

Sustainability Report

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HOW WE REPORT

The Authos Sustainability Report features notable steps, ESG performance highlights and future goals providing complete and transparent information to The Stakeholders.

This report complies with Global Reporting Initiative (GRI) standards published in 2016. GRI provides the world's most widely used sustainability reporting standards. We also refer to The United Nations Sustainable Development Goals (SDGs). By adopting these SDGs, we proactively contribute to building a more sustainable future for our business and the planet while staying laser-focused on growth

Data and information in this report refer to activities up to 31st December 2021. Details based on the materiality assessment results have identified the issues that matter most to Authos S.P.A and their Stakeholders. The scope of this reporting only covers Authos S.P.A.

To ensure reliable information and to allow a correct representation of performance, we have limited the estimation and where possible, we have made a comparison with the last two activities.

Both The Materiality Assessment and The Sustainability Report meet the GRI standards. Each department, supervised by The Corporate Social Responsibility (CSR) team and supported by an outsourced consulting company, has striven to achieve this goal.



LETTER TO STAKEHOLDERS.

"Since the 1970s Authos has stood out in the automobile industry for providing services to Piedmont and throughout Italy.

In 2014, a Company-wide adjustments led to the implementation of new processes, digital solutions and innovative projects that highlighted new vision and technologies.

The synergy between tradition and innovation, while making the company more competitive, has also strengthened it, taking the business to the next level.

However, I am fully aware of the importance of combining economic growth with other precious and indispensable values which lay the foundations for a strong company.

Challenges during The Pandemic have highlighted how staff competence, innovative ideas, the ability to implement their skills and sustainable best practices are the core values that have reshaped Authos for myself, my employees, and The Stakeholders.

Over the past number of years, the business transformation, based on our values, has been the key factor to our growth and to the use of sustainable best practises. We have embraced Corporate Social Responsibility (CSR) principles.

In 2020, as a result, we published our first Sustainability Report and in 2021 we took further steps in Reporting in accordance with GRI standards.

The reason for this was due to our strong desire to get our Stakeholders involved. We provided transparent communication of our achieved objectives in 2021 and we shared challenges and future

goals that are the driving forces behind our contribution to making the world a better place.

"Authos is committed to continuing its present and future sustainable path by enhancing each employee's role and achieving shared goals with our customers. Authos is a virtuous example in terms of innovation and respect for the local environment."

Sustainability Report —

Highlights.



NET PROFIT OPERATING PROFIT € 2,400,000 € 150,000,000 **NET REVENUE EBITDA** (4.7% OF OPERATING PROFIT) € 171,000,000+ € 7,000,000 **INCREASE IN GENERATED VALUE ECONOMIC VALUE DISTRIBUTED** +23,2% € 162,000,000+ PERCENTAGE OF THE DIRECT ECONOMIC **INCREASE IN DISTRIBUTED VALUE VALUE REDISTRIBUTED** 95% +18,4% Construction

ustainability Report 🖰

Highlights.





- 1.1 Company profile
- 1.2 Mission and values
- 1.3 Operational Area and Services
- 1.4 Organisational Structure
- 1.5 Our Numbers



Company Profile.

Authos, formerly known as Euromotor, was founded in 1973.

Since then, it has been the link between Ford Motor Company and the Piedmont territories of Torino, Moncalieri and Ciriè.

In addition, we have developed an innovative project called Smart Lab which is a retail experience in Shopville Mall in Gugliasco.

Our Core Business delivers a wide range of services, all related to the automotive industry. These services include retail and wholesale, commercial vehicles, and Ford spare parts. We also offer short-term and long-term rental, used cars for sale, maintenance, repairs, and services.

In 1997 the company changed its name to Authos S.p.A. At that time, it was well established within the industry with remarkable selling volumes and sales territory coverage.

Seven years later the company became part of the Ifas group. Authos' business resilience was challenged by the economic crisis.

Debt restructuring and bank partnerships were implemented to improve the financial situation.

Economic struggles have continued despite the Loccisano's family takeover.



Sustainability Report -

Company Profile.

THE TURNING POINT IN 2014

In 2014 **Francesco Di Ciommo**, the new Sales
Director, performed an
extreme makeover and
turned the company
around by introducing a
massive management
restructuring plan to implement new approaches
and solutions based on
innovation technology
and stakeholders' engagement.

Economic and financial achievements soared compared with previous years. The company became a role model of efficiency and reputation.

SMART LAB is the key element of the growth and innovative process. Subsequently, it has become an international pilot pro-Francesco has iect. adopted new busiground-breaking ness models that, despite the challenges cause by The Pandemic, have allowed the company to resist and develop winning opportunities.



Sustainability Report

1970s-2021.

16 1973

Euromotor was founded. It was created by the merging of several car dealerships (some of which were in existence since the 1950s).

1970s-1980s

Thanks to rapid and significant growth, Euromotor became a key player in its industry for selling large volumes and covering wide territories.

2004

(previously called Authos Euromotor) - joined IFAS Group. IFAS Group was made up of several car dealers who had a combined revenue of €700,000,000.

2010

Following struggles caused by the economic crisis in the automotive market, Authos signed a debt restructuring plan as part of their recovery.

2012

Authos left the IFAS group and was then controlled by the Loccisano family. A restructure of the 2010 agreement with the banks was necessary as financial struggles continued.



2014

Francesco Di Ciommo came on board as Sales Director, designing a new management strategy that led to a complete reshaping of the company business model. Authos overcame the long crisis through innovation delivering that enhanced communication and boosted activities.

2016

Thanks to solid revenue growth, supported by triple sales figures, compared to 2013, the agreement signed in 2010 with the banks was terminated. Authos became a European leader in the automotive dealership world.

2017

Smart Lab was launched on 10th April 2017. A new automobile showroom was opened at the Shopville Le Gru mall in Grugliasco.

2018

The Smart Lab project brought very positive results with 1,300 units sold and more than 20,000 test drives offered. The new management innovative choices were irrefutably right.

2020

Due to the Covid 19 pandemic restrictions, Authos introduced online selling. The company, led by the management team, published the first Sustainability Report and embraced the Corporate Social Responsibility principles.

Sustainability Report

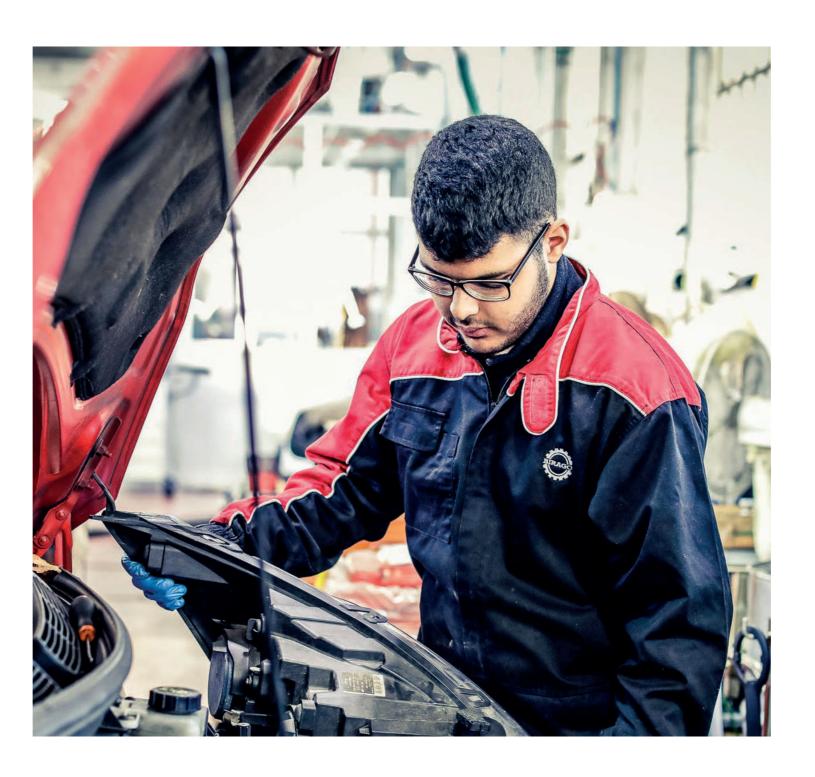
Mission and values.

AUTHOS' BELIEFS

Our work is based on non-negotiable beliefs which are the foundations of Authos' growth. As a result of this growth, the company has generated value for people and the local area.

By using a holistic approach to running the business we focus on human capital and customer satisfaction.

Authos' passion is what fuels its growth and innovation. To consolidate our presence and to confirm our position in the market, the relationship between financial performance and sustainable best-practices is essential.



The Ethical Code

The company's Ethical Code states the values and principles that both the Company as a whole and our Stakeholders live by. Sustainable growth and continuous improvement are the company objectives. We are determined to pursue them, and we are fully aware that running a sustainable business means we need to manage people in an efficient and strategic way. Sustainability culture should be built within the organisation and distributed from there.



Sustainability Report -

Operations and services.



OUR OFFER

As a FORD dealership, we sell new Ford vehicles in the city of Turin and in 151 provinces while also offering services throughout Italy. Whether you are an individual or a company, we provide the best offer for you.

Our wide range of services include:

- New Ford vehicles
- Multibrand used vehicles
- Spare parts and accessories
- Vehicle maintanance and repair
- Short-term and long-term rental
- Financial and insurance services.

ustainability Report =

Organisational structure.

The share capital of Authos is €3,800,000. During 2021 the company structure faced some changes

In 2020 Francesco Di Ciommo subscribed a capital contribution of €2,800.000 that allowed him to own 86.8% of the company. The remaining ownership shares were equally held by Vittorio and Allegra Loccisano.In June 2021 Mr Di Ciommo, after buying the partners out, went from being the sole administrator to the sole owner.

The company is managed by the sole administrator. In accordance with Legal requirements, the company has a Board of statutory auditors and a separate auditing body.

Authos additional shares are as follows:

- € 1,255,000 Unionfidi Consortium
- € 2,000,000 Sincro Cooperative Society
- € 2,200,000 Consorzio Pla.Net S.C.R.L.



Sustainability Report

Our Numbers.





€ 171,000,000

SHARE CAPITAL





1 - TORINO

Address / Corso Grosseto 318 Services / Sale, assistance, and spare parts

2 - MONCALIERI

Address / Corso Savona 39 Services / Sale, assistance, and spare parts

3 - CIRIÈ

Address / Via Torino 124 Services / Sale

4 - GRUGLIASCO

Address / Shopville LeGru - Via Crea 10 Services / Sale

4

INNOVATIVE PROJECT

Ford Smart Lab Authos @LeGru (Grugliasco)

REVENUE FROM SERVICES PROVIDED



€4,718,000

NEW SALES



€3,072,000

USED VEHICLES SALES



€36,500,00

TOTAL ASSESTS IN 2021



€907,000,000

LONG-TERM RENTAL



€771,000,000

SHORT-TERM RENTAL FOR PRIVATE CUSTOMERS



€26,454,000

WORKSHOP ORDERS



€37,855,000

BILLABLE WORKING HOURS TO CUSTOMERS



€8,590,000

SPARE PARTS SALES

Creating sustainable value.



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries, both developed and developing, in a global partnership.

They recognize that ending poverty and other deprivations must go together with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Governments worldwide have already agreed to these goals. Now it is time for business to act. The SDG Compass explains how the SDGs affect your business – offering you the tools and knowledge to put sustainability at the heart of your business strategy.

Authos is embarking on a more sustainable journey by defining a strategic plan. The sustainability report aims to inform Stakeholders about its commitments to sustainability and to promote transparency and reporting. Businesses that engage with the SDGs can get benefits for themselves and for the markets in which they operate. In 2021 Authos chose sustainability reporting to strengthen its long-term strategy. The document highlights our commitment towards a sustainable culture integrated in the company core business.



Our stakeholders.



IDENTIFICATION

Understanding and categorising the company's user base together with its Stakeholders is the essential prerequisite to a sustainable strategy.

The concept of creating

The concept of creating shared value (CSV) has become a driving force to sustainability.

Stakeholder engagement is the systematic identification, analysis, planning and implementation of actions designed to influence stakeholders.



| STAKE- HOLDERS | CATEGORY | ENGAGEMENT ACTIVITIES |
|---------------------------------|---|---|
| Hired Employees | Authos' employees and trade unions. | Internal analysis, periodic performance review, training, newsletter, onboarding programme for new hires. |
| Employees with VAT number | Employees with Vat Number i.e., self-employed contracted professionals. | programme for new filles. |
| Suppliers (Ford) | Ford is an Automobile Company. Authos is a Ford dealership. | Dedicated meetings, engagement initiatives. |
| Suppliers (others) | Supplier of raw materials, services & technology. | |
| Customers | Authos' end-users and consumer association. | Customer satisfaction survey. |
| Investors | Authos' present and future shareholders. | Business relationship, website. |
| Society and local communities | Authos' social context plays a role and influences the activities, both directly and indirectly. | Meetings and cultural initiatives with associations, organisations and local communities; social network. |
| Institutions | Institutions, governance, university that influence Authos' choices. | Ad hoc meetings. |
| Financial Institutions | Banks and financial institutions that contribute to financing Authos' activities. | Financial relationship, official website. |
| Associations and NGOs | NGOs are non-governmental, non-profit organizations that further social or humanitarian mission around the globe. | Meetings, cultural initia- tives, projects. |
| Media and Press | Local, National and International Media (i.e., tv, press, radio, web) | Official website, social network. |

Materiality Assessment.

According to GRI Standards the MATE-RIALITY ANALYSIS is the foundation of our sustainability strategy. A materiality analysis is a method to identify and prioritize the issues that are most important to an organization and its stakeholders.

For this purpose, the major megatrends are considered as well as customer inquiries, customer questionnaires, topics from customer contacts, conferences, events, trade media, internal analyses, and many other aspects.

How is materiality calculated?

The materiality analysis and the materiality matrix that results from it allows Authos to decide on which sustainability issues to focus on and invest time in.

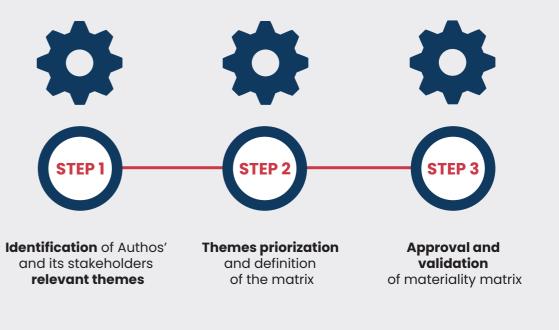
The themes are assessed on a scale of 1 to 5 (where 1 identifies a theme as irrelevant and 5 as strategic).



ANALYSIS STEPS

Identifying **RELEVANT THEMES** for Authos has been crucial to define objectives and strategies and to benchmark results against peers and competitors.

In the second phase, a targeted questionnaire was sent to Authos' top management and to stakeholders to prioritise themes.



The materiality assessment was conducted by the top management with the support of an external consulting company.

Sustainability Report

Materiality Matrix.

RELEVANCE FOR STAKEHOLDERS **EMPLOYEES TRAINING** PRODUCT SAFFTY AND DEVELOPMENT AND QUALITY QUALITY OF SERVICE **HUMAN RESOURCES** PROVIDED POLICIES SAFETY AT WORK INNOVATION SOCIO-ECONOMIC INCLUSION AND DIVERSITY WASTE MANAGEMENT INTERNAL COMMUNICATOIN MARKETING AND LABELLING

RELEVANCE FOR THE COMPANY

In early March an anonymous questionnaire was done for the internal and external Stakeholders to understand specific needs. The results show 100% redemption for internal and 55.23% for external Stakeholders.

A materiality threshold has been defined and 11 material topics stood out as highly relevant to us and to our key Stakeholders. One related to the economic performance and governance, one related to environmental responsibility and nine related to social responsibility.

INTERNAL STAKEHOLDERS

100% redemption

EXTERNAL STAKEHOLDERS

55,23% redemption



For internal and external Stakeholders, product quality and safety should get strategic attention.

The Output

The materiality matrix helps visualize the findings of the materiality assessment. The matrix includes the 11 most material topics for Authos and its stakeholders, which are placed along two axes:

- the abscissa axis reflects the relevance for Authos
- the ordinate axis reflects the relevance for the stakeholders.

Strategic Plan.

| ТНЕМЕ | GRI | IMPACT | SDGs |
|-----------------------------------|---|---------------------|--|
| Waste management | GRI 306 Waste (2020) | Authos | 12 SEPARAL CONSTITUTION AND PROTECTION CONSTITUTION OF THE PROTECTION OF THE PROTECT |
| Innovation | NON GRI | Authos | 9 RECEITS SECOND |
| HR policies | GRI 401 Employment (2016) | Authos Employees | 5 mary and 10 march march |
| Internal communication management | GRI 402 Labor/Management relations (2016) | Authos Employees | 10 shoos (|
| Health and safety at work | GRI 403 Occupational Health and Safety (2018) | Authos Employees | 3 sometime -// |
| Employee training and development | GRI 404 Training and education (2016) | Authos Employees | 4 mary 5 mary 6 |
| Inclusion and diversity | GRI 405 Diversity and equal opportunity (2016) | Authos Employees | 5 mar. 10 mars. (E) |
| Quality of service provided | GRI 416 Customer health and safety (2016) | Authos Employees | 8 sint was an |
| Product safety and quality | GRI 416 Customer health and safety (2016) | Authos Employees | 8 mineral and |
| Marketing and labelling | GRI 417 Marketing and labelling | Authos Employees | 8 BOTH MAN |
| Socio-economic compliance | GRI 419 Socioeconomic compliance (2016) | Authos | 8 monotors (September 18 monotors) |



- Governance bodies
- **Board of Auditors**
- **Ethical Code**
- **Economic responsibility**
- Investiments and Innovation
- 3.2.2 Creation of Value

Governance & creation of Value.

Authos is constantly committed to strengthening the corporate governance system which fosters the creation of mid-term and long-term values. They are conscious of the important role they play within their community.



Governance bodies

The corporate governance model is based on an administrative body (sole administrator at present) and a supervisory board (board of Auditors).

In particular, the sole administrator is the legal representative and performs the tasks of administration (ordinary and extraordinary) and management of the company. In accordance with the law, some matters need authorisation before implementation.

Decisions related to ESG matters are taken by the sole administrator, supported by the Boards of Auditors and several teams of specialists.

Boards of Auditors

The Board of Auditors monitor compliance with legislation, internal regulations and with principles of proper administration. It verifies the adequacy of the company's management, organizational and accounting structures, while also ensuring it functions correctly.

The Board consists of three statutory auditors and two alternate auditors. As set down by legislation, auditors must meet specific requirements of integrity, professionalism, and independence.

The auditor should use confidential Information solely for conducting the audit and should not disclose confidential Information to any third person. The Board and the Auditing firm exchange data and relevant information to carry out their duties. The board must meet at least every 90 days.

Corporate governance is the combination of rules, processes and behaviours adopted by the company to ensure the correct and transparent functioning of the governing bodies and of the business control system.

BOARD OF AUDITORS

| Name | Age | Job Title |
|--------------------|-----|----------------------------------|
| Paolo Motto | 52 | Accountant, Statutory Auditor |
| Davide Ferrero | 50 | Accountant, Statutory Auditor |
| Stefano Ostengo | 36 | Accountant, Statutory Auditor |
| Emanuele Celi | 50 | Accountant, Statutory Auditor |
| Elena Ambroggio | 40 | Statutory Auditor |

Date The Board members were nominated: 08/07/2019

Date of cessation of the Board:

approval of the Financial Statement: 31/12/2021

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Sustainability Report —

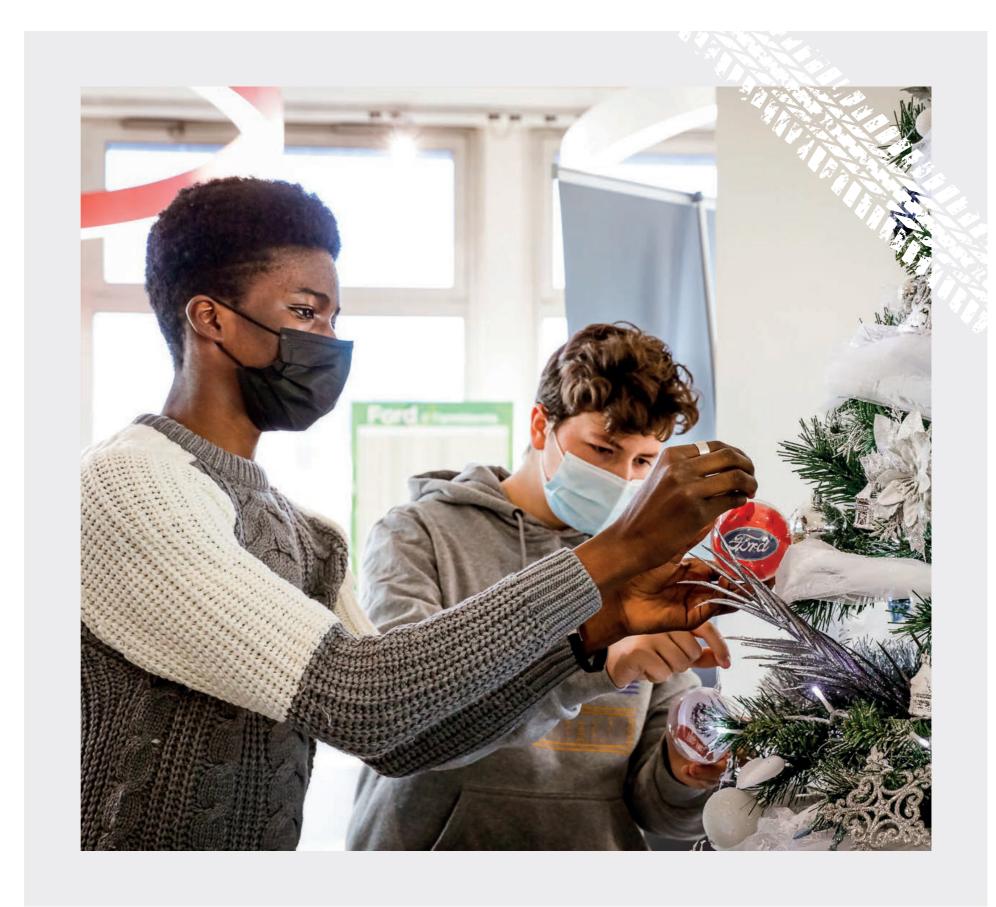
Ethical Code.

The Ethical Code formalizes the values and principles that are the basis of our day-to-day activities. The recipients of the Policy are the Group's Managers, employees, and customers, as well as our suppliers and consultants and anyone acting on our behalf.

The Ethical Code provides a set of standards for behaviour that helps us decide how we should act in a range of situations and business decisions.

Authos has identified Ethical guiding principles which are applied across all corporate processes. It is designed to provide a framework against which to measure any activities.

We promote an ethical corporate culture based on honesty, fairness, integrity, transparency, confidentiality, quality and safety, respetc for people and for the environment

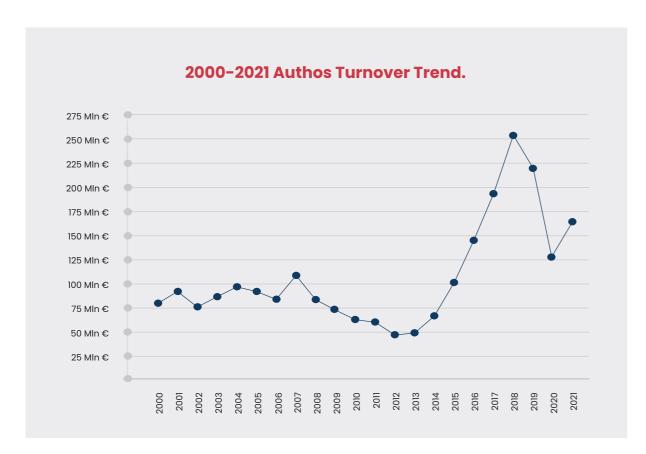


Economic responsibility.

Turnover is commonly referred to as Invoiced Sales. It is the total amount that you bill to your customers, without VAT.

Each company report and financial presentation contains several indicators to evaluate the health of the business. The turnover growth trend allows you to verify the growth policy and to analyse the current financial situation.





| Year | Turnover € | Year | Turnover € |
|------|---------------|------|---------------|
| 2000 | 89.798.702 € | 2011 | 67.316.006 € |
| 2001 | 99.252.261 € | 2012 | 54.686.260 € |
| 2002 | 84.461.369 € | 2013 | 55.170.710 € |
| 2003 | 97.327.567 € | 2014 | 75.026.759 € |
| 2004 | 103.666.010 € | 2015 | 114.474.714 € |
| 2005 | 98.230.528 € | 2016 | 151.015.521 € |
| 2006 | 93.320.529 € | 2017 | 196.083.773 € |
| 2007 | 119.213.252 € | 2018 | 258.775.482 € |
| 2008 | 92.879.548 € | 2019 | 222.968.002 € |
| 2009 | 81.764.726 € | 2020 | 138.901.286 € |
| 2010 | 70.692.946 € | 2021 | 171.174.747 € |

The Growth Trend

Every company tends to have a goal of increasing revenues. The current economic crisis, however, needs to be considered when analysing Revenue.

The table shows undoubtedly, Author growth started to soar in 2014, thanks to a "keen but cautious" management approach focused on sustainability and innovation.

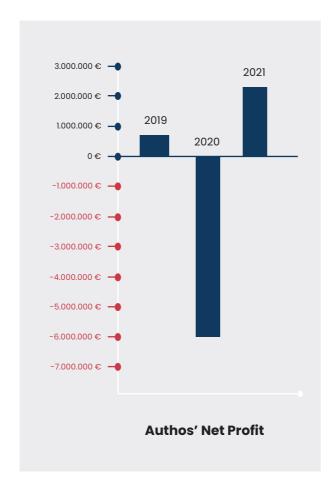
Net profit

The Covid-19 pandemic caused a revenue contraction. The automotive industry has been significantly impacted by these challenges and changes within market dynamics. We not only faced a decreasing demand but also supply-chain disruptions, the impact of which can be seen in the 2020 figures.

Last year's results, as described above, have been compensated by a substantial revenue increase. Despite the rising production costs, we achieved a net profit of more than €2,000,000.

The sum was earmarked to increase the legal reserve and to recreate a revaluation reserve.



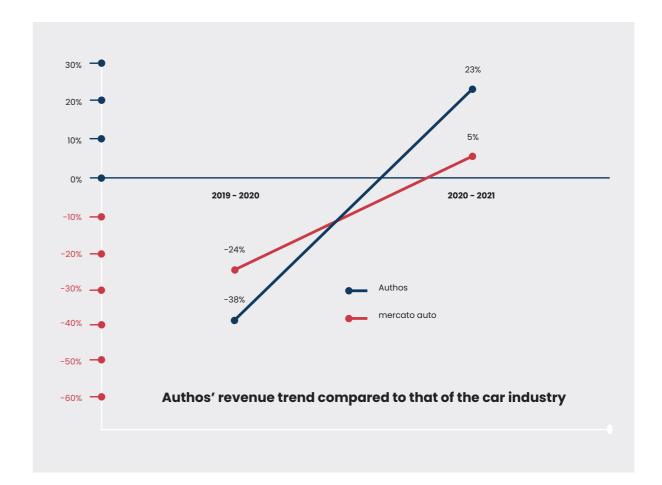


RISK MANAGEMENT

The "AS IS "business approach is not applicable in the current uncertain times as the business continuity is jeopardised by external unpredictable situations.

The global shortage of available raw materials and the consequential rise in prices need to be faced head-on by asset management and innovation. Authos believes that innovation is the fuel to more performing solutions.

Despite the turmoil Authos succeeded in reinventing the business through exceptional management and a deep commitment to risk evaluation and management.



From obstacles to opportunities

Authos's Business Continuity Plan has allowed the company to perform in a time of crises, turning obstacles into opportunities. The solid foundations, built of integrated and sustainable management, together with a value-added approach, have led to innovative projects. Innovation added a flywheel effect to the growth.

Not only has Authos recovered, but it has also generated a 17% increase compared to that of the rest of the car industry. The results also represented a 20% growth since 2020. Authos' resilience kept the company thinking and built a business designed to respond to challenges.

Sustainability Report

Investments & Innovation.

Innovation is a strategic NEED for Authos, for its market positioning and growth. Stakeholder's demands and the fast-changing world puts innovation at the heart of the business. Undoubtedly, the capability to innovate and to bring innovation successfully to market is a crucial determinant of Authos' competitiveness.

A digital revolution of the automotive industry is required to change the customer's journey. This needs to happen at the very onset of the buying decision process, all the way through to how they approach the car dealer and book services.

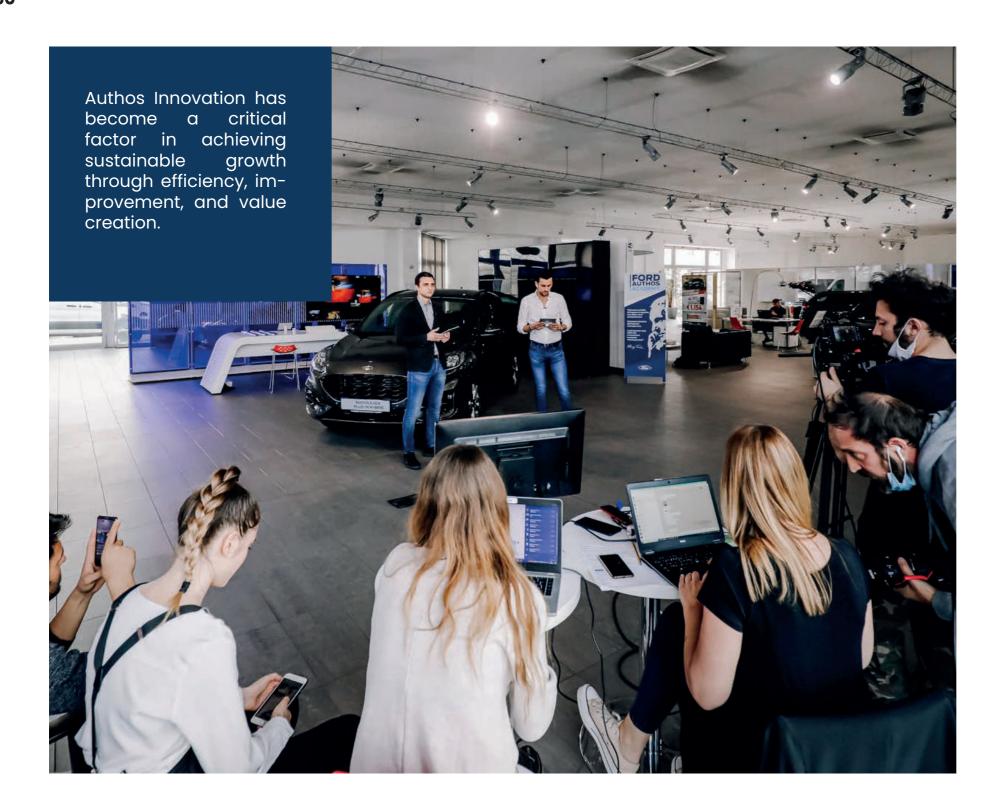
INVESTMENTS APPROACH

Authos has undertaken a digital transformation on two levels:

- Internally by revising the processes and introducing new Management Software to assist with daily activities such as enterprise resource planning and customer relationship management.
- Externally by exploring new communication methods and engagement tools that are designed to enhance the customer journey (customer-centric). These include APPs, social media, digital Marketing, digital signature, online showroom.



Investments & innovation.



Innovation Strategy

Directing attention toward intelligent innovation begins with leadership. Authos' leader has embarked on an innovative journey to guarantee constant improvement.

The company continuously monitors and assesses progress towards innovative and strategic planning to obtain their goals. In addition, a road map helps to correct deviations from the Innovative plan.

Authos has invested money and efforts in ESG-related projects. Among these projects we can highlight:



Web application development:

We have a B2B and B2C platform to sell auto parts online, which optimises time and costs.



Connected mobility projects,

through targeted investments in technologies for the control of movement of vehicles on the road, made by to the collaboration with specialized partners - OCTO Telematics.



My Authos digital services APP: In collaboration with VOLTAAGE, we have implemented software to manage our electric fleet vehicles. Digitalising the processes and using resources efficiently contribute to the competitiveness of the company.

Economic Added Value.

Economic value added (EVA), also known as economic profit, is a measure of a company's financial success based on residual wealth, calculated by subtracting the cost of capital from operating profits. The purpose of EVA is to determine the value a company generates from the capital invested into it with the overall goal of improving the returns generated for shareholders. Sustainability Accounting and Reporting can be considered as a complement to financial accounting. Financial and sustainability information can provide a complete view of the performance and value creation of a company.

The financial statement communicates how much revenue the company generated during a period and what costs it incurred in connection with generating that revenue. The basic equation is Revenue - Expenses = Net Income. Sustainability Accounting focuses more on how an organization can benefit from adopting sustainable practices in comparison to purely financially related issues.

The company has an operating profit of €150,000,00, a net revenue of over €171,000,000, a net profit of €2,400,000 million, a positive EBITDA of almost €7,000,000, which represents the 4.7% of the operating profit.



| Particulars | 2021 | 2020 | Variazioni |
|---------------------------------|---------------|---------------|--------------|
| Economic considerations for | | | |
| Sales Revenue | € 149,636,281 | € 119,885,660 | € 29,750,621 |
| Value of production (VdP) | € 171,174,747 | € 138,901,286 | € 32,273,461 |
| Staff costs/Revenue | 3,10% | 3,84% | -0,74% |
| Cost of Goods/ Revenue | 76,10% | 79,32% | -3,21% |
| Cost of Services/ Revenue | 10,29% | 9,74% | 0,55% |
| 3rd Party Assets /Revenue | 3,09% | 2,90% | 0,20% |
| Management costs/ Revenue | 0,39% | 0,30% | 0,09% |
| Net Financial costs/ Revenue | - | - | - |

The impact of the sanitary crisis of COVID-19

The reduction in stock availability has had a significant impact. It dropped from €38.7 million to €33.6 million

New Car Sales dropped by 26%. The global pandemic crisis has led to a shortage of electronic components and to a fall in demand. These circumstances, however, have led to consumer appetite for used vehicles. The 91% increase allowed the company to compensate their losses in the New Car Sales market. The readiness in changing the market strategy has been the key to achieving these great results.

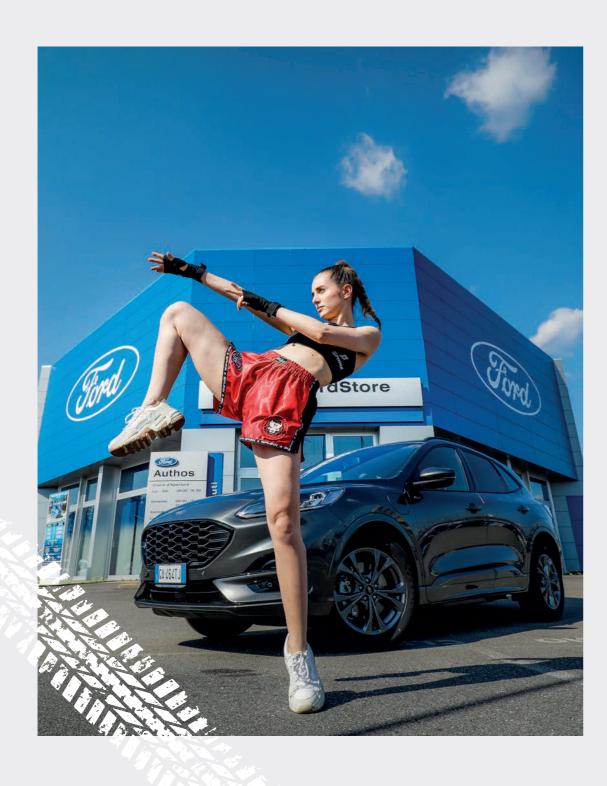
Economic Value Generated and Distributed.

| Particulars | 2021 | 2020 | Variations | |
|---|-----------------|-----------------|----------------|-------|
| Direct economic value generated | 171.177.600,0 € | 138.901.332,0 € | 32.276.268,0 € | 23,2% |
| Sales and Services Revenue | 149.636.281,0 € | 119.885.660,0 € | 29.750.621,0 € | 24,8% |
| Changes in inventories of products and stock in trade | - | - | - | - |
| Changes in inventory of work in progress | - | - | - | - |
| Fixed asset increments | - | - | - | - |
| Other income and net income | 21.538.467,0 € | 19.015.626,0 € | 2.522.841,0 € | 13,3% |
| Finance Income | 2.852,0 € | 46,0 € | 2.806,0 € | 61,0% |
| Adjustments to financial assets | - | - | - | - |
| Economic Value Distributed | 161.771.199,0 € | 136.674.443,0 € | 25.096.756,0 € | 18,4% |
| % of direct economic value generated | 94,5% | 98,4% | | |
| Reclassified operating costs | 153.844.919,0 € | 128.143.361,0 € | 25.701.558,0 € | 20,1% |
| Raw materials, consumables, and goods | 130.271.814,0 € | 110.173.898,0 € | 20.097.916,0 € | 18,2% |
| Service costs | 17.614.334,0 € | 13.534.500,0 € | 4.079.834,0 € | 30,1% |

| Particulars | 2021 | 2020 | Variations | |
|--|-----------------|-----------------|----------------|--------|
| Economic Value Distributed | 161.771.199,0 € | 136.674.443,0 € | 25.096.756,0 € | 18,4% |
| Reclassified operating costs | 153.844.919,0 € | 128.143.361,0 € | 25.701.558,0 € | 20,1% |
| Costs of third party assets | 5.293.087,0 € | 4.023.396,0 € | 1.269.691,0 € | 31,6% |
| Other operating expenses | 665.684,0 € | 411.567,0 € | 254.117,0 € | 61,7% |
| Staff remuneration | 5.307.216,0 € | 5.335.377,0 € | -28.161,0 € | -0,5% |
| Staff remuneration | 5.307.216,0 € | 5.335.377,0 € | -28.161,0 € | -0,5% |
| Shareholders remuneration | 1.258.903,0 € | 1.389.596,0 € | -130.693,0 € | -9,4% |
| Interests and other financial expenses | 1.258.903,0 € | 1.389.596,0 € | -130.693,0 € | -9,4% |
| Shareholder remuneration | - | - | - | - |
| Distributed profit | - | - | - | - |
| Public Administration Remuneration | 1.360.161,0 € | 1.806.109,0 € | -445.948,0€ | -24,7% |
| Income Tax | 1.360.161,0 € | 1.806.109,0 € | -445.948,0 € | -24,7% |
| Community | - | - | - | - |
| Donations and charity | - | - | - | - |

Sustainability Report -

The growth in value.



COMPETITIVENESS IN THE MARKET

Over the last two-year period, internal re-organisation, new fundings and access to new markets have allowed Authos to keep a competitive position and to be innovative at the same time. The company net assets have been moved around to cover financial losses in 2020.

Authos' economic management led to an economic value generated of 23.2% and an economic value distributed of almost €162,000,000 with an 18.4% growth

ECONOMIC VALUE DISTRIBUTED

€ 162,000,000

INCREASE IN DISTRIBUTED VALUE

+18,4%

INCREASE IN GENERATED VALUE

+23,2%

PERCENTAGE OF THE DIRECT ECONOMIC VALUE REDISTRIBUTED

95%



The ratio between generated and distributed value of 95% once again attests Authos' commitment and willingness to share its growth with stakeholders, even in the most complicated periods of management.

Consumption.

- **Environmental Responsibility**
- Waste management
- Responsible energy use
- 4.3.1 Energy consumption
- 4.3.2 Climate change emissions
- Water resources management and conservation

Environmental Responsibility.

As a company, Authos is putting a huge focus on sustainability. Authos uses Corporate Social Responsibility (CSR) to drive equity and inclusion, to protect the planet, while also making a commitment to improve the quality of life for local communities as well as across the globe.

An environmentally aware business considers more than just profit. It considers its impact on society and the environment. Authos is sustainable because it contributes to the health of the structure within which it operates, thereby helping construct an environment in which the business can thrive. Authos is fully aware of the deep interconnections between products, services, its people and their community and territory.

WASTE MANAGEMENT

Considering the increasing scarcity of resources, the correct management of waste represents an opportunity to rethink today's production paradigm and consumption in a circular perspective.

The path towards such a production system is still long and will require significant contributions from the business world, capable of bringing substantial savings benefits of financial and productive resources.



Hazardous waste and non-hazardous waste

Due to the nature of our business, we produce hazardous waste from our workshop activities.

From 2019 – 2021 hazardous waste represented over 90% of the total waste, while the non-hazardous wastes were around 6%.

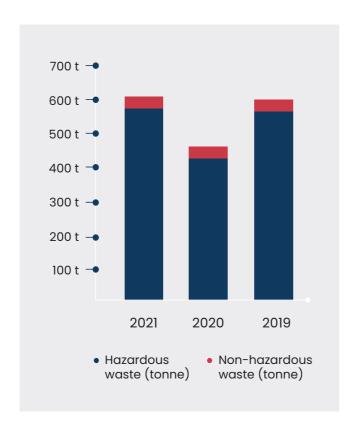


Waste Management.

Currently, the 94% of hazardous waste generated is related to End-of-Life vehicles. The waste code is EWC 16.01.04*. (An asterisk* at the end of a code means the waste is hazardous).

This type of waste has recorded a 43% increase compared to the previous year showing signs of a significant recovery post-pandemic.

As highlighted on the graph, non-hazardous waste which represents a minority share, mainly referring to Ferrous metal (waste code is EWC 16-01-17). These 10 tonnes of waste produced in 2021 represents 32% of Authos non-hazardous waste.



OTHER WASTE

27% of non-hazardous waste is produced by end-of-life (no longer usable) tyres. (EWC 16.01.03) 17% of non-hazardous waste is produced by brake pads (CER 16.01.12).

Authos implements best practices to reduce the amount of waste we create, to re-use materials and to recycle materials from site where materials cannot be re-used.



WASTE RECOVERY

At Authos, waste reduction is an urgent priority. We are reducing our waste by working alongside a qualified and specialised waste disposal company.

We are reducing waste and applying the principles of a circular economy across our business. This means placing value on our own waste which is helping to reduce pressure on the world's resources. Today, a big part of our hazardous waste is treated in order to be reused and recycled.

A virtuous example is given by our partnership with the "Consorzio Nazionale degli

Oli Minerali Usati (CONOU)". Regeneration transforms waste mineral oil into a new lubricant with similar features to the original product.

Equally, there has been a positive performance regarding the recovery of non-hazardous waste. Authos plans to continue reducing the amount of waste-to-landfill by emphasizing prevention, minimization, reuse and recycle of waste whenever and wherever possible.

Partnering with a specialised waste disposal company has helped Authos to optimize their efforts to manage the waste that the company produces.

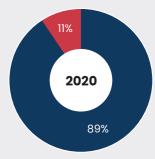
GENERATED NON-HAZARDOUS WASTE

(Waste related activities are classed as recovery (R) or disposal (D) as defined in the EU Waste Framework Directive 2008/98)

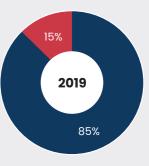
- (R13) temporary storage of waste pending recovery operation.
- (D15) temporary Storage of waste prior to disposal.



33,5 tonnes



32 tonnes



Sustainability Report -

Environmental Projects.



CUSTOM HYBRID-CITY CLEANING

Starting in 2023, Authos will organise and finance a project called "clean-up days" to clean up parks and to promote green care and maintenance in Turin and its municipalities.

Our "clean-up days" goal is to raise environmental awareness, promote sustainable cities and communities while protecting the area. The project will engage employees, their families, and Environmental Organizations.

Furthermore, to boost visibility across social platforms and to spotlight environmental issues, we are going to collaborate with a **Social Ambassador**.

ENVIRONMENTAL PROTECTION CAMPAIGNS

This new business model works alongside the outside environment which includes customers, competitors and the general economy. It practices corporate social responsibility (CSR), a business concept in which social and environmental concerns are integrated into a company's operations.

The purpose of the company must be redefined as creating shared value, not just profit.

Regarding environmental sustainability, Authos has embraced the concept and has engaged stakeholders through diverse initiatives.







Customer engagement campaigns - Social campaigns:

To truly make a positive impact on the area where it operates, Authos has engaged customers via social campaigns aimed to deepen the principles of environmental sustainability. We have shared best practises to move towards sustainable living, by engaging with the best eco-friendly influencers (Hybrid Influencer Project). We have promoted our initiatives on social media.



Proper Waste Management Videos project:

Every day, we must foster a culture where employees are empowered to 'Do the Right Thing'. Engaging employees is also fundamental to guarantee correct waste management. We have created short videos dedicated to different teams to share the best practices about the common office waste type and their appropriate disposal methods (i.e. oil, battery, paper, stationery, cables, etc)

Responsible energy use.

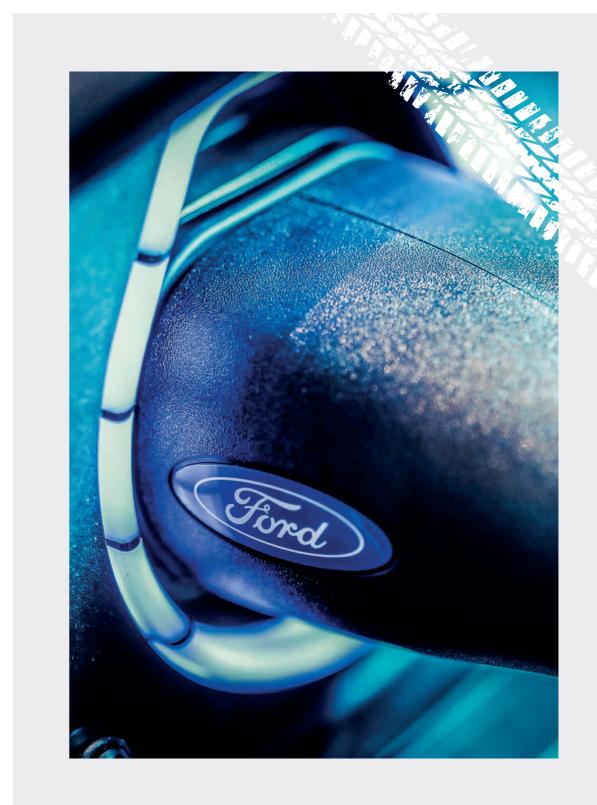
Considering the nature of the business, Authos contributes to sustainable energy use by promoting and commercialising next generation vehicles (mainly electric and hybrid) in replacement of the old fleet.

To accomplish this goal, Authos offers incentive campaigns to persuade consumers to buy next generation vehicles by promoting sustainable mobility.

In 2021 we increased our investment to introduce new innovative technologies, with a focus on electric mobility. To boost sales, we have implemented additional commissions plan. Extra commission is being paid by the car manufacturer to the Salespeople for selling 5 electric cars over a 30-day period.

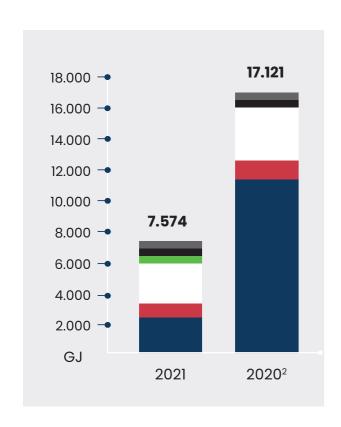
Moreover, Authos promotes an energy-efficient culture within its organisation. Through energy-monitoring systems we quantify and control energy performance by identifying opportunities for improvements to optimize energy consumption. By upgrading from conventional lighting to LEDs, we achieved substantial energy savings and reduced carbon emissions in compliance with our environmental goals. A Comprehensive range of LED

lighting in Authos also helps promote staff well-being and performance. Just as important as the project itself, is the communication with customers and stakeholders. Considering the times we live in, we also use social media to deliver powerful messages.

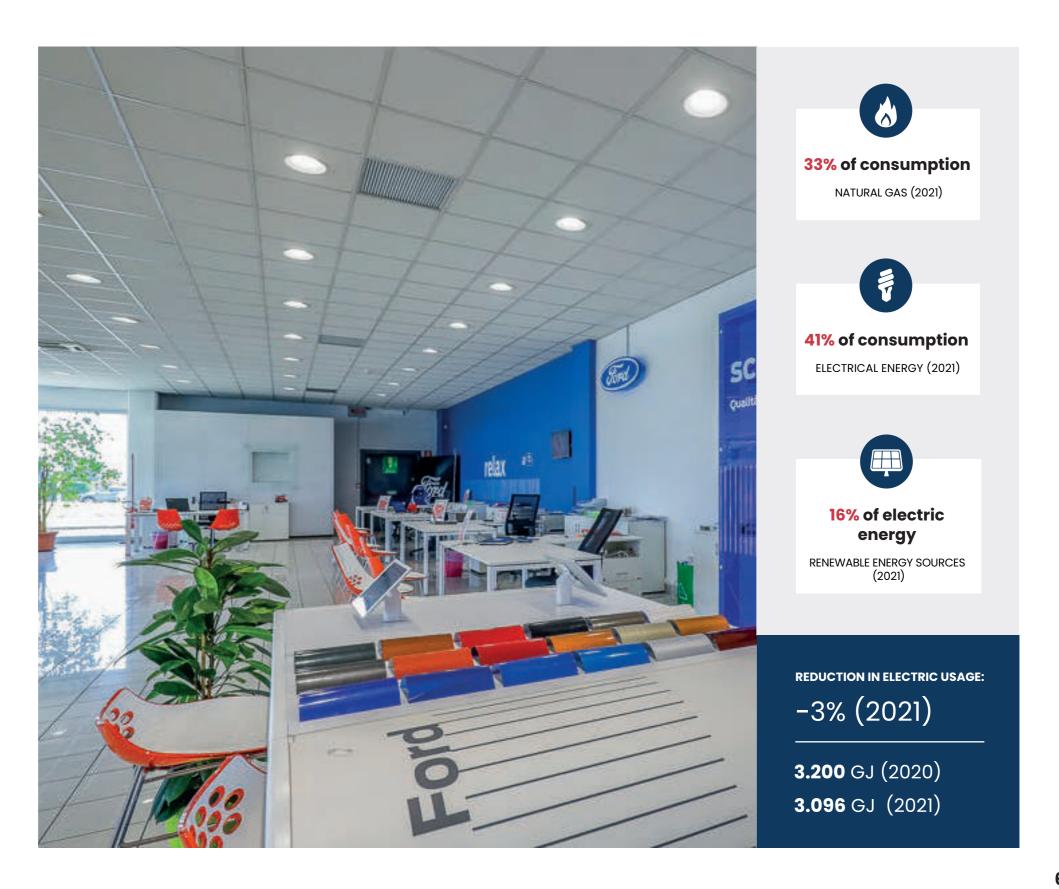


Energy Consumption

At Authos, we use different sources to meet our energy needs. Our heating system is mainly covered by natural gas and Liquefied Petroleum Gas (LPG). Currently, natural gas covers 33% of our energy consumption. Electrical energy remains our main energy source with a percentage of 41%.



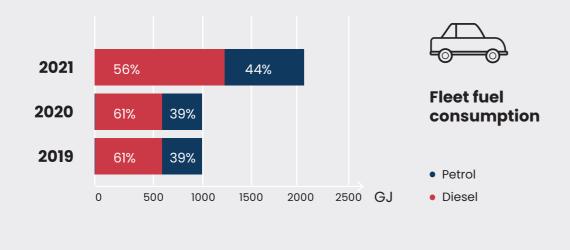
- Gas Meter LPG \circ Electric Energy Diesel
- Electric energy from FER certificate Petrol



Sustainability Report —

Consumption by source.





ELECTRICAL ENERGY

Authos' energy policy has brought a small but very important saving on electricity purchasing. Our energy consumption went from 3,200 GJ (2020) to 3,096 GJ (2021) showing a 3% decrease.

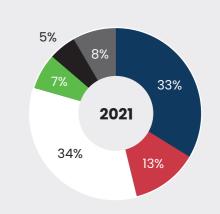
In 2021, around 16% of our total electrical consumption came from renewable sources. Renewable energy certificates attest that electricity is produced from renewable sources and are necessary to ensure its traceability and reliability.

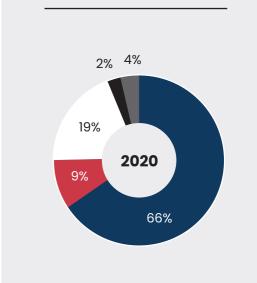
Likewise, the fleet fuel consumption, profoundly affected by The Covid-19 Pandemic, fell drastically (-51%), compared to 2019.

There was a recovery in 2020-2021 (-2%).

ENERGY SOURCES AND CONSUMPTION

- Methane gas
- Electrical energy from FER
- Electrical energy
- LPG
- Diesel
- Petrol





Collaborations.



Authos'
partnerships help us
to increase the use
of renewable energy
sources and to
enhance our
environmental
performance.

ENGIE & THE PHOTOVOLTAIC SYSTEM

We are pursuing ways to reduce our environmental impact and to shift to renewable energy sources. By partnership with ENGIE we are designing an optimal solar (PV) system on our premises. ENGIE asserts itself as a key player in the field of energy efficiency.

In 2023 we will be starting the 1.807 kWp solar system installation to be coherent toward the AGENDA 2030 framework and our sustainability plan. Soon, self-produced renewable sources will play an increasingly important role in covering AUTHOS energy needs.





LED LIGHT DESIGN:

There is a constant focus on optimising our environmental performance by efficient use of natural resources. In 2020, To foster our sustainable growth we established a lasting partnership with LED LIGHT DESIGN, a Turin based company specialised in LED lighting. This rental enables Authos to enjoy a modern, tailor-made, and connected lighting system with the following features:

- Energy consumption analysis
- Installation of customized LED lights
- 50% energy savings and 10% cost savings
- Fixed-price service
- Intelligent lighting management

Climate change emissions.

Every business plays a fundamental role in the global efforts to limiting global warming to 1.5°C compared to pre-industrial times. Therefore, Authos is adjusting its business model to revolve around customer centricity and customer satisfaction.

Under the 2030 climate and energy package, EU regulators propose ambitious political targets for reducing CO2 emissions. The automobile industry welcomes the European Commission's de-carbonisation initiative across all transport modes and has already made significant improvements to new vehicle Co2 performance with an ongoing commitment to do more.

Having said that, Authos is conscious of the role of businesses in tackling climate change. We report our climate change emissions to show our commitment and to provide a gauge of our desire to accomplish better environmental performances over time.

| EMISSIONS ³ | u.m. | 2021 |
|--|----------------------|--------|
| TOTAL SCOPE 1: direct emissions | t CO ₂ eq | 273,94 |
| Methane | t CO ₂ eq | 145,33 |
| LPG | t CO ₂ eq | 63,02 |
| Diesel fleet | t CO ₂ eq | 27,29 |
| Petrol fleet | t CO ₂ eq | 38,30 |
| TOTAL SCOPE 2: Location-based | t CO ₂ eq | 222,14 |
| Electricity | t CO ₂ eq | 222,14 |
| TOTAL SCOPE 2: Market-based | t CO ₂ eq | 327,31 |
| Certified green electricity | t CO ₂ eq | 327,31 |
| TOTAL SCOPE 1+2: Location Based | t CO ₂ eq | 496,08 |
| TOTAL SCOPE 1+2: Location Based ⁴ | t CO ₂ eq | 601,26 |



³ Used emission factors:

Electrical energy: 258,3 kg CO2/ MWh - Source "Efficiency and decarbonization indicators for total energy consumption and power sector - ISPRA" Residual mix: 454,6 kg CO2/ MWh - Source "Efficiency and decarbonization indicators for total energy consumption and power sector - ISPRA" Fuel: 3,152 tCO2/t Diesel: 3,169 tCO2/t GPL: 3,03 tCO2/t LPG: 1,98 kg CO2/

⁴ Calculated on energy purchased and based on national residual mix; Source "Efficiency and decarbonization indicators for total energy consumption and power sector ISPRA".

Scope 1 Emissions (direct emissions): direct (GHG) emissions that occur from sources that are controlled or owned by an organisation (e.g. emissions associated with combustion of fossil fuels at a facility and also vehicles emissions).

Scope 2 emissions (indirect GHG emissions): emissions associated with the purchase of electricity.

The location-based method calculates emissions based on the emissions intensity of the local grid area where the electricity usage occurs.

The market-based method: calculates emissions based on the electricity that organizations have chosen to purchase.

Residual mix: refers to electricity for which the origin is not verified with a guarantee of origin.

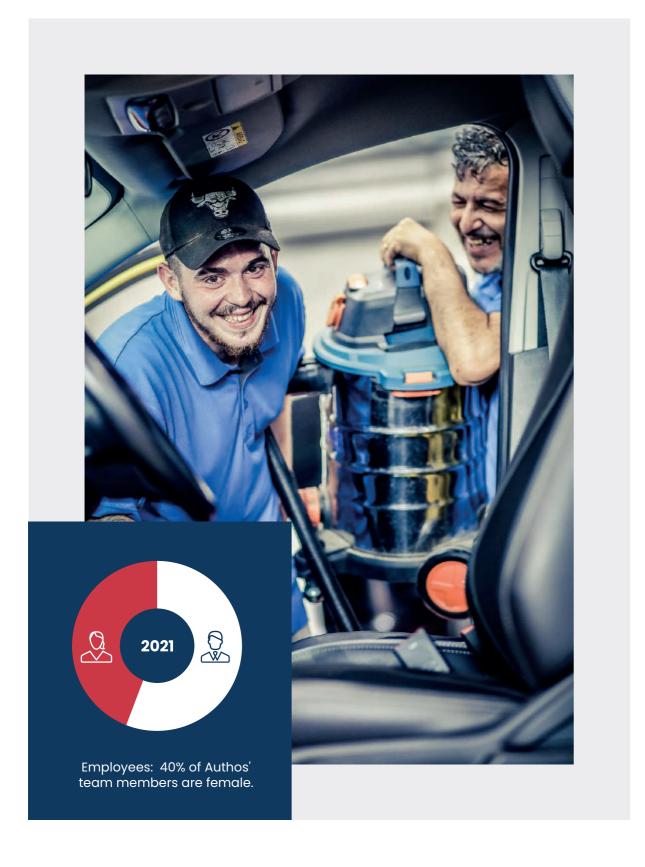
Water resources management and conservation.



- Our community
- **Human capital Education and Training**
- **Health and Safety**
- **Community and Area**
- **Suppliers**
- **Customers and privacy**



Our community.



VALUING PEOPLE

The key to achieving customer satisfaction is to focus on employee happiness first.

Authos' Employees are the backbone of our growth and have allowed the company to become a trusted Ford dealership.

Authos is committed to respecting the physical, cultural, and moral integrity of each employee and to recognise their value. Having a clear understanding of people's lives allows Authos to implement policies that support them while constructing a productive and creative work environment. This approach positively influences employees and guarantees a challenging and inclusive workplace where everyone can unfold their potentials and build skills.

A close-knit team, a lower average age, and a better gender balance in the company are some of the high-lights we are proud of. The HR team tracks employees' progress toward the company's overall objectives on an ongoing basis, to identify the best strategies to address issues as they arise.

Authos is determined to offer permanent contracts. The stability of having a permanent job is very appealing to employees. It eases their minds and allows them to be emotionally invested in the business, improving morale and boosting engagement.

Benefits such as health insurance and other welfare policies help employees

to strike a work-life balance that will ensure satisfaction and effectiveness. These benefits also apply to contract workers. The goal is to improve the workforce's quality of life, both inside and outside the office.

Authos' contracts are in accordance with The National Collective Agreement, which is an employment contract stipulated at national level. Employees are entitled to parental leave and to a pension scheme.

Over the past years the company has provided health care coverage to the entire workforce, interns included. The company covers between 75% - 100%, depending on the medical expenses.

Throughout 2021 Authos has created a Healthy and Safe Working Environment by promoting safety awareness to prevent workplace incidents. In 2021 Authos purchased a €70,000 worth accident insurance policy for 12 months. It covered any work-related injuries also outside the workplace.

Remuneration policies.

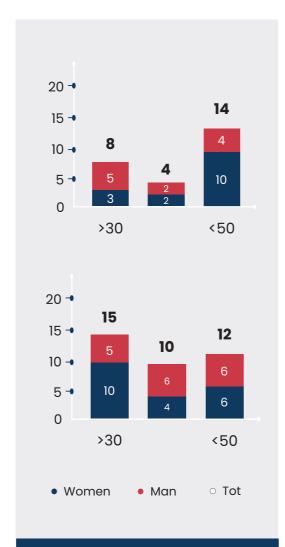
Our remuneration policies and incentive plans are designed to motivate and retain employees while also achieving Authos' goals. They apply to sales and sales support teams.

Each year we define a strategic incentive and development plan for employees that is aligned with our cost optimization strategy.

For example, a year-end bonus is paid to employees working in the workshop when 110% of target is reached. Each employee is supported in their role in order to reach their commission.

In today's fast-moving business environment, the management approaches incentives with flexibility by rewarding the commitment of employees in creating value for the company.

To date, our incentives include one-time rewards and pay rises. We are working on petrol bonuses and agreements with local restaurants for voucher.



AVERAGE AGE

Authos' average employee age, in the three-year period, has not shown significant variations. Despite the younger workforce, we are handling the generational change by preserving the know-how acquired over the years.



18% 22% 23% 9% 14% • Total • New starters 9% • Resignations

TURNOVER

The COVID 19 pandemic has affected employee turnover. Ethics and work-life balance have shaped a new working approach.

As the analysis shows between 2020 and 2021 although there was an increase in the volume of turnover, we found that there were more people joining the company than there were leaving.

Human Capital Education and Training.

Each employ can develop soft and hard skills and fully express their potential.

The more productive the workforce is, the more competitive Authos becomes.

Authos educational and training approach was redefined when in 2018 the "FORD AUTHOS ACADEMY was launched.

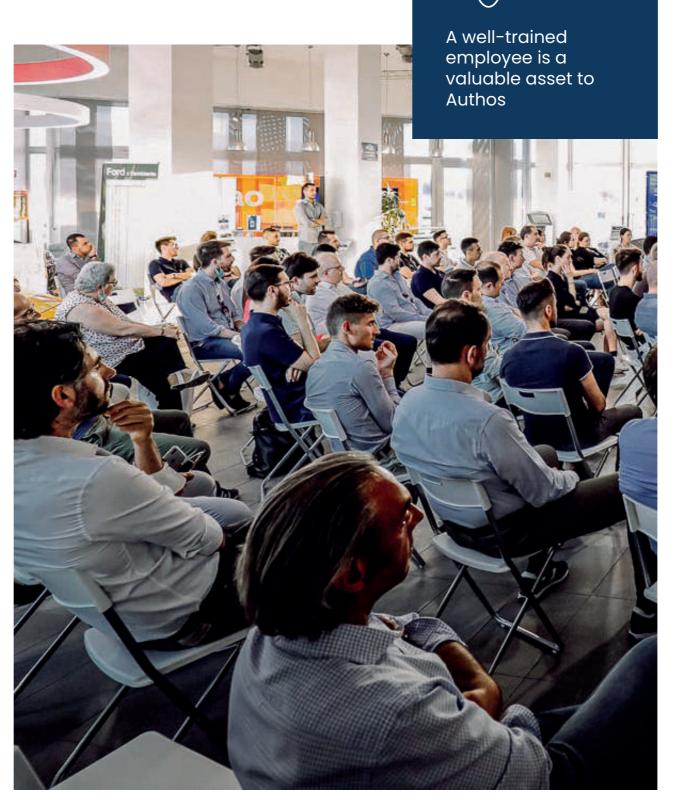
Starting in 2019 a particular focus was dedicated to the academy, designed to provide our talent with a space to learn, grow, collaborate, and build their capabilities.

Continuous money and people investments were made to build the best tailor-made learning pathway.

The academy is located onsite in one of our branches and people can go there to advance their job-related capabilities.

It focuses on the business requirements that a company needs to thrive.

Addressing our constant desire for innovation and the post pandemic challenges, we have also developed an e-learning platform to allow employees to embrace the remote learning. Together with the IT department we are developing "Wiki Authos" a content library that employees can always access.



THE ROLE OF THE ACADEMY

Our successful strategic onboarding program shows how crucial training is at Authos from day one.

The process, managed by the academy, facilitates the integration of new hires into Authos' world.

Mentoring is also a key strategy to engage our employees and help them grow.

A network of mentors is in place at all levels throughout the business to coach juniors, transferring the technical know-how, maximising team performance, and encouraging personal growth.

Having a proactive approach to global mobility that includes language training is essential to Authos' development. Therefore, the academy's focus is on improving employee's language skills to build rapport with international partners.

Measuring key performance indicators (KPIs) involves capturing specific data and converting it into useful metrics that help us improve business outcomes by creating ad-hoc learning pathways to close the skills gap.

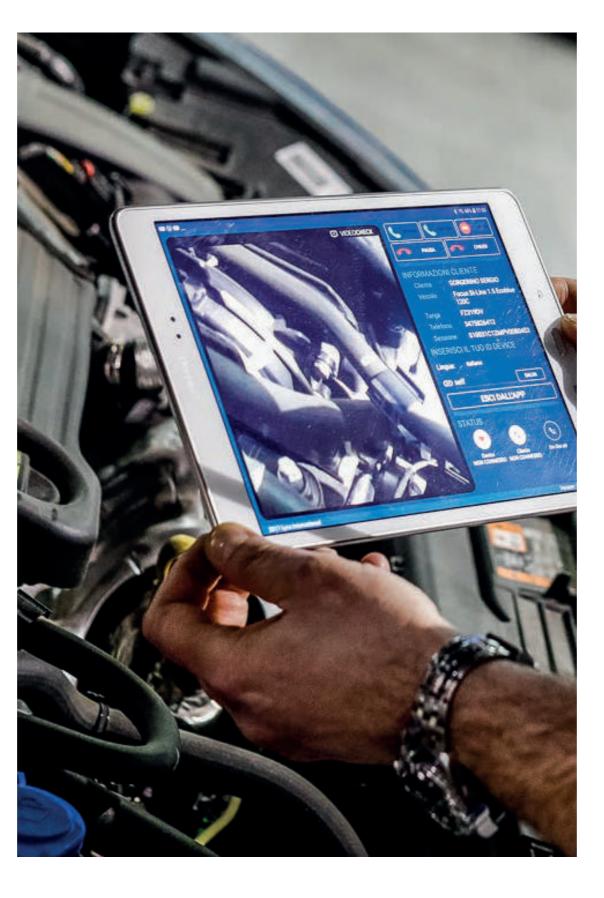
Hours of training provided.

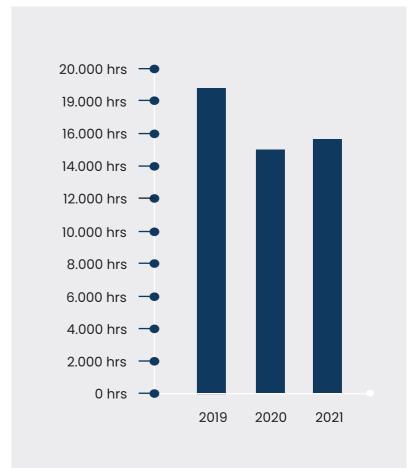
PLAN OBJECTIVES

At Authos, training is at the core of our business while also being a strategic way to share with our Stakeholders how we create values through ESG and sustainability.

Therefore, we have organised seminars around sustainability and car emissions at "CentroCommerciale Le Gru" mall. Together with some other experts we are raising awareness about waste management through a project designed for our employees, their families, and The Stakeholders.

Our goal is the promotion of a sustainable development model to encourage waste management best-practises as a key factor in the transition to a circular business model.





Authos Academy training hours

We have designed training pathways (both in-house and mandatory Ford courses) for our Salesforce to build the skills required to better manage the sales process and the customers in this ever-changing tech marketplace.

Cross-functional training on innovation, marketing and accounting were provided. Our mechanics and auto-parts salespeople were also trained, and they completed Ford technical courses.

HOURS OF TRAINING PROVIDED 18,920 (2021)

Authos Academy.

Author Ford Academy is an in-house project, designed to deliver training courses to its employees.

Through the Academy we nurture and inspire our people to embrace change, dare to be different and have the tenacity to acquire knowledge. The internal Academy structured into master classes, on-the-job and online training for the development of technical skills and the preservation of its know-how.



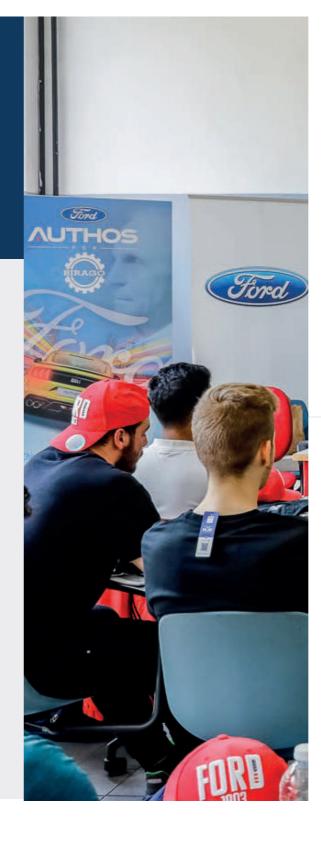
CUSTOMER TRAINING:

LeGru Mall

Ford Authos Academy in collaboration with the Official Italian Ford Academy has implemented a safe driving and sustainability project.

Throughout the years we have organised multiple safe-driving workshops which raised awareness for both drivers and non-drivers. We have focused on safe-driving, attention errors, the environmental effects of driving styles and how to reduce carbon emissions.

We have promoted the events on social media encouraging a debate on these important topics.



EMPLOYEE TRAINING: ZERO EMISSION MOBILITY

Electric mobility (E-mobility) courses have been designed by Authos Academy and intended for the entire Salesforce. A comprehensive overview of electric mobility showed how important the transition to zero emission mobility is in the automotive industry. We need to protect our health and help the environment for future generations.

TRAINING AND COMMUNICATING WITH LOCAL COMMUNITY

To fulfil our commitment to the local community we have partnered with other local players. Projects, designed for children in primary and secondary school were created around safety, first aid and sustainability. We shared the projects on social media to engage with our customer base on future sustainability.

Our learning offerings displays a wide range of courses: English, Microsoft office, product updates and Ford Mechatronics. In 2021 Authos invested heavily in training, delivering a total of 18,920 training hours.

Between 2020 and 2021 the significant increase of 22% was due to a broader use of the training platform, despite the reduction of new hires.

Training.



Authos provides a wide range of well-established digital learning content while also offering focused training on future skills. Training is available to employees of all levels.



ELECTRIFICATION 1

ELECTRIC VEHICLE WITH LOW C02 EMISSIONS



WLTP

WORLDWIDE HARMONISED LIGHT-DUTY VEHICLES TEST PROCEDURE



ELECTRIFICATION 2

ADVANCED ELECTRIFICATION, FORD '21 ELECTRIC VEHICLES



HYBRID VEHICLES WEBINAR

LOW C02 EMISSIONS
(MILD HYBRID ELECTRIC
VEHICLES, FULL HYBRID ELECTRIC
VEHICLES, PLUG-IN HYBRID
ELECTRIC VEHICLES)



WEBINAR SPECIALIST

ELECTRIC VEHICLES



GOOGLE SUITE

ENGLISH



GOOGLE SUITE

PRODUCTIVITY AND COLLABORATION TOOLS (DRIVE, SHEETS, SLIDES)



FIRST AID



EMPLOYEE SAFETY

HEALTH AND SAFETY LOW RISK ENVIRONMENT WORKER ART. 371



INDUSTRIAL TRUCK DRIVER

FORKLIFT



PRIVACY

AND DATA PRIVACY MANAGEMENT



ACCOUNTABILITY COURSE

AND MANAGEMENT CONTROL

Health & Safety.

As employees are AUTHOS most valuable and precious assets, we consider people the core of our business and the driving force for growth and development.

Given all the additional challenges created by the COVID 19 pandemic, we have enhanced employees' benefits. We have subscribed to a COVID insurance in addition to the injures and death insurance.

We have provided a COVID-related topic hotline for our employees to help resolve questions, doubts, and uncertainties.

The infection prevention and control training aimed to provide employees with the key knowledge and tools needed to early detect and effectively respond to a Covid-19 outbreak.

At Authos S.pA we foster safety as a core value in all aspects of the work-place, with continued focus on Injuries prevention and workplace safety. It is our ethical, yet fair choice.

We aim to create a workplace health and safety management system. It's important that safety equipment provided on the job has met the Personal Protective Equipment (PPE) Regulation.

We have also ensured the effective implementation of programs, through cutting-edge training for our teams including the latest injury prevention strategies and tools to engage the experience and knowledge of our employees.

In addition to the mandatory Health and Safety Course, conducting regular safety meetings is a crucial part of building our strong safety culture.

Besides, employees can be actively engaged by giving suggestions and reporting critical issues to the Worker Health Safety Representative (WHSR)

We also encourage employees to join our voluntary health insurance with Intesa Sanpaolo S.p.A banking group if they are willing to submit to it.



Risk Assessment.



Although AUTHOS is considering a Health and Safety management system, various measures are in place to assess risks in the workplace and to take action to eliminate or control these hazards.



Hazard identification and reporting

Careful examination is required to divide the workforce into teams. The first thing to do is identify potential hazards in your workplace. The hierarchy of control is a step-by-step approach to eliminating or reducing hazards. It also ranks hazard controls. Using this hierarchy can lower worker exposures and reduce risk of illness or injury. For example, Personal Protective Equipment (PPE) is designed to protect against safety and/or health hazards.

A risk assessment is the systematic process that involves identifying, analysing and controlling hazards and risks. Hazard identification should be completed when new processes or equipment's are introduced in the workplace. The two key players are: the Health and Safety Officer (in Italian RSPP) and the The Workers' Health and Safety Representative (in Italian RLS).

The RSPP is responsible for minimising or removing the risk of accidents, work-related illnesses, and injuries in the workplace. RSPP maintains the safety information of an organisation and promotes safety compliance by shaping new protocols and strengthening existing health and safety policies.

The RLS facilitates the communication between management and the workers on safety issues.

RLSs define the actions that must be taken to solve problems while ensuring that the Reporter remain anonymous within their area of expertise. Employees are required to report any dangerous situation to the RLS or RSPP. Reporting will improve the assessment of potential risks and will provide the opportunity to ensure better and safer working conditions. Employee's well-being and privacy are protected in this information sharing procedure.

| NUMBERS OF HOURS WORKED | 2021 | 2020 | 2019 |
|---|---------|---------|---------|
| Total number of employees | 143 | 148 | 154 |
| Total number of hours worked by employees | 291.720 | 301.920 | 311.696 |

| EMPLOYEES AND CONTRACTORS' INJURIES | 2021 | 2020 | 2019 |
|-------------------------------------|------|------|------|
| Number of injuries | 6 | 3 | 4 |

Community & Area.

At Authos we are always striving to create and maintain excellent community relations. Over the years we have used our expertise to serve the community we are in while involving members in multiple activities.

We have enhanced the company's reputation as a socially responsible organisation, and we have made a positive impact on the community by focusing on:



Brand Identity to be instantly recognizable



Brand Reputation to shape the perception and expectations that customers have of our brand



Brand Activism to take a stand on things we believe in



Brand Purpose to find Authos purpose beyond profit







FOCUS on community

We have built relationships in local communities and created a long-term positive impact by implementing initiatives which include the following.

- Collaboration with "l'Istituto torinese IPSIA Birago" for young specialist car mechanic's education and work placement. We have focused on the recovery of early school leaving and social redemption
- Collaboration with" con A.I.R
 Down" A local Down's Syndrome Association that supports people living with Down's Syndrome. We have supported initiatives to enhance their opportunities and promote better school, working and social inclusion.
- Cooperation with paralympic athlete Massimo Giandinoto to spread inclusion, through social media campaigns, based on the "never give up" message.

Authos' initiatives.



SPORT VALUES

To confirm the value of sport, practise our "Authos Play" project has been updated and enriched with new features.

It is a social project aimed to give space and visibility to young sports people and local sports associations. We promote sport and its best practise as a vehicle for positive values.

EDUCATION TO YOUNG PEOPLE

Regarding education to local young people, we financially and technically support "la Piazza dei Mestieri". It is an ambitious education project designed to give them access to the skills they need to make the transition into work, avoiding early school leaving

ELECTRIC VEHICLES

To promote vehicles with lower emissions and less impact on the world around us, we provided a hybrid car to the Municipality of Grugliasco which is currently used by its employees. In addition, the project "Authos GoElectric" is under development to promote vehicle electrification. We aim to encourage more sustainable food and wine tourism by providing wineries with Electric Car charging stations

ABANDONED PETS

An awareness campaign has been launched to discourage people from abandoning pet animals and to promote adoption. We support "Albero di Mais" a shelter in Moncalieri where pets are looked after, and abandoned pets are adopted.



Support during Covid-19 pandemic

To provide support to frontline health workers and first responders during the pandemic, we provided two cars on free rental to the Italian Red Cross and to The Civic Protection. This allowed them to respond to the higher demand for assistance due to the Covid-19 pandemic.

Authos support was relevant to deliver medicines and food mainly in the Moncalieri, La loggia, Torino and Val di Susa areas.

Approach to social media.

Authos' social editorial plan is largely dedicated to columns and themes related to ESG values and to environmental and social sustainability. We play an active role in raising community awareness on these topics.

- Video presentation of our workshops
- Interviews with Authos' experts on sustainable mobility
- **Create short video clips** with tips for handling office equipment disposal (i.e., workshop videos about oil and batteries disposal)
- Articles about sustainability in the automotive industry and beyond.
- **Social Product Ambassador:** vehicles presentations with engine specialists
- Custom Hybrid City Cleaning project: Authos' employees promoting a positive image for the company by helping clean up the city and collecting garbage bags.
- Social Media Quizzes to test followers' knowledge.
- Stories dedicated to daily green best-practises.



Suppliers.

O2 Creating a sustainable supply chain is one way for Authos to promote socially responsible behaviours.

Trust and respect are at the foundations of a steady relationship that generates responsible outcomes, based on shared values.

Our commitments are outlined in our Supplier Code of Conduct. We Conduct a Supplier Risk Assessment prior to onboarding. Changes in regulations and the ESG framework require constant and timely monitoring and disclosure.

We expect our partners to meet the minimum environmental and social standards of our Supplier Code of Conduct and Code of Ethics. We prioritise local suppliers and partnerships who embrace our principles. Identifying new local and national suppliers allows us to create a bond with the area and the community.



"For years we have been committed to contributing to the construction of a fair and inclusive society, in a joint effort towards community well-being"

TOTAL NUMBER
OF SUPPLIERS (IN ITALY)

831 (2021)



SEIFEZITENS & SELECTEONICO& CODE OF ETHICS

Our relationships with vendors and suppliers are critical to achieving responsible and ethical corporate performance therefore in choosing them we follow the guidelines of our Code of Ethics that provides for honesty, transparency, and integrity.

We are working on creating a Supplier Relationship Management (SRM) system to assess suppliers' contributions to our business.

Suppliers' selection.



ESTABLISHING RELATIONSHIPS WITH SUPPLIERS: THE PROCESS

The supplier selection process, in accordance with the ESG framework, includes an accurate analysis from the first contact with the supplier.

upplier mapping involves gathering information about their environmental policies, their respect for human rights, their employees, workplace, products, and their company.

Screening and data collection is conducted by the Purchasing Manager and then face to face interviews follow. The outcome will establish the compatibility of the selected supplier with Authos' policies and then the supplier can be chosen.

ESG KPIs are always monitored as they are essential in the supplier's selection process and in their evaluation. KPIs are used to measure sustainability.

Authos currents supply chain includes partners such as: Ald, Castrol, Sincro, Agos e Mansutti assicurazioni. We also have relationships with vehicle transporting companies such Autotrasporti Cubello S.r.l. e Logistica Mediterranea S.p.A.

The spare parts logistics is managed by AsConAuto consortium.

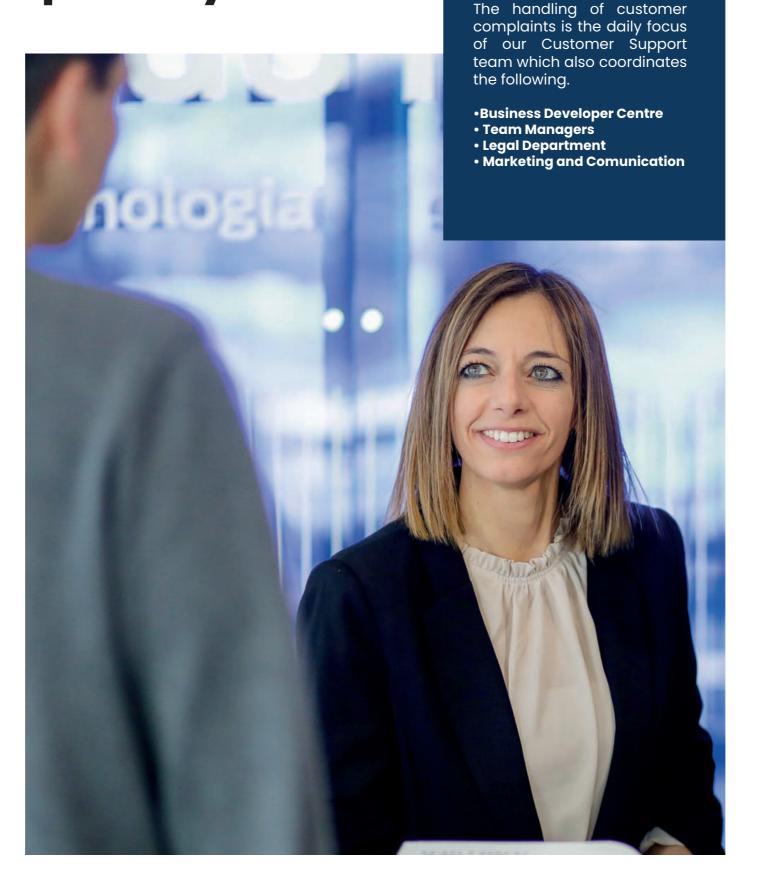
Customers and privacy.

AUTHOS REBRANDING

In 2015 Authos S.p.A. started an important transition phase based on a disruptive business model compared to the traditional one. The company, enriched by its new vision, shifts from being a Ford dealership to a company providing various mobility offers and innovative solutions.

This rebranding strategy is based on trust and loyalty, therefore transparency becomes a company key communication criteria. Transparency is also needed around the disclosure of the quality offered and of real time crisis management.

Authos mainly provides services related to the purchase of vehicles, vehicle maintenance and spare parts. To ensure reliable services the company has implemented a Customer Management policy together with the monitoring and management of their web activities. To address this objective a new customer care team has been created to offer Real-time responses and to support customers, even if it means acknowledging a customer request before a detailed response is provided.



CUSTOMER FEEDBACK MANAGEMENT

Online reviews are vital. Reviewing them, to promptly respond to our customer feedback and provide a solution, shows that we are committed to delivering excellent customer experience. Responding to every user review — positive, negative, or neutral — not only shows that we care about our customers but also enhances brand reputation.

INNOVATIONS

In order to provide a top-notch customer service which elevates the customer experience, several innovations in terms of technological solutions and services are being implemented:

My Authos App

An application to smartly and efficiently connect to customers and monitor employees.

- Short and medium term connected mobility solutions: creating a fleet-sharing network to enhance smart city projects
- Car Service Solutions

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Sustainability Report

MY Authos App.



MY AUTHOS

My Authos app was built using the all-in-one suite Livecar. Being able to connect to the customer car eases the communication, monitors the customer needs, and tracks the vehicle.

The comprehensive process management includes:

- Bdc (Business Development Centre)
- A constant monitoring of the online info
- A CRM (Customer Relationship Management) platform

THINK SMART

My Authos app makes the approach to the company fleet sales and rental services more efficient and it is also a Lead generation tool to easily capture qualified leads.

Customer options:









Vehicle tracking

Monitoring routes

Vehicle control system

Monitory driving styles







Crash management system



Vehicle malfunctioning and safety alerts

CUSTOMER MANAGEMENT & SATISFACTION

Authos has broadened the array of services to their customers by implementing a specific team to manage customer services and to promptly address customer critical issues. We monitor our automated customer satisfaction by using a process based on the Ford Motor Company's survey system called Customer Viewpoint Ford (CVP Ford). CVP Ford measures customer satisfaction with Dealership Sales and Service experiences.

Authos & VOLTAAGE.

DRIVING THE ENERGY TRANSITION

VOLTAAGE is a start-up company based in Paris, whose mission is to assist companies in reducing their fleet's carbon emissions.

The aim of the company is to boost emerging technologies in the automotive sector and to encourage fleet electrification. Together, we are developing a software which will simulate and plan the energetic transition of our business fleet.





IDENTIFIED CRITICAL ISSUES:

The company has invested in this strategic tool to untangle the complexity of selling electric vehicles to Companies. Some of our current challenges are the following:

• Market analysis complexity:

Market complexities are caused by various factors including consumer behaviour, competition, pricing intricacies, and distribution.

• Insufficient time:

Time is required to collect and analyse data

• Lack of electric vehicle (EV) knowledge:

The lack of knowledge is hampering electric vehicle sales

SUGGESTED SOLUTIONS:

By using this tool, Sales Managers can optimise customer acquisition and provide the best personalised quotation. This solution will bring many benefits to Authos, including:

MAXIMISING
THE ENGAGEMENT RATE
AND GENERATING
MORE SALES
QUOTATIONS

BOOSTING
THE CONVERSION RATE
FROM PROSPECT
INTO CUSTOMER.

INCREASING PROFIT MARGIN ON EXISTING AND NEW CUSTOMERS

GRI index.

GRI 302-1 - ENERGY CONSUMPTION WITHIN THE ORGANISATION

| Energy consumption | | u.m. | 2021 | 2020 | 2019* |
|---------------------------|---|------|-------|--------|-------|
| Methan gas | Total heating consumption | Gj | 2.520 | 11.288 | - |
| Other fuels | Total heating consumption | Gj | 958 | 1.612 | - |
| Electricity | Total electricity purchased for consumption | Gj | 3.096 | 3.200 | - |
| | Total electricity purchased from renewable sources with guarantee of origin | Gj | 504 | 0 | - |
| | Total electricity self-generated for consumption | Gj | - | - | - |
| | Total self -generated PV solar energy | Gj | - | - | - |
| | Total energy self-generated which is not consumed | Gj | - | - | - |
| Mix-used fleet | Total fuel consumption | Gj | 610 | 620 | 1.150 |
| consumption | Total diesel consumption | Gj | 389 | 401 | 909 |

GRI 303-3 - WATER WITHDRAWAL

| | u.m. | 2021 | 2020 | 2019* |
|---|--|--|---|--|
| Total water withdrawals | Мс | 3.141 | 4.744 | - |
| Total groundwater withdrawals | Mc | 0 | 0 | - |
| Freshwater (≤1,000 mg/L Total Dissolved Solids); | Mc | 0 | 0 | - |
| Other water (>1,000 mg/L Total Dissolved Solids). | Mc | 0 | 0 | - |
| Total aqueduct withdrawals | Mc | 3.141 | 4.744 | - |
| Freshwater (≤1,000 mg/L Total Dissolved Solids); | Mc | 3.141 | 4.744 | - |
| Other water (>1,000 mg/L Total Dissolved Solids). | Mc | 0 | 0 | - |
| | Total groundwater withdrawals Freshwater (<1,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids). Total aqueduct withdrawals Freshwater (<1,000 mg/L Total Dissolved Solids); | Total water withdrawals Total groundwater withdrawals Freshwater (\$1,000 mg/L Total Dissolved Solids); Other water (\$1,000 mg/L Total Dissolved Solids). Mc Total aqueduct withdrawals Freshwater (\$1,000 mg/L Total Dissolved Solids); Mc | Total water withdrawals Total groundwater withdrawals Mc 0 Freshwater (\$\sigma1,000 mg/L Total Dissolved Solids); Other water (>1,000 mg/L Total Dissolved Solids). Mc 0 Total aqueduct withdrawals Mc 3.141 Freshwater (\$\sigma1,000 mg/L Total Dissolved Solids); Mc 3.141 | Total water withdrawals Mc 3.141 4.744 Total groundwater withdrawals Mc 0 0 Freshwater (≤1,000 mg/L Total Dissolved Solids); Mc 0 0 Other water (>1,000 mg/L Total Dissolved Solids). Mc 0 0 Total aqueduct withdrawals Mc 3.141 4.744 Freshwater (≤1,000 mg/L Total Dissolved Solids); Mc 3.141 4.744 |

GRI 303-4 - WATER DISCHARGE

| | u.m. | 2021 | 2020 | 2019* |
|---|--|--|--|---|
| Total sewage discharge | Мс | 3.141 | 3.141 | - |
| Freshwater (≤1,000 mg/L Total Dissolved Solids); | Мс | 3.141 | 3.141 | - |
| Other water (>1,000 mg/L Total Dissolved Solids). | Мс | 0 | 0 | - |
| | Freshwater (≤1,000 mg/L Total Dissolved Solids); | Total sewage discharge Mc Freshwater (≤1,000 mg/L Total Dissolved Solids); Mc | Total sewage discharge Mc 3.141 Freshwater (≤1,000 mg/L Total Dissolved Solids); Mc 3.141 | Total sewage discharge Mc 3.141 3.141 Freshwater (≤1,000 mg/L Total Dissolved Solids); Mc 3.141 3.141 |

GRI 303-5 - WATER CONSUMPTION

| Water consumption | <u>.</u> | | 2021 | 2020 | 2019* |
|---------------------------------------|-----------------------------|----|------|------|-------|
| Total water consumption in megaliters | Total cubic meters consumed | Мс | 0 | 0 | 0 |

^{*} Partial or missing data for 2019 due to inability to find the requested information

GRI 306-3 - WASTE

| Waste | | 2021 | | | 2020 | | | 2019 | | |
|---------------------|------|---------------------------------|----------------------------|--------|--------|-------------------------------|--------|--------|-------------------------------|--------|
| generated | u.m. | Waste diverted from disposal | Waste directed to disposal | Total | | Waste directed to disposal | Total | | Waste directed to disposal | Total |
| Hazardous waste | t | 573,56 | 0,55 | 574,11 | 416,55 | 5,39 | 421,94 | 558,67 | 7,05 | 565,72 |
| Non hazardous waste | t | 33,52 | 0,00 | 33,52 | 28,71 | 3,65 | 32,36 | 27,89 | 5,07 | 32,95 |
| TOTAL | t | 607,08 | 0,55 | 607,63 | 445,26 | 9,04 | 454,30 | 586,55 | 12,12 | 598,67 |

GRI 306-3 - WASTE GENERATED

| Waste | | 2021 | | | 2020 | | | 2019 | | | |
|------------------------------|------|---------|---------|-------|---------|---------|-------|--------|---------|-------|--|
| by composition | u.m. | onsite | offsite | Total | onsite | offsite | Total | onsite | offsite | Total | |
| Paper* | t | 0,000 | 0,000 | - | 0,148 | 0,148 | - | 0,17 | 0,17 | - | |
| Plastic | t | 2,890 | 2,890 | - | 3,065 | 3,065 | - | 3,65 | 3,65 | - | |
| Glass | t | 0,750 | 0,750 | - | 1,258 | 1,258 | - | 0,21 | 0,21 | - | |
| Wood | t | 0,165 | 0,165 | - | 1,020 | 1,020 | - | 0,94 | 0,94 | - | |
| Toner | t | 0,053 | 0,053 | - | 0,051 | 0,051 | - | 0,06 | 0,06 | - | |
| RAEE | t | 0,117 | 0,117 | - | 0,180 | 0,180 | - | 0,00 | 0,00 | - | |
| Metals | t | 10,880 | 10,880 | - | 8,600 | 8,600 | - | 9,22 | 9,22 | - | |
| Mixed packaging | t | 0,050 | 0,050 | - | 1,230 | 1,230 | - | | | - | |
| Unspecified waste | t | 0,421 | 0,421 | - | 0,370 | 0,370 | - | 0,46 | 0,46 | - | |
| Mineral oil | t | 37,190 | 37,190 | - | 38,635 | 38,635 | - | 44,31 | 44,31 | - | |
| Other fuels | t | 0,000 | 0,000 | - | 0,215 | 0,215 | - | 0,00 | 0,00 | - | |
| Hazardous packaging | t | 3,050 | 3,050 | - | 3,582 | - | 3,58 | 5,018 | - | 5,02 | |
| Filter materials | t | 3,460 | 3,460 | - | 3,645 | - | 3,65 | 5,065 | - | 5,07 | |
| End of life tyres | t | 9,155 | 9,155 | - | 7,913 | 7,913 | - | 7,71 | 7,71 | - | |
| End of life vehicles | t | 518,310 | 518,310 | - | 363,129 | 363,129 | - | 501,00 | 501,00 | - | |
| Oil filters | t | 3,628 | 3,628 | - | 3,806 | 3,806 | - | 4,54 | 4,54 | - | |
| Brake pads | t | 5,582 | 5,582 | - | 4,876 | 4,876 | - | 5,47 | 5,47 | - | |
| Non-freezing liquid | t | 0,791 | 0,791 | - | 1,351 | | 1,35 | 1,55 | | 1,55 | |
| HFC end of life equipment | t | 0,053 | 0,053 | - | 0,000 | 0,000 | - | 0,00 | 0,00 | - | |
| Hazardous gases | t | 0,045 | 0,045 | - | 0,055 | 0,055 | - | 0,04 | 0,04 | - | |
| Hazardous gases | t | 0,548 | - | 0,55 | 0,459 | - | 0,46 | 0,48 | | 0,48 | |
| Batteries | t | 10,490 | 10,490 | - | 10,710 | 10,710 | - | 8,79 | 8,79 | - | |
| Fuorescent tube | t | 0,003 | 0,003 | - | 0,000 | 0,000 | - | 0,00 | 0,00 | - | |
| тот | t | 607,63 | 607,08 | 0,55 | 454,30 | 445,26 | 9,04 | 598,67 | 586,56 | 12,12 | |

^{*} Partial data on the card due to the impossibility of retrieving the data from the municipal company that manages the collection of the card at the Corso Grosseto site

| Waste diverted | | 2021 | | | 2020 | | | 2019 | | |
|---|------|--------|---------|--------|--------|---------|--------|--------|---------|--------|
| from disposal | u.m. | onsite | offsite | Total | onsite | offsite | Total | onsite | offsite | Total |
| HAZARDOUS WASTE | | | | | | | | | | |
| Preparation for reuse (R13) | t | - | 573,56 | 573,56 | - | 416,55 | 416,55 | - | 558,67 | 558,67 |
| Recycling(R3, R4, R5,R11) | t | - | - | - | - | - | - | - | - | - |
| Other recovery operations (R2, R6, R8, R9, R10, R12) | t | - | - | - | - | - | - | - | - | - |
| тот | t | - | 573,56 | 573,56 | - | 416,55 | 416,55 | - | 558,67 | 558,67 |
| NON HAZARDOUS WASTE | | | | | | | | | | |
| Preparation for reuse (R13) | t | - | 33,52 | 33,52 | - | 28,71 | 28,71 | - | 27,89 | 27,89 |
| Recycling(R3, R4, R5,R11) | t | - | - | - | - | - | - | - | - | - |
| Other recovery operations (R2, R6, R8, R9, R10, R12) | t | - | - | - | - | - | - | - | - | - |
| тот | t | - | 33,52 | 33,52 | - | 28,71 | 28,71 | - | 27,89 | 27,89 |

GRI 306-5 - WASTE DIRECTED TO DISPOSAL

| Waste directed | | 2021 | | | 2020 | 2020 | | | 2019 | | | |
|--|------|--------|---------|-------|--------|---------|-------|--------|---------|-------|--|--|
| to disposal | u.m. | onsite | offsite | Total | onsite | offsite | Total | onsite | offsite | Total | | |
| HAZARDOUS WASTE | | | | | | | | | | | | |
| Preparationf for disposal (D13, D14, D15) | t | - | 0,55 | 0,55 | - | 5,39 | 5,39 | - | 7,05 | 7,05 | | |
| Incineration (with energy recovery) R1 | t | - | - | - | - | - | - | - | - | - | | |
| Incineration (without energy recovery) D10,D11 | t | - | - | - | - | - | - | - | - | - | | |
| Landfilling (D1, D5) | t | - | - | - | - | - | - | - | - | - | | |
| Other disposal operations (D2, D3, D4, D6, D7, D8, D9, D12) | t | - | - | - | - | - | - | - | - | - | | |
| тот | t | - | 0,55 | 0,55 | - | 5,39 | 5,39 | - | 7,05 | 7,05 | | |
| NON HAZARDOUS WASTE | | | | | | | | | | | | |
| Preparationf for disposal (D13, D14, D15) | t | - | - | - | - | 3,65 | 3,65 | - | 5,07 | 5,07 | | |
| Incineration (with energy recovery) R1 | t | - | - | - | - | - | - | - | - | - | | |
| Incineration (without energy recovery) D10,D11 | t | - | - | - | - | - | - | - | - | - | | |
| Landfilling (D1, D5) | t | - | - | - | - | - | - | - | - | - | | |
| Other disposal operations (D2, D3, D4, D6, D7, D8, D9, D12) | t | - | - | - | - | - | - | - | - | - | | |
| тот | t | - | - | - | - | 3,65 | 3,65 | - | 5,07 | 5,07 | | |

Community.

GRI 102-7 - SCALE OF THE ORGANISATION

| Total number of emplo | yees by employment contract , by gender | u.m. | 2021 | 2020 | 2019* |
|-----------------------|---|------|------|------|-------|
| Totale | Total number of employees | - | 143 | 148 | 154 |
| | Men | - | 40 | 40 | 42 |
| | Women | - | 103 | 108 | 112 |
| Permanent contract | Total | - | 124 | 135 | 144 |
| | Men | - | 37 | 37 | 41 |
| | Women | - | 87 | 98 | 103 |
| emporary contract | Total | - | 19 | 13 | 10 |
| | Men | - | 3 | 3 | 1 |
| | Women | - | 16 | 10 | 9 |
| Other workers | Total | - | 82 | 91 | 87 |
| | Men | - | 18 | 16 | 13 |
| | Women | - | 64 | 75 | 74 |
| emp workers | Total | - | - | 7 | 5 |
| | Men | - | - | 5 | 4 |
| | Women | - | - | 2 | 1 |
| contractors | Total | - | - | - | - |
| | Men | - | - | - | - |
| | Women | - | - | - | - |
| nterns | Total | - | 3 | - | 3 |
| | Men | - | 3 | - | 2 |
| | Women | - | 0 | - | 1 |

GRI 102-8 - Information on employees and other workers

| Total number of e | mployees by employment contract, by gender. | u.m. | 2021 | 2020 | 2019* |
|--------------------|---|------|------|------|-------|
| ull time | Totale personale full time | - | 139 | 143 | 148 |
| | Men | - | 37 | 37 | 38 |
| | Women | - | 102 | 106 | 110 |
| art time | Totale personale part time | - | 4 | 5 | 6 |
| | Men | - | 3 | 3 | 4 |
| | Women | - | 1 | 2 | 2 |
| otal number of emp | oloyees (permanent and temporary) | - | 143 | 148 | 154 |

GRI 102-41 - Collective bargaining agreements

| Total employees covered by collective bargaining agreements. | u.m. | 2021 | 2020 | 2019* |
|--|------|------|------|-------|
| Tot number of employees | - | - | - | - |
| Total employees covered by collective bargaining agreements. | - | 143 | 148 | 6154 |

GRI 401-1 - New employee hires and employee turnover

| New employee hires and | d employee turnover | u.m. | 2021 | 2020 | 2019* |
|-------------------------|-------------------------------------|---------------------|-----------------------|------|-------|
| Total rate of employees | turnover during the reporting perio | od by age group and | d gender ⁷ | | |
| Total rate | | - | 40% | 23% | 9% |
| New hires turnover rate | Total | - | 18% | 9% | 9% |
| | Men | - | 38% | 6% | 12% |
| | Women | - | 11% | 11% | 8% |
| Under 30 years old | Total under 30 years old | - | 30% | 15% | 29% |
| | Men | - | 100% | 20% | 60% |
| | Women | - | 21% | 14% | 24% |
| 30-50 years old | Total 30-50 years old | - | 6% | 9% | 5% |
| | Men | - | 8% | 4% | 4% |
| | Women | - | 5% | 13% | 6% |
| Over 50 years old | Total over 50 years old | - | 29% | 5% | 0% |
| | Men | - | 77% | 0% | 0% |
| | Women | - | 11% | 5% | 0% |
| New hires turnover rate | Total | - | 22% | 14% | 0% |
| | Men | - | 23% | 6% | 0% |
| | Women | - | 21% | 16% | 0% |
| Under 30 years old | Total under 30 years old | - | 56% | 15% | 0% |
| | Men | - | 167% | 20% | 0% |
| | Women | - | 42% | 14% | 0% |
| 30-50 years old | Total 30-50 years old | - | 15% | 15% | 0% |
| | Men | - | 17% | 4% | 0% |
| | Women | - | 14% | 21% | 0% |
| Over 50 years old | Total over 50 years old | - | 13% | 10% | 0% |
| | Men | - | 0% | 0% | 0% |
| | Women | _ | 17% | 11% | 0% |

GRI 403-9 - Work-related injuries

| Work- related injuries for a | ıll employees and contractors | u.m. | 2021 | 2020 | 2019* |
|--|--|------|------|------|-------|
| The number of recordable work-related injuries | | - | 6 | 3 | 4 |
| | employees | - | 6 | 3 | 4 |
| | contractors | - | - | - | - |
| The number of high-consequence work-related injuries | The number and rate of high-consequence work-related injuries (6 month leave) | - | - | - | - |
| | employees | - | - | - | - |
| | contractors | - | - | - | - |
| The number of fatalities as a result of work-related injury | The number of fatalities as a result of work-related injury | - | - | - | - |
| | employees | - | - | - | - |
| | contractors | - | - | - | _ |

⁷ The overall turnover rate is calculated as the ratio between: (number of new hires in the year + number of exits in the year / permanent staff determined as of 31/12) * 100.

The incoming turnover rate is calculated as the ratio between: (number of new hires in the year / permanent staff and determined as of 31/12) * 100. The outgoing turnover rate is calculated as the ratio between: (number of exits in the year / permanent staff and determined as of 31/12) * 100.

120

GRI 404-1 - Average hours of training per year per employee

| (temporary and perm | t the organization's employees nanent) have undertaken during the Jender and employee category | u.m. | 2021 | 2020 | 2019* |
|---------------------|--|------|--------|--------|--------|
| Executives | Tot | - | - | - | - |
| | Men | - | - | - | - |
| | Women | - | - | - | - |
| Aiddle managers | Tot | - | 120 | - | - |
| | Men | - | 120 | - | - |
| | Women | - | - | - | - |
| mployees | Tot | - | 11.760 | 10.100 | 10.400 |
| | Men | - | 4.680 | 4.000 | 4.200 |
| | Women | - | 7.080 | 6.100 | 6.200 |
| Vorkers | Tot | - | 7.040 | 4.700 | 5.000 |
| | Men | - | - | - | - |
| | Women | - | 7.040 | 4.700 | 5.000 |
| ot | Tot | - | 18.920 | 14.800 | 15.400 |
| | Men | - | 4.800 | 4.000 | 4.200 |
| | Women | - | 14.120 | 10.800 | 11.200 |

GRI 404-3 - Number of employees receiving regular performance and career development reviews

| umberof employees nd career developm | s receiving regular performance ent reviews | u.m. | 2021 | 2020 | 2019* |
|---|--|------|------|------|-------|
| kecutives | Tot | _ | - | - | - |
| | Men | - | - | - | - |
| | Women | - | - | - | - |
| liddle managers | Tot | - | 1 | - | - |
| | Men | - | 1 | - | - |
| | Women | - | - | - | - |
| mployees | Tot | - | 98 | 101 | 104 |
| | Men | - | 39 | 40 | 42 |
| | Women | - | 59 | 61 | 62 |
| /orkers | Tot | - | 44 | 47 | 50 |
| | Men | - | - | - | - |
| | Women | - | 44 | 47 | 50 |
| ot | Tot | - | 143 | 148 | 154 |

GRI 405-1 - DIVERSITY AND EQUAL OPPORTUNITY

| Number of employees by | | 2021 | | | 2020 | | | 2019 | | |
|--|------|-------|-----|-----|-------|-----|-----|-------|-----|-----|
| employee category, by age group and gender | u.m. | Women | Men | Tot | Women | Men | Tot | Women | Men | Tot |
| Executives | - | - | - | - | - | - | - | - | - | - |
| Under 30 years old | - | - | - | - | - | - | - | - | - | - |
| 30-50 years old | - | - | - | - | - | - | - | - | - | - |
| Over 50 years old | - | - | - | - | - | - | - | - | - | - |
| Middle managers | - | 1 | - | 1 | - | - | - | - | - | - |
| Inder 30 years old | - | - | - | - | - | - | - | - | - | - |
| 30-50 years old | - | 1 | - | 1 | - | - | - | - | - | - |
| Over 50 years old | - | - | - | - | - | - | - | - | - | - |
| mployees | - | 39 | 59 | 98 | - | - | - | - | - | - |
| Inder 30 years old | - | 4 | 14 | 18 | - | - | - | - | - | - |
| 0-50 years old | - | 32 | 29 | 61 | - | - | - | - | - | - |
| Over 50 years old | - | 3 | 16 | 19 | - | - | - | - | - | - |
| Vorkers | - | 0 | 44 | 44 | - | - | - | - | - | - |
| Inder 30 years old | - | | 17 | 17 | - | - | - | - | - | - |
| 0-50 years old | - | | 13 | 13 | - | - | - | - | - | - |
| Over 50 years old | - | | 14 | 14 | - | - | - | - | - | - |
| ot | - | 40 | 103 | 143 | 34 | 114 | 148 | 34 | 120 | 154 |
| inder 30 years old | - | 4 | 31 | 35 | 5 | 29 | 34 | 5 | 29 | 34 |
| 0-50 years old | - | 33 | 42 | 75 | 26 | 48 | 74 | 26 | 52 | 78 |
| ver 50 years old | - | 3 | 30 | 33 | 3 | 37 | 40 | 3 | 39 | 42 |

GRI 405-1 - DIVERSITY AND EQUAL OPPORTUNITY

| Minority or vulnerable of | group | u.m. | 2021 | 2020 | 2019* |
|---------------------------|----------------|------|------|------|-------|
| vulnerable employees | Tot | - | 8 | 8 | 8 |
| | Women | - | 5 | 5 | 5 |
| | Men | - | 3 | 3 | 3 |
| | Tot | - | 143 | 148 | 154 |
| | Degree | - | 16 | 15 | 14 |
| | Diploma | - | 78 | 86 | 99 |
| | Other | - | 49 | 47 | 41 |
| Average tenure | Average age | - | 40 | 40 | 40 |
| | Average tenure | - | 15 | 18 | 20 |

GRI 101 - 2016 FOUNDATION

GRI 102 - 2016 GENERAL DISCLOSURES

| | Z | 4 |
|--|---|---|
| | | |

| GRI | Indicators | Reference | Comments |
|-----------|--|---------------------|---|
| ORGANISA | ATIONAL PROFILE | | |
| 102-1 | Name of the organisation | p. 3 | |
| 102-2 | Activities, brands, products and services | p.12 | |
| 102-3 | Location of headquarters | - | C.so Savona 39 - 10024 Moncalieri |
| 102-4 | Location of operations | p.24 | |
| 102-5 | Ownership and legal form | p.22 | |
| 102-6 | Markets served | pp. 12-17 | |
| 102-7 | Scale of organisation | pp. 24-25 | |
| 102-8 | Information on employees and other workers | pp. 80-83 | |
| 102-9 | Supply chain | pp. 102-103 | |
| 102-10 | Significant changes to the organisation and its supply chain | - | No significant changes |
| 102-12 | External initiatives | pp. 64-65;97-99;110 | |
| 102-13 | Membership of associations | pp. 96-97 | |
| STRATEGY | | | |
| 102-14 | Statement from senior decision-maker | 4-5 | |
| 102-15 | Key impact, risks and opportunities | pp. 36,46 | |
| ETHICS AN | ID INTEGRITY | | |
| 102-16 | Values, principles, standards, and norms of behaviour | p.42 | |
| GOVERNA | NCF | | |
| 102-18 | Governance structure | pp. 40-41 | |
| 102-22 | Composition of the highest governancebody and its committees | p.40 | |
| | | | |
| STAKEHOI | DER ENGAGEMENT | | |
| 102-40 | List of stakeholder groups | p. 31 | |
| 102-41 | Collective bargaining agreement | - | Our employees are covered by collective bargaining agreement (CCNL) |
| 102-42 | Identyfing and selecting stakeholders | p. 31 | |
| 102-43 | Approach to stakeholder engagement | p. 30 | |
| 102-44 | Key topics and concerns raised | pp. 32-35 | |
| REPORTIN | G PRACTISE | | |
| 102-45 | Entities included in the consolidated financial statements | p. 3 | |
| 102-46 | Defining report content and topic boundaries | p. 3 | |
| 102-47 | List of material topic | p. 34 | |
| | | | |

| 102-49 | Changes in reporting | p. 34-35 | First Report compliant with GRI standards |
|--------|--|-------------------|---|
| 102-50 | Reporting period | - | Financial year 2021 |
| 02-51 | Date of the most recent report | - | 2020 |
| 02-52 | Reporting cycle | - | Annual |
| 02-53 | Contact point for questions regarding the report | | info@authos.it |
| 02-54 | Claims of reporting in accordance with the GRI Standards | p. 3 | |
| 02-55 | GRI content index | GRI Content Index | |
| 102-56 | External assurance | | Not subject to insurance |

GRI 201 - ECONOMIC PERFORMANCE

| GRI | Indicators | Reference | Comments |
|-------------|---|-----------|----------|
| GRI 201 - | MANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 44-49 | |
| 103-2 | The management approach and its components | pp. 44-49 | |
| 103-3 | Evaluation of the management approach | pp. 44-49 | |
| GRI 201: TO | DPIC SPECIFIC DISCLOSURES | | |
| 201-1 | Direct economic value generated and distributed | pp. 44-49 | |

GRI 301 - ENERGY

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 103: M | ANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 66-71 | |
| 103-2 | The management approach and its components | pp. 66-71 | |
| 103-3 | Evaluation of the management approach | pp. 66-71 | |
| GRI 301: T | OPIC SPECIFIC DISCLOSURES | | |
| 302-1 | Energy consumption within the organisation | pp. 68-71 | |

GRI 301 - WATER and EFFLUENTS

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 103: M | ANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 76 | |
| 103-2 | The management approach and its components | pp. 76 | |
| 103-3 | Evaluation of the management approach | pp. 76 | |

| GRI 303: TO | PIC SPECIFIC DISCLOSURE | | |
|-------------|-------------------------|--|--|
| 303-3 | Water withdrawal | Considered our business, it is not significant | |
| 303-4 | Water discharge | Considered our business, it is not significant | |
| 303-5 | Water consumption | Considered our business, it is not significant | |

GRI 305 - EMISSIONS

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 103: N | MANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 74-75 | |
| 103-2 | The management approach and its components | pp. 74-75 | |
| 103-3 | Evaluation of the management approach | pp. 74-75 | |
| GRI 305: | TOPIC SPECIFIC DISCLOSURE | | |
| 305-1 | Direct GHG emissions | pp. 74-75 | |
| 305-2 | Energy indirect GHG emissions | pp. 74-75 | |

GRI 306 - WASTE

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 103: M | IANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 60-63 | |
| 103-2 | The management approach and its components | pp. 60-63 | |
| 103-3 | Evaluation of the management approach | pp. 60-63 | |
| GRI 306: 1 | OPIC SPECIFIC DISCLOSURE | | |
| 306-2 | Management of significant waste-related impacts | pp. 60-63 | |

GRI 401 - EMPLOYMENT

| GRI | Indicators | Reference | Comments |
|------------|--|-----------|----------|
| GRI 401: N | MANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp.80-83 | |
| 103-2 | The management approach and its components | pp. 80-83 | |
| 103-3 | Evaluation of the management approach | pp. 80-83 | |
| GRI 401: T | OPIC SPECIFIC DISCLOSURE | | |
| 401-1 | New employee and employee turnover | pp.80-83 | |
| 401-2 | Benefits provided to full time employees thatare not provided to temporary or part -time employees | pp.80-83 | |
| | | | |

GRI 403 - OCCUPATIONAL HEALTH AND SAFETY

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 103: M | IANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 92-95 | |
| 103-2 | The management approach and its components | pp. 92-95 | |
| 103-3 | Evaluation of the management approach | pp. 92-95 | |
| GRI 403: T | OPIC SPECIFIC DISCLOSURE | | |
| 403-5 | | | |
| 403-9 | | | |

GRI 404 - TRAINING AND EDUCATION

| GRI | Indicators | Reference | Comments |
|-------------|---|-----------|----------|
| GRI 103: MA | ANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 82-91 | |
| 103-2 | The management approach and its components | pp. 82-91 | |
| 103-3 | Evaluation of the management approach | pp. 82-91 | |
| GRI 404: TO | OPIC SPECIFIC DISCLOSURE | | |
| 404-1 | Average hours of training per year per employee | pp. 82-91 | |

GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 103: N | MANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp. 80-83 | |
| 103-2 | The management approach and its components | pp. 80-83 | |
| 103-3 | Evaluation of the management approach | pp. 80-83 | |
| GRI 405: | TOPIC SPECIFIC DISCLOSURE | | |
| 405-1 | Diversity of governacne bodies and employees | pp. 80-83 | |

GRI 416 - CUSTOMER HEALTH AND SAFETY

| GRI | Indicators | Reference | Comments |
|------------|---|-----------|----------|
| GRI 416: T | OPIC SPECIFIC DISCLOSURE | | |
| 416-2 | incidents of non complaince concerning the health and safety impacts of products and services | - | - |

GRI 417 - MARKETING AND LABELING

| GRI | Indicators | Reference | Comments |
|------------|--|------------|---|
| GRI 103 M | ANAGEMENT APPROACH DISCLOSURES | | |
| 103-1 | Explanation of the material topi and its boundary | pp.106-107 | |
| 103-2 | The management approach and its components | pp.106-107 | |
| 103-3 | Evaluation of the management approach | pp.106-107 | |
| GRI 417: T | OPIC SPECIFIC DISCLOSURE | | |
| 417-3 | Incidents of non compliance concerning marketing communication | - | the organization has not iden- tified any non-compliance with laws and/or regulations |

GRI 419 - SOCIOECONOMIC COMPLIANCE

| GRI | Indicators | Reference | Comments |
|-------------|--|-----------|---|
| GRI 419: TO | PIC SPECIFIC DISCLOSURE | | |
| 419-1 | Non compliance with laws and regulation in the socio economic area | - | the organization has not iden- tified any non-compliance with laws and/or regulations |

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