2 Our Commitment to sustainable progress [13](#)

2.1 Progressio’s sustainability pathway [15](#)

2.2 The ESG impact of the SGR [22](#)

3 Portfolio [30](#)

3.1 ESG impact of portfolio companies [31](#)

Note on methodology [68](#)

Glossary [69](#)

Letter to stakeholders

Dear Stakeholders,

It is with great pleasure that we present our fourth voluntary ESG Report, a testimony to our achievements and an opportunity to reflect on our actions.

For Progressio, 2023 was a period of growth and strengthening of the ESG goals we had set ourselves. We experienced our second year as a Benefit company and as a signatory of the Principles for Responsible Investment (PRI), two milestones that reinforced our commitment to an investment strategy that is increasingly attentive to environmental, social and governance aspects.

Acquiring Benefit company status reflects our commitment to conducting business by pursuing objectives of common benefit, as well as economic ones. These include the well-being of our employees, integrating ESG criteria into our investment strategies, and maintaining a transparent dialogue with our investors. In 2023, we have documented what we have achieved and what we aspire to achieve in the current year in our Impact Report.

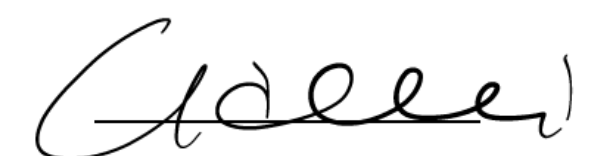
We believe that to build a prosperous, resilient and inclusive economy, companies must lead change by adopting new business models capable of creating and distributing value in a sustainable manner. With this in mind, we launched the Progressio Investimenti IV fund, which, in accordance with Article 8 of the SFDR, promotes sustainability features.

We firmly believe in the power of finance as a driver towards an increasingly sustainable economy and a lever for the growth of companies that excel or have the potential to excel in managing environmental and social impacts.

As in the previous edition, our ESG Report aims to illustrate the sustainability results achieved by our SGR and the portfolio as a whole, providing details on the management and performance of both our company and individual portfolio companies.

Have a good reading,

Filippo Gaggini
Amministratore Delegato



HIGHLIGHTS

Progressio

19.459

kWh of electricity consumed

37,8

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

3.112

m³ of natural gas consumed

62%

of the team is aged between 26 and 50 years old

20 h

average hours of training per employee

High

employee satisfaction (84.3% of overall satisfaction)

47,5%

of suppliers are local (Lombardia region)

B-Corp¹

from 2021, **Benefit company** from 2022

1. The “B Corporation Certification” is a mark that is licensed by B Lab, a private non-profit organization, to companies that, like ours, have successfully passed the B Impact Assessment (“BIA”) and thus meet B Lab’s requirements in terms of social and environmental performance, accountability and transparency. It is specified that B Lab is not a conformity assessment body within the meaning of Regulation (EU) No 765/2008 or a national, European or international standardization body within the meaning of Regulation (EU) No 1025/2012. The BIA criteria are separate and autonomous from the harmonized standards resulting from ISO or other standardization bodies and are not ratified by national or European public institutions. For more information, please refer to the following link: [Overall B Impact Score](#).

Portfolio

3.059.399

of electricity consumed from renewable sources

14.594

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

19,5 h

average hours of training per employee

30%

of women over total employees

12,0

rate of recordable work-related injuries (employees)

85%

of Italian suppliers

Over 1’80%

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

2

portfolio company B-Corp¹

2

Benefit Companies

1 PROGRESSIO SGR

Who we are

Progressio SGR S.p.A. (below “Progressio” or “SGR” or the “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 Mechanical), 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 2023 fiscal year,

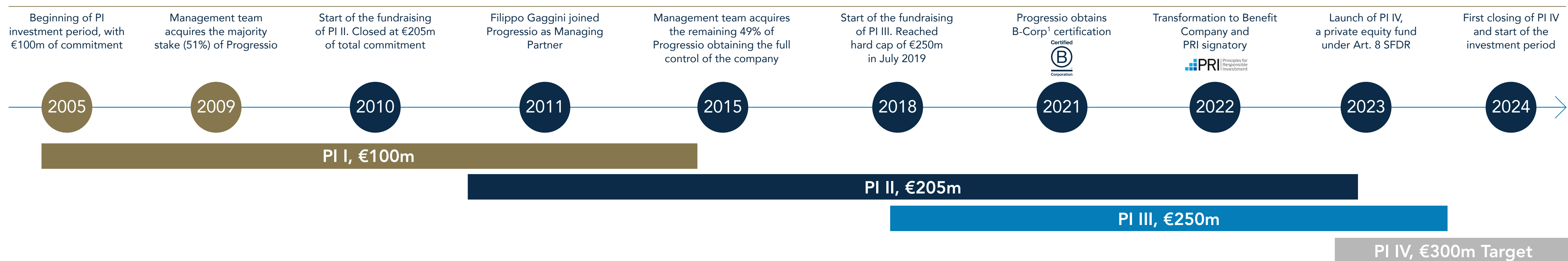
Progressio managed three institutional funds:

- “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, 2023, Progressio manages PI II and PI III (for a total capital of €455 million), with 6 companies still in the portfolio.

Between 2021 and 2022, the company obtained **B-Corp¹ certification** and acquired the legal status of a **Benefit company**, as well as adhered to the **Principles for Responsible Investment** (“PRI”) launched by the United Nations.

Lastly, in 2023, Progressio started marketing the fund “**Progressio Investments IV**”, which qualifies as an article 8 fund under the EU Regulation 2088/2019 (Sustainable Finance Disclosure Regulation - SFDR). This fund aims to promote and support the sustainable development objectives of the European Union by investing exclusively in companies that comply with good governance practices and by promoting specific environmental and social characteristics aimed at enhancing sustainability and innovation aspects.



— 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



Simone Asanelli
Investment Manager



Giovanni Pesce
Investment Manager



Eleonora Giacometti
Analyst



Nicola Carbone
CFO



Cristina Bonnaccorsi
Administration



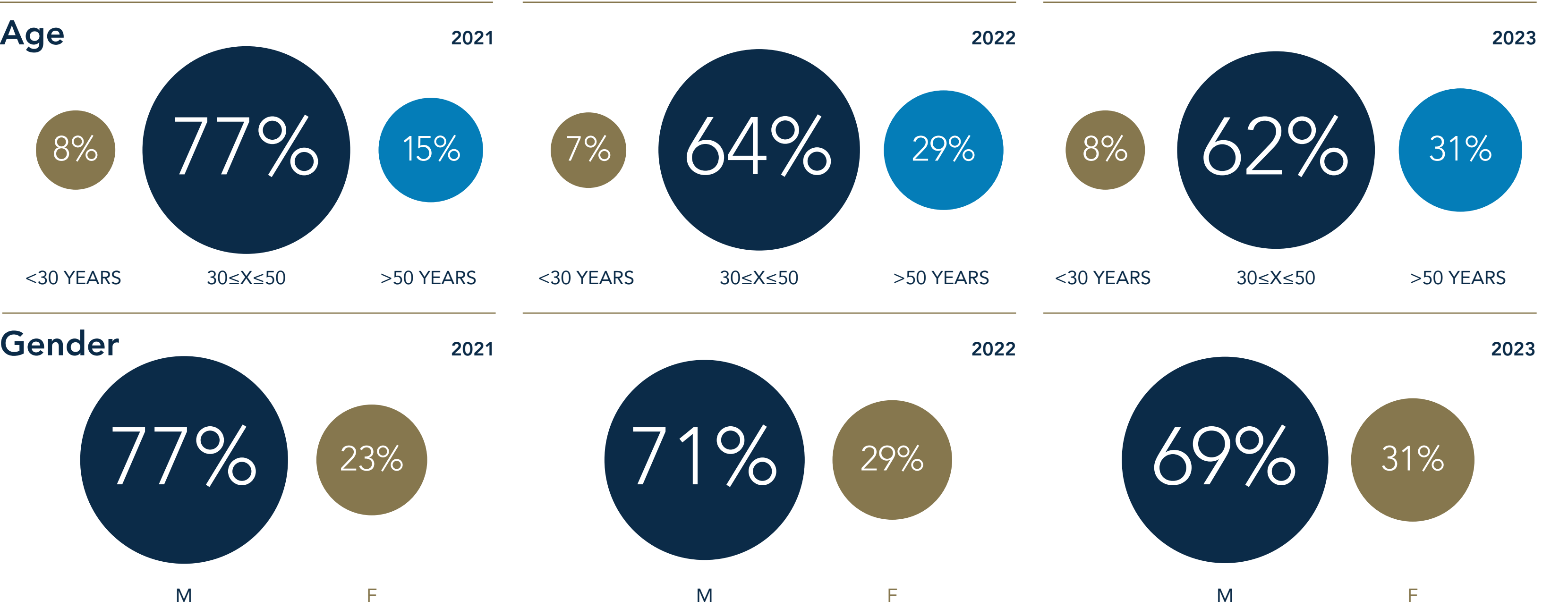
Francesca Guardamagna
Support / Back office

Corporate Governance Model

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 12 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, 2023, the Progressio team consists of 13 people with a full-time contract, 12 employees in addition to the Managing Partner. There are 9 men and 4 women, predominantly aged between 26 and 50 (62% of the team).



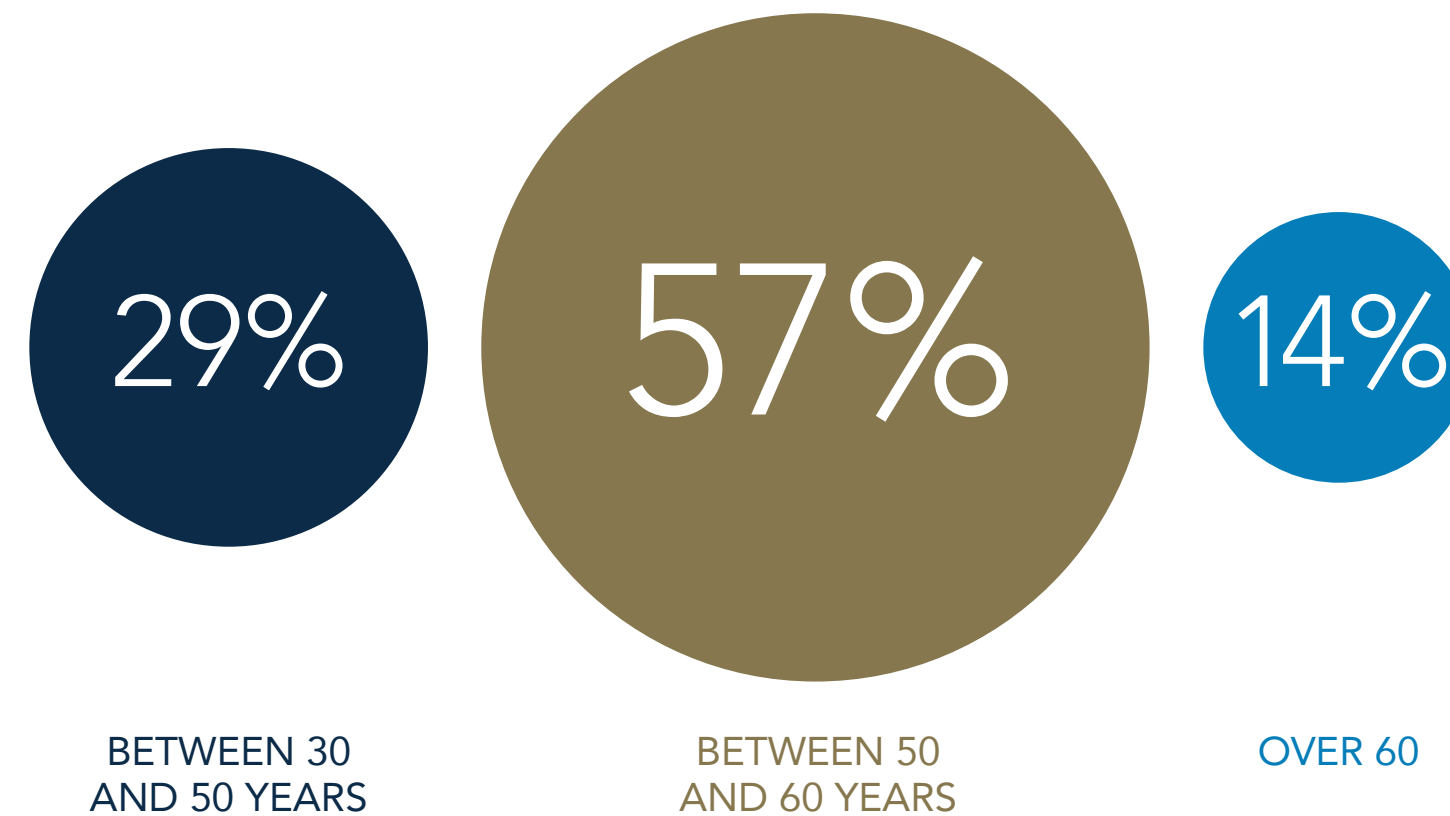
Category	< 30 years			30 ≤ x ≤ 50			> 50 years			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
CEO	0	0	0	0	0	0	1	1	1	1	1	1
Directors	0	0	0	4	4	5	1	2	2	5	6	7
Middle Management	0	0	1	2	2	1	0	0	0	2	2	2
Office workers	1	1	0	4	3	2	0	1	1	5	5	3
Total	1	1	1	10	9	8	2	4	4	13	14	13

Corporate Governance Model

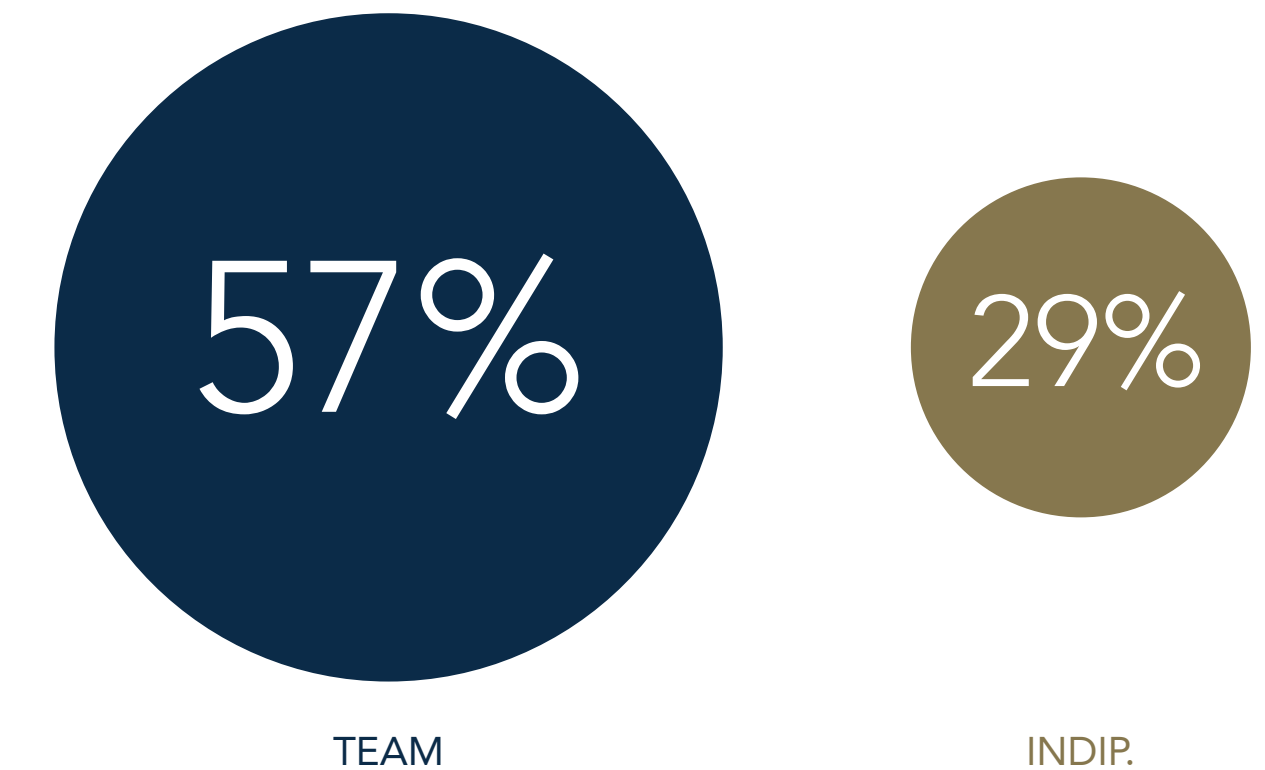
Board of directors

In the 2023 reporting year the Board of Directors consists of 7 members, of which 6 men and a woman. 2 members are independent directors.

Age



Independency



Sustainability Team

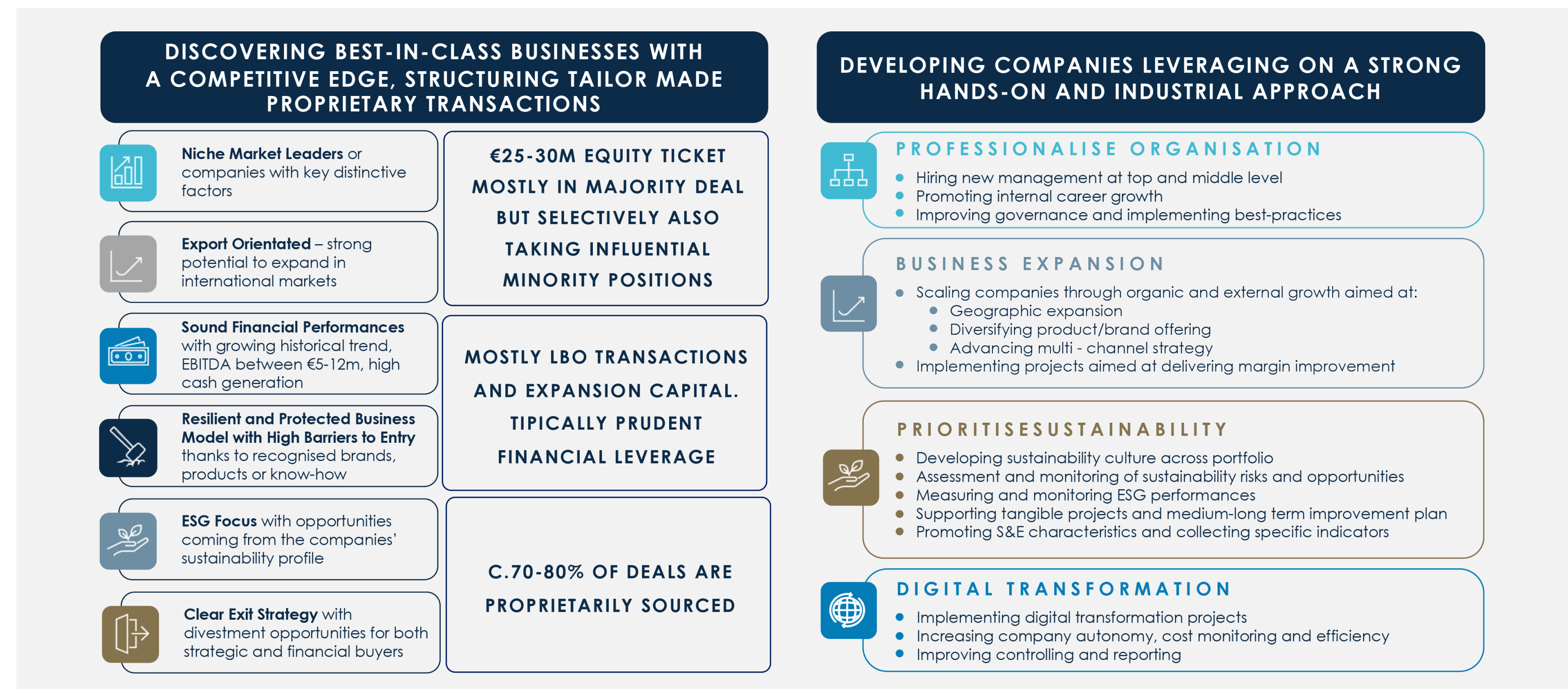
Regarding ESG aspects, Progressio has been endowed with specific roles and responsibilities articulated through a dedicated structure: the Sustainability Team, composed of the Head of ESG supported by the Chief Financial Officer, reports to Progressio's Board of Directors and is responsible for promoting and driving the sustainability strategy of the Company and the managed funds. The Sustainability Team is also responsible for the implementation and supervision of the Responsible Investment Policy (RI) as well as for the implementation of the ESG strategy of the PI IV fund in accordance with the SFDR. It also 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.

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 industry managers of high standing.

In addition, Progressio promotes a strategy for creating value on the portfolio based on operating leverage and concerning: **I.** professionalise organisations and talent growth; **II.** business expansion; **III.** prioritise sustainability and **IV.** digital transformation.



1.4

Partnerships and Collaborations 2023

PARTNERSHIPS ESG



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



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

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.

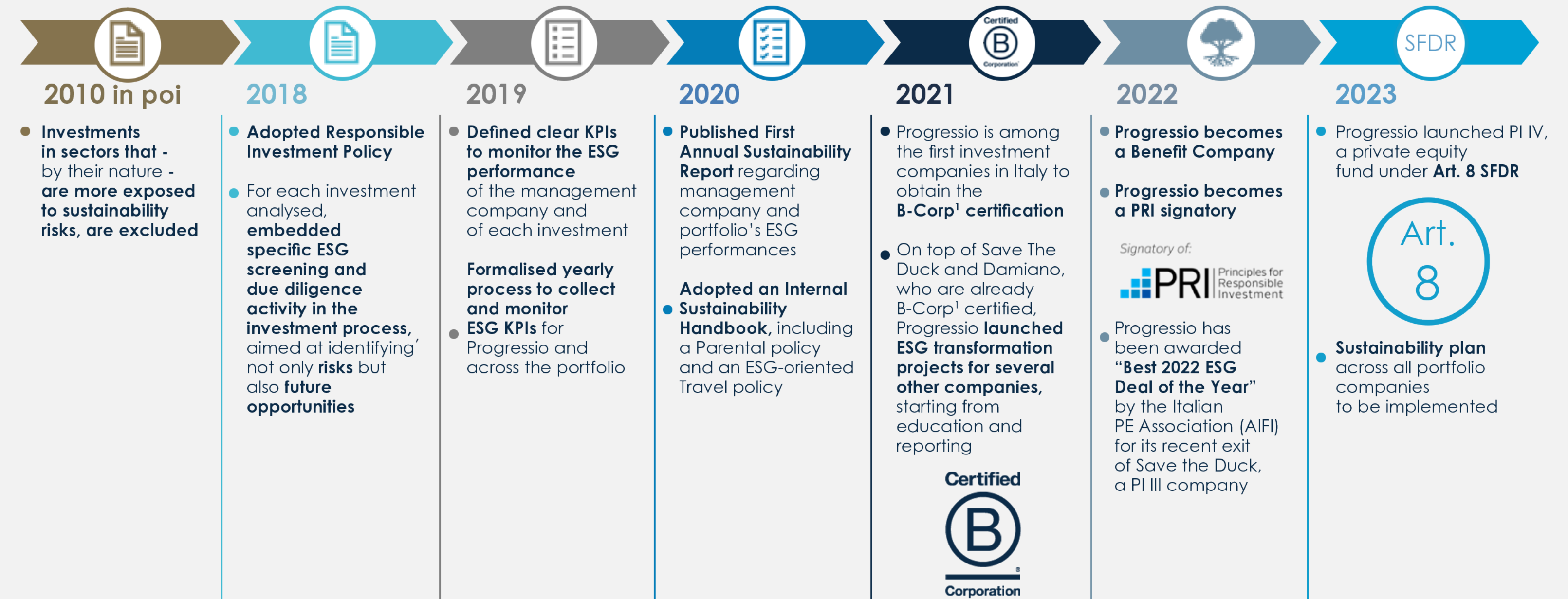
2 Our Commitment to sustainable progress

— “Management, business development, sustainability and digital transformation are the cornerstones of the value creation strategy”

Progressio's sustainability pathway

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.

We moved from a risk management and compliance approach to a value creation purpose



Progressio's sustainability pathway

The Company has, over the years, implemented a sustainability path, committing itself to supporting concrete development projects contributing to the improvement and growth of the Italian and international entrepreneurial scenario, guaranteeing the utmost respect for the rights and dignity of people and the environment, with the aim of contributing to the creation of value not only for shareholders but also for the environment, the local community in which the company is integrated and all other stakeholders.

In particular, the Company has identified a number of Sustainable Development Goals ("SDGs²") relevant to align its strategy as closely as possible with the objectives of the United Nations 2030 Agenda in defining and implementing its sustainability path, and in particular (i) in identifying the purposes of common benefit as a Benefit company (as described below), (ii) in considering certain areas of commitment of an environmental social and governance commitments as part of the overall investment analysis and holding process pursuant to the RI Policy (as described below) as well as (iii) in identifying certain Environmental and Social Characteristics that distinguish the ESG profile of the PI IV fund (as described below).

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 Policy³"). During 2023, the SGR updated its RI Policy in order to incorporate the commitments made by Progressio pursuant to (i) obtaining B-Corp¹ certification and Benefit company status, (ii) joining the PRI, (iii) incorporating the assessment of climate and environmental risks set out in the Bank of Italy Action Plan (as described below) and (iv) the SFDR as regards the promotion of Characteristics (as defined below). The RI 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.

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

These include at a minimum

Environmental commitment:

- Fight the climate change;
- Responsible management of water resources.

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.



2. A set of 17 global goals promoted by the United Nations and aimed at eradicating poverty, protecting the planet and ensuring universal prosperity and well-being by 2030.

3. For further information, please refer to the following link: [Progressio RI-Policy](#).

Progressio's sustainability pathway

The RI Policy applies to all active investments in which Progressio holds a majority interest. In the case of investments with a minority shareholding - without prejudice to the commitments made under the RI Policy and the activities involving the pre-investment phase - the Company undertakes to disclose the RI Policy in order to raise awareness and sensitise company management to sustainability issues, aiming to improve the company's ESG performance and impact profile.

The RI Policy is published on the Company's website.

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.

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.

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).

B-Corp¹ Certification

During 2021, the SGR embarked on the path to obtain **B-Corp¹ certification**, joining 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. Therefore, Progressio began measuring its social and environmental performance through the B Impact Assessment, initially obtaining a score of 88.3 in 2021 (for the reporting year 2020), while for the reporting year 2023, the SGR recorded an overall improvement in performance in all indicator categories assessed, moving to a score of 108.0.

Progressio's sustainability pathway

B Impact Score

Based on the B Impact Assessment conducted in 2023, Progressio earned an overall score of 108.0.



	OVERALL SCORE
Governance	21.1
Workers	34.3
Community	17.6
Environment	6.1
Customers	28.8



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 benefit⁴.

In the year 2023, Progressio analysed the degree to which the common-benefit objectives were achieved in the second Impact Report and planned the objectives that, as a Benefit Company, it undertakes to pursue in the year 2024 with respect to the adopted common-benefit objectives.

In particular:

- in relation to the growth of its employees and collaborators and the promotion of an inclusive and balanced working environment, Progressio in the year 2023 provided 87 hours of training to its workers on sustainability-related topics, organised three corporate team-building events, and achieved the target level of employee satisfaction assessed by means of a questionnaire. In addition, it defined future objectives in the areas of governance, growth and training, and in relation to initiatives linked to both environmental and social aspects;
- in relation to the promotion of sustainability-oriented initiatives at its portfolio companies, Progressio monitored the sustainability performance of 100 per cent of its portfolio companies during 2023, promoted sustainability-oriented initiatives at them and/or aimed at improving their impact profile. It has also planned specific objectives in relation to ESG performance, governance and the promotion of environmental and social characteristics in accordance with the SFDR;
- In the development of an ongoing and transparent dialogue with the investors of the managed funds, Progressio drafted and published the Sustainability Report 2023, as well as defined further objectives regarding sustainability reporting and policies and the integration of the risk assessment process.

4. The impact report is available on the Progressio website, at the link: [Progressio 2024.03.27 Relazione di Impatto](#).

Progressio's sustainability pathway

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 practices⁵. Therefore, as of the second year of membership (2024), the Company is required to complete and submit the Transparency Report, which is an online questionnaire assessed by the PRI consisting of several forms covering aspects such as governance, policies and strategies, including investment strategies.

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.

Regolamento (UE) 2019/2088 ("Sustainable Finance Disclosure Regulation")

In March 2021, the EU Commission Regulation 2019/2988 on Sustainability Disclosures for Financial Services ("SFDR") came into force. The SFDR Regulation not only required financial market participants and financial advisors to provide specific information on the approach taken regarding the integration and management of sustainability risk factors as well as the consideration of any negative sustainability impacts⁶, but also represents a classification tool for investment funds, which is useful in determining which ones can truly be defined as sustainable.

The SFDR has in fact defined three distinct categories of ESG products managed by EU-based investment companies:

- Article 9 (or "dark green") products, which have a sustainable objective, aim to achieve specific sustainability results (environmental or social) and at the same time pursue financial results;
- Article 8 (or "light green") products, which promote social and/or environmental characteristics and may include sustainable investments (which are, however, not the main objective);
- Article 6 ("grey green") products, which do not apply ESG filters in their investment choices.

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

6. For more information, please refer to the following link: [DISCLOSURE AI SENSI DEL REGOLAMENTO \(UE\) 2019/2088](#).



Signatory of:



Progressio's sustainability pathway

In this perspective, **the SGR:**

- has undertaken to integrate in its investment process (from the pre-investment phase to the investment holding phase) the assessment of sustainability risks as defined by the SFDR Regulation⁷;
- declares, about the failure to take into account the negative effects of investment decisions on sustainability factors, that it uses a methodology other than PAI (Principle Adverse Impact) to assess the negative external impacts of target companies⁸;
- launched (in 2023) the commercialisation of the PI IV investment fund classified under Article 8, which as such, although not aiming to make sustainable investments (i.e., investments in economic activities that contribute to an environmental or social objective), aims to promote several social and environmental characteristics (the "Characteristics") through its investment activity. Progressio has identified 22 Characteristics (6 environmental, 12 social and 4 environmental & social) aimed at enhancing the most relevant and strategic profiles of sustainability including: supply chain relations, digitisation, gender equality, social inclusion, employee welfare, use of renewable energy. For each of the Characteristics, one or more indicators have been associated (for a total of 36 KPIs) that will be used to periodically monitor the alignment of the portfolio companies with the promoted characteristics. The Characteristics identified are aligned with both the common-benefit purposes promoted by Progressio by virtue of its legal status as a Benefit Corporation, and with the SDGs to verify the alignment and contribution of the PI IV fund to the achievement of the UN 2030 Agenda goals.

Integration of climate and environmental risks into business processes

In December 2022, Progressio, along with other asset management companies, received a communication from the Bank of Italy regarding the results of a survey on climate and environmental risks conducted on a number of non-banking financial intermediaries (the "Aspettative di Vigilanza sui Rischi Climatici e Ambientali" or the "Aspettative").

In March 2023, the Bank of Italy Action Plan (the "Plan") was presented to and approved by the Company's Board of Directors, containing a specific programme aimed at progressively aligning the SGR (in aspects relating to business model and strategy; governance and organisational system; and risk management system) to the Expectations. As part of the drafting of the Plan, Progressio - in addition to providing evidence of its degree of alignment with the Expectations - has also envisaged a series of improvement and reinforcement measures to be implemented in the short to medium term, including - inter alia - the integration of the current risk assessment process with elements that allow for a better assessment of climate (physical and transitional) and environmental risks.

7. For more information, please refer to the following link: [TRASPARENZA DELLE POLITICHE IN MATERIA DI RISCHIO DI SOSTENIBILITÀ AI SENSI DELL'ARTICOLO 3 DEL REGOLAMENTO \(UE\) 2019/2088.](#)

8. For more information, please refer to the following link: [mancata presa in considerazione degli effetti negativi delle decisioni di investimento sui fattori di sostenibilità.](#)

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-Corp¹ certification process - through the B Impact Assessment.

19.459

kWh of electricity consumed

37,8

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

3.112

m³ of natural gas consumed

20 h

average hours of training per employee

High

employees' satisfaction (84% of overall satisfaction)

62%

team between 26 and 50 years old

47,5%

of local suppliers (Lombardy region)

B-Corp¹

certified since 2021, **Benefit Corporation** since 2022

—

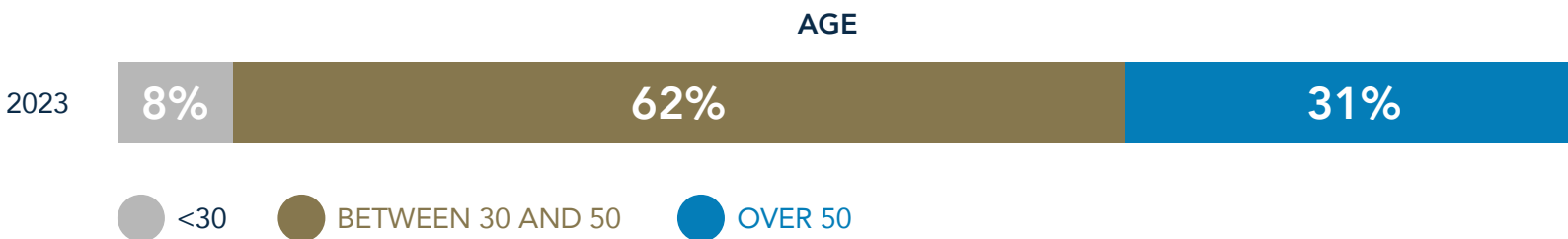
Valuing and respecting people,
encourage continuous growth
and the respect of the diversity
of its professionals

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.

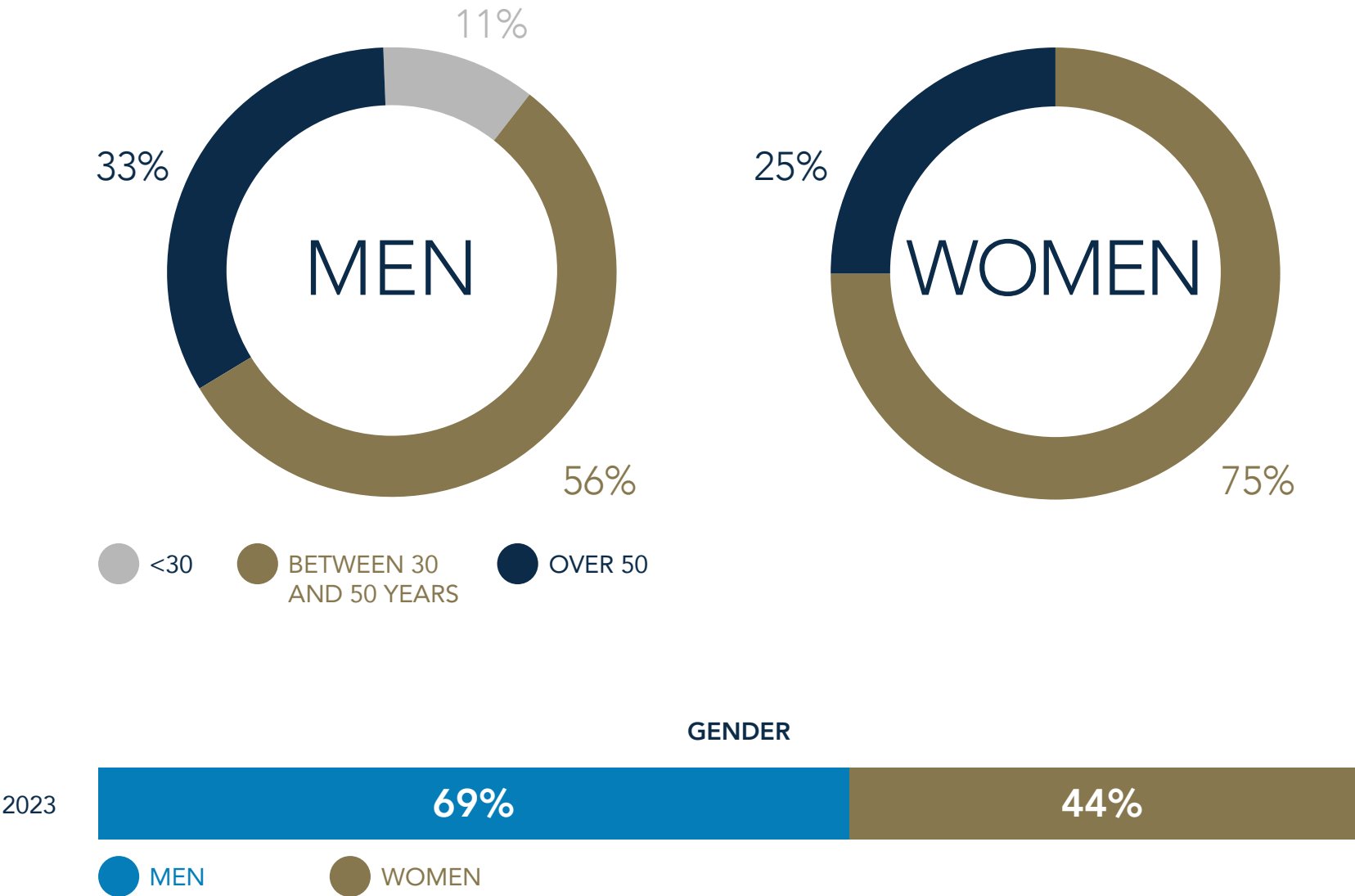
In accordance with the principles outlined in the Code of Conduct, Progressio is committed to actively promoting diversity and inclusion as strategic elements for business success. The Company recognises that a working environment that values individual differences and encourages the participation of all employees is fundamental to stimulating innovation and improving overall performance. In line with the values of honesty, transparency, and fairness, Progressio is committed to ensuring that professional development opportunities are accessible to all employees, striving to create an inclusive environment. From 2021 to 2023, the company maintained an almost constant number of employees.

31% of the workforce consists of women, a percentage that increased over the three-year reporting period under review. In addition, all employees are employed on open-ended contracts, most are between 30 and 50 years old.



Total number of employees by age group and gender

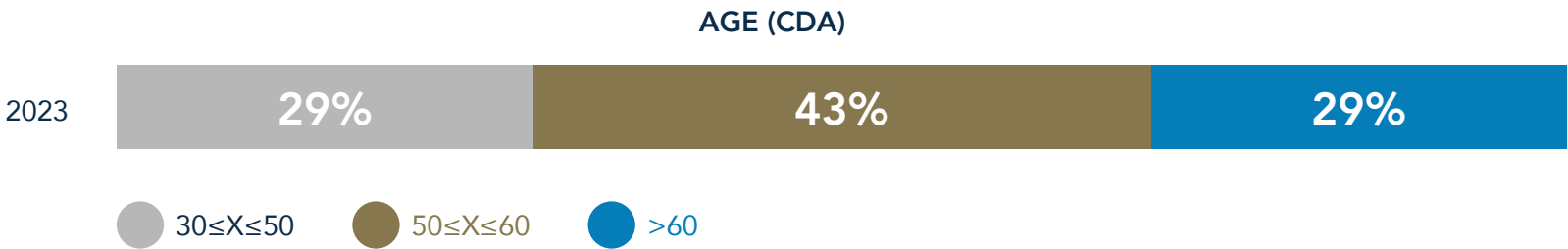
	Age	2021	2022	2023
Men	< 30	1	1	1
	30 ≤ x ≤ 50	7	6	5
	> 50	2	3	3
Men Total		10	10	9
Women	< 30	0	0	0
	30 ≤ x ≤ 50	3	3	3
	> 50	0	1	1
Women Total		3	4	4
Total		13	14	13



Valuing people

	2021	2022	2023
Chief Executive Officer and directors	6	7	8
Middle managers	2	2	2
Office workers	5	6	3
Total	13	14	13

Over the fiscal year 2023, the Company’s Board of Directors consists of 7 members, with 86% male representation (6 men) and 14% female representation (one woman), most of whom are in the 50-60 age group.



Professional Development

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:

- **early 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 are:

- the **social 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.

Valuing people

During 2023, an average of **20 hours of training per capita** was provided, totalling **257 hours**. Out of these, **about 87** 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.

Worker Involvement and Well-being

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 helps 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.

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 2023, the results obtained (shown on a scale of 1 to 10) revealed high satisfaction in all areas, especially with regard to aspects related to team involvement, which, with a score of 8.7, was the category characterised by the highest degree of satisfaction, and to the aspects of “leadership and strategy”, “company culture” and “pay and benefits”, evaluated by employees with a score of between 8.5 and 8.6. Compared to the beginning of the three-year period, satisfaction increased for the categories “your role” and “pay and benefits”, by 0.3 and 0.9 points respectively.

Category	2021	2022	2023
General satisfaction	8,6	8,5	8,3
Leadership & strategy	8,5	8,9	8,5
Social & environmental responsibility	8,6	9,0	8,4
Your role	8,1	8,3	8,4
Company culture	9,0	8,7	8,5
Team involvement	8,7	8,3	8,7
Training, education and career	8,3	8,3	8,2
Pay & benefits	7,7	8,2	8,6

Valuing people

Parental Policy

In order to promote the 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 model

Progressio favourably 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 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.

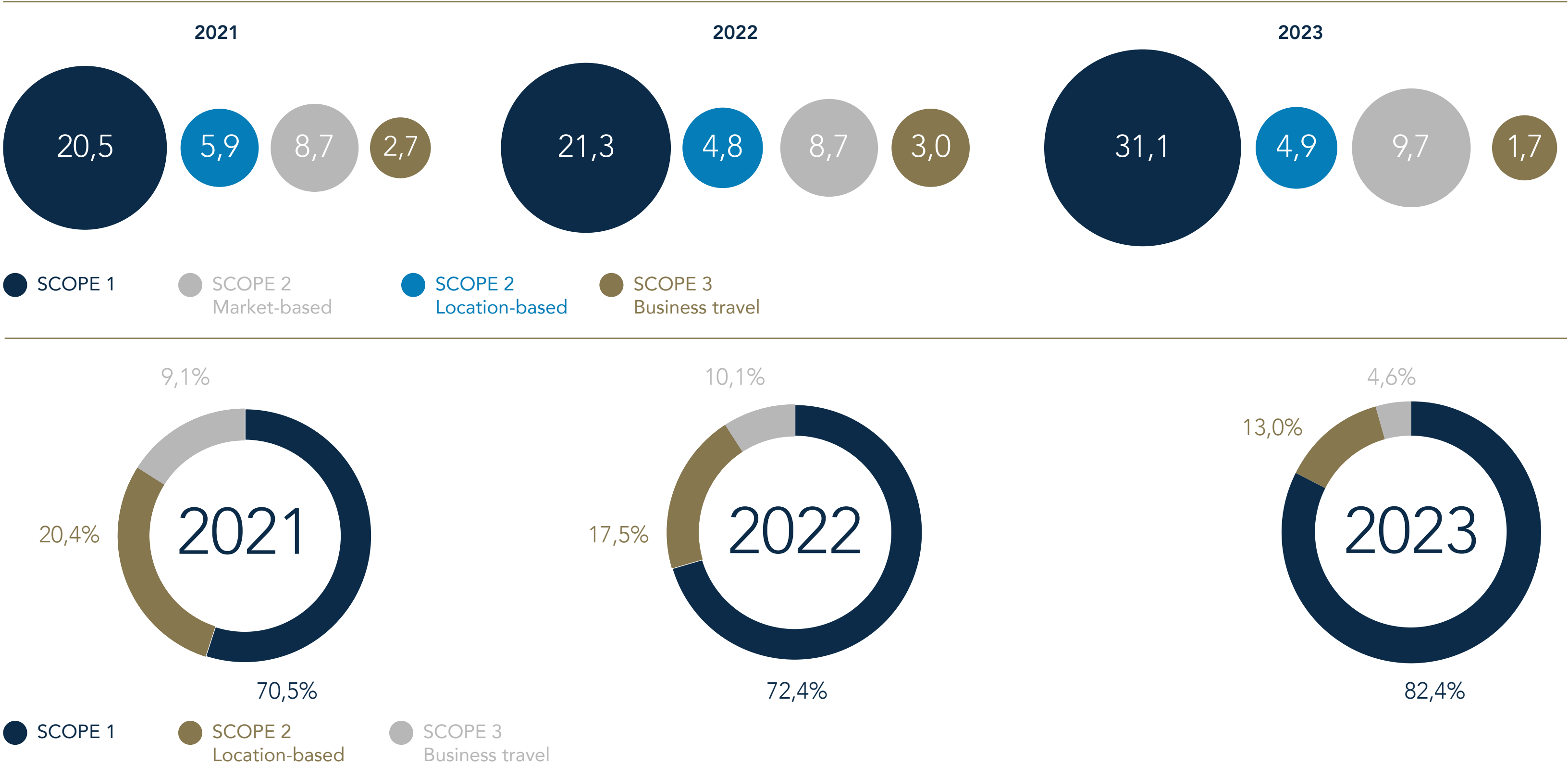
Commitment for the environmental protection

Commitment for the 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.
 During the 2023 Progressio recorded an **electricity consumption** of 19,459 kWh and a **gasoline and diesel consumption** of 4,152 litres and 3,112 litres, respectively. Heating the SGR offices required the consumption of 3,112 m3 of **natural gas**. Progressio’s **total energy** consumption amounted to 462.6 GJ, a slight increase compared to 2022 (377.5 GJ) due to an increase in consumption of company cars.

About the **GHG emissions**, 31.1 tCO_{2eq} was recorded in terms of **Scope 1 emissions**, in line with the increase in consumption of the company fleet compared to previous years.

The **Scope 2 emissions** recorded by the location-based and market-based methods amount to 4.9 tCO_{2eq} and 9.7 tCO_{2eq} respectively both in line with previous years.

Scope 3 emissions, considering only the business travel category, are 1.7 tCO_{2eq}. The 1.2 tCO_{2eq} decrease compared to 2022 is largely attributable to the replacement of private cars for a large part of business travel with cars from Progressio’s fleet.



Commitment for the environmental protection

The 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 supportive 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.

The materials procurement policy

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.

During 2023, the company maintained a commitment consistent with its materials procurement policy, choosing to purchase only recycled paper. This decision resulted in the acquisition of a total of 96 kg of paper, demonstrating the company's adherence to sustainable and responsible practices in the procurement of its resources.

3

Portfolio

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 using operating leverage.

As of December 31st, 2023, 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	8,4	Majority	Fashion & Luxury	Luxury design and furniture brand
Gampack	PI III	Jan-19	4,9	Majority	Industrial & Mechanical	Secondary packaging machinery
Gelit	PI III	May-19	4,6	Co-Lead	Food & Beverage	Frozen food and ready meals
Damiano	PI III	Jul-19	4,4	Majority	Food & Beverage	Organic dry fruits and products derived from them
Polenghi Group	PI III	Aug-19	4,4	Influent minority	Food & Beverage	Food condiments based on lemon juice
ATK Sports	PI III	May-21	2,6	Majority	Industrial & Mechanical	Ski mountaineering bindings and accessories

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. Consistent with the material ESG criteria for Progressio, the performance of the companies is aligned with environmental, social and governance aspects and, for each of them, specific KPIs are collected, analysed and reported.

In this fourth edition of Progressio's ESG Report, the sustainability performance and impacts of portfolio companies, in PI II and PIII funds, for the year 2023, with a comparison to the previous two-year period (2021 - 2022).

About to environmental issues, in particular, during 2023 - thanks to the choice of some portfolio companies (in particular Gelit and Damiano) to invest in self-production through the installation of photovoltaic systems - there was an upward trend in the percentage of electricity self-produced compared to 2022 (+128% for the same perimeter), despite - among other things - a contraction in self-production by Giorgetti due to the damage to solar panels caused by a strong storm. The amount of electricity from renewable sources purchased has partially increased in 2023 compared to 2022 (+7% for the same perimeter), although to date it is only purchased by one portfolio company (Damiano) as in past years other companies have chosen to gradually suspend the procurement of certified renewable electricity (Guarantees of Origin)⁹ due to the instability of the energy market. Therefore, overall, there was an increase in electricity from renewable sources consumed (self-produced and purchased) in 2023 compared to 2022 (+69% for the same perimeter).

Global Scope 1 and Scope 2 GHG emissions (calculated using the market-based method) generated by the portfolio decreased strongly in 2023 compared to the previous year (-55%). However, there was a slight increase for the same perimeter (+8%) mainly attributable to an increase in LPG consumption (attributable to Damiano and Gelit respectively for the commissioning of the peeling plant and the trigenerator) which had an impact on Scope 1 emissions, as well as an increase in the Italian national residual emission factor¹⁰ between 2022 and 2023 which resulted in an increase on Scope 2 emissions (calculated using the market-based method); finally, it should be noted that with the same emission factor compared to 2022, the level of Scope 2 emissions (calculated using the market-based method) generated by the portfolio would have decreased in 2023 compared to 2022 (-3% for the same perimeter). On the other hand, as regards the percentage of recycled and/or certified raw materials, semi-finished products and packaging materials, the figure improved compared to 2022 (23% of the total compared to 18% in the previous year). Finally, there was a reduction in total water consumption in 2023 compared to 2022 (-11% for the same perimeter).

Regarding social aspects, there is an increase in the number of people within the portfolio companies due to an organic growth of the companies' staff. Of the employees, 30% are women and almost all are employed on permanent contracts. Training remains a key element for both Progressio and all its investee companies: in 2023, the average number of training hours is 19.5 hours per employee. Similarly, occupational health and safety aspects are also considered a priority: in 2023 the occupational accident rate improved compared to 2022 on a like-for-like basis (12.0 compared to 19.3 in 2022).

9. A Guarantee of Origin is an electronic certification attesting to the renewable origin of the sources used.

10. Residual national average factor; see Methodological Note and Glossary for more information

ESG impact of portfolio companies

In terms of governance, more than 80% of the portfolio companies have an organisational model inspired by or compliant with 231/2001. In 2023, the total number of suppliers

in the portfolio is 11,428, 85% of which are headquartered in Italy, while the total number of operations¹¹ is 11, 18% of which are covered by an ISO 14001 or ISO 45001 certified management system.



11. Intended as production sites.

ESG impact of portfolio companies

3.059.399

kWh electricity consumed from renewable sources

14.594

Ton.CO_{2eq} Greenhouse gas emissions generated by the portfolio (S1 + S2 market-based)

23,4%

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

19,5 h

average hours of training per employee

30%

of employees are women

12

rate of recordable work-related injuries (employees)

13%

hiring rate

85%

of Italian suppliers

Over 80%

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

2

B-Corp¹ portfolio companies and 2 Benefit companies

Giorgetti



Giorgetti

Sector

Fashion & Luxury
(furniture)

Activity

Luxury design and
furniture brand

Revenues 2023¹²

81,0 mln €

Employees 2023¹³

236

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 around 300 stores, of which shop-in-shops, single-brand stores and 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's 2023 was a year characterised by a slight increase in hours worked and turnover. During the reporting year, there was also an increase in energy requirements due to damage to some panels by bad weather. However, the company improved its environmental sustainability by reducing the share of hazardous waste.

On a social level, the introduction of three new temporary employees changed the employment picture, which was previously characterised by all employees being employed on permanent contracts. In addition, special attention to occupational health and safety issues contributed to the reduction of accidents compared to the previous year.

Finally, the overall supplier network grew during the reporting year.

Sustainability Performance¹⁴

	UdM	2021	2022	2023
Quantity produced ¹⁵	n.	36.901	23.500	21.619
Hours worked (employees)	h	386.654	397.302	398.815
Revenues	mln €	55,1	73,8	81,0

12. Group consolidated turnover.

13. Data referring to the group's scope of consolidation (average number of employees during the year).

14. The data relating to sustainability performance refer to the scope of consolidation of the group for social and governance aspects, while the data and information on environmental aspects refer to Giorgetti S.p.A. and Battaglia S.p.A. (excluding foreign subsidiaries).

15. Quantity produced in terms of pieces. The variability in quantities and sales between 2021 and 2022 is also attributable to a sales mix effect.

Giorgetti

ESG Performances

Environment

Over the years, Giorgetti has worked hard to **increase the share of electricity from renewable sources consumed**, which amounted to 30% of total electricity consumed in 2022 (7% in 2021). However, during 2023, there was an 80% decrease in the consumption of self-generated electricity from renewable sources due to damage to the solar panels installed following a severe hailstorm that hit the area where the company is located in the summer of 2023. The loss of this important renewable energy infrastructure has therefore necessitated the purchase of electricity to compensate for the lack of own generation, thus affecting the entire energy system.

As a result, Scope 2 market-based emissions, which amounted to 1,001 tCO_{2eq} in 2023, also increased during 2023.

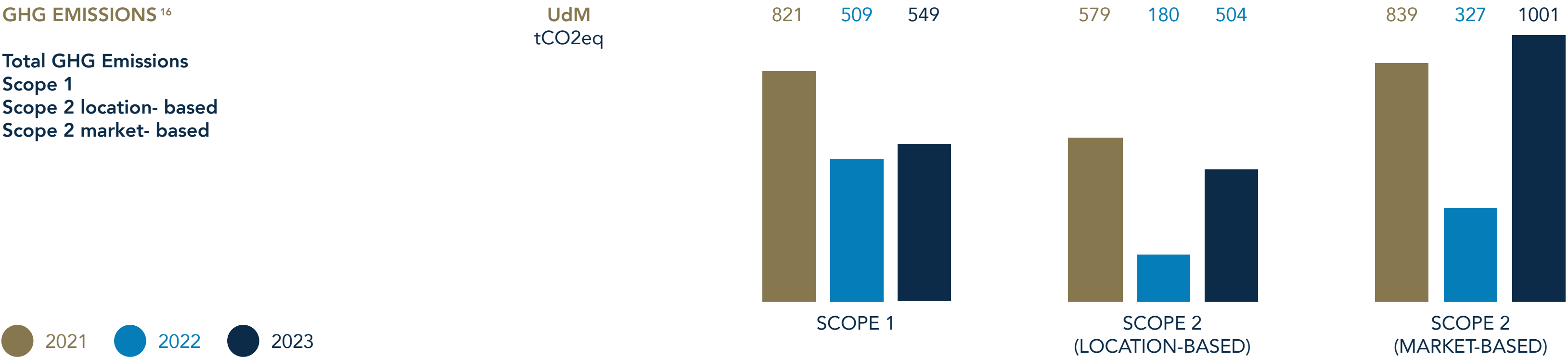
This occurrence of an extraordinary nature was subsequently overcome with the restoration of full operation of the solar panels installed at Giorgetti's plants.

There was a further reduction in the share of **hazardous waste** in total waste generated, which stood at about **0.6%** (compared to 1 percent in 2022).

16. Scope 2 emissions data calculated using the 2022 location-based method have been restated based on more available information.

ENERGY CONSUMPTION	UdM	2021	2022	2023
Fuel consumption	GJ	13.998,7	8.496,6	9.209,4
Consumption of purchased electricity		6.611,5	2.575,7	7.199,8
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		467,3	1.085,3	228,0
Total energy consumption		21.077,4	12.157,6	16.637,2

ENERGY INTENSITY				
Total energy consumption per quantity produced	GJ/n	0,57	0,52	0,77
Total energy consumption per hours worked	GJ/hours worked	0,05	0,03	0,04



WASTE	UdM	2021	2022	2023
Total weight of waste generated	t	681,3	834,7	827,9
of which: hazardous waste		18,9	11,04	5,0
of which: non-hazardous waste		662,4	823,7	823,0

Giorgetti

ESG Performances

Social

The total number of employees grew by 15, registering a 7% increase, mostly **permanent employees** (99%) and in the 30-50 age group.

There were **12 injuries** during the year, down 14% from 2022, none of them with serious consequences.

In line with 2022, staff development continues to be an increasingly relevant issue for Giorgetti, so much so that in 2023 the company provided a total of **1,288 hours of training to its employees**, up 19% from the previous year.

17. For the year 2022, the number of recorded injuries was updated from 0 to 1 due to the prolongation of the consequences of an injury, initially recorded as not serious, for part of 2023.

18. Right data at 31/12/2023.

HEALTH AND SAFETY		UdM	2021	2022	2023
Total number of work-related injuries (employees)	n	5	14	12	
of which high-consequence		3	1 ¹⁷	-	
Total number of work-related injuries (external workers)		-	-	-	
of which high-consequence		-	-	-	
Rate of recordable work accidents	n/(h*10 ⁶)	12,9	35,2	30,1	

WORKERS AND DIVERSITY		UdM	2021	2022	2023
Total Employees	n		227	230	245 ¹⁸
of which hired on permanent contract			227	230	242
of which hired on fixed term contract			-	-	3
of which under 30 years old			30	30	36
of which between 30 and 50 years old			128	131	126
of which above 50 years old			69	69	83

TRAINING		UdM	2021	2022	2023
Training provided	h		1.254	1.078	1.288
of which is provided to women			289	200	342
of which is provided to men			965	878	946

Giorgetti

ESG Performances

Governance

As in previous years, there were no confirmed cases of non-compliance in 2022. Giorgetti’s supply chain consists of **85% of suppliers based in Italy**, of which 18% located in the Lombardy region. In 2023, while the number of Giorgetti’s total suppliers increased by 4%, the share of suppliers based in Italy remained constant compared to the previous two years. The share of suppliers based in Lombardy is in line with last year’s figure.

GOVERNANCE AND COMPLIANCE		UdM	2021	2022	2023
Significant non-compliance		n	-	-	-
SUPPLIER ASSESSMENT		UdM	2021	2022	2023
Supplier Assessment		n	6.688	8.700	9.074
Number of total suppliers			119	154	385
of which: local suppliers (Italy)			5.767	7.362	7.660
of which: local suppliers (same region of the headquarters)			4.327	5.421	5.235

Gampack



Gampack

Sector
Industrial & Mechanical Engineering
Activity
Secondary packaging machinery
Revenues 2023¹⁹
16,7 mln €
Employees totali 2023²⁰
86
Fund
PI III
Entry date
January 2019
Progressio’s position
Majority



19. Group consolidated turnover.
20. Consolidated data reported to the group.
21. Sustainability performance data refer to the group’s consolidation perimeter.
22. Quantity produced in terms of number of machineries.

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. Over the past few years, Gampack has been engaged in the development of machinery that enables the reduction of

the production footprint of the packaged product, limiting overpackaging and using low-power motors to melt the plastic material during packaging. The company has also intensified its efforts in developing innovative solutions that encourage the increased use of recycled materials in packaging processes. In addition, in 2023 Gampack activated Ecovadis self-assessment and implemented the whistleblowing channel.

Gampack’s 2023 was a year marked by a commitment to greater energy efficiency, achieving a reduction in overall energy consumption and energy intensity, both with respect to quantities produced and hours worked. Separate collection practices for waste produced within the plant were also enhanced.

In terms of occupational safety, Gampack’s performance has also improved significantly, with only one accident recorded in 2023. During the year, Gampack renewed its social commitment by reinstating the initiative of donating products received from customers, such as canned tomatoes and dairy products, to local area associations.

Finally, despite a slight contraction in the number of employees, the company increased the hours devoted to training, thus investing in the development of its staff’s skills.

Sustainability Performance²¹

	UdM	2021	2022	2023
Quantity produced ²²	n.	33	29	38
Hours worked (employees)	h	187.045	190.660	166.407
Revenues	mln €	15,6	17,2	16,7

Gampack ESG Performances

Environment

During 2023 Gampack **reduced its energy and emission intensity** compared to the previous year, a result attributable to both a decrease in fuel consumption and, to a minor extent, a reduction in the need for electricity purchased from the grid. In fact, Gampack is in the process of replacing lighting components that have reached the end of their operational life with new energy-efficient lighting elements.

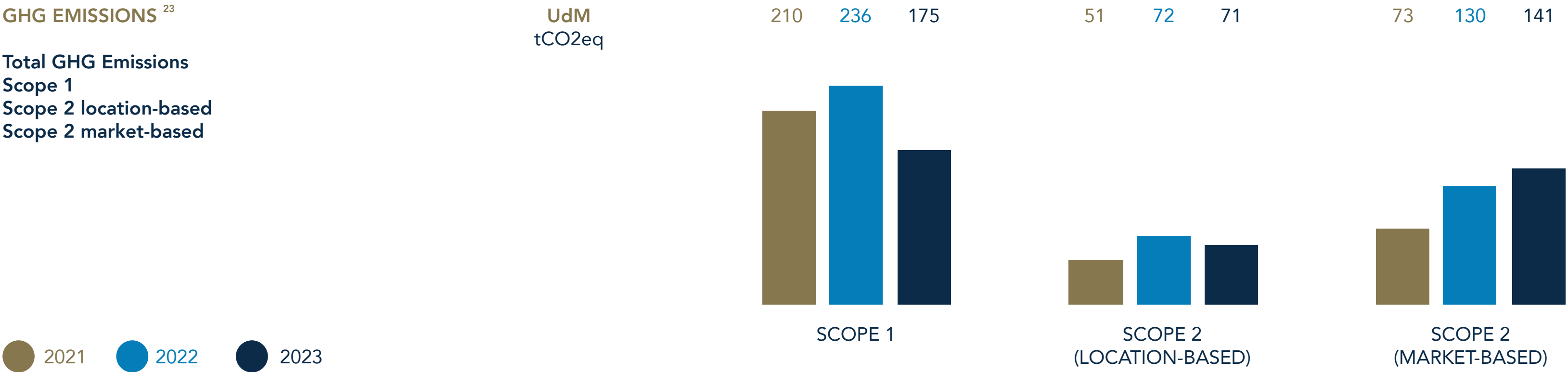
As a result, **energy intensity has also been reduced by 41%** with respect to the quantities produced, and by 12% with respect to the hours worked, as well as purpose 1 emissions (-61 tCO_{2eq}).

At the same time, waste separation within the production plant was intensified. The increase in the amount of waste produced in 2023 can be attributed to the increase in the production of iron and steel waste from construction and demolition operations, sent for recycling. During the three-year reporting period, the company has not produced any hazardous waste.

23. Scope 2 emissions data calculated using the 2022 location-based method have been restated based on more available information

ENERGY CONSUMPTION	UdM	2021	2022	2023
Fuel consumption	GJ	3.314,1	3.822,7	2.726,9
Consumption of purchased electricity		577,4	1.026,4	1.015,5
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		-	-	-
Total energy consumption (GJ)		3.891,5	4.849,1	3.742,5

ENERGY INTENSITY				
Total energy consumption per quantity produced	GJ/n	117,92	167,2	98,5
Total energy consumption per hours worked	GJ/hours worked	0,02	0,03	0,02



WASTE	UdM	2021	2022	2023
Total weight of waste generated	t	6,9	23,5	188,1
of which: hazardous waste		-	-	-
of which: non-hazardous waste		6,9	23,5	188,1

Gampack ESG Performances

Social

As a result of the increase in employees in 2021 due to the integration of Futurapack S.r.l. into the corporate scope and the subsequent reorganization of the workforce, as well as a change in the way the employee figure is monitored, Gampack’s workforce decreased by 21 employees in 2023.

97% of the workforce is employed on permanent contracts, and **24% of employees are under 30 years old**. This data is in line with the young resource development strategy implemented by the company, which in 2023 has defined a retention plan that includes professional development paths and opportunities for career advancement and expansion of employees’ skills.

Training, which is mainly geared toward the promotion of safety in the workplace and the development of work skills, increased in terms of hours provided during the year compared to 2022. Finally, during 2023, in response to rising interest rates, Gampack implemented a financial support initiative for its employees, offering the possibility of accessing corporate loans up to a maximum amount of 5k euros, characterized by a zero-interest rate. In addition, the company introduced the option to suspend the repayment plan, thus providing additional flexibility for employees to manage their finances.

HEALTH AND SAFETY		UdM	2021	2022	2023
Total number of work-related injuries (employees)	n	5	2	1	
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)	26,7	10,5	6,3	

WORKERS AND DIVERSITY		UdM	2021	2022	2023
Total Employees	n		107	107	86
of which hired on permanent contract			99	102	84
of which hired on fixed term contract			8	5	2
of which under 30 years old			30	35	21
of which between 30 and 50 years old			48	48	42
of which above 50 years old			29	24	23

TRAINING		UdM	2021	2022	2023
Training provided	h		358	295	303
of which is provided to women			24	53	27
of which is provided to men			334	242	276

Gampack ESG Performances

Governance

To enable widespread monitoring of legality in the performance of its activities, Gampack has drafted the **whistleblowing reporting procedure** in 2023 and activated a special platform for reports of crimes, violations, and offenses by individuals in the work environment.

Over the three-year reporting period, no significant noncompliance was found. There was only one minor case of regulatory noncompliance during 2023 attributable to the failure to make the Detachment Notification required for an activity conducted in Denmark; the noncompliance - of insignificant magnitude - resulted in a monetary sanction of less than Euro 2k.

The 2023 was also a year marked by a 2% increase in the total number of suppliers and an increase in local suppliers in line with the company’s strategy, which, whenever possible, gives preference to choosing suppliers close to home for reasons related to territoriality and logistics.

24. With reference to Directive 96/71/EC concerning the posting of workers in the framework of the provision of services. The directive ensures the protection of posted workers during their posting in connection with the freedom to provide services by establishing mandatory provisions regarding working conditions and the protection of workers’ health and safety that must be complied with (<https://eur-lex.europa.eu/legal-content/IT/TXT/PDF/?uri=CELEX:32018L0957>).

25. 2021 and 2022 data have been partially modified after a recalculation.

GOVERNANCE AND COMPLIANCE		UdM	2021	2022	2023
Significant non-compliance		n	-	-	-
SUPPLIER ASSESSMENT ²⁵		UdM	2021	2022	2023
Number of total suppliers		n	530	641	657
of which: new suppliers			48	111	16
of which: local suppliers (Italy)			380	469	482
of which: local suppliers (same region of the headquarters)			138	203	212

Gelit



Gelit

Sector
Food & Beverage

Activity
Frozen food and ready meals

Revenues 2023
70,1 mln €

Employees totali 2023
184

Fund
PI III

Entry date
May 2019

Progressio’s position
Co-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.

Since 2022, Gelit has formalized its commitment to sustainable development for people, the community, and the environment by transforming itself into a Benefit corporation and preparing an annual impact report, in which it reports on the progress of the common benefit purposes of:

- minimizing the environmental footprint of activities by promoting the reduction, reuse and recovery of resources used;
- implementation of a gradual evolution of the business and operating model toward a zero-carbon economy by 2035;
- pursuit of people’s progress and well-being by listening, supporting and fostering their cultural and professional growth;

- stimulating and supporting the evolution of the territory and suppliers with a view to sustainability and contributing to the support of families in need.

Also in 2022, the company published its first Sustainability Report. In December 2023 Gelit also obtained B-Corp¹ certification, undergoing the B Impact Assessment and obtaining a score of 87.4.

Gelit’s 2023 was a year characterized by a stable production level, comparable to the previous fiscal year. On the energy level, the company improved the use of fuels, eliminating the use of external steam and increasing the internal production of electricity from renewable sources; this led to an overall reduction in calculated energy consumption compared to the units produced.

From the point of view of occupational safety, there has been a significant improvement with a 50 percent reduction in accidents compared to the previous year. In the social sphere, although the total number of employees remained constant, an increase in personnel in the 30-50 age group was observed.

In addition, the company strengthened its ties with the local area, increasing the share of local suppliers located in the same region as the company’s headquarters, compared to the number of total suppliers.

Sustainability Performance

	UdM	2021	2022	2023
Quantity produced ²⁶	n.	18.064	19.447	19.713
Hours worked (employees)	h	292.203	308.111	302.574
Revenues	mln €	54,9	64,3	70,1

26. Quantity produced in terms of number of pieces.

Gelit

ESG Performances

Environment

Over the years, Gelit has made substantial investments in energy, which have resulted in the installation of a 2.3 MWh photovoltaic system and the acquisition of a gas-fired trigenerator. The company’s strategy includes the future conversion of this trigenerator to run on biomethane through a project that will further reduce emissions.

As the trigenerator became operational, there was an overall increase in fuel, which replaced the consumption of steam purchased from outside. The solar panel installations resulted in the production of 3,826.6 GJ during 2023, which reduced the amount of electricity purchased from the grid.

The company formalized its commitment to reducing emissions by joining the CO2 alizione initiative, manifesting its commitment to carbon neutrality.

ENERGY CONSUMPTION		UdM	2021	2022	2023
Fuel consumption	GJ		21.659,2	28.194,0	35.414,8
Purchased steam consumption			8.482,6	4.003,2	-
Consumption of purchased electricity			59.940,1	56.763,3	49.221,5
of which from renewable sources			51.457,5	-	-
Consumption of self- produced electricity from renewable sources			75,5	495,3	3.826,6
Total energy consumption (GJ)			90.157,3	89.455,8	88.462,9
ENERGY INTENSITY					
Total energy consumption per quantity produced		GJ/n	4,99	4,60	4,49
Total energy consumption per hours worked		GJ/ore lavorate	0,31	0,29	0,29

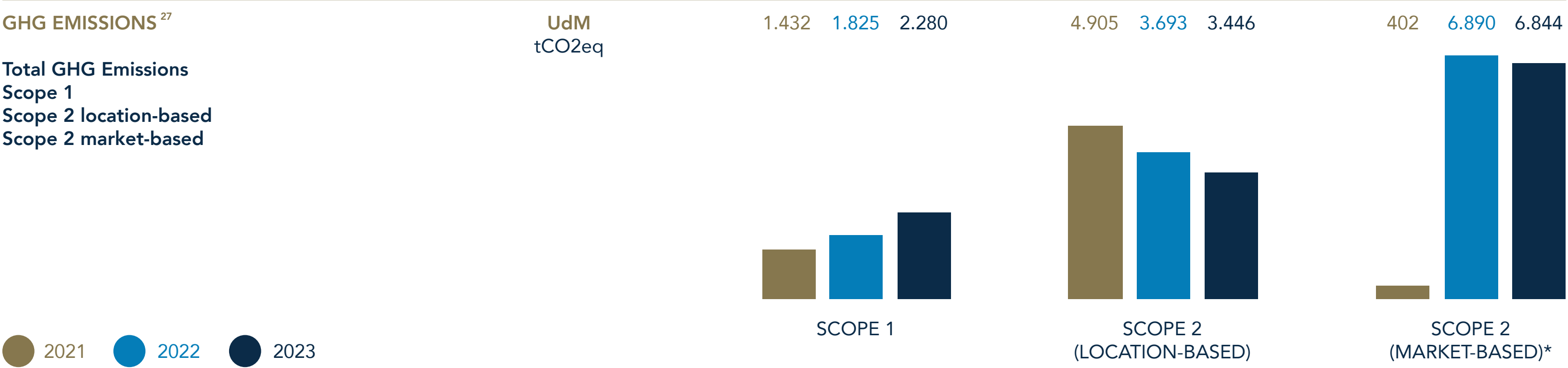
Gelit

ESG Performances

Environment

Gelit’s strategy to date has succeeded in **reducing Scope 2 emissions calculated by the location-based method by 1,459 tCO_{2eq}** compared to 2021, and by 247 tCO_{2eq} compared to 2022. The target was also maintained for 2023 where Scope 2 emissions calculated by the location-based method were further reduced by 6.7% from the previous year. For 2023, on the other hand, regarding Scope 2 emissions calculated using the market-based method, the trend remained about the same as in 2022 (- 0.06%).

Packaging material requirements during 2023 decreased by 7.3% compared to 2022. Gelit has reduced the amount of stretch film applied to finished products and has embarked on a path to adopt new primary packaging with ISCC bio circulating material. All the cardboard used for packaging is also FSC certified.



MATERIALS	UdM	2021	2022	2023
Total raw materials	t	6.966,0	8.473,0	7.775,0
Total process materials		169,9	247,5	210,2
Total packaging materials		1.871,0	1.798,0	1.667,0

27. Scope 2 emissions data calculated using the 2022 location-based method have been restated based on more available information..

* The increase in Scope 2 market-based emissions is caused by discontinuing the purchase of energy from renewable sources. See row 4 of the Energy Consumption table.

Gelit

ESG Performances

Social

Over the three-year reporting period, the number of accidents involving Gelit employees has **steadily decreased** from 4 in 2022 to 2 recorded in 2023, none of them with serious consequences.

On the other hand, the workforce has remained virtually unchanged: 99% of employees are employed on **permanent contracts**, and 65% are in the 30-50 age group.

Finally, total training provided in 2023 was 11,185 hours, including 770 hours of personal training courses. A total of **60 hours were provided per capita**.

HEALTH AND SAFETY		UdM	2021	2022	2023
Total number of work-related injuries (employees)	n	5	4	2	
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)	17,1	13	6,6	

WORKERS AND DIVERSITY		UdM	2021	2022	2023
Total Employees	n		179	184	184
of which hired on permanent contract			179	184	183
of which hired on fixed term contract			-	-	1
of which under 30 years old			18	20	21
of which between 30 and 50 years old			116	111	119
of which above 50 years old			45	53	44

TRAINING		UdM	2021	2022	2023
Training provided	h		10.906	12.450	11.185
of which is provided to women			2.926	3.060	2.707
of which is provided to men			7.980	9.390	8.478

Gelit

ESG Performances

Governance

During the last three years, the company had no verified compliance events.

Since 2021 Gelit has adopted a code of conduct for key suppliers, and in 2022 a vendor rating system was implemented that includes specific parameters related to sustainability. These measures enabled the integration of environmental and/or social criteria in the selection of 131 suppliers, responsible for 79.5% of the total value provided.

GOVERNANCE AND COMPLIANCE		UdM	2021	2022	2023
Significant non-compliance		n	-	-	-
SUPPLIER ASSESSMENT		UdM	2021	2022	2023
Number of total suppliers		n	1.043	1.098	1.115
of which: new suppliers			150	55	145
of which: local suppliers (Italy)			956	1.002	1.000
of which: local suppliers (same region of the headquarters)			329	349	360

Damiano



Damiano

Sector
Food & Beverage

Activity
Organic nuts and organic nut-based foods and preparations

Revenues 2023²⁸
52,3 mln €

Employees 2023²⁹
124

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 Dea³⁰, 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, 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-Corp¹ certified since 2016 and has been a Benefit Corporation since 2017. The company engages in the annual preparation of an impact report, in which it reports on the progress of the common benefit purposes of:

- attention to the environment and the use of energy resources;
- spreading the culture of sustainable development and raising awareness of Bio, in the context of promoting a conscious and sustainable way of doing business;
- contribution to the development of the local communities in which the company operates, with care for people and territory;
- commitment to continuous innovation aimed at increasing the sustainability of processes, for a positive impact on people, territory and the biosphere.

Damiano is also committed to preparing its own Sustainability Report from the year 2020.

In 2023 the Company updated its sustainability plan, reconfirming its commitments to the protection and well-being of people, sustainability of production processes, protection of local communities, and product quality. At the same time, the company has embarked on a journey to assess the compliance with ethical and environmental criteria of the operations carried out by its supply chain aimed at raising awareness of sustainability issues and the importance of having a certified supply chain. In 2023, the dried fruit range was certified by Naturland, a certifying body that evaluates farms committed to sustainable and responsible practices by conducting regular audits.

28. Group consolidated turnover.
29. Data referring to the group’s perimeter of consolidation.
30. Due to the recent acquisition, the company was not included in the data presented in this paragraph.



In the reporting year, the company purchased an efficient shelling plant, which will reduce dependence on outside suppliers and minimize the environmental impact of processes along the value chain by reducing transportation steps. Damiano’s 2023 was a year marked by an increase in the production of electricity from renewable sources, and an overall decrease in energy consumption relative to units produced. There was also a modest increase in the use of raw materials, proportional to production growth, and a reduction in the use of packaging materials.

Regarding occupational health and safety, the company has improved its performance, recording only one accident in 2023. Lastly, all suppliers have been evaluated and selected based on social and environmental sustainability criteria. In support of the guarantee and quality of its products, Damiano specifies the geographic origin of most of its foods in the list of ingredients. In line with the parent company’s strategy, the subsidiary Dea also acquired the legal status of a Benefit company in December 2022 by setting the following common benefit goals:

- attention to the environment and the use of energy resources;
- awareness of organic farming for a spread of “sustainable development” culture;
- attention to the territory and care of people.

Regarding environmental initiatives, Dea has developed an investment plan that includes optimization of the production cycle, modernization of facilities and the construction of a photovoltaic plant that will help to partially reduce dependence on grid-supplied electricity.

On sourcing, however, the company sources exclusively from Rainforest-certified cocoa suppliers. On social aspects - in order to promote the culture of sustainable development - the company is committed to conducting awareness-raising activities by organizing/participating in events and collaborating with student groups. In addition, the company intends to implement some initiatives aimed at the community (donations, sponsorships, promotion of sociocultural initiatives and events in the area) on issues of environmental sustainability and proper nutrition. Finally, the company has set some goals regarding the training (professional and personal) of its workers.

Sustainability Performance³¹

	UdM	2021	2022	2023
Quantity produced ³²	tons	3.114	3.426	4.558
Hours worked (employees)	h	117.063	129.199	148.253
Revenues	mln €	35,4	34,7	42,5

31. Sustainability performance data refer only to Damiano S.p.A. and do not include Dea S.r.l. (acquired in December 2022); ESG reporting integration and alignment activities are ongoing.

32. Quantity produced in terms of kilograms of product.

Damiano ESG Performances

Environment

In 2023, total energy consumption was 11,511.9 GJ (44% renewable), while recording a reduction in energy intensity with respect to tons of nuts processed by 15% from the previous year.

There are **no Scope 2 emissions** calculated using the market-based method, as electricity needs are covered both by the purchase of certified electricity from renewable sources and by the photovoltaic plant that provides the remaining 34% of the energy needed for the processes. Damiano has also pledged to increase its share of electricity from self-generation through a new photovoltaic plant, which became operational in 2023, contributing to a total production of 1,737.4 GJ of energy from renewable sources.

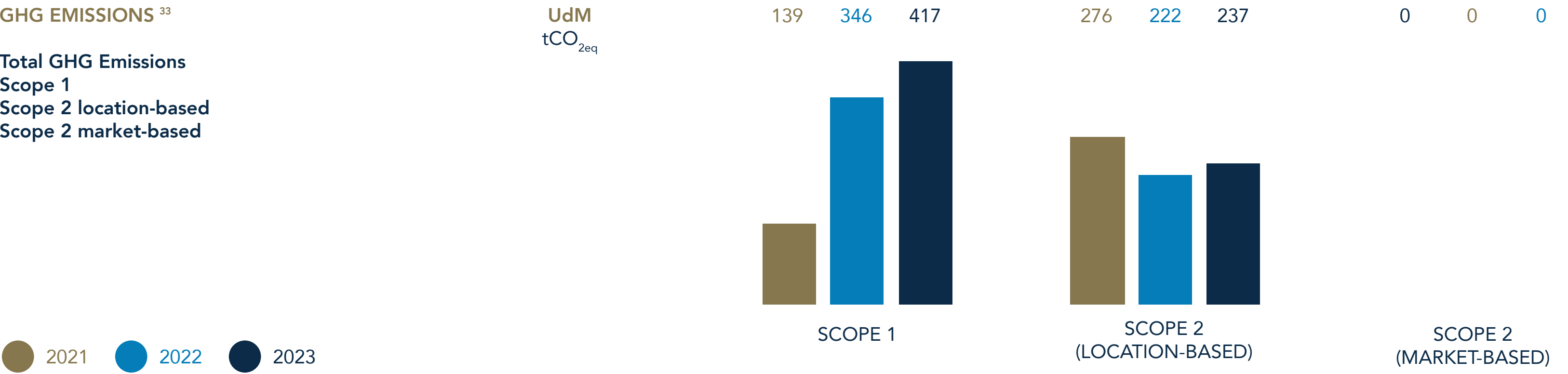
As for the raw materials used in production processes, all of them are renewable, **82%** of which are **certified organic**, an increase from 2022.

Damiano has also embarked on a path to reduce the environmental impacts of packaging, using only R-pet bags. Creams, on the other hand, are served exclusively in glass jars.

33. Scope 2 emissions data calculated using the 2022 location-based method have been restated based on more available information

ENERGY CONSUMPTION	UdM	2021	2022	2023
Fuel consumption	GJ	2.022,0	5.225,5	6.390,5
Consumption of purchased electricity		3.157,5	3.164,1	3.383,9
of which from renewable sources		3.157,5	3.164,1	3.383,9
Consumption of self- produced electricity from renewable sources		697,2	413,2	1.737,4
Total energy consumption (GJ)		5.876,7	8.802,8	11.511,9

ENERGY INTENSITY				
Total energy consumption per quantity produced	GJ/kg	1,89	2,57	2,53
Total energy consumption per hours worked	GJ/hours worked	0,05	0,07	0,08



MATERIALS	UdM	2021	2022	2023
Total raw materials	t	3.077,24	3.053,79	4.288,7
Total packaging materials		501,70	522,8	478,0

Damiano

ESG Performances³⁴

Social

In the reporting year, the number of employees increased by two. Compared to 2022, the number of permanent contracts increased by 4%, while employees in the 30-50 age group decreased by four.

In 2023, Damian placed special **emphasis on professional development**, providing an average of 11.8 hours of training to each employee. This activity included holding special sessions for new incoming staff, including health and safety aspects, advanced training sessions for the use of more complex machinery, and sessions focused on improving IT skills and softskills.

The Company has also launched a number of staff welfare initiatives, such as the implementation of smart working in order to allow for greater hourly flexibility and the provision of employee benefits.

34. Sustainability performance data refer only to Damiano S.p.A. and do not include Dea S.r.l. (acquired in December 2022); ESG reporting integration and alignment activities are ongoing.

HEALTH AND SAFETY		UdM	2021	2022	2023
Total number of work-related injuries (employees)	n	-	2	1	
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)	-	15,5	6,7	

WORKERS AND DIVERSITY		UdM	2021	2022	2023
Total employees	n		74	84	86
of which hired on permanent contract			66	77	80
of which hired on fixed term contract			8	7	5
of which under 30 years old			5	6	6
of which between 30 and 50 years old			51	62	58
of which above 50 years old			18	16	22

TRAINING		UdM	2021	2022	2023
Training provided	h		405	1.814	1.012
of which is provided to women			110	569	505
of which is provided to men			295	1.245	507

Damiano

ESG Performances

Governance

Just as in 2021 and 2022, there were no instances of non-compliance with current regulations in the areas of human rights, the environment, and social and economic issues during 2023.

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). In 2023, it is important to note that the percentage of suppliers evaluated according to environmental and social criteria reached 30 percent, registering a gradual increase from 2021.

GOVERNANCE AND COMPLIANCE		UdM	2021	2022	2023
Significant non-compliance		n	-	-	-
SUPPLIER ASSESSMENT		UdM	2021	2022	2023
Number of total suppliers		n	133	144	124
of which: new suppliers			45	11	37
of which: local suppliers (Italy)			113	120	112
of which: local suppliers (same region of the headquarters)			66	80	80

Polenghi Food



Polenghi Food

Sector
Food & Beverage

Activity
Food dressing lemon and lime juice based

Revenues 2023³⁵
92,1 mln €

Employees totali 2023³⁶
183

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.



35. Group consolidated turnover.
36. Data referring to the scope of consolidation of the group.

Polenghi Food

Regarding the environmental initiatives implemented in 2023, Polenghi Food focused on reducing energy consumption by carrying out some interventions on the production line by removing suction motors on the bottle conveyor lines and repairing compressed air leaks, ensuring greater efficiency. In addition, the purifier for the global recovery and reuse of water has been expanded.

As for the initiatives of Ital Lemon specifically, however, it has replaced the non-recyclable dispensers (single-use packages) with recyclable monoPET material with a minimum limit of recycled material. To date, 30% of the total number of dispensers is made up of recyclable monoPET with the aim of reaching 80%.

In 2023, Polenghi Food significantly increased the share of electricity produced from renewable sources, which, combined with the drop in energy consumed calculated compared to hours worked, allowed a decrease in climate-changing gas emissions both related to the direct use of fuel and electricity consumption. The amount of materials used in product packaging has also been reduced.

In 2023, Polenghi reached the milestone of no accidents recorded in the workplace, despite the increase in the number of employees. Particular attention to the issue of health and safety at work and an investment in training hours contributed to this result.

Finally, total suppliers and local suppliers have increased.

Sustainability Performance³⁷

	UdM	2021	2022	2023
Quantity produced ³⁸	n.	190.541.000	191.843.454	168.814.119
Hours worked (employees)	h	169.684	174.907	181.756
Revenues	mln €	49,0	59,4	56,5

37. ESG performance data refer to Polenghi Food S.r.l. and ItalLemon S.p.A.

38. Quantity produced in terms of number of pieces.

Polenghi Food

ESG Performances

Environment

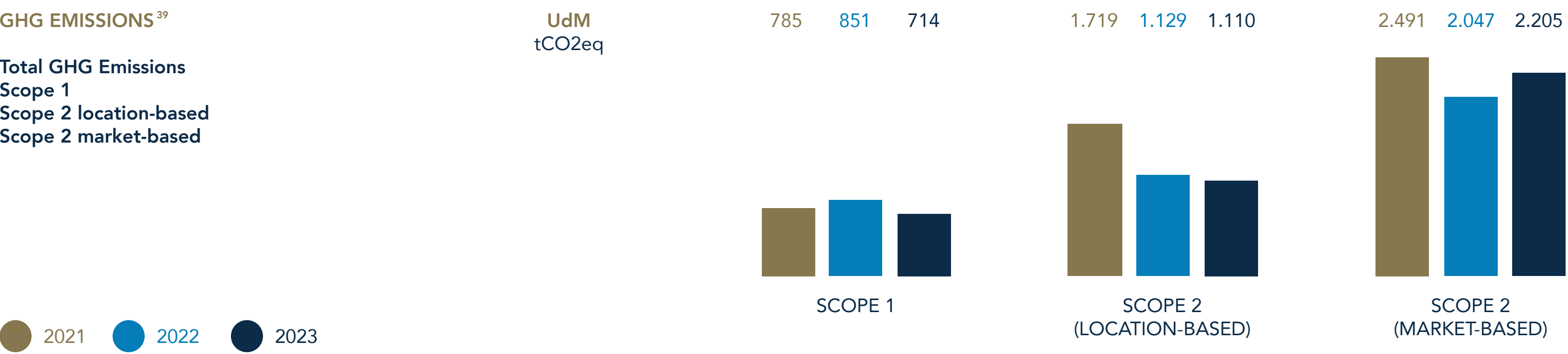
Between 2022 and 2023, Polenghi’s energy consumption was reduced by 5.4% thanks to some interventions on production lines aimed at increasing energy efficiency. As a result, there was a **reduction in Scope 2 emissions** of 97 tCO_{2eq} calculated using the location-based method.

2023 was also characterized by a reduction in packaging materials of about 12.7% for Polenghi, and also by a reduction in raw materials used in the production process, equal to 4.6%.

39. Scope 2 emissions data calculated using the 2022 location-based method have been restated based on more available information.

ENERGY CONSUMPTION		UdM	2021	2022	2023
Fuel consumption	GJ		13.435,5	14.639,1	12.832,1
Consumption of purchased electricity			17.864,4	16.122,6	15.860,9
of which from renewable sources			-	-	-
Consumption of self- produced electricity from renewable sources			1.296,7	896,4	1.252,6
Total energy consumption (GJ)			32.596,6	31.658,1	29.945,5

ENERGY INTENSITY					
Total energy consumption per quantity produced		(GJ/n)*100	0,02	0,02	0,02
Total energy consumption per hours worked		GJ/ ore lavorate	0,19	0,18	0,16



MATERIALS		UdM	2020	2021	2023
Total raw materials	t		12.335,3	13.568,4	12.950,6
Total process materials			0,3	0,2	0,3
Total packaging materials			7.258,8	6.717,2	5.864,3

Polenghi Food

ESG Performances

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 93.5% in 2022 to 94.6% in 2023.

Most workers are **in the 30-50 age bracket** which in fact make up 58% of the total workforce, recording an increase of 8% compared to the previous year.

Training remains one of the central themes for the company, which during 2023, the hours of training provided increased by 30%, maintaining an increasing trend over the three-year period (up 168% compared to 2021).

The company’s continuous commitment to the issue of Health and Safety in the workplace has made it possible to eliminate the number of accidents recorded at work over the years (0 in 2023).

HEALTH AND SAFETY		UdM	2021	2022	2023
Total number of work-related injuries (employees)	n	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)	12,0	17,2	-	

WORKERS AND DIVERSITY		UdM	2021	2022	2023
Total Employees	n		102	109	112
of which hired on permanent contract			90	102	106
of which hired on fixed term contract			12	7	6
of which under 30 years old			17	23	20
of which between 30 and 50 years old			57	60	65
of which above 50 years old			28	26	27

TRAINING		UdM	2021	2022	2023
Training provided	h		476	974	1.276
of which is provided to women			176	274	549
of which is provided to men			300	700	727

Polenghi Food ESG Performances

Governance

Polenghi pays particular attention to the selection of its **suppliers, 87.4% of whom are Italian, an increase of 1% compared to the previous year.**

In the three-year reporting period, the share of suppliers assessed according to environmental and social criteria increased steadily, reaching 2% in 2023.

In 2023, no significant Significant non-compliancewere ascertained. There was only one minor episode of non-compliance against ItalLemon, due to irregularities in the storage of materials; the non-compliance - of no significant scope - led to a monetary penalty of an insignificant amount of less than Euro 2k.

GOVERNANCE AND COMPLIANCE		UdM	2021	2022	2023
Significant non-compliance		n	-	-	-
SUPPLIER ASSESSMENT		UdM	2021	2022	2023
Number of total suppliers		n	371	408	438
of which: new suppliers			10	14	20
of which: local suppliers (Italy)			321	348	383
of which: local suppliers (same region of the headquarters)			32	38	38

ATK Sports



ATK Sports

Sector
Industrial products

Activity
Ski touring bindings and accessories

Revenues 2023
14,9 mln €

Employees totali 2021
74

Fund
PI III

Entry date maggio 2021

Progressio’s position
Majority



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 analyse emissions aimed at drawing up an inventory, with the aim of achieving carbon neutrality in the medium term. In 2023, the construction of a new headquarters was started where investments will be made for the design of a photovoltaic system in order to ensure energy savings

Sustainability Performance

	UdM	2021	2022	2023
Quantity produced ⁴⁰	n.	88.520	108.700	55.120
Hours worked ⁴¹	h	94.411	185.130	138.539
Revenues	mln €	20,1	24,5	14,9

40. Quantity produced in terms of number of pieces.
41. The number of hours worked for 2022 has been modified, following a refinement of the data collection process

ATK Sports

ESG Performances

Environment

In 2023, ATK recorded a drop in production, presumably due to the residual effects of the pandemic and adverse weather conditions, characterized by low snowfall. Despite these challenges, the year ended positively, thanks to the company’s ability to adapt, which strengthened the marketing and sales department.

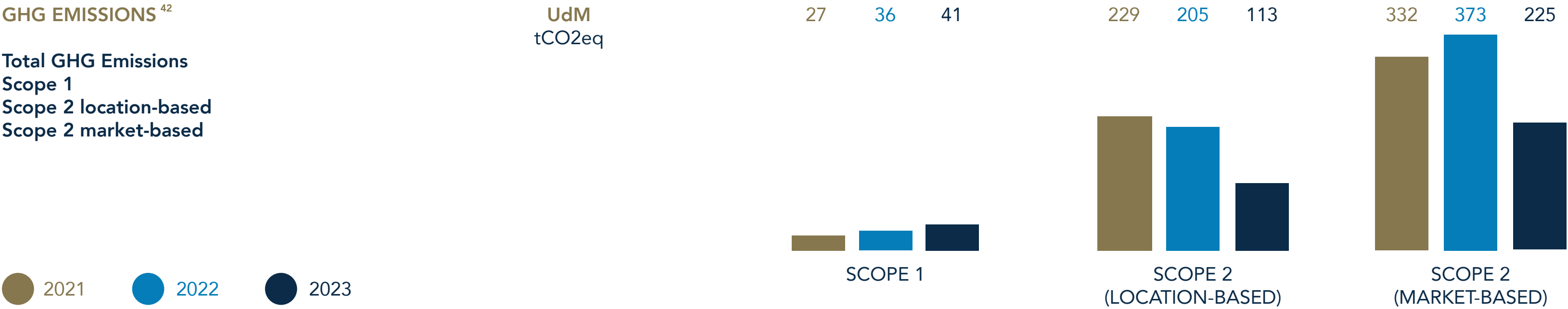
In line with the decrease in production, environmental data reveal a contraction in **energy consumption**, especially electricity, and related **Scope 2 market-based** emissions, with a decrease of 28.3% and 39.6% respectively. Scope 1 emissions associated with the use of fuels such as natural gas, diesel and petrol grew (+13.8%) as the company intensified the presence of its sales and service network in both Italy and Europe in 2023.

There was also a significant drop in the supply of **raw materials** (55.5% less than in 2022), attributable both to reduced production activity and to the abundant availability of stocks accumulated in the warehouse in the previous year. In addition, there was a decrease in the use of **process materials** by 42.6%, semi-finished products by 39.9% and packaging materials by 44.4%, reflecting effective resource management in response to lower production demand.

42. Scope 2 emissions data calculated using the 2022 location-based method have been restated based on more available information.

ENERGY CONSUMPTION	UdM	2021	2022	2022
Fuel consumption	GJ	402,5	526,2	601,8
Consumption of purchased electricity		2.618,8	2.933,6	1.618,4
of which from renewable sources		-	-	-
Consumption of self- produced electricity from renewable sources		473,9	455,6	585,3
Total energy consumption (GJ)		3.495,2	3.915,4	2.805,5

ENERGY INTENSITY					
Total energy consumption per quantity produced	GJ/n		0,04	0,04	0,05
Total energy consumption per hours worked	GJ/ ore lavorate		0,04	0,02	0,02



MATERIALS		UdM	2021	2022	2022
Total raw materials	t		210,3	357,0	159,0
Total process material			11,2	12,2	7,0
Total semi-finished material			42,2	49,9	30,0
Total packaging material			15,3	18,7	10,4

ATK Sports

ESG Performances

Social

In 2023, ATK, which is particularly attentive to aspects related to employee safety, reached the important milestone of the absence of accidents at work.

During the year, ATK suffered a reduction in production activity which also had an impact on the number of employees, which decreased by 10 people compared to the previous year. At the same time, there was a reduction in the hours dedicated to training, which however remain in line with 2021; In 2022, however, the company had invested significantly in workplace safety training.

All employees are hired with permanent contracts, and 53% of them are under 30 years old.

HEALTH AND SAFETY		UdM	2021	2022	2023
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)	-	6,9	-	

WORKERS AND DIVERSITY		UdM	2021	2022	2023
Total Employees	n		68	84	74
of which hired on permanent contract			65	79	74
of which hired on fixed term contract			3	5	-
of which under 30 years old			38	35	39
of which between 30 and 50 years old			25	39	30
of which above 50 years old			5	10	5

TRAINING		UdM	2021	2022	2023
Training provided	h		216	1.548	296
of which is provided to women			28	642	44
of which is provided to men			188	906	252

ATK Sports

ESG Performances

Governance

In 2022, ATK’s suppliers were enriched by **20 new strategic suppliers**. Of these, 75% are based in the same region as ATK’s production plants, Emilia Romagna.

During the last quarter of 2023, ATK’s Board of Directors approved the implementation of a whistleblowing system for its employees, which has not recorded any reports so far.

In addition, the company announced the completion of the Organization, Management and Control (OMM) Model pursuant to Legislative Decree 231, which provides a new organizational structure to the entity. As a result, a Supervisory Body (SB) was established consisting of an internal and two external members, including a lawyer and a Head of the Prevention and Protection Service (RSPP).

43. Significant non-conformities are events or series of events that result in important violations of legal regulations or ethical principles that govern the organization’s activities.

44. For 2023, only strategic suppliers, i.e. suppliers from whom goods or services worth more than €50,000 were purchased during the year, were included in the analysis. The figure is therefore not comparable with previous years.

GOVERNANCE AND COMPLIANCE		UdM	2021	2022	2023
Significant non-compliance ⁴³		n	-	-	-
SUPPLIER ASSESSMENT		UdM	2021	2022	2023 ⁴⁴
Number of total suppliers	n		105	320	20
of which: new suppliers			7	215	-
of which: local suppliers (Italy)			99	178	18
of which: local suppliers (same region of the headquarters)			54	144	15

Note on methodology

This ESG Report represents Progressio’s fourth 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 2023 financial year (from January 1st to December 31st).

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., Gampack S.r.l., Gelit S.r.l., Damiano S.p.A., Polenghi S.r.l., e ATK Sports S.r.l. The perimeter of each company was considered in its entirety, except some companies, 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 2021-2022 biennium for the purpose of providing a comparison between 2023 and previous years.

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.

Emissions were calculated consistently with the reporting standards established by the GHG Protocol⁴⁵.

The following sources were used to calculate the CO_{2eq} emissions:

- **Scope 1** - UK Department of Environment, Food & Rural Affairs (DEFRA), Conversion factors - Full set, 2021, 2022, 2023;
 - **Scope 2** - Location-based: European Environment Agency (EEA), Greenhouse gas emission intensity of electricity generation in Europe, 2021 e 2022 (for 2022 and 2023) e Terna, Confronti Internazionali 2019 (for 2021)
 - **Scope 2** - Market-based: Association of Issuing Bodies (AIB) - European Residual Mixes, 2021, 2022, 2023;
 - **Scope 3** - UK Department of Environment, Food & Rural Affairs (DEFRA), Conversion factors - Full set, 2021, 2022, 2023;
- This document has not been audited by an independent third party.

About cases of non-compliance with laws and regulations during the reporting period, the Company assessed the significance with respect to the severity of the impact in terms of economic sanctions.

At the date of publication of this Report, no significant events occurred in 2024, other than those already reported in the text.

45. 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.

46. Scope 2 emissions data calculated according to the location-based approach were updated using the same source of emission factors used for 2023.

Glossary

B-Corp¹ 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 environment⁴⁷.

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 practices⁴⁸.

SDGs: 17 interconnected goals set by the United Nations as part of the 2030 Agenda for Sustainable Development, which aim to address the most pressing global challenges, including poverty, inequality, climate change, environmental degradation, peace and justice. Each goal is supported by specific targets to be achieved by 2030, providing a framework for governments, businesses and civil society to contribute to a more sustainable and equitable future⁴⁹.

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 products⁵⁰.

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 stakeholders⁵¹.

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 indicators⁵².

47. It should be noted that B Lab is not a conformity assessment body within the meaning of Regulation (EU) No. 765/2008 or a national, European or international standardisation body within the meaning of Regulation (EU) No. 1025/2012. The BIA criteria are distinct from and autonomous from the harmonised standards resulting from ISO standards or other standardisation bodies and are not ratified by national or European public institutions.

48. For more information, please refer to the following link:
[About the PRI | PRI Web Page | PRI \(unpri.org\).](#)

49. For more information, please refer to the following link:
[THE 17 GOALS | Sustainable Development \(un.org\).](#)

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

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

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

Glossary

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.

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.

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

