



## Sustainability report

# 20 22







# Letter to Stakeholders

Growth means responsibility. As a family business that started small and has experienced rapid expansion over the years, our responsibilities have grown bigger and more significant.

Responsibility towards our customers, our employees, society and the territory in which we operate, towards the environment and the planet, and towards ourselves.

Now and more than ever, the responsibility to grow also lies with those who invest in Technoprobe and have chosen to trust in our continuous dedication to innovation and excellence.

Throughout our growth, we have always recognised the importance of integrating our long-standing commitment to social causes, our connection to the local community, and our environmental stewardship with a mature, comprehensive and modern ESG strategy.

Consequently, we are committed to achieving measurable and controllable sustainable performance, focusing on climate neutrality, promoting positive social impact and adopting ethically-driven governance practices.

This 2022 Sustainability Report is part of this growth path. It is an opportunity to reflect on our actions and efforts thus far and set the stage for future commitments. Therefore, it is a narrative of our accomplishments, as well as a pledge to the path we will forge ahead.



Cristiano  
Crippa



Roberto  
Crippa



Stefano  
Felici



# Technoprobe.

## Innovation begins with us.

Developing solutions to give life to today's technological world and build tomorrow's.

Technoprobe is a leader in the field of semiconductors and microelectronics. It specialises in the design, development and production of probe cards, fully customised high-tech devices that enable the biggest technology brands to test the operation of chips during their construction.

These technological designs and solutions ensure the operation of devices at the heart of today's technological world, from computers to smartphones, from 5G to the Internet of Things, from home automation to cars. Technoprobe is the only manufacturer of probe cards in Italy. It is a global company with 15 branches and 4 research centres worldwide.

The Group's main production centre is located in Cernusco Lombardone (LC), a municipality on the outskirts of Milan, and covers an area of approximately 18,000 square metres. The Group has two additional production facilities in Italy: one in Agrate (MB) covering about 3,000 sqm, and one in Osnago (LC) covering about 5,000 sqm. In 2022, a Design Centre was opened in Catania, Sicily.

The Group has a further 11 locations worldwide, spread across Europe (France and

Germany), Asia (South Korea, China, Japan, Philippines, Singapore and two in Taiwan) and the United States (two locations in California).

Technoprobe was listed on the Milan Stock Exchange (Euronext Growth Milan) on 15 February 2022, and finalised its move to the Euronext Milan Stock Exchange on 2 May 2023.

# TECHNOPROBE SPA IN NUMBERS

# 1996

Year of birth

# 1,424

Technoprobe employees in Italy

# 2

Research Centres in Italy

# 600+

Proprietary patents

# 01.

## Technoprobe: a history of innovations

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# 01.

## Technoprobe: a history of innovations

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# 1.1

## The birth of Technoprobe

**The origins of Technoprobe go back well before the formal years of the company's establishment and are attributed to the ingenuity and great entrepreneurial spirit of its founder: Giuseppe Crippa.**

Throughout his career, which saw him grow and make a name for himself in a large company like ST Microelectronics, Giuseppe Crippa had a strong desire to open his own business and pursue his technical and entrepreneurial passions. It was only his love for his work that held him back and led him to postpone starting his own business until the last years before his retirement.

In 1989, with the help of his son Cristiano Crippa, he set up a small business producing

probes for the probe card market (at the time, probe cards used to test chips were technologically immature and only produced in the United States).

After a few years, the business intensified and in 1993, in the Crippa family home in Merate (LC), between the garage and the attic, Giuseppe and Cristiano, with the administrative help from Giuseppe's wife, Mariarosa Lavelli, and two first employees, began to give the company its first structured form.

In 1996, Giuseppe Crippa retired and was able to devote himself full-time to the technological aspects of the company, while Cristiano made a positive contribution to the commercial development.

It was no longer possible to continue working in the family home, so in 1997 the company purchased its first building in Cernusco Lombardone (LC) and moved there with approximately 10 employees, creating the first nucleus of the company headquarters, which gradually grew in size over the following years.

In the early 2000s, the company not only expanded in Italy but also opened its first international offices to be closer to customers; first in France, then Singapore and from 2007, in the United States.

Giuseppe's nephew, Stefano Felici, took over the management of the US office. He had previously worked alongside his uncle on the technological side of the business and later became the strategic point of contact for customers in the USA.

In the meantime, Technoprobe continued to

evolve its technologies in the world of probe cards: the EPOXY technology was followed in 2007 by the first VERTICAL MEMS probes, and in 2011 by the proprietary TPEG™ MEMS technology, which would become the new industry standard for wafer testing. This important development led Technoprobe to significant growth, with an increase in sales and patents. The number of employees in Italy also grew, going from 129 in 2011 to 1300 a decade later.

Year after year, Technoprobe began collaborating with some of the most important companies in the world of microelectronics, gaining even bigger slices of the market until it became one of the world's leading manufacturers of probe cards, winning several awards as the best supplier from its customers.

Branches are opened in the Philippines, Korea, Taiwan, Japan and China, as well as new large industrial buildings in Italy, which remained the country where the Crippa family decided to keep not only its headquarters, design and R&D departments, but also the entire production. This was to keep the Italian





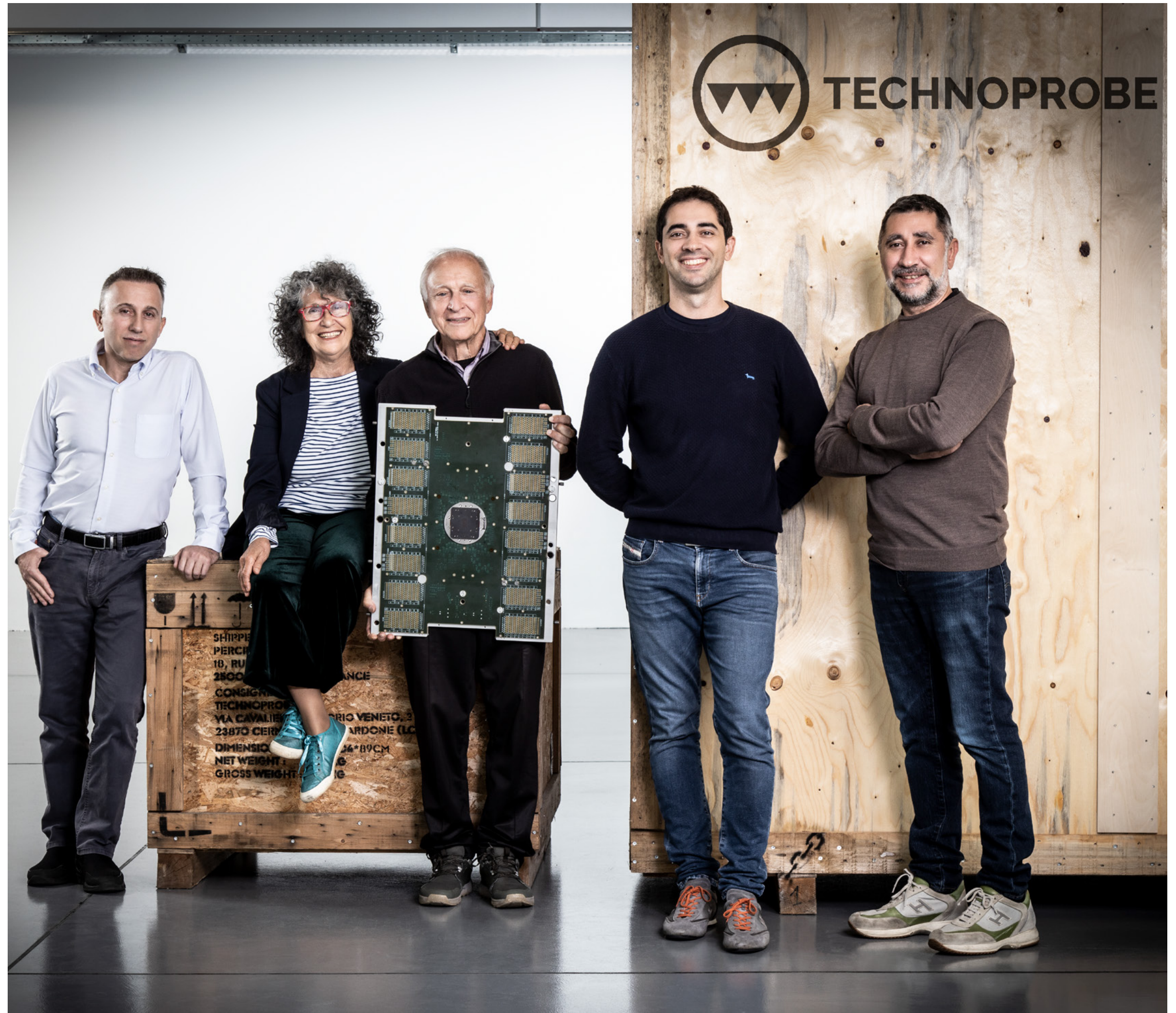
character of the company and strong link with its territory.

Meanwhile, in 2002, Giuseppe's youngest son, Roberto Crippa, joined the family group and quickly took over the management of Technoprobe Italia, giving the company a strong imprint with his own managerial leadership style, fully in line with the vision of his father, brother and cousin.

During the years of the COVID-19 pandemic, Technoprobe more than doubled the number of its employees and at the same time put itself at the service of its community by opening, at its own expense, a vaccination hub for the local population inside its premises. It was the first company in Italy to do so.

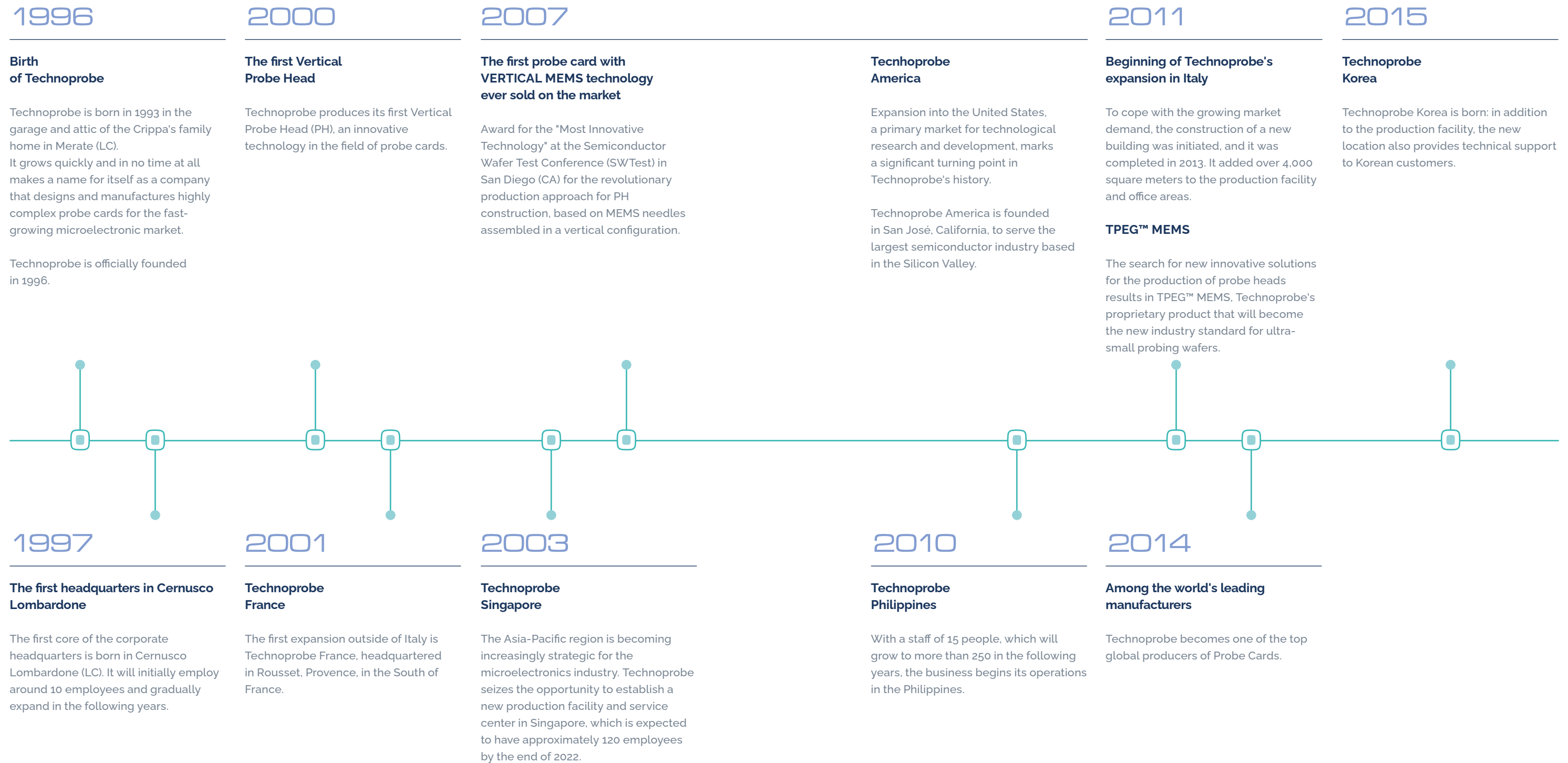
From 2021 to 2022, Technoprobe underwent significant expansion, marked by the opening of new branches in Agrate (MB), Osnago (LC) and a Design Centre in Catania.

Moreover, 2022 proved to be an important year for the company, as it debuted on the stock exchange. On 15 February 2022, Technoprobe was listed on the Euronext Growth Milan Stock Exchange. This was soon followed by its transition to the Euronext Milan Stock Exchange on 2 May 2023.





# 1.2 Timeline





## 2017

### New factory for Technoprobe Italy

A new factory is built in Cernusco Lombardone. It stands next to the current building and adds 7,000 sqm to the production and office areas.

## 2019

### Technoprobe acquires Microfabrica

Technoprobe acquires Microfabrica Inc., a leader in the production of probes using microscale additive technology.

Microfabrica specialises in the manufacture of microcomponents in various sectors (semiconductor, aerospace and biomedical) and owns a process that enables the production of microcomponents in composite materials with highly complex geometries.

### Expansion of Technoprobe

In order to expand its presence in Asia and the Pacific, Technoprobe inaugurates a service center in Taiwan to provide support to the Asian market and opens a headquarters in China to serve the world's largest market locally.

### Second largest probe card manufacturer in the world

Technoprobe becomes the second-largest manufacturer of probe cards worldwide.

## 2022

### Stock Exchange Listing

On 15 February 2022, Technoprobe shares commenced trading on the Euronext Growth Milan, a multilateral trading system organised and managed by Borsa Italiana S.p.A. dedicated to dynamic and competitive SMEs with high growth potential.

### Opening of Technoprobe Catania

Technoprobe opens its fourth Italian location, and the first outside Lombardy, situated in Catania's "Etna Valley." Spanning 500 square metres, this cutting-edge Design Centre aims to amplify the efforts of the teams dedicated to designing the company's technologies.

### World's largest manufacturer of probe cards

In 2022, Technoprobe becomes the world's leading manufacturer of probe cards<sup>1</sup>.

## 2018

### Technoprobe Japan

Technoprobe Japan is founded as a design and service centre to serve the Japanese market.

## 2021

### TPI Agrate

A new 3,500 sqm building opens in Agrate Brianza as a research and development centre for Microfabrica technologies.

### TPI 5 and Technoprobe Vaccination Hub

The new building in Cernusco Lombardone, TPI5, was converted into a hub for COVID-19 vaccination in collaboration with ASST Lecco and ATS Brianza.

It was the first company in Italy to open a vaccination hub for everyone on its premises. In a space of 4,300 square meters, over the course of 6 months, 160,000 vaccine doses were administered to the local population.

## 2023

### Transfer to Euronext Milan

On 2 May 2023, Technoprobe finalises its transfer to Euronext Milan with the aim of enhancing its visibility in the financial markets and securing crucial support for the Group's expansion.



<sup>1</sup>Source of information: TechInsights' 2023 Report.

# 1.3 Manifesto

## QUALITY



### Customer satisfaction

Customer satisfaction and product excellence are the cornerstone principles of Technoprobe and the core of the Group's strategic vision.

In pursuit of these objectives, the relationship with customers assumes paramount importance. Given the high level of customisation and technological complexity involved in the production of probe cards, our customers become valued partners during the product design phase.

Consequently, the Group is constantly committed to upholding a high level of product quality, while ensuring that customer needs and expectations are satisfied.



### Quality at Technoprobe

Quality at Technoprobe has an all-encompassing meaning: customer satisfaction. Everyone in the company has a customer to satisfy.



### Quality is not a structure but a culture

Quality is made by the workers. Each department is responsible for the quality of its work, everyone must have in mind the recipient of their outputs, identify the root causes of defects and implement corrective and preventive actions aimed at preserving quality.

# 1.3 Manifesto

## PEOPLE



### The key to success

Technoprobe attributes its success to the invaluable contribution of its people. Its commitment to resource development is centred on developing skills and fostering the pursuit of perfection.

To achieve this goal, Technoprobe invests in training, promoting and rewarding proactive behaviour across all levels of the organisation.



### Respect for Dignity

Technoprobe respects the dignity, privacy and personal rights of every individual, combating all forms of discrimination based on origin, nationality, religion, race, gender, age and sexual orientation. It demands respect from all its employees.

Employees can rely on the HR department for any support they need to improve their job performance.



### Health and Safety of Personnel

Physical and mental health and safety are considered fundamental, and should be monitored and improved continuously.



# 1.3 Manifesto

## ETHICS



### Compliance with laws, standards and regulations

Technoprobe ensures that its activities comply with all laws and regulations, without making any compromises.



### Honesty

Technoprobe requires its employees to behave honestly; no gifts may be accepted or offered in connection with their professional duties.



### Confidential information

All company information that is not in the public domain is considered confidential; employees are bound to maintain confidentiality.

Likewise, Technoprobe shall consider confidential any third-party information that comes to its attention in the course of business, whatever its nature.



### Competition

Technoprobe conducts its business based on fair competition.

# 1.3 Manifesto

## RESPONSIBILITIES



### Organisation and management of processes

Technoprobe manages its organisation and monitors its processes in order to constantly identify inefficiencies and plan improvements.

Particular attention is paid to the analysis of NCs (Non-Conformities), especially when they arise from customer complaints.



### Corporate Responsibility

Technoprobe believes that corporate responsibility also means respecting, protecting and improving the environment in which it operates. Production processes and facilities are constantly reviewed to identify all possible improvements that reduce environmental impact.



### Charitable projects

Technoprobe recognises the importance of its role in the community and is therefore committed to the development of charitable projects.



### Code of business conduct

The same vision and responsibility for quality, ethics, people, environment and community, formally expressed in the Code of Business Conduct, is required of all business partners, beginning with suppliers.

All employees are required to explicitly accept the internal regulations, which summarise the main aspects of the Code.

1.4

# Awards and recognitions

Some of the awards and recognitions Technoprobe has received in recent years.

## CUSTOMER SATISFACTION | TECHINSIGHTS 2018 - 2023

For the sixth consecutive year (2018 to 2023), Technoprobe is the highest-rated probe card supplier in the TechInsights Customer Satisfaction Survey, winning TechInsights' THE BEST Supplier of 2022 and RANKED 1st in the category of Test Subsystems Suppliers.

## 2023 EQUITA AWARD

EQUITA, a leading Italian independent investment bank, awarded the best transactions executed in 2022 on capital

markets in Italy with the "Prize for the Best Strategy on Capital Markets." Technoprobe received an award in the "Fund Raising in Equity Capital Markets" category.

## 2023 INDUSTRIA FELIX AWARD

In March 2023, Technoprobe was bestowed with the prestigious Industrial Felix Award, an important recognition presented to outstanding companies in each region, based on objective criteria such as competitive management performance and financial reliability. On this occasion, Technoprobe was honoured



with the top distinction for budgetary performance, recognising the company as the best large enterprise for management performance and financial reliability by Cerved for the 2021 financial year.

## INTEL "EPIC DISTINGUISHED SUPPLIER AWARD 2022"

In 2022, Intel honoured Technoprobe with the "EPIC Distinguished Supplier 2022" award. The award was given by Intel to only 26 suppliers and recognises a consistent level of performance excellence across all areas.

To receive this award, suppliers must demonstrate that they can go above and beyond expectations, achieving a minimum score of 80% in the performance evaluation during the year, confirming a high level of quality.

## TSMC "EXCELLENT PERFORMANCE AWARD 2020"

In 2021, Technoprobe was awarded the important honour bestowed on suppliers who demonstrated excellent support to TSMC's business during 2020. The award was presented in the "Excellent Production Support" category.

## INTEL "PREFERRED QUALITY SUPPLIER AWARD 2020"

In 2021, Intel honoured Technoprobe with the "Preferred Quality Supplier 2020." The award is presented by Intel to the supplier that has best distinguished itself in 2020 "in the pursuit of excellence through continuous improvement, and flawless execution in meeting commitments and continuous research and innovation."



1.5

# Governance

Our Governance System adheres to the traditional administration and control model, whose main corporate bodies consist of the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors. (as outlined in the Italian Civil Code)

The Board of Directors plays a central role in the Governance System, entrusted with determining the Company's strategic and organisational guidelines while ensuring that the Company operates in compliance with all relevant laws and regulations.

The current Board of Directors was appointed on 14 December 2021. It comprises seven members and will remain in office until 31

December 2023. To ensure that it carries out its responsibilities effectively and efficiently, it is assisted by three Committees:

- Control and Risk Committee;
- Related Parties Committee;
- Appointments and Remuneration Committee

The tables below provide the breakdown of the members of the Board of Directors by gender and age.

DIVERSITY OF GOVERNANCE BODIES	UDM	2022		2021		2020	
		n.	%	n.	%	n.	%
Total members of governance bodies	n.	5	100%	5	100%	5	100%
Men	n.	4	80%	4	80%	3	60%
Women	n.	1	20%	1	20%	2	40%
< 30 years	n.	-	0%	-	0%	-	0%
30 ≤ x ≤ 50 years	n.	1	20%	2	40%	2	40%
> 50 years	n.	4	80%	3	60%	3	60%

Furthermore, in compliance with Legislative Decree no. 231/01, on 28 October 2021 Technoprobe established the **Supervisory Body**, empowering it with autonomous initiative and control to oversee compliance with Model 231.

In 2022, the company initiated the project of translisting from Euronext Growth Milan to Euronext. To comply with the obligations arising from the transfer to the new exchange, Technoprobe planned the following actions:

- Establishment of the Appointments and Remuneration Committee
- Integration of the Control and Risk and Related Parties Committees with the appointment of a third member
- Introduction of a Lead Independent Director

These integrations came into effect on 2 May 2023, marking the commencement of trading on the Euronext market.





# 02.

## Our sustainability strategy

2.1 Technoprobe's path



2.2 Our materiality and impacts





2.1

Technoprobe's path

Technoprobe develops advanced and highly innovative chip testing technologies for the world's leading semiconductor companies.

This strategic partnership with prominent industry players has led Technoprobe to embark on a path aimed at **analysing and quantifying the impact of its activities** on the community, environment, development and economy of the territory. Since 2019, Technoprobe has been completing the **CDP "Climate Change" Questionnaire** annually.

In 2022, it scored a C, while the average performance for the industry was B-. Moreover, the company completed the **CDP "Water Security" Questionnaire** for the first time in 2022, again achieving a score of C (once again, the industry's average score was B-).

Indeed, Technoprobe has been engaged in an analysis and assessment process of its own impacts for several years. This process aims to identify potential areas for improvement where the company can focus its efforts and investments towards a progressive mitigation of climate and water resource impacts.

Reaffirming its commitment to clear and transparent communication with stakeholders, Technoprobe is set to complete both questionnaires again in 2023.

2022 was a milestone year for Technoprobe with the **publication of its first-ever Sustainability Report** and the definition of

the Sustainability Plan. This plan establishes the pillars of sustainability on which the Sustainability Strategy is based. The 2021 Report served as a critical starting point for analysing and understanding the ESG (Environmental, Social and Governance) footprint, consolidating the previous efforts and charting a course for continuous improvement. It also provided a platform to communicate Technoprobe's strategies to all stakeholders, aimed at fostering a positive impact on society and the territory. Technoprobe's Sustainability Plan is based on four pillars, wherein initiatives have been identified to help achieve the strategic objectives.

PILLARS	ENVIRONMENTAL SUSTAINABILITY AND USE OF RESOURCES	FOCUS ON AND COMMITMENT TO PEOPLE AND THE COMMUNITY	RESPONSIBLE BUSINESS	PRODUCT INNOVATION AND SAFETY
Strategic objectives	To reduce and mitigate the environmental impacts of its business activities	To contribute to employee well-being and to protect the health and safety of employees and collaborators, as well as develop the local community	To carry out business activities that reconcile economic performance with ethical and integrity-driven behaviour in all interactions, including with suppliers	To promote innovation and digitalisation while ensuring a vigilant focus on IT security and adherence to regulatory compliance

The strategic objectives were further broken down into a number of operational objectives, laying the foundation for defining the actions of the Plan. Each action was examined, taking into consideration the following aspects:

- Internal functions responsible for and/or involved in each initiative;
- Reference time frame for each activity;
- Definition of the main expected benefits/impacts in terms of sustainability resulting from each initiative.

A multi-year monitoring plan for the progress of the Sustainability Plan has been structured. In this regard, specific KPIs are currently being defined and will be monitored within designated deadlines, making use of existing monitoring tools and methods.

2.2

Our materiality and impacts

Building on the exercise conducted in 2021, during which a comprehensive list of topics was defined to encompass the sustainability aspects most relevant to the type of business, in 2022 Technoprobe updated its process of defining material topics.

In fact, as of this year, following the latest version of the GRI standards published in 2021, a new methodological approach to materiality analysis was required. This approach places more emphasis on the concept of **impact**, understood as the effects an organisation may have or could potentially have on the economy, the environment and people,

including human rights, resulting from its activities or business relations (see GRI).

To identify and understand these impacts and to determine its material topics, Technoprobe has carried out the following activities:

1.

Identification of key impacts:

identification of potential positive or negative impacts that Technoprobe generates or could generate on the economy, environment and people.
2.

Definition of topics related to impacts:

association of each impact to a material topic with reference to the topics:

—o

identified in the previous year;

—o

deriving from benchmarking activities within the industry.
3.

Prioritisation of topics with the involvement of functions:

the identified topics were then prioritised through an evaluation carried out by the functions concerned, who voted based on their own perspective and the perspective of Stakeholders.

4. **List of Technoprobe's material topics:**  
the topics that scored above the set materiality threshold (equal to 3 on a scale of 1 to 5) were identified as material topics for the company.

The material topics in order of priority are presented below, derived from benchmarking activities and interviews with Technoprobe's contacts, relevant to each topic area.

1	Promotion of Health and Safety at Work	
2	Attraction, Training, and Development of Talents	
3	Protection and Respect of Human Rights	
4	Business continuity	
5	Regulatory Compliance	
6	Customer experience	
7	Diversity and Inclusion and Employee Well-being	

8	Privacy and Cybersecurity	
9	Business Ethics and Integrity	
10	Partnership and Relations with Local Communities	
11	Responsible Supply Chain Management	
12	Energy Consumption and Emissions	
13	Economic Performance	
14	Product Quality, Safety, and Environmental Performance	
15	Responsible Resource Management and Circular Economy	

SOCIAL TOPIC

ENVIRONMENTAL TOPIC

GOVERNANCE TOPIC

SECTORAL TOPIC

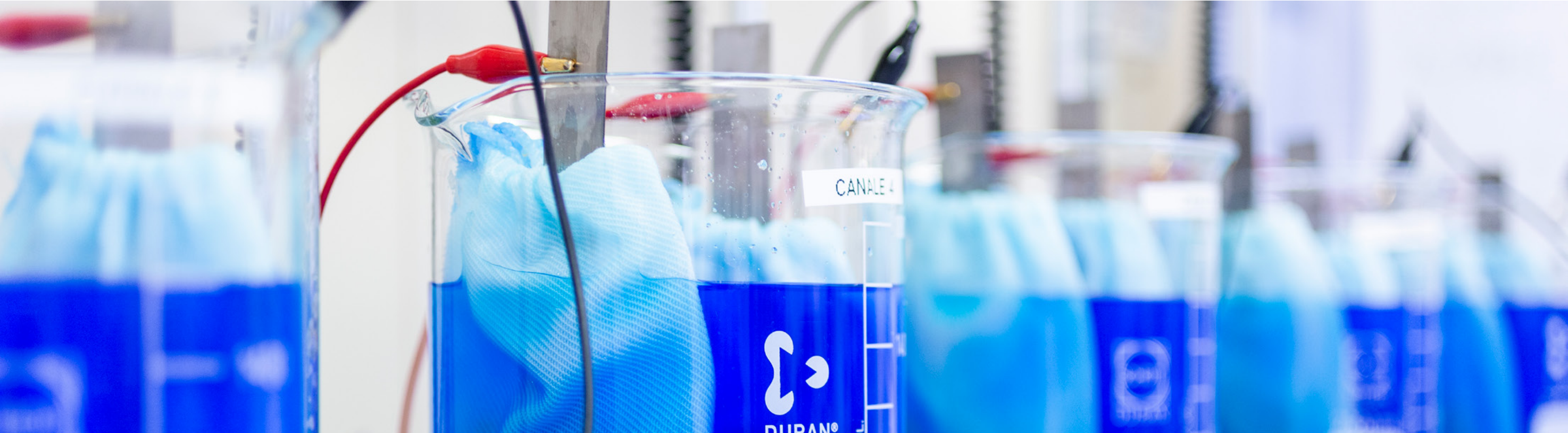
The 2022 list of material topics - updated and revised considering the impact assessment - was presented to the Vice President on 8 February 2023, simultaneously with the

approval of this 2022 Sustainability Report. Following are the positive and negative impacts related to each material theme.



MATERIAL TOPIC	CONCISE OVERVIEW OF IMPACTS	IMPACT TYPE	IMPACTED AREA
1-Promotion of Health and Safety at Work	Promotion of health and safety in the workplace		
	Potential increase in workplace accidents		
2-Attraction, Training, and Development of Talents	Creation of qualified and skilled personnel		
	Loss of talents		
3-Protection and Respect of Human Rights	Instances of discrimination in the workplace		
	Violation of workers' rights		
4-Business continuity	Supply chain disruption		
5-Regulatory Compliance	Failure to comply with laws and regulations		
6-Customer experience	Customer satisfaction and loyalty		
7-Diversity and Inclusion and Employee Well-being	Improvement of work-life balance		
	Discrimination and lack of employee inclusion		
8-Privacy and cybersecurity	Loss of sensitive data		

MATERIAL TOPIC	CONCISE OVERVIEW OF IMPACTS	IMPACT TYPE	IMPACTED AREA
9-Business Ethics and Integrity	Reduction in the number of violations and sanctions with positive impacts on brand reputation		
10-Partnership and Relations with Local Communities	Contribution to youth employment		
	Contribution to socio-economic development of the region		
11-Responsible Supply Chain Management	Contribution to the creation of a sustainable value chain		
	Resilience of the value chain		
12-Energy Consumption and Emissions	Mitigation and adaptation to climate change		
	Increase in operating costs - energy and fuel utilities		
	Increase in carbon footprint		
13-Performance economiche	Increase in production and revenue generated from sales. Creation of employment and value for the region and stakeholders		
14-Product Quality, Safety, and Environmental Performance	Improvement in product quality standards, product lifecycle sustainability		
15-Responsible Resource Management and Circular Economy	Contribution to circular economy along the value chain		





# 03.

## Ethics and compliance

- [3.1 Ethical behaviour at the heart of Technoprobe's business](#)
- [3.2 Regulatory compliance](#)
- [3.3 Privacy and cybersecurity](#)



3.0

# Ethics and compliance

"Since its foundation, Technoprobe's activities have been governed by integrity, honesty, business transparency and full compliance with the law".

Stefano Felici - CEO

HIGHLIGHTS

- Zero corruption cases
- Zero complaints received regarding breaches in privacy
- Zero data leaks



MATERIAL TOPICS

- Business ethics and integrity
- Regulatory compliance
- Privacy and cybersecurity

## 3.1

# Ethical behaviour at the heart of Technoprobe's business

Technoprobe has always been committed to ensuring ethical and responsible behaviour along its entire value chain. This commitment is evident in the set of policies adopted by the Company, which ensure that its business operations adhere to the highest standards of integrity and fairness.

The **Code of Business Conduct** fulfils this intention of establishing business activities based on principles such as integrity, honesty, transparency and full compliance with the law. Reflecting the Responsible Business

Alliance (RBA) standards, this Code of Business Conduct specifies the Corporate Business Principles that ensure that the company maintains safe working conditions, treats workers with respect and dignity, and

conducts its business operations ethically and with a strong commitment to environmental protection. This also extends to the company's suppliers, who are required to adhere to a Supplier Code of Conduct based on the same RBA principles and standards, which has been approved by Management, published on the website and disseminated to all suppliers. In addition, the Code makes specific reference to the protection of human rights:

"Human rights reflect the inherent dignity of every human being and the standard of treatment to which each of us is entitled. Each Technoprobe employee, without exception, shall respect and promote human rights based on accepted international laws and practices, such as the United Nations Declaration of Human Rights, the conventions established by the International Labour Organisation and the United Nations' Global Compact. Any deviation shall be promptly persecuted."

This Code, approved by the Board of Directors with the Organisation, Management and Control Model pursuant to Leg. Decree 231/2001 serves as a guideline for all operations within Technoprobe. It applies

to every manager, employee, collaborator and supplier associated with the company, mandating strict compliance.

The Code of Business Conduct is effectively communicated to all employees by making it readily accessible on the company's Intranet and during the onboarding process at the time of hiring, during which specific training is provided.

The application of and compliance with the provisions of the Code is periodically verified by the relevant departments within Technoprobe. Every Technoprobe representative, employee, collaborator or consultant is required to immediately report any breach of the Code (even potential) through the channels made available by the Company.

The framework of business policies is completed by the **Organisation, Management and Control Model pursuant to Leg. Decree 231/2001**, which defines the company's management and control system aimed at preventing the commission of offences, including unlawful data processing,





environmental violations and other offences related to the violation of human rights. The Model is periodically updated by the Supervisory Board (SB), which constantly monitors the functioning and compliance with the Model.

In order to effectively implement the Model, the HR Department and Legal Department, in coordination with the Supervisory Board, prepare a general training program for the company's managers and employees. It should be noted that the course for executives and top managers, based on the specific needs identified by the Supervisory Board and to make it more effective, was administered directly by the SB. At the end of the course, they are required to sign a declaration affirming their acknowledgement of the Model and commitment to comply with its provisions.

Each director, manager, employee and collaborator within the Company has the responsibility to:

- i. familiarise themselves with the Model's contents;
- ii. understand the operating procedures relevant to their respective roles;
- iii. actively contribute, according to their role and responsibilities, to effectively implementing the Model, reporting any identified shortcomings.

The adoption of the Model is also communicated and disseminated to external parties, including customers, suppliers, business and/or financial partners and consultants.



## 3.2

# Regulatory compliance

**Technoprobe's commitment to continuously ensure ethical conduct in its business activities is closely aligned with its dedication to maintaining ongoing regulatory compliance.**

To this end, the Company has implemented a comprehensive regulatory framework, which includes the **Global Anti-Corruption Compliance Policy**. This is approved by the Board of Directors and applies to everyone at Technoprobe, including external collaborators acting on behalf of the company.

Throughout 2022, **there were no significant instances of regulatory non-compliance** and/or cases of anti-corruption. In 2022, the Company initiated the necessary activities to adopt a policy aimed at managing

the Group's operations in compliance with the requirements of the Office of Foreign Assets Control (OFAC). Additionally, it adopted policies aimed at monitoring compliance with European Union and Italian regulations on export control and restrictive measures (sanctions), as well as the relevant provisions from the US Export Administration Regulations.

In May 2022, a risk assessment and related gap analysis were conducted by a leading international expert in trade controls.



As a result of this assessment, an action plan was formulated, outlining the following steps and activities:

- **preparation of a Policy (applicable to the entire Group and any integration/alignment with existing policies) drafted and assessed from June to October with the heads of the various departments involved and approved through a board resolution on 6 December 2022;**
- **preparation of a specific internal procedure by the Trade Compliance Officer, which is currently being finalised;**
- **organisation of specific training programs for colleagues in the departments involved (sales, customer care, design, procurement, logistics, finance, technology).**

Furthermore, in October 2022, a **Trade Control Officer** (TCO) was appointed to oversee import-export activities, particularly export sanctions.



In parallel, from September 2022 to February 2023, five third-party screening tool providers was evaluated. The plan is to implement the tool in the coming months in order to assess third parties, and to facilitate trade controls.

In addition, Technoprobe has a **Trade Controls Policy**, which mandates that the Company and its employees must comply with the trade controls imposed by the UN, the European Union and the United States.

With reference to the **Dual Use Regulation** (EU Regulation no. 821/2021), Technoprobe engaged the services of an External Consultant to assess the potential impacts of the regulation on the company's products. The assessments are currently in progress.

With **regard to conflicts of interest**, when an employee's private interest influences their judgement or actions, the employee must report what has occurred to their manager, who is responsible for ensuring that all decisions are made in the best interests of the company.

In its ongoing commitment to cultivating a corporate culture built on virtuous conduct

and on a **Corporate Governance system aimed at preventing any potential offences**, Technoprobe recognises the significance of implementing a dedicated procedure that governs the reporting of unlawful conduct by employees. To this end, it has adopted a **Global Whistleblowing Policy**, approved by the Board of Directors, with the aim of establishing appropriate communication channels for receiving, analysing and processing reports of potential unlawful conduct.

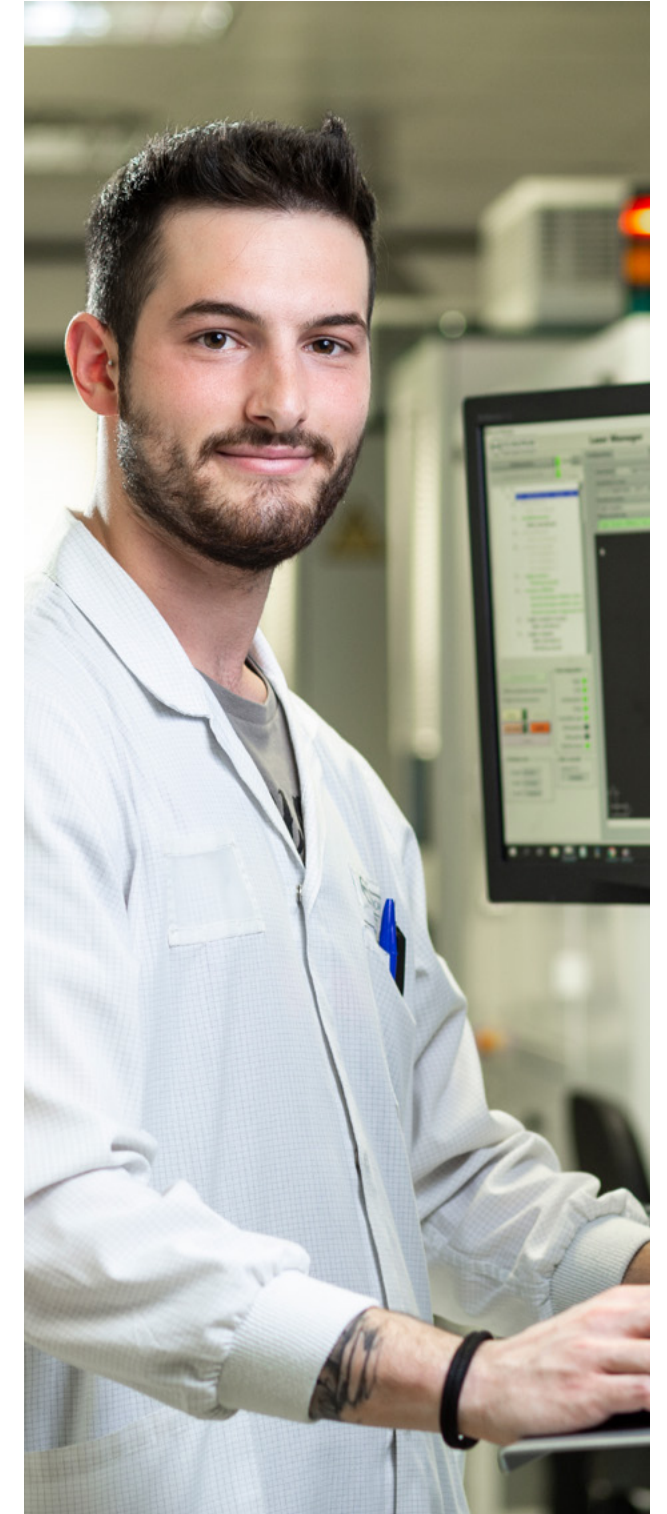
The Global Whistleblowing Policy states that actions or behaviors must be reported if they:

- **Are not in line with Technoprobe's values, corporate Code of Conduct, and compliance procedures (including Model 231 for Technoprobe S.p.A.); or**
- **Do not comply with the applicable laws in the territory of the respective Affiliate (at the national or EU level); or**
- **Could significantly harm the interests of Technoprobe.**

Reports can be submitted through a dedicated IT platform.

Technoprobe ensures the utmost confidentiality regarding the identity of the whistleblower, the individuals involved, and any other individuals mentioned in the report, as well as the content of the report and its accompanying documentation.

For this purpose, an independent and dedicated entity, the Whistleblowing Officer, has been appointed to manage the reports, in accordance with the EU Whistleblowing Directive 2019/1937 and the implementing decree D. Lgs. 24/2023.



All policies can be accessed by employees through the company's intranet and by third parties in the dedicated section of the website.



3.3

Privacy and cybersecurity

Technoprobe recognises the importance of protecting the information assets of the Company and of all counterparts present in the company's systems. It is a vital prerogative of the business in which Technoprobe operates is the rigorous and the confidentiality of its own and its customers' data, information, knowledge and processes of its own and of its customers.

Consequently, Technoprobe takes every possible measure to ensure robust information security, not only for itself but also for the entire supply chain.

To prevent unintentional actions that may compromise data and equipment security Technoprobe has adopted the **Group Policy for the use of IT tools, the Internet and email**.

As a general rule, any data (in the broadest sense of the term) encountered during work is considered confidential and must not be communicated or disclosed unless specifically authorised by the company.

As further confirmation of Technoprobe's commitment to privacy protection, the Company is currently working on obtaining ISO 27001:2022 certification for its Information Security Management System.

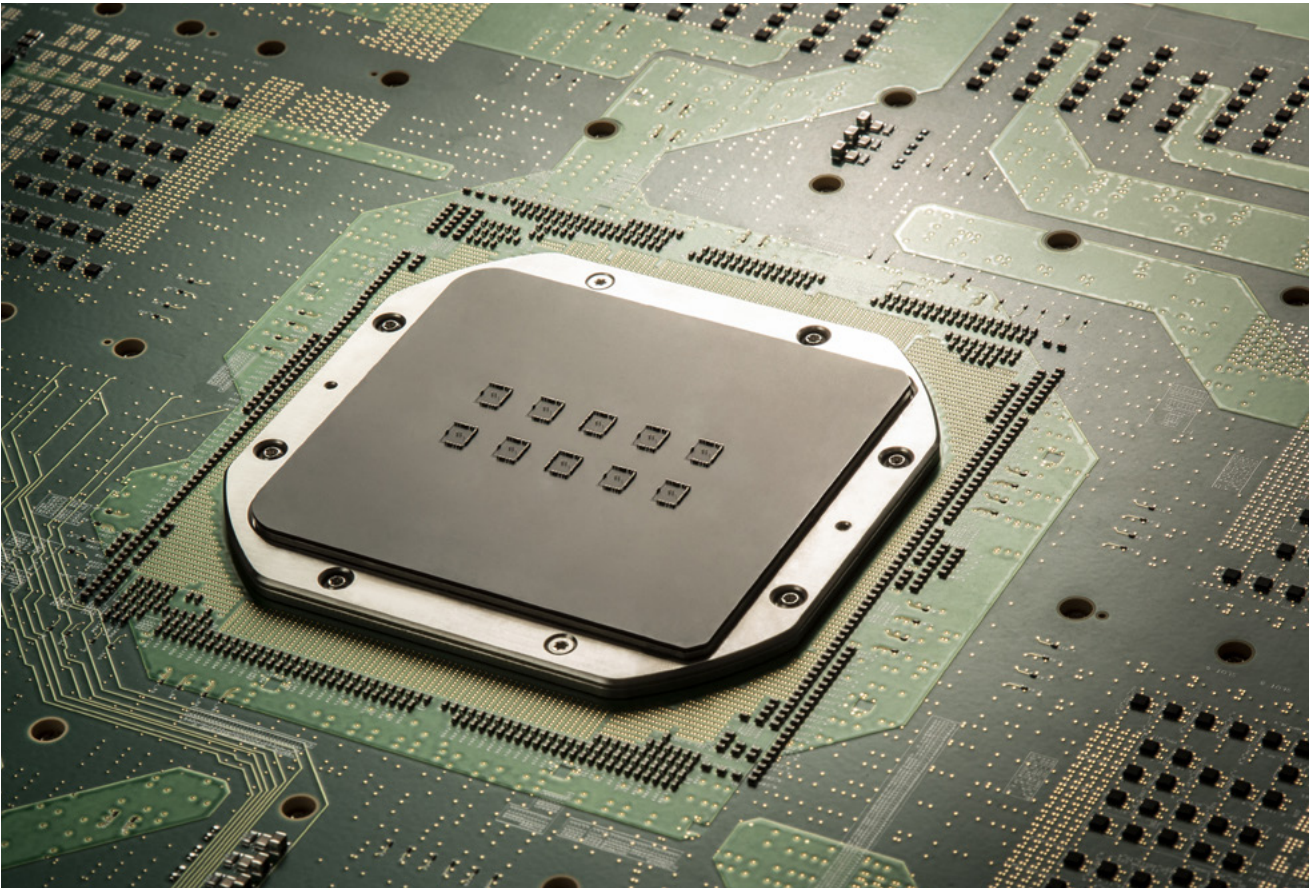
Each year, a comprehensive Vulnerability Assessment and Penetration Test (VA-PT) is performed on the entire company, leading to a remediation plan on all cybersecurity issues for the following.

The process of outsourcing the data centre was completed in 2022, entrusting the service and monitoring to an external company with ISO 27001, ISO 27017 and ISO 27018 certifications. In the second half of 2023, a comprehensive disaster recovery (DR) plan will be implemented.

**No complaints have been received regarding customer privacy breaches over the past three years (2020-2022).**

In addition, as shown in the table below, there has been **no leaks, thefts or losses of customer data** in the last two years.

TOTAL NUMBER OF DETECTIONS OF LEAKS, THEFTS OR LOSSES OF CUSTOMER DATA	UDM	2022	2021	2020
Total number of detections of data leaks, thefts or losses	No.	-	-	2





# 04.

## Our responsibility towards people

4.1 Human capital



4.2 Inclusion of talent



4.3 Growth and development of Employees



4.4 Well-being and safety





4.0

## Our responsibility towards people

"There is no innovation, growth, or development that does not begin with attention and a sense of responsibility towards the protagonists of every company's story: the people".

Cristiano Crippa - Chairman of the Board of Directors

### SOCIAL HIGHLIGHTS

- 34% Women in the company
- 72.670 Hours of training provided
- 42% Employees under 30 years of age
- 2,67% Turnover rate
- 0,49 Employee accident frequency index

### MATERIAL TOPICS

Diversity and inclusion  
and well-being of employees

Attraction, training  
and development of talent

Protection of and respect for human rights

Promotion of health and safety  
in the workplace



4.1

Human capital

Technoprobe's focus on people is an integral part of the company's DNA. In fact, people are the "core asset" of the company due to their portfolio of skills, creativity and aptitudes that can be applied in the various operational areas.

Enhancing these skills therefore means bringing added value to the company, establishing lasting and transparent relationships with its employees.

The company population as of 31 December 2022 was made up of **1,424 workers**, including temporary staff, which remains high.

Women account for approximately 34% of the company's total workforce.

Data on the company population, divided by contract type, are shown as follows.

EMPLOYEES <sup>2</sup>	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of employees	n.	940	484	1,424	626	279	905	420	188	608
Number of permanent employees	n.	878	460	1,338	555	249	804	356	161	517
Number of fixed-term employees	n.	62	24	86	71	30	101	64	27	91
Number of employees with non-guaranteed hours	n.	-	-	-	-	-	-	-	-	-
Number of full-time employees	n.	932	470	1,402	618	267	885	412	117	589
Number of part-time employees	n.	8	14	22	8	12	20	8	11	19

It should be noted that the method for calculating the 2021 figures has been refined compared to last year's Report; therefore, the two Reports are not comparable.

The total number of non-employees remained consistently high throughout the three-year period. It should be noted that in 2022, the Company started a major recruitment drive,

aided by the collaboration with local selection and recruitment organisations, to cope with the rapid expansion of the business.

This drive led to a significant increase in the number of employees and interns, while the presence of temporary workers declined slightly.

TOTAL NUMBER OF NON-EMPLOYEES	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Temporary workers	n.	158	76	234	247	167	414	200	122	322
Interns	n.	60	20	80	48	12	60	25	4	29
Total	n.	218	96	314	295	179	474	225	126	351

<sup>2</sup>The entirety of employees is subject to collective bargaining agreements.



4.2

Inclusion of talent

The development of talent is the best prospect for the future, and this is the path Technoprobe wants to take to plan its future.

The constant search for personnel leads the company to favour hiring policies aimed at young people. In fact, "young" resources meet the growing need for technical skills, they tend to be more flexible and innovative and open to training, updating and digitalisation. It should also be emphasised that, with a view to contributing to collective social change, hiring young talented people contributes to reducing the gap in access to employment equity. For this reason, Technoprobe immediately and resolutely embarked on a path of

enhancing the value of young employees, focusing strongly on their empowerment and involvement in decision-making processes.

In fact, **42%** of the company's workforce is made up of **people under the age of 30**, a percentage that has risen sharply since 2020 when young people accounted for 33%. While employees in the 30-50 age group fell from 54% in 2021 to 46% in 2022, and the over-50s fell from 18% to 12%.

The breakdown of employees in the three-year period 2020-2022 by gender, age group and professional category is shown below.

EMPLOYEE DIVERSITY	2022		2021		2020	
	no.	%	no.	%	no.	%
Total Employees	1,424	100%	905	100%	608	100%
Men	940	66%	626	69%	420	69%
Women	484	34%	279	31%	188	31%
< 30 years	594	42%	252	28%	106	17%
30 ≤ x ≤ 50 years	651	46%	490	54%	352	58%
> 50 years	179	12%	163	18%	150	25%
Managers	15	1%	14	2%	16	2%
Men	14	93%	13	93%	15	94%
Women	1	7%	1	7%	1	6%
< 30 years	-	0%	-	0%	-	0%
30 ≤ x ≤ 50 years	7	47%	6	43%	7	44%
> 50 years	8	53%	8	57%	9	56%
Middle managers	40	3%	30	3%	30	3%
Men	32	80%	26	87%	25	83%
Women	8	20%	4	13%	5	17%
< 30 years	-	0%	-	0%	-	0%
30 ≤ x ≤ 50 years	24	60%	18	60%	16	53%
> 50 years	16	40%	12	40%	14	47%
Office workers	590	41%	447	49%	306	34%
Men	447	76%	354	79%	241	79%
Women	143	24%	93	21%	65	21%
< 30 years	214	36%	124	28%	60	20%
30 ≤ x ≤ 50 years	300	51%	253	57%	186	60%
> 50 years	76	13%	70	16%	60	20%
Manual & technical workers	779	55%	414	46%	256	42%
Men	447	57%	233	56%	139	54%
Women	332	43%	181	44%	117	46%
> 30 years	380	49%	128	31%	46	18%
30 ≤ x ≤ 50 years	320	41%	213	51%	143	56%
> 50 years	79	10%	73	18%	67	26%



It should be noted that the method for calculating the 2021 figures has been refined compared to last year's Report; therefore, the two Reports are not comparable.

At Technoprobe, inclusiveness is also exemplified by the presence of employees from protected categories, comprising a total of 31 people as of 31 December 2022, with 17 men and 14 women. One of the challenges Technoprobe must face involves not only attracting young people to

the company, but also and above all, retaining them. In fact, so-called Job Hopping, i.e. the tendency of younger generations to often and easily "hop" from one job to another, is becoming increasingly widespread.

The tables below highlight this phenomenon, showing data for the three-year period 2020-2022 in relation to new hires and annual departures, broken down by age group and gender.

NEW HIRES	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total new hires	no.	367	215	582	227	99	326	130	57	187
< 30 years	no.	240	124	364	119	35	154	52	22	74
30 ≤ x ≤ 50 years	no.	113	84	197	96	54	150	58	26	84
> 50 years	no.	14	7	21	12	10	22	20	9	29

RECRUITMENT RATE	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total new hires	%	39.04%	44.42%	40.87%	36.26%	35.48%	36.02%	30.95%	30.32%	30.76%
< 30 years	%	25.53%	25.62%	25.56%	19.01%	12.54%	17.02%	12.38%	11.70%	12.17%
30 ≤ x ≤ 50 years	%	12.02%	17.36%	13.83%	15.34%	19.35%	16.57%	13.81%	13.83%	13.82%
> 50 years	%	1.49%	1.45%	1.47%	1.92%	3.58%	2.43%	4.76%	4.79%	4.77%

The recruitment rate was calculated by comparing the number of new hires with the total by gender.

For example:

—○ **Total new hires Men (%) =**  
**Total new hires Men (n.) /**  
**Total men (n.)**

—○ **Men < 30 years (%) = Men hired < 30**  
**years (no.) / Total men (no.)**

For more information, please refer to the Methodological Note.

As shown in the previous table, the percentage of hiring women increased from 30% in 2020 to 44% in 2022. The hiring

percentage of employees under the age of 30 also increased from 12% in 2020 to 26% in 2022.

TERMINATIONS	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total terminations	no.	26	12	38	23	9	32	5	-	5
< 30 years	no.	14	4	18	13	7	20	3	-	3
30 ≤ x ≤ 50 years	no.	10	7	17	10	2	12	1	-	1
> 50 years	no.	2	1	3	-	-	-	1	-	1

TURNOVER RATE	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total terminations	%	2,77%	2,48%	2,67%	3,67%	3,23%	3,54%	1,19%	0,00%	0,82%
< 30 years	%	2,24%	0,64%	1,26%	2,08%	2,51%	2,21%	0,71%	0,00%	0,49%
30 ≤ x ≤ 50 years	%	1,60%	1,12%	1,19%	1,60%	0,72%	1,33%	0,24%	0,00%	0,16%
> 50 years	%	0,32%	0,16%	0,21%	0,00%	0,00%	0,00%	0,24%	0,00%	0,16%

The turnover rate was calculated by comparing the number of people terminated with the total by gender.

For example:

—○ **Total terminated Men (%) = Total**  
**terminated Men (no.) / Total men (no.)**

—○ **Men < 30 years (%) =**  
**Men < 30 years (no.) / Total men (no.)**

For more information, please refer to the Methodological Note.

As shown in the previous table, **the overall turnover rate in 2022 increased compared to 2020**, also due to the increase in the company population.

Compared to 2021, the **turnover rate for women decreased** from 3% to 2%, while the **turnover for employees under the age of 30 decreased** from 2% to 1%. Below is a summary of the main reasons for termination during the three-year period spanning 2020-2022.

Technoprobe also aims to back to Italy skilled Italian personnel who pursued opportunities abroad after receiving training in Italy.

The company's emphasis on offering professionally challenging and enriching roles, along with its demand for top-notch skills, serves as a magnet to attract people and motivate them to go against the more common practice of seeking work outside Italy.

REASONS FOR TERMINATION	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total terminations	no.	26	12	38	23	9	32	5	-	5
Resignations	no.	23	10	33	16	4	20	3	-	3
Retirements	no.	-	-	-	-	-	-	-	-	-
Dismissals	no.	-	-	-	-	-	-	-	-	-
Other reasons (e.g. end of contract)	no.	3	2	5	7	5	12	2	-	2

# 4.3

## Growth and development of Employees

### Training, in all its forms, holds a fundamental role at Technoprobe.

As a company at the forefront of technology, the continuous growth, learning and upskilling of its employees are imperative to uphold an exceptionally high standard of expertise. This pertains not only to the world of research and development, but extends throughout the entire technology and manufacturing departments. Training is also a motivational tool to ensure that everyone at Technoprobe remains deeply engaged in confronting the daily challenges posed by the market and technological advancements; for this reason, training has been divided into different areas:

- **An initial induction phase for new hires;**
- **A job-specific training curriculum for the various functions and roles within the organisation;**
- **Method-based training for more efficient process control;**
- **Cross-functional knowledge training to encourage the exchange of skills and expertise between the various departments and functions.**



Technoprobe conducts a variety of training activities, in addition to those mandated by law, to ensure the proper management of work processes and regulatory compliance on other topics such as: Confidentiality, Production Behaviour, ESD (Electro-Static Discharge) and Organisation Introduction.

**Mandatory health, safety and environmental training** is defined by current regulations and adheres to the applicable legislative requirements (mainly deriving from the State-Regions Agreement of 21/12/2011), which serve as the foundation for the training of all workers.

In 2022, a **total of 3,859 participants** completed the various mandatory Technoprobe training courses, accumulating a **total training duration of 15,507.50 hours**.

The company provides other training initiatives to employees, such as:

2022 METHODOLOGICAL TRAINING	
11 green belt 6 sigma certifications	Total duration per edition: 104 ore
22 yellow belt 6 sigma certifications	Total duration per edition: 24 ore
12 Lean manufacturing	Total duration per edition: 124 ore
12 Kaizen week (a lite version of lean that also included manual workers)	Total duration per edition: 40 ore

SOFT SKILLS

Within a rapidly expanding company, mastering social and interpersonal skills is just as important as acquiring technical skills to ensure the effective performance and

INTERNAL ON-THE-JOB TRAINING

Internal knowledge sharing is an important and ongoing activity within the company. Accompanying the growth of skills and methodologies ensures a high and uniform standard of expertise across all sectors and departments. The duration of this training can range from a minimum of 40 hours up to 3 to 6 months, or even longer.

METHODOLOGICAL EXTERNAL TRAINING

As Technoprobe operates in a cutting-edge technological field, it often needs to create processes and standardise methodologies from scratch. For this reason it has adopted courses for 6 Sigma (Green Belt, Yellow Belt), Lean and Project Management certifications.

harmony of work teams.  
At Techoprobe, regular management courses are conducted for Top, Middle and Low Level Managers.

MANAGEMENT TRAINING		
Low Management	47	4 editions with a total duration of 8 hours
Middle Management	13	1 edition with a total duration of 24 hours
Top Management	7	1 edition with a total duration of 24 hours

ENGLISH COURSES

To thrive in the global market, Technoprobe, being a multinational company, organises group English courses in Italy for employees from different departments.

The training involves 60 hours of in-person training with a teacher and an additional 30 hours of self-paced online learning.

EXTERNAL ACADEMY IN THE SELECTION PROCESS

In collaboration with a specialised personnel search, selection and training company, Technoprobe has launched an Academy project that offers candidates a 40-hour training course in specific workshop settings outside the company, focusing on the main tasks within the production departments.

The training runs concurrently with the selection process, enabling candidates to approach the practical test phases with enhanced professional expertise Furthermore, the skills acquired during the training will remain valuable assets for candidates, even if they are not ultimately successful in securing the position.

TRAINING IN HEALTH, SAFETY, ENVIRONMENT AND SOFTWARE

Consideration is then given to the training hours provided in various other areas, including health and safety (e.g. courses on the use of specific machinery, training on personal protective equipment and emergency management), environmental

aspects and use of specific company software.  
Also included are training hours useful for the correct implementation of sustainability tools adopted by the company, such as the Responsible Business Alliance (RBA) and the Carbon Disclosure Project (CDP), as well as addressing topics related to Business Ethics. Below are the tables presenting the total and average hours of training undertaken by Technoprobe employees in the three-year period 2020-2022. It should be noted that



the data shown do not contain references to mandatory training:

TOTAL HOURS OF TRAINING	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Total number of training hours	h	49,736	22,934	72,670	12,204	4,625	16,829	6,892	1,800	8,692
Managers	h	56	25	81	78	6	84	194	-	194
Middle managers	h	182	135	317	230	24	254	266	30	296
Office workers	h	6,475	1,844	8,319	7,398	1,649	9,047	3,814	487	4,301
Manual and technical workers	h	43,023	20,930	63,953	4,498	2,946	7,444	2,618	1,283	3,901

AVERAGE HOURS OF TRAINING	UOM	2022			2021			2020		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Average number of training hours	h	52.91	47.38	51.03	19.50	16.58	18.60	16.41	9.57	14.30
Managers	h	4.00	25.00	5.40	6.00	6.00	6.00	12.93	-	12.13
Middle managers	h	5.69	16.88	7.93	8.85	6.00	8.47	10.64	6.00	9.87
Office workers	h	14.49	12.90	14.10	20.90	17.73	20.24	15.83	7.49	14.06
Manual and technical workers	h	96.25	63.04	82.10	19.30	16.28	17.98	18.83	10.97	15.24



4.4

# Well-being and safety

Worker Health and Safety. Technoprobe has always been active and constantly committed to protecting the Health and Safety of workers with the aim of minimising risks by developing initiatives aimed at employees and all persons who, in any capacity, work within the various technological buildings.

The culture of health and safety is shared at all levels and involves the entire company organisation, from top management down to employees. All activities related to Health and Safety management are supported by constant training, education and learning, which has resulted in a constantly increasing number of training hours provided over the years.

Health and Safety training includes **compulsory training** sanctioned by specific State-Regional agreements, and **training courses designed and organised internally**, in order to make training and education on individual processes more widespread and tailored to the specific nature of the company.



Technoprobe places great importance on Health and Safety training as it is a crucial aspect to ensure the safety and well-being of both its employees and external personnel working in areas directly controlled by the company. Training and educational initiatives are an integral part of the measures implemented by Technoprobe to effectively manage and reduce the number of work-related injuries.

In fact, one of the most significant Health and Safety indicators **monitored by Technoprobe**

EMPLOYEES	2022		2021		2020	
	no.	Rate	no.	Rate	no.	Rate
Recordable work-related injuries	1	0,49	2	1,43	3	2,15
of which fatalities	-	-	-	-	-	-
of which high-consequence work-related injuries (excluding fatalities) (>= 180 days)	-	-	-	-	-	-
of which work-related injuries resulting in at least one lost workday	1	0.49	2	1.43	3	2.15
Hours worked <sup>3</sup>	2,022,690.84	-	1,394,389.1	-	1,276,613.75	-

As evident from the table above, the measures implemented by Technoprobe to safeguard health and safety in the workplace have resulted in a **progressive decline in the employee injury rate**, even with the rise in personnel numbers in the three-year period

is the **trend of events** (accidents, injuries, near misses). The goal is to analyse the causes that led to such incidents and implement continuous improvement actions to prevent their recurrence.

Below are the **work-related injuries for both employees and external personnel** during the three-year period from 2020 to 2022, along with the corresponding rates.

2020-2022. It should be noted that the figures for 2020 refer to both employees and non-employees (temporary workers) as it was not possible to isolate the figures for the two categories.

NON-EMPLOYEES	2022		2021		2020	
	no.	Rate	no.	Rate	no.	Rate
Recordable work-related injuries	1	1.62	-	-	-	-
of which fatalities	-	-	-	-	-	-
of which high-consequence work-related injuries (excluding fatalities) (>= 180 days)	-	-	-	-	-	-
of which work-related injuries resulting in at least one lost workday	1	1.62	-	-	-	-
Hours worked <sup>4</sup>	618,531.00	-	530,031.57	-	Not recorded	-

Non-employees are defined as personnel working through temp agencies. As specified in the table above, it was not possible to isolate the data for non-employees (temp agency workers) for 2020.

CORPORATE WELFARE

Enhancement of human capital has always been crucial for Technoprobe: a strong commitment demonstrated by the numerous hirings, but also by numerous other projects that the company carries out to increase the sense of belonging of its employees, thus giving them the opportunity to enjoy their time at work and perform better.

Each employee can take advantage of a well-defined **Corporate Welfare Plan**, which allows them to convert all or part of their performance bonus into various services present on a digital platform, thus benefiting from full tax exemption. The company also provides an on-top increase of 30% on the part spent on the platform.

The continued success of the **welfare platform** within the company is clearly evident. In 2022, **696,656.62 Euro** were used, marking a notable increase compared to the previous year's amount of 378,335.95 Euro. This amount can be broken down as follows:

- **167,251.50 Euro paid into the pension fund;**
- **103,432.64 Euro used for expense claims;**
- **425,972.48 Euro used for voucher requests.**

The range of services offered to workers include babysitting vouchers, purchase of school textbooks, gym memberships, travel vouchers, reimbursements for education and canteen expenses, as well as the option to allocate the bonus to pension funds. As the project garners more success, the company plans to implement further communication initiatives in the upcoming years to foster even greater membership and participation.

<sup>3</sup>Hours worked include both in-person and smart working hours.

<sup>4</sup>Hours worked include both in-person and smart working hours.

In addition to the services available on the digital platform, Technoprobe has activated a number of welfare support services, such as agreements with sports facilities (and with the local tyre dealer for seasonal tyre changes). Technoprobe personnel are also given the opportunity to receive personal deliveries in the company. Employees can also take advantage of subsidised current accounts at Banca Intesa Sanpaolo.

For years, the company has promoted a theatrical campaign at the Cernusco Lombardone Theatre, which has featured shows and performances from the Milan theatre scene and the participation of renowned Italian actors. As part of this initiative, a number of free seats were reserved for company employees.

#### BABY BONUS

A concrete help to **support better work-life balance**. A company concerned and attentive to the health of its employees has a duty to support and help them in the difficult task of balancing work and family life.

This is the central aspect of Technoprobe's Welfare policies: in 2021, the company indeed decided to offer all employees who had a child during the year the opportunity to benefit from a baby bonus worth EUR 1,000, thus allocating EUR 22,000 in bonuses for new parents.

The initiative continued in **2022** with the awarding of **33 baby bonuses**.

#### FREE CONSULTING SERVICE IN THE COMPANY: TOWARDS A NEW CONCEPT OF WELFARE

A particularly popular initiative offered by Technoprobe is the possibility for employees to benefit from **free consultation with qualified tax and legal advisers**. Employees thus have the opportunity to benefit from free

advice on completing their tax returns. The initiative resulted in **244 people joining the tax advice project** in 2022 alone. In addition to tax advice, employees can also benefit from free legal advice. In this case, **230 people made use of the legal service**.

#### FLU VACCINATION FOR EMPLOYEES

In line with the policies adopted by Technoprobe to promote the health of its employees, the company has been providing a **free flu vaccination service** since 2019, resulting in the administration of **144 flu vaccines in 2022 alone**.

The company's aim is to protect individual health, minimise any risk of infection and ensure the continuation of production activities.

#### REOPENING OF THE CERNUSCO LOMBARDONE CANTEEN FOR ALL EMPLOYEES

At the end of 2021, as the Covid-19 restrictions eased, Technoprobe reopened its **company canteen**. However, certain ongoing restrictions limited access to meals for all employees. To address this, priority was given to shift workers who faced difficulties finding alternatives for lunch due to their shorter break times. Therefore, for several months, employees of Technoprobe in Cernusco Lombardone were provided with different meal services through a meal replacement allowance. Regrettably, this alternative solution resulted in dissatisfaction among daytime workers.

In the summer of 2022, the company sought a better approach and introduced a **lunch box service** that employees could book through a catering company. These boxes were delivered to the company premises, and could be consumed in specially arranged tents located in Technoprobe's external areas. However, the lunch box service was found

to be unsatisfactory during the summer, prompting its cancellation. Instead, taking advantage of the further easing of COVID-19 restrictions, all Technoprobe employees at Cernusco Lombardone were granted access to the company canteen on a rotational shift basis.

This operation contributed, among other things, to reducing the daily waste produced by the previous lunch box service.

#### LAUNCH OF THE TPLACE CORPORATE INTRANET

Launched in March 2022, **TPLACE is the corporate intranet** accessible exclusively to people working at Technoprobe. As part of a significant internal engagement initiative, the portal represents the company's commitment to **consolidate in one centralised location information, tools and services that are useful for the daily work** of its employees. The platform aims to disseminate information comprehensively and foster greater employee engagement, ultimately leading to increased productivity across numerous internal company processes.

In addition to increasing the digitalisation of information, TPLACE has been integrated with a feedback platform, enabling employees to submit suggestions and engage in dialogue with the company. This gives everyone the opportunity to actively contribute to process improvement and expedite problem-solving efforts.

The intranet makes it possible to:

- **manage documents, communications and information in a centralised manner, enabling easy search and access to knowledge;**
- **manage and disseminate processes quickly within the organisation (e.g. HR procedures);**

- **enhance collaboration and engagement by providing dedicated sections to address and resolve internal issues.**

**TPLACE is divided into different macro areas** (e.g. HR, Communication, IT, IS, Legal etc.) and also features a "glossary" containing all internal Technoprobe terminology and nomenclature. This glossary is accessible to everyone and can be regularly updated and integrated as needed.

#### WAR IN UKRAINE. MORE FLEXIBILITY FOR EMPLOYEES HOSTING REFUGEES

With the Russian invasion of Ukraine beginning in February 2022, and the subsequent influx of war refugees into Italy, several **Technoprobe employees** took it upon themselves to **extend help and hospitality to Ukrainian citizens** in difficulty.

The company tried to figure out how to give practical help to host employees, aimed at providing them with the time needed to deal with all the bureaucratic complications arising from the migration emergency. In order to offer immediate support, Technoprobe therefore **granted the host employees an additional 5 days of paid leave**, supplementing the existing leave entitlement outlined in their contracts. These extra days can also be used on an hourly basis, allowing for greater flexibility.



# 05.

## Our approach to the environment

[5.1](#) [Respect for the environment](#)

[5.2](#) [Raw materials](#)

[5.3](#) [Water consumption and discharge](#)

[5.4](#) [Land Use and Biodiversity](#)

[5.5](#) [Energy and Emissions](#)

[5.6](#) [Waste management](#)



5.0

## Our approach to the environment

“The real challenge lies in being able to overturn the system, we should learn to work and produce by generating environmentally friendly effects”.

Giuseppe Crippa – Founder and Honorary Chairman

### ENVIRONMENTAL HIGHLIGHTS

- 0,042 megalitres/headcount: water withdrawal on total workforce
- 187,58 GJ/mln€: energy intensity
- 13,90 tCO<sub>2</sub>e/mln€: emission intensity (Scope 1 and 2 Market Based)
- 0,73t/mln€: tonnes of waste produced on turnover

### MATERIAL TOPICS

Energy consumption and emissions

Responsible resource management and circular economy



# 5.1

## Respect for the environment

Technoprobe believes that being responsible also means conducting its business in an environmentally friendly, sustainable and responsible manner.

To align with this vision, it closely monitors the use of resources, such as energy, water and greenhouse gas emission, striving to optimise their efficiency.

Solid waste is disposed of responsibly, water disposal and air emissions are controlled and treated.

The use of ozone-depleting substances, if any, is managed in accordance with the Montreal Protocol and applicable regulations; Hazardous chemicals are identified, labeled,

and handled in accordance with health, safety, and environmental protection standards. Technoprobe uses appropriate technologies to mitigate environmental risks.

The Environmental Management System has been built in accordance with ISO 14001 guidelines. The organization strives to obtain and maintain all required environmental permits and proactively takes all actions to control its processes and manage prescriptions. Employees responsible for activities with a direct

impact on the environment receive specific training on regulations and procedures to be implemented and are required to apply them during their work.

These principles, together with our unwavering commitment to enforce all applicable environmental laws, are engrained in our ethical framework.





# 5.2

## Raw materials

Technoprobe mainly purchases the following types of raw materials: printed circuit boards (PCB), metal alloy materials, electronic components, silicon nitride, precious materials, screws, and process solutions for chemical surface treatments.

Auxiliary materials for the production process are also used, such as chemicals, pastes, resins, welding wires and technical gases.. Over the years, there has been a steady growth in the volume of incoming products due to the continuous increase in sales figures, the opening of new production lines and the expansion of production areas, which required the construction of new buildings. This is demonstrated by the **increase in raw**

**materials ordered for purchase in the two-year period 2021-2022.** This growth trend was also recorded in the consumption of chemical products. Raw materials entering the sites are sourced from Italy and abroad. From a Life Cycle Perspective, the impact deriving from the transport of raw materials was quantified in terms of CO2 equivalent emitted, through an analysis of Scope 1, 2 and 3 GHG emissions.

INCOMING MATERIALS <sup>5</sup>	UOM	2022	2021
Printed circuits	pcs	9,908	9,392
Metal alloys (probe card needles)	kg	325	213
Electronic components	pcs	23,749,646	44,164,123
Silicon nitride	pcs	70,639	72,226
Precious materials	kg	60	52
Screws	pcs	1,731,938	1,454,855
Solutions for chemical treatments <sup>6</sup>	l	11,796	-
AISI (steel for mechanical processes)	kg	79,572	-
Alloy (metal alloys for mechanical processes)	kg	19,062	-



<sup>5</sup> The materials reported are all renewable and are the most significant for Technoprobe's production process. For further information, please refer to the Methodological Note of this document.

<sup>6</sup>For the year 2021, it was not possible to extrapolate the specific order data for this product.



5.3

# Water consumption and discharge

Technoprobe is aware that water is a common asset and therefore a precious resource to be preserved. For this reason, all possible efforts have been made to reduce its consumption, although the company's direct production processes do not require the consumption of copious amounts of water.

Most of the water within Technoprobe's facility is used for domestic purposes.

Furthermore, most of the sites under consideration are currently situated in areas where water stress and frequent water shortages are not a concern<sup>7</sup>. Technoprobe monitors water withdrawals and discharges at all facilities by means of monthly metre readings. The table containing **details of water withdrawals** is shown in the following.

Water consumption is assumed to be equal to water withdrawal, as all water consumed is withdrawn.

In order to ensure the comparability of the figure over the three-year period 2020-2022, the water withdrawal figure has been normalised by the number of employees.

TYPE	UOM	2022		2021		2020	
		FRESH-WATER	OTHER WATER	FRESH-WATER	OTHER WATER	FRESH-WATER	OTHER WATER
Surface water	Megalitres	-	-	-	-	-	-
Groundwater	Megalitres	-	-	-	-	-	-
Seawater	Megalitres	-	-	-	-	-	-
Water produced	Megalitres	-	-	-	-	-	-
Water from third parties	Megalitres	60.05	-	37.21	-	14.35	-
Total water withdrawn	Megalitres	60.05	-	37.21	-	14.35	

The water supplied for the production process is mainly used for washing and diluting activities and is not dispersed by evaporation. As a result, the volumes discharged are equal

WATER WITHDRAWAL NORMALISED BY NUMBER OF EMPLOYEES	UOM	2022	2021	2020
Water withdrawal on total workforce	Megalitres	0.042	0.041	0.024

to the incoming volumes. Industrial water discharges are sent to a water treatment plant, ensuring that wastewater is released into the sewerage system in full compliance with the discharge limits. The water discharge quality, assessed by standard effluent parameters, is also internally monitored through a control

and sampling plan. This plan is prepared to promptly and regularly monitor the parameters more frequently and accurately than required by the current environmental permit (AUA - Single Environmental Authorization).



<sup>7</sup>More details on the presence of production sites in water-stressed areas will be included in the CDP Water 2023 questionnaire



## 5.4

# Land Use and Biodiversity

Technoprobe is very attentive to the impact its buildings have on the landscape and surrounding natural areas. For this reason, new buildings are built with architectural solutions that allow them to fit in perfectly with the surrounding landscape.

The aesthetics of the workplace are very important for the company in order to ensure the well-being of its employees. When constructing its sites, with a view to preventing the concreting-over of natural areas, Technoprobe has chosen to re-qualify some industrial areas previously in use, **maintaining the existing buildings and only making improvements in terms of the energy-efficiency and aesthetics of the buildings.** Green areas have also been created at the

Agrate site, even though the area is not particularly large.

To demonstrate its commitment to preserving the environment and natural landscapes, Technoprobe actively engages in land redevelopment initiatives, either directly or in collaboration with its majority and controlling shareholder (T-Plus). In 2022, **Technoprobe's total green areas amounted to 108,904 square metres**, of which 13,657 square metres



are dedicated to community vegetable gardens. Technoprobe participated in T-Plus initiatives to redevelop these green spaces at its headquarters in Cernusco Lombardone.

In 2022, **a total of 296 new plants were introduced**, in addition to the 200 trees previously planted in 2021. These species

contribute to the conservation of the landscape, to the thermoregulation of the surrounding environment and the absorption of carbon dioxide.

The areas occupied by the Organisation are continuously increasing due to the need to acquire more and more production areas.



# 5.5

## Energy and Emissions

**With the aim of reducing environmental impacts, and in particular emissions, energy consumption is one of the main environmental aspects for the organisation.**

In particular, electricity consumption depends essentially on powering production machinery, lighting and air-conditioning systems in the work areas. On the other hand, the consumption of natural gas, diesel and oil is linked to mobile combustion processes and transportation.

To a small extent, some refrigerant gases are also used for cooling and air conditioning purposes. Most of the buildings owned by Technoprobe are newly constructed and are therefore

already incorporate the latest energy-saving technologies. Nevertheless, a plan is currently underway to upgrade the systems on a case-by-case basis in order to enhance overall energy efficiency over time.

With regard to the lighting of the work areas, presence detectors and twilight systems have been installed that allow lights to be switched on only when necessary. In 2019, also in response to the legislative requirements outlined in Legislative Decree 102/14, a targeted energy audit was conducted on

the only two buildings in existence at the time: Buildings TPI1 and TPI2 in Cernusco Lombardone. The audit was subsequently submitted to the Department of Energy Efficiency at ENEA, which works on these matters on behalf of the Ministry of Ecological Transition.

Given the company's rapid and continuous growth in productivity, new buildings and consequent energy consumption, an Energy Manager was appointed on a voluntary basis in 2021, tasked with deepening the analysis of energy consumption and evaluating possible efficiency measures. This appointment is intended to be the organisation's first step towards increasing its focus on efficiency and on reducing resource consumption.

For several years now, Technoprobe has been focusing on technical and behavioural improvements to reduce energy consumption, with investments in updating and modernising facilities and implementing new technologies to increase energy efficiency in production. Investments over the years have included not only the purchase of innovative machinery

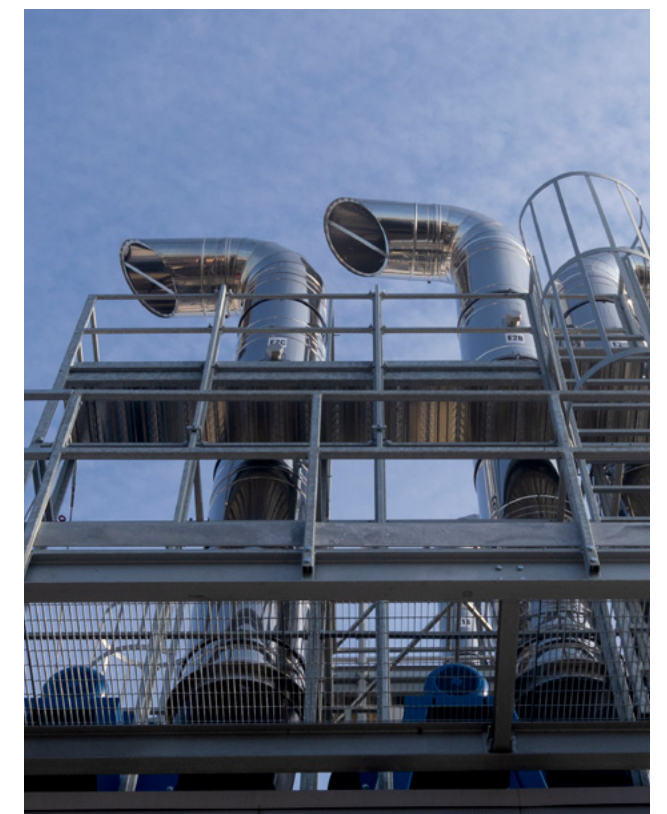
and equipment, but also improvements in the energy efficiency of the lighting systems, with the installation of lighting fixtures with LED technologies in a large part of the company's areas.

Electricity is completely supplied from the grid, but it is important to emphasise that the company relies on energy brokers who guarantee a significant and ever-growing mix of energy supplied from renewable sources.

The second energy source used at the site is methane gas, which is used exclusively for the air-conditioning of the rooms. The Cernusco sites have 12 boilers fuelled by methane gas, the consumption of which varies exclusively according to the heating season and the volumes of rooms to be heated.

The absolute figures show a progressive increase in the consumption of natural gas in 2022, primarily used for building heating, due to the start-up of the TPI5 and Osnago buildings and the full operation of the Agrate site, which were not used in 2021.

The consumption figure was compared to the total volumes of the buildings to be heated, showing a progressive decrease in



consumption per cubic metre. This result is mainly attributable to the installation of plants and systems equipped whit the most advanced energy-efficient technologies currently available. The significant decrease recorded in 2020 can be attributed to reduced workforce numbers within the company due to the COVID-19 pandemic.

The energy consumption in the three-year period 2020-2022 is shown below. This trend is constantly growing, in line with the company's

ongoing business expansion. It is important to clarify that electricity consumption from renewable energy refers to the composition of the commercial energy offer. The contract entered into with the supplier expressly states the supply of predominately renewable energy. During the reporting year, two renewable energy plants were installed at Technoprobe's production sites. These plants became operational in 2023 and the implementation of the expected capacity expansion is already in the planning stages.

TYPE OF DIRECT ENERGY CONSUMPTION IN GJ	UOM	2022	2021	2020
Methane (for heating/systems)	GJ	24,988.12	16,583.17	12,478.47
Petrol (for automotive - car fleet)	GJ	80.65	117.74	30.25
Diesel (for automotive - car fleet)	GJ	1,029.46	877.24	734.44
Total direct energy consumption	GJ	26,108.23	17,578.15	13,243.16

TYPE OF INDIRECT ENERGY CONSUMPTION IN GJ	UOM	2022	2021	2020
Electricity	GJ	51,170.73	35,723.65	26,896.41
of which from non-renewable sources	GJ	29,006.13	20,223.16	15,827.19
of which from renewable sources	GJ	22,164.60	15,500.49	11,069.22
% renewable sources	%	43.32	43.39	41.16
Total indirect energy consumption	GJ	51,170.73	35,723.65	26,896.41

BREAKDOWN OF ENERGY CONSUMPTION BY SOURCE	UOM	2022	2021	2020
Total from non-renewable energy sources	GJ	54,084.90	36,924.07	16,591.88
Total from renewable energy sources	GJ	22,164,60	15,500,49	11,069,22
Total	GJ	76,249,50	52,424,56	27,661,1

ENERGY INTENSITY

In order to assess a company's energy performance, technical literature calls for companies to measure their consumption in relation to the specific product units that are manufactured.

However, the performance indicators calculated in this way are useful and representative in situations where the consumption of production equipment is much higher than consumption that can be defined as auxiliary to the process, and where therefore product volumes directly affect consumption. The type of manufacturing process that characterises Technoprobe and the significant impact of auxiliary

DENOMINATOR DESCRIPTION	UDM	2022	2021	2020
Turnover	mIn€	406.5	303.5	256.3
Total energy	GJ	76,249.50	52,424.56	27,661.10
Energy intensity	GJ/mIn€	187.58	172.73	107.92

ATMOSPHERIC EMISSIONS

In order to determine the "carbon footprint" of Technoprobe's activities, an analysis of the **Scope 1, 2 and 3 GHG emissions** generated by the company was conducted. The analysis of Scope 1 and Scope 2 emissions commenced in 2019, and includes CO2 equivalent emissions deriving from fuel combustion, company vehicles, purchased electricity, as well as air conditioning and

consumption dedicated to maintaining suitable thermo-hydrometric conditions inside the work environments, which are in fact not dependent on production volumes, make the performance indicators as defined above unrepresentative.

However, in order to characterise the incidence of energy consumption in the creation of the finished product, the Energy Intensity Indicator is calculated as the ratio over the years between consumption and company turnover. Below is a table containing the Energy Intensity data calculated for the three-year period 2020-2022:

cooling systems. In 2020, a process for reporting Scope 3 emission was introduced, which took into account indirect emissions generated by the company's activities. This information, including the data for 2022, can be found in the **CDP Climate Change 2023 Questionnaire**, which will be published in the second half of the year on the organisation's official website<sup>8</sup>.



<sup>8</sup><https://www.cdp.net/en>



Below is the table containing **Scope 1 and Scope 2 data for the three-year period 2020-2022:**

DIRECT EMISSIONS (SCOPE 1)	UOM	2022	2021	2020
Total Scope 1 direct emissions	t CO2e	1,971.73	1,074.69	891.30
Natural gas		1,408.22	932.17	701.68
Petrol		5.25	7.65	1.98
Diesel/Gasoline		67.06	57.17	47.85
Refrigerant gas losses (Fgas)		491.20	77.70	139.79

INDIRECT EMISSIONS (SCOPE 2)	UOM	2022	2021	2020
Electricity - Market-Based	t CO2e	3,678.70	2,576.04	2,048.26
Electricity - Location-Based		3,827.22	2,592.93	2,087.99

SCOPE 1 & SCOPE 2 EMISSIONS	UOM	2022	2021	2020
Totale emissioni Scope 1 e Scope 2 Location Based	t CO2e	5,798.95	3,667.62	2,979.29
Totale emissioni Scope 1 e Scope 2 Market Based		5,650.43	3,650.73	2,939.56

In order to reduce carbon emissions, numerous projects have been developed, including:

- Incentives for employees to use the public transport to travel to work, by reimbursing the total cost of annual tickets and activating a shuttle service from the train station to the Cernusco site.
  - Planting of native tree species in the company's green areas, with the
- aim of contributing to creating a real woodland area of more than 65,000 square metres**

  - Analysis of specific consumption by individual users.
  - Initiation of facility efficiency improvement projects.
  - Installation of photovoltaic systems.



SCOPE 1 AND SCOPE 2 EMISSION INTENSITY	UOM	2022	2021	2020
Turnover	mln€	406.5	303.5	256.3
Total Scope 1 and Scope 2 emissions Location-Based	tCO2e	5,798.95	3,667.62	2,979.29
Total Scope 1 and Scope 2 emissions Market-Based	tCO2e	5,650.43	3,650.73	2,939.56
Total Scope 1 and Scope 2 emission intensity Location-Based	tCO2e/mln€	14.27	12.08	11.62
Scope 1 and Scope 2 emission intensity Market-Based	tCO2e/mln€	13.90	12.03	11.47

As shown in the table above, the emission intensity data has progressively increased over the three-year period 2020-2022.

It should be noted that the method for calculating emissions has been enhanced in relation to the emission factors. To ensure comparability of data across the three years from 2020 to 2022, the emission factors from previous years were aligned with the same source used for 2022. This led to an adjustment in the generated emission data reported in the 2021 Sustainability Report.

SUSTAINABLE MOBILITY

Environmental commitment comes first and foremost from our daily actions. Transport has a significant impact on the

environment and with this in mind, the company has implemented various solutions to reduce the environmental, social and economic impacts generated by the way employees travel.

To incentivise employees to use public transport, Technoprobe assumes 100% of the cost of the annual train ticket for each employee who uses it.

As far back as 2018, the company provided employees with a free shuttle service to transport them from the train station to their place of work. The shuttle service was suspended during the most severe stage of the COVID-19 pandemic, but was reactivated as soon as the health situation allowed it.



5.6

Waste management

Technoprobe is constantly striving to reduce the volumes of waste deriving from its production and office activities.

With regard to "household" waste produced in all work areas, careful separate waste collection is carried out in the company departments. Employees are constantly made aware of the importance of good waste management to protect the environment.

Special waste deriving from production processes is managed by adopting the best solutions available and favouring material or energy recovery operations over disposal as much as possible. Dedicated areas have been set up inside the production sites for

the temporary storage of special waste. These areas have been set up in such a way as to prevent any form of soil or groundwater pollution. In fact, the waste is placed in areas that are protected against the weather, and that are paved and equipped with safeguards to prevent any spills.

Despite experiencing a significant growth in production volumes in 2022, Technoprobe managed to reduce its waste by over 120 tonnes compared to the previous year. The following table shows the trend in the



volumes of waste produced throughout the reporting period:

The reduction in waste produced in 2022 can be attributed to the start-up of the water

TYPE OF WASTE PRODUCED	UOM	2022	2021	2020
Total hazardous waste produced	t	126.11	273.65	39.66
Total non-hazardous waste produced	t	170.42	149.17	424.47
<b>Total waste produced</b>	<b>t</b>	<b>296.53</b>	<b>422.81</b>	<b>464.13</b>

treatment plant at the Agrate site. In the initial phases of its operation in 2021, discharges resulting from the plant's start-up activities were initially treated as waste, which are then typically managed as authorized industrial effluents based on specific provisions.

The volume of special waste produced by Technoprobe's sites was compared to turnover, and the results are shown in the table below. It should be noted that the ratio of total waste produced to turnover was nearly halved

RATIO OF WASTE PRODUCED AND TURNOVER	UOM	2022	2021	2020
Total waste produced	t	296.53	422.81	464.13
Turnover	mIn€	406.5	303.5	256.3
<b>Total waste produced/Turnover</b>	<b>t/mIn€</b>	<b>0.73</b>	<b>1.39</b>	<b>1.81</b>



in 2022 compared to 2021, highlighting the company's commitment to progressively enhance waste management through production circularity.

To contribute to the circular economy, the company gives preference to material or

energy recovery operations, resorting to waste disposal only when there is no other alternative.

Below are the tonnes of **waste not sent to landfills**, divided into hazardous and non-hazardous waste.

TYPE OF WASTE NOT SENT TO LANDFILL	UOM	2022		2021		2020	
		On site	Off site	On site	Off site	On site	Off site
Preparation for reuse	t	-	-	-	-	-	-
Recycle	t	-	17,90	-	14,68	-	-
Other recovery operations	t	-	45,77	-	12,78	-	-
<b>Total hazardous waste</b>	<b>t</b>	<b>-</b>	<b>63,67</b>	<b>-</b>	<b>27,46</b>	<b>-</b>	<b>15,19</b>
Preparation for reuse	t	-	-	-	-	-	-
Other recovery operations	t	-	146,87	-	130,00	-	103,68
Recycle	t	-	0,06	-	-	-	-
<b>Total non-hazardous waste</b>	<b>t</b>	<b>-</b>	<b>146,93</b>	<b>-</b>	<b>130,00</b>	<b>-</b>	<b>103,68</b>

Waste sent for disposal consists mainly of aqueous liquid residues from washing operations or galvanic processes for metal surface treatments.

The tonnes of **waste sent for disposal** divided into hazardous and non-hazardous waste are shown below.

TYPE OF WASTE SENT FOR DISPOSAL	UOM	2022		2021		2020	
		On site	Off site	On site	Off site	On site	Off site
Incineration	t	-	-	-	-	-	-
Disposal	t	-	-	-	-	-	-
Other disposal operations	t	-	62.43	-	246.19	-	24.47
<b>Total hazardous waste</b>	<b>t</b>	<b>-</b>	<b>62.43</b>	<b>-</b>	<b>246.19</b>	<b>-</b>	<b>24.47</b>
Incineration	t	-	-	-	-	-	-
Disposal	t	-	-	-	-	-	-
Other disposal operations	t	-	23.49	-	19.07	-	320.79
<b>Total non-hazardous waste</b>	<b>t</b>	<b>-</b>	<b>23.49</b>	<b>-</b>	<b>19.07</b>	<b>-</b>	<b>320.79</b>





# 06.

## Our value chain

6.1 Supply chain management



6.2 Customer relations





6.0

# Our value chain

“The purchasing process of goods, services, and professional consultations within all companies of the Technoprobe Group must always be conducted transparently, documented, and based on non-arbitrary and objective criteria”.

Global Procurment Policy

## HIGHLIGHTS

- 82% of the procurement budget is spent at local suppliers
- The project with a major client resulted in the recycling of 190 cases

## MATERIAL TOPICS

- Responsible supply chain management
- Customer Experience
- Quality, safety and environmental performance of the product

6.1

Supply chain management

The Supplier Code of Conduct requires all Technoprobe suppliers to promote and adopt ethically and socially sustainable business models that ensure environmental protection, the protection of health and safety, and the dignity and fundamental human rights of all workers

As shown in the table in the section "5.2 Raw Materials", the materials used by Technoprobe in the production cycle are:

- Printed circuit boards (PCBs), consisting mainly of copper semiconductors;

—○ Metal alloy materials;

—○ Electronic components;
- Silicon nitride (ceramic material);

—○ Precious materials, predominantly palladium;

—○ Screws;

—○ Process solutions used for chemical surface treatments.

With regard to procurement, Technoprobe has both a Supplier Code of Conduct and a Global Procurement Policy.

The procedure applies to all employees of Technoprobe S.p.A. and its subsidiaries (not included in this reporting as they are individual entities). Its purpose is to outline the general principles that should guide the purchasing process of goods, services, and professional consultations. Specifically, this procedure aims to ensure that the process is consistently conducted transparently, documented, and based on non-arbitrary and objective criteria.

All Technoprobe personnel involved must guarantee the traceability of all procured goods and services within the Group's accounting and management systems. Within Subsidiaries, the local General Manager is responsible for ensuring compliance with these requirements. Furthermore, each purchasing contract is subject to the supplier's acceptance of the Code of Business Conduct. This document is disseminated to all pertinent parties for training and information purposes

and is approved by the Board of Directors. Operationally, the procurement of goods and services is governed by three different procedures:

- Supplier Management Procedure;
- Supplier Qualification Procedure;
- Procedure for Procurement and Purchasing Management.

These procedures define the guidelines and standards that the Procurement Manager must adhere to while managing the supply chain. They are integral components of the broader framework of the **Quality Management System**, which holds the **ISO 9001:2015** certification at Technoprobe..

The following table shows the percentages of expenditure made with local suppliers out of the total budget for products and services in 2021 and 2022, not limited to just raw materials:

LOCAL SUPPLIERS	UOM	2022	2021
Total procurement budget spent at local suppliers out of total procurement budget spent	%	82%	72%





## 6.2

# Customer relations

**With regard to the downstream phase of the value chain, Technoprobe pays constant attention to the satisfaction of its customers by consistently monitoring and addressing product nonconformities.**

The company recognises and embraces the sustainability requirements of its customers and strives to constantly enhance its ESG strategies across its entire supply chain.

At the operational level, nonconformities are managed in accordance with the **Procedure for the Management of Nonconformities and Improvement Actions**. This procedure applies to non-conformities, improvement actions and

containment measures related to the cycle of products/services offered by the company. In particular, it aims to define the responsibilities and methods for detecting, recording, processing and analysing nonconformities in products, processes and quality systems in order to:

- prevent supplying customers with defective products that do not meet the

specifications or that could potentially undermine the functionality and reliability of the product itself;

- prevent the recurrence of behaviours or flows that lead to product or process nonconformities, with the goal of enhancing the company's overall performance.

Furthermore, it defines the responsibilities and methods for issuing, managing and assessing the effectiveness of corrective and preventive actions in response to identified nonconformities, and serves as a valuable tool for monitoring and measuring company performance and customer satisfaction. Technoprobe has undertaken numerous initiatives to bolster the sustainability of its value chain.

### CDP – CARBON DISCLOSURE PROJECT

The Organisation has joined the Climate Change Programme of the Carbon Disclosure Project (CDP), the leading global disclosure

system for managing environmental impacts. The CDP offers a system to measure, track, manage and share climate change information globally, involving both the manufacturing sector and public administrations in a collaborative community. Since 2019, Technoprobe has completed the CDP questionnaire, wherein it compiles comprehensive information pertaining to greenhouse gas emissions, energy consumption, and the company's strategy for addressing climate risk.

This information is entered into a common database useful for benchmarking the environmental performance of organisations and providing transparent reporting to investors and the market.

The completion of the CDP questionnaire has helped Technoprobe to effectively communicate its approach to measuring emissions and managing risks/opportunities associated with the effects of climate change, as well as setting targets for continuous performance improvement.





RBA – RESPONSIBLE BUSINESS ALLIANCE

Technoprobe carries out an annual self-assessment according to the checklists defined by the RBA (Responsible Business Alliance), a non-profit organisation made up of companies from the electronics and automotive sectors committed to upholding a shared Code of Conduct concerning the social, environmental and ethical responsibility of their supply chains.

The company is required to complete a self-assessment questionnaire with the aim of conducting a Due Diligence assessment of the effectiveness of its risk management systems pertaining to health and safety, the environment, ethics and working conditions. Furthermore, it is also required to disclose its business practices on issues such as Business Ethics and Protection of Human Rights.

SUSTAINABLE PACKAGING

Technoprobe is also mindful of the consumption generated indirectly by its activities. For this reason, it has launched a project to replace the existing cardboard packaging with packaging made of unbleached paper, thus generating significant advantages on the supply chain in terms of reducing water consumption for the production of the packaging itself.

SILICON NITRIDE

The supply chain collaborated with the operations teams to review the design with the aim of significantly reducing waste in the production process. This has resulted in significant cost savings and a reduction in the use of silicon nitride.

RECYCLING OF MECHANICAL COMPONENTS AND CASES

In 2022, Technoprobe launched a new project in collaboration with a major client, geared towards fostering an environmentally conscious economy and saving costs for both parties. The main goal of this endeavour is the recovery of mechanical components and cases; the figures for the fourth quarter of 2022, when this project started, are reported below.

Recycled mechanics	Quantity
Plexiglass covers	410
Alignment Blocks	102
Pressors	51
Board handles	51
Total	614

Recycled parts	Quantità
Cases	190





# 07.

## Our relationship with the community

7.1

Community Initiatives





7.0

## Our relationship with the community

**“Any sustainability vision and strategy should originate from a strong connection and sense of belonging to the local territory and communities. It is within this context that a company can genuinely have a positive impact”.**

**Roberto Crippa – Vice President**

### HIGHLIGHTS

- 2 generations supporting the community
- +16% increase in enrolment at the Oratory of Merate thanks to the project financed by T-Plus
- 24 students in the new electronics course at the Viganò Institute of Merate
- 4 donkeys for recreational-educational activities

### TEMI MATERIALI

Partnerships and relations with local communities

Technoprobe was born in the territory where the Crippa family has its roots.

Behind the great growth of these decades - not only in Italy but worldwide - there is the story of an all-Italian family, a family that strongly believed in the goal it had set for itself, taking it upon itself to establish a strong relationship between the company and the surrounding territory, inspired by the principle of "acting with a community of people," rather than with a simple organisation.

It is the story of two generations of courageous and insightful entrepreneurs who have shaped and succeeded in creating a company of true excellence in terms of innovation, quality and reliability. They have achieved this by also bringing value to the local area and its communities, demonstrating how, when a family and a territory enter into a social agreement where each fully embraces their responsibilities, the resulting positive effects end up benefiting every stakeholder, without any kind of distinction.



## 7.1

## Community Initiatives

**"Qui Giochiamo Tutti" (We All Play Here). The new sports field in Merate. With the "Qui Giochiamo Tutti" project, the Merate Oratory and the Polisportiva OSGB have embarked on an important path to revitalise and renew the sports infrastructure.**

Both the Oratory and Polisportiva play a pivotal role as hubs for recreational and physical activities for a large portion of the young people in Merate and its neighbouring areas.

Since 1985, the Polisportiva OSGB has been welcoming, training and supporting young people in their sporting endeavours.

It selects, trains and coordinates coaches and instructors, organises sporting activities for young people with disabilities, as well as gentle exercise programs for seniors.

"Qui giochiamo tutti" is an ambitious project with estimated costs of more than EUR 800,000, which aims to revitalize activities over the course of five years starting from

2022, following the pandemic period, through multiple renewal interventions, starting with a new synthetic turf football field, essential for continued practice even during the winter season. T-Plus, the majority and controlling shareholder in Technoprobe, has committed to financing a quarter of the entire cost of the project.

The year 2022 thus saw the completion of the first works, including the creation of the new sports field with artificial turf. The impact was immediate and apparent.

Overall enrolments increased by 16%. Enrolments in football (+8%) and volleyball (+50%) increased significantly, as did the number of adults who decided to take part in gentle exercise programs at the oratory. Enrolments for children up to 6 years old increased by 15% and those up to 12 years old grew by 10%. This growth rate also extended to teenagers and members who have reached the age of majority.

Moreover, the first women's football team and baby volleyball team were formed, both novel additions to the Merate sports scene. The number of football teams has increased, as have the number of volleyball teams, which grew from 2 to 4, all participating in the FIPAV championship.

### NEW ELECTRONICS COURSE AT THE "FRANCESCO VIGANÒ" TECHNICAL INSTITUTE

In a bid to nurture the growth and development of technical and scientific skills among young people, an area where a notable scarcity prevails across the nation, Technoprobe has dedicated itself to supporting schools and academic initiatives over an extended period.

To exert a meaningful influence in this area, the company, in collaboration with Confindustria

Lecco and Sondrio, has promoted and supported the establishment of a new electronics study course at the Viganò Institute in Merate.

Launched for the first time during the 2021-2022 academic year, the new educational offering seeks to cultivate specialised professionals capable of meeting the needs of the job market. The first class, comprising 24 students, commenced in September 2022 with the objective of providing students with strategic skills and competencies aligned with the evolution of today's world.

### SpiRaglio, RECREATIONAL ACTIVITIES WITH DONKEYS

A stable has been built adjacent to the Technoprobe fields to accommodate four donkeys. The SpiRaglio stable was created to offer recreational, rehabilitative and educational activities aimed at improving the quality of life of participants, particularly in physical, mental and social aspects. The decision to use donkeys, renowned for their gentle nature and ability to bond with humans, ensures an extremely safe environment in which to meet and interact with these animals. Activities involving the donkeys at SpiRaglio are open to the general public.





08.

## Our numbers

8.1

[Our financial performance](#)





8.0

## Our numbers

“The results achieved in the course of 2022 confirm the competitive advantage gained by Technoprobe, a result of its technological leadership and unwavering customer focus, two pillars that will remain our priorities even in a challenging year like 2023”.

Stefano Felici - CEO

### HIGHLIGHTS

- Economic value distributed: 357,150,942 Euro
- Investments in the community: 38,500 Euro

### MATERIAL TOPICS

Business continuity

Economic performance

8.1

Our financial performance

The financial year ending on December 31, 2022, can be considered a confirmation of Technoprobe's growth and consolidation capabilities, primarily attributed to the increase in sales volumes compared to the 2021 fiscal year. This volume growth is a result of both the market expansion observed over the two-year period and Technoprobe's increased market share within that market. It is an increase that reaffirms substantial technological and commercial leadership over its main competitors.

Once again in 2022, it is evident that foreign turnover accounts for more than 97% of total turnover and Technoprobe continues to stand as the only manufacturer in Italy of electronic interfaces for microchip testing. The continuous investments in research and development and production capacity were fundamentally important. These strategic investments laid the groundwork for the group's production, organisational and cultural growth, preparing it for new and more significant challenges.

2022 also showcased significant strides in research and development, demonstrated by the entry into full operation of the Agrate site, the opening of a new research centre in Catania, and the filing of numerous new international patent applications. This is confirmed by the company's uninterrupted production operations and expansion of its workforce. At the end of 2022, the company employed approximately 1,700 people in Italy, including temporary workers, compared to about 1,300 employees at the end of 2021.

The trend in investments continued throughout 2022, with more than EUR 50 million invested in industrial infrastructure, machinery and equipment for clean rooms, and in upgrading and modernising the production facilities.

In July 2022, the first report analysing environmental performance indicators was published and an improvement plan was defined, anchored in the following key components:

- implementation of measures to enhance energy efficiency and reduce energy consumption;
- installation of photovoltaic systems at the Osnago and Cernusco Lombardone facilities.

The table below shows the value generated and distributed by Technoprobe in the three-year period 2020-2022:

VALUE GENERATED AND DISTRIBUTED <sup>9</sup>	UoM	2022	2021	2020
Economic value generated	€	482.926.108	342.133.000	276.693.000
Economic value distributed	€	357.150.942	260.405.937	157.089.448
Operating costs	€	224.431.172	164.375.000	105.650.000
Employee salaries and benefits	€	85.100.087	61.494.000	40.439.448
Payments to capital suppliers	€	-	3.700.000	11.000.000
Value distributed to P.A.	€	47.581.183	30.836.937	-
Investments in the community	€	38.500	-	-
Economic value retained	€	125.775.166	81.727.063	119.603.552

<sup>9</sup>Please note that the calculation method has been revised compared to the 2021 Sustainability Report. For more information, refer to the Methodological Note in this document



# 09.

## Appendix

[9.1](#) Methodological Note



[9.2](#) GRI Content Index





# 9.1

## Methodological Note

This document represents the Technoprobe S.p.A. Sustainability Report (hereinafter also referred to as "Report" or "the document").

The purpose of this Report is to provide stakeholders with a **clear** and **transparent** overview of Technoprobe's sustainability performance. It particularly focuses on the organisational model, activities carried out, and the key performance indicators pertaining to environmental, social and governance aspects during the financial year **from 1 January 2022 to 31 December 2022**. The reporting scope of this document aligns

with that of the Financial Statements. This document has been prepared in accordance with the GRI Standards under the reporting option "**with reference to the GRI Standards**," published by the Global Reporting Initiative (GRI) in 2016 and updated in 2021. The document has been prepared taking into consideration the issues identified through the materiality analysis referred to in section "2.2 Our materiality and impacts."



In addition, as required by the GRI Standards, this document incorporates the GRI Content Index, providing details about the reported indicators and offering precise page references.

The process of collecting data involved multiple company departments to ensure compliance with the GRI 1 principles:

- **Accuracy;**
- **Balance;**
- **Clarity;**
- **Comparability;**

- **Completeness;**
- **Sustainability Context;**
- **Timeliness;**
- **Verifiability.**

It should be noted that this document is not subject to any external verification.

For additional information on the Technoprobe Sustainability Report, please contact: [communication@technoprobe.com](mailto:communication@technoprobe.com)





Year 2021:

- **Natural gas:** National Standard Parameters Table for 2021, Italian Ministry of the Environment and Energy Security 2022
- **Petrol for motor vehicles:** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2021
- **Diesel for motor vehicles:** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2021

Year 2020:

- **Natural gas:** National Standard Parameters Table for 2020, Italian Ministry of the Environment and Energy Security 2021
- **Petrol for motor vehicles:** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2020
- **Diesel for motor vehicles:** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2020.

Below are the emission factors used to calculate Scope 2 emissions:

Anno 2022:

- **Electricity – Location Based (CO2):** Italian Greenhouse Gas Inventory 1990-2021 National Inventory Report 2023, Ispra April 2023
- **Electricity – Location Based (CH4):** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2022
- **Electricity – Location Based (N2O):** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2022
- **Electricity – Market Based: 2021** European Residual Mix, AIB May 2022

Year 2021:

- **Electricity – Location Based (CO2):** Italian Greenhouse Gas Inventory 1990-2020 National Inventory Report 2022, Ispra April 2022
- **Electricity – Location Based (CH4):** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2021

- **Electricity – Location Based (N2O):** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2021
- **Electricity – Market Based:** 2020 European Residual Mix, AIB May 2021

Year 2020:

- **Electricity – Location Based (CO2):** Italian Greenhouse Gas Inventory 1990-2019 National Inventory Report 2021, Ispra aprile 2021
- **Electricity – Location Based (CH4):** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2020
- **Electricity – Location Based (N2O):** Guidelines on the application in the bank of GRI (Global Reporting Initiative) Standards on environmental matters, ABI December 2020

**Electricity – Market Based:** 2019 European Residual Mix, AIB May 2020

Data on energy consumption and emissions has been normalised with respect to turnover, returning the energy intensity and emission data, respectively, according to the following formula:

*(total energy consumption/emissions in 202x)*

*turnover for the period from 01.01.202x to 31.12.202x*

It should be noted that the method for calculating emissions has been refined in relation to the emission factors. To ensure comparability across the three-year period 2020-2022, the emission factors from previous years were aligned with the same source used for 2022, resulting in adjustments to the emission data reported in the 2021 Sustainability Report.

WASTE MANAGEMENT

Data relating to waste produced has been normalised with respect to turnover using the following formula:

*(tonnes of waste produced in 202x)*

*turnover for the period from 01.01.202x to 31.12.202x*

CALCULATION OF ECONOMIC INDICATORS

The method for calculating the economic value generated and distributed was refined in 2022. Alignment with the GRI 201-1 requirements resulted in the addition of item "Value distributed to P.A.". Moreover, the "Operating Costs" figure for 2020 was adjusted.



9.2

GRI

Content index

Declaration of use	Technoprobe SpA has reported the information contained in the GRI Content Index for the period from 1 January 2022 to 31 December 2022 in accordance with the option 'with reference to the GRI Standards'.
GRI 1	GRI 1: Foundation 2021

GRI STANDARD	DISCOSURE	PAGE
GRI 2: Informativa generale 2021	2-1 Organisational details	Pag. 4
	2-2 Entities included in the organisation's sustainability reporting	Pag. 112
	2-3 Reporting period, frequency and contact point	Pag. 112; 113
	2-4 Restatements of information	Pag. 114; 117
	2-6 Activities, value chain and other business relationships	Pag. 90
	2-7 Employees (2-7a)	Pag. 50; 51
	2-8 Workers who are not employees	Pag. 51
	2-9 Governance structure and composition (2-9a)	Pag. 24; 25
	2-10 Nomination and selection of the highest governance body	Pag. 24; 25
	2-11 Chair of the highest governance body	Pag. 24; 25
	2-12 Role of the highest governing body in impact management control	Pag. 31
	2-13 Delegation of responsibility for managing impacts	Pag. 24; 25
	2-14 Role of the highest governance body in sustainability reporting	Pag. 31
	2-15 Conflicts of interest	Pag. 42; 43
	2-16 Communication of critical concerns	Pag. 41-43
	2-17 Collective knowledge of the highest governance body	Pag. 24 - 25; 28 - 29
	2-18 Evaluation of the performance of the highest governance body	Pag. 24
	2-19 Remuneration policies	Pag. 24; 25
	2-20 Process to determine remuneration	Pag. 24; 25
	2-22 Statement on sustainable development strategy	Pag. 28-33
	2-23 Policy commitments	Pag. 38 - 45; 83
	2-24 Embedding policy commitments	Pag. 38 - 45; 83
	2-26 Mechanisms for seeking advice and raising concerns	Pag. 38-43
	2-27 Compliance with laws and regulations	Pag. 41-43
	2-28 Membership of associations	Pag. 59
	2-29 Approach to stakeholder engagement	Pag. 30; 31
	2-30 Collective bargaining contracts	Pag. 50; 51
GRI 3: Temi materiali 2021	3-1 Process to determine material topics	Pag. 30 - 33
	3-2 List of material topics	Pag. 31
GRI 201: Performance economica 2016	201-1 Financial value generated and distributed	Pag. 109
GRI 204: Prassi di approvvigionamento 2016	204-1 Proportion of spending on local suppliers	Pag. 83

GRI STANDARD	DISCLOSURE	PAGINA
GRI 205: Anticorruzione 2016	205-3 Confirmed incidents of corruption and actions taken	Pag. 41
GRI 301: Materiali 2016	301-1 Materials used by weight or volume	Pag. 73
GRI 302: Energia 2016	302-1 Energy consumption within the organisation	Pag. 80
	302-3 Energy intensity	Pag. 81
GRI 303: Acqua ed effluenti 2018	303-1 Interactions with water as a shared resource	Pag. 74; 75
	303-2 Management of water discharge-related impacts	Pag. 74; 75
	303-3 Water withdrawal (303-3 a,c,d)	Pag. 75
	303-5 Water consumption	Pag. 74
GRI 305: Emissioni 2016	305-1 Direct (Scope 1) GHG emissions	Pag. 82
	305-2 Energy indirect (Scope 2) GHG emissions	Pag. 82
	305-3 Other indirect (Scope 3) GHG emissions	Pag. 81
	305-4 GHG emissions intensity	Pag. 83
GRI 306: Rifiuti 2020	306-1 Waste generation and significant waste-related impacts	Pag. 84-87
	306-2 Management of significant waste-related impacts	Pag. 84-87
	306-3 Waste generated	Pag. 85
	306-4 Waste diverted from disposal	Pag. 86
	306-5 Waste directed to disposal	Pag. 87
GRI 401: Occupazione 2016	401-1 New employee hires and employee turnover	Pag. 54; 55
GRI 403: Salute e sicurezza sul lavoro 2018	403-1 Occupational health and safety management system	Pag. 61-65
	403-2 Hazard identification, risk assessment and incident investigation	Pag. 61-65
	403-3 Occupational health services	Pag. 61-65
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pag. 61-65
	403-5 Worker training on occupational health and safety	Pag. 61; 62
	403-6 Promotion of worker health	Pag. 61-65
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag. 61-65
	403-8 Workers covered by an occupational health and safety management system	Pag. 61; 62
	403-9 Work-related injuries	Pag. 62; 63
GRI 404: Formazione e istruzione 2016	404-1 Average hours of training per year per employee	Pag. 60

GRI 405: Diversità e pari opportunità 2016	405-1 Diversity of governance bodies and employees (405-1 a,b)	Pag. 25; 53
GRI 414: Valutazione sociale dei fornitori 2016	414-1 New suppliers that were screened using social criteria	Pag. 93
GRI 418: Privacy dei clienti 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pag. 45