
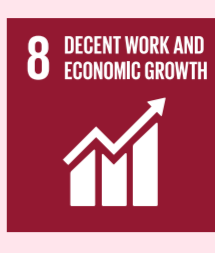



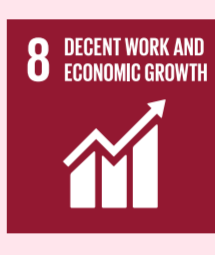












AREA	TOPIC	STAKEHOLDER	DMA	WHAT WE SAID	WHAT WE HAVE DONE	WHAT WE WILL DO	SDGS	TARGET
GOVERNANCE	Ethics and management risk	Customers, suppliers, financial community, institutions, employees	Ensure integrity, legality and transparency in actions and behavior. Map, monitor and manage overall risks to the business	Coordinate and harmonize training and awareness activities concerning the Model 231, the Antitrust Code of Conduct and Code of Ethics. Start a process for the ethical assessment of suppliers	Implemented a new approach to risk management with a view to Model 231. Raise the management's awareness of Antitrust topics and give them refresher training on an ongoing basis	Increase transparency and efficiency of the Governance Model. Start a process for full risk mapping		
	Sustainable growth and stakeholder management	Financial community, shareholders	Continue on our path to business growth and sustainable development and nurture and manage our strategic relationship with all our stakeholders, while refining reporting tools	Continue to search for opportunities of growth abroad, still through M&A transactions, and for further growth in business in markets with high added value, especially the healthcare market. Structure an ESG approach to increase shared value	Issued a new bond for a total amount of Euro 370 million on 20 January 2021. Further strengthened investor and other company stakeholder relations, especially customers and private investors	Strengthen and expand the ESG approach, set up preparatory activities for the adoption of the new sustainability standards (GRI 2021) and the EU regulatory references being approved (CSRD and CSDD). Define and strengthen relations with stakeholders along the entire value chain		12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
SOCIAL	Proximity healthcare and safe and efficient healthcare facilities	Customers, institutions, community, employees	Contribute to the development of a network of local healthcare facilities as a point of reference for citizens. Ensure safety, traceability and efficiency of processes at hospitals		Published the Nomisma study on proximity healthcare according to the NRRP guidelines and undertaken promotion and dissemination (4 public presentation events). Work commenced on the Matrics project at the BI-REX competence center and experimented healthcare and drug logistics	Complete the Matrics project and intensify work at hospitals		8.2 Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labor-intensive sectors
	Skill development and digital transition	Employees, customers	Appreciate human capital offering employees opportunities for growth and fulfillment. Foster digital transition and change management processes. Enhance sustainability culture with dedicated projects and training	Further extend the language training program to all Rekeep employees, including manual workers. Workers born abroad will be given the possibility of choosing whether to increase their knowledge of Italian or study another language. Complete the second Talent project, which was delayed by Covid-19 in 2020. Further develop the training program for enhancing hard and soft smart working skills	Concluded the first cycle of the Rekeep Beyond training program dedicated to sustainability and climate change. Increased IT training hours to promote digital transition and change management. Increased significantly the hours dedicated to security, which doubled compared to 2020	Start the second cycle of the Rekeep Beyond program dedicated to the ESG approach. Intensify digital training to promote digital dexterity, which is now a key driver for competitive advantage. Maintain standards on health and safety training		4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
SOCIAL	Welfare and wellbeing	Employees	Promote the wellbeing of workers and the principle of work-life balance through corporate policies on welfare and flexibility	Continue with the use of the Welion platform for basic welfare services and also activate the package for flexible benefits. These can be used in 2022, since the MBO system was suspended in 2020 owing to Covid-19. Start at least some services in the project for the #CONCILIAMO Call for Proposals	Activated the Welion platform for the use of the Euro 250 welfare bonus. In September allocated the Euro 1.5 million funding under the #CONCILIAMO Call for Proposals of the Presidency of the Council of Ministers. Confirmed and redesigned smart working policy. Confirmed the initiatives Un futuro di valore (Scholarships), Tuttingiro (summer camps) and summer centers for the employees' children	In line with the timing set by the Presidency of the Council of Ministers, launch the projects of the #CONCILIAMO Call for Proposals and in particular: 1) smart working; 2) Rekeep Family plan with support services for employees with frail or dependent family members; 3) new benefits		4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
	Employee health	Employees, customers	Foster our employees' health as an individual and collective asset, enhancing consciousness and awareness of the topics of prevention of disease and accidents	Maintain health surveillance and safety precautions. Continue the screening campaign and promote the vaccination campaign. Provide ongoing training and monitor the proper application of rules and the use of safety equipment to reduce the number of accidents even further	Continued the protection and screening campaign of the company population. Joined the vaccination campaign promoted by Confindustria	Maintain the prevention and protection measures for our employees in step with the trend of the pandemic. Further raise the awareness of a health culture and its dissemination in order to reduce diseases and accidents	 	3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
	Company appeal	Employees, shareholders	Exploit and foster the characteristic features of our enterprise, and strengthen our network and external relations to convey our potential and enhance its appeal	Confirm existing collaborations and search for new partnerships to increase visibility and appeal of Rekeep. Participate in thematic events on work and training issues	Participated in the Nobilita Festival and training and promotional events for company activities at Universities, Training institutions and High Schools, as well as in specific conferences. Drawn attention to the Innovativeness profile of Rekeep	Stress our excellence in terms of innovation and wellbeing to seize talented persons and select the best resources		
	Diversity & Inclusion	Employees, Institutions	Adopt policies to foster and achieve full Inclusion in our enterprise. Ensure parity and equity between men and women's pay levels	Maintain the objective of examining the gender situation in the company and start adopting policies that enable the issue to take on a material significance for Rekeep as well, and not only for its stakeholders, perhaps acting in close synergy with welfare policies	Unfortunately, in 2021 it was not possible to make any progress with the objectives that the company had set itself	Commence work on initial measures to adapt, including formally, the company to the demands of the market and the standards/regulations being defined (CSRD, CSDD). Appoint the Diversity Manager		5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels
ENVIRONMENT	Strengthen our relations with local communities	Institutions, Local communities	Consolidate, strengthen and renew the close relationship between the Company and the local areas in which it operates, assessing impacts and dealings following a shared value creation rationale	Continue with the program for the consideration of the possible scope for the creation of shared value. Reflect on and link with the long history of the Company, made up of social bonds and participation	Promoted important initiatives, especially cultural projects, in the main areas in which we maintain relations with local communities. Partnership with FAI for the protection of the Italian historical and environmental heritage. Participated and taken part in the Festival Franceseano event to promote the idea of a gentle and inclusive economy	Focus more intensely on healthcare as a priority sphere on which to channel our relationship with local areas and give back value to the most important areas in terms of production and concentration of labor force		
	Support and solidarity projects	Private and public institutions, Local communities	Collaborate in philanthropic activities with Public Bodies and Institutions	Keep up collaborations in the social and health sectors. Within these boundaries, find the most suitable partnerships for increasing created value	Established important and diverse collaborations for prevention and health protection, as well as research into and popularization of the topic	Maintain existing partnerships and increase investments to foster measures and interventions by those working to support the national health system and raise awareness of health issues among the population		
	Regeneration of public property assets	Customers, Institutions, Local communities	Perform works in schools and public buildings to improve their environmental and safety performance.		Work performed to raise awareness about and disseminate data from Nomisma's study on the benefits that would be produced by energy and seismic efficiency interventions on public property assets	Intensify communication and promotion of the regeneration of public property assets, formulation and submission of PPP proposals to local entities for efficiency improvement and refurbishment of public buildings		
ENVIRONMENT	Smart urban management	Customers, Institutions, Local communities	Improve the quality of life in urban spaces by developing a digital platform for advanced planning to manage city infrastructures optimally, efficiently and sustainably		In December 2021 presented the results of the 2-year Ippodamo project, a city management platform capable of collecting data from multiple sources and providing PAs with a tool for planning and monitoring urban policies	Develop the prototype produced by the Ippodamo project and put forward new PPP proposals in the area of urban FM to promote smart and sustainable cities	 	3.6 By 2030, halve the number of global deaths and injuries from road traffic accidents 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons 11.3 By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries
	Energy efficiency and emission reduction	Customers, Institutions	Cut consumption and need from primary sources of energy of both customers and the company itself	Carry through the company's environmental policy, in particular with respect to the reduction of GHG emissions, implement the GHG emission measurement, monitoring and control system and start the process to obtain ISO14064 certification	Measured GHG emissions and, on the business side, circulated the proposal focused on the regeneration of public and healthcare assets.	Maggior focalizzazione sui tratti e gli elementi generali, oltre che su quelli di business, della politica ambientale di Rekeep. Definizione di obiettivi e misure specifiche per un piano di riduzione delle emissioni GHG	 	7.3 By 2030, double the global rate of improvement in energy efficiency 13.2 Integrate climate change measures into national policies, strategies, and planning
ENVIRONMENT	Responsible supply management	Suppliers, customers	Foster and fuel a close partnership relationship with suppliers. Ensure that supplies are of good quality, reliable and on a par with the services proposed and offered. Give priority to using local suppliers where possible	Resume the supplier assessment campaign. Improve the List and processes to bring about greater sustainability in the supply chain	Conducted a supplier assessment campaign with wide participation by the Areas and positive assessments emerged. Included questions in the company portal on the approach to sustainability and the views regarding sustainability of candidates for employment with Rekeep	Press for more precise monitoring of the supply chain with regard to sustainability topics. Set out and adopt gradually a Code of Conduct for suppliers		
	Waste reduction and recycling	Customers, employees, suppliers, Institutions	Encourage responsible waste management and the reduction of the volumes produced. Increase the use of recyclable products and material. Make customers aware that measures should be taken to reduce the production of waste, particularly non-reusable waste, and support them in doing so	Bring the system for the classification of empty canisters fully into operation, producing and publishing the accompanying sheets. Carry out the tasks related to the entry into force of the RENTRI tracking system. Steadily reduce the production of waste and packaging	Revised some organizational procedures with impacts on the Areas as a result of regulatory changes. Significant increase in the amount of waste produced sent for recovery rather than disposal	Cut waste production and increasing the amount of waste generated sent for disposal. Set out and description of precise targets for improvement, in order to also reduce impacts on GHG emissions	 	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse
ENVIRONMENT	Sustainable consumption and materials	Customers, employees, suppliers, Institutions	Foster a sustainable development model by choosing products and materials with low impacts on the environment and on people's health. Reduce consumption and CO2 emissions into the atmosphere	Speed up the adoption of even more sustainable products and materials, of course pandemic permitting. Monitor and reduce emissions, also after the introduction of the calculation of GHG emissions and more structured environmental policies	Introduced, in most tender projects and where possible, sustainable machinery and products with even better performance than MECs. Reduced consumption at HQ despite slow repopulation in 2021	Further increase in adoption of sustainable products and materials, both environmentally and socially, and selection/strengthening of partnership with suppliers to achieve goals in this regard	 	3.9 By 2030 substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
	Sustainable mobility	Employees, Institutions	Forward a sustainable travel plan that ensures employees' needs are satisfied and protects the environment and provide incentives	Reorganize the service on the basis of the new working patterns introduced by Rekeep (blended smart working) and the other companies in the area. Consider mobility policies in general, also in the light of the process of GHG emissions calculation and the company's desire to reduce its environmental footprint	Work continued on the shuttle service trial phase in the scenario of a pandemic and a legislative framework that is at the same time uncertain and constraining. Confirmed the smart working model and adopted a hybrid company fleet	Boost and improve the structuring of mobility policies to meet legislative requirements and stakeholders' requests. Start updating information regarding workers' travel habits and their ways of travel		11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management