



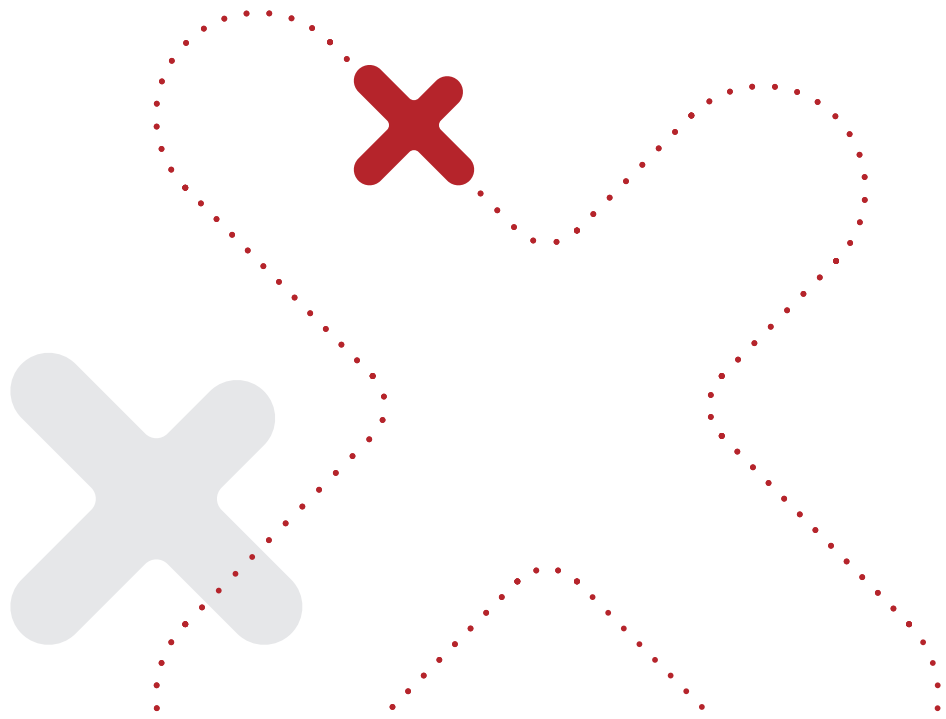
MARCHESINI
— GROUP —

INSPIRED BY THE EXTRAORDINARY

EXTRAORDINARY IS
ATTENTION
TO DETAIL
ROOTS
IMAGI-
NATION
ORIGINALITY
SHARING
MAGNIFICENCE

TRADITION
PASSION
HUMAN
KNOWLEDGE
TERRITORY
INVENTIVENESS
TECHNOLOGIES

SCAN ME





Maurizio Marchesini
PRESIDENT

CARISITRA HOLDING

We have arrived at our seventh Sustainability Report, published, as always, on a voluntary basis to share with you the vision of our polar star during the year in which vaccination campaigns, in which we had the burden and the honour of taking part with our technologies, were widely disseminated: to guarantee satisfactory economic results for the company and well-being for our employees, without ever losing sight of the limited availability of the planet's resources and respect for the land in which we operate.

The past year has been one of highs and lows. The pandemic caused a perfect storm that affected the ganglia of our economy and our daily lives. Fortunately, despite its atavistic criticalities, the country's system reacted, raising its head - as always - in times of great difficulty, with the aim of rebuilding a new normality.

We did the same as a company, by reflexively involving all those who are directly and indirectly responsible for the operation of our business. I refer first of all to our customers around the world: our greatest effort has been to create and standardise new procedures for the testing and delivery of our technologies. Then I am talking about our suppliers, an operational microcosm made up of small and very small production companies whose work is essential for the proper functioning of the Group.

The integrity of the socio-economic fabric of the entire country depends on the nourishment and development of this fragmented yet strategic supply chain: that is why we have inaugurated an innovative Master's degree programme dedicated exclusively to our sub-supply chain.

I was talking about reconstruction. In 2021, with this in mind, we decided to focus even more on the values of identity and solidarity by setting up the Marchesini ACT Foundation, an acronym that stands for the concepts of Avant-garde, Culture and Territory. Avant-garde understood as innovation, curiosity, a drive towards the new, and a love for research; Culture signifies not only knowledge and technical culture, but also inclusion through knowledge, diversity as a value and mutual enrichment; and, finally, Territory, with a focus on the enhancement of people as well as local and national traditions.

If the Foundation can be understood as our eye to the outside world, corporate welfare - to which part of the new Sustainability Report is dedicated - represents an increasingly intense and multifaceted focus on our employees, to whom my gratitude and greetings go. All of them, in different ways and forms, have contributed to the achievement of the company's results, partly also thanks to their willingness to vaccinate themselves at an early stage and to follow the recommendations and advice aimed at leading our large family into the future.

A future that - I am sure - will be bright for all those who share dreams and work together, step by step, to build its foundations.

Maurizio Marchesini

Pietro Cassani
MANAGING DIRECTOR



Core stakeholder,

It has been a turbulent year. We have had to deal with the consequences of a pandemic of unthinkable scale, which was followed by a similarly unimaginable military conflict - as early as November 2021, international observers had reported Russian troops massed on the Ukrainian borders.

As an osmotic creature by definition, the company is affected by everything that happens around it. That is why - in a context that has shaken seemingly solid businesses and brought unprecedented circumstances to the fore - we are all the more proud of having preserved and even improved our objectives.

To achieve this, we relied on our all-Italian ability to successfully deal with the most critical exogenous variables, drawing heavily on our "know how" - which is almost 50 years old but not so set in stone that it cannot mutate. It has required, more than ever in these hectic times, a constant and determined spirit of adaptation. We would never have imagined testing drug packaging machines remotely - but this is exactly what we did. We would never have thought it possible to build a vaccine packaging line in just six months - and yet we did so! It was not in our plans to schedule more flexible working hours for our employees - but our plans changed. The face of the world is changing, with little or no notice; if companies wish to not only survive but also continue to grow, they must reshape their historical paradigms to suit the present. This is called resilience: an abused term, which nevertheless perfectly expresses the mantra that inspires the new normal in our business.

And our packaging machine business remains strong: in 2021 the sector's turnover stood at EUR 8.5 billion, up 8% on the previous year. These are impressive figures, but we must not rest on our laurels. New social sensitivities are calling for more research and development on sustainable materials, which is why we have invested in Rinova - our brand of second life machines - as well as in the use of paper for pharmaceutical packaging and in fully recycled or organic plastics.

New ways of self-perception have also transformed another market, the cosmetics market, which is no longer only of interest to women. The Beauty division - whose engines were broken in just last year - has allowed us to build a galaxy of company brands under the umbrella of the Marchesini Group, dedicated to the production of machines for the processing and packaging of beauty and body care products. Demand for many of them, such as lipsticks - which had fallen due to the use of masks - is once again robust and varied.

Of course, the full restart of our industrial plants coincided with a sharp increase in average production costs. This was due to rising raw material prices (coupled with delays in the delivery of components), an increase in transportation rates (both sea and land), and the disproportionate rise in energy costs. And let's not forget that the pandemic has generated tens of thousands of hours of absence from work.

And yet, we have moved on. Because that is the task of our enterprise: to use experience to make the best of the present, with a focus on achieving new goals.

This is what we have always done, and always will do.

Pietro Cassani

INDEX

PRESIDENT'S LETTER TO STAKEHOLDERS	4
MANAGING DIRECTOR'S LETTER TO STAKEHOLDERS	5
REFERENCE GRI-4 AND AGENCY 2030	8
PREFACE	11
1.0 METHODOLOGICAL NOTE	14
1.1 APPROACH TO SUSTAINABILITY	16
1.1.1 ECONOMIC SUSTAINABILITY	17
1.1.2 ENVIRONMENTAL SUSTAINABILITY	17
1.1.3 SOCIAL SUSTAINABILITY	17
1.2 STAKEHOLDER ENGAGEMENT	18
1.2.1 MATERIALITY MATRIX FOR 2020	18
1.2.2 IDENTIFICATION OF SUSTAINABILITY ISSUES	18
1.2.3 QUALITATIVE AND QUANTITATIVE ANALYSIS OF THE ISSUES IDENTIFIED	18
1.2.4 ELABORATION AND UPDATING OF THE MATERIALITY MATRIX	19
2.0 WHO WE ARE	20
3.0 HIGHLIGHTS 2021	24
3.1 ECONOMIC RESULT	25
3.2 SOME FIGURES	25
3.3 PRODUCTION SITES	26
4.0 ECONOMICAL SUSTAINABILITY	28
4.1 CORPORATE GOVERNANCE	29
4.2 CORPORATE STRUCTURE	32
4.3 THE MARCHESINI GROUP IN THE WORLD	34
4.4 ECONOMIC VALUE DISTRIBUTED TO STAKEHOLDERS	36
4.5 VALUE CREATION MODEL	38
5.0 R&D AND PRODUCT INNOVATION	40
5.1 R&S	41
5.2 PRODUCT INNOVATION	43
5.2.1 ENERGY SAVING	44
5.2.2 PREDICTIVE MAINTENANCE	46
5.2.3 METAL PAINTING	48
5.3 MATERIAL INNOVATION	49
5.4 ALTERNATIVE PLASTICS	50
5.5 RECOVERY OF ALUMINIUM WASTE	52
5.6 INTERNATIONAL COMPLIANCE	53
6.0 THE SUPPLY CHAIN	55
6.1 RAW MATERIALS	57
6.2 MASTER'S IN SUBCONTRACTING MANAGEMENT	59

7.0 ENVIRONMENTAL SUSTAINABILITY 60

7.1	ENVIRONMENTAL MANAGEMENT IN THE MARCHESINI GROUP	62
7.2	ENERGY	63
7.3	WASTE	64
7.3.1	THE RE-CIG PROJECT	67
7.4	WATER	69
7.5	CARBON FOOTPRINT	70
7.6	RINOVA: THE MARCHESINI GROUP'S ANSWER TO THE CIRCULAR ECONOMY	74
7.7	A NEW STATE-OF-THE-ART SUSTAINABLE PLANT	76
7.8	PNEUMATIC PLANT EFFICIENCY	79
7.8.1	PHONOMETRIC DIAGNOSIS	79
7.8.2	EFFICIENCY ENHANCEMENT OF THE COMPRESSED AIR SUPPLY SYSTEM	80
7.9	HEAT RECOVERY	81
7.10	ELECTRIC CHARGING STATIONS	82

8.0 SOCIAL SUSTAINABILITY 84

8.1	OUR PEOPLE: OUR SUCCESS	86
8.2	STAFFING AND ORGANISATIONAL STRUCTURE	87
8.2.1	SOME FIGURES	89
8.3	OUR PEOPLE AT THE CENTRE	91
8.3.1	TALENT ACQUISITION	92
8.3.2	TRAINING & DEVELOPMENT	93
8.3.2.1	THE TALENT GARAGE	95
8.3.2.2	CYBERSECURITY TRAINING	97
8.3.2.3	THE "UNFUTUROALMASSIMO" SCHOLARSHIP PROGRAMME	98
8.3.3	PERFORMANCE MANAGEMENT	99
8.4	THE OPINION OF OUR PEOPLE AS A STARTING POINT	100
8.5	MARCHESINI GROUP WELFARE	106
8.5.1	THE COMPANY WELFARE PROGRAMME	107
8.6	INITIATIVES IN THE TERRITORY	109
8.7	HEALTH AND SAFETY	110
8.7.1	EFFORTS AGAINST THE SPREAD OF CORONAVIRUS	114
8.8	PROTECTION OF PERSONAL DATA (PRIVACY)	117
8.9	RELATIONSHIPS WITH INSTITUTIONS	118

9.0 COMMUNITY ENGAGEMENT - MARCHESINI ACT FOUNDATION 121



9.1	THE FOUNDERS	122
9.2	OUR MANIFESTO	123
9.3	OUR MISSION	123
9.4	NO TO VIOLENCE AGAINST WOMEN	124
9.5	THE PROJECTS	126

10.0 CREDITS 141

GRI REFERENCES AND THE 2030 AGENDA

INDEX	REF. GRI 2016	AGENDA 2030	GOALS
PRESIDENT'S LETTER TO STAKEHOLDERS	102-14		
MANAGING DIRECTOR'S LETTER TO STAKEHOLDERS	102-14		
1.0 METHODOLOGICAL NOTE	102-40 102-42 102-43 102-44 102-47 102-48 102-50 102-51 102-52	3 - Ensuring health and well-being for all and all ages 6 - Ensuring the availability and sustainable management of water and sanitation for all 7 - Ensuring access to affordable, reliable, sustainable and modern energy systems for all 11 - Making cities and human settlements inclusive, safe, durable and sustainable 12 - Ensuring sustainable patterns of production and consumption 13 - Promoting actions, at all levels, to combat climate change 15 - Design, restore and promote sustainable use of the Earth's ecosystem	      
1.2 MATERIALITY MATRIX FOR 2020	102-12		
2.0 WHO WE ARE	102-1 102-2 102-3 102-4		
3.0 HIGHLIGHTS 2020			
4.0 ECONOMIC AND FINANCIAL RESPONSIBILITY	102-5 102-6 102-7 103-1 103-2 103-3 102-16 102-18 102-45 102-46 103-1 103-2 103-3 201-1	8 - Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12 - Ensuring sustainable patterns of production and consumption	 
5.0 R&D AND PRODUCT INNOVATION		4 - Providing quality, equitable and inclusive education and learning opportunities for all 8 - Fostering sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	 

<p>6.0 THE SUPPLY CHAIN</p>	<p>103-1 103-2 103-3</p>	<p>13 - Promoting action, at all levels, to combat climate change 17 - Strengthening means of implementation and renewing the global partnership for sustainable development</p>	 
<p>7.0 ENVIRONMENTAL RESPONSIBILITY</p>	<p>103-1 103-2 103-3 302-1 305-1 305-2 305-5 306-2 303-1</p>	<p>3 - Ensuring the health and well-being of water and sanitation for all and all ages 6 - Ensuring the availability and sustainable management of water and sanitation for all 7 - Ensuring access to affordable, reliable, sustainable and modern energy systems for all 11 - Making cities and human settlements inclusive, safe, durable and sustainable 12 - Ensuring sustainable patterns of production and consumption 13 - Promoting actions, at all levels, to combat climate change 15 - Design, restore and promote sustainable use of the Earth's ecosystem</p>	      
<p>8.0 SOCIAL RESPONSIBILITY</p>	<p>102-8 102-13 103-1 103-2 103-3 401-1 404-3 412-2 403-2</p>	<p>1 - Ending all forms of poverty in the world 3 - Ensure health and well-being for all and all ages 4 - Provide quality, equitable and inclusive education and learning opportunities for all 5 - Achieve gender equality and empower all women and girls 8 - Foster sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	    
<p>9.0 COMMITMENT TO COMMUNITY - ONE YEAR OF SUSTAINABILITY</p>		<p>1 - Ending all forms of poverty in the world 2 - End hunger, achieve food security, improve nutrition and promote sustainable agriculture 3 - Ensure health and well-being for all and all ages 4 - Providing quality, equitable and inclusive education and learning opportunities for all</p>	         
<p>10.0 CREDITS</p>			

PREFACE

OF **FRANCESCA MARIOTTI**

DIRECTOR GENERAL OF CONFINDUSTRIA

.....

Scrolling through the pages of this sustainability report, the words of a great Italian entrepreneur from the last century – Adriano Olivetti – come to mind: ‘Can industry give itself goals? Do these always lie in the profit index? Is there not, beyond the apparent rhythm, something more fascinating, a destination, a vocation even in the life of a factory?’

A lot has changed since the 1950s – indeed, the world has changed – but we have never stopped searching for answers to the questions that Olivetti also asked.

Certainly, there has been a growing awareness that there is a clear distinction between mere economic activity, which can take place in any context and in any manner, and the activity of an enterprise worthy of the name, for which the attainment of economic goals is inseparable from respect for a system of values and constant adherence to a principle of responsibility towards the ecosystem in which it exists.

Within this document, which has been voluntarily drawn up for the seventh consecutive year, Marchesini Group bears witness to the vitality with which the best Italian entrepreneurs are taking up the challenge of our times: the long-term sustainability of our

development model.

It would be unfair to claim that the relentless pursuit of innovation, efficient work organisation, and competitive drive in the production and marketing of products and services on a global scale (some of the traits that distinguish this Group) are common currency in every company. Indeed, given their prominent presence in this case, they are distinctive elements of true excellence. But it is the deep and ongoing commitment to the pursuit of economic, social and environmental sustainability that makes Marchesini Group functional to the philosophy that the company itself promotes: that of taking inspiration from extraordinary examples.

The industrial world, in Italy and elsewhere, is undergoing a period of great transformation, which both fuels and reflects an even deeper change in our society. What we would once have called environmental sensitivity is now largely superseded by a real moral duty for the intergenerational protection of the planet and its resources. The profound introjection of this value is called upon to coexist with the innate human tendency towards technological progress – that force that led us from the wheel into space and remains the best guarantee of a prosperous future.

The great challenges of our time arise from the balancing of these two drives, and a discerning eye will not struggle to find admirable examples of how a company can help find answers in the pages of this report.

By regarding the future through the lens of research and innovation, Marchesini Group manages, for example, to balance the advancement of robotics and artificial intelligence with the centrality of man. If, on the one hand, the industry's pioneering advancements in automation are described with proud transparency, equal care is taken to demonstrate the attention dedicated to people, their needs and aspirations, in the social and cultural dimension, both inside and outside the context of the factory.

Similarly, the strength with which the Group treads the path of dimensional and production growth, refusing to compromise on quality, while constantly reviewing and redesigning processes and technologies to save natural resources and reduce the environmental impact of its production systems, is fascinating.

A passionately green spirit shines through in the adoption of circular economy solutions, in the research and use of less polluting and recyclable materials, in the practice of extending the life of its products, reducing waste creation, and increasing energy savings.

That perspective, noted by Olivetti, of a vocation that goes beyond mere production lives on in companies that do not just consider what needs to be done, but also reflect on how best to get things done, for the good of all. And although Marchesini Group can in no way be considered one company among many, more and more Italian companies are embarking on the same path of responsibility and sustainability, benefiting from the example of those who have gone before them.

I would like to conclude by recalling how the pursuit of sustainability and taking responsibility for a future that may seem uncertain and difficult are elements that cannot be disguised, artificially cultivated, or even imposed by law. Businesses will continue to move on the shoulders of the women and men who create them and work in them, reflecting their values, their expectations, and their sense of responsibility. I therefore address my heartfelt thanks to the Marchesini family for continuing to take the right path with courage.

.....



FRANCESCA MARIOTTI

Since July 2020, Francesca has been Director General of Confindustria, where, since 2014, she has also been Director of the Fiscal Policies Area and, since 2022, Interim Director of Small Industry. A lawyer and auditor, she graduated in Law at the Sapienza University of Rome. She completed her education by obtaining a Master's Degree in Tax Law at the Scuola Superiore dell'Economia e delle Finanze 'E. Vanoni' and the Istituto di Studi Economici e Giuridici. Over the years, she has perfected her managerial aptitude by attending the Senior Management Program at the SDA Bocconi School of Management, as well as structured courses for the training of directors in listed companies, at Assogestioni and Nedcommunity. She is a member of the Corporate Governance Committee of Borsa Italiana and the Committee for Market Operators and Investors (COMI) of CONSOB. Francesca is a member of the Supervisory Board of the Organismo italiano di Contabilità (OIC). Chairman of the Board of Directors of I.W.S. S.p.A, she is a member of the Assembly of the Supplementary Healthcare Fund (FASI) and of the pension fund for industrial managers PREVINDAI. Since 2021, she has been a Board Member of Banca Widiba and since 2022 of Aboca S.p.a. She is also a Board Member of the Giuseppina MAI Foundation. From 2018 to 2021, she was an independent Director of Mediaset S.p.A., member of the Governance and Appointments Committee and of the Remuneration Committee. From 2018 to 2021,

she also served as a member of the Supervisory Board of the Istituto dell'Enciclopedia Italiana Giovanni Treccani and was a member of the Board of Statutory Auditors of companies in the General Electric Healthcare group. During her career, she has gained important professional experience in fields of tax and accounting, which saw her collaborate from 2000 to 2007 with KPMG and Federcasse. Since 2007 she has represented Confindustria in many institutional venues, both at national level, participating in commissions set up by the Ministries of Economy and Finance, Community Policies, Economic Development and OIC; and at international level, at the OECD and BusinessEurope. Francesca has collaborated with some of Italy's most prestigious universities and with the National Council of Engineers on issues related to the 'Industry 4.0' plan, as well as with the National Council of Chartered Accountants for the definition of guidelines harmonising accounting recommendations with tax regulations. She is a member of the scientific teaching committee that established the "Master's in Real Estate Taxation" at the Sapienza University of Rome and of the Advisory Board that established the "Master's in Tax Law Accounting and Tax Planning" at the LUISS Business School. She is the author of several articles and monographs on tax matters.



INSPIRED BY THE
EXTRAORDINARY

1.0

**METHODOLOGICAL
NOTE**

GRI 2016:
102-40 102-42 102-43
102-44 102-47 102-48
102-50 102-51 102-52



1.0 METHODOLOGICAL NOTE

The Marchesini Group has voluntarily published its seventh Sustainability Report, pertaining to the year 2021, highlighting the main environmental, social and economic aspects that characterise the company. The report has been prepared according to the “GRI Sustainability Reporting Standards”, adopting the “in accordance – Core” option.

The objective is to illuminate the Group's organisational model, activities, main risks and performance indicators relating to relevant environmental, social, personnel and human rights aspects, taking into account the company's activities and characteristics during the 2021 financial year (1 January - 31 December) as illustrated in the materiality matrix (see section 2.2).

Once again this year, the Sustainability Report was drafted by the Corporate Social Responsibility department under the supervision of the Group CSR Manager who, following a well-established practice, took advantage of the process of participatory coordination of all of Marchesini's corporate departments. The reporting process was based on the company's existing information systems (management control, accounting, quality, environment, internal audit, safety, personnel management, HR development, etc..) which were integrated with specific data collection and analysis tools. The information reported respects the principles of materiality, relevance, accuracy, comparability, timeliness and reliability.

¹ Marchesini Group' (hereinafter referred to as 'Group or Company') means the company Marchesini Group S.p.A.

² Global Sustainability Standard Board (GSSB), Amsterdam (NL), 2019.

1.1 APPROACH TO SUSTAINABILITY



The company has always been aware of the leading role that the private sector plays in the field of sustainability at local, national and international level, and is increasingly committed to reconciling the achievement of corporate objectives with those of its stakeholders, including shareholders, customers, employees, suppliers and local communities.

The recent evolution of legislation relating to non-financial reporting represents a further opportunity for critical reflection on the economic, social and environmental performance of companies and their contribution to sustainable development, which will play a primary role in post-pandemic reconstruction.

Well in advance of the 17 Sustainable Development Goals (SDGs) of the Treaty of Paris, and the national legislation on non-financial reporting, Marchesini Group continues to promote its strategy of ethical and sustainable business based on three pillars: economic sustainability, social sustainability and environmental sustainability.

ETHICS AND INTEGRITY OF THE BUSINESS



ECONOMIC
SUSTAINABILITY



SOCIAL
SUSTAINABILITY



ENVIRONMENTAL
SUSTAINABILITY

In particular, the Group carries out all its activities with an awareness of the Company's moral and social responsibility towards its stakeholders, in the belief that achieving its business objectives must be accompanied not only by compliance with specific corporate values, but also with current regulations and the general values of honesty, integrity, fair competition, fairness and good faith. Business ethics and integrity are at the heart of Marchesini Group's daily operations and its medium and long-term sustainability strategy.

³ Porter, M. E., & Kramer, M.R. (2011). The big idea: creating shared value. Harvard Business Review, 89 (1), 2.

⁴ Legislative Decree No. 254 of 30 December 2016 'Implementation of Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards the disclosure of non-financial and diversity information by certain undertakings and large groups', published in OJ General Series No. 7 of 10-01-2017

⁵ United Nations General Assembly, A/RES/70/1 - Transforming our world: the 2030 Agenda for Sustainable Development (2015).

⁶ Cfr. Codice Etico, pag. 12.

1.1.1 ECONOMICAL SUSTAINABILITY

This is the primary objective of any company. For the Marchesini Group, economic sustainability is certainly synonymous with creating and distributing added value for shareholders and all the other players in its value chain, including business partners, end customers and local communities. To ensure the successful attainment of these ambitious objectives, the Group aims to continuously improve the reliability, safety and innovation of the products and services it offers, through the careful selection of its suppliers, constant investment in research and development, and the adoption of commercial choices aimed at expansion into cutting-edge sectors and strategic markets, both in Italy and abroad.

1.1.2 ENVIRONMENTAL SUSTAINABILITY

The Group firmly believes that remaining mindful of the environment in all business activities is essential in helping to create a harmonious coexistence between people, technology and nature, and that a commitment to sustainable development is an important variable in the company's management strategy. This strategy is inspired by the principles of energy saving, reducing the impact of production systems and complying with relevant legislation.

1.1.3 SOCIAL SUSTAINABILITY

The Marchesini Group believes that people are the fundamental linchpin of its success and that every business activity must be inspired by their protection and the development of their well-being, with full respect for cultural diversity. In particular, it is essential to safeguard safe and healthy conditions in the workplace: indeed, these must be a priority in the management of every activity, from the conception and design of machines to their installation and after-sales services, and must involve collaborators, suppliers, vendors and end customers. Mindful of the strong link with the local dimension, the Group is committed to supporting and implementing social and cultural initiatives to promote the development of the territories in which it operates.



1.2 STAKEHOLDER ENGAGEMENT METHODS AND

1.2.1 MATERIALITY ANALYSIS

The Marchesini Group works to respond to the requests and interests of its stakeholders, i.e. all entities (individuals, groups and organisations) linked to the company by economic relations, by various interests or because they are significantly influenced by it.

This report provides stakeholders with an overall picture of the Group's in terms of sustainability, continuing the interactive social communication process begun last year. In this way, stakeholders can more comprehensively assess the Group's activities.

Stakeholder engagement activities also include periodic analyses of interests and expectations of an economic, human, professional and social nature in order to better assess their consistency with the set objectives.

This process has led to the identification and mapping (composition, methods of involvement, topics of reference and objectives to be achieved) of all the Marchesini Group's stakeholders.

The analysis was carried out using the following methodology:

1.2.1 MATERIALITY MATRIX FOR 2020

The Marchesini Group has put in place a materiality analysis process in order to ensure the correct representation and understanding of the Group's activities, the trend of its performance, the impact of its performance from an environmental, social and personnel-related perspective, and the sharing of its values.

1.2.2 IDENTIFICATION OF SUSTAINABILITY ISSUES

In order to identify the sustainability issues most closely linked to the reference sector in which the Marchesini Group operates, an analysis of the main internationally recognised sustainability frameworks was conducted.

Various external and internal Group sources were also consulted, as well as the main national and EU provisions and guidelines on non-financial information⁷.

1.2.3 QUALITATIVE-QUANTITATIVE ANALYSIS OF THE ISSUES IDENTIFIED

In 2020 (as in 2018 and 2016), a survey was carried out to obtain an assessment of the relevance of the sustainability issues identified for the Marchesini Group and its stakeholders. In particular, this initiative involved a group of internal managers and certain categories of stakeholders (customers, suppliers and business partners, employees and families, the financial community, universities and research centres).

⁷ Such as, for example, Legislative Decree 254/2016, the European Directive 2014/95/EU, the European Commission's Communication 'Guidance on the disclosure of non-financial information' 2017/C 215/01 and the London Stock Exchange Group's 'Your guide to ESG reporting' document.

This assessment, carried out in consideration of the economic, environmental and social impacts, both positive and negative, generated by the Group, as well as the expectations and decision-making needs of the stakeholders themselves, was subsequently enriched by qualitative analyses, also in consideration of the group operating context and the results achieved by the previous ventures addressed to stakeholders engagement.

1.2.4 ELABORATION AND UPDATING OF THE MATERIALITY MATRIX

The evaluations collected have been represented in the materiality matrix. Specifically, the x-axis shows the relevance of the issues for the Group (internal analysis), while the y-axis displays the relevance for stakeholders (external perspective analysis).

The 2020 analysis, compared to the 2018 results, showed significant variations. Relative to the survey conducted in 2018, the stakeholders involved attributed increased importance to aspects concerning the territory, universities, trade union representatives, attention to the needs of human resources, ethical and reputational aspects, the effort to penetrate new markets and the protection of personal data. This variation is certainly also attributable to an altered perception of certain variables during the period of the pandemic.

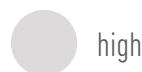
Priority:



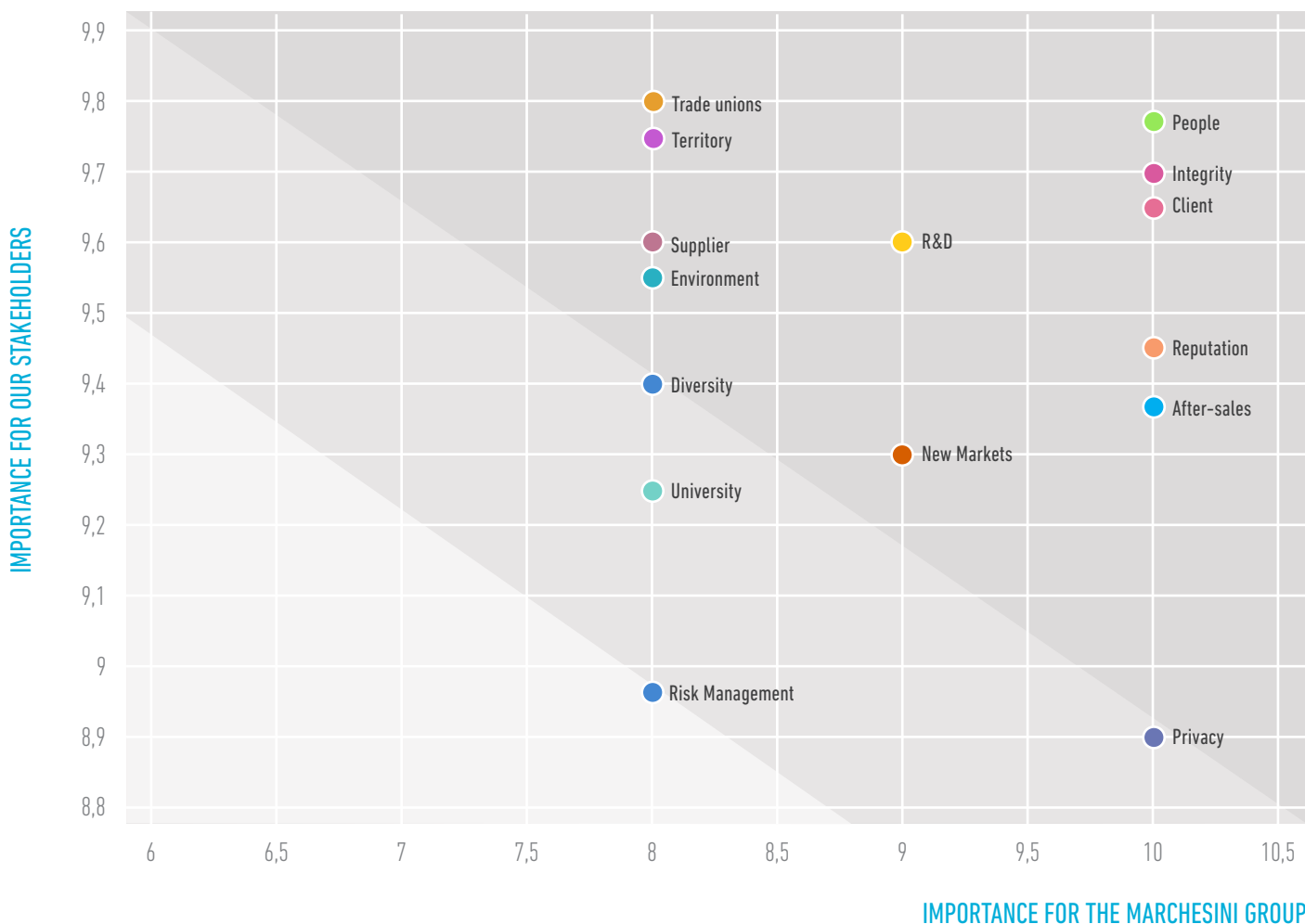
low



medium



high

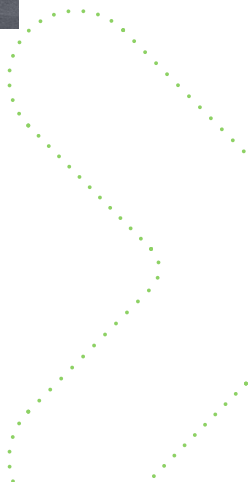




INSPIRED BY THE
EXTRAORDINARY

2.0

WHO WE ARE



2.0 WHO

WE ARE

- The legal and administrative headquarters of the Marchesini Group S.p.a. is located in Pianoro (BO) at Via Nazionale, 100. The company designs and manufactures customised machines and lines for packaging pharmaceutical and cosmetic products following an idea by Massimo Marchesini who, in 1974, built his first cartoning machine in a garage in Pianoro. Thanks to his acquisitions within the sector, over the years the Marchesini Group has transformed from a local business to a 'pocket-sized' multinational.

Today, the Marchesini Group is able to cope with the packaging of products from the pharmaceutical and cosmetics industries from upstream to downstream by manufacturing individual machines and complete lines for packaging products such as ampoules, syringes, capsules, bottles, blisters, tubes and mascaras, right up to the final packaging of these in bundles, cartons and pallets.

Most of the Group's production focuses on machines destined for the pharmaceutical industry. Marchesini represents an important reference point – not just for multinationals, but also for small and medium-sized enterprises in the sector that are active in the generics and pharmaceuticals subcontracting division.

Another segment of the company's production is dedicated to the cosmetics and cosmeceutical sector, which the Marchesini Group targets with its Beauty Division, offering innovative solutions for the packaging of extremely high-quality products.

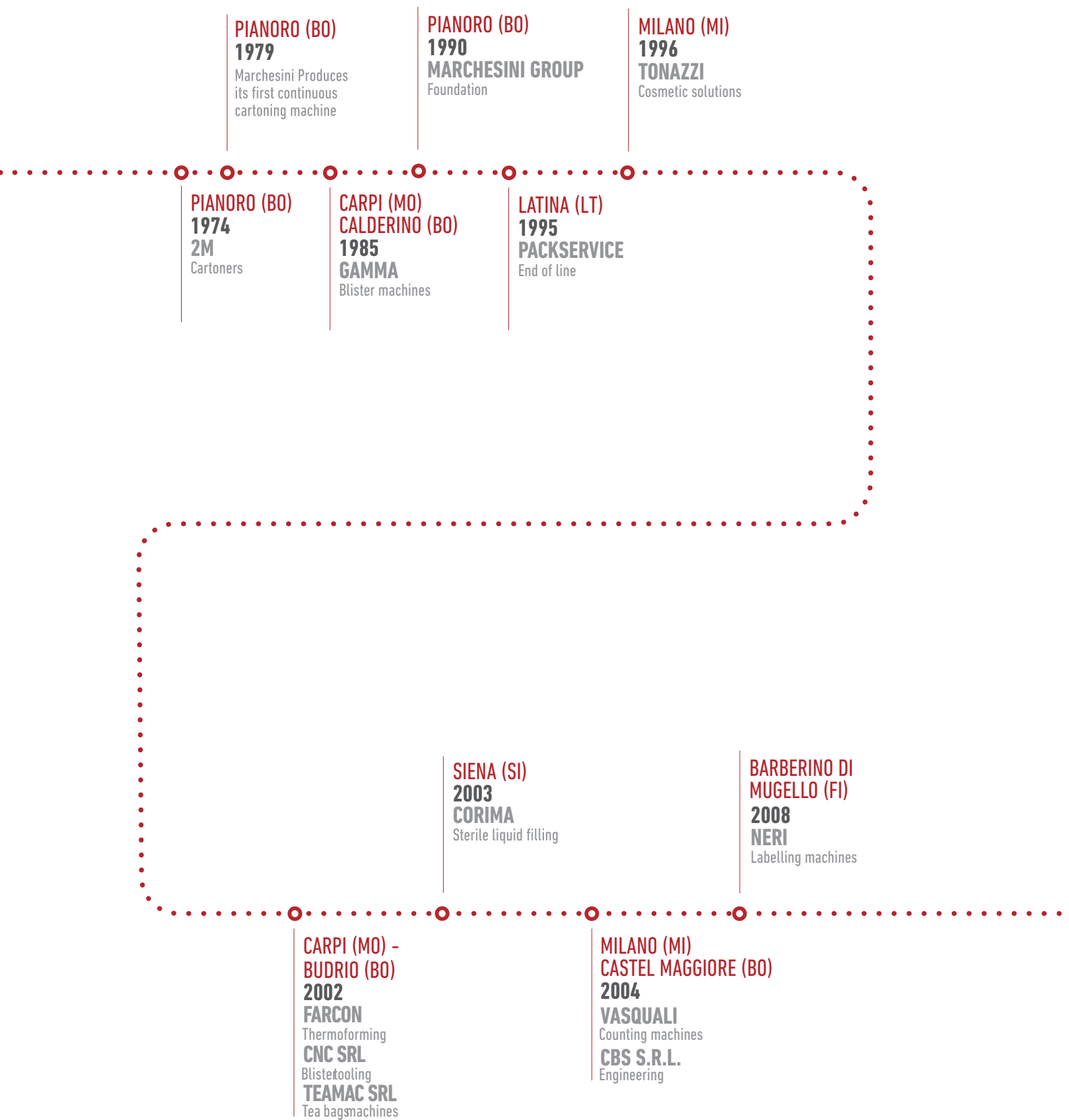
The final product, the machines capable of packaging all types of drugs and cosmetics, is a concentrate of craftsmanship combined with robotics and technology, designed and built with tailor-made care for the customer. This result is partly achieved thanks to the specialisation of the Group's companies located in Italy, each one focused on the design and construction of packaging machines for specific types of production: aseptic packaging (Corima Division, Siena), blister packaging (Blister & Farcon Division, Carpi) or the construction of machines for the application of self-adhesive labels on a wide range of products (Neri Division, Barberino del Mugello).

Almost 50 years after its foundation, the company is still firmly controlled by the Marchesini family. In 2016, operational management was entrusted to a manager from outside the family, with the aim of enabling the company to become better organised as a market leader providing efficient customer service, and to grow further through extraordinary operations.

As part of the social dimension of its business, the Marchesini Group reaffirms its commitment and responsibility towards the people who work in the Group and those who make up the local community in the areas in which it operates. The Group owes its history and successes to its ability to pass on its values, experience and company loyalty to the next generation. The concept 'inspired by the extraordinary' emphasises this value system based on increasing the passion, motivation and competence of employees, so that they become an important source of sustainable and lasting value creation.



OUR HISTORY



PIANORO (BO) -
MONTERIGGIONI (SI) -
PAVIA (PV) -
ORNAGO (MB)

2020

CARLO CORAZZA

Precision machining and special processes

F.V.M.

Automatic machines and components

AUTECO SISTEMI

Solutions in automation, process
control and workflow digitalisation

COSMATIC

Technologies for lipstick production
and cosmetic powder filling

COSTABISSARA (VI) -
SETTIMO MILANESE (MI) -
ZOLA PREDOSA (BO)

2019

CMP PHARMA

Pharmaceutical inspection systems

AXOMATIC

Cream filling machines and turboemulsifier

V2 ENGINEERING

Secondary packaging machines for cosmetic market

BEAUTY DIVISION

GORGONZOLA (MI) -
CUSANO MILANINO (MI) -
BOLOGNA (BO)

2021

A.TE.NE SRL

Industrial protections

Dott. BONAPACE

Capsule Filling Machines | Tableting Machines |

Containment Solutions | Suppository & Ovule Machines

Secondary packaging machines for cosmetic market

Eyecan.ai SRL

Artificial Intelligence

PIANORO (BO) -
PAVIA (PV) -
ARIANO POLESINE (RO) -
GORIZIA (GO)

2018

RINOVA

Refurbished machines

SEA VISION

(48%) Vision systems

CREINOX

(80%) Stainless steel Components

SCHMUCKER

Automatic packaging machines

CASALECCHIO DI RENO (BO)

2015

Pharmaceutical and

cosmetic division of

MULTIPACK End of

line packaging system

PIANORO (BO)

2013

NEW FACILITY

Opening

BOLOGNA (BO) -
BIENTINA (PI) -
CASTEL MAGGIORE (BO)

2017

DUMEK

Turboemulsifier

VIBROTECH

Infeed and positioning systems

CBS

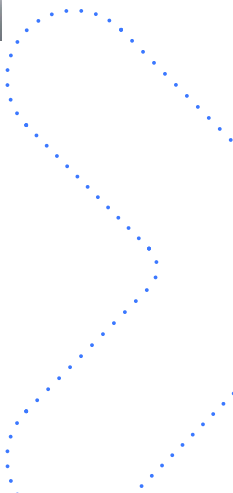
Company expansion and inauguration



INSPIRED BY THE
EXTRAORDINARY

3.0

**HIGHLIGHTS
2021**



3.0 HIGHLIGHTS

2021

3.1 ECONOMIC RESULT



3.2 SOME NUMBERS

5.325 m³

AUTOMATIC WAREHOUSES
WITH CRANE STACKERS

1.457

NEW ALIMENTATION
GROUPS

118.486

NEW DESIGNS

139.862 m³

SITES

488

PATENTS

30

AUTOMATIC
WAREHOUSES

23

NEW
MACHINES

3.3 PRODUCTION SITES

BO

PIANORO

HEADQUARTERS & DUMEK

786

62,600

CARTONING MACHINES | SHRINK WRAPPERS | CASE PACKERS
| PALLETISERS | PALLETISERS | COMPLETE LINES | LIQUID
FILLERS

SI

MONTERIGGIONI

DIVISIONE CORIMA

130

12,000

WASHING MACHINES | DEPYROGENATION
TUNNELS SYRINGES | ASEPTIC PROCESSES

MO

CARPI

DIVISIONE BLISTER&FARCON

135

17,452

THERMOFORMING | BLISTER

FI

BARBERINO DEL MUGELLO

DIVISIONE NERI

189

10,340

LABELLERS

MI

CERRO MAGGIORE

DIVISIONE TONAZZI VASQUALI

58

7,000

TUBE FILLERS | JAR FILLERS |
MASCARA FILLERS | COUNTING

LT

LATINA

DIVISIONE PACKSERVICE

45

4,400

END OF LINE

BO PIANORO

**RINOVA
S.R.L.**

24 

2,500 

RECONDITIONED MACHINES

BO ZOLA PREDOSA

**V2 ENGINEERING
S.R.L.**

31 

1,520 

CARTONING MACHINES | SHRINK WRAPPERS

GO ROMANS D'ISONZO

**SCHMUCKER
S.R.L.**

54 

4,800 

STICKPACKS AND ENVELOPES

MI SETTIMO MILANESE

**AXOMATIC
S.R.L.**

41 

12,500 

TURBOEMULSIFIERS | TUBE FILLERS | JAR
FILLERS

VI COSTABISSARA

**CMP PHAR.MA
S.R.L.**

39 

1,150 

LIPSTICK PACKAGING

MB ORNAGO

**COSMATIC
S.R.L.**

11 

2,000 

LIPSTICK PACKAGING

MI CUSANO MILANINO

**DOTT. BONAPACE
S.R.L.**

9 

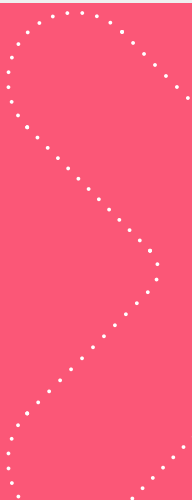
1,500 

BENCHTOP | ENCAPSULATING MACHINES

ECOLOGIC



SUSTAINABILITY



GRI 2016:

102-5 102-6 102-7 103-1 103-2 103-3
102-16 102-18 102-45 102-46 103-1
103-2 103-3 201-1



4.1 CORPORATE GOVERNANCE

Corporate governance is in the hands of the Board of Directors (B.o.D.), which is composed as follows:

Maurizio Marchesini, President, Board of Directors and Company Representative

Pietro Cassani, Director, Managing Director and Company Representative

Marco Marchesini, Director

Marinella Alberghini, Director

Giuseppe Monti, Director

Valentina Marchesini, Director

The Board of Statutory Auditors consists of:

Domenico De Leo, President

Barbara Pedretti, Mayor

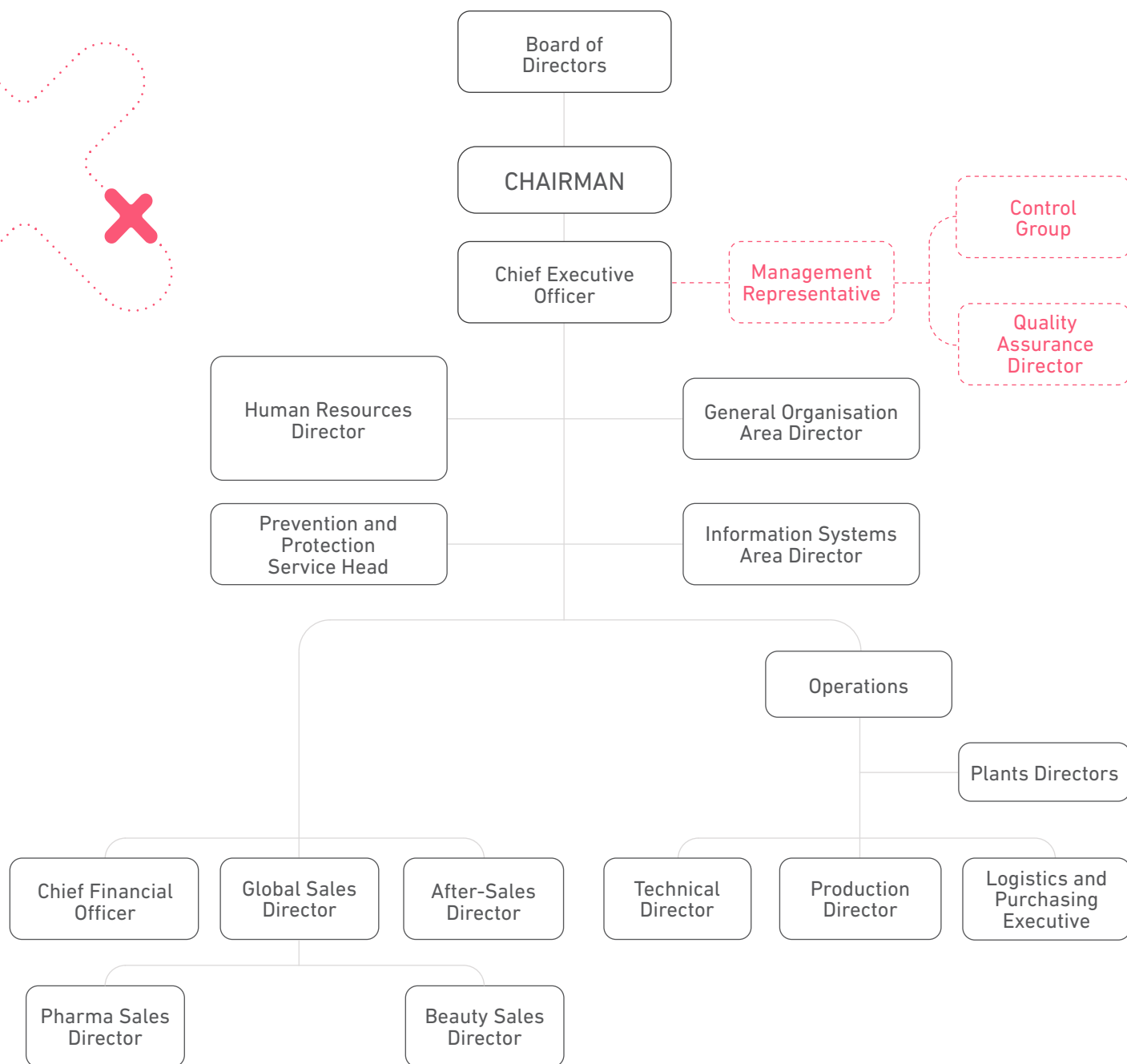
Alessandro Tonelli, Auditor

Luca Tommasini, Alternate Auditor

Marco Serantoni, Alternate Auditor

Audits are carried out by KPMG S.p.A.

For the operational management of processes, the B.o.D. is supported by the management organised as follows:



One of the priorities of the company's management is a commitment to transparency, which is a distinctive feature of the Marchesini Group as a whole and an integral and complementary part of its daily operations.

For the Marchesini Group, commitments are not just words written on paper but concrete actions: corporate transparency therefore translates into open and honest communication with all internal and external stakeholders.

This culture of corporate transparency cannot be separated from other commitments that characterise the Marchesini philosophy, i.e. a commitment to regulatory compliance, risk prevention in the workplace, always operating ethically and correctly, and respect for the environment, both in terms of production processes and products.

All these aspects are fundamental to the Group and are outlined in the Code of Ethics adopted in 2016⁸.

The Marchesini Group's Sustainability through Governance is manifested in the adoption of the following Corporate Policies:

Corporate Social Responsibility Policy

Environmental Policy

Sustainable Procurement Policy

Conflict Minerals Policy

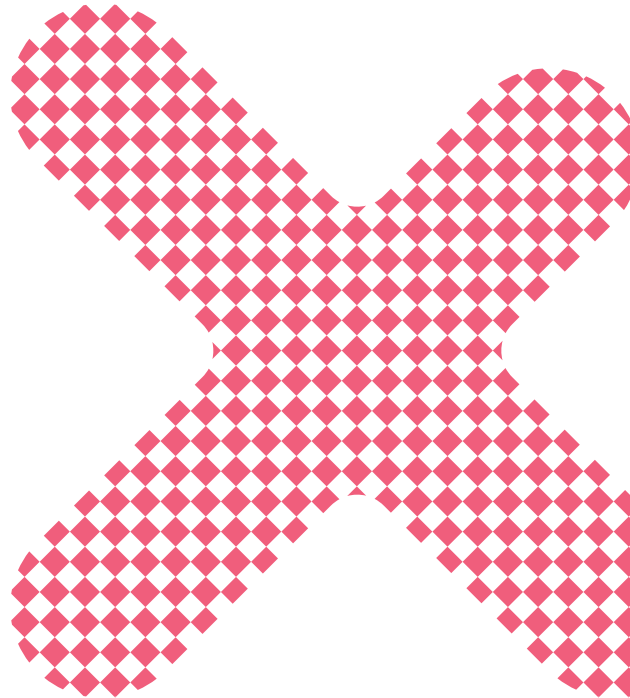
RoHS (Restriction of Use of Certain Hazardous Substances) Policy

REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Policy

Privacy Policy

Information System Policy

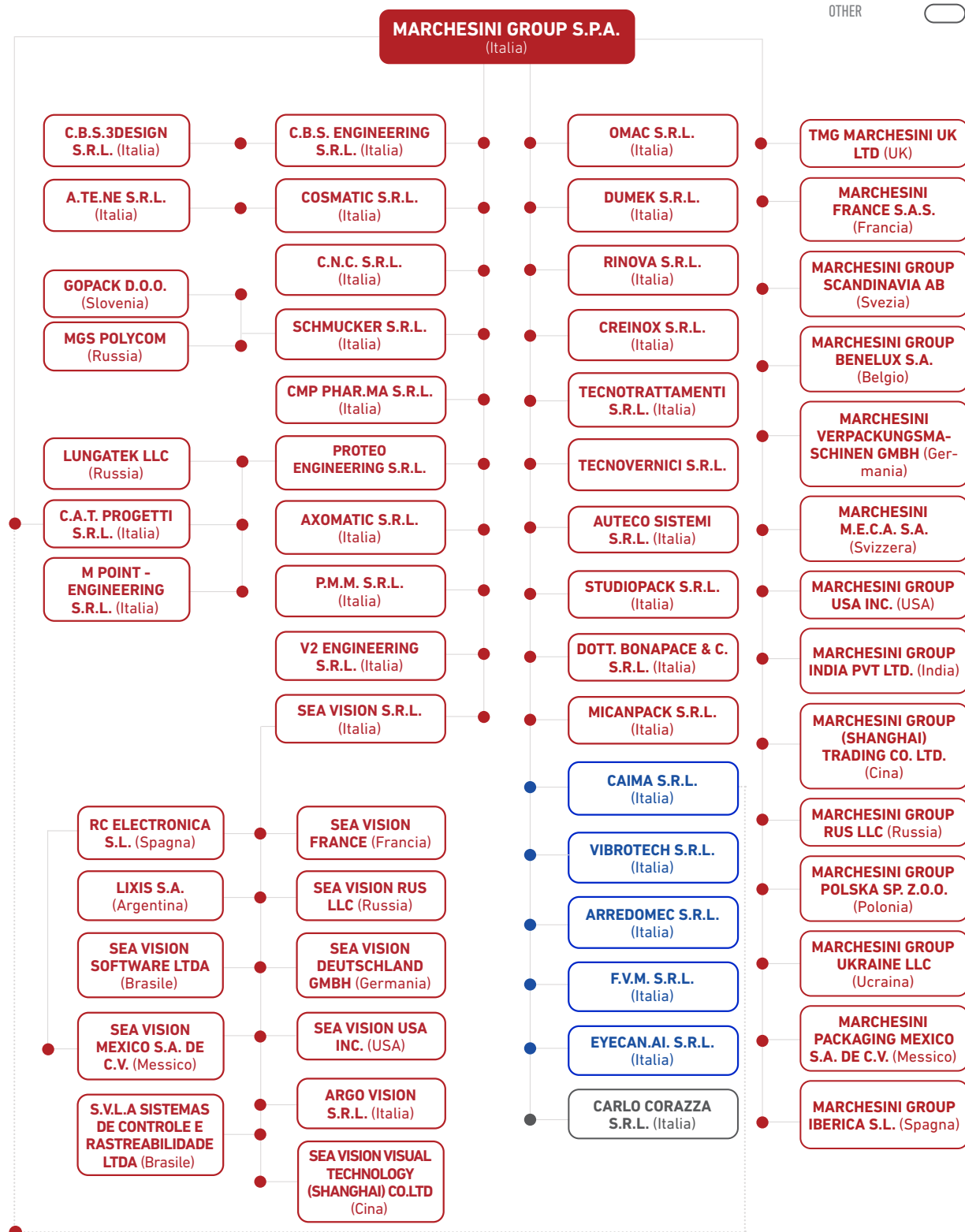
Social Media Policy



⁸ The Marchesini Group S.p.A. Code of Ethics is available in digital form at <https://www.marchesini.com/en/corporate-and-culture/our-values/code-ethics>

4.2 CORPORATE STRUCTURE⁹

LEGENDA

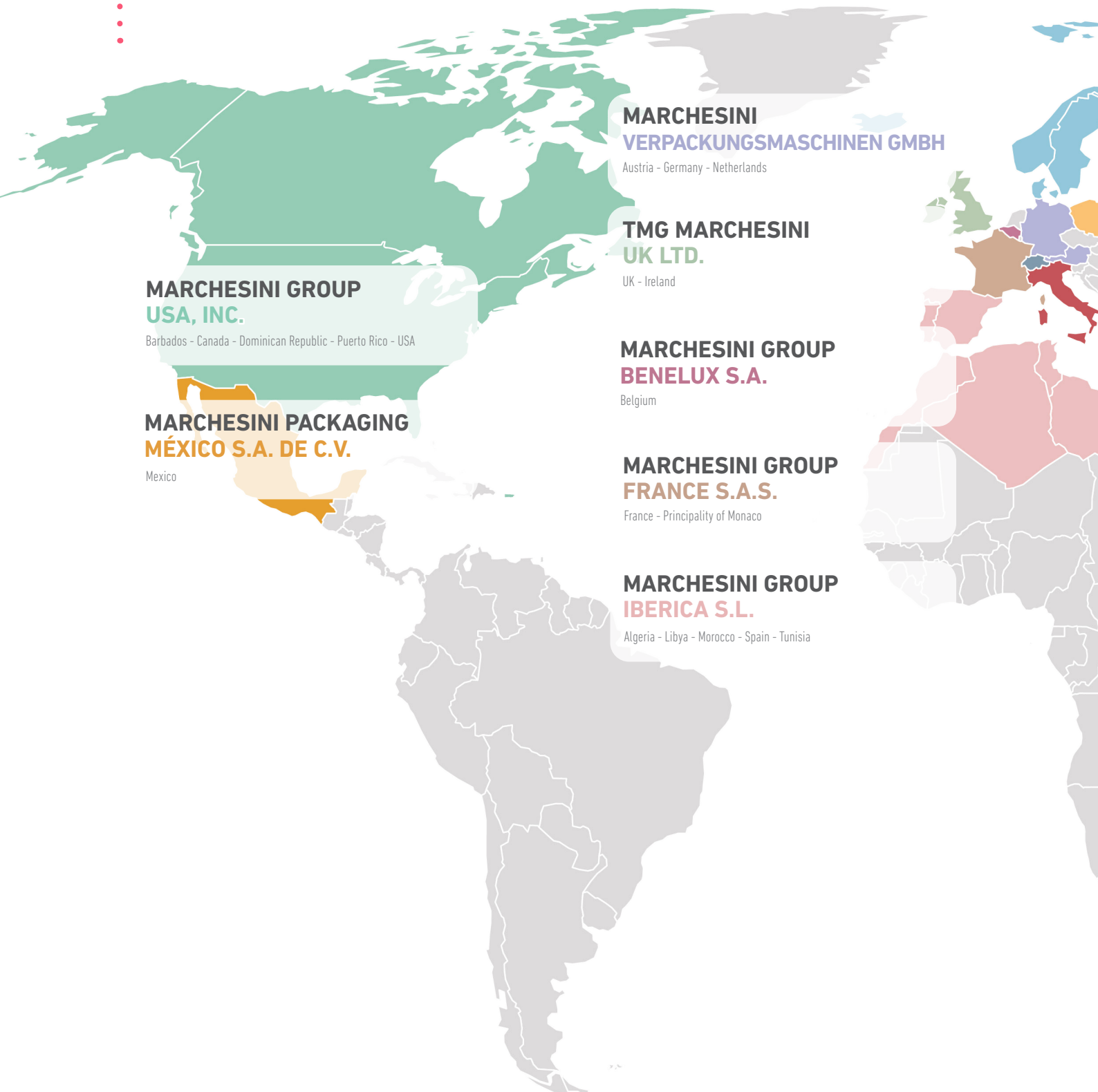
CONTROLLED SHAREHOLDERS OTHER 

⁹ 31/12/2021



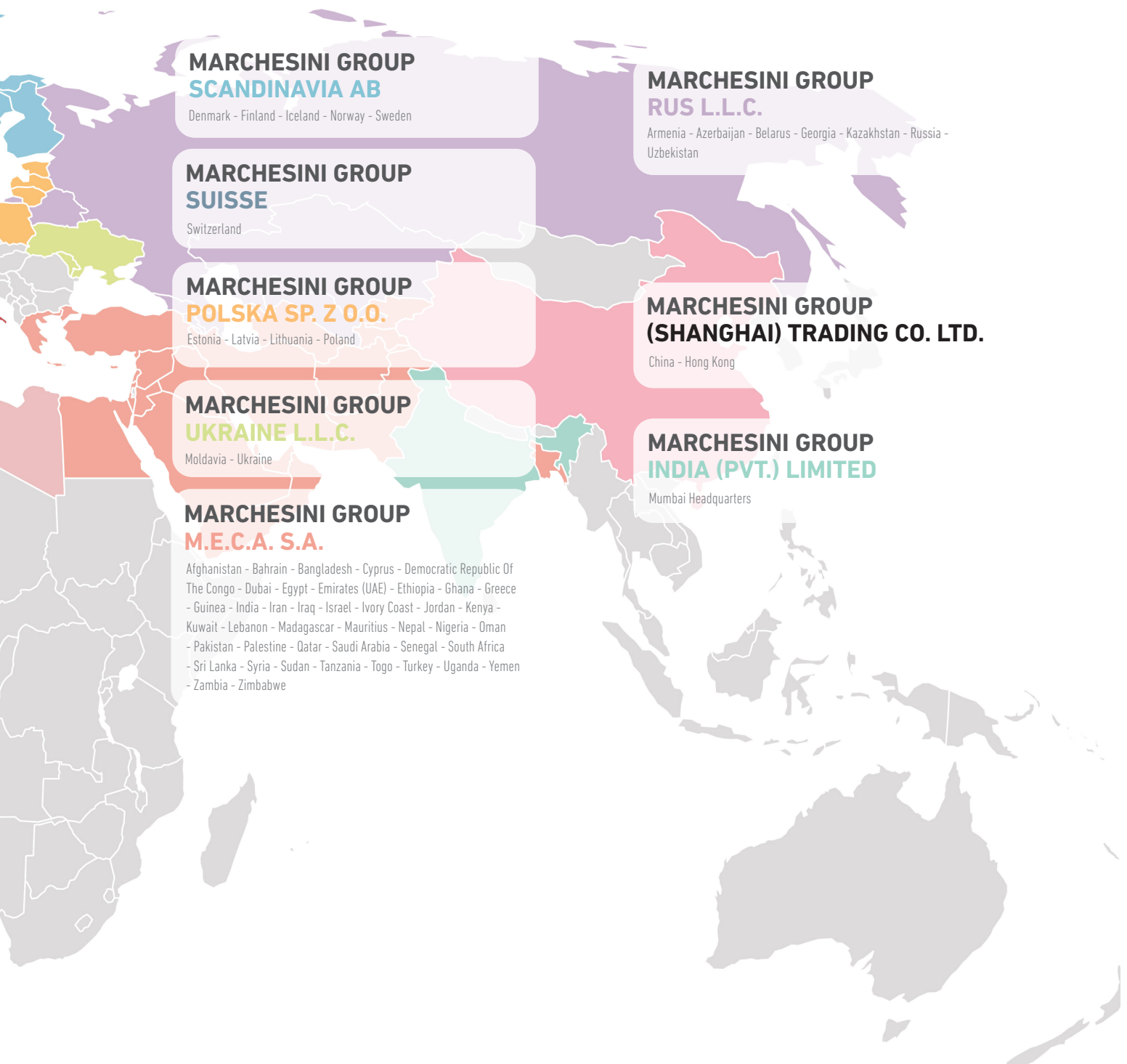
4.3 THE MARCHESINI GROUP IN THE WORLD

With an export share of around 85% of turnover, the Marchesini Group is a company with a very strong international vocation.



In order to embrace this role and consolidate its worldwide presence, from its early years of operation, Marchesini Group has focused on creating a capillary sales network also beyond the shores of Italy.

Today, the Group sells its products in 116 countries worldwide and it is present in 68 countries with 14 subsidiaries in reference markets, one associated company and a network of 35 sales agencies that have grown side by side with the company to attest to the intention of working alongside our customers day after day.



4.4 ECONOMIC VALUE DISTRIBUTED TO STAKEHOLDERS

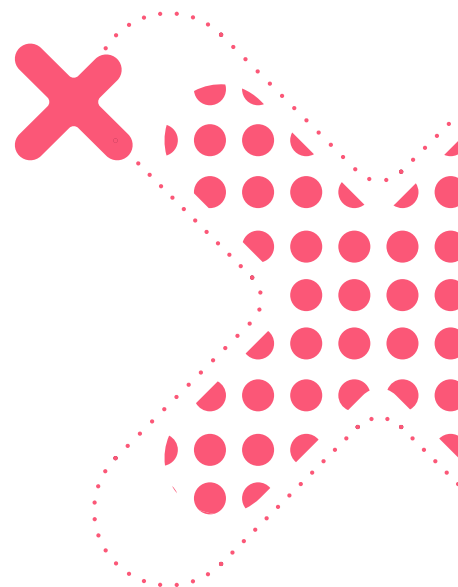
Since the financial year 2021, the Marchesini Group has decided to prepare the Group's consolidated financial statements by applying the International Financial Reporting Standards (IFRS) adopted at European level to ensure comparable and quality accounting information.

The figures below refer to the consolidated financial statements of Marchesini Group S.p.A. for the year ending 31 December 2021.

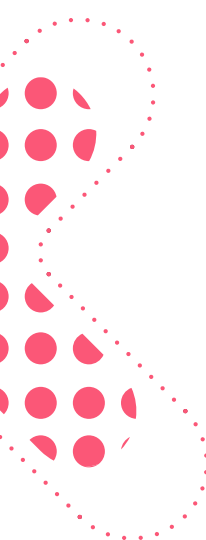
Revenues generated in the year amounted to approximately €482.6 million (+8.59% compared to 2020).

The value generated by Marchesini Group S.p.A. in 2021 amounted to approximately €492.6 million, an increase of 8.72% compared to 2020, and is calculated based on GRI Standards. Of this, €99.3 million (+16.43%) was retained by the parent company, while €393.4 million (+6.93%) was distributed to the main stakeholders as follows

- operating costs amounted to €211.9 million (+5.44%);
- staff remuneration amounted to approximately €151.5 million, an increase of +11.47% compared to the previous year;
- a total of about €29.4 million was distributed to capital suppliers, shareholders and the public administration;
- donations, membership contributions and sponsorships to the community amounted to about €519,000 (-9.11% compared to 2020).



	2021	2020	VAR %
ECONOMIC VALUE GENERATED € /000			
Income	482.561	444.384	8,59%
Other revenue	5.840	5.479	6,59%
Financial revenue and income from shareholders	4.238	3.264	28,61%
Totale	492,639	453,127	8,72%
ECONOMIC VALUE GENERATED AND DISTRUTED € /000			
Operating costs (purchases services investments)	211.955	201.021	5,44%
Employee remuneration	151.474	135.886	11,47%
Remuneration of capital	.081	3.317	23,03%
Remuneratin of lenders	3.145	4.933	-36,47%
Remuneration of public administrations	22.208	22.152	0,25%
External donations and sponsoring	519	571	-9,11%
Total	393.382-	367.880	6,93%
ECONOMC VALUE RATEINED € /000			
Amortisation, depreciation, write-downs and adjuments	32.253	27.869	15,73%
Self-financing	67.004	57.378	16,78%
Total	99.257	85.247	16,43%

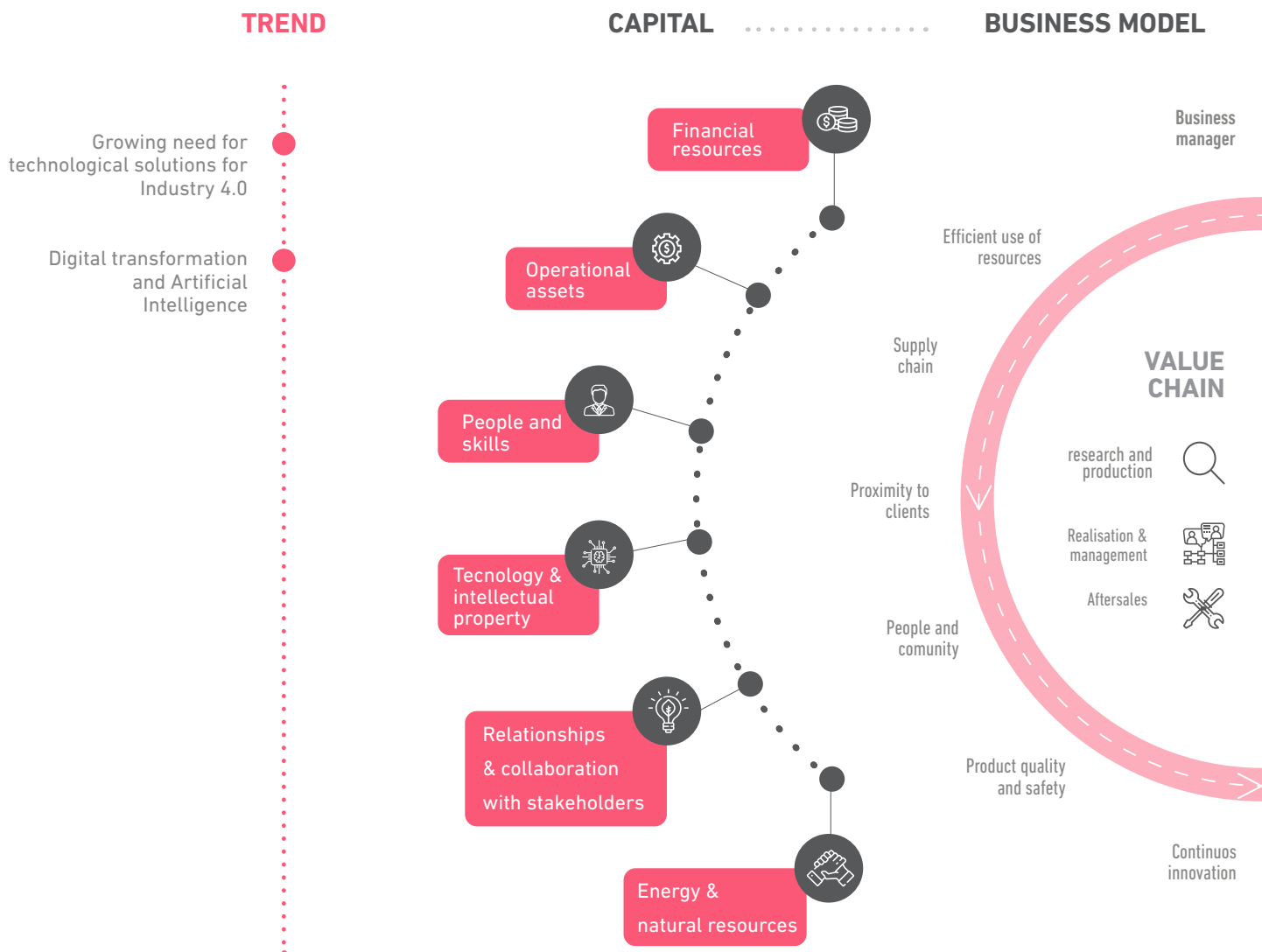


4.5 VALUE CREATION MODEL

For almost 50 years, the Marchesini Group has been developing, manufacturing and managing high-tech solutions in the pharmaceutical and cosmetics packaging sector by supplying

It operates in constantly evolving markets characterised by high-quality standards and the application of digital technologies and new discoveries in science.

Through its business model and the management of its key levers, Marchesini Group contributes to technological, economic and social progress and the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.



The Marchesini Group's sustainability strategy, fully integrated in the Industrial Plan presented in December 2020, is articulated on the basis of transversal business development guidelines, broken down into specific operational commitments and objectives.

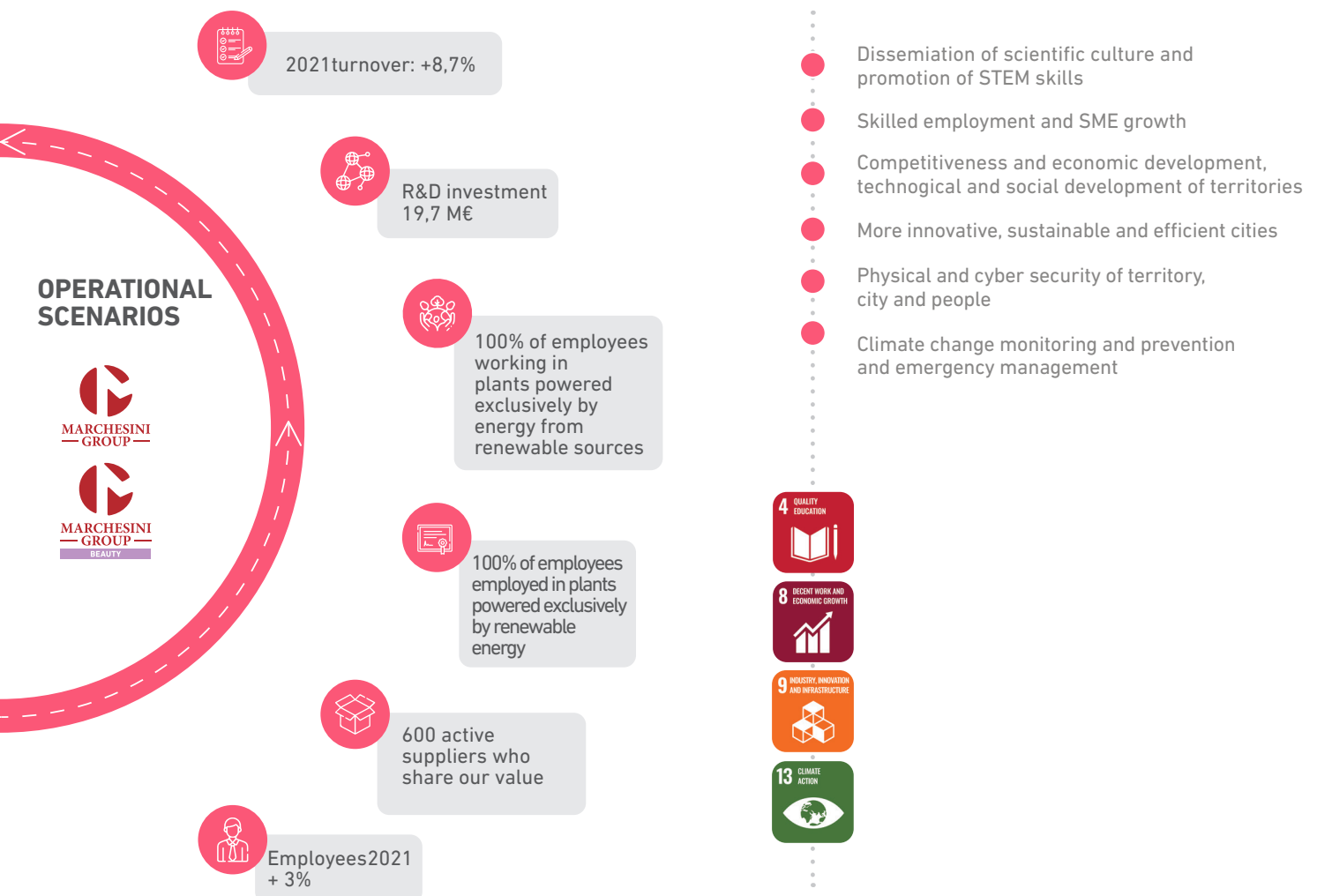
Their pursuit and consistency with the Industrial Plan are verified at Board of Directors level. With its strategy and activities, the Marchesini Group, conscious of the need to adopt integrated approaches and multi-stakeholder collaborations to address economic, social, health and institutional challenges, contributes to the achievement of the SDGs of the United Nations 2030 Agenda.

In particular the Marchesini Group creates positive impacts through:

- the creation of qualified employment;
- commitment to the dissemination of scientific citizenship;
- the strengthening of the SME supply chain;
- collaboration in the field of technology;
- innovation processes;
- continuous improvement of products and solutions for its customers.

RESULTS

IMPACT AND SDGS



¹⁰ In Italy, the precursor of the concept of scientific citizenship is the sociologist Giancarlo Quaranta, who first defined it in an article of 2007: Quaranta G. (2007), Conoscenza, responsabilità e cultura: riflessioni sulla comunicazione scientifica (Knowledge, responsibility and culture: reflections on scientific communication), in JCOM (Journal of Science Communication), Scuola Internazionale Superiore di Studi Avanzati (SISSA) - Trieste.



INSPIRED BY THE
EXTRAORDINARY

5.0

**R&S
PRODUCT
INNOVATION**



5.0 R&D AND PRODUCT INNOVATION

Research and development (R&D) is a strategic variable in the competitiveness of all economic systems, as it allows high knowledge content to be incorporated into the production of goods and services, with positive impacts on overall economic performance.

5.1 R&S

The Marchesini Group has developed the awareness that being innovative and proactive is the main source of competitive advantage, and not only in the technological field.

While for a long time the resources¹¹ (human, material and financial) allocated to R&D activities were, in fact, considered the main input of the innovation process, and the individual innovations introduced, often identified through patents, the technological output of formalised basic and applied research activities, a less linear and deterministic view of the innovation process has matured in more recent times. It is increasingly perceived as the result of incremental and cumulative learning processes to which it is often difficult to associate specific innovations or technological outputs¹². The human resources involved in the organisation must therefore be able to understand and manage the components of the innovative processes that transform new ideas into concrete, viable and sustainable projects and solutions in terms of new products and/or processes, in response to the changing needs of society and the market.

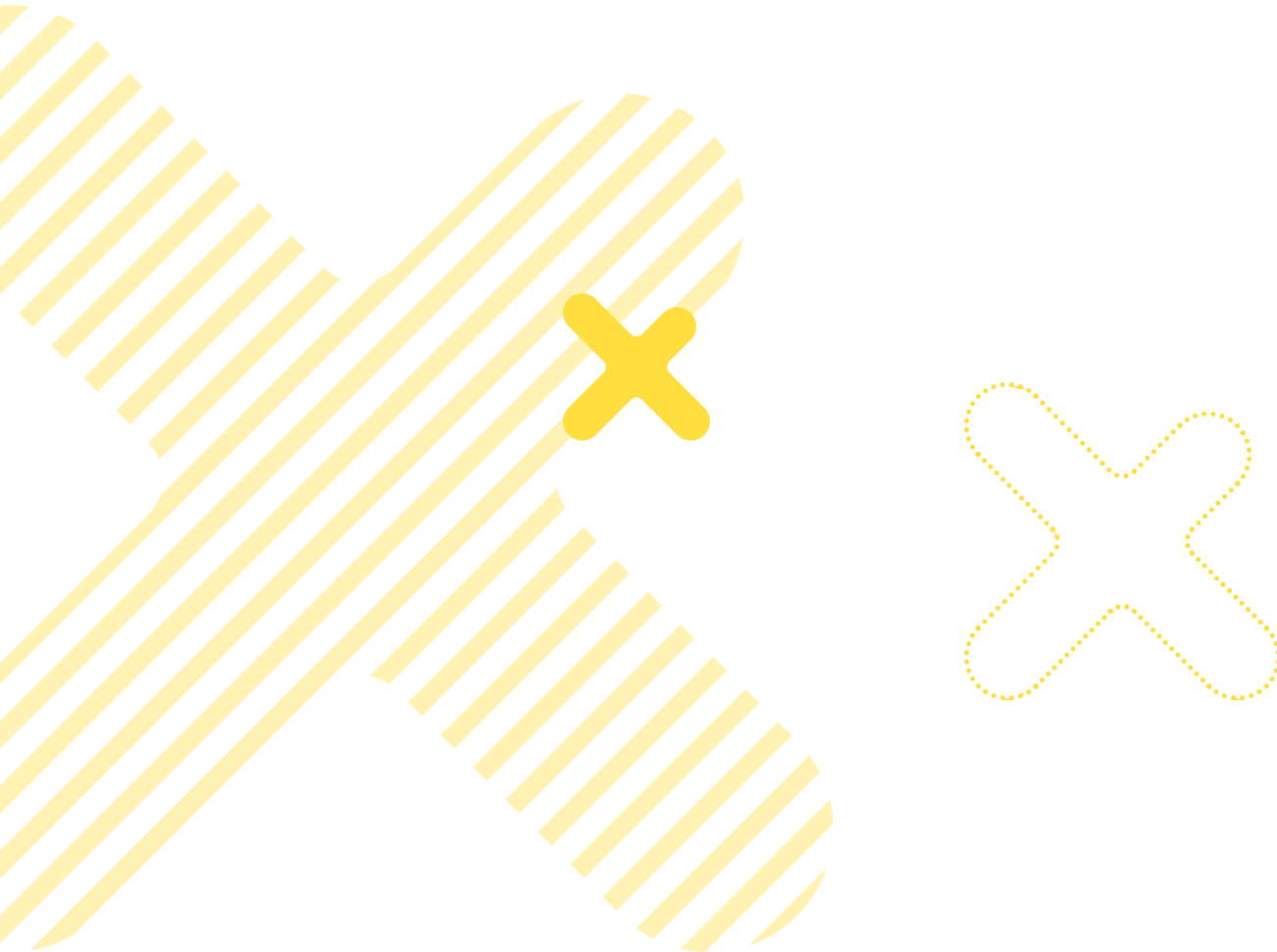
¹¹ Malerba, F. (a cura di), 2000. economy of innovation. Roma, Carocci.

¹² Fagerberg, J., Mowery, D.C. and Nelson, R.R. (eds.), 2005. The Oxford Handbook of innovation. Oxford, Oxford University Press. Italian edition edited by Malerba, F., Pianta, M. and Zanfei, A. 2007. Innovazione. Imprese, industrie, economie (Innovation. Enterprises, industries, economies), Roma, Carocci.

Producing individual machines and packaging lines that are more efficient in production and which, at the same time, safely simplify packaging process activities, is the Marchesini Group's main objective in the field of innovation.

For the Group, innovation is focused on creating technological solutions not only capable of constantly improving the production performance, reliability and sustainability (both at the level of their production and during their operation) of machinery, but also to simplify the activities of the operators involved in order to guarantee their well-being and safety in the workplace (e.g. the application of integrated factory logistics). For this reason, particular attention is paid to ease of use, ergonomics and the reduction of noise and consumption. The high degree of integration between mechanics, electronics and software makes Marchesini machines 'intelligent' and 'collaborative'.

In 2021 Marchesini Group invested around 19.7 million Euro in R&D, 3.9% of the value generated, far higher than the Italian and European average¹³.



¹³ The incidence of R&D expenditure on GDP is one of the five indicators decided by the Europe 2020 Strategy to monitor the progress made by individual states with respect to the objectives of smart, inclusive and sustainable growth. With respect to the general Europe 2020 objective of increasing public and private investment in R&D to a level of 3% of GDP, Italy set itself the target of achieving - in 2020 - a level of R&D expenditure in relation to GDP of 1.53%. See: ISTAT, op. cit.

5.2 PRODUCT INNOVATION

The Marchesini Group operates as a world leader in its target markets with the aim of achieving ever greater efficiency in its machines and related components, allowing it to position itself in each market segment by satisfying customer requirements in detail, constantly searching for high-performance, plug-and-play solutions tailored to its needs.

In the packaging machine sector, optimisation of the work cycle to minimise downtimes and increase production is essential – as is the automation of the entire chain and the various stages along the production line, from the processing of the raw product to the packaging of the finished product. Speed and flexibility are also essential to each machine, to prove that it can effectively and efficiently process products that vary in terms of shape, weight and material. Particularly at the packaging level, it is increasingly important for customers to reduce the use of hydrocarbon plastics, so the Marchesini Group is constantly working with customers to provide solutions that can machine more sustainable, recyclable and environmentally friendly packaging. In addition, the Group is committed to implementing better performing electrical systems along the production lines.

A growing number of clients in the pharmaceutical sector are investing in automation strategies to improve their operations and the services they offer. According to a study of 2017,¹⁴ roughly 50% of pharmaceutical houses and companies that produce medical devices are integrating automation along their lines and will continuously monitor Overall Equipment Efficiency (OEE) at machine, line and plant level.

Two aspects of sustainability

Our products (machines)	Client products (packaging)
<ul style="list-style-type: none"> • Painting phase • Addictive manufacturing • Aluminium swarf recovery • Predictive maintenance 	<ul style="list-style-type: none"> • Alternatives to PVC/PET: <ul style="list-style-type: none"> • PLA • RE-PET • PAPER • Alternative laminates <ul style="list-style-type: none"> • 100% recyclables

¹⁴ <https://www.pmmi.org/report/2017-evolution-automation-report>
<https://www.universal-robots.com/about-universal-robots/news-centre/ifr-world-robotics-report-2017>

5.2.1 ENERGY SAVING

Energy saving is crucial for industries that design and develop automatic machines capable of sustaining high levels of production.

The efforts to be made in this field consist of maintaining the same standards, using as few resources as possible and avoiding unnecessary waste. In devising a winning strategy to improve energy efficiency and reduce consumption, the Marchesini Group has developed an indispensable tool for achieving its objectives: Predictive maintenance.

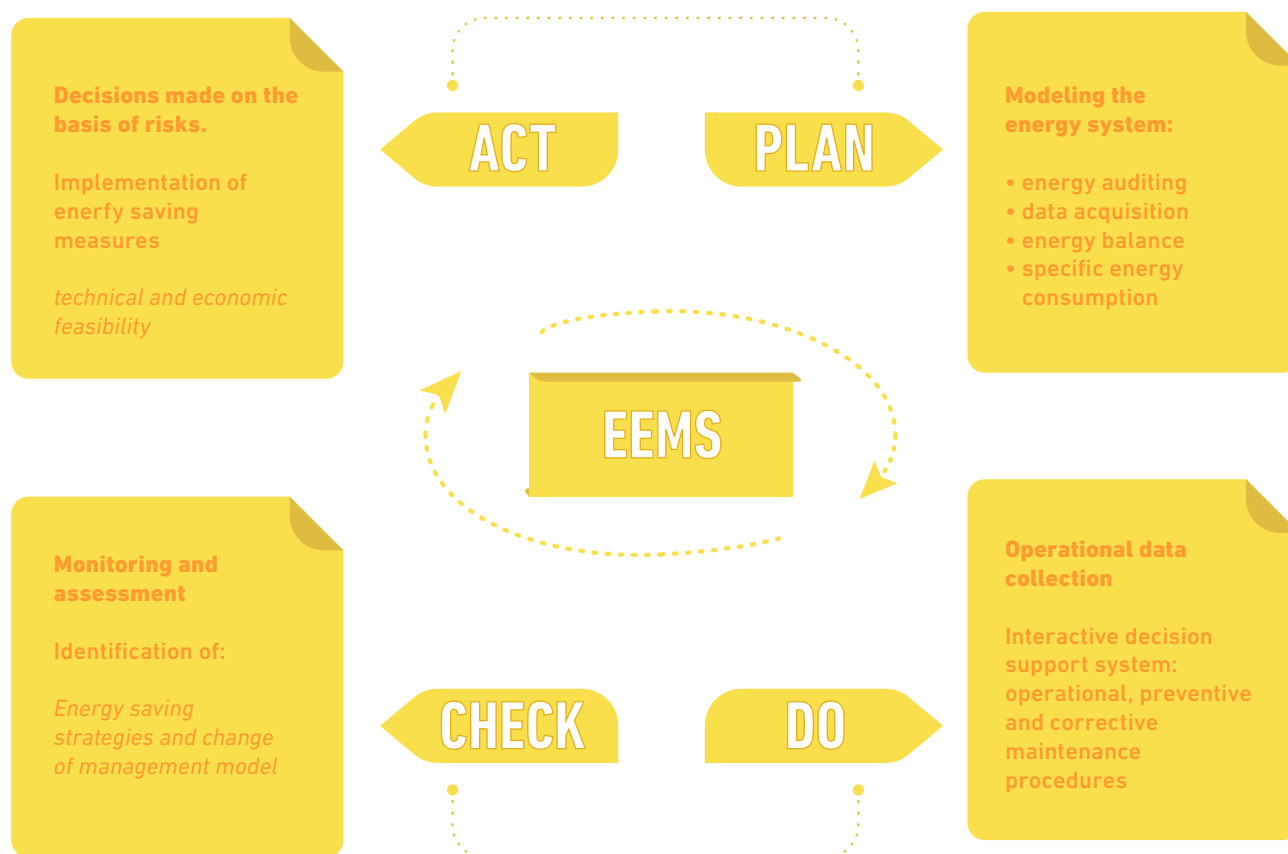
With the emergence of Smart Manufacturing paradigms, manufacturing plants increasingly require monitoring systems that go beyond routine maintenance, enabling complete and constant control of all the machines that make up the production lines. The need to adopt careful monitoring of plants and their components is, in fact, for many industries an essential tool for improving production efficiency while containing costs. With this in mind, the Marchesini Group has developed predictive maintenance solutions to monitor the condition of production systems, assessing the health of machines and anticipating all those conditions that could lead to wasted energy and resources. Data from the sensors installed on board the machine (IoT) is collected, analysed through algorithms based on Artificial Intelligence (AI) and transformed into useful information for the operator, which can be viewed on a dedicated web platform. Monitoring this information allows anomalies to be detected and maintenance to be scheduled in advance, preventing breakdowns and minimising unplanned downtime.

To better understand the importance of predictive maintenance tools, it is useful to refer to industrial compressed air systems (see Chapter 7.8), which require periodic maintenance to operate at peak efficiency. If neglected, these systems can cause air leaks or pressure fluctuations, which can lead to high operating temperatures, poor humidity control or excessive contamination. Comprehensive and constant monitoring can prevent these minor problems, intervening early with minor adjustments, before permanent or more serious damage occurs.

Constantly monitoring energy consumption and maintaining individual components to avoid wear and tear and breakdowns is not enough, however, to achieve the goal of efficient energy and resource management. Energy saving is only one aspect of a broader strategic plan that guides the Group in the choice of actions and measures

to reduce its environmental impact. By adopting a broader management system that includes other elements in addition to energy costs and consumption (such as waste management, CO2 emissions, etc.), it is possible to protect the environment. The Group is therefore inspired by "The Energy and Environmental Management System (EEMS)" approach: a management system that is certified in line with the internationally recognised standards ISO 14001:2015 and ISO 50001:2018. This model involves the monitoring and analysis of consumption, the definition of objectives and related plans to meet them, the internal and external communication of the methods and activities carried out, and the training of all those who implicitly or explicitly contribute to the achievement of the set objectives.

The EEMS is therefore a structured analysis tool, based on continuous improvement and the incorporation of sustainability goals into key business processes.

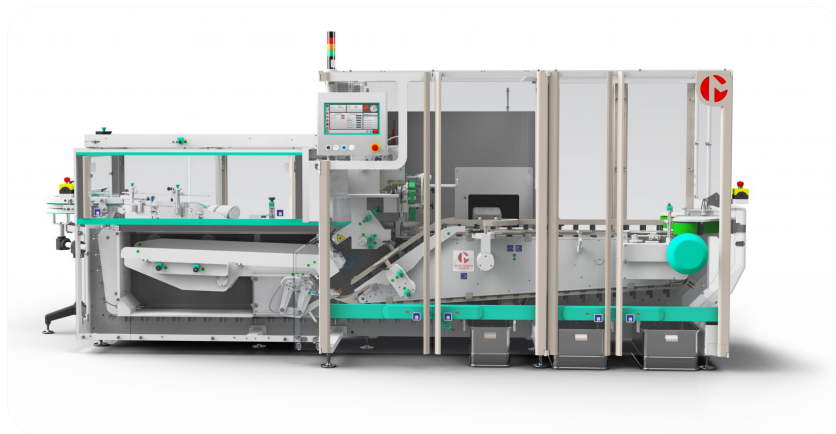


The decision-making process and implementation of energy-saving measures are based on the condition of the system, i.e. technical and economic feasibility, and it is important to balance these two important factors to arrive at an optimal point.¹⁵

¹⁵ The Italian Association of Chemical Engineering | CHEMICAL ENGINEERING TRANSACTIONS | VOL. 32, 2013

5.2.2 PREDICTIVE MAINTENANCE

Predictive maintenance is an indispensable tool in achieving Industry 4.0 goals. For the Marchesini Group, it is a cornerstone of the broader AI (Artificial Intelligence) programme, focused on Digital Transformation.



**MARCHESINI
— GROUP —**

AI

Predictive maintenance is a key element in increasing the productivity and efficiency of machines and production lines, but it is also a technology to support decision-making processes aimed at maximising the energy efficiency and maintenance of individual components.

Thanks to the presence of sensors on board the machine (IoT network), capable of accurate monitoring, and thanks to tools for collecting and subsequently analysing data using AI-based algorithms, the Group has developed a system that makes it possible to detect anomalies and schedule maintenance in advance, avoiding possible breakdowns. This is a service package with an Industry 4.0 perspective that is highly appreciated by customers.

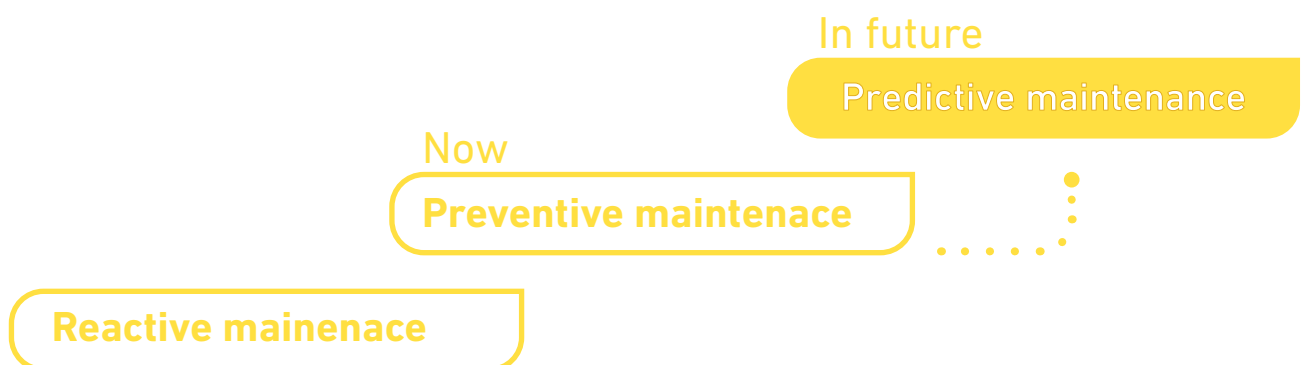
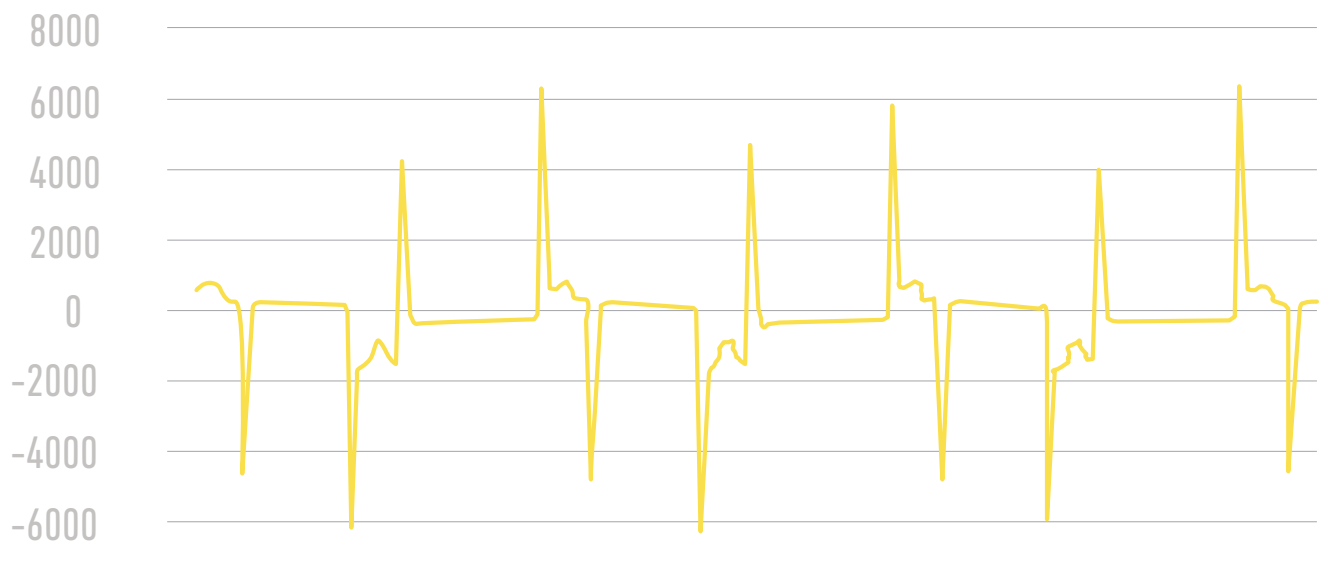
The development of this solution is based on the ability to collect information in real time, thanks to sensors installed on board the machine. In fact, the Group considered how to develop an intelligent system capable of offering an increasingly rapid and efficient maintenance service based on the analysis of objective data linked to machine performance and the production environment. The new technology is therefore based on the idea of providing a reliable tool to monitor the state of the machine and to identify critical situations at an early stage, anticipating unplanned stoppages. The aim, in essence, is to move from a preventive maintenance model to a predictive maintenance model, taking advantage of the data generated.

The main benefits of Predictive Maintenance technology are listed below:

- Better understanding and complete visibility of machine status.
- Alerts and warnings of potential faults. Condition monitoring 24 hours a day, seven days a week throughout the life of the machine.
- Dedicated, independent Edge PC platform with no impact on the control system and the GMP section of the machine.

DIGITISATION

Real-time workflow diagram

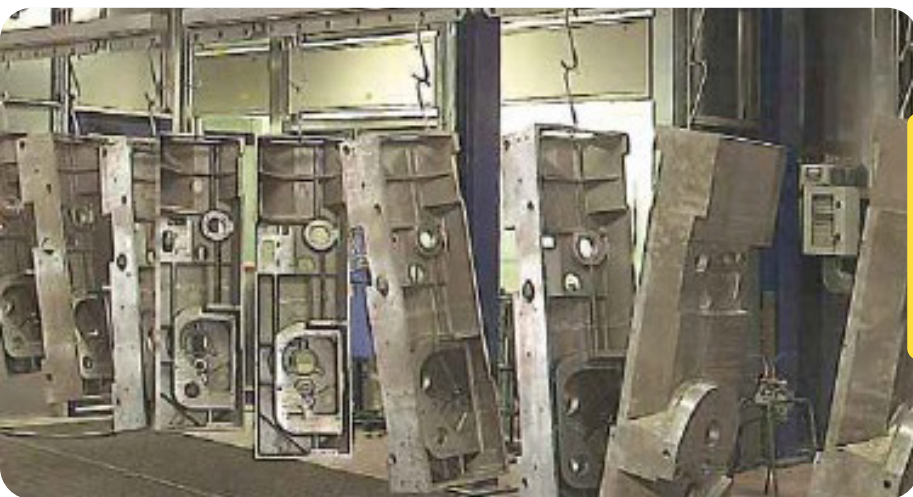


5.2.3 METAL PAINTING

For the Marchesini Group, details are crucial: care and attention to detail make the difference.

The painting cycle used by the Marchesini Group is water-based (not powder or solvent) so as to be more environmentally friendly. In painting all its machines, the Group has succeeded in achieving very high quality, using a procedure with a low environmental impact. The painting cycle used is water-based, without powder or solvents: this treatment, in line with the international UNI EN ISO 14001 standard, implies a low content of VOCs (Volatile Organic Compounds) that are dispersed into the air.

The painting process is controlled at every stage (temperature, humidity, product handling). The aim is to reduce, as much as possible, the amount of water used during the production process and the thinner used, producing less waste.



5.3 MATERIAL INNOVATION

There are many activities related to sustainable development in the pharmaceutical and cosmetics packaging sector, and the Marchesini Group has long since implemented a process of identifying eco-friendly materials to overcome the increasingly widespread problem of pollution from non-biodegradable plastic waste, which now affects not only our lives, but also those of marine ecosystems and future generations.

Along these lines, the Research and Development Team is investigating the possibility of replacing traditional plastic materials, within the limits of current legislation, with materials that can at least partially reduce the environmental impact of pharmaceutical and cosmetics packaging.

Research on plastic materials is constantly evolving and the aim is to find more environmentally friendly alternatives, without compromising the safety of the product contained within the packaging.

Pharmaceutical packaging must guarantee:

- A perfect fit to the medicine, to safeguard the integrity of the product and prevent the possibility of penetration by external agents;
- An effective resistance to external environmental conditions; in particular, primary packaging that is resistant to light and air is required;
- Adequate protection of the pharmaceutical product; the primary packaging must have precise characteristics to guarantee the safety of the drug during transportation;
- Proper communication on the nature of the contents and the method of administration

¹⁶• Directive 2001/83/EC of the European Parliament and of the Council of 6 November 2001 on the Community code relating to medicinal products for human use published in the Official Journal of the European Communities No. L311/118 of 28/11/2001.

• Directive 2004/27/EC of the European Parliament and of the Council of 31 March 2004 amending Directive 2001/83/EC on the Community code relating to medicinal products for human use published in the Official Journal of the European Communities No. L136/34 of 30/04/2004.

• Legislative Decree no. 219 of 24 April 2006, implementing Directive 2001/83/EC (and subsequent amending directives) on the Community code relating to medicinal products for human use, as well as Directive 2003/94/EC, published in the Official Gazette no. 142 of 21 June 2006 - Ordinary Supplement no. 153.

• Legislative Decree No. 274 of 29 December 2007, Corrective provisions to Legislative Decree No. 219 of 24 April 2006, implementing Directive 2001/83/EC on the Community code relating to medicinal products for human use, published in the Official Gazette General Series No. 38 of 14-02-2008.

• Commission Delegated Regulation (EU) 2016/161 of 2 October 2015 supplementing Directive 2001/83/EC of the European Parliament and of the Council by laying down detailed rules on the safety features appearing on the packaging of medicinal products for human use published in the Official Journal of the European Communities No. L32/1 of 09/02/2016.

5.4 ALTERNATIVE PLASTICS

Recyclable

One of the virtuous principles in view of the circularity of raw materials is single-material packaging. It allows for easier collection and processing of waste by avoiding mixing and swapping different materials. This is why our packaging solutions involving plastics have organic, recycled, recyclable and compostable alternatives, both for the cover and for the moulding.

The material to be recycled is normally collected, shredded into small regular pieces, washed then sorted mechanically, optically or by gravity

Fossils (of non-organic origin) that are easily separable, preferably monomaterial to avoid difficult separation processes or dedicated technologies.

PET | E-PET | PP | PE | HDPE

Biodegradable – compostable

Of organic origin, mainly from plant and process waste.

Biodegradable does not necessarily mean compostable.

Compostable material is necessarily biodegradable.

Compostable means 'industrially compostable' which means that the material will be processed together with the 'food waste' to obtain a 'compost' used as fertiliser.

| GREEN PE | PLA | MATER B | PAPER

Having always been a reference not only as a machinery supplier but also as a packaging line designer, over the years our role has increasingly taken the form of consultancy in the design of new plants and the optimisation of existing ones, generating customer confidence. This dynamic has led us in recent years to come under pressure from the outside world, particularly on environmental issues. On the customer side, in recent years the demand has mainly been for the replacement of plastic with alternative, recyclable or biodegradable/compostable materials or paper.

The Marchesini Group has built its success on secondary packaging, the cartoning machines that have made the company's fortune throughout the world and cardboard tray solutions, which have been very successful in recent years.

With regard to alternatives to plastic, too, we have been developing packaging solutions such as blisters and thermoformed products using PLA or R-PET for 20 years in our Blister & Farcon division in Carpi. Despite this, only in recent years has there been a strong demand from the market.

The supplier owns a material and tends to defend its characteristics. When choosing the material to be used in a project, we play an impartial role that allows the customer to have an overview of the available options. The customer wants to be reassured about the impact of a change in packaging materials on the existing machinery. Solutions can be a simple material change or a retrofit modification on the machine.

WHAT ARE BIOPLASTICS?¹⁷

Biodegradation is a chemical process during which microorganisms in the environment convert materials into natural substances.

The biodegradable process depends on the environmental conditions, the material in question, and its application.

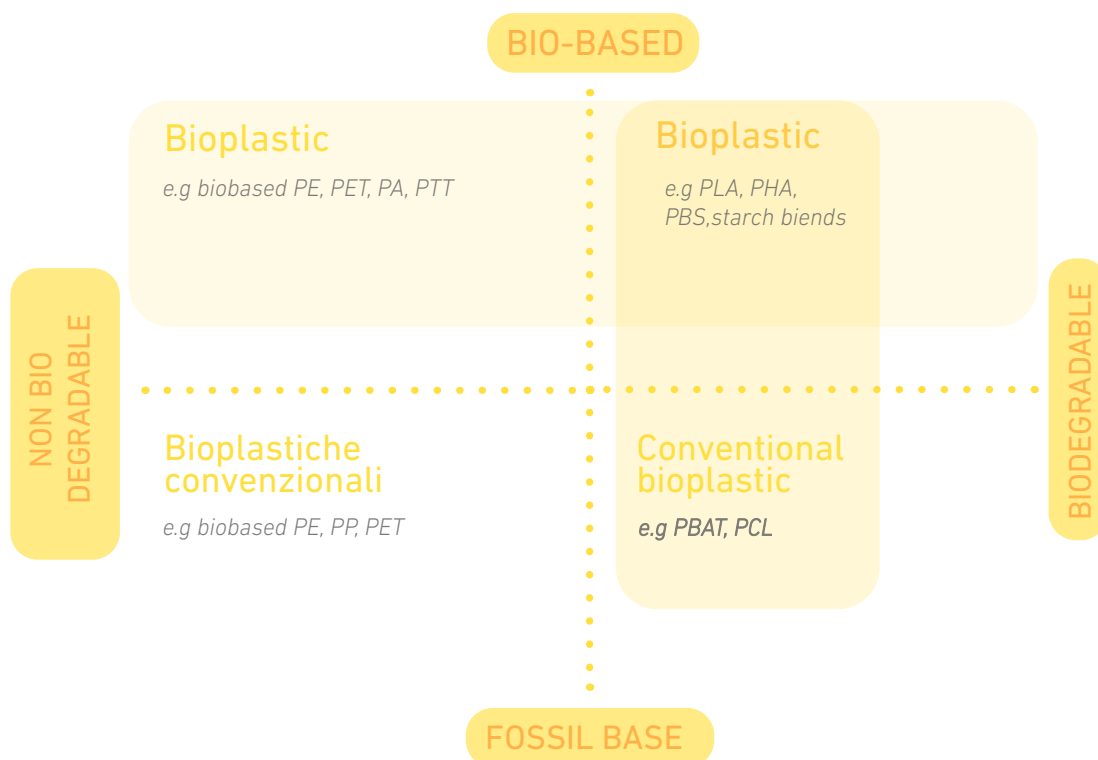
"BIO-BASED" DOES NOT MEAN "BIODEGRADABLE"

The property of biodegradation does not depend on the resource base of a material, but is rather related to its chemical structure.

100% bio-based plastic may not be biodegradable and 100% fossil-based plastic may biodegrade.

ADVANTAGES OF BIOPLASTICS

Bio-based plastic products save fossil resources by using biomass that regenerates (annually) and offers the unique potential of carbon neutrality.



¹⁷ European Bioplastics

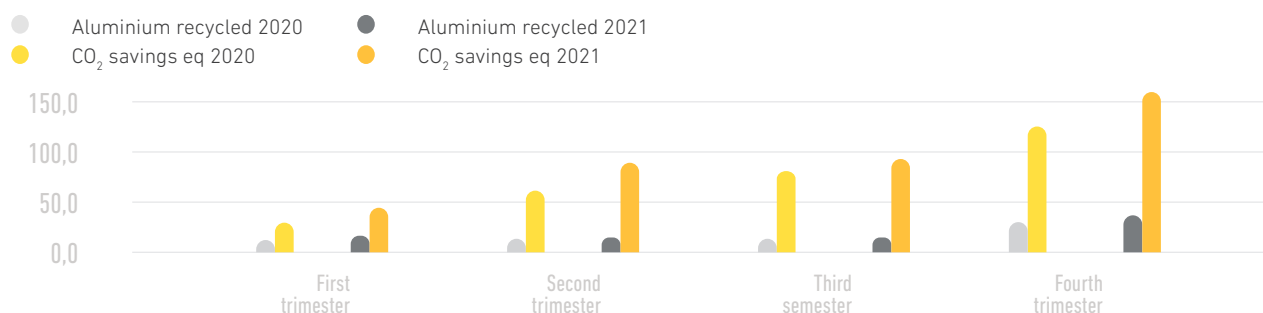
5.5 THE RECOVERY OF ALUMINIUM WASTE

Aluminium is one of the most recycled materials in the world. Thanks to its properties, this material can be reused an infinite number of times, making its recovery less impactful than the traditional process of extracting it from bauxite. Approximately 90% of the aluminium sold today comes from the secondary raw material recovery circuit with a significant reduction in costs, energy consumption and environmental impact.

Marchesini Group has decided to contribute to the collection and recycling of aluminium with a view to the circular economy, transforming the waste produced by its own processes into a resource for other companies.

The Calderino production plant, which produces components made from this metal, is equipped with one of the most innovative plants for scrap collection: thanks to special ventilation and suction systems, the aluminium scraps are conveyed into a compactor that transforms them into briquettes. As well as offering a considerable advantage in terms of space, this solution is also convenient from an economic point of view, as this format facilitates its storage and transport to the companies that process it. In 2021 alone, the Marchesini Group's recovery and recycling of aluminium saved 171 tCO₂eq: the amount of emissions that would have been dispersed into the atmosphere to produce the same amount of aluminium through mining¹⁹.

Aluminium recovery and recycling (t) and tCO₂eq avoided







Not only sustainable paper and plastic. Aluminium, which is specifically processed in one of our factories, is one of the most carefully considered waste.

¹⁸ Although aluminium is one of the most common metals in the earth's crust, it is rarely present in its pure state in nature and is often found combined with other elements from which it must be separated by carbon reduction and electrolysis processes.

¹⁹ https://www.minambiente.it/sites/default/files/archivio/allegati/emission_trading/tabella_coefficienti_standard_nazionali_2011_2013_v1.pdf

5.6 INTERNATIONAL COMPLIANCE

COUNTRY	COMPLIANCE
 UNIONE EUROPEA	Machine branding and certification according to the “CE” Machine Directive. Marchesini Group machines always bear the CE mark, even outside the EU
 UNIONE DOGANALE (Russia, Bielorussia, Kazakistan, Armenia, Kirghizistan)	Machine branding and certification according to “EAC” technical regulations
BRASILE	Compliance and certification according to “NR12” standard
 USA  CANADA	Compliance and components and certification from MG of the electrical panel. Customer certification of installation
TURCHIA	Electrical equipment certification
ARABIA SAUDITA	Electrical equipment certification CoC certification (ex – SASO)
MAROCCO	Electrical equipment certification VoC certification
IRAN / SIRIA / RUSSIA / CUBA / COREA DEL NORD	“Dual Use” technical classification



INSPIRED BY THE
EXTRAORDINARY

6.0

**THE SUPPLY
CHAIN**

6.0 THE SUPPLY CHAIN

Marchesini Group adopts a responsible approach to managing the entire supply chain, from small local companies to large multinational organisations, creating relationships that go beyond mere commercial transactions and promoting lasting and mutually satisfying collaborations with the most qualified partners who share the company's principles.

It is in the Group's interest to set up assessment tools to verify the suitability of suppliers in view of the continuity of the relationship; this attention is expressed both on an ethical level and in terms of product quality and safety. For this reason, relationships with suppliers are developed with total transparency, on the basis of the General Supply Conditions, applied to all contracts, the Quality Provisions, referred to directly in orders and concerning the activities that the supplier is required to perform to ensure the quality of the finished product, and the Code of Ethics, which includes specific references to respect for human rights, environmental protection and workers' health and safety. Logistics revolutionised in the first half of 2019: fifteen vertical warehouses optimise valuable space in the headquarters of Pianoro to offer the company storage of mechanical components.



Logistics revolutionised in the first half of 2019: fifteen vertical warehouses optimise valuable space in the headquarters of Pianoro to offer the company storage of mechanical components.



²⁰ The Procurement Sustainability Policy was adopted in 2019, see Sustainability Report 2019, p. 55.

There are approximately 600 main manufacturing suppliers with whom the Marchesini Group collaborates in its business activities.

As far as design components are concerned, the value of purchases in 2021 was approximately EUR 82 million. The geographical distribution of suppliers of these products, all strictly 'made in Italy', tended to be concentrated around the production plants, with about 72% in the local area of the headquarters. The Group's decision to concentrate most of its supply locally is due not only to logistical advantages and technical expertise, but also to its desire to contribute, directly and indirectly, to the support and social development of the territory and surrounding communities.



6.1 RAW MATERIALS

- The year 2021 was characterised by a general commodity crisis, which was not only related to rising costs, but also to supply difficulties.

The Covid-19 pandemic brought the world to a standstill for several months in 2020, disrupting production for many companies and making transport operations more complex. In the months following the first lockdowns, the return to production rhythms and the need to make up for lost time led to an increasing demand for materials and therefore a difficulty in meeting all requirements. The Marchesini Group also had to deal with a shortage of electronic components (the price of which increased by 5 to 15%) and the rising costs of certain materials such as plastic, iron and steel, with prices rising by more than 100%.

Thanks to the cooperation between the technical department, purchasing department and logistics department, the Group was able to solve the initial difficulties by expanding the stock and replacing, where possible, some components with others of equal quality and efficiency.

With regard to plastics, however, the trend has reversed: the 12% increase is due to the commissioning of the new plastics processing plant (although not yet fully operational) at the Calderino plant

CONSUMPTION	2021	2020	2020/2019
Ferrous metals	236.336	257.129	-8%
Non ferrous metal	197.133	207.490	-5%
Various plastic materials	84.919	75.495	12%
Total	518.338	540.114	4%

Considering the specific weight of wood to be 300 kg/m³, it was possible to obtain in kg the amount of material consumed in the years 2020 and 2019 by comparing the values obtained and shown in the table below:

CONSUMPTION	2021	2020	2020/2019
Wood packaging	1.125.488	1.066.988	6%
Card and cardboard packaging	23.663	24.341	-3%
PET film	4.644	4.104	12%
Total	1,095,433	1,095,433	5%

In the year 2021, the consumption of bubble wrap increased due to the strong increase in spare parts shipments to customers. However, the aforementioned reverse logistics project, involving the reuse of pallets with rigid plastic sides and boxes, made it possible to decrease the overall use of LDPE plastic. In 2020, the material consumption of the prototyping department decreased mainly due to the fact that the materials used changed. The use of titanium and resin for stereolithography increased, while the consumption of steel and ABS34 decreased.

In 2021, the consumption of materials for prototyping decreased slightly, but remained more stable than in previous years. The upward trend in the use of titanium and the new MPC12 stereolithography resin was confirmed, while the use of ABS plastic is still slightly decreasing.²⁵

The consumption figures for the two types of machine are as follows:

CONSUMPTION	2021 (kg)	2020 (kg)	2021/2020 (kg)
ABS plastic for 3D printer	645.510,33	692.104,27	-7%
Metal for 3D printer	77,0	101,3	16%
Totale	645.587,33	692.206	-6%

The Group has continued to promote the principles shared in the Code of Ethics in its selection of suppliers, making every effort to check the origin of materials and how they are processed: when a supplier enters into a relationship with the Group, in addition to the provisions of the Quality Manual and technical specifications, they must also share its values.

Despite the limitations due to the Covid-19 pandemic, 37 supplier audits were conducted in 2021 with positive results.



From left, some prototypes of components in various materials, and 3D printers.

6.2 MASTER'S IN SUBCONTRACTING MANAGEMENT

- The Marchesini Group recently launched the zero edition of a mini-Master's course entitled Subcontracting Management, aimed at 16 employees in the supply chain.

In doing so, the Group will help preserve the artisanal know-how that has developed over the years in the Emilia-Romagna region, without neglecting innovation and technology. Investing in the training of entrepreneurs and managers allows the Group not to lose the skills developed in this field, giving due recognition to an important and strategic part of the subcontracting chain. The lectures - held by Maurizio Morini, former president of the Cattaneo Institute and now a business consultant - included a theoretical and a practical part, with external speakers including Michele Poggipolini, President of the Gruppo Giovani Imprenditori di Confindustria Emilia.

Representatives from the following companies participated:

- Disatec: machinery pre-assembly
- Piemme: numerical control machining
- Carlo Corazza: precision mechanics
- AFC: machine wiring
- Tecnomec: precision mechanics
- Rama: machine pre-assembly
- Sanzo: machine pre-assembly
- CAT Progetti: machine wiring
- Omac: precision mechanics





ENVI

RON

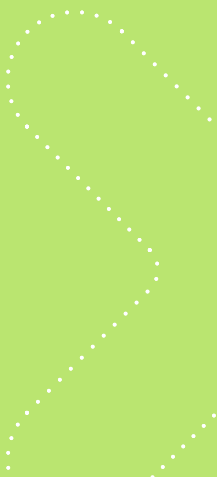


MEN

TAL



SUSTAINABILITY



GRI 103-1 103-2 103-3 302-1 305-1
305-2 305-5 306-2 303-1



7.0 ENVIRONMENTAL SUSTAINABILITY

For the Marchesini Group, environmental responsibility is expressed through an all-encompassing approach that aims to preserve natural resources, seeking to avoid their waste, understood in the most general sense possible. This goes hand-in-hand with recycling as well as responsible purchasing and usage for an environmentally friendly and forward-looking vision to encourage the minimisation of the environmental impact of the activities undertaken.

The company is committed to the constant search for the most suitable solutions to guarantee the responsible use of resources and a reduction in energy consumption through the continuous improvement of its environmental performance, promoting the involvement and awareness of the entire management structure and employees in a culture of shared responsibility, providing the necessary resources and training.

First and foremost, the Group aims to ensure compliance with current environmental laws as regards its internal activities. It also pursues collaboration with public authorities and relationships of mutual trust with collaborators, customers, suppliers and, through the monitoring of environmental parameters, the organisation's ultimate goal is to reduce all types of pollution and environmental impact consistent with its growth objectives.

In particular, it undertakes to

- adopt every preventive approach in order to reduce pollution;
- optimise the consumption of energy resources
- use electrical energy exclusively from renewable sources;
- ensure compliance with current legislation by the entire organisation;
- give preference to waste management companies that are committed to waste recovery/recycling;
- adopt the appropriate corrective/preventive actions where necessary;
- spread a culture of sustainability and respect for the environment within the company.

7.1 ENVIRONMENTAL MANAGEMENT ²¹

In line with the Environment Policy, the Group bases its strategic action on three pillars:

SAVING NATURAL RESOURCES

Producing better products, consuming less energy and fewer resources, optimising the management of environmental aspects (resources, water, waste, raw materials) to leave future generations a less impoverished and more liveable environment. The commitment made is to revisit Marchesini products by redesigning and studying them with the aim of achieving a low environmental impact in terms of greater durability and flexibility, energy saving, and greater recyclability of components.

REDUCING THE IMPACT OF PRODUCTION SYSTEMS

The Marchesini Group's commitment is to review and redesign processes and technologies to prevent and/or reduce environmental impact. This will only be possible by applying the best operating techniques and guaranteeing a rational and efficient use of energy resources and raw materials.

COMPLIANCE WITH RELEVANT LEGISLATION

The Marchesini Group's commitment to comply with environmental legislation is a compulsory step and is an expression of the maturity achieved by Marchesini's production facilities and management system, which guarantees the sustainable use of natural resources and waste management. Compliance with current legislation on the subject and the evaluation and implementation of proactive projects on these issues is entrusted to the Environment and Safety Department.



The January 2020 aerial view shows the recent expansion of the headquarters in Pianoro, home to the Beauty Division and Dumek.



²¹ The data in this section refers to the Marchesini Group S.p.a.

7.2 ENERGY

- Virtuous behaviour is promoted throughout the Group to reduce energy consumption related to the daily needs of employees to carry out their work activities. Investments are also constantly made in devices to reduce waste, for example during periods of inactivity (nights, weekends, holidays) and energy-efficient systems, partly to replace old, less efficient systems.

The electricity used by the Group is mainly consumed to power the production cycles of the plants and, to a lesser extent, offices and services. The total electricity consumed during 2021 corresponded to approximately 2,131 toe,²² an increase of about 16% compared to 2020. These increases were mainly due to the growth of the Company, and the gradual abandonment of fuel gas in favour of the adoption of heat pumps.

The commitment to guaranteeing the most comfortable working environment possible,²³ the maintenance of microclimatic comfort (heating and air conditioning) in all the Group's production plants and offices, absorbs about 50% of total energy consumption. Only in the mechanical processing plants is electricity for air conditioning and production comparable.

The total energy consumption in terms of toe (tonnes of oil equivalent) in 2021 increased significantly compared to 2020 (+13.5%): the increase in electricity consumption due to the increase in employee production and the extension of the plants was offset by the reduction in the use of the company car fleet due to the ongoing pandemic.

Emissions in terms of tonnes of carbon dioxide equivalent, on the other hand, were reduced to zero (see section 8.5). This was made possible by achieving the target of using electricity exclusively from renewable sources.²⁴

CONSUMPTION	TEP			tCO ₂ EQ		
	2021	2020	21/20	2021	2020	21/20
Direct energy	517	452	13%	1376	1.076	22%
Gas for heating	351	296	19%	833	702	16%
Other combustibles for heating	0	0	0%	0	0	0%
Automotive fuels	166	156	7%	543	374	32%
Indirect energy	2171	1.878	14%	0	0	0%
Total electrical energy	2131	1.838	12%	0	0	0%
Self-generated electricity from photovoltaics	40	40	0%	0	0	0%
Total	2.648	2.330	12%	1376	1.076	22%

²² The toe (tonnes of oil equivalent) represents the amount of energy released from the combustion of one tonne of crude oil and is worth about 42 GJ. The value is set conventionally, as different varieties of oil have different calorific values and there is more than one convention currently in use.

²³ Marchesini Group Code of Ethics, page 26.

²⁴ The use of electricity completely from renewable sources is a significant goal that was achieved thanks to the 'green energy option' and guarantees of origin (G.O.). G.O.s (Directive 2009/28 EC) are European nominal certificates that certify the renewable origin of the energy consumed. The certification is based on the feeding into the grid of an amount of renewable energy equal to the energy consumption for which the company applies for certification. It is the Gestore dei Servizi Energetici (GSE) that issues the G.O. certificate. Each G.O. title issued by the GSE on energy fed into the grid, in accordance with Directive 2009/28/EC, has a value of 1 MWh.

7.3 WASTE



Greater efficiency in the use of materials within production processes results in reduced costs, reduced waste sent to landfill and reduced processing waste, all to the benefit of the environment.

For these reasons, the Group promotes the responsible management of materials and waste, with particular emphasis on the treatment and disposal of hazardous waste.

The Environment Department is responsible for ensuring compliance with current regulations on the management of storage, transport and disposal of hazardous and non-hazardous waste. With a view to continuous improvement and making production systems more efficient, Marchesini Group has reduced the amount of waste sent for disposal by increasing the portion sent for recovery, bearing in mind that less total waste is produced.

	2021 (t)	%	2020(t)	%	Δ2021/2020
Waste sent for recovery	895	75%	905	73%	-1%
Waste sent for incineration	157	13%	167	13%	-6%
Waste sent for disposal	136	11%	167	13%	-18%
Total	1238	-	1238	-	-2%

Liquid waste, on the other hand, comes exclusively from washing parts or cold machining and is stored and then disposed of according to current regulations without any discharge into the sewage system.



In detail:

	2014	2015	2016	2017	2018	2019	2020	2021
Non-hazardous waste (t)	864	703	748	753	907	967	1011	968
Hazardous waste (t)	221	217	252	191	231	296	227	220
Total (t)	1085	920	1000	944	1139	1263	1238	1189

More specifically:

	2021 (t)	%	2020 (t)	%	Δ2021/2020
Packaging	489	41%	515	42%	-5%
Drugs	158	13%	182	15%	-15%
Metals	189	16%	191	15%	-1%
Waste from raw materials processing department	203	17%	192	16%	5%
Emulsions	46	4%	41	3%	11%
Aqueous solutions	50	4%	68	5%	-36%
RAEE	13	1%	7	1%	47%
Other waste	38	3%	37	3%	3%
Other demolition waste	3	0%	5	0%	-66%
Total	1189	-	1238	-	-4%

Production waste by time

- 2020 (t)
- 2021 (t)

Other demolition waste

Other waste

RAEE

Aqueous solutions

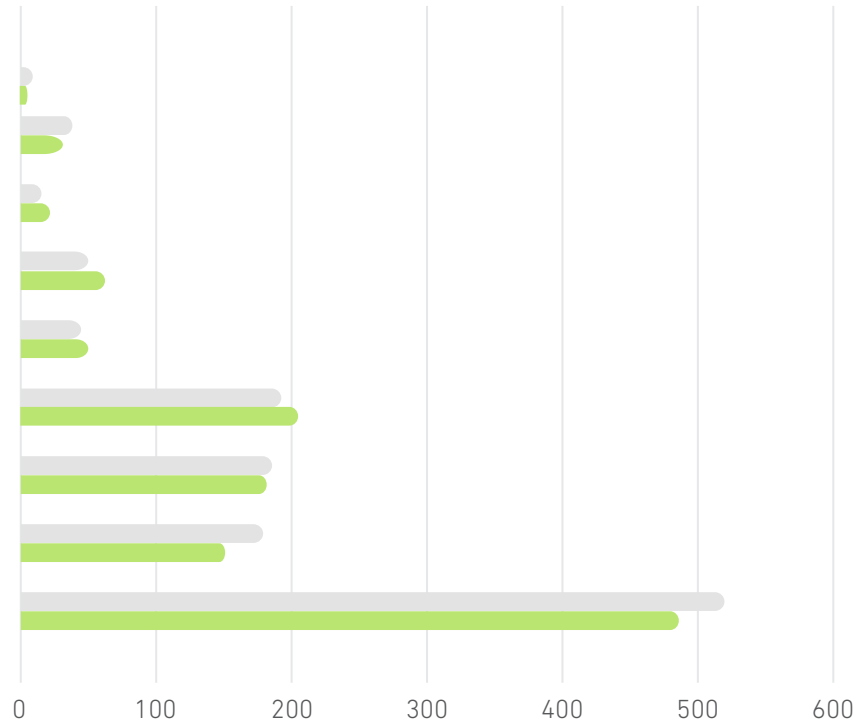
Emulsions

Processing department waste

Metals

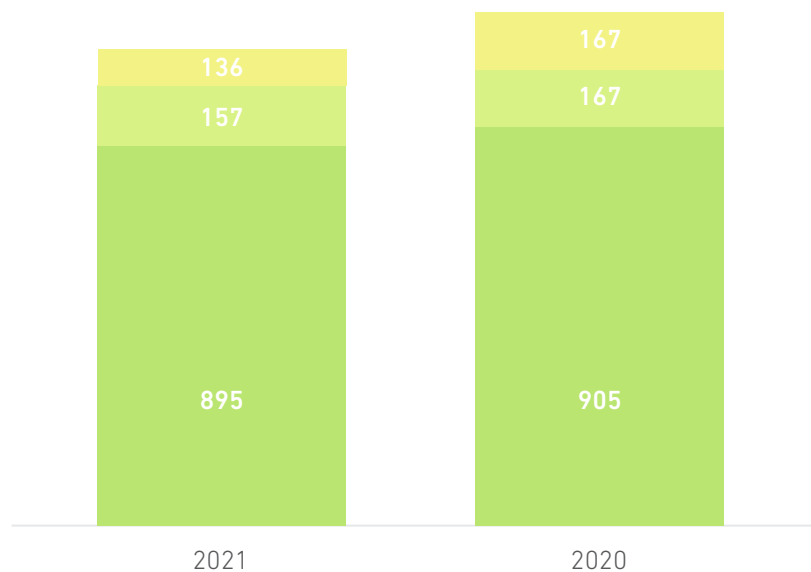
Drugs

Packaging



Quantities of waste by treatment destination

- Waste for recovery (t)
- Waste for waste-to-energy (t)
- Waste for disposal (t)



7.3.1 RECIG PROJECT

- As of July 2019, with Resolution No. 5 of the National Register of Environmental Managers, 'butts' have been recognised as real waste.

The Marchesini Group wanted to make a contribution to the collection of this waste, which takes several years to degrade completely, releasing substances that are toxic to the environment. The Group therefore turned to Re-Cig, an innovative start-up engaged in the collection and design of solutions for the disposal of cigarette butts. Through Re-Cig's patented process, the Marchesini Group was able to implement a system for the purification and processing of cigarette butts. The material obtained is a plastic polymer that can be reused in many sectors.



²⁵ <https://www.re-cig.it/>



Work is currently underway to identify an internal process into which the recycled waste can be fed in order to create a circular economy project.

7.4 WATER

The Group is interested in developing strategies to improve the responsible management of water resources, even though it does not require large quantities of water for its production cycles, respecting this precious resource for the well-being of the community.

The management of water resources is the responsibility of the environment office which, among its many activities, provides legislative support for the implementation of new rules and regulations.

The use of water resources is largely related to normal consumption for sanitary use. As far as production is concerned, water is mainly used in the inspection and testing of washing machines. To date, the water used in the production process is disposed of through specialised companies.

Water withdrawn from the public water supply (m3)

2021	2020	Δ2021/2020
28.796	30.323	4,5%



Water is the most precious commodity on our planet and we are committed to its preservation.

7.5 CARBON FOOTPRINT

- The Product Carbon Footprint (CFP), expressed in the unit tCO₂eq, considers the total emissions of all life stages of the product/service 'from cradle to grave' in relation to the Global Warming Potential of carbon dioxide (CO₂).

Its calculation starts from the procurement and treatment phases of the constituent raw materials and then takes into account the phases relating to their processing and production of the product, through to transport to the customer, eventually covering utilisation and disposal activities.

The reasons that prompted the company to carry out the study are as follows:

- to identify significant aspects in terms of climate change impacts of the plants included in the company's perimeter, with a view to their reduction and/or mitigation;
- to monitor changes in climate impacts;
- the study considered all direct (Scope 1) and indirect (Scope 2) emissions of climate-altering gases associated with the factories included in the study perimeter.

Data collection was conducted through the following methods

- preparation of elaborate data collection sheets broken down by scope;
- coordination and comparison meetings at the headquarters in Pianoro (BO);
- requests for additional information and data through telephone or e-mail contacts.

With regard to an organisation's GHG emissions, the GHG Protocol divides greenhouse gas emissions into three categories.

- scope 1: direct GHG emissions from on-site activities;
- scope 2: indirect GHG emissions related to the use of electricity taken from the national grid or the share of electricity self-produced and consumed;
- scope 3: indirect GHG emissions not covered by Scope 1 and 2.

Since the quantification of emissions belonging to the latter category is currently not mandatory, but rather subject to the discretion of the company, the survey was limited to Scope 1 and 2 for which activity data was determined on the basis of information contained in utility bills or fuel cards for consumption by company-owned vehicles.

In 2021 there was a decrease in overall emissions of 7.7% due to the efficiency of the refrigeration systems and the absence of failures that had occurred in the previous year.

Emissions from electricity production, on the other hand, continue to be eliminated due to the use, even in 2021, of electricity exclusively from renewable sources.

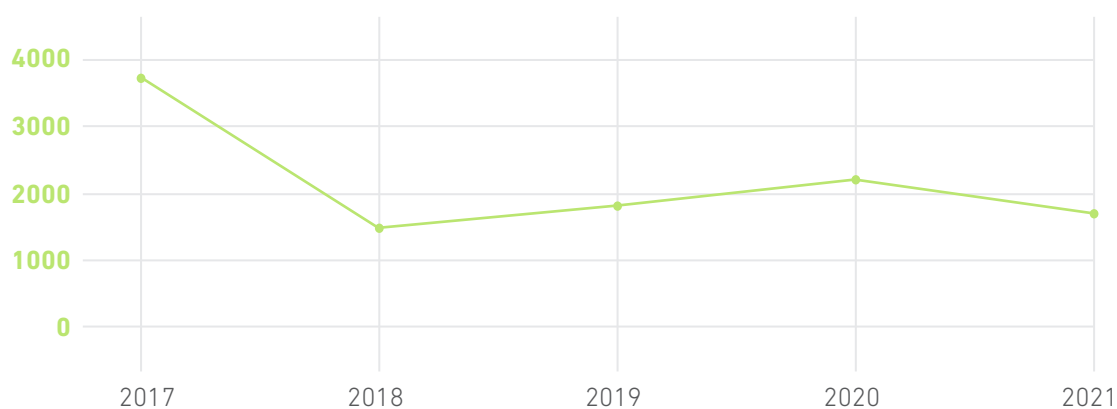
²⁶tCO₂eq is a unit of measurement that allows different greenhouse gas emissions with different climate-changing effects to be weighed together. For example, a tonne of methane, which has a climate-changing potential (see note 23) 21 times greater than CO₂, is counted as 21 tCO₂eq. This makes it possible to compare different gases with each other when considering their contribution to the greenhouse effect.

²⁷The Global Warming Potential (GWP) expresses the contribution to the greenhouse effect of a greenhouse gas relative to the effect of CO₂, whose reference potential is 1. Each GWP value is calculated for a specific time interval (typically 20, 100 or 500 years).

		2017	2018	2019	2020	2021
		FATTORI DI EMISSIONE	tCO ₂ EQ	tCO ₂ EQ	tCO ₂ EQ	tCO ₂ EQ
SCOPE 1	Direct emissions for the operation of plant and machinery	Heating other fuels	2	1	2	0
		Company cars	391	464	678	510
		Refrigerant gas	101	437	328	874
		Heating gas methane	664	674	663	702
Totale Scope 1			1.158	1.575	1.671	2.086
SCOPE 2	Indirect emissions from energy consumption	Electrical energy	2.502	0	0	0
	Totale Scope 2		2.502	0	0	0
Total emissions			3.660	1.575	1.671	2.086

Total emissionS (tCO₂Eq)

● Total emissionS (tCO₂Eq)



²⁸ Greenhouse Gas Protocol.

²⁹GHG (Green House Gases) is the acronym for climate-changing gases, responsible for the so-called 'greenhouse effect'.

The Marchesini Group's sensitivity to reducing its carbon footprint also applies to purchases of manufactured goods such as gadgets for employees and customers. Starting from the assumption that, especially for a community of more than 2000 people, the emission of greenhouse gases and the production of waste linked to daily hydration is often underestimated, in order to minimise the corporate carbon footprint we have taken direct action on a daily habit: each employee has been provided with an aluminium water bottle that can be refilled with water and/or other drinks, thus discouraging the purchase of plastic bottles.

24BOTTLES



RAW MATERIAL AND
PRODUCTION
+ 0,459 Kg CO₂



PACKAGING
+ 0,043 Kg CO₂



TRANSPORT
+ 0,04 Kg CO₂



24BOTTLES CARBON FOOTPRINT

+ 0,543 Kg CO₂

24Bottles è carbon neutral.

All CO₂ emissions from the production, packaging and transport of each individual 24Bottles are offset through international reforestation projects.

Why -0.08?

0.08 kg CO₂ eq is the amount of CO₂ saved from being released into the atmosphere every time 24Bottles is used instead of a plastic bottle.

In fact, the production of a single plastic bottle requires **80 grams (0.08 kg) of CO₂ eq.**

We can therefore estimate the CO₂ saved by this activity through a simple calculation:

255

Working
days

×

1.842

24Bottles
distributed

×

0,08

Kg di CO₂

=

37.576

Kg di CO₂
Saved every
year

Furthermore, thanks to the use of 'paper hands' from the recycling of Tetra Pak beverage cartons at its sites in 2021, the Marchesini Group avoided releasing approximately 22.3 tCO₂ eq. into the atmosphere.

RECYCLED CELLULOSE FROM BEVERAGE CARTONS

Considering the quantities of products ordered in 2021, it was certified that Marchesini Group contributes to:



THE RECOVERY OF 853,433
Tetra Pak* beverage cartons (1 L)



SAVING 424 TREES
medium-sized trees**



AVOIDING THE EMISSION
of 22,321.6 kg of CO₂e*** into the atmosphere.

³⁰ Tetra Pak is a material consisting of a layer of paper coated on the outside with plastic and on the inside with aluminium. The paper part is made from wood and cellulose, which is joined to the aluminium part and a thin layer of polyethylene through a hot process without the use of adhesives. The latter layer guarantees the container's impermeability and makes it suitable for food storage.

7.6 RINOVA: THE MARCHESINI GROUP'S ANSWER TO THE CIRCULAR ECONOMY

Our sense of responsibility towards the environment, combined with the desire to offer customers an affordable product with the same level of quality and reliability as the new one, is evidenced by the third year of operations of Rinova S.r.l., the Group company set up to give new life to used original Marchesini machines and lines.

Beginning with an original used component, through a process of disassembly, cleaning, remanufacturing, reassembly and final testing, the Group is able to give new life to used machines, thus bringing numerous advantages to the customer. Prices can be up to 50% lower compared to purchasing new, and - as for other components - remanufactured parts are 100% guaranteed and meet the same quality and reliability specifications. Finally, the reuse of used components is also a gesture of respect and awareness for the environment in which we live, since it translates into both savings in terms of energy consumption and a reduction of waste.

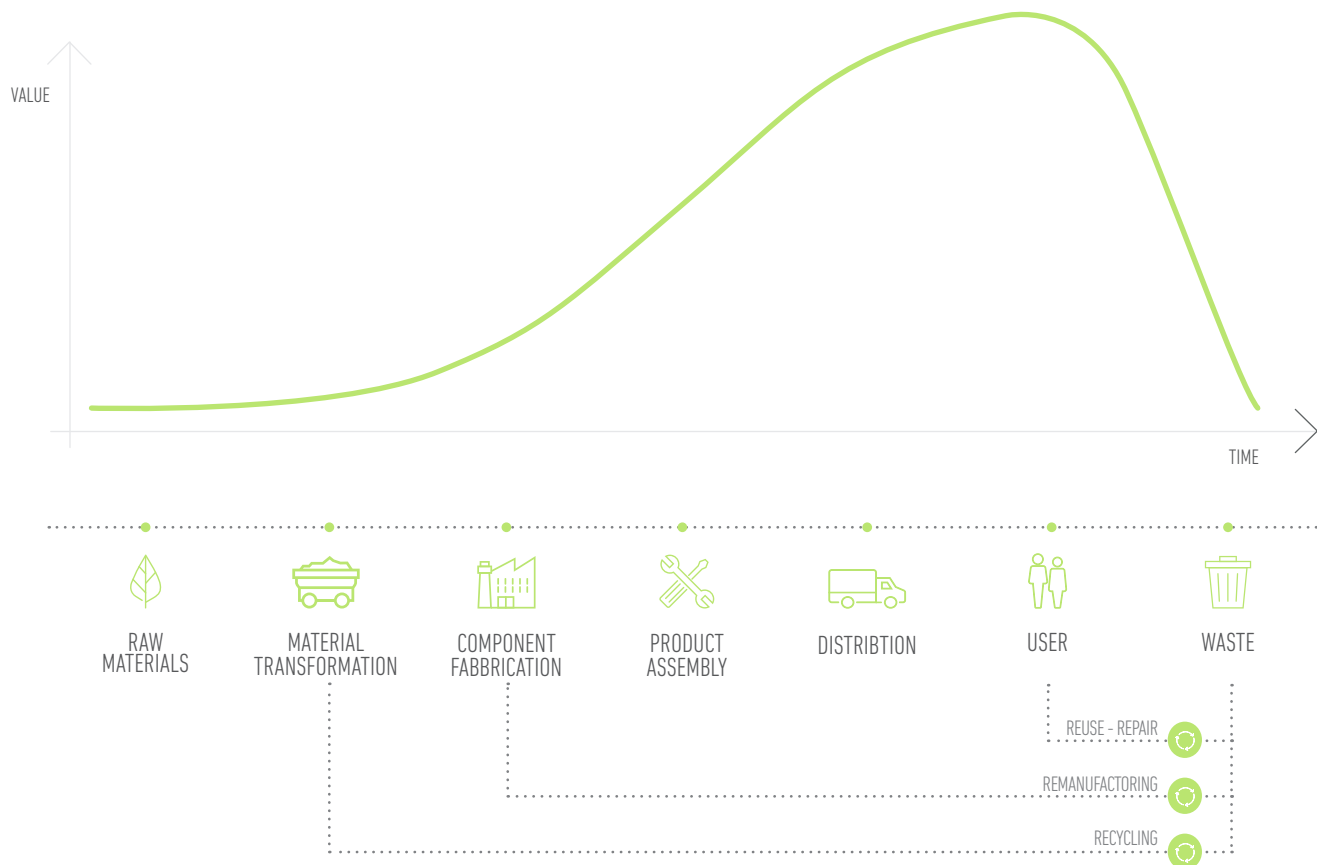
Remanufacturing therefore represents not only a new production paradigm, but also a new business model based on the 'second life' of materials, which can potentially make the production of goods more advantageous in both economic and environmental terms.

The practice of remanufacturing involves disassembling the used product and restoring it by means of components in order to maintain the specifications of the original design: for the consumer, the resulting product must be considered equal to a new product.

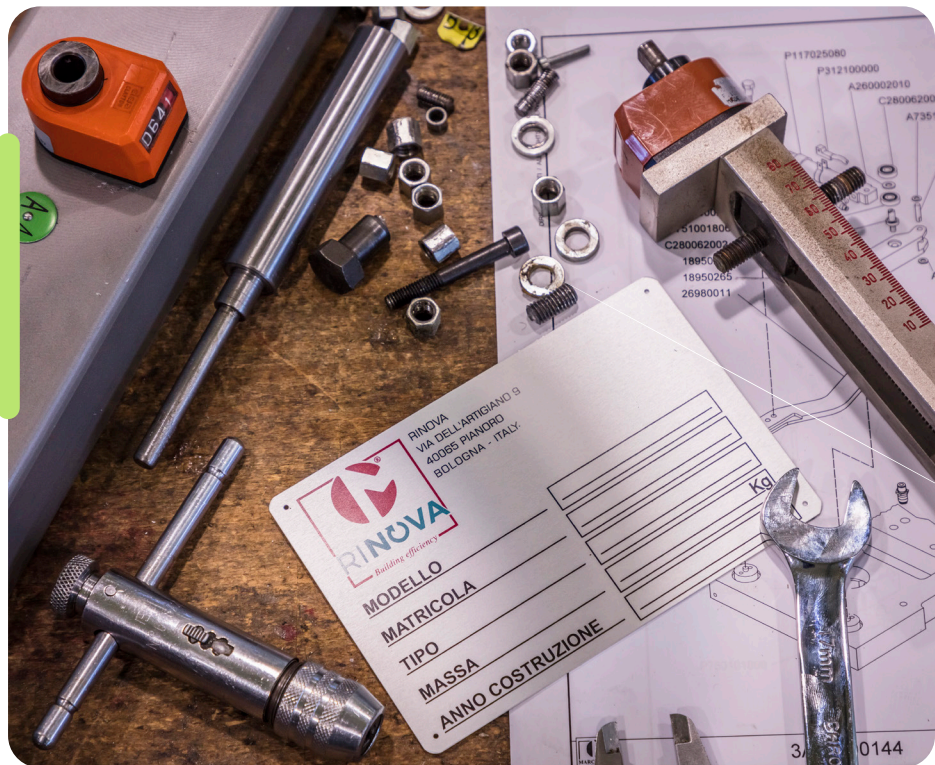
The original added value of the raw materials, used in the first version of the product, is regenerated.

Remanufacturing is characterised by three main factors: firstly, the useful life of remanufactured products is extended by the processes of maintenance, remanufacturing, repair and upgrading. Secondly, these products can easily be disassembled in order to replace or restore components as needed and to safeguard the recyclability and reusability of materials. Finally, the added value, in terms of manufacturing, energy and materials, can be fully recovered.

³¹ The machine being remanufactured is also brought up to code.



RINOVA S.r.l., established in 2018, is a company within the Marchesini Group that specialises in the reconditioning and sale of used Marchesini machines.



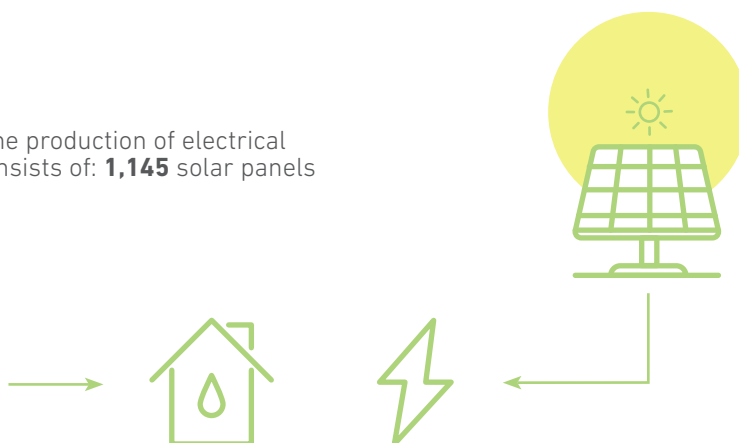
7.7 A NEW STATE-OF-THE-ART SUSTAINABLE PLANT

In January, the Marchesini Group inaugurated its Beauty Division: 5,000 square metres of new facilities built inside the Pianoro Headquarters, where the Group's entire cosmetics division is coordinated.

ELECTRICAL SYSTEM

The photovoltaic system is used for the production of electrical energy from renewable sources, it consists of: **1,145** solar panels for a total of **334.52 kWp** delivered.

The heat recovery system provides domestic hot water.



The combination makes it possible to avoid the use of natural gas for heating, thus reducing Scope 1's CO₂ emissions.



The partnership with GARC, a company that has achieved B CORP certification, involves most of our new plants in Italy.



● MECHANICAL SYSTEMS

Solutions aimed at reducing water wastage and increasing energy efficiency.

**A**

The **mixers** benefit from technology that reduces hot water consumption. They allow a water saving of **50%**, and the air/water mixture reduces the average consumption from **11 to 5 litres**.

B

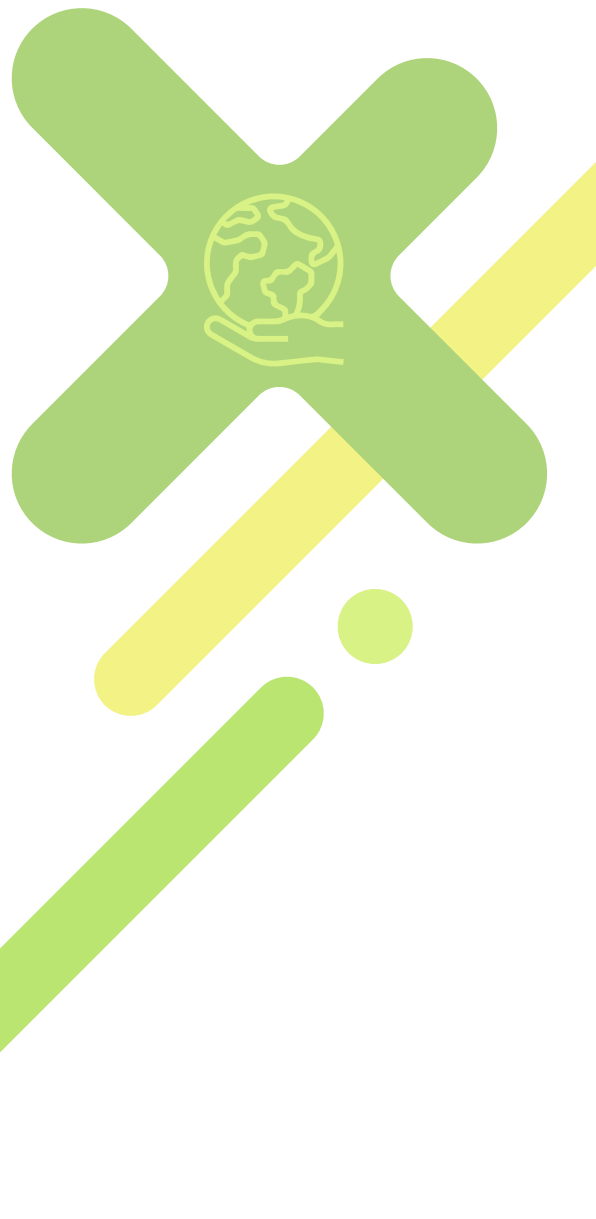
The **syphonic rainwater drainage system** prevents the entry of air and the formation of eddies, thus ensuring that the pipes are completely filled.

C

The installation of a **51 m³ rainwater recovery** system provides a useful water resource for irrigation.

D

Fully electric lifts with an innovative drive system and smaller dimensions, weighing less and installed directly inside the lift shaft, lowering **CO₂ emissions from Scope 3 for landing and transport**.



FURTHER DESIGN SOLUTIONS

After the demolition phase and before the new building was assembled, a curtain wall with high thermal and acoustic performance was rebuilt.

Ongoing industrial activities were affected by less external noise and at the same time energy consumption for heating/cooling was reduced, resulting in a reduction of CO₂ from Scope 1



THERMAL INSULATION



NOISE REDUCTION

MEASURES FOR SUSTAINABILITY IN PRODUCTION

WASTE

The site produced a total of **28,681.65 t** of waste, of which only **9,400 kg** was destined for disposal, achieving a recovery rate of **99.97%**.

We can state that

14.833,590 t

of mixed waste from construction and

11,700 t

were used for the **production of secondary raw materials** on site, reducing the demand for raw materials and the production and transport of waste.

3.133 t

Earmarked for recovery at treatment plants near the construction site to reduce **CO₂ equivalent emissions from transport**.

TECHNOLOGY

BIM model and geolocation system

A

Anticipates design inconsistencies by minimising the machine hours needed to carry out the work, thus reducing diesel consumption of the vehicles.

B

Optimisation of the workforce and professionals' interventions by reducing their movements.

The use of technologically advanced tools in design/modelling and production is an example of interdisciplinarity, made concrete by the people the organisation has invested in.

This commitment is consistent with Sustainable Development Goals 8 and 9.

7.8 PNEUMATIC EFFICIENCY OF PLANTS

Compressed air production and distribution systems allow large amounts of energy to be reliably stored, which is why they are widely used in industrial production. However, their energy efficiency depends on a number of factors: the Marchesini Group therefore monitors the performance of the systems, implementing various strategies to avoid unnecessary energy wastage.

7.8.1 PHONOMETRIC DIAGNOSIS

During the year, a diagnostic service was carried out using phonometry, a non-invasive investigation technique based on the search for noise produced by compressed air leaks. The use of compressors in industrial production involves a great expenditure of energy, which is why monitoring the systems with all available instruments is essential to reduce consumption and avoid waste.

More than 2,500 surveys carried out in Italian companies showed that on average, a compressed air system anomaly was found in 40% of cases, with a level of criticality classified as high in 15% of cases. The production of 1 m³ of compressed air at 7 bar requires an average of 200 Wh and a simple 3 mm hole generates additional costs for companies of over €3,500 per year. Intervening promptly on problems therefore helps to maximise the reliability and safety of systems, avoiding unexpected production downtime costs.

The Marchesini Group has begun carrying out phonometric surveys of its compressed air systems from 2021: in one of its production plants, 15 major leaks equivalent to 1.9 tons of CO₂ were found.

³² Report analisi fonometrica Repower

7.8.2 EFFICIENCY ENHANCEMENT OF THE COMPRESSED AIR SUPPLY SYSTEM

In 2021 Marchesini Group renovated the compressor room at its Pianoro (Bologna) site: an operation that allowed the company to install new machines and improve the compressed air supply system.

There used to be four screw compressors at the Pianoro headquarters: one equipped with a 45kW inverter and a capacity of 8100 litres/min, one with 25kW and 4,500 litres/min, and two with 15kW and 2,500 litres/min. Over time, production needs have increased, requiring a greater quantity of compressed air, which is why the Group decided to restructure the compressor plant, replacing the two 15kW machines with two 30kW and 5,500 litre/min flow rate machines. In upgrading the plant, however, the Group did not compromise on energy efficiency, and, together with the supplier, carried out consumption monitoring in order to adopt the best possible solution. In addition to the new compressors, a storage tank, an energy-saving refrigeration dryer with a capacity of 23,000 litres/min, filtration units and activated carbon filters were also installed to maintain a high level of air quality. One essential and decisive aspect was the replacement of the old control unit with a new, more modern and technological one, which manages and optimises the activity of the compressors, balancing the working hours on each machine with considerable advantages for maintenance costs. The presence of the control unit therefore makes it possible to calibrate its use according to the compressed air demand of the workshop, avoiding unnecessary waste and ensuring a fair distribution of the work of each machine.

Thanks to the new supply structure, collaboration with suppliers and the consumption study, the Group has achieved another important goal: the operating pressure of the compressors has been reduced by 1.5 bar, offering obvious economic advantages.



7.9 HEAT RECOVERY

With its 14,000 square metres, the Blister & Farcon Division is the largest production site for thermoforming machines in Italy. It is equipped with two screw compressors complete with dryer, each with a power of 40 kW and a capacity of 6 m³/min. The machines feature a plate heat exchanger, through which the heat dissipated by the compressor can be recovered to heat water to temperatures of up to +70°C. This system, compatible for installation in Carpi's modern technological facility, has made it possible to exploit the waste heat from the screw compressors to heat rooms and produce domestic hot water.



7.10 EFFICIENCY ENHANCEMENT OF THE COMPRESSED AIR SUPPLY SYSTEM

In order to promote the use of electric mobility among its employees, the Marchesini Group has installed eight electric car recharging stations at its headquarters in Pianoro.

This is an experimental project that is completely free of charge to those who apply to participate. To use the service, you must book your slot via the computer system for a maximum duration of half a day.



7.7 A NEW STATE
OF ART

7.8 PNEUMATIC
PLANT EFFICIENCY

7.9 HEAT
RECOVERY

7.10 ELECTRIC
CHARGING
STATION





SOCIAL

cial

SUSTAINABILITY

GRI 2016:

102-8 102-13 103-1 103-2
103-3 401-1 404-3 412-2 403-2

8.0 SOCIAL SUSTAINABILITY

The Marchesini Group is committed to taking care of its People, promoting their personal and professional development, creating initiatives to increase their skills, knowledge and competencies. All People must be guaranteed equal opportunities for training and professional growth, in line with the criteria of merit and results achieved.

As set out in the Marchesini Group's Code of Ethics, the company sees collaboration between People as a strength and an important value. This is why we promote effective collaboration, based on the sharing of values, objectives and methods and supported by passion for one's work. Relationships between People should be characterised by a constant and continuous exchange of mutual feedback on the activity carried out and the behaviour adopted, in order to promote a healthy culture of feedback.

The evaluation of each person's performance must take into account not only in terms of what has been achieved, but also in terms of how the results have been achieved, rewarding integrity, honesty, passion, proactiveness, drive and innovative ideas.



Constant guidance. this is one of the watchwords in the process of induction and training of human resources.



8.1 OUR PEOPLE: OUR SUCCESS

As of 31/12/2021, the Marchesini Group employed 2,535 people (+ 4.92% compared to 2020), 80% of its human capital being made up of STEM profiles, characterised by a generational diversity that favours the exchange of experience and skills:

- 91% employed in plants in Italy;
- 67% aged between 19 and 45;
- female presence is 15%, +0.5% compared to 2020, in line with the industry average;
- 99% are employed on a permanent basis;
- 65% have an upper secondary school diploma;
- 24% hold a university degree, a 2% increase on 2020

The employment contract applied is the National Collective Labour Agreement of 5 February 2021 for workers in the metalworking and plant installation industry.

The skills and know-how of Marchesini 'people' represent a legacy that must be increased, enhanced and transferred to new generations. This is why the company promotes new ways of exchange and cross-fertilisation both within the Group and externally, to create a link between institutions, universities, business schools, schools and the labour market, with the aim of attracting talent and supporting the orientation of young people towards STEM disciplines.

The promotion of STEM activities is a key investment for Marchesini: every year, the demand for qualified skills and resources capable of mastering technology increases.

Attention to people is also expressed through welfare support projects for employees and social and cultural initiatives that strengthen the presence and dialogue of the Marchesini Group in the area and enhance its industrial vocation and historical heritage.

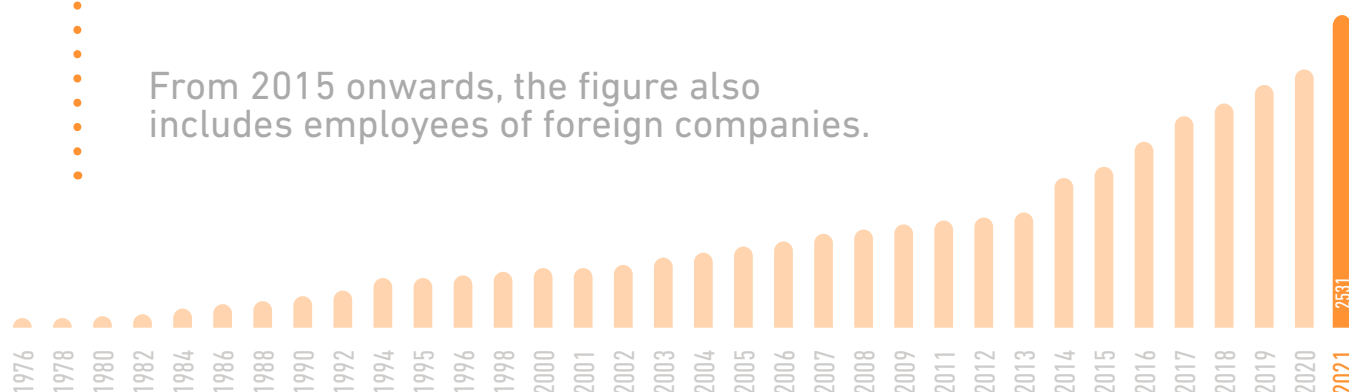


³³Marchesini Group S.p.a. and its subsidiaries.

³⁴ The acronym STEM, standing for Science, Technology, Engineering and Mathematics, is a term used to refer to the scientific-technological disciplines (science, technology, engineering and mathematics) and related courses of study.

8.2 STAFFING AND ORGANISATIONAL STRUCTURE

From 2015 onwards, the figure also includes employees of foreign companies.

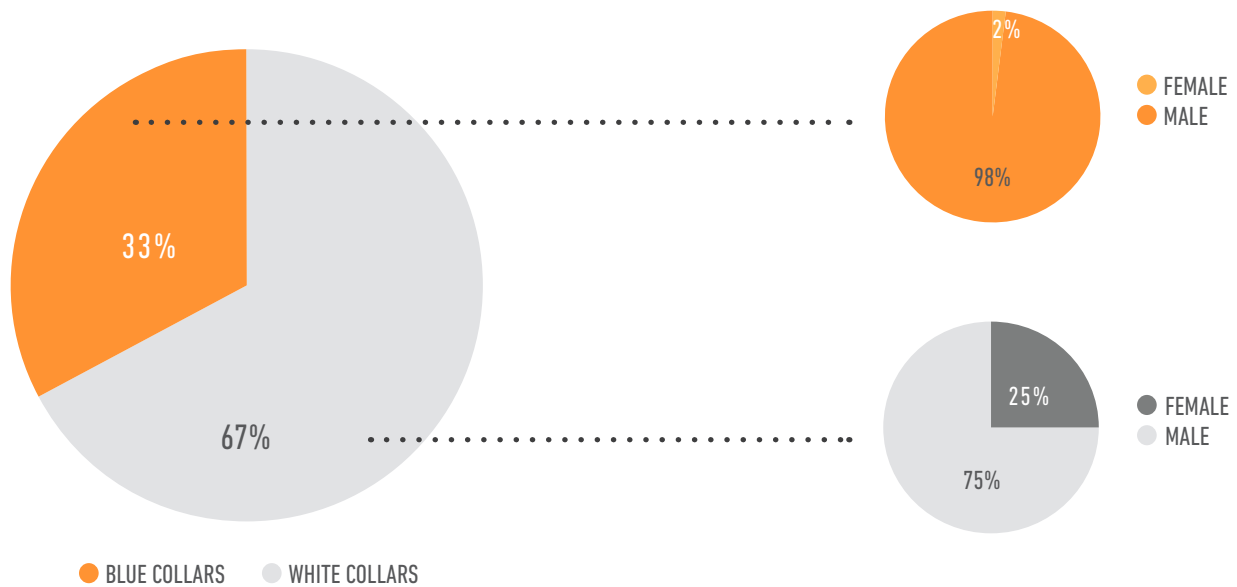


2021	Blue collars	White collars	Total
Marchesini Group S.p.A.	503	907	1.410
Machinery manufacturers			
Rinova S.r.l.	11	13	24
Schmucker S.r.l.	43	44	87
CMP Phar.ma S.r.l.	14	25	39
Dott. Bonapace & C. S.r.l.	2	8	10
Machinery manufacturers of beauty division			
Cosmatic S.r.l.	4	6	10
Dumek S.r.l.	4	10	14
Axomatic S.r.l.	30	16	46
V2 Engineering S.r.l.	10	22	32
Worldwide offices			
Marchesini Packaging Mexico S.A.	4	6	10
Marchesini Group Iberica S.L.	13	27	40
Marchesini M.E.C.A. S.A.		3	3
Marchesini Verpackungsmaschinen GmbH	6	18	24

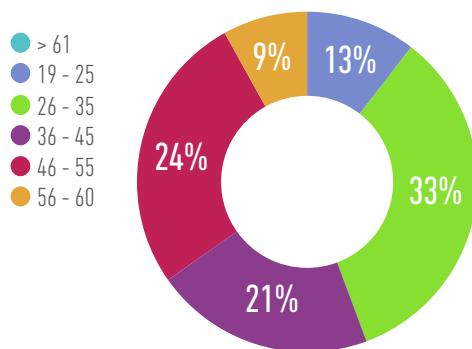
2021	Blue collars	White collars	Total
Marchesini France S.a.s.	8	20	28
Marchesini Group (Shanghai) Trading Co. Ltd.	6	9	15
Marchesini Group Benelux S.A.	1	4	5
Marchesini Group India PVT Ltd.	3	1	4
Marchesini Group Scandinavia AB	1	2	3
Marchesini Group USA Inc.	6	21	27
Marchesini Group Polska Sp. Z O.O.	2	7	9
Marchesini Group Rus LLC	2	12	14
Marchesini Group Ukraine LLC		5	5
Other companies			
Sea Vision S.r.l.		316	316
Creinox S.r.l.	10	2	12
Omac S.r.l.	41	6	47
C.N.C. S.r.l.	34	10	44
C.B.S. Engineering S.r.l.		53	53
C.B.S. 3DESIGN S.r.l.		5	5
Tecnotrattamenti S.r.l.	25	3	28
Tecnovernici S.r.l.	5	2	7
Proteo Engineering S.r.l.	13	45	58
M Point-Engineering S.r.l.		14	14
C.A.T. Progetti S.r.l.	25	6	31
P.M.M. S.r.l.	8	1	9
Auteco Sistemi S.r.l.		16	16
Studiopack S.r.l.		8	8
A.TE.NE. S.r.l.	7		7

8.2.1 SOME DATA

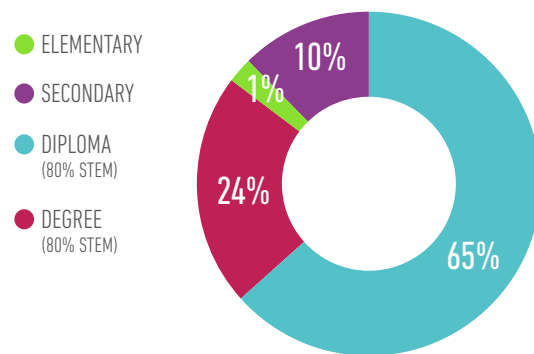
DISTRIBUTION BY TYPE OF EMPLOYMENT AND GENDER:



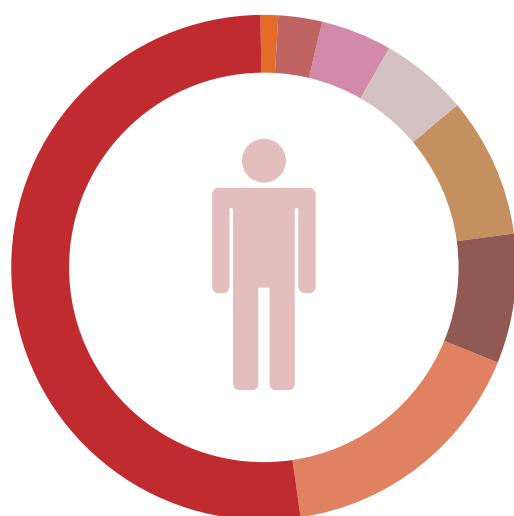
DISTRIBUTION BY AGE:



DISTRIBUTION BY EDUCATIONAL QUALIFICATION



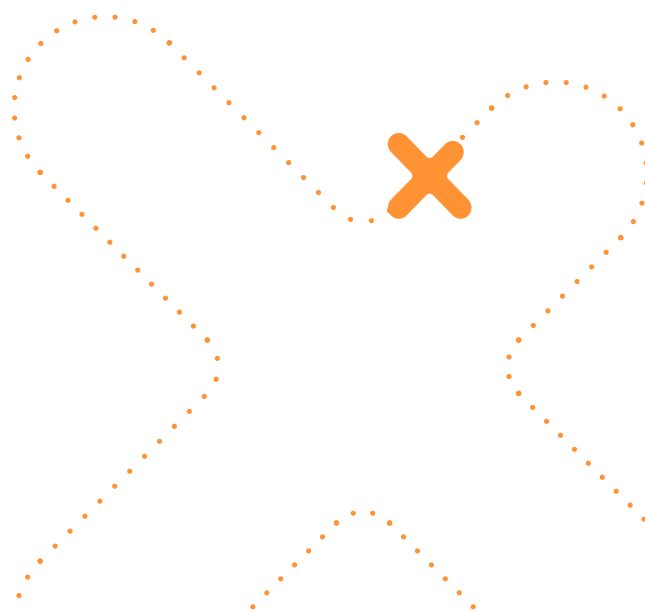
DISTRIBUTION BY SITE:



PIANORO	56 %
CALDERINO	2 %
IMOLA	0,6 %
LATINA	3,3 %
CERRO MAGGIORE	4,2 %
CARPI	9,5 %
MONTERIGGIONI	9,1 %
BARBERINO DEL MUGELLO	13,3 %

STAFF PERFORMANCE PER LOCATION:

	2021	2020	Δ%2020/2019
Pianoro (BO)	809	773	4%
Calderino (BO)	29	30	-3%
Imola (BO)	10	9	10%
Carpi (MO)	139	135	3%
Cerro Maggiore (MI)	56	58	-4%
Latina (LT)	47	47	0%
Monteriggioni (SI)	144	130	6%
Barberino del Mugello (FI)	189	189	-2%
	1.423	1.369	4%



8.3 OUR PEOPLE AT THE CENTRE

Resource management as well as incentive and individual motivation processes enable the Group's personnel to grow professionally.

To this end, activities continue to be carried out in the following areas:

- ✕ Talent acquisition: recruitment and induction process of new graduates and university graduates.
- ✕ training and development: managerial and professional training activities.
- ✕ Performance management: employee performance evaluation programme based on responsible dialectics and contextualisation of achievements.



The ability to work within a team is one of the most sought-after skills among our recruiters.

8.3.1 TALENT ACQUISITION

As with the specialised mechanical engineering sector, finding human resources suitable for inclusion in an organisation such as the Marchesini Group remains one of the critical strategic issues. In our country, this situation is difficult to manage as it is mainly due to the school-work gap and the idiosyncrasies of the education and training system.

This is why the Marchesini Group has set up its talent acquisition strategy with the aim of going beyond mere recruiting, which is to talent acquisition activity what tactics (short-term action) are to strategy (planning over a broader horizon). Recruiting includes sourcing activities, screening of CVs, interviews, assessment, selection and, in companies such as those of the Marchesini Group, even the early stages of onboarding. There is no talent acquisition without recruiting, but there can also be recruiting without a defined talent acquisition strategy.

It implies a more efficient, candidate-centred and relatively simpler process (once the process has been set up and started). It is not simply aimed at managing a temporary need for personnel, but at looking ahead and laying the foundations to fill similar positions in the future. The Marchesini Group aims to strengthen all areas of the company, relying on the skills of the most experienced men and women, combined with the enthusiasm of those starting out on their professional development path.

The main talent attraction and selection strategies implemented by the Group include numerous activities carried out in collaboration with national universities. In 2021, the Marchesini Group participated in purely digital recruitment events organised by the most important Italian universities, including UNIBO and UNIMORE. Thanks to these collaborations, the Marchesini Group was able to engage with young graduates looking for a job opportunity as well as students interested in developing thesis and doctoral projects in innovative areas and technological development.

In 2021, 18 thesis projects were developed with the aim of carrying out research in the field and employing new people in the company

The Marchesini Group has also always cultivated a relationship with local technical institutes in order to select the best resources, who are motivated to embark upon a professional career path as young graduates. To this end, specific recruiting activities are conducted to meet young people nearing the completion of their studies and invite them to a tailor-made selection day in the company, based on the profiles sought.

In 2021, ad hoc alternating school-work courses and orientation projects were organised in the provinces of Prato, Modena and Bologna, in some cases accompanied by teaching hours in the ITS of the Emilia-Romagna region.



8.3.2 TRAINING & DEVELOPMENT

The Marchesini Group is aware that by placing people at the centre of its approach, they will remain focused on their own professional project, guaranteeing motivation and self-engagement, which are the most common forms of awareness and responsibility.

The corporate culture, with regard to the people who collaborate with the company in various capacities, upholds the concept of the 'person at the centre' based on the belief that personnel development is essential for the Group's success and, at the same time, as a motivation tool.

The fundamental role of the HR Management team is to align the personnel's operating model, processes and competencies with the strategies dictated by the company. The focal point and centre of attention is the individual: their talents, their empowerment, their retention, their personal growth paths and the acquisition of new skills, in a framework of 'life-long learning'.

All the company strategies adopted by the Marchesini Group are inseparable from a People Strategy which focusses on the need to align the organisation with a mission to improve the company climate and identify training needs. In this sense, measuring the potential of the company's key figures is the first step in identifying gaps in competence with respect to the role and in recognising and enhancing talent.

Creating value and seeking a competitive advantage is only possible thanks to the combination of human, organisational and physical capital. To maintain this positive gap, however, a company must be able to interpret and anticipate market needs, plan actions and define strategies to manage change. Human resource managers therefore represent strategic partners for top executives, helping to define and develop human capital.

Investing in the career development of employees has several advantages:

- ✕ it brings out hidden potential: career interviews often yield surprising results in relation to hidden ambitions and talents. Due to past market situations and high levels of unemployment, many people have found themselves in roles below their potential.
- ✕ it helps the company to develop skills for the future: in an increasingly uncertain and volatile context, with new competitors that can suddenly emerge and technologies that are developing faster and faster, the ability to respond to changes in the market ensures greater resilience and greater adaptability of projects in the face of strategic changes.
- ✕ it attracts new talent: a company that invests in the development of its employees and has a positive approach to career development easily attracts Millennials, the best and brightest people.
- ✕ it fosters engagement and commitment: the best way to retain talented individuals and enjoy their ongoing commitment is by creating good opportunities for them to fulfil their careers in a positive environment. If people know that their company cares about employee development, they will feel more involved, appreciated, enthusiastic and participative - and able to make the extra effort when needed.
- ✕ it favours progress and the right people in the right place: investing in the development of employees with regard to their empowerment and improvement helps to develop employees internally who can fill roles of greater responsibility.

³⁵ Liker J., Convis G. (2015), Toyota Way per la lean leadership. Raggiungere e mantenere l'eccellenza in azienda, Ed. Hoepli.

³⁶ Maxwell J. C. (2016), I 5 livelli della leadership. Massimizza le tue potenzialità per scalare la piramide del successo, Ed. Gribaudi.

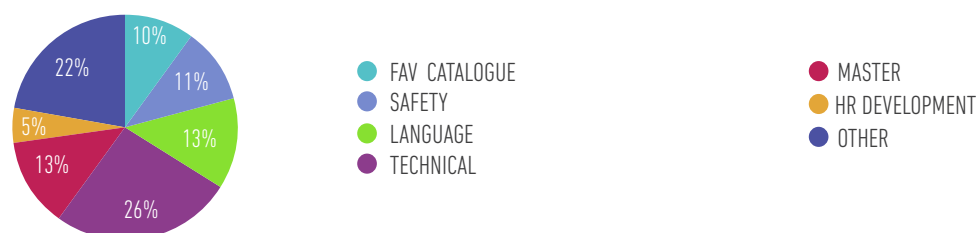
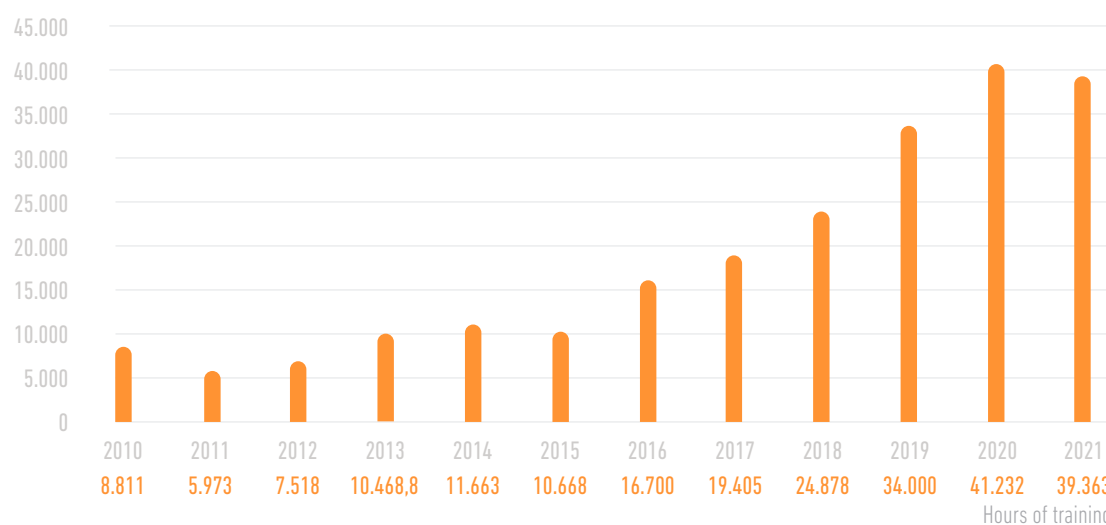
At Marchesini, this process entails five steps:

1. analysis of training needs;
2. planning of the training programme, with particular attention to the financial budget and definition of timeframes;
3. course/pathway management;
4. the evaluation of the results obtained, the analysis of "new" behaviours and "new" performances;
5. the development of strategic operational opportunities.

In fact, it is the Group's belief that growth can only remain solid and consistent over time through specific investments in the development and refinement of its employees' skills.

In 2021, the Group provided its employees and collaborators with 39,363 hours of training, consolidating a 'blended' modality that was initially made essential by the pandemic, but from which important benefits are now being drawn, especially in terms of staff mobility and flexibility.

Online training, both asynchronous through the use of e-learning systems, and synchronous with in-person lecturers, now accounts for 50% of the training provided, while still maintaining a very high level of participant satisfaction compared to traditional classroom training.



³⁷ More than 70% of training was carried out remotely.

8.3.2.1 THE TALENT GARAGE

- Training in the Marchesini Group is regarded as an opportunity to develop new actions to give the company the chance to innovate and renew itself continuously.

In 2020 the Marchesini Group launched the 'Talent Garage' project, effectively inaugurating its new Academy. The initiative - the Group's largest investment in the search for and training of young talent in Bologna and nationally - has already put in place a series of structures, initiatives and agreements with schools and universities aimed at creating ad hoc training courses for current and future employees.

This new structure was designed as a talent workshop. A place where people can learn by working in close contact with the best professionals. A continuous training laboratory intended not only for young talents but for the entire company population, part of an extraordinary project of personal discovery and enhancement.



TALENT GARAGE is:

- incoming training (onboarding) and ongoing skills enhancement;
- establishment of advanced training courses for specific company figures, in the classroom and on the job, in order to perfect professional skills;
- identification of new talents to be included in the Company in response to changing market demands;
- consolidation of relations with schools and universities;
- partnerships with the best education centres to guarantee a high-quality course catalogue.

The course catalogue, with over twenty-five options available to staff, is the result of a ten-year partnership with the Aldini Valeriani Foundation, historically specialised in technical training in the 'packaging valley' of Bologna. Attention was therefore paid to strengthening the incoming skills of young experts and engineers, but without neglecting soft skills in a world where speed and precision in communication are of fundamental importance. Plenty of space has been reserved for strengthening resilience, with a focus on stress management and mindfulness, in addition to the usual attention given to management skills.

Alongside the catalogue, specific 'tailor-made' courses are organised for individual departments or roles that need to deepen certain theoretical knowledge.

Talent Garage is:

The activities carried out by the Talent Garage in the service of the various company divisions consist of:

- targeted training: the company or an external body delivers training courses (indoor and outdoor; live and e-learning) on specific skills or topics that it considers fundamental for managers or operators;
- self-development: awareness is created by outlining the characteristics that a person requires in a given position and then filling in a self-assessment questionnaire;
- coaching: a technique widely used to help managers, team leaders and workers in general to develop, improve and enhance their human and professional skills, relational aptitude, communication skills, problem-solving abilities, and capacity for achieving goals;
- mentoring: methodology for transferring skills and disseminating information with the support of experienced internal figures;
- job rotation: a company technique that involves periodic changes in the job description of employees in order to spread knowledge of all stages of the company process; a distinction is made between vertical rotation (roles with increasing responsibility), horizontal rotation (roles at the same level), international rotation and inter-functional rotation (over different management areas).

In 2021, an extensive training programme continued at the Bologna Business School, the management school of the Alma Mater Studiorum University of Bologna, which enabled 34 employees to obtain a Master's degree in Business Administration (MBA) at the end of a 15-month course. The selected participants - who were between 27 and 48 years old and held different positions in the company - joined a further ten employees who had already obtained a pilot Executive MBA at BBS.

The aim of this project - which will be repeated after the first edition, in which Marchesini Group invested over 300,000 euros - is to offer all-round training to future managers in the so-called Packaging Valley of Emilia-Romagna.



It is also worth mentioning the recent Employer Branding campaign (which aims to strengthen the attractiveness of the Marchesini Group to new talents), the new staff app (designed to facilitate individual updating, knowledge of welfare issues and integration within the company), stronger communication of the Welcome Days reserved for new recruits, and - lastly - a new e-learning portal. This portal is growing thanks to the skilled work of young talents who are transforming the company's know-how into training that can support the entire workforce, engaging the learning mechanisms of the new generations and enabling each employee to follow a targeted training path based on his or her skills and career path.

Despite these complex times, the Marchesini Group has never stopped training: in a short time, spaces have been restructured to provide distance learning in a completely safe setting.

8.3.2.2 CYBERSECURITY TRAINING

In recent years, there has been an increase in cyber attacks, which are increasingly recurrent and difficult to counter.

It is important for a company to protect itself not only with data protection systems, but also by raising the awareness of its employees who can play a key role in protecting information. The training included a variety of topics such as phishing, social engineering, digital footprint, and ransomware, all of which share a common thread: awareness of the risks one can face and the best practices to adopt on a daily basis to protect oneself.

CYBERTRAP

THINK BEFORE YOU CLICK



CYBERSECURITY



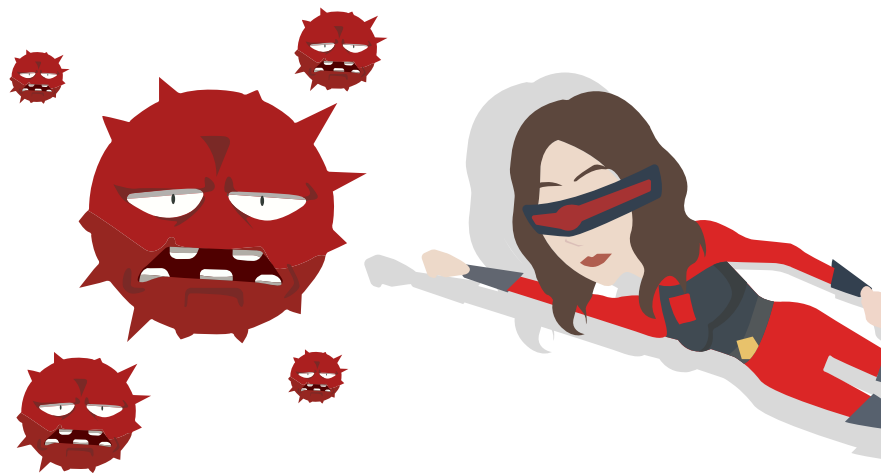
SAFE ONLINE SHOPPING



PASSWORD MANAGEMENT



BUSINESS MAIL COMPROMISE



8.3.2.3 THE "UNFUTUROALMASSIMO" SCHOLARSHIP

The Talent Garage project is supported by a number of other initiatives including 'Unfuturolmassimo' ('Maximise the future'), the annual scholarship programme named after founder Massimo Marchesini.

Starting with the 2019/2020 school/academic year, a contribution of EUR 400 up to EUR 4,000 per person is envisaged for Group employees and their children who

- are enrolled in or graduated with merit from STEM-orientated high schools;
- are enrolled in or graduated from STEM degree courses;
- have obtained an academic Master's degree in STEM disciplines.

Following the completion of the selection procedure, 29 scholarships worth EUR 31,350 were awarded in 2021:

o 17 scholarships went to students who enrolled with or graduated with merit from STEM-orientated high schools (totalling 13,500 Euro);

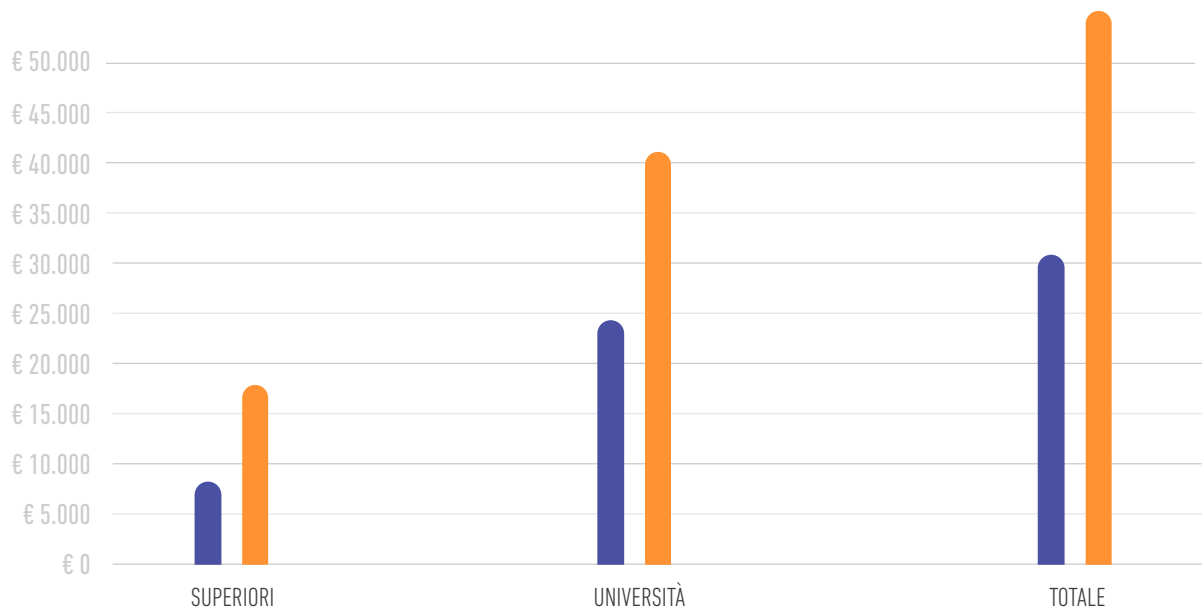
o 12 scholarships went to students who enrolled with or graduated in STEM degree courses



17 FOR HIGH SCHOOL

SCHOLARSHIPS AWARDED (2021)

12 FOR UNIVERSITY



8.3.3 PERFORMANCE MANAGEMENT

The evaluation of each individual's performance must take into account both what is achieved and how results are achieved, rewarding integrity, honesty, passion, proactiveness, drive and innovative ideas.

This assumption underlies the Group's entire individual performance and professional development evaluation process, which complements the training process as part of Marchesini's strategy for the development of people.

The fundamental principles of the evaluation process adopted by the Group recognise as key factors the definition of the objectives and expectations of each individual in relation to the company vision, the sharing of these, the evaluation of the results achieved and the preparation of a development plan.

In a context in which the size of the Group is constantly growing, it is essential to be able to manage HR processes organically, using high-performance tools that integrate and standardise HR management and development processes at Group level, including the administration of personnel data and the selection, training and assessment processes that also apply to companies whose human resources are not directly managed.

For more than five years now, i.e. since the implementation of the I'MPORTANT project, the crux of the Group's human resources performance review process has been motivation - i.e., the energy that fuels the dynamics of particular behaviour and actions, channelling them into the achievement of general and specific goals.

The model adopted for the operation of this corporate process is not only a 'tool' for managerial alignment with corporate objectives, but is above all a process that allows human capital to be managed and developed with the aim of:

o integrating human capital into the organisational system and channelling it into the company's objectives and success factors;

- improving vertical communication (manager-collaborator relationship and vice versa);

- highlighting organisational development needs (change of roles, career plans, personal objectives, training, etc.);

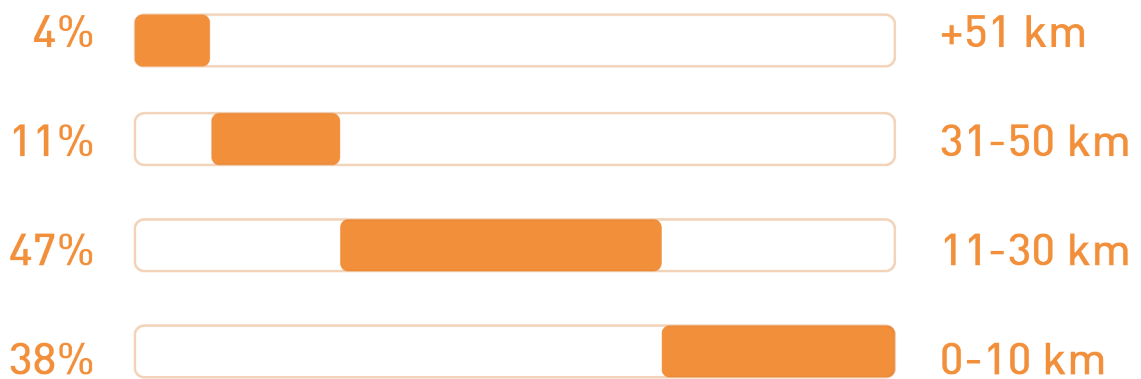
- rewarding the best resources (in line with company remuneration policies).

8.4 THE OPINION OF OUR PEOPLE

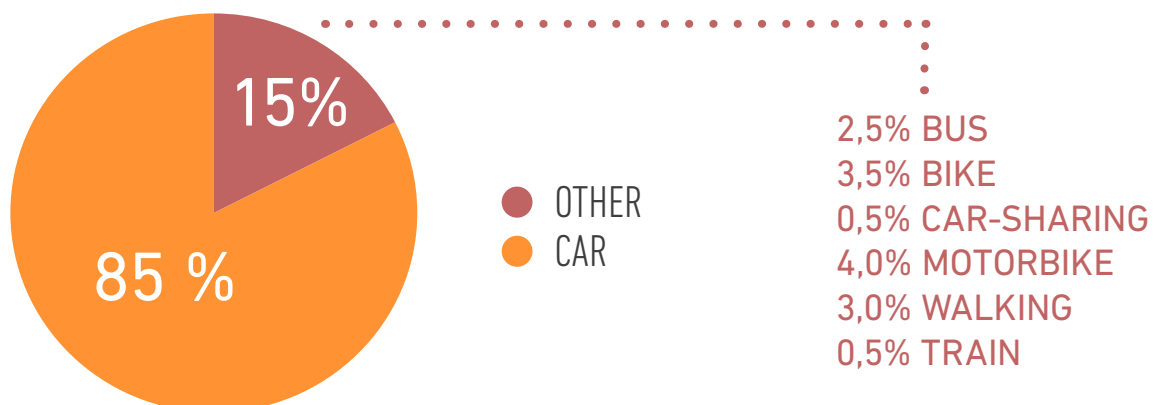
AS A STARTING POINT

Between August and September 2021, a survey of about 35 questions was administered to an internal company population of 850 people concerning home-work mobility, the improvement of working environments, the canteen service, existing initiatives and corporate welfare. The sample covered only the headquarters in Pianoro, taken as a pilot project. The aim of the survey was to investigate real problems in order to conceive and develop solutions to be applied in the future. The results of some of the most interesting findings are shown below.

DISTANCE BETWEEN HOME AND WORK

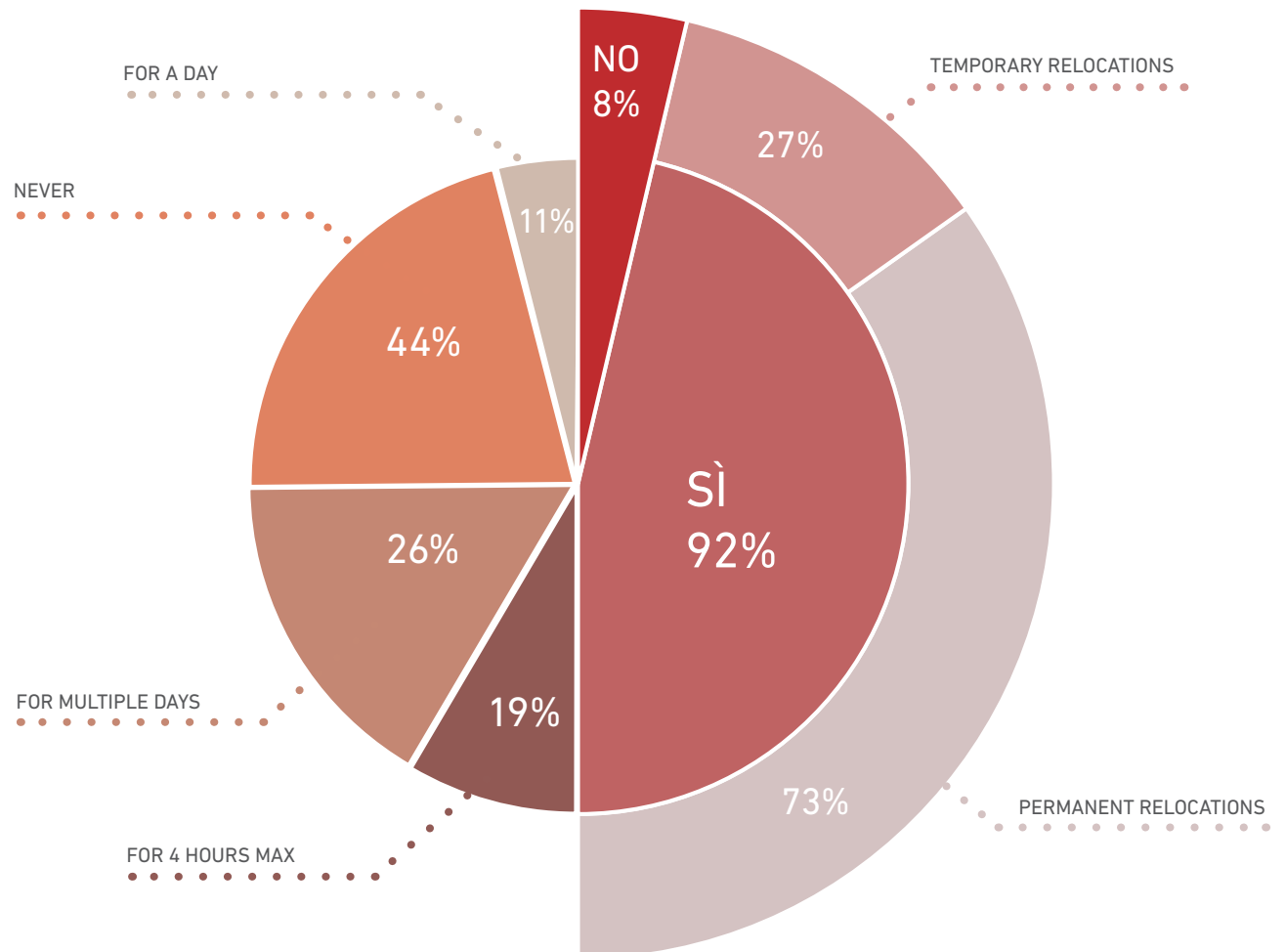


TRANSPORT USED



MOBILITY WITHIN THE SITE

IS A TEMPORARY CHANGE OF LOCATION REQUIRED IN YOUR JOB?



DOES YOUR JOB REQUIRE YOU TO MOVE BETWEEN DEPARTMENTS?

Sì
92%

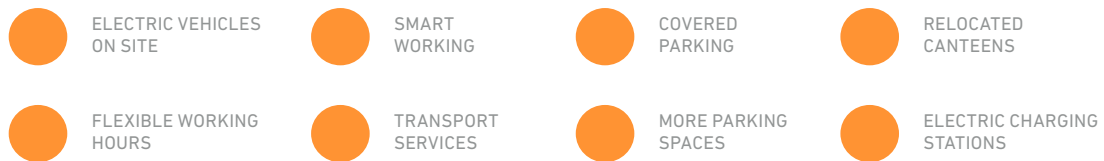
TEMPORARY RELOCATIONS

27%

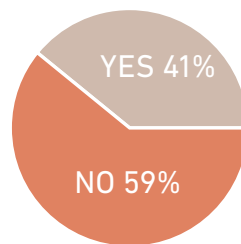
73%

PERMANENT RELOCATIONS

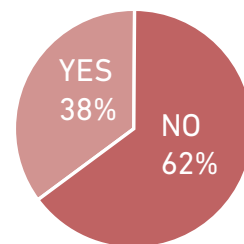
HOW CAN INTERNAL AND EXTERNAL MOBILITY BE IMPROVED?



HAS THE POST-PANDEMIC SITUATION BROUGHT NEW NEEDS IN TERMS OF TIME AND SPACE?



TIME



SPACE

WORKING LIFE | TIME AND SPACE

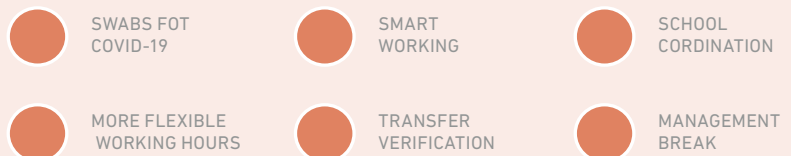
13%
UNCOMFORTABLE SPACES

17%
DISORGANISED SPACES

5%
DIFFICULT ORIENTATION

18%
ORIENTATION IS NOT
RELATED TO FUNCTION

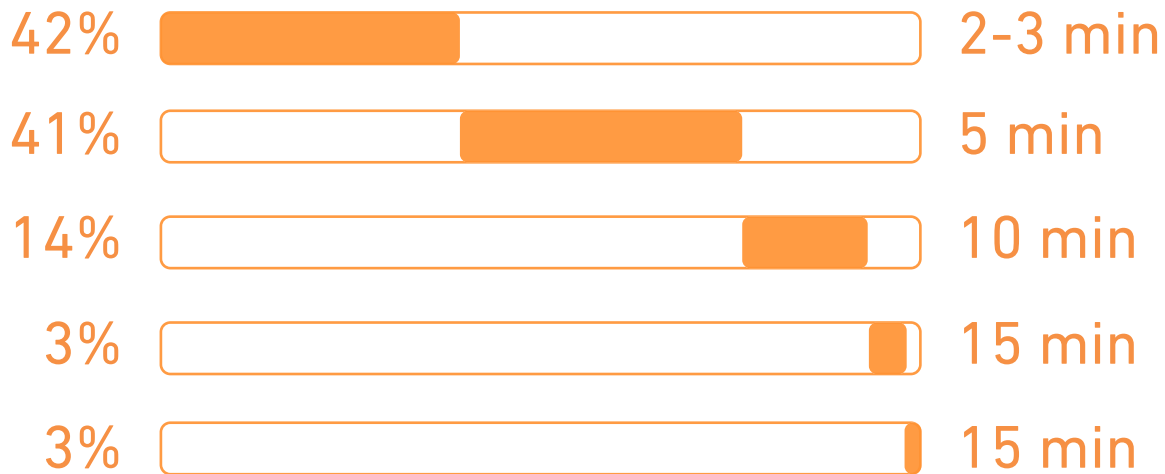
TIME



SPACE



OFFICE - CANTEEN COMMUTE TIME



FREE TIME | CANTEEN

45%
OF PEOPLE ARE SATISFIED
BY THEIR CANTEEN

44%
OF PEOPLE ARE SATISFIED
BY THE CANTEEN BOOKING
SERVICE

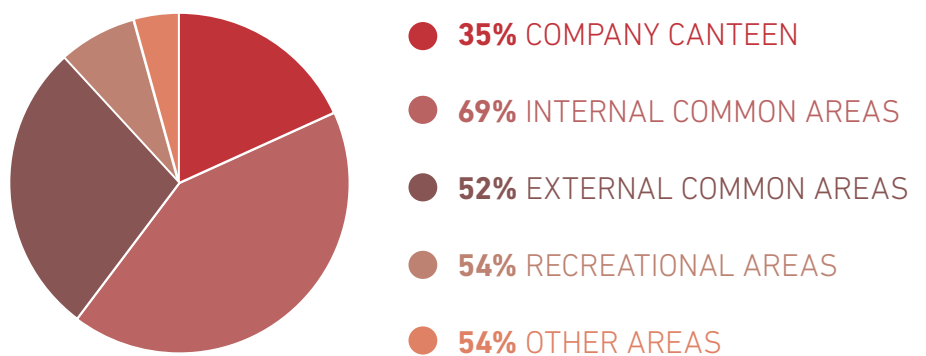
24%
OF PEOPLE ENCOUNTER
DIFFICULTIES REACHING THE
CANTEEN

54%
OF PEOPLE ARE SATISFIED
WITH THE CANTEEN
TAKEAWAY SERVICE

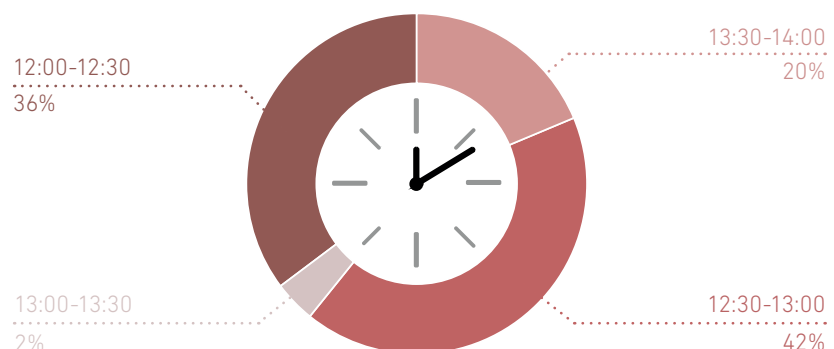
52%
OF PEOPLE WOULD PREFER
FLEXIBLE HOURS TO USE
THE CANTEEN

COMPANY CANTEEN / OPINIONS

WHICH OF THE FOLLOWING COMMON SPACES DO YOU USUALLY USE?



WHAT ARE YOUR BREAK TIMES?



FREE TIME | LUNCH BREAK

11%
BRING LUNCH FROM HOME

69%
BRING LUNCH FROM HOME AND EAT IN THE OFFICE

30%
SPEND THEIR LUNCH BREAK OUTSIDE IN COMMON AREAS

12%
SPEND THEIR LUNCH BREAK AT THEIR DESK

PAUSA PRANZO / PAUSA

WHICH SPACES WOULD IMPROVE YOUR EXPERIENCE DURING BREAKS?

COVERED SMOKING AREAS



RELAXATION AREAS NOT IN TRANSIT ZONES



COMPANY BAR



COMPANY SPORTS CENTRE

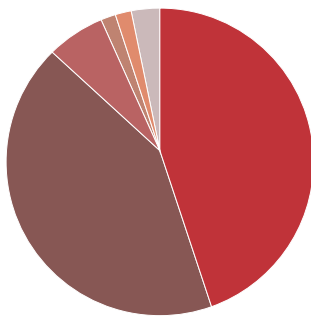


OUTDOOR GREEN SPACES



HOW DO YOU SEE MARCHESINI GROUP'S CONNECTION WITH THE TERRITORY IN WHICH IT IS EMBEDDED?

90%



● 46% EXCELLENT

● 44% GOOD

● 6% INSUFFICIENT

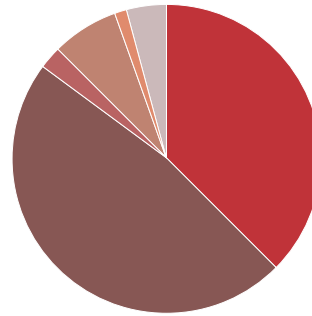
● 1% SUFFICIENT

● 1% BAD

● 2% DON'T KNOW

HOW DO YOU RATE MARCHESINI GROUP'S CONNECTION WITH THE SURROUNDING COMMUNITY?

41%



● 41% EXCELLENT

● 48% GOOD

● 2% INSUFFICIENT

● 4% SUFFICIENT

● 1% BAD

● 4% DON'T KNOW

MOST FREQUENTLY USED

MEDICAL
ASSISTANCE

LAUNDRY

GYM
DISCOUNTSTAKEAWAY
CANTEENDISCOUNTS
FOR SHOPS

LESS FREQUENTLY USED

DELIVERY
DEPOTMEDICINE
DEPOT

TREATMENTS

THEATRE
DISCOUNTS

ATM

KNOWN BY FEW

VEGETABLE
DELIVERYYOGA AND
PILATES

SCHOLARSHIPS

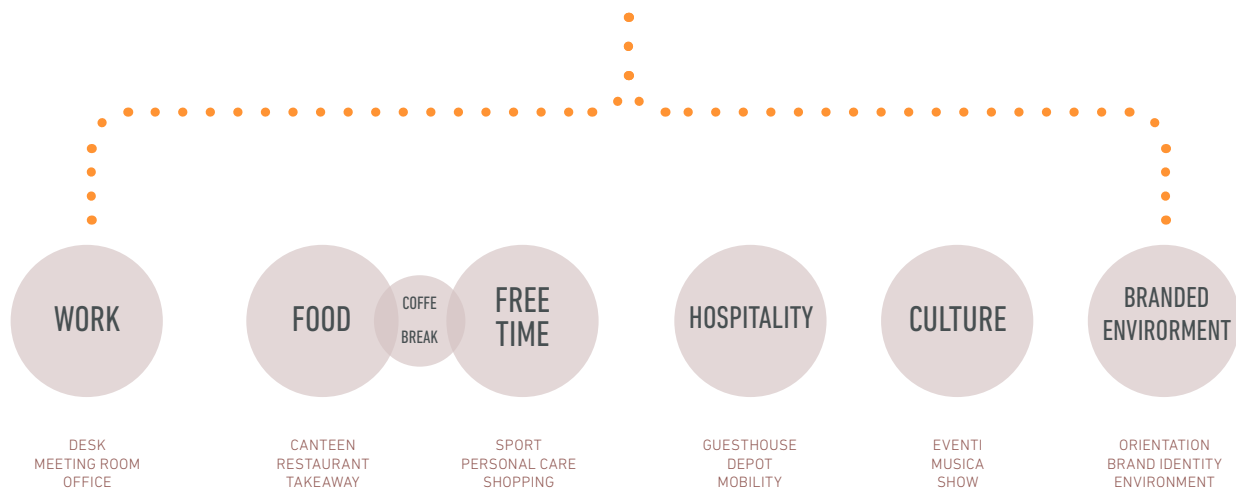
MAGAZINE
DISCOUNT

WELFARE | SERVICES

80%ARE AWARE OF THE
SERVICES**15%**HAVE HEARD
ABOUT THEM**3,5%**DO NOT KNOW
THE SERVICES**1,5%**

DON'T KNOW

DO YOU KNOW ABOUT WELFARE SERVICES?

ENVIRONMENTAL | SOCIAL | ECONOMICAL
SUSTAINABILITY

Based on the data obtained, alternative and sustainable mobility actions are being evaluated and implemented, e.g. incentives for the use of bicycles. Immediate actions are already operational in 2022 and medium- to long-term actions are being planned.

8.5 WELFARE IN THE MARCHESINI GROUP

Corporate welfare is a set of benefits and perks aimed at going beyond the purely monetary component of remuneration in order to support employees' income and improve their private and working life.

In 2021, despite the anti-Covid restrictions in place, all Marchesini Group S.p.a. employees were also able to enjoy most of the benefits on offer in previous years, including:

- ✗ The provision of supplementary pension plans;
- ✗ Medical and health insurance;
- ✗ Agreements with external partners to provide subsidised products and services for employees (discounted admissions and products at theatres, gyms, publishing groups and shops);
- ✗ Corporate welfare plan;
- ✗ MG Locker, a general delivery service for in-company delivery of parcels and online purchases;
- ✗ Marchesini 'Wash & Dry', a contracted ironing/laundry service.

One of the main innovations introduced was outdoor physical activity. Workouts were organised in the garden of the Pianoro headquarters, open to all employees and organised by professional personal trainers. The initiative made up for the ongoing closure of gyms and suspension of sports activities, promoting positive values such as the sharing of experiences between members of different departments outside of work.



³⁸ Initiative activated only for the Municipality of Pianoro (BO) headquarters.

³⁹ Initiative activated only for the Municipality of Pianoro (BO) headquarters.

8.5.1 THE COMPANY WELFARE PROGRAMME

From the perspective of corporate welfare, the extraordinary Covid-19 year can be summed up in a few specific points that tell the story of its growth.

- ✗ on the institutional level, the limit for tax exemption on corporate welfare goods and services doubled;
- ✗ in terms of the relationship with workers, there has been an improvement in understanding;
- ✗ in the cohesion of corporate communities, threatened by new working methods and further inequalities, with the risk of fragility in a phase of high competition in the markets. The need for new engagement, motivation and a sense of belonging is evident;
- ✗ corporate social reputation, boosted by collective attention to what companies do or do not do for the wellbeing of their communities. Socially relevant interventions through corporate welfare initiatives that generate good results in terms of the internal and external perception of the company.

These are decisive aspects that highlight how corporate welfare can play a significant role, even in the face of the complex challenges presented to companies and workers in the post-Covid-19 world.

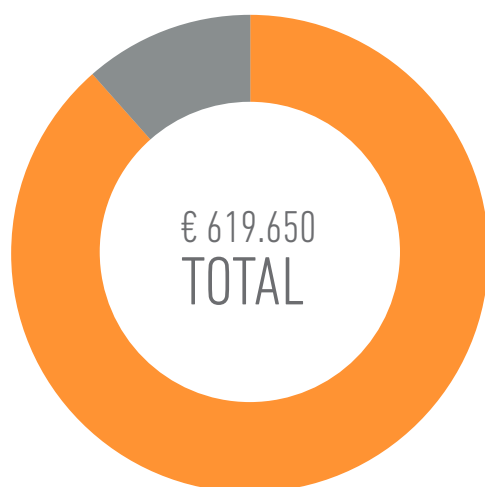
The Group has maintained the voluntary corporate welfare programme launched in 2016 through a multi-service platform that was completely revamped in 2020, improving its usability.

In addition to the voluntary welfare plan, in accordance with the provisions of the supplementary agreement that amended the current national collective bargaining agreement for the sector, for the year 2021 Marchesini Group also made available to its employees a range of welfare goods and services worth 200 euros, to be used by 31 May 2022.

During 2021, each employee was therefore granted a welfare budget of 400 euros that could be used through the multi-service portal "marchesinigroupwelfare" on the Edenred- Easywelfare platform, for the use of a range of services divided by areas of intervention: education, mortgages, health, welfare, family, sport, shopping, facilities and much more. The service is fully outsourced.

The Corporate Welfare available to the Group's employees in "flex-benefit" in 2021 (until 31/05/2022) amounted to about €619,650, of which, €574,282 was used as shown in the diagram below.

⁴⁰ 4° Rapporto Censis-Eudaimon sul welfare aziendale - Imprese, Lavoratori e welfare aziendale nella grande trasformazione post Covid-19, marzo 2021 https://www.censis.it/sites/default/files/downloads/4%C2%B0%20Rapporto%20Censis-Eudaimon_Sintesi.pdf



CREDIT USED: € 574.282



REMAINING CREDIT: € 45.368

✕ EDENRED VOUCHERS	€	443.621.50
✕ CULTURE AND FREE TIME	€	4.375.44
✕ WELFARE	€	25.621.50
✕ TRANSPORT	€	4.336.50
✕ SOCIAL AND FAMILY ASSISTANCE	€	400.00
✕ SPORT AND WELLBEING	€	20.003.13
✕ HEALTH	€	1.764.00
✕ TRAVEL AND TURISM	€	6.781.00
✕ EDUCATION AND TRAINING	€	53.157.31
✕ PARTNER ONLINE	€	14.594.87

8.6 INITIATIVES IN THE TERRITORY

• Territory is neither the geographical space nor the soil of pedology, but a highly complex living entity, the outcome of co-evolutionary synergetic processes between human settlement (organised on cultural bases) and the environment (organised on geological and biological bases). Every territory as a place thus incorporates the concept of time and long duration: it has an identity, a soul, a spirit.

Laboratories in an industrial technical institute are just as important as (if not more so than) lessons in a classroom. During the Covid-19 pandemic, all these well-established teaching dynamics failed. This was an even greater problem for an area such as Bologna, which lies at the heart of Italy's Packaging Valley, populated by companies that are constantly searching for technical staff.

This is why, in addition to the initiatives launched to combine work in the company with health needs, a decision was taken to support the historic Aldini Valeriani Technical Institute in Bologna - with which the Group has a long-standing partnership - with a donation to enable the purchase of 400 3D visors that will allow students to follow the workshops remotely.

Six classes of the two-year school year were involved in the project, one for each discipline among Physics, Chemistry, Biology and Earth Science: a total of 150 students and 20 teachers were provided with annual licences to use the Virtual Reality laboratories.



8.7 HEALTH AND SAFETY⁴¹

Marchesini Group respects and adopts the requirements for safe operation defined by the specific regulations in force in Italy and in the countries where it operates.

The active minimisation of accident risks and health protection are stated objectives in the Marchesini Group's Safety Policy, which includes awareness-raising and continuous training activities aimed at employees, including those travelling abroad, contractors and service providers working in the Group's offices.

Attention to people is also reflected in the search for solutions to improve the wellbeing of employees and encourage a healthy work-life balance.

The health and safety of employees are fundamental and lie at the centre of prevention, technological development, training and continuous monitoring. All business activities are carried out in line with current occupational health and safety regulations, as well as following the dictates of the Code of Ethics and the Safety Policy.

Moreover, the Group guarantees the highest safety standards to operators not only through organisational and management measures, but also through technical measures, continuous alignment to new technologies, personal protective equipment, and the development of training courses.

With reference to the Group's Italian companies, all the necessary functions are in place, in line with the relevant regulations. To this end, Prevention and Protection Service Managers (RSPP) and Prevention and Protection Service Managers (ASPP) have been appointed for each of the production units, either internal or external to the company, in accordance with legal parameters.

In order to ensure adequate worker representation within the Safety Management System, employees are required to elect their own Workers' Safety Representatives (RLS), whose task is to represent them during union meetings to discuss the issues at hand and any actions to be taken.

In 2021, 20 accidents were recorded, an increase of 33.33% compared to 2020. The increase was partly due to a lower labour turnout in 2020 and the imputation of pandemic-related infections as occupational accidents.

In compliance with the relevant legislation, education and training programmes have been defined on occupational safety, first aid, fire regulations, the consequences of alcohol and drug use, job-specific risks and environmental training, even if not defined as mandatory by local legislation.

At the level of each operating unit, the Group provides its employees with environmental and safety training courses, tailored to the activity performed by the individual worker. Courses cover subjects such as the correct management of mechanical, electrical or chemical handling risks, and instructions to be followed to reduce the impact on the environment (e.g. when handling waste).

As usual, Security Meetings were held in 2021 concerning the Italian locations of the Group's Italian sites. During this meeting, discussions covered topics such as:

⁴¹ Limited to Marchesini Group S.p.a

⁴² This measures the severity of accidents expressed in conventional days lost per thousand hours worked. The index is multiplied by one thousand (10³) in order to avoid numerically too small values. This index is of general validity, and being normalised in relation to the severity category, it lends itself to comparisons of all kinds.

- accident statistics from the previous year
- safety training and educational activities
- trends in the consumption of personal protective equipment
- actions taken since the previous year's meeting
- measures and improvements planned for the current year
- risk assessment

With particular reference to accident statistics, the following table shows the data for the period 2006-2021 with an explanation of the frequency index⁴⁵ and severity index⁴⁶.



Even in the packaging machinery manufacturing sector, the use of I.P.D. is essential for the safety of workers.

⁴³ Limited to Italian sites.

⁴⁴ The accident frequency measures the incidence of accidents occurring in a given period, sector and territorial area, relative to the number of hours worked in the same period, sector and territorial area. The index is multiplied by one thousand (10^3) in order to avoid numerically too small values.

This index is of general validity, and being normalised in relation to period, sector and territorial scope, it lends itself to comparisons across these three distinct dimensions. In calculating the frequency of accidents, reference can be made to three different categories instead of the overall total: - Accidents that caused temporary disability - Accidents that caused permanent disability - Fatal accidents

⁴⁵ This measures the severity of accidents expressed in conventional days lost per thousand hours worked. The index is multiplied by one thousand (10^3) in order to avoid numerically too small values. This index is of general validity, and being normalised in relation to the severity category, it lends itself to comparisons of all kinds.

In calculating the severity of accidents, reference can be made, instead of the overall total, to three different categories whose severity is expressed in conventional days lost:

- Accidents that caused temporary disability, where the severity equals the number of days lost

- Accidents that caused permanent disability, where severity is calculated by multiplying the disability points in each case by 75, and is expressed in the number of conventional days lost

- Fatal accidents, where severity is calculated by multiplying each case of death by 7,500 (corresponding to the number of average working days over a worker's lifetime), and is expressed as the number of conventional days lost.

The Grand Total is calculated as the sum of the conventional days lost for each of the three categories.

Accident indices

	N° of accidents	Total N° accidents days	N° hours worked	Average N° workers	Incidence index	Frequency index	Index of severity
2006	19	336	1.082.203	617	3,1	17,6	0,31
2007	14	153	1.082.203	630	2,2	12,9	0,14
2008	10	151	1.113.089	631,5	1,6	9,0	0,14
2009	10	233	1.101.066	634	1,6	9,1	0,21
2010	18	280	1.134.353	653	2,8	15,9	0,25
2011	9	262	1.140.037	665	1,35	7,9	0,23
2012	10	213	1.178.203	690	1,45	8,5	0,18
2013	10	132	1.231.057	713,81	1,40	8,1	0,11
2014	9	137	1.281.318	736	1,22	7,0	0,11
2015	8	197	1.355.667	771	1,04	5,9	0,15
2016	7	99	1.391.612	808,91	0,87	5,0	0,071
2017	6	82	1.762.077	1009	0,59	3,4	0,047
2018	16	425	1.948.574	1086	1,47	8,2	0,218
2019	10	176	2.228.472	1259	0,79	4,5	0,079
2020	↓ 14	↓ 496	↑ 2.378.738	↑ 1363	↑ 1,03	↑ 5,9	↓ 0,209
2021	20	451	2.444.744	1410	1,42	8,2	0,184



Legenda

(1) Only those that resulted in absence from work of more than 1 day (including that of the accident itself).

(2) Total number of days off work for the accidents referred to in (1).

(3) Total hours worked in the year.

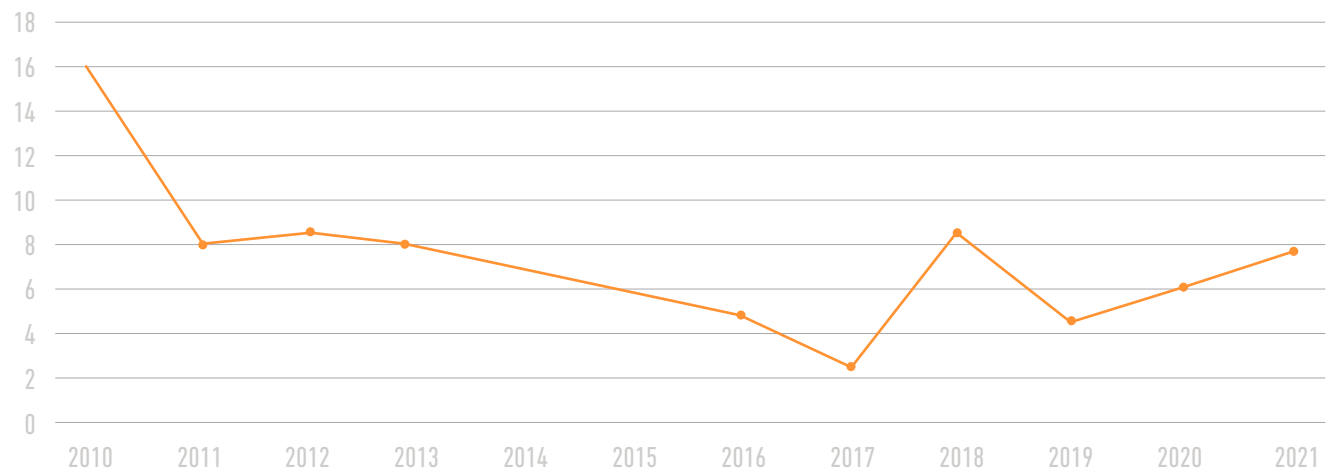
(4) Arithmetic mean between the number of workers in force from January

to December of each year.

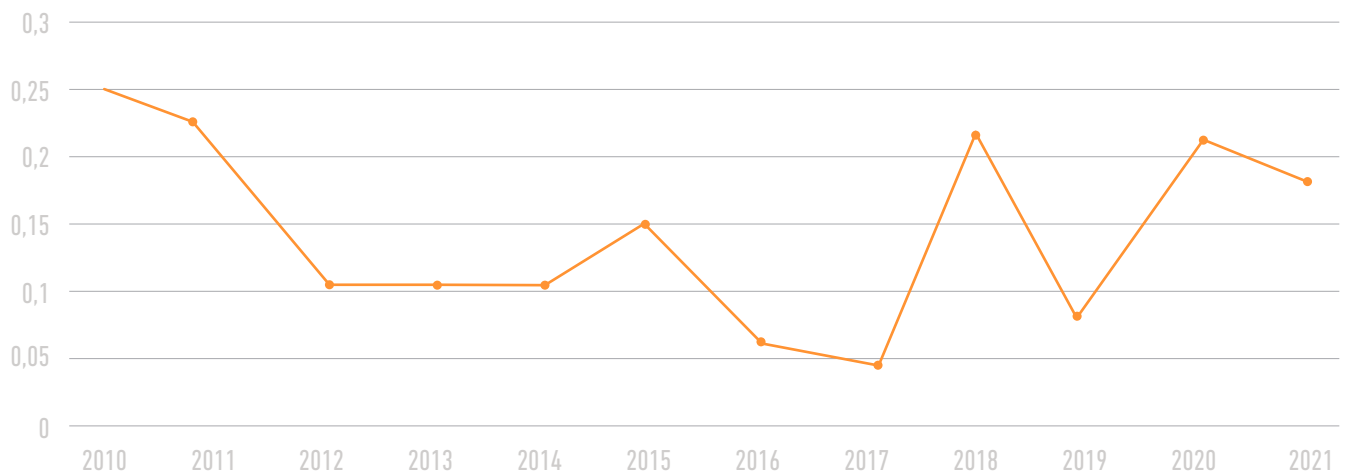
(5) Calculated according to the formula: No. accidents/No. workers x 100.

(6) Calculated according to the formula: No. accidents/no. hours

Frequency index



Severity index



8.7.1 EFFORTS AGAINST THE SPREAD OF THE CORONAVIRUS

- The health emergency that we have been facing on a global level, and which
- is in fact still ongoing, is challenging everyone and has seen us undergo a
- sudden change in daily habits and activities.

Our company organisation has been revolutionised to put in place all the actions necessary to protect the health of the employees, customers and suppliers who orbit the Marchesini Group on a daily basis.

This programmatic action has travelled in parallel around the world thanks to our dense network of branches and the highest possible operational continuity in production, Customer Service installation, technical assistance, maintenance and spare parts.

Our QHSE team has worked constantly, relying on the contribution of the entire Marchesini community, to activate all the anti-Covid-19 procedures required by current legislation to safeguard the health of all. In the anti-Covid operation, divided into the activities described below, the Marchesini Group has invested more than 1.6 million euros.

⁴⁴ The national legislation in force, as at 31/03/2021, in reverse chronological order is as follows:

1. Decree of the President of the Council of Ministers of 2 March 2021 "Further implementing provisions of Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 22 May 2020, bearing "Urgent measures to cope with the epidemiological emergency from COVID-19", of Decree-Law No. 33, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the epidemiological emergency from COVID-19", and Decree-Law No. 15 of 23 February 2021, on "Further urgent provisions on the subject of movements within the national territory for the containment of the epidemiological emergency from COVID-19". (21A01331) (OJ General Series No. 52 of 02-03-2021 - Ordinary Suppl. No. 17).

2. Decree of the President of the Council of Ministers of 14 January 2021 "Further implementing provisions of Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 22 May 2020, on "Urgent measures to cope with the epidemiological emergency from COVID-19", of Decree-Law No. 33, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the epidemiological emergency from COVID-19", and Decree-Law No. 2 of 14 January 2021, on "Further urgent provisions on the containment and prevention of the epidemiological emergency from COVID-19 and the holding of elections for the year 2021". (21A00221) (OJ General Series No. 11 of 15-01-2021 - Ordinary Suppl. No. 2).

3. Decree of the President of the Council of Ministers of 3 December 2020 "Further implementing provisions of Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 22 May 2020, bearing: "Urgent measures to cope with the epidemiological emergency from COVID-19" and of Decree-Law No. 33, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the epidemiological emergency caused by COVID-19", as well as "Decree-Law No. 158 of 2 December 2020, on: 'Urgent provisions to cope with the health risks related to the spread of the COVID-19 virus'". (20A06767) (OJ General Series No. 301 of 03-12-2020).

4. Decree of the President of the Council of Ministers of 03 November 2020 "Further implementing provisions of Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 25 May 2020, on "Urgent measures to cope with the COVID-19 epidemiological emergency", and of Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the COVID-19 epidemiological emergency". (20A06109) (OJ General Series No. 275 of 04-11-2020 - Ordinary Suppl. No. 41).

5. Decree of the President of the Council of Ministers of 24 October 2020 "Further provisions implementing Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 25 May 2020, on "Urgent measures to cope with the COVID-19 epidemiological emergency", and Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the COVID-19 epidemiological emergency". (20A05861) (OJ General Series No. 265 of 25-10-2020).

6. Decree of the President of the Council of Ministers of 18 October 2020 "Further provisions implementing Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 25 May 2020, on "Urgent measures to cope with the epidemiological emergency from COVID-19", and Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the epidemiological emergency from COVID-19". (20A05727) (OJ General Series No. 258 of 18-10-2020).

7. Decree of the President of the Council of Ministers of 13 October 2020 "Further provisions implementing Decree-Law No. 19 of 25 March 2020", converted, with amendments, by Law No. 35 of 25 May 2020, on "Urgent measures to cope with the epidemiological emergency from COVID-19", and Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the epidemiological emergency from COVID-19". (20A05563) (OJ General Series No. 253 of 13-10-2020).

8. Law no. 35 of 22 May 2020, Conversion into law, with amendments, of Decree-Law No. 19 of 25 March 2020, on urgent measures to cope with the epidemiological emergency from COVID-19. (20G00057) (OJ General Series No. 132 of 23-05-2020).

9. Decree-Law No. 34 of 19 May 2020 "Urgent measures on health, support for work and the economy, as well as social policies related to the epidemiological emergency from COVID-19". (20G00052) (OJ General Series No. 128 of 19-05-2020 - Ordinary Suppl. No. 21) note: Entry into force of the measure: 19 May 2020.

10. Decree of the President of the Council of Ministers 17 May 2020 "Implementing provisions of Decree-Law No. 19 of 25 March 2020", on urgent measures to cope with the epidemiological emergency from COVID-19, and Decree-Law No. 33 of 16 May 2020, on further urgent measures to cope with the epidemiological emergency from COVID-19. (20A02717) (OJ General Series No. 126 of 17-05-2020).

11. Decree-Law No. 33 of 16 May 2020 "Further Urgent Measures to Cope with the Epidemiological Emergency from COVID-19". (20G00051) (OJ General Series No. 125 of 16-05-2020) note: Entry into force of the measure: 16 May 2020.

12. Decree of the President of the Council of Ministers of 26 April 2020 "Further implementing provisions of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the epidemiological emergency from COVID-19, applicable throughout the national territory". (20A02352) (OJ General Series No. 108 of 27-04-2020).

13. Decree of the President of the Council of Ministers of 10 April 2020 "Further implementing provisions of Decree-Law No. 19 of 25 March 2020, containing urgent measures to cope with the epidemiological emergency from COVID-19, applicable on the entire national territory." (20A02179) (OJ General Series No. 97 of 11-04-2020).

14. Decree of the President of the Council of Ministers 1 April 2020 "Implementing provisions of Decree-Law No. 19 of 25 March 2020, containing urgent measures to cope with the epidemiological emergency from COVID-19, applicable to the entire national territory." (20A01976) (OJ General Series No. 88 of 02-04-2020).

15. Decree-Law No. 19 of 25 March 2020, "Urgent measures to cope with the epidemiological emergency from COVID-19". (20G00035) (OJ General Series No. 79 of 25-03-2020) note: Entry into force of the measure: 26 March 2020.

16. Decree of the President of the Council of Ministers 22 March 2020 "Further implementing provisions of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the epidemiological emergency from COVID-19, applicable throughout the national territory." (20A01807) (OJ General Series No. 76 of 22-03-2020).

17. Decree-Law No. 18 of 17 March 2020 "Measures to strengthen the National Health Service and provide economic support for families, workers and businesses related to the COVID-19 epidemiological emergency." (20G00034) (OJ General Series No. 70 of 17-03-2020).

18. Decree-Law No. 14 of 9 March 2020 "Urgent provisions for the strengthening of the National Health Service in relation to the COVID-19 emergency." (20G00030) (OJ General Series No. 62 of 09-03-2020) note: Entry into force of the measure: 10 March 2020.

19. Decree of the President of the Council of Ministers 9 March 2020 "Further implementing provisions of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the COVID-19 epidemiological emergency, applicable throughout the national territory." (20A01558) (OJ General Series No. 62 of 09-03-2020).

20. Decree of the President of the Council of Ministers 8 March 2020 "Further implementing provisions of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the epidemiological emergency from COVID-19." (20A01522) (OJ General Series No. 59 of 08-03-2020).

21. Law No. 13 of 5 March 2020 Conversion into law, with amendments, of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the COVID-19 epidemiological emergency. (20G00028) (OJ General Series No. 61 of 09-03-2020).

22. Decree of the President of the Council of Ministers of 4 March 2020 "Further provisions implementing Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the epidemiological emergency from COVID-19, applicable throughout the national territory." (20A01475) (OJ General Series No. 55 of 04-03-2020).

23. Decree-Law No. 9 of 2 March 2020 "Urgent support measures for families, workers and businesses related to the COVID-19 epidemiological emergency." (20G00026) (OJ General Series No. 53 of 02-03-2020) note: Entry into force of the measure: 2 March 2020.

24. Decree Del Presidente Del Consiglio Dei Ministri 1 March 2020 "Further implementing provisions of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the epidemiological emergency from COVID-19." (20A01381) (OJ General Series No. 52 of 01-03-2020).

25. Decree of the President of the Council of Ministers 25 February 2020 "Further implementing provisions of Decree-Law No. 6 of 23 February 2020, containing urgent measures on the containment and management of the epidemiological emergency from COVID-19." (20A01278) (OJ General Series No. 47 of 25-02-2020).

26. Decree-Law No. 6 of 23 February 2020, "Urgent measures on the containment and management of the epidemiological emergency from COVID-19." (20G00020) (OJ General Series No. 45, 23.02.2020 - Entry into force of the measure: 23.02.2020).

In order to ensure the safety of employees, customers, suppliers and guests who visited the company for various reasons during 2021, the following measures were taken:

1. INFORMATION AS THE BASIS OF EVERYTHING

The health and safety of our employees, customers and suppliers is a top priority. We believe that correct and constant information is the basis of a solid and effective plan, and this is why we have set up a series of information signs in all company areas, to remind us to comply with the regulations in force.

2. EMPLOYEES ENTER THE COMPANY IN TOTAL SAFETY

Every morning, measures are taken to ensure that employees entering the company are not displaying typical symptoms of Covid-19. Daily screening is carried out by staff who measure body temperatures.

3. AND FOR CUSTOMERS, SUPPLIERS AND EXTERNAL PERSONNEL

We welcome customers, suppliers and external personnel in full compliance with the regulations in place. As with employees, external personnel are checked for Covid-19 symptoms. Before entering the company, external personnel are welcomed at the reception desk for a temperature measurement. After receiving PPE, their entry is recorded using the devices available at reception, which are sanitised after each use.

4. HAND HYGIENE IN EVERY COMPANY AREA

Never before have we been so aware of the importance of constant hand hygiene, as a way of preventing the dangerous spread of the virus. This is why dispensers with disinfectant gel are located throughout our premises in all the most frequented areas, near relaxation areas, offices, meeting rooms, canteens, and production areas, so that whoever enters a space can do so hygienically and safely.

5. CONSTANT CLEANING AND DISINFECTION OF SPACES

A team of professionals ensures daily cleaning and disinfection of every internal and external company space, for the protection of employees, customers, suppliers and external personnel.

6. AT WORK WITH ALL THE NECESSARY PROTECTIVE EQUIPMENT

We have stipulated that, in compliance with the regulations in force, individuals must wear a mask when entering our company premises or moving around them. This is mandatory both inside offices and production areas. Employees have been given an individual touch pen to be used on the screens of timekeeping devices and are periodically provided with a PPE kit that contains a daily supply of masks and a disinfection kit with denatured alcohol for the constant cleaning of their workstations.

7. MINDFUL USE OF COMMON SPACES

Avoiding gatherings is one of the most important rules in the fight against Covid-19. This is why we have studied every single company area to ensure that everyone can experience Marchesini spaces in total safety, respecting the canonical distance of at least one metre⁴⁷. For each location we have identified a maximum number of people who can access it, indicating this where necessary. We have issued instructions not to use other people's workstations, to limit travel within company areas as much as possible and not to hold meetings unless the necessary distances can be maintained. Some offices have been completely remodelled to allow social distancing between colleagues. The aim has always been to limit the sharing of space and to carry out regular sanitisations of communal work equipment between uses.

8. LIMITED FOREIGN TRAVEL

Since the beginning of the pandemic, one of the first measures implemented was to minimise unnecessary travel abroad to provide technical assistance that could not be provided by other means. As a multinational company, it was a blow to have to suspend meetings with faraway customers. However, the health of employees is paramount and, in recent months, ways have been found to maintain close contact with customers abroad through video conferencing, remote assistance and doing everything possible to reduce distances.

9. KNOWING HOW TO ACT IN CASE OF NEED

A protocol has been drawn up detailing how to act in the case of symptomatic employees and the actions that should be taken in the event of a confirmed or suspected case, regarding the determination of any 'close contacts' and the consequent communications to be made. Roles and tasks within the organisation are well defined and each employee is informed about the company protocols to handle health emergencies. This ensures that everyone can carry on working with peace of mind.

10. COMPANY ORGANISATION

Since February, the Management has been coordinating prevention and protection measures for employees of all Marchesini Group companies. With the QHSE team and in close collaboration with the company doctor, the General Organisation Department monitors the progress of the pandemic and the correct application of government protocol and company procedures, to suggest to management the actions that should be taken in view of changing government regulations. Employees were also offered the opportunity to undergo serological screening and molecular swabs when they returned from holiday periods.

⁴⁷ The Decree of the President of the Council of Ministers of 3 November 2020 "Further implementing provisions of Decree-Law No. 19 of 25 March 2020, converted, with amendments, by Law No. 35, on "Urgent measures to cope with the epidemiological emergency from COVID-19"; and of Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the epidemiological emergency from COVID-19" (OJ General Series No.275 of 04-11-2020 - Ordinary Supplement No. 41) provides that the distance generally to be maintained is 1 metre. In the event of having to temporarily remove the mask, it increases to 2 metres.

8.8 PROTECTION OF PERSONAL DATA

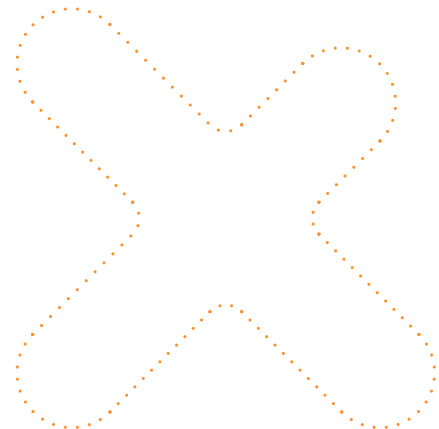
- The Marchesini Group has always been aware, well before the GDPR came into force, that protecting the personal data entrusted to it for the various types of processing was a prerequisite on the part of those who collect it, those who store it, and those who process it in accordance with the "By Design" and "By Default" concepts expressed in Regulation 679/2016.

The safekeeping of data (taking care of data and remaining mindful of the consequences of processing operations that are not consistent with current legislation and the prevention of data breaches) and its processing are not abstract concepts but concrete elements of Corporate Social Responsibility.

Consistent with the ratio legis, Marchesini Group presented the 2020 update of its Privacy Policy. This operation has become necessary due to:

- ✗ changes in the structure of the Group with the establishment and acquisition of new companies;
- ✗ the implementation in supply of the electronic invoicing and document archiving service, in accordance with the provisions of the Digital Italy Agency;
- ✗ the implementation of the process of acquiring and integrating the psycho-apptitude profiles of candidates and new recruits with the HR management system;
- ✗ the measures taken to counter the SARS-COV2 (or Covid-19 or Coronavirus) pandemic.

With the third update of the 2018 version of its Privacy Policy, the Marchesini Group S.p.A. is even more convinced of the belief it has held since the publication of the General Data Protection Regulation (GDPR) in 2016: this was not just another formal compliance required of companies, but the opportunity to bring a further innovation to the entire Group and, in particular, to its organisation and competitiveness.



⁴⁹Stipulated by Decree-Law No. 19 of 25 March 2020, converted, with amendments, by Law No. 35 of 25 May 2020, on 'Urgent measures to cope with the epidemiological emergency from COVID-19', and Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, and the Decree of the President of the Council of Ministers of 13 October 2020 Further Implementing Provisions of Decree-Law No. 19 of 25 March 2020, converted, with amendments, by Law No. 35, on "Urgent measures to cope with the COVID-19 epidemiological emergency", and Decree-Law No. 33 of 16 May 2020, converted, with amendments, by Law No. 74 of 14 July 2020, on "Further urgent measures to cope with the COVID-19 epidemiological emergency". Published in the Official Gazette General Series No. 253 of 13-10 re 2020, and by the Shared Protocol for the regulation of measures to combat and contain the spread of the Covid-19 virus in the workplace" between the Government and Social Partners signed on 14 March 2020 and updated on 24 April 2020, Annex No. 12 to the DPCM 13/10/2020.

8.9 RELATIONSHIP WITH INSTITUTION

- The Marchesini Group actively participates in the associative life of our country, joining various associations and institutions to promote not only industrial and cultural development, but also the spread of sustainability and innovation⁴⁹.

Institution	Role of the Marchesini group or its exponents
Confindustria	Vice President for Supply Chains and Medium Enterprises
Confindustria Emilia Area Centro	Member
UCIMA	Socio - Valentina Marchesini is also a member of the Board of Directors
Associazione Amici del Museo del patrimonio industriale	Socio - Valentina Marchesini is also a member of the Board of Directors
AIDAF - Associazione Italiana Delle Aziende Familiari	Member
Associazione Farmaceutici Industria	Member
Cosmetica Italia	Member
Federmeccanica	Member
CEI Comitato Elettrotecnico Italiano	
UNI, Ente italiano di unificazione	
Confindustria Alto Milanese	Member
Confindustria Firenze	Member
UNINDUSTRIA - Unione degli Industriali e delle imprese Roma, Frosinone, Latina, Rieti, Viterbo	Member

The Group relates to the various institutions and associations 'with the utmost transparency, clarity and correctness, so as not to lead to biased, false, ambiguous or misleading interpretations', in full compliance with the regulations in force and respecting the public nature of the function.

⁴⁹ Codice Etico, pag. 32.





INSPIRED BY THE
EXTRAORDINARY

9.0

**COMMUNITY
ENGAGEMENT**

GRI 2016:
102-8 102-13 103-1
103-2 103-3 401-1
404-3 412-2 403-2



9.0 COMMUNITY ENGAGEMENT

THE MARCHESINI ACT FOUNDATION

Doing business in a way that is 'profoundly linked to the promotion of sustainable development, with particular reference to environmental protection and the link with the social contexts in which the Group operates'⁵⁰ is a fundamental aspect of the Marchesini Group's approach to sustainability.

This takes the form of economic support for social, cultural, artistic and scientific research projects and activities, which are assessed during the financial year. The attention with which the Company addresses this activity has led to the establishment of the Marchesini ACT (Avanguardia, Cultura e Territorio, or 'Cutting edge, Culture and Territory') Foundation, active from March 2021.

One of the fundamental criteria examined in assessing requests for economic support is the impact on the territories where the Group's plants are located or the interests of particular groups of stakeholders.

In the year 2021, the Foundation started preparatory actions to carry out the activities that can be realised through the support of projects of other non-profit entities that pursue the same institutional aims, postponing the disbursement of contributions until 2022, pending the designation of Third Sector Entity (Ets) and obtained following the implementation of RUNTS⁵¹ (Single National Register of the Third Sector).

In particular, for 2021, donations were disbursed directly by the Marchesini Group S.p.A., leaving the Foundation in charge of project design, implementation and coordination.

In view of the emergency experienced, they focused on social issues (allocations for canteens, dormitories and, in general, interventions to deal with the emergency of primary goods) and then looked at the health needs of the area and the world of technical culture. All the individual interventions in which the Foundation wishes to play a role will aim to support the territory by fostering integration, synergies and economic development.

FONDAZIONE MARCHESINI



Avanguardia | Cultura | Territorio

⁵⁰ Codice Etico, pagina 30 e segg.

⁵¹ <https://servizi.lavoro.gov.it/runts/it-it/>

9.1 FOUNDERS

- The Marchesini ACT Foundation was set up by Valentina Marchesini (the current Human Resources Director of the Marchesini Group) and Gaia and Matteo Marchesini, all members of the company's third generation.

The parterre of shareholders is joined by Maurizio and Marco Marchesini - with their respective wives, Marinella and Catia - Michelangelo Marchesini, the youngest of the third generation, and Marchesini Group S.p.A.

The Foundation's Board of Directors is composed of Valentina, who is the President, Gaia, Matteo, Michelangelo Marchesini and Simonetta Saliera.

The operational management of the Foundation is entrusted to Director Fabio Sabatini.



PRESIDENT

Valentina Marchesini

BOARD OF DIRECTORS

Gaia Marchesini

Matteo Marchesini

Michelangelo Marchesini

Simonetta Saliera

OPERATIONAL MANAGEMENT

Fabio Sabatini

9.2 THE MANIFESTO

In the DNA of the Marchesini family - and consequently of the company - there has always been a drive for research and innovation, as well as an eye on the future.



The Marchesini ACT Foundation inherits this desire from Vanguard, making it concrete for the benefit of the community.

Many discoveries yet to be made can make tomorrow better, especially in this time of global emergency: looking to the future can bring hope to the present.

Culture is the foundation of a solid and robust tomorrow: it generates inclusion through knowledge, it defines diversity as a value and mutual enrichment.

It is theoretical knowledge but it is also technical culture. The Foundation strives to create more opportunities to share culture, especially for the benefit of the younger generations.

"To ACT" (with the double meaning of "to do" and "to play a role") brings us back to the purpose of taking an "active role" within society and the Territory: not only the local community where the Group has grown as a company, but the national and global community, thus favouring integration, synergies and economic development.

9.3 THE MISSION

For some time now, the Marchesini Group has been carrying out a series of solidarity initiatives that have become more and more conspicuous and relevant over the years: the Foundation, established in 2021, is taking charge of these activities, with the aim of working to tackle the pandemic with measures that can provide primary goods, and then looking at health needs and the world of technical culture.

In these years of crisis, many are already asking for help. The Foundation aspires to be a concrete instrument to offer support to the region in a coherent and structured manner.

The Foundation is active in the provision of grants, under the name of Ente del Terzo Settore (Ets, 'Third Sector Body').

9.4 NO TO VIOLENCE AGAINST WOMEN

- On 25 November, on the occasion of the International Day Against Violence Against Women, the Marchesini ACT Foundation and Marchesini Group Beauty organised an awareness-raising day aimed at employees, families, customers and stakeholders - to offer a firm 'NO' to all forms of abuse against women.

In the fifth edition of the #UnRossoAllaViolenza ('#Showviolencetheredcard') awareness campaign, which has now become an international event, the Marchesini ACT Foundation and Marchesini Group Beauty have teamed up with WeWorld and Lega Serie A to shine a spotlight on a serious socio-cultural problem that must be tackled every day but which often remains relegated to the home.

According to ISTAT reports, during the 2020 lockdown the number of calls for help to 1522 (the emergency number for reporting violence and stalking) increased by 119% to 130 calls per day. In 2021, the situation worsened further, with calls increasing by 79.5% compared to last year.

That's why the matches of the 14th match of Serie A TIM 2021/2022 were coloured red. Indeed, the symbol of the #UnRossoAllaViolenza campaign evokes a red card in a symbolic gesture of solidarity with female victims of violence and the fear they experience every day.

Together with the footballers and referees from Serie A, individuals from the Marchesini ACT Foundation, Marchesini Group Beauty and the entire Group also gave a symbolic and resounding NO to violence against women by drawing a lipstick mark on their faces. A simple yet powerful message, encapsulated in an object that has always been an expression of female freedom and emancipation.

Thanks to this lipstick sign - created by Cosmatic, a company of Marchesini Group Beauty - the Group's employees will show their support for the initiative by sharing photos accompanied by the hashtag #UnRossoAllaViolenza.



Femminicidi 2020/21:
Sharon, Victoria, Roberta, Tiziana, Teodora, Sonia, Ilenia, Piera, Luljeta, Lidia, Clara, Deborah, Rossella, Edith, Ornella, Dorina, Elena, Tina, Annamaria, Saman, Silvia, Emma, Elsie Michelle, Ylenia, Angela, Tunde, Maria Carmine, Perera, Bruna, Alessandra, Sharon, Silvia Susana, Chiara, Ginetta, Vincenza, Lorenza, Monica, Marilyn, Silvia, Shegushe, Catherine, Stefania, Charisse, Vanessa, Chiara, Ada, Angelica, Rita, Giuseppina, Sonia, Alessandra, Dorjana, Anna, Carmen, Giuseppa, Loredana, Cristine, Florida, Elena, Concetta, Jennifer, Ambra, Francesca, Rosalia, Fatima, Rosalia, Monica, Speranza, Laurela, Anna, Zdenka, Larisa, Snejana, Barbara, Bruna, Rossella, Lorena, Gina, Lorenza, Viviana, Maria, Angela, Alessandra, Stefania, Maria, Rosa, Marisa, Zsuzsanna, Maria, Lucia, Mihaela, Gerarda, Giuseppina, Cristina, Franca, Fiorella, Paola, Morena, Elena, Nunzia, Romana, Anastasia, Eufrosina, Grazia, Manuela, Marcella, Maria, Adalgisa, Emanuela, Caterina, Luana, Claudia, Marinella, Maria, Mina, Alessandra, Vera, Concetta, Barbara, Aurora, Maria, Viktorija, Dilva, Loredana, Aycha, Aurelia, Jessica, Elena, Madalina, Ylenia, Simona, Francesca, Rosina, Agitu.

DICIAMO NO AD OGNI FORMA DI SOPRUSO VERSO LE DONNE
#UnRossoAllaViolenza

*Fonte: www.femminicidiitalia.info aggiornato al 25/11/2021

"The #UnRossoAllaViolenza campaign forces all of us to decide which side we want to be on," said Valentina Marchesini, President of the Marchesini Act Foundation. "As a Foundation, we ask all Marchesini Group employees to take a stand and offer their NO to violence in all its forms. This is a sign of a community that is growing daily, not only in its work activities but also in its attention to the world around us".

The campaign saw 2000 eco-friendly lipsticks distributed to 170 stakeholders and 1800 employees who had an impact on social media of 405 people involved.

Below are some of the photos posted on social media and the video of the campaign.⁵²



#UnRossoAllaViolenza

⁵² <https://www.marchesini.com/it/news-media/news/marchesini-group-dice-no-alla-violenza-sulle-donne>

9.5 SOCIAL

ANTONIANO ONLUS

www.onlus.antoniano.it

2021 Contribution: **50.000 euro**

Economic support for "The Renovation of the Antoniano"



ACT

Contribution paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

Renovation of the Antoniano began in July 2021

Fondazione Marchesini ACT ha coordinato l'iniziativa volta alla ristrutturazione della Sala Accoglienza. This was a significant project born from the need to make adjustments to the structure that would align with anti-seismic and fire prevention regulations. However, the project's main aim was to adapt the available spaces to the constant and increasing requests for help. Indeed, as early as 2021, many people in need turned to the Antoniano: the canteen guaranteed over 50,000 meals and 119 people were provided with accommodation. The purpose of the improvements was to give an increasingly broad and attentive response to those living in difficulty, and to open up even more to the entire city. In recent months there have been even greater challenges due to the emergency in Ukraine: the Antoniano has found itself facing new needs and is offering support to numerous families fleeing the war.

The renovation involved the "floor -1," particularly the canteen and services for people seeking for help, including the reception room and multimedia room, the cloakroom, and the bakery. Moreover a new space called "Welcome Antoniano" was created to welcome those who ask for help and provide assistance as needed. In particular, Fondazione Marchesini ACT supported the renovation of the Welcome Room.

"The Foundation decided to support the Antoniano because in the post-pandemic era, primary goods will be the first to be paid attention to. Every day Antoniano takes care of many needy people and we, as an institution that cares about the social dynamics of its territory, decided to support the renovation the institution's headquarters based in Bologna. This is one of the first significant commitments of our Foundation, which is already involved in other local support projects."

Valentina Marchesini, president of the Marchesini ACT Foundation.

ANTONIANO

OPERE FRANCESCAINE

The major renovations started in June 2021 and were completed at the beginning of June 2022. The inauguration took place on Monday 13 June on the occasion of the Feast of Saint Anthony, in the presence of the Mayor of Bologna Matteo Lepore, of Ministro Provinciale and Frati Minori Enzo Maggioni and of cardinale Matteo Maria Zuppi.

As explained by the director of the Antoniano Br. Giampaolo Cavalli, the spaces have reopened with a new look but, above all, with a new spirit: «To be a place to receive help, but also to share passions and experiences. A place to live together, increasingly open to the community ». Thanks to these renovations, it will be possible to accommodate more people and to expand the activities of the workshops, involving the entire community.



BIMBOTU

bimbotu.it

2021 Contribution: **45.675 euro**

Economic support for projects: Risoamica, La tribù di Bimbo Tu.



ACT

Contributio paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

BimboTu supports families in difficulty at the hospitals of Bologna. It supports children and adolescents forced to live in hospital, and offers financial, psychological and organizational support to their parents. BimboTu also helps those who do research to find faster and more effective treatments for children suffering from serious neurological diseases.

La Tribù di Bimbo Tu

The "Tribù" project is a playful and educational space created by Bimbo Tu for pediatric patients (3-16 years) of the Bellaria hospital in Bologna, but not only for carers of the same age group. The area is set up in the rooms on the ground floor of Pavilion A and also has an exclusive garden, a space dedicated to this purpose: the redevelopment of an abandoned environment has led to the creation of a project to support families.

The project has the main objective, on the one hand, to provide a warm and welcoming hospital environment with dedicated paths for pediatric patients and, on the other, to offer recreational, recreational and educational services to small and young hospital users.

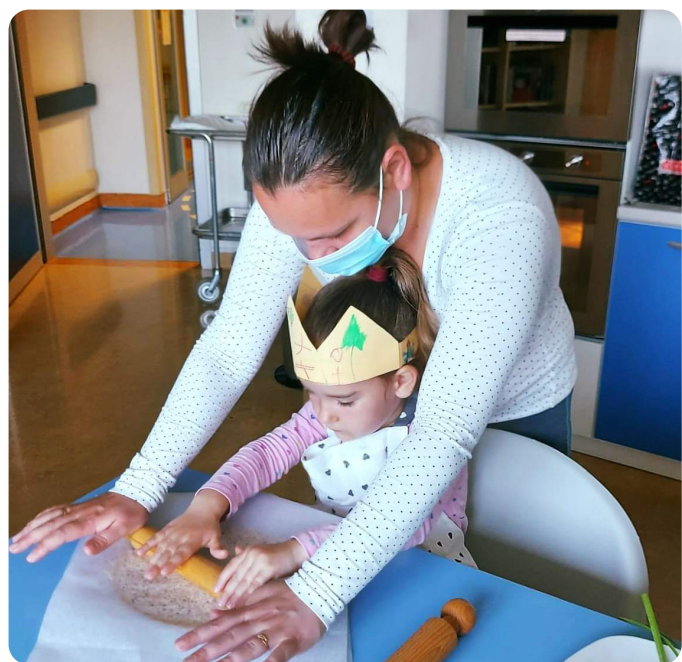
Furthermore, in addition to entertaining, the Tribù project intends to support parents and family members who attend the Bologna hospital with support in the work-family balance, thanks to a free service for the care of children in a safe environment designed for children.



Risoamica

Risoamica is a project by Bimbo Tu, which we immediately fell in love with, conceived by Bimbo Tu Aps in collaboration with the IRCCS Institute of Neurological Sciences of Bologna. Hence the decision to support this path of research and education in the magnetic resonance exam without general anesthesia.

Risoamica is based in the spaces of the Tribù di Bimbo Tu Aps, on the ground floor of pavilion A of the Bellaria hospital exactly where, years ago, there were the real spaces of resonance. Thanks to the Risoamica course, young patients, aged between 4 and 12 years, have the opportunity to approach - together with their families and with the support of a psychologist - the magnetic resonance exam using a simulator of the real and own built with all the features that the child will find at the time of the real exam. The purpose of this path is to ensure that the little patient takes confidence with the magnetic resonance and is able to deal with it peacefully without resorting to general anesthesia.



ASSOCIAZIONE "L'ARCO"

www.larcorecovery.it

2021 Contribution: **20.000 euro**

Economic support for activities related to Recovery, peer activities and Co-design Co-construction.



ACT

Contributio paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

The L'ARCO Association is an ONLUS founded in 2017 with the aim of promoting recovery paths for people with a mental disorder or social discomfort. Thanks also to the support of the Marchesini Group, in 2019 the Association was able to offer 35 individual recovery paths at the same time, thus increasing the offer potential of its services and the contribution of facilitators. The Arco has also consolidated the experience of the courses, allowing some qualifying experiences of training for facilitators and intensified relations with local realities, similar and not, with the aim of contributing to promoting a culture of respect, reciprocity, trust in the possibilities of recovery of each. The association will continue to consolidate its network with institutional interlocutors (Municipality, i Ausl, Third Sector Entities, entrepreneurial realities) in order to have feedback from them on the setting and effectiveness of its activity: starting from its independence, the Arco intends in fact to contribute to promoting social integration and well-being, maintaining "correspondence" relationships with the various subjects of the metropolitan community.

We have decided to support L'ARCO projects for the next 4 years, recognizing the importance of the work done for the promotion of mental health and sharing the values of equal opportunities and correspondence.

The concept of Recovery indicates a path of re-appropriation of one's own existence and objectives, to regain self-esteem and, ultimately, to feel part of the community, despite the presence of symptoms and the need for treatment. To this end, L'ARCO develops flexible individual paths, moments of in-depth study and discussion in groups, with free access and on personal initiative. The proposed activities flank the ongoing clinical and social support paths, without therapeutic aims: their nature is practical and aimed at helping the person to enhance his potential and realize his expectations.



WE WORLD

<https://www.weworld.it/>

2021 Contribution: **15.000 euro**



ACT

Contributio paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

For over 50 years WeWorld has been committed in Italy and in the world to ensure that the fundamental rights of every human being, in particular of women, boys and girls, are recognized and respected by combating poverty, violence, injustice and promoting sustainable and lasting human development paths. respecting the environment. It reaches 7.2 million direct beneficiaries in 27 countries with 158 active projects, thanks to the work of 1,688 professionals and volunteers and the support of 30,000 donors and 13 main partner companies.

With 111 emergency and development projects in the global South, its actions differ according to the specific context of the community and the territory in which it operates: the endemic problems of perennial conflict, displacement and forced migration in the Middle East; the Libyan detention centers; drought, ethnic conflicts, organized crime and jihadist terrorism in Africa; violence in South America; the food and climate crises in Haiti and Guatemala; trafficking in migrants and child brides in Asia. His commitment translates into guaranteeing the right to water, food, health, education and the dignity of each person. It strongly supports sustainable socio-economic development by strengthening the capacities of the most fragile subjects and countering the causes and effects of climate change and is among the first international actors to intervene in response to emergencies. In Italy, We World operates with social programs of direct aid against violence against women and educational poverty, especially in the suburbs of large cities such as Milan, Turin, Rome, Naples, Caserta, Palermo and Cagliari. In addition, in Ventimiglia it gives support to migrants in transit. It also carries out Global Citizenship Education and Awareness raising activities through the organization of festivals, debates, advocacy, fundraising and communication campaigns on numerous issues at the center of the 2030 Agenda for Sustainable Development, reaching over 3 million people in Italy and Europe.



PADRE MARELLA

<https://operapadremarella.it/>

2021 Contribution: **15.000 euro**

Economic support to the project "Progetto Madre-Bambino"



ACT

Contributio paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

The work Padre Marella is a non-profit organization that is actively committed to offering assistance to disadvantaged people. Founded on the virtue of charity, the institution's primary objective is to cope with various conditions of poverty, fragility and exclusion found in the area. It currently runs 11 structures and promotes integration activities, investing in the future of people who live on the margins of society every day, to restore their dignity and autonomy. The Work of Father Marella has decided to implement its own Mother-Child reception project through continuous training, offered in the form of internal workshops. A coaching path, aimed at social and work integration and aimed at the guests of Casa Foresti (San Lazzaro di Savena, BO). The structure welcomes mothers who are victims of social exclusion, coming from different contexts of violence and marginalization, often in charge of the competent local services. The contribution of the Marchesini ACT Foundation supports the organization of a training activity conducted by experts, which began in January and is expected to end in June. Multiple objectives: from welcoming, to building positive human relationships, up to a gradual insertion into the world of work. With three meetings a week, the proposed areas of experimentation are many: workshops of artistic craftsmanship, self-production, self-care and, soon, care of the green. In addition, a module dedicated to the acquisition of tools for active job search, with in-depth analysis of the Italian language and computer use. The goal is to allow the mothers involved to acquire new skills in different areas, useful for achieving autonomy in the care of their children and themselves. To offer a safe place to gain experience in group relationships, to discover and deepen emerging skills, which can be transferred to future professional paths outside the Community. A project in which we believe very much, important to best accompany disadvantaged mothers in the process of rebuilding their self-esteem, having as its ultimate goal their psychological well-being and the protection of their children.



MISERICORDIA DI CASTELLINA SCALO

www.misecastellina.it

2021 Contribution: 5.000 euro



ACT

Contributio paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

La Misericordia di Castellina Scalo has been operating since the 1930s as a support to the population in dealing with needs and primary needs; it was established by the will of Don Luigi Profeti, the founding father of the social and spiritual life of this community. Over the years the activities carried out have multiplied with the changing needs, both in the management of daily life and in emergencies; this has led our Mercy to review its work and to strengthen its commitment: this has entailed the acquisition of legal personality, the inclusion in the regional register of ONLUS and the achievement of the qualification for the constituting National Register of ODVs.



A.L.I.CE BOLOGNA O.D.V.

<https://bologna.aliceitalia.org/>

2021 Contribution: **2.500 euro**

Economic support to the project "Progetto Madre-Bambino"



ACT

Contributio paid by
Marchesini Group S.p.A
initiative devised by the
Fondazione Marchesini ACT

A.L.I.Ce Bologna is a Volunteer Organization that has been helping those who face stroke and its consequences since 2009. In particular, it offers free support to people who are affected by it, accompanying them in all phases of the stroke event, and to their families. In addition, it promotes the dissemination and education in prevention and health. founded in 2009, A.L.I.Ce Bologna - Association for the Fight against Cerebral Stroke is a Voluntary Organization that helps people affected by stroke and their families. With about 200,000 cases each year in Italy, of which 1,700 in Bologna, stroke represents the first cause of permanent disability and the third of death. Furthermore, the resulting disability causes economic difficulties for families and for society. A.L.I.Ce. Bologna was born from the need to support patients and family members and to raise awareness on the issue, to prevent disease and educate about health. The support it offers is both psychological and practical, through various free tools such as an always-on telephone line to provide support and information or online meetings to maintain autonomy through physical activity. Marchesini ACT Foundation supports the Organization in its mission, therefore both in support activities for people affected by stroke and in prevention activities. In fact, A.L.I.Ce. Bologna, always attentive to dissemination, information and promoting dialogue between citizens and local health and social services, organizes seminars "For a culture of health and care". In addition, every year, it organizes the Prevention Day, which aims to inform on primary prevention of stroke, help recognize the onset symptoms and improve knowledge of outcomes, offering citizens free screenings to assess risk factors and medical and psychological protective factors.



**Associazione per la Lotta
all'Ictus Cerebrale**
A.L.I.Ce. Bologna O.D.V.

FONDAZIONE BOLOGNA UNIVERSITY BUSINESS SCHOOL

www.bbs.unibo.it

2021 Contribution: **150.000 euro**

Membership of the Foundation as a Participating Member pursuant to art. 9 of the Foundation Statute



The Foundation represents the reference structure for the Alma Mater Studiorum University of Bologna and other Members for post-graduate and post-experience managerial training. The knowledge developed by the University is enhanced through its activities that are inspired by principles of international orientation, interdisciplinarity and integration with production realities. The Foundation has the purpose of providing, through the establishment of higher education courses and continuous and permanent training, to the planning, preparation and concrete implementation, directly or through third parties, of all the initiatives functional to the pursuit of its mission, with particular reference to the development of managerial skills. The courses can integrate higher education and university courses, in order to expand the opportunities for rapid and effective job placement, with training activities to support academic training, designed in connection with the most significant cultural and productive realities.

FONDAZIONE TEATRO COMUNALE BOLOGNA

<https://www.tcbo.it/>

2021 Contribution: **82.200 euro**

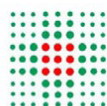


The Foundation represents the reference structure for the Alma Mater Studiorum University of Bologna and other Members for post-graduate and post-experience managerial training. The knowledge developed by the University is enhanced through its activities that are inspired by principles of international orientation, interdisciplinarity and integration with production realities. The Foundation has the purpose of providing, through the establishment of higher education courses and continuous and permanent training, to the planning, preparation and concrete implementation, directly or through third parties, of all the initiatives functional to the pursuit of its mission, with particular reference to the development of managerial skills. The courses may integrate higher education and university courses, in order to expand the opportunities for rapid and effective job placement, with training activities to support academic training, designed in conjunction with the most significant cultural and productive realities.

ISTITUTO ORTOPEDICO RIZZOLI

www.ior.it

2021 Contribution: **30.000 euro**



**SERVIZIO SANITARIO REGIONALE
EMILIA - ROMAGNA**

Istituto Ortopedico Rizzoli di Bologna
Istituto di Ricovero e Cura a Carattere Scientifico



The Rizzoli Orthopedic Institute of Bologna, founded in 1896, is an international reference point in the development of orthopedics. High-level care is the result of constant scientific research and the transfer of results to clinical practice. The integration between departments and laboratories allows you to have a complete view of the pathologies and to always experiment with new treatment opportunities. Rizzoli has been a Scientific Hospitalization and Care Institute since 1981, recognized by the Ministry of Health for its high-level research work and its impact on the international scene.

integral part of the Emilia-Romagna Health System, Rizzoli is the teaching center of the University of Bologna. With its RIT-Research, Innovation and Technology Department, it is part of the Technopole in the regional network of High Technology: laboratories specialized in technology transfer and applied research to the industrial world. The Rizzoli-Sicily Department of Bagheria (Palermo) has been active since 2012, born from a Memorandum of Understanding between the Emilia-Romagna Region and the Sicilian Region.

1400 people work at Rizzoli including orthopedists, anesthetists, rheumatologists, radiologists, internists, biologists, engineers, biotechnologists, physicists, chemists, statisticians, pharmacists, nurses, physiotherapists, radiology technicians, laboratory technicians, assistance personnel, technical and administrative staff.

Clinical activity concerns the entire orthopedic-trauma field. The work is based on clinical and translational research programs: hospital and laboratories together cover the most innovative areas of physiology and pathology of the musculoskeletal system. The Research Lines ensure unity of clinical-scientific translational paths with reference to four areas: Oncology, Regenerative and restorative medicine, Innovative and prosthetic surgery, Inflammatory, infectious, degenerative and genetic pathologies. The Bank of Musculoskeletal Tissue of Emilia-Romagna and the RIPO, Registry of Orthopedic Prosthetic Implantology operate at the Institute. The Institute is the Coordinating Center of ERN BOND, the European reference network for rare skeletal diseases.

Regenerative and reparative medicine, stem cells, tissue engineering, design and 3D printing for customized reconstructions and prostheses, innovative surgical techniques for the most complex interventions, reconstruction of ligaments and cartilage, inflammatory, infectious, degenerative and genetic pathologies, multispecialistic treatment of tumors of the bones, treatment of the most complex pediatric orthopedic pathologies are just some of the areas on which Rizzoli works for the orthopedics of the future.

FONDAZIONE ANT ITALIA ONLUS

<http://www.ant.it/>

2021 Contribution: **22.900**



Founded in Bologna in 1978 on the initiative of the oncologist Franco Pannuti, the ANT Italia ONLUS Foundation provides free specialist medical assistance at the home of cancer patients at no cost to families. Based on the resources found in the area, ANT also offers free cancer prevention projects. ANT's creed is summarized by the term "Eubiosia" (from the Greek, eu / bene-bios / vita, "the good life - life in dignity") understood as a set of qualities that confer dignity to life, in every phase of the disease. ANT Foundation is the largest non-profit reality in Italy for free home health and social care for cancer patients. From 1985 to today ANT has assisted over 149,000 patients, completely free of charge, with multidisciplinary teams present in 29 provinces in 11 Italian regions (Emilia-Romagna, Lombardy, Veneto, Friuli-Venezia Giulia, Tuscany, Lazio, Marche, Campania, Basilicata, Puglia, Umbria). Over 10,000 people are assisted each year throughout Italy.

ANT offers specialized assistance carried out by 471 professional figures including doctors, nurses, psychologists, nutritionists, physiotherapists, socio-health workers, pharmacists and specialists who work for the Foundation, bringing all the necessary care to the patient's home 24 hours a day, every day of the year. The service is also extended to children with the Bimbi in ANT project.

ANT also offers home psychological support to the patient and his family, at every stage of the disease. Starting from 2015, ANT's home oncology care service enjoys the UNI EN ISO 9001: 2015 quality certificate issued by Globe s.r.l. In 2016 ANT signed a non-burdensome Memorandum of Understanding with the Ministry of Health which commits the parties to define, support and implement a program of interventions for the achievement of specific objectives, consistent with the provisions of law no. 38 for access to palliative care and pain therapy.

ACCADEMIA FILARMONICA DI BOLOGNA

www.filarmonicabologna.it

2021 Contribution: **16.440 euro**



Also in 2021 Marchesini Group supported the Bologna Philharmonic Orchestra, founded in 2008 by the will of the professors of the Bologna Municipal Theater Orchestra. The Philharmonic has always offered concert cycles at the Teatro Auditorium Manzoni in Bologna, in collaboration with the best international artists and performers, immediately placing it as one of the most important Italian realities and always recording a full house. Over the years, the Philharmonic has collaborated with soloists such as Gerd Albrecht, Philippe Entremont, Gidon Kremer, Alexander Lonquich, Louis Lortie, Mischa Maisky, Ivo Pogorelich, Alexander Romanovsky, Baiba Skride, Daniil Trifonov, under the direction of Michele Mariotti, Sir Neville Marriner, Mikhail Pletnev, Alexander Vedernikov just to name a few. Always attentive to young talents, she was the architect of the success of the young director Aziz Shokhakimov.

In February 2014 Hirofumi Yoshida becomes the artistic director of the orchestra and the fruits of this collaboration immediately materialize in the orchestra's first Japanese tour. In fact, since 2014 the Philharmonic has been invited to perform every year in Japan at the most prestigious halls such as the Suntory Hall in Tokyo. The relationship with the Japanese public has also strengthened thanks to the successful September 2017 tour, which touched the cities of Tokyo, Yokohama and Kyoto.

FONDAZIONE IL BENE ONLUS

fondazioneilbene.org

2021 Contribution: **10.000 euro**



the Il Bene Foundation, together with all its associations, has as its priority that of assistance and help for all those people who, faced with ills such as Multiple Sclerosis, cannot cope alone. It wants to be a constant point of reference and help in the psychological and physical support of its patients and their families. One of the priorities is to make them understand that they are not alone and that they have at their disposal not only health facilities, but entire communities ready to support them. Fondazione Il Bene acts, through its associations, to reach out directly to patients and improve or alleviate their situation.

At this time when relationships are fading, the Foundation is doing everything it can to continue to operate despite all the restrictions placed on the fight against Coronavirus because there is an ever-increasing need to provide support to people who are limited in their access to the facilities and services offered.

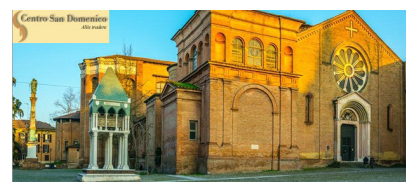
The patients treated by the Center the BENE are more than 2,000, including 1,300 with multiple sclerosis, 400 with myasthenias, and 400 with rare diseases.

This activity is ensured through the work of 80 volunteers who provide more than 9,000 volunteer hours per year.

CENTRO SAN DOMENICO

<http://www.centrosandomenico.it/>

2021 Contribution: **5.000 euro**



The San Domenico Center was founded in Bologna in 1970, thanks to the initiative of the founder Fra Michele Casali. It is a non-profit Catholic cultural association which, through conferences, debates, conferences, seminars and other forms of cultural communication, aims to spread the principles of the Catholic faith and to address ethical, philosophical, religious, artistic and cultural issues. actuality; themes dealt with in a continuous confrontation between ideas, with the utmost respect for different opinions and in the constant search for what unites rather than divides. The words of Pope John Paul II, expressed in the tenth anniversary of its foundation, fully describe the spirit of the San Domenico center: "A provident cultural institution, living presence and Christian witness in the city and diocese of Bologna, commendably also available to listen to other voices, in a spirit of collective dialogue".

"DOPO DI NOI" BOLOGNA ONLUS

www.dopodinoi.org

2021 Contribution: **2.400**

Sostegno economico al progetto "Casa San Donato"



In 2002, thirteen parents of people with disabilities created the After Us Bologna Foundation to answer their biggest concern "What will become of our son after us?" Since then, the Foundation has given support to over 500 families, providing them with the sensitivity and professional skills needed to tackle the many problems that the "after us" calls into question. "Where will you live? Who will take care of it? Who will manage the savings we leave them?" Questions that need answers that are consistent with each other. The After Us Foundation guides family members in the gradual construction of a "life project" for their relative with disabilities, following all aspects, from welfare to legal and property aspects. When necessary, the Foundation carries out alternative housing projects to the parental home, always favoring collaboration between the family, the public body and the private social sector. Le attività si articolano in tre aree principali: "Abitare fuori casa", "Percorsi individualizzati e sostegno ai genitori", "Consulenza e informazione giuridica".

HAPPY HAND

<https://www.wtkg.it/>

2021 Contribution: **3.000 euro**



The WTKG "Willy The King Group" is an association named after Willy Boselli that for years has been promoting initiatives aimed at promoting the social inclusion of people with disabilities. Annually, through the "Happy Hand - Games without barriers" event, it strives to break down the barrier that divides Olympic from Paralympic sport, to look only at people, regardless of skill categories. It is proposed to the public as a festival of sport and social inclusion in which the reflectors are focused on skills and disabilities, with the Olympic sports proposed together with the Paralympic ones and opportunities for interpenetration between the disciplines, arguing that this is the road to a new disability culture. Using sport as a tool for aggregation and sharing, it is increasingly important to pay attention and sensitivity to the issue of disability, offering "strength" and motivation to those who are physically disadvantaged.



INSPIRED BY THE
EXTRAORDINARY

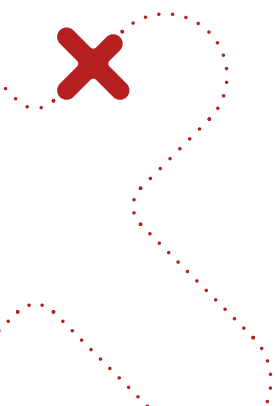
10.0

CREDITS

10.0 CREDITS

The Marchesini Group's Sustainability Report 2021, like previous editions, is a project that has involved the entire company across the board, coordinated by the Corporate Social Responsibility Manager, with the indispensable collaboration of the managers and teams of the following divisions:

- Marketing & Communications
 - HR Selection & Development
 - E-learning
 - General Organization
 - Quality Assurance
 - Prevention & Protection Service
 - Administration, Finance & Personnel Management
 - Sales
 - After Sales
 - Technical
 - Production
 - Logistics & Purchasing
- con il supporto della squadra del Talent Garage.





MARCHESINI
— **GROUP** —

