



SUSTAINABILITY REPORT 2022



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Methodological Note

This document is the first Sustainability Report of Exacer S.r.l. (hereinafter also "Company" or "Exacer").

The goal of this Report is to transparently communicate the Company's approach to sustainability and its related performance with regards to environment, social and economy aspects. The reported data and information refer to the fiscal year 2022 (from 1 January 2022 to 31 December 2022).

The Exacer's Sustainability Report is drawn up in accordance with the 2021 update of the GRI Sustainability Reporting Standards set out by the Global Reporting Initiative (GRI). As required by the Standards, the Company has identified the sustainability topics deemed to be relevant by means of a materiality analysis process, as described in the paragraph "Sustainability approach" of this document.

The boundary of economic and social information and data is the same as that of the Exacer's Financial Statements as of 31 December 2022. The reporting boundary concerning environmental information and data includes the production site of Sassuolo (Italy).

The comparative data related to the fiscal year 2021 (from 1 January 2021 to 31 December 2021) have been reported to allow data comparison and to present the Company's performance trend over a longer time horizon. In order to ensure the reliability of the data, the estimates have been limited as much as possible and, if they exist, they have been appropriately described in the document.

Exacer is a 'limited liability company' with two worker owners, one of whom is also the representative of Exacer GMBH, a company registered in Germany that employs external sellers to expand Exacer Srl's business horizon to Germany, UK, Ireland, Scandinavia, South Africa, Japan, and North America, which is not included in the scope of this report.

Any scope limitations for the single issues or indicators are explicitly specified in the text. There were no significant changes in the ownership structure during the fiscal year 2022. This document is drawn up on a yearly basis and has been approved to the Board of Directors of Exacer S.r.l. on 26 September 2023 for approval. The document is not subject to external assurance.

For more information and suggestions related to the Exacer's Sustainability Report you may write to info@exacer.com. The document is also available on the Exacer website: exacer.com.

Letter to Stakeholders

Dear Stakeholders,

this Sustainability Report is a first concrete and important step in the development path that aims to lead our Company to be recognised not only for the quality and reliability of the products we manufacture and the service we provide to our customers, but also for its ability to generate positive economic, social and environmental impacts.

Sustainability is an important element in the development of our business, we belong to a sector that generates significant impacts in terms of consumption of environmental resources, influence on climate change and people. We therefore have a duty to consider these factors in our daily choices, aware that they can represent a significant risk and at the same time a great opportunity for an evolution.

At the economic-financial level, 2022 was a positive fiscal year, thanks to the policies implemented by the Company despite increases in raw material costs and transport costs that impacted purchasing costs, the outbreak of the Russian-Ukrainian war and the consequent trend in the energy markets..

Over the years, we have constantly improved the quality and functionality of our products, making them more efficient both directly in their production and indirectly by considering our customers' production. We have progressively implemented solutions to reduce our environmental and energy impact of the production process, e.g. by making our production activities more efficient by considering the adoption of new technologies and installing a 300 kW photovoltaic system.

Moreover, the process of adopting the Organization and Management Model according to Legislative Decree 231/01 was completed in 2022. This allowed us to strengthen our system of policies and procedures related to ethics and integrity in our business activities and achieve a level of best practice adoption in line with the requirements of a more structured company.

In 2022, we adhered to the Ecovadis rating questionnaire which led us to obtain a 'Silver' result and which we consider one of the starting points for making our production cycle more sustainable.

Nowadays, our aim is to improve our sustainability performance, exploiting both the best technological and management solutions that are becoming available internationally and the best practices adopted by our customers.

It is therefore with great pleasure, that we present our first Sustainability Report, an additional tool to disclose and summarize the efforts and commitment to building a responsible business.

Massimiliano Secchi, Founding Partner and Chairman of the Board of Directors and CEO

Schubert Markus Matthias, Partner

HIGHLIGHTS

Headquarter

- Modern production site with ~5000 m² production area and integrated warehouse area
- Fully equipped lab for physical, chemical, and mechanical analysis
- Scale-up area for the detailed development of technical production recipes (sample quantities up to 20 kg)

Economic

- Directly generated economic value: EUR 17.1 million (+13% versus 2021)
- Economic value distributed: EUR 14.5 million (+15% versus 2021)
- 50% spending on European suppliers, of which 14% on Italian suppliers (-3% versus 2021)

Environmental

- Energy consumption: 66,167 GJ (+20% versus 2021)
- Location-based emissions (Scope 1 + Scope 2): 3,163 tCO₂ (+19% versus 2021)
- Waste produced: 230 t (+16% versus 2021)

Social

- Employees: 28 as of 31.12.2022 (+39% versus 2021)
- Permanent employees: 71% of at 31.12.2022 (94% in 2021)
- 2022 new hires rate: 64% (+46% versus 2021)

Company

1.1 Company profile and activities

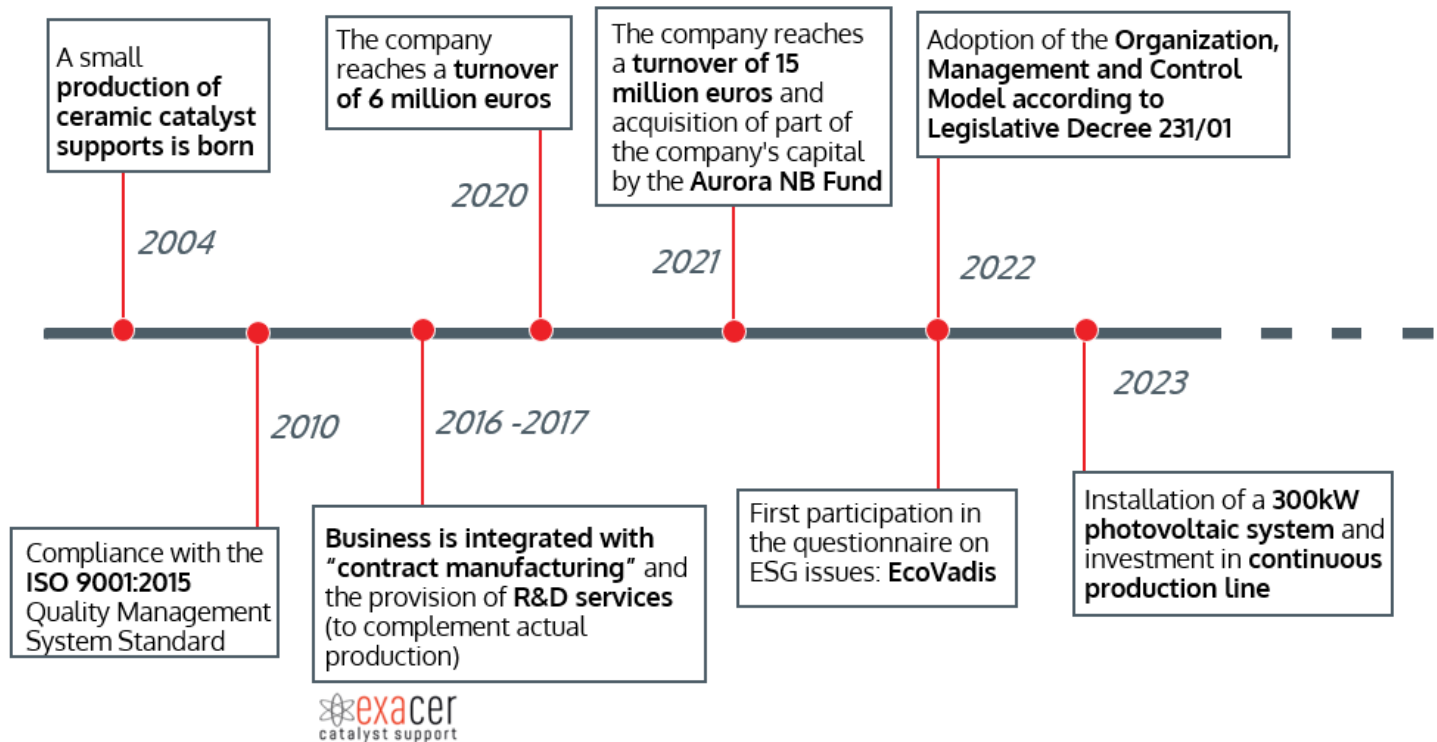
Exacer operates in the **technical ceramics sector** and is specialized in the production of ceramic **catalyst supports**, both for own products and toll manufacturing. The facility is located in Sassuolo (Italy). The Company is involved in the production of technical ceramic parts (catalyst carriers) used by **chemical industries** as support for **catalysts production**.



Exacer worldwide



1.2 History and core business



Exacer provides its customers the **inert catalyst support** (small pieces of ceramics of a customized shape) and chemical companies perform the impregnation with the actual catalyst. Pieces are **produced either based on Exacer proprietary formulas, materials or on a toll manufacture contract**, where clients provide the technical specifications and material and Exacer develops, designs and manufactures the articles. The portion between proprietary and toll manufacture is variable depending on orders.

The Company has continuously been growing in recent years with progressive increases in the production capacity (from 1 kiln in 2004 to 8 in 2022).

In addition, in 2021, the investment fund NB Aurora entered Exacer's capital by taking over a stake of approximately 43% of the Company. The purpose of the operation was to accelerate the Company's expansion and growth in the medium to long term.

Target **customers** belong to the chemical industry and are **predominantly distributed in Europe** but also **worldwide** such as the USA and Japan.

As can be seen from the figure above, Exacer S.r.l.'s business is spread worldwide thanks to the external sellers employed by Exacer Germany GMBH. Specifically, these external sellers are present in the UK, Ireland, Scandinavia, South Africa, Japan, and North America. For this reason, other entities are not considered within the scope of this report.

GOVERNANCE

Specifically, the governance structure relates to a limited liability company (S.r.L.) which, in the Italian legal system, represents a joint-stock company with legal personality associated with the shares deposited by each shareholder.

The partners, Secchi Massimiliano Fabrizio and Schubert Markus Matthias, are the key shareholders, maintaining a primary role in the management of the Exacer alongside a solid and experienced management team. As part of the agreement with the NB Aurora investment fund, particular importance is given to investor relations, which the Group is committed to pursuing with the utmost transparency and professionalism. Consistent with this approach, investor relations are managed by ensuring the full involvement of Exacer's governance bodies, not only with a view to finding new financial resources, but also to bring in new skills and opportunities, creating stable, long-term relationships.

The current **administrative body** consists in five members: Secchi Massimiliano Fabrizio (Chairman of the Board of Directors and CEO), Schubert Markus Matthias, Giovanardi Giacomo, Sogaro Francesco Nicola Massimo and Migliorini Piero (Directors). This latter administrative body was elected on 21 October 2021 and will be in charge until the approval of the economics of the fiscal year 2023.

There is no formalized process of nomination and selection of the highest governance body, the Company periodically elects a Board of Directors¹ (BoD) based by the choice of the two majority shareholders. The highest governing body has general knowledge of sustainability and key ESG issues. The majority shareholder, that is the founding partner, take care of identifying the members of the board of directors others than the directors appointed directly by NB Aurora investment fund. To date, the Company's governance does not have committees and internal Board self-evaluation processes.

Last and First name	Gender	Age	Position	Executive	Non-executive	Independent	Other relevant positions
Secchi Massimiliano Fabrizio*	Male	30-50	Chairman of the Board of Directors and CEO	•			
Schubert Markus Matthias	Male	>50	Director	•			
Giovanardi Giacomo	Male	>50	Non executive director	•			
Sogaro Francesco Nicola Massimo	Male	>50	Non executive director	•			NB Aurora investment fund
Migliorini Piero	Male	30-50	Non executive director	•			NB Aurora investment fund

*Founding member of the Company²

¹ There is no system in place to evaluate the performance of the body.

² The founding members is responsible for reviewing and approving the information contained in this document.

The Chairman of the BoD, due to its corporate nature and the role he holds, **performs executive functions** within the organization exercising direct control over Companies; no possible conflicts of interest are reported in this regard.

The Company has not yet formalized roles and processes regarding the management of sustainable development strategies, policies and objectives. It is directly the Chairman of the Board of Directors who oversees any impacts on the economy, environment and people, also prompted by interest from key stakeholders. In 2022, an energy manager and an HSE manager were added to the workforce with the aims to be able to deal with these issues and to report any critical issues directly to the Chairman of the Board of Directors

Responsibility for **impact management** has been delegated by the Board of Directors to the HSE and the external RSPP. Communication of any critical issues takes place when there is a particular need directly to the Founding members.

The **remuneration** of directors is determined by special resolutions and approved by the Shareholders' assembly. In the process of determining remuneration, there is also the participation of the Company's reference Investment Fund, which is one of Exacer's main stakeholders.

The **Board of Statutory Auditors** is the control body that has the task of carrying out the control of legality on corporate operations and supervising the observance of legal and statutory provisions, as well as the adequacy and functioning of the Company's organizational, administrative and accounting structures. The composition of the Board of Statutory Auditors as of 31 December 2022 is as follows:

- Chairman of the Board of Statutory Auditors: Sazbon Guido
- Auditor: Dal Borgo Marco
- Auditor: Giovanardi Stefano
- Alternate Auditor: Godoli Luca
- Alternate Auditor: Podagrosi Francesco
- Legal Auditor: PricewaterhouseCoopers S.p.A.

EXTERNAL INITIATIVES, ASSOCIATION MEMBERSHIPS

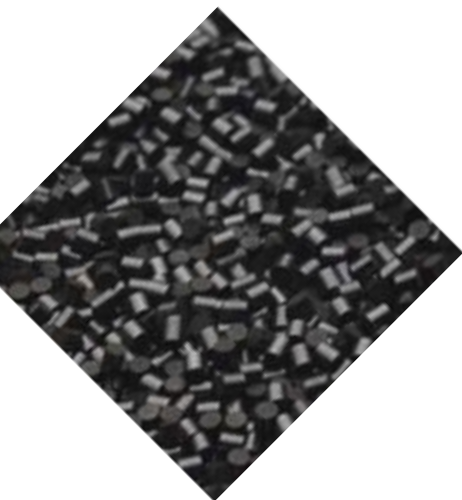
Exacer S.r.L. joins the EcoVadis platform to assess its own sustainability performance.

EcoVadis is a global reality active in more than 160 countries and with more than 85 thousand companies assessed. In line with the principles of transparency, the company shares its assessment results and improvement actions with its stakeholders.



In 2022, EcoVadis updated its assessment of Exacer's sustainability performance in the dimensions of environment, labour and human rights and ethics, awarding it a 'Silver' rating with a score of 57/100.

1.3 Our products and Customers



Exacer's mission is to provide its customers with the **inert catalytic support** needed by chemical companies to perform the catalysis process required by their production activities.

Exacer's core competencies include: **modelling** (extrusion, tableting and sphere generation), **customized surface texture generation**, and **highly accurate calcining** (indirect & direct firing).

The Company processes a wide variety of materials, including:

- Alumina (gamma, theta/delta, alpha)
- Silica and fumed silica
- Silicates (e.g., steatite, zeolites, porcelain, clay)
- Other metal oxides (e.g., titania, zirconia)
- Catalyst spray powders (e.g., styrene catalyst, Cu/Al spray powder, V/Ti catalyst, Co/Mo catalyst)
- Hazardous chemicals (e.g., sodium bifluoride)
- Silicon carbide

All materials are available in high purity with the possibility of being present in a dried or inert atmosphere.

An ultra-high purity silica support

An ultra- high purity silica support (~99.9%), with close to 100% water uptake, a surface BET area of >180 m²/g, and a reasonable crush strength, seful, e.g., for VAM or Fischer-Tropsch catalysts.



By adopting an **ISO 9001 certified quality management system**, Exacer has implemented production standards that are based on several quality management principles, including a **strong customer focus, management involvement, process approach, quality control and continuous improvement**.

With the implementation of the management system, Exacer has established the fundamental criteria to focus on process effectiveness. A **risk analysis approach** has been adopted, which, by emphasizing the requirements, has enabled the Company to add value, optimize performance and pursue the path of continuous improvement.

The **benefits found through the adoption of ISO 9001** were:

- Implementation of a structured approach to continuously improve processes and understand where to focus efforts
- Increase trust and customer satisfaction

Furthermore, in 2021 and 2022, Exacer recorded no incidents of non-compliance related to health and safety (HSE) impacts of products and services.

1.4 Business ethics

A concrete commitment to business ethics within the Company's activities is necessary in order to significantly **reduce the risk of potential negative impacts on people, the economy and the environment** that may be generated by possible violations of regulations or the adoption of behavior not in accordance with correct business practices. With this in mind, Exacer has always operated with integrity, in compliance not only with applicable laws and regulations, but also with inalienable principles such as **fairness, honesty, and respect**. All of the Company's activities are driven by core values that guide the choices of all people consistent with an ethical approach and integrity in every situation.

CODE OF ETHICS

Exacer conducts its activities and relations with its internal and external stakeholders according to the principles and values set out in the Code of Ethics.

The Code of Ethics, which is an integral **part of the Legislative Decree 231/01**, in addition, consists of:

- Ethical principles: these are the general pillars on which relations with stakeholders are based. These define the conduct to be kept in compliance with: legality, confidentiality, transparency, impartiality, honesty, etc.;

- Criteria for conduct: rules and standards of conduct that define the guidelines that must guide the behavior of all employees and other stakeholders, with particular regard to those with management and supervisory responsibilities;
- Detailed rules for implementing the Code of Ethics: implementation and control procedures, describing the mechanisms for implementing, monitoring and disseminating compliance with the Code and for ensuring that it is constantly updated.

The “Code” is a document, approved by the Board of Directors of Exacer, it can be consulted by all recipients in a place accessible to everyone in the Company (within Company Web Site and HQ), it is binding for all its employees, collaborators and directors, who are required to observe and enforce the principles described therein. Exacer promotes the widest possible dissemination of the code to all stakeholders and the correct interpretation of its contents.

The addressees of the Code of Ethics, on whom the rules contained therein are binding, are:

- the members of the Board of Directors;
- the shareholders;
- the corporate control bodies (Supervisory Board; Board of Auditors; Auditing Company);
- the managers;
- employees with fixed-term or open-ended employment contracts;
- external collaborators;

other persons with whom the Company entertains contractual relations for the achievement of corporate objectives, involving the performance of work, even temporary, or the performance of activities in the name and on behalf of the Company, such as to establish a fiduciary relationship with the latter.

Specifically, the Code of Ethics requires the following ethical principles to be followed:

- Legality;
- Honesty, fairness and integrity;
- Confidentiality;
- Transparency;
- Absence of conflicts of interest;
- Impartiality;
- Labour ethics and protection of the individual;
- Safety and protection of health and working conditions,
- Commitment to sustainable development and environmental protection;
- Transparency of accounting and social operations. Tax compliance management;
- Tax risk management;
- Protection of privacy.

For more information, please refer to the Code of Ethics, publicly available on the Exacer website.

THE ORGANIZATION, MANAGEMENT AND CONTROL MODEL PURSUANT TO LEGISLATIVE DECREE 231/01

In 2022 Exacer, in order to provide a reasonable guarantee of the **achievement of corporate objectives in compliance with laws and regulations, the reliability of financial information** and the protection of assets, also in the face of possible fraud, approved the Organization, Management and Control Model.

Specifically, the effective implementation of the Organization and Management Model requires the adoption of a 'Disciplinary System suitable for sanctioning the failure to comply with the measures indicated in the model', both with regard to persons in apical positions and to persons subject to the management of others.

Exacer intends to guarantee a correct and complete knowledge of the Model and the obligations deriving from it. **Training and information** are managed by the competent Company departments under the **control of the Supervisory Body**, in close coordination with the managers of the department/functions involved in the application of the Model.

WHISTLEBLOWING PROCEDURE

Exacer adopts, as required by Legislative Decree 231/01, a Reporting Procedure of Whistleblowing, that allows its employees and external stakeholders to report anonymously and without retaliation any conduct that is harmful to the Company or employees. The Whistleblowing Procedure is designed to properly handle the reporting of any violations and irregularities regarding the Organizational Model or Code of Ethics, commissions of crimes, serious ethical and professional violations.

Reports are collected and managed directly by the Supervisory Board. In particular, following the report, the Board takes action in order to reconstruct what occurred.

During 2021 and 2022, no legal actions were registered in respect of anti-competitive practices and/or violations of anti-trust and monopolistic practices. Considering the two reporting periods, there were also no cases of bribery and/or corruption reported. For both reporting years, there were no reports of discrimination among employees. Furthermore, no cases of non-compliance with laws and regulations were recorded during the reporting period

1.5 Sustainability approach

During the year 2022, Exacer initiated a screening process to identify priority stakeholders. This preliminary activity was carried out with the aim of selecting the key stakeholders with whom the company has active relations, in order to start a progressive involvement of these key stakeholders in the company's decision-making processes in the future.

Stakeholders are **individuals** or **groups** that have interests that **could be negatively or positively affected** by a Company's activities.

Stakeholders may **not always have a direct relationship** with the Company. For instance, there can be individuals or groups living at a distance from the organization's operations who can be affected or potentially affected by these operations. They may not be aware that they are stakeholders of that particular organization, especially if they have not yet been affected by its activities. The **Company should identify the interests** of these and other **stakeholders** who are unable to articulate their views (e.g., future generations).

An effective stakeholder engagement procedure enables companies to focus social, environmental and economic performance towards a single direction of growth.

For this circumstance, Exacer's Management, starting from an awareness of the activities it carries out and the context in which it operates, conducted an initial internal screening analysis to identify the main categories of stakeholders with whom it interfaces in carrying out its activities.



In accordance with the provisions of the GRI Sustainability Reporting Standards, the Company used the information deriving from engagement activities with these categories of stakeholders as one of the inputs necessary to identify and assess its impacts on the economy, environment and people, also for the purpose of drafting this Sustainability Report. The main communication and engagement methods referred to each stakeholder category are summarized below.

STAKEHOLDER CATEGORIES	MAIN DIALOGUE AND INVOLVEMENT INITIATIVES
INVESTORS	<ul style="list-style-type: none"> • Update meetings • Business plans
SUPPLIERS	<ul style="list-style-type: none"> • Daily relationship with the Company Purchasing Department • Supplier selection activities and evaluation of performance in terms of quality, cost of service • Company website
EXTERNAL COLLABORATORS AND ADVISORS	<ul style="list-style-type: none"> • Update meetings • Company website
BUSINESS PARTNERS	<ul style="list-style-type: none"> • Daily relationship with the Company Purchasing Department • Monitoring activities through external certification bodies • Periodic meetings • Company website
MEMBERS	<ul style="list-style-type: none"> • Update meetings
EMPLOYEES	<ul style="list-style-type: none"> • Update meetings • Staff training • Internal communication channels (e-mail, notice boards, etc.)
CUSTOMERS	<ul style="list-style-type: none"> • Listening and complaint handling • Daily relationship with the Company Purchasing Department • Dedicated meetings • Company website
RESEARCH ORGANIZATIONS AND UNIVERSITIES	<ul style="list-style-type: none"> • Update meetings • Company website

In accordance with the reporting standards adopted, in 2022, Exacer undertook an initial exercise to identify relevant issues. This activity was conducted through the involvement of

Management, in order to identify and assess the current and potential impacts, both positive and negative, that the Company has on the economy, the environment and people in the context of its activities and business relations.

Following the analysis of the current context, a benchmark analysis was carried out on a panel of companies in the sector in which the guidelines defined by international organizations and the publications of some authoritative sources were considered.

The assessment of the significance of impacts was therefore firstly carried out through the involvement of Management. Specifically, in this first exercise, Exacer's Management considered the significance of impacts from both a company and stakeholder perspective, based on their specific knowledge.

Subsequently, the impacts were aggregated into relevant topics as illustrated below:

IMPACTS GENERATED BY THE COMPANY	MATERIAL ISSUES FOR EXACER
<ul style="list-style-type: none"> • High resource intensity in terms of biomass, energy, soil, metals and minerals • Generation of climate-change emissions 	1. Energy consumption, renewable energy and emissions
<ul style="list-style-type: none"> • Direct economic value generation and related distribution to stakeholders (e.g., employees, suppliers) 	2. Economic performance
<ul style="list-style-type: none"> • Promotion of R&D activities for industrial development 	3. Research & Development
<ul style="list-style-type: none"> • Work injuries • Impact on employees' health caused by pollution generated by the production process 	4. Occupational health and safety
<ul style="list-style-type: none"> • Organizational inefficiency 	5. Compliance and risk management
<ul style="list-style-type: none"> • Employee career development • Growth of young employees • Lack of competence development of employees 	6. Employee satisfaction and development
<ul style="list-style-type: none"> • Development of a safe and high-quality product • Environmental impact of the product 	7. Product safety and quality
<ul style="list-style-type: none"> • Resource depletion 	8. Materials
<ul style="list-style-type: none"> • Pollution of the environment through the production of hazardous and non-hazardous waste 	9. Waste management and transition to a circular economy

IMPACTS GENERATED BY THE COMPANY	MATERIAL ISSUES FOR EXACER
<ul style="list-style-type: none"> Negative social and environmental impacts generated along the supply chain, with indirect disadvantages for workers and their communities Creation of a sustainable supply chain 	<p>10. Supply chain management</p>
<ul style="list-style-type: none"> Ethical and inclusive working environment Incidents and episodes of corruption that directly and indirectly impact stakeholders 	<p>11. Ethics and integrity</p>

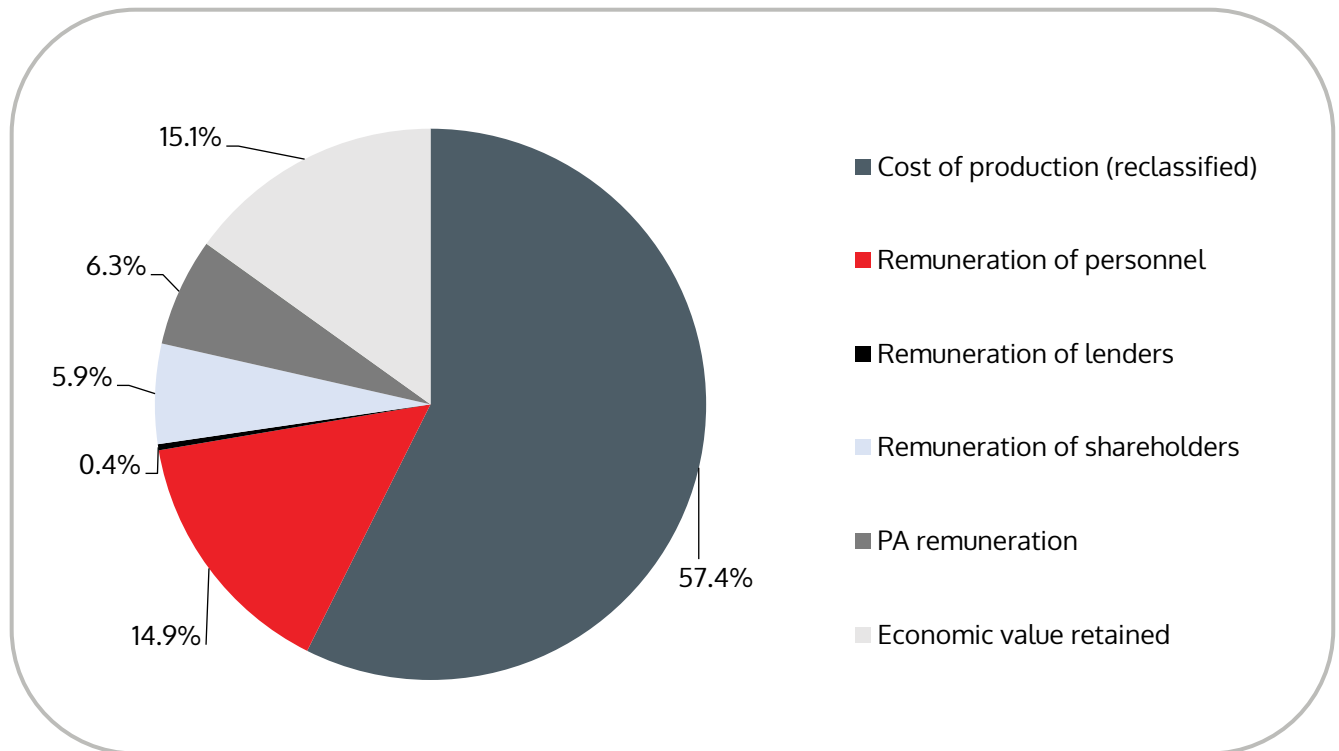
In the table, it is possible to see how the most relevant issues for Exacer and its stakeholders include 'Energy consumption, renewable energy and emissions', 'Research & Development' and "Occupational health and safety".

This analysis will be updated periodically, in a process that will be refined and detailed from year to year, ensuring a direct and constant dialogue with Exacer's stakeholders, capturing their main inputs and managing the proposals and critical issues raised by them.

Prosperity

2.1 Economic performance

Direct economic value generated and distributed by the Company
as of 31 December 2022



2.2 Research, creativity and Product Development

Research and Development is focused on **catalyst support**. The development of a new product first considers the **study of the catalysis process**, moves on to the **development of the support** and finally that of the **reactor**.

Exacer's R&D has the task of developing **customized products requested directly by its customers**. Most of the products consider the process of '**industrial heterogeneous catalysis**', a fundamental process for chemical production based on acetylene oxide, formaldehyde.

Exacer's products are mostly used by the **petrochemical industry**, which, considering oil as the base material, promotes the production of **more complex chemicals** in order, for example, to produce different types of plastics.

The Company currently has a calcining capacity of **two types of kilns**:

- **Continuous kiln** (indirect firing) up to 1100°C
- **Static kilns** (direct firing) up to 1500°C

In addition, the general handling of solids takes place through the following specific activities: **mixing, sieving, impregnation** (through the support of partner companies), **milling** and **drying**.

New shapes to be more efficient

One of Exacer's main activities is **shaping inorganic powders** to create increasingly **complex shapes to optimize catalytic processes**.

The Company has the capacity to produce **from a few hundred kilograms** up to **several hundred tonnes** of bulk material with high characteristics, reasonable economies, and low material waste.

Designing pore structure

With the right selection of raw material composition, mixing methods, additives, and shaping methods, dedicated pore structures can be created in the supports, that perfectly match the specific needs for each type of catalyst.



Among the products featured in R&D are the creation of **tiny shapes, thin walls, slotted and 3D edges, maximized density, optimized pressure drop and rough surfaces.**

The development of these products allows **energy savings** in the production phase: improving and making efficient catalysts leads to improvements in reaction activities including **reducing the production of 'by-products'**.

"At Exacer we permanently explore new and complementary technologies and add them to our manufacturing portfolio in order to push the limits of feasibility further"

Computer-assisted prediction of properties

In cooperation with Universities, Exacer employs computational fluid dynamics (CFD) calculations, which allow to predict packing density, pressure drop, and thermal conductivity of new forms with the aim to help Exacer in the fine tuning of advanced shapes.

(CFD Modeling of reacting and non-reacting flows).



Exacer signs **confidentiality agreements** at the beginning of each **new business relationship** or development project with **new or old customers**. The information received is therefore kept within the Company and **not disclosed outside**.

Any **material is stored** on a **protected server** and **used only by Company personnel** who only need the information.

People

3.1 Our people

Valuing people and attracting talent are essential conditions for the Company to **guarantee product quality and business continuity over time**. The strong numerical growth that the Company has experienced in recent years has strengthened its role as a territorial reference point, while at the same time making it aware of the importance of consolidating a responsible approach to business.

At the end of 2022, Exacer had **28 employees**, a number that is **65% higher than in 2021** (when there were 17 employees), this massive growth is due to the strong development the Company has experienced in recent years. The Company has a strong inclination to hire people from the local community directly from Sassuolo (Italy) and surrounding areas.

50% of the Company employees are aged between 30 and 50 years, while 36% of the employees are under 30 and 14% over 50.

This result is synonymous with a corporate vision that focuses on young people and their professional growth in order to create shared value that can positively impact the company in the near future. Considering the total number of employees, 18% are women.

The Company makes significant use of outsourced workers. As of 31 December 2022, **45 external collaborators were active**, constant compared to 2021, represented mostly by temporary workers (42), one intern and 2 collaboration contracts³.

At the contractual level, **permanent contracts prevail** (71% of the total), capable of guaranteeing stability and continuity for the Company and all fixed-term contracts are 'apprenticeship contracts', which the Company uses to foster the integration of young people into the workforce. **100% of the employees are employed through full-time contracts** and all of them are covered by the National Collective Labour Agreement⁴.

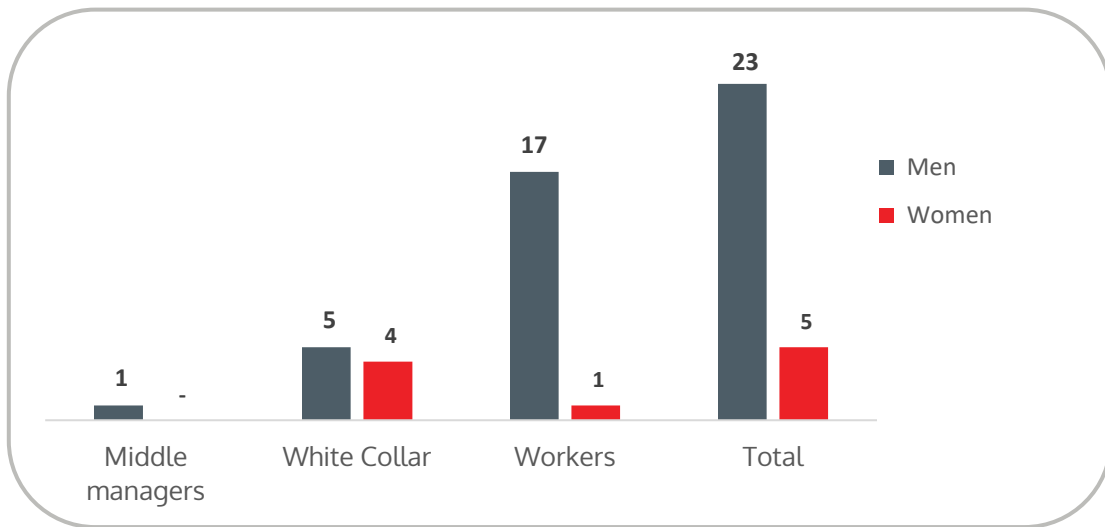
Exacer's total workforce, consisting of the sum of employees and external collaborators, amounted to **73 people** as of 31 December 2022, an increase of 18% compared to the previous year (when there were 62 workers).



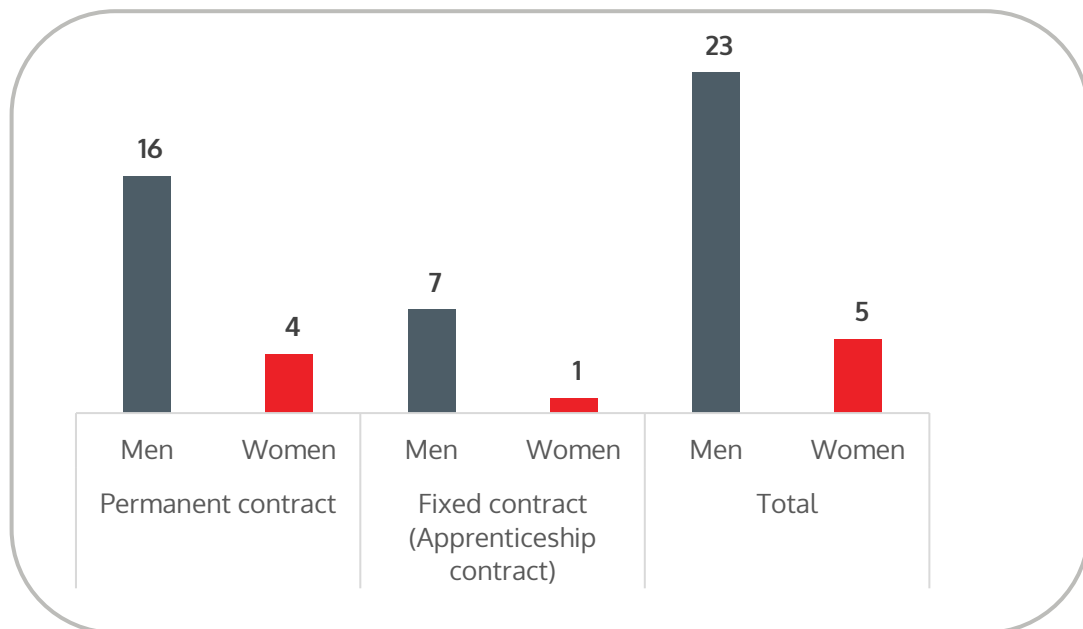
³ The two directors of the Company are in the workforce through coordinated and continuous collaboration contracts (Co.co.co).

⁴ CCNL for workers in the ceramic tile industry, refractory materials, sanitary ceramics, porcelain and ornamental household ceramics, technical ceramics, stoneware pipes

Total number of employees by professional category and gender as of 31 December 2022 (Headcount)

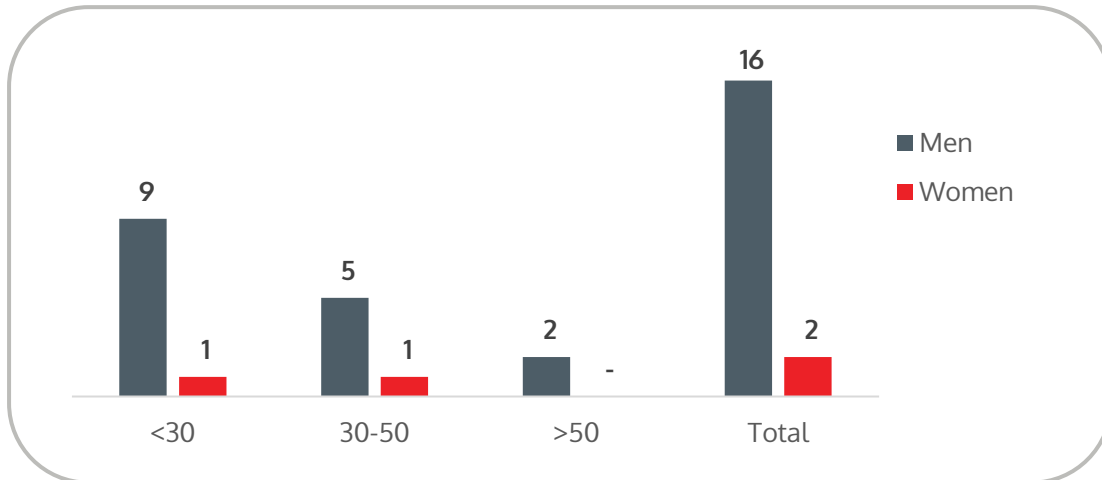


Total number of employees by contract type and gender as of 31 December 2022 (Headcount)

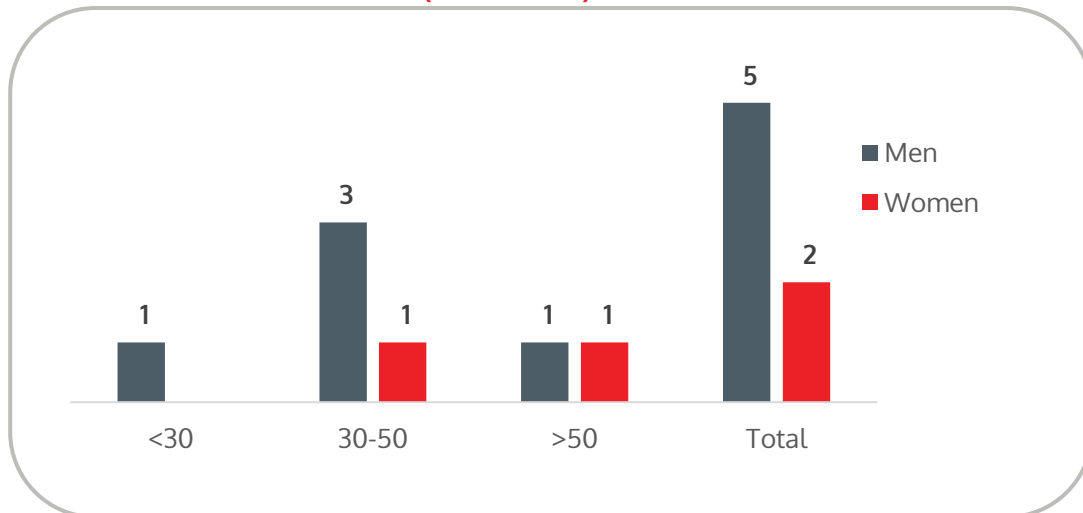


New hires and exits in 2022 are shown below, broken down by gender and age group. The rate of new hires corresponds to 65%, which is almost 39 percentage points higher than the exit rate, which stands at 25%. **The 56% of new recruits were under 30 years of age.**

**Total number of new hires by age group and gender as of 31 December 2022
(Headcount)**



**Total number of turnover by age group and gender as of 31 December 2022
(Headcount)**



TRAINING

Exacer mainly dedicates training hours to its employees in compliance with laws and regulations. Indeed, the mandatory training provided is 95% of the total and is represented by courses dedicated to the following activities: First Aid Officer, RLS refresher courses, courses required by apprenticeship contracts, MOG ex Legislative Decree 231/01 and training courses dedicated to the transport of dangerous goods (ADR). The company, by virtue of the expansion it has undergone in recent years, plans in the near future to develop specific training courses in order to make the most of its employees' skills.

In 2022, the number of hours per capita was 10,7, up from 0 in 2021. For further information on training, please refer to the tables in the 'Performance Indicators' section.

Through personnel selection, Exacer aims to recruit new employees with a strong propensity to work in a team and who can create added value in the Company.

Local Community engagement

Furthermore, Exacer considers the local community a valuable resource for its activities. For this circumstance, a key part of **Exacer's** approach to **recruitment** is to **invest in and develop young local talent**.

3.2 Health and Safety in the workplace

At Exacer, the current management is carried out in **compliance with the legal requirements of DL 81/2008**.

With regard to the management of environment, health and safety issues, the Company decided to entrust the periodic visits to a medical office in Sassuolo (MO) and the prevention and protection service to an external RSPP.

Thus, the figure of the Company **RSPP** is covered by an external consultant, the workers' safety representative (RLS) is appointed internally by the workers. Internally, there is a figure who is in charge of control and supervision in the areas of Environment, Health and Safety (HSE).



The RSPP **coordinates the risk prevention and protection service**, the set of people, and the systems and means external or internal to the Company aimed at preventing and protecting workers from occupational risks.

The RSPP, also through **periodic meetings**, **assesses the risk factors, present and designs and plans the improvement program** to ensure worker safety.

The RSPP visits workplaces, reports non-compliant health and safety situations and suggests measures to be taken to reduce and, where possible, eliminate the risk. At the end of these inspections, everything is reported into an **inspection report** which is handed over to employer and the internal HSE contact person. The employer, in cooperation with the HSE and RLS,

ensures a time schedule for the implementation of the improvement measures to be planned in drawing up the **Risk Assessment Document (DVR)**.

The RSPP participates together with the workers' safety representative (RLS) and the environment, health and safety manager (HSE) in the **periodic meeting** (called annually).

The **competent doctor**, duly appointed by the Company, performs his role in accordance with the provisions of Legislative Decree 81/2008. He takes part in **drawing up the Company's risk assessment document (DVR)**; he **establishes a specific health surveillance protocol for workers exposed to health risks** and, on the basis of this instrument, he **performs periodic medical examinations to check the workers' state of health**; he expresses the judgement of suitability for the job actually carried out at Exacer and performs preventive medical examinations to assess his suitability.

Worker involvement, for the purpose of improving Company safety, is implemented in the following ways:

- **Participation of the RLS in the annual safety meeting**, a pivotal moment during which the representative acts as spokesperson for the reports received from workers regarding shortcomings, malfunctions or inefficiencies in the internal work safety management system;
- **Involvement of the RLS in the process of identifying risk factors in Exacer's various work areas**, identifying suitable prevention and protection measures to mitigate or eliminate a risk and verifying the effectiveness of what has been implemented by the Company.
- **Dissemination to personnel, by posting on the Company notice board or in the various departments, of operational safety procedures concerning**, for example, the correct execution of specific processes, the management of emergency situations, the behavior to be adopted on Company premises.
- Provision to **newly recruited staff of information on the general and specific risks present in the Company's workplaces** and on the **obligations/prohibitions to be observed to protect their own and their colleagues' health and safety**.

There are currently **no formal local or global agreements** with trade unions on occupational health and safety.

Pursuant to Italian Legislative Decree 81/2008, **Health and Safety training** is also provided to contracted personnel. In this specific case, general training is provided for **4 hours and specific training for 12 hours corresponding to the high-risk class**. A training plan is also implemented for all the figures for which the regulations provide for **specific training**, such as: supervisors, fire-fighting and first aid team members, and persons using specific equipment (forklift trucks, bridge cranes).

There are currently **no active health promotion services and programs** offered to workers even within welfare plans proposed by the Company.

In order to prevent and **mitigate significant negative health and safety impacts for external Company or external staff**, Exacer ensures control and surveillance against the requirements and obligations outlined in the **documents delivered in advance** to the Company and which it has **specifically signed. Access to the Company's workplaces** is registered at the reception desk and personnel are accompanied to the site by designated personnel in advance.

Specifically, Exacer, with 40,689 hours worked, recorded **0 accidents related to employees**, while it recorded **3 accidents related to external workers**, observing an **18% decrease in accident rates** compared to 2021.

For more information, please refer to the relevant tables in the **Performance Indicators** section.

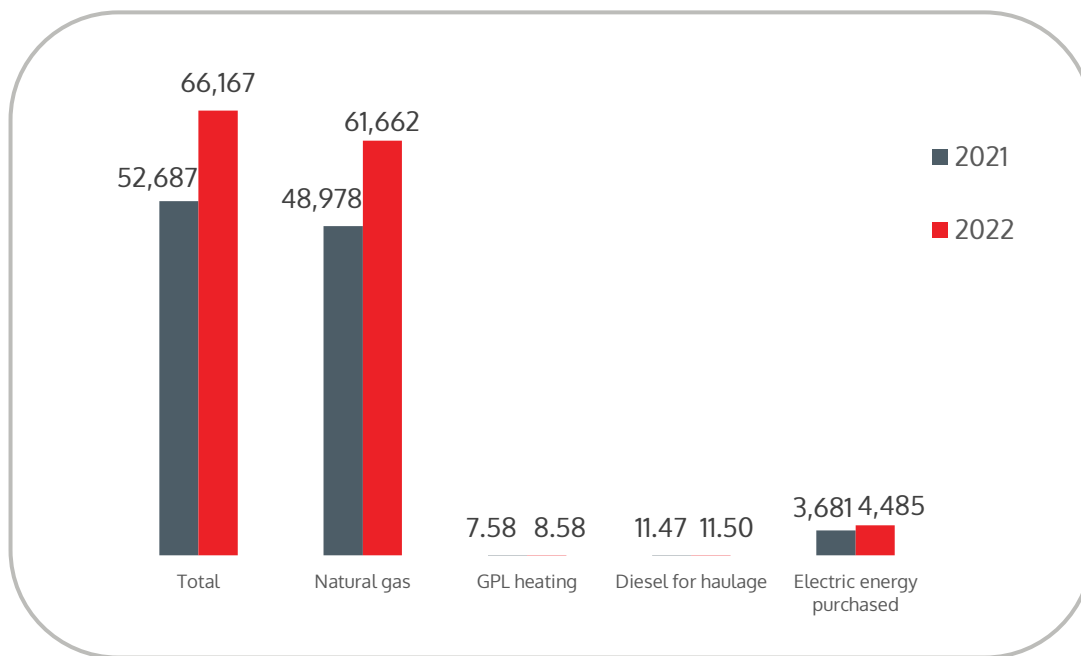
Planet

4.1 Energy consumption and emissions

Exacer, aware of the **negative impacts** that anthropic activities are generating, such as the **depletion of natural resources**, the **loss of ecosystem functions** and the **increase in the average temperature of the planet**, considers the measurement, management and efficiency of energy consumption and emissions of fundamental importance. Indeed, Exacer's commitment to safeguarding the environment and future generations starts from product development, through research into technical solutions that allow a reduction in emissions and consumption with the same performance.

In 2022, Exacer's **energy consumption** amounts to **66,167 GJ⁵** (52,687 GJ in 2021). In particular, the most relevant energy source category is natural gas with a consumption in 2022 of **61,662 GJ** (48,978 in 2021). The increase in energy consumption observed is caused by increased production. Specifically in 2022, **Exacer's production increased by 28%**. For this circumstance, it can be seen that the **energy intensity decreased** by about **10%** compared to the previous year (41 GJ/t in 2022 compared to 45 GJ/t in 2021).

Total energy consumption within the Organization as of 31 December (GJ)



⁵ For the conversion factors used to calculate energy consumption in GJ, see the Performance Indicators section of this Sustainability Report.

Concerning CO₂eq emissions related to Exacer's main consumption, have been calculated:

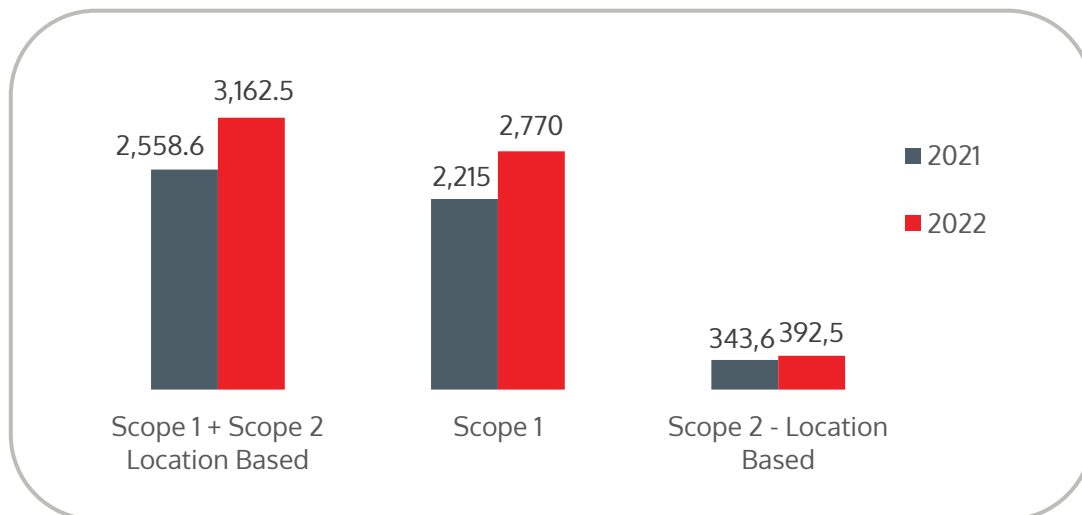
- **direct emissions (Scope 1):** greenhouse gas emissions due to direct fuel consumption by the Company (i.e., natural gas, LPG for heating) and refrigerant gases;
- **indirect emissions (Scope 2):** greenhouse gas emissions caused by electricity consumption.

In 2022, **Scope 1 emissions** produced by the Exacer are **2.770 tons CO₂eq** (2.215 tons CO₂eq in 2021), while **Scope 2 emissions** calculated using the market-based method are **572 tonnes CO₂** (476 tons CO₂ in 2021). Specifically, around 83% of emissions are attributable to **fuel consumption (Scope 1)** and 17% to **electricity use (Scope 2⁶)**.

Using the **location-based calculation** method, Scope 2 emissions are **approximately 393 tons CO₂eq** (344 tons CO₂ in 2021).

In 2022, consistent with the trend in energy consumption, there was an increase in **Scope 1 emissions (+20% compared to 2021)** and **Scope 2 emissions** using both the **location-based (+12% compared to 2021)** and **market-based (+17% compared to 2021)** methods. Furthermore, looking at the emission intensity, which was calculated through the ratio between the sum of direct **Scope 1 and indirect Scope 2 (location-based)** emissions and the **volume of industrial production (t) of finished product**, it can be seen that the latter **decreased by 11%** compared to 2021.

GHG direct and indirect emissions (Scope 1 and Scope 2) as of 31 December (tonCO₂eq)



⁶ Scope 2 emissions are provided according to both location-based and market-based methods. For the location-based method, average emission factors relating to domestic power generation for the different countries of operation expressed in CO₂ (source: Terna - international comparisons, 2019) have been used, while for the calculation of Scope 2 emissions with the market-based method, emission factors expressed in CO₂ relating to the "residual mix" (European Residual Mix 2021 source AIB-2022) have been used, where available. Otherwise, the same emission factors used for the location-based method were also used for the market-based method. Scope 2 emissions are expressed in tons of CO₂.

Exacer requires a periodic **self-monitoring** as well for the different emission points within the **AUA** with the aims to calculate **PM** (particulate matter), whereas monitoring of other pollutants such as **NO_x** or **SO_x** is **not required**.

The data available to Exacer to estimate the amount of PM are estimated under worst-case scenario conditions, measuring PM in milligrams per Nmc and a flow rate in Nmc/hour.

For 2022, the estimated emissions for the Via Puglia 2/4 Sassuolo (MO) plant are **2,104 kg of Particulate Matter (PM)** (-2% compared to 2021).

In 2023, Exacer installed a **300-kW photovoltaic system** to reduce the emission footprint generated.



During 2023, Exacer also continued its efforts and set several goals such as:

- **Implement an energy monitoring system**, in order to be able to measure and reduce negative emission externalities and understand how to optimize the use of resources;
- Set up a study that can search for **compressed air leaks in the plant**, through the use of ultrasonic meters.

Energy monitoring system

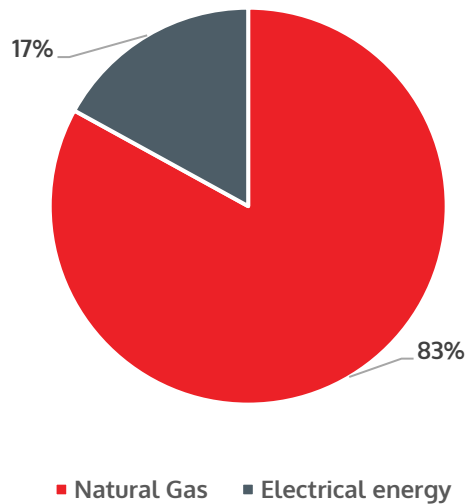
During the first half of 2023, the company carried out an energy analysis, which, defined within the framework of legislation regulating energy efficiency in the use of energy, is a systemic procedure aimed at providing knowledge of the energy consumption profile of an activity or industrial plant in order to identify and quantify cost-effective energy saving opportunities and monitor the results. Through energy diagnosis it is possible to have:

- Increased energy efficiency of the system;
- Reduced electricity and gas procurement costs;
- Improved environmental sustainability;

- Redevelopment of the energy system through rationalization of energy flows, identification of energy-saving technologies, self-production of part of the energy consumed, improvement of operation and maintenance methods.

The energy analysis shows that most of the plant's energy consumption is caused by the use of natural gas, which accounts for over 80% of total consumption.

Use of energy carriers reported (%) ⁷



Based on the data collected through the company's energy analysis, technical and economic evaluations followed, leading to the proposal of some energy efficiency measures:

- Implementation of measurement tools in order to better manage the data managed by the company;
- Elimination of leaks from the compressed air system and reduction of the "compressed air loop" pressure
- Installation of LED luminaires;

The specific actions identified through the energy diagnosis can lead to energy consumption savings of approximately 14%. Exacer plans to consider this analysis and the improvement actions identified to make production more efficient in the face of lower consumption.

⁷ LPG was excluded from the representation as it is only used for the occasional use of the shrinking torches and represents only 0.01% of the company's energy consumption.

4.2 Material consumption and waste generation

The **peculiar** nature of the **materials that Exacer uses during its production processes** means that, with the aims to identify the most suitable supplier, it is often necessary to go beyond **national borders**, although trying to maintain a **European outlook**, involving suppliers from **neighboring countries**. Nevertheless, **whenever possible**, Exacer tries to **source from local suppliers**, in particular with regard to **packaging** Exacer buys from **100% local suppliers** (local means suppliers based in **Italy**). As far as **all materials purchased** are concerned, **50%** are **European suppliers** of which **14% are local Italian suppliers**.

Despite the attention and interest in key sustainability issues, the Company does not currently carry out assessments that consider environmental and social criteria on its suppliers.

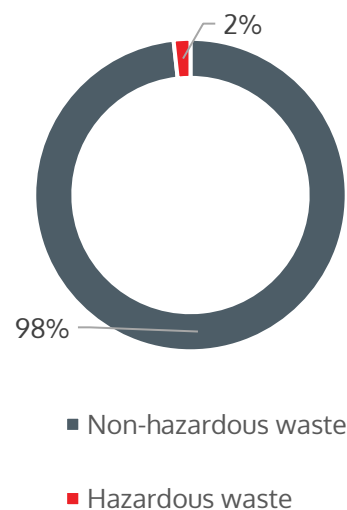
Raw materials, which characterize the key aspect of Exacer's business, can only be **purchased** in certain parts of the **world due to their peculiarity**. Looking at the heterogeneity of the purchased materials, it can be noted that only slightly **more than 5%** of the material purchased comes **from renewable materials**.

Exacer is aware that proper waste management can add value both internally in terms of the efficiency of its production processes and externally in the form of negative externalities.

Exacer carries out the separate collection of **plastic, paper, glass and aluminum** in accordance with the instructions of the **multi-utility responsible for managing the area**. The materials are sent for **recovery at authorized disposal centers** through the use of carriers authorized under Italian law.

For this circumstance, Exacer pays particular attention to the waste generated. As a demonstration of this sensitivity, the composition of **waste generated** by Exacer is **98% in the non-hazardous waste** category (230.4 tons) and only 2% (4 tons) falls into the hazardous waste category. This hazardous waste is scrupulously managed in accordance with the relevant legal provisions. Specifically, of the **non-hazardous waste**, about **57% is related to discards**. Exacer over the course of 2022 against a **28% increase in material produced** there was a **14% increase in waste generated**, synonymous with the fact that Exacer over the course of 2022 **worked on increasing production efficiency**.

Composition of Exacer waste (%) as of 31 December 2022



Performance Indicators

Economic responsibility

GRI 201-1 Direct economic value generated and distributed

Direct economic value generated and distributed (<i>in euro</i>)		
	as of 31 December 2021	as of 31 December 2022
Direct economic value generated	15,111,012	17,113,285
Retained economic value	2,733,422	2,583,870
Economic value distributed, of which:	12,377,590	14,529,415

Social responsibility

GRI 2-7 Employees

Total number of employees by gender and by region (Headcount)						
Region	as of 31 December 2021			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total
Exacer S.r.l (<i>ITALIA</i>)	12	5	17	23	5	28

Total number of employees by gender and by region (FTE)						
Region	as of 31 December 2021			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total
Exacer S.r.l (<i>ITALIA</i>)	10	4	14	17	5	22

Total number of employees (FTE)		
Category	2021	2022
Middle managers	1	1
White Collar	5	9
Workers	8	12
Total number of employees	14	22

Employees by contract type (permanent and fixed-term), by gender and region (Headcount)							
Region	Type of contract	as of 31 December 2021			as of 31 December 2022		
		Men	Women	Total	Men	Women	Total
Exacer S.r.l (ITALIA)	Permanent	12	4	16	16	4	20
	Fixed-term (Apprenticeship)	-	1	1	7	1	8
	Total	12	5	17	23	5	28

Employees by type of employment (Full-time and Part-time), by gender and region (Headcount)							
Region	Type of contract	as of 31 December 2021			as of 31 December 2022		
		Men	Women	Total	Men	Women	Total
Exacer S.r.l (ITALIA)	Full-time	11	5	16	23	5	28
	Part-time	1	-	1	-	-	-
	Part-time (%)	9%	0%	6%	0%	0%	0%
	Total	12	5	17	23	5	28

GRI 2-8 Workers who are not employees

External collaborators by gender (headcount)						
Professional Category	as of 31 December 2021			as of 31 December 2022		
	Men	Women	Total	Women	Men	Total
External collaborators	2	-	2	2	-	2
Agency workers	-	-	-	42	-	42
Interns/Trainees	-	-	-	1	-	1
Total external collaborators	2	-	2	45	-	45

GRI 405-1 Diversity of governance bodies and employees

Employees by professional category and gender (headcount)						
Professional Category	as of 31 December 2021			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Middle managers	1	-	1	1	-	1
White Collar	5	4	9	5	4	9
Workers	6	1	7	17	1	18
Total	12	5	17	23	5	28

Employees by professional category and gender (headcount) - Percentage						
Professional Category	as of 31 December 2021			as of 31 December 2022		
	Men	Women	Total	Men	Women	Total
Executives	0%	0%	0%	0%	0%	0%
Middle managers	100%	0%	6%	100%	0%	4%
White Collar	56%	44%	53%	56%	44%	32%
Workers	86%	14%	41%	94%	6%	64%
Total	71%	29%	100%	82%	18%	100%

Employees by professional category and age group (headcount)								
Professional Category	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	-	-	-	-	-	-	-	-
Middle managers	-	-	1	1	-	-	1	1
White Collar	1	6	1	8	1	7	1	9
Workers	1	5	2	8	9	7	2	18
Total	2	11	4	17	10	14	4	28

Employees by professional category and age group (headcount) - Percentage								
Professional Category	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0%	0%	0%	0%	0%	0%	0%	0%
Middle managers	0%	0%	100%	6%	0%	0%	100%	4%
White Collar	13%	75%	13%	47%	11%	78%	11%	32%
Workers	13%	63%	25%	47%	50%	39%	11%	64%
Total	12%	65%	24%	100%	36%	50%	14%	100%

Composition of the board of directors by gender and age group - Percentage								
People	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0%	40%	60%	100%	0%	20%	80%	100%
Women	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	40%	60%	100%	0%	20%	80%	100%

GRI 401-1 New employee hires and employee turnover

Hiring (headcount)								
Total number	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	-	-	1	1	9	5	2	16
Women	1	1	-	2	1	1	-	2
Total	1	1	1	3	10	6	2	18

Employee turnover (headcount)								
Total number	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	-	-	-	-	1	3	1	5
Women	1	-	-	1	-	1	1	2
Total	1	-	-	1	1	4	2	7

Hiring (percentage)								
Total number	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0%	0%	25%	6%	90%	36%	50%	57%
Women	50%	9%	0%	12%	10%	7%	0%	7%
Total	50%	9%	25%	18%	100%	43%	50%	64%

Employee turnover (percentage)								
Total number	as of 31 December 2021				as of 31 December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0%	0%	0%	0%	10%	21%	25%	18%
Women	50%	0%	0%	6%	0%	7%	25%	7%
Total	50%	0%	0%	6%	10%	29%	50%	25%

GRI 404-1 Average hours of training per year per employee

Total mandatory training hours by professional category and gender									
Professional category	as of 31 December 2022								
	N. Hours Men	Total male employees	No. of hours per capita men	N. Hours Women	Total female employees	No. of hours per capita women	N. Total hours	Total employees	No. of hours per capita
Executives	-	-	-	-	-	-	-	-	-
Middle managers	10	1	10	-	-	-	10	1	10
White Collar	6	5	1.2	40	4	10	46	9	5.1
Workers	228	17	13.4	16	1	16	244	18	13.6

Total mandatory training hours by professional category and gender									
Total	244	23	10.6	56	5	11.2	300	28	10.7
as of 31 December 2021									
Professional category	N. Hours Men	Total male employees	No. of hours per capita men	N. Hours Women	Total female employees	No. of hours per capita women	N. Total hours	Total employees	No. of hours per capita
Executives	-	-	0	-	-	0	-	-	0
Middle managers	-	1	0	-	-	0	-	1	0
White Collar	-	5	0	-	4	0	-	9	0
Workers	-	6	0	-	1	0	-	7	0
Total	-	12	0	-	5	0	-	17	0

Total not-mandatory training hours by professional category and gender									
as of 31 December 2022									
Professional category	N. Hours Men	Total male employees	No. of hours per capita men	N. Hours Women	Total female employees	No. of hours per capita women	N. Total hours	Total employees	No. of hours per capita
Executives	-	-	-	-	-	-	-	-	-
Middle managers	2	1	2	-	-	-	2	1	2
White Collar	3	5	0.6	9	4	2.3	12	9	1.3
Workers	1	17	0.1	-	1	0	1	18	0.1
Total	6	23	0.3	9	5	1.8	15	28	0.5
as of 31 December 2021									
Professional category	N. Hours Men	Total male employees	No. of hours per capita men	N. Hours Women	Total female employees	No. of hours per capita women	N. Total hours	Total employees	No. of hours per capita
Executives	-	-	-	-	-	-	-	-	-
Middle managers	-	1	0	-	-	0	-	1	0
White Collar	-	5	0	-	4	0	-	9	0
Workers	-	6	0	-	1	0	-	7	0
Total	-	12	0	-	5	0	-	17	0

GRI 2-30 Collective bargaining agreements

Percentage of total employees covered by collective bargaining agreements		
Total number of employees	as of 31 December 2021	as of 31 December 2022
Total number of employees	17	28
Number of employees with a collective bargaining agreement ⁸	17	28
Total percentage	100%	100%

⁸ The percentages reported are net of countries where local legislation does not provide for collective bargaining agreements. For Italian companies, reference is made to the "the "CCNL for workers in the ceramic tile, refractory materials, sanitary ceramics, porcelain and ornamental household ceramics, technical ceramics, stoneware pipes industry". For foreign companies, reference is made to the specific sector collective agreements currently in force in the countries of reference.

GRI 403-9: Work-related injuries

Work-related injuries – Employees		
The number of work-related injury	2021	2022
Total number of recordable work-related injuries	0	0
<i>of which high-consequence work-related injury⁹</i>	0	0
Total number of fatalities as a result of work-related injury	0	0
Temporal data		
Hours	2021	2022
Hours worked	24,936	40,689
Multiplier for calculation	200,000	200,000
Death and injury rates ¹⁰		
Rate	2021	2022
Rate of recordable work-related injuries	-	-
Rate of high-consequence work-related injury	-	-
Rate of fatalities as a result of work-related injury	-	-
Main types of work-related injuries		
Type of injuries	2021	2022
Blunt trauma	0	0
Cuts / abrasions	0	0

Work-related injuries – External collaborator		
The number of work-related injury	2021	2022
Total number of recordable work-related injuries	3	3
<i>of which high-consequence work-related injury</i>	3	3
Total number of fatalities as a result of work-related injury	0	0
Temporal data		
Hours	2021	2022
Hours worked	65,833	80,672
Multiplier for calculation	200,000	200,000
Death and injury rates		
Rate	2021	2022
Rate of recordable work-related injuries	9.11	7.44
Rate of high-consequence work-related injury	9.11	7.44
Rate of fatalities as a result of work-related injury	0	0
Main types of work-related injuries		
Type of injuries	2021	2022
Blunt trauma	2	3
Cuts / abrasions	1	-

⁹ work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.

¹⁰ Injuries that result in: death, incapacity for work (absolute or partial), travel restrictions, medical treatment, first aid are included, even if they do not result in days off work. Commuting accidents involving an employee's own car are excluded. The frequency rates for the accident indices were calculated as follows: (Number of accidents / Number of hours worked) x 200,000.

Environmental responsibility

The reporting boundary for environmental data and information includes the production sites at Via Puglia 2/4, 41049 Sassuolo (Italy).

GRI 301-1 Materials used by weight or volume

Non-renewable materials used			
Type of material	Units of Measurement	2021	2022
Raw Materials	Ton	1.398	2.044
Chemicals	Ton	42	75
Packaging	Ton	99	147
Renewable materials used			
Type of material	Units of Measurement	2021	2022
Raw Materials	Ton	109	65
Packaging	Ton	47	51
Total of Non-renewable materials used	Ton	1.539	2.266
Total of Renewable materials used	Ton	156	116

GRI 302-1: Energy consumption within the organization

Energy consumption within the organization					
Nature of consumption	Units of Measurement	2021		2022	
		Total	Total GJ	Total	Total GJ
Total fuel consumption within the organization from non-renewable sources					
Natural gas	Smc	1.094,5	48.987	1.369,5	61.662
GPL heating	l	312	8	311	8
Diesel for haulage	l	320,0	11	320,0	11

Energy consumption within the organization					
Nature of consumption	Units of Measurement	2021		2022	
		Total	Total GJ	Total	Total GJ
ELECTRIC ENERGY					
Electric energy purchased from the grid	kWh	1.022,515	3.681	1.245,892	4.485
Of which from renewable sources	kWh	0	0	0	0
Of which from not-renewable sources	kWh	1.022,515	3.681	1.245,892	4.485
Electricity self-produced and consumed from renewable energy sources	kWh	0	0	0	0
Self-produced and consumed electricity	kWh	0	0	0	0
Self-generated electricity sold to the grid	kWh	0	0	0	0
Total energy consumption	GJ	52.687		66.167	
Non-renewable energy	GJ	52.687		66.167	
Renewable energy	GJ	0		0	
% of renewable energy	%	0%		0%	

GRI 302-3: Energy intensity

Intensity (GJ/ton)		
Nature of consumption	2021	2022
	Total	Total
Natural Gas Intensity	42,08	38,27
Heating Gas Intensity	0	0
Heating Oil Intensity	0	0
Heating LPG intensity	0,01	0,00
Electricity intensity	3,16	2,78

Energy consumption conversion factors					
Starting units	Conversion units	2021	Source 2021	2022	Source 2022
Electricity/Thermal Energy	GJ/kWh	0.0036	CONSTANT (International System)	0.0036	CONSTANT (International System)
Natural Gas	GJ/1000smc	39.71	DEFRA 2021	39.76	DEFRA 2022
Natural Gas (Density)	kg/m ³	0.8		0.8	
Natural Gas (CNG) for automotive use	GJ/ton	49.89		50.08	
Natural gas (CNG) for automotive use (Density)	kg/m ³	175		175	
Heating oil	GJ/ton	45.3		45.3	
Gasoil (Density)	kg/liters	0.85		0.84	
Gasoil for automotive use	GJ/ton	45.127		45.28	
Gasoil (Density)	kg/liters	0.85		0.84	
LPG	GJ/ton	49.333		49.33	
LPG (Density)	kg/m ³	529.75		529.71	
Automotive LPG (Density)	kg/liters	0.53		0.53	
Automotive unleaded petrol	GJ/ton	46.176		46	
Petrol (Density)	kg/liters	0.74		0.74	

GRI 305-1: Direct (Scope 1) GHG emissions

GRI 305-2: Energy indirect (Scope 2) GHG emissions

GHG direct and indirect emissions (Scope 1 and Scope 2) ¹¹			
Nature of consumption	Units of Measurement	2021	2022
		Total	Total
SCOPE 1	tCO₂e	2,215	2,770
Natural gas	tCO ₂ e	2,213.8	2,768.3
GPL heating	tCO ₂ e	0.5	0.6
Diesel for haulage	tCO ₂ e	0.8	0.6
Refrigerant gases	tCO ₂ e	0	0
SCOPE 2			
Purchased electricity - Location based	tCO ₂	343.6	392.5
Purchased electricity - Market based	tCO ₂	476.5	571.9
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Location based)	tCO₂e	2,559	3,162
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Market based)	tCO₂e	2,692	3,341

¹¹ The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. The Market-based is based on the CO₂ emissions emitted by energy suppliers from which the organization purchases, through a contract, electricity and can be calculated by considering: energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix", i.e. energy and emissions not monitored or unclaimed (source: AIB - European Residual Mixes). The location-based method is based on average emission factors related to power generation for well-defined geographical boundaries, including local, sub-national or national boundaries (source: Terna International Comparisons). Scope 2 emissions calculated with the Location-based and Market-based method are expressed in tons of CO₂-

GRI 305-4: GHG emissions intensity

Intensity (tCO ₂ e/ton)		
Nature of consumption	2021	2022
	Total	Total
Emission Intensity (Scope 1 + Scope 2 - Location based)	2.2	2.0
Emission intensity (Scope 1 + Scope 2 - Market based)	2.3	2.1
Emission intensity (Scope 1)	1.9	1.7

GRI 306-3: Waste generated

WASTE GENERATED			
Type of Waste	Unit of Measurement	2021	2022
Non-hazardous waste			
Discards	ton	95.9	130.2
Mixed Packaging	ton	3.2	4.1
Refractory Materials	ton	50.8	48.8
Plastic	ton	8.0	14.6
Liquids	ton	35.9	26.5
Wood	ton	0	2.16
Total non-hazardous waste	ton	193.9	226.3
Hazardous waste			
Hazardous Packaging	ton	0	4.0
Hazardous Waste	ton	0	0.017
Hazardous Substances	ton	0	0.079
Total hazardous waste	ton	0	4.0
Percentage hazardous on total	%	0%	2%
TOTAL waste generated	ton	193.9	230.4

Analysis of impacts and material issues

The following table shows the issues that have been defined as material. the impacts related to them and the relative involvement of Exacer in the performance of its activities or within its business relations. The detailed description of each impact is reported within the reference paragraphs of each material issue listed. Please refer to the GRI Table of Contents for the location of these paragraphs within the document.

MATERIAL TOPIC FOR EXACER	GRI ASPECT	IMPACTS	NATURE	SCOPE OF THE IMPACT	INVOLVEMENT OF EXACER
ENERGY CONSUMPTION. RENEWABLE ENERGY AND EMISSIONS	GRI 302 – Energy (2016)	High resource intensity in terms of biomass. energy. soil. metals and minerals	Negative/Actual	Company and electricity suppliers	Caused by Exacer and energy producer partners
	GRI 305 – Emissions (2016)	Generation of climate-change emissions	Negative/Actual		
ECONOMIC PERFORMANCE	GRI 201 – Economic Performance (2016)	Direct economic value generation and related distribution to stakeholders (e.g. employees. suppliers)	Positive/Actual	Company	Caused by Exacer
RESEARCH & DEVELOPMENT	-	Promotion of R&D activities for industrial development	Positive/Actual	Company	Caused by Exacer
	GRI 403 – Occupation	Work injuries			

OCCUPATIONAL HEALTH AND SAFETY	al Health and Safety (2018)	Impact on employees' health caused by pollution generated by the production process	Negative/Potential	Company employees and external associates ¹²	Caused by Exacer
COMPLIANCE AND RISK MANAGEMENT	GRI 2-27 Compliance with laws and regulations	Organizational inefficiency	Negative/Potential	Company	Caused by Exacer
EMPLOYEE SATISFACTION AND DEVELOPMENT	GRI 404 – Training and Education (2016)	Employee career development	Positive/Actual	Company employees	Caused by Exacer
	GRI 405 – Diversity and Equal Opportunity (2016)	Growth of young people	Positive/Actual	Company employees	
	GRI 406 – Non-discrimination (2016)	Lack of competence development of employees	Negative/Actual	Company employees, Suppliers	Caused by the Exacer and related to the Company through its business dealings
	GRI 401 – Employment (2016)			Company Employees	Caused by Exacer
PRODUCT SAFETY AND QUALITY	GRI 416 - Customer Health and Safety (2016)	Development of a safe and high-quality product	Positive/Actual	Company	Caused by Exacer
		Environmental impact of the product	Negative/Actual		

¹² Health and Safety data for non-employee workers include only the category of Agency-supplied workers and not other types of non-employee workers working at Company sites and/or under the Company's control, in view of their significance and the availability of such data over which the Company does not exercise direct control.

MATERIALS	GRI 301 – Materials (2016)	Resource depletion	Negative/Actual	Company	Caused by Exacer
WASTE MANAGEMENT AND TRANSITION TO A CIRCULAR ECONOMY	GRI 306 – Wate (2020)	Pollution of the environment through the production of hazardous and non- hazardous waste	Negative/Potenti al	Company	Caused by Exacer and its customers
	GRI 204 – Procurement Practices (2016)			Company, Suppliers	Caused by the Company and related to the Company through its business dealings
SUPPLY CHAIN MANAGEMENT	GRI 308 – Supplier Environmental Assessment (2016)	Negative social and environment al impacts generated along the supply chain. with indirect disadvantage s for workers and their communities	Negative/Potenti al	Company, Suppliers	Caused by Exacer and related to the Exacer through its business dealings
	GRI 414 – Supplier Social Assessment (2016)	Creation of a sustainable supply chain	Negative/Potenti al		
ETHICS AND INTEGRITY	GRI 206 – Anticompetitive Behavior (2016)	Ethical and inclusive working environment	Positive/Actual	Company	Caused by Exacer
	GRI 205 – Anticorruption (2016)	Incidents and episodes of corruption that directly and indirectly impact stakeholders	Negative/Potenti al	Company	Caused by Exacer

GRI content index

Statement of use	Exacer has reported in accordance with the GRI Standards for the period 1/01/2022 - 31/12/2022
GRI 1 used	GRI 1 – Foundation - 2021
Applicable GRI Sector Standard(s)	N/A

STANDARD GRI	DISCLOSURE	LOCATION	OMISSION		
			Page	REQUIREMENT(S) OMITTED	REASON
GRI 2: General Disclosures 2021	2-1 Organizational details	3; 6-9			
	2-2 Entities included in the organization's sustainability reporting	3			
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	3			
	2-5 External assurance	3			
	2-6 Activities, value chain and other business relationships	3; 6-10			
	2-7 Employees	22-23; 33			
	2-8 Workers who are not employees	22-23; 34			
	2-9 Governance structure and composition	3; 6-9			
	2-10 Nomination and selection of the highest governance body	8			
	2-11 Chair of the highest governance body	8			
	2-12 Role of the highest governance body in overseeing the management of impacts	8-9			

2-13 Delegation of responsibility for managing impacts	8-9			
2-14 Role of the highest governance body in sustainability reporting	8-9			
2-15 Conflicts of interest	9			
2-16 Communication of critical concerns	9			
2-17 Collective knowledge of the highest governance body	8			
2-18 Evaluation of the performance of the highest governance body	8			
2-19 Remuneration policies	9			
2-20 Process to determine remuneration	9			
2-21 Annual total compensation ratio	-	-	Confidentiality constraints	The company, being configured as an S.r.l. and being part of the Italian SMEs, considered this indicator as confidential with respect to the peculiar activity of the business.
2-22 Statement on sustainable development strategy	4; 15-18			
2-23 Policy commitments	12-14			
2-24 Embedding policy commitments	12-14			
2-25 Processes to remediate negative impacts	4; 13; 15; 17-18			
2-26 Mechanisms for seeking advice and raising concerns	14			
2-27 Compliance with laws and regulations	12-13			

	2-28 Membership associations	10			
	2-29 Approach to stakeholder engagement	15-18			
	2-30 Collective bargaining agreements	38			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15-18; 46-48			
	3-2 List of material topics	15-18; 46-48			
Ethics and Integrity					
GRI 3: Material Topics 2021	3-3 Management of material topics	12-14; 46-48			
206: Anticompetitive behavior (2016)	206-1 Legal actions for anti-competitive behaviour. anti-trust. and monopoly practices	14			
205: Anti-corruption (2016)	205-3 Confirmed incidents of corruption and actions taken	14			
Product Safety and Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	11-12; 46-48			
416: Customer health and safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	12			
Waste management and transition to a circular economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	32; 46-48			
204: Procurement Practices (2016)	204-1 Proportion of spending on local suppliers	5; 32			
306: Waste (2020)	306-1 Waste generation and significant waste-related impacts	32			
	306-2 Management of significant waste-related impacts	32			
	306-3 Waste generated	32; 44			
Employee satisfaction and development					
GRI 3: Material Topics 2021	3-3 Management of material topics	22-25; 46-48			

401: Employment (2016)	401-1 New employee hires and employee turnover	36			
404: Training and Education	404-1 Average hours of training per year per employee	37			
405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	35			
406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	14			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	25-27; 46-48			
403: Occupational health and safety (2018)	403-1 Occupational health and safety management system	25-27			
	403-2 Hazard identification, risk assessment, and incident investigation	25-27			
	403-3 Occupational health services	25-27			
	403-4 Worker participation, consultation, and communication on occupational health and safety	25-27			
	403-5 Worker training on occupational health and safety	25-27			
	403-6 Promotion of worker health	25-27			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25-27			
	403-9 Work-related injuries	39			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	5; 19; 46-48			
201: Economic Performance (2016)	201-1 Direct economic value generated and distributed	19; 33			

Energy consumption, renewable energy, and emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	5; 28-29; 30-31; 46-48			
305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	5; 29-30; 43-44			
	305-2 Energy indirect (Scope 2) GHG emissions	5; 29-30; 43-44			
	305-4 GHG emissions intensity	5; 29-30; 43-44			
302: Energy (2016)	302-1 Energy consumption within the organization	28-29; 40-42			
	302-3 Energy Intensity	28-29; 40-42			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	32; 40; 46-48			
GRI 301: Materials 2016	301-1 Materials Used by weight or volume	32; 40			
Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	32			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	32			
	414-1 New suppliers that were screened using social criteria	32			
Compliance and risk management					
GRI 3: Material Topics 2021	3-3 Management of material topics	12-14; 46-48			
Resource and development					
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21; 46-48			

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