An aerial photograph of a river winding through a lush, green forest. The river is dark blue and reflects the surrounding trees. A small boat is visible on the river, moving towards the right. The forest is dense and vibrant green, covering the entire landscape.

Sustainability Report 2022

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Letter to stakeholders

Evoca has decided to write and share this first Sustainability Report with its stakeholders because being sustainable is not an option but a business style that we want to be our defining characteristic. Therefore, I am pleased to introduce this document, emphasizing its purpose from the outset. On the one hand, it will accurately and comprehensively outline our sustainability projects, and on the other hand, we hope it serves as a means to foster transparent relationships with our stakeholders.

We believe that reporting alone, while useful and necessary, does not fully meet the need to communicate sustainability. It is essential that the report generates an open relationship with the internal community of Evoca, recognizing the importance of what we make possible every day with our work and involving all stakeholders as integral parts of our projects and our journey as a company.

The concept of sustainability is not new to our company. However, the awareness of balancing current needs with those of future generations, preserving the environment, promoting community well-being, fostering economic growth, and addressing global challenges to create value for all has prompted deep reflection.



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This reflection has led to the development and implementation of a structured project of “sustainable evolution,” of which the report represents a fundamental and integral part.

We started with an investigation into our identity, the meaning of our existence, and the daily commitment with which we operate. We have redefined our purpose – “Great coffee to inspire a better world, anywhere and anytime” – and the values that support it: trust, passion, and evolution.

At the intersection of our purpose, the corporate strategy, and the relevant themes for our stakeholders, we have identified several projects that we have linked to ESG criteria and the Sustainable Development Goals.

I would like to mention two of these projects, which I consider particularly significant. The first is an employee culture survey aimed at gathering employees’ perceptions regarding their overall satisfaction, including internal communication, organisational well-being, and professional development opportunities. The second is an advanced life cycle assessment tool that we have developed and made available to strengthen the environmentally-oriented design culture.

We have chosen “The Taste of Sustainability” as the name and framework to showcase our projects, commitments, and results related to sustainability. A dedicated logo, communication tools, and projects will help effectively connect the various sustainability initiatives, enabling accurate reporting and lively interaction with stakeholders.

Therefore, this report is an important initial step in our journey of “sustainable evolution.” Here, we present our sustainability roadmap and the topics on which we have decided to engage in the coming years. It is a piece of a long-term commitment whose results will gradually emerge over time. It is a space where you will find projects, facts, objectives, and economic, social, environmental, cultural, and governance progress that we are achieving step by step, together with our stakeholders.

Enjoy the read!

Andrea Zocchi



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Our Purpose



“Great coffee to inspire a better world,
anywhere and anytime”

Our Values



TRUST

You can always count on us to build successful stories and relationships.



PASSION

We love what we do: we work every day with enthusiasm to improve ourselves.



EVOLUTION

We govern change, we generate sustainable innovation.

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TURNOVER 2022	€ 416 Million
EMPLOYEES FTE EVOCA GROUP	1790
EMPLOYEES FTE EVOCA SPA	979
MANUFACTURING SITES	9
MANUFACTURED MACHINES	150,000
ECONOMIC IMPACTS	
EMPLOYEE SALARIES	€ 86.3 Million
TAXES	€ 2.1 Million
REINVESTED	€ 16.6 Million
SUPPLIERS	€ 263.2 Million
DISTRIBUTED VALUE	€ 368.2 Million

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GROUP PROFILE

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Evoca Group is the world leader in the production of professional coffee machines and boasts the most complete range of products for out-of-home consumption. The company is a privately-held incorporated entity. Based in Italy (Valbrembo - Bergamo), Evoca operates globally with 9 production sites and 15 branches in Europe, Asia, Oceania and America for a widespread coverage of the markets.

The Group's offer is divided into three segments:

Coffee machines for the Horeca sector (Hotel, Restaurant, Cafeteria): manual machines, for baristas and automatic coffee machines for use also in self-service mode;

Small automatic coffee machines for the OCS (Office Coffee Service) sector for offices or meeting rooms;

Automatic dispensers (Vending) of coffee, snacks and cold drinks for companies, universities or public places: hospitals, stations, airports, etc.

The main Group brands covering these segments are:



Gaggia Milano for Horeca



Saeco for OCS



Necta for Vending

The Group also markets its products through other brands (Wittenborg, Cafecton, Visacrem, Futurmat, Ducale, Macas, SGL and Newis) which operate in specific geographical areas, and are focused on consumer experiences and dedicated product ranges.

Common features of all the Group's brands are the focus on coffee, advanced technologies and digitisation supported by significant investments in research and development. All this for the benefit of a rich value proposition made available by an articulated distribution platform and an important after-sales service network.

-  **The Group has 6 R&D centres and has registered over 600 patents.**
-  **Since 2016, Evoca has invested more than 99 Million € in research and development.**
-  **Today more than 10,000 customers in over 140 countries around the world appreciate the products of the Group's brands.**

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Headquarter

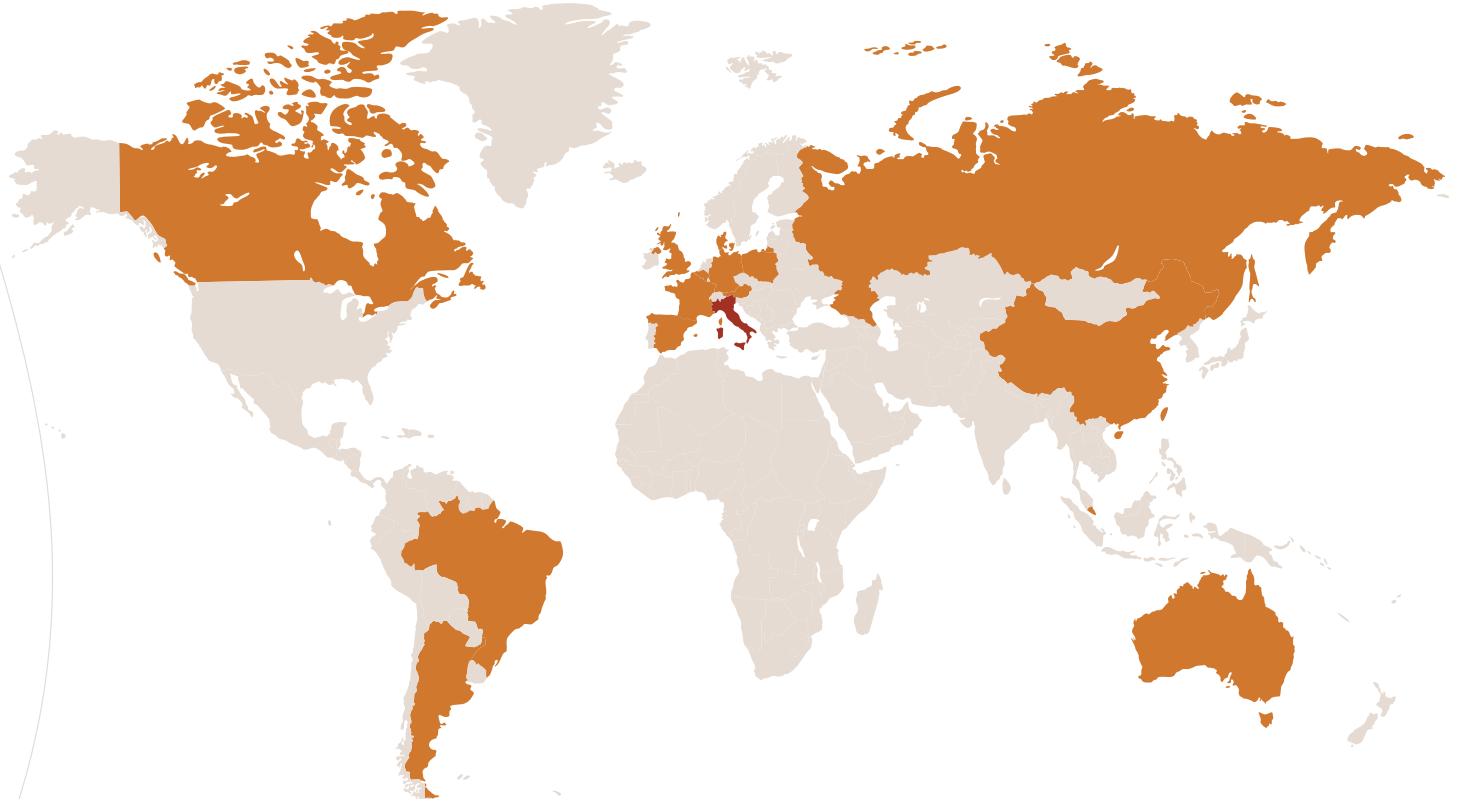
Valbrembo - Italy

Subsidiaries

Europe: Austria, Belgium, Denmark, France, Germany, Poland, Russia, Spain, UK

America: Canada, Brazil, Argentina

Asia & Oceania: Australia, China, Singapore



Manufacturing sites

Canada

Quebec City

Spain

Barcelona

Italy

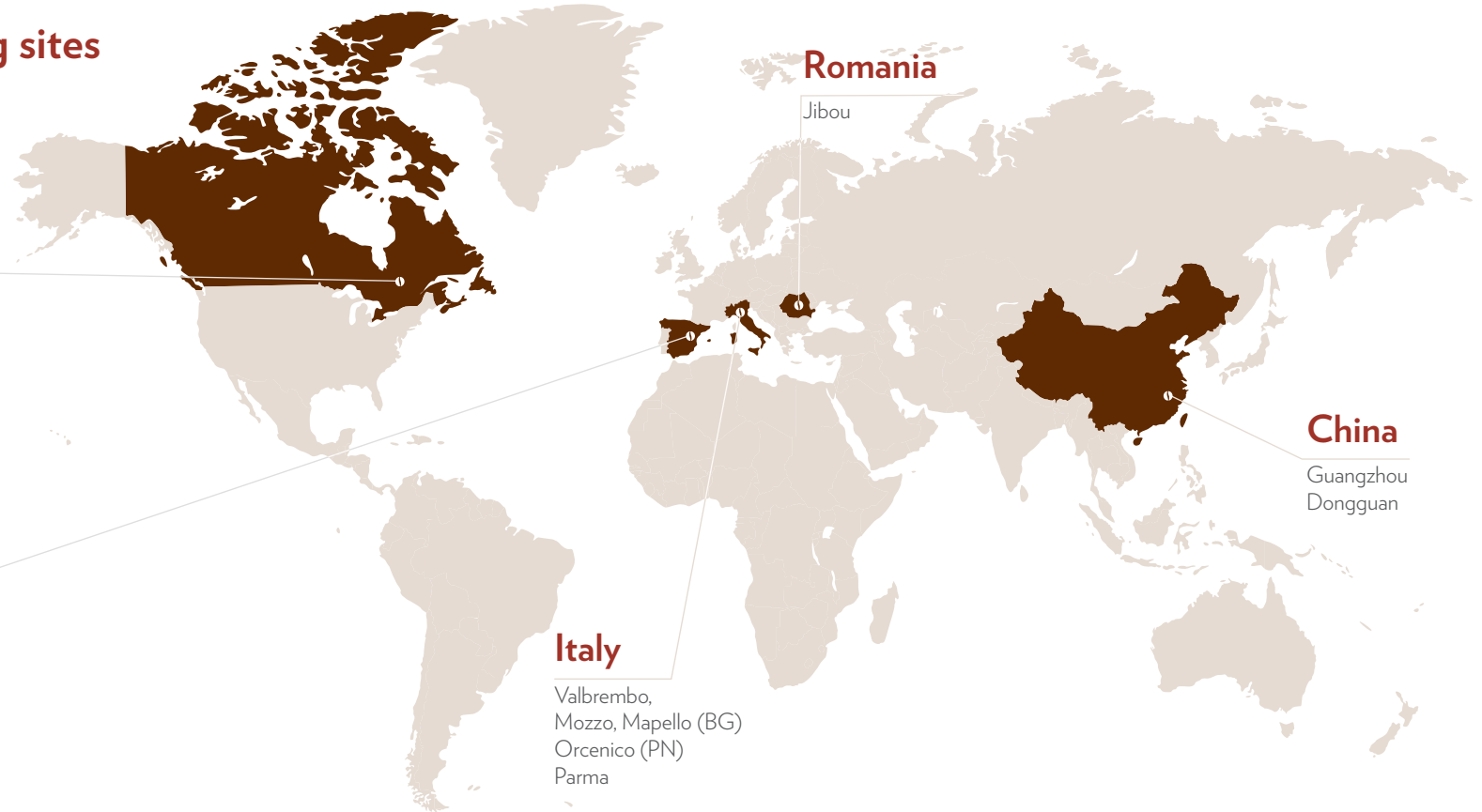
Valbrembo,
Mozzo, Mapello (BG)
Orcenico (PN)
Parma

Romania

Jibou

China

Guangzhou
Dongguan



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Our brands



VISACREM



[Letter to stakeholders](#)[Purpose](#)[Values](#)[Highlights](#)[Group Profile](#)[CSR Strategy](#)[Sustainability in Evoca](#)[Appendix](#)[Evoca data](#)A photograph of a dense forest with tall, thin trees and a dirt path leading through them. The scene is bright and green, suggesting a healthy, natural environment.

CSR STRATEGY

Path and vision

Sustainability has been a distinctive feature of Evoca long before it became a widespread topic. The adoption of environmental certification dates back over 25 years. Projects related to employee protection, welfare, support to communities where the company is based and the adoption of solid governance models, are established elements of our actions.

In 2021, we decided to consolidate the existing sustainability good practices into our corporate strategy. ESG practices have become part of our core business operations, decision-making processes, and corporate culture, with the goal of generating long-term value and positive outcomes for all stakeholders. We recognize that attention to environmental sustainability, social responsibility, and effective governance are key elements for improving overall performance, identifying new opportunities, and mitigating risks. These elements form the basis for sustainable growth, generating profitability and attracting investor interest.

The Sustainability Committee

The project was entrusted to a Sustainability Committee made up of the first lines of management in the HR, Marketing, R&D, EHS, Legal, Sustainability areas. The Committee reports directly to the CEO and therefore to the Board of Directors and is responsible for defining strategies and planning activities in the Environmental, Social and Governance fields.

Sustainability performance is communicated to the Board of Directors at least once a year or when significant developments occur.



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The path of the Sustainability Committee

The first part of the journey focused on defining the new company purpose - "Great coffee to inspire a better world, anywhere and anytime" - a strategic guide capable of creating value for stakeholders. This was followed by:

The identification of the values that express the corporate culture



Identification of sustainability projects and activities already active in the company



The development of a long-term strategy aimed at generating value for all stakeholders and competitive advantage for the company



Setting priorities and KPIs



The connection of projects with the United Nations Sustainable Development Goals (SDGs)

The Taste of Sustainability

In order to communicate the sustainability path in an organic way, in 2022 Evoca created a set of communication tools to share and highlight its sustainability projects.



"The Taste of Sustainability" is the communication platform for sharing our sustainability story. It connects the theme of sustainability to coffee, which is the central element that shapes our stakeholders' perception. Coffee, and the concept of taste as an experience, are directly related to our purpose, which expresses the company's desire to inspire a better world.

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Relations with stakeholders

In addition to defining the purpose and values underlying our work on sustainability, we consider our stakeholders and their expectations. We engage in regular dialogue with all parties involved to understand the factors they consider critical for building relationships based on mutual trust.

Stakeholder mapping

The stakeholder mapping was conducted directly by the Sustainability Committee through the aggregation of experiences derived from environmental, quality, and safety management systems. The outcome of the mapping process is shown to the right.

Stakeholders	Relationship/interaction channels	Topics of interest
Customers and consumers	Customer satisfaction surveys Shared projects Responses to information requests Trade shows Technician feedback Key account managers feedback	Product quality and reliability Energy consumption and carbon footprint Total cost of ownership Product Innovation
Employees	Dialogue with management My Evoca (company intranet) Performance evaluation process Work councils Internal surveys	Health and Safety Skills and careers development Diversity and inclusion Efficient communication channels
Shareholders	Board of Directors	Business ethics Health and Safety Environmental impact ESG strategy Product quality and reliability Economic performance and impacts
Suppliers and partners	Regular engagement with Procurement and Quality Auditing Supplier code of conduct	Business ethics Health and Safety Environmental impact Employment level in the area and related economic impact
Institutions, schools and universities	Meetings, networking opportunities, building relationships	Sustainable innovation Strategic partnership Talents
Communities, local areas and future generations	www.evocagroup.com Interactions with schools and career days at universities Initiatives in the social and sports field Networking	Carbon footprint Environmental impact Contribution to the local community Social contributions Employment level in the area and related economic impact

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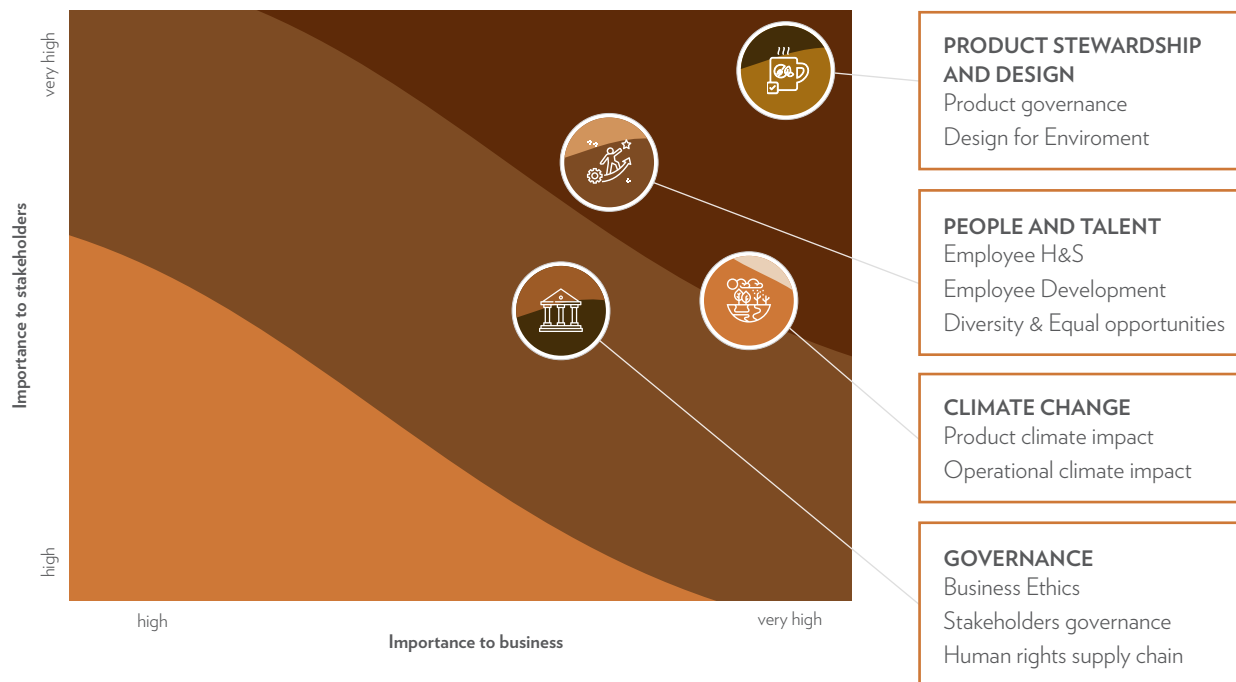
Materiality matrix

The stakeholder mapping was followed by the identification of relevant topics through materiality analysis.

We have developed a materiality process, using:

- ❶ Sustainability standards: SASB standards (Sustainability Accounting Standards Board)
- ❷ ESG risk exposure assessment models applicable to our business (via Sustainalytics, a ratings platform)
- ❸ Benchmarking with direct competitors and industry reference operators
- ❹ Interviews with managers
- ❺ Analysis of global megatrends: digital transformation, artificial intelligence, sustainability, remote working, globalisation, importance of customer experience, demographic changes.

The synthesis work was carried out by the Sustainability Committee, which resulted in the proposal of the following Materiality Matrix, validated by the executive team.



Sustainability Roadmap

The materiality matrix analysed and ranked the aspects that will have a significant impact on the assessments and decisions of our stakeholders over the next 3-5 years. These aspects have been divided into 4 thematic areas, which constitute the main pillars of our sustainability strategy.



CLIMATE CHANGE

Set science-based emission reduction targets in line with SBTi criteria and recommendations



PRODUCT STEWARDSHIP AND DESIGN

Design and manufacture products that are safe for people and the environment, aiming at continuous improvement



PEOPLE AND TALENT

Protect and offer opportunities for personal and professional growth to employees and collaborators, promoting the culture of diversity and equality



GOVERNANCE

Be transparent and accountable to stakeholders through robust and effective governance practices



For each pillar we have defined:

- Strategy
- Goals
- Performance indicators aligned to the goals
- Link to Sustainable Development Goals (SDGs)

SDGs were developed by the United Nations in 2015 as a universal call to action to drive sustainable development.

As guiding principles, we have identified six specific SDGs to steer our actions and endeavors.

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SUSTAINABILITY IN EVOCA

CLIMATE CHANGE

Commitment: to establish emissions reduction targets based on scientific criteria in line with SBTi recommendations

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At Evoca, we are aware of the importance of taking action to mitigate climate change, and we consider the goals of the Paris Agreement to be strategic. Emissions are generated throughout the entire value chain of a product, and we acknowledge that our products and operations are part of this process. Therefore, we have decided to commit to reducing both process-related emissions and product-related emissions.

In 2022, we conducted an initial inventory of greenhouse gas emissions, assessing both emissions directly associated with our business activities (scope 1+2) and those generated upstream and downstream of our value chain (scope 3).

Emissions in scope 3 represent over 95% of our CO₂ equivalent impact and include emissions associated with the transportation and distribution of materials and finished products, the extraction and production of materials and components used in our machines and the use of our products.

To assess the environmental footprint, we have used the Life Cycle Assessment (LCA) methodology, which is recognized as the benchmark model in science-based sustainability strategies and policies worldwide. This assessment has allowed us to identify the most critical areas in terms of

greenhouse gas emissions and has prompted us to initiate a measurement project following the Greenhouse Gas Protocol (GHG) protocol, in order to align with the Science Based Targets initiative (SBTi) by 2023.



The Science Based Targets initiative (SBTi) is a global organization that promotes the establishment of ambitious emissions reduction targets.

They independently assess and approve whether the targets proposed by companies are in line with limiting global temperature increase to 1.5°C compared to pre-industrial levels.

By implementing this project, we aim to contribute to global efforts to mitigate this emergency.

In the coming months, we will continue to develop our approach to climate change - considering climate-related risks and opportunities that will require management in the future.



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Energy Efficiency and Self-Generation

Since 2021, the company has been using only energy from certified renewable sources for its five sites in the Bergamo area. Regarding energy efficiency, the most appropriate technical and system interventions are constantly implemented and evaluated.

Regarding self-generation, the company hosts a photovoltaic system at the Mapello plant, which provides approximately 60 MWh/year.



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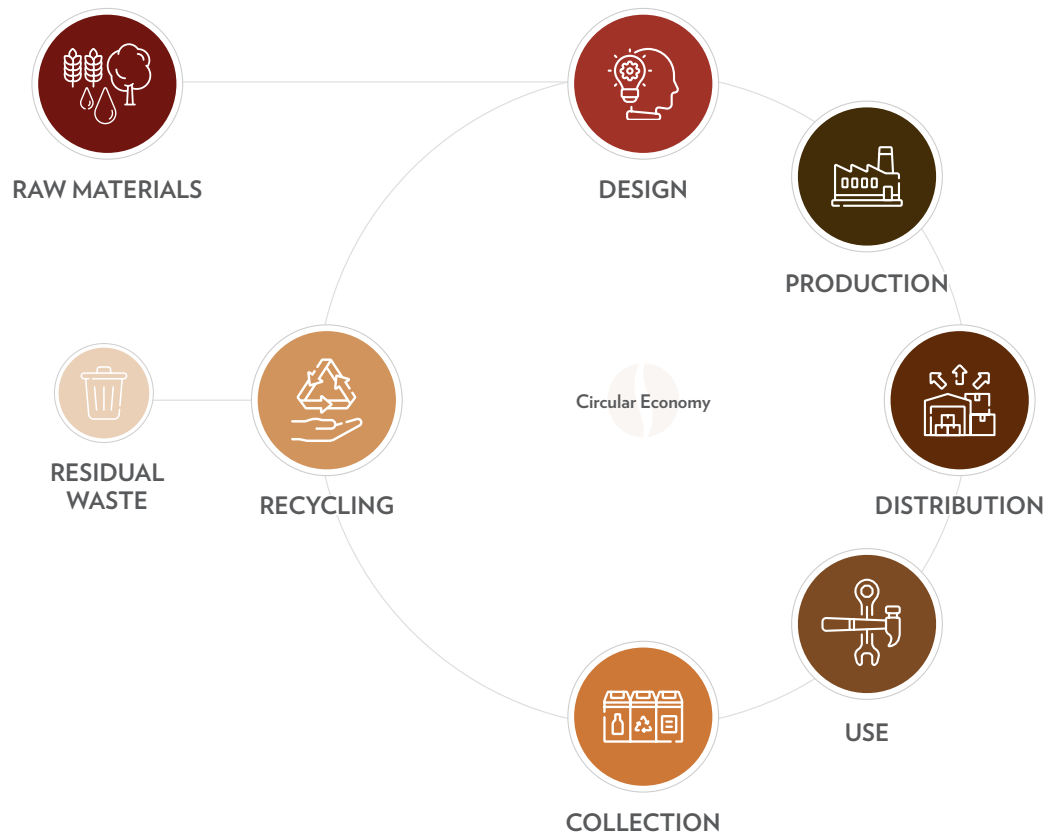
Waste Management

Evoca manages waste from its production processes according to two guidelines:

Circular Economy
Shown right

Waste management hierarchy
Shown on the next page

Circular Economy is a production and consumption model focused on reducing the waste of natural resources. It involves sharing, reusing, repairing, and recycling materials and existing products for as long as possible. It also includes assessing opportunities for reintroducing materials into the economic cycle, generating additional value. Circular economy principles started to inform Evoca's approach to waste management during 2022, and approaches will be strengthened in 2023.



Waste management hierarchy

Considering the waste management hierarchy informed Evoca's approach during 2022.



The waste generated in the production process undergoes material recovery (recycling) processes for over 95% of the total, and approximately 98% of the waste is classified as non-hazardous.

The following waste types account for over 92% of the total:

- **Scrap metal: 65%**
- **Paper and cardboard packaging: 14%**
- **Wooden packaging: 7%**
- **Other packaging: 7%**

The absolute waste generation data is related to production volumes to ensure proper waste management according to the procedures defined by the ISO 14001 Environmental Management System.



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SUSTAINABILITY IN EVOCA

PRODUCT STEWARDSHIP AND DESIGN

**Commitment: designing and creating products that are safe for people and the environment,
with a focus on continuous improvement**

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Product Responsibility

Products are at the heart of Evoca. Their safety, quality, and reliability are central to the quality policy and a key element for customer satisfaction.

Since 1994, Evoca has operated according to the standards established by ISO 9001 certification, and all European production and development sites are certified. Furthermore, 100% of Evoca Group products are certified by a third-party organization. Product certification is an attestation that a machine, before being introduced to the market, has undergone necessary verification by an accredited and independent body, separate from the seller and manufacturer, to

ensure compliance with the requirements set by European and international directives. It is a voluntary choice to provide the necessary guarantee of product quality and safety.

In addition to the tests conducted on product samples during the development phase and the verification of the quality control system during production, certification schemes also include post-market surveillance of production once the product has been commercialised. In 2022, Evoca underwent 45 surveillance audits.

Food Safety Management System

Since 2019, Evoca has implemented a food safety management system that structures its control process. This process is based on Good Manufacturing Practices (GMP), the management of materials and objects in contact with food, and the application of Hazard Analysis and Critical Control Points (HACCP) principles.

The system is overseen by a Food Safety team that meets quarterly to address:

- Regulatory updates
- Review of hazards and risk analysis
- Review of evidence from internal and external audits
- Review of any incidents reported by customers

Design for the Environment

The process undertaken to define material issues has highlighted how, in addition to product safety, quality, and reliability, energy consumption and innovation are elements driving Evoca's daily actions towards better environmental sustainability. Therefore, in 2022, Evoca initiated the "Design for Environment" project: a structured product-oriented approach to address strategic priorities and emerging market demands.

The first step in this direction, recognising that improvement can only be achieved through measurement, was the adoption of a Life Cycle Assessment (LCA) tool to evaluate the environmental impact of our products.



Life Cycle Assessment and LCA Tool

Life Cycle Assessment (LCA) is an analytical and systematic methodology that evaluates the environmental footprint of a product or service throughout its entire life cycle. The calculation scope extends from raw material extraction to production, distribution, use, and final disposal, providing values of environmental impact associated with the entire life cycle.

To make progress towards material sustainability goals, Evoca has developed a life cycle assessment and eco-design tool to calculate the environmental footprint of its products. During the design phase, the tool allows for the determination of a machine's

impacts based on multiple criteria to optimise environmental performance.

To ensure optimal utilisation of the tool for sustainability purposes, key personnel have been involved and engaged in the project's "why" through training sessions and workshops, explaining not only the logic of the LCA methodology underlying the tool but also key concepts such as climate change.

Based on the collected impact information, Evoca has undertaken targeted actions, including:

- ① **Plastic materials:** identifying alternatives to the plastics currently used in favour of recycled materials
- ① **Materials efficiency:** particularly regarding electronics and their components
- ① **Energy:** increasing the effectiveness of existing energy-saving systems
- ① **Packaging:** identifying alternatives to current packaging in favour of recycled or more environmentally friendly materials

The LCA tool will roll out further during 2023. The first products with changes inspired by the tool will be showcased in late 2023.



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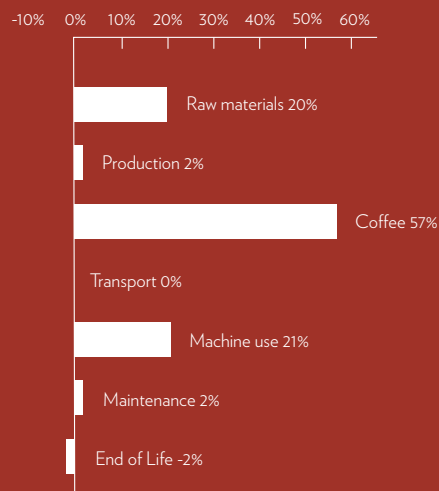
Environmental Impact of a cup of coffee

The concrete example of measuring the environmental impact of a coffee cup, conducted by Evoca in collaboration with a customer, following a systematic data collection process, yielded the results shown in the graph.

From this analysis, although it is incomplete and based on a single product experience, it is clear that the most critical emissions that need to be addressed concretely are:

❶
Choice of raw materials

❷
Energy efficiency of the machines



The analysis demonstrates the significant role Evoca can play in reducing the environmental impact of a cup of coffee.



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Thermodynamic Performance for Refrigerant Selection and Environmental Impact Reduction

Taking action to ensure that product innovation reduces environmental impact means that Evoca is increasingly choosing innovative refrigerants. In 2022, we completed the replacement of HFC gases in machine refrigeration systems with more natural and ecological alternative gases that offer greater energy efficiency.

In 2022, we measured the overall environmental impact of refrigeration systems using the TEWI (Total Equivalent Warming Impact) indicator, comparing the old HFC gas R134a with the new R290. The result was a 54% improvement in energy efficiency (and carbon footprint).

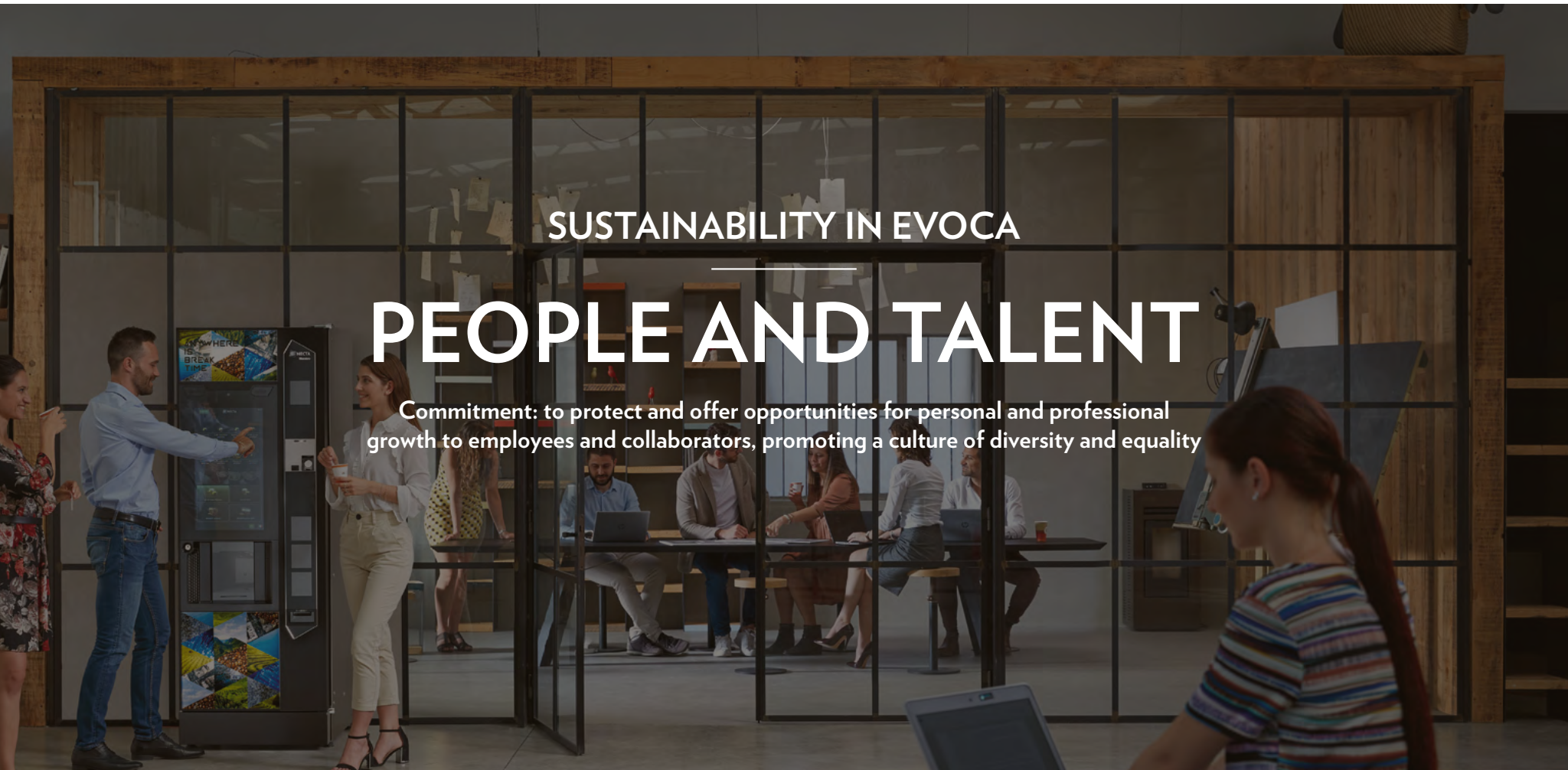


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SUSTAINABILITY IN EVOCA

PEOPLE AND TALENT

Commitment: to protect and offer opportunities for personal and professional growth to employees and collaborators, promoting a culture of diversity and equality



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EVUCA
 G R O U P

PEOPLE CARE



“People Care” is a project of “Organisational Well-being Promotion” that was initiated in 2018 following an internal consultation process that investigated the needs and requirements regarding the professional and personal experiences of people working in Evoca. The active listening led to the definition of the People Care manifesto, which encompasses all the proposals, measures, and initiatives that the company offers its employees. Each year, employees are invited to seize the multiple opportunities available, both new and existing, to be closer to their needs, both professional and personal. Among these, there are initiatives related to welfare, work-life balance, communication, health promotion, recreational activities, training, and, in general, everything aimed at promoting well-being.



WORK-LIFE BALANCE, DIVERSITY AND INCLUSION

Remote Working
 Part-time
 Corporate welfare
 Listening, internal communication,
 and engagement
 Culture Survey



PROFESSIONAL DEVELOPMENT

Training
 Job Posting
 Performance
 Evaluation System



EVUCA FOR LOCAL AREAS AND COMMUNITIES

Education Project
 Aiuto Donna - Helping Women
 Supporting ValPala



HEALTH AND SAFETY AT WORK

ISO 45001
 Ergonomics

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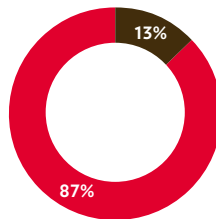
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**WORK-LIFE BALANCE,
DIVERSITY
AND INCLUSION**


Initiatives dedicated to the people at Evoca help create a work culture where everyone can feel equally listened to and involved. Inclusion at Evoca begins with the personnel selection phase, and access to opportunities, resources, and internal growth paths is ensured for all individuals, regardless of sexual orientation, gender, or religion.

To facilitate effective participation in work, measures have also been introduced to support those who may have specific needs, such as those related to parenting and maternity. These measures include the possibility of accessing part-time work, flexible working hours, remote working, and additional permissions beyond what is required by law for childcare and medical appointments.

Remote Working



- Choosing Remote Working Mode (eligible positions)
- Not Choosing Remote Working Mode (eligible positions)

Remote Working, for eligible positions, was introduced in 2020 to support employees during the pandemic. In 2021, a specific regulation was drafted after investigating the appreciation of the workforce for remote work through a survey and subsequent focus groups. Simultaneously, the individuals involved in the survey were provided with specific training dedicated to trust and accountability, which are fundamental pillars for working in Remote mode. In 2022, a new satisfaction questionnaire was proposed, leading to the definitive adoption of Evoca's own Remote Working model, called "Remote Working as a choice."

Part-time

Evoca has always valued the use of part-time work as a tool for work-life balance. In particular, an internal regulation and agreement signed with the Workers' Representative Unit (RSU) established criteria for priority access to part-time work, taking into account needs arising from childcare and family responsibilities, health issues, age, and others. Additionally, an internal parity committee regularly meets to analyse the situation and discuss any new needs that may arise regarding the needs of workers.

Part-time distribution: number of workers

	2021	2022
Woman-Manager	1	1
Woman-Blue Collar	76	82
Man-Blue Collar	4	3
Woman-White Collar	25	27
Man-White Collar	1	1

WORK-LIFE BALANCE,
DIVERSITY
AND INCLUSION



Corporate welfare

Corporate welfare refers to the set of initiatives, goods, and services provided by the company to enhance the work and personal lives of its employees. Since 2018, a welfare portal has been available to all employees, allowing them to choose goods and services that best meet their needs. For example, the portal enables employees to request reimbursement for education and care expenses incurred by their family members, make contributions to supplementary pension plans, generate leisure time vouchers or gift certificates, and explore other solutions. Time-saving services and local businesses agreements are also included among the corporate welfare measures.



WHP, Workplace Health Promotion

Since 2017, the year in which Evoca joined the WHP (Workplace Health Promotion) project, the company has been recognized as a “workplace that promotes health”.

Among the initiatives and good practices implemented within the WHP program are:

- Sessions of training and conferences with wellness professionals on various topics; from healthy eating to promoting an active lifestyle
- Sports activities such as walks and company tournaments
- Agreements with healthcare facilities to promote a culture of prevention

- Initiatives to improve well-being, both at work and beyond
- Practices to counteract risk factors (e.g. smoking)
- “Child Seat Bonus” aimed at new mothers and fathers among employees, to encourage safe mobility and provide support for parenting

Among the sports, recreational, and cultural activities promoted in the company, there are also those offered by the “Circolo Evoca”, an employee association supported by the company.

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 WORK-LIFE BALANCE,
 DIVERSITY
 AND INCLUSION


Listening, internal communication, and engagement

The growth and development of a community also relies on immediate, effective, and continuous communication. Following this principle, the MyEvoca portal was developed in 2020, gathering the key information related to company life, projects, events, charity initiatives, internal competitions, a document section, articles, and interviews of the houseorgan “Coffee Break”. It is accessible to all employees. In addition, there is also a section called “How to”: a true handbook for the employees regarding various topics related to life in the company and to employment relationship. In addition to the communications conveyed through the portal, notice boards and company monitors, management meets with all staff members twice a year to provide updates on the company’s performance and address any questions that may arise.

Culture Survey

To support the importance placed on listening and effective communication as growth drivers, the first Culture Survey was conducted in September 2022. This survey aimed to analyse the perceived experience of the employees regarding their personal and professional journey in Evoca. Over 1000 people were initially involved in introductory sessions, followed by questionnaire completion (with a 99% response rate among eligible participants) and subsequent focus groups to delve into relevant topics. In December 2022, the company shared the initial results: strengths and areas for improvement were identified, leading to the identification of projects that will be implemented in the 2023-2024 biennium to provide concrete responses to emerging needs.



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 PROFESSIONAL
 DEVELOPMENT


Training

At Evoca continuous training is the key for personal and professional growth. In addition to specific and mandatory technical training for safety, as well as Problem Solving and 5S methodology training, particular attention has been given to “Emotional Safety” training, postural education, Cyber Security, and in-depth sessions on coffee culture.

Internal Job Posting

Evoca believes that Job Posting is the right tool to meet the needs of the company and its people in a win-win logic: on one hand, it fills vacant positions with motivated individuals who possess the necessary skills and knowledge of the company, and on the other, it promotes individual growth and development for greater satisfaction and engagement.

Performance Evaluation System

During the annual performance evaluation, which involves all employees and managers, supervisors and collaborators have the opportunity to review their professional path together, and most importantly, to identify areas for growth and suggest appropriate actions.



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EVOCA FOR LOCAL AREAS AND COMMUNITIES



The growth and support of people is authentic only when it is also directed externally, to the communities where the company has its offices and facilities. Here is a selection of projects active in 2022, some of which have also been ongoing in previous years.

Education Project

The future of Evoca relies on the younger generations. That's why in 2022, the company strengthened its relationships with local high schools and universities by hosting students and sharing its expertise in classrooms. Special attention has been given to academic achievements of employees' children through the awarding of scholarships directly by the CEO.



Aiuto Donna - Helping Women

Since 2018 Evoca has been supporting the Aiuto Donna - Helping Women association also with the direct contributions of its employees. This local organization is committed to preventing and tackling all forms of violence against women in the family and society, providing psychological and practical support to women who are victims of abuse and mistreatment.

Supporting ValPala

A passion for sports is in Evoca's DNA. In addition to promoting sports activities among its employees, Evoca has been a proud sponsor of the Valpala Volley, a girls' volleyball team, for many years.



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HEALTH AND SAFETY AT WORK



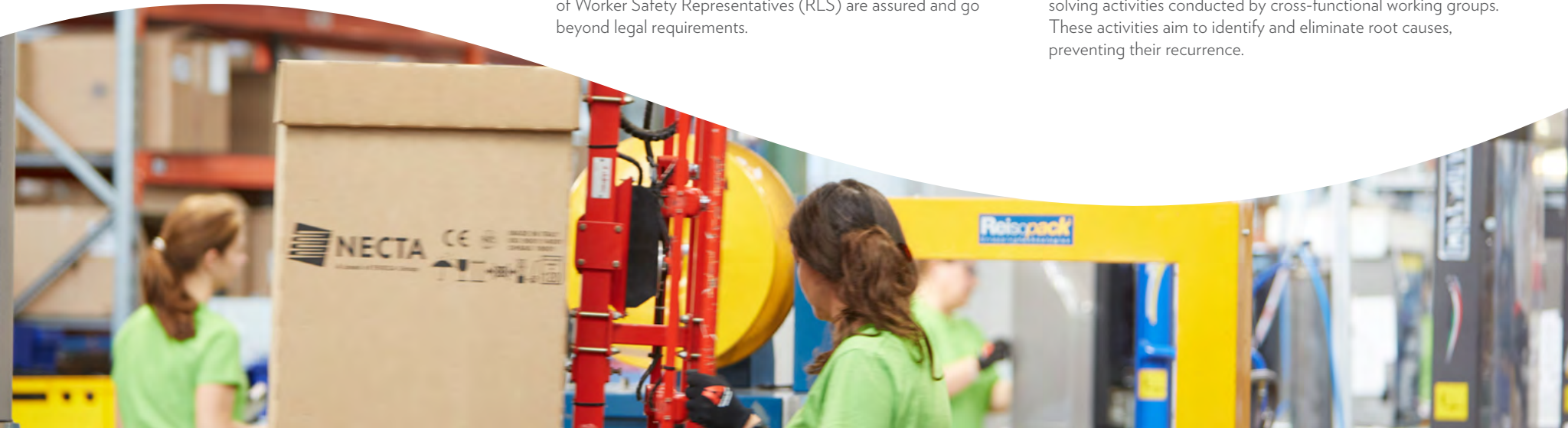
Evoca strives to ensure the highest standards of health and safety by continually implementing and improving processes, procedures, and facilities to reduce accidents and injuries, aiming for their elimination. The company is actively and consistently committed to this goal. All production sites located in the Bergamo area are ISO 45001 certified.

In addition to the internal team dedicated to Environment, Health, and Safety (EHS) issues, all employees are involved in health and safety management, starting from risk assessment. This involvement particularly includes prevention managers, supervisors, and workers in general. Consultation and participation of Worker Safety Representatives (RLS) are assured and go beyond legal requirements.

Special focus is given to improving working conditions for production operators. Several targeted interventions are carried out to address ergonomics, optimise production spaces, and improve work methods and timings.

Regarding the ergonomics of production activities, ergonomic risk assessments are conducted for all workstations. As a result, technological investments are implemented to assist with load handling (lifters, manipulators, hoists) and provide support for manual equipment, in addition to organizational interventions.

Accidents, incidents, and near misses are subject to problem-solving activities conducted by cross-functional working groups. These activities aim to identify and eliminate root causes, preventing their recurrence.



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SUSTAINABILITY IN EVOCA

GOVERNANCE

Commitment: being transparent and accountable towards stakeholders through solid and effective governance practices

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The corporate structure

Evoca is a joint-stock company managed with traditional governmental functions, namely general and executive management roles.

In detail these figures are:



**Board
of Directors**



CEO



Executive Team

The Chair of the board is not a Senior Executive of Evoca. These governance bodies are entrusted with achieving all the business and sustainability objectives of the company.

In order to guarantee maximum transparency and a healthy and correct relationship with its stakeholders, Evoca has adopted:



ETHICAL CODE

The document identifies the company's values and specify a set of rights, duties and responsibilities of the interested parties. The goal is to promote high professional standards and combat all behaviours that are not in line with the applicable rules and corporate values. Evoca adopted the document in 2007.



MODEL 231

Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 ("Model 231").

It is a set of protocols that regulate and define the company structure, and the management of its sensitive processes, to reduce the risk of employees committing criminal offenses and the consequent administrative liability of the company. As part of Model 231, an independent Supervisory Body (also "SB 231") was set up with the task of supervising compliance with the Model and, naturally, the Code of Ethics, its correct functioning and updating. Evoca introduced this organization, management and control model in 2007. In November 2022, a training course on Model 231 and on the Code of Ethics was provided for 300 employees, which ended with a test to verify understanding of the topics covered.



SUPPLIER CODE OF CONDUCT

The document outlines Evoca's expectations towards its Suppliers, conveying the company's values and requesting the adoption of the same behaviours that arise from them on fundamental issues such as human rights, workers' rights, health and safety, environmental protection and the fight against corruption. Evoca adopted this code in 2021.

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For the development and the diffusion of fundamental values, a series of policies have also been adopted in different areas, which are available on the Evoca intranet:



ANTI-CORRUPTION



FIGHT AGAINST MONEY LAUNDERING AND TAX EVASION



CONFLICT LAND MINERALS

Code of ethics - Article 6: Management of human resources - fundamental principles

- Offer equal employment opportunities without discrimination based on race, gender, age, sexual orientation, state of health and disability, nationality, religious belief, political and trade union affiliation
- Ensure fair and meritocratic treatment
- Promote and consolidate a culture of safety in the workplace and operate to preserve, especially with preventive actions, the health and safety of workers
- Ensure the protection of employees' privacy and their right to work without being subjected to unlawful conditioning

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Reporting Scope

This document is Evoca's first Sustainability Report. The reporting perimeter refers to Evoca SpA, the Italian parent company of Evoca Group. Other companies within the Group have not been included in this report, and evaluations are underway to extend the reporting perimeter to other companies within the consolidated financial statements. All published data refers to the initiatives and activities of Evoca Spa in 2022 and the performance trends of the immediately preceding years. The sustainability report is published annually. The next report, referring to the year 2023, will be published by 2024. The main recipients of the report are the stakeholders of the company.

Point of contact: Giusi Bonini, Chief Sustainability Officer, giusi.bonini@evocagroup.com.



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general people data

	total number of employees	gender balance		% in production/non-production/managers			employment type		retention and attrition	
		M	F	production	non-production	managers	full time	part time	retention	attrition
2022	1,031	50%	50%	66%	25%	9%	89%	11%	94%	6%
2021	1,012	51%	49%	67%	24%	9%	89%	11%	93%	6%

diversity and equal opportunities

2022	gender distribution		age distribution		
	M	F	<30	30-50	>50
board of directors	80%	20%	0	0	100%
executive team	73%	27%	0	9%	91%
all employees	50%	50%	5%	59%	36%
managerial positions	82%	18%			

2021	gender distribution		age distribution		
	M	F	<30	30-50	>50
board of directors	80%	20%	0	0	100%
executive team	82%	18%	0	18%	82%
all employees	50%	50%	4%	64%	32%
managerial positions	83%	17%			

	gender pay gap F versus M	
	managers	non-production
2022	-7%	-12%
2021	-11%	-18%

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training and development

	average hour of training	% employee participating in code of conduct training	% respondents to employee survey	% employee who would recommend working in Evoca	% employee receiving performance review (wc + managers)
2022	9.2	30%	89%	81%	90%
2021	3.7	0	na	na	88%

environmental

energy	energy use by type		
	natural gas (mc)	electricity total (MWh)	electricity from renewable energy (MWh)
2022	336,396	4,176	4,176
2021	498,636	4,013	4,013
2020	387,818	3,500	700

water	water (mc)
2022	12,952
2021	10,264
2020	9,828

occupational health and safety

	2022	2021	2020
number of work related fatalities	0	0	0
number of high consequences injuries > 6 months	0	0	0
total number of work related injuries	9	10	4
injury rate	14.36	13.6	6.47
# hours worked by blue collars	626,961	735,262	618,229


emissions & waste	2022	2021	2020
direct CO ₂ eq emissions (ton): Scope 1 emissions	668	990	770
indirect CO ₂ eq emissions (ton): Scope 2 emissions	0	0	1729
waste - total (kg)	2,972,842	2,598,748	2,263,155
recovery (kg)	2,288,876	1,971,864	1,560,447
disposal (kg)	683,966	626,884	702,708
hazardous waste(kg)	57,076	66,679	43,431
recovery %	77%	76%	69%
disposal %	23%	24%	31%
hazardous waste %	2%	3%	2%

GRI content index

Statement of use	Evoca has reported the information cited in this GRI content index for the period 1 Jan 2022 - 31 Dec 2022 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Page/info in this Report
GRI 2: General Disclosures 2021		
2-1	Organizational details	7-8-9
2-2	Entities included in the organization's sustainability reporting	41
2-3	Reporting period, frequency and contact point	41
2-4	Review of information	-
2-5	External Assurance	-
2-6	Activities, value chain and other business relationships	-
2-7	Employees	39
2-8	Non-employees	-
2-9	Structure and composition of governance	12-18
2-10	Appointment and selection of the highest governing body	-
2-11	President of the highest governing body	37
2-12	Role of the highest governance body in controlling impact management	-
2-13	Delegation of responsibility for impact management	12
2-14	Role of the highest governance body in sustainability reporting	12
2-15	Conflicts of interest	-

GRI Standard	Disclosure	Page/info in this Report
2-16	Communication of critical issues	-
2-17	Collective knowledge of the highest governing body	-
2-18	Evaluation of the performance of the highest governing body	-
2-19	Rules on remuneration	-
2-20	Remuneration procedure	-
2-21	Total annual compensation ratio	-
2-22	Declaration on Sustainable Development Strategy	1
2-23	Policy commitment	16
2-24	Integration of policy commitments	-
2-25	Processes to remedy negative impacts	18-24-25-27-29-30-31-32-36-38
2-26	Mechanisms for requesting clarification and raising concerns	18
2-27	Compliance with laws and regulations	18-19
2-28	Membership in associations	-
2-29	Stakeholder engagement approach	14
2-30	Collective agreements	-

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GRI 3 : Material Topics 2021		
3-1	Process of determining material issues	15
3-2	List of material topics	15- 43
3-3	Management of material topics	16-43
GRI 201-1 (2016)	Direct economic value generated and distributed	5
GRI 205-2 (2016)	Communication and training about anti-corruption policies and procedures	18-40
GRI 302-1 (2016)	Energy consumption within the organization	40
GRI 303-5 (2016)	Water consumption	40
GRI 305-1 (2016)	Direct (Scope 1) GHG emissions	40
GRI 305-2 (2016)	Energy indirect (Scope 2) GHG emissions	40
GRI 306-3 (2020)	Waste generated	40
GRI 306-4 (2020)	Waste diverted from disposal	32-40
GRI 401-1 (2016)	New employee hires and employee turnover	39
GRI 403-1 (2018)	Occupational health and safety management system	27
GRI 403-2 (2018)	Hazard identification, risk assessment, and incident investigation	27
GRI 403-6 (2018)	Promotion of worker health	23
GRI 403-8 (2018)	Workers covered by an occupational health and safe-ty management system	27
GRI 403-9 (2018)	Work-related injuries	40
GRI 404-1 (2016)	Average hours of training per year per employee	40
GRI 404-3 (2016)	Percentage of employees receiving regular perfor-mance and career development reviews	40
GRI 405-1 (2016)	Diversity of governance bodies and employees	39
GRI 405-2 (2016)	Ratio of basic salary and remuneration of women to men	39

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EVOCA
G R O U P

Evoca Group - Sustainability Report 2022

2023 EDITION

www.evocagroup.com