

CIM ITALY S.R.L. and ESG Sustainability

Background on the European Green Deal and ESG Sustainability:

The European Green Deal is the foundation on which CIM ITALY S.R.L. bases its sustainability strategy. The vision of a green transition and climate neutrality by 2050 is consistent with the ideals of the company, which aims to be an integral part of the transformation of the EU into a fair and prosperous society sustained by a modern and competitive economy.

CIM ITALY S.R.L. fully understands the need for a holistic and cross-sectoral approach, reflecting the principles of the European Green Deal. Key sectors such as climate, environment, energy, transport, industry, agriculture and sustainable finance are interconnected; therefore, the company has adopted an integrated perspective to address these challenges.

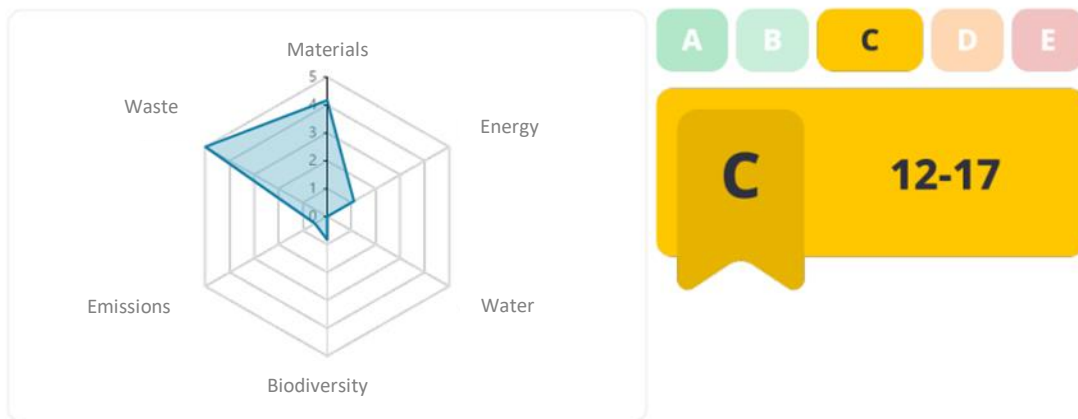
Implementation of the My Garden and ESG assessment:

In 2023, CIM ITALY S.R.L. started its journey towards sustainability through the implementation of My Garden, an ESG assessment in collaboration with Warrant Hub SpA. This service provided a detailed and timely analysis, assessing the performance of the company with respect to the three ESG pillars.

Excerpts from the report are given below:

Environment

Scoring



Materials

The company has embarked on a virtuous path with regard to the use, albeit currently on a reduced scale, of renewable or recycled raw materials in its production.

The products marketed by the organisation are almost totally or more than 50% recyclable.

The company is currently evaluating strategies to increase the use of renewable and/or recycled raw materials in its production processes, with the aim of improving the sustainability performance of its range of items. It is also seeking to increase the overall recyclability of its products, demonstrating a commitment to reducing environmental impact.

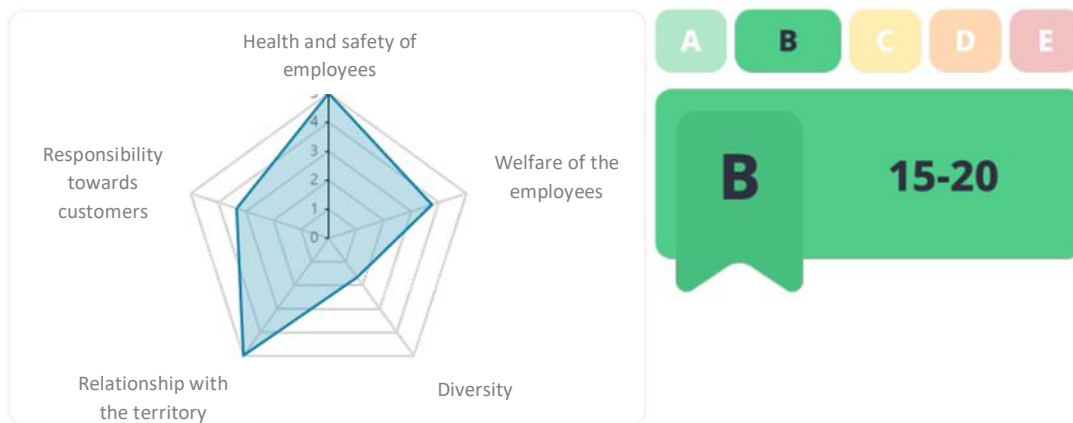
Waste

The company implements proper waste management and fixes waste production wherever possible.

The company is constantly striving to improve the efficiency of waste management by trying to reduce the amount of waste produced during its operations.

The company disposes of all the waste it produces for recovery. This initiative reflects a strong commitment to environmental sustainability by helping to reduce the amount of waste going to landfill.

Social Scoring



Health and safety of employees

The company did not record any cases of accident during the period under analysis, demonstrating that it pays great attention to the safety and well-being of its employees.

The organisation did not record any recognised cases of occupational disease.

The company stands out for an excellent standard of occupational safety, highlighting the responsible and caring approach to the working environment adopted by the company. Through sound safety management practices, appropriate training and the implementation of preventive procedures such as Near Miss, the company has created a safe and secure working environment for its employees.

Welfare of the employees

The organisation does not work in sectors characterised by high seasonality.

The organisation possesses a solid corporate structure, as it has a significantly high number of employees with permanent contracts. This suggests a long-term stability and relationship with staff, highlighting the company's commitment to providing job

security and opportunities for professional growth to its employees. The decision to employ a high number of permanent employees reflects its willingness to build strong relationships and invest in human resources for sustainable, long-term growth.

The organisation employs more than 60 per cent of its total workforce on permanent contracts, which is above the national average.

The company takes a flexible approach to rewarding its employees. In addition to contractual compensation, the company offers a performance bonus and a benefit consisting of shopping vouchers.

These incentives represent recognition for the outstanding contribution and commitment of employees and stimulate a motivating working environment. The company thus demonstrates its willingness to appreciate and value the work of its employees in ways that go beyond standard agreements.

The organisation provides the mandatory training required by current regulations.

Relationship with the territory

The company takes care in the choice of its suppliers, giving priority wherever possible to local realities.

The organisation has already initiated several collaborations with the local community during the reporting period. For instance, it has:

- Participated in the financing of a municipal van for transporting frail persons.
- Implemented school-work alternation activities.
- Established partnerships with the university.
- Made donations to the Medical Association and the GRANDE ALE Foundation.

Thanks to its careful management and relative remoteness from population centres, the company has never caused negative impacts on the community due to its activities.

Responsibility towards customers

The organisation has not detected any leaks, thefts or losses of customer data.

The organisation assesses the level of satisfaction of its customers by means of surveys and, in the light of the information obtained, sets targets for improvement.

My Garden and the demands of the supply chain highlighted the need to further quantify its greenhouse gas (GHG) emissions through the implementation of an analysis called the organisation's Carbon Footprint.

The good performance that emerged from the ESG assessment also indicated the compatibility of CIM ITALY S.R.L. with the drafting of its first voluntary Corporate Sustainability Report. This marks a step forward in the commitment to make sustainable practices transparent and contribute to economic growth, social development and environmental protection.

Next steps:

CIM ITALY S.R.L. has decided to continue its sustainability journey by outlining a clear strategy that includes the implementation of an organisation-wide Carbon Footprint analysis by 2024 and the drafting of its first voluntary Corporate Sustainability Report on 2024, which will be released in 2025.

- Carbon Footprint Analysis:

An organisation's Carbon Footprint will provide a quantitative assessment of the company's total greenhouse gas (GHG) emissions directly or indirectly related to the organisation and this measurement will allow it to analyse its carbon footprint, providing an estimate of its impact on climate change. Greenhouse gas emissions that will be considered include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and other related gases. This assessment will enable the company to adopt targeted strategies to reduce its ecological footprint, thereby contributing to the mitigation of climate change.

- First Voluntary Sustainability Report:

At the same time, CIM ITALY S.R.L. is preparing to draw up its first Sustainability Report in voluntary form by reporting transparently and comprehensively on its performance in the environmental, social and economic fields, and assessing the overall impact of its activities on the planet and society.

The activity will begin by implementing the Materiality Assessment which will identify and assess the issues that are a priority for all stakeholders, thus, the perimeter within which the company will be required to perform its own ESG reporting. Based on the information emerging from the Materiality Assessment the company will proceed with the preparation of the Sustainability Report with reference to the financial year 2024 and publish the document in 2025.

Final considerations:

Through its clear willingness to tackle environmental challenges, CIM ITALY S.R.L. demonstrates its tangible commitment to sustainability. The completion of an organisation's Carbon Footprint analysis and the drafting of the sustainability report

mark only the beginning of a lasting journey towards a greener and more sustainable future for CIM ITALY S.R.L. and its entire community.