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SUSTAINABILITY REPORT ESSENTIAL VERSION

CEBI ITALY
2023

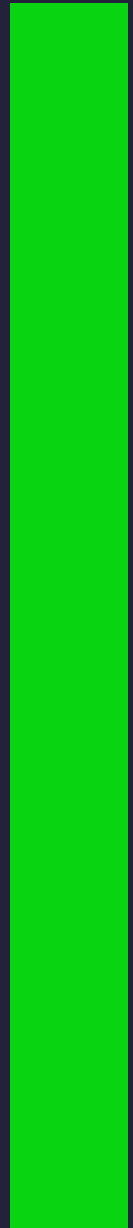


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Introduction

This document is an important milestone in Cebi Italy's commitment to sustainability.

Cebi Italy is a key production entity within the Cebi Group, playing a significant role in the Swiss economic landscape. The decision to introduce the Cebi Group to the forthcoming sustainability reporting in compliance with the new European Sustainability Reporting Directive (CSRD) was made in recognition of the strategic importance of sustainability and the need for a comprehensive approach.

This inaugural sustainability report has been prepared with the Cebi Group's sustainability vision and key performance indicators (KPIs) as a foundation.

This document is a light report which has been prepared with reference to the GRI Standards for the period 1 January 2023 to December 2023.

The document is divided into two sections. The first is dedicated to the Group, while the second focuses on Cebi Italy.



2. Cebi Group

Founded in 1976, Cebi designs and manufactures electromechanical solutions for the automotive, household appliances, and ventilation sectors

The know-how and expertise of Cebi, such as its pioneering experience, move towards customizable, competitive and energy efficient solutions in all its business sectors: automotive and e-Mobility, household appliances and ventilation.

In addition, Cebi was also one of the first actors on the e-vehicle market.

Despite the long and diverse history of each entity, the Cebi Group was established as a group in 2011 by unifying all Cebi entities. Nowadays, it represents 17 companies, with 3300 employees worldwide, present in 13 different countries:

- Production plants located in Luxembourg, Switzerland, Italy, Spain, Brazil, Poland, China, Mexico;
- Sales divisions located in Germany, France, UK, Italy, Czech Republic and USA;
- 7 Research and Development Centers in charge of design and development.

The headquarters are located in Luxembourg.

3. Highlights

Cebi Group wants to emphasize the work of its people by sharing its highlights of last year:

- 1 Million of finished parts produced everyday
- 505 Million € of turnover in 2023
- 3300 employees
- more than 40 product families
- 16 locations for production, R&D and sales
- 7 R&D centers in charge of design, research and development
- 300 people dedicated in R&D
- 42% of women in the total workforce



3.300
Employees



505
Millions € of
turnover 2023



4. Vision

The company vision is well testified by the **substantial investments in the future**, which are rewarded with a large range of next-generation products. Cebi promotes a **forward-thinking mindset**, which aspires to set benchmarks in the field and inspire people.

For this reason, the Group collaborates with strategic stakeholders that follow the same perspective of open innovation. The partnership network of Cebi (consisting of both public and private partners, research institutions and industrial consortia) is essential to the entire system.

5. Mission

The company's fundamental aim is to **prioritize sustainable innovation** by designing and manufacturing creative electromechanical solutions but also to **make a positive difference** in the area. With **Industry 4.0 concepts** becoming a standard, Cebi Group is moving towards the key drivers of digitalization and integration of electronics by maintaining a high-level of in-house expertise across the entire value chain.

Since Cebi's customer portfolio ranges from high volume producers all the way to niche high-value and prestige markets, the Group deals with a wide scale of needs and requests. For this reason, Cebi focuses on promoting safety and comfort through its products, making a positive impact on people's lives. The primary working fields of Cebi are product innovation, system integration, industrialization competence.

Vision

Our vision is to be the smartest organization in our industry, inspiring future generations.

Mission

Our mission is to deliver creative solutions that make people's lives easier and safer by empowering our employees to excel.

6. Values

Cebi Group works with creative solutions and sustainable strategies to create a flourishing environment for future generations.

Cebi's Core values: PACT



Passion

Feel the passion to excel at what we do.



Accountability

Accept full responsibility for our decisions, actions and results.



Creativity

Challenge. Propose. Improve. Innovate. At all times.



Trust

Build a relationship of trust within our teams, with our customers and partners.

Cebi Group works with creative solutions and sustainable strategies to create a flourishing environment for future generations.

Its mission takes into consideration **Passion, Accountability, Creativity and Trust** ("PACT" being the core value of Cebi), with the aim of reflecting smart systems, encouraging a mindset of going above and beyond in achieving objectives, fostering **integrity, transparency and commitment to excellence**, questioning the status quo, reducing environmental impacts and **driving responsible choices**, by creating an open network of communication both inside and outside the company.



Feel the passion to excel at what we do.

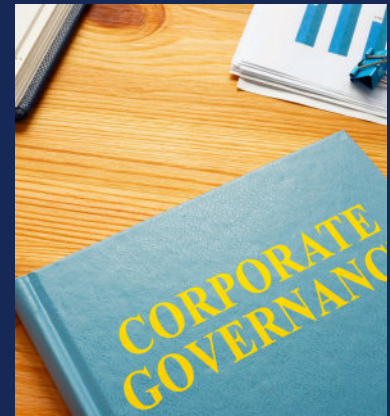
Accept full responsibility for our decisions, actions and results.

Challenge. Propose. Improve. Innovate. At all times.

Build a relationship of trust within our teams, with our customers and partners.

7. Governance

Since its inner dynamic and inter-functional environment, the governance of Cebi Group is deeply characterized by a common vision regarding market assets, improvement and development goals, sustainability systems in the entire value chain. From the top to internal organization, the company aims at creating a strong engagement by establishing key pillars for the governance.



◆ Risk Management

Through constant analysis and monitoring activities, the company assures an efficient risk management. Risk analysis systems take into consideration both business needs and evidence pertaining to environmental, social and governance (ESG) issues to ensure the implementation of Cebi's development strategies.

◆ Total Quality

Understood as process, service and product quality, Total Quality is one of the greatest focuses of Cebi. The Integrated Management System Quality Safety and Environment defines and guarantees this vision.

◆ Health and Safety

On the safety management front, there is a system in place which guarantees the application of the legal requirements. The function of RSPP (Risk Prevention and Protection Service Manager) is internal to each company of the group and reports directly to the General manager. The Safety Management Committee (the RSPP together with other Prevention and Protection Service staff) organizes regular meetings to evaluate progress and improvements.

◆ Attention to environmental impacts

The monitoring of environmental impacts is a strategic issue for Cebi. The role of HSE manager (manager for health, safety and environmental issues) is strategic in this regard.

◆ Innovation

The company focuses resources and investments, also through Industry 4.0 and collaboration with university, to develop innovative projects for internal process, product and service fronts, by also referring special awareness to environmental impacts.

◆ Business Ethics and Integrity

Integrity, honesty and rigorous ethical conduct are the solid foundations of Cebi' business activities. They characterize a guide for company's actions towards its stakeholders, starting from the internal perimeter (made up of employees to the more external one (represented by suppliers). Internal Regulations are devoted to principles of trust, honesty, transparency, centrality of human resources, protection of minorities.

The following figures illustrate the composition of Cebi Group's governance and management team, with a particular focus on diversity within the governing bodies.

Diversity of Governance Bodies

TYPOLOGY	2023					
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
GOVERNANCE BODIES	0	1	2	0	1	0
% from the total of people in the body governance	0%	25%	50%	0%	25%	0%
MANAGERS	0	6	5	0	1	1
% from the total of managers	0%	46%	38%	0%	8%	8%

TYPOLOGY	2022					
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
GOVERNANCE BODIES	0	1	2	0	1	0
% from the total of people in the body governance	0%	25%	50%	0%	25%	0%
MANAGERS	1	5	5	0	1	0
% from the total of managers	8%	42%	42%	0%	8%	0%

TYPOLOGY	2021					
	MEN			WOMEN		
	<30	30 - 50	>50	<30	30 - 50	>50
GOVERNANCE BODIES	0	2	1	0	1	0
% from the total of people in the body governance	0%	50%	25%	0%	25%	0%
MANAGERS	0	4	4	0	1	0
% from the total of managers	0%	44%	44%	0%	1%	0%

8. Agenda 2030: Goals

Cebi Group recognizes the importance of growing a sustainable approach within its value chain. For this reason, the company mission and goals are aligned with the Agenda 2030 document. In so doing, Cebi makes sure to observe:

- environmental impacts within the entire value chain;
- R&D activities to foster a sustainable innovation;
- reduction of energy waste in the process of production;
- circular economy systems;
- risk management (regarding the product, the market or the financial approach).

As mentioned, the Group values several goals from the Agenda 2030. In particular:



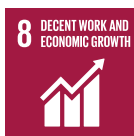
Goal 3 - Good Health and Well-being

The company ensures healthy lives and promotes well-being for all at all ages.



Goal 5 - Gender Equality

The company endorses actions to eliminate the many root causes of discrimination that curtail women's rights



Goal 8 - Decent Work and Economic Growth

The company promotes inclusive and sustainable economic growth, employment and decent work.



Goal 9 - Industry, Innovation and Infrastructure

Since innovation places itself at the core of Cebi's business, the company is dedicated to build resilient infrastructure, promote sustainable industrialization and foster responsible progress



Goal 12 - Responsible Consumption and Production

The key factor to sustain the livelihoods of current and future generations is for the company to ensure sustainable consumption and production patterns.



Goal 16 - Peace, Justice and Strong Institutions

The environment within the company is aimed at promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions at all levels. Cebi Group and its subsidiaries must comply with all applicable laws and regulations, including those concerning environment, competition and employment. For this reason, Cebi has produced a Code of Ethics to ensure development in accordance with ethical standards. The document constitutes a driving force of sustainable business performance by covering a wide range of business practices and procedures.





9. Sustainability: the vision of the Group

Cebi Group relies on sustainable techniques to guarantee a positive impact for the entire planet and the community. Sustainability stands as a critical success factor for the company, **a driver element to innovation**. Cebi's CSR strategy focuses on the creation of a common future made of responsible solutions and practices towards the environment, the economy and the society.

By actively promoting improvements in several fields, Cebi makes sure to embody a representative role in the community. From energy efficiency to gender equality, from inclusion to security, education and CSR activities: the vision of the Group embraces all the facets of sustainability.

9.1 The attention to the Planet

In order to produce positive impacts in environmental terms, Cebi prioritizes efforts regarding **decarbonization, energy efficiency, sustainable energy and waste management**.

The establishment of an active internal community, focused on sharing and promoting best practices across all plants, is the ultimate added value to the process.

Driven by the importance of decarbonization, Cebi has significantly reduced the carbon footprint across all plants by replacing outdated equipment with cutting-edge installations and introducing the **ISO 14001 certification** for environmental management and certifying Cebi Motors plant with **ISO 50001**. Within the working process, between 2022 and 2024, CO₂eq emissions of over 1700 tons were avoided, Moreover, 80% of the plants were equipped with rooftop photovoltaic panels.



- **Energy efficiency** entails the adoption of innovative technologies and practices aimed at minimizing energy consumption, such as the Industry 4.0 program, which Cebi started in order to collect precise machine performance data and to follow a data-driven approach to optimize energy usage. Different actions have been done in the different plants such as heat recovery systems and energy-efficient LED lights, leading to energy consumption reduction.
- To minimize the carbon footprint, Cebi also makes sure to utilize sustainable energy sources. Moreover, Cebi Brasil has transitioned to 100% renewable energy sources, including wind and biomass.
- Cebi is also actively committed to **recycling practices** by endorsing the following processes: gradual incorporation of recycled materials into the manufacturing process of selected Cebi products, diligent monitoring and management of recycled items (such as compacting plastic packaging materials and regular sorting for recycling) and several awareness campaigns.



9.2 The attention to the People

The greatest asset of Cebi Group lives in the human capital. Working in an inclusive environment and having the experience of embracing an **international atmosphere** (with workers from 39 different countries), allow Cebi's employees to develop fundamental skills, primarily through the basis of open communication.

Managing thousands of people under the same "roof" becomes a challenging mission for a company, but **personal development and general well-being** will always remain essential elements of Cebi's agenda.

The company makes sure to support and protect its employees by prioritizing the needs of the vital, core capital of its business: people.

For this reason, specific benefits and different training programs have been activated in Cebi's plants to promote a **healthy and progressive work environment**.



9.3 The attention to the Community

When it comes to the social environment, the main focus of Cebi Group is the community. Making a positive local impact represents an essential working-point of the company. For this reason, Cebi fosters a holistic approach to create a more environmentally responsible and socially conscious future, in which healthcare and education characterize a priority.

The Group takes part in charitable activities, fundraising campaigns, as well as internship programs, plant tours for students and Job shadow days.

Being socially involved in the community, Cebi supports amongst others, GRAAC hospital in Brazil, the Cancer Foundation, Voiles de l'Espoir, and Relais pour la Vie in Luxembourg, Feira da Bondade - APAE Bauru in Brazil.

Alongside with that, Cebi aims at creating a positive impact on healthcare by also supporting organisations like Fundación Niños de Cristal in Mexico (providing adapted vehicles, ensuring support for disabled individuals and their specific needs).

Education plays also a prominent role in the social interests of Cebi: the company actively engages in partnership with universities worldwide (such as the University of Luxembourg and programs like Job Shadow days). Moreover, Cebi also collaborates in educational-related projects (such as the Farmer in Mozambique) empowering individuals with agricultural knowledge and skills for sustainable livelihoods around the world.

In order to create virtuous circles within its community, Cebi is also engaged with different green practices, to sensitize its employees and to contribute to the restoration of the natural environment. For example, Cebi is dedicated to waste recycling, creation and maintenance of eco-friendly offices and plants, regular awareness campaigns and a specific reforestation campaign in Mexico.



Cebi Italy

1. Introduction to the Plant

Cebi Italy S.p.A. was born from the acquisition of pre-existing companies, in particular Vebe S.p.A. in 1989 and SO.GE.MI S.p.A. in 1994.

Today, Cebi Italy is composed of three plants (Lodi, Ancona and Bardello) dedicated to Research and Development (R&D) and production, and a sales office in Collegno, Turin.



Ancona



Bardello

Lodi



CERTIFICATIONS

ISO 9001 - Quality Management System (QMS)

ISO 14001 - Environmental Management Systems (EMS)

IATF 16949 - International Automotive Task Force

CCC - China Compulsory Certificate

TISAX - Trusted Information Security Assessment Exchange



2. The product: research, innovation and supply chain

Cebi Italy operates exclusively in the automotive sector. The company is a Competence Center for Closing systems (Hood Latches, Actuators for Fuel Door and E-charge Module, Tail Gate Latches, Module Filler Flap) and Tanks and Washer Systems (water tanks) for Cebi Italy's production.

It works in particular through injection molding, blow molding production and automated manufacturing processes such as automatic assembly lines.

Continuous improvement and total quality management are the pillars of Cebi Italy's strategy, the company ensures them through the IATF (International Automotive Task Force) and CCC ((China Compulsory Certificate) certification management systems. In particular, attention to Total Quality is generated and maintained in all phases of a product's life: quality of the project, manufacturing, customer service, methods and company management, to ensure the end customer total safety and reliability of the products.



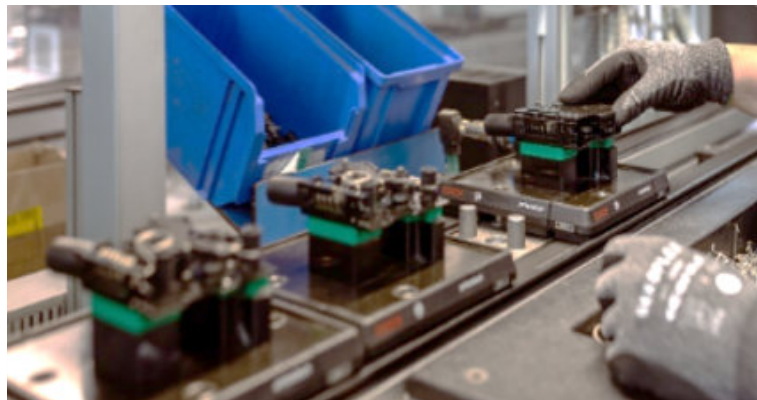
The company has two technical offices, one for product development and one for process development. The company maintains continuous relationships with its customers because in the automotive sector the products are developed in close collaboration with the car manufacturer.

On the main functions of the products the company performs 100% end-of-line testing and carries out both product and warehouse audits evaluating performance indicators and compliance with objectives.

In terms of **materials**, the products are composed of raw materials and semi-finished products.

Cebi Italy uses:

- different types of metals;
- plastic polymers;
- lubricants;
- electronic components;
- semi-finished products;
- packaging materials.



Approximately 99% of raw materials and associated materials come from non-renewable sources, while packaging materials come in nearly totally from renewable sources and the 38% of total amount of packaging materials is recycled.

The table below summarizes the data for the three-year reference period on the use of materials from renewable sources and recycling.

Materials used in production process

	UoM	2023	2022	2021
Raw materials	kg	8.152.597,62	7.365.300,20	7.116.937,61
Recycled raw materials	kg	120.259,00	107.807,00	99.929,00
% of recycled materials	%	1,5%	1,5%	1,4%
Packaging materials				
Packaging materials (renewable)	kg	2.309.916,00	1.933.725,80	1.944.592,65
Packaging materials (non-renewable)	kg	6.538,00	530,00	1.315,00
Recycled packaging materials	kg	879.542,00	657.595,00	525.293,00
% of recycled materials	%	38%	34%	27%
Working associated materials (auxiliary materials)				
Associated materials (non-renewable)	kg	14.528,00	13.879,00	13.622,00
Recycled associated materials	kg	0	0	0
% of renewable and recycled materials				
% of renewable materials	%	22,0%	20,8%	21,4%
% of recycled materials	%	9,5%	8,2%	6,9%

The supply chain contributes to ensuring product quality. For this reason, it is qualified according to ISO 9001 and IATF standards. Furthermore, suppliers are required to sign the Supply Manual proposed/defined by Cebi Group.

The motors suppliers are in China and Vietnam, while for other types of products Cebi Italy uses 80% local suppliers, in the Marche area.

An evaluation questionnaire is used for the audits carried out by Quality, but the Purchasing area and the technical office can also be involved in the pre-audit. The vendor rating is applied. Ineligible suppliers are given the reason for their exclusion to provide them with an opportunity to improve.



3. Valuing human capital

The enhancement of human capital represents a strategic asset for Cebi Italy to manage and innovate its business model while pursuing excellence. The protection of people's rights as well as the health and integrity of employees are indispensable and priority objectives.

Currently, **413 employees** (209 men and 204 women) work in the plant, 298 of them are workers (131 men and 167 women). The company also employed 111 agency workers in 2023. No seasonal workers are employed. The outgoing turnover is monitored and in 2023 it is equal to approximately 13%.

Given the participation of women in the company, Cebi Italy pays great attention to gender equality. The female component

is mainly involved in the production process but is also present at the clerical level. All 23 employees (20 women and 3 men) who took parental leave have returned to work. In 2023, the retention rate 12 months after returning to work is also 100%.

No episodes of discrimination were reported in the company.

There are no formal work-life balance programs, but the company tries to accommodate employee requests. There is flexibility in starting and finishing hours. Part-time work is allowed beyond the 4% limit for mothers who request it. The program related to maternity is very clear, so the number of dropouts after returning to work is 0, both for direct and indirect employees.

Workforce

The following data describes the workforce of Cebi Italy, broken down by gender and role and type of contract, and the hiring and terminations.

	2023		2022		2021	
	men	women	men	women	men	women
Managers	3	-	2	1	4	1
Employees	75	37	72	36	76	37
Workers	131	167	136	172	133	175
Total of the year	413		419		426	
Permanent contract	200	198	201	197	197	197
Temporary contract	9	6	5	7	5	7
Hiring	14	10	16	6	19	14
Termination	13	15	20	9	13	5
Turnover rate	13%		12%		12%	



Non-employee workers

	2023		2022		2021	
	men	women	men	women	men	women
Supply contracts	32	79	22	76	24	56
Total of the year	111		98		80	

3.1 The value of training

Training represents a key factor in fostering sustainable innovation and maintaining a proficient level of competitiveness within the market. Furthermore, training programs can accelerate the diffusion of social values, as they can help combat any form of discrimination in the workplace.

In Cebi Italy, the HR Department collects training needs and, based on the expected budget, defines an annual training plan.

During the year, in Cebi Italy more than **2 thousand of training hours** were dedicated to the improvement of employees and workers' expertise in several fields. The main areas of training were production and quality, alongside safety, general, managerial and environmental training. There is a pilot project of the HR Department that concerns the launch of a performance evaluation process from 2024.

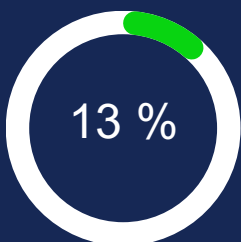


Total of training hours in Cebi Italy

		2023	2022	2021
Total training hours	Total	2,430	2,558	5,719
	h/employee	5,88	6,11	13,42
Training hours MEN	Total	1.743,00	1.376,00	4.057,00
	h/man employee	8,34	6,58	19,05
Training hours WOMEN	Total	687,00	1.182,00	1.662,00
	h/woman employee	3,37	5,63	7,80
Training hours WORKERS	Total	820,00	578,00	1.117,00
	h/workers	2,75	1,88	3,63
Training hours EMPLOYEES	Total	1.610,00	1.980,00	4.602,00
	h/employee	14,38	18,33	40,73
Training hours MANAGERS	Total	-	-	-
	h/manager	-	-	-

Training fields

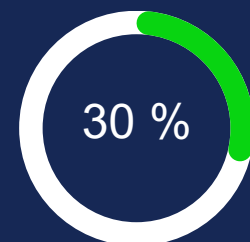
TRAINING FIELDS	2023	
	h	%
Environment	36	1,48%
Safety	360	14,81%
Quality	672	27,65%
Production	736	30,29%
Managerial	222	9,14%
General	240	9,88%
Catia Design	164	6,75%



of turnover



of training hours
in 2023



of training hours
dedicated to
Production



3.2 Health and Safety

Although Cebi Italy is not yet ISO 45001 certified, the management of employee health and safety is guaranteed by compliance with Italian law (Legislative Decree 81/08) and also by belonging to the automotive sector. As a Tier 1 company, a direct supplier of components and systems to first-tier car manufacturers, the system must be structured to safeguard the protection of people, products, production plants and data.

The occupational safety system is built on these pillars:

- **Physical security:** Protecting physical facilities is critical to prevent unauthorized access, sabotage, theft, fire, and equipment damage.
- **Cyber security:** Given the increasing digitalization of business processes and the management of huge amounts of data and sensitive information on projects and products.
- **Production security management:** Automation and control of processes to ensure product quality and personnel safety, preventive maintenance, risk management.
- **Supply Chain Security:** Evaluation and auditing of suppliers, monitoring of information and process security, identification and mitigation of risks along the supply chain, including those related to quality, critical supplies, and geopolitical events.
- **Regulatory Compliance and Certifications:** ISO 27001: Information Security Management System to ensure the protection of sensitive data and information, ISO 9001 and IATF 16949 to ensure the quality and security of production processes, privacy laws and data protection.
- **Crisis Management and Business Continuity:** Tier 1 companies must be able to respond quickly and effectively to crisis events.
- **Training and Awareness:** Staff must be trained continuously to recognize risks and respond correctly.

Work related injuries

	2023	2022	2021
Number of hours worked	803.568,93	767.366,50	779.071,50
Accidents at work with serious consequences	0	0	0
Recordable injuries	11	6	15
<i>rate</i>	2,7	1,6	3,9

The company has 2 Prevention and Protection Service Managers (RSPP). To analyze the incident, weekly meetings are organized with management and a monthly analysis of the KPIs is carried out. There are no consultation meetings with workers regarding safety objectives, but the company offers the possibility of consulting the Risk Assessment Document (DVR) on a central server. regarding the presence of occupational diseases (ci.e. carpal tunnel), Cebi Italy, in collaboration with

the unions and company doctors, has implemented some measures to alleviate the difficulties, for example job rotation. In 2023, 3 cases of carpal tunnel were detected. The company is also committed to analyzing accidents in order to understand their causes and take related improvement actions. In 2023, Cebi Italy recorded 11 recordable injuries and 0 accidents with serious consequences.



4. The importance of environment

The great attention that Cebi dedicates to environmental issues has been demonstrated by several actions undertaken towards a better impact on the planet. All its plants work to improve their environmental assets. In particular, Cebi Italy has reported the following data in the fields of energy, emissions, water consumption and wastes. Cebi Italy works in AUA (Autorizzazione Unica Ambientale), the Italian authorization measure that replaces and includes the authorizations in environmental matters, which previously the company had to request separately from different services. The Act has a duration of 15 years from the date of issue.

4.1 Energy

Today, cautiously monitoring energy markets and defining purchase agreements, which are specifically oriented to link economic advantages and environmental sustainability, becomes a necessary activity. The final aim is to protect the company against potential supply risks.

For that reason, Cebi Italy works against energy waste. The company has replaced the lamps in production with LED lighting, with a 25% saving on consumption. Furthermore, in 2023 Cebi Italy installed a photovoltaic system at the Ancona and Lodi plants. Energy saving assessments will be performed in 2024.

In 2023, **19.970,33 GJ** were consumed, down compared to the previous two years.



Fuel consumption

	2023		2022		2021	
	UoM	GJ	UoM	GJ	UoM	GJ
Diesel (Liter)	24.013,00	862,99	21.252,00	763,76	19.774,00	710,65
Gasoline (Liter)	1.826,00	58,68	1.627,00	52,28	1.315,00	42,26
Gas (Mc)	67.812,00	2404,41	87.293,00	3095,15	113.512,00	4024,79



Electricity consumption

UoM	2023		2022		2021	
	kWh	GJ	kWh	GJ	kWh	GJ
Electricity purchased from the grid	4.623.405,00	16.644,26	4.629.244,00	16.665,28	5.151.628,00	18.545,86

TOTAL	UoM	2023	2022	2021
Total energy consumption within the organization	GJ	19.970,33	20.576,47	23.323,56

Energy intensity

	UoM	2023	2022	2021
Annual turnover	(€)	107.845.000,00	115.225.000,00	124.668.000,00
Total of energy consumption	MJ	19.970.332,84	20.576.470,55	23.323.557,39
Total of energy consumpt/turnover	MJ/€	0,19	0,18	0,19



4.2 Emissions

Since human activities and the abrupt climate changes are deeply connected, one of Cebi's environmental practices is to reduce CO₂ emissions. Aware of the environmental impacts of its business model, Cebi Italy carefully measures its CO₂ emissions (scope 1 and scope 2). The calculations are divided into "market-based" and "location-based".

In 2023, Cebi Italy managed to reduce its emissions (both scopes) compared to the last two years.

Emissions - Scope 1

	2023		2022		2021	
	UoM	tCO ₂ eq	UoM	tCO ₂ eq	UoM	tCO ₂ eq
Diesel (Litre)	24.013,00	63,87	21.252,00	56,53	19.774,00	52,60
Gasoline (Litre)	1.826,00	4,29	1.627,00	3,82	1.315,00	3,09
Gas (Mc)	67.812,00	138,34	87.293,00	178,08	113.512,00	231,56
HFC-23 (kg)	0,00	0,00	0,00	0,00	0,50	6,20
R 404A	0,00	0,00	0,00	0,00	6,00	23,66
R 410A (kg)	6,00	11,54	4,00	7,70	30,00	57,72
R 407A	0,00	0,00	17,00	32,69	0,00	0,00
R 407C	0,00	0,00	15,00	24,36	0,00	0,00
Total (tCO₂eq)	218,05		303,18		374,83	

Emissions - Scope 2

	UoM	2023	2022	2021
Electricity purchased from the grid	kWh	4.623.405,00	4.629.244,00	5.151.628,00

	2023		2022		2021	
	Location based	Market based	Location based	Market based	Location based	Market based
Total (tCO₂eq)	1.531,97	2.133,59	1.533,90	2.166,26	1.706,99	2.355,07

4.3 Water

In Cebi Italy, the data collected on water resource management report the withdrawal and discharge of water.

The water used comes from the local aqueduct and is used exclusively for hygienic services. The action of discharge is operated into an authorized drain sump.

	UoM	2023	2022	2021
Total water withdrawal	m ³	3.622,00	3.881,00	4.323,00
Total water discharge	m ³	3.622,00	3.881,00	4.323,00
Total water consumption	m ³	0	0	0



4.4 Wastes

Cebi Italy pays attention to limiting the environmental impacts that come from waste management. The company certified ISO 14001, monitors waste transportation and disposal authorizations through Waste Identification Forms (FIR), documents that contain information on the type of waste, the producer, the transporter and the recipient company.

Moreover, all FIRs are registered in the ERP management system, so that all data can be extrapolated for KPIs from the company software.



Cebi Italy manages the disposal of wastes in the working processes, starting from raw materials, according to the following scheme:

Input Resources

(Raw materials, semi-finished products, Energy, Human Resources, Machinery, Software, Tools, etc.)



Activities Performed

**(Transformation of Inputs into Products/Final Services)
(Production, assembly, etc.)**



**Use of Materials, Energy, Manpower and Resources
(Production process, etc.)**



**Production of Unusable Waste
(Scraps, production residues, non-recyclable materials, etc.)**



Waste Management

(Treatment, recovery, recycling or disposal of waste)



**Recovery and reuse
(materials, resources, etc)**



**Recycling
(materials, energy, plastics, metals)**



**Disposal
(incineration, landfill, etc.)**





In 2023, Cebi Italy generated approximately 500 tons of waste, as it is possible to observe in the following scheme:

Waste generated

Type		2023		
	UoM	Generated waste	Waste not intended for disposal	Waste intended for disposal
Non-hazardous waste	t	491,65	491,51	0,14
Hazardous waste	t	6,74	2,03	4,71
Total waste	t	498,40	493,54	4,85
		2022		
Non-hazardous waste	t	629,54	629,45	0,09
Hazardous waste	t	6,53	2,18	4,35
Total waste	t	636,07	631,63	4,44
		2021		
Non-hazardous waste	t	741,73	741,70	0,03
Hazardous waste	t	10,64	5,28	5,36
Total waste	t	752,37	746,98	5,39



5. Methodological note

This document represents a step towards the Corporate Sustainability Reporting Directive (CSRD), which will be applied by Cebi Group for sustainability reporting from 2025. From 2024, Cebi Italy will be subject to the sustainability reporting requirements of Cebi Group.

This document covers the financial year 2023 (1 January 2023 to 31 December 2023). In order to comply with the principle of comparability, the time axis taken into account is for the three-year period 2021-2023. The scope of the document includes the production plants located in: Via F. Crispi, 2, I-60027 Osimo Stazione (AN) Via dei Milanesi 6/8, I-26851 Borgo S. Giovanni (LO) Via Piave, 35, I-21020 Bardello (VA) The document reports on Cebi Italy's activities in relation to the environment and social issues. For its drafting, the methodological reference was the GRI Sustainability Reporting Standards - GRI-Standards 2021, according to the option 'With reference to the GRI Standards', as required by GRI Standard 1: 2021 Fundamental Principles, chapter 3.

The contents of this document have been identified and reported according to the principles of accuracy, balance, clarity, comparability, completeness, timeliness and verifiability, taking into consideration the respective and broader context of the sustainability framework. For this 2023 edition, the company has prioritised a quantitative analysis of the data collected, through a sustainability assessment activity involving the company's internal stakeholders.

This document has been approved by the Management of the Plant on the 30th of November 2024. For further information or clarification, please send an e-mail to: christian.mosele@cebi.com

CONVERSION FACTORS:

Scope 1 emissions: emission factors published by DEFRA were applied to calculate emissions for fuels (e.g. petrol, diesel and natural gas), Conversion factors - Full set 2023

Scope 2 emissions - Location-based: the emission factor used for electricity purchased from the national electricity grid according to the location-based methodology comes from the AIB European Grid Mixes, 2023 edition.



6. GRI Content Index

Declaration of use: Cebi Poland has submitted a document with reference to the GRI Standards for the period 1 January 2023-31 December 2023.

GRI 1 used: GRI 1 - Foundation – 2021 version.

Specifically, the following indicators have been used:

STANDARD GRI	DISCLOSURE	PAGE/NOTES
GRI 2 - GENERAL DISCLOSURES	2-1 Organizational details	3 - 28
	2-2 Entities included in the organization's sustainability reporting	28
	2-3 Reporting period, frequency and contact point	28
	2-4 - Restatements of information	28
	2-5 - External assurance	Not considered
	2-7 Employees	16
	2-8 Workers are not-employees	17
GRI 301 - MATERIALS	301-1 Materials used by weight or volume	14
	301-2 Recycled input materials used	15
GRI 302 - ENERGY	302-1 Energy consumption within the organization	20
	302-3 Energy intensity	21
	303-1 Interactions with water as a shared resource	23
GRI 303 - WATER AND EFFLUENTS	303-3 Water withdrawal	23
	303-4 Water discharge	23
	303-5 Water consumption	23
	305-1 Direct (Scope 1) GHG emissions	22
GRI 305 - EMISSIONS	305-2 Energy indirect (Scope 2) GHG emissions	22
	306-1 Waste generation and significant waste-related impacts	24
GRI 306 - WASTE	306-2 Management of significant waste related impacts	24
	306-3 Waste generated	25
	306-4 Waste diverted from disposal	25
	306-5 Waste directed to disposal	25
	401-1 New employee hires and employee turnover	16
GRI 401 - EMPLOYMENT	401-3 Parental leave	16
	403-1 Occupational health and safety management system	19
GRI 403 - OCCUPATIONAL HEALTH AND SAFETY	403-9 Work-related injuries	19
	404-1 Average hours of training per year per employee	18
GRI 404 - TRAINING AND EDUCATION	404-2 Programs for upgrading employee skills and transition assistance programs	18
	404-3 Percentage of employees receiving regular performance and career development reviews	18



This document was drafted by the Cebi Group Sustainability Team, coordinated by Group CSR manager Christian Mosele, with the advice of ICDLAB (SUSTAINABILITY AND COMMUNICATION).



We would like to thank the entire Cebi staff for their contribution to the report.

