

Innovery Group
Sustainability Report 2023

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1. Letter to Stakeholders

Dear Stakeholders,

The document presents qualitative and quantitative information useful to describe both the most significant impacts generated by the Group on the environment, the community and the economy, and the related sustainability practices implemented by the Group.

In 2023, the international economic outlook remains highly uncertain, dominated by geopolitical tensions, for which there is no imminent resolution in sight, and still restrictive financial conditions for households and businesses.

The dynamics of the global economy are mixed. In the Eurozone, the economy, impacted by the energy crisis linked to the conflict between Russia and Ukraine, remained stagnant. Inflation, although declining, remained high, and generally speaking the tightening of monetary policy and weak external demand held back growth throughout the European Union.

In this international context dominated by substantial uncertainty, the growth of the Italian economy also slowed down. GDP increased by 0.9%, decelerating compared to 2022 (4.0%).


Inflation averaged 5.9 per cent in 2023 from 8.7 per cent in 2022, gradually decreasing over the course of the year.

Regarding the ICT market, the business in which the company operates, the upward trend continued in 2023. The market grew by 4.8% compared to 2022 characterised by increasing investments by companies, both in IT services and spending on software and ERP, while hardware sales, also held back by the spread of Cloud and Hosting solutions, fell by 1.5%.

The results show that the passion, energy and talent of Innovery's resources on the one hand, and the Group's attention to the needs of the ecosystem in which it operates on the other, are the key elements in ensuring sustainability over time.

Milan, 10/05/2024 Gianvittorio

Abate Managing Director


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2. Methodological note

This document is the third Innovery Group (hereinafter also referred to as 'Innovery') Sustainability Report. This document sets out the subjects deemed relevant with reference to the financial year 2023 (1 January to 31 December), to the extent necessary to ensure an understanding of the company's business, its performance, its results and its social and environmental impact. The subjects that have been included in the document are:

- Innovery S.p.A.
- IMOI S.r.l. (divestment of shareholding effected in December 2023)
- Innovery Espana S.l.u.
- Innovery Latin America S.U.
- Innovery U.S.A. Corp. (incorporated in December 2023)

In particular, the definition of relevant aspects for the Innovery Group and its stakeholders was based on a materiality analysis process described in the chapter "The Corporate Sustainability Path of the Innovery Group" of this document.

This document has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards, published in 2016 by the Global Reporting Initiative (GRI).

In the section "GRI Content Index", evidence is given of the coverage of GRI indicators associated with each theme that emerged as material. The periodicity of this publication is set on an annual basis.

The data shown in the document are for the year 2023 (1 January-31 December). Data for the preceding years 2021-2022 (1 January-31 December) are reported for comparative purposes to facilitate the assessment of business performance. Restatements of previously published comparative data, where present, are clearly indicated as such. Furthermore, in order to give a fair representation of performance and ensure the reliability of the data, the use of 'estimates' has been limited as much as possible. Where such estimates have been used, they have been appropriately reported.

In 2023, there were no significant changes in the Group's size, ownership structure and supply chain. For further details, please refer to the Group's Consolidated Financial Statements.

This document is not subject to external assurance.

This document is available for public information and can be consulted on the Group's website: www.innovery.net. Comments and questions regarding this document may be sent to the **following** e-mail address: esgsustainability@innovery.net

It should be emphasised that the Group maintains a high level of attention in relation to the material issues reported in this Report, and embarks on a path of further improvement in the area of issues and policies practised for the reduction of environmental impacts, the development of social and personnel policies, respect for human rights and the constant fight against active and passive corruption.

Among the objectives achieved in 2023, in addition to the renewal of certifications (ISO 14001, ISO 9001, ISO 20000-1, ISO 27001, ISO 45000), are the extension of the application of the Model pursuant to Legislative Decree 231 of 2001, updated with new offences, to all the Group's Italian companies; the issuance and application of the Code of Ethics and Conduct for all companies, the Policies for the Prevention of Corruption and the Policy for Corporate Social Responsibility.

3. Innovery Group Profile

Innovery is a multinational company founded in 2001, with private capital, which operates worldwide in the area of ICT services for medium and large-sized enterprises; over the years it has extended its portfolio to all areas of IT security, covering all aspects, making it possible to expand its market by pushing into international territories. Innovery has 13 offices, located throughout the world, in Italy, Spain and Mexico and from December 2023 also in the United States

ITALY	SPAIN	MEXICO	USA
<i>Milan</i>	<i>Madrid</i>	<i>Mexico City</i>	<i>New York</i>
<i>Rome</i>	<i>Barcelona</i>		
<i>Naples</i>			
<i>Cagliari</i>			
<i>Turin</i>			
<i>Power</i>			
<i>Pescara</i>			
<i>Cosenza</i>			

Below are the Subsidiaries of Innovery S.p.A. as at 31 December 2023:

Name	City, if in Italy, or foreign country	Share held in % 31 December 2023	Share held in % 31 December 2022	Share held in % 31 December 2021
Innovery Espana S.L.Unipersonal	Spain	100,00%	100,00%	100,00%
Innovery Latin America S.A. deC.V.	Mexico	0,01%	0,01%	100,00%
Innovery U.S.A.	U.S.A.	100.00% (Established in December 2023)		

Innovery's ability to offer efficient and innovative solutions has resulted in the satisfaction of more than 200 customers, including major industries, financial and telecommunications companies, public administration, energy, gaming and utilities.

Over the past three years, the company's revenues have increased by 41%; the workforce has grown by 15%; five ISO quality certifications have been obtained; and more than 20 partnerships have been established with major players in its technology area.

Since its foundation, Innovery has always been inspired by the themes of research and innovation. These principles translate into a Mission that places the utmost importance on the discovery of new ICT solutions, continuously investing in people to enhance their skills and valorise their creativity.

Innovery's commitment to research and development has led to important collaborations with academic excellence, whose projects have been selected for access to European funds.

The company's success in recent years is due to the wide range of customised solutions and services offered to customers. The objectives are to continue to create partnerships with the most important players in the ICT world and to establish increasingly solid relationships with customers, based on professionalism, punctuality in assistance and services, and on offering technologies and solutions to successfully solve current and emerging needs.

3.1 The history and transformation of the Innoverly Group over the years

The entry of **Wise Equity** into the shareholder base in 2019 marks the beginning of a new phase in Innoverly's life, characterised by managerial continuity and provides an acceleration of the company's growth, both organically, by leveraging existing customers and building new relationships, and through an M&A strategy, aimed at developing products and services in international markets.

From 2019, after the Wise investment, the Group aims to further accelerate its expansion by promoting organic growth, leveraging existing relationships and creating new ones, and implementing an M&A strategy to develop products, services and markets internationally.



Wise Equity S.g.r. S.p.A. (www.wisesgr.com) specialises in the management of closed-end Private Equity funds investing in small and medium-sized companies with a focus on Italy. The funds managed by Wise Equity typically perform Leverage Buy-Out and development capital operations on companies that have leading positions in their niche with two main objectives: to increase critical assets through build-up operations, to improve the competitiveness and profitability of companies and to promote international development.

The path: 'Innovation comes from ideas and ideas come from people'.



The Group's growth took place particularly in the Italian market, where the companies that joined the Group in 2019/2020 became fully operational, and in foreign markets, particularly in Spain with the recent acquisition of Open3S in July 2022.

In 2022, with the further acquisition of **Open Source and Security Services S.L. (Open 3S)**, a Spanish company specialising in IT security, data analysis (Big Data) and IT infrastructure services and solutions that has been accompanying customers throughout the entire lifecycle of their IT systems for more than 15 years, the Group strengthens its presence in Spain, further consolidating its international position in the field of IT security management.

In 2022, the integration process in Italy of the companies Proxy, Obiettivo Technology and NB Service acquired in the previous three years was also successfully and satisfactorily concluded. The merger process in Spain of OPEN 3S into Innoverly Espana was also completed in the first half of 2023.

On 19 December 2023, the company **Imoi srl** was sold and is therefore no longer part of the group.

In 2023, the Group had 414 employees spread across Italy, Spain and Mexico.

In late 2023 Innovery also opened a US office in Dover; the opening of the new location marks a significant chapter in Innovery's growth

This expansion represents an important step in our corporate history and we are confident that it will contribute significantly to the Group's global development. The decision to open an office in New York reflects our confidence in the US market and our desire to be closer to our customers and strategic partners in this region.

Advanced integration between the existing offices and the new location will be ensured in order to maintain corporate cohesion and take advantage of the opportunities offered by this expansion.

The first agreements were made to start the first projects of the Hybrid Cloud division in America; these agreements will focus on cloud development across the continent.

This strong growth in the workforce over the last three years, following the Group's rapid development, has required a more structured and modern internal organisation increasingly oriented towards the development and retention of human resources, also with investments in internal communication tools (e.g. corporate Intranet) and new transparent and structured remuneration and incentive policies.

The Innovery Group has approved and presented to the financial community the guidelines and objectives of the 2024-2026 Business Plan, which envisage continued growth in all business areas in which the Group operates by increasingly leveraging on the expansion and development of technological know-how and the differentiation of the service and solution offering.

3.2 Target Market and Business Divisions

The Innovery Group offers highly diversified services covering a wide range of solutions through an organisation consisting of **6 Business Divisions** (becoming 5 in December 2023 due to the divestment of IMOI srl):

- *Cyber Security*
- *B2B & Sustainability*
- *Telco Services & Solutions (from December 2023 'Tech Services & Solutions')*
- *Hybrid Cloud*
- *Advisory*
- *Smart & Safe City (IMOI srl)*

The Divisions are staffed by personnel with the most important industry certifications. The company is increasingly establishing itself as one of the most complete and reliable realities in the ICT sector.

Below is a brief description of the specific focuses:

CYBERSECURITY

The **CYBERSECURITY** Division specialises in the implementation of solutions, customisation and delivery of security services, tailored to customer needs and the specific risks of the sector in which it operates.

The Division operates through the following Business Units:

Managed Detection & Response - CERT

The Business Unit deals with the provision of services to customers for **ICT infrastructure security** monitoring activities aimed at detecting security incidents and/or malfunctions, as well as technical support for the

management of ICT infrastructures, both on-premises and in the cloud.

The services are structured on several levels which, in summary, are aimed at: Security Operation Centre, Incident Response Team, Network Operation Centre.

The SOC team together with the IRT form the CERT of Innovery (CERT-INN) through which **reactive and proactive defence services** are offered, also in cooperation with technology partners and other domestic and foreign CERTs.

Defensive Security

The Defensive Security Business Unit is in charge of preventing, detecting and providing correct and timely responses to cyber attacks and threats, supporting customers in the stages of technology identification, architectural design, integration into the infrastructure and rollout in operation, thus ensuring the protection of critical infrastructures and corporate information.

Offensive Security

The Business Unit provides an assessment of the security and exposure of a company's IT systems (Vulnerability Assessment and Penetration Testing), in order to define appropriate countermeasures

Physical Security

The BU deals with physical security, i.e. the defence and protection of working environments and corporate assets.

B2B & SUSTAINABILITY

This division is divided into three competence centres, Managed File Transfer (MFT), Business to Business (B2B) and Order Management System (OMS), and provides solutions to its customers, working internationally with large companies in the telecommunications, financial, automotive, pharmaceutical, commercial, retail, manufacturing and logistics sectors.

TELCO SERVICES & SOLUTIONS

Division specialising in the provision of mobile services by providing the most suitable tools for Telecommunication Operators, offering services and solutions, and supporting them in managing the entire Charging and Billing process.

HYBRID CLOUD

In order to support companies in the delicate phase of Cloud Transformation, Innovery's Cloud & Infrastructure Division focuses on offering infrastructure solutions in the different types of Cloud (Public and Private) at the network and communication level, monitoring and Machine Learning, as well as implementation and deployment services, IT consulting and managed services to meet the needs of customers worldwide. It is in this Division that the Group focuses on Data **Intelligence** and the offering of **Data-Based Solutions**

ADVISORY

The ADVISORY Division focuses on strategic consultancy activities addressing information governance and cyber security issues on different levels: organisational, process, technology and compliance.

SMART & SAFE CITY

The SMART & SAFE CITY Division designs and implements advanced solutions capable of responding to new needs, improving access to services and security in increasingly digitised and interconnected cities. The flagship proprietary solution is the iCam3D® product, an innovative tool designed to support law enforcement agencies in the management of road safety through the use of innovative technologies, thus enabling the **metric, planimetric, photographic and 3D detection of road accidents** in a single acquisition.

3.3. Quality and customer satisfaction

Customer orientation is the Innovery Group's 'to be different'. Innovery applies standards of excellence to its work, in all areas, to ensure the highest level of customer satisfaction

Indeed, in today's highly dynamic, fast-moving environment, our customers expect a technology partner that is responsive to their business, sensitive to their needs and able to add value quickly.

The following ISO quality certifications, with which the Group is endowed, guarantee the application of the methodologies and Best Practices recognised by the international standards body (ISO)

- 

 ISO 9001:2015 (Innovery S.p.A (all sites); Innovery SLU -Madrid site; Innovery Latin America - Mexico City site; Open3S - Barcelona site)
- 
 ISO 14001:2015 (Innovery S.p.A. - Rome, Cagliari sites; Innovery SLU - Madrid site)
- 
 ISO 45001:2018 (Innovery S.p.A. - Rome site)
- 

 ISO 27001:2013 (Innovery S.p.A. - Roma site; Innovery SLU - Madrid site)
- 

 ISO 20000-1:2011 (Innovery S.p.A. - Roma Site)
- 


 Integrated Policy in compliance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 27001:2013 ISO

During 2023, all existing certifications were renewed and the Management and Control System was revised, harmonising and standardising all processes and procedures for all Group companies.

Below is a brief detail on the area of certification:

ISO 9001 defines the minimum requirements that an organisation's Quality Management System must demonstrate to meet in order to guarantee the level of product and service quality that it claims to have with itself and with the market. The ISO 9001 standard guarantees the pursuit of customer satisfaction with the products and services provided, as well as the continuous improvement of the company's performance, enabling the certified company to assure its customers that quality is maintained and improved over time.

ISO 20000 is the first international standard developed specifically for IT service management (IT Service Management). It represents a reference tool for the organisation of IT services that aims to improve the delivery/use of IT services, with the objective of achieving the highest quality of service delivery and maximum cost containment.

ISO 27001 is an international standard that contains requirements for setting up and operating an information security management system to prevent, detect and combat cyber risks.

ISO 14000 identifies a set of technical standards relating to the environmental management of organisations and sets out the requirements for an environmental management system for organisations, established by the International Organisation for Standardisation

ISO 45001 is based on occupational health and safety management and requires organisations to continuously improve, thus providing all stakeholders with the assurance of compliance with specified safety policies.

3.4. Innovation, research and development

Since its foundation, Innovery has always been inspired by the themes of research and innovation. These principles translate into a MISSION that places the utmost importance on discovering new ICT solutions; continuously investing in people in order to enhance their skills and enhance their creativity.

Innovery Group is committed every day to the continuous discovery of solutions, products and services in the world of ICT.

Research & Development (R&D) is the business unit with which Innovery accesses European funds, implements innovative projects in strategic areas, and helps identify the technological priorities of regional Intelligent Specialisation Strategies (S3). Thanks to its expertise in the main areas of Information Technology and in the management of complex projects, Innovery currently has significant experience in the management of European Regional Development Fund (ERDF) ERDF projects, which has enabled it to develop its human capital and contribute to the economic and employment development of the territories, including the opening of new operational sites and skills development programmes, and the recruitment of young graduates and other particularly specialised personnel.

The commitment to **Research & Development (R&D)** has led to important collaborations with both public and private institutions of excellence.

During 2023, Innovery carried out the following projects:

- **BORGO 4.0 C-Mobility Technologies for connected vehicles**

The C-MOBILITY project envisages the design and implementation, within the framework of the Borgo 4.0 technology platform, of enabling systems for connections between vehicles, between vehicles and road infrastructure, and between vehicles and other external parties. The aim is to enable the implementation of cooperative safety applications and the provision of advanced vehicle services.

- **"LAP INNOVERY' NRP M1C1 Investment 1.5 'Cybersecurity' (EU-funded Next Generation EU)**

The LAP INNOVERY project envisages the setting up of a LAP (Accredited Test Laboratory) in which to carry out continuous technological assessment and scrutiny of the security of electronic equipment and applications used for the provision of critical services by the Subjects falling within the National Cybersecurity Perimeter (PSNC), thus contributing to the construction of a network of technological scrutiny laboratories supporting the National Assessment and Certification Centre (CVCN) set up at the National Cybersecurity Agency.

Innovery's interest in the development of talents and future generations is well represented by the **Academy Innovery initiative implemented in 2023**, through which the Group started a collaboration with the Basilicata Region to create a **Digital HUB in Basilicata**, *in partnership with other major players in the IT sector, to promote youth employment and retain talents in the region (Project IncHUBatori . This initiative was financed with funds from the GOL Programme), the details of which are reported in Section 3.7 Relations and Impacts on Local Communities.*

The Group will continue to invest in research and development, also planning other project opportunities. These new initiatives will be aimed at expanding its offering by creating technology platforms for service

delivery.

3.5 Suppliers and purchase of products and consultants

The Innovery Group believes that only the use of state-of-the-art products, an integrated approach to security systems and an unambiguous, holistic governance based on well-defined processes can guarantee customers solutions with a high level of security and acceptable operating costs.

Innovery basically enters into contracts with service and material suppliers (hardware and software) and consultancy companies.

The selection parameters for HW and SW suppliers are as follows:

- Cost-effectiveness;
- Product quality;
- Alignment with market standards;
- Respect for environmental impact;
- Ethical adoption of social employee practices;
- Delivery time;
- Respect for duties of confidentiality;
- Compliance with legal obligations on health, hygiene, safety and accident prevention;
- Compliance with legal obligations concerning personnel and insurance and social security contributions, as well as related tax obligations;

With regard to the involvement of external consultants a fundamental requirement, in addition to those mentioned above, are:

- Skills;
- Professionalism;
- Technical certifications, if required;

All Innovery suppliers are required:

- to operate in an environmentally, socially and governance sustainable manner
- to respect the Group's Code of Ethics and Control
- to comply with the provisions adopted by Innovery in relation to Legislative Decree 231 of 2001

3.6 Marketing and Communication

Innovery understands that the promotion of broad, appropriate, transparent and timely communication is essential to maintain and nurture trust in the company from the stakeholders with whom it interacts: investors, customers, employees, local communities; therefore the collaboration of the Marketing team is essential to update content, data and news on the website and social media.

In 2023, the Marketing team in collaboration with Human Resources, established important collaborations with the academic and corporate world with a strong media impact in the industry. such as:

- **5th edition Cyber Security Academy Politecnico di Milano - open lesson**
- **Cyber 4.0 Demo Lab La Sapienza University**

2023 was a year extraordinarily rich in prestigious events in which the Group participated and provided sponsorship, with the help of the Marketing Team, in Italy, Spain and Mexico. Below are the main ones:

- **'DigiGreen Day'**
- **"The Italy of smart and sustainable cities"** CNR TIM Smart City Challenge Award Ceremony
- **ISO/IEC JTC1**
- **Cyber 4.0 Tecnopolo Tiburtino**
- **IT DAY 2023 'Road to Happiness'** Platinum Sponsor
- **Events organised jointly with Business Partners** (IBM, Netskope, Imperva, Cohesity, Synack, Paloalto, THALES, Cinten, etc.).
- **Cyber Tech Europe**
- Barcelona: **The procurement chain4.0**
- **International Automotive Supply Summit** (Mexico)
- **Cyber Security World 2023**
- **IBM User Group** in Mexico
- **Innovery Academy Basilicata** official presentation to the press
- **RootedCon** in Madrid

3.7 Relationships and impacts on local communities

Innovery's interest in the development of talents and future generations is well illustrated by the Innovery Academy initiative realised in 2023, through which the Group partnered with the Basilicata Region to create a Digital HUB in Basilicata, in partnership with other major players in the IT sector, to promote youth employment and retain talents in the region (IncHUBatori Project).

The aim of the programme was to train new professionals in the field of cyber security, namely Cyber Security Analysts and Cyber Security Engineers, creating a virtuous circle that, on the one hand, creates qualified resources in the area and, on the other, allows Innovery to benefit from reliefs and cost reductions when hiring. Of the 600 candidates, 20 were selected for an intensive training course that included classroom lessons, internships and soft skills development, also held by Innovery managers. At the end of the course, 17 top performers were identified and were hired in December 2023, achieving significant savings on recruitment costs due to national and regional benefits. Given the success of this pilot project, the Group plans to launch further academies in the future.

In 2023, as a charity initiative, Innovery made donations to the Italian Red Cross and donations were also made to charities in Spain.

Innovery has also supported other charitable initiatives by allowing employees to carry out some hours of work in the form of voluntary work (e.g. helping elderly people to use their smartphones) or helping to serve a hot meal to the needy.

In Spain, gifts were made for the newborn children of employees through the John XXIII Foundation and Christmas catering; donation to the Spanish Cancer Foundation; participation in the association 'ADOPTA A UN ABUELO'.

3.8 Economic and financial results

The Group ended the financial year 2023 with revenues of 66.5 m€, +27.1% compared to the previous year. However, it should be noted that 2022 consolidates about 5 months (from 26/7/22) of activity of the Spanish company Open3S, which is instead present in 2023 for the full year. Pro-forma 2022 revenues (Open3S estimated over 12 months) would be approx. 54.7m. The increase in 2023 on a like-for-like basis would thus be +21.7%.

The Group's growth occurred across all business lines and product lines (Professional Services, Resellers, Proprietary Solutions).

EBITDA closed at about 9.6 m€ (+3.8 m€ vs. 2022) and with margins at 14.4% of revenue, +3 pti% vs. the previous year. A profit for the Year of about EUR 2.1m was recorded, with a significant improvement (EUR 3.2m) over the loss recorded in 2022.

incipient economic indicator (values in Euro)	FINANCIAL YEAR	FINANCIAL YEAR	FINANCIAL YEAR
	2023	2022	2021
Value of production	66.536,681	52.328.662	46.891.799
EBITDA	9.555.489	5.878.445	5.593.448
EBIT	4.393.063	326.295	999,044
Profit before tax	3.064.988	(711.479)	304.892
Result for the year	2.137.491	(1.123.499)	(107.697)

4. The Innovery Group's corporate sustainability journey

The Innovery Group is aware that the role of consultancy has changed over time, just as it is now widely accepted that every company, in addition to making profits, must have a positive impact on society and the environment.

The Innovery Group is committed to building a sustainable economy that generates long-term benefits throughout the organisation.

These aspects are essential for **ethical, responsible and transparent business management**, identifying virtuous measures and practices as an integral part of business systems, necessary to create value on it.

Believing in corporate sustainability means that the Innovery Group focuses strongly on environmental, social and governance aspects to go beyond legal and compliance requirements.

Innovery has decided to embark on an **ESG (Environment-Social-Governance)** journey with the support of **Wise** and the help of **Deloitte**, through which it aims to strengthen the strategic support and governance of sustainability. The Innovery Group has defined responsibilities in the monitoring and reporting of sustainability impacts, ensuring that both targets and developments are monitored.

The Innovery Group has undertaken an analysis of key ESG aspects and identified a panel of ESG indicators, with the ultimate goal of introducing annual reporting on key environmental, social and governance performance.

ESG issues relevant to Innovery Group were identified from:

- Benchmark and sector analysis, with the identification of a panel of ESG issues relevant to the sector in which the Innovery Group operates;
- the 'Mission' and 'Values';
- on the basis of an initial analysis of the materiality process that makes it possible to determine the material aspects, i.e. those aspects of an economic, social and environmental nature on which the Group has a significant effect (positive or negative) and which could substantially influence stakeholders' assessments and decisions.

Stakeholders considered of relevance to Innovery are:

- Employees
- Investors
- Customers
- Suppliers

The analysis of the data collected through interviews, internal surveys and other reports from 'similar' companies has therefore made it possible to construct the 'list of themes' that make up an initial matrix, from which this document highlights the aspects considered significant for the sustainability achieved and pursued in the future by the Innovery Group.

The following are the material ESG issues being reported on:

**Environment**

- Environmental Management Systems
- Environmental emissions
- Energy consumption
- Efficient use of materials

**Social**

- Health and Safety at Work
- Employee management, development and welfare
- Quality, innovation and reliability of service
- Diversity and Equal Opportunities
- Privacy and Security of Customer Data and Information

**Governance**

- Business Ethics and Integrity
- Anti-Corruption and Anti-Money Laundering

Please refer to the following paragraphs for details on the above issues.

5. Environmental performance of the Innovery Group

Innovery's core and support activities do not involve industrial transformation processes, so the environmental impacts of the Italian and foreign offices distributed in the main countries of the European area are substantially comparable to the domestic impacts of waste, electricity and water in cities.

At the environmental level, two factors play a key role:

- Use of IT and networking systems and administrative activities resulting in energy consumption;
- Staff travel to company and customer sites

In this context, INNOVERY is not exposed to significant environmental risks and in any case adopts behaviour aimed at reducing its environmental impact.

On the environmental front, in February 2023 the parent company Innovery SpA signed a contract with LifeGate Energy for the supply of 100% certified renewable energy at all Italian sites, and during the year achieved savings on electricity consumption by closing a site in Madrid, following the merger of the subsidiary Open3S into Innovery Espana, and two sites in Italy. These initiatives, together with maintaining an optimised cooling temperature in the data centre (23°C), led to a 31% reduction in electricity consumption at Group level by 2023 (-28% in Italy and -41% in Spain).

In 2023, the Group activated the legally compliant digital archiving of financial documents, thus disposing of printers and avoiding the use of paper in offices.

For sustainable mobility, new travel policies have been released that promote the use of teleconferences, trains and public transport whenever possible, minimising air travel.

In addition, with regard to the company car fleet in Italy, where almost all company cars are concentrated) an agreement was signed with Arval, thanks to which employees will be able to choose from many more hybrid or electric car models when their old contracts expire.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.1 Energy consumption

With regard to electricity consumption, Innovery's commitment also takes the form of creating a responsible corporate culture.

The rationalisation process of the Information Systems has led to significant savings on electricity consumption with a 20% saving reported in bills by 2022. Below are the actions carried out over the last 3 years

- *In 2021*
 - Switching off obsolete servers in combination with active systems on new generation low-power systems
 - Deactivation of applications no longer used
- *In 2022*
 - Temperature in the CED (Data Processing Centre) premises in Rome rose from 18° to

- Refresh and optimisation of virtual and physical machines by the IT team, which keeps them up-to-date and monitored. The reduction of virtual machines is not easy to measure, because the business is always growing and therefore more are created and removed every day; but now all movements are recorded and all machines are under control because they have an expiry date and email notifications to be removed when no longer needed
- *In 2023*
 - Closing a site in Madrid, following the merger of the subsidiary Open3S into Innovery Espana, and two sites in Italy
 - Maintaining an optimised cooling temperature (23°C) in the Rome and Barcelona data centres

New office spaces are reorganised into 'open space' and the introduction of smart working policies has led to a reduction in space.

In 2023, all the contracts of the Italian offices (with the exception of the Cagliari office) were migrated to LifeGate Energy, a 100% renewable energy operator, and in 2024, contracts in Spain will also be migrated to 100% certified renewable energy operators.

Innovery for 2023 received the first Guarantee of Origin (GO) certificates from Life Gate Energy

For further quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.2 Environmental emissions and waste

Due to the nature of the services provided, as already described in section 15.3, the CO₂e emissions generated by Innovery arise mainly from IT and networking systems, Group administrative activities and staff travel.

Fuel consumption for heating is not reported because the premises are rented out and consumption is included in the rent.

Paper consumption is negligible (around 80 kg/year) as is the use of plastic or other materials. Innovery is ISO 14001 certified and complies with environmental policies and procedures.

Annual water consumption is approximately 2,560 ML and is due to the use of toilets alone by employees on 12 sites

WEEE Waste from Electrical and Electronic Equipment (e-waste, which derives from the acronym Waste of Electric and Electronic equipment-WEEE) is disposed of according to the regulations in force in Italy and abroad involving companies specialised in the disposal of these types of waste.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.3 Sustainable mobility

The greatest environmental impacts in terms of mobility and transport are attributable to the travel of Group employees. The Innovery Group Travel Policy promotes sustainable mobility by requiring the use of public transport for urban journeys, especially in well-developed metro networks. For journeys for internal meetings, it recommends replacing transfers with long-distance communication (e.g.

video/conference calls) and in any case travelling by train rather than plane is preferred.

As far as the company car fleet is concerned, the Group has launched a programme in Italy, where almost all of them are concentrated, to gradually replace the most polluting ones with cars (hybrids and internal combustion electric cars) with a lower impact in terms of emissions measured in grams of CO2 per km.

They are working to increase the **current 26% to 40%** share **of hybrid cars** by 2024 and **reduce travel-related overheads per employee by at least 10% by 2025**.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

5.4 Efficient use of material resources

The main material used in the activities carried out by the Group's workforce is paper, so reducing this consumption has been a priority in creating a company-wide environmental culture. This objective has been pursued with initiatives aimed at creating sensitivity and responsibility in the use of paper, where necessary, dematerialising processes where possible.

In particular, these activities were carried out:

- ✓ dematerialisation of internal processes for which the practice is currently based on digital tools
- ✓ Regulation-compliant Electronic Storage for administrative documents
- ✓ Reuse of cardboard packaging of received goods to ship new goods
- ✓ Use of recycled paper in toilets

6. Social Aspects

At Innovery, the professional development of staff is based on the principle of equal opportunities, and the recognition of achievements, professional potential and skills expressed by people are considered essential criteria for judgement.

6.1 Human capital and employment

Innovery regards human capital as the main resource behind its success and business continuity and as a distinctive factor in creating innovative services and solutions for its customers.

The number of employees of the Innovery Group as at 31 Dec 2023 was 414, compared to 411 as at 31 Dec 2022 and 350 in 2021, thus an increase in personnel over the last 3 years of more than 15%. The workforce is mainly concentrated in Italy as detailed below.

Summary Indicators

		2023	2022	2021
Number of countries with a direct presence of the Innovery Group		3	3	3
Total number of employees		414	411	350
Distribution of employees by age group in %	< 30 years	37	31	38
	30-50 years	49	57	53
	> 50 years	14	12	9
Distribution of employees by gender	Women	109	25	25
	Men	305	75	75

In 2023, the increase in the number of employees was small (414 ->411) While in 2022, the increase in the number of employees was 17.5% compared to 2021 and 15% over the last three years.

The number of employees under the age of 30 has risen sharply since 2022, testifying to the fact that the renewal of skills over the years is a decisive element for the continuity, consolidation and expansion of the company, but only if it is accompanied by the generational transition

The level of employment of the female gender is, however, significant when considering the sector that has historically been considered predominantly male.

Turnover is monitored through a specific 'exit interview' in order to analyse the reasons for it, maintain a physiological balance within the organisation and implement appropriate improvement actions.

Summary Indicators

		2023	2022	2021
Total number of new recruits		87	140	97
Total number of new hires in %		21%	34%	28%
Number of new hires under 30 (Total number of new hires under 30)		60	73	38
Distribution of employees by gender in % (Distribution of employees by gender)	Women	26%	25 %	25 %
	Men	74%	75 %	75 %
Distribution of employees by age group in % (Distribution of employees by age group)	<30 years	37%	31 %	38 %
	30-50 years	49%	57 %	53 %
	>50 years	14%	12 %	9 %
Distribution Employees per Region in %				
	Italy	67%	65%	65%
	Spain	24%	25%	25%
	Mexico	9%	10%	10%

In 2022, a Quality Survey was carried out addressed to all personnel to understand the real perception within the company. The Survey was structured in questions covering the following 4 macro-areas of attention:

- Professional Growth & Engagement
- Work-Life Balance
- Communication & Team-work
- Transparency and Meritocracy

From the result of the survey, the Human Resources Team with top management initiated a master plan, carried out during 2023, aimed at capturing the needs of the corporate population and understanding what elements to work on to make improvements in each of the four identified areas.

This Survey will be repeated in 2025 in order to understand two years later how much improvement has been made on the various topics covered by the Survey and how much has actually been perceived in the corporate population.

Work-life balance and commitment

Since 2022, Innovery's HR Team has been pushing ahead with the implementation of a **New Dynamic Working Group Model (Dynamic Working)** by fully activating it among employees in 2023. This model, through clarity and knowledge of objectives, encompasses a better 'Work Life Balance' and an ever-improving innovative and collaborative post-pandemic culture.

Innovery is indeed aware of the growing importance of reconciling work and private life. A flexible approach to work is indeed becoming a priority for an increasing number of people. Aware that this trend will continue in the future, the 'Dynamic Working' model is intended to promote flexibility and, through the implementation of 'remote' working technology and a flexible contractual system, the Innovery Group is enabling an increasing number of resources to manage their own balance between personal and professional/work objectives.

Transparency and meritocracy

Innovery guarantees all employees transparency of salary and incentive policies and their relation to merit and achievement.

In 2022, the **Total Rewards System** project was launched in collaboration with Korn Ferry with the aim of mapping all corporate roles and defining incentive and salary review policies against general market and industry benchmarks.

In 2023, the **Performance Management System (PMS)** project was also launched to enable the management, motivation and development of employees to achieve company goals and undertake continuous performance improvement.

In 2024, the project is expected to become active for the entire **corporate** population and go into full operation in 2025 with six-monthly performance reviews

Professional growth and commitment

Employment is one of the Innovery Group's key drivers to sustain dimensional growth and support people's motivation and involvement in terms of flexibility, efficiency and productivity.

In 2023, Innovery launched a **talent development programme as part of the Performance Management system design project**, seen above.

These initiatives will be rolled out across the Group during 2024

Communication and teamwork

To improve employee satisfaction and their sense of belonging, a number of divisional and executive team-building initiatives were organised in 2023 as well

Sports and meeting activities: Summer and Christmas parties in Italy, Spain, Mexico; Kick Off, five-a-side football matches

Currently, Innovery has several internal archiving tools in which all kinds of company and business-specific information is stored, as well as a newsletter that updates employees by e-mail on news implemented by the company.

The Group Intranet ('Intra-Innovery') was launched in 2022, with a user-friendly interface where communications, organisation charts, news, procedures and policies are easily accessible. It is a bi-

directional Group/employee communication platform that has already been enriched with new features and content in 2023.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.2 Diversity and equal opportunities

The approach adopted by the Group is to consider diversity as a resource through which to reap all the benefits it brings to the Group's cultural and professional heritage.

Cultural and individual differences are indeed some of the critical success factors for achieving sustainable growth over time. This approach aims to promote corporate responsibility in terms of integration, inclusion and 'non-discrimination' as a lever to improve business performance and enhance the talent of all, regardless of gender, sexual or religious orientation or race.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.3 Workers' welfare

Welfare management is delegated to individual Group companies in accordance with local laws. The main actions taken in this respect consist of:

- Supplementary Pension Fund (on a voluntary basis)
- activation of supplementary health care policies;
- Work-life balance activities;
- Flexibility of entry and exit times
- Company car for operational structures that need it
- Welfare Vouchers (Italy only)

In addition, to improve employee satisfaction and their sense of belonging, Innovery launched other welfare initiatives such as discounts through tour operators for travel packages.

6.4 Staff Training and Development

One of the core values that Innovery has always pursued is the growth of **the individual employee**, because it corresponds to the **growth of all**. It is precisely for this reason that **the company invests in the continuous training of employees to enhance their skills. Recruiting highly qualified resources** and investing in the training of new generations has enabled us to **build a team of people with the necessary skills to offer technologically advanced solutions and innovative services** in all sectors.

In 2023 Innovery finalised courses for the Leadership Team coaching programme with Fondir (Fondo Paritetico interprofessionale per la Formazione Continua) and successfully delivered soft skills courses for Sales, PMOs and Team Leaders in Rome, Milan and Naples in collaboration with Fondimpresa. Technical, soft skills and English courses were also delivered through LinkedIn and other e-learning platforms, demonstrating the Group's commitment to continuous learning and workforce

development.

In 2023, the number of training hours was much higher than in previous years, as the UDEMY and Likedin e-learning platforms were activated to enable employees to choose from a large number of online courses, both technical and soft skills courses, and to take them at a time and in a manner that suits them best. In addition, English courses were activated to improve the language skills at Group level, but many employees also took advantage of courses for other languages.

In addition, when an employee is hired (he or she must attend certain courses on work safety, use of company equipment, Legislative Decree 231; Code of Ethics and Conduct, Privacy, Safety Vademecum, Occupational Health and Safety, etc.) and others that may be necessary to fulfil the role for which he or she has been hired

Summary Indicators

Average hours Training /year	2023 (1 January to 31 December)	2022 (1 January to 31 December)	2021 (1 January to 31 December)
Managers	26,1	2,4	4,1
Managers	11,3	7,9	15,2
Employees	12,0	11,4	10,9
Workers		-	2,00
Total	12,5	10,6	11,0

The percentage of employees receiving periodic performance appraisals is low because since 2022 many new hires have been made and since 2024 all employees will be part of a structured programme of performance appraisals and individual development perspectives.

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.5 Staff Health and Safety

Given the nature of the projects provided by Innovery, the impact on health and safety has a medium to low level of risk.

Innovery complies with all laws and regional decrees by ensuring:

- The regular updating of the survey of health and safety risks and hazards related to the activities carried out by staff;
- Updating internal policies and procedures to prevent accident risks;
- The necessary training through both online and classroom courses, depending on the risk profile and level of responsibility of employees and external consultants
- The periodic verification of the correct application of procedures for the protection of the health and safety of personnel;
- The application of constant efforts to eliminate risks and, where this is not possible, to minimise them in relation to the knowledge gained from technical progress;
- Respect for ergonomic principles in work organisation and workplace design;
- The activation of health surveillance of workers;
- the participation and consultation of workers' safety representatives;
- the identification and application of emergency measures to be implemented in the event of first aid, fire fighting, evacuation of workers and serious and immediate danger;
- Regular maintenance of rooms, equipment, facilities, with particular regard to safety devices in accordance with the manufacturers' instructions.

Abroad, the management of personnel health and safety is left to individual companies in accordance with local legislation.

In the three-year period 2021-2023, no accidents were reported to internal and external staff

For more quantitative information on this topic, please refer to the performance indicators in Chapter 8.

6.6 Customer Data Privacy and Information Security

The nature of the services offered by innovery involves the processing of customer information that, in most cases, is to be considered 'confidential'.

The expected level of information protection is therefore high, due to the risks that a potential incident may entail in terms of money and reputation, both for the client and for the Innovery Group itself.

For this reason, the Innovery Group pays special attention to data collection, storage and protection. Innovery has carried out a programme to update and evolve its security systems, infrastructure and procedures in 2022 also to comply with the obligations arising from the General Data Protection Regulation (GDPR) in force since 25 May 2018 and to mitigate the risk of customers and the entire Group.

Already since 2022, the Privacy Organisational Model (MOP) and all related documentation have been revised and updated for full **GDPR** compliance.

All employees were asked to participate in an online training course on data privacy roles.

Within the Innovery Group there is the Risk and Compliance Team which, among other things, is responsible for defining guidelines, policies and operational instructions for the management of logical information security. The main security measures already in place at the Innovery Group include:

- use of data centres equipped with state-of-the-art physical security devices;
- access to Innovery Group offices protected by physical access security systems;
- protection of corporate hardware with antivirus and anti-ransomware and EDR tools

- prevent attacks;
- access of each generic user exclusively by means of his access credentials;
- to the domain PC provided and the services shared with the authorisations granted;
- definition of a password criterion that establishes the complexity, repeatability and periodic expiry of the password;
- connectivity to external networks protected by Firewall.

In addition to the above measures, as of May 2018, the Innovery Group has issued 2 documents "Security Vademecum" and "Employee Instrumental Equipment" and "Data Classification" procedure, which are periodically updated) with the aim of regulating the behaviour of its employees both for the correct use of company tools and for the protection of sensitive information potentially present in them.

No complaints were received from external parties or regulators in 2023 and the two previous years (2021 - 2022)

In 2023, a security incident was detected by the Security Operations Centre (SOC), which identified an abnormal volume of data traffic directed to a single IP address, and immediately isolated the server involved, thus preventing further impacts and avoiding consequences on the services offered to customers

Following the detailed analysis, it was found that the data exfiltrated were mainly documents of a commercial nature (invoices, orders, etc.), and on the basis of the internal investigations carried out, it could be confirmed that no data relating to services or products offered by Innovery were involved, and that these data did NOT contain any sensitive data or data relating to or traceable to customers' systems.

All the monitoring and risk assessment procedures required by the GDPR were implemented and, in cooperation with privacy experts and external consultants, it was determined that the impact was of a level that did not require mandatory notification to the competent authorities while issuing an official statement on the matter

Furthermore, as already mentioned in section 3.3, Innovery is ISO 27001 certified to set up and manage an information security management system to prevent, detect and combat cyber risks and preserve the data of both customers and its employees

7. Governance, Ethics and Business Integrity

On the governance front, Innovery equipped itself in 2023 with a structured system of internal proxies also through appropriate powers of attorney assigned to senior figures.

All employees in Italy are informed of the adoption of Model 231 and trained through online training.

The Code of Ethics and Control is in use and published on the website (www.innovery.net) for both Italian and foreign companies.

7.1 Anticorruption Policies and Model ex Legislative Decree 231 2001 specific to Italian legislation

The Innovery Group, in compliance with Legislative Decree 231/2001, has implemented and adopted, for the Italian context, a model and an organisation, management and control system that defines the rules of conduct, identifies the control measures to be adopted to constantly prevent the risks arising from unlawful conduct (offences under Legislative Decree 231/2001), in order to ensure ever greater conditions of fairness and transparency in the conduct of business and corporate activities. In other countries, a similar model has been adopted with regard to **anti-corruption policies and procedures**. For further information, the document '**Anti-Corruption Prevention Policies**' is available on the website www.innovery.net.

The Organisational Model and the Risk Analysis are periodically reviewed and updated, taking into account the possible introduction of new offences and changes in Company Organisational Charts and related processes.

The document concerning the '**Organisational and Control Model**' and the '**Code of Ethics and Control**' in force is published on the Intranet and on the company website www.innovery.net for further information.

7.2 Code of Ethics and Control

The Code of Ethics: specifies the fundamental principles of the corporate culture, the reference values and the concrete rules of conduct for all internal and external collaborators who have a direct or indirect relationship with Innovery companies.

Innovery operates on the basis of a formalised internal code of ethics adopted by all Group employees, which aims to protect human rights by recognising and respecting the personal dignity, privacy and personal rights of each individual.

Employees and Company Managers must also take into express and constant consideration respect for the individual, his/her dignity and values, avoiding any discrimination based on gender, race and ethnic origin, nationality, age, political opinions, religious beliefs, state of health, sexual orientation and economic and social conditions. Innovery also requires its Collaborators and Suppliers to respect the principles on which the Code of Ethics and Control is based, also by virtue of specific contractual clauses.

The Group guarantees and promotes diversity and respect for gender equality also through specific procedures, policies and training; discrimination of any kind is not tolerated.

Compliance with the provisions of the Code of Ethics is an integral part of the contractual obligations of Employees, in accordance with the provisions of the regulations of the individual countries, and their violation by Employees constitutes, depending on the case, a disciplinary offence (punishable according to the regulations in force) and/or a breach of contract that may result in compensation to the Company for any

damages resulting from such violation.

The formulation of this value system is accompanied by rules of conduct, including those relating to the prevention of corruption, which must be applied, without exception, by all managers and employees of all Innovery companies.

For further details, please refer to the document 'Code of Ethics and Control' published on the intranet and the company website *www.innovery.net*. As a result of these supervisory actions implemented by the Group, there are no significant risks on the issue of Human Rights.

7.3 Whistleblowing

With the entry into force of Legislative Decree 24/2023 on 31 March 2023 for the transposition of EU Directive 2019/1937, new regulatory obligations have arisen to be fulfilled and consisting in the implementation of an internal channel for the management of whistleblowing not only for companies that have adopted the MOG 231 but also for all those with more than 50 employees

The Innovery Group has implemented the **Whistleblowing** process using the 'Ithikios' tool to set up an automated system to protect employees and other stakeholders who wish to report crimes or irregularities they have become aware of in the course of their work and to promote a 'social conscience' within the workplace, which encourages individuals to take action to report to the authority or even their employer, any wrongdoing they have become aware of in the course of their work.

In addition to employees, with the widening of the scope of application provided for by the Decree, any customers, suppliers, consultants, former employees, etc. are thus also protected with the same care as for employees.

Innovery, therefore, fully complying with the EU Directive provides a whistleblowing system that ensures:

- Provision of a secure IT channel for handling reports that guarantees the confidentiality of the reporter's identity and is designed in accordance with the General Data Protection Regulation (GDPR);
- Issue an acknowledgement of receipt of the report to be sent within 7 days of receipt;
- Send feedback to the reporter within 3 months of receipt;
- Possibility for whistleblowers to access the ANAC public channel available to any public or private company.

The Whistleblowing system and the related procedure adopted by Innovery are accessible on the company website *www.innovery.net*.

8. Performance Indicators

[GRI 2.7 & 2.8; GRI 401-1; GRI 403-9; GRI 403-10; GRI 404-1; GRI 404-3; GRI 405-1; GRI 406-1; GRI 418-1; GRI 205-2; GRI 205-3; GRI 405-1; GRI 419-1; GRI 302-1; GRI 302-3; GRI 305-1; GRI 305-2 ; GRI 305-4]

8.1 Environment

As of 2022, all ESG KPIs include data from the Spanish company Open3S acquired in July 2022 (with 26 employees as of 31/12/22) and then merged into Innovery Espana in July 2023.

The 40.5 per cent increase in direct greenhouse gas emissions (Scope 1) is due to the full resumption of commercial activities in 2023, resulting in an increase in car travel, especially for the commercial division

The 31.1 % decrease in indirect Scope 2 (location-based) greenhouse gas emissions is due to the reduction in electricity consumption both in Italy (-28 % due to the closure of two sites in 2023, one in Turin and one in Rome) and in Spain (-41 % mainly due to the closure of a site in Madrid and rationalisation of systems). Furthermore, Scope 2 Market Based greenhouse gas emissions decreased by 60.9 % because in February 2023 the parent company Innovery SpA signed a contract for the supply of 100% certified renewable energy in Italy

In 2023, an agreement was signed with a single supplier regarding the management of the company car fleet, which envisages an ageing process and aims to replace older, more polluting cars with greener cars with reduced CO2 emissions and hybrids

ENVIRONMENTAL ²									
GRI	KPI	UoM	2023	2022	2021	2020	2019	Δ%(23-22)	
GRI 302-1	Energy consumption within the organisation	GJ	2,055	1,869	1,877	986	2,003	+9.9%	
	➤ of which, renewable energy	%	9.9%	0%	0%	0%	0%	-	
GRI 302-3	Energy intensity	GJ/k€ revenues	0.031	0.034	0.034	0.024	0.056	-9.6%	
GRI 305-1	Direct GHG emissions (Scope 1) ³	tCO ₂ eq	103	74	78	22	96	+40.5%	
GRI 305-2	Energy indirect GHG emissions ⁴								
	➤ Scope 2 Location-based	tCO ₂	43	63	63	61	64	-31.1%	
	➤ Scope 2 Market-based	tCO ₂	35	90	90	83	82	-60.9%	
GRI 305-4	GHG emissions intensity								
	➤ Scope 1 + Scope 2 Location-based	tCO ₂ eq/k€ revenues	0.0022	0.0025	0.0025	0.0020	0.0045	-11.6%	
	➤ Scope 1 + Scope 2 Market-based		0.0021	0.0030	0.0030	0.0025	0.0050	-30.3%	

The table below shows gross direct (Scope 1) greenhouse gas emissions in metric tonnes of CO2 equivalent, excluding all greenhouse gas trade from the calculation of gross direct (Scope 1) greenhouse gas emissions.

Sources of emission factors include electricity and fuel consumption.

A breakdown of the emissions is shown in the table below:

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions				
GHG Emissions - tCO2eq		2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Scope 1	Direct emissions from combustion	103	74	78
	Emissions from refrigerant gas leaks	-	-	-
	Total Scope 1	103	74	78
—	Location-based	43	63	68
	Market-based	35	90	90
Total	Scope I and Scope II (Location-Based)	146	136	146
	Scope I and Scope II (Market-Based)	138	164	168

The method applied refers to the following formula:

$$\text{Greenhouse gas emissions} = \text{Activity data} * \text{Emission factor}$$

GHG conversion factors were applied for corporate reporting - Fuels using the UK Government as a source

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/891106/Conversion_Factors_2020_-_Full_set_for_advanced_users_.xls

8.2 Social

GRI 2-7: Information on Employees

Employees by gender

Total number of employees by gender									
Region	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Italy	206	73	279	198	71	269	179	67	246
Spain	72	26	98	80	22	102	62	13	75
Mexico	27	10	37	32	8	40	23	6	29
Total	305	109	414	310	101	411	264	86	350

Employees by age group

Employees per age range												
Number of employees	as of December 31st 2023				as of December 31st 2022				as of December 31st 2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Region: Italy	96	134	49	279	82	140	47	269	109	104	33	246
Region: Spain	39	50	9	98	25	74	3	102	15	60	-	75
Region: Mexico	17	19	1	37	20	19	1	40	9	20	-	29
TOTAL	152	203	59	414	127	233	51	411	133	184	33	350

Total number of employees by employment contract (permanent and fixed-term), by gender and region

Total number of employees by employment contract (permanent and temporary), by gender and region									
Type of employment contract	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Region: Italy									
Permanent	204	70	274	192	59	251	171	56	227
Temporary	2	3	5	6	12	18	8	11	19
Total	206	73	279	198	71	269	179	67	246
Region: Spain									
Permanent	72	26	98	80	21	101	61	13	74
Temporary	-	-	-	-	1	1	1	0	1
Total	72	26	98	80	22	102	62	13	75
Region: Mexico									
Permanent	27	10	37	32	8	40	23	6	29
Temporary	-	-	-	-	-	-	-	-	-
Total	27	10	37	32	8	40	23	6	29
TOTAL	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	303	106	409	304	88	392	255	75	330
Temporary	2	3	5	6	13	19	9	11	20
Total	305	109	414	310	101	411	264	86	350

Total number of employees by type of employment (full-time and part-time), by gender

Total number of employees by employment type (full-time and part-time), by gender									
Full-time / Part-time	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time	303	105	408	307	96	403	261	81	342
Part-time	2	4	6	3	5	8	3	5	8
Non-guaranteed hours employees	-	-	-	-	-	-	-	-	-
Part-time %	-	-	0%	-	-	0%	-	-	0%
Total	305	109	414	310	101	411	264	86	350

GRI 2-8 : Information on external workers

Total number of external workers by employment category and gender

Total number of external workers by employment category, by gender									
Employment category of external workers	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Contractors	1		1	1	-	1			-
Interns	1	1	2	-	-	-	1	1	2
Oster temporary collaboration (please specify)			-	1	1	2	1	1	2
Total	2	1	3	2	1	3	2	2	4

The workforce figure is expressed in Headcount

GRI 401-1: New recruitment and turnover

Number and percentage of new hires

Number and rate of new employees hire, by age group, gender and region.															
Number of employees	2023 (January 1st to December 31st)					2022 (January 1st to December 31st)					2021 (January 1st to December 31st)				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Region: Italy															
Male	37	8		45	22%	32	30	3	65	33%	15	29	6	50	28%
Female	6	5	1	12	16%	6	11	2	19	27%	5	10	4	19	28%
Total	43	13	1	57	20%	38	41	5	84	31%	20	39	10	69	28%
Rate	44,8%	9,7%	2,0%	20,4%		46,3%	29,3%	10,6%	31,2%		18%	38%	30%	28%	
Region: Spain															
Male	11	3	2	16	22%	16	10	1	27	34%	9	6	0	15	24%
Female	1	5	0	6	23%	5	3	0	8	36%	4	1	0	5	38%
Total	12	8	2	22	22%	21	13	1	35	34%	13	7	-	20	27%
Rate	31%	16%	22%	22%		84%	18%	33%	34%		87%	12%	0%	27%	
Region: Mexico															
Male	2		1	3	11%	12	5	1	18	56%	3	3		6	26%
Female	3	2		5	50%	2	1		3	38%	2	0		2	33%
Total	5	2	1	8	22%	14	6	1	21	53%	5	3	-	8	28%
Rate	29%	11%	100%	22%		70%	32%	100%	53%		56%	15%	0%	28%	
TOTAL															
Male	50	11	3	64	21%	60	45	5	110	35%	27	38	6	71	27%
Female	10	12	1	23	21%	13	15	2	30	30%	11	11	4	26	30%
Total	60	23	4	87	21%	73	60	7	140	34%	38	49	10	97	28%
Rate	39%	11%	7%	21%		29%	26%	14%	34%		29%	27%	30%	28%	

Number and turnover rate, by age group, gender and region

Number and rate of turnover, by age group, gender and region.															
Number of employees	2023 (January 1st to December 31st)					2022 (January 1st to December 31st)					2021 (January 1st to December 31st)				
	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Region: Italy															
Male	17	17	1	35	17%	21	21	4	46	23%	34	11	3	48	27%
Female	2	4	2	8	11%	6	7	2	15	21%	6	6	4	16	24%
Total	19	21	3	43	15%	27	28	6	61	23%	40	17	7	64	26%
Rate	20%	16%	6%	15%		33%	20%	13%	23%		37%	16%	21%	26%	
Region: Spain	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	11	11	2	24	33%	12	9	1	22	28%	9	9		18	29%
Female	1	1		2	8%	0	5	0	5	23%	3	2		5	38%
Total	12	12	2	26	27%	12	14	1	27	26%	12	11	-	23	31%
Rate	31%	24%	22%	27%		48%	19%	33%	26%		80%	18%	#VALORE!	31%	
Region: Mexico	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	2	6		8	30%	6	2	1	9	28%	2	2		4	17%
Female	3			3	30%	1			1	13%	2			2	33%
Total	5	6	-	11	30%	7	2	1	10	25%	4	2	-	6	21%
Rate	29%	32%	0%	30%		35%	11%	100%	25%		44%	10%		21%	
TOTAL	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	30	34	3	67	22%	39	32	6	77	25%	45	22	3	70	27%
Female	6	5	2	13	12%	7	12	2	21	21%	11	8	4	23	27%
Total	36	39	5	80	19%	46	44	8	98	24%	56	30	7	93	27%
Rate	24%	19%	8%	19%		36%	19%	16%	24%		42%	16%	21%	27%	

With reference to the personnel who left the company in 2021, it should be noted that apprentices in school/work alternation are also included. There are a total of 20 school/work apprentices, of whom 19 are men and 1 a woman.

GRI 403-9: Accidents at work

No occupational accidents were recorded for the three-year period 2020 2021 2023 (1 January - 31 December) for Employees, and External Consultants

GRI 403-10 Occupational health and safety

No work-related illnesses were recorded for the three-year period 2020 2021 2023 (1 January - 31 December) with regard to Employees, and External Consultants

GRI 404-1: Average annual training hours per employee

Number of training hours the organisation's employees undertook by job category and gender

Number of hours of training that organization's employees have undertaken by employment category and gender									
Training hours	2023 (January 1st to December 31st)			2022 (January 1st to December 31st)			2021 (January 1st to December 31st)		
	N. Hours Male	N. Hours Female	N. Hours Total	N. Hours Male	N. Hours Female	N. Total hours	N. Hours Male	N. Hours Female	N. Total hours
Executives	392	78	470	16	30,5	47	64	2	66
Managers	504,07	86	590	316,5	16	333	438,90	140	578
White collars	2.959,05	1.178	4.137	3137,25	845	3.982	2.365,50	863	3.229
Blue collars	-	-	-	0	0	-	-	2	2
Total	3.855	1.342	5.197	3.470	892	4.361	2.868	1.007	3.874

Average hours of training per employee and per category

Average training hours per employee by category			
Average Hours	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Executives	26,11	4,09	2,45
Managers	11,35	15,22	7,92
White collars	12,03	10,94	11,49
Blue collars	-	2,00	-
Total	12,55	11,07	10,61

Average hours of training by gender

Average training hours by gender			
Average Hours	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Male	12,64	10,86	11,19
Female	12,31	39,18	8,83
Average hours	12,60	11,07	10,61

GRI 404-3: Percentage of employees receiving regular performance and career development evaluations

Employees receiving regular performance and career development evaluations by gender and employee category

Employees receiving regular performance and career development reviews per gender and employee category									
Number of employees	2023 (January 1st to December 31st)			2022 (January 1st to December 31st)			2021 (January 1st to December 31st)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	1	-	1			-	-	-	-
Managers	10	3	13	1	1	2	19	5	24
White collars	77	12	89	76	19	95	105	27	132
Blue collars	-	-	-			-	-	-	-
Trainees	-	-	-			-	-	-	-
Total	88	15	103	77	20	97	124	32	156

Percentage of total employees who received regular performance and career development appraisals, by employee category

Percentage of total employees who received a regular performance and career development review, by employee category			
Average hours	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Executives	6%	0%	0%
Managers	25%	5%	63%
White collars	26%	27%	45%
Blue collars	0%	0%	0%
Total	25%	24%	45%

Percentage of total employees who received regular performance and career development appraisals, by gender

Percentage of total employees who received a regular performance and career development review, by gender			
Average hours	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Male	29%	25%	47%
Female	14%	20%	37%
Average hours	25%	24%	45%

GRI 405-1: Diversity in governing bodies and among employees

Total number of employees by employee category, region and gender

Total number of employees per employee category and age range												
Number of employees	as of December 31st 2023				as of December 31st 2022				as of December 31st 2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Region: Itlay												
Executives	0	6	6	12		7	5	12		6	5	11
Managers	0	13	18	31	3	10	17	30	1	16	11	28
White collars	96	115	25	236	79	123	24	226	108	82	16	206
Blue collars				-			1	1			1	1
Total	96	134	49	279	82	140	47	269	109	104	33	246
Region: Spain												
Executives	0	5	1	6		6	1	7		5		5
Managers	0	13	1	14		7		7		5		5
White collars	39	32	7	78	25	61	2	88	15	50		65
Blue collars	0			-	-	-	-	-				-
Total	39	50	9	98	25	74	3	102	15	60	-	75
Region: Mexico												
Executives	0	0	0	-				-				-
Managers		6	1	7		5		5	2	3		5
White collars	17	13	0	30	20	14	1	35	7	17		24
Blue collars				-				-				-
Total	17	19	1	37	20	19	1	40	9	20	-	29
TOTAL	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	-	11	7	18	-	13	6	19	-	11	5	16
Managers	-	32	20	52	3	22	17	42	3	24	11	38
White collars	152	160	32	344	124	198	27	349	130	149	16	295
Blue collars	-	-	-	-	-	-	1	1	-	-	1	1
Total	152	203	59	414	127	233	51	411	133	184	33	350

Vulnerable groups

Vulnerable groups										
Number of employees	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Executives			-			-			-	
Managers		1	1			-			-	
White collars	4	2	6	2	4	6	2	3	5	
Blue collars			-			-			-	
Total	4	3	7	2	4	6	2	3	5	

Percentage of employees by employment category and gender

Percentage of employees by employment category and gender									
Percentage	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	3,6%	0,7%	4,3%	3,4%	1,2%	4,6%	3,4%	1,1%	4,6%
Managers	9,2%	3,4%	12,6%	7,5%	2,7%	10,2%	8,6%	2,3%	10,9%
White collars	60,9%	22,2%	83,1%	64,5%	20,4%	84,9%	63,4%	20,9%	84,3%
Blue collars	0,0%	0,0%	0,0%	0,0%	0,2%	0,2%	0,0%	0,3%	0,3%
Total	73,7%	26,3%	100,0%	75,4%	24,6%	100,0%	75,4%	24,6%	100,0%

Percentage of employees by employment category and age group

Percentage of employees by employment category and age group												
Percentuale	as of December 31st 2023				as of December 31st 2022				as of December 31st 2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0,0%	2,7%	1,7%	4,3%	0,0%	3,2%	1,5%	4,6%	0%	3%	1%	5%
Managers	0,0%	7,7%	4,8%	12,6%	0,7%	5,4%	4,1%	10,2%	1%	7%	3%	11%
White collars	36,7%	38,6%	7,7%	83,1%	30,2%	48,2%	6,6%	84,9%	37%	43%	5%	84%
Blue collars	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,2%	0,2%	0%	0%	0%	0%
Total	36,7%	49,0%	14,3%	100,0%	30,9%	56,7%	12,4%	100,0%	38%	53%	9%	100%

Percentage of employees for vulnerable groups or other diversity indicators

Percentage of employees by vulnerable groups or other indicators of diversity									
Percentuale	as of December 31st 2023			as of December 31st 2022			as of December 31st 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Managers	0,0%	7,1%	1,9%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
White collars	1,6%	2,2%	1,7%	0,8%	4,8%	1,7%	0,9%	4,1%	1,7%
Blue collars	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Total	1,3%	2,8%	1,7%	0,6%	4,0%	1,5%	0,8%	3,5%	1,4%

Board members of the organisation by age and gender

Members of the organization's Board of Directors by age and gender													
Number of people	as of 31st December 2023				as of 31st December 2022				as of 31st December 2021				
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	
Male	0	2	3	5	0	2	3	5	0	2	3	5	
Female	0	0	0	-	0	0	0	-	0	0	0	-	
Total	-	2	3	5	-	2	3	5	-	2	3	5	
Members of vulnerable groups	0	0	0	-	0	0	0	-	0	0	0	-	

Percentage of members of the organisation's governing bodies (Board of Directors)

Percentage of members of the organization's governing bodies (Board of Directors)			
%	as of 31st December 2023	as of 31st December 2022	as of 31st December 2021
Gender			
Male	100%	100%	100%
Female	0%	0%	0%
Per age group			
<30 years	0%	0%	0%
30-50 years	40%	40%	40%
>50 years	60%	60%	60%
[Optional] Vulnerable groups			
Members of vulnerable groups	0%	0%	0%

Note: only the CDA members of Innovery SpA were taken into account.

GRI 406-1 Non-discrimination

In the three-year period 2020-2021 -2023 (1 January - 31 December), no incidents of discrimination of any kind were found and therefore no sanctions were applied under the regulations.

GRI 418-1 Substantiated complaints regarding privacy breaches and loss of customer data

In the three-year period 2023- 2022-2021, Innovery had no substantiated complaints regarding breaches of customer privacy

Substantiated complaints concerning breaches of customer privacy and losses of customer data			
	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Total substantiated complaints received concerning breaches of customer privacy	0	0	0
of which received from outside parties and substantiated by the organization	0	0	0
of which received from regulatory bodies	0	0	0

Leaks, thefts, or losses of customer data			
	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
Total number of identified leaks, thefts, or losses of customer data	0	0	0

8.3 Governance

GRI 205 -2: Communication and training on anti-corruption policies and procedures

Members of governing bodies to whom anti-corruption policies and procedures have been communicated.

Disclosure	Members of the governance bodies to which anti-corruption policies and procedures have been <i>communicated</i>			
	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	
205-2 a.	Number	14	5	15
	Percentage	100%	100%	100%

Members of governing bodies who have received anti-corruption training

Disclosure	Members of governance bodies who have received <i>training</i> in anti-corruption matters			
	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)	
205-2 d.	Number of people	14	5	0
	Percentage	100%	100%	0%
	Members of the governance bodies			
	as of 31st December 2023	as of 31st December 2022	as of 31st December 2021	
Number	14	5	15	

Employees to whom anti-corruption policies and procedures have been communicated

Disclosure	Employees to whom anti-corruption policies and procedures have been communicated			
	Number of people	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
205-2 b.	Executives	18	19	16
	Managers	52	42	38
	White collars	344	349	295
	Blue collars	0	1	1
	Total	414	411	350
	Percentage	100%	100%	100%

Employees who have received anti-corruption training

Disclosure	Employees who have received anti-corruption training:			
	Number of people	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
205-2 e.	Executives	18	17	11
	Managers	52	35	28
	White collars	344	252	206
	Blue collars	0	1	1
	Total	414	305	246
	Percentage	100%	74%	70%

Employees by category			
	as of 31st December 2023	as of 31st December 2022	as of 31st December 2021
Executives	18	19	16
Managers	52	42	38
White collars	344	349	295
Blue collars	0	1	1
Total	414	411	350

Business partners to whom the Policies and Procedures have been communicated, divided by type of Business Partner partner

Disclosure	Business partners to whom the anti-corruption policies and procedures have been communicated, divided by type of business partner			
		2023 (January 1st to December 31st)	2022 (January 1st to December 31st)	2021 (January 1st to December 31st)
205-2 c.	business partners (Products - professional Services)	241	387	110
	Type 2 (Specify)			

	Type N. (Specify)			
	Total	241	387	110
	Percentage	100%	100%	100%

Total number of business partner			
	as of 31st December 2023	as of 31st December 2022	as of 31st December 2021
Number	241	387	110

GRI 2-7 c No fine for non-payment was received by Innovery in 2023. In 2022 NB Security & Services received a fine for non-payment of taxes in the amount of EUR 38,094. In 2021 NB Service a received a fine for non-payment of VAT (EUR 31,557).

GRI 205-3 In the three-year period 2023 2022 2021 there were no incidents of corruption involving employees or business partners

In the three-year period 2023 2022 2021 Innovery received no significant fines and non-monetary penalties for non-compliance with social and economic laws and/or regulations

9. GRI Correlation Table - Materiality

[GRI 103-1]

Identified material aspects	GRI Topics	Perimeter of impact	Type of impact
Anti-corruption and anti-money laundering	Anticorruption	Innovery	Caused by Innovery
Environmental management (energy consumption, emissions, use of materials)	Emissions - Energy - Materials	Innovery	Caused by Innovery
Business Ethics and Integrity	Anticorruption	Innovery	Caused by Innovery
Staff management, development and welfare	Employment, training and education	Innovery	Caused by Innovery
Customer Data Privacy and Information Security	Data privacy	Innovery Suppliers	Caused by Innovery and directly related to business relations
Quality, innovation and reliability of service	N/A	Innovery	Caused by Innovery
Employee health and safety	Staff Health and Safety	Innovery	Caused by Innovery

10. GRI Content Index

[GRI 102-55].

GRI Standard	Description	Chapter/Paragraph
GRI 102-1	Organisation Name	3 Innovery Group Profile
GRI 102-2	Activities, brands, products and services	3.1 The History and Transformation of the Innovery Group
		3.2 Target Market and Business Divisions
GRI 102-3	Location of head office	3.2 Target Market and Business Division
GRI 102-4	Location of activities	3.1 The History and Transformation of the Innovery Group
		3.2 Target Market and Business Divisions
GRI 102-5	Ownership and legal form	3.1 The History and Transformation of the Innovery Group
GRI 102-6	Markets served	3.1 The History and Transformation of the Innovery Group
		3.2 Target Market and Business Divisions
GRI 102-7	Size of the organisation	3.1 The History and Transformation of the Innovery Group
GRI 102-8	Information on employees and other workers	6.1 Human capital and employment
		8. Performance Indicators - Social
GRI 102-9	Supply chain	3.5. Suppliers and purchase of products and consultants
GRI 102-10	Significant changes to the organisation and its supply chain	3.1 The History and Transformation of the Innovery Group
		2. Methodological note
GRI 102-12	External Initiatives	The Innover Group does not adhere to external economic, social and environmental codes and principles
GRI 102-14	Statement by a senior manager	1. Letter to stakeholders
GRI 102-16	Values, principles, standards and norms of behaviour	7. Governance Ethics and Business Integrity
GRI 102-40	List of stakeholder groups	4. The Innovery Corporate Sustainability Path
GRI 102-41	Collective Bargaining Agreements	8. Performance Indicators
GRI 102-42	Identification and selection of stakeholders	4. The Innovery Corporate Sustainability Path
GRI 102-46	Definition of report content and topic perimeters	2. Methodological note
		4. The Innovery Corporate Sustainability Path
GRI 102-47	List of material topics	4. The Innovery Corporate Sustainability Path

GRI 102-48	Review of information	2. Methodological note
		8. Performance Indicators
GRI 102-49	Significant changes in reporting	2. Methodological note
		8. Performance Indicators
GRI 102-50	Reporting Period	2. Methodological note
		8. Performance Indicators
GRI 102-51	Date of publication of the most recent report	May 2022
GRI 102-52	Reporting Period	2. Methodological note
GRI 102-53	Contacts and useful addresses to request information on the Sustainability Report and its contents	2. Methodological note
GRI 102-54	Statement on reporting in accordance with GRI Standards	2. Methodological note
GRI 102-55	GRI Table of Contents	8. Performance Indicators
GRI 102-56	External Assurance	2. Methodological note
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI -Materiality correlation table
GRI 103-3	Assessment of management modes	3.8. Economic-financial results
GRI 103-1	Explanation of the material aspect and consolidation perimeter	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	5. Fairness and responsibility: code of ethics, models and 231 systems
GRI 103-3	Assessment of management modes	7. Governance, Ethics and Business Integrity
GRI 205-2	Communication and training anti-corruption policies and procedures	In 2022, 2021 and 2020, there were no confirmed cases of corruption.
GRI 205-3	Established incidents of corruption and actions taken	In 2022, 2021 and 2020, there were no confirmed cases of corruption.
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path

		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	5. Environmental performance of the Innovery Group
		5.1 Energy consumption
GRI 103-3	Assessment of management modes	5. Environmental performance of the Innovery Group
		5.1 Energy consumption
GRI 302-1	Energy consumed within the organisation	5.1 Energy consumption
		8. Performance Indicators
GRI 302-3	Energy intensity	5.1. Energy consumption
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	5. Environmental performance of the Innovery Group
		5.2 Environmental emissions and waste
GRI 103-3	Assessment of management modes	5. Environmental performance of the Innovery Group
		5.2 Environmental emissions and waste
GRI 305-1	Direct GHG Emissions (Scope 1)	5.2 Environmental Emissions and Waste
		8. Performance Indicators
GRI 305-2	Indirect GHG emissions from energy consumption (Scope 2)	5.2 Environmental Emissions and Waste
		8. Performance Indicators
GRI 305-4	Intensity of GHG emissions	5.2 Environmental Emissions and Waste
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	6.1 Human Capital and Employment
GRI 103-3	Assessment of management modes	6.1 Human Capital and Employment
GRI 401-1	New recruitments and turnover	6.1 Human Capital and Employment
		8. Performance Indicators

GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI -Materiality correlation table
GRI 103-2	The management mode and its components	6.5 Staff Health and Safety
GRI 103-3	Assessment of management modes	6.5 Staff Health and Safety
GRI 403-9	Accidents at work	6.5 Staff Health and Safety
		8. Performance Indicators
GRI 403-10	Occupational Diseases	6.5 Staff Health and Safety
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		8. Performance Indicators
GRI 103-2	The management mode and its components	6.1 Human Capital and Employment
		6.4 Staff Training and Development
GRI 103-3	Assessment of management modes	6.1 Human Capital and Employment
		6.4 Staff Training and Development
GRI 404-1	Average annual training hours per employee	6.4 Staff Training and Development
		8. Performance Indicators
GRI 404-3	Percentage of employees receiving a periodic evaluation of performance and professional development	6.4 Staff Training and Development
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innovery Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	6.2 Diversity and equal opportunities
GRI 103-3	Assessment of management modes	6.2 Diversity and equal opportunities
GRI 405-1	Diversity in governing bodies and among employees	6.2 Diversity and equal opportunities
		8. Performance Indicators

GRI 103-1	Explanation of the material theme and related perimeters	4. The Innoverly Corporate Sustainability Path
GRI 103-2	The management mode and its components	9. GRI Correlation Table -Materiality
GRI 103-3	Assessment of management modes	6.6 Customer Data Privacy and Information Security
GRI 418-1	Proven complaints of privacy violations of customers and loss of customer data	6.6 Customer Data Privacy and Information Security
		8. Performance Indicators
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innoverly Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 419-1	Non-compliance with laws and social and economic regulations	7. Governance, Ethics and Business Integrity
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innoverly Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	3.3. Quality and customer satisfaction
GRI 103-3	Assessment of management modes	3.3. Quality and customer satisfaction
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innoverly Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	3.4. Innovation, research and development
GRI 103-3	Assessment of management modes	3.4. Innovation, research and development
GRI 103-1	Explanation of the material theme and its perimeters	4. The Innoverly Corporate Sustainability Path
		9. GRI Correlation Table -Materiality
GRI 103-2	The management mode and its components	9. GRI Correlation Table -Materiality
GRI 103-3	Assessment of management modes	9.GRI Correlation Table -Materiality