

Sustainability Report

2025



ABSTRACT

rekeep 
minds that work



Sustainability Report

2025

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The Rekeep Group's 2025 Sustainability Report has undergone a limited assurance review by the auditing firm Forvis Mazars. This is our second report prepared voluntarily in accordance with ESRS standards, three years ahead of the regulatory requirement coming into force.

This document is organized as follows: the first section provides general information, while the subsequent sections summarize the main components of the Sustainability Report, structured according to ESG criteria and based on the framework suggested by the ESRS.

This Abstract contains a summary of the essential aspects of the 2025 Sustainability Report.

For further details, please refer to the full/extended version of the Sustainability Report.

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PART ONE: GENERAL INFORMATION

For Rekeep, 2025 proved to be a positive year: the Group consolidated its competitiveness by focusing on innovation, developing its hu-

man capital, and progressively aligning with the European sustainability reporting standards (ESRS). Within the context of global uncertainty, sustainabili-

ty is viewed not only as a regulatory requirement but also as a long-term strategic lever.

~26,400

Group employees

(employees + non-employees ESRS S1-6 and ESRS S1-7)

5

countries of operation

Italy, France, Poland, Turkey, Saudi Arabia

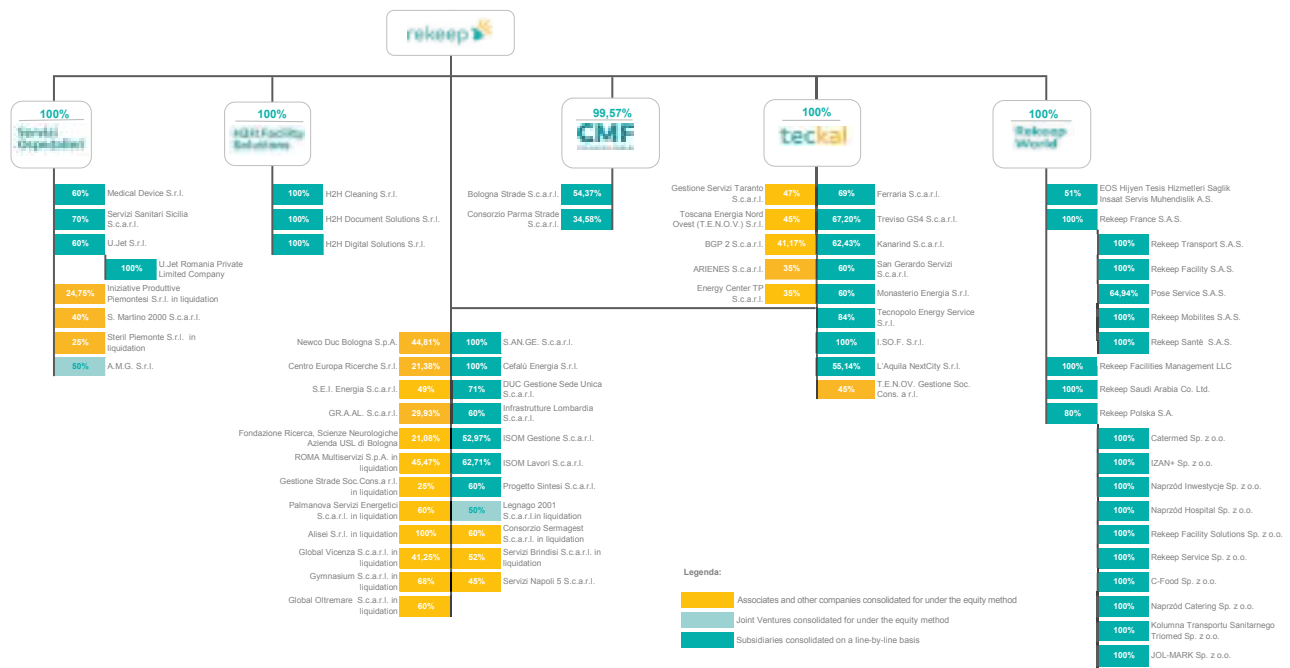
33rd

year of reporting

since 1992

€1,247,115

turnover



A brief history

Founded in 1938 as a railway cooperative, Rekeep – formerly **Manutencoop Facility Management** – is today Italy's leading Integrated Facility

Management company. The capital of parent company **Rekeep S.p.A.** is entirely held by **MSC Società di Partecipazione tra Lavoratori S.p.A.**

The Rekeep Group has **49 subsidiaries** within the consolidated perimeter.



Services

For Public Bodies



Power generation and heat management.



Facility Management for healthcare, school and office facilities:

management and maintenance of public buildings, with a particular focus on energy efficiency and safety.



Integrated management of technological systems:

Maintenance of the following systems: air conditioning, fire prevention, video and TV surveillance, electrical, elevator, plumbing, telephone, and public lighting.



Road construction and maintenance. Street furniture and similar facilities for green spaces and buildings.



Pest control.



Healthcare logistics services: internal transport of trolleys and transport of biological material, medical records, medication and patients.



Laundering & Sterilization:

industrial laundry and sterilization services for the healthcare sector, in line with the highest standards of hygiene and traceability.



Digital services: technological solutions for document management, predictive maintenance and remote system monitoring.



Hospital catering: preparation and distribution of meals for patients and staff, with particular emphasis on nutritional quality, food safety and sustainability.

For private individuals



Maintenance of buildings and green spaces



System and technology

maintenance: scheduled and non-routine work to ensure the operational continuity and safety of systems (air conditioning, fire prevention, power generation, electrical, elevator and plumbing).



Soft services: cleaning, reception, caretaking, document management and other auxiliary services that enhance the work environment



Energy management: solutions for reducing energy consumption and optimizing environmental performance and heat management



Integrated logistics services:

warehouse management, goods handling and supply chain support.



Pest control



Digital and document services:

platforms for intelligent data management, process digitalization and performance monitoring.



Values and Mission

Rekeep believes in the following **values**:

- Commitment and transparency
- Responsibility and solidarity
- Probity and legality

Rekeep Group **mission**:

- **Providing** high-quality services, for both public and private customers, capable of improving the well-being and

safety of environments and generating positive impacts on customer performance.

- **Valuing** human capital as the core of its competitive advantage, by developing skills, providing growth and training opportunities, and promoting personal and professional fulfillment.
- **Contributing** to innovation in services and processes by proposing new solutions to improve performance and build

valuable relationships with customers, partners, suppliers and communities.

- **Ensuring** rigorous and efficient economic management in order to maintain and enhance its financial and capital strength.
- **Helping** improve the environment and people's lives by promoting economically, socially, and environmentally sustainable development.

What's New in 2025

Establishment of Teckal S.p.A. (ESCO focused on the energy business, as of January 2025)

Acquisition of 64.9% of Pose Service S.A.S. (France, July 2025) – signage and billboard management

Launch of the Supplier Code of Conduct and the Sustainable Procurement Policy, and initiation of the Sustainability Procurement project

2025 Sustainability Strategy

The strategy incorporates six priority areas closely linked to the ESRS: governance qualification, green transition as an opportunity, integrated risk management, continuous innovation, development of human capital, and an efficient value chain.

In 2024, the Board of Directors approved the **Rekeep Group's Sustainability Policy**.

PDF

Certifications

Certified management systems in place at Group companies

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PDF

Rekeep Group's Sustainability Policy

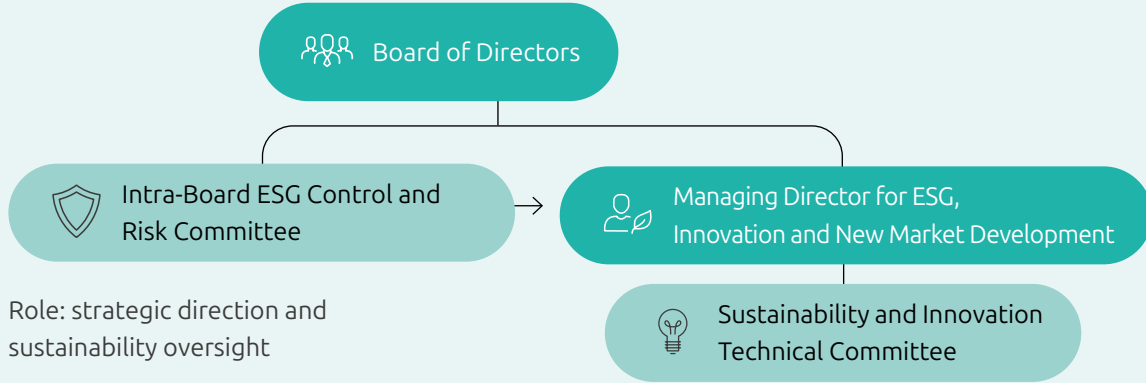
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ESG organizational profile

STRATEGIC GOVERNANCE



CONTROL MECHANISMS



OPERATIONAL DEPARTMENTS



Role: oversight, risk monitoring, compliance and reporting

DEPARTMENTS RESPONSIBLE FOR IMPLEMENTING SUSTAINABILITY AT EACH GROUP LEGAL



Role: operational implementation of ESG along the value chain

KEY STAKEHOLDERS IN VALUE CREATION





Value chain

IN THE UPSTREAM PHASE:

1



Production of products, materials and goods

Production of the products, materials, and goods needed to perform the commissioned activities.



2



Inbound logistics

Transport of purchased tools and materials to warehouses. Transport of purchased tools and materials to warehouses. Receipt, handling and storage of products and materials delivered by suppliers.



IN THE DIRECT PHASE:

3



Design and negotiation of the service, contract or order

Technical, economic and operational definition of services to be provided under contracts or orders awarded to the Rekeep Group. This phase includes designing services according to customer and regulatory requirements, preparing technical and economic bids, and negotiating contract terms with contracting authorities or private customers.



4



Outbound logistics

Transport of materials and tools to the customer's job site.



IN THE DOWNSTREAM PHASE:

5



Fulfillment of the contract

The Company performs the commissioned activities.



6



Disposal of waste after the works have been completed

The company disposes of its own waste (e.g. construction and green waste, food waste, cleaning products and their packaging) generated in the direct phase.



7



Enjoyment of service by customers and users

Following the execution of the works, customers and end users can enjoy the services performed by the Group. This phase includes customers' perceived quality of Rekeep's public space maintenance, cleaning, and management services, which help improve the efficiency and comfort of end users.





Double materiality

IMPACT MATERIALITY	VERY SIGNIFICANT	- E1 – Energy - E2 – Pollution of air - E2 – Substances of concern and of very high concern - E5 – Waste and resource outflows related to products and services - S1 – Equal treatment and opportunities for all - S3 – Communities' economic, social and cultural rights	- E1 – Climate change mitigation - E3 – Water – Water consumption, water withdrawals, and water discharges. - E5 – Resource inflows, including resource use - S1 – Working conditions - G1 – Management of relationships with suppliers, including payment practices	
	SIGNIFICANT	- E2 – Pollution of water - E2 – Pollution of soil - E4 – Factors of direct impact on biodiversity loss - S1 – Confidentiality - S2 – Equal treatment and opportunities for all along the value chain - S2 – Child labor and forced labor along the value chain	- S2 – Working conditions of workers in the value chain - S4 – Personal safety of consumers and/or end-users - G1 – Corruption and bribery - G1 – Corporate culture	
	NOT SIGNIFICANT	- E1 – Climate change adaptation - E2 – Microplastics - E4 – Impacts on the extent and condition of ecosystems - S4 – Information-related impacts for consumers and/or end-users - S4 – Social inclusion of consumers and/or end users - G1 – Political engagement and lobbying activities - G1 – Animal welfare		
		NOT SIGNIFICANT	SIGNIFICANT	VERY SIGNIFICANT
FINANCIAL MATERIALITY				



Innovation as a sustainability driver

For Rekeep, innovation is an ongoing part of its operations that is integrated with ITS ESG vision. In 2025, the Group actively participated in open innovation initiatives, applied research, and networks of excellence.

Key projects in 2025

HELIOS (PNRR-BI-REX): Advanced digital twin for real-time monitoring of buildings' energy consumption. Results presented publicly on June 30, 2025

B. Future Challenge: a design challenge on the digitalization of healthcare services involving young talent. Development of the KeepInsights concept (AI dashboard, launch planned for 2026)

Spreentech Ventures: support for the startup accelerator for Construction 4.0, Green Building, Smart Cities, and the Circular Economy. Rekeep is on the company's Board of Directors

BI-REX Competence Center: founding member, part of the Scientific Steering Committee

Clust-ER Innovate and Build (Emilia-Romagna): co-chair of the Smart & Critical Infrastructures roundtable

Networks and partnerships for sustainability

Impronta Etica

active participation in the Water Pledge scheme and ESG subject-specific roundtables

Sustainability Makers

ongoing ESG updates

Digital Innovation Observers (Milan Polytechnic)

research into digital innovation



PART TWO: ENVIRONMENT

Climate Change and Energy

(ESRS E1)

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Energy consumption from non-renewable sources - direct		Economic, reputational and HSE opportunity to increase the customer base for ESCO (Energy Service Company) services due to rising energy prices.
Contribution to climate change caused by greenhouse gas emissions – direct		
Improvement in the carbon footprint of buildings through energy efficiency measures – direct		
Energy consumption from non-renewable sources along the value chain – indirect		
Contribution to climate change caused by greenhouse gas emissions along the value chain - indirect		

PDF

E1 Policies

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Actions relating to ESRS E1

implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	E1 ACTIONS
	Quality education	Staff training on ESG and climate issues
	Affordable and clean energy	Energy efficiency upgrades to buildings and facilities Management of Energy Efficiency Certificates (EECs) Adoption of renewables Installation of photovoltaic systems on properties under management Signing green supply contracts for customers Acquisition of Certificates of Guarantee of Origin
	Industry, innovation and infrastructure	Digitization of processes to optimize consumption Digital solutions for monitoring and optimizing consumption Design and implementation of energy upgrades
	Sustainable cities and communities	Electrification of the company vehicle fleet Promotion of sustainable mobility Integration of environmental criteria into the design of facility management services Nature-based solutions



SDG	SDG TITLE	E1 ACTIONS
	Responsible consumption and production	Acquisition of Certificates of Guarantee of Origin Signing green supply contracts for customers Digitization of processes to optimize consumption
	Climate action	Energy efficiency upgrades to buildings and facilities Management of Energy Efficiency Certificates (EECs) Adoption of renewables Installation of photovoltaic systems on properties under management Signing green supply contracts for customers Acquisition of Certificates of Guarantee of Origin Electrification of the company vehicle fleet Promotion of sustainable mobility Digitization of processes to optimize consumption Nature-based solutions Strengthening the ESG framework and climate governance
	Life on land	Nature-based solutions in facility management services
	Peace, justice and strong institutions	Strengthening the ESG framework and climate governance

2025 energy consumption

161,762

Total energy consumption

MWh

5%

Renewables

of which self-generated
photovoltaic

10,043

EECs obtained

Energy Efficiency Certificates

2025 GHG emissions¹⁻²

29,429.27

**Scope 1
direct**

tCO₂e

2,788.48

**Scope 2
market-based**

tCO₂e

5,630.22

**Scope 2
location-based**

tCO₂e

329,561.19

**Scope 3
total**

tCO₂e

- 1 The significant change in the data on energy consumption and the three emission categories compared to 2024 is attributable to the establishment of Teckal S.p.A., which resulted in the transfer of ESCO consumption to Scope 3 and the consequent redefinition of the scope of all data pertaining to the emission categories.
- 2 For further details regarding the data or to see the methodological note, please refer to the Rekeep Group's 2025 Sustainability Report, pp. 83 et seq., which has been subject to a limited assurance review.



Pollution

(ESRS E2)

Rekeep recognizes the particular sensitivity of the cleaning, rental and laundering, and catering sectors to environmental impacts from pollution. The strategy is based on prevention, reducing hazardous substances, and adopting environmentally friendly products.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Worsening air quality due to the release of polluting emissions - direct		
Contamination of water due to the release of pollutants - direct		
Soil contamination due to spillage of pollutants - direct		
Release of substances of concern and very high concern into water and soil - direct		
Worsening air quality due to the release of polluting emissions along the value chain - indirect		
Contamination of water due to the release of pollutants along the value chain - indirect		
Contamination of soil due to the spillage of pollutants along the value chain - indirect		
Use of chemicals of concern and very high concern along the value chain - indirect		

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E2 Policies

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Actions relating to ESRS E2

implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

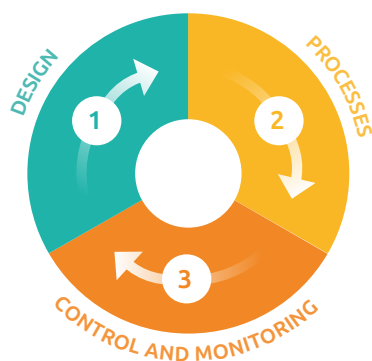
SDG	SDG TITLE	E2 ACTIONS
	Clean water and sanitation	Waste water treatment systems; "Risk analysis and control of biocontamination" procedure Simulation of environmental emergencies
	Affordable and clean energy	Energy efficiency upgrades for buildings; Technologies with reduced environmental impact in production processes
	Decent work and economic growth	Sustainable procurement policy
	Industry, innovation and infrastructure	Sustainable design of systems and processes; Adoption of best available techniques (BAT); Use of RTTs in rental and laundering for hospitals



SDG	SDG TITLE	E2 ACTIONS
	Responsible consumption and production	Favoring products with low environmental impact (Ecolabel); Reducing use of hazardous substances (SoCs and SVHCs); Compliance with Minimum Environmental Criteria (MEC); Adoption of the alkali solid system, Sustainable procurement policy
	Climate action	Electrification of the corporate fleet and promotion of sustainable mobility; Energy efficiency measures for buildings, Sustainable procurement policy
	Life below water	Risk analysis and ongoing monitoring of the impacts of using chemicals; Ongoing communication and training
	Life on land	Adoption of technologies with low environmental impact; Biocontamination control
	Peace, justice and strong institutions	Sustainable procurement policy

Rekeep S.p.A. is committed to the electrification of its corporate vehicle fleet and the promotion of sustainable mobility. Specifically, the environmental benefits of the company shuttle bus are reported below.

GAS/POLLUTANT	NET PROFIT
CO ₂	8,769.00 kg
NO ₂	8.36 kg
PM ₁₀	0.56 kg ³



STAGE 1 • SUSTAINABLE DESIGN OF SYSTEMS AND PROCESSES

- Sustainable procurement policy
- Giving preference to products with low environmental impact, such as Ecolabel products
- Reducing use of products containing SoCs and SVHCs
- Compliance with Minimum Environmental Criteria (MEC)

STAGE 2 • PROCESSES

- Adoption of best available techniques (BAT)
- Technologies with reduced environmental impact in production processes and products
- Pollutant spillage procedure - CMF and Rekeep
- Operating procedure for loading and unloading product in washing machine

"Risk analysis and control of biocontamination" procedure

- Adoption of the alkali solid system
- Use of RTTs in rental and laundering for hospitals

Waste water treatment system that involves both biological purification, with bacteria, and chemical-physical purification, with filters and flotation units.

Electrification of the corporate vehicle fleet, promotion of sustainable mobility and energy efficiency measures for buildings

STAGE 3 • CONTROL AND MONITORING

- Continuous training
- Constant communication
- Simulation of environmental emergencies
- Risk analysis and continuous monitoring of impacts and risks arising from the use of chemicals and substances of concern

³ For further details, please refer to the Rekeep Group's 2025 Sustainability Report, p.104, which has been subject to a limited assurance review.



Water and Marine Resources

(ESRS E3)

Water is a strategic resource for the Group's core operations, particularly for cleaning and industrial rental and laundering services.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Contribution to water stress through water withdrawal and consumption - direct and indirect		Economic opportunity related to the adoption of protocols, technologies and tools that enable water consumption efficiency gains - medium and long term

PDF

E3 Policies

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Actions relating to ESRS E3

implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	E3 ACTIONS
	Good health and well-being	Waste water treatment system with biological and physical-chemical purification Ogyre
	Clean water and sanitation	Use of batch continuous washing machines with water recovery systems Water preheating system using heat exchangers Waste water treatment with advanced technologies Initiatives with local communities to make more efficient use of water Preventive maintenance for the reverse osmosis units Optimization of the use of the production capacity of the washing machines and disinfectors Ogyre Participation in local initiatives such as the Water Pledge scheme Operational methods based on pre-impregnation and washing with water SO/MOVOPACK
	Companies, innovation and infrastructure	Digital twin for consumption monitoring Lean production to reduce water wastage Use of batch continuous washing machines with water recovery systems SO/MOVOPACK
	Responsible consumption and production	Use of concentrated cleaning products Digital twin for consumption monitoring SO/MOVOPACK Use of batch continuous washing machines with water recovery systems KeepBlue Optimization of washing cycles Operational methods based on pre-impregnation and washing with water Preventive maintenance for the reverse osmosis units Waste water treatment with advanced technologies Lean production to reduce water wastage



SDG	SDG TITLE	E3 ACTIONS
	Climate action	Water preheating system to reduce energy consumption Reduced water leakage through maintenance Use of concentrated cleaning products Participation in the Water Pledge scheme to reduce wastage Digital twin for consumption monitoring Operational methods based on pre-impregnation and washing with water Ogyre
	Life below water	Keep Blue Operational methods based on pre-impregnation and washing with water Waste water treatment with advanced technologies
	Partnerships for the goals	Participation in local initiatives such as the Water Pledge scheme Keep Blue Collaboration with Impronta Etica and schools to raise awareness Ogyre

2025 Water Data⁴

155,344.00

Total water consumption

m³

606,104.00

Total water withdrawals

m³

450,760.00

Total water discharges

m³

⁴ For further details regarding the data or to see the methodological note, please refer to the Rekeep Group's 2025 Sustainability Report, pages 123 et seq., which has been subject to a limited assurance review.



Biodiversity and Ecosystems

(ESRS E4)

This topic is identified as material with an indirect impact over the medium-to-long term, primarily related to the maintenance of green spaces, road construction, and the management of public spaces, as well as catering.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS

RISKS

OPPORTUNITIES

Reduction of biodiversity resulting from land use for construction purposes and from irresponsible industrial practices - direct

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E4 Policies

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Actions relating to ESRS E4

implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	E4 ACTIONS
	Clean water	Partnership with Ogyre
	Decent work and economic growth	Partnership with Ogyre: supporting fishing communities for the collection of marine litter, Sustainable procurement policy
	Responsible consumption and production	Sustainable management of green spaces, maintenance of green areas, Sustainable procurement policy
	Climate action	Project with Ogyre, Sustainable management of urban green spaces, Sustainable procurement policy
	Life below water	Fishing for Litter project with Ogyre: collection of 10,000kg of marine litter by 2026.
	Partnerships for the goals	Collaborations with startups and local communities, signing up to shared environmental initiatives, environmental governance and internal reporting



Detailed below is the impact generated in 2025 by our partnership with Ogyre:

ENVIRONMENTAL

4,442 kg

Marine waste collected



1,555 kg

Repurposed waste



4,442 kg

Total waste collected



~444 kg

Estimated annual reduction
in release of microplastics



SOCIAL

22

Waste fishermen on board



213

Companies on a mission
to clean the ocean





Resource use and circular economy (ESRS E5)

The Group aims to reduce waste generation and maximize material recovery by integrating circular principles into service design and procurement management.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
High waste generation due to limited adoption of circular economy initiatives - direct		Economic and reputational opportunity to gain competitive advantage by offering and using/purchasing eco-sustainable products and non-chemical/natural/vegetable-based ingredients - medium and long term
Contribution to the reduced availability of non-renewable resources - direct		
High waste generation due to limited adoption of circular economy initiatives - indirect		

PDF

E5 Policies

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Actions relating to ESRS E5 implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	E5 ACTIONS
	No poverty	SO/FODY
	Good health and well-being	Collaboration with the WEEE Coordination Center,
	Decent work and economic growth	REGRANTEX, CIRCOTONE
	Industry, innovation and infrastructure	SO/RE.WIND, SO/MOVOPACK, REGRANTEX, CIRCOTONE
	Reduced inequalities	SO/FODY



SDG	SDG TITLE	E5 ACTIONS
	Responsible consumption and production	Collaboration with the WEEE Coordination Center, SO/RE.WIND, SO/FODY, SO/MOVOPACK, REGRANTEX, CIRCOTONE
	Climate action	SO/RE.WIND, SO/MOVOPACK, REGRANTEX, CIRCOTONE
	Life below water	REGRANTEX, CIRCOTONE
	Life on land	REGRANTEX, CIRCOTONE
	Partnerships for the goals	Collaboration with the WEEE Coordination Center, SO/FODY

Circularity projects

SO/RE.WIND

A circular economy project aimed at the recovery and recycling of plastic packaging (shrink-wrap film used for said packaging, bags containing soiled linen) utilized in the industrial laundry sector. The material collected from customers is reintroduced into the production cycle to generate new, 100% recycled packaging.

GOALS

To reduce the generation of plastic waste, optimize recovery logistics processes, promote the production of new packaging with 100% recycled material, and optimize disposal costs for customers and procurement costs for the company.

RESULTS

Significant waste reduction and creation of a circular packaging management model. In 2025: 225 kg of plastic collected from pilot customers, and 17,000 kg recycled at the Ferrara site, with an estimated total reduction of approximately 19.8 tons of CO₂eq (a decrease of about 35.6% of CO₂eq compared to the use of virgin material).

SO/FODY

Initiative to reuse textile waste (blankets and bedspreads) in partnership with Fody Fabrics, transforming them into useful items for social projects (life-saving blankets for donation to people in need nation-

wide), thus avoiding their disposal and making good use of their technical features.

The project combines the circular economy with social impact, preventing the disposal of still usable materials.

GOALS

To reduce textile waste, repurpose discarded materials through reuse models with high social value for the community, and contribute to reducing non-renewable resources and to corporate social responsibility.

RESULTS

Over 4,400 blankets and bedspreads were donated, with an estimated reduction of approximately 97.7 tonnes of CO₂eq (equivalent to the emissions of 30 Italian households



in a year). In addition, the project has achieved the following impacts: 1.09 tonnes of surplus textile inventory repurposed, 10 individuals empowered through inclusive programs, 16.4 million liters of water conserved, and 21,844 kWh of electricity saved

SO/MOVOPACK

Introduction of packaging that is reusable up to 20 times and fully recyclable, replacing disposable cardboard for the distribution of PPE. The project reduces the CO₂ emitted in the production of cardboard packaging and reduces the procurement costs of packaging material for SO.X-Versus PPE by 1/20.

GOALS

To reduce the environmental impact associated with packaging, and lower the consumption of natural resources and packaging procurement costs.

RESULTS

Significant reduction of environmental impacts throughout the packaging life cycle: Estimates: -75% in CO₂, -72% in energy, -75% in water; in 2025, 3,100 reusable packages were introduced, with a gradual roll-out to customers.

SO/CDC Studio – Regrantex project

Initiative to recycle discarded garments made of 100% polyester and polyester/cotton blend. The project repurposes textile waste generated by plants, currently disposed of, and transforms it into a new, high added-value resource. Through a patented process, the collected materials are transformed into various reusable items within the company's operational cycle, including sack trolleys, trays and bowls for sterile kits, cleaning carts, and pallets.

GOALS

To reduce dependence on virgin plastic, generate significant environmental savings, and decrease the volume of waste sent for disposal.

RESULTS

Launch of a complete circularity model, transforming waste into a new production resource. Significant production potential (estimated at up to 5,600 rolls or 112,000 trays/year) and economic opportunities through internal use and/or sale of the polymer granules.

SO/Magnolab – Circotone Project

Recovery of cotton textile waste for the production of rolls of reusable towels for internal use. The project transforms discarded linen into new products, helping to reduce the use of single-use paper.

GOALS

To reduce unsorted waste and emissions associated with the use of disposable materials. To create an internal closed-loop cotton recycling cycle, so reducing the consumption of water, energy, and raw materials.

RESULTS

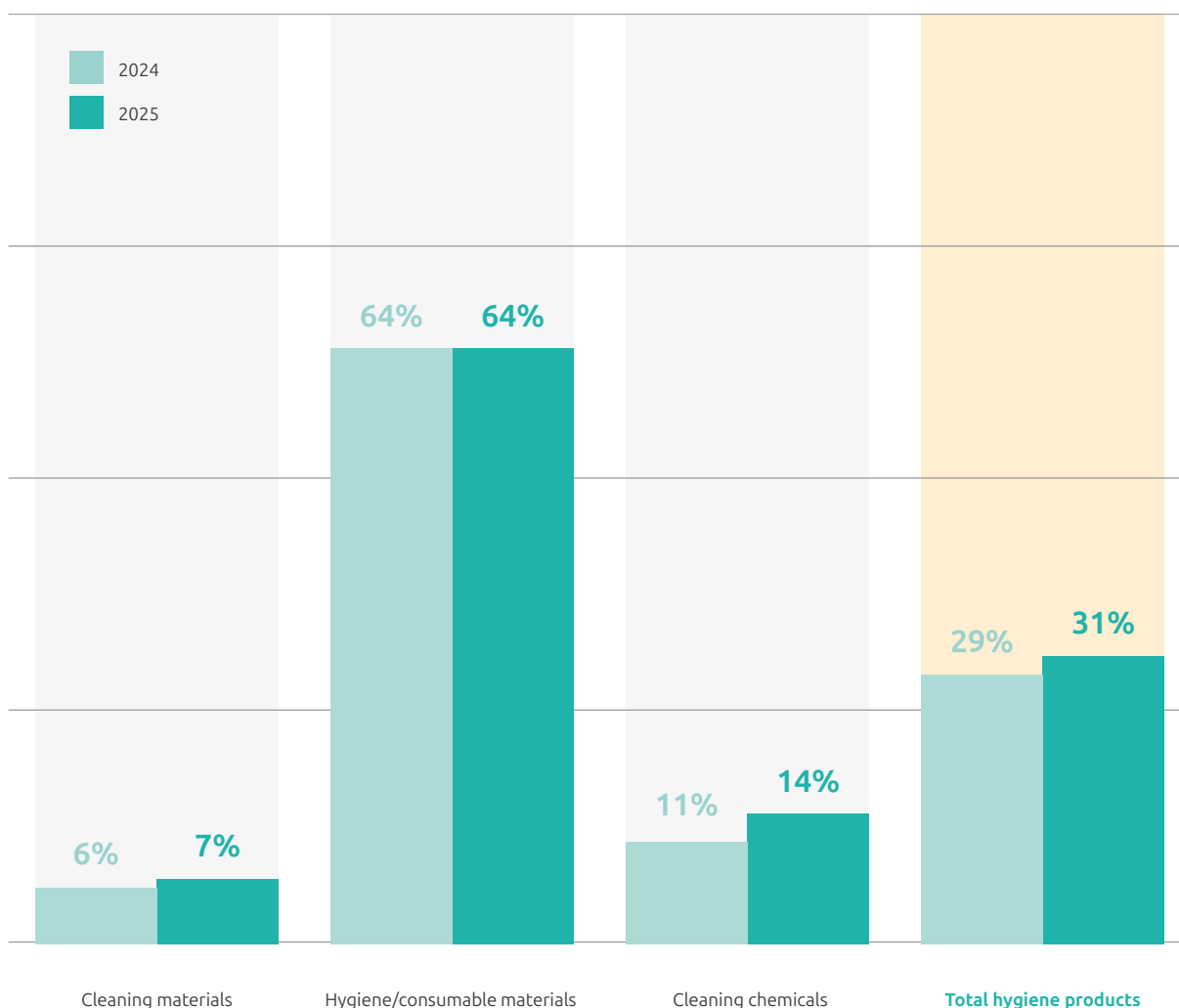
For every 10 kg of towels produced through recycling, up to 160 kg of CO₂eq and approximately 79,600 liters of water are saved, thereby generating a measurable positive impact, including in socio-economic terms.



Resource inflows

Percentage of expenditure per EcoLabel material

(aggregated data for Rekeep S.p.A. and Consorzio Stabile CMF)



2025 Waste⁵

5,880.02

Total waste generated

metric tons

of which **5,533.32** (94%)

not sent for disposal

⁵ For further details regarding the data or to see the methodological note, please refer to the Rekeep Group's 2025 Sustainability Report, p.157 et seq., which has been subject to a limited assurance review.



PART THREE: SOCIAL

Own Workforce (ESRS S1)

With its human-centric approach, the Rekeep Group consists of over 26,000 personnel, employees and non-employees (ESRS S1-6, ESRS S1-7), the majority of which are female (64.83%).

The development of its people is the Group's primary competitive asset.

List of IROs

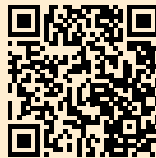
Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Insufficient protection of union guarantees and employees' job stability - Direct	Economic, reputational and operational risk relating to union negotiations, especially at local level - short, medium and long term	
Impairment of employee welfare due to inadequate welfare tools and poor organization of working hours - direct	Reputational and operational risk related to loss of and failure to attract specialist personnel due to poor work-life balance and inadequate welfare instruments - short, medium and long term	
Occupational accidents and illnesses caused by a lack of adequate safety precautions in the workplace - direct	Reputational, operational and legal risk associated with serious workplace accidents, resulting in reduced worker retention and attraction - short, medium and long term	
Failure to foster employees' skills through appropriate career development programs - direct		
Failure to promote equal opportunities in the workplace - direct		
Breach of employee privacy - direct		

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S1 Policies

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Channels for own workers to raise concerns



- Whistleblowing portal
- Specific internal channel for harassment (Rekeep S.p.A., Teckal S.p.A., and H2H)
- Channel for ethical complaints (SA8000) for all Group companies holding this certification
- Contact system moderated by Human Resources

- H2H mailbox dedicated to suggestions and reports
- At Teckal S.p.A., with regard to equal opportunities, two dedicated mailboxes have been set up for employees:
 - one for reports – pariopportunitateckal@rekeep.com
 - and one for suggestions – suggerimentipariopportunitateckal@rekeep.com

- Servizi Ospedalieri maintains a dedicated reporting channel for DEI matters.



Actions relating to ESRS S1

implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	S1 ACTIONS
	Good health and well-being	KeepCare Kids KeepCare Family KeepCare Health Hybrid working Corporate concessions Parenting procedure, Programs aimed at promoting psychological well-being ANT Project Fondo Etico Solidale – Banca Ore
	Quality education	KeepCare School KeepCare Kids, Digital on-boarding support Training activities Italian language training programs for non-Italian employees
	Gender equality	KeepCare Family Procedure for parenting management, Keep Equal, SO Equal, Programs and actions aimed at achieving wage equality Daycare bonus Extension of paternity leave days Programs and measures for wage equality
	Decent work and economic growth	Hybrid working Marco Portal KeepCare Health Corporate concessions Digital on-boarding support Feedback systems between managers and contract staff, DWP, Marco Portal DWP – Digital WorkPlace Training activities Procedure for parenting management Welfare Questionnaire Daycare bonus Feedback systems between managers and contract staff Extension of paternity leave days Programs and measures for wage equality
	Innovation and infrastructure	Marco Portal DWP – Digital WorkPlace
	Reduced inequalities	KeepCare School KeepCare Family Corporate agreements, Keep Equal, SO Equal Fondo Etico Solidale – Banca Ore Italian language training programs for non-Italian employees
	Sustainable communities	Internal voting for the Christmas gift
	Peace, justice and strong institutions	Feedback systems between managers and contract staff, Keep Equal, SO Equal Welfare Questionnaire Internal voting for the Christmas gift Feedback systems between managers and contract staff



Headcount as at December 31, 2025

26,369

total employees and non-employees:⁶

64.83%

of the total are women

74.01%

permanent

100%

of Italian and French employees covered by collective bargaining

Diversity metrics

29%

employees within the Italian perimeter born abroad (Italy)

3,588 out of 12,380

29%

of executives are women

44%

of Group employees are aged 30-50

Training and development

73,490

total hours of training (Group)

3.6

average per employee

Specifically, digital security training was delivered to **1,363 employees** for a total of **1,716 hours**

The Rekeep Beyond program (now in its third edition) incorporates ESG and innovation training for employees from subsidiaries across the Group.

⁶ This figure encompasses the consolidated Group perimeter and is calculated in line with ESRS S1-6 and ESRS S1-7



Health and Safety⁷

0

fatalities
in 2025

729

recordable injuries

24.38

recordable occupational injury rate

(less than in 2024, on a like-for-like basis)

54

occupational illnesses
cases throughout the Group

94%

fewer days lost due to occupational injuries and illnesses

100%

Group employees covered by health and safety management systems (ISO 45001)

The OHS Management System was established under Italian Legislative Decree 81/08 and ISO 45001:2018

⁷ For further details regarding the data or to see the methodological note, please refer to the Rekeep Group's 2025 Sustainability Report, p.195 et seq., which has been subject to a limited assurance review.



Workers in the value chain

(ESRS S2)

In 2025, Rekeep launched a project with a number of strategic suppliers actively engaged in sustainability procurement initiatives. Rekeep S.p.A. and Consorzio Stabile CMF adopted the Sustainable Procurement Policy; and Rekeep S.p.A., Consorzio Stabile CMF, Teckal S.p.A., H2H sub-group, and Servizi Ospedalieri sub-group adopted the Supplier Code of Conduct.

In 2025, the Group initiated a structured ESG mapping process for the entire supply chain.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Breach of workers' union rights and guarantees along the value chain - indirect	Operational and reputational risk due to failure of subcontractors and other business partners to protect workers' rights and union guarantees - short, medium and long term	
Failure to protect the health and safety of workers along the value chain - indirect	Operational and reputational risk due to failure of subcontractors and other business partners to protect workers' health and safety - short, medium and long term	
Incidents of discrimination and harassment in the workplace to the detriment of workers along the value chain - indirect		
Human rights violations along the value chain - indirect		

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S2 Policies

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Actions relating to ESRS S2 implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	S2 ACTIONS
	Good health and well-being	Occupational health and safety audits; Annual inspections conducted by company physicians; Job-related work environment auditing.
	Gender equality	Verifying suppliers' social practices by means of questionnaires; Promotion of human rights and decent work.
	Decent work and economic growth	Contractual clauses to ensure compliance with labor, health, and safety regulations; Ethics and safety audits; Continuous monitoring of suppliers; Support for purchasing departments.
	Responsible consumption and production	Ethical sourcing processes; ESG surveys during the qualification process.
	Peace, justice and strong institutions	Audits for ISO 37001 (anti-corruption) certification; Channels for reporting and managing non-compliance; Strengthening ESG governance.
	Partnerships for the goals	Strategic partnerships with suppliers who share the company's values; Awareness-raising activities on ethical and ESG principles.

Sustainable procurement in action

100**suppliers engaged in H2H**

stakeholder engagement involved one-on-one meetings and online surveys

100**Servizi Ospedalieri suppliers selected and clustered based on turnover**

assessment questionnaire, Excel scoring template, **96%** response rate



Affected Communities (ESRS S3)

Rekeep generates a significant positive impact in the communities where it operates through the management of essential public services (hospitals, schools, transportation), urban energy upgrade projects, and social responsibility initiatives.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Negative impacts on communities living near the activities carried out by Group companies - direct		
Positive impact on communities resulting from the effective management of essential public services in collaboration with the public bodies - direct		
Negative impacts on communities living near the activities carried out by companies in the value chain - indirect		

PDF

S3 Policies

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Actions relating to ESRS S3 implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	S3 ACTIONS
	No poverty	Solidarity gifts Projects to support vulnerable families Support for the Doposcuola project of the Cucine Popolari di Bologna to combat educational poverty (50 children enrolled) Fund-raising for: Golfini Rossi Onlus, Associazione Murialdo (Prendere il volo), Real Eyes Sport, ASL Roma 3, and Scopriamo l'Autismo
	Good health and well-being	Support for hospitals and health foundations (Policlinico Sant'Orsola, Istituto Ortopedico Rizzoli, RSN, ANT) Prevention and homecare campaigns (ANT, ICARO) Establishment of an ophthalmology nursery (Bimbo Tu) Pediatric and disability projects (Bimbo Tu) Solidarity initiatives in Poland New three-year agreement with the Sant'Orsola Polyclinic Foundation for the renovation of the former Monastero della Visitazione and development of an open community (sheltered accommodation, children's space, workshops, disability services, and music therapy) Support for the campaign for the new Women's Oncology Day Hospital Contribution to the initiatives of the Fondazione Istituto Ortopedico Rizzoli Support for the activities of the RSN Foundation for neurological research Renewal of support to ANT through the donation of vehicles for specialized home care Contribution to the B.Great solidarity dinner. Food Intelligence by the Pass Foundation Participation in the Research Retreat (IRCCS Sant'Orsola) Other collaborations in health in 2025: Gli Amici di Luca, ICARO ODV



SDG	SDG TITLE	S3 ACTIONS
	Quality education	Collaboration with reporters in the classroom and award for energy efficiency New partnership with the GIMBE Foundation: the "La Salute tiene banco" project has been extended for the first time to Sicily (2026) Approximately 600 students attended the dress rehearsal for the opera "Così fan tutte" at the Teatro Comunale di Bologna
	Industry, innovation and infrastructure	Cultural sponsorships (Teatro Comunale, Festival Franceseano, Vai Liscio, Parliamo d'Opera) Support for B.A.C.H – Bologna Art Culture Hub, a new artistic and cultural center for the performing arts and social cohesion Sponsorship as a presenting partner of the opera "Così fan tutte" at the Teatro Comunale di Bologna Sponsorship of the "Parliamo d'Opera" event – 2025 edition Main sponsor of the Mundus Festival (16 concerts, 60 artists, 6 municipalities)
	Reduced inequalities	Inclusive basketball "Vis inclusive. Più forti insieme" Social inclusion through events and awards Premio Luce! Inclusive Startup awarded to Spazio 3R – Riciclo Ricucio Riuso The Cucine Popolari Doposcuola Project to combat educational poverty
	Climate action	Partnership with Ogyre for marine litter collection Sponsorship of the conference "The intersection of tech and climate action" (Nomisma, IRSPM)
	Partnerships for the goals	Collaborations with local and international organizations, foundations, and associations Participation in multi-stakeholder networks and projects Strengthening cultural partnerships: Teatro Comunale, Festival Franceseano, ATER Foundation Collaboration with the GIMBE Foundation on public health Ongoing collaborations with leading health foundations (ANT, Rizzoli, RSN, Sant'Orsola)

Community services – key figures

350,000

surgical procedures
supported/year

700,000

sterile surgical
fields set up/year

290,000

healthcare workers
supplied with
clothing/year

40,000

beds managed
(Italy)



Consumers and end users

(ESRS S4)

The quality and safety of the services provided to end users – patients, citizens, students, passengers, and digital-service users – are at the core of Rekeep's operating model. The company operates in highly sensitive environments (healthcare facilities, public transport, and educational spaces), which means that customer and end-user satisfaction is the key to the Group's business.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Harm to the health and safety of users due to non-compliance with safety regulations in service delivery - direct	Economic and reputational risk related to potential harm to the health and safety of end consumers due to services not meeting quality standards - short, medium and long term	

HIGH SAFETY STANDARDS

The Group ensures strict adherence to safety standards in the provision of services along with the personal safety of every individual involved. The ISO 13485 and ISO 14065 certifications have been adopted for the control of biocontamination in healthcare environments, and the ANMDO/IQC certification has been adopted as a guarantee of the quality of HVAC system sanitization. There is also an ISO 9001 quality management system in place across all major Group companies.

ACCESS AND INCLUSION

Services designed to ensure accessibility and continuity for all users. The “ReMind Portal” for service management and the collection of customer complaints.

PDF

S4 Policies

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Actions relating to ESRS S4

implemented in 2025 and aimed at mitigating the IROs identified in the Double Materiality Assessment

SDG	SDG TITLE	S4 ACTIONS
	Good health and well-being	Customer satisfaction surveys. Monitoring and evaluation of civil and sanitary hygiene activities helps maintain healthy environments, particularly in hospital facilities.
	Decent work and economic growth	Involving employees in the process of evaluating and improving services promotes participation and the valuing of human capital.
	Industry, innovation and infrastructure	Quality control of services makes the work effective.
	Reduced inequalities	Customer satisfaction surveys.
	Responsible consumption and production	Continuous monitoring of proper service delivery and service quality, Customer satisfaction surveys.
	Partnerships for the goals	Participation in local networks and collaboration with local bodies. Multi-stakeholder partnerships.



PART FOUR: GOVERNANCE

Business Conduct

(ESRS G1)

Rekeep's ethical governance system is based on a comprehensive, multi-level framework that includes the Code of Ethics, Model 231, Antitrust Compliance, and whistleblowing channels, in line with national and international best practices.

List of IROs

Impacts, risks and opportunities (IROs) defined on the basis of the Group's Double Materiality Assessment.

IMPACTS	RISKS	OPPORTUNITIES
Incidents of corruption and bribery in relations with the public administration - direct	Reputational, operational, economic and legal risk associated with administrative sanctions for corruption, disqualification from public procurement, and negative media exposure - medium to long term	
Harm caused by anti-competitive behavior - direct	Reputational, operational, economic, and legal risk due to anti-competitive behavior and antitrust violations - medium to long term	
Negative impact on supplier business due to unfair payment practices - direct	Reputational, economic, operational and legal risk related to late payment of suppliers – short, medium, long term	

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G1 Policies

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Consorzio Stabile CMF, Servizi Ospedalieri S.p.A., and Teckal S.p.A. have been awarded the Legality Rating issued by the Italian Competition Authority (AGCM), both obtaining the maximum score of three stars. This award demonstrates that the company maintains the highest level of reliability with regard to legality, transparency, and fairness in financial matters, confirming the Group's commitment to ethical and responsible business conduct.

Anti-corruption System

ISO 37001 certification (anti-bribery management systems) at Consorzio Stabile CMF and Teckal S.p.A.

Anti-corruption and antitrust training

Organization, Management and Control Model pursuant to legislative decree 231 of 2001 at all major Italian companies

The Rekeep Group Code of Ethics, which applies to all wholly owned subsidiaries

Whistleblowing procedure and channel

Antitrust compliance officer, Antitrust Code Of Conduct, and antitrust compliance program

SA 8000: Social Responsibility (Rekeep S.p.A., Consorzio Stabile CMF, Servizi Ospedalieri S.p.A., H2H Cleaning s.r.l., Teckal S.p.A.)



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