



LA FENICE

CERAMICHE

SUSTAINABILITY REPORT - ESG
2022



La Fenice srl
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Letter to the Stakeholders

Dear Stakeholders,

We are honoured and proud to be able to present the **1st Sustainability Report** of our Group, which reports the performance of the last two years and future commitments in ESG – environmental, social and Governance – sustainability.

The **brilliant economic** and financial results achieved in 2022 stem from huge sacrifices and very clear strategies, that have led La Fenice Ceramiche to consolidate its commercial leadership in several sectors in the Ceramics market.

The loyalty of leading distribution chains at European level was confirmed in 2022, also thanks to the great care we devote to quality, as evidenced by our certified Management System.

In terms of **environmental impact**, the Group obtained the ISO 14001 certification, which monitors the confidence in an organisation's ability to fulfil its environmental policy and to comply with applicable laws to limit pollution and constantly improve its performance.

Furthermore, for the next two years, the Group has planned large-scale investments for the brand new Bondeno production facility, with strategies that will quickly lead to a significant reduction of emissions, in line with European directives.

Also in terms of **Corporate Social Responsibility**, La Fenice Ceramiche is committed on various fronts: internally, it empowers the skills of its employees and protects their well-being and safety, for which it is planning to obtain ISO 45001 certification; with regard to the local community, the Group has, for year, been supporting various sports initiatives, exemplified in the sponsorship of an important Serie A basketball team and all its youth teams. It also has a history of making charitable donations to hospital facilities and supporting the local public administration in the areas in which we operate, to support cultural initiatives.

One of our distinctive features is the pursuit of new development objectives with sustainability criteria. We look forward to addressing you in **next year's report**, when we will be able to concretely illustrate the further efforts that we will make.

Zoello Cavazzuti
La Fenice Managing Direct

2022 Highlights

ENVIRONMENT

- Product **research** to save on raw materials
- 100% recovery of **process water** in the ultrafiltration washing plant
- 100% boxes with **FSC** or **recycled** cardboard
- **White certificates** on heat recovery
- **100% recovery** of greenware, fired, glazed and unglazed waste
- 100% Porcelain stoneware **produced in Italy**
- ISO 14001 **certification**

SOCIAL

- **767 hours** of training delivered
- **14 different nationalities** at the company
- **Sponsorship** of Pallacanestro Reggiana and local football clubs
- **Donations** to the Casalgrande and Gonzaga Municipalities
- Local territory contributions of **€ 99.800**

GOVERNANCE

- Corporate Code of **Ethics**
- ISO 9001 **certification**

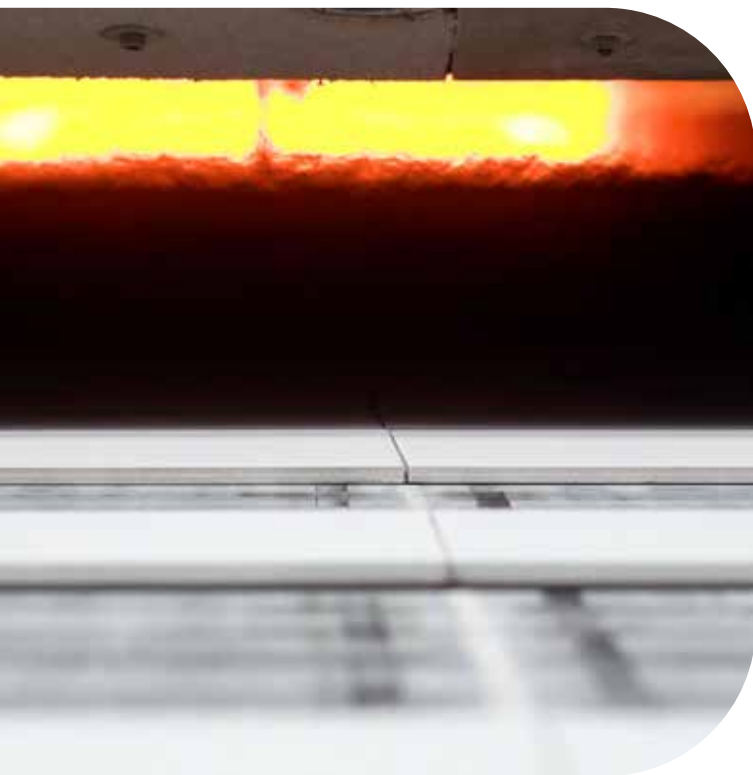


About us

La Fenice Group has been producing and marketing ceramic tiles for over twenty years, in the heart of the world's most important ceramic production area, and is one of the leading Italian companies in the sector.

It has grown step by step, gaining extensive expertise in the world of ceramics and in the markets. Today, the Group produces 6.3 million square metres of tiles a year, of which it markets approximately 9 million in more than 100 Countries all over the world and it is a European leader in Mass retail.

Its way of conducting business is based on the technical and design quality of the products, the stringency and sustainability of the production processes and the search for technological innovation to enhance the excellence of 100% Italian design.



THE MILESTONES OF OUR COMPANY HISTORY

1998

La Fenice is born to market ceramic products selected by Enrico Guidetti (still the CEO) in the Far East. The excellent quality of these tiles opens the doors of a number of French, Spanish and Italian showrooms. In very few years, from a sole proprietorship it turns into one of the most important realities of the Sassuolo district.

2004

After leaving the Far East, La Fenice explores markets such as Spain and Italy. In the meantime, the number of customers grows, as does the Group.

2005

From the small office in Sassuolo (province of Modena), the headquarters moves to the current facility in Casalgrande (province of Reggio Emilia), with a surface area of more than 3,500 m².

2013

La Fenice starts producing its collections in a facility in Fiorano Modenese (province of Modena), which also houses the logistics department. Following extensive restructuring, the area of the Casalgrande site devoted to offices, to the samples departments and to the new Showroom increases.

2018

Purchase and full renovation of the production facility of Bondeno (province of Mantua). In June 2019, production began in the new plant.

2020

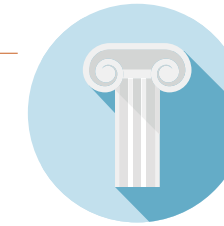
In January, in-line rectification starts operating, one of the largest in the ceramic production area, with its 3.5 million m² a year. The Casalgrande offices are further extended, as is the company Showroom.

OUR VALUES

In its production, commercial and management choices, La Fenice is guided by these corporate values:

CERAMIC TRADITION

The solid knowledge of ceramics enables the company to provide a wide range of innovative solutions for all construction sectors.



QUALITY

Maintaining the highest product and service quality standards is key to retaining and increasing the trust and appreciation of customers that we have gained over the years.



TEAM WORK

Cultivate, thanks to collaborative leadership, the skills, talent and creativity of the people who build the company's history every day.



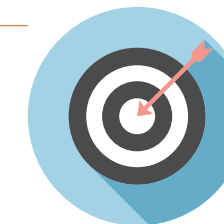
INNOVATION

Invest in research and technological innovation to improve the range of products and reduce environmental impacts.



DEMOCRATIC DESIGN

Combine design and functionality, to offer flexible solutions capable of generating genuine tactile and visual sensations, always within everyone's reach.



TRANSPARENCY

Maintain a sincere and open dialogue with all employees and stakeholders.



COMPANY MISSION

The company's mission is to combine design and functionality and put the most advanced technologies at the service of a solid knowledge of ceramic materials.

Building our history on the skills, talent and creativity of people is the only way we know of making the full journey with our ceramic collections back to the people. To their practical needs and tastes. This is the goal that has always guided the activities of La Fenice.



Governance

THE GROUP

La Fenice Group consists of the Holding Company La Fenice, a trading company based in Casalgrande, and its three subsidiaries: **Keritaly**, the group's production unit located in Bondeno di Gonzaga, **Gres Italia**, a trading company based

in Reggio Emilia, and **La Fenice Iberia**, a company incorporated under Spanish law. The latter is not included in the Sustainability Report, which only covers Italian companies.



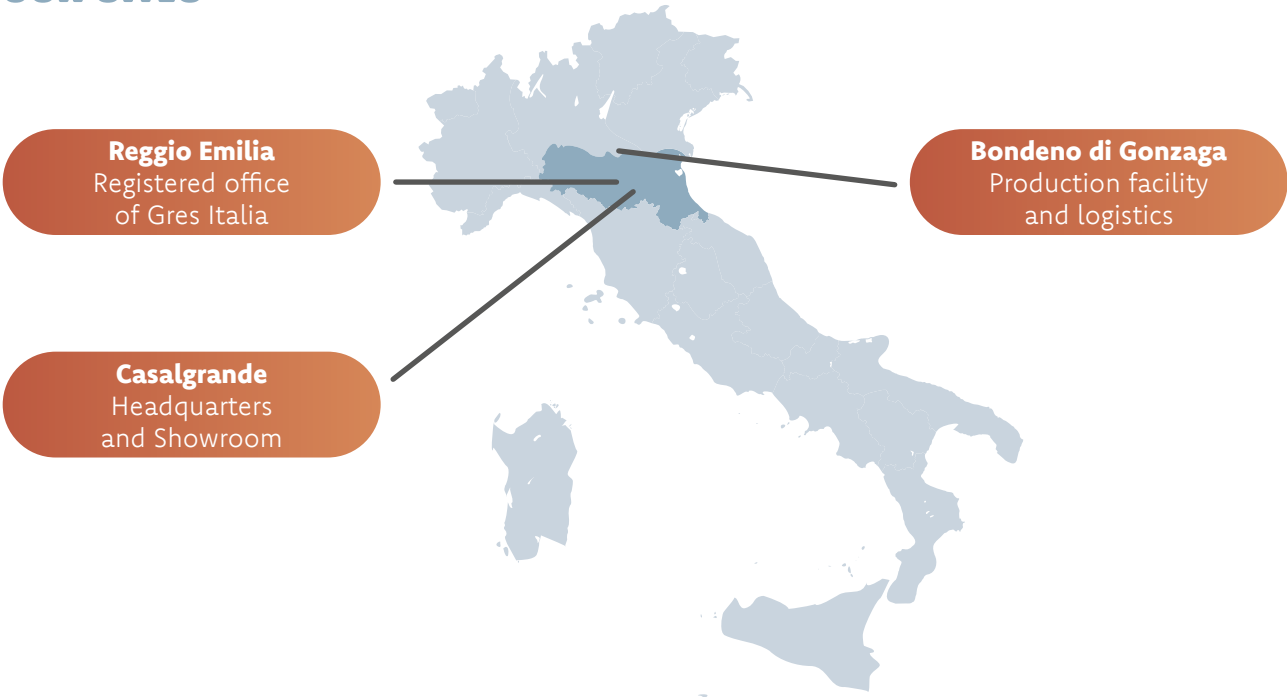
CORPORATE STRUCTURE AND ORGANISATION

The Board of Directors of La Fenice consists of three people: chairman Enrico Guidetti, Stefano Mattioli Bertacchini, and Zoello Cavazzuti, who is the Managing Director. All Group companies have a board of statutory auditors and their financial statements are subject to yearly audits.

Composition of the Board of Directors (31.12.2022)	Unit of measurement	Men	Women	Total
30-50 years	no.	1	0	1
Over 50	no.	2	0	2
Total	n.	3	0	3

Holding Structure	Unit of measurement	no. Shares held	Share capital %
Enrico Guidetti	no., %	1.875.000	75.00%
Stefano Mattioli Bertacchini	no., %	625.000	25.00%
Total	no., %	2.500.000	100%

OUR SITES



The Showroom within the Casalgrande headquarters was set up in 2013 and was extended at the end of 2020, with the addition of an exhibition area for the most recent collections. An actual atelier where the items on display are nothing but an anticipation of something that has not been created yet.

Conversely, the Bondeno production facility is a model of applied industry 4.0. The facility was built from scratch, designed and constructed in accordance with the highest standards of safety, competitiveness, and environmental awareness.



CODE OF ETHICS

The Group also has a Code of Ethics that sets out its rights, duties and responsibilities vis-a-vis all its stakeholders (customers, suppliers, employees and/or associates, shareholders, public bodies).

The Code of Ethics also sets out the rules of conduct that must be adhered to in day-to-day work and that are based, first and foremost, on compliance with the law. Furthermore, it sets out the

ethical standards of reference and the rules of conduct that should inform the company’s decision-making processes.

The document sets out the Group’s values and guiding principles, such as integrity, loyalty, honesty, non-discrimination, the protection of individuals, and transparency.

MANAGEMENT, ORGANISATION AND CONTROL MODEL

La Fenice, in order to ensure conditions of fairness and transparency in conducting its business and corporate activities, has decided to implement the management, organisation and control model pursuant to Italian Legislative Decree 231/2001. The Model 231 pertains to company Compliance, i.e. how an undertaking should not only adapt to the regulations, but also to its social-cultural context, while protecting its workers’ time, health and safety.

The model describes the operational procedures adopted and the responsibilities at the company, and is a valuable tool for raising the awareness of and providing information to all employees and all other stakeholders (consultants, Partners, etc.).

OUR STAKEHOLDERS

The Group’s Stakeholders originate from various sectors of the business, social and public world:



STAKEHOLDER ENGAGEMENT

The Group considers regular stakeholder engagement activities to be increasingly important when it comes to gathering expectations and suggestions that may help it anticipate requests and needs, as well as to maintain long-lasting relationships of trust with its various interlocutors.

That is why La Fenice undertakes to engage in constant dialogue between the parties, through a variety of channels and methods depending on the category of Stakeholder involved. Here are the main ones:

Stakeholder		Contact and engagement methods
Internal	Employees	Survey on ESG material topics Focus Groups on material topics E-mail communications Company notice board Company events Refresher courses Regular meetings
External	Customers	Survey on ESG material topics E-mail and telephone communications Loyal customers go on a ‘reward’ trip organised by the company Corporate website Trade show (Cersaie) On-site audits by customers
	Suppliers	Survey on ESG material topics Focus Groups on material topics E-mail and telephone communications Events and meetings organised by suppliers
	Trade unions	Meetings on workplace issues
	Trade organisations	Member of Confindustria Ceramica Meetings Events Communications and updates by e-mail Trade show (Cersaie)
	Public Administrations	Authorisations and permits
	Schools and Universities	Onboarding of young people with internships
	Financial world	Events organised by banks, both in person and online E-mail or telephone communications
	Media	Newspaper ads
	Regulatory Bodies	Periodic audits and checks
	Local community	Sponsorship of Pallacanestro Reggiana Sponsorship of Atletico Bilbago and ASD San Faustino football clubs One-off donations to the Casalgrande and Gonzaga Municipalities



The commitment for Sustainability

CERTIFICATIONS


La Fenice has decided to obtain various voluntary product or process certifications to convey its commitment to reducing the environmental and social impacts of its activities, maintaining the very high quality of the finished product.

In addition to the certifications of the Quality Management System and of the Environmental Management System, next year La Fenice will also pursue the ISO 45001 certification of its Occupational Health and Safety Management System.

PROCESS CERTIFICATIONS

Certification	Description	Scope
	La Fenice adopts a certified Environmental Management System. Its application enables a systematic and documented approach to environmental aspects, aimed at protecting the environment and pursuing the continuous improvement of performance.	Global
	La Fenice adopts a Quality Management System to improve the control of its products and its services in compliance with the current regulations and internal specifications, in order to meet the needs and expectations of its customers and all its stakeholders.	Global

PRODUCT CERTIFICATIONS

UPEC Certification	
	The tests that the tiles undergo at the “Centre Scientifique du Bâtiment (CSTB)”, in accordance with the ISO regulations in force, are aimed at establishing the resistance and performance of the products with regard to four essential dimensions: resistance to wear (U), to perforation (P), to water (E) and to chemical attack (C).

THE SUSTAINABILITY MATERIAL TOPICS

The Sustainability material topics are the significant themes, in terms of economic, social and environmental impacts, which the company strives to address with the aim of improving its sustainability profile.

To obtain a full overview of the possible areas on which to focus efforts and resources, La Fenice has identified a list of significant topics as impacts to be reduced and as new opportunities for improvement, to undergo assessment by internal and external Stakeholders, in order to guide more effectively its choices and strategic objectives in the area of ESG (Environment, Society, Governance).

Material Topic	Impacts and Opportunities	Management Methods	Scope
Energy efficiency and reduction of greenhouse gas emissions	<ul style="list-style-type: none">Climate change mitigationReduction of the use of fossil fuels	<ul style="list-style-type: none">Three types of white certificates relating to heat recovery on kilns, from kilns to dryers, on smoke exchangers.Three-year energy diagnosis.Continuous measurement of energy consumption, department by department.LED lighting fixtures.	La Fenice Group
Procurement policies with environmental and social criteria	<ul style="list-style-type: none">Social and environmental safeguarding of workers along the supply chainReduction of emissions and consumption of virgin raw materialsReduction of transport-related emissions	<ul style="list-style-type: none">Packaging made from FSC-certified cardboard and recycled paper.Packaging made from plastic film with recycled %.Recycled paper in offices.	La Fenice Group and suppliers
Sustainable research and innovation	<ul style="list-style-type: none">More sustainable products for customersExtension of product linesNew market sharesLower consumption of resources	<ul style="list-style-type: none">Research on the use of new micro grit for grip products.Research with supplier on a new engobe/enamel package, with reduction in the consumption of raw materials.Research on new surfaces made with glaze-less raw materials on a limited range of products.	La Fenice Group
Circularity and efficiency in the use of resources	<ul style="list-style-type: none">Reduction of waste and recycling/recoveryReduced consumption of water resourcesLower pressure on resources	<ul style="list-style-type: none">Separate waste collection in the offices.Separate collection of tile samples, wood, plastic and paper, toner.Ultrafiltration plant that makes it possible to recover washing water more than once.Recovery of greenware, fired, glazed and unglazed waste.Recovered waste oil.	La Fenice Group

Company Welfare and Work-Life Balance	<ul style="list-style-type: none">· Promotion of integrated well-being conditions of employees and collaborative climate at the company· Employee retention	<ul style="list-style-type: none">· Financial support by the company to employees experiencing difficulties.· Fuel vouchers.· Free basketball game tickets distributed to employees.· Agreements with canteens.· Break area.· Insurance covering all employees hospitalised due to Covid· Spot end-of-year prize.· Six-monthly dinners for all employees.	La Fenice Group employees
Employee health and safety	<ul style="list-style-type: none">· Prevention of accidents and diseases· Employee retention	<ul style="list-style-type: none">· Agreement with Unisalute for employees.· Regular medical checks.· Ergonomic facilities.· Compliance with the requirements of Italian Legislative Decree 81/2008.· Covid 19 safety actions (organisation of WFH, PCs to employees for working from home, gel dispensers, office disinfection, provision of face masks).· All facilities have earthquake-proof safety features.	La Fenice Group employees
Diversity and equal opportunities	<ul style="list-style-type: none">· Creation of an inclusive corporate culture that respects diversity· Safeguarding workers' rights	<ul style="list-style-type: none">· Corporate code of ethics.· Whistleblowing procedure.	La Fenice Group employees
Growth and training	<ul style="list-style-type: none">· Continuous professional development· Development of specific and soft skills within the company	<ul style="list-style-type: none">· Courses for the use of forklift trucks, platforms by operators.· Regular refresher courses.· First aid, fire prevention, safety courses.· Courses for new recruits on the use of company software.	La Fenice Group employees
Engagement of and support to local communities	<ul style="list-style-type: none">· Contribution to the social and cultural development of local communities	<ul style="list-style-type: none">· Sponsorships to sport clubs.· One-off donations.	La Fenice Group and community Stakeholders
Economic/financial performance	<ul style="list-style-type: none">· Strengthen reliability in relations with third-party investors· New solutions of management and production/technological innovation	<ul style="list-style-type: none">· Report on operations.· Monthly report.· Monthly financial situation (financial commitments for the following month).	La Fenice Group
Business Ethics and Integrity	<ul style="list-style-type: none">· Strengthen transparency and respect with customers and suppliers	<ul style="list-style-type: none">· Code of ethics.· Management, Organisation and Control Model 231.	La Fenice Group
Business Continuity	<ul style="list-style-type: none">· Respond to emergencies· Protect employment	<ul style="list-style-type: none">· Management, Organisation and Control Model 231.- Risk Assessment.· Management control over emergency situations.· Context analysis to prevent emergencies.	La Fenice Group
Customer Satisfaction	<ul style="list-style-type: none">· Improve reputation· Build customer loyalty	<ul style="list-style-type: none">· Direct contacts of sales personnel.· Visits to customers to maintain and monitor relations.· Complaint management, on-site checks of the complaint, customer support for any issues.	La Fenice Group and customers

THE MATERIALITY MATRIX

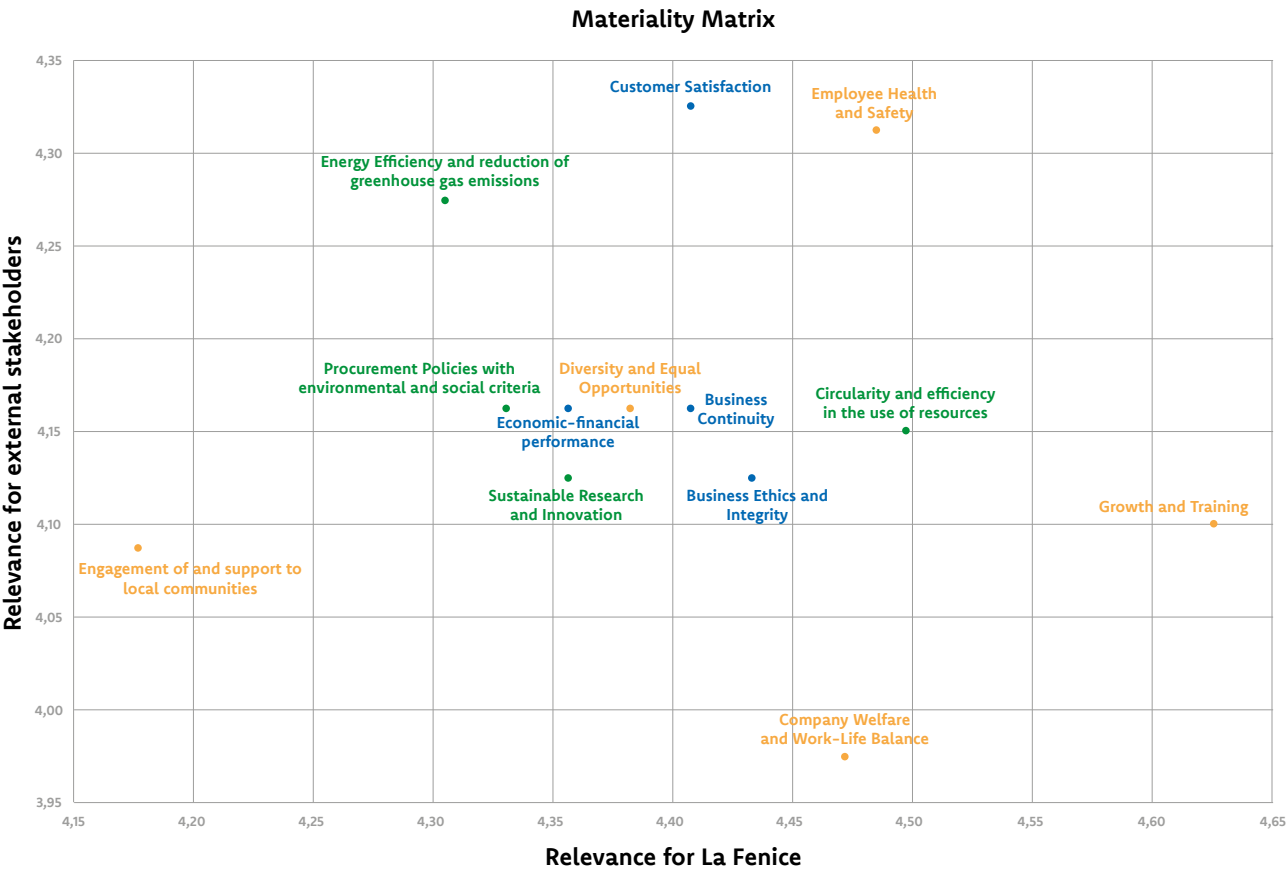
The Materiality Analysis is the process by which the Group identifies the most significant topics for the company and its Stakeholders, in order to focus efforts more effectively and to anticipate expectations on the topics reported. The Materiality Analysis of La Fenice Group was carried out in three different steps:

1. Identification of the scope of topics, aimed at identifying potentially significant Sustainability issues in the company's reference context, to be assessed internal and external Stakeholders;
2. Survey of the topics that should have priority, according to the assessment by internal and external Stakeholders. Internal (employees and company Management) and external (customers, suppliers, Public Administration and Third Sector) Stakeholders were consulted through an online survey and through a multi-Stakeholder qualitative Focus Group;

3. Preparation of the Materiality Matrix, i.e. the output of the process that shows in graphic form the position of the material topics in relation to their relevance for internal and external Stakeholders.

The results show how the issues of Customer Satisfaction, Employee Health and Safety, and Energy Efficiency and reduction of greenhouse gas emissions are considered more important by external Stakeholders.

Conversely, where the company is concerned, the priorities are Growth and Training of employees, Circularity and Efficiency in the use of resources, Corporate Welfare and, in accordance with the preferences of external Stakeholders, the issue of Employee Health and Safety.



LA FENICE FOR THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The activities of La Fenice Group contribute in-directly to the Sustainable Development Goals (SDGs) promoted by the UN. The actions undertaken in the last two years to locally implement some of the 17 SDGs are outlined below.

ESG Area	Actions of La Fenice Group for the SDGs in 2021-2022	UN SDGs
Environment	· Ultrafiltration plant with 100% additional water recovery	6 CLEAN WATER AND SANITATION
	· Use of LED lighting fixtures	7 AFFORDABLE AND CLEAN ENERGY
	· Product research to save on raw materials	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	· White certificates on heat recovery · Packaging made from FSC-certified or recycled paper · Packaging made with a % of recycled plastic · Separate waste collection in the offices and in production · Recovery of 100% greenware, fired, glazed and unglazed waste	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	· Calculation of the organisation's greenhouse gas emissions	13 CLIMATE ACTION
Social	· Fuel vouchers for employees	1 NO POVERTY
	· Agreement with Unisalute and Fasie · Agreements with canteens and lunch vouchers · Break area for employees · Covid 19 safety actions (insurance for all employees, organisation of WFH, PCs to employees for working from home, gel dispensers, office disinfection, provision of face masks)	3 GOOD HEALTH AND WELL-BEING
	· 767 hours of training for employees in 2022	4 QUALITY EDUCATION
	· 14 different nationalities at the company	10 REDUCED INEQUALITIES
	· Sponsorship of Pallacanestro Reggiana · Sponsorship of Atletico Bilbago and ASD San Faustino football clubs · Donations to the Casalgrande and Gonzaga Municipalities	11 SUSTAINABLE CITIES AND COMMUNITIES
Governance	· Use of a financial product that mediated the price of gas, allowing the company to purchase it at competitive prices, ensuring the continuity of company activities	8 DECENT WORK AND ECONOMIC GROWTH
	· Corporate code of ethics · Whistleblowing procedure	10 REDUCED INEQUALITIES

Our products

CERAMIC SURFACES

La Fenice creates ceramic tiles with a strong sense of authenticity, capable of generating genuine and pleasant tactile and visual sensations; its Italian style has a contemporary edge and is open to international influences, always in line with the leading trends and always within everyone's reach.

The production of La Fenice is comprehensive and includes all the technologies currently in demand by markets: Single-fired red and white body, glazed fine porcelain stoneware, with coloured body and full body.

Each ceramic surface stems from an investigation into the feelings and sensations conveyed by the materials that surround us; that is why we curate every detail of the product supply chain, starting from the quality of the raw materials.

Lastly, La Fenice carefully heeds any market changes, invests huge resources in research and technological innovations, anticipating consumer fashions and tastes and ensuring that the materials are continuously innovated in a way that makes them both beautiful to look at without compromising on their quality.

Quantity of tiles produced	Unit of measurement	2021	2022
Surface area of tiles produced	m²	6.642.908	6.333.270
Weight of tiles produced	t	118.399	117.811



TECHNOLOGICAL RESEARCH FOR PRODUCT INNOVATION

La Fenice invests significant resources in product research and development and in technological innovations, aware that the ability to offer new solutions in a constantly evolving market requires standing out by quality, style, and sustainability, three aspects that La Fenice excels at.

The company’s recent technological milestones include 3D Reactive®, a brand new production technology stemming from the company’s deep knowledge of the ceramic material and based on cutting-edge decoration techniques.

Designed to create three-dimensional surfaces that look and feel completely natural, it uses wholly eco-compatible, water-based resist glazes to embellish the tiles’ surface with reliefs and sophisticated tactile effects, perfectly consistent with the graphic pattern.

Another line of research conducted by the company concerns the use of new micro grit for grip products. As well as aesthetically improving the surfaces, this activity has made it possible to reduce by approximately 35% the use of additions to the formulations for this class of products, which accounts for approximately 15-20% of the annual production.

The company also carried out research in partnership with a supplier on a new engobe/glaze package that made it possible to reduce the consumption of these raw materials by approximately 14% on approximately 80% of the annual production.

Lastly, another line of research dealt with new surfaces made with glaze-less raw materials on a limited range of products, concerning 1-2% percent of production. In this case, in addition to lower consumption of raw materials, the glaze grinding activity is also eliminated, leading to energy savings

BEAUTY AND DESIGN

Style, quality and ceramic tradition characterise the wide range of cutting-edge products that La Fenice offers in flexible and innovative solutions for all sectors of the construction industry.

The beauty and design of the products are the fruit of study and research into the evolutions of fashion trends and market demands, promptly captured by La Fenice professionals, who translate them into a distinctive, yet accessible style.

Wood to metal, stone to concrete, La Fenice offers every fashion-forward effect in various ceramic technologies.

The high number of formats, the decorative accessories and special finishes for outdoor paving complement the company’s collections and make them versatile.



Financial Profile

La Fenice owes its rapid success to a serious and dynamic commercial strategy aimed at achieving the highest quality and service standards.

Always heedful of market changes, it invests huge resources in research, anticipating consumer fashions and tastes and ensuring that the materials are

continuously innovated in a way that makes them both beautiful to look at without compromising on their quality. This strategy seeks to maintain and increase the trust and appreciation of a select client base from around the world that has been with the Group for years.

TARGET MARKETS

La Fenice leads the European market in the mass retail segment; its expertise has won the approval and high regard of the most important international chains, such as Leroy Merlin, OBI and Bricoman, for whom the company is a reliable and certified partner.

In terms of geography, France is the first market, but La Fenice products are sold all over Europe (Germany, Spain, Switzerland, the Netherlands, Scandinavia), as well as in the United States and the Far East.

PROFITABILITY

The rapid economic rebound following the Covid 19 pandemic was followed by another downturn in the global economy in 2022, influenced by the war in Ukraine and high inflation. In this context, especially in the ceramic sector, there has been no shortage of financial problems linked to the sharp rise in energy prices and logistics problems in supply chains.

To deal with the energy crisis, La Fenice decided to use a financial gas mediation product that enabled the company to purchase it at competitive prices.

There were problems also with regard to the supply of raw materials, linked to a period of slowdown in supplies from Ukraine, a gap that was temporarily supplemented with clays from Turkey.

The general price increases, both in energy and in transport, have led to an increase in sales prices.

The results of the company’s economic growth, in terms of turnover and profit, stem from an increase in production and the acquisition of new customers, especially from the Netherlands and Belgium.

Basic profitability and financial indicators	Unit of measurement	2021	2022
Net sales revenue	€	67.717.142	75.930.202
EBITDA	€	4.260.670	13.248.139
EBIT	€	2.079.371	9.268.020
Net financial charges	€	729.266	762.489
Profit before tax	€	340.919	4.962.094
Net profit	€	237.822	4.872.963
Net borrowing	€	56.184.200	56.749.364
Shareholders’ equity	€	8.617.557	18.829.230

CUSTOMERS

With its highly efficient logistics network, La Fenice offers its customers just-in-time deliveries, freeing them from the onus of storage and ensuring a serious, efficient, and timely relationship, based on prompt service and a specialised offer.

To continuously improve its services and monitor customer satisfaction, the company maintains close contact with customers through the executives and representatives of the sales department. Visits to customers are also carried out to maintain relationships and understand aspects which the

company can improve from the customers' point of view.

Based on utter transparency, La Fenice regularly undergoes on-site audits by its customers, who are able to assess compliance with the highest product quality and process management standards.

Any complaints are managed promptly through on-site assessments of the complaint and customer support.

Type of customers

Types of customers	Unit of measurement	2021	2022
Retailers	no.	2.187	2.209
Building firms	no.	23	28
Large retailers	no.	12	14
Total	no.	2.222	2.251

Geographical distribution of customers

Geographical area	2021		2022	
	number of customers [n]	Revenue [€]	number of customers [n]	Revenue [€]
Italy	1.431	28.682.702	1.518	35.415.120
Abroad	791	39.034.440	820	40.515.082
Total	2.222	67.717.142	2.338	75.930.202

ADDED VALUE CREATION AND DISTRIBUTION

Added Value indicates a company's ability to produce wealth and value. By acting as a link between the Sustainability Report and the Financial Statements, it highlights the financial effect that the company's activity generates on the Stakeholders, who contribute, directly and indirectly, to the production of wealth and to its distribution.

The Added Value distribution metric highlights how the wealth produced by the activities of La Fenice is distributed to the various Stakeholders that the company deals with, such as shareholders, the public administration, suppliers, and the local community.



Added Value generated Calculation Statement	Unit of measurement	2021 (IFRS)	2022 (IFRS)
A. Value of production	€	68.643.650,00	79.417.422,00
Earnings from sales and services	€	67.717.142,00	75.930.202,00
Change in inventories	€	118.720,00	-46.785,00
Other earnings and proceeds	€	807.788,00	3.534.005,00
B. Costs	€	-67.740.770,00	-73.744.282,00
Costs for raw materials, supplies, consumables and goods	€	-41.177.389,00	-40.699.735,00
Costs for services	€	-16.777.042,00	-18.902.862,00
Provision for risks	€	-74.000,00	-72.579,00
Value adjustments to tangible and intangible assets and trade receivables	€	-400.020,00	-3.031.513,00
Other operating costs	€	-9.312.319,00	-11.037.593,00
C. Income net of bank charges	€	-665.058,00	-711.046,00
Financial income	€	13.333,00	9.698,00
Bank expenses	€	-678.391,00	-720.744,00
GLOBAL GROSS ADDED VALUE (A+B+C)	€	237.822,00	4.962.094,00

Added Value Distribution Statement	Unit of measurement	2021 (IFRS)	2022 (IFRS)
A. Personnel remuneration	€	-6.428.549,00	-6.566.686,00
Personnel cost	€	-6.428.549	-6.566.686,00
B. Public administration remuneration	€	-103.097,00	-89.131,00
Income taxes for the year, current, deferred, prepaid	€	-103.097	-89.131,00
C. Remuneration of credit capital	€	8.813.695,00	10.824.867,00
Short and medium-long term capital charges	€	8.813.695	10.824.867,00
D. Risk capital remuneration	€	0	0
E. Remuneration of the company	€	-1.943.477,00	892.844,00
Profit for the year allocated for reserves	€	237.822	4.872.963,00
Amortisation and depreciation	€	-2.181.299	-3.980.119,00
F. Remuneration of the community	€	-100.750,00	-99.800,00
Membership fees	€	-99.750	-99.800,00
Donations and gifts	€	-1.000	0
GLOBAL GROSS ADDED VALUE (A+B+C+D+E+F)	€	237.822,00	4.962.094,00

Green Responsibility Profile

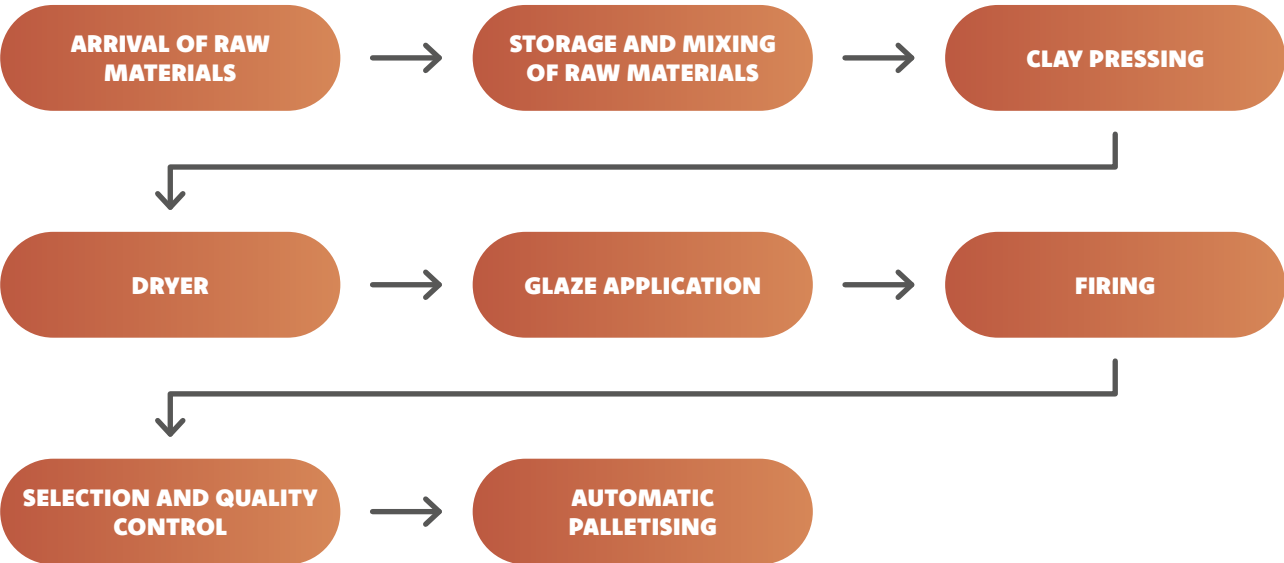
While the ceramic industry uses durable and exclusively natural raw materials, such as clay, sands, feldspars, and kaolin, it also generates a number of impacts on the environment, first of all energy consumption for production processes. However, the most innovative companies in the sector have invested in technological systems and state-of-the-art processes to reduce their environmental impacts to a minimum.

La Fenice is one of this select group of companies. By building the Bondeno (MN) plant from scratch, it was able to set up the production process in accordance with eco-compatibility criteria, such as the control and reduction of emissions to air, the installation of systems with reduced energy consumption, the complete recycling of production waste, and the innovative water treatment plant.

PRODUCTION CYCLE

The production facility of La Fenice is a concrete example of industry 4.0. Inaugurated in June 2019, the production facility was built from scratch, reclaiming a degraded area along the Brennero motorway, with an investment of over 40 million Euro.

Designed and built in accordance with stringent safety, competitiveness and environmental awareness criteria, it has three production lines with state-of-the-art digital decoration machines, two kilns, a rectification and surface brushing system. The production steps that take place within the facility are set out below:



RAW MATERIALS AND SUPPLY CHAIN

La Fenice identifies its suppliers based on quality and reliability, seeking serious and profitable business relations with the firms taking part in its value chain.

Suppliers are mainly national and local (within a distance of 100 km), local purchases are indeed 80% of the total and national ones nearly 90%. This is possible because processing at the compa-

ny starts with atomised slip, produced by Ceramiche Castelvetro. Packaging and stationery are also purchased locally.

A portion of foreign purchases consists of types of tiles that the company does not produce, but purchases for marketing. This category includes tiles purchased in Spain and polished items from India.

Suppliers	Unità di misura	2021	2022
Suppliers	n.	1.440	1.453
Suppliers located in the country where the ordering branch is based	n.	791	794
Local suppliers (max. distance 100km)	n.	73	77
Portion of national suppliers	%	54.9%	54,65%
Portion of local suppliers	%	5.1%	5,3%
Value of orders	€	59.176.288	59.602.597
Value of orders from suppliers located in the country where the ordering branch is based	€	52.615.770	52.143.690
Value of orders from local suppliers (max. distance 100km)	€	48.955.680	48.225.654
Portion of national orders	%	88.9%	87,49%
Portion of local orders	%	82.7%	80,9%

Raw materials for production	Unit of measurement	2021			2022		
		total	quantity from waste recovery	% from recycling	total	quantity from waste recovery	% from recycling
Glazes and dyes	kg	3.440.485	0	0%	3.168.329	0	0%
Atomised slip	kg	136.662.000	11.616.000	8,50%	136.263.000	11.582.000	8,50%
Additives	kg	124.395	0	0%	118.930	0	0%
Total	kg	140.226.880	11.616.000	8,28%	139.550.259	11.582.000	8,30%

Office supplies	Unit of measurement	2021	2022
Paper (e.g. packaging, water bottles)	kg	3.078	2.962
Total	kg	3.078	2.962

RECYCLED AND RECYCLABLE PACKAGING

All the paper (trays, blanks and pads) and plastic (heat shrink film and straps) used in La Fenice packaging are obtained from recycled raw materials and can be recycled by the end consumer.

100% of the paper and cardboard used in the packaging are a certified mix of FSC-certified and recycled FSC-certified paper, i.e. they contain recycled cellulose or cellulose from responsibly managed forests, in accordance with strict environmental, social, and economic standards established and approved by the Forest Stewardship Council a.c.

The percentage of recycled content for recycled polyethylene heat shrink films is not available, as it may vary based on availability.



Packaging	Unit of measurement	2021			2022		
		total	of which Green	Green %	total	of which Green	Green %
Wood	kg	4.763.695	0	N.A.	4.173.573	0	N.A.
Plastic (heat shrink film)	kg	389.617	0	N.A.	354.423	0	N.A.
Cardboard	kg	1.471	1.471	100%	1.468	1.471	100%

ENERGY MANAGEMENT

The management of energy consumption at La Fenice is well organised, as the company has acquired the most sophisticated technologies to reduce its consumption, as well as carrying out continuous monitoring and an energy diagnosis every three years.

At the Bondeno facility, all lighting fixtures are LEDs and IE3 and IE4 low consumption electric motors have been installed. The two state-of-the-art kilns, with consumption lower by 20%

compared to the ceramic sector average, also produce heat which is recovered in various ways: the heat produced by the firing cycle is indeed recovered by sending the cooling air to the horizontal dryers and using it as combustion air in burners, thus generating significant energy savings. The air-to-air heat exchangers placed before the environmental protection systems allow the whole glazing department and part of the sorting department to be heated; these systems have been awarded white energy certificates by the competent bodies.

Energy sources	Unit of measurement	2021	2022
Natural Gas	m³	8.726.802	8.561.759
Diesel fuel for various uses (fleet excluded)	litres	94.508	70.344
Diesel fuel for the vehicle fleet	litres	102.864	83.625
Mains Electricity	kWh	13.837.870	14.498.187

Energy sources	Unit of measurement	2021	2022
Natural Gas	GJ	308.056	302.230
Diesel fuel (total)	GJ	7.026	5.496
Mains Electricity	GJ	49.816	52.193
Totale	GJ	364.898	359.920
Energy intensity	GJ/m2	0,055	0,057

GREENHOUSE GAS EMISSIONS

The first step to climate neutrality is to know the current level of emissions and to implement effective actions to reduce it. La Fenice carried out this type of calculation for the first time through the Organisation’s Carbon Footprint, a management tool for reporting on the company’s GHG emissions.

The Carbon Footprint metrics are set out below, divided into the groups envisaged by the GHG Protocol, the most widely used calculation standard at international level.

The Scope 1 category reports the company’s direct emissions derived from the combustion of natural gas and from the company’s vehicle fleet, which

was included in this case, although it mainly consists of rental cars.

Scope 2 includes all indirect emissions linked to the production of electricity purchased from the grid.

The company’s carbon footprint has not changed significantly over the last two years, which is consistent with the fact that no particular actions have been undertaken to reduce it in this period. However, it is the company’s goal to reduce these impacts in the future, which is why it is considering the installation of a photovoltaic system at the production facility.

Greenhouse gas emissions	Unit of measurement	2021	2022
Direct (Scope 1)*	tCO2eq/year	18.162	17.715
Indirect (Scope 2)	tCO2eq/year	3.574	3.745
Total (Scope 1 and 2)	tCO2eq/year	21.736	21.460
Organisation’s carbon intensity	tCO2eq/m2	0,0033	0,0034

*The direct emissions also included the vehicle fleet, although it mainly consists of rental cars and forklifts

OTHER EMISSIONS TO AIR

La Fenice’s facility is fitted with environmental protection systems that are continuously monitored, while emissions to air are measured in real time. The filters and purification systems installed

are state-of-the-art and in line with the most stringent environmental regulations (European Best Practices).

Type of emissions	Unit of measurement	2021	2022
NOx	kg/year	13.253	17.955
VOC	kg/year	4.003	3.129
Particle matter (PM)	kg/year	3.433	3.427
Lead	kg/year	24	28
Fluoride	kg/year	590	425

WASTE CIRCULARITY

In a circularity perspective, 100% of raw production waste is reintroduced into the production cycle. The waste generated before firing and the thickened waste water are returned to the atomised slip suppliers, who feed them back completely into the production cycle of the raw materials they supply to us.

In addition to unfired waste, fired waste, paper, plastic, wood, waste oils and all ordinary waste are also separated. Separate waste collection is carried out in the offices as well. On the whole, 99% of the waste generated is sent for recovery.

Quantity of products recovered/regenerated post-production and post-consumption	Unit of measurement	2021	2022
Products recovered/regenerated post-production	kg	3.285.840	3.695.810

Quantity of waste produced divided by type	Unit of measurement	2021		2022	
		Total	of which hazardous	Total	of which hazardous
Plastic	kg	48.940	0	44.370	0
Wood	kg	55.340	0	36.940	0
Paper	kg	38.350	0	36.320	0
Mixed packaging	kg	58.050	0	71.040	0
Hazardous packaging	kg	299	299	184	184
Oil and oil filters	kg	1.029	1.029	639	639
Hazardous filter materials	kg	815	815	2.669	2.669
Non-hazardous filter materials	kg	470	0	720	0
Iron and steel	kg	20.650	0	16.180	0
Hazardous insulating materials	kg	70	70	210	210
Non-hazardous insulating materials	kg	23.760	0	27.580	0
Building materials	kg	2.060	0	0	0
Production waste (watery sludge)	kg	4.702.100	0	4.357.000	0
Production waste (powders)	kg	921.230	0	1.628.540	0
Production waste (unfired waste)	kg	5.170.300	0	4.851.940	0
Production waste (spent lime)	kg	104.680	104.680	85.740	85.740
Production waste (fired waste)	kg	3.285.840	0	3.695.810	0
Total	kg	14.433.983	106.893	14.855.882	89.442

	Unit of measurement	2021	2022
Percentage of hazardous waste over the total	%	0,74%	0,60%

	Unit of measurement	2021	2022
Total non hazardous waste	kg	14.327.090	14.766.440
Total hazardous waste	kg	106.893	89.442
Total waste over total m² of products	kg/m²	2,172	2,345
Total non hazardous waste over total m² of products	kg/m²	2,156	2,331
Total hazardous waste over total m² of products	kg/m²	0,0160	0,0141

Disposal methods	Unit of measurement	2021			2022		
		Hazardous	Non hazardous	Total	Hazardous	Non hazardous	Total
Recovery	kg	2.143	14.326.620	14.328.763	3.492	14.765.720	14.769.212
Disposal to landfill	kg	104.750	470	105.220	85.950	720	86.670
Total	kg	106.893	14.327.090	14.433.983	89.442	14.766.440	14.855.882

NATURAL TREATMENT OF WASTE WATER

All the waste water generated by washing the plants is sent to an innovative microfiltration system, a ceramic cluster first. After initial natural sedimentation, which occurs without the use of any chemical product, the water is microfiltered by a special membrane which retains any solid particle up to a size of 1 micrometre.

The water obtained is perfectly clear and can be reused many times. Compared to old chemical-physical plants, it recovers 100%, avoiding consumption of 15,000 m³.

Water withdrawal by source	Unit of measurement	2021	2022
Ground water	m³	10.006	9.090
Water supplied by public waterworks*	m³	111	193
Total	m³	10.117	9.283

*Withdrawal for sanitation use of La Fenice

The only water drained from the production facility refers to the toilets and is conveyed to a sump for sub-irrigation. Since there is no meter on the

drain, the data are obtained from the sum of two partial water withdrawal meters for the toilets.

Water discharged	Unit of measurement	2021	2022
Ground water	m³	2.341	1.908
Public sewers*	m³	111	193
Total	m³	2.452	2.101
Water consumption	m³	7.665	7.182
Waste water treated and reused in the production process	%	100	100

*Drained from sanitation use of La Fenice

Social Responsibility Profile

A company’s approach to Sustainability must necessarily also include the social aspect, i.e. care for and awareness of the well-being and growth of its employees, but also the commitment towards the community and the local area.

La Fenice’s way of conducting its business has always focused on people – the Group ensures an internal working climate based on collaboration,

and the safety, well-being and continuous training of the people who contribute their creativity and skills to the company are protected.

La Fenice also invests in the social and cultural improvement of the area in which it operates, by supporting sports and volunteer associations and collaborating with the world of training.

THE GROUP’S EMPLOYEES

At La Fenice Group, there is a friendly and informal atmosphere: communication between workers, Managers and top management is direct and frequent and fosters good (personal) relationships between colleagues.

There are around a hundred employees in all, of whom 28% are women, a reasonable percentage considering that it is a manufacturing company in the ceramic sector. Nearly 100% of the employees are employed on permanent contracts, proving the stability of the work relationships that the company seeks to establish. Plus, there are about thirty temporary workers.

Industrial relations are also excellent, above all for the good salaries, also with regard to temporary workers.

People, first and foremost: our way of doing business has always been focused on people, and that will continue to be the case.



Age groups	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Under 30	no.	13	11	24	15	8	23
30 to 39 years old	no.	7	0	7	9	0	9
40 to 49	no.	15	9	24	18	7	25
50 and Over 50	no.	26	11	37	26	11	37
Total	no.	61	31	92	68	26	94

Job positions	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Managers	no.	2	0	2	2	0	2
Middle managers	no.	1	0	1	1	0	1
Office workers	no.	17	29	46	19	24	43
Production workers	no.	41	2	43	46	2	48
Total	no.	61	31	92	68	26	94

Contracts	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Permanent	no.	57	23	80	63	20	83
Temporary	no.	1	0	1	0	0	0
Apprenticeship	no.	3	8	11	5	6	11
Other (temping agencies, projects, internships)	no.	23	2	25	25	5	30
Total	no.	84	33	117	93	31	124

Full-Time	no.	87	33	120	95	33	128
Part-Time	no.	0	1	1		1	1
Total	no.	87	34	121	95	34	129

Education	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Degree	no.	0	6	6	0	6	6
Leaving certificate	no.	27	22	49	33	17	50
Primary/middle school	no.	34	3	37	35	3	38
Total	no.	61	31	92	68	26	94

CORPORATE WELFARE

La Fenice is attuned to the well-being and work-life balance of its employees, which is why it adopts various corporate welfare actions.



The workers' needs are heeded and, where possible, the company takes action to provide assistance in critical financial, health-related or social situations.



In 2022 the company distributed vouchers to relieve employees from the significant increase in fuel prices.



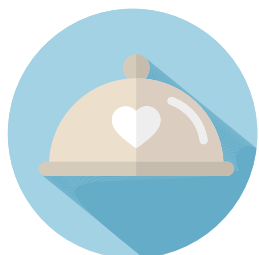
Furthermore, company employees can benefit from agreements with canteens and have lunch vouchers as well as break areas with various vending machines.



The company distributes free tickets to employees who request them to go to the games of Pallacanestro Reggiana, of which La Fenice is the sponsor.



Each year, employees are also rewarded with an end-of-year spot bonus.



Twice a year, in July and at Christmas, all employees of La Fenice Group are invited to the company gala dinner. This is an opportunity to meet new colleagues and to socialise outside the workplace.

HEALTH AND SAFETY

Workers' safety is essential for the activities of La Fenice, which complies with all the provisions of Italian Legislative Decree 81/2008 on occupational Health and Safety, such as regular medical checks for employees, making sure of the availability of ergonomic facilities and guaranteeing the presence of persons competent to monitor the issue.

During the Covid 19 epidemic, the company took action to protect employees by organising WFH whenever possible, also providing PCs for employees who needed them. All the necessary measures for a safe return to the company were also adopted (sanitising gel dispensers, supply of face masks, disinfection of premises and offices). All employees were also insured in the event of hospitalisation for Covid.

Albeit not a legal obligation, the agreement stipulated with Unisalute for all employees of Gest Italia and La Fenice allows them to book and have exams and medical visits free of charge or at discounted prices. Keritaly employees can register free of charge to the Supplementary Health Care Fund FASIE.

Finally, all the facilities in which the Group operates have been renovated taking into account anti-seismicity criteria, to guarantee better behaviour of the buildings in the event of an earthquake and to protect the safety of workers.

Metrics	Unit of measurement	2021			2021		
		Men	Women	Total	Men	Women	Total
Total accidents in the year	no.	3	0	3	4	0	4
Working days lost	no.	72,5	0	72,5	21	0	21
Accidents / total employees	%	4,92%	0,00%	3,26%	5,88%	0,00%	4,26%
Workplace accidents	no.	3	0	3	4	0	4

Occupational health and safety indexes	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Number of days lost due to illness, accident (including first aid accidents), public duties, blood donation and other permits, handicaps, general meetings/strikes	no.	759	218	977	921	250	1.171
Theoretical working days	no.	23.285			23.596		
Rate of absenteeism	%	3,3%	0,9%	4,2%	3,9%	1,1%	5,0%
Accident rate	no.	16,10	0,00	16,10	21,19	0,00	21,19
Lost working days rate (severity index)	no.	4,07	1,17	5,25	4,88	1,32	6,20
Workplace accident rate	no.	16,10	0,00	16,10	21,19	0,00	21,19
Commuting accident rate	no.	0,00	0,00	0,00	0,00	0,00	0,00

EMPLOYMENT AND TURNOVER

In the last year, La Fenice has grown slightly in terms of the number of employees, but there have been many departures due to retirement and resignations for personal reasons, bringing the turnover rate to 28.7%.

Such a high turnover is due to the removal of the production site from Fiorano Modenese (province of Modena) to Bondeno di Gonzaga: the compa-

ny tried to transfer the entire workforce, but many workers, despite being happy at the company, quit if they find job opportunities closer to home.

The company recently started liaising with the University of Modena and Reggio Emilia for finding junior roles, especially engineers, to be inducted in the facility.

Flows	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Number of new hires	no.	9	11	20	15	14	29
Employees who left	no.	9	9	18	9	18	27
Total number of employees	no.	61	31	92	68	26	94
Rate of hiring of new employees	%	14,8%	35,5%	21,7%	22,1%	53,8%	30,9%
Turnover rate of employees	%	14,8%	29,0%	19,6%	13,2%	69,2%	28,7%

EQUAL OPPORTUNITIES AND DIVERSITY

La Fenice Group does not tolerate any discrimination of any kind, as stated in the Code of Ethics.

In terms of cultural diversity, employees from 14 different nationalities mingle in a work setting of mutual respect.

In terms of equal gender opportunities, some positions of responsibility in the company are held

by women, such as the Head of Sorting, the Quality Manager, the HR Manager and the Purchasing Manager.

The wage gap is still present, but there has been an improvement in this ratio from 2021 to 2022, where the ratio stands close to 0.9 for both blue- and white-collar workers.

Parental leave and return rates by gender	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Parental leave granted	n.	2	0	2	1	0	1
Leave ended in the period	n.	2	0	2	1	0	1
Workers returning to work at the end of parental leave	n.	2	0	2	1	0	1
Return rate	%	100%	-	100%	100%	-	100%

Women/men compensation ratio by job position	Unit of measurement	2021			2022		
		Men	Women	Ratio	Men	Women	Ratio
Managers - Average hourly Gross Annual Salary	€	43,93	0,00	-	43,93	0,00	-
Managers - Average hourly Global Annual Salary	€	56,32	0,00	-	43,93	0,00	-
Middle managers - Average hourly Gross Annual Salary	€	23,76	0,00	-	24,10	0,00	-
Middle managers - Average hourly Global Annual Salary	€	41,79	0,00	-	24,10	0,00	-
Office workers - Average hourly Gross Annual Salary	€	14,98	13,82	0,92	16,16	14,45	0,89
Office workers - Average hourly Global Annual Salary	€	17,56	13,82	0,79	16,16	14,45	0,89
Production workers - Average hourly Gross Annual Salary	€	11,96	9,30	0,78	10,94	9,85	0,90
Production workers - Average hourly Global Annual Salary	€	13,20	9,30	0,70	10,94	9,85	0,90

TRAINING AND PROFESSIONAL DEVELOPMENT

La Fenice engages its workers in training courses and regular refresher courses. Training is carried out across all levels and concerns both specific job descriptions as well as all workers, as in the case of the safety, first aid and fire prevention courses. Mandatory qualification and instruction courses (PES PAV PEI) for electrical workers have also been held in recent years.

Workers who drive forklift trucks and who operate specific platforms are trained with special courses on the use of the machines. Courses to improve IT skills were organised in the offices in 2022.

Laboratory operators attended courses on the use of digital printing, while those in production were

trained on the use of chemical additives and glazes, as well as on the use of a new sorting line. A graphics course for dies was also held on the Multigecko machine. Furthermore, training was carried out on the use of a new rectification system. The various heads of department are provided with updates on instructions and checks to relay to their employees.

There is a special focus on new recruits, who must be aligned on the correct use of the company software during the onboarding process.

A 33% drop in training hours was observed in 2022, as no training was carried out for the office workers in Casalgrande.

Job positions	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Managers	hours	0	0	0	2	0	2
Middle managers	hours	24	0	24	32	0	32
Office workers	hours	276	529	805	239	265	503
Production workers	hours	311	0	311	225	6	231
Total	hours	611	529	1.140	497	271	767
Average hours per employee	Hours/no.	10,8	17	12,4	7,3	10,4	8,2

Number of employees engaged in training activities by job positions	Unit of measurement	2021			2022		
		Men	Women	Total	Men	Women	Total
Managers	no.	0	0	0	1	0	1
Middle managers	no.	1	0	1	1	0	1
Office workers	no.	12	22	34	10	16	26
Production workers	no.	21	0	21	22	1	23
Total	no.	34	22	56	34	17	51

Training hours by field	Unit of measurement	2021	2022
Technical / operational	ore	200	30
Safety	ore	774	542
Quality / Environment	ore	24	32
Digital	ore	142	163
Total	ore	1.140	767

SUPPORT FOR THE LOCAL COMMUNITY

La Fenice Group has deep roots in the area where it operates and is committed to making a contribution towards greater quality in the social and cultural development of the local communities.

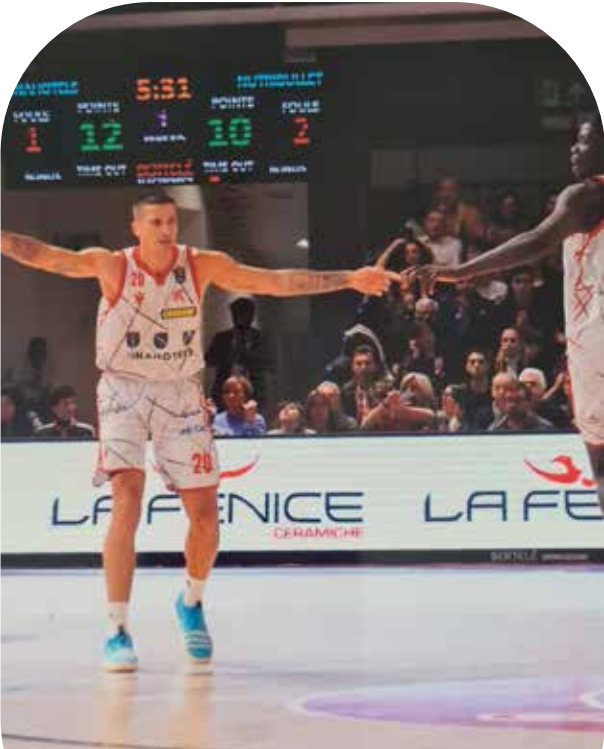
Its commitment takes the form of various initiatives to support the sports, social/healthcare and cultural worlds, with various non-profit organisations and local public administrations.

Community contributions	Unit of measurement	2021	2022
Monetary contributions	€	99.750	99.800

SUPPORT TO LOCAL SPORT ORGANIZATIONS

Since 2017, La Fenice has been the sponsor of Pal-lacanestro Reggiana, an important team from Reggio Emilia that plays in Serie A. The founder of La Fenice, Enrico Guidetti, finds in basketball, which has always been his passion, many of the values that guide his entrepreneurial approach: perseverance, resilience, spirit of sacrifice, respect for patterns, and creative play.

Basketball highlights the importance of individual talent, as well as the need to cooperate to achieve any goal.



PROMOTION OF FOOTBALL CLUBS

Support for the world of sport is not limited to basketball, but also concerns amateur football. La Fenice has for some years been sponsoring two local football teams, almost exclusively focused on youth activities, which are Atletico Bilbago

and ASD San Faustino. The link between La Fenice and these sports realities lies in the sharing of the values of fair play and team play aimed at young people in local communities.



SUPPORT TO HEALTHCARE AND SOCIAL SERVICES









La Fenice has made several donations to support the local area, such as the donation to the Reggio Emilia Hospital aimed at strengthening the facilities in the fight against the Covid 19 pandemic.

For several years the company has been sponsoring various initiatives and events by the Municipality

of Bondeno di Gonzaga, and it funds the Christmas lights of the Municipality of Casalgrande.

A portion of the Christmas package presented to the company's employees in 2022 was donated to charity.

2023 ESG New Sustainability Objectives

ESG Area	2023 Objectives of La Fenice for the SDGs	UN SDGs
Environment	<ul style="list-style-type: none"> Assessment of photovoltaic plant Installation of double dressing windows in the changing rooms 	
	<ul style="list-style-type: none"> Research into new materials to reduce VOC emissions during firing. 	
	<ul style="list-style-type: none"> Obtain Ecolabel and EPD certifications on a product line 	
	<ul style="list-style-type: none"> Carbon Footprint study for a product line, which will become Carbon Neutral 	
	<ul style="list-style-type: none"> Lease of two electric forklift trucks with better performance 	
Social	<ul style="list-style-type: none"> Review of employee compensation through bonuses, benefits and rewards Obtaining ISO 45001 certification on the Occupational Health and Safety Management System Lease of forklift truck models that are more comfortable for operators Certification of Fondazione M.Biagi University of Modena and Reggio Emilia on contracts with the Cooperatives that work in the company for the protection of the economic rights of outside workers 	
	<ul style="list-style-type: none"> Continuing existing sponsorships Starting new collaborations with other Stakeholders in the area for purposes of social quality 	
Governance	<ul style="list-style-type: none"> Event for Cersaie 2023 open to all employees to celebrate the company's 25th anniversary 	
	<ul style="list-style-type: none"> Continuous line in the Bondeno facility for greater production flexibility 	
	<ul style="list-style-type: none"> Implementation of a multi-Stakeholder Focus Group to gain more insights into the points of view of the various Stakeholders on ESG issues 	

Methodological Note

The 1st Sustainability Report of La Fenice aims to provide the company's Stakeholders with information on the company's environmental, social, economic and governance sustainability profile, through qualitative and quantitative information.

The scope of the data and information contained in the Report refers to La Fenice Group (excluding the Spanish company La Fenice Iberia S.L.), unless specified otherwise, and reports information for 2022.

The information on the period of reference is compared with that of the previous year, when available, in order to show information on the performance trend over time.

The Report was drafted with reference to data and information collected directly by the company, based on indicators and reporting methods consistent with the main international Sustainability Reporting standards and with reference to the GRI Reporting Standards (With Reference Approach).

The reference adopted for calculating the Added Value was as indicated by GBS (Gruppo Di Studio Per Il Bilancio Sociale).

The document references the United Nations' Sustainable Development Goals (SDGs) as the international sustainability Framework in relation to the actions and commitments undertaken by La Fenice.

The Sustainability Report was approved by the Board of Directors in June.

For information on this Report, please contact:

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Technical support for drafting the Report and for Stakeholder Engagement activities:

Focus Lab srl Benefit - B Corp certified

Index of GRI Standards Indicators

GRI Standard	Disclosure	Title of Disclosure	Page / Content
ORGANISATIONAL AND GOVERNANCE ASPECTS			
GRI 2: General Disclosures 2021	2-1	Organisational details	Pag. 8-37
	2-2	Entities included in the organisation's sustainability reporting	Pag. 37
	2-3	Reporting period, frequency and contact point	Pag. 37
	2-4	Restatements of information	Pag. 37
	2-5	External assurance	Non necessary
	2-6	Activities, value chain and other business relationships	Pag. 19-23
	2-7	Employees	Pag. 28-29
	2-8	Workers who are not employees	Pag. 29
	2-9	Governance structure and composition	Pag. 8
	2-11	Chair of the highest governance body	Pag. 8
	2-12	Role of the highest governance body in overseeing the management of impacts	Pag. 10
	2-14	Role of the highest governance body in sustainability reporting	Pag. 37
	2-21	Annual total compensation ratio	The ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employee is 5 times
	2-22	Statement on sustainable development strategy	Pag. 10
	2-26	Mechanisms for seeking advice and raising concerns	Pag. 10-11
	2-27	Compliance with laws and regulations	No non-compliance
	2-28	Membership associations	Pag. 11
	2-29	Approach to stakeholder engagement	Pag. 11
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Pag.13-14-15
	3-2	List of material topics	Pag.13-14
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Autonomous disclosure	Non GRI	List of 2021-2022 sustainability actions	Pag. 16
	Non GRI	Definition of new Sustainability goals for 2023	Pag. 36

ECONOMIC SUSTAINABILITY			
GRI 201: Economic Performance (2016)	201-1	Direct economic value generated and distributed	Pag. 21
GRI 204: Procurement Practices (2016)	204-1	Proportion of spending on local suppliers	Pag. 23
Autonomous disclosure	Non GRI	Basic profitability and financial indicators	Pag. 19
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ENVIRONMENTAL SUSTAINABILITY			
GRI:301 Materials (2016)	301-1	Materials used by weight or volume	Pag. 23-24
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	Pag. 24-25
	302-3	Energy intensity of the organisation	Pag. 25
GRI 303: Water and Effluents (2018)	303-3	Water withdrawal	Pag. 27
	303-4	Water discharge	Pag. 27
	303-5	Water consumption	Pag. 27
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	Pag. 25
	305-2	Energy indirect (Scope 2) GHG emissions	Pag. 25
	305-4	GHG emissions intensity	Pag. 25
GRI 306: Waste (2020)	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Pag. 25
	306-3	Waste generated	Pag. 26-27
	306-4	Waste diverted from disposal	Pag. 26-27
GRI 307: Environmental Compliance (2016)	306-5	Waste directed to disposal	Pag. 26-27
	307-1	Non-compliance with environmental laws and regulations	No non-compliance
SOCIAL SUSTAINABILITY			
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	Pag. 32
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pag. 30
	401-3	Parental leave	Pag. 32
GRI 403: Occupational health and safety (2018)	403-1	Occupational health and safety management system	Pag. 31
	403-5	Worker training on occupational health and safety	Pag. 34
	403-9	Workplace accidents	Pag. 31
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	8.2 hrs/employee on average
	404-2	Programs for upgrading employee skills and transition assistance programs	Pag. 34
GRI 405: Diversity and equal opportunity (2016)	405-1	Diversity of governance bodies and employees	Pag. 8-29
	405-2	Ratio of basic salary and remuneration of women to men	Pag. 33
GRI 413: Local communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	Pag. 34-35
GRI 417: Marketing and Labelling (2016)	417-2	Incidents of non-compliance concerning product and service information and labelling	No non-compliance
GRI 419: Socioeconomic compliance (2016)	419-1	Non-compliance with laws and regulations in the social and economic area	No non-compliance

