



NB Renaissance Partners

Portfolio ESG Spotlight

April 2020

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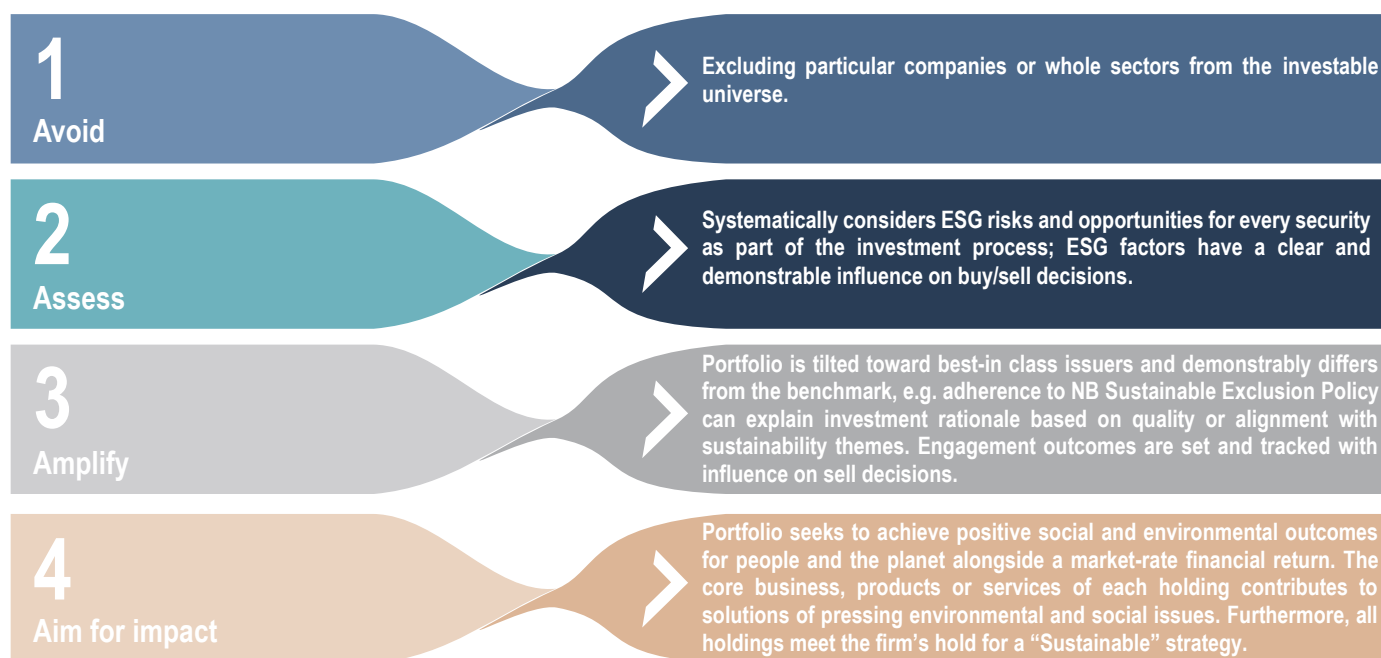
Neuberger Berman (“NB”) has longstanding experience in responsible investing, considering environmental, social and governance (“ESG”) factors as important drivers of long-term investment returns from both an opportunity and a risk mitigation perspective. NB also understands that for many of its clients the impact of their portfolio is an important consideration in conjunction with investment performance.

As consequence, NB believes that material ESG factors, like any other factor, should be incorporated in its investment decision-making process. ESG investing can be employed in a variety of ways to help generate enhanced returns as well as to implement non-financial objectives within a portfolio. NB believes its approach not only benefits its clients but can also support better-functioning capital markets and generate positive impacts for people and planet as a whole.

On this basis, NB has defined an ESG policy which provides a broad framework for its approach to ESG integration. The Policy is reviewed annually by the ESG Committee and Neuberger Berman’s Board of Directors, which is responsible for overseeing NB ESG integration efforts, setting goals, and reporting on the firm’s performance.

The ESG Policy is disclosed to the public on NB website at www.nb.com/esg.

NEUBERGER BERMAN ESG INTEGRATION FRAMEWORK



Neuberger Berman became a signatory of the UN Principles for Responsible Investment in 2012 and has reported to the PRI since 2014. In its most recent PRI Assessment, NB has obtained the highest score in every category, A+, for its overarching approach to ESG strategy and governance. In addition, NB has earned an A+ for ESG integration across each of the four asset classes that it manages as a firm. Neuberger Berman is also a member of the PRI Private Equity Advisory Committee, which is a collaborative group that advises the Principles for Responsible Investment on its private equity initiatives. The PEAC is a group of asset owners and managers at the forefront of exploring the possibilities of ESG integration within private equity investing and advises the development of industry knowledge-sharing and resources.

Building upon the firm-level commitment to ESG investing, NB Renaissance Partners (“NBRP”) recognizes that investing by taking into account ESG factors has a relevant impact on the long-term value it will generate and the shared value created for all stakeholders, building a resilient portfolio in the long-term.

As a result, NBRP believes it has the opportunity and responsibility to integrate ESG factors in its decision-making process in order to support sustainable investing and to foster ESG best practice across the business community, from the investing sector to its portfolio companies.

WHAT NB MEANS BY ESG

Environmental factors include organizations’ contribution to **climate change** through **greenhouse gas emissions, along with waste management, energy efficiency, water consumption and biodiversity**. With renewed efforts to combat global warming, emissions reduction and decarbonisation become more important.



Social aspects include **human capital management** and development and retention of **talents**, as well as **health and safety**. It also includes aspects related the interaction with the **local community** and the **value chain** (e.g. human rights and labour conditions in the supply chain). It also relates to **research and development activities to foster innovation**.



Governance refers to a set of rules or principles that define **rights, responsibilities and expectations** among different stakeholders in corporate governance. In particular, it is important for organizations to have in place a **governance able to manage sustainability issues** in order to monitor and control such topics.



A COMMON GOAL: UNITED NATIONS GLOBAL COMPACT

Neuberger Berman is a signatory of the UN Global Compact and is committed to aligning its operations with universal principles on human rights, labor, environment and anti-corruption, and to taking actions that advance societal goals.

By incorporating the ten principles into the firm’s business practices – including its corporate strategy, policies and procedures, and maintaining its culture of integrity – NB joins other companies in not only upholding its basic responsibilities to people and the planet, but also in setting the stage for long-term success.



ESG principles are deeply rooted within NBRP operations, from a thorough due diligence process on potential investments, to the promotion and integration of ESG best practice in its investments.

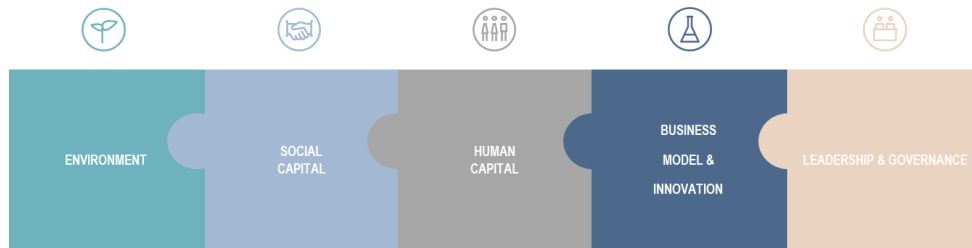
ESG is incorporated into the due diligence process as one of the key factors that must be considered for identifying and understanding potential ESG risks and related opportunities. NBRP’s diligence process includes a review of a potential portfolio company’s compliance with ethical business guidelines and sustainability framework as well as ESG factors.

In particular:

- **Environmental:** potential environmental issues are addressed; if potentially material risks are identified, a specific environmental due diligence is conducted, with the assistance of specialized environmental consultants. The scope of environmental due diligence is based on the nature of the business and the potential issues identified;

- **Social:** it is ascertained whether a company adheres to the CSR standards that are required, establishing and maintaining relationships based on mutual respect, loyalty and trust with all its stakeholders;
- **Governance:** the focus is on the systems, processes and practices governing a company's interaction with all its constituencies to ensure that they enable adequate transparency, accountability and inclusiveness.

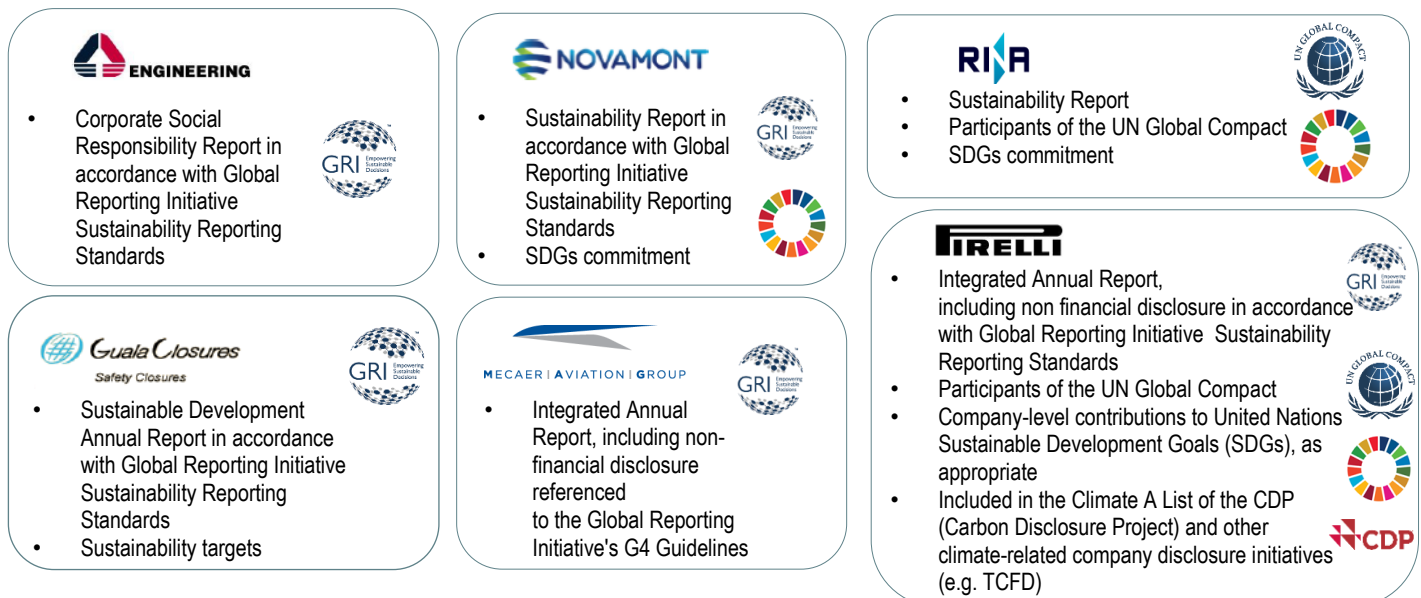
Below it is reported the 5 areas of the analysis included in NBRP's Investment Evaluation Process:



From an investment standpoint, NBRP believes that ESG analysis should be based on materiality and customized by asset class and investment style. Neuberger Berman has a proprietary view of sustainability issues by industry, using the Sustainability Accounting Standards Board (SASB) as a starting point and leveraging the expertise and insights of its in-house sector experts, summarized in its NB Materiality Matrix. Many of its portfolio companies based in Europe use the Global Reporting Initiative (GRI) Sustainability Reporting Standards as the basis for their sustainability initiatives, and as such, NBRP factors in GRI guidance in its ESG efforts and communications as well.

NBRP believes that integrating ESG considerations throughout its investment process can lead to more consistent and better investment outcomes – by helping to identify both material risks and opportunities to drive value. NBRP is focused on long-term partnerships and engage with its partners to promote ESG integration best practices and resources. NBRP's commitment is rooted in the involvement and engagement with companies to strengthen their ESG commitment and help filling the gaps, with a view to continuous improvement. ESG criteria influence the investment decisions and critical issues and material unmitigated risk constitutes a “no-go” for an investment.

Since its establishment, NBRP has actively promoted the integration of ESG best practice across its portfolio, as demonstrated by a number of its portfolio companies that have already embarked on a path of long term commitment to ESG:



In 2019, NBRP took an additional relevant step in its ESG sustainability path by deploying a challenging ESG roadmap for all of its controlling investments, which include:



Biolchim S.p.A.
top player in the special fertilizers market, in particular Biostimulants

COMELZ

Comelz S.p.A.
leader in the production of cutting machines for footwear and leather goods industries



Hydro Holding S.p.A.
leading manufacturer of hydraulic components

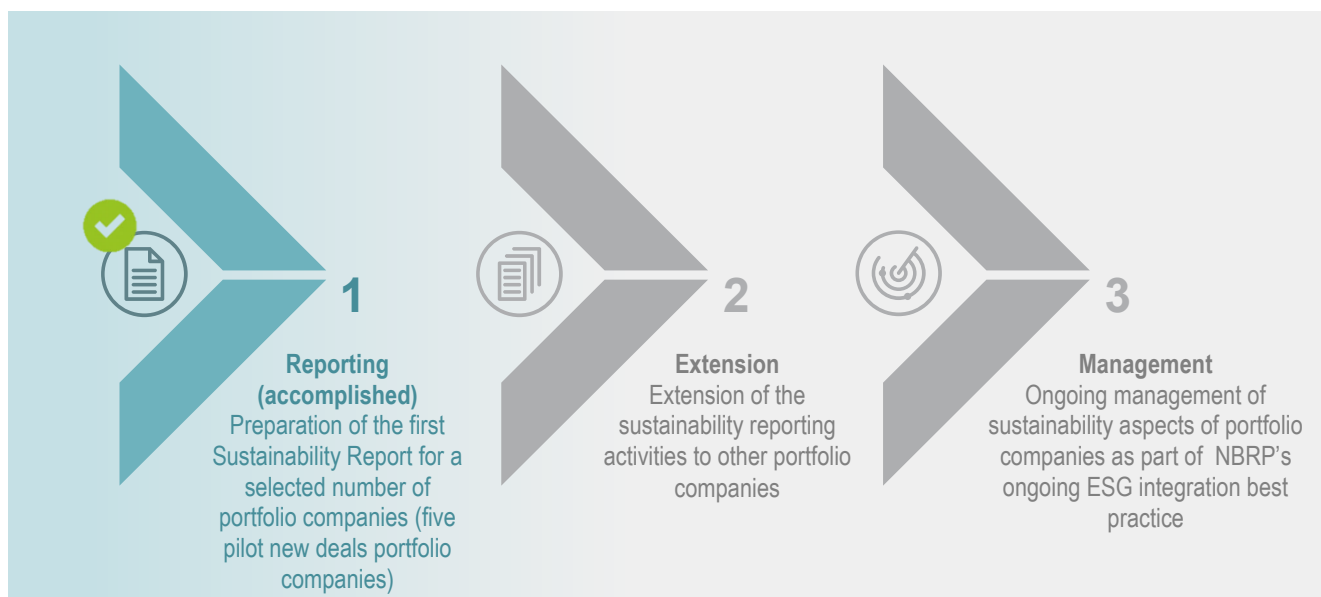


Rino Mastrotto Group S.p.A.
leader in the tanning and leather industry



Uteco Converting S.p.A.
leader in the production of printing and converting machines

In its effort to support its portfolio companies to improve their ESG and sustainability practices and communications, NBRP is committed to a portfolio-wide ESG initiative that is summarized by a three-step roadmap:



NBRP expects that this ESG portfolio initiative will continuously enhance NBRP's ESG disclosure and improve transparency and accountability to its stakeholders.

After having successfully completed the first step, which consider the five pilot new deals portfolio companies that didn't have a Sustainability Report in place, NBRP will continue to pursue its ESG and sustainability commitment focusing on the other steps of its roadmap and sharing regular updates on its progress.

STEP 1 REPORTING: MATERIALITY ANALYSIS

The abovementioned five pilot portfolio companies already had ESG related data and information available, but a consistent ESG-related reporting framework aligned with Neuberger Berman's standards was needed. Given its unique positioning in the private equity ecosystem, NBRP engages with its partners and portfolio companies to share and promote best practices and resources related to ESG integration and sustainability.

NBRP believes that by integrating ESG factors with a focus on materiality in its diligence, it may achieve a more consistent outcome and stronger financial returns. NB leverages industry standards for materiality of ESG factors, specifically utilizing the Sustainability Accounting Standards Board (SASB) as a starting point for its analysis, and leveraging the expertise and insights of its in-house sector experts, summarized into its NB Materiality Matrix. Many of NB's portfolio companies based in Europe use the Global Reporting Initiative (GRI) Sustainability Reporting Standards as the basis for their sustainability initiatives, and as such, NBRP factors in GRI guidance in its ESG efforts and communications as well.

The GRI Standards requires companies to identify the most relevant topics by implementing a materiality analysis process. This process enables the company to determine the material topics, i.e. those economic, social and environmental aspects on which a company has a significant effect (positive or negative) and which could substantially influence stakeholders assessments and decisions. Moreover, the analysis has been integrated with a benchmarking activity on sustainability issues reported by the main sector peers.

Relevant ESG topics have been translated into common Key Performance Indicators (KPIs) for all selected portfolio companies ("cross portfolio KPIs") and in customized metrics for each portfolio company ("company-specific KPIs"). Both cross portfolio KPIs and company-specific KPIs are included in the Sustainability Reports of each pilot portfolio company.

The cross portfolio KPIs related to the ESG topics identified within the materiality analysis process are:

Environmental:

- Energy (GRI 302-1)
- Emissions (GRI 305-1; GRI 305-2)








Social:

- Information on employees and other workers (GRI 102-8)
- Occupational health and safety (GRI 403-9)
- Diversity and equal opportunities (GRI 405-1)
- Employment: (GRI 401-1)

Governance:

- Diversity and equal opportunities (GRI 405-1)

The following are extracts from the Sustainability Reports of the five pilot portfolio companies (Biolchim, Comelz, Hydro Holding, Rino Mastrotto Group and Uteco) and the two most relevant portfolio companies that already had their Sustainability Reports (Engineering and Novamont). This set of seven portfolio companies represents 73% of the unrealized NAV^{1,2} for Fund I, 84% for Annex Fund and 100% for Fund III.

								% of Unrealized NAV
NBRP Fund I	✓	✓			✓		✓	73% ¹
NBRP Annex	✓	✓			✓		✓	84% ¹
NBRP Fund III			✓	✓		✓		100% ²

1. Unrealized NAV excludes realized and partially realized investments (including recent monetizations of Alfasigma, Engineering, Farnese Vini, Guala Closures and Pirelli).

2. Unrealized NAV includes the recently signed investment in Engineering.



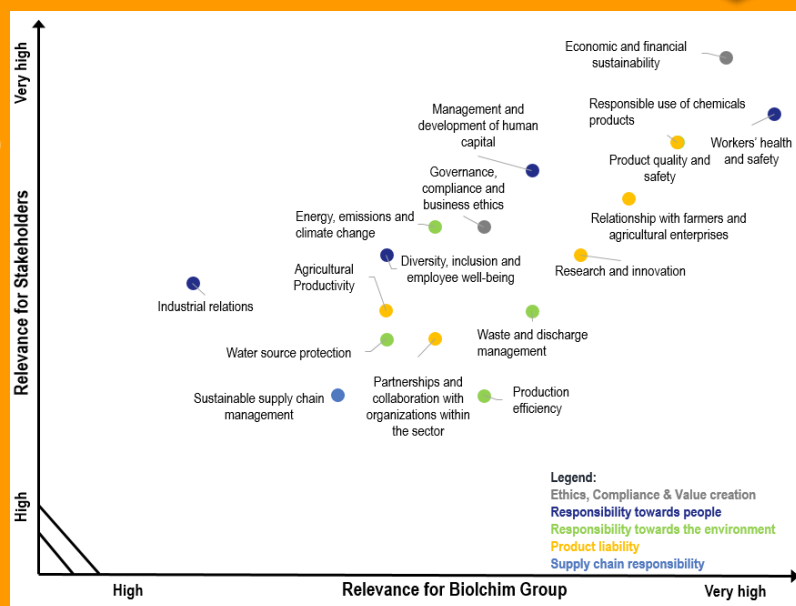
Founded in 1972, **Biolchim** is a leading company for the **production and commercialization of special fertilizers in particular Biostimulants**, a range of products composed by **innovative raw materials and with high agronomical performances**.

Based in Italy, where the production lines and the extraction units are located, Biolchim operates in more than eighty countries worldwide. In some countries the Group is present with subsidiaries or representative offices through which it is able to build very close partnerships with its local distributors and provide continuous technical and sales support on the territory. In the other countries, the company acts through commercial partnerships with a capillary network of importers and distributors.

VISION

Biolchim aims to provide innovative, sustainable and eco-friendly technical solutions to meet the needs of modern agricultural production.

STRATEGY



Relevant ESG topics:

ENVIRONMENTAL:

- Energy, emissions and climate change
- Waste and discharge management

SOCIAL

- Workers' health and safety
- Product quality and safety
- Research and innovation
- Management and development of human capital
- Diversity, inclusion and employee well-being

GOVERNANCE:

- Governance, compliance and business ethics

2019 ESG KPIs

ENVIRONMENTAL



179,720 GJ energy consumptions
(-3% vs 2018)

GRI 302-1



10,833 tCO₂
scope 1 and scope 2
(-3% vs 2018)

GRI 305-1
GRI 305-2



58 MI water consumption
(-2% vs 2018)

GRI 303-4



2,222 t of waste (-14% vs 2018)
of which **10%** sent to recycling

GRI 306-2



ISO 14001 certificate for Italian productive companies

SOCIAL



391 employees
of which **90%** with permanent contract
of which **32%** women

GRI 102-8
GRI 405-1



18% rate of new employee hires
9% rate of employee turnover

GRI 401-1



2,700 training hours

GRI 404-1



4.6 rate of employees' recordable work-related injuries

GRI 403-9



OHSAS 18001 certificate for Biolchim and Cifo



99 International partnership for innovation and **more than 20** research projects

GOVERNANCE



6% of board members are women

GRI 405-1



Ethic Code



Organisation and Management Model
ex decree 231/01 for Italian companies



European Biostimulant Industry Council (EBIC) founder



No confirmed incidents of corruption
No legal actions for anti-competitive behavior, anti-trust, and monopoly practices
No fines and non-monetary sanctions for non-compliance with social and environmental laws

GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1

Potential improvements

- Maintaining ISO 14001 certificate for Biolchim, Cifo and ILSA.
- Move to ISO 45001 Certificate in 2020 for Biolchim and Cifo.
- Continue to improve learning from process safety events with high potential impact.

Founded in 1943, **Comelz** is one of the pioneers generation of Italian companies that understood the needs of a fast growing national footwear and leather goods market at that time, and created a shoe-machinery sector of international excellence. Today it is **globally recognized as a technology leader for its innovation and capability of rethinking the way to cut and model leather and fabrics**.

Comelz is headquartered in Vigevano, Italy, one of the most renowned footwear districts in Europe. Comelz started an internationalization process that, so far, led to the establishment of branch offices in Europe, India, China, Vietnam, Myanmar and Brazil. To date, the Group has built a strong international network of partners, dealers and distributors to offer support and post-sales assistance.

MISSION

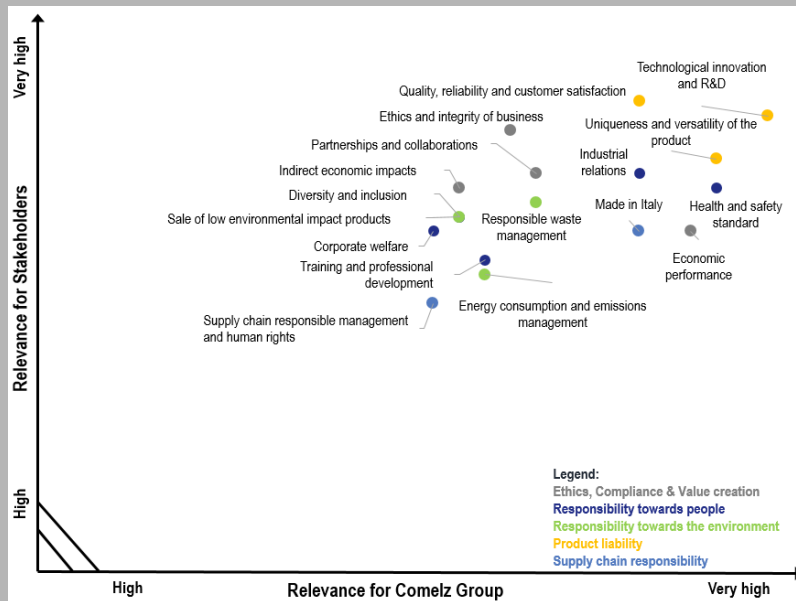
Comelz aims at growing every day worldwide as a leading Italian company providing to its customers high quality, innovative and reliable solutions.

STRATEGY

Made in Italy

Innovation and productivity

Flexibility and tailor-made solutions



Relevant ESG topics:

ENVIRONMENTAL

- Energy consumptions and emissions management
- Responsible waste management

SOCIAL

- Technological innovation and R&D
- Quality, reliability and customer satisfaction
- Health and safety standard
- Training and professional development
- Diversity and inclusion

GOVERNANCE

- Ethics and integrity of business

2019 ESG KPIs

ENVIRONMENTAL



GRI 302-1

9,044 GJ energy consumptions
(+4% vs 2018)
of which **2%** from renewable sources



GRI 305-1
GRI 305-2

710 tCO₂ scope 1 and scope 2
(+6% vs 2018)



Green Label Certification by ASSOMAC
TUV Product Certification

SOCIAL¹



GRI 102-8
GRI 405-1

293 employees
of which **96%** with permanent contract
of which **9%** women



GRI 401-1

6% rate of new employee hires
8% rate of employee turnover



GRI 404-1

3,618 training hours (+54% vs 2018)



GRI 403-9

2.1 rate of employees' recordable work-related injuries in Italy



9 patents as at 31 december 2019

1. Data excludes Camoga Machinery Manufacturing Nanjing Ltd.

GOVERNANCE



GRI 405-1

43% of board members are 30-50 years



Ethic Code
Procedures inspired by the Organisation and Management Model ex decree 231/01 for Italian companies



GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1

No confirmed incidents of corruption
No legal actions for anti-competitive behavior, anti-trust, and monopoly practices
No fines and non-monetary sanctions for non-compliance with social and environmental laws

Potential improvements

- Extension of the Green Label to more Italian machinery by 2021.
- Adoption of the Organizational, Management and Control Model pursuant to Legislative Decree 231/2001 for Comelz S.p.A by 2020.
- Supporting GreenApes, the B-Corp whose objective is to spread sustainable behavior among communities and companies.

Engineering is one of the leading players in the **digital transformation of companies and public and private organisations**, with an innovative offer targeted at the main market segments. With about 11,500 professionals in 65 locations (in Italy, Belgium, Germany, Norway, Republic of Serbia, Spain, Sweden, Switzerland, Argentina, Brazil and the USA), the Engineering Group designs, develops and manages innovative solutions for the business areas where digitalization is having the biggest impact, including Digital Finance, Smart Government & E-Health, Augmented City, Digital Industry, Smart Energy & Utilities, Digital Media & Communication. One of the group's key strategic assets is its employees' know-how, to whose training it dedicates a multidisciplinary School, which provided 17,235 days of training last year.

MISSION

The Group aims to help change the way in which the world lives and works, by combining technological infrastructures organized in a single hybrid multicloud, the capability to interpret new business models and specialist competences in all next-generation technologies: Artificial Intelligence, Advanced Data Analytics, Cyber Security, Robotics, Digital Twin, IoT, Blockchain.

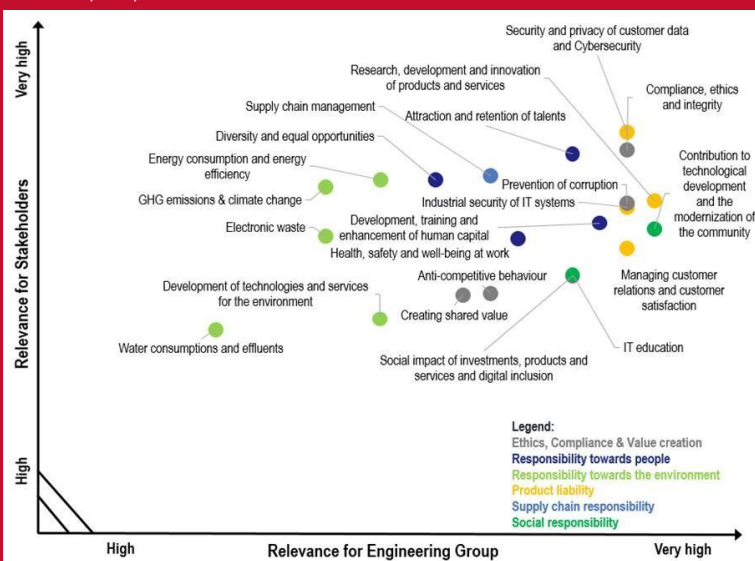
STRATEGY

40 million euros invested in research

80 ongoing research projects

7 development laboratories

420 researchers and data scientists



Relevant ESG topics:

ENVIRONMENTAL

- Emissions & climate change
- Energy efficiency

SOCIAL

- Cybersecurity
- Social impacts of services
- Diversity and equal opportunities
- Clients relationship and customer satisfaction
- Development of human resources
- Research, Development & Innovation
- Supply Chain management

GOVERNANCE

- Compliance, ethics & integrity
- Anti-corruption

2019 ESG KPIs

ENVIRONMENTAL



20.13 GJ/person energy consumptions per employee (+0.2% vs 2018)
1.68 Power Usage Effective (+2% vs 2018)



1.72 t CO₂/person scope 1 and scope 2, Location based, per employee (-1.3% vs 2018)



1,070 MI of water discharged (- 4% vs 2018)



4.1 t of electronic waste



ISO 14001 certificate (Engineering Ingegneria Informatica, Municipia, Engineering D.HUB, Nexen, Webresults)

SOCIAL



GRI 102-8
GRI 405-1

11,445¹ employees (+7% vs 2018) of which 31% women



GRI 401-1

16%¹ rate of new employee hires
10%¹ rate of employee turnover



GRI 403-9

4.97 rate of employees' recordable work-related injuries [included commuting incident]



GRI 416-2

No incidents of non-compliance concerning the health and safety impacts of products and services



GRI 404-1

137,880 training hours



ISO 45001 certificate (Engineering D.HUB)

1. Data refers to the Group at worldwide level.

GOVERNANCE



GRI 405-1

33% of Board of Statutory Auditors and Supervisory Board members are women;
45% of Board of Directors members are 30-50 years



GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1

No confirmed incidents of corruption, any legal actions for anti-competitive behavior, anti-trust, and monopoly practices
No fines and non-monetary sanctions for non-compliance with social and environmental laws



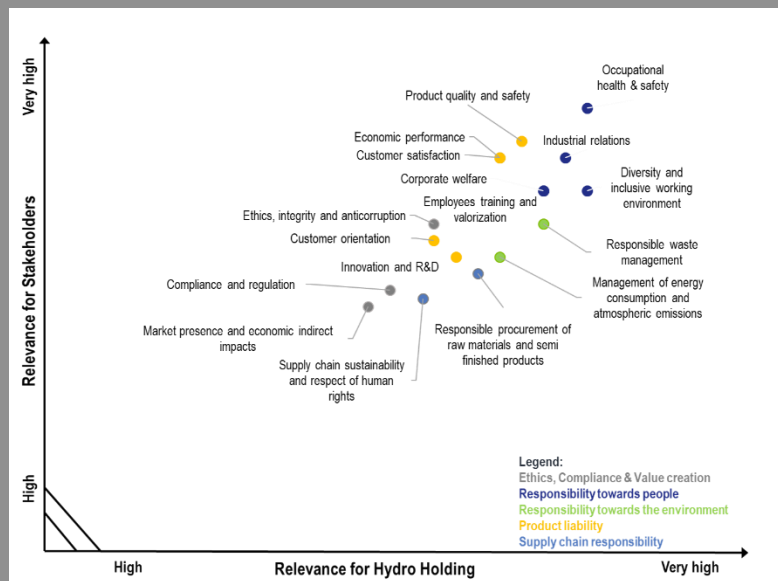
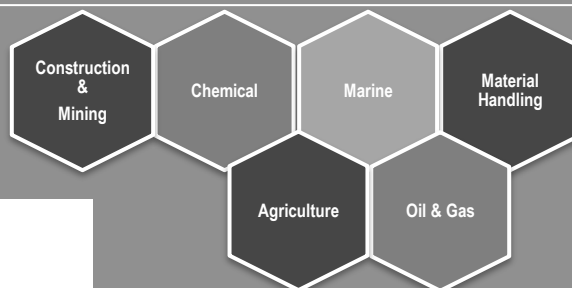
ISO 37001 anti-bribery management system certificate, **ISO/IEC 27001** and **ISO/IEC 20000** Information Security Management S. **Ethic Code, Organisation and Management Model ex decree 231/01** for Italian companies

Potential improvements

- Extension to the whole Group companies of the ISO 45001:2018 standard.
- Increase the integration of Corporate Social Responsibility into the policies, processes and activities of our company as an essential element to ensure the competitiveness and sustainability of our business.
- Increase in the number of smart working days per week granted to employees.
- Increase in female hiring.
- Strengthen research areas in the sustainability field (Environmental, Energy Waste, etc).

Quality, innovation and technical excellence are among **Hydro Holding's** key corporate values. Born in 2015, Hydro Holding boasts a group of extremely experienced Italian companies, all specializing in the **manufacturing of high quality hydraulic fittings and cold formed ferrules**, namely Tieffe (one of the largest European producers of carbon steel fittings), FB Hydraulic (leader in the production of hose fittings and in the assembling of flexible hoses and rigid pipes), MCS Hydraulics (specialized in the production of stainless steel fittings) and Raccorfer (a cold forming technology specialist). **Hydro Holding is the largest independent manufacturer of hose fittings in Europe and enjoys a comprehensive product offering with a full range of fittings for flexible hoses, adaptors, assembled hoses and rigid pipes for high-pressure hydraulic systems with main applications in agriculture, construction, mining, material handling and transportation.**

STRATEGY



Relevant ESG topics:

ENVIRONMENTAL

- Responsible waste management
- Management of energy consumption and atmospheric emissions

SOCIAL

- Occupational health & safety
- Industrial relations
- Diversity and inclusive working environment
- Product quality and safety

GOVERNANCE

- Ethics, integrity and anticorruption
- Compliance and regulation

2019 ESG KPIs

ENVIRONMENTAL



GRI 302-1

13,506 GJ energy consumptions
(-32% vs 2018)
of which **8%** from renewable sources



GRI 305-1
GRI 305-2

1,033 tCO₂ scope 1 and scope 2
(-34% vs 2018)



GRI 306-2

1,306 t of waste (-17% vs 2018)
of which **100%** sent to recycling

SOCIAL



GRI 102-8
GRI 405-1

more than **300** Employees at a Group level
247 Employees in U.K. and Italy
of which **98%** with permanent contract
of which **40%** women



GRI 401-1

9% new employee hires
10% rate of employee turnover
in U.K. and Italy



GRI 102-41

98% of employees in U.K. and Italy
covered by collective bargaining
agreements



GRI 403-9

12.62 rate of employees' recordable work-
related injuries in Italy



ISO 9001 certificate for all Italian
production sites

GOVERNANCE



GRI 405-1

44% of board members are 30-50 years



GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1

No confirmed incidents of corruption
No legal actions for anti-competitive
behavior, anti-trust, and monopoly
practices
No fines and non-monetary sanctions for
non-compliance with social and
environmental laws

Potential improvements

- Adoption of a common 231 model and code of ethics by the end of 2020.
- All plants ISO 14001 and ISO 45001 certified by 2022.
- Implementation of welfare initiatives by 2020:
 - Laundry service
 - Affiliation with gyms and medical centers

Since 2008 Novamont publishes its Sustainability Report in order to:

- Communicate its vision and mission
- Communicate its strategy and efforts on economic, social and environmental sustainability
- Provide quantitative information about economic, social and environmental impacts of its business
- Communicate with all the stakeholders

VISION

Novamont wants to encourage the transition from a product-based economy to a system-based economy. This new sustainable development model is rooted in local areas with soil, water and their regeneration at its core.

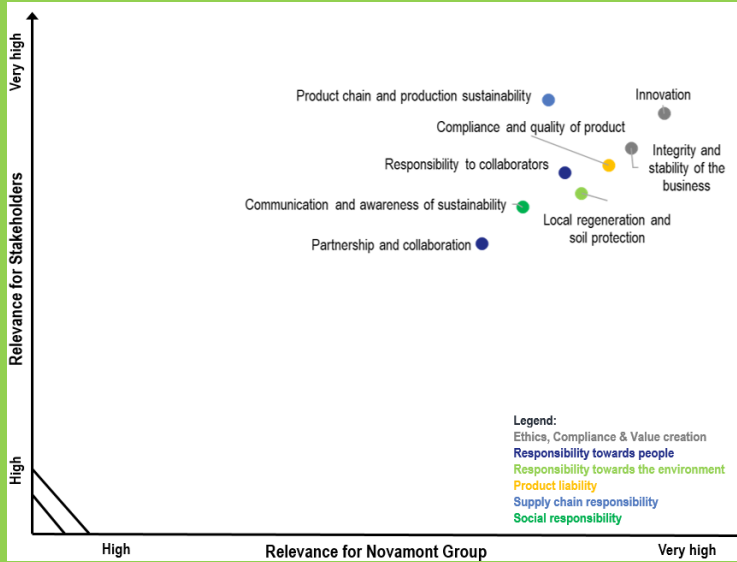
STRATEGY

Development of new applications and bioproducts from renewable sources

Products conceived as sustainable solutions for specific ESG issues

Regeneration of deindustrialized sites and exploitation of marginal lands

Continuous focus on R&D activities



Relevant ESG topics:

ENVIRONMENTAL

- Product chain and production sustainability
- Local regeneration and soil protection

SOCIAL

- Responsibility to collaborators
- Compliance and quality of products
- Communication and awareness of sustainability
- Innovation

GOVERNANCE

- Integrity and stability of the business

2019 ESG KPIs

ENVIRONMENTAL



1,176,338 GJ energy consumptions
(-3% vs 2018)

GRI 302-1



74,062 tCO₂ scope 1 and scope 2¹
(-4% vs 2018)

GRI 305-1
GRI 305-2



10,710 MI of water discharged
(-6% vs 2018)

GRI 303-4



10,778 t of waste (-3% vs 2018)

GRI 306-2



ISO 14001 for all Italian sites
ISO 9001 for all Italian sites
ISO 45001 e OHSAS 18001 for all Italian sites

SOCIAL



458 employees
of which **23%** Women
of which **10%** Under 30

GRI 102-8
GRI 405-1



6% rate of new employee hires
4% rate of employee turnover

GRI 401-1



0.8 rate of employees' recordable work-related injuries in Italy

GRI 403-9



5%² of revenue invested in R&D



>20%² of people dedicated to R&D
>13,000 Training hours

GRI 404-1

2. Data refers to 2018.

GOVERNANCE



22% of board members are 30-50 years

GRI 405-1



No confirmed incidents of corruption
No legal actions for anti-competitive behavior, anti-trust, and monopoly practices
No fines and non-monetary sanctions for non-compliance with social and environmental laws

GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1

Potential improvements

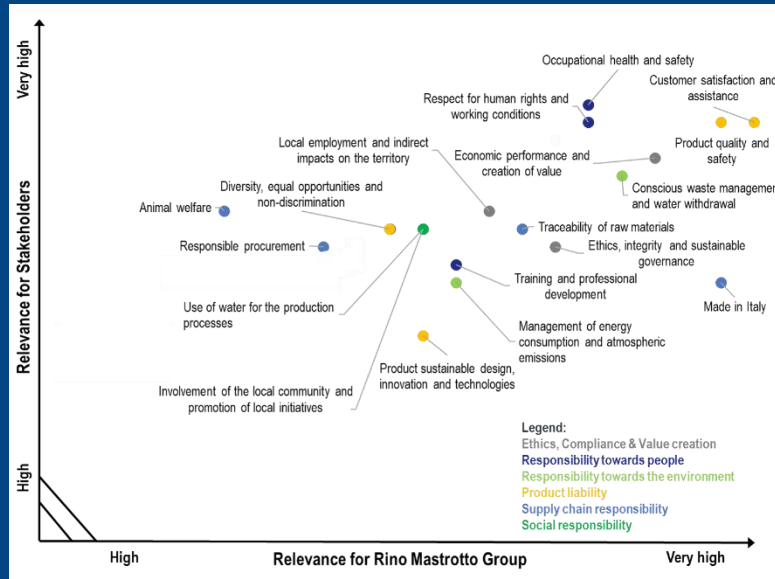
- Group B-Corp certified by 2020.
- Participation to UN Global Compact by 2020.



Over its seventy years of history, **Rino Mastrotto Group** has established itself as a renowned brand in the field of tanning hides. With a well-organized and sustainable production, it **satisfies the complete cycle of tanning from the purchasing of selected raw materials to the wide and specialized production of customized products for the leather good, footwear, furniture and car upholstery segments.**

The Group's headquarter is located in Trissino, in one of the main leather processing districts nationwide. Made up of several production divisions (Calbe-Brusarosco, Basmar, Pomari, Area Fashion) and with two production sites in Brazil and Sweden, Rino Mastrotto Group satisfies the entire tanning cycle and serves the international market. In particular, 69% of sales are generated in Europe and this percentage further increases on a see-through basis as many clients are fashion brands which produce in Italy, but sell most of their goods in the global market.

STRATEGY



Relevant ESG topics:

ENVIRONMENTAL

- Conscious waste management and water withdrawal
- Management of energy consumptions and atmospheric emissions

SOCIAL

- Occupational health and safety
- Customer satisfaction and assistance
- Product quality and safety
- Training and professional development

GOVERNANCE

- Ethics, integrity and sustainable governance

2019 ESG KPIs

ENVIRONMENTAL

- 411,842 GJ** energy consumptions (-3% vs 2018)
GRI 302-1
- 24,902 tCO_{2e}** scope 1 and scope 2 (-2% vs 2018)
GRI 305-1
GRI 305-2
- 1,369 MI** of water discharged (in line with 2018)
GRI 303-4
- 20,178 t** of waste (-25% vs 2018)
GRI 306-2
- ISO 14001:2015** for all Italian divisions and Elmo Sweden AB
- Traceability Policy** (Basmar Division only)
- Chemical Management project by Zero Discharge Hazardous Chemicals**

SOCIAL

- 873 employees** of which **23%** women
GRI 102-8
GRI 405-1
- 16%** rate of new employee hires
15% rate of employee turnover
GRI 401-1
- 4,418** training hours
GRI 404-1
- 14.3** rate of employees' recordable work-related injuries
GRI 403-9
- + 15** innovation projects

GOVERNANCE

- 14%** of board members are women
GRI 405-1
- 57%** of board members are 30-50 years
- Code of Ethics and Code of Conduct** applied to all entities within Rino Mastrotto Group
- Organisation and Management Model** ex decree 231/01 for Italian companies
- No confirmed incidents of corruption
- No legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1
- No fines and non-monetary sanctions for non-compliance with social and environmental laws

Potential improvements (before 2022)

- Implement the Chemical Management project by Zero Discharge Hazardous Chemicals to the whole Group.
- Traceability system to all divisions.
- Consume energy only from renewable sources.
- Upgrade the canteen, bathrooms and changing rooms in Pomari division as already implemented for the Area Calbe-Fashion and Basmar divisions.

Uteco is a global leading company in the **design, engineering and production of printing machines for flexible packaging**. It offers a complete range of printing machines - from **flexographic** machines for which it is leader in Italy and in US, to rotogravure and digital machines - as well as of **coating and laminating machines**. The Group sells to packaging companies worldwide, which print plastic film, paper and tissue mainly **for applications in consumer staples**. The Group's headquarter, based in Colognola ai Colli (Verona, Italy) and founded in 1985, covers an area of 75,000 square meters of production space, counting 4 plants. The Group has also a commercial office in Atlanta (GA) of about 1,000 square meters, which guarantees technological support, a spare parts warehouse and an area. dedicated to machinery demonstrations to all North American customers. Uteco operates worldwide thanks to local branches in the major markets along with a good sales network strategically placed around world.

VISION

Regardless of passing adverse media campaigns, packaging will increasingly be a fundamental and indispensable element in the food sector to support the improvement of living conditions and social growth in all areas of the world for future generations. Packaging technologies will contribute to this future development of the planet and Uteco aims at taking part in this process as key player.

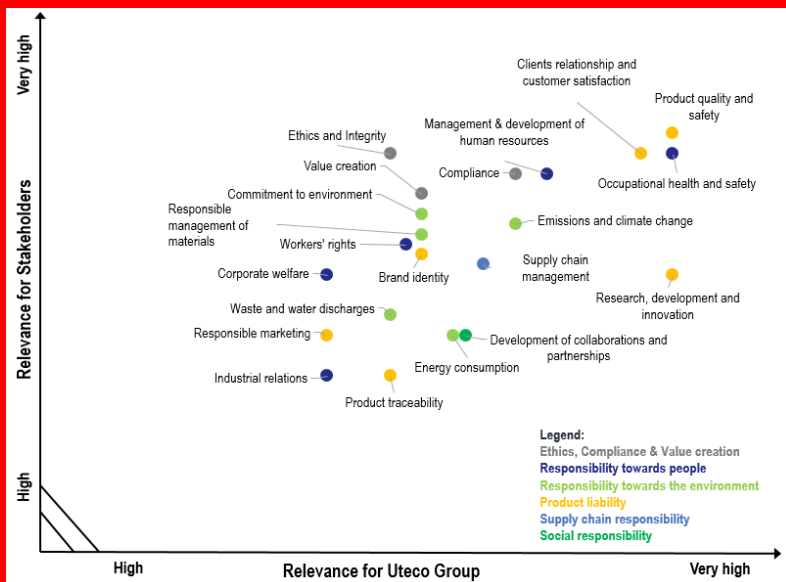
STRATEGY

Investing and operating in the main fields of Industry 4.0

More than 100 machines manufactured every year

Global customer service

Continuous investments in Innovation and R&D



Relevant ESG topics:

ENVIRONMENTAL

- Emissions and climate change
- Commitment to environment

SOCIAL

- Product quality and safety
- Occupational health and safety
- Clients relationship and customer satisfaction
- Management and development of human resources

GOVERNANCE:

- Ethics and integrity
- Compliance
- Value creation

2019 ESG KPIs

ENVIRONMENTAL



GRI 302-1

28,982 GJ energy consumptions (-9% vs 2018)



GRI 305-1
GRI 305-2

2,010 tCO₂ scope 1 and scope 2 (- 8% vs 2018)



GRI 303-4

690 MI of water discharged (in line with 2018)



GRI 306-2

1,145 t of waste (- 4% vs 2018)

SOCIAL



GRI 102-8
GRI 405-1

315 employees of which **13%** women of which **12%** Under 30



GRI 401-1

8% rate of new employee hires
5% rate of employee turnover



GRI 403-9

13.40 rate of employees' recordable work-related injuries



GRI 416-2

Any incidents of non-compliance concerning the health and safety impacts of products and services

GOVERNANCE



GRI 405-1

33% of board members are 30-50 years



GRI 205-3
GRI 206-1
GRI 307-1
GRI 419-1

No confirmed incidents of corruption
No legal actions for anti-competitive behaviour, anti-trust, and monopoly practices
No fines and non-monetary sanctions for non-compliance with social and environmental laws



GRI 405-1

Ethics Code
Organisation and Management Model
ex decree 231/01 for Italian companies

Potential improvements

- Proactively contribute to the green development of the new frontiers of packaging, to minimize its ecological impact on the environment and in the service of preserving food for the health of consumers of the new millennium.
- Continuous R&D development of products and technologies, starting from the enhancement of historical know-how vs. continuous innovation.
- Implementation of professional, technologically advanced, motivated and determined teams.