

Sustainability Report 2022

Innovery Group

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1. Letter to stakeholders

Dear Stakeholders,

The document presents qualitative and quantitative information useful to describe both the most significant impacts generated by the Group on the environment, the community and the economy, and the related sustainability practices implemented by the Group.

In the past two years, the economy experienced a deep and unexpected recession linked to the spread of the COVID-19 pandemic, which necessitated the implementation of severe measures to restrict production activities, education and social relations.

However, from 2021 onwards, all major economies, including the Italian economy, embarked on a recovery path that was partially slowed down in 2022 by geopolitical tensions arising from the outbreak of the conflict between Russia and Ukraine.

Italy's macroeconomic picture in 2022 was characterised by a moderately positive situation. Despite the uncertainty and downside risks associated with the international scenario, the Italian economy fully recovered from the exceptional fall in GDP associated with the COVID-19 pandemic.

Geopolitical tensions also affected the stability of energy and agricultural supply chains. In particular, oil and natural gas prices in early 2022 stood at 1.6 and 6.8 times the average level of 2019, respectively. In the same period, compared to the average of 2019, the price of electricity increased by up to more than 80 per cent, gas by almost 54 per cent, and food is currently 9 per cent more expensive.

Innovery is an international systems integrator that offers extremely diversified services to its clients, focusing on vertical tasks of high technological complexity with a strong historical specialisation in the cybersecurity sector, which is flanked by additional sectors and evolved specialisations in the ICT sector. This sector has been less affected by the crisis and has benefited from the ever-increasing stimulus to the spread of digital technologies. In particular, attention and investments in cybersecurity are becoming increasingly critical and necessary across all industries.

The context is therefore favourable to the company's continued growth, although competition in the sector (both with customers and the labour market) has also reached very high levels.

In 2022, the Group saw its economic and financial performance improve, achieving excellent results in line with the growth of its projected revenue targets, contributing to the creation of value for all stakeholders.

The Group ended the financial year 2022 with revenue of 52.3 million Euro, +11.5% compared to the previous year.

The Group's growth occurred across all business lines and product lines (Professional Services, Resellers, Proprietary Solutions).

EBITDA closed at about EUR 5.9m, with margins at 11.4% of revenue, slightly lower than 2021 (12.2%), mainly due to the acquisition of personnel to support the growth of services. In fact, the workforce grew by about 60 people compared to the previous year, who will be fully employed in 2023.

The results show that the passion, energy and talent of Innovery's resources on the one hand, and the Group's attention to the needs of the ecosystem in which it operates on the other, are the key elements in ensuring sustainability over time.

Milan, 30/06/2023

Gianvittorio Abate

C.E.O.

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Centro Direzionale Milanofori
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2. Methodological note

This document is the second Innovery Group (hereinafter also referred to as 'Innovery') Sustainability Report. This document contains the subjects deemed relevant with reference to the financial year 2022 (1 January to 31 December), to the extent necessary to ensure an understanding of the company's business, its performance, its results and its social and environmental impact. The subjects that have been included in the document are:

- Innovery S.p.A.
- Obiettivo Technology S.r.l. (merged into Innovery S.p.A. in November 2022)
- NB Services & Security S.r.l. (merged by incorporation into Innovery S.p.A in November 2022)
- IMOI S.r.l.
- Innovery Espana S.l.u.
- Open Source and Security Services S.L. (hereinafter referred to as Open3S S.L.)
- Innovery Latin America S.U.

In particular, the definition of relevant aspects for the Innovery Group and its stakeholders was based on a materiality analysis process described in the chapter "The Corporate Sustainability Path of the Innovery Group" of this document.

This document has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards, published in 2016 by the Global Reporting Initiative (GRI).

In the section "GRI Content Index", evidence is given of the coverage of GRI indicators associated with each theme that emerged as material. The periodicity of this publication is set on an annual basis.

The data shown in the document are for the year 2022 (1 January-31 December). Data for the previous years 2021-2020 (1 January-31 December) are reported for comparative purposes to facilitate the assessment of the performance of the business. Restatements of previously published comparative data, where present, are clearly indicated as such. Furthermore, in order to give a fair representation of performance and ensure the reliability of the data, the use of 'estimates' has been limited as much as possible. Where such estimates have been used, they have been appropriately reported.

It should be noted that there were no significant changes in the Group's size, ownership structure and supply chain in 2022. For further details, please refer to the Group's Consolidated Financial Statements.

This document is not subject to external assurance.

This document is available for public information and can be consulted on the Group's website: www.innovery.net. Comments and questions regarding this document may be sent to the **following** e-mail address: **esg@sustainability@innovery.net**

It should be emphasised that the Group maintains a high level of attention in relation to the material issues reported in this Report, and embarks on a path of further improvement in the area of issues and policies practised for the reduction of environmental impacts, the development of social and personnel policies, respect for human rights and the constant fight against active and passive corruption.

Among the objectives achieved during 2022, in addition to the renewal of certifications (ISO 14001, ISO 9001, ISO 20000-1, ISO 27001, ISO 45000), are the extension of the application of the Model pursuant to Legislative Decree 231 of 2001, updated with new offences, to all Italian companies of the Group; the issuance and application of the Code of Ethics and Conduct for all companies, the Policies for the Prevention of Corruption and Corporate Social Responsibility Policy.

3. Innovery Group Profile

Innovery is a multinational company founded in 2001, with private capital, that operates worldwide in the area of ICT services for medium and large-sized enterprises; over the years it has extended its portfolio to all areas of IT security, covering all aspects, making it possible to expand its market by pushing into international territories. Innovery has 10 offices, located throughout the world, in Italy, Spain and Mexico.

ITALY

Innovery S.p.A.

Milan - Centro Direzionale Milano Mirafiori -Strada Quattro snc - 20057 Assago (Mi) **(Head Office)**

Rome - Via Giunio Antonio Resti 63 Rome 00143 Rome

Naples - Via Benedetto Brin 55 B11 - 80142 Naples

Cagliari Via San Tommaso D'Aquino 18 - 09134 Cagliari

Cosenza Via Marconi32 - 87036 Rende (Cosenza)

Obiettivo Technology s.r.l. (merged by incorporation in 2022)

Milan - Centro Direzionale Milano Mirafiori -Strada Quattro snc - 20057 Assago (Mi) **(Head Office)**

Rome - Via Giunio Antonio Resti 63 Rome - 00149 Rome

NB Service & Security (merged by incorporation in 2022)

Milan - Centro Direzionale Milano Mirafiori -Strada Quattro snc - 20057 Assago (Mi) **(Head Office)**

Turin C.so Moncalieri 51 - 10133 Turin

I.M.O.I. s.r.l.

Milan - Centro Direzionale Milano Mirafiori -Strada Quattro snc - 20057 Assago (Mi) **(Head Office)**

Pescara Via Avezzano 2 - 54121 Pescara

SPAIN

Innovery Espana S.I.u

Madrid - Calle Nastaes 20 - Workshop 3 - 28045 Madrid (Head Office)

Open Source and Security Services S.L. (Open 3S)

Almogavers,107-115 Bajos - 08018 Barcelona

Paseo de la R. Cristina, 6, Bajo 3 - 28014 Madrid

MEXICO

Innovery Latin America S.U

Toluca - Calle Nezahualcoyotl 207 Int 3 -Colonia San Sebastian 50150 Toluca-Estadode Mexico (Registered Office)

Mexico City - Leibnitz14 Int 1003 Col. Anzures - Delegation Miguel Hidalgo - Ciudad de Mexico

Below are the subsidiaries of Innovery S.p.A. included in the consolidation as at 31 December 2022:

Name	City, if in Italy, or foreign country	Share held in % 31 December 2022	Share held in % 31 December 2021	Share held in % 31 December 2020
Innovery Espana S.L. Unipersonal	Spain	100,00%	100,00%	100,00%
Innovery Latin America S.A. de C.V.	Mexico	0,01%	100,00%	100,00%
Innovery Service S.A. De C.V.	Mexico	Cast in Innovery Latin America	Cast in Innovery Latin America	100,00%
Proxy S.r.l.	Italy	Merged into Innovery S.p.A.	Merged into Innovery S.p.A.	100,00%
IMOI S.r.l.	Italy	85,00%	51,00%	51,00%
Obiectivo Technology S.r.l.	Italy	Merged into Innovery S.p.A.	100,00%	100,00%
NB Service & Security S.r.l.	Italy	Merged into Innovery S.p.A.	100,00%	100,00%
Open 3S S.L	Spain	100,00%		

Innovery's ability to offer efficient and innovative solutions has resulted in the satisfaction of more than 200 customers, including major industries, financial and telecommunications companies, public administration, energy, gaming and utilities. In the last three years, the company's revenues have increased by 32%; the workforce has grown by 19%; five ISO quality certifications have been obtained; and more than 20 partnerships have been established with major players in its technology area.

Since its foundation, Innovery has always been inspired by the themes of research and innovation. These principles translate into a Mission that places the utmost importance on the discovery of new ICT solutions, continuously investing in people to enhance their skills and valorise their creativity.

Innovery's commitment to research and development has led to important collaborations with academic excellence, whose projects have been selected for access to European funds.

The company's success in recent years is due to the wide range of customised solutions and services offered to customers. The objectives are to continue to create partnerships with the most important players in the ICT world and to establish increasingly solid relationships with customers, based on professionalism, punctuality in assistance and services, and on offering technologies and solutions to successfully solve current and emerging needs.

Innovery is a company of highly qualified professionals and is increasingly moving as a protagonist in this world: the exciting and ever-changing world of Information and Communications Technology.

3.1 The history and transformation of the Innovergy Group over the years

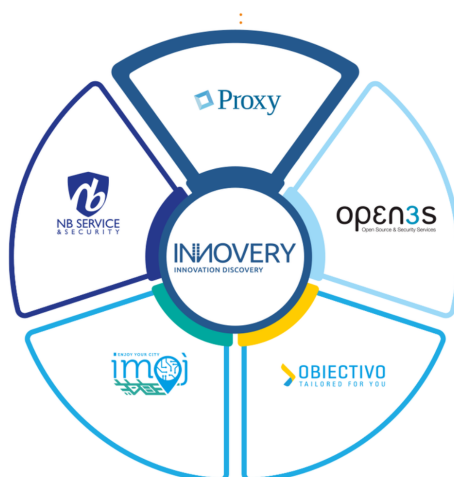
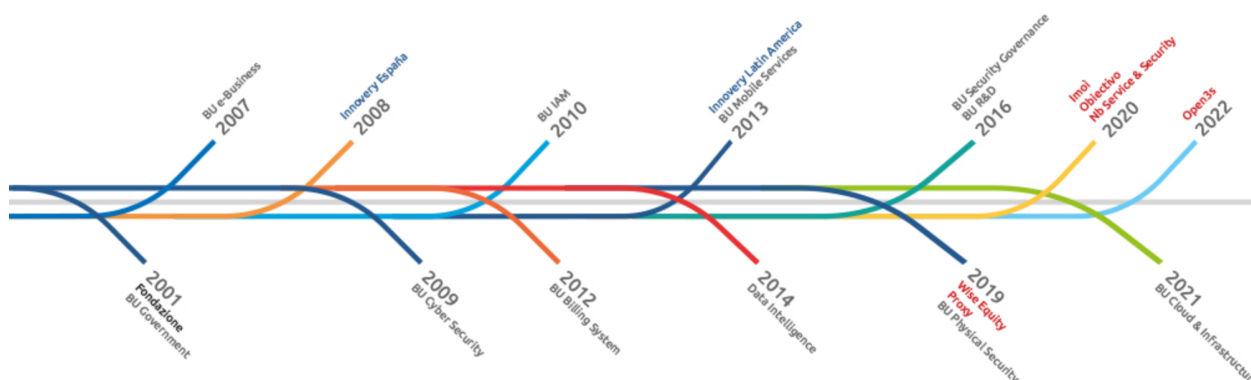
Wise Equity's entry into the shareholder base in 2019 marks the beginning of a new phase in Innovergy's life, characterised by managerial continuity and provides an acceleration of the company's growth, both organically, by leveraging existing customers and building new relationships, and through an M&A strategy, aimed at developing products and services in international markets.

From 2019, following the Wise investment, the Group aims to further accelerate its expansion by promoting organic growth, leveraging existing relationships and creating new ones, and implementing an M&A strategy to develop products, services and markets internationally.



Wise Equity S.g.r. S.p.A. (www.wisesgr.com) specialises in the management of closed-end Private Equity funds investing in small and medium-sized companies with a focus on Italy. The funds managed by Wise Equity typically perform Leverage Buy-Out and development capital operations on companies that have leading positions in their niche with two main objectives: to increase critical assets through build-up operations, to improve the competitiveness and profitability of companies and to promote international development.

The path: 'Innovation comes from ideas and ideas come from people'.



The Group's growth took place particularly in the Italian market, where the companies that joined the Group in 2019/2020 became fully operational, and in foreign markets, particularly in Spain with the recent acquisition of Open3S in July 2022.

In 2022, with the further acquisition of **Open Source and Security Services S.L. (Open 3S)**, a Spanish company specialising in IT security, data analysis (Big Data) and IT infrastructure services and solutions that has been accompanying customers throughout the entire lifecycle of their IT systems for more than 15 years, the Group strengthens its presence in Spain, further consolidating its international position in the field of IT security management.

In 2022, the integration process in Italy of the companies Proxy, Obiettivo Technology and NB Service acquired in the previous three years was also successfully and satisfactorily concluded. The integration in Spain will also be completed in the first half of 2023 with the merger of O3S into Innovery Espana.

In 2022, the Group had 411 employees spread across Italy, Spain and Mexico.

This strong growth in the workforce, following the rapid development of the Group, required a more structured and modern internal organisation increasingly oriented towards the development and retention of human resources, also with investments in internal communication tools (e.g. corporate Intranet) and transparent and structured remuneration and incentive policies.

The Innovery Group approved and presented to the financial community the guidelines and objectives of the Industrial Plan 2023-2026.

The Plan, on the back of strong demand for projects, especially in the field of Cybersecurity, foresees an average growth of 15% per annum, with a plan exit target to 2026 of about Euro 90m in revenues.

The expansion and development of technological know-how and the differentiation of service and solution offerings will continue.

3.2 Target Market and Business Divisions

the Innovery Group is an international systems integrator that offers extremely diverse services to its customers by focusing on its historical specialisation in the *cyber security sector*, complemented by additional sectors and advanced specialisations in the ICT sector.

The Group boasts among its customers some of the most important financial institutions, telecommunication operators, public administration offices, as well as Gaming and Utility companies both nationally and internationally.

The Innovery Group has a direct presence in 3 countries and 10 offices distributed as follows: Italy (Milan Assago - Rome - Naples - Turin - Cagliari - Pescara - Rende) Spain (Madrid - Barcelona) - Mexico (Mexico City)



The Innovery organisation consists of *6 Business Divisions*:

- *Cybersecurity*
- *e-Business,*
- *Mobile Services & Solutions*
- *Hybrid Cloud*
- *Advisory*
- *Safe City*

These Business Divisions are staffed by personnel with the most important certifications in the industry. The company is increasingly establishing itself as one of the most comprehensive and reliable companies in the ITC sector.

Below is a brief description of the specific focuses:

The **CYBER SECURITY** division specialises in the implementation of solutions, customisation and delivery of security services, tailored to the customer's needs and the specific risks of the sector in which it operates.

The Cybersecurity Division operates through three Business Units:

Defensive Security

The Defensive Security Business Unit is in charge of preventing, detecting and providing correct and timely responses to cyber attacks and threats, supporting customers in the stages of technology identification, architectural design, integration into the infrastructure and rollout in operation, thus ensuring the protection of critical infrastructures and corporate information.

Offensive Security

It provides an assessment of the security and exposure of a company's information systems (Vulnerability Assessment and Penetration Testing) in order to define appropriate countermeasures.

Physical Security

The **EBUSINESS** Division specialises in Managed File Transfer (MFT), Business to Business (B2B) and Order Management System (OMS) solutions and provides solutions by working internationally with large corporate

clients in the telecommunications, financial, automotive, pharmaceutical, commercial, retail, manufacturing and logistics sectors.

The **MOBILE SERVICES & SOLUTIONS** Division specialises in the provision of mobile services by providing the most suitable tools for telecommunication Operators, offering services and solutions, and supporting them in the entire Charging and Billing process.

The **HYBRID CLOUD** Division focuses on offering infrastructure solutions in different types of Cloud (public and private), networking and communication, monitoring, and Machine Learning, as well as implementation and deployment services, IT consulting and managed services to meet customers' needs worldwide. It is in this Division that the Group also focuses on **Data Intelligence** and offering **data-driven solutions**.

The **ADVISORY** Division focuses on strategic consultancy activities addressing information governance and cyber security issues on different levels: organisational, process, technology and compliance.












The **SMART & SAFE CITY** Division designs and implements advanced solutions capable of responding to new needs, improving access to services and security in increasingly digitised and interconnected cities. Its flagship proprietary solution is the **iCam3D®** product, an innovative tool designed to support law enforcement agencies in managing road safety through the use of innovative technologies.

3.3. Quality and customer satisfaction

Customer orientation is the Innovery Group's 'to be different'. Innovery applies standards of excellence to its work, in all areas, to ensure the highest level of customer satisfaction

Indeed, in today's highly dynamic, fast-moving environment, our customers expect a technology partner that is responsive to their business, sensitive to their needs and able to add value quickly.

The following ISO quality certifications, with which the Group is endowed, are a guarantee of the application of the methodologies and Best Practices recognised by the international standards body (ISO)

-   ISO 9001:2015 (Innovery S.p.A (all sites); Innovery SLU -Madrid site; Innovery Latin America - Mexico City site; Open3S - Barcelona site)
-  ISO 14001:2015 (Innovery S.p.A. - Rome, Cagliari sites; Innovery SLU - Madrid site)
-  ISO 45001:2018 (Innovery S.p.A. - Rome site)
-   ISO 27001:2013 (Innovery S.p.A. - Roma site; Innovery SLU - Madrid site)
-   ISO 20000-1:2011 (Innovery S.p.A. - Roma Site)
-    Integrated Policy in compliance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 27001:2013 ISO

During 2022, all existing certifications were renewed and the Management and Control System was revised, harmonising and standardising all processes and procedures for all Group companies.

Below is a brief detail on the area of certification:

ISO 9001 defines the minimum requirements that an organisation's Quality Management System must demonstrate to meet in order to guarantee the level of product and service quality that it claims to have with itself and with the market. The ISO 9001 standard guarantees the pursuit of customer satisfaction with the products and services provided, as well as the continuous improvement of company performance, enabling the certified company to assure its customers that quality is maintained and improved over time.

ISO 20000 is the first international standard developed specifically for IT service management (IT Service Management). It represents a reference tool for the organisation of IT services that aims to improve the delivery/use of IT services, with the objective of achieving the highest quality of service delivery and maximum cost containment.

ISO 27001 is an international standard that contains requirements for setting up and operating an information security management system to prevent, detect and combat cyber risks.

ISO 14000 identifies a set of technical standards relating to the environmental management of organisations and sets out the requirements for an environmental management system for organisations, established by the International Organisation for Standardisation

ISO 45001 is based on occupational health and safety management and requires organisations to continuously improve, thus providing all stakeholders with the assurance of compliance with specified safety policies.

3.4. Innovation, research and development

Since its foundation, Innovery has always been inspired by the themes of research and innovation. These principles translate into a MISSION that places the utmost importance on discovering new ICT solutions; continuously investing in people in order to enhance their skills and enhance their creativity.

Innovery Group is committed every day to the continuous discovery of solutions, products and services in the world of ICT.

The commitment to **Research & Development** has led to important collaborations with both public and private institutions of excellence.

Research and development activities in connection with projects of the European Union, the Italian State and the Campania Region were continued in 2022, as well as a supply chain project carried out with the involvement of a public-private partnership coordinated by the managing entity ANFIA Automotive and consisting of 54 companies in the sector and three public research centres, with the participation of the five Campania universities and the CNR. In addition to various Technological Innovation projects in Spain.

The Group will continue to invest in research and development, also planning other project opportunities. These new initiatives will be aimed at expanding its offering by creating technology platforms for the provision of services to its customers

3.5 Suppliers and purchase of products and consultants

The Innovery Group believes that only the use of state-of-the-art products, an integrated approach to security systems and an unambiguous, holistic governance based on well-defined processes can guarantee customers solutions with a high level of security and acceptable operating costs.

Innovery basically enters into contracts with service and material suppliers (hardware and software) and consultancy companies.

The selection parameters for HW and SW suppliers are as follows:

- Cost-effectiveness;
- Product quality;
- Alignment with market standards;
- Respect for environmental impact;
- Ethical adoption of social employee practices;
- Delivery time;
- Respect for duties of confidentiality;
- Compliance with legal obligations on health, hygiene, safety and accident prevention;
- Compliance with legal obligations concerning personnel and insurance and social security contributions, as well as related tax obligations;

With regard to the involvement of external consultants a fundamental requirement, in addition to those mentioned above, are:

- Skills ;
- Professionalism;
- Technical certifications, if required;

All Innovery suppliers must :

- operating in an environmentally, socially and governance sustainable manner
- respect the Group's Code of Ethics and Control
- comply with the provisions adopted by Innovery in relation to Legislative Decree 231 of 2001

3.6 Marketing and Communication

Innovery understands that the promotion of broad, appropriate, transparent and timely communication is essential to maintain and nurture trust in the company from the stakeholders with whom it interacts: investors, customers, employees, local communities; therefore the collaboration of the Marketing team is essential to update content, data and news on the website and social media.

In 2022, the Marketing team in collaboration with Human Resources, established important collaborations with the academic and corporate world with important media impact in the industry. such as:

- Master in partnership with Milan and Turin Polytechnic and Luiss G.Carli
- Training courses and 'Academy'. for Professionals Consultants Analysts in Cyber Security in cooperation with Experis Academy/Modis/Man Power

2022 was a year extraordinarily rich in prestigious events in which the Group participated, with the help of the Marketing Team, in Italy, Spain, Mexico and Israel, the main ones of which are listed below:

- **"Cybersecurity & Data Protection 2022"** organised by the Politecnico di Milano (School of Management);
- **'FORUM PA'**
- **"Cybertech Europe";**
- **"IT DAY"** Platinum Sponsor

- **Conference 'Data Protection, Industry and Critical Infrastructure:** Between Citizens' Privacy, Digital Development, and Cybersecurity at the Strategic Level'.
- **CERT STAR 2022** 'Cyber Security Incident Management Simulation
- **SOIEL International event** 'ICT Security - *Matching the experience*'
'Digitisation and Certifications: A pragmatic discussion on the real security and defence needs for Italian companies'
- **Forempleo 2022**
- **AECOC XII Supply Chain Congress**
- **Events organised jointly with Business Partners** (Netskope, Proofpoint, Netskope, VEEAM, IBM, etc.)
- **"HLS&CYBER 2022 International Conference & Exhibition, Tel Aviv"**.
- **'IBM Techallenge 2022'** Awards Contest

The marketing team is constantly working on improving internal communication both in terms of content and frequency, producing and distributing a 'news letter' to all Group employees.

At the end of 2022, the 'dynamic' and 'User Friendly' corporate Intranet went live. In 2023, the platform will be enriched with content and functionality to enable employees to access all documentation and information concerning the various Areas of the Company (Human Resources, Risk & Compliance, ESG & Sustainability, MKTG, etc.).

3.7 Relations and impacts on local communities

In 2022 the foundations were laid for an important initiative that will be launched in 2023, consisting of an **Academy** in collaboration with the **Basilicata Region** and with the free sponsorship of **Sviluppo Basilicata IncHUBatori** project

The Academy, with a 600-hour training course, will aim to train **20 young residents in Basilicata between the ages of 18 and 35**, graduates or diploma holders, preferably with technical/scientific/STEM addresses.

The profiles sought will be those of Cyber Security **Analyst** and **Cyber Security Engineer**, and will be **responsible for** preventing, detecting and managing cyber security threats, with a view to **protecting companies' ICT infrastructure** and will be able to respond to cyber attacks.

The course will start in **May 2023** and will provide them with **concrete know-how in a strategic asset for company security**.

At the end of the course that is the subject of the project, **Innovery's objective will be to employ** by September, those who prove to be suitable, with the possibility of working in Italy and abroad and developing technical skills also through certifications recognised on the market.

In 2022, as a charity initiative, Innovery donated 5,000 euros to the Community of Sant' Egidio to give the most needy a meal and donations were also made to charities in Spain.

Innovery also supported charitable initiatives by allowing employees to carry out some of their working hours in the form of voluntary work (e.g. helping elderly people to use their smartphones)

3.8 Economic and Financial Results

The Group ended the financial year 2022 with revenues of 52.3 m€, +11.5% year-on-year. However, it should be noted that 2022 consolidates approx. 5 months (from 26/7/22) of activity of the newly acquired Spanish company Open3S. Pro-forma like-for-like 2021 revenues would be ca. 51.1m, +9.6%.

The Group's growth occurred across all business lines and product lines (Professional Services, Resellers, Proprietary Solutions).

EBITDA closed at about EUR 5.9m, with margins at 11.4% of revenue, slightly lower than 2021 (12.2%), mainly due to the acquisition of personnel to support the growth of services. In fact, the workforce grew by about 60 people compared to the previous year, who will be fully employed in 2023.

Extraordinary expenses of approx. EUR **1.7 m** were recorded, mainly related to expenses for M&A activities and recognitions for Earn Out arising from M&A activities of previous years, as well as extraordinary provisions of approx. **EUR 1.3 m**. These effects lead to a loss for the year of approx. **0.9 m€**.

Main indicator	economic		
<i>(values in euro)</i>		FINANCIAL YEAR 2022	FINANCIAL YEAR 2021
			YEAR 2020
Value of production		52.328.662	46.891.799
EBITDA		5.878.445	5.593.448
EBIT		326.295	999,044
Profit before tax		-711.479	304.892
Result for the year		-946.859	-107.697
			1.128.702

Starting with the financial year ending 31 December 2020 ('first time adoption'), the Group has applied the International Financial Reporting Standards adopted by the European Union ('IFRS') for the preparation of its consolidated financial statements.

More details are available in the 'Management Report on the Consolidated Financial Statements 31 12 2022'.

4. The corporate sustainability path of the Innovery Group

The Innovery Group is aware that the role of consultancy has changed over time, just as it is now widely accepted that every company, in addition to making profits, must have a positive impact on society and the environment.

The Innovery Group is committed to building a sustainable economy that generates long-term benefits throughout the organisation.

These aspects are essential for **ethical, responsible and transparent business management**, identifying virtuous measures and practices as an integral part of business systems, necessary to create value on it.

Believing in corporate sustainability means that the Innovery Group focuses strongly on environmental, social and governance aspects to go beyond legal and compliance requirements.

Innovery has decided to embark on an **ESG (Environment-Social-Governance)** journey with the support of **Wise** and the help of **Deloitte**, through which it aims to strengthen the strategic support and governance of sustainability. The Innovery Group has defined responsibilities in the monitoring and reporting of sustainability impacts, ensuring that both targets and developments are monitored.

The Innovery Group has undertaken an analysis of key ESG aspects and identified a panel of ESG indicators, with the ultimate goal of introducing annual reporting on key environmental, social and governance performance.

ESG issues relevant to Innovery Group were identified from:

- Benchmark and sector analysis, with the identification of a panel of ESG issues relevant to the sector in which the Innovery Group operates;
- the 'Mission' and 'Values';
- on the basis of an initial analysis of the materiality process that makes it possible to determine the material aspects, i.e. those aspects of an economic, social and environmental nature on which the Group has a significant effect (positive or negative) and which could substantially influence stakeholders' assessments and decisions.

Stakeholders considered of relevance to Innovery are:

- Employees
- Investors
- Customers
- Suppliers

The analysis of the data collected through interviews, internal surveys and other reports from 'similar' companies has therefore made it possible to construct the 'list of themes' that make up an initial matrix, from which this document highlights the aspects considered significant for the sustainability achieved and pursued in the future by the Innovery Group.

The following are the material ESG issues being reported on:



Environment

- Environmental Management Systems
 - environmental emissions
 - energy consumption
 - efficient use of materials



Social

- Health and safety at work
- Employee management, development and welfare
- Quality, innovation and reliability of service
- Diversity and equal opportunities
- Privacy and security of customer data and information



Governance

- Business ethics and integrity
- Anti-Corruption and Anti-Money Laundering

Please refer to the following paragraphs for details on the above issues.

5. Environmental performance of the Innovery Group

Innovery's core and support activities do not involve industrial transformation processes, so that the environmental impacts of the Italian and foreign offices distributed in the main countries of the European area are substantially comparable to the domestic impacts of waste, electricity and water in cities.

At the environmental level, two factors play a key role:

- Use of IT and networking systems and administrative activities resulting in energy consumption;
- Staff travel to company and customer sites

In this context, INNOVERY is not exposed to significant environmental risks and in any case adopts behaviour aimed at reducing its environmental impact.

the Group has decided that the selection of new locations will be made taking into account their energy class, in order to achieve energy savings. Furthermore, the spaces in the new locations will be reorganised into open spaces with bookable workstations with the aim of improving the quality of corporate life, work safety and operational efficiency

LED lighting has been adopted in all locations

The Digital Transformation project for the elimination of paper documents and Standard Electronic Storage for the elimination of paper archives for administrative documents is nearing completion

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.1 Energy consumption

With regard to electricity consumption, Innovery's commitment also takes the form of creating a responsible corporate culture.

The rationalisation process of Information Systems has led to significant savings on electricity consumption with a 20% saving reported in the bills for 2022:

- In 2021
 - Switching off obsolete servers in combination with active systems on new generation low-power systems
 - Deactivation of applications no longer used
- In 2022
 - Temperature in the CED (Data Processing Centre) premises in Rome rose from 18° to 21°, and in Madrid to 23°.

- Refresh and optimisation of virtual and physical machines by the IT team, which keeps them up-to-date and monitored. The reduction of virtual machines is not easy to measure, because the business is always growing and therefore more are created and removed every day; but now all movements are recorded and all machines are under control because they have an expiry date and email notifications to be removed when no longer needed

The Group has decided that the selection of new offices will be made taking into account their energy class, in order to achieve energy savings. In addition, new office spaces are being reorganised into 'open space' and the introduction of smart working policies has led to a reduction in space.

In 2022 the evaluation and migration to 100% certified renewable energy operators from the Italian market began. In 2023 Innovery will receive the first Guarantee of Origin (GO) certificates from the operator Life Energy.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.2 Environmental Emissions and Waste

Due to the nature of the services provided, as already described in section 15.3, the CO₂e emissions generated by Innovery arise mainly from IT and networking systems, Group administrative activities and staff travel.

Fuel consumption for heating is not reported because the premises are rented out and consumption is included in the rent.

Paper consumption is negligible, as is the use of plastic or other materials. Innovery is ISO 14001 certified and complies with environmental policies and procedures.

WEEE Waste from Electrical and Electronic Equipment (e-waste, which derives from the acronym Waste of Electric and Electronic equipment-WEEE) (Equipment, Toner, etc.) is disposed of according to the regulations in force in Italy and abroad involving companies specialised in the disposal of these types of waste.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.3 Sustainable mobility

The greatest environmental impacts in terms of mobility and transport are attributable to the travel of Group employees. The Innovery Group Travel Policy promotes sustainable mobility by requiring the use of public transport for urban journeys, especially in well-developed metro networks. For journeys for internal meetings, it recommends replacing transfers with long-distance communication (e.g. video/conference calls) and in any case travelling by train rather than plane is preferred.

As far as the company car fleet is concerned, the Group is launching a programme in Italy, where almost all of them are concentrated, to gradually replace the most polluting ones with cars (hybrids and internal combustion electric cars) with a lower impact in terms of emissions measured in grams of CO₂ per km.

Work is underway to increase the proportion of hybrid cars to 40 % by 2024 and to reduce travel-related overheads per employee by at least 10 per cent by 2023.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.4 Efficient use of material resources

The main material used in the activities carried out by the Group's workforce is paper, so reducing this consumption has been a priority in creating a company-wide environmental culture. This objective has been pursued with initiatives aimed at creating sensitivity and responsibility in the use of paper, where necessary, dematerialising processes where possible.

In particular, these activities were carried out:

- ✓ dematerialisation of internal processes for which practice is currently based on digital tools
- ✓ Regulation-compliant Electronic Storage for administrative documents

6. Social Aspects

At Innovery, the professional development of staff is based on the principle of equal opportunities, and the recognition of achievements, professional potential and skills expressed by people are considered essential criteria for judgement.

6.1 Human capital and employment

Innovery regards human capital as the main resource behind its success and business continuity and as a distinctive factor in creating innovative services and solutions for its customers.

The number of employees of the Innovery Group as at 31 Dec 2022 was 411 compared to 350 in 2021 and 346 in 2020. The workforce is mainly concentrated in Italy as detailed below.

Summary Indicators

		2022	2021	2020
Number of countries with a direct presence of the Innovery Group		3	3	3
Total number of employees		411	350	346
Distribution of employees by age group in %	< 30 years	31	38	44
	30-50 years	57	53	47
	> 50 years	12	9	9
Distribution of employees by gender	Women	25	25	23
	Men	75	75	77
Number of executives Partners by gender	Women	5	4	6
	Men	14	12	10

In 2022, the increase in the number of employees was 17.5 per cent, whereas in 2021, the increase was small compared to 2020 due to the spread of the COVID-19 pandemic, which necessitated the implementation of strict measures to curb production, training and social relations.

The number of employees under the age of 30, although slightly lower in 2022 and 2021 than in 2020, bears witness to the fact that the renewal of skills over the years is a decisive element for the continuity, consolidation and expansion of the company, but only if it is accompanied by the generational transition

The level of employment of the female gender is, however, significant when considering the sector that has historically been considered predominantly male.

Turnover is monitored through a specific 'exit interview' in order to analyse the reasons for it, maintain a physiological balance within the organisation and implement appropriate improvement actions.

Summary Indicators

		2022	2021	2020
Total number of new recruits		140	97	107
Total number of new hires in %		34%	28%	43%
Number of new hires under 30 (Total number of new hires under 30)		73	38	74
Distribution of employees by gender in % (Distribution of employees by gender)	Women	25 %	25 %	23 %
	Men	75 %	75 %	77 %
Distribution of employees by age group in % (Distribution of employees by age group)	< 30 years	31 %	38 %	44%
	30-50 years	57 %	53 %	47%
	> 50 years	9 %	12 %	9 %
Distribution Employees per Region in %				
	Italy	65%	70%	70%
	Spain	25%	21%	23%
	Mexico	10%	8%	8%

In 2022, a Quality Survey was carried out addressed to all personnel to understand the real perception within the company. The Survey was structured in questions covering the following 4 macro-areas of attention:

- Professional Growth & Engagement
- Work-Life Balance
- Communication & Team-work
- Transparency and Meritocracy

From the result of the survey, the Human Resources Team with top management initiated a master plan aimed at understanding the needs of the corporate population and what elements to work on to bring about improvements in each of the four areas identified.

Work-life balance and commitment

In 2022, Innovery's HR Team pushed ahead with the implementation of a **New Dynamic Working Group Model (Dynamic Working)**, which, through clarity and knowledge of objectives, encompasses a better 'Work Life Balance' and an ever-improving innovative and collaborative post-pandemic culture.

Innovery is indeed aware of the growing importance of reconciling work and private life. A flexible approach to work is indeed becoming a priority for an increasing number of people. Aware that this trend will continue in the future, the pilot project 'Dynamic Working' was introduced to promote flexibility. Through the implementation of 'remote' working technology and a flexible contractual system, the Innovery Group is enabling an increasing number of resources to independently manage their balance between personal and professional/work objectives.

Transparency and meritocracy

Innovery ensures transparency of salary and incentive policies and their relationship to merit and achievement for all employees. In 2022, an in-depth 'total rewards' project was initiated with the aim of mapping all company roles by defining salary review and merit increase matrices against general market and industry benchmarks.

The project will be fully implemented in 2023.

Professional growth and commitment

Employment is one of the Innovery Group's key drivers to sustain dimensional growth and support people's motivation and involvement in terms of flexibility, efficiency and productivity.

In 2022, Innovery launched a **talent development programme and a project to design a performance management system**. The system includes a performance appraisal ('appraisal') every six months and qualitative scorecards in which the employee is evaluated in terms of both performance and skills growth and professional profile development.

These initiatives will be implemented throughout Japan during 2023.

Communication and teamwork

In order to improve employee satisfaction and their sense of belonging, a number of divisional team-building initiatives have been organised and will also be planned at managerial level in 2023.

Sports and meeting activities: Summer and Christmas parties in Italy, Spain, Mexico; Kick Off Innovery Open 3S, five-a-side football matches

Currently, Innovery has several internal archiving tools in which all kinds of company and business-specific information is stored, as well as a newsletter that updates employees by e-mail on news implemented by the company.

The Group Intranet ('Intra-Innovery') was launched in 2022, with a user-friendly interface where communications, organisation charts, news, procedures and policies are easily accessible. It is a bi-directional Group/employee communication platform that will gradually be enriched with new features and content.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.2 Diversity and equal opportunities

The approach adopted by the Group is to consider diversity as a resource through which to reap all the benefits it brings to the Group's cultural and professional heritage.

Cultural and individual differences are indeed some of the critical success factors for achieving sustainable growth over time. This approach aims to promote corporate responsibility in terms of integration, inclusion and 'non-discrimination' as a lever to improve business performance and enhance the talent of all, regardless of gender, sexual or religious orientation or race.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.3 Workers' well-being

Welfare management is delegated to individual Group companies in accordance with local laws. The main actions undertaken in this regard consist of:

- Supplementary Pension Fund (on a voluntary basis)
- activation of supplementary health care policies;
- Work-life balance activities;
- Flexibility of entry and exit times
- Company car for operational structures that need it
- Welfare Vouchers (Italy only)

In addition, to improve employee satisfaction and their sense of belonging, Innovery launched other welfare initiatives such as discounts through tour operators for travel packages.

6.4 Staff Training and Development

One of the core values that Innovery has always pursued is the growth of **the individual employee**, because it corresponds to the **growth of all**. It is precisely for this reason that **the company invests in the continuous training of employees to enhance their skills. Recruiting highly qualified resources** and investing in the training of new generations has enabled us to **build a team of people with the necessary skills to offer technologically advanced solutions and innovative services** in all sectors.

In 2022, the number of training hours was much higher than in previous years, because the E-learning platforms UDEMY and Likedin were activated to enable employees to choose from a large number of online

courses, both technical and soft skills courses, and to take them at a time and in a manner that suits them best.

Furthermore, when an employee is hired (he or she must attend certain courses on work safety, use of company equipment, Legislative Decree 231; Code of Ethics and Conduct, Privacy, Safety Vademecum, etc.) and others that may be necessary to fulfil the role for which he or she was hired

Summary Indicators

Average hours Training/year	2022 (1 January to 31 December)	2021 (1 January to 31 December)	2020 (1 January to 31 December)
Executives	1,61	4,09	25,00
Managers	26,96	15,22	12,66
Employees	75,03	10,94	12,27
Workers	-	2,00	-
Total	66,58	11,07	12,55

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.5 Staff Health and Safety

Given the nature of the projects provided by Innovery, the impact on health and safety has a low to medium level of risk.

Innovery complies with all laws and regional decrees by ensuring:

- The regular updating of the survey of health and safety risks and hazards related to the activities carried out by staff;
- Updating internal policies and procedures to prevent accident risks;
- The necessary training through both online and classroom courses, depending on the risk profile and level of responsibility of employees and external consultants
- The periodic verification of the correct application of procedures for the protection of the health and safety of personnel;
- The application of constant efforts to eliminate risks and, where this is not possible, to reduce them to a minimum in relation to knowledge acquired on the basis of technical progress;

- Respect for ergonomic principles in work organisation and workplace design;
- The activation of health surveillance of workers;
- the participation and consultation of workers' safety representatives;
- the identification and application of emergency measures to be implemented in the event of first aid, fire fighting, evacuation of workers and serious and immediate danger;
- Regular maintenance of rooms, equipment, facilities, with particular regard to safety devices in accordance with the manufacturers' instructions.

Abroad, the management of personnel health and safety is left to individual companies in accordance with local legislation.

In the three-year period 2020-2022 no accidents were reported to internal and external staff

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.6 Customer Data Privacy and Information Security

The nature of the services offered by innovery involves the processing of customer information that, in most cases, is to be considered 'confidential'.

The expected level of information protection is therefore high, due to the risks that a potential incident may entail in terms of money and reputation, both for the client and for the Innovery Group itself.

For this reason, the Innovery Group pays special attention to data collection, storage and protection, The percentage is lower because in 2022 many new employees were hired who will follow a career path through objectives and assessments (Job Grading, PMP and System Rewards) starting in 2023. Innovery carried out a programme in 2022 to update and evolve its security systems, infrastructure and procedures also to comply with the obligations arising from the new GDPR (General Data Protection Regulation) in force since 25 May 2018 and to mitigate the risk of customers and the entire Group.

In 2022, work was done on the project to implement the requirements of the GDPR, following which all information was updated.

All employees were asked to participate in an online training course on data privacy roles.

Within the Innovery Group there is the Risk and Compliance Team which, among other things, is responsible for defining guidelines, policies and operating instructions for the management of logical information security

The main security measures already in place at the Innovery Group include:

- use of data centres equipped with state-of-the-art physical security devices;
- access to Innovery Group offices protected by physical access security systems;
- protection of corporate hardware with antivirus and anti-ransomware and EDR to prevent attacks;
- access of each generic user exclusively by means of his or her access credentials;
- to the domain PC provided and the services shared with the authorisations granted;
- definition of a password criterion that establishes the complexity, repeatability and periodic expiry of the password;
- connectivity to external networks protected by Firewall.

In addition to the above measures, as of May 2018, the Innovery Group has issued 2 documents "Security Vademecum" and "Employee Instrumental Equipment" and "Data Classification" procedure, which are periodically updated) with the aim of regulating the behaviour of its employees both for the correct use of company tools and for the protection of sensitive information potentially present in them.

During 2022 and the two preceding years, no complaints were received concerning breaches of customer privacy and losses of customer data.

In addition, as already mentioned in section 3.3, Innovery is **ISO 27001** certified to set up and manage an information security management system to prevent, detect and combat cyber risks and preserve the data of both its customers and employees

7. Governance, Ethics and Business Integrity

On the Governance front, with reference to the Model 231 pursuant to Legislative Decree 231/2001, Innovery has carried out a risk analysis of the critical processes of the Group Companies, which it periodically reviews and integrates based on the introduction of new offences in the regulations and new or changed business processes

The most critical processes that have been examined are, among others:

- Administration
- Purchases
- Data Security
- Sales
- Worker safety

The Board of Directors, with the assistance of the Risk & Compliance department, has defined the nature and level of risk compatible with the Innovery Group's strategic objectives, including in its assessments those risks that may become significant in terms of sustainability in the medium to long term of the Company's activities by defining the management and monitoring guidelines of the internal control system.

The model adopted includes the following macro-phases:

- identification and assessment of risks;
- evaluation of the adequacy of control activities;
- verification of the operation of the control system;
- monitoring and evolution of the control system

All employees in Italy were informed of the adoption of Model 231 and trained through online training.

The Code of Ethics and Control is in use and published on the website (www.innovery.net) for both Italian and foreign companies.

7.1 Anti-Corruption Policies and Model ex Legislative Decree 231 2001 specific to Italian legislation

The Innovery Group, in compliance with Legislative Decree 231/2001, has implemented and adopted, for the Italian context, a model and an organisation, management and control system that defines the rules of

conduct, identifies the control measures to be adopted to constantly prevent the risks arising from unlawful conduct (offences under Legislative Decree 231/2001), in order to ensure ever greater conditions of fairness and transparency in the conduct of business and corporate activities. In other countries, a similar model has been adopted **with** regard to **anti-corruption policies and procedures**. For further information, the document "**Anti-Corruption Prevention Policies**" is available on the website www.innovery.net.

The Company condemns in the strongest possible terms any conduct that contravenes laws, regulations, supervisory rules, or in any case violates the internal rules and principles of transparent business management that inspire the Company.

For the correct application of the Governance Model (MOG) and Decree 231 (in Italy) and similarly abroad, in general, Innovery :

- It ensures, as far as possible, the prevention of the commission of offences, within the Company, through the information and training of employees and collaborators, the correct performance of their duties, the continuous monitoring of all areas of activity at risk and the establishment of a system of sanctions for cases of violation of the Organisational Model and the Code of Ethics.
- Informs all employees, external collaborators, business partners and customers that Innovery condemns in the strongest possible terms any conduct that contravenes laws, regulations, supervisory rules or in any case violates internal regulations and the principles of transparent business management that inspire it
- It informs the Company's staff, collaborators and external partners of the severe administrative sanctions applicable to the Company and in the event of offences being committed.

The Organisational Model and the Risk Analysis are periodically reviewed and updated, taking into account the possible introduction of new offences and changes in Company Organisational Charts and related processes.

The document concerning the "**Organisational and Control Model**" and the "**Code of Ethics and Control**" in force is published on the Intranet and on the company website **www.innovery.net** for further information.

7.2 Code of Ethics and Control

The Code of Ethics: specifies the fundamental principles of the corporate culture, the reference values and the concrete rules of conduct for all internal and external collaborators who have a direct or indirect relationship with Innovery companies.

Innovery operates on the basis of a formalised internal code of ethics adopted by all Group employees, which aims to protect human rights by recognising and respecting the personal dignity, privacy and personal rights of each individual.

Employees and Company Managers must also take into express and constant consideration respect for the individual, his/her dignity and values, avoiding any discrimination based on gender, race and ethnic origin, nationality, age, political opinions, religious beliefs, state of health, sexual orientation and economic and social conditions. Innovery also requires its Collaborators and Suppliers to respect the principles on which the Code of Ethics and Control is based, also by virtue of specific contractual clauses.

The Group guarantees and promotes diversity and respect for gender equality; discrimination of any kind is not tolerated.

Compliance with the provisions of the Code of Ethics is an integral part of the contractual obligations of Employees, in accordance with the provisions of the regulations of the individual countries, and their violation by Employees

constitutes, depending on the case, a disciplinary offence (punishable according to the regulations in force) and/or a breach of contract that may result in compensation to the Company for any damages resulting from such violation.

All Innovery employees are employed under a regular employment contract and the relationship is conducted in full compliance with the collective bargaining regulations of the relevant sector, tax, social security and insurance regulations, as well as health and safety and immigration provisions. No form of irregular work is tolerated and respect for human rights is guaranteed, in particular through the absolute prohibition of child labour and the employment of illegally staying third-country nationals.

The formulation of this value system is accompanied by rules of conduct, including those relating to the prevention of corruption, which must be applied, without exception, by all managers and employees of all Innovery companies.

In particular, the implementation of the Code of Ethics and Control aims to minimise the risks of social impact, including on personnel, arising from

- compliance with laws;
- dignity, equality and integrity;
- relations with the Public Administration and the Supervisory Authorities;
- relations with suppliers of goods and services;
- customer relations;
- health and safety in the workplace;
- confidentiality.

For further details, please refer to the document 'Code of Ethics and Control' published on the intranet and the company website www.innovery.net. As a result of these supervisory actions implemented by the Group, there are no significant risks on the issue of Human Rights.

It should be emphasised that the Group maintains a high level of attention in relation to the material issues reported in this document and undertakes a path of further improvement in the area of issues and policies practised for the reduction of environmental impacts, the development of social and personnel-related policies, and the constant fight against corruption.

8. Performance Indicators

[GRI 2.7 & 2.8; GRI 401-1; GRI 403-9; GRI 403-10; GRI 404-1; GRI 404-3; GRI 405-1; GRI 406-1; GRI 418-1; GRI 205-2; GRI 205-3; GRI 405-1; GRI 419-1; GRI 302-1; GRI 302-3; GRI 305-1; GRI 305-2 ; GRI 305-4]

8.1 Environment

In 2022, energy consumption decreased, the result of optimisation of the company's IT systems, as detailed in section 5.1 above, and better resource management. In addition, Scope 1 greenhouse gas emissions, despite the company's car fleet increasing further to 60, also decreased, and Scope 2 (Location and Market) emissions also decreased

In 2022, in order to reduce CO2 emissions, a corporate fleet modernisation process began, which aims to replace older, more polluting cars with greener cars with reduced CO2 emissions and hybrids.

ENVIRONMENTAL							
GRI	KPI	UoM	2022	2021	2020	2019	Δ%(22-21)
GRI 302-1	Energy consumption within the organisation ²	GJ	1,598	1,877	986	2,003	-14.8%
GRI 302-3	Energy intensity	GJ/k€ revenues	0.023	0.034	0.024	0.056	-31.1%
GRI 305-1	Direct GHG emissions (Scope 1) ³	tCO ₂ eq	58.5	78	22	96	-25.0%
GRI 305-2	Energy indirect GHG emissions (Scope 2 Location-based)	tCO ₂	59	63	61	64	-5.3%
GRI 305-4	GHG emissions intensity (Scope 1 + Scope 2 Location Based) ³	tCO ₂ eq/k€ revenues	0.0017	0.0025	0.0020	0.0045	-32.3%

The table below shows gross direct (Scope 1) greenhouse gas emissions in metric tonnes of CO₂ equivalent, excluding all greenhouse gas trade from the calculation of gross direct (Scope 1) greenhouse gas emissions.

Sources of emission factors include electricity and fuel consumption.

A breakdown of the emissions is shown in the table below:

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions				
GHG Emissions - tCO ₂ eq		2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Scope 1	Direct emissions from combustion	58	78	22
	Emissions from refrigerant gas leaks	-	-	-
	Total Scope 1	58	78	22
Scope 2	Location-based	59	68	61
	Market-based	85	90	83
Total	Scope I and Scope II (Location-Based)	118	146	82
	Scope I and Scope II (Market-Based)	143	168	105

The method applied refers to the following formula:

Greenhouse gas emissions = Activity data* Emission factor

GHG conversion factors were applied for corporate reporting - Fuels using the UK Government as a source

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/891106/Conversion_Factors_2020_-_Full_set_for_advanced_users_.xls

8.2 Social

GRI 2-7: Information on employees

Employees by gender

Employees per gender									
Number of employees	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Region: Italy	198	71	269	269	67	246	181	60	241
Region: Spain	80	22	102	102	13	75	64	14	78
Region: Mexico	32	8	40	40	6	29	21	6	27
TOTAL	310	101	411	411	86	350	266	80	346

Employees by age group

Employees per age range												
Number of employees	as of December 31st 2022				as of December 31st 2021				as of December 31st 2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Region: Italy	82	140	47	269	109	104	33	246	106	105	30	241
Region: Spain	25	74	3	102	15	60	-	75	29	49	-	78
Region: Mexico	20	19	1	40	9	20	-	29	17	10	-	27
TOTAL	127	233	51	411	133	184	33	350	152	164	30	346

Total number of employees by employment contract (permanent and fixed-term), by gender and region

Total number of employees by employment contract (permanent and temporary), by gender and region										
Type of employment contract	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020			
Region: Italy	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent	192	59	251	171	56	227	178	54	232	
Temporary	6	12	18	8	11	19	3	6	9	
Total	198	71	269	179	67	246	181	60	241	
Region: Spain	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent	80	21	101	61	13	74	64	14	78	
Temporary		1	1	1	0	1	0	0	-	
Total	80	22	102	62	13	75	64	14	78	
Region: Mexico	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Permanent	32	8	40	23	6	29	21	6	27	
Temporary			-			-	0	0	-	
Total	32	8	40	23	6	29	21	6	27	
TOTAL			Total	Male	Female	Total	Male	Female	Total	
Permanent	304	88	392	255	75	330	263	74	337	
Temporary	6	13	19	9	11	20	3	6	9	
Total	310	101	411	264	86	350	266	80	346	

Total number of employees by type of employment (full-time and part-time), by gender

Total number of employees by employment type (full-time and part-time), by gender									
Full-time / Part-time	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time	307	96	403	261	81	342	245	74	319
Part-time	3	5	8	3	5	8	21	6	27
Part-time %	-	-	2%	1%	6%	2%	8%	8%	8%
Total	310	101	411	264	86	350	266	80	346

GRI 2-8 : Information on external workers

Total number of external workers by employment category and gender

Total number of external workers by employment category, by gender									
Employment category of external workers	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Contractors	1	-	1	-	-	-	14	4	18
Interns	-	-	-	1	1	2	2	-	2
Oster temporary collaboration (please specify)	1	1	2	1	1	2	-	-	-
Total	2	1	3	2	2	4	16	4	20

The workforce figure is expressed in Headcount

GRI 401-1: New recruitment and turnover

Number and rate of hiring of new employees, by age group, gender and region

Number and rate of new employees hire, by age group, gender and region.															
Number of employees	2022 (January 1st to December 31st)					2021 (January 1st to December 31st)					2020 (January 1st to December 31st)				
Region: Italy	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	32	30	3	65	33%	15	29	6	50	28%	28	12	7	47	26%
Female	6	11	2	19	27%	5	10	4	19	28%	6	15	6	27	45%
Total	38	41	5	84	31%	20	39	10	69	28%	34	27	13	74	31%
Rate	46,3%	29,3%	10,6%	31,2%		18%	38%	30%	28%		32,1%	25,7%	43,3%	30,7%	
Region: Spain	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	16	10	1	27	34%	9	6	0	15	24%	12	5	0	17	27%
Female	5	3	0	8	36%	4	1	0	5	38%	2	2	0	4	29%
Total	21	13	1	35	34%	13	7	-	20	27%	14	7	-	21	27%
Rate	84%	18%	33%	34%		87%	12%	#DIV/0!	27%		48%	14%	#DIV/0!	27%	
Region: Mexico	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	12	5	1	18	56%	3	3		6	26%	8	2	0	10	48%
Female	2	1		3	38%	2	0		2	33%	2	0	0	2	33%
Total	14	6	1	21	53%	5	3	-	8	28%	10	2	-	12	44%
Rate	70%	32%	100%	53%		56%	15%	#DIV/0!	28%		59%	20%	#DIV/0!	44%	
TOTAL	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	60	45	5	110	35%	27	38	6	71	27%	48	19	7	74	28%
Female	13	15	2	30	30%	11	11	4	26	30%	10	17	6	33	41%
Total	73	60	7	140	34%	38	49	10	97	28%	58	36	13	107	31%
Rate	29%	33%	21%	40%		29%	27%	30%	28%		38%	22%	43%	31%	

Number and turnover rate, by age group, gender and region

Number and rate of turnover, by age group, gender and region.															
Number of employees	2022 (January 1st to December 31st)					2021 (January 1st to December 31st)					2020 (January 1st to December 31st)				
Region: Italy	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	21	21	4	46	23%	34	11	3	48	27%	25	5	2	32	18%
Female	6	7	2	15	21%	6	6	4	16	24%	2	1	1	4	7%
Total	27	28	6	61	23%	40	17	7	64	26%	27	6	3	36	15%
Rate	33%	20%	13%	23%		37%	16%	21%	26%	VERO	25,5%	5,7%	10,0%	14,9%	
Region: Spain	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	12	9	1	22	28%	9	9		18	29%	6	9	1	16	25%
Female	0	5	0	5	23%	3	2		5	38%	2	7	-	9	64%
Total	12	14	1	27	26%	12	11	-	23	31%	8	16	1	25	32%
Rate	48%	19%	33%	26%		80%	18%	#DIV/0!	31%	VERO	27,6%	32,7%	#DIV/0!	32,1%	
Region: Mexico	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	6	2	1	9	28%	2	2		4	17%	1	1	-	2	10%
Female	1			1	13%	2			2	33%	1	-	-	1	17%
Total	7	2	1	10	25%	4	2	-	6	21%	2	1	-	3	11%
Rate	35%	11%	100%	25%		44%	10%	#DIV/0!	21%	VERO	11,8%	10,0%	#DIV/0!	11,1%	
TOTAL	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	39	32	6	77	25%	45	22	3	70	27%	32	15	3	50	19%
Female	7	12	2	21	21%	11	8	4	23	27%	5	8	1	14	18%
Total	46	44	8	98	24%	56	30	7	93	27%	37	23	4	64	18%
Rate	36%	19%	16%	24%		42%	16%	21%	27%	VERO	24,3%	14,0%	13,3%	18,5%	

With reference to personnel who left the company in 2021, it should be noted that apprentices in school/work alternation are also included. There are a total of 20 school/work apprentices, of whom 19 are men and 1 a woman. For 2020 there were 33 school/work apprentices, of whom 31 were men and 2 women

GRI 403-9: worker related injuries (Employees and external workers)

No occupational injuries were recorded for the three-year period 2020 2021 2022 (1 January - 31 December) in respect of Employees, and External Consultants)

GRI 403-10 Occupational health and safety

No work-related illnesses were recorded for the three-year period 2020 2021 2022 (1 January - 31 December) with regard to Employees, and External Consultants)

GRI 404-1: Average annual training hours per employee

Number of training hours the organisation's employees undertook by job category and gender

Number of hours of training stat ste organization's employees have undertaken by employment category and gender									
Training hours	2022 (January 1st to December 31st)			20201(January 1st to December 31st)			2020 (January 1st to December 31st)		
	N. Hours Male	N. Hours Female	N. Hours Totali	N. Hours Male	N. Hours Female	N. Total hours	N. Hours Male	N. Hours Female	N. Total hours
Executives	-	31	31	64	2	66	92	83	175
Managers	942,50	190	1.133	438,90	140	578	273	44	317
White collars	22.558,75	3.776	26.334	2.365,50	863	3.229	2.572	753	3.325
Blue collars	-	-	-	-	2	2	-	-	-
Total	23.501	3.996	27.497	2.868	1.007	3.874	2.937	880	3.817

Average hours of training per employee and per category

Average training hours per employee by category			
Average Hours	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Executives	1,61	4,09	19,40
Managers	26,96	15,22	9,48
White collars	75,03	10,94	10,82
Blue collars	-	2,00	-
Total	66,58	11,07	10,87

Average hours of training by gender

Average training hours by gender			
Average Hours	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Male	75,57	10,86	11,20
Female	39,18	12,58	9,77
Average hours	66,58	11,70	10,87

GRI 404-3: Percentage of employees receiving regular performance and career development evaluations

Employees receiving regular performance and career development evaluations by gender and employee category

Employees receiving regular performance and career development reviews per gender and employee category									
Number of employees	2022 (January 1st to December 31st)			2021 (January 1st to December 31st)			2020 (January 1st to December 31st)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	-	-	-	-	-	-	7	3	10
Managers	1	1	2	19	5	24	22	2	24
White collars	76	19	95	105	27	132	175	42	217
Blue collars	-	-	-	-	-	-	-	-	-
Trainees	-	-	-	-	-	-	-	-	-
Total	77	20	97	124	32	156	204	47	251

Percentage of total employees who received regular performance and career development appraisals, by employee category

Percentage of total employees who received a regular performance and career development review, by employee category			
Average hours	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Executives	0%	0%	63%
Managers	5%	63%	63%
White collars	27%	45%	74%
Blue collars	0%	0%	0%
Total	23%	45%	72%

Percentage of total employees who received regular performance and career development appraisals, by gender

Percentage of total employees who received a regular performance and career development review, by gender			
Average hours	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Male	25%	47%	77%
Female	20%	37%	55%
Average hours	23%	45%	72%

GRI 405-1: Diversity in governing bodies and among employees

Total number of employees by employee category, region and gender

Total number of employees per employee category, region and gender									
Number of employees	as of December 31st 2022			as of December 31st 2020			as of December 31st 2020		
Region: Italy	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	11	1	12	10	1	11	8	4	12
Managers	19	11	30	20	8	28	19	4	23
White collars	168	58	226	149	57	206	154	51	205
Blue collars		1	1	-	1	1	-	1	1
Total	198	71	269	179	67	246	181	60	241
Region: Spain	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	3	4	7	2	3	5	2	2	4
Managers	7	0	7	5	-	5	6	1	7
White collars	70	18	88	55	10	65	56	11	67
Blue collars			-			-	-	-	-
Total	80	22	102	62	13	75	64	14	78
Region: Mexico	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives			-			-	-	-	-
Managers	5	0	5	5		5	4	-	4
White collars	27	8	35	18	6	24	17	6	23
Blue collars			-			-	-	-	-
Total	32	8	40	23	6	29	21	6	27
TOTAL	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	14	5	19	12	4	16	10	6	16
Managers	31	11	42	30	8	38	29	5	34
White collars	265	84	349	222	73	295	227	68	295
Blue collars	-	1	1	-	1	1	-	1	1
Total	310	101	411	264	86	350	266	80	346

Total number of employees by category and age group

Total number of employees per employee category and age range												
Number of employees	as of December 31st 2022				as of December 31st 2021				as of December 31st 2020			
Region: Italy	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives		7	5	12		6	5	11	-	4	8	12
Managers	3	10	17	30	1	16	11	28	-	14	9	23
White collars	79	123	24	226	108	82	16	206	106	86	13	205
Blue collars			1	1			1	1	-	1	-	1
Total	82	140	47	269	109	104	33	246	106	105	30	241
Region: Spain	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives		6	1	7		5		5	-	4	-	4
Managers		7		7		5		5	-	7	-	7
White collars	25	61	2	88	15	50		65	29	38	-	67
Blue collars	-	-	-	-	-	-	-	-	-	-	-	-
Total	25	74	3	102	15	60	-	75	29	49	-	78
Region: Mexico	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives				-				-	-	-	-	-
Managers		5		5	2	3		5	-	4	-	4
White collars	20	14	1	35	7	17		24	17	6	-	23
Blue collars				-				-	-	-	-	-
Total	20	19	1	40	9	20	-	29	17	10	-	27
TOTAL	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	-	13	6	19	-	11	5	16	-	8	8	16
Managers	3	22	17	42	3	24	11	38	-	25	9	34
White collars	124	198	27	349	130	149	16	295	152	130	13	295
Blue collars	-	-	1	1	-	-	1	1	-	1	-	1
Total	127	233	51	411	133	184	33	350	152	164	30	346

Vulnerable groups

Vulnerable groups									
Number of employees	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives			-	-	-	-	-	-	-
Managers		-	-	-	-	-	-	-	-
White collars	2	4	6	2	3	5	4	1	5
Blue collars			-	-	-	-	-	-	-
Total	2	4	6	2	3	5	4	1	5

Percentage of employees by employment category and gender

Percentage of employees by employment category and gender									
Percentuale	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	3,4%	1,2%	4,6%	3,4%	1,1%	4,6%	2,9%	1,7%	4,6%
Managers	7,5%	2,7%	10,2%	8,6%	2,3%	10,9%	8,4%	1,4%	9,8%
White collars	64,5%	20,4%	84,9%	63,4%	20,9%	84,3%	65,6%	19,7%	85,3%
Blue collars	0,0%	0,2%	0,2%	0,0%	0,3%	0,3%	0,0%	0,3%	0,3%
Total	75,4%	24,6%	100,0%	75,4%	24,6%	100,0%	76,9%	23,1%	100,0%

Percentage of employees by employment category and age group

Percentage of employees by employment category and age group												
Percentuale	as of December 31st 2022				as of December 31st 2021				as of December 31st 2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0,0%	3,2%	1,5%	4,6%	0%	3%	1%	5%	0%	2%	2%	5%
Managers	0,7%	5,4%	4,1%	10,2%	1%	7%	3%	11%	0%	7%	3%	10%
White collars	30,2%	48,2%	6,6%	84,9%	37%	43%	5%	84%	44%	38%	4%	85%
Blue collars	0,0%	0,0%	0,2%	0,2%	0%	0%	0%	0%	0%	0%	0%	0%
Total	30,9%	56,7%	12,4%	100,0%	38%	53%	9%	100%	44%	47%	9%	100%

Percentage of employees for vulnerable groups or other diversity indicators

Percentage of employees by vulnerable groups or other indicators of diversity										
Percentuale	as of December 31st 2022			as of December 31st 2021			as of December 31st 2020			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Executives	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Managers	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
White collars	0,8%	4,8%	1,7%	0,9%	4,1%	1,7%	1,8%	1,5%	1,7%	
Blue collars	#DIV/0!	0,0%	0,0%	#DIV/0!	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Total	0,6%	4,0%	1,5%	0,8%	3,5%	1,4%	1,5%	1,3%	1,4%	

Board members of the organisation by age and gender

Members of the organization's Board of Directors by age and gender												
Number of people	as of 31st December 2022				as of 31st December 2021				as of 31st December 2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Male	0	2	3	5	0	2	3	5	0	2	2	4
Female	0	0	0	-	0	0	0	-	0	0	0	-
Total		2	3	5	-	2	3	5	-	2	2	4
Members of vulnerable groups	0	0	0	-	0	0	0	-	0	0	0	-

Percentage of members of the organisation's governing bodies (Board of Directors)

Percentage of members of the organization's governing bodies (Board of Directors)			
%	as of 31st December 2022	as of 31st December 2021	as of 31st December 2020
Gender			
Male	100%	100%	100%
Female	0%	0%	0%
Per age group			
<30 years	0%	0%	0%
30-50 years	40%	40%	40%
>50 years	60%	60%	60%
[Optional] Vulnerable groups			
Members of vulnerable groups	0%	0%	0%

Note: only the CDA members of Innovery SpA were taken into account.

GRI 406-1 Non-discrimination

In the three-year period 2020-2021 -2022 (1 January - 31 December), no incidents of discrimination of any kind were found and therefore no sanctions were applied under the regulations.

GRI 418-1 Substantiated complaints regarding privacy breaches and loss of customer data

Substantiated complaints concerning breaches of customer privacy and losses of customer data			
	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Total substantiated complaints received concerning breaches of customer privacy	0	0	0
of which received from outside parties and substantiated by the organization	0	0	0
of which received from regulatory bodies	0	0	0

0

Leaks, thefts, or losses of customer data			
	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	2020 (January 1st to December 31st)
Total number of identified leaks, thefts, or losses of customer data	0	0	0

In the three-year period 2022- 2021-2020, Innovery recorded no substantiated complaints regarding breaches of customer privacy

8.3 Governance

GRI 205 -2: Communication and training on anti-corruption policies and procedures

Percentage of employees by employment category and age group					
GOVERNMENT					
GRI	KPI	UoM	2022	2021	2020
GRI 205-2	Governing bodies and employees who have received anti-corruption notices	%	100%	100%	100%
GRI 205-3	Confirmed incidents of corruption	n.	0	0	0
GRI 405-1	Diversity of governing bodies as at 31.12 women on the Board of Directors ²	%	0%	0%	0%
GRI 2-7.a	Non-compliance with laws and socio-economic regulations ³	n.	0	1	0
2-7 b					

GRI 2-7 c In 2022, NB Security & Services received a fine for non-payment of VAT (EUR 38,094). In 2021, NB Service a received a fine for non-payment of VAT (EUR 31,557). In 2020, Innoverly SpA received a fine for non-payment of VAT (EUR 236,326).

GRI 205-3 There were no incidents of corruption involving employees or business partners in the three-year period 2022 2021 2020

in the three-year period 2022 2021 2020 Innoverly received no significant fines and non-monetary penalties for non-compliance with social and economic laws and/or regulations

9. GRI Correlation Table - Materiality

[GRI 103-1]

Identified material aspects	GRI Topics	Perimeter of impact	Type of impact
Anti-corruption and anti-money laundering	Anticorruption	Innoverly	Caused by Innoverly

Environmental management (energy consumption, emissions, use of materials)	Emissions - Energy - Materials	Innovery	Caused by Innovery
Business Ethics and Integrity	Anticorruption	Innovery	Caused by Innovery
Staff management, development and welfare	Employment, training and education	Innovery	Caused by Innovery
Customer Data Privacy and Information Security	Data privacy	Innovery Suppliers	Caused by Innovery and directly related to business relations
Quality, innovation and reliability of service	N/A	Innovery	Caused by Innovery
Employee health and safety	Staff Health and Safety	Innovery	Caused by Innovery

10. GRI Content Index

[GRI 102-55].

GRI Standard	Description	Chapter/Paragraph
GRI 102-1	Organisation Name	3 Innovery Group Profile

GRI 102-2	Activities, brands, products and services	3.1 The History and Transformation of the Innovery Group
		3.2 Target Market and Business Divisions
GRI 102-3	Location of head office	3.2 Target Market and Business Division
GRI 102-4	Location of activities	3.1 The History and Transformation of the Innovery Group
		3.2 Target Market and Business Divisions
GRI 102-5	Ownership and legal form	3.1 The History and Transformation of the Innovery Group
GRI 102-6	Markets served	3.1 The History and Transformation of the Innovery Group
		3.2 Target Market and Business Divisions
GRI 102-7	Size of the organisation	3.1 The History and Transformation of the Innovery Group
GRI 102-8	Information on employees and other workers	6.1 Human capital and employment
		8. Performance Indicators - Social
GRI 102-9	Supply chain	3.5. Suppliers and purchase of products and consultants
GRI 102-10	Significant changes to the organisation and its supply chain	3.1 The History and Transformation of the Innovery Group
		2. Methodological note
GRI 102-12	External Initiatives	The Innovery Group does not adhere to external economic, social and environmental codes and principles
GRI 102-14	Statement by a senior manager	1. Letter to stakeholders
GRI 102-16	Values, principles, standards and norms of behaviour	7. Governance Ethics and Business Integrity
GRI 102-40	List of stakeholder groups	4. The Innovery Corporate Sustainability Path
GRI 102-41	Collective Bargaining Agreements	8. Performance Indicators
GRI 102-42	Identification and selection of stakeholders	4. The Innovery Corporate Sustainability Path
GRI 102-46	Definition of report content and topic perimeters	2. Methodological note
		4. The Innovery Corporate Sustainability Path
GRI 102-47	List of material topics	4. The Innovery Corporate Sustainability Path
GRI 102-48	Review of information	2. Methodological note
		8. Performance Indicators
GRI 102-49	Significant changes in reporting	2. Methodological note
		8. Performance Indicators
GRI 102-50	Reporting Period	2. Methodological note
		8. Performance Indicators
GRI 102-51	Date of publication of the most recent report	December 2021

GRI 102-52	Reporting Period	2. Methodological note
GRI 102-53	Contacts and useful addresses to request information on the Sustainability Report and its contents	2. Methodological note
GRI 102-54	Statement on reporting in accordance with GRI Standards	2. Methodological note
GRI 102-55	GRI Table of Contents	8. Performance Indicators
GRI 102-56	External Assurance	2. Methodological note
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI -Materiality correlation table
GRI 103-3	Assessment of management modes	3.8. Economic-financial results
GRI 103-1	Explanation of the material aspect and consolidation perimeter	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	5. Fairness and responsibility: code of ethics, models and 231 systems
GRI 103-3	Assessment of management modes	7. Governance, Ethics and Business Integrity
GRI 205-2	Communication and training on anti-corruption policies and procedures	In 2019, 2020 and 2021, there were no confirmed cases of corruption.
GRI 205-3	Established incidents of corruption and actions taken	In 2019, 2020 and 2021, there were no confirmed cases of corruption.
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	5. Environmental performance of the Innovery Group
		5.1 Energy consumption
GRI 103-3	Assessment of management modes	5. Environmental performance of the Innovery Group
		5.1 Energy consumption
GRI 302-1	Energy consumed within the organisation	5.1 Energy consumption

		8. Performance Indicators
GRI 302-3	Energy intensity	5.1. Energy consumption
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	5. Environmental performance of the Innovery Group
		5.2 Environmental Emissions and Waste
GRI 103-3	Assessment of management modes	5. Environmental performance of the Innovery Group
		5.2 Environmental Emissions and Waste
GRI 305-1	Direct GHG Emissions (Scope 1)	5.2 Environmental Emissions and Waste
		8. Performance Indicators
GRI 305-2	Indirect GHG emissions from energy consumption (Scope 2)	5.2 Environmental Emissions and Waste
		8. Performance Indicators
GRI 305-4	Intensity of GHG emissions	5.2 Environmental Emissions and Waste
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	6.1 Human Capital and Employment
GRI 103-3	Assessment of management modes	6.1 Human Capital and Employment
GRI 401-1	New recruitments and turnover	6.1 Human Capital and Employment
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI -Materiality correlation table
GRI 103-2	The management mode and its components	6.5 Staff Health and Safety
GRI 103-3	Assessment of management modes	11.4 Staff Health and Safety
GRI 403-9	Accidents at work	6.5 Staff Health and Safety

		8. Performance Indicators
GRI 403-10	Occupational Diseases	6.5 Staff Health and Safety
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		8. Performance Indicators
GRI 103-2	The management mode and its components	6.1 Human Capital and Employment
		6.4 Staff Training and Development
GRI 103-3	Assessment of management modes	6.1 Human Capital and Employment
		6.4 Staff Training and Development
GRI 404-1	Average annual training hours per employee	6.4 Staff Training and Development
		8. Performance Indicators
GRI 404-3	Percentage of employees receiving a periodic evaluation of performance and professional development	6.3 Human Capital and Employment
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		8. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	6.2 Diversity and equal opportunities
GRI 103-3	Assessment of management modes	6.2 Diversity and equal opportunities
GRI 405-1	Diversity in governing bodies and among employees	6.2 Diversity and equal opportunities
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
GRI 103-2	The management mode and its components	9. GRI Correlation Table -Materiality
GRI 103-3	Assessment of management modes	6.6 Data Privacy
GRI 418-1	Proven complaints of privacy violations of customers and loss of customer data	6.6 Data Privacy
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path

		9. GRI Correlation Table -Materiality
GRI 419-1	Non-compliance with social and economic laws and regulations	4. Corporate Governance, Ethics and Business Integrity
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	3.3. Quality and customer satisfaction
GRI 103-3	Assessment of management modes	3.3. Quality and customer satisfaction
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9 . GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	3.4. Innovation, research and development
GRI 103-3	Assessment of management modes	3.4. Innovation, research and development
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	16. GRI Correlation Table -Materiality
GRI 103-3	Assessment of management modes	16.GRI Correlation Table -Materiality