

Sustainability Report 2022

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Letter to stakeholders

Dear stakeholders,

We are pleased to present the Sustainability Report for 2022, a year full of significant events and activities that we are proud to share with you. We faced unprecedented challenges, but thanks to our strength and resilience, we could move forward and achieve positive results despite the difficulties we encountered.

The end of the pandemic was much-anticipated news, and we saw the market gradually recover despite the negative effects caused by the war in Ukraine. This scenario required continuous adaptability, especially to cope with rising costs and difficulties acquiring raw materials needed for our productions. Nevertheless, we managed to continue improving our competitive position in the market by expanding the product portfolio and the Group's global presence.

During the year, we focused on innovation and sustainability, two of our top priorities. We invested in research and development, pursuing ambitious projects to improve our processes and products. We are incredibly proud to have launched our new short-run central drum flexo press, Onyx Go. This state-of-the-art product stands out for its innovative technology, unique productivity, energy-saving, and design features. The launch of Onyx Go at Messe K in Düsseldorf marked our return to the international trade fair scene and represents an essential milestone in our growth strategy. We are confident that the progenitor of the Group's new manufacturing strand will significantly impact the market and open new business opportunities globally.

Sustainability has remained at the core of our priorities. We have continued to work closely with companies pioneering the design of compostable and biodegradable materials for packaging, minimizing the ecological impact of our products. We are committed to contributing to the creation of environmentally friendly and economically sustainable products. In addition, we have strengthened our participation in awareness-raising activities promoted by Confindustria and other entities in our product sector and lobbying the government to support companies in our technology and market chain on sustainability issues. We firmly believe constant discussion with our internal and external stakeholders is critical to improving our economic and ethical performance.

During the year, we achieved important successes on the global stage. We consolidated our presence in international markets, initiating new strategic partnerships and creating new points of contact. In addition, we carried out strong brand communication activities in various media and channels, promoting the historicity of a solid brand like Uteco with our new image and values.

We are constantly striving to improve the reporting of our sustainability performance to ensure greater transparency and increasingly evident added value for our Group.

The Sustainability Report 2022 is another step in our quest for continuous improvement. We want to thank all of you who have contributed to our growth and continue to be part of our success. We ask for your continued support in this challenge so that each milestone achieved confirms our commitment and the effectiveness of our collaboration.

In conclusion, we are proud of our achievements in 2022 and our Group's commitment to overcoming challenges and pursuing growth. We are excited about the launch of the new Onyx Go and the plans that lie ahead. We will continue to focus on innovation, sustainability, and operational excellence to ensure the company's long-term success.

We again thank all of you for your continued support and trust in us. We are confident that together we can meet future challenges and achieve new milestones of success.

Best regards,

Aldo Peretti

Chairman of Uteco

1. Uteco Group Profile

The Uteco Group

“The Uteco Group is constantly at the forefront of providing packaging manufacturers with innovative solutions that meet the ever-changing needs of the industry in total compliance with environmental regulations and energy saving.”

Uteco was born in 1985 from the initiative of a Verona entrepreneur, who has already provided himself with his own production unit, assembly service and after-sales service. Since then, Uteco has become a world-leading manufacturer of printing and processing machines for the packaging industry over the years, particularly for flexible packaging. Uteco designs cutting-edge technical solutions that it applies on its own production machines, whether they are graphic flexo and/or rotogravure printers or coupling machines and/or machines for special applications. The company headquarters is located in Colognola ai Colli, east of Verona.

The **distinctive features** of Uteco are:

- inexhaustible attention to the continuous demand for innovation by the customers;
- targeted research of high-performance products and solutions;
- development of cutting-edge solutions at low investment cost;
- organizational flexibility and solution engineering capacity;
- technological and financial advice for the optimization of investment;
- fast and efficient customer service support worldwide.

Uteco's mission is to be constantly at the forefront of providing packaging manufacturers with **innovative, flexible, robust** and **sustainable solutions** that meet the ever-changing needs of the industry in **total compliance with environmental regulations and energy saving**. The consolidation of its position as Global Leadership among European manufacturers of flexible packaging machines along several parallel roads:

- massive investments in R&D in the advanced technologies of Converting and its evolutions;
- organizational flexibility and engineering capacity of the solutions combined with the optimization of the production processes;
- fast and efficient Customer Service around the world.

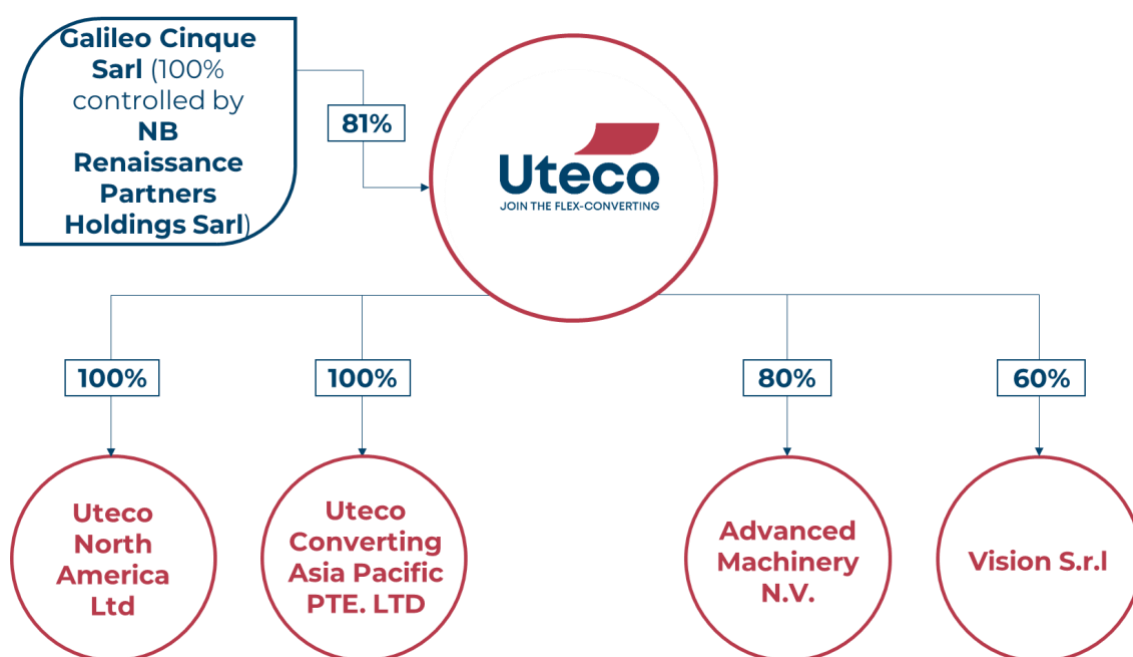
“Supporting modern society in developing new lifestyles by enabling innovation and packaging sustainability.”

Uteco is a world leader in the **production of printing and converting machines** designed for a wide variety of **flexible packaging** applications. Uteco's customers are converters, companies in the private sector. The machines offered range from Flexo, roto, digital, laminating and coating and meet every need through the most advanced technologies in the industry. They enable the production of any product through a wide range of printing and laminating machines: food and pet food, home and office, industrial, special applications, and health and personal care.

The **core activities** carried out by Uteco involve designing and engineering printing presses. Thus, the value chain starts with acquiring materials and mechanical and electronic components from suppliers, assembly (in-house), calibration, verification and testing, disassembly, packaging, and transport to the end customer. There is then factory reassembly, printing tests from the customer, resulting in acceptance of the machine, and training to the customer's operators.

The Group sells its products worldwide, and the main target markets for Uteco's machines are, in order of importance, Europe, North America, South America, the Asia-Pacific region, and the Middle East and Africa region.

The company structure as of 31 December 2021



The Uteco Group is 81.09% controlled by Galileo Cinque Sarl, which is 100% owned by NB Renaissance Partners Holdings Sarl Private Equity Fund.

Uteco Converting S.p.A. holds the company Uteco North America Ltd based in Kennesaw - Georgia (U.S.A.), which markets Uteco Converting S.p.A.'s products in the North American territory and operates service activities with its own spare parts warehouse.

Since 2021, the Group also controls Uteco Converting Asia Pacific P.T.E. L.T.D., which acts as agent for the Asian market, and Advanced Machinery N.V., which markets

Uteco products and handles after-sales activities, technical interventions and spare parts.

Since 2022, however, Uteco Converting also controls the company Vision S.r.l.. Based in Milan, Italy, Vision designs, engineers, and develops industrial vision systems for quality control. These systems can be combined with the latest robotic and artificial intelligence technologies to make processes more efficient, automated, and high-performance. Vision S.r.l. has consolidated experience with several applications installed in the printing & converting industry and the automotive, pharmaceutical, cosmetic and textile sectors.

1980s

- Uteco Converting S.p.A was founded in Verona in 1985, and in the same year the first line of flexographic printing presses was launched on the market.

2000-2004

- Implementation of a Restructuring Plan to strengthen and consolidate the Group's financial position.
- October 2000: Inauguration of Uteco North America in Atlanta, GA.
- Presentation at the DRUPA exhibition of the new generation of gearless flexo presses, model ONYX.

2018

- Ownership changes from a family-owned company to a private equity fund.
- NB Renaissance Partners Private Equity Fund acquires a majority stake in Uteco, setting the stage for strong growth in the market

2020-2021

- Defining the Uteco Group's new vision
- Introduced to the market the Crystal 2.0 machine
- Started the rebranding project

1990s

- In the 1990s the company experienced a high rate of growth, following an expanding economy.
- 1992 saw the birth of the first fully automated flexographic printing press in the Jade range.
- 1997 marks a breakthrough with the first gearless flexographic printing press, securing the Group a place on the world stage

2005-2017

- Business grows at a fast pace. New innovative product lines and a research and development center are launched: Rotogravure and BU Coating & Laminating
- In 2015 in honor of Uteco's 30th anniversary, two new lines were unveiled: the compact flexographic Onyx XS and the innovative Next 450 gravure.

2019

- First Group Sustainability Report.

2022-2026

- The beginning of a new era with the launch of the new brand identity and the new Strategic Plan in order to ensure strong growth in the coming years, thus securing Uteco's technological leadership and worldwide recognition.

Economic results



Shareholder remuneration and value generation for stakeholders: these are the ingredients for Uteco of sustainable growth that are pursued through targeted investment plans and *Merger&Acquisition*.

The internationalization process and the ability to assist the customer, regardless of geographical position, characterize the Group's business strategy, contributing to the success of the company in the world. Over the years, the Group has worked to grow its business network with the aim of covering the world market in a comprehensive way, approaching the customer through the opening of a commercial headquarters for the American market and through the presence of the main trade fairs. The Group has also developed a strong distribution network around the world, maintaining production in Colognola ai Colli plants and distribution centers of Uteco North America in the United States and Advanced Machinery in Central Europe. The Uteco Group closed its consolidated financial statements for 2022 with a revenue of more **than 120 million euros**.

Uteco Group's presence by geographical area as of December 31, 2022



The plants

Uteco headquarters are located in Colognola ai Colli, in eastern Verona, covering an area of 75,000 square meters of operating space. The area includes:

- the head office (Uteco Plant#1), where management and administration offices, technical offices and part of the production area are located;
- Uteco Plant#2, home of ConverDrome, a display space for demonstration and training machinery, the Uteco Academy, a production area and a manual office;
- Uteco Plant#3, where support and maintenance services' offices and part of the production area are located;
- Uteco Plant#4, introduced in September 2019, containing a production area and a winding and unwinding assembly area.

There is also a 1,000 square meter Atlanta (GA) business center, providing all North American customers with technology support, a spare parts warehouse and an area dedicated to machine demonstrations.



Production fully based in Italy



4 Production Plants



75.000 m²



Our headquarters, along with 4 plants and a center of excellence for research, development, training and printing demonstrations (ConverDrome®), are based in Colognola ai Colli, in the east area of Verona.



**Uteco 1
Headquarter**
1985



**Uteco 2
ConverDrome®**
2007



Uteco 3
2014



Uteco 4
2019

Throughout 2022, Uteco undertook the necessary procedures to open two new strategic offices in Dubai and Singapore. These new offices represent an essential step forward in the global expansion strategy, enabling the Group to reach new markets and expand its international presence. The new offices will serve as local points of reference for customers in their respective geographies, offering more direct and timely support and an opportunity to strengthen business relationships and develop new partnerships. Through these new initiatives, it will be possible to meet customers' needs better and strengthen the Group's position in the industry.

MECHANICAL MACHINING DEPARTMENT

Uteco, the only manufacturer with a machining department, has invested in the excellence of **Made in Italy products** by acquiring **numerically controlled boring and milling machines**.

Through Dinomax, an innovative gantry-type vertical milling machine with a moving crossbeam, heavy removal and high-speed finishing operations are carried out.

At Uteco's specific request, FPT Industrie S.p.A. has developed an innovative tool changer that safely intervenes in two distinct areas of the machine, using an extensive two-story central multi-tool magazine. The machine has a dual control station with a touch-screen monitor, cameras for remote operations monitoring, and self-levelling magnetic workpiece-holding tables. All this is to ensure **maximum safety and precision in machining and speed up the setup phases**.

A Mazak Milling and Turning Center for 4-axis continuous machining was also purchased and installed, thus expanding and completing the turning department.

VARNISHING DEPARTMENT

The expansion of the paint department included the construction of two booths with innovative filtering system and a scheduled maintenance system to ensure a cleaner, safer and healthier working environment.

In addition, Uteco Group chose the reliability of Graco Inc. products, a world leader in producing fluid management systems and components since 1926. Two Promix 2KE Feeders, designed for multicolor, two-component and in-cab applications, have been installed. The feeders can maintain the ratio within predefined tolerance limits and are equipped with cartridge fluid valves for easier maintenance.

They also have LCD displays for job set-up and monitoring with standard operating functions, capable of displaying mixing ratio, service lifetimes, material flow rate, and the ability to monitor costs and provide environmental reports.

CARPENTRY DEPARTMENT

A further investment was installing a vacuum system for the carpentry department.

With its four arms equipped with an activated carbon aspirator, the system allows faster and more efficient suction and filtering of welding fumes.

An investment that proves to be fundamental for the **work environment's healthiness, as the company becomes increasingly attentive to eco-sustainability**.

CONVERDROME® DEMO CENTER

The ConverDrome® is the technology center for just-in-time demonstrations on printing and converting machines, Uteco Academy activities, and research and development of new technologies and applications. Inside the ConverDrome®, machines are tested and production, trials and live printing demonstrations are carried out.

Real-time solutions are worked out for customers to perfect the machine and its operation and optimize processing before final delivery.











The Group's Values

Uteco's Vision and Mission reflect the company's deep belief in a more promising future for the packaging industry.

Uteco, in its Vision, is firmly committed to actively supporting contemporary society in developing new lifestyles that foster innovation and sustainability in packaging, aligned with its essential social function. In addition, Uteco's primary goal is to contribute significantly to creating a better future society, paying particular attention to the needs and expectations of new generations, who represent the beating heart of the future.

Uteco's Mission, with great determination, is to emerge as the ideal partner in the converting industry, providing highly innovative, flexible, reliable and sustainable solutions that meet the ever-growing challenges of the packaging industry.

Added to this are Uteco's brand values, which are the foundation and identity of Uteco, as follows:

	Sustainability		Long-lasting relationships of trust with clients and business partners, embracing transparency, empathy, and integrity.
	Innovation		A pragmatic vision that looks ahead, envisioning the next generation of businesses through integrated and innovative solutions, to make a real difference.
	Results		A reliable partner, fully committed to excellence, meeting quality and durability standards. Proven industry experience and a demonstrated track record of performance and know-how.
	Cooperation		A human-centered corporate philosophy that creates long lasting relationships of trust and added value with clients, for clients.
	Passion		A synergic team of professionals, working with fervor, dynamism and a strong credo to achieve valuable results and effective solutions.

The governance structure

The corporate governance system adopted by Uteco is aimed at ensuring the most balanced collaboration between its components and aimed at ensuring a responsible and transparent conduct of the enterprise toward the market, with a view to creating value for stakeholders.

The Board of Directors of Uteco Converting S.p.A. as of 31 December 2021 is composed of 9 members and will remain in office until the approval of the financial statements as of 31 December 2023; in particular, it consists of 9 men, of which 11% between 30-50 years and 89% over 50 years. In addition, within the Board, there are 3 executive members and 6 nonexecutive members, while 7 directors are independent.

The Board of Statutory Auditors, as a supervisory body, is responsible for monitoring compliance with law and corporate rules, as well as for monitoring the adequacy of internal controls and the organizational structure of the company. The body consists of 5 members: 1 President, 2 statutory auditors and 2 alternate auditors.

Board of Directors



- Aldo Peretti – President of the Board of Directors
- Pietro Galli – Managing Director
- Stefano Russo – Managing Director
- Mario Tomasi – Managing Director
- Gianluigi Scapini – Board member
- Marco Cerrina Ferroni – Board member
- Luca Deantoni – Board member
- Tommaso De Bustis Figarola – Board member
- Stefano Bontempelli – Board member

Board of Statutory Auditors



- Maurizio Salom – President
- Marco Bronzato – Statutory Auditor
- Davide Lombardi – Statutory Auditor
- Alberto Busato – Alternate Auditor
- Gianluigi Berruti Manzone - Alternate Auditor

With the aim of creating a sustainable development model integrated with corporate strategies, an internal Sustainability Team was created in 2021 at the managerial level consisting of the heads of the following functions: Field Engineering, Product Innovation, Customer service, Administration, Safety, Environment & General Service, Production, Digital, Democenter, Printing Lab & Academy. The Sustainability Team is responsible for drafting this document and preparing and implementing a sustainability plan for the Uteco Group.

In addition, in 2022, the Head of Strategy and Marketing was appointed the Sustainability Manager.

Ethics, integrity and transparency

In the management of business and business relations, the Uteco Group is inspired by the principles of **legality, loyalty, fairness, transparency and good faith**.

In compliance with the provisions of this Decree, Uteco Converting S.p.A. adopted the **Organization, Management and Control Model** (the “Model” or “Organizational Model”), in order to prevent the Commission of the offenses included in Legislative Decree no. 231/2001, among which environmental offenses, corporate offenses, offenses in violation of occupational health and safety rules, corruption offenses and tax offenses are highlighted. The Model, in addition to responding to a regulatory requirement, is a tool that enables successful management of the complexity of situations in which society operates, clearly defining the set of principles and values that guide its activities.

The rules of conduct contained in this Model integrate with those of the **Code of Ethics**, adopted by all the companies of the Uteco Group in order to express the ethical principles and rules of conduct that it recognizes as its own. This document is updated periodically and shared with all employees and the various stakeholders who work with the company.

The Uteco Group monitors the implementation and compliance of the Code of Ethics through an independant supervisory body which carries out the following tasks:

- Promote the implementation of the Code and the establishment of reference procedures;
- Report and propose to the CEOs the initiatives useful for the greater diffusion and knowledge of the Code, also in order to avoid the recurrence of proven violations;
- Promoting programs for the specific communication and training of human resources;
- Review news of possible violations of the Code, promoting the most appropriate audits;
- Intervene, even on reports of non-subordinate collaborators, in cases of reports of possible violations of the Code deemed not to be properly addressed or of retaliation suffered by the person following the reporting of news;
- Inform the competent structures of the results of the checks relevant to the adoption of any sanction measures;
- Inform the relevant line/area structures of the results of the relevant checks for taking appropriate measures.

All employees of Uteco are required to report, verbally or in writing, any inobservance of the Code of Ethics and any request for violation of the Code, by anyone who comes, to his/her manager and to the supervisory body. There is an

active whistleblowing process and channel, also stated in the Code of Ethics, which provides, in addition, a "physical box" to collect any paper reports.

To guarantee a greater effectiveness of corporate governance in relation to the prevention of offenses referred to D.Lgs. 231/2001, the effective and substantial application of the Organization, Management and Control Model is ensured by the conduct of internal audits, which in 2022 showed no significant criticality classifiable as non-compliance.

In addition, during 2022 the Uteco Group did not record any cases of anti-competitive behavior, corruption or non-compliance with laws and regulations.

Cyber security and privacy

In an ever-evolving environment where data acquire an increasingly significant value, it becomes more complex to manage and protect the information resource and ensure its continuity of flow. Increasing complexity exposes companies to new risk types that can affect the company's business continuity or competitive advantage.

In addition, due to the increase in remote work, the use of devices in a home environment, and the consequent reduction in the attention level of staff, phenomena accelerated due to the Covid-19 pandemic, the risk of IT incidents and breaches increases.

For these reasons, the Uteco Group requested in 2021 a service to assess the current state of security regarding IT processes and technologies. It focused on preparing a remediation roadmap for any gaps found, mitigating residual risks and improving the entire corporate security posture. Interventions will focus on cybersecurity organization, privacy, phishing, vulnerability assessment and penetration testing processes.

Cybersecurity and privacy are critical issues for Uteco and any organization. Uteco analyzes risks related to cybersecurity, regulatory compliance, business continuity, and social and environmental impacts to assess actual and potential impacts. This analysis helps develop an effective strategy to manage and mitigate risks associated with cybersecurity and privacy.

To ensure proper management of cybersecurity and privacy, an organization must describe its policies and commitments in these areas. Examples of policies and commitments adopted by Uteco are included below:

- **Information Security Policy:** establishes the security measures Uteco takes to protect sensitive information. It includes using complex passwords, data encryption, two-factor authentication, and regular updating of security software.
- **Privacy Policy:** describes how Uteco handles personal data of customers and employees. It includes using data only for specific purposes, sharing with authorized third parties, and securely destroying data when it is no longer needed.
- **Compliance with privacy laws:** Uteco is committed to complying with all applicable privacy laws and regulations, such as the General Data Protection Regulation (GDPR) of the European Union.
- **Employee Training:** Uteco is committed to providing training on cybersecurity and privacy issues to its employees. This reduces the risk of breaches caused by human error, such as sending emails with sensitive information to unauthorized recipients.
- **Review and update policies:** Uteco regularly reviews its cybersecurity and privacy policies to ensure they are always relevant and aligned with new threats or regulations.

To address risks, the Group, in addition to the above policies, adopts robust security measures, such as staff training and implementation of security protocols.

In case of actual negative impacts, Uteco has a crisis management plan in place and collaborates with experts to solve problems. It also constantly monitors the environment for potential positive impacts and shares best practices with other organizations.

Uteco uses monitoring and evaluation processes to measure the effectiveness of actions taken and involves various stakeholders to gain a broader perspective. Stakeholder engagement contributes to the effectiveness of activities, improving data protection and regulatory compliance.

Uteco is committed to effectively managing cybersecurity and privacy by constantly adapting its operational policies and procedures to ensure data protection and regulatory compliance.

Approach to Sustainability

FOR THE
WORLD

2. Stakeholder mapping and materiality analysis.

The Group's Stakeholders

Stakeholders play a major role in the Uteco Group's sustainable development and growth path. Establishing and deepening relationships of mutual trust, based on principles of transparency, openness and listening, represents for Uteco the opportunity to understand the expectations and requirements of the continuously changing stakeholders, who, directly or indirectly, influence the activities of the Group or who are in turn influenced. Therefore, in a dynamic and constantly changing scenario, *materiality assessment* and *stakeholder engagement activities* enable the Group to anticipate changes and identify emerging trends, integrating them into the corporate strategy.

Uteco has carefully mapped the relevant stakeholder categories, and the results of this analysis have been integrated and compared with a *benchmark analysis* that has considered the industry's key *peers* and national and international best practices.

The Uteco Group Stakeholders



The stakeholder engagement is characterized by two-way communication and is based on the trust of both parties. Towards stakeholders, Uteco provides understandable and accessible information through direct and indirect, verbal and written communication channels.

Stakeholder feedback is incorporated into decision-making and joint communications with the market. Specific categories of stakeholders, including business partners (suppliers of machine products, accessories, etc.) and customers, are actively involved in identifying possible sustainable solutions to be proposed to the market and in promoting innovative technologies for energy saving and environmental sustainability.

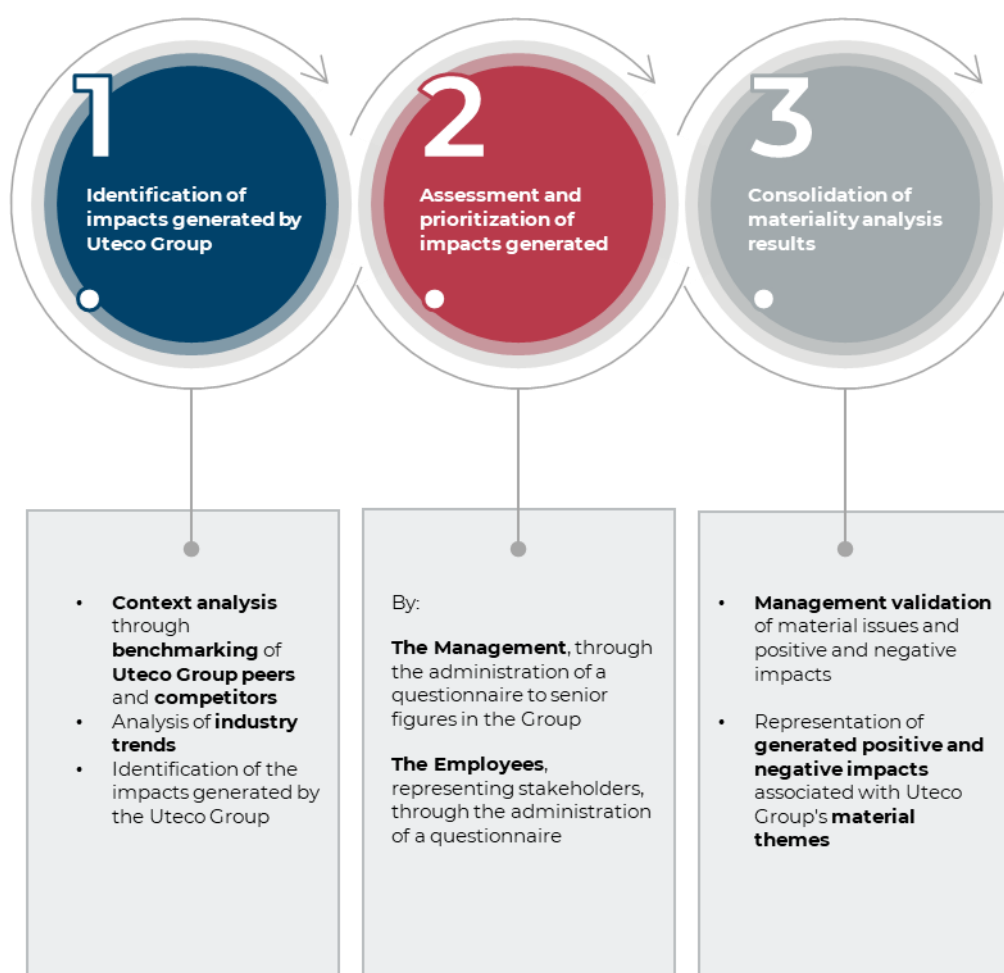
Stakeholder involvement and consultation take place unstructured, according to an indicative quarterly/semi-annual frequency.

Materiality Analysis

Since the publication of its first Sustainability Report in 2019, the Uteco Group has embarked on a journey to identify material topics in line with the Reporting Standards defined by the Global Reporting Initiative (GRI). Material topics are those which represent the organization's most significant impacts on the economy, the environment and people, including impacts on human rights.

During 2022, the Group took a further step forward in its sustainability reporting journey by adopting the GRI 2021 Standards update and applying the new methodology for identifying the main ESG impacts generated and related material topics. Therefore, an update of the materiality analysis was carried out, which, considering the evolution of sustainability reporting guidelines, focused on identifying and assessing the actual and potential positive and negative impacts generated by the Group on the economy, environment and people^{1 2}.

This update process was carried out through the following steps:



¹ Negative impacts are those that cause harm to the economy, environment, and people, and thus undermine sustainable development. Conversely, positive impacts are those that contribute to sustainable development by generating a benefit for the economy, the environment, and people.

² Potential impacts are those that could occur and have not yet occurred, while actual impacts have already occurred.

The most relevant topics for the Group were preliminarily identified starting with an analysis of internal and external sources, such as industry benchmarks and major international sustainability guidelines, considering the positive or negative impact generated by each of them.

Through an online questionnaire tool, Stakeholders (in 2022, employees were involved) and Top Management of the Group were asked to evaluate the impacts based on their relevance.

Specifically, the questionnaire asked participants to evaluate the actual and potential impacts generated by the Uteco Group, considering their significance. The assessment assessed a score on a scale of 1 to 5, where 1 represents a slight impact and five a very high impact.

As a result of employee engagement activities, it was possible to obtain 50 responses (about 16 percent of total Uteco Group employees). In the coming years, Uteco aims for a gradual increase in stakeholders involved and activities carried out in identifying the relevance of topics.

The quantitative analysis of the results and further qualitative assessments led to identifying 14 material topics, reflecting the positive and negative impacts generated by the Group, which Management approved.

The most relevant topics that emerged from the analysis are related to the Group's distinctive activities, such as innovation, research and development activities for product sustainability, and employee health and safety. In addition, the Group assessed diversity, inclusion, employee well-being and development as priority issues.

The result of this process led to the definition of Uteco Group's material topics, associated with the related positive and negative impacts generated, shown below in order of priority:

MATERIAL TOPICS SORTED BY RELEVANCE
<ul style="list-style-type: none"> • Innovation, research and development • Occupational health and safety • Diversity, inclusion, well-being and employee development • Ethics, integrity and compliance • Human Rights • Product quality and safety and customer satisfaction • Commitment to the environment • Cyber-security and privacy • Waste and effluents • Responsible management of materials • Value creation and brand identity • Energy consumption, emissions and climate change • Corporate Governance • Supply chain management

Comparing with the materiality analysis published in the Sustainability Report 2021, it should be noted that the topics identified for the reporting of the Uteco Group's ESG performance are in continuity with the previous reporting year.

However, following the prioritization of the results of the stakeholder engagement survey, the topics "Management and development of human resources" and "Well-being, diversity and inclusion" were merged into the topic "Diversity, Inclusion, Wellbeing and Employee Development." Similarly, the material topic "Product quality and safety and customer satisfaction" is the combination of the previous topics "Product quality and safety" and "Customer relations and customer satisfaction." These changes were made considering the significant underlying alignments of the positive and negative impacts for each material topic.

In addition, it should be noted that, compared to the previous year, the topic "Water consumption" was considered not material.

3. ESG Action Plan 2023-2026

In 2022, Uteco Group embarked on an important journey to further structure its commitment to sustainability, aware of its activities impact on the promotion of sustainable development on the environment, the economy and people.

This process aims to develop a structured action plan focused on the three strategic ESG areas. It outlines the commitments undertaken by the Group for the next three years, maximizing the positive impacts potentially or directly generated by the Group in the context of its core business activities and minimizing the effects of related negative impacts.

Considering industry challenges and stakeholder expectations, a preliminary analysis of internal and external sources was carried out, and findings from materiality analysis, analysis of industry benchmarks and key sustainability guidelines were taken into account.

In defining the strategic drivers and related commitments of the Plan, the Sustainable Development Goals of the United Nations 2030 Agenda (SDGs)³ were also considered, identifying those most alike to its business activities and on which it can have a concrete impact.

Therefore, the Group has identified six SDGs to which it can contribute its activities. Concerning environmental issues, SDGs 7 - Affordable and clean energy, 12 - Responsible consumption and production, 13 - Climate Action have been identified. On the other hand, the social sphere's goals are 3 - Good health and well-being, 4 - Quality education. Finally, SDGs 9 - Industry, Innovation and Infrastructure was identified crosswise for the three ESG strategic areas.

³ The 2030 Agenda for Sustainable Development, adopted by all UN member states in 2015, provides a shared framework for peace and prosperity for people and the planet. It is built around 17 Sustainable Development Goals (SDGs), which represent an urgent call to action for all countries - developed and developing - in a global partnership.



Integrating the results of this preliminary analysis, 3 sustainability goals were identified in the Environmental domain, 3 in the Social field, and 4 in the Governance domain.

Each goal was further detailed, analyzing the budget devoted to its achievement and the expected timeframe. The goals were also contextualized, considering the Group's business model.






The ESG Action Plan defines a series of ambitious environmental goals, from increasing the share of energy from renewable sources (both through self-generation and purchase from the grid) to obtaining UNI EN ISO 14001:2015 certification for the management system in the environmental field. Another important goal is the development of tools for monitoring and reporting on environmental and/or social impacts on two product categories.

Regarding its people, the Group's efforts will aim to obtain UNI EN ISO 45001:2018 certification for the occupational health and safety management system and UNI EN ISO 9001:2015 certification for the quality management system. In addition, the Group's employees will be involved in ongoing skill development initiatives and review processes for its people.

To enable the goals to be achieved on schedule, the Group has defined a series of commitments in the area of Governance to strengthen the organizational structure supporting the business areas responsible for achieving environmental and social goals.

These include formalizing and adopting a Group-wide Sustainability Policy that defines the vision, guiding principles and responsibilities in implementing sustainability initiatives. In addition, an analysis will be developed to introduce ESG

criteria in the definition of management's MBOs and periodically activities will be carried out to raise awareness and engage key governing bodies and the internal sustainability committee on the most critical sustainability issues in the industry.

Macro-Area	SDGs	Goals	Timing of achievement
Governance	N/A	Definition of MBOs tied to the achievement of ESG objectives.	2025
		Definition of a Group Sustainability Policy in order to define vision and principles in the area of sustainability and outline key responsibilities at the Group level.	2024
		Promotion of induction activities and involvement of governing bodies and internal sustainability committee on sustainability issues.	2024
		Compiling the Ecovadis ESG questionnaire to obtain an assessment of Uteco Group's sustainability performance.	2023
Social		Launch, implementation, and continuous improvement of a People Review process aimed at ensuring assessment policies, K People monitoring and people development.	2023/2024
		Adoption of the UNI EN ISO 45001:2018 certified management system for occupational health and safety management.	2025
		Adoption of the UNI EN ISO 9001:2015 certified management system for quality management.	2024
Environment		Adoption of environmental management system certified according to UNI EN ISO 14001:2015 standard.	2025
		Development of tools for monitoring and reporting environmental and/or social impacts on two product categories.	2023/2024



Increased self-generated (photovoltaic)/purchased electricity from renewable sources.

2024

Product liability



4. Product liability

The Group's products



Strengthen its leadership as a global technology player in all market segments where Uteco is present by developing new high-performance printing machinery.

Contribute proactively to the development of new sustainable solutions in the packaging market, minimizing the ecological impact on the environment and on food conservation for consumer health.



Rotogravure printing



Quality



Digital printing



Customization



Innovation



Flexographic printing



Printing speed



Coating and Laminating

Uteco stands out for the real innovation of its products with added value not only in terms of return on investment and competitiveness but designed for operator safety and healthy working environments and designed to reduce environmental impacts.

Uteco provides highly innovative solutions with its wide range of machines for flexographic and gravure printing, lamination and machines with unique

configurations of high technological content, constantly developing research and innovations.

Flexographic machines

The Group currently count seven flexographic printing presses, and with these all run length requirements are achieved, from the very short, with the compact Onyx XS, to the longest, with the Diamond HP and Crystal. Uteco covers a wide range of end-use applications, from food-grade flexible packaging to industrial bags, with a focus on the sustainability of printing processes in terms of energy savings and operator protection.



Rotogravure machines

Today the roto range consists of three product lines equipped with the most modern technologies, the result of Uteco's internal and external research with a view to open innovation. The Next 450, Next 350 and NXS 300 are the best expression of Uteco's innovation process: very high printing quality and maximum possibility of customization to specific needs.

Coating and Laminating machines



The Uteco Group offers various laminating and coating machines intended for the production of food packaging, products for pharmaceuticals, construction, such as roofing substrate, aluminum-paper laminates for the inside of cigarette packs, and for the production of

adhesive tape, adhesive labels. These are machines that can work on different substrates such as film, paper, aluminum, cardboard, PVC.

Digital machines

Production of digital and hybrid printing machines to meet new market demands. The Sapphire EVO machine, thanks to the possibility of both analog and digital printing, enables Brands to move from simple raw material suppliers to value-added suppliers.



Vision Systems

Uteco acquired Vision Sr.l. in early 2022 and enriched its technology portfolio with innovative solutions in Vision Systems and Robotic Inspection Systems with specific

applications for the printing and converting industries. Such vision systems, often combined with robotic technology, enable the inspection of printed material and the identification of printing defects. The Application of Artificial Intelligence can also allow the recognition of repeated errors and provide solutions for their prevention.

Uteco SAPPHIRE EVO M

Uteco SAPPHIRE EVO M is the **perfect synthesis** between high **print quality** and **low operating expenses**, making it the ideal machine for short and medium run. It allows to print digitally on multiple materials, even the most critical ones such as plastic films, and to produce different types of packaging, including food bags, labels and beverage packaging.

The result: **a customized hybrid solution** that allows to have flexo and rotogravure units in line with the digital section with possibility of reprinting to register, spot color units or in line painting and multiple customized configurations depending on the final application.

Innovation, research and development



Research and development of products and technologies, combining the enhancement of **know-how** with **continuous innovation**.

The consolidation of its position as Global Leadership among the world's manufacturers of flexible packaging machines is the result of significant investments in research and development in the advanced technologies of converting and its evolution.

The Group contributes to the **promotion and development of scientific and technological research**, in order to study products and processes aimed at safeguarding the environment, protecting the safety of customers, the health of employees and the development of the communities in which it operates.

Uteco' identity has always been strongly linked to a **policy of constant innovation, technological updating and efficiency improvement**. Even in the years of increased uncertainty in the economic environment, the Group continued to invest in its industrial sites in order to maintain its position in the narrow group of leading companies in the sector.

As a company operating in the flexible packaging industry, Uteco recognizes its role in the value chain and the responsibility for its products even after their useful life. For this reason, the Group shares the values of sustainability and contributes to the creation of an environmentally friendly future, building its philosophy on the four R of packaging: *Remove, Reduce, Reuse & Recycle, Redesign*.

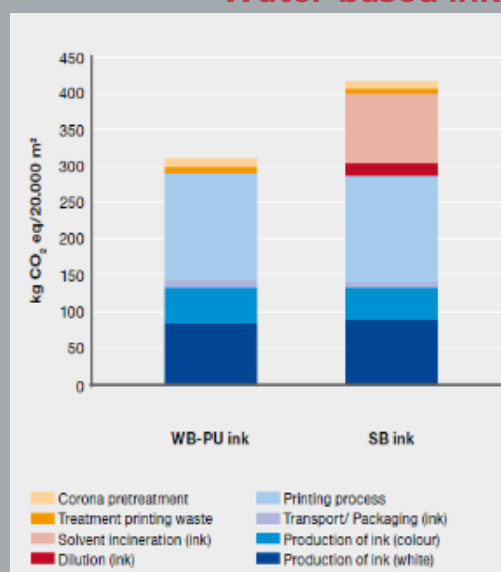
In the innovation area, in recent years, research and development has implemented several solutions aimed at reducing the carbon emissions and the environmental impact of machines. In collaboration with partners, customers and universities, Uteco has developed many innovative projects, in particular: water-based inks for analogic and digital printing, compostable materials and glues, biological materials, intelligent solutions for the Group's machines.

The growing demand for sustainable products and the need to balance environmental needs with economic and social interests is a trend that has led policymakers in many countries around the world to enact regulations that increasingly restrict emissions of volatile organic compounds. **In this context, Uteco has developed a series of printing machines that work with water-based inks.**

In addition, Eco-efficiency Analysis shows that **switching from solvent-based inks and adhesives to water-based technologies can reduce CO₂ emissions by up to 15%.**

Water-based technologies also have a **positive impact on the health and safety of operators**, as water-based inks and adhesives do not contain organic solvents or aromatic isocyanates, minimizing the related production risks.

Water-based inks



ONYX GO

The machine, unveiled in October at the K 2022 show, represents a new milestone for Uteco and the entire flexographic printing industry.

The machine features state-of-the-art technologies to ensure **excellent print quality, maximum ease of use for the operator and the fastest job changes on the market. It features an iconic and robust new design—more productive** for short runs thanks to a new system that automatically adjust print pressures and registration.



More sustainable and **efficient** thanks to **Active Pack**, the revolutionary energy- and material-saving system that allows you to pay back 100 percent of the cost of the **Onyx Go** over time. More **compact** than the same machines on the market: minimal operating space and a total footprint of less than **50 sq. m.** **Simpler** and **safer to operate**: ease of use for the operator and user-oriented design

HORIZON 4.0 TRIPLEX

The machine was introduced in the first quarter of 2022 and is Uteco's first **three-layer laminating machine**. With the Horizon 4.0 Triplex machine, we meet the need for flexibility in the technologies used on modern packaging films. Horizon 4.0 Triplex is designed to perform triplex laminations with **different coating technologies: gravure, indirect gravure, flexo and semi-flexo**. Ability to produce triplex laminates with both wet and dry technology, solvent-based, water-based and solvent-free.



Horizon 4.0 Triplex has outstanding features for high performance and maximum versatility, **with emphasis on low energy consumption and reduced emissions**. It has a powerful drying system, equipped with a semi-floating dryer and energy recovery system. Fast, safe and easy job changes through a highly automated process and multi-purpose automatic trolleys for all types of coating applications.

NEW MAAS SERVICE

Maas service allows Group customers to enjoy the use of one of Uteco's machines against the periodic payment of a fee in the form of an operational leasing plan. This package includes, machine operating lease, Scheduled Maintenance and remote service plan.



MACHINE INSPECTION SERVICE

The new machine inspection service involves a structured analysis of all key machine components. After the examination, the customer receives a detailed report with the activities performed and improvement goals, along with a list of customized solutions to improve machine performance.



PROGRAMMED MAINTENANCE SERVICE

The new Scheduled Maintenance service is the best way to prevent the occurrence of machine breakdowns and monitor their constant operation throughout their life cycle. The service consists of periodic scheduled inspections and visits by Uteco technicians on new or installed machines. Uteco guarantees continuous support for performance improvement and suggestions provided by experts in 24/7 remote assistance.



UPGRADES SERVICE

The service provides a bundle of offerings for 20 standard upgrades on Uteco's machines that complement the existing upgrade packages in the portfolio. The packages of standard upgrades aim to improve a specific area of application and are divided into 4 categories: performance improvement, quality, efficiency and safety.



Product quality and safety

The Uteco Group promotes **the culture of quality and safety** in order to guarantee **high-level products, safe, long-lasting and reliable over time**.

The company's innovative capacity translates into the continuous experimentation and development of cutting-edge production systems and technologies, enabling Uteco to offer its customers a wide range of quality products and high technical performance.

The quality of raw materials used is constantly monitored through the implementation of a formal purchasing procedure, which provides controls of the products and/or services provided by the Quality Control Office.

Offering a secure product is a priority for Uteco. For this reason, the Group makes available the organizational, instrumental and economic resources necessary to ensure the safety of all products sold on the market.

During the design phase, the Group subjects all the models produced to strict **risk analysis**, showing particular attention to the risks related to mechanical and electrical elements of the machinery and to those deriving from the behavior of the operators.

Uteco operates according to high quality standards that are reflected in standards of supply of absolute excellence: complaints about the products sold are managed from time to time. If the machine is being installed, the complaint is handled by the Installation Office; after the warranty has been started from after-sales. In this way, the Group guarantees **constant support to the customer, from the installation phase to the use of the machine**.

Further confirming the Group's commitment to the highest standards of product quality, it is confirmed that during 2021 and 2022, there were no non-compliance cases in the health and safety impacts of products and services.

In addition, during the same two-year period, there were no cases of non-compliance with information and labeling of products and services.

Lastly, it should be noted that for the Group, there is no issue related to the management of surplus and defective products that cannot be placed on the market because machinery is sent into production only upon customer request. Customer Service promptly handles any machine malfunction.

Customer relationship and customer satisfaction

The growth of customer competence and potential is the critical success factor that Uteco constantly ensures. This is why the Group assists and supports its customers in the pre- and post-sales phases.

The Group provides a pre-sales service aimed at assisting the customer in choosing the best product to meet his needs, with the aim of perfecting the product and its operations before the purchase. Through the **ConverDrome** structure, composed of high-level professional figures working in the field of research, development and development of the processes of Uteco plants, are carried out:

- Just in-time demonstrations;
- Optimization of turnkey solutions;
- Training activities, seminars and conferences (Uteco Academy).

The ConverDrome Technology Center hosts some Uteco construction machines that are available to customers for press demonstrations or coupling, for operator training and for research and development of new applications or technologies.

Uteco offers its customers technological support and product support services, which increase productivity and increase the value of the investment throughout the life cycle of the plant.



After-sales technical assistance activities are guaranteed by **Customer Service**, which responds quickly to requests for maintenance, repair and restoration of the operation of machines and plants with the valid support provided by highly qualified personnel, ensuring maximum reliability and profitability of the production process.

Theoretical and application training courses, organized at the company's headquarters but also outside at clients or schools of graphic and print training, complete the range of services offered by Uteco.

Brand Identity

The ever-faster transformations involving the entire packaging industry convince the Uteco Group to intervene proactively, presenting a clear vision and constantly supporting customers on important issues related to productivity, sustainability, innovation and digitization.

For these reasons, the Group has decided to renew its corporate image, with a more elegant, contemporary and minimalist logo, without leaving behind its roots. The re-branding has set two objectives: maintain a strong connection with the historical Uteco logo and, at the same time, support the brand toward new goals.

To achieve this objective, the Group has changed mainly the color and the lettering. The key element of the logo is the red accent, taken from the helical ribbon of the previous logo. The accent has a distinctive color, a Roman red that links the brand to the Italian tradition and it's a symbol of the peoples's passion. Moreover, the sign has a precise positioning, focusing on the final part of the word Uteco, "eco," suggesting the company's commitment to a more sustainable future.

In the word "Uteco", the neutrality of the grey color present in the previous logo leaves the room to a new tone of blue, a color that communicate reliability and loyalty of the company to its customers.

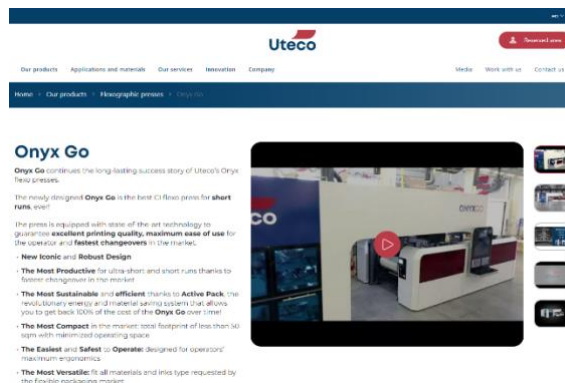


The logo is now more innovative, clear and simple, reduced to its essential elements and presented with a new design. Combining elements of the tradition with traits of innovation, the logo represents the company's ability to recognize itself in its own roots and consequently to draw a future of dynamism and innovation.

Below the new logo, Uteco has developed a new payoff: "*Join the Flex-converting*", launching a precise invitation to the market and the Group to differentiate itself from the competitors, creating a real movement in which Uteco will be the promoter.

New Website

In October, Uteco unveiled **its new website** as part of its rebranding roadmap. The goal was to match the new corporate communication style with clean graphics and a more intuitive navigation system to help users better understand the product and service portfolios. The "Uteco in the World" and "Applications and Materials" sections were designed and developed to help customers reach the closest Uteco point of contact and choose the right solution for their manufacturing needs.



International Events

For Uteco Group, it is fundamental to participate in major industry events. Participation brings numerous advantages to the Group, including direct contact with key business partners, engaging with industry peers, understanding what is new coming from the market, strengthening brand perception in target markets, and providing an opportunity to communicate the launch of new products.

In 2022, Uteco took part in several internationally important events, first and foremost, the K fair in Düsseldorf in October, one of the most important events in the printing and converting industry that was a springboard for launching the new Onyx Go. Other important events in 2022 worldwide were: Upakovka in January; Print4All, the Italian market's flagship event; Gulf Print & Pack in May; RosUpack in June; and Shift22 in December.

Major fairs in which the Group participated in 2022



Flex-on-Road

In 2022, Uteco launched the highly successful Flex-on-Road project, a program of events dedicated to the flexible packaging manufacturing industry. In collaboration with selected partners along the entire value chain, a series of networking days and presentations were organized in major convention centers in

capitals worldwide. These events provided a unique opportunity for industry professionals to meet, share knowledge and experience, and discover the latest innovations in flexible packaging.

During 2022, seven Flex-on-Road events were held in different geographic areas, carefully chosen for their growing markets and strategic potential. These venues provided a stimulating environment for meetings and discussions, fostering the exchange of ideas and the development of new synergies among participants. The success during the year confirmed the importance and effectiveness of this initiative, with a total of 256 participants from 93 different companies.

Plans have been made to expand the Flex-on-Road initiative in 2023, with destinations selected based on market opportunities and agent and customer requests. The goal is to offer an even richer and more engaging program, allowing participants to engage firsthand with leading industry players and stay up-to-date on the latest trends and technologies in flexible packaging. With the Flex-on-Road project, Uteco is a reference point for the entire industry, promoting innovation and collaboration along the whole value chain.

Associations to which the Group adheres






Communication Channels

The Uteco Group communicates responsibly and transparently to its customers, following the principles set out in the Group Code of Ethics:

- **Strictly observe** internal procedures for managing customer relationships;
- **Provide accurate, truthful and exhaustive information** about the products and services offered, without neglecting any relevant element for the customer's decision;
- Keep to the truth in advertising, commercial or any other communications.



Over the last four years, the Uteco Group has several communication channels, such as Facebook and LinkedIn social networks, YouTube, the newsletter, the corporate site and the presence in magazines specialized in the printing and transformation of flexible packaging.

 352 "Follower"	<p>Uteco is present on Facebook through an official page that shows the main news about the company, the events to which it participates and its initiatives.</p>
 1.550 Iscritti 226.254 Visualizzazioni	<p>On YouTube you can find the official video channel of Uteco in which the main initiatives of institutional and product communication are presented, with numerous videos on the characteristics and operation of the machines.</p>
 13.448 "Follower"	<p>LinkedIn is the official channel through which Uteco interfaces with industry professionals.</p>

Responsibility to people



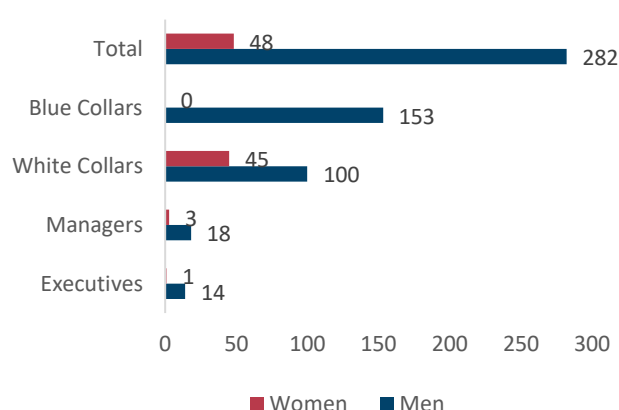
5. Responsibility towards people

The people of Uteco Group

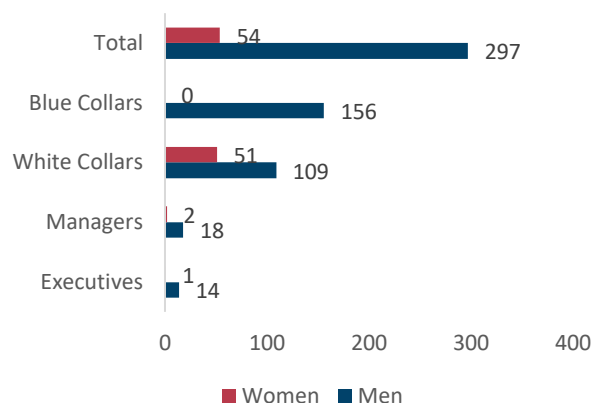
Uteco considers its resources indispensable to the existence and future development of the Group. As of December 31, 2022, the Group employs **351 employees** (330 in 2021) and relies on 78 external collaborators and workers. In addition, to cope with production peaks, the company uses temporary staff and outsources some activities.

Total number of employees broken down by job classification and gender

As of December 31, 2021

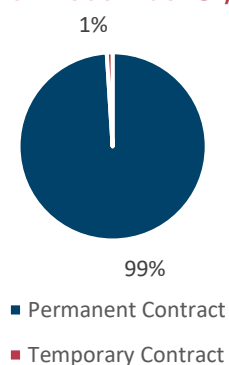


As of December 31, 2022

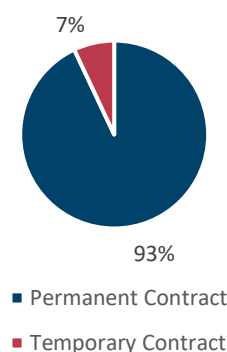


Of the total workforce as of December 31, 2022, women made up about 16 percent of the workforce, up about 1 percentage point from the previous year. Almost the entire company population (**93% of employees**) is employed on a **permanent contract and employed full-time (95% of employees)**. There are 14 people belonging to protected categories, of which 9 are white-collar employees and 5 blue-collar employees.

As of December 31, 2021

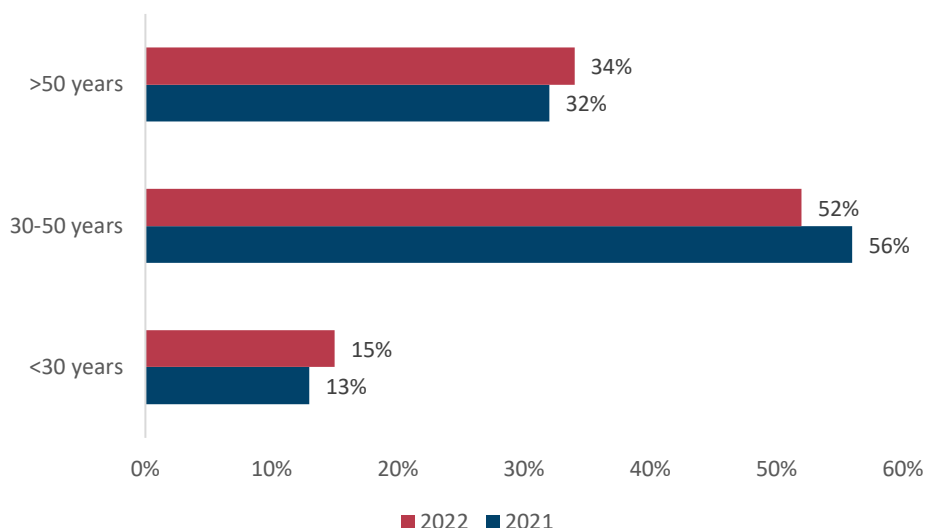


As of December 31, 2022



As for the breakdown of staff by age group, the majority of employees fall in the 30-50 age group (52 % with 183 people); 34% of staff are over 50 years old (118 people) while 14% fall in the under-30 age group (50 employees).

Distribution of employees by age group as of December 31.



To ensure that the skills and competencies of each employee can be enhanced and that each employee can express their potential to the fullest, Uteco, under its Code of Ethics, promotes the selection, hiring, training, remuneration and management of employees without any discrimination whatsoever, ensuring that everyone can enjoy fair and equal treatment, regardless of gender, age, nationality, religion, ethnicity. Each employee is also guaranteed equal opportunities in all aspects of employment with the Group, including but not limited to professional recognition, compensation, refresher courses, and training.



L'impegno per la salute e la sicurezza dei dipendenti



The protection of the health and safety of our employees is an indispensable condition for the Group to conduct its business correctly, both from the point of view of the law and from the human and ethical point of view. The continuous improvement in the safety and well-being of its employees results in a series of investments aimed at improving the critical issues that have reported by employees during previous years.

Uteco gives the utmost importance to the protection of the integrity, health and well-being of its workers.

To this end, Uteco Converting S.p.A. has defined an **organizational safety system** to which every employee and other worker must comply, which provides for an internal procedure aimed at managing communication, training and relational flows with employees in the field of health and safety. The company also has a **Health and Safety Corporate Policy** that is applied in all establishments.

The basic principles and criteria by which Uteco guarantees the protection of health and safety at work and the environment can be summarized as follows:

- **Avoid risks** related to health, safety at work and environmental protection;
- **Assess risks** by identifying solutions to reduce those that cannot be eliminated, while preventing risks at source;
- **Adapting work to man**, with particular attention to the conception of jobs and production and, as far as possible compatible with the work carried out, trying to attenuate monotonous and repetitive work and to reduce as much as possible effects of the work on health;
- **Program prevention measures**;
- **Favor collective protection measures** over individual protection measures;
- **Give clear and appropriate instructions to workers**, guaranteeing their constant training.

Uteco Converting S.p.A., through **internal audits** covering all production departments, ensures its compliance with the Organization, Management and Control Model with the obligations provided for in the field of occupational safety. Specifically, departmental audits occur between the prevention service and the supervisors every two months. The observations that emerge are incorporated within the **improvement plan**.

As part of the Safety Organizational System, in line with regulatory requirements, **specific tools for the active participation of workers have been implemented**. In addition to the annual meeting, periodic meetings are held with workers' representatives, the results of which flow into the risk assessment document (so-called DVR), the program containing, following the law, the appropriate measures to ensure the improvement of safety levels in the workplace over time.



Uteco's employees can report any work-related hazards and dangerous situations by direct email to the prevention and protection service or by reporting to the Workers' Representatives. The prevention and protection service handles and analyses all reports of near misses.

Uteco has prepared a **Training Plan** that incorporates the training obligations of Italian legislation regarding **health and safety training** that applies to all Group companies. The training project about safety is presented each year in January,

Uteco Smoking Free

The Group is committed to ensuring the safety and health of its employees through the prohibition of smoking in places where this could create danger for the safety of people and the health of the environment.

In 2019 the “Smoking Free” initiative was launched: the company has set up two smoking pitches (at Uteco plant#1 and Uteco plant#4) where smoking will be permitted; outside these plots there is an absolute ban on smoking throughout the property.



Occupational Medicine services are provided through monthly medical examinations for work fitness and various consultations for Risk Assessment Documents.

Number of medical examinations	
2022	2021
273	207

In 2022, Uteco initiated an **Improvement Plan** to achieve goals in environmental, health and safety in both the short and long term. To improve its employees' safety and well-being, the Group **invested in health, safety, and environment** in 2022, with a total value of more than €166,000.

During 2022, several significant activities were accomplished and completed. First, **corporate delegations were formalized** to precisely define the responsibilities of various organisational roles. Uteco presented a new organization chart for occupational health and safety management to ensure a well-defined and responsible structure in this area. In addition, the protocol related to COVID-19 was updated to comply with new directives and regulations. Improvements were also made to the **documentation regarding internal audits**, regulations, and necessary information to be distributed to all employees and visitors at Uteco's sites.

Another significant achievement was the creation of a dedicated **registry for the analysis and management of corporate nonconformities** to identify and address them in a timely and effective manner, as well as the performance of periodic inspections and audits to monitor the progress of safety procedures and environmental policies.

In addition, evacuation tests have been conducted to ensure that personnel are adequately prepared in an emergency. Maintenance and testing of necessary first aid equipment was also reported to ensure its immediate functionality in case of need. Finally, adequate health surveillance has been provided to ensure the health and well-being of employees.

By 2023, Uteco planned to voluntarily implement a **health promotion program** offered by the organization to its workers to address significant health risks, including non-work-related ones.

In 2022, the Group registered 2 employee injuries, none of which were severe. Compared with 2021, the number of recordable injuries decreased sharply, from 11 to 2. This decrease can be attributed to the effectiveness of health and safety training. In addition, there was a slight increase in the number of hours worked by the Group's employees by 2% compared to 2021.

In addition, it should be noted that those who are not employees and may be present in the Group's locations managed by the organization, such as temps, self-employed workers, and interns, were also considered. The analysis showed 4 recordable injuries related to work-related accidents, none with severe consequences.

All labour relations with third parties not directly employed by the Group are regulated through Art. 26 D. Lgs. 81/08.

No deaths were reported for the above categories of workers for both 2021 and 2022.

Human resources management and development



Establish **professional, technologically advanced, motivated and determined teams.**

Considering that human resources are the real capital of the company, the Group's commitment is to involve, inform and train its employees with the aim of creating an Uteco culture, based on quality and efficiency objectives. The Group aims at ensuring continuous vocational training and professional growth with the aim of developing and expanding the skills of its employees in line with the evolution of the business. Therefore, paths for growth and development of skills are defined and they include basic compulsory training, to which is added the support of experienced operators for any change of job and/or introduction of new machines, equipment and personal protective equipment.

In 2022, the Group provided over **4,102 hours of training**, including 1,990 hours to white-collar employees and 1,375 to blue-collar workers, a slight decrease of 11% compared to 2021. Uteco's training goal is not limited to skill development but aims to improve corporate knowledge in employee and personal training. In this direction, in 2022, the leading projects launched and carried out are those related to the Managerial Academy, Project Management and Lean Design.

The Uteco Academy aims to preside over and update key technical skills for the Group's business. It also uses internal trainers and external professionals from technical schools and training companies. A path for improving the English language in the company has also been launched, including an initial assessment test for all company personnel and a subsequent plan of language courses depending on the job task and level.

In addition, Uteco has provided specific in-house training, for which we would like to point out the courses that the treasury office conducts to project managers, as well as those conducted by the electrical and mechanical technical offices to calibrators and printers so that they can improve their skills and knowledge.

Relationships with universities are enriched by a number of collaborations initiated in 2021 and continued in 2022, shown below:

North-South project

Four recent graduates were selected to join Uteco's workforce through a staffing agency in 2021. Given their age, Uteco first ensured that the agency would support them in the Sicily-Veneto transfer and extra-work day-to-day management for an initial period.

Collaboration with UniFer

Following the launch of the 2021 Innovation-themed thesis projects that led to the subsequent hiring of the students involved, Uteco wanted to renew participation in the 2022 thesis projects.

Collaboration with Elis on the "Enterprise School System" program.

The project involved, in the 2021-2022 school year, about 80 fifth-year students of technical institutes on target territories. The goal of the project is to familiarize students with the company's best practices and bring them closer to the professionalism present in Uteco. Through meeting with professionals and specific training spaces, students will learn about the company's opportunities for professional growth and possible future placement possibilities.

In 2022, an onboarding course was developed for newly hired employees of the Uteco Group, divided into several welcoming activities to get closer to the corporate culture, discover the organizational structure, and acquire key information. The program consists of an interactive path divided into modules. The onboarding period ends with the closing of the probationary period. In the end, the manager meets the newly hired employee and conducts a structured interview showing training progress. Topics such as relationships with the manager, company acclimatization, and colleague relationships are addressed.

Uteco considers close cooperation with schools, ITS and universities to be of fundamental importance in attracting talent. Thanks to the continuous dialogue between the Human Resources department and Universities, High Schools and Training Organizations, the Group offers the opportunity to carry out training internships and school-to-work alternation paths. For this reason, starting in 2021, Uteco has as a good practice hiring young graduates from areas not closely related to the territory in which it operates and less economically developed. This project will expand in 2023 also abroad (Mexico, India, Algeria), involving graduates in technical subjects to ensure their opportunities for professional growth in the context of Uteco in positions of production, mechanical and electrical design, and customer service/ field engineering.

In 2022, 13 internships (31% women and 69% men) started in all company departments.

In 2020, The Group initiated for the first time a skill assessment activity covering all relevant people in the Group. The project, which consisted of an analysis of the organizational structure for the business model and the defined objectives, aimed to have a snapshot of the Group's human capital and to determine the development plans and evolutionary paths to take towards management and succession plans. A salary review activity accompanied this assessment to support the planning of Uteco's future compensation policy and the necessary retention actions on crucial figures. The salary review activity was successful, and in January 2022 salary increases were effectively established.

At the same time, a new project of mapping, position and weighting of roles was started to have a correct internal division of the figures in the company. The mapping can play a role in supporting managers and facilities to understand which parts have a more balanced representation and to enable them to obtain a subsequent objective benchmark on which to base internal performance and development evaluations.

Regarding industrial relations, the Uteco Group has always established a constructive and mutually respectful relationship with trade union representatives, maintaining a balance between the needs of resources and company objectives.

About the Group's personnel operating in Italy, it should be noted that, as of December 31, 2022, **the percentage of employees covered by collective bargaining agreements was 100% of the contracts managed (95.4% if considering the Group as a whole, including companies located outside Italy).**



During the year, Uteco consistently operated in compliance with the rights of free representation of personnel at all operating locations, consistent with the principles outlined in the Group's Code of Ethics.

Labor relations, marked by constant and constructive dialogue between the parties, are based on timely and transparent information provided to workers' organizations.

Welfare and employees' well-being

To improve the quality of life of its employees in the workplace, Uteco adopts various corporate welfare measures. Company contracts provide for **Metasalute health care** and the Tre Cuori welfare platform with the disbursement of **shopping vouchers** worth €200. In addition, for 2022, Uteco activated an additional Welfare Plan for which employees received a Christmas bonus with a voucher worth €300.

Since 2018, the Uteco Group has relied on corporate welfare providers, offering employees the opportunity to take advantage of the amounts available to them through a variety of ways: travel and vacations, enrollment for themselves and their family members in sports activities, books, school and university supplies, shopping vouchers, hairdressers and beauticians, school transportation, forms of supplementary welfare, driving licenses, pay TV, play and theme parks, gyms and fitness classes. The Group is also using the welfare lever to attract new resources to the company. The Group is developing a "Referral Program" initiative to bestow a bonus in welfare to sponsoring employees who introduce a friend or relative for employment at the close of the latter's probationary period.

It is essential to point out that the benefits provided for full-time workers are also given to part-time workers.

Diversity, inclusion and human rights

Uteco promotes respect for human rights in business activities and relations with employees, suppliers, and others outside the company.

Uteco also promotes diversity and ensures non-discrimination at every stage of the working life of each employee; it constantly works to ensure safe workplaces, increasing awareness of the risks inherent in the tasks and promoting responsible behaviour, including through information, and training activities. Uteco rejects all forms of forced, compulsory, or child labor and undertakes not to have relationships with suppliers who directly and indirectly exploit and use child labor.

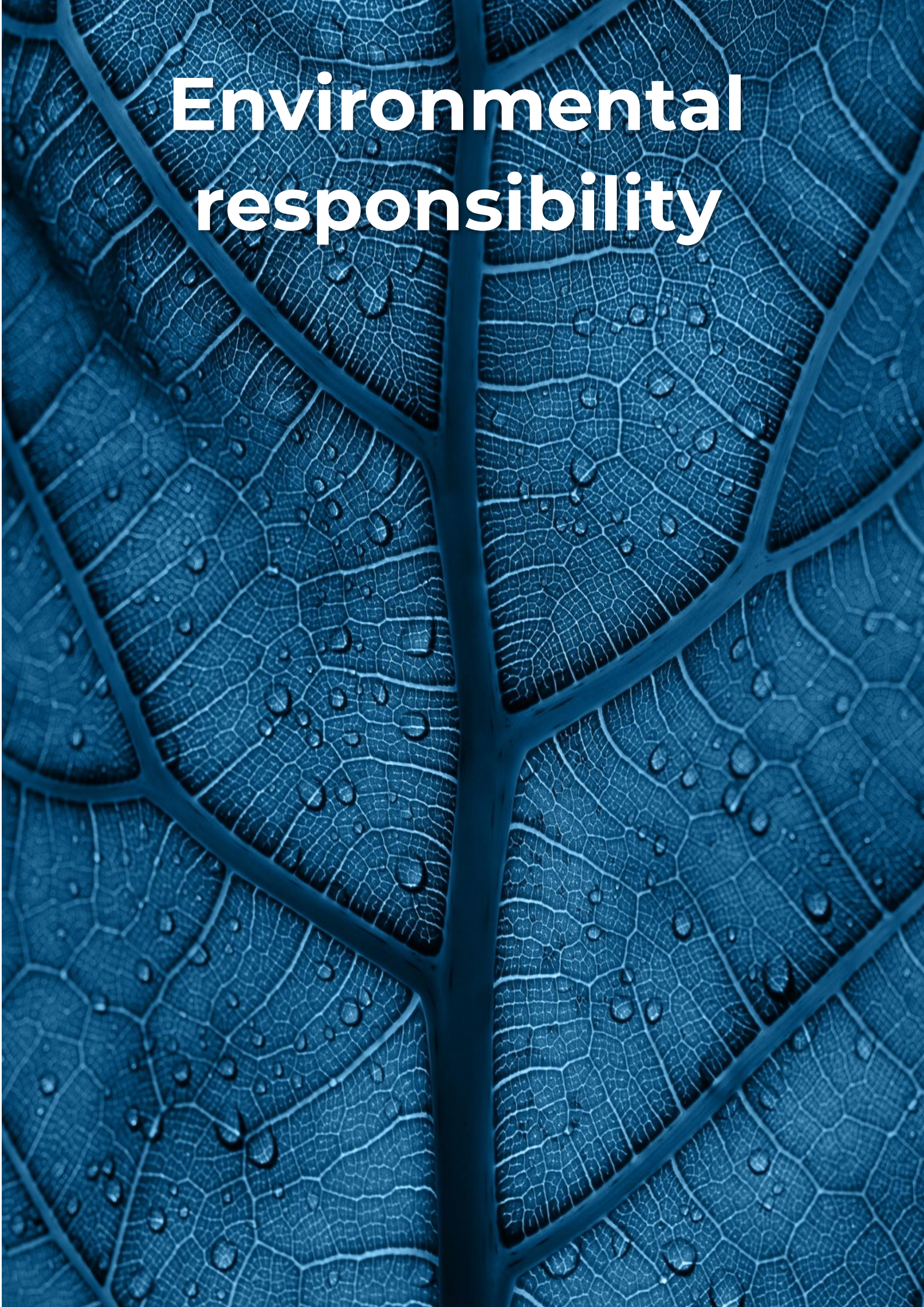
The Group's commitment to promoting diversity, inclusion, and human rights is recognizable in the fact that in the two years 2021-2022, there were no incidents of discrimination based on gender, religion, political opinion, nationality or social origin, age, disability, and sexual orientation at the organization.

In addition, in the "General Terms and Conditions of Purchase" of orders and contracts, the Group requires its suppliers to recognize the United Nations Guiding Principles on Business and Human Rights (UNGP), including workers' rights and equal and fair treatment. In points included relate to preventing all forms of discrimination, rejecting the use of child labor, and compliance with legal or collective bargaining agreement minimum wage standards.

Upon request, the supplier shall provide Uteco with information regarding compliance with these. Uteco reserves the right to verify the accuracy of the information and compliance with the supplier's actions through its internal audit or the appointment of outside experts.

If the supplier fails to comply with the above basic principles, Uteco has the right to terminate the contractual relationship immediately.

Environmental responsibility



6. Environmental Responsibility

Our commitment to the environment

Uteco, aware of its strategic role in the sustainable development of the territory, works with the objective of minimizing the impact of its activities on the environment, with a view to the continuous improvement of its environmental performance.

Uteco contributes to the promotion and development of scientific and technological research, so that products and processes that are increasingly compatible **with the environment and oriented to the safeguarding of the health of customers**, as well as characterized by an ever-greater attention to safety, are studied. To the health of employees and to the protection of the communities in which the Group operates.

- **Impact assessment procedure:** design to assess the environmental aspects of new plants, processes, products and significant changes in existing plants, in order to prevent any non-compliance with environmental legislation and to contain/minimize any environmental implications already in the first design stage.
- **Waste Procedure:** defines how to classify, collect, dispose of record waste produced by your business, subject to applicable laws and regulations.
- **Spill procedure:** defines the procedures and responsibilities for the management of accidental spills of substances in the area adjacent to the establishments.

The Group pays particular attention to the impacts of its business activities on the environment, managing its energy consumption and related emissions, waste and water discharges produced in a careful and responsible manner, promoting the use of more sustainable materials in the production process.

In view of the business sector, it is pointed out that the use of water resources is not particularly relevant; water is used exclusively for health purposes.

Again for 2022, Uteco Group has joined the **ECO Miles** service offered by WEX Europe Services, one of Europe's leading fuel card providers. By making a monthly donation per card, Uteco **contributes to offsetting carbon emissions from the fuel consumption of the company's fleet** by sponsoring the protection and growth of trees and the reforestation of areas in Zambia and Ethiopia. Planting new forested areas and reducing atmospheric CO2 levels helps restore soils, combat desertification, establish new habitats for wildlife, and create new jobs that can lift entire communities out of poverty.

As part of Uteco's environmental improvement plan, several activities have been carried out aimed at ensuring the sustainability of the company's operations.

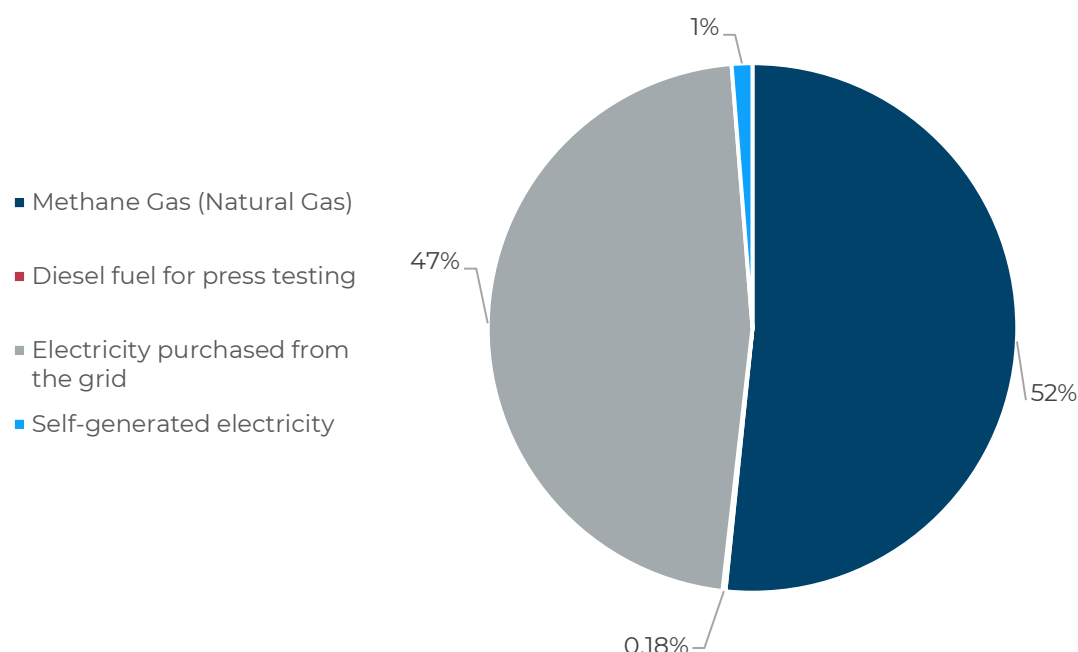
These include submitting the solvent plan and chimney analyses to the province, reviewing environmental audit and compliance procedures, analyzing hazardous waste, submitting air emission data, and establishing a new storage facility equipped with a canopy. These measures demonstrate Uteco's commitment to promoting sustainability by ensuring compliance with environmental regulations and proper waste management.

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Energy consumption and emissions

Uteco Group's activities, being mainly assembly activities that do not involve metal smelting processes, result in activities that have a low environmental impact and are not particularly energy intensive.

Energy consumption within the organization in 2022 (GJ)



In 2022, the Group consumed a total of **19,924 GJ⁴ of energy, down 23% from the previous year**. This decrease in consumption stems from the Group's willingness to intervene proactively, adopting strategies and action plans to remodel its consumption of methane gas and diesel fuel for production processes at the company level; among them, regarding natural gas consumption in offices, an efficiency project was launched, which gave light to a reduction in average consumption during the year, reducing the temperature in rooms by 4.5 degrees and optimizing systems on holidays.

Most of the Group's energy consumption comes from **methane gas**, which accounts for 52 % of energy consumption (55% in 2021)⁵, used for machine operation and heat generation. Another significant share of energy consumption comes from the consumption of electricity for production activities (over 9,350 GJ).

⁴ The following conversion factors were used to calculate energy consumption in GJ:

- Natural gas: for 2021 is equal to 0.034287 GJ/Smc (source: National Inventory Report (NIR) 2021); for 2022 is equal to 0.034289 GJ/Smc (source: National Inventory Report (NIR) 2022)

- Diesel fuel: for 2021 is 42.88 GJ/t (source: National Inventory Report (NIR) 2021); for 2022 is 42.86 GJ/t (source: National Inventory Report (NIR) 2022)

⁵ Following a process of continuous improvement, in 2022 it was possible to collect the consumption of methane gas and diesel fuel for press testing, heating, or company production processes in a more timely manner. Therefore, the 2021 data have been restated to include these values; for previously published data, please refer to the Sustainability Report 2021, published at www.uteco.com, under the [Sustainability section](#).

Uteco has equipped itself with a 100 kW photovoltaic system that allows it to decrease its consumption of energy resources, reaching over 250 GJ of renewable energy production during 2022. A residual share of energy consumption is diesel fuel used for press testing (1%), down 80% from the previous year, as fewer tests were conducted with the generator.

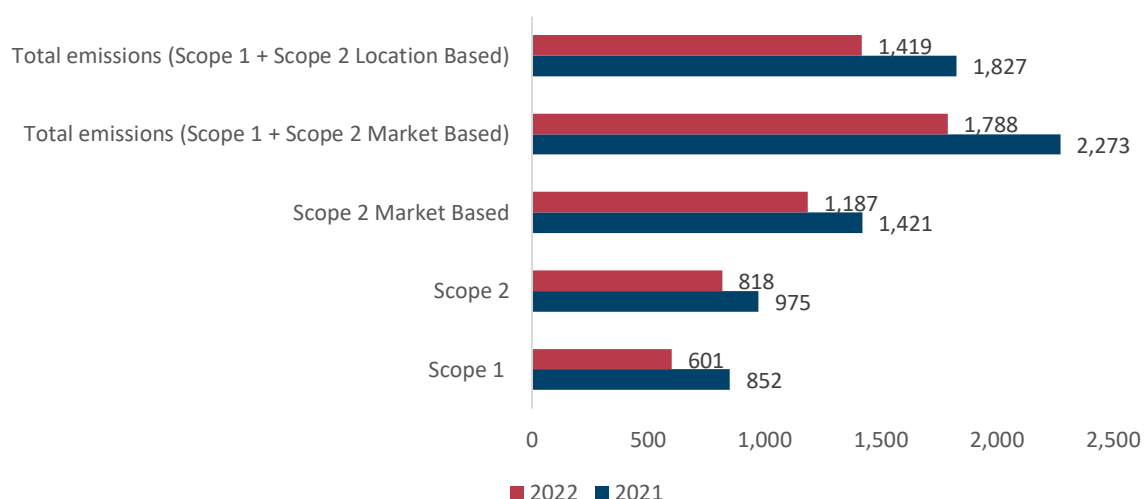
Concerning electrical systems, through an automated lighting system, the Group currently monitors the lighting of Uteco Plant#3 and Plant#4, resulting in savings in energy consumption.

In 2022, Uteco made the following energy investments and projects:

- replacement of lighting fixtures in the offices of Uteco Plant#1 with LED lamps. These fixtures became fully operational in April 2023;
- collaboration with the University of Ferrara on an Energy Saving and Energy Harvesting program.

On the other hand, the implementation of an energy monitoring system is planned for 2023 through a supervisory system aimed at centralizing all the data collected to analyze them, search for any abnormal consumption and/or withdrawals, and optimize some consumption centers.

Scope 1 and Scope 2 Emissions (tCO₂)



Regarding **direct emissions** (Scope 1)⁶ generated by the Uteco Group, during 2022, **they stand at 601 tons of CO₂**⁷. The emissions result from the consumption of

⁶ As a result of a continuous improvement process, in 2022 the 2021 Scope 1 emissions were restated to include changes in energy consumption previously reported in Note 5. In addition, the source of emission coefficients has been updated. Please refer to the Sustainability Report 2021, published at www.uteco.com, under the Sustainability section, for previously published data.

⁷ **Scope 1:** emission factors used for calculation are:

- Natural Gas: for 2021 1.983 tCO₂/1000 Stdm³ (Source: ISPRA 2021); for 2022 1.991 tCO₂/1000 Stdm³ (Source: ISPRA 2022);

natural gas and diesel fuel for press testing⁸, reducing Uteco's emissions by 29% compared to 2021. On the other hand, in terms of emissions from purchased electricity, down 16% from 2021, they stand at more than **818 tons of CO₂ in Scope 2 - Location-based emissions and 1,187 tons of CO₂ in Scope 2 - Market-based emissions.**

It should be noted that the Group pays great attention to CO₂ emissions produced during machine testing: in this regard, to ensure a healthy working environment, a new suction backbone has been built to which all machines undergoing testing are connected.

- Diesel fuel: for 2021 3.169 tCO₂/t (Source: ISPRA 2021); for 2022 3.169 tCO₂/t (Source: ISPRA 2022).

The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method."

Scope 2: In line with the GRI Sustainability Reporting Standards, both calculation methodologies were used to calculate emissions. Market-based is based on CO₂ emissions emitted by energy suppliers from whom 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 (methodology used, with emission factor Italy 2021: 459 gCO₂/kWh - source: AIB - European Residual Mixes 2020; Italy 2022: 457 gCO₂/kWh - source: AIB - European Residual Mixes 2021). The Location-based method is based on average emission factors related to power generation for well-defined geographic boundaries, including local, subnational or national boundaries (methodology used, with Italy 2021 and 2022 emission factor: 315 gCO₂/kWh - source: Terna International Comparisons 2019).

Scope 2 emissions are expressed in tons of CO₂, as the source used does not report emission factors for gases other than CO₂.

⁸ As a result of a continuous improvement process, in 2022 the 2021 Scope 1 emissions were restated to include changes in energy consumption previously reported in Note 5. In addition, the source of emission coefficients has been updated. Please refer to the Sustainability Report 2021, published at www.uteco.com, under the Sustainability section, for previously published data.

THE BREATH

The technology that purifies the air

Uteco, with a view to protecting the environment and improving health at work, has decided to use innovative technology within its offices to improve the quality of air circulating in the environment.

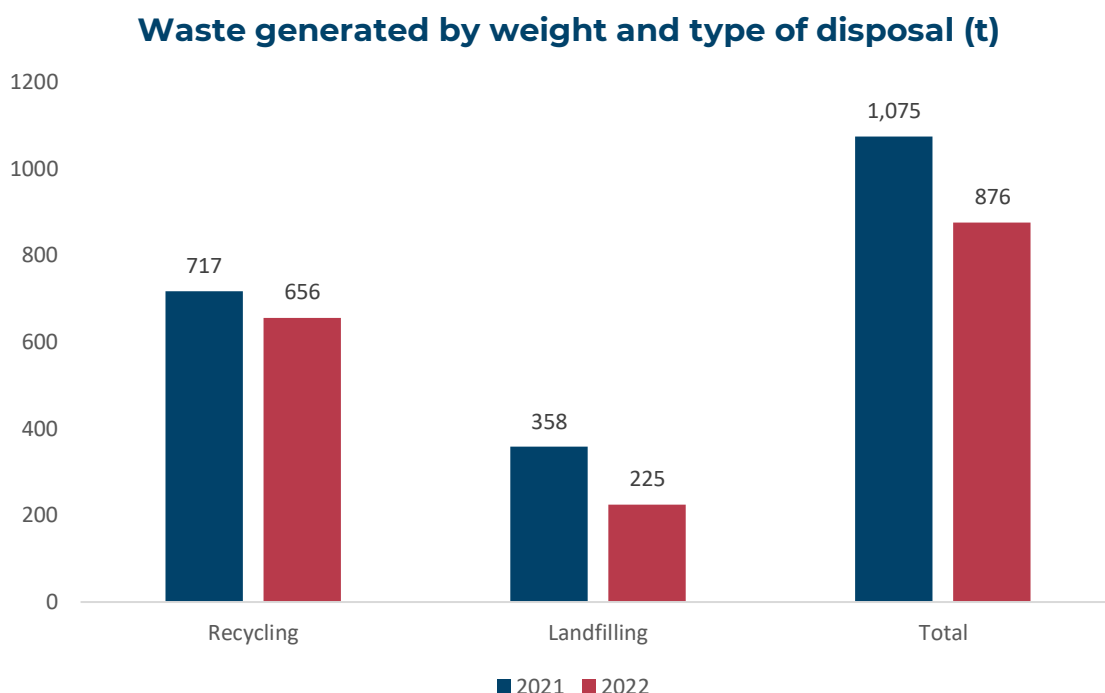
The breath technology is designed to reduce air pollution from smog, heating and industrial emissions. In commercial and residential buildings, the fabric reduces the pollutants generated by heating, chemicals and dust particles.

The technology consists of a multi-layer tissue that absorbs, retains and disrupts polluting and harmful molecules in the air, thus improving the air quality of the environment in which it is located. **It is a sustainable, innovative and ecological solution**, since it works without fossil and/or electric power, exploiting the natural movement of the air. The air passes through the mesh of the fabric, reaches the heart of the technology and continues its natural movement returning to the cleanest and most breathing circle.



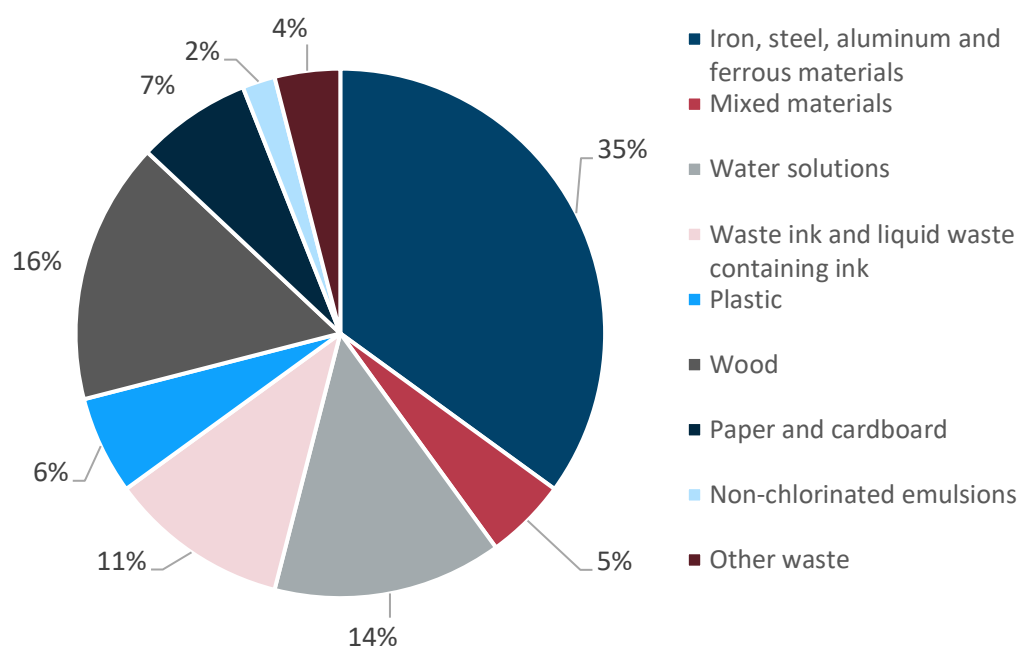
Responsible waste management

The waste produced by the Colognola ai Colli plant is transferred for recovery operations, or in a minimum part for landfill allocation, to external disposal agents authorized according to the relevant laws. Waste management in the temporary storage stages within the facility takes place in designated storage areas. In 2022, Uteco produced about **876 tons of waste** (down 19% from 2020), of which 10% was hazardous waste. **Most of the waste is planned for recycling, 656 tons**, accounting for 75% of total waste, with only 25% going to landfill.



Regarding the composition of the total waste generated in 2022, 35 percent is iron, steel, ferrous filings, and shavings, 16 percent is wood, 14 percent is aqueous solutions, and 11 percent is waste and ink-containing liquids.

Waste generated broken down by type (%)



Among the commitments made by the Uteco Group, of particular importance are activities aimed at increasing awareness of waste sorting within the plants.

In 2021, new recycling bins were installed in offices, meeting rooms and various plants, accompanied by an informational memo to all employees on "*what should be thrown away and where.*"

From December 2021 and during 2022, Uteco has embarked on a joint project path with its vending machine supplier, Illiria Group. The approach includes three different initiatives related to waste conversion and land protection:

- collection of coffee waste produced by vending machines and subsequent conversion into renewable energy through biogas plants;
- use of recycled plastic cups and paddles;
- adoption of a few beehives in Friuli-Venezia Giulia, helping to support beekeeping activities and safeguard bees.

Notably, using coffee grounds as a renewable energy source has significantly impacted reducing CO₂ emissions. During 2022, collecting coffee grounds that were converted to biogas to generate electricity was possible. This conversion resulted in energy savings and a significant decrease in CO₂ not released into the atmosphere.

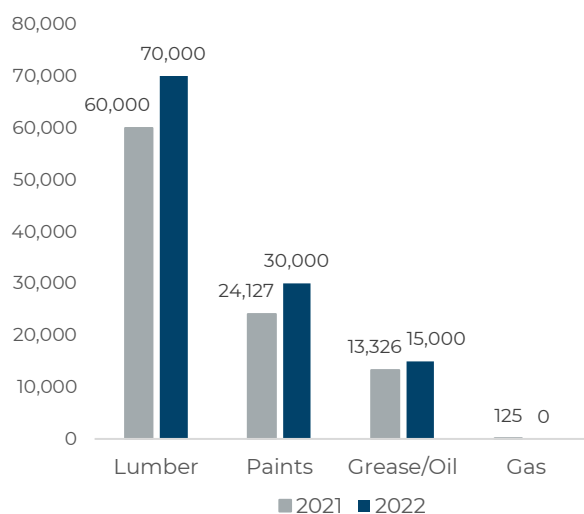
Responsible materials management



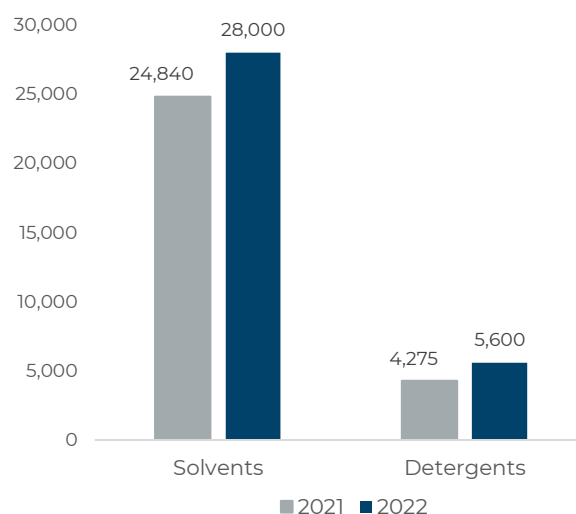
Actively contribute to the green development of the new frontiers of packaging in order to minimize its impact on the environment and to the service of food conservation for consumer health

Uteco's commitment to improving its environmental performance and efficiency is also reflected in its decision to reduce material consumption and use more sustainable materials: the company has begun to gradually reduce stationery materials, purchase recycled paper, and use more environmentally friendly cleaning materials, increasing the use of recycled materials. The graph shows the primary raw materials⁹ used by the Group in 2021 and 2022. Most of the purchases are represented by lumber, paints, and solvents. In continuity with 2021, material consumption at the Group level also increased in 2022, as shown in more detail in the following graphs.

Solid materials by weight (kg)



Liquid materials by volume (l)



Uteco continues its efforts to develop innovative and sustainable materials with external collaborations, including major players in the plastic extrusion market. These strategic partnerships aim to develop materials with increasingly robust mechanical properties and simultaneously reduce plastic raw material consumption. All this espouses the new regulations that the legislature is promoting for sustainable packaging of products throughout their life cycle.

⁹ The data does not include semi-finished products; in addition, only the raw materials most used in the production process were considered.

In addition, Uteco is enhancing technologies for solvent-free inks and adhesives to reduce emissions of volatile organic compounds, including water-based products, EB, UV, and UV Led inks and coatings.

These collaborations with key industry partners and a commitment to more sustainable solutions allow Uteco to remain at the forefront of offering products that meet market and regulatory requirements for environmental sustainability.

Social responsibility



7. Social Responsibility

Responsible supply chain management

The Uteco Group selects its suppliers, drawing on the principles of legality, correctness, transparency, impartiality, sustainability, integrity and confidentiality as set out in its Code of Ethics.

The Group manages its relations with suppliers in accordance with the following principles:

- comply with current regulations and internal procedures relating to the selection and management of relations with suppliers;
- to apply objective and transparent evaluation criteria in the selection of any supplying companies, in compliance with the required requirements;
- collaborate with suppliers to ensure that customers meet their needs in terms of quality, cost and delivery time;
- comply with applicable law and contractually agreed conditions;
- to be inspired by the principles of fairness and good faith in correspondence and dialog with suppliers, in line with the most rigorous commercial practices.

Uteco uses supplier selection mechanisms to promote the principles of diversity and equal opportunities. The qualification of the supplier involves two successive phases defined by a special procedure:

- a) 1st phase: pre-qualification by verification with inspection visit, or supply of samples;
- b) 2nd phase: qualification by qualitative evaluation of the performance/products supplied.

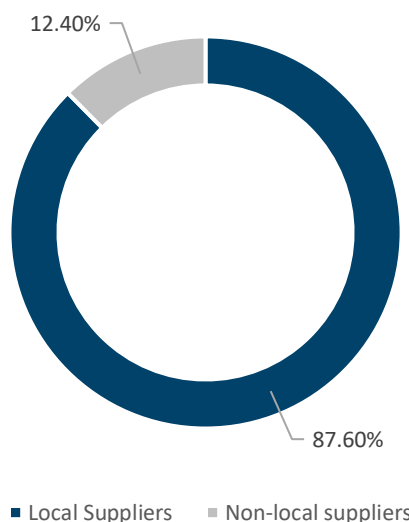
The choice of supplier and the purchase of goods and services (including contract work) are made in accordance with the principles of transparency, competition, equal treatment of bids and based on objective assessments.

Since 2020, the sending of the contractual purchase conditions to each order that provides for the call to the Uteco Code of Ethics has been started, to ensure its knowledge to all the actors who interact with the Group. In addition, as stated above in the paragraph “Diversity, inclusion and Human Rights”, there is a specific provision in relation to respect for human rights for contracts concluded between Uteco and its suppliers.

The Group makes use of the contribution of companies located in more than 60 countries of the world, which provide goods and services that are fundamental to Uteco's business activities. During 2022, all raw materials, components, materials

and services auxiliary to production generated a purchase value of 89 million euros for the Uteco Group.

Expenditure made by local suppliers in 2022 (percentages expressed in €) of Uteco Group



Uteco prefers purchases from local suppliers¹⁰ whenever possible to create value for the communities where the Group operates. Out of approximately 89 million euros, in 2022, almost all of Uteco Group's purchases will come from suppliers considered local (over 78 million euros).

The Uteco Group guarantees customers high traceability of its products and processes. It constantly ensures that every stage, from production to sale, is documented and eliminates intermediaries so that the origin of each raw material and process can be easily traced. **Every single activity in the supply chain turns out to be controlled and traceable** so that the raw material used can be **quickly traced from storage to shipment**.

¹⁰ "Local suppliers" identify those suppliers based in the country where the Group's most significant offices are located (Italy for Uteco Converting S.p.A. and Vision S.r.l., the United States for Uteco North America, and Belgium for Advanced Machinery N.V.).

Authorized economic operator

Uteco Converting S.p.A., following an audit carried out in 2018, **obtained the status of authorized economic operator.**

In particular, it has obtained the AEO/Customs and Security Simplification Certificate which certifies:

- Compliance with customs and tax legislation and **a high level of control over operations and the flow** of goods through effective management of commercial records;
- **Adequate safety standards** to ensure that packaged goods, ready for shipment, are not tampered with.

The company has been recognized as having the highest level of reliability (AA), demonstrating the professionalism, seriousness and transparency with which it manages relations with its suppliers and with customs authorities.



Development of collaborations and partnerships

The Uteco Group, aware of its social, cultural and educational value, has contributed over the years to the development of an extensive network of organizations and actors with which it maintains an intense exchange of views and commitments.

Of particular importance is the development of partnerships with university centers and research centers, involving various fields of research in the implementation of numerous projects, such as:

- development of a solution for the digitization of machine manuals (e.g., operation and maintenance manual, electrical schematics, mechanical schematics);
- development of an advanced solution for the ventilation system of the printing presses to optimize the drying process with lower energy consumption;
- FEM (simulation technique using the finite element method) analysis of the mechanical components of the printing assembly of new machines to identify critical or weak points in the structures.

These collaborations are strategically crucial to the Group, as they ensure constant updates on all technological innovations, an interchange of experience

and knowledge, and the use of the most advanced technologies available to the scientific community.

Appendix

8. Appendix

Impacts generated by the Uteco Group

Material topics	Positive generated impacts (actual and potential)	Negative generated impacts (actual and potential)
Innovation, Research and Development	<ul style="list-style-type: none"> Development of safer and more sustainable machinery through advanced technological solutions that achieve less impact on the environment Development of sustainable products and innovative processes 	<ul style="list-style-type: none"> Impacts related to slow product evolution, product obsolescence, and research and development activities
Occupational health and safety	<ul style="list-style-type: none"> Safe work environment 	<ul style="list-style-type: none"> Lack of employee empowerment and absence of a safety culture Impacts on employee health and safety in relation to the Covid-19 pandemic and potential increase in injuries, work-related stress, and increase in staff injuries caused by difficulty in monitoring compliance with standards
Diversity, inclusion, well-being and employees development	<ul style="list-style-type: none"> Promotion of a fair and inclusive work environment Diversity in governing bodies and among employees with direct and indirect impacts on the affirmation of equality Increased levels of satisfaction, commitment and consistency among employees Job creation Positive impacts on employee well-being (awareness of balanced nutrition, promotion of physical activity, anti-smoking paths, psychological support, work-life balance, flexitime policy, smart working, parental protection, welfare platform) Human capital development and creation of a shared pool of knowledge and know-how 	<ul style="list-style-type: none"> Impacts related to possible non-compliance with future diversity laws and/or regulations Pay discrimination between women and men Increased instances of discrimination due to inappropriate employee conduct Potential increase in turnover and loss of staff with high professional seniority and difficulty in integrating skills; Employee dissatisfaction Unattractive remuneration/job for new generations with direct and indirect negative impact on business continuity and stakeholder expectations Exhausting and wearing work environment due to inadequate welfare and well-being measures
Ethics, integrity and compliance	<ul style="list-style-type: none"> Growth of awareness and culture of ethics and anti-corruption by management, employees, business partners and other stakeholders Promotion of the fight against active and passive corruption and of virtuous practices in the area of business integrity, with possible positive implications in terms of employee retention and corporate identity in which employees and stakeholders can recognize themselves 	<ul style="list-style-type: none"> Deterioration of relationships with institutions (e.g., caused by non-compliance) in the face of episodes characterized by lack of transparency Instances of non-compliance with laws and regulations that may result in fines and penalties due to lack of oversight and monitoring of defined ESG initiatives
Human Rights	<ul style="list-style-type: none"> Generating social value shared with communities, contributing to a future of inclusion, development, environmental protection, and economic growth 	<ul style="list-style-type: none"> Violation of human rights along the value chain (e.g., Right to freedom of association and collective bargaining, child labor, forced or compulsory labor) affecting human dignity and community

		<ul style="list-style-type: none"> development Deterioration of relations with trade unions and associations (e.g., on working conditions, freedom of association)
Product quality and safety and customer satisfaction	<ul style="list-style-type: none"> Positive contribution to the health of the people with whom the Group interacts Customer satisfaction / Response to customer demands for a product of the highest quality and safety standards Satisfaction and improved reputation with customers through constant dialogue and delivery of products and services that meet their needs Increased number of customers 	<ul style="list-style-type: none"> Product malfunctions that endanger public health and safety Impacts related to poor safety of products sold and marketed and risks due to non-compliance of product use High environmental impact of product Significant increase in the number of complaints
Commitment to the environment		<ul style="list-style-type: none"> Noise pollution Deterioration in the quality of life of surrounding communities with increased respiratory diseases
Cyber-security and privacy		<ul style="list-style-type: none"> Exposure to cyber attacks, viruses, unauthorized access aimed at extracting or corrupting Group information, which could harm customers' business Potential breaches of customer privacy and loss of customer and/or other stakeholders' data Possible malfunction of IT systems (including infrastructure and software);
Waste and effluents		<ul style="list-style-type: none"> Impacts related to potential non-compliance with regulations in waste disposal and other hazardous substances and/or environmental protection. Impacts on the environment from the release of chemical pollutants.
Responsible management of materials	<ul style="list-style-type: none"> Increased dialogue and partnerships with its stakeholders to develop circular solutions Gaining leadership positions by developing products that integrate recyclability and ecodesign 	<ul style="list-style-type: none"> Damage to the ecosystem and the availability of natural resources caused by the use of suppliers using scarce raw materials
Value creation and brand identity	<ul style="list-style-type: none"> Positive brand perception through responsible marketing campaigns Direct economic value generation and related distribution to stakeholders (e.g., employees) 	<ul style="list-style-type: none"> Dissemination of inaccurate, misleading, or deceptive information about the organization or its products
Energy consumption, emissions, and climate change		<ul style="list-style-type: none"> Depletion of available resources caused by the consumption of non-renewable energy (non-renewable fuels) for business operations Worsening air pollution and increased greenhouse effect from Group operations; Impacts due to failure to manage external natural/accidental events caused by climate change; and
Corporate Governance	<ul style="list-style-type: none"> Proactive decision making 	<ul style="list-style-type: none"> Unclear roles and responsibilities due to an inappropriate governance and organizational structure for the business environment

**Supply chain
management**

- Decent employment (indirectly, through suppliers' good practices)
- Promotion of socio-economic development processes of territories
- Funding suppliers who do not adopt sustainable practices and do not comply with environmental requirements

Performance indicators

The people of Uteco Group

GRI STANDARDS DISCLOSURE 2-7¹¹

Total number of employees by contract type (permanent and fixed term), gender, and geographic area						
Type of employment	As of December 31, 2021			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy	273	47	320	283	52	335
Permanent contract	271	47	318	265	45	310
Temporary contract	2	-	2	18	7	25
USA	9	1	10	9	1	10
Permanent contract	9	1	10	9	1	10
Temporary contract	-	-	-	-	-	-
Belgium				3	2	5
Permanent contract				3	2	5
Temporary contract				-	-	-
Singapore				1	-	1
Permanent contract				1	-	1
Temporary contract				-	-	-
Total	282	48	330	296	55	351

Total number of employees broken down by full-time and part-time, by gender and geographic area						
Type of employment	As of December 31, 2021			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Italy	273	47	320	283	52	335
Full-time	273	31	304	283	37	320
Part-time	-	16	16	-	15	15
USA	9	1	10	9	1	10
Full-time	9	1	10	9	1	10
Part-time	-	-	-	-	-	-
Belgium				3	2	5
Full-time				3	1	4
Part-time				-	1	1
Singapore				1	-	-
Full-time				1	-	-
Part-time				-	-	-
Total	282	48	330	296	55	351

¹¹ As of December 31, 2022, the number of employees at non-guaranteed hours is zero.

GRI STANDARDS DISCLOSURE 2-8

Total number of employees and external workers by gender and geographic area						
	As of December 31, 2021			As of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Group Total Employees	282	48	330	296	55	351
Group Total External Workers	49	7	56	69	9	78
Contractors	35	1	36	60	5	65
Self-employed workers	-	-	-	-	-	-
Interns	14	6	20	9	4	13
Uteco Group Total Workforce	331	55	386	365	64	429

GRI STANDARDS DISCLOSURE 2-30

Percentage of the total number of employees covered by collective bargaining agreements			
Number of employees		As of December 31, 2021	As of December 31, 2022
Total employees		330	351
Number of employees covered by collective bargaining agreements		320	335
Total Percentage		96,97%	95,44%

GRI STANDARDS DISCLOSURE 401-1¹²

Total number of new employee hires by gender and age group								
	2021				2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Italy	27	21	4	52	35	22	5	62
Men	20	17	4	41	26	19	5	50
Women	7	4	-	11	9	3	-	12
USA	-	-	1	1	-	-	-	-
Men	-	-	1	1	-	-	-	-
Women	-	-	-	-	-	-	-	-
Belgium					-	1	-	1
Men					-	1	-	1
Women					-	-	-	-
Singapore					-	1	-	1
Men					-	1	-	1
Women					-	-	-	-
Total	27	21	5	53	35	24	5	64
Men	20	17	5	42	26	21	5	52
Women	7	4	-	11	9	3	-	12

¹² Compared to 2021, the 2022 figures on the total number of incoming and outgoing employees also include the companies Vision S.r.l., Advanced Machinery N.V. and Uteco Converting Asia Pacific PTE. LTD.

Total number of turnover by gender and age group								
	2021				2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Italy	6	20	8	34	19	27	11	57
Men	5	19	6	30	15	22	10	47
Women	1	1	2	4	4	5	1	10
USA	-	-	-	-	-			
Men	-	-	-	-	-	-	-	-
Women	-	-	-	-	-	-	-	-
Belgium					-	1	-	1
Men					-	1	-	1
Women					-	-	-	-
Singapore					-	-	-	-
Men					-	-	-	-
Women					-	-	-	-
Total	6	20	8	34	19	28	11	58
Men	5	19	6	30	15	23	10	48
Women	1	1	2	4	4	5	1	10

Hiring and turnover rates by gender and geographic area				
	2021		2022	
	Hiring rate	Turnover Rate	Hiring rate	Turnover Rate
Italy	16%	11%	19%	17%
Men	15%	11%	18%	17%
Women	23%	9%	23%	19%
USA	10%	0%	0%	0%
Men	11%	0%	0%	0%
Women	0%	0%	0%	0%
Belgium			20%	20%
Men			33%	33%
Women			0%	0%
Singapore			100%	0%
Men			100%	0%
Women			0%	0%
Total	16%	10%	18%	17%
Men	15%	11%	18%	16%
Women	23%	8%	22%	18%

Hiring and turnover rates by age group and geographic area				
	2021		2022	
	Hiring rate	Turnover Rate	Hiring rate	Turnover Rate
Italy	16%	11%	19%	17%
< 30 years	64%	14%	70%	38%
30 - 50 years	12%	11%	13%	16%
> 50 years	4%	8%	4%	10%
USA	10%	0%	0%	0%
< 30 anni	0%	0%	0%	0%

30 - 50 anni	0%	0%	0%	0%
> 50 anni	0%	0%	0%	0%
Belgium			100%	100%
< 30 years			0%	0%
30 - 50 years			100%	100%
> 50 years			0%	0%
Singapore			20%	0%
< 30 years			0%	0%
30 - 50 years			25%	0%
> 50 years			0%	0%
Total	16%	10%	18%	17%
< 30 years	64%	14%	70%	38%
30 - 50 years	11%	11%	13%	15%
> 50 years	5%	8%	4%	9%

GRI STANDARDS DISCLOSURE 403-9¹³

Number of work-related injuries and deaths of employees and external workers		
Number of injuries	2021	2022
Total number of deaths from work-related injuries	-	-
<i>Employees</i>	-	-
<i>External Workers</i>	-	-
Total number of serious work-related injuries (excluding fatalities) ¹⁴	2	-
<i>Employees</i>	2	-
<i>External Workers</i>	-	-
Total number of recordable work-related injuries	15	6
<i>Employees</i>	11	2
<i>External Workers</i>	3	4
Hours worked	610,109	621,687
<i>Employees</i>	547,000	559,804
<i>External Workers</i>	63,109	61,883
Death and injury rates of employees and external workers ¹⁵		
Rates	2021	2022
Rate of deaths due to work-related injuries		
<i>Employees</i>	-	-
<i>External Workers</i>	-	-
Rate of severe work-related injuries (excluding fatalities)		
<i>Employees</i>	3.7	-
<i>External Workers</i>	-	-
Rate of recordable work-related injuries		
<i>Employees</i>	20.1	3.6
<i>External Workers</i>	47.5	64.6

¹³ For health and safety data and information, the reporting perimeter includes only the parent company Uteco Converting S.p.A..

¹⁴ Work-related injuries that have resulted in an injury from which the worker cannot recover, does not recover, or it is unrealistic to expect him or her to recover fully by returning to the pre-accident state of health within 6 months.

¹⁵ The injury rate was calculated as the ratio between the total number of injuries and the total hours worked, using a multiplication factor of 1,000,000. The data includes injuries on the home-work journey only if the transport was managed by the organization.

GRI STANDARDS DISCLOSURE 404-1¹⁶

Average hours of training (mandatory and non-mandatory) by occupational category and gender						
Occupational category	2021			2022		
	Men	Women	Total	Men	Women	Total
Executives	33.1	-	33.1	-	-	0.0
Managers	40.2	61.0	43.1	40.6	43.5	40.9
White collar employees	21.0	9.3	17.4	15.7	10.3	13.9
Blue collar employees	5.4	-	5.4	9.2	-	9.2
Total	14.2	13.0	14.0	13.0	11.4	12.7

GRI STANDARDS DISCLOSURE 405-1b

Number of employees by occupational category, age group, and gender														
Occupational category	as of December 31, 2021							as of December 31, 2022						
	<30 years		30-50 years		>50 years			<30 years		30-50 years		>50 years		
	Men	Women	Men	Women	Men	Women	Total	Men	Women	Men	Women	Men	Women	Total
Executives	-	-	3	-	8	-	11	-	-	5	1	9	-	15
Managers	3	-	6	1	9	2	21	2	-	8	1	8	1	20
White collar	21	7	54	25	25	13	145	24	10	55	25	30	16	160
Blue collar	11	-	95	-	47	-	153	14	-	88	-	54	-	156
Total	35	7	158	26	89	15	330	40	10	156	27	101	17	351

Percentage of employees by occupational category, age group, and gender														
Occupational category	as of December 31, 2021							as of December 31, 2022						
	<30 years		30-50 years		>50 years			<30 years		30-50 years		>50 years		
	Men	Women	Men	Women	Men	Women	Total	Men	Women	Men	Women	Men	Women	Total
Executives	0%	0%	27%	0%	73%	0%	3%	0%	0%	33%	7%	60%	0%	0%
Managers	14%	0%	29%	5%	43%	10%	6%	10%	0%	40%	5%	40%	5%	10%
White collar	14%	5%	37%	17%	17%	9%	44%	15%	6%	34%	16%	19%	10%	15%
Blue collar	7%	0%	62%	0%	31%	0%	46%	9%	0%	56%	0%	35%	0%	9%
Total	11%	2%	48%	8%	27%	5%	100%	11%	3%	44%	8%	29%	5%	11%

Number of employees in protected categories by occupational category														
Occupational category	as of December 31, 2021							as of December 31, 2022						
Executives	-							-						
Managers	-							-						
White collar	9							9						
Blue collar	6							5						
Total	15							14						

¹⁶ As for data and information on training, the reporting boundary includes only the parent company Uteco Converting S.p.A.

GRI STANDARDS DISCLOSURE 406-1

Cases of discrimination and corrective actions taken		
	2021	2022
Incidents of discrimination that occurred during the reporting period.	-	-
Discrimination cases still under evaluation	-	-
Corrective actions in the process of implementation	-	-
Corrective actions that have been implemented, the results of which have been reviewed through a routine internal management review process	-	-

Environmental responsibility¹⁷

GRI STANDARDS DISCLOSURE 301-1

Materials used by weight or volume				
Materials	Unit of measurement	2021	2022	% Renewable materials by type
Lumber	kg	60,000	70,000	100%
Detergents	lt	4,275	5,600	0%
Grease/oil	kg	13,326	15,000	0%
Solvents	lt	24,840	28,000	0%
Paints	kg	24,127	30,000	0%
Gases	kg	125	-	0%

GRI STANDARDS DISCLOSURE 302-1^{18 19}

Energy consumption within the organization (GJ)		
	2021	2022
Total energy consumption	25,985	19,924
Non-renewable energy	25,726	19,672
Vectors of energy	14,518	10,323
Methane Gas (Natural Gas)	14,401	10,287
Diesel fuel for press testing	180	36
Electricity purchased from the grid	11,146	9,349
Renewable energy	259	252
% Renewable energy	1.00%	1.26%
Self-generated electricity from renewable sources - produced by photovoltaic systems	259	252

¹⁷ As for environmental data and information, the reporting boundary includes only the parent company Uteco Converting S.p.A..

¹⁸ The following conversion factors were used to calculate energy consumption in GJ:

- Natural gas: for 2021 is equal to 0.034287 GJ/Smc (source: National Inventory Report (NIR) 2021); for 2022 is equal to 0.034289 GJ/Smc (source: National Inventory Report (NIR) 2022)

- Diesel fuel: for 2021 is 42.88 GJ/t (source: National Inventory Report (NIR) 2021); for 2022 is 42.86 GJ/t (source: National Inventory Report (NIR) 2022)

¹⁹ Following a process of continuous improvement, in 2022 it was possible to collect the consumption of methane gas and diesel fuel for press testing, heating, or company production processes in a more timely manner. Therefore, the 2021 data have been restated to include these values; for previously published data, please refer to the Sustainability Report 2021, published at www.uteco.com, under the section [Sostenibilità](#).

GRI STANDARDS DISCLOSURE 305-1 e 305-2^{20 21}

Direct and indirect GHG emissions caused by the organization's activities			
Direct and indirect emissions	Unit of measurement	2021	2022
Scope 1	[t CO ₂]	852	601
Scope 2 - Location based	[t CO ₂]	975	818
Scope 2 - Market based	[t CO ₂]	1,421	1,187
Total SCOPE 1 and SCOPE 2 (Location based)	[t CO₂]	1,827	1,419
Total SCOPE 1 and SCOPE 2 (Market based)	[t CO₂]	2,273	1,788

GRI STANDARDS DISCLOSURE 302-3

Energy Intensity			
Direct and indirect emissions	Unit of measurement	2021	2022
Total energy consumption	GJ	25,985	19,924
Revenues from sales and services ²²	Millions of €	114	91
Energy intensity	GJ/M€ revenues	227.9	218.9

GRI STANDARDS DISCLOSURE 305-4²³

Emission Intensity – Market based			
Direct and indirect emissions	Unit of measurement	2021	2022
Total Emissions (Scope 1 + Scope 2 - market based)	t CO ₂	2,273	1,788
Revenues from sales and services	Millions of €	114	91
Emission Intensity	t CO₂/M€ revenues	19.94	19.65

Emission Intensity – Location based			
Emissioni dirette e indirette	Unit of measurement	2021	2022
Total Emissions (Scope 1 + Scope 2 - location based)	t CO ₂	1,827	1,419
Revenues from sales and services	Millions of €	114	91
Emission Intensity	t CO₂/M€ revenues	16.03	15.59

²⁰ **Scope 1:** The emission factors used for the calculation are:

- Natural Gas: for 2021 1.983 tCO₂/1000 Stdm³ (Source: ISPRA 2021); for 2022 1.991 tCO₂/1000 Stdm³ (Source: ISPRA 2022);
- Diesel fuel: for 2021 3.169 tCO₂/t (Source: ISPRA 2021); for 2022 3.169 tCO₂/t (Source: ISPRA 2022).

The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method."

Scope 2: Both calculation methodologies were used to calculate emissions, in line with the GRI Sustainability Reporting Standards. Market-based is based on CO₂ emissions emitted by energy suppliers from whom 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 (methodology used, with emission factor Italy 2021: 459 gCO₂/kWh - source: AIB - European Residual Mixes 2020; Italy 2022: 457 gCO₂/kWh - source: AIB - European Residual Mixes 2021). The Location-based method is based on average emission factors related to power generation for well-defined geographic boundaries, including local, subnational or national boundaries (methodology used, with Italy 2021 and 2022 emission factor: 315 gCO₂/kWh - source: Terna International Comparisons 2019).

Scope 2 emissions are expressed in tons of CO₂, as the source used does not report emission factors for gases other than CO₂.

²¹ As a result of a continuous improvement process, in 2022 the 2021 Scope 1 emissions were restated to include changes in energy consumption previously reported in Note 19. In addition, the source of emission coefficients has been updated. For previously published data, please refer to the 2021 Sustainability Report, published at www.uteco.com, under the Sustainability section [Sostenibilità](#).

²² For the GRI 302-3 indicator, the energy intensity denominator item "Revenues from sales and services" refers only to the parent company Uteco Converting S.p.A..

²³ In line with what was reported in Note 22, also for GRI indicator 305-4, the denominator item of emission intensity "Revenues from sales and services" refers only to the parent company Uteco Converting S.p.A..

GRI STANDARDS DISCLOSURE 306-3

Generated Waste (t)								
Waste by composition	2021				2022			
	Hazardous	Non-Hazardous	Total	% of the total	Hazardous	Non-Hazardous	Total	% of the total
Waste ink and liquid waste containing ink	82	71	153	14%	44	52	96	11%
Non-chlorinated emulsions	41	-	41	4%	20	-	20	2%
Plastic	-	72	72	7%	-	52	52	6%
Iron, steel, aluminum, and ferrous materials	-	366	366	34%	-	310	310	35%
Paper and cardboard	-	66	66	6%	-	57	57	7%
Wood	-	141	141	13%	-	137	137	16%
Water solutions	-	161	161	15%	-	123	123	14%
Mixed materials	-	46	46	4%	-	44	44	5%
Other waste	16	12	28	3%	28	9	37	4%
Total	140	935	1.075	100%	92	784	876	100%

GRI STANDARDS DISCLOSURE 306-4

Waste not intended for disposal from recovery operations (t)								
Recovery method	2021				2022			
	By an external site	On site	Total	% of total waste generated	By an external site	On site	Total	% of total waste generated
Hazardous waste								
Recycling	14	-	14	1%	46	-	46	5%
Non-Hazardous waste								
Recycling	703	-	703	65%	610	-	610	70%
Total	717	-	717	67%	656	-	656	75%

GRI STANDARDS DISCLOSURE 306-5²⁴

Waste destined for disposal (t)								
Method of disposal	2021				2022			
	By an external site	On site	Total	% of total waste generated	By an external site	On site	Total	% of total waste generated
Hazardous waste								
Landfilling	126	-	126	12%	50	-	50	6%
Non-Hazardous waste								

²⁴ The total waste shown within the table "GRI Standard Disclosure 306-3" does not correspond to the sum of the totals in tables "GRI Standard Disclosure 306-4" and "GRI Standard Disclosure 306-5." The difference is justified by the presence of undisposed inventories at the end of the year and due to residual inventories pertaining to the previous year that were not disposed of in that period.

Landfilling	232	-	232	22%	175	-	175	20%
Total	358	-	358	33%	225	-	225	26%

Waste Intensity

Waste Intensity			
Waste	Unit of measurement	2021	2022
Waste	ton	1,075	876
Revenues	Millions of €	114	91
Waste Intensity	ton /M€ revenues	9.4	9.6

Governance and social responsibility

GRI STANDARDS DISCLOSURE 2-27

Significant instances of noncompliance with laws and regulations			
Number of violation cases	Unit of measurement	2021	2022
Cases for which non-monetary penalties were imposed	n.	-	-
Cases for which fines were imposed	n.	-	-
The monetary value of fines for cases of non-compliance with laws and regulations	Euro	-	-

GRI STANDARDS DISCLOSURE 204-1

Proportion of spending on local suppliers ²⁵				
	2021		2022	
	Total purchase value €	% towards local suppliers	Total purchase value €	% towards local suppliers
Local Suppliers	66,402,225	87	78,587,776	88
Non-local Suppliers	9,773,543	13	11,091,249	12
Total	76,175,768	100	89,679,025	100

GRI STANDARDS DISCLOSURE 205-1

Legal actions for anticompetitive behavior, antitrust, and monopolistic practices		
Number of violation cases	2021	2022
The total number and nature of proven incidents of corruption.	-	-
The total number of proven incidents of corruption in which employees were dismissed or have been subjected to corruption measures.	-	-
The total number of proven corruption incidents for which contracts with business partners were terminated or were not renewed due to corruption-related violations.	-	-

GRI STANDARDS DISCLOSURE 206-1

Legal actions for anticompetitive behavior, antitrust, and monopolistic practices		
Number of violation cases	2021	2022
Anti-competitive behavior	-	-
Violations of antitrust regulations	-	-
Monopolistic practices	-	-

²⁵ "Local suppliers" are identified as those suppliers based in the country where the Group's most significant offices are located (Italy for Uteco Converting S.p.A. and Vision S.r.l., the United States for Uteco North America, and Belgium for Advanced Machinery N.V.).

GRI STANDARDS DISCLOSURE 405-1a

Members of the Parent Company Board of Directors by gender and age group								
Number of people	31.12.2021				31.12.2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	-	3	7	10	-	1	8	9
Women	-	-	-	-	-	-	-	-
Total	-	3	7	10	-	1	8	9

Percentage of members of the organization's governing bodies (Board of Directors of the Parent Company) by gender and age group								
Number of people	31.12.2021				31.12.2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	0%	30%	70%	100%	0%	11%	89%	100%
Women	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	30%	70%	100%	0%	11%	89%	100%

9. Methodological note

This document, which is the fourth Sustainability Report of the Uteco Group, aims to transparently communicate the sustainability approach of the Uteco Group (in the document also "Group" or "Uteco") and its performance in environmental, social and economic sustainability for the year 2022 (January 1 to December 31). To enable comparability of data over time, a comparison with data for the year 2021 is also reported.

This Sustainability Report, having an annual periodicity, has been prepared by reporting a selection of the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) in their latest version (2021). The "GRI Content Index" table provides evidence of the coverage of GRI indicators associated with each sustainability topic reported in this document.

Specifically, the content being reported was selected based on the results of the materiality analysis conducted in 2022, which identified the actual and potential impacts on the economy, environment, and people, including human rights impacts, of the Uteco Group within its business activities and relationships, as described in the "Materiality Analysis" section of this document.

Regarding significant changes in the Group, it should be noted that in January 2022, the acquisition of Vision S.r.l., a 60% subsidiary of Uteco Group, was finalized. No further significant changes related to the size, ownership structure, or supply chain are reported.

The reporting scope of economic and social data and information (with the exception of training and health and safety data) is the same as in the Uteco Group Consolidated Financial Statements as of 12/31/2022.

Regarding environmental, training, and health and safety data and information, the reporting boundary includes only the parent company Uteco Converting S.p.A., based in Italy. In addition, compared to 2021, in 2022, the social data and information, except for training and health and safety, also includes the companies Vision S.r.l., Advanced Machinery N.V., and Uteco Converting Asia Pacific PTE. LTD (which counts for approximately 5 percent of the total number of employees).

To ensure data reliability, the use of estimates has been limited as far as possible, which, if any, are based on the best available methodologies and appropriately reported. The re-exposures of the data published in the previous Sustainability Report are also appropriately indicated in this document.

The Sustainability Report 2022 was discussed by the Board of Directors of Uteco Converting S.p.A. on 21/06/2023.

This document is not subject to external assurance.

For further information and suggestions regarding the Uteco Group Sustainability Report, please contact sustainability.team@uteco.com.

This document is also available on the Uteco Group website:
<https://www.uteco.com/en/company/sustainability>.

GRI Content Index

Statement of use

Uteco Group has reported the information cited in this GRI content index for the period from 01/01/2022 to 12/31/2022, with reference to GRI Standards.

GRI 1 used

GRI 1: Foundation - 2021

GRI Standards	Disclosure	Pages
GRI 2: GENERAL DISCLOSURE (2021)		
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2-1	Organizational details	5-13; 87-88
2-2	Entities included in the organization's sustainability reporting	87-88
2-3	Reporting period, frequency and contact point	87-88
2-4	Restatements of information	87-88
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2-6	Activities, value chain and other business relationships	5-13; 30-32
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2-8	Workers who are not employees	44; 76
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2-9	Governance structure and composition	14
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2-22	Statement on sustainable development strategy	3-4
2-27	Compliance with laws and regulations	16; 85
2-28	Membership associations	41
Stakeholder engagement		
2-29	Approach to stakeholder engagement	20-21
2-30	Collective bargaining agreements	52; 76
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3-1	Process to determine material topics	20-24; 72-74
3-2	List of material topics	23-24; 72-74
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GRI 3: Material topics (2021)		
3-3	Management of material topics	67-69
GRI 204: Procurement Practices (2016)		
204-1	Proportion of spending on local suppliers	67-68; 85
Material Topic: ETHICS, INTEGRITY AND COMPLIANCE		
GRI 3: Material topics (2021)		
3-3	Management of material topics	15-16
GRI 205: Anti-corruption (2016)		
205-3	Confirmed incidents of corruption and actions taken	16; 85
GRI 206: Anti-competitive Behavior (2016)		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16; 85
Material Topics: RESPONSIBLE MANAGEMENT OF MATERIALS		
GRI 3: Material topics (2021)		
3-3	Management of material topics	64-65
GRI 301: Materials (2016)		
301-1	Materials used by weight or volume	64-65; 81
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GRI 3: Material topics (2021)		
3-3	Management of material topics	58-61
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302-1	Energy consumption within the organization	58-59; 81
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GRI 305: Emissions (2016)		
305-1	Direct (Scope 1) GHG emissions	59-60; 82
305-2	Energy indirect (Scope 2) GHG emissions	59-60; 82
305-4	GHG emissions intensity	82-83
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GRI 3: Material topics (2021)		
3-3	Management of material topics	62-63
GRI 306: Waste (2020)		
306-3	Waste generated	62-63; 83
306-4	Waste diverted from disposal	62; 83
306-5	Waste directed to disposal	62; 83-84
Material Topic: DIVERSITY, INCLUSION, WELL-BEING AND EMPLOYEES DEVELOPMENT		
GRI 3: Material topics (2021)		
3-3	Management of material topics	44-45; 50-54
GRI 401: Employment (2016)		
401-1	New employee hires and employee turnover	76-78
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	53
GRI 404: Training and Education (2016)		
404-1	Average hours of training per year per employee	50; 79
GRI 405: Diversity and Equal Opportunity (2016)		
405 – 1	Diversity of governance bodies and employees	45; 79; 86
Material Topic: OCCUPATIONAL HEALTH AND SAFETY		
GRI 3: Material topics (2021)		
3-3	Management of material topics	46-49
GRI 403: Occupational Health and Safety (2018)		
403-1	Occupational health and safety management system	46-47
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GRI 406: Non-discrimination (2016)		
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GRI 3: Material topics (2021)		
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GRI 3: Material topics (2021)		
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GRI 3: Material topics (2021)		
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