# **ESG Highlights 2022**

### Environment







**Diversity** 

Gender

612

■ Male

**New hires** 

■ Male

Female

2,504

2020

Community

**Training hours** 

Gender

■Female



Workforce Pay gap ratio

52%

103%

87%

Executives

Managers

White collars 60%

Age

■> 50 ■ 30-50 ■ < 30

9,323







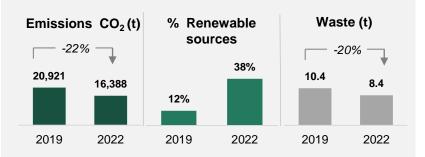




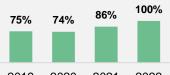








#### % Carpet used sent to recovery



2020 2021





#### n.2 carbon neutral events (carbon footprint measurement)







- 25% hybrid
- Photovoltaic plant of 8.2 **MWp** (26,000 panels)
- 20% energy requirements
- Upgraded in 2023 to double its power

## Social





Age

**30-50** 

**<** 30

Remuneration

SHORT TERM

Incentive (MBO)

**ESG** weight

LONG TERM

Incentive

(LTI)

Good









#### **Board diversity**



#### Sustainability governance



### Certifications



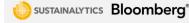
#### Responsible supply chain

**Ambassadors** 

 Overall value of supplier contracts which includes ESG elements in technical assessment: 80%

#### **ESG Ratings**

International commitment















**Customer experience** 

Event Score: main events average

Development of a Sustainability Services Banco Alimentare

 New events dedicated to Sustainability (NME)