

Impact Report 2022

Techniconsult Firenze Srl Benefit
Company Part of Techniconsult Group





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The original language release (italian) is the official and authorized version of the release. This translation is only a means of assistance and should be compared with the original language text, which is the only version of the text that will be legally valid.



Letter from members to stakeholders

Techniconsult Firenze Srl Benefit Company is currently experiencing a period of change and strong growth, not only on an economic and staff level, but also due to the size of the projects managed, concerning important works mainly in the pharmaceutical sector. The objective is to consolidate our presence in the Life Science sector at an Italian level and to promote our growth in the international pharmaceutical scenario in the medium term. From this perspective, the need arose to address the market with the right approach and to structure the company by actively responding to aspects of Sustainability. When we heard about the topic of Benefit Corporations before Covid, we were immediately interested and intrigued, in particular seeing how aspects such as profit sharing, employee welfare, as well as attention to the environment were already applied in our company. **We understood that we were already on the right path: that of Sustainability.**

Hence the desire to modify the company statute and to move to a Benefit company in December 2022. The direction we are giving the company aims to lay solid foundations for the future also in view of the generational

transition, **promoting a way of work oriented towards the well-being of workers and protection of the environment** and in line with the principles of our customers operating in the life sciences field. With the transition to Benefit Corporation, our corporate vision and mission have not changed but it is even more strengthened the concept of attention to worker well-being and to customer satisfaction, formally defining common environmental, governance and social benefits.

We have already achieved good results internally by creating a **dynamic work** environment where people can develop skills and grow professionally, where every worker actively participates in the change of society and brings added value and where work flexibility allows you to reconcile working and professional life.

On an environmental level we are developing the sustainability department with the aim of providing our customers with energy efficiency solutions and consultancy on ESG aspects. We also aim to achieve B Corp certification in the next two years.

In the coming years the market will be increasingly focused on ESG issues and our challenge is to **accommodate the change and be ready.** A future in which the corporate modus operandi does not include integration with Sustainability is unthinkable.



Pier Angelo Galligani and Rosario Lo Presti



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Who we are

Techniconsult Firenze Srl Benefit Company, has been an Italian excellence since 1987 and offers engineering, Commissioning & Qualification and General Contracting services with a strong specialization in the Life Science sector. Since the beginning, Techniconsult has stood out in the market for its ability to achieve the high quality standards required by companies in the pharmaceutical sector also using innovative solutions, such as BIM, CFD, Process Simulation, Virtual Reality and Augmented Reality, which are increasingly crucial in the field of complex projects.

Techniconsult Srl Società Benefit together with Tecma Srl Società Benefit and AQE Srl is part of the Techniconsult Group. The Group's will is to continue to develop skills internally, through the growth of the team, the development of new business units and the creation of new companies; externally, through the definition of strategic commercial agreements with other complementary entities in the sector, united by the objective of creating a network of coordinated companies capable of covering all phases of the life cycle of a system in the Life Science sector.

Our history

Techniconsult Firenze Srl is a constantly growing, flexible, agile company, where people are at the center and represent the strong point. The Group is determined to continue to broaden its range of expertise, internally by growing its team, developing new business units and creating new companies, and externally by entering into strategic commercial agreements with other complementary organisations, which share the objective to build a network of coordinated actors that covers the entire life cycle in an industrial plant dedicated to Life Sciences, and beyond. We became a benefit company on 19 December 2022 and "we did it not because it was fashionable but because we realized that our ways of doing things and our actions were and will always be in line with the principles of benefit companies", declares one of the members founders, Rosario Lo Presti.

1987

He is born **Ingegneri Associati** dedicated to engineering plant engineering.



1993

It is founded **Techniconsult Florence Srl** engineering company specializing in the Life Sciences industry.



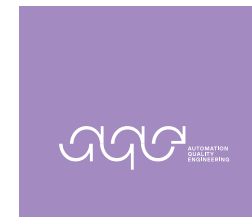
2016

He is born **Tecma Srl** 100% controlled by Techniconsult Firenze Srl. Dedicated reality to construction and maintenance.



2022

Last born of the group, **AQE Srl** "Automation Quality Engineering", 50% controlled by Tecma Srl.



2023

A **single group** which responds to the needs of its partners at 360°.



Today

We are proud of what we have become **Benefit companies**, sharing this way of acting and these principles.



Even today the company is led by the founding members who have chosen to pass down the quality and passion to their children



Our Values

The aspect that differentiates us on the market is our soul, our values; we are a living organism that adapts to the customer's needs at all times and believes in growth through skills. We share the following values:

- Ethics
- Inclusion
- Diversity
- Sustainability
- Professionalism
- Innovation
- Respect
- Passion
- Flexibility

Values that are transformed into quality and the pursuit of excellence, pursuing with rigor, but at the same time with great flexibility, the development of a tailor-made service to our Customers.

The founding members of TC have always believed in the social role of the TC Group, placing People and the Planet at the center of their work, in addition to Profit, starting from our territory.

Our vision

“Side by side, we lay the foundations to improve the quality of life.”

Our main objective is to provide continuous support to the customer and become a trusted partner throughout the entire life cycle of a project: from initial consultancy, to design, to procurement assistance, to construction site management, to construction of the works, to Start-up, Commissioning and Qualification activities and plant maintenance.

“Quality, continuous innovation and complete integration in the services provided to the customer constitute our winning mix” stated Pier Angelo Galligani, founding partner.

Our mission

The experience in the pharmaceutical sector has brought Techniconsult an important added value: respecting rigid and high safety standards for the definition of the plant layout, the identification of material and personnel flows, the verification of compliance with European cGMPs and FDA requirements.

The passion we put into what we do is the fundamental aspect that contributes to consolidating relationships of mutual trust with our Customers, creating real long-term partnerships.





Our business model

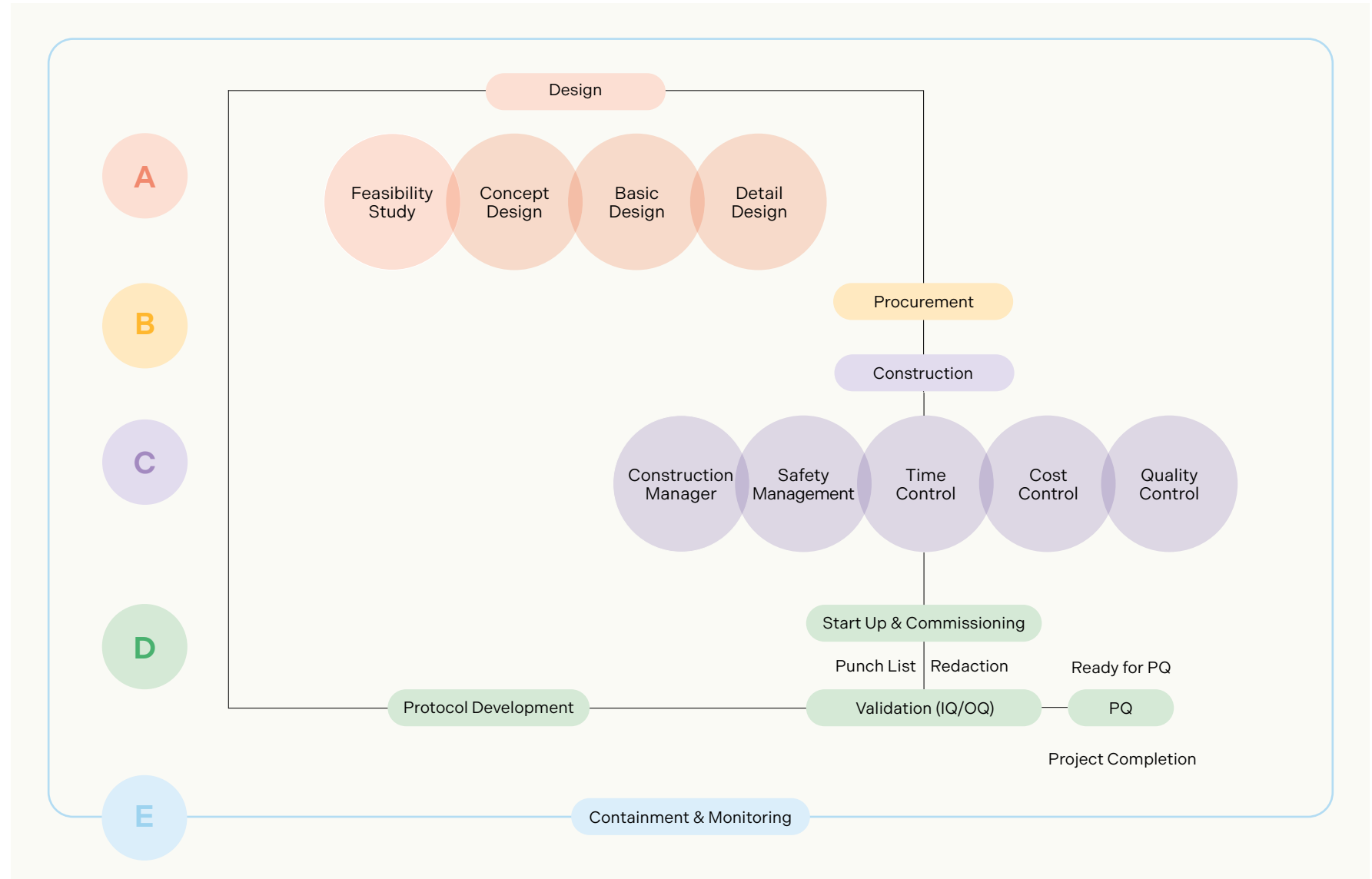
There **Value Proposition of the Group** has as its core the concept of «**Partnership**» with the customer.

The Group, with a team of department managers with decades of experience in the pharmaceutical sector, offers its partners high-level and specialized consultancy right from the first project steps.

Thanks to its strong know-how, highly qualified staff as well as its personalized service offering, the Group has managed to obtain an important position in the pharmaceutical engineering market.

The company has an important national territorial coverage with offices in various regions of Italy which allows it to be able to serve new customers. The service offering is based on integrated services, with a continuous expansion of the catalog of opportunities.

There **Value Chain** business of the Group is characterized by activities and services offered in the engineering field, starting from the design phase, construction of the systems and validation and maintenance activities.





OUR BUSINESS MODEL

The previous image schematizes the engineering activities carried out by Techniconsult in the life cycle of a life science project. The main phases are summarized below.

A) The Process Engineering Department gives initial support to our Partners in defining the technology and process systems relating to primary and secondary pharmaceutical plants, including API Bulk and Biotech. In this phase there is an integrated design between the different work categories: Process Equipment, structural works, civil works, pharmaceutical finishes, HVAC systems, Black Utilities, Electrical & special systems and automation systems.

B) The next phase is the Design phase which is developed in various steps both for greenfields and for revamping of existing facilities: Concept Design, Basic Design, Detail design; at the end of this last step or in any case in the launch of tenders, Techniconsult can support the Customer in defining the vendor list, issuing requests for offers, analysis and technical/economic alignment of the offers received, sharing the choice of suppliers and verification of procurement contracts.

C) In the Permitting Activity, in addition to the preparation of the documentation necessary for permitting during the design

phases, Techniconsult is able to follow the presentation activities of the various authorization requests to the bodies.

D) In the Construction phase, flexible but orderly management is guaranteed for the correct achievement of the objectives with a construction management team dedicated to managing the project to guarantee a high standard of quality by achieving the set objectives in terms of time and costs.

Project Management planning, monitoring and control activities ensure that:

- There is an organization and coordination of the Team.
- The Client's information, comments and requests are understood by the Team and correctly applied in the execution of the Project.
- The resources and their skills are adequate for the correct execution of the project as planned.
- The Client is informed of any event that may lead to a delay in the completion of the project and establish a corrective action plan.

Furthermore, the Project Manager:

- Will proactively identify and mitigate project risks
- Will coordinate the work team to achieve the objectives, involving discipline specialists when required, in order to provide support,

answers and clarifications on the project and manage follow-up during its development, when necessary

- He will manage and coordinate value engineering during project development

The Project Manager will be continuously aligned with the Client's Project Manager, in order to have complete and integrated control of the project.

In addition to Project Management activities, throughout the construction phase, the Construction Management team will coordinate and supervise the activities in the field, ensuring their adherence to the contractual clauses, drawings, specifications and project timing.

The company has a single integrated team at its disposal which, based on the complexities of the project, may be composed of:

Site Manager to direct and coordinate construction operations within the Construction Site and coordinate the completion of construction and testing activities with the start-up group until the final Handover.

- Field Discipline Supervisor: to coordinate

and manage on-site activities performed by Contractors related to his specialty.

- Team of specialists: to provide the technical support and follow up necessary to allow Contractors to correctly develop the details of the activities to be performed.

- Document Controller/CDE Manager: for the preparation of the document procedure, assistance in the creation of books and As-Builts in charge of the Contractors with subsequent formal delivery to the Client. The activities can be managed via a document sharing and approval platform.

E) In the Start up and commissioning phase there is a synergistic approach of engineering vision shared with the subsidiary Tecma Srl Società Benefit, of full integration of skills and processes and of use of innovative technologies capable of managing all the information, workflows and the resources relating to the plant. An integration that guarantees greater efficiency to the entire process, an increase in the reliability of the systems, a reduction in costs and above all the total serenity of the Customer who, thanks to the provision of a "turnkey" service, is relieved of any worry.



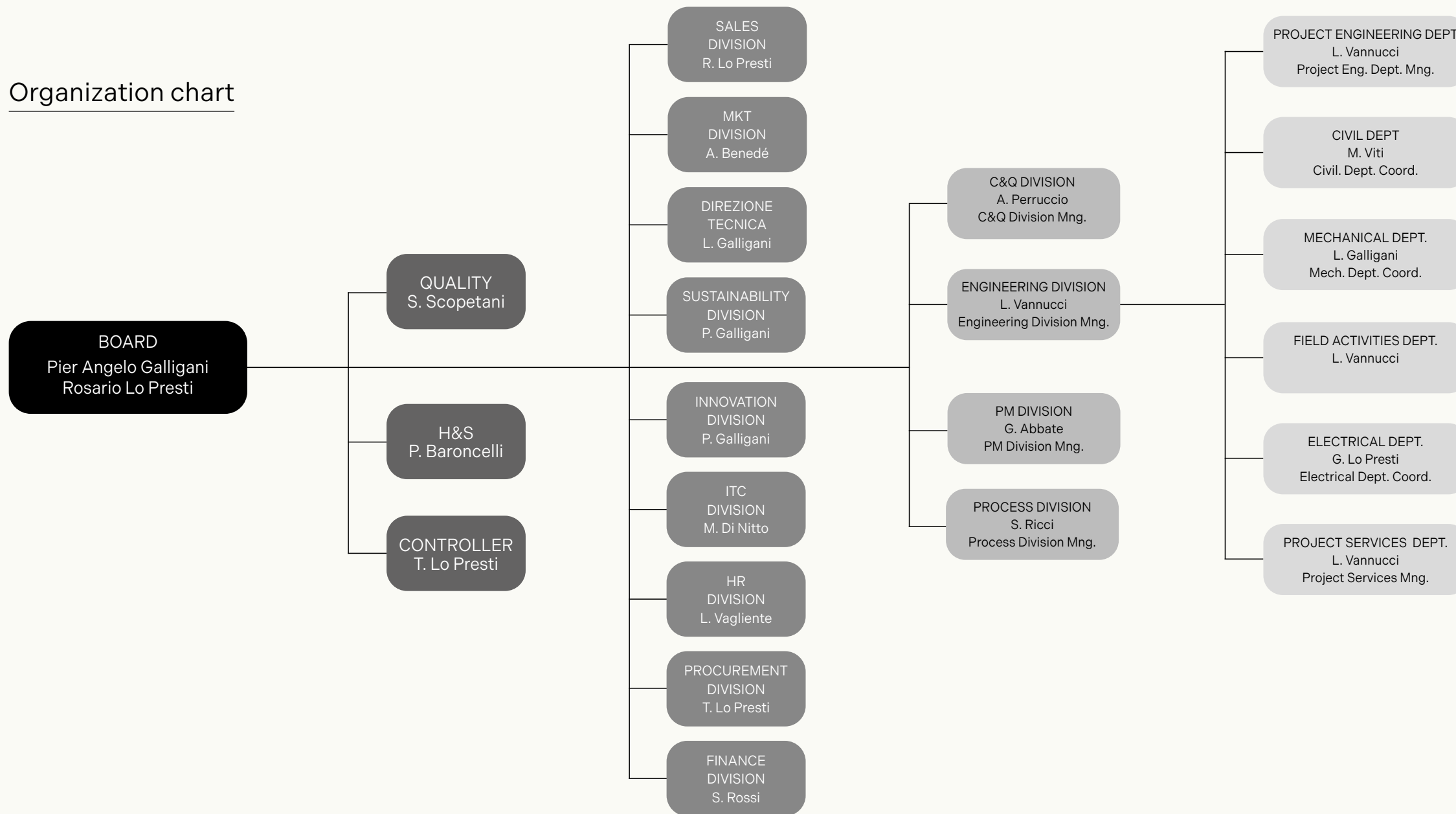
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Organization chart





Board of Directors

The current Administrative Body, appointed by the Shareholders' Meeting, is regulated according to the Statute and is made up of a Board of Directors made up of 2 members:

- Pier Angelo Galligani, President of the Board of Directors
- Rosario Lo Presti, Councillor

Consistent with regulatory requirements, the company has an impact manager, engineer Pier Angelo Galligani, who reports to the board of directors and is responsible for defining the strategies of the common benefit management plan, monitoring and reporting of its implementation, as well as the definition of the annual objectives in line with the objectives of the common benefit expressed in the statute, and the drafting of the impact report.

Techniconsult operates in a variety of continuously and rapidly evolving institutional, economic, political, social and cultural contexts. The companies of the group carry out their activities in compliance with the law, within a framework of fair competition, with honesty, integrity, correctness and good faith, respecting the legitimate interests of customers, employees, shareholders, commercial and financial partners and of the communities in which the company is present with its activities.

Due to the complexity of the situations in which Techniconsult finds itself operating, it is important to clearly define the set of values that Techniconsult recognises, accepts and shares and the set of responsibilities that the Techniconsult Group assumes internally and externally. For this reason Techniconsult has also prepared for its companies the group



the Single CODE OF ETHICS (hereinafter also Code), compliance with which by employees is of fundamental importance for the good functioning, reliability and reputation of the group, factors that constitute a decisive asset for the success of the company.

A. is being prepared **SUPPLIER CODE OF CONDUCT** to ensure that its suppliers adhere to high standards of safe working conditions, fair and respectful treatment of employees and ethical practices.

The is present **"OPERATIONAL PROCEDURE FOR THE EVALUATION AND QUALIFICATION OF SUPPLIERS"** which includes all actions connected to the evaluation of Suppliers of goods/services that have an impact on the

quality of the service provided to the end customer.

The evaluation is essential for the qualification of the Suppliers and for their consequent inclusion in the specific Techniconsult Group Register of Qualified Suppliers.

Techniconsult voluntarily adheres to the draft currently being defined of MODEL 231 pursuant to Legislative Decree no. 231/200 to provide for the set of rules, control measures and sanctioning systems implemented by the Group companies to prevent the commission of crimes (the so-called "predicate crimes") by subjects, natural persons, who, various capacities, operate in the name or on behalf of the same.



Risk management

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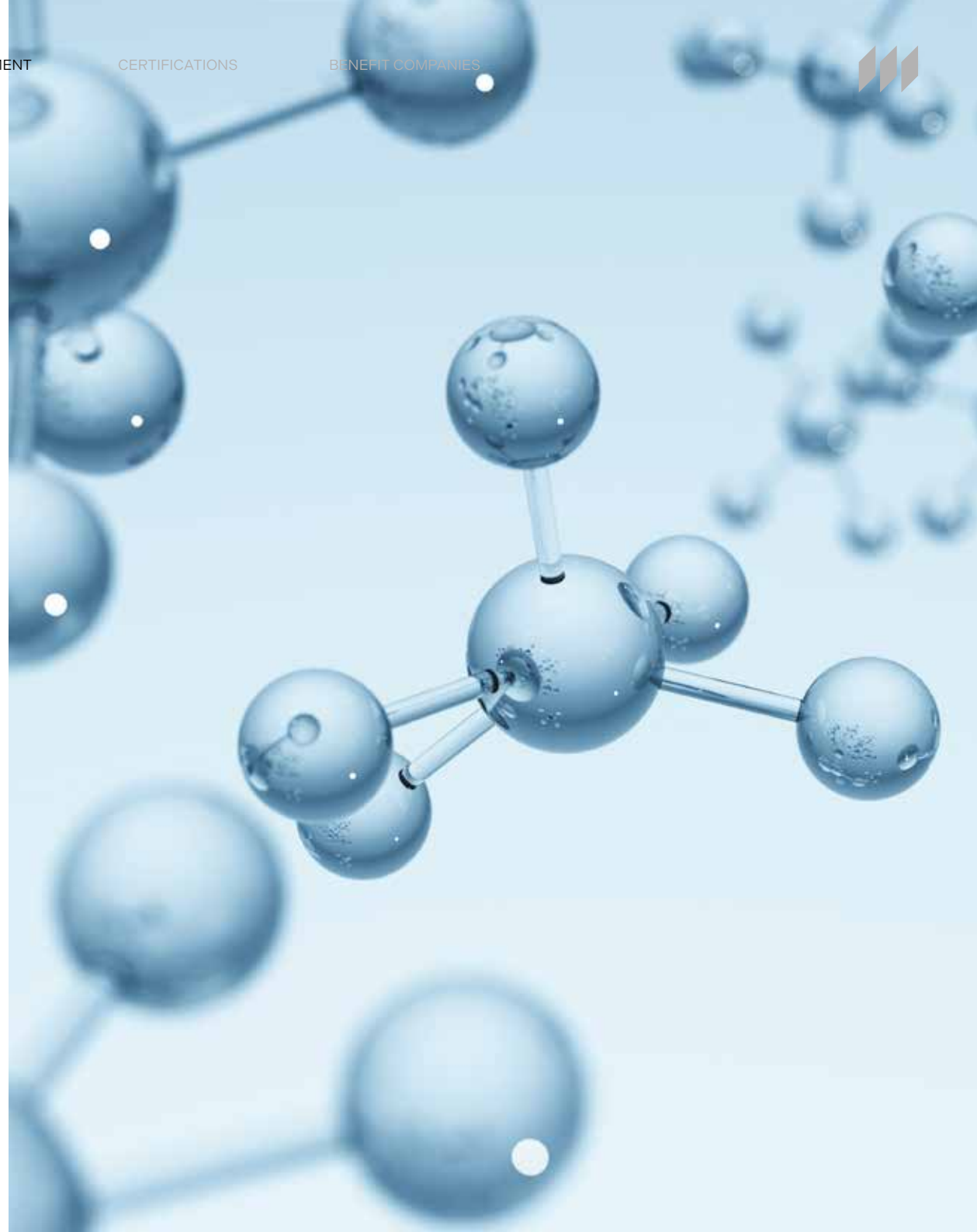
Risk management

Techniconsult has equipped itself with a risk management model in order to guarantee optimal identification, measurement, management and monitoring of corporate risks.

The Board, in coordination with the Quality department, has carried out an assessment of the context and risks/opportunities for the year 2022, deeming it of fundamental value to identify the risks associated with certain strategic and operational choices and make decisions on the methods through which to treat such risks. The company intends not to emphasize an extremely insurance-based view of risk but rather a more managerial view of dealing with risk proactively.

The mapping of the company's risks involves a careful evaluation of the business processes, market positioning and organizational model.

Furthermore, the company undertakes to determine the ESG risk factors by developing a holistic, broad and concrete vision of the impact that the various business processes can have on the ecosystem in which the business comes to life, with an analysis preliminary evaluation of all the issues potentially involved using risk verification and mitigation criteria.





Certifications

EcoVadis bronze certifications	15
ISO 9001:2015 certifications	15
Quality Policy	15





Ecovadis certification

On 8 July 2022 with a score of 53/100, TCF was awarded the Bronze EcoVadis medal, the largest and most reliable corporate sustainability assessment platform in the world.

The EcoVadis methodology covers three main assets: policies, actions, initiatives and KPIs and has the objective of evaluating the quality of the business management system in terms of Sustainability, understood as acting responsibly with attention to the environment and society . EcoVadis, in fact, through the four macro-areas of Environment, Work Practices and Human Rights, Ethics and Sustainable Purchasing, evaluates how companies manage their economic, social and environmental impacts and how these relate to stakeholders - employees, commercial partners and government.

ISO 9001:2015 certified quality system DNV certifier



TECHNICONSULT FIRENZE SRL

FIRENZE - Italia | Attività degli studi di architettura e d'ingegneria; collaudi e analisi tecniche



CERTIFICATO DI SISTEMA DI GESTIONE

Certificato n. 205541 2015-A2 FIA ACCIOLUSA

Stato Prima Emissione: 23 agosto 2018

Validità: 24 agosto 2021 - 23 agosto 2024

Si certifica che il sistema di gestione di
TECHNICONSULT FIRENZE S.r.l.
Via Carlo Del Greco, 25/a - 50141 Firenze (FI) - Italia

È conforme allo Standard:
ISO 9001:2015

Quality policy

On 6 October 2022, Techniconsult Firenze Srl Società Benefit and Tecma Srl Unipersonale Società Benefit formalize in the document "The quality policy" the set of actions and strategies developed by the organization to achieve the quality objectives.



Benefit companies

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With the minutes of the Shareholders' Meeting of 19 December 2022, the statutory amendment for the conversion of Techniconsult Firenze Srl into a Benefit Company was unanimously approved. With the resolution, as integrated into its new social object, the desire to pursue objectives, in addition to economic profit, also with social purposes is made explicit, generating positive impacts on people, the community and the environment in which it operates.

In particular, the company intends to pursue as specific objectives of common benefit those of:



- **Provide internal training plans** on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights;
- **Adopt motivational procedures** for its collaborators, also monitoring employee satisfaction through formal feedback processes;
- Give your employees and collaborators the opportunity to undertake **career paths and growth** within the company;
- Also promote, both internally and with customers and suppliers, a **climate of mutual trust**, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/collaborators and for the progress of the company.
- Provide for the possibility of implementing annually **staff incentive plans**, also through profit sharing or by providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force at the time;
- To adopt **business models with strong ethical social impact**, which encourage the involvement of employees and collaborators to policies, implementing targeted welfare actions;

- Ensure a **healthy and comfortable working environment**, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness;
- Strengthen digital transformation, also with a view to improving working conditions, encouraging it **smart working** and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting;
- Use, within the scope of its social purposes and its activity, **technological tools and solutions** which promote the best use of resources, creating a lower impact on the environment, territories and communities;
- Implement, as well as propose, the nature and quality of its products implement to its stakeholders, customers in particular, the use of solutions, products, **machinery and systems that favor the lowest consumption of resources** and energy efficiency, with limited impact on the environment, territories and communities;
- Collaborate and carry out the activity in synergy with stakeholders, such as organisations, foundations and suppliers, even in economic difficulty, to **contribute in a sustainable way to their development** as well as encouraging the exchange of skills;
- Supply the business with raw materials

and semi-finished **products producers and suppliers who promote a just and sustainable economy**, which protects people and the environment, with a view to energy efficiency;

- **Incentivize suppliers to improve their social or environmental performance** and through contractual terms, pricing or other means;
- The administrative body and the shareholders of the company, where possible, undertake with professionalism to establish and **strengthen harmonious relationships with customers**, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission. The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In the definition and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the well-being of the people for whom they are intended;
- **Implement ethical impact models**
 - **social** in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing corporate transparency;
- **Disseminate and promote projects** or sustainable programs with **strong impact on the environment**, territory and community.



What it means to be a Benefit Corporation

To be Society Benefits it means maintain there own vocation entrepreneurial and pursue objectives of common benefit in the socio-environmental context of reference, through the improvement of positive impacts or the reduction of negative ones.

The common benefit objectives are the “what” Techniconsult aims to achieve, what it aspires to in order to provide the maximum positive effect on the community and the environment.

Actions of common benefit, on the other hand, are the “how” our company wants to achieve its objectives and its ideas. How does it put into practice what it has codified in the statute. The pragmatic aspect of common benefit. The actions are planned and monitored during the exercise, in order to be able to be

reported at the end of each year.

The peculiarity of being a benefit company is to measure and communicate with transparency annually the results achieved, the progress and future commitments through the impact assessment which illustrates the value generated by the company towards society. These elements, explained in the report, are mandatory requirements with respect to law 28 December 2015, n. 208 which established Benefit Companies in Italy. The impact report that Benefit Corporations are required to draw up will be attached to the financial statements every year.

Purpose of common benefit: specific objectives 2023

Since the company converted into a Benefit Company at the end of 2022, the impact report contains a statement that highlights the areas of impact in relation to the common benefit objectives identified in the statute and the activities and objectives to be achieved during the course. 2023, to contribute to each specific purpose of common benefit.

The common benefit purposes set out in the statute and grouped into the various impact areas are:

Human resources impact area: Provide internal training plans on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights. Adopt

motivational procedures for its collaborators, also monitoring employee satisfaction through formal feedback processes. Give your employees and collaborators the opportunity to undertake career and growth paths within the company. Provide for the possibility of annually implementing staff incentive plans, including through profit sharing or providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force pro tempore. Guarantee a healthy and comfortable working environment, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness. Strengthen digital transformation, also with the aim of improving working conditions, encouraging smart working and working from remote, implementing highly innovative technological systems, which can reduce

the ecological footprint due to travel and commuting.

Area of impact continuous innovation towards the sustainability of processes, business models and corporate practices in order to minimize negative impacts on people, the biosphere and the territory: Also promote, both internally and with customers and suppliers, a climate of mutual trust, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/ collaborators and for the progress of the company. Adopt business models with a strong ethical social impact, which encourage the involvement of employees and collaborators in company policies, implementing targeted welfare actions. Strengthen the transformation digital, also with the aim of improving working

conditions, encouraging smart working and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting. Implement ethical-social impact models in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing corporate transparency.

Area of impact development of the local communities in which the company operates: Supply the business by turning to suppliers who promote a fair and sustainable economy, which protects people and the environment, with a view to energy efficiency. Disseminate and promote sustainable projects or programs with a strong impact on the environment, territory and community.



Impact area: Promote a conscious and sustainable way of conducting business activities also with collaborative and participatory dialogue with stakeholders.

Use, within the scope of its social objectives and its activities, technological tools and solutions that promote the best use of resources, creating a lower impact on the environment, territories and communities; Implement, as well as propose to implement to its stakeholders, customers in particular, the use of solutions, products, machinery and systems that promote lower consumption of resources and energy efficiency, with limited impact on the environment, territories and communities. Collaborate and carry out the activity in synergy with stakeholders, such as organisations, foundations and suppliers, even those in economic difficulty, to contribute in a sustainable way to their development as well as encouraging the exchange of skills. Incentivize suppliers to improve their social or environmental performance through contractual terms, pricing or other means; The administrative body and the shareholders of the company, where possible, undertake with professionalism to establish and strengthen

harmonious relationships with customers, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission. The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In defining the nature and quality of its products and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the wellbeing of the people for whom they are intended.



COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

IMPACT AREA	PURPOSE OF COMMON BENEFIT	SPECIFIC OBJECTIVES 2023	KEY ACTIONS	KPIs
Workers	Welfare	Quality of work	The company offers training in personal development skills that are not directly career-related (e.g. finance courses, English courses)	Inclusion in the welfare plan of training courses not strictly linked to the professional field
Workers	Welfare	Quality of work	The company will obtain the necessary information via a questionnaire distributed to employees	% of company workers "Satisfied" or "With a high degree of involvement" at least >65%
Workers	Welfare	Economic well being of workers	The company will offer scholarships to the children of its employees in specific agreements. Furthermore, the company regularly carries out (at least once a year) employee satisfaction and performance surveys	Formalize the possibility of providing scholarships to the children of employees
Workers	Welfare	Quality of work	The company will regularly (at least once a year) carry out employee satisfaction and performance surveys	Conducting an annual survey
Workers	Welfare	Quality of work	The company will sponsor and encourage participation in health and well-being activities during the working week (e.g. walking programs)	Organization of a day during working hours dedicated to trekking activities
Workers	Welfare	Quality of work	The company will formalize working flexibility with a 30 minute gap from the established time	Formalize time flexibility
Clients	Sustainability	Reduction of the environmental footprint	The firm will have a formal program in place to continuously improve indirect customer outcomes (e.g. reduce negative effects or increase positive ones)	The company will implement guidelines and checklists to introduce energy saving and decarbonisation topics in projects + training
Governance	Welfare	Quality of work	The company incorporates specific formal training into the general training of new workers and managers; All supervisors and managers receive training on how to convey social and environmental objectives to workers and how to implement performance reporting mechanisms	Provide specific formal training in the general training of new workers and managers
Governance	Transparency	Fight against corruption	The company will annually verify any conflict of interest for managers and members of the board of directors with an annual questionnaire	Administration of a questionnaire on conflict of interest for managers and members of the board of directors
Governance	Sustainability	Reduction of the environmental footprint	The enterprise measures the significant social and environmental results produced by its performance regarding key performance indicators (KPIs) over time and conducts internal audits that formal include social and environmental aspects	Formalize the results in an annual monitoring plan and carry out monthly monitoring

COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

IMPACT AREA	PURPOSE OF COMMON BENEFIT	SPECIFIC OBJECTIVES 2023	KEY ACTIONS	KPIs
Governance	Welfare	Economic well being of workers	The company will integrate social and environmental performance into its decision-making process	Training is provided to workers on social and environmental aspects relevant to the company or its mission
Governance	Transparency	Fight against corruption	The company carries out actions for monitoring and reporting the anti-corruption program	Company management (e.g. Board of Directors, Audit Committee) analyzes the results of internal and external controls and ensures required changes are implemented quickly and appropriately
Governance	Transparency	Fight against corruption	The company undertakes to define and disseminate (intranet) an anti-corruption policy	Training on the anti-corruption system
Environment	Sustainability	Energy efficiency and reduction of the environmental footprint	The company is committed to implementing efficiency and energy saving measures in its offices. For air conditioning with programmable thermostat, timer, presence sensors, walls protected from sunlight, double-glazed windows; for lighting with natural light, compact fluorescent lamps, presence sensors, dimmers, direct lighting (task-based), etc.	Feasibility study and planning for the replacement of LED lights scheduled for the next two years
Environment	Sustainability	Reduction of the environmental footprint	Establish a written policy that promotes the use of environmentally friendly products and practices in remote workers' virtual offices (recycling, etc.) with guidelines for sustainability practices for remote work	
Environment	Sustainability	Reduction of the environmental footprint	The company regularly monitors and records water consumption and also defines specific reduction objectives compared to previous situations (for example 5% reduction in consumption compared to the reference year)	Definition of an improvement plan for reducing water consumption
Environment	Sustainability	Reduction of the environmental footprint	The company is committed to adopting an EPP (green preferable purchasing) policy for office supplies, non-toxic cleaning products.	
Environment	Sustainability	Energy efficiency	The company monitors consumption and has set absolute reduction objectives, independent of its growth	Definition of a three-year improvement plan to reduce consumption
Environment	Sustainability	Reduction of the environmental footprint	The company is committed to replacing taps, toilets, urinals and showers to save water, e.g. with timing mechanisms	

COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

IMPACT AREA	PURPOSE OF COMMON BENEFIT	SPECIFIC OBJECTIVES 2023	KEY ACTIONS	KPIs
Environment	Welfare	Economic well being of workers	The company undertakes to implement programs or policies to reduce the ecological footprint due to workers' travel/commuting through economic incentives to use public transport, carpooling or cycling when commuting between home and work.	Incentives for the use of public transport
Environment	Sustainability	Reduction of the environmental footprint	The company is committed to having an environmental management system (EMS) that covers waste production, energy consumption, water use and carbon dioxide emissions	
Community	Innovazione	Innovation: Organizational and process innovation	The company undertakes to keep the list of preferred local suppliers and distributors in each plant and the preference of local suppliers updated: Annually update the list of preferred local suppliers and distributors in each plant review the purchasing management procedure by inserting preference for local suppliers	
Community	Welfare	Quality of work	The company will conduct pay equity analysis by gender, race/ethnicity, or other demographic factors and has implemented policies or plans to improve this metric (if applicable)	Review pay equity by gender, race/ethnicity, or other demographic factors
Community	Welfare	Quality of work	The company intends to offer training to all workers on topics related to diversity, equity and inclusion	Planning of themed training events at least every six months
Community	Welfare	Quality of work	The company will evaluate the opportunity to explicitly designate a person or group as responsible for diversity, equity and inclusion in the workplace (for example a Diversity Board or an Inclusion Committee)	Establishment of the inclusion committee



COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

Methodological note

There Note methodological Andkey Of interpretation of the impact report. This is the first impact report from Techniconsult Firenze Srl Benefit Company, we are required by law to report our activities to stakeholders, informing how we achieve our objectives of common benefit.

The impact assessment is carried out with the international standard B Impact Assessment (BIA) of the non-profit organization B Lab which allows the impact of society to be measured through a number on a scale of values from 0-200 points. This tool allows you to quantitatively and rigorously evaluate the social and environmental impact generated by the company. The BIA is carried out via an online platform in which a company is asked to provide qualitative and quantitative information through a specific questionnaire. The questions return an overall score on a scale ranging from 0 to 200. Once the analysis is completed, companies that have exceeded 80 points can choose to obtain certification. This threshold represents the break-even point between what the company takes

from society and the environment compared to what it gives back, moving from a purely extractive model to a regenerative one.

The standard BIA corresponds at BIA corresponds at characteristics envisaged in Annex 4 and the contents and areas of analysis defined in Annex 5, paragraph 378, art. 1, Law no. 208/2015, namely:

1) Corporate governance: identifying the degree of transparency and responsibility of the Company in pursuing the objectives of common benefit, with particular attention to the purpose of the Company, the level of involvement of stakeholders, the degree of transparency of the policies and practices adopted by the Company;

2) Workers: analyzing relationships with employees and collaborators in terms of salaries and benefits, training and personal growth opportunities, quality of the working environment, internal communication, flexibility and safety at work;

3) Other stakeholders: identifying the relationships between the Company and



its suppliers, the territory and the local communities in which it operates, volunteer actions, donations, cultural and social activities and any action to support local development and its supply chain;

4) Environment: identifying the impacts of society, with a life cycle perspective of products and services, both in terms of use of resources, energy, raw materials, production processes, logistics and distribution processes, use and consumption and end of life.

The B Score immediately allows us to understand what the Company's "strengths" are and which areas could be subject to improvement.

The reporting period to which this document refers begins at the time of the conversion of Techniconsult Firenze Srl into a benefit company (19 December 2022) and ends at the end of the financial year (31 December 2022).

Impact Report 2022

Techniconsult Firenze Srl Società Benefit
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