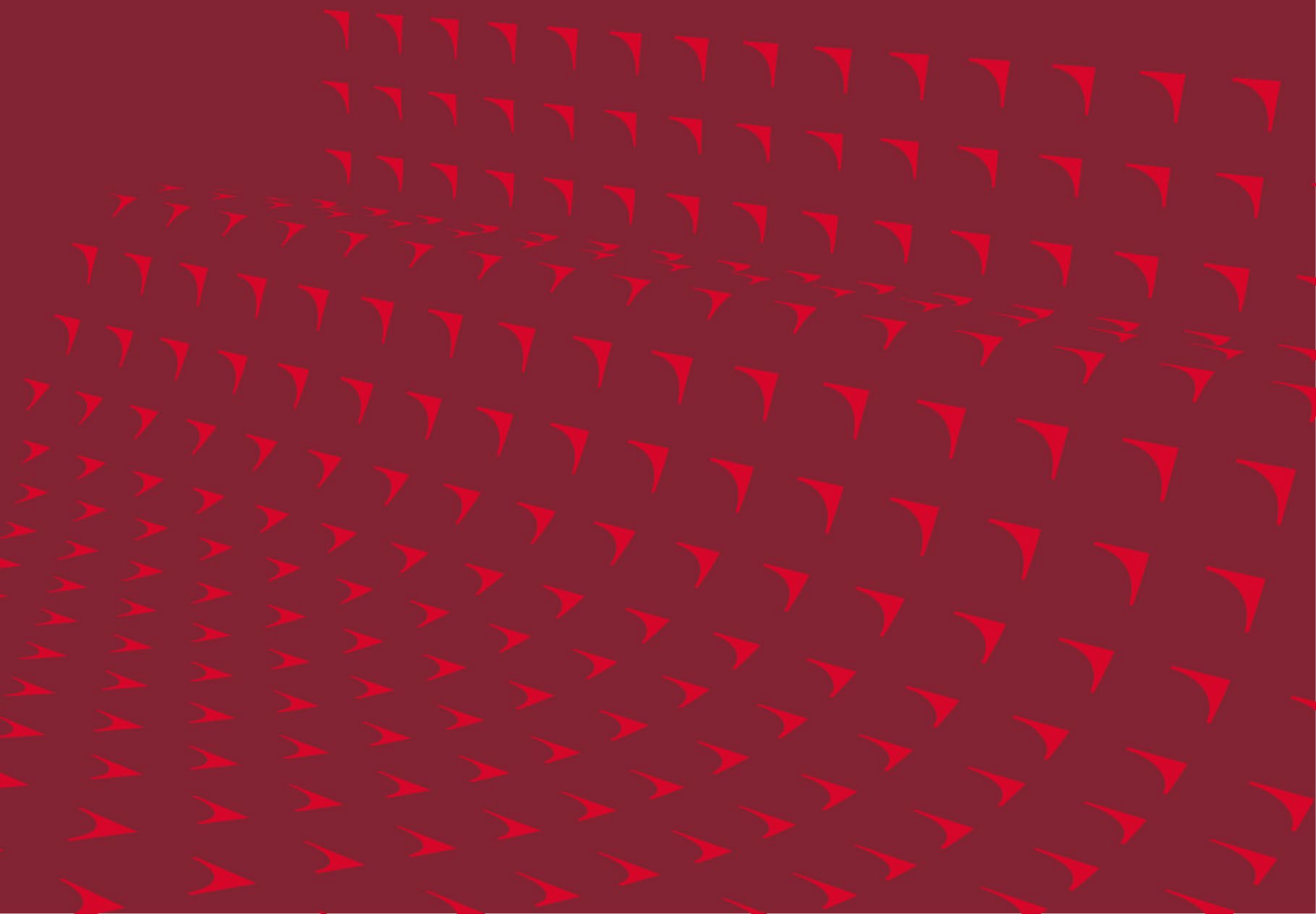




(Translation from the Italian original which remains the definitive version)

Consolidated 2023 Non-Financial Statement

Pursuant to Legislative Decree no. 254/2016



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Letter to the stakeholders

Dear Stakeholders,

In our managerial role of the CIR group and as long-term shareholders of our subsidiaries, our goal is to generate value balancing short, medium, and long-term objectives, for the benefit of all stakeholders.

This means adopting initiatives, behaviours and, in general, a way of doing business that allows for the sustainable success of the Company and its subsidiaries to be achieved.

To achieve lasting success, we believe that good governance is essential above all, guaranteeing long-term strategic vision and management based on commitment, rigour, integrity, and transparency.

From this point of view, the governance of the Company and its subsidiaries is in line with best practices: the composition of the management bodies is inspired by principles of diversity in gender, experience, skills and age, the role and contribution of independent directors is significant, and the functioning of the Board of Directors is unanimously appreciated by all Directors.

We have always promoted the establishment of independent and effective control functions, even beyond the legal obligations, and have spread a managerial culture based on a strategic vision and an orientation towards sustainable long-term economic prosperity.

We only invest in business models that make it possible to create value in an ethical and responsible way, which combine opportunities for success and a contribution to the progress and well-being of the companies in which we operate.

The CIR Group operates in three sectors: the health and social care sector in Italy and Germany, through KOS, the automotive components sector, through Sogefi, active around the globe, and financial management.

The health and social care and automotive sectors are both directly involved in some of the biggest challenges that Western societies have to face: the well-being of increasingly large elderly populations and eco-sustainable mobility.

KOS's mission is to provide support to the elderly population who are no longer self-sufficient and to those affected by mental or physical disabilities; it is an activity with a high social impact, which supports and cooperates with the national health system, to provide solutions to people in situations of fragility.

The company is based on a philosophy of care and service aimed at bringing the maximum possible well-being to people with frailties and is committed to the continuous improvement of the quality of care and service, for the benefit of its guests and its sustainable success.

The pandemic had a significant impact on the functioning of the sector, leading to a significant drop in activities, which was almost fully recovered by the end of the financial year 2023.

Furthermore, over the last few years, our company has faced the problem of the shortage of specialised resources in social care, which has affected both countries in which we operate, Italy and Germany, and that of the increase in all the operating costs necessary to maintain the high-quality standards, which are an integral part of our company's raison d'être.

We can now note with satisfaction that in Italy the normal conditions of full operation of our facilities have been substantially restored, while in Germany, where we are present with a younger and less consolidated reality, there is still some way to go.

Lastly, we are confident that the institutions, currently engaged in multiple reforms of the health system and in the investments envisaged by the PNRR for healthcare, will lend their support to the Social Care Residences dedicated to the elderly and to those in need of rehabilitative, functional and psychiatric care, which are crucial realities for the welfare system in societies that include among their main challenges precisely that of providing adequate support to their growing elderly population.

As far as Sogefi is concerned, we are committed to ensuring that the company is an active player in the technological transition scene that affects the entire automotive sector, dedicating its consolidated research and innovation capabilities to the preparation of solutions for sustainable mobility, which can ensure the company has a leading role in the market in the long term, accompanying its customers in the transition process.

Sogefi has shown great resilience in the face of various difficulties in recent years, the health crisis and the tensions over the availability and prices of raw materials and energy, always guaranteeing supplies to its customers. With the recovery of the automotive market in 2022 and 2023 and the increase in production volumes, Sogefi has achieved results well above those achieved before the pandemic crisis, managing the necessary turnaround of the Suspension business line, the development of e-mobility for the Air & Cooling business line and the continued strengthening in the European Aftermarket and the development in India of the Filtration business line.

In February 2024, Sogefi concluded an agreement for the sale of the Filtration division, which is part of a strategy aimed at reducing the business, to exclusively focus on internal combustion engines and concentrate investments on the remaining products and the EV sector.

Finally, with regard to our financial investment portfolio, thanks to the work done in 2023, from 2024 ESG values and criteria will be integrated into managing the selection of assets to invest in.

We are convinced that the stability shown by our companies in the face of the many difficulties that have characterized the environment in recent years will allow us to successfully face the new challenges of our sectors.

We would like to conclude by expressing our gratitude to all Group employees and collaborators for their commitment and the results obtained.

And we submit our sustainability report to the attention of all of you stakeholders, showing how our activities are implementing the defined ESG plans and making progress in line with the objectives in terms of impacts on the environment, people, and society.

Rodolfo De Benedetti
Chairman

Monica Mondardini
Chief Executive Officer

Methodological Note

This document constitutes the consolidated 2023 Non-Financial Statement (hereinafter "NFS"), in compliance with Legislative Decree no. 254/2016 ("Decree") and subsequent amendments or additions and drawn up as a separate report from other published disclosures, conforming with the "Global Reporting Initiative Sustainability Reporting Standards" defined by the "Global Reporting Initiative" ("GRI"), for the period from January 1st, 2023, to December 31st, 2023. The frequency of this publication is set on an annual basis.

The data and information reported in this NFS refer to CIR-Compagnie Industriali Riunite S.p.A (hereinafter also referred to as "CIR S.p.A. or the "Company") and the companies it consolidated on a line-by-line basis as of December 31, 2023 (hereinafter also referred to as the "Group" or the "CIR Group"). The aforementioned data and information are reported considering three subgroups: CIR, Sogefi and KOS.

With reference to the Sogefi subgroup, it should be noted that the Mexican subsidiary belonging to the Suspensions division was excluded following its sale in 2023, with the exception of environmental data and information and the economic-financial data used to calculate the energy intensity, which were included until the date of the sale of the subsidiary (October 2023). With reference to the KOS subgroup, it should be noted that in 2023 the subsidiary ClearMedi Healthcare Private Limited was sold, which in any case was not included in the reporting perimeter of the previous Sustainability Reports. There were therefore no significant changes relating to the size, organizational structure, ownership structure and supply chain of the Group. Data and information for the financial year 2023, when possible, in order to show the evolution over time, are compared with those of the financial years 2021 and 2022 with the same perimeter. Any perimeter limitations or recourse to estimates (based on the best information available or on sample surveys) are appropriately indicated in the text (in particular, it should be noted that the environmental data and information relating to Scope 3 only include Sogefi's production sites and commercial offices). With regard to the 2022 comparative data, those relating to occupational diseases have been restated following an improvement in data collection and, in addition, the data relating to the economic value generated has been restated for a more homogeneous representation within the Group.

The 2023 NFS includes the information required by the regulations on the so-called "EU Taxonomy" in relation to the eco-sustainable activities carried out by the Group, in relation to which please refer to paragraph 7.1 EU Taxonomy.

This document was approved by the Board of Directors of CIR S.p.A. on 11 March 2024.

This document has also been subjected to a limited assurance ("limited assurance engagement" in accordance with the criteria indicated in ISAE 3000 Revised) by KPMG S.p.A. The audit was conducted in accordance with the procedures set out in the 'Independent Auditor's Report', included in this document. The Limited Assurance Report can be found on page 84. It should be noted that the limited review performed by the Auditing Firm KPMG S.p.A. does not extend to the information contained in Section 7.1 EU Taxonomy, required by Article 8 of EU Regulation No. 852 of 18 June 2020.

The 2023 NFS is also available on the group's website (www.cirgroup.it).

For further information on the group's social responsibility policies or clarifications on the information contained in this document, please write to the CIR Press Office (infostampa@cirgroup.com) or to the Investor Relations function (ir@cirgroup.com).

1. The CIR Group

CIR – Compagnie Industriali Riunite S.p.A. is an Italian holding company, listed on the Milan Stock Exchange in the Euronext Milan segment, which controls industrial, service, and financial companies.

The company, based in Milan, was founded in 1976 and has always been controlled by Fratelli De Benedetti S.p.A., which on December 31st, 2023 owned 36.0% of the ordinary share capital and 46.3% of the voting rights.

CIR S.p.A.'s **mission** is to hold controlling stakes with a view to being a stable shareholder and to create leading companies in their respective fields, oriented towards responsible and sustainable long-term growth.

Through its subsidiaries, CIR S.p.A. operates in **three sectors**:

- *long term care*, through KOS S.p.A.,
- *automotive components*, through Sogefi S.p.A.,
- *financial management*, through CIR Investimenti S.p.A and CIR International S.A.



KOS, of which CIR S.p.A. holds 59.8%, was founded in 2003 by CIR and via a series of acquisitions and greenfield projects, has become a leading Italian healthcare group operating, with multiple recognised brands, in residential sociomedical assistance, functional rehabilitation, psychiatry and acute care medicine in Italy and, since 2019, in residential sociomedical assistance in Germany.

Sogefi, of which CIR S.p.A. holds 56.4%, was founded by CIR in 1980 and today is a leading company operating worldwide in the automotive sector in the design and production of filtration systems, air and cooling systems and suspension systems, serving the vehicle original equipment market and the aftermarket. The Group collaborates with the world's leading manufacturers of industrial vehicles, cars, two-wheeled and three-wheeled commercial vehicles, and earthmoving equipment. It has production plants in Europe, NAFTA, LATAM, China and India. Sogefi shares, which have been quoted on the Milan Stock Exchange since 1986, have been traded on the STAR segment (now Euronext STAR Milan) since January 2004.

CIR Investimenti and **CIR International**, of which CIR S.p.A. holds 100%, are the two subsidiaries that manage financial resources, liquid assets and investments in private equity and minority shareholdings, respectively.

CIR's **consolidated net assets** amount to €1,035 million.

The profiles of the investments held by CIR S.p.A. are summarized below, specifying for each of them the activity carried out, the size and the main strategic objectives.

		CIR	
	 59.8%	 56.4%	CIR Investimenti CIR International 100.0%
Activities	<ul style="list-style-type: none"> one of the main Italian operators in the long-term health and social care sector; in Italy, 58 residential care homes for the elderly and 33 psychiatric and rehabilitation facilities, 15 outpatient centres and 2 hospitals, for a total of 9,265 beds; in Germany, 52 residential care homes for the elderly for a total of 4,488 beds; Turnover 2023: €752m No. of beds: 13,753 No. of employees: appr. 11,800 	<ul style="list-style-type: none"> produces automotive components in three sectors: Filtration, Air & Cooling, and Suspensions; present in four continents, 17 countries with 35 production plants, 8 research centres, and 11 commercial offices; partner of the largest vehicle manufacturers, operates in the original equipment, original spare parts, and independent spare parts markets; Turnover 2023: €1,628m No. of employees: appr. 5,300 	<ul style="list-style-type: none"> manage a diversified portfolio of assets liquid assets (fixed income funds, cash & time deposits, and hedge & equity funds); investments in private equity funds direct investments in minority interests property investments around €400 m in assets
Strategy	<ul style="list-style-type: none"> be an operator of reference for quality of care and service; in Italy, grow through organic developments and acquisitions of new structures; in Germany, consolidate a significant position in Social Care Residences, after the acquisition of a local company in 2019. 	<ul style="list-style-type: none"> consolidate its position as a global supplier of reference; increase the technological content and added value of products; develop a range of products intended for electric vehicles; strengthen its position in NAFTA and China, maintaining the significant positions acquired in the European market. 	<ul style="list-style-type: none"> contain the Value at Risk of the portfolio; adopt a conservative and diversified policy of asset allocation.

On February 23rd, 2024, Sogefi signed a put option agreement with a U.S. investment fund, under which two corporate vehicles, referring to the fund, have made unilateral, unconditional and irrevocable commitments to purchase - should Sogefi exercise the put option - the entire share capital of Sogefi Filtration S.A. and Sogefi USA Inc, or rather the entire perimeter of the Filtration business unit. The exercise of the put option by Sogefi and the signing of the sale and purchase agreement can only take place once the consultation procedure with the trade union representatives, as required by French law, has been completed. Completion of the transaction is in any case subject to obtaining FDI (Foreign Direct Investment) authorisation in Slovenia and antitrust authorisation in Morocco. The transaction is expected to be finalised by August 2024. For Sogefi, the operation *i)* allows the value of filtration to be realized in a phase in which the business unit has achieved unprecedented results, *ii)* determines the reduction of the powertrain component in the business portfolio, making the company less exposed to the risks associated to the transition towards E-mobility, *iii)* reduces complexity and diversification, allowing for a focus on two high potential sectors, Air & Cooling and Suspensions, *iv)* determines an increase in capital solidity also for the purposes of investments for development in the market EV.

It should be noted that the Filtration division was nevertheless included in the reporting perimeter given that at December 31st, 2023 the conditions did not exist to identify the aforementioned activity as available for sale pursuant to IFRS5.

2. The economic value generated and distributed by the Group in 2023

In 2023, the Group's activities performed positively.

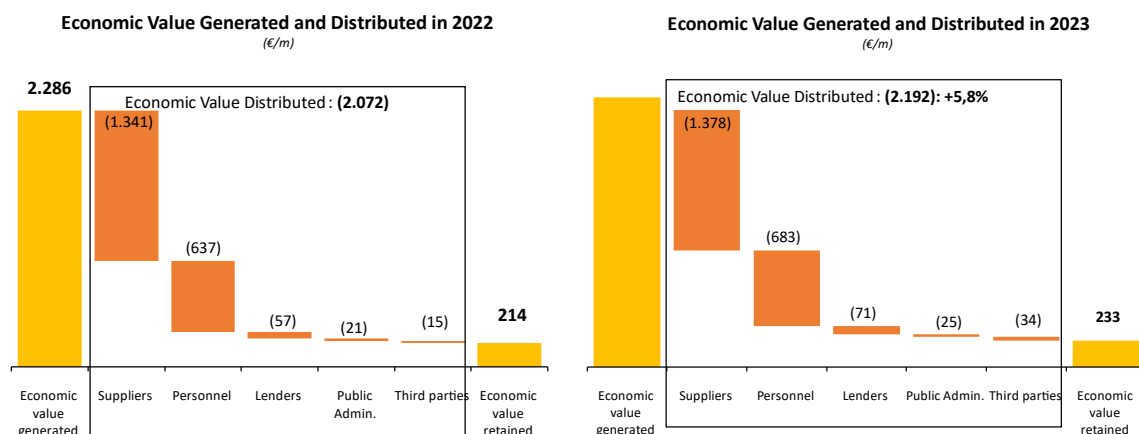
As far as **KOS** is concerned, after the health emergency, business has been on the upswing since mid-2021: in the rehabilitation and acute care sectors, full operation was restored in 2023, and for the Social Care Residences it is expected to be fully restored in 2024. At the same time, KOS, like the entire sector in which it operates, is facing problems related to the shortage of social care staff and the increase in all operating costs due to the high level of inflation, problems that are being managed gradually, in cooperation with the institutions. In 2023, the KOS group reported an increase in revenue of 10.0% and a net profit of € 11.7 million.

As far as **Sogefi** is concerned, the automotive market, after a slump in 2020 and an uncertain trend in 2021, has decisively rebounded, with global production growth of 6% in 2022 and 9% in 2023, which has made it possible to recover pre-crisis production volumes globally. The automotive sector is also facing the challenge of the technological transition from traditional engines to electric motors: Sogefi, for its powertrain activities, has for some time now been investing in research and development to also propose solutions for sustainable mobility and already offers products aimed at it. In 2023, Sogefi recorded positive results, with revenue growth of 5.5%, 9.1% at constant exchange rates, profitability significantly higher than pre-crisis, a net result of € 57.8 million and important order wins for products for E-mobility.

Finally, as far as the **financial management** is concerned, the recovery of the financial markets in 2023, after a very negative phase in 2022, made it possible to regain positive profitability on the financial investment portfolio.

The **Economic Value Generated** by the Group¹ in 2023 equalled €233 million and grew by 6.1% compared to the €214 million reported in 2022, thanks to good performance for all activities. Similarly, **Economic Value Distributed** increased by 5.8%.

Breakdowns for the 2022 and 2023 financial years are represented below.



¹ Following an improvement process of the reporting system and Sogefi's adoption of IFRS5, the figures of the distributed economic value 2022 were restated.

It should be noted that the Economic Value Generated by the Group is a reclassification of the consolidated income statement. The following table provides the reconciliation of the Economic Value Generated with the Group Profit/(Loss) of the consolidated income statement:

(in € millions)	Financial Year 2022	Financial Year 2023
Retained Economic Value	214	233
Depreciation, amortization and write-downs	(212)	(206)
Value adjustments to financial assets	(10)	5
Deferred taxes	8	1
Group Profit/ (Loss)	--	33

3. CIR's ESG vision

CIR adheres to the **ESG** values and goals of the UN 2030 Agenda, and in carrying out its own activities aims to contribute to their achievement, creating value in an ethical and responsible manner.

Over the last few years, CIR's **Board of Directors** has decided to give a clear boost to the Group's ESG vision and strategy, moving from pure non-financial performance reporting to defining ESG plans and objectives, which form an integral part of the strategic and industrial plans and management objectives for each of the companies that make up the Group.

CIR has defined a governance structure suitable for accompanying the process of integrating ESG aspects into strategic and operation planning, in particular:

- ✓ The Board of Directors attributed to the **Control, Risks and Sustainability Committee**, competences relating to sustainability, with the role of accompanying the formulation of a Group ESG strategy, as well as monitoring its implementation and verifying the results achieved;
- ✓ CIR's management established an **ESG department**, which plays a pivotal role in coordinating company and Group initiatives, under the pulse of CIR's CEO and the Control, Risks and Sustainability Committee
- ✓ CIR also boosted the implementation of a similar **ESG governance mechanism** in each of **the main subsidiaries**, which involves the Board of Directors and a dedicated company function, with the tasks of coordinating the company's ESG plan and strategy, while involving all company functions.

In 2021, CIR drew up its first ESG plan, which was examined, discussed and approved by CIR's Board of Directors and the boards of directors of the subsidiaries, each for its part. The Control, Risks and Sustainability Committee accompanied the process, holding numerous meetings with management.

Subsequently, every year, CIR's Board of Directors and those of the main subsidiaries monitored performance, comparing it with the defined objectives, and reviewed and updated the multi-year ESG plans, again with the support of the Committees.

In formulating its ESG strategy, CIR and its subsidiaries referred to the United Nations Sustainable Development Goals (SDGs) framework, which defines sustainable development goals, setting out specific targets to which individuals, communities and business should take inspiration when carrying out their activities to ensure responsible and ethical actions, preserving the ecosystem and achieving social progress.

CIR's ESG vision is based on four **long-term strategic commitments**, compliance with which the holding company promotes in all of the Group's activities: *i)* ensuring excellence in governance, *ii)* investing in activities that create value in an ethical and sustainable manner, *iii)* integrating eco-compatibility into all processes, and *iv)* contributing to the well-being of individuals and communities.

Guarantee Governance Excellence

CIR is committed to maintaining a corporate governance system in line with best practices, which guarantees management that respects legality and ethical principles, is rigorous and transparent, as an essential factor for achieving the Group's long-term sustainable success.

Investing in businesses that create value ethically and responsibly	Integrate Eco-Compatibility in all processes	Contribute to the wellbeing of individuals and communities
<p>CIR promotes a corporate culture focused on long-term economic, environmental and social sustainability.</p> <p>CIR and its subsidiaries adopt ESG criteria in their business management process.</p>	<p>CIR and its subsidiaries adopt plans aimed at minimizing environmental impacts through:</p> <ul style="list-style-type: none"> ➤ the reduction of CO2 emissions; ➤ the reduction of waste generated, through more circular management. 	<p>CIR and its subsidiaries promote:</p> <ul style="list-style-type: none"> ➤ responsible management of human resources (safety at work, training, meritocracy, with the exclusion of any form of discrimination); ➤ the contribution to the local communities in which they operate.

CIR believes that the prerequisite for healthy, responsible, ethical, and knowledgeable business management is to have effective **governance**. This objective is expressed through **i)** the optimal composition and functioning of top management bodies, **ii)** a system of shared values with all stakeholders, **iii)** a system of controls capable of verifying compliance with them, and **iv)** evaluation and risk management systems that contribute to informed and conscious decision-making process.

CIR also believes that the creation of value, in order to be lasting, must take place through **investments in sustainable businesses and products**, the impacts of which are in line with the overall well-being objectives of the communities in which the Group is active. After all, the sectors in which CIR operates have potentially high impacts on the environment and the well-being of the population, which must be at the core centre of the companies' strategy.

Particular attention is paid to **eco-compatibility**, due to the fact that some Group activities are energy-intensive (e.g., Sogefi's industrial processes) and produce large amounts of scraps or waste. All CIR companies have adopted plans aimed at **i)** energy efficiency, **ii)** increased use of green energy consumption, **iii)** waste reduction and **iv)** proper waste management.

Finally, since sustainable success depends on the well-being and engagement of internal human resources, CIR undertakes precise commitments regarding **employee well-being**, and in particular **i)** training of human resources, **ii)** occupational safety, and **iii)** equal treatment, and also promotes its **contribution to the local communities** in which its businesses operate.

The commitments made by the Group and the resulting management policies in each of its activities contribute to the achievement of the UN Sustainable Development Goals, as shown in the diagram below.

Guarantee Governance excellence		1. End poverty in all its forms everywhere
		16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Investing in businesses that create value ethically and responsibly		3. Ensure healthy lives and promote well-being for all at all ages
		8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
		9. Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation
		13. Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy
Integrate Eco-Compatibility in all processes		7. Ensure access to affordable, reliable, sustainable and modern energy for all
		12. Ensure sustainable consumption and production patterns
		13. Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy
Contribute to the wellbeing of individuals and communities		3. Ensure healthy lives and promote well-being for all at all ages
		4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
		5. Achieve gender equality and empower all women and girls
		8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
		10. Reduce inequality within and among countries
		11. Make cities and human settlements inclusive, safe, resilient, and sustainable

The CIR Group operates in very different sectors. For this reason, the 2023 performance and mid-term sustainability targets are presented separately for each of them (all consolidated indicators required by GRI are attached).

4. CIR: 2023 ESG Plan and performance

In its role as a holding company, CIR contributes to the sustainability plan mainly through *i)* its governance choices and *ii)* advocacy activities towards its own subsidiaries, to ensure that they adopt the best governance practices, develop sustainable business models, integrating respect for the environment and contributions to social progress into their businesses.

The CIR reporting perimeter, as anticipated in the Methodological Note, also includes, in addition to CIR S.p.A., CIR Investimenti S.p.A. and CIR International S.A., which can contribute to the sustainability plan mainly through responsible management of financial investments.

The objectives and activities carried out in relation to the sustainability plan are described below.

4.1 Governance

The objectives that CIR pursues to ensure governance excellence are outlined below.

COMMITMENT	#	GOALS
Guarantee Governance excellence	1	Maintain governance that ensures professionalism and diversity, responsibility, transparency, and alignment with best practices
	2	Promote responsible, ethical and compliant action by all stakeholders, through the Code of Ethics, ensuring adequate training and compliance of all staff
	3	Ensure that these principles are also adopted by subsidiaries

CIR has adopted all measures to ensure the **excellence of governance**.

a) A composition of the Board of Directors that guarantees professionalism and diversity

CIR S.p.A.'s corporate governance model is a "traditional" one, with a Shareholders' Meeting, a management body (the Board of Directors) and a control body (the Board of Statutory Auditors). The Board of Directors is delegated with the broadest powers to manage the Company.

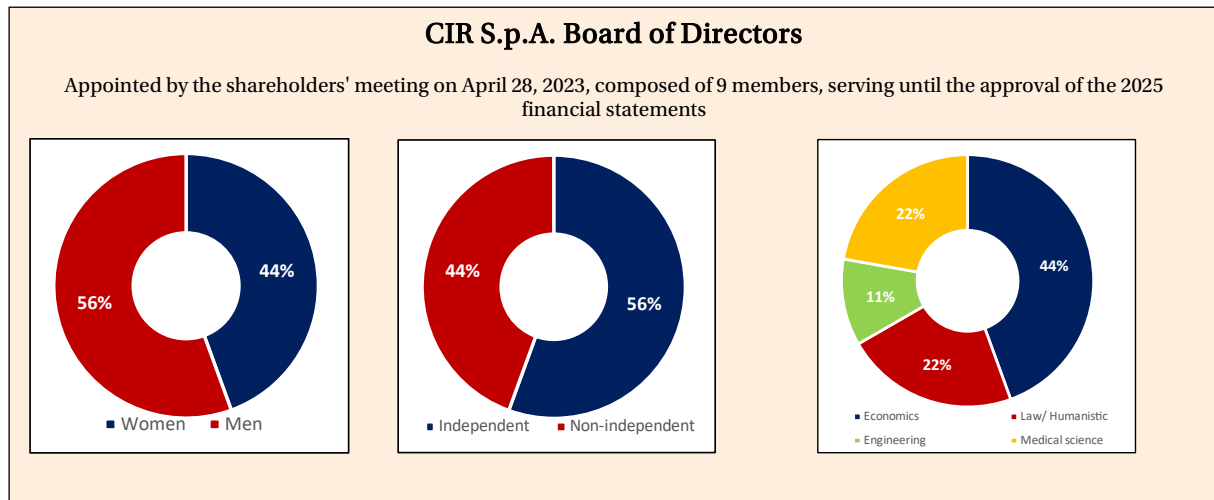
The Board of Directors, appointed at the Shareholders' Meeting on 28 April 2023, has a composition suitable for guaranteeing the interests of all shareholders, with an adequate plurality of profiles and skills.

At the date of this NFS, the Board of Directors is made up of nine members, of which two are executive directors and the others are non-executive directors. Non-executive directors are, in number and authority, sufficient to guarantee that their judgement has a significant weight in board decisions.

Five out of the nine directors are independent. In terms of profile and number, given that most directors are independent, they ensure that the Board of Directors has sufficient autonomy to act in the interests of all the shareholders.

The composition of the Board of Directors also ensures a marked level of diversity, in terms of gender (with an almost equal ratio of male and female directors), training, age, and experience, setting an example for the entire Group.

Compared to the previous Board of Directors, the desire to maintain an authoritative governing body with marked diversity in all respects has been confirmed.



b) The operation of the Board of Directors in line with best practices

CIR's Board of directors (also "BoD"), in addition to acting in compliance with the pro-tempore legislation in force and with the provisions of its by-laws, in order to guarantee the effectiveness and transparency of the functioning of the administrative body, and more generally of corporate activity in line with best practices, has adhered to the Corporate Governance Code of Borsa Italiana, and has adopted internal operating rules, including its own Corporate Governance Code, the Regulation of the BoD, and numerous procedures and policies that regulate the performance of the main activities of the BoD.

Attention to the governance system is constant: in 2023, the BoD formulated the *Regulation of the Board of Directors*, which sets out the principles of corporate governance in the functioning of the BoD, updated its whistleblowing system, following the transposition of the 'Whistleblowing Directive' into national law, updated certain procedures, assessed its own functioning, and reviewed and discussed the letter containing the Recommendations of the Chairman of the Corporate Governance Committee.

The 2023 board review painted a very positive picture in all aspects: from the composition of the BoD to the quality and timeliness of the documentation, to the transparency of the exposures, to the completeness of discussions.

c) Solid safeguards to guarantee compliance

In order to promote ethical behaviour by all stakeholders, CIR has also adopted the following tools and models:

- ✓ **Code of Ethics:** a set of ethical and behavioural rules that define the values and principles of the Group; in particular, it promotes compliance with the provisions of the law, and the principles of honesty, impartiality, reliability, loyalty, correctness, transparency and good faith, as well as the centrality of people in compliance with the Universal Declaration of Human Rights of the UN and the ILO; all group employees, suppliers and collaborators are bound to comply with the code, with non-compliance being dealt with by a sanction system;

- ✓ **231 Model:** the “Organisation, Management and Control Model”, pursuant of Legislative Decree no. 231/2001 has the objective of ensuring conditions of fairness and transparency in the conduct of company activities, preventing the crimes envisaged by the Decree; this model was updated in 2023 to comply with new regulations and the evolutions of the organizational structure, and a training course was carried out in 2023 for all the company's personnel, regarding the behaviours to adopt, the procedures to be followed and the changes that have occurred in the model;
- ✓ **Whistleblowing:** is a system for the receipt of anonymous reports of any violation or suspected violation of the Code of Ethics or any crime or offence, while guaranteeing anonymity to avoid the risk of retaliation; during 2023, a new platform for reporting was implemented in compliance with the requirements of Legislative Decree No. 24 of March 10th, 2023 implementing EU Directive No. 2019/1937; during 2023, the Supervisory Board did not bring any reports or critical issues to the attention of the Company;
- ✓ **Enterprise Risk Management (ERM):** a structured, formal process to analyse and evaluate the risk elements that the business is exposed to and to define suitable tools to prevent, manage and mitigate the most relevant ones; in particular, the risks associated with any behaviour that does not comply with laws and/ or incorrect operating practices are assessed; based on the assessment updated in 2023, no significant risks have emerged that do not correspond to adequate control measures;
- ✓ **IT security and privacy management tools:** a set of safeguards for the risks associated with fraudulent and unauthorised access by third parties to IT systems; CIR has appointed a Data Protection Officer (DPO) who periodically implements and updates the appropriate technical and operational measures; during 2023, a number of actions were carried out to strengthen IT security, which, after the revision of the hardware structure and an update of the procedures for the management of Information Technology carried out in 2022, led to "penetration tests" being conducted in 2023 with satisfactory results;
- ✓ **Related party procedure:** a set of rules of conduct that the Company is required to adopt to ensure correct management of transactions of this nature; the procedure determines the criteria and methods for identifying related parties of the Company, lays down the principles for identifying transactions with related parties and regulates the procedures for carrying them out, which are periodically assessed by the Board of Directors; the transactions are submitted for the opinion of the Related Party Transactions Committee, made up entirely of independent directors, which assesses the correctness and convenience of such transactions, with a consultative or binding opinion, depending on the circumstances;
- ✓ **Training Plan:** plans are periodically prepared for employees training on the 231 Model, other relevant regulations (e.g., GDPR) and company procedures, in order to minimise the risk of committing the offences mentioned in Legislative Decree no. 231/2001 and non-compliance with applicable laws and regulations.

Confirming the effectiveness of the safeguards put in place, it should be noted that during 2023, there were no incidents of corruption or significant cases² of non-compliance with laws and regulations.

³ Significant cases are defined as cases for which penalties of more than €10,000 were imposed.

d) An integrated risk management system, including social and environmental impacts, for informed management

Finally, CIR S.p.A., in order to responsibly adopt strategies and decisions, has set up an integrated internal control and risk management system which identifies a set of rules aimed at contributing:

- ✓ to the compliance with the legislation, the Articles of Association, and internal regulations in force from time to time;
- ✓ to the trustworthiness, reliability, and accuracy of financial and non-financial information;
- ✓ to management of the company based on the adoption of informed, sound, correct, prudent decisions, coherent with corporate objectives;
- ✓ to reduce the possibility of making wrong management decisions;
- ✓ to the effective and efficient implementation of company processes;
- ✓ to achieve the sustainable success of the Company;

through an adequate process of identification, measurement, management of the main managerial and compliance risks, the monitoring of these risks, the mitigation measures and any corrective actions identified, the structuring of adequate information flows and the coordination of the players involved.

This Internal Control and Risk Management System (ICRMS) is inspired by and aligned with national and international best practices. In particular, the Company has defined the ICRMS consistently and in accordance with the recommendations of the current Code of Corporate Governance of Listed Companies as implemented by the Company with its own Code of Corporate Governance. It is also in line with the so-called CoSO Report, which represents the internationally recognised regulatory framework of reference for the understanding, analysis, and integrated evaluation of the system's effectiveness.

The ICRMS presents three levels of control, according to the "three lines" model³ and with the related principles, to support the identification of the facilities and processes that can best assist in the achievement of the goals, facilitating robust governance and risk management processes.

In this "three lines" model, the Board of Directors, assisted by the Control, Risks and Sustainability Committee, defines the guidelines, deploys the necessary resources, ensures organisational delegation and subsequent supervision. The ICRMS also integrates the evaluation of risks linked to social and environmental impacts from actions carried out and monitors their evolution.

During 2022, particular attention was given to the assessment of **risks deriving from "climate-change"**, i.e., **i)** the impacts that the intensification of phenomena connected to climate change can potentially have on the value chain (e.g., operations, supply chain, customers and markets), so-called physical risks, also determining risks of deterioration of the economic and financial performances, and **ii)** of the consequences that the decarbonization process can have on the Group's activities, products and production processes, which are transition risks.

The subsidiaries Sogefi and KOS carried out an assessment, using the Intergovernmental Panel on Climate Change ("IPCC") models, with the support of an external consultant, on how resistant their operating sites are to the five-year impacts of the risks indicated by the "Climate Change Delegated Act – Annex II Climate Change Adaptation". This analysis shows that, although some

4 The Institute of Internal Auditors, "The IIA's three lines model: an update of the three lines of defence", 2020.

Sogefi and KOS sites are exposed to single “medium” and “high” risks, no site has an overall high risk requiring urgent action.

No extreme weather events occurred at the Group's sites during 2023, nor any other circumstances, such that the analysis conducted during 2022 would require updating.

e) CIR's advocacy mission

CIR S.p.A., as a holding company, promotes the adoption and oversees the implementation of best governance practices in its subsidiaries as well, through the participation of CIR's management in their governing bodies.

4.2 Creating value in an ethical and responsible way

The objectives that CIR pursues to ensure that a corporate culture focused on long-term economic, environmental, and social sustainability is promoted in its own business and throughout the Group and that ESG criteria are adopted in business management are outlined below.

COMMITMENT	#	GOALS
Creating value and ethically responsibly	4	Integrate the ESG strategy as a key mission of the Board of Directors and the sustainability committee of the Company and its subsidiaries
	5	Design long-term sustainability plans and monitor ESG performance, including that of subsidiaries, and promote the sharing of ESG values within the entire Group organization
	6	Link management incentive schemes to goals for long-term sustainable success
	7	Ensure adequate publication of ESG performance
	8	Adopt ESG criteria in the management of the financial investment portfolio

CIR's Board of Directors and the Company's management have fully integrated the establishment of ESG strategies and policies and the pursuit of ESG objectives into their missions:

- ✓ CIR has incorporated into its Corporate Governance Code the principle through which it guides the Group and its strategy by having **long-term sustainable success** as its goal, thus integrating sustainability as a relevant dimension of strategy and business plans;
- ✓ entrusted the Audit, Risk and Sustainability Committee with the task of assessing ESG plans and monitoring their implementation and the performance achieved;
- ✓ CIR's management ensured that the subsidiaries took the same initiatives;
- ✓ CIR approved its **first business plan supplemented** by ESG targets in 2021 for the 2022-2025 period and updated it annually, most recently in January 2024, for the 2024-2026 period;
- ✓ CIR **monitors the achievement of ESG performance targets** by each subsidiary and the Group twice a year;
- ✓ CIR has decided, in a perspective of engagement of its managers and employees, including those of its subsidiaries, to include ESG objectives among the relevant KPIs in the **variable compensation system**, starting from 2021;
- ✓ CIR **informs the market** and all stakeholders about its ESG performance every year through the publication of the "Non-Financial Statement," also disclosing its sustainability plans and objectives;
- ✓ during the year 2023, in light of the changes introduced by the new European Corporate Reporting Sustainability Directive ("CRSD"), CIR and its investees carried out the activities to identify the information and process gaps between what is currently required by the GRI Standards and what is required by the **CRSD**, so as to implement suitable adaptation measures during the year 2024;

- ✓ during 2023, the **ESG policy for investment management** was prepared, which includes *(i)* exclusion lists of issuers based on ESG parameters and *(ii)* an average portfolio ESG rating target of at least "AA," according to the MSCI ESG Index parameters (or equivalent).

4.3 Eco-Compatibility

CIR, whose business has insignificant impacts on the environment, has nevertheless chosen to adopt its own policy on eco-compatibility: in 2023, it used energy coming exclusively from renewable sources and reduced unsorted waste and plastic consumption, resorting to "plastic-free" alternatives wherever possible. This commitment by CIR is confirmed for future years as well.

COMMITMENT	#	GOALS
Reduce CO ₂ emissions and minimize waste	9	Use energy entirely from renewable sources
	10	Eliminate plastic in all applications with plastic-free alternatives
	11	Minimize the production of unsorted waste

4.4 Well-being of individuals and communities

Similarly, CIR annually allocates an amount to non-profit initiatives aimed at contributing to social progress.

COMMITMENT	#	GOALS
Well-being of communities	12	Support non-profit initiatives aimed at contributing to contributing positively to socially sensitive issues

In particular, CIR S.p.A. supports the initiatives of the Fondazione Ing. Rodolfo De Benedetti (frdb.org), which promotes applied research on economic policy decisions in the field of the labour market, immigration, and welfare, and organizes public events for the scientific community and a wider public of experts and policy makers.

In 2023, the Foundation's activities focused on: *i)* The detection of homeless people in Milan; *ii)* The experimental project "Obiettivo lavoro," involving a representative sample of professional schools to which various activities were proposed.

CIR is also a member of various trade associations and takes part in their activities: Assonime, European Issuers and ERT - European Round Table for Industry.

5. KOS: 2023 ESG Plan and performance

5.1 The business

KOS is a leading Italian healthcare group operating in the field of health and social care and chronic residential care, in Italy and Germany, and rehabilitation, psychiatry, and acute care medicine in Italy. In particular:



Anni Azzurri offers residential and health care to self-sufficient and non-self-sufficient elderly people, including those with disabilities and pathologies, through a network of 58 facilities in 8 regions for a total of 6,500 beds; there are around an additional 300 RSA beds currently under construction.



Charleston offers the same services in Germany, through 52 residences with an availability of nearly 4,500 beds and 4 day care centres, to which will be added about 340 beds currently under construction.



SantoStefano offers functional, residential and outpatient rehabilitation services through a network of 16 facilities for a total of about 1,650 beds.



Neomesia offers mental health services in 19 different facilities, both communities and clinics, with a total of almost 800 beds; there are currently another 62 in construction to be added.



"Suzzara Hospital"⁴ and **"Villa dei Pini"**, are hospitals with around 300 beds, and



Polo Diagnostico with 15 out-patient centres.

KOS S.p.A. is held by CIR S.p.A. (59.77% of the share capital) and F2i – Fondi Italiani per le Infrastrutture SGR (40.23%).

5.2 KOS's strategic commitment for sustainable growth

The KOS group operates in a sector crucial for the well-being of society, in particular that of assisting the elderly who are no longer self-sufficient, or people affected by pathologies and disabilities that make residential healthcare necessary.

The importance of the sector is destined to increase, when taking into account the aging population that currently characterises Western societies, and that constitutes one of the most significant social challenges in the long-term.

KOS's strategy is focused on the quality of care and hospitality offered to its guests and patients, which constitutes the company mission: *"We offer our customers healthcare and personal assistance services with professionalism, a welcoming spirit and humanity..."*.

A corporate mission that requires responsible and transparent management, particularly attentive to the professionalism and motivation of its personnel, without neglecting the environmental impacts.

Summarized below are KOS's strategic commitments for sustainable growth and the objectives into which they are embodied.

⁴ As a result of the non-renewal of the concession through which KOS operates in the facility, it will terminate its operations in early 2024.

Governance excellence		
<i>Assure quality of care and innovation</i>	Integrate Eco-Compatibility in all processes	Contribute to the wellbeing of individuals and communities
<p>KOS aims to be a reference operator in its sector, thanks to:</p> <ul style="list-style-type: none"> ✓ the quality of care and services provided to guests and patients; ✓ full compliance with the applicable legislation and the Group's Code of Ethics by all stakeholders. 	<p>KOS is committed to reducing the environmental impact of its activities and in particular:</p> <ul style="list-style-type: none"> ✓ reduce CO2 emissions from energy consumption; ✓ minimize waste and promote recycling and reuse processes from resources; ✓ adopt best operating practices. 	<p>KOS is aware that lasting success in one's profession requires one's lifelong commitment to:</p> <ul style="list-style-type: none"> ✓ contribute to the development of professionalism; ✓ ensure a fair, safe, and motivating working environment; ✓ Contribute to a positive impact on the local community.

KOS has embodied its strategy into **8 objectives** and **15 non-financial indicators and targets**, to assess the achievement of the goals.

In the 2022-2023 two-year period, the results achieved show significant progress, in line with the targets defined in the 2023-2025 plan.

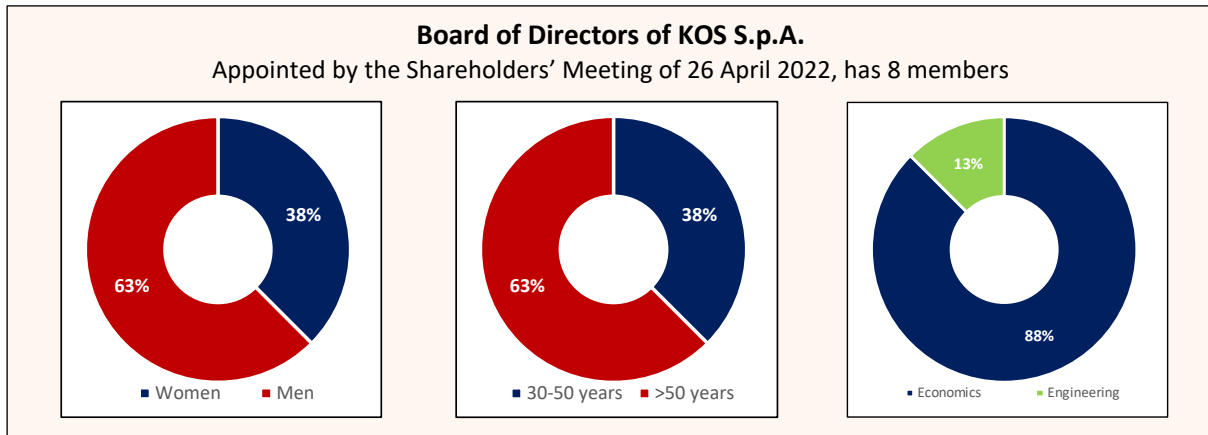
In addition, the group is committed to increasing the scope and ambition of its ESG plans: since 2023, the ESG plan has also been extended to the subsidiary in Germany, Charleston, which was acquired at the end of 2019, and the new 2024-2026 plan has more stringent and demanding targets.

5.3 Governance

KOS's corporate governance model is a "traditional" one, with a Shareholders' Meeting, a Board of Directors as the management body and a Board of Statutory Auditors as the control body.

The members of the Board are appointed by the two shareholders on the basis of a shareholders' agreement which regulates the number of members appointed by each.

The composition of the Board of Directors reflects a reasonable level of **diversity** by gender, age, and expertise.



The Board of Directors of KOS has adopted an advanced **governance system**, in line with market best practices for listed companies, with the establishment of internal board committees, the Control, Risks and Sustainability Committee and the Remuneration Committee.

KOS has also set up an **internal control and risk management system** in line with that previously described for CIR, equipping itself with all the safeguards provided for in that system, and adapting it to the specific nature of the activity carried out, as well as to the reference regulatory framework.

In particular, taking into account the activity performed, the KOS control system pays specific attention to: *i)* controls on healthcare and healthcare operations, based on an annual control plan approved by the BoD, both in Italy and Germany, to which are added any check on reports or particular situations that might have occurred throughout the year, *ii)* the discipline of Relations with the Public Administration⁵, conducted in compliance with the strictest observance of the applicable legal and regulatory provisions and reserved exclusively for the responsible and authorized company functions.

5.4 Quality of care and innovation

Quality of care and service constitutes KOS's raison d'être, its know-how and its distinctive element in the market. Advancing care and service quality also means innovating and capturing the opportunities offered by technology, digitalization and artificial intelligence in particular.

KOS's objective is to be a leading company for the quality of care and services provided, fully compliant with the Code of Ethics with the work of all stakeholders. To evaluate the achievement of objectives, KOS has identified 6 indicators and targets in particular.

Presented below are the 6 indicators and related targets that KOS pursues, revised with the most recent update of the Sustainability Plan 2024-2027. The reformulated goals have been displayed in the old ("Old") and new ("New") versions.

GOALS	#	Indicators	2022	2023	Target 2026
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⁵ The services provided to patients in affiliated facilities are remunerated by the National Health Service through the regional health services; the Group signs annual contracts with the local health authorities which establish budgets for the work to be performed and govern how payments are made; In Germany, the costs of care for the elderly are partly guaranteed by insurance or by local public funds which establish the levels of service.

Quality of care and services provided to guests and patients	1	Net Promoter Score ⁶ : % of facilities with an NPS score above 30	IT: 77%	IT: 86% GER: 100%	IT: 85% GER: 100%
	2	Electronic Medical Record: % of facilities that adopt the digital medical record	IT: 31% GER: 25%	IT: 44% GER: 95%	IT: 75% GER: 95%
	3 New	Internal clinical audits: % of structures audited with positive results	-	N/A	100%
	3 Old	Internal clinical audits: % of facilities checked annually	IT: 74% GER: 25%	IT: 75% GER: 95%	
	4	Diffusion of the approach to care: % of new hires who completed a training course in corporate culture during the 1st year	IT: 95%	IT: 95% GER: 100%	95%
Full compliance with the applicable legislation and the Group's Code of Ethics by all stakeholders	5 New	Compliance audit: % of central structures and functions audited with positive results	-	N/A	IT: 90% GER: 85%
	5 Old	Compliance audit: % of facilities audited annually	IT: 44% GER: 13%	IT: 49% GER: 48%	
	6	Suppliers: % of suppliers subjected to screening based on ISO 14001 and ISO 45001 certifications	IT: 67%	IT: 82% GER: 100%	IT: 90% GER: 95%

- 1) The **satisfaction expressed by its guests** (and/ or their families) in addition to being an objective measure of KOS's success in its mission, represents the most direct and effective way to listen to the needs perceived by the guests and to stimulate the managers of the facilities to continually seek improvement of the services provided.

The measurement of guests' and/or their families' satisfaction is done: *i)* in Italy, through a multi-channel survey (interviews, surveys, and "totems"), using third-party providers; *ii)* in Germany through the distribution of a survey with 75% coverage of nursing homes, again coordinated by third-party providers. The Net Promoter Score (NPS) is the designated KPI for monitoring guest satisfaction and the goal is to achieve an NPS level above 30.

In 2023, there was a significant increase in guest satisfaction in Italy compared with 2022, reaching the target in NPS in 86% of facilities. In Germany, KOS implemented the same system in 2023, noting an NPS higher than 30 in all facilities. The difference in score with Italy is also motivated in part by the distinct type of facilities in Germany, which accommodate mostly independent guests in good health.

Over the next three years, the goal is to maintain the 2023 performance.

- 2) KOS believes that the **digitization of patient medical records** promotes real-time information sharing within the multidisciplinary team caring for patients and potentially with family members as well, and therefore can be a valuable tool in the pursuit of service accuracy. The digitization process has been deployed in Italy since 2020, based on a multi-year implementation schedule.

In 2023, the number of digitized facilities had increased from 31% to 44%, and the goal by 2026 is to equip 75% of the group's facilities in Italy with the tool.

⁶ Summary customer experience index; the value 30 is reached where at least 65% of those interviewed expressed that they would recommend the structure to friends and relatives. The data is provided by an independent provider.

In Germany, the digitization process started earlier than in Italy and, at present, most facilities appear to be already equipped with electronic medical records (95%).

- 3) To ensure the **facilities' compliance with the Group's clinical and health protocols**, KOS carries out internal checks in addition to those of health and administrative authorities, and aims to increase this activity.

For 2023, the objective set for Italy was to carry out checks on clinical-health compliance in 74% of facilities, a target which was achieved. From 2023, an objective of carrying out clinical-health audits has also been defined for Germany, equal to 80% of the facilities, an objective that was exceeded, as 95% coverage was achieved.

The 2024-2026 ESG plan provides for the most ambitious and stringent reformulation of the objective and consists of recording a positive outcome for the audit **in 100% of facilities**, given coverage at least in line with the current plan.

- 4) The professionalism of the human resources that provide the care and service, and therefore the **training of new collaborators** in the KOS philosophy of care is a key factor in the quality of the service delivered; therefore, KOS aims to complete the training of new employees in its philosophy of care during their first 12 months of activity.

In 2023, training was provided to 95% of new hires in Italy, in line with 2022, and 100% of new hires in Germany. The objective for the next three years is to consolidate and maintain the 2023 performance.

- 5) **Compliance with ethical principles by all stakeholders**, an indispensable condition in any activity, takes on particular importance in the activities of KOS, which for this reason carries out intensive and systematic verification activities in facilities, concerning in particular compliance with defined health protocols and the ethical actions of staff and service providers.

KOS carries out **compliance audits** on its facilities and believes that each facility should be audited at least once every 2 years. The objective for 2023 was to increase audits to 48% of facilities, in both Italy and Germany, and this objective was met.

The objective was updated in the 2024-2026 Plan, with the aim of also monitoring the outcome of the checks, establishing a positive audit outcome rate of 90% as the target, given the annual 50% facility coverage rate.

- 6) The role of **suppliers of goods and/ or services** is also essential in guaranteeing the quality of services; in 2021, KOS began screening its suppliers, based on the main "ethical" certifications (ISO 14001 and ISO 45001); throughout 2023, more than 80% of suppliers in Italy and 100% of suppliers in Germany were screened for the presence of such certifications, compared to the target set at 60% for 2023, and the 2026 target to reach at least 90% in Italy and maintain at least 95% in Germany.

5.5 Eco-Compatibility

The activities carried out by KOS have a limited environmental impact: the use of energy is mainly intended for residential use and medical equipment; production waste consists of healthcare material for the treatment of patients, material for the maintenance and management of buildings and ordinary waste produced by the facilities; water consumption is aimed at hygienic and food uses; therefore the potential to reduce usage is limited.

However, KOS has adopted a policy to *i)* reduce CO2 emissions, *ii)* minimize waste, *iii)* adopt the best operating practices.

5 indicators and targets in particular have been defined. Some of the goals have been revised with the most recent update of the 2024-2026 Sustainability Plan. The reformulated goals were set out in the old (“Old”) and new (“New”) versions.

GOALS	#	Indicators	2022	2023	Target 2026
Reduce CO2 emissions by increasing energy efficiency and promoting renewable energy sources	7	<i>Energy Mix</i> : % renewable electricity used/ total energy used	IT: 16%	IT: 18%	30%
	8	<i>Energy intensity</i> : energy consumed/ revenue (Kwh/€)	IT: 0,16 ⁷	IT: 0,19 GER:0,18	-3% per year
Minimize waste	9	<i>Reduction of food waste</i> : % of facilities with a meal booking system	IT: 37%	IT: 70%	IT: 80%
Adopt best operational practices	10 Old	% of new buildings that are LEED certified	IT: N/A* GER: N/A	IT: 100% GER:100%	
	10 New	<i>Energy-related CapEx</i>	-	IT+GER: €685k	IT+GER ≥€750k
	11 Old	% of machines with energy monitoring systems	IT: 20%	IT: 25%	

* during the year, no facilities were built in Italy

- 7) Procurement from renewable sources in 2023 accounted for 18% of total consumption in Italy, up from 2022 and in line with the target set and confirmed the target of 30% by 2026 for the entire group, including Germany.
- 8) In order to reduce **energy intensity**, the Company has adopted a plan to redevelop the thermo-cooling plants and to decommission the diesel and LPG system, which is currently being implemented; the company aims at a reduction in energy intensity of 3% per year, both for Italian and German activities.
- 9) KOS pays particular attention to **reducing food waste**. In Italy a management system for daily meal bookings is now in place; to increase its effectiveness a more efficient management software is being implemented; in 2023 the new tool became operational in more than two thirds of Italian structures and the ambition for 2026 is a total coverage of 80% in Italy (in Germany the system is already implemented in all structures).
- 10) Finally, the Group adopts the best operational practices regarding environmental protection in the preparation of new structures. In this regard, it has set the goal that all new structures have LEED certification. This goal is already integrated into the company policy; therefore, the 2024-2026 Plan provides for the reformulation of the indicator and the target, which, starting from 2024 will look at investments intended for the production of green energy, or reducing energy consumption.

5.6 Well-being of individuals and communities

For KOS, the expertise and engagement of the staff also determine, to a large extent, the quality of the service provided and the satisfaction of guests and their families. KOS also intends to be a

⁷ Compared to the 2022 DNF, the calculation method of this KPI has been revised. With the updated calculation methodology, the 2022 energy intensity for Italy is 0.23Kwh/€.

committed and responsible local actor, actively participating in projects involving local communities.

To assess the achievement of these objectives, KOS has identified **5 indicators and targets**. Some have been revised with the most recent update of the 2024-2027 Sustainability Plan. The reformulated goals were set out in the old ("Old") and new ("New") versions.

GOALS	#	Indicators	2022	2023	Target 2026
Contribute to the development of professionalism	11	<i>Training</i> : number of hours of training per year for staff	IT: 19 GER: 4	IT: 21,5 GER: 22,8	IT: 24 GER: 24
	12 <i>Old</i>	<i>Remuneration policies</i> : % of employees affected by a structured evaluation process	IT: 60,2%	IT: 68,9% GER: 60%	
	12	<i>Gender equality</i> : ratio of basic salary between men and women	IT: 99%	IT: 99% GER: 99,7%	99%-101%
Ensure a fair, motivating and safe working environment	13 <i>Old</i>	<i>Staff satisfaction</i> : % of staff involved each year in the survey on satisfaction with the work environment	IT: 30%	IT: 40% GER: 51%	
	13 <i>New</i>	<i>Employee satisfaction</i> : % who rate the work environment positively	-	N/A	60%
	14	<i>Safety</i> : frequency of accidents at work *	IT: 26,2 GER: 9	IT: 29,1 GER: 5,9	IT: -3%; 25,2 GER: -3%; 5,7
Contribute to a positive impact on the local community	15	<i>Local projects</i> : educational, sporting, solidarity, healthcare initiatives: % of structures involved	IT: 49%	IT: 54% GER: 59%	75%

** calculated as the number of injuries per million hours worked, excluding both "Covid" injuries and injuries that occurred during transfers, if not organized by the company. It should be noted that the accidents are those detected on the basis of the legislation in force in the countries in which the KOS group carries out its activities.

- 11) KOS attaches a key role to the **development of professionalism** through training and has created KOS Academy, able to impart on professionals working in the field of assistance to fragile people, multidisciplinary and continuous training on clinical technical skills.

In 2023, per capita training hours in Italy increased to 21.5, exceeding the defined target and the goal is to reach 24 hours per year, both for employees and collaborators, both in Italy and Germany.

- 12) KOS is also concerned to provide a fair, **safe and motivating work environment**, paying particular attention to gender equality, employee satisfaction in the workplace and employee safety.

In relation to **gender pay equality**, KOS in both Italy and Germany is fully aligned with equal professional figures and confirms its commitment to maintain this alignment.

- 13) In 2023, the program of measuring the degree of **satisfaction and involvement of staff**, useful process to offer more adequate answers to its employees, covered 40% of the staff in Italy and 51% in Germany, an increase compared to 2022 and in line with the target. Starting from 2024, KOS has redefined its target, introducing the goal of obtaining a score of 60% of employees "satisfied" and "very satisfied" by 2026 for both Italy and Germany.

- 14) Regarding occupational **safety**, the accident rate, excluding those resulting from covid-19, is higher than the previous year's value, although in line with historical values; the company's future efforts will be directed to reduce it by 3% in 2026, compared to 2022 data, including Germany.
- 15) KOS promotes *initiatives in favour of local communities*, for the benefit of its guests and the context in which they reside.

In 2023, such initiatives were organised by more than 50% of facilities, which is in line with the target. The plan provides that 75% of the facilities, both in Italy and Germany, can implement every year at least one initiative of this nature by 2026.

6. Sogefi: 2023 ESG Plan and performance

6.1 The business

The Sogefi Group, a manufacturer of components for the automotive industry, is divided into three product divisions, each with an extensive catalogue and multiple production facilities in different continents.

Air and Cooling designs and manufactures high-tech thermoplastic components for vehicles, replacing the metal parts used in the past, with significant advantages in terms of price, weight and emissions. In addition to this traditional activity, e-mobility products are created for electric mobility and fuel cell.

Filtration produces a full range of vehicle engine filters for the Original Equipment (OE), Original Equipment Spares (OES) and Independent Aftermarket (IAM). Added to these are new applications linked to the transition to electric with new products such as air purifiers and transmission filters for e-mobility.

Suspension produces a wide range of suspension components (coil springs, stabilizer bars, torsion bars, leaf springs and track tensioning units) used in cars, light and heavy commercial vehicles, earthmoving machinery, and railway carriages.

Sogefi S.p.A., owned by the Sogefi Group, is a company listed on the Star segment of Euronext, of which CIR holds 56.4%.

6.2 Sogefi's strategic commitments for sustainable growth

As is well known, Europe is rapidly advancing measures to combat climate change and in particular decarbonisation: the Green Deal requires net zero greenhouse gas emissions by 2050 and the achievement of -55% of emissions by 2030.

The EU initiative "Fit for 55" defines the targets for reducing CO2 emissions for cars and vans: -25% by 2025, -55% for cars and -50% for vans by 2030 and -100 %, i.e., a ban on the production of internal combustion (diesel or petrol) and hybrid vehicles from that date.

The regulatory framework is giving a strong boost to decarbonisation and in this context the impact for Sogefi is twofold: *i)* on its industrial processes, which it will have to "decarbonise" and *ii)* as a manufacturer of automotive components, on its range of products, which will increasingly have to move towards electric or emission-free vehicles.

In order to be a part of the technological transition, Sogefi has already been developing new e-mobility products for years and has an ambitious growth plan on sustainable mobility platforms.

In this context, Sogefi's ESG plan and performance are of particular importance and are a key element for the company's medium and long-term success.

Sogefi's strategic commitments for sustainable growth and the objectives into which they are expressed are summarized below.

Governance excellence

Sustainable innovation	Eco-compatibility	Well-being of individuals and communities
Sogefi is committed to developing innovative and eco-responsible products and technologies, mainly intended for E-Mobility.	<p>Sogefi is committed to reducing the environmental impact of its activities by:</p> <ul style="list-style-type: none"> ➤ reducing CO2 emissions, increasing energy efficiency promoting renewable energy sources; ➤ minimise waste and promote recycling and reuse of resources processes; ➤ adopt operational best practices in industrial processes. 	<p>Sogefi is committed to:</p> <ul style="list-style-type: none"> ➤ invest in the development of professional skills; ➤ ensure a fair and motivating working environment; ➤ guarantee a safe working environment; ➤ contribute to a positive impact on the local community.

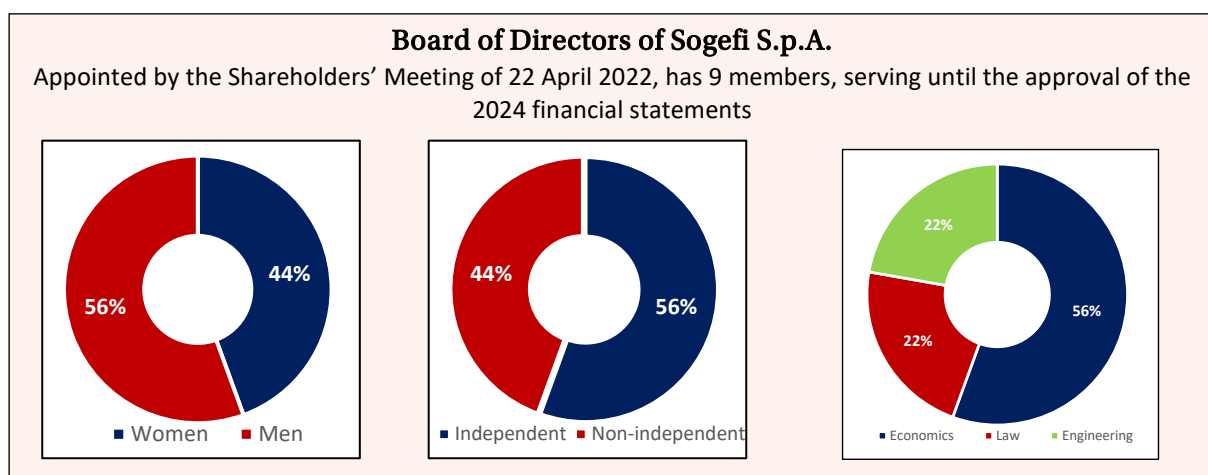
Sogefi has embedded its strategy into **8 goals** and **13 non-financial indicators and targets**, to assess the achievement of the goals.

In the 2022-2023 two-year period, the results achieved show significant progress, mainly in line with the targets set by the 2023-2025 plan.

6.3 Governance

Sogefi's corporate governance model is a "traditional" one, with the Shareholders' Meeting, the Board of Directors as the management body and the Board of Statutory Auditors as the control body. The Board of Directors has the central role, to which are delegated the broadest powers to manage the Company.

The Board of Directors of Sogefi has a suitable composition to guarantee the interests of all shareholders and an adequate **diversity** in terms of profiles, expertise and gender.



It is made up of nine members, two of whom are executive directors and the remainder non-executive. The non-executive directors are, in terms of number and authority, such as to guarantee that their judgment can have a significant weight in the decisions of the Board.

Of the nine directors, five are independent. Due to their number, constituting the majority of the directors, and their profile, the independent directors ensure that the Board of Directors has managerial autonomy and acts in the interests of all shareholders.

The Board of Directors of Sogefi, in addition to acting in compliance with the pro-tempore legislation in force and the provisions of its by-laws, in order to guarantee the effectiveness and transparency of the functioning of the administrative body, and more generally of **corporate activity in line with best practices**, has adhered to the Corporate Governance Code of Borsa Italiana S.p.A. and has adopted internal operating rules, including its own Corporate Governance Code, the Regulation of the Board of Directors and numerous procedures and policies that regulate the performance of the main activities of the Board of Directors.

Sogefi, in order to promote ethical action by all stakeholders, is equipped with **tools and models** such as the Code of Ethics, Model 231, the whistleblowing mechanism, enterprise risk management and the procedure for transactions with related parties. It has also set up an Internal Control and Risk Management System in line with the characteristics of the ICRMS already described above for CIR.

The 2023 board review painted a very positive picture on all aspects: from the composition of the board to the quality and timeliness of the documentation, to the transparency of the exposures, to the completeness of the discussions.

6.4 Sustainable innovation

Sogefi's business, like the entire automotive sector, is heavily involved in the "green" transition process, driven by regulatory evolution, with increasingly stringent laws and regulations on the reduction of CO₂ emissions. Sogefi, like the entire automotive industry, is therefore increasingly committed to designing and producing vehicle components with reduced environmental impact.

It is a priority for Sogefi to develop innovative and eco-responsible products and technologies.

GOALS	#	Indicators	2022	2023	Target 2026
Develop innovative and eco-responsible products and technologies, mainly intended for E-Mobility	1	% of e-mobility* product sales on total sales	14%	17%	28%
	2	% of the value of orders for e-mobility products* on the total orders acquired**	52%	31%	45%
	3	% of R&D spending on e-mobility products* out of total R&D spending	35%	43%	55%
	4	Number of new patents registered per year	37	48	55

* intended for vehicles with electric/ hybrid/ fuel-cell engines

** best internal estimation of the destination of Sogefi products for both combustions platforms and E-Mobility platforms

To measure its progress, Sogefi has defined **4 performance indicators and targets: i)** the annual share of sales of products for e-mobility platforms (hybrid, electric or fuel cell vehicles) out of total sales; **ii)** the annual share of new orders for products for e-mobility platforms out of total orders;

iii) the annual share of R&D for e-mobility products out of total R&D expenditure; *iv)* the number of new patents registered each year, as an indicator of innovation capacity.

- 1) Between 2022 and 2023, the **share of revenue from products destined for hybrid and electric platforms** increased from 14% to 17% of the total; the goal for 2026 is to increase to 28% the part of the total turnover corresponding to products for e-mobility.
- 2) In 2023, the **share of new orders acquired in the year and destined for e-mobility platforms** fell to 31%, compared to 52% in 2022, as important orders for ICE platforms were acquired, mostly outside Europe, that have impacted the percentage of e-mobility orders on the total. As major orders for non-electric mobility platforms are expected to continue, the 2024-2026 targets have been revised and the 2026 goal has been set at 45%.
- 3) Sogefi is also increasing its **share of research and development for e-mobility platforms**; it was 43% in 2023, up from 2022, and the goal is to reach 55% by 2026.
- 4) Lastly, Sogefi intends to keep high the attention to technological innovation, not only destined for the transition, and aims to expand the **patent portfolio**, which in the year was enriched with 48 new registered patents, an increasing number compared to the previous year, and aims to increase the annual number of patents to 55 in 2026.

6.5 Eco-Compatibility

Since 2016, the Group has adopted and established an Environmental Management System (EMS) to monitor and mitigate the impacts of its production and commercial activities on the external environment.

The objectives regarding eco-compatibility have been broken down into **4 indicators and targets**, presented below.

GOALS	#	Indicators	2022	2023	Target 2026
Reduce CO ₂ emissions, increasing energy efficiency and promoting renewable energy sources	5	<i>Energy* Mix</i> : % renewable electricity used/ total energy used	8%	11%	30%
	6	<i>Energy intensity</i> : reduction in energy* consumed/ revenue	1.345 GJ/M€ (-10% vs 2019)	1.315 GJ/M€ (-2% vs 2022)	-6% vs 2023
Minimize waste and promote recycling and reuse of resources processes	7	<i>Waste recycling or regeneration</i> : % of waste destined for recycling, regeneration or energy recovery out of total waste, in tonnes	89%	90%	97%
Adopt operational best practices	8	<i>% of sites certified for quality, environmental and energy management systems</i> : <ul style="list-style-type: none"> ▪ Quality (QL): IATF 16949 ▪ Environment (EV): ISO 14001 ▪ Health & Safety (EG): ISO 45001 	97% 100% 7 sites	100% 100% 8 sites	100% 100% 11 sites

* energy expressed in MWh

- 5) **Procurement from sustainable sources**, excluding the national energy mix, covered more than 11% of the energy consumed, an increase compared to 8% in 2022, despite the difficult pricing situation occurred throughout the year; the goal is to reach 30% of energy from renewable sources (excluding the national energy mix) by 2026.
- 6) In 2023 there was a 2% decrease in **energy intensity** compared to 2022, reaching the target set for the year, and the target for the three-year period 2024-2026 provides for a further 2% reduction each year compared to 2023. In 2023, Sogefi received a "C" rating from the Carbon Disclosure Project.
- 7) As for **waste recycling**, Sogefi also has a growth plan, which has already produced a good recycling rate.

In particular, the 2023 percentage, slightly higher than in 2022, reached 90%. The target for 2026 is to reach 97%.

- 8) Lastly, to ensure the implementation of **best operating practices**, Sogefi intends to maintain the IATF 16949 (international standard for quality, specific for the automotive sector) and ISO 14001 (international environmental standard) for all its sites and increase the number of sites certified ISO 45001 (international standard for occupational health and safety).

In 2023, the goals were achieved, obtaining for 100% of the plants the certifications IATF 16949 and ISO 14001. For ISO 45001? certificates, after the progress of recent years, with 8 certified sites, the goal is to increase the number to 11 sites by 2026.

6.6 Well-being of individuals and communities

Sogefi has approximately 5,300 employees worldwide, distributed across 17 countries, of which 73% are blue-collar workers, 26% are office workers, and 1% are managers. 96% of the Group's employees have a permanent employment contract. Sogefi is concerned to offer a working environment that is *i)* invested in the development of professionalism, *ii)* fair and motivating and *iii)* safe.

GOALS	#	Indicators	2022	2023	Target 2026
Investing in the development of professionalism	9	Training: number of hours of training per year for employees	18.8	29.8h	>25
Ensure a fair and motivating working environment	10	Diversity: Gender Equality Index*	64/100*	67.5/100	>70
	11	Level of staff satisfaction ("satisfied" and "very satisfied" staff)	64/100*	69/100	>71
Ensure a safe working environment	12	Accidents at work: frequency of accidents at work (per million hours worked)	2.0	1.2	<1.3
Contribute to a positive impact on the local community	13	% of sites involved in sustainability projects in the area (e.g., educational, sports, solidarity, healthcare): % of structures involved	100%	100%	100%

*from 2023, the goal of improving the outcome of the calculation of these indices (in 2022 the goal was to extend the measurement of this index to the group)

- 9) In order to contribute to the **development of professional resources**, Sogefi provides training programs to its employees. During the year, **training** hours per employee were around 30, an increase over 2022. The aim is to maintain this level of training provided at more than 25 hours per employee, also in view of the process of evolution of technologies and products over the coming years.
- 10) Sogefi is committed to **ensuring a fair and motivating work environment** and monitors the equal treatment and satisfaction of its staff. The "**Gender Equality Index**", an indicator that was extended to the whole group during 2022, registered a first improvement in 2023; from the value obtained for 2023, the commitment is to improve by making progress in particular in regions where it shows less satisfactory results.
- 11) In 2023, the **degree of employee satisfaction** on different aspects of corporate culture and management, was equal to 69 ("positive" and "very positive" responses per 100 received), in progression of 5 p.p. compared to 2022; Sogefi's goal is to improve the satisfaction index in the coming years.
- 12) Regarding **occupational safety**, preventative measures have been continuously strengthened over the years, leading to a reduction in accidents over time.
- In 2023, the frequency of accidents was 37% lower than in 2022; Sogefi's target is to further reduce the frequency of occupational accidents by 2026.
- 13) All the Group's production sites have carried out various **social initiatives in the area**, including initiatives in partnership with various associations.
- In 2023, in line with the goal, initiatives were carried out at all the sites where the group is operational, and the group's commitment is aimed at maintaining this level of involvement as well as improving the impact on the communities of these activities.

7. Other information

7.1 EU Taxonomy

The «EU Taxonomy» Regulation (Regulation 2020/852 and Delegated Regulation 2021/2178 - hereinafter also "Taxonomy Regulation") defines the criteria for identifying economic activities that can be considered environmentally sustainable. In this way, it aims to create security for investors, protect private investors from so-called "greenwashing", help companies monitor their impact on the climate, directing investment towards economic activities that contribute to the achievement of environmental objectives.

The Taxonomy Regulation requires listed companies to indicate which part of their business contributes to the achievement of six environmental objectives, through an assessment process that includes:

- i)* identifying the eligible activities for achieving the objectives, that is, whether they are specifically described in the delegated acts (Delegated Act on Climate and Delegated Act on Environment);
- ii)* identifying among them those that can also be considered «aligned» to the pursuit of objectives, that is, that comply with technical parameters, qualitative assessments, and specific management methods.

Moreover, it is required, for the two types of activity, to indicate the value of some KPIs.

For the year 2023, the legislation requires to indicate which activities are eligible for the achievement of all six objectives, and for the first two, namely mitigation and adaptation to climate change, to verify their alignment.

The analysis carried out by Sogefi has led to identify which activities are "eligible": for the objective of climate change mitigation the activity of "Manufacture of automotive and mobility components" is eligible and specifically the production and sale of thermal management systems installed on 100% electric vehicles and investments in solar panels (which were installed in four industrial sites: Settimo, Nules, Pune and Alsasua).

The analysis carried out by KOS showed that the activities related to the management of social and healthcare residences - "RSA activities" in Italy and Germany - would be eligible and would therefore fall within the scope of the Taxonomy Regulation (as described in point 12.1 of Annex II to EU Reg. 852) for the second objective, namely adaptation to climate change.

However, on 2 February 2022 the European Commission published some clarifications (FAQ) specifying that if these activities do not contribute to bring other activities into conformity (that is, they are not "enabling"), the relative turnover KPIs, Capex and Opex cannot be declared "eligible."

The investments made, which refer to energy efficiency projects carried out at the different facilities, are reported in the following tables. For lack of information and complexity of the collection process, it is not possible to include in the operating expenses and in the investments "eligible" the relative quota reported to suppliers aligned to the taxonomy.

The tables required by the Regulation are present in the annexes.

7.2 GRI Indicators

The GRI indicators that are significant for the CIR Group, based on the materiality analysis, are presented as an annex to this document.

7.3 Materiality matrix

The CIR Group has mapped its stakeholders, as follows:



The consolidated materiality matrix of CIR is the result of the consolidation of the materiality matrices of its subsidiaries, with reference to the materiality of impact, also taking into account the relevant issues for the parent company CIR. The Board of Directors examines and approves non-financial information, including that on materiality.

The 2023 materiality analysis of the KOS Group was carried out starting from a benchmarking of companies operating in the management of hospitalization and care facilities, equipped with sustainability or non-financial reports, which led to the identification of a set of potentially relevant sustainability issues; the impacts were assessed through a survey activity, administered to employees and suppliers of KOS. The impacts were then evaluated by management.

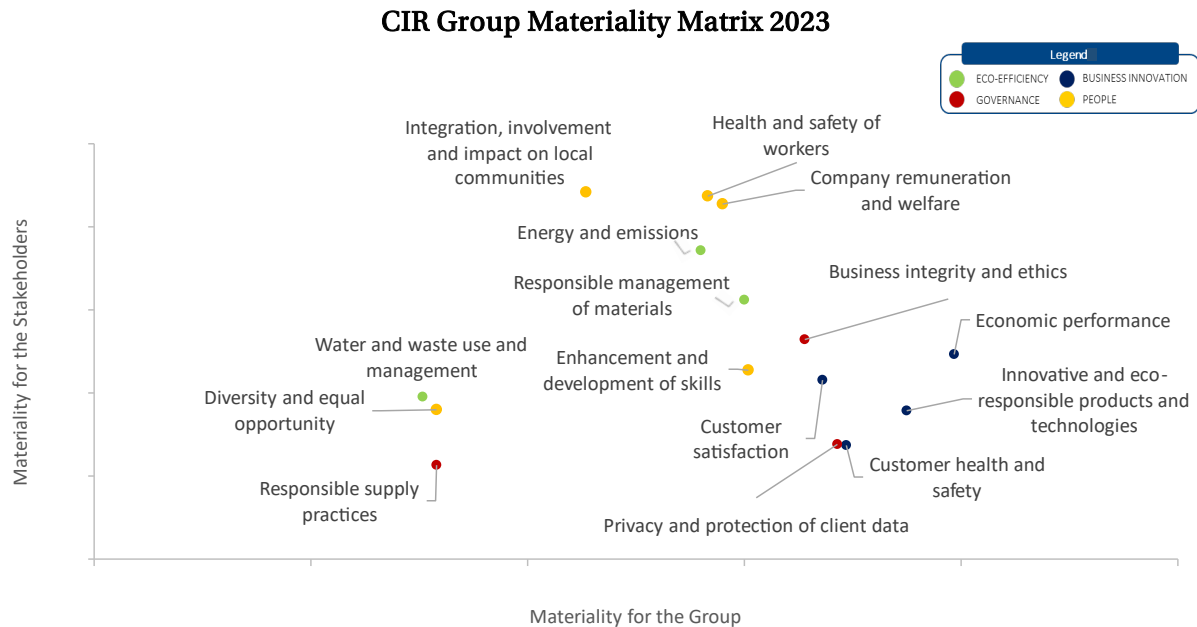
Sogefi Group's 2023 materiality analysis is based on the Sustainability Survey addressed to a panel of external (customers, suppliers, reporting banks and professional schools) and internal stakeholders (the first line of Group management). Through these surveys, the relevance of the identified ESG aspects relevant to the business was assessed. These evaluations were then shared with the CEO and agreed with the Control, Risks and Sustainability Committee.

In order to comply with the requirements of the GRI Universal Standard 2021, both KOS and Sogefi groups have identified the current and potential, positive and negative impacts that these have on the environment, people and the economy. The impacts were defined on the basis of an analysis of the reference context, business model, guidelines and objectives of the Sustainability Plan. These impacts are represented by the material topics identified by each company.

Following the analysis of the results of KOS and Sogefi, the topics for the CIR Group were prioritized on the basis of the vote given by the individual companies. The material topics of CIR therefore, while respecting the peculiar aspects of the two businesses, provide an overview of the activities. The synthesis of these topics is represented in the materiality matrix of the CIR Group, successfully submitted to the analysis of the Control, Risks and Sustainability Committee; it is divided into four macro-areas, aligned with the pillars of the ESG Plan, which are the reference point for the reporting of this DNF: Governance, Business Innovation, Eco-Efficiency and People&Community.

In 2023, compared to 2022, the importance of social issues increased ("Remuneration and welfare of employees" and "Integration, involvement and impact on local communities") as well as the topic of Eco-Efficiency ("Responsible management of materials").

A description of the materiality topics based on the impacts they represent for each of the Group's companies is presented in the Annex.



With regard to the management of the main issues related to sustainable development, both KOS and Sogefi have developed different policies and procedures. The details of these policies and the relative methods of application are reported in the documents of DNF and Sustainability Report of individual companies; the list of these is given below; for further details please refer to the NFS of Sogefi and the Sustainability Report of KOS and the information available on their websites:

Sogefi	KOS
<ul style="list-style-type: none"> • Organisation, Management and Control Model, pursuant to Legislative Decree no. 231/ 2001 • Code of Ethics • Whistleblowing procedure • Human Rights Policy • Occupational Health and Safety Policy • Environmental Policy • Code of Business Conduct • Sustainable Purchasing Policy • General policy on IT security systems 	<ul style="list-style-type: none"> • Organisation, Management and Control Model, pursuant to Legislative Decree no. 231/ 2001 • Code of Ethics • Whistleblowing procedure • Charter of Services

7.4 IT security management

In order to carry out its activities, CIR S.p.A. makes use of very simple computer equipment (IT), which is made up, for the hardware part, of company PCs and telephones, a proprietary server and other minor personal equipment, and, for the software part, of accounting programs, timecard management and commonplace applications such as "Microsoft Office" and similar programs, as well as a website with basic architecture and low complexity.

Given this structure, it was not deemed necessary to form a committee for IT risks, but the management of the IT system and its security is entrusted to the Chief Financial Officer, which makes use of some external consultants for ordinary and extraordinary maintenance and IT security and risk management. Throughout 2023 and in the two previous years, no substantiated complaints have been received regarding breaches of customer privacy. No complaints have been received from third parties and substantiated by the organisation or complaints from regulatory bodies. In addition, there have been no incidents of escape, theft or loss of customer data. The solidity of the IT system and its safety was also tested by an "penetration test" carried out in 2023 by a leading verification company, which certified the robustness of the system. CIR has adopted two procedures regarding the management of IT security: an internal procedure related to the correct management of IT processes and one related to the GDPR (General Data Protection Regulation) on privacy. In order to maintain a high focus on security, the internal IT procedure was updated in 2022, providing instructions for maintaining adequate and safe behaviour and providing adequate training for staff. In 2023, the GDPR procedure for the protection of personal data was also updated.

In KOS, the protection of the confidentiality of information and sensitive data, both of employees and patients, held by the organisation, and compliance with the legislation on the protection of personal data are essential for the characteristics of the business. This topic is also closely related to cyber security since more and more information is stored on computer systems. In this regard, each KOS employee and collaborator is obliged to:

- Determine the confidential nature of the information in accordance with the provisions of current legislation and related corporate procedures;
- Only acquire and process data that is necessary and directly connected to their functions;
- Store such data in order to prevent third parties from gaining knowledge of it;
- Communicate and disclose the data within the established procedures.

KOS operates in compliance with the GDPR. As such, it has appointed a Data Protection Officer (DPO) and a Privacy Manager, and has prepared the processing register, mapped the risks, and adapted the organisation in terms of privacy. Furthermore, a training plan has been prepared by KOS Italia for the various operators, and tools have been put in place to guarantee the safety of the systems. Should situations at risk of data breaches arise, verification procedures are activated involving the ICT, the privacy manager and the functions involved under the supervision of the DPO. The corrective actions to contain future events are therefore defined. These activities are traced in a special register. In the course of 2023, the KOS Group found 5 proven complaints concerning breaches of customer privacy and the loss of their data that occurred in the subsidiary Charleston.

With reference to Sogefi, the group has implemented an Information Security Management System (ISMS) in order to prepare the appropriate human and technical resources and to ensure the hardware and software security of the information and communication system. The IT

department is responsible for implementing and monitoring the proper functioning of the IT system, while the user is responsible for the resources entrusted to him in the performance of his duties. To implement the ISMS, a General Information Security Policy, an IT Charter and a training program have been set up to inform employees about information security practices.

In 2023, more than 94% of industrial sites and 2 commercial sites have obtained TISAX certification. TISAX (Trusted Information Security Assessment exchange) is an approach to the assessment of information security based on a maturity model and explicitly oriented to the needs of the automotive sector.

The aim of the standard is to define a common level of safety for the automotive industry (the model is based on the VDA-ISA), ensure the comparability and quality of assessments, and share best practices and lessons learned.

In 2023, Sogefi received no substantiated complaints about customer privacy breaches and customer data leaks, nor serious cybersecurity incidents.

7.5 Taxation

The companies of the **CIR** Group adopt a transparent and responsible tax policy, based on the tax regulations in force in the countries in which they operate. In particular, both the KOS group and the Sogefi group determine the tax burden of each legal entity on the basis of the activities carried out, the revenue generated and the legislation in force in each tax jurisdiction, according to a "business-driven" approach (and not "tax-driven" approach).

KOS operates mainly in Italy and Germany, with extremely limited trade between the two countries. Within the Sogefi group, the transfers of goods and services between entities belonging to different tax regimes are governed by "transfer price" mechanisms, which:

- ✓ in the case of recharges for personnel and services (management fees), they are limited and based on costs without any significant mark-up;
- ✓ in the case of the sale of goods (a situation that is frequent only for the Filtration Aftermarket business), arising from end customer requests to have relations with "local counterparties" (to which the "production" companies of the Sogefi Group transfer the products); they take place on the basis of cost plus a mark-up aimed at remunerating local production and not at transferring profits to more convenient tax regimes.

Given the presence of several legal entities in certain tax jurisdictions, the CIR Group makes use of tax consolidations, mainly in Italy (involving CIR S.p.A. and the Italian businesses of KOS and Sogefi) and in France (where consolidation occurs for various companies of the three Sogefi divisions).

The CIR group does not have a central tax department, as taxation is managed by the entities that make up the Group, which are responsible for compliance with applicable tax regulations. The tax risk has been identified as low, both in terms of magnitude and probability.

Control over local tax practices takes place at different levels: from adherence to the Codes of Ethics of the directors of the various companies to the segregation of duties in place among different actors, as well as the checks carried out by the internal audit functions, the supervisory bodies and, lastly, the local tax authorities. There are also mechanisms to report any critical topics or illegal or unethical behaviour, including whistleblowing (see what has been written previously on this topic).

The Group (in its current scope of activity) and the individual companies that make it up have been subject to checks several times from which no significant or relevant problems have emerged.

Tax matters are not material for the Group, which having chosen a "business-based" approach to calculating taxes and having a low "appetite for risk", has never activated "advocacy" processes or approaches to taxation or to the tax authorities, other than having a transparent relationship with the tax administration in the various countries in which it operates. Tax matters are no doubt of interest to external stakeholders, such as governments and local organisations, but they have not been involved in terms of shareholders' engagement.

The CIR Group is made up of 117 corporate entities, of which 18 operate in Italy, 67 in Germany and 7 in France; in total, 106 entities are located in Europe, while the remainder are in India, China, and North and South America. There are no companies operating in "low-tax regimes", as defined by Italian Law (i.e., those where corporate taxes are less than 50% of the Italian rate), or in so-called "black-list" or "grey-list" countries as defined by the EU.

The annexes provide information on tax on a "country by country" ⁸ basis, presenting the total aggregate figures by country (i.e., by tax jurisdiction), resulting from the "country by country" report sent to the Italian Tax Authorities.

The differences between the taxes paid and those charged to the income statement derive mainly from the normal mismatch between the amount paid during the year, which includes the balance due for the previous year and advances for the current year and the taxes actually accrued and charged to the income statement at the end of the year. Then there is the fact that the KOS Group and the Sogefi Group are sometimes both present in the same tax jurisdiction, which gives rise to an offsetting of the "economic impacts" but not of the cash impacts.

The "country by country" report containing this information is subjected to a set of procedures and processes and to an internal and external control system typical of financial information, as it is such. External assurance activities include these figures and were carried out without any significant findings.

⁸ The numbers contained in it differ from those in the consolidated financial statements as (i) it excludes the accounting impacts of the consolidation, (ii) it classifies financial and other income as revenue and (iii) it only considers the taxes paid and not those collected (refunds, withholding tax or income from tax consolidation); the complete list of companies by individual tax jurisdiction and details of the activities carried out is in the consolidated financial statements.

8. Other consolidated indicators

GRI 207-4 Tax Country by country reporting

Taxation (2022)

Amounts for the year 2022								
€	N. of employees	Activity	Revenue from third parties	I/ C revenue	Profit/ (loss) before taxes	Property, plant and equipment (other than cash and cash equivalents)	Taxes paid	Income taxes in the income statement
Argentina (1)								
Sogefi Suspension Argentina S.A.	307	Production	58,701,880	0	1,201,870	6,267,079	1,629,677	412,813
Brazil (1)								
Sogefi Suspension Brasil LTDA	167	Production	49,256,712	314,637	5,096,700	9,846,670	1,650,280	1,598,807
Canada (1)								
Sogefi Air and Cooling Canada Corp	332	Production	134,695,417	1,064,209	7,465,442	27,150,312	2,518,248	2,124,835
China (2)								
Shanghai Sogefi Auto Parts Co., Ltd	4	Commercial, Marketing	583,217	101,493	-10,303	0	0	0
Sogefi (Shzhou) Auto Parts Co., Ltd	643	Production	114,728,303	1,116,609	5,993,671	58,100,170	247,039	0
France (7)								
S. Ara Composite Sas	0	Admin., Management or Support services	0	0	-42,380	-10	0	0
Sogefi Air and Cooling S.A.S	421	Production	123,242,111	4,761,330	7,795,693	41,973,280	0	2,395,030
Sogefi Filtration S.A.	789	Production	182,108,405	47,954,732	49,120,373	32,979,850	980,000	2,752,840
Sogefi Gestion S.A.S.	38	Admin., Management or Support services	0	14,697,330	659,660	1,514,260	0	192,000
Sogefi SpA P.E.	3	Holding shares	0	1,954,616	116,296	0	25,215	26,635
Sogefi Suspensions S.A.	657	Production	108,698,877	5,499,499	-37,802,166	30,546,220	78,134	-2,382,130
United Springs SaS	100	Production	10,472,248	2,487,007	1,383,898	3,166,381	379,490	-30
Germany (67)								
Alten Und Pflegezentrum Zu Bakum Gmbh	24	Health services	1,873,726	22,914	-352,369	121,670	0	0
Apz Zu Bakum Servicegesellschaft Mbh	8	Support services	11,539	324,549	-28,807	362	0	0
Bayernstift - Gesellschaft Fur Soziale Dienste Und Gesundheit Mbh	738	Health services	53,255,928	224,612	2,948,488	4,585,498	0	0
Bayernstift Mobil Gmbh	0	Health services	0	0	-739	1,819	0	0

Bayernstift Service Gmbh	117	Support services	271,450	7,013,807	513,297	14,488	0	0
Brisa Management Gmbh	345	Support services	63,028	4,545,449	371,846	9,999	0	0
Bsg Borde Servicegesellschafft Mbh	9	Support services	4,410	433,032	-8,407	433	0	0
Charleston – Ambulante Dienste Gmbh	21	Health services	1,039,388	228,572	73,726	83,266	0	0
Charleston Dienstleistungsgesellschaft Ruhr Mbh	79	Support services	80,454	2,496,956	223,096	0	-613	0
Charleston Holding Gmbh	115	Holding shares	1,003,082	8,572,588	-24,462,087	589,430	0	314,628
Charleston Vor Gmbh	0	Health services	458	0	4,414	0	0	0
Christophorus Intensivpflegedienste Gmbh	0	Health services	2,436,311	16,091	244,055	30,751	0	0
Christophorus Pflege- Und Betreuungsdienste Gmbh	0	Health services	796,472	11,564	19,408	46,531	0	0
Christophorus Seniorenresidenzen Gmbh	127	Health services	10,945,674	42,047	504,834	390,664	0	0
Curatum Beteiligungs- Und Verwaltungsgesellschaft Mbh	135	Management company	0	0	-262	0	0	0
Dgs Dienstleistungsgesellschaft Seehof Mbh	8	Support services	55,757	406,295	-38,523	1,968	0	0
Die Frankenschwestern Gmbh	33	Health services	1,949,660	172,306	268,595	103,063	0	0
Dienstleistungsgesellschaft Fur Sozialeinrichtungen – Nord Mbh	21	Health services	84,172	1,062,148	152,156	1,832	0	0
Dienstleistungsgesellschaft Fur Sozialeinrichtungen Mbh	32	Support services	339,210	1,385,303	108,694	4	0	0
Elisabethenhaus Betriebsgesellschaft Mbh	57	Health services	5,689,281	45,147	134,479	438,741	0	0
Ffh Fehmarnsche Flinke Hande Servicegesellschaft Mgh	14	Support services	117,311	608,766	75,799	290	0	0
Gbs Goldbach Servicegesellschaft Mbh	11	Support services	73,249	472,167	50,041	2,018	0	0
Gsa Gmbh Und Co. Immobilien Verwaltungs Kg	0	Real estate	184,713	0	17,464	533,950	0	0
Gsa Gp Gmbh	0	Real estate	0	0	-197	0	0	0
Inntal Pflegeheime Gmbh	147	Health services	7,342,928	2,091	-742,869	495,988	0	89,771
Landhaus Gluckstadt Wohn- Und Pflegezentrum Gmbh	33	Health services	2,501,235	34,772	-169,648	293,325	-10,479	4,321
Lh Gluckstadt Servicegesellschaft Mbh	8	Support services	5,717	398,005	8,446	359	0	0
Mps Catering Gmbh	12	Support services	135,763	472,006	48,279	17	0	0
Osw Ottersberger Servicegesellschaft Wummeblick Mbh	0	Support services	2,979	499,771	44,502	0	0	0
Progusto Schwaneweder Servicegesellschaft Mbh	11	Support services	3,091	450,167	37,814	491	0	0
Qlt.Care Gmbh	9	Staff management	61	40,408	6,620	464	0	0

Rds Residenzpark Dienstleistung Und Service Gmbh	0	Support services	9,903	655,292	148,891	359	0	0
Regenta Betriebsgesellschaft Mbh	10	Health services	5,349,316	31,225	-484,014	486,767	0	0
Rsg Rotenburger Servicegesellschaft Am Bahnhof Mbh	67	Support services	1,821	427,729	-864	591	0	0
Senioren- Und Pflegehaus Drendel Betriebs Gmbh	10	Health services	4,920,700	646	409,407	198,215	0	0
Senioren-domizil Haus Am Park Gmbh	58	Health services	3,195,720	5,963	92,981	242,306	0	0
Senovum Gmbh	0	Health services	21,173,569	194,612	749,736	736,529	0	0
Sig Gmbh	270	Real estate	118,752	0	198,137	0	0	15,357
Slw Altenhilfe Liebfrauenhaus Gmbh	0	Health services	4,247,361	3,034	-72,849	776,163	0	0
Sogefi Filtration Deutschland P.E.	0	Commercial, Marketing	0	556,840	27,360	0	8,000	8,090
Sogefi HD Suspensions Germany Gmbh	5	Production	92,948,250	922,963	2,349,177	21,929,740	0	751,410
Sogefi PC Suspensions Germany Gmbh	364	Production	6,112,780	723,520	-22,140,320	0	413,000	-726,780
Ssb Servicegesellschaft Selsinger Borde Mbh	45	Support services	0	0	72	0	0	0
Vsg Vorder Service Gesellschaft Mbh	0	Support services	10,517	563,441	79,382	433	0	0
Wohn- Und Pflegeeinrichtung Bad Camberg Gmbh -Anna-Muller-Haus	12	Health services	4,584,800	61,570	-372,697	140,302	0	0
Wohn- Und Pflegeheim Lesmona Gmbh	77	Health services	2,438,343	8,858	-56,109	148,491	0	0
Wohn- Und Pflegezentrum Burg Auf Fehmarn Gmbh	27	Health services	3,467,179	114,675	315,826	185,926	0	0
Wohn- Und Pflegezentrum Crailsheim Gmbh	0	Health services	0	0	-1,661	0	0	0
Wohn- Und Pflegezentrum Essen Gmbh	0	Health services	8,114,956	29,066	620,391	311,504	0	16,553
Wohn- Und Pflegezentrum Friesenhof Gmbh	85	Health services	2,939,001	1,997	93,092	73,902	1,212	0
WOHN- Und PFLEGEZENTRUM GUT HANSING GMBH	27	Health services	3,646,886	43,564	193,655	125,257	0	0
Wohn- Und Pflegezentrum Haus Am Bahnhof Gmbh	43	Health services	2,956,587	18,130	51,567	117,295	0	0
Wohn- Und Pflegezentrum Haus Am Goldbach Gmbh	31	Health services	2,698,480	3,175	-161,916	108,764	0	0
Wohn- Und Pflegezentrum Haus Kikra Gmbh	0	Health services	2,843,572	0	147,483	108,891	0	0
Wohn- Und Pflegezentrum Haus Ottersberg Gmbh	30	Health services	2,521,581	9,002	-338,852	273,775	0	0
Wohn- Und Pflegezentrum Haus Schwanewede Gmbh	30	Health services	2,670,066	1,281	81,504	168,541	0	0
Wohn- Und Pflegezentrum Haus Teichblick Gmbh	32	Health services	3,195,219	9,871	-82,554	129,803	19,624	0
Wohn- Und Pflegezentrum Mulheim Gmbh	31	Health services	6,391,461	0	-1,469,233	173,221	0	0
Wohn- Und Pflegezentrum Seehof Gmbh	58	Health services	2,661,164	3,537	-76,621	83,583	0	0
Wohn- Und Pflegezentrum Up N Kamp Gmbh	30	Support services	2,684,610	9,887	-335,861	203,548	0	0

Wohn-Und Pflzentrum Durlangen Gmbh	0	Support services	0	0	-3,084	21,658	0	0
Wohn-Und Pflzentrum Neuenstein Gmbh	0	Support services	663,419	3,372	-776,693	911,490	0	0
Wohnpark Dr. Murken Gmbh	25	Support services	6,613,149	58,393	462,137	87,482	0	0
Wohnpark Klostersgarten Gmbh	0	Support services	4,394,392	4,396	-2,790,053	64,568	0	0
Wohnpark Luisenhof Gmbh	0	Support services	5,711,643	0	-255,313	87,653	0	0
Wohnpark Schrieweshof Gmbh	0	Support services	5,172,855	5,767	267,735	45,005	0	0
Wph Lesmona Servicegesellschaft Mbh	10	Support services	39,060	443,170	29,951	231	0	0
India (2)								
Sogefi ADM Suspensions Private Limited	419	Production	13,021,811	2,744,014	1,157,741	4,472,678	0	0
SOGEFI-MNR Engine Systems India Private Limited	2726	Production	88,656,764	1,646,208	14,185,243	23,056,588	3,528,955	3,593,727
Italy (18)								
Abitare il Tempo S.r.l	36	Management of healthcare residences	12,131,933	0	1,901,856	2,996,867	299,000	523,017
CIR INVESTIMENTI S.P.A.	2	Holding Shares	3,774,201	0	-2,063,183	319	0	0
CIR S.P.A COMPAGNIE INDUSTRIALI RIUNITE	13		1,631,863	1,547,872	-18,035,329	16,270,173	0	0
F.lli De Benedetti SpA	0	Holding Shares	0	0	-871,917	0	0	0
FIDIA Srl	13	Health services	539,364	263,394	108,600	52,648	43,000	29,812
Ges.Ca.S. Villa Armonia Nuova Srl	115	Health services	6,208,462	0	259,354	8,179,729	330,000	71,191
Jesilab Srl	22	Health services	1,895,644	0	-126,030	779,783	-16,000	-29,162
JUPITER MARKET PLACE S.R.L.	0		51,322	0	1,603	0	0	0
KOS Care S.r.l	6322	Management of healthcare services	407,312,728	2,047,185	2,507,948	198,803,826	1,614,000	1,188,080
KOS Servizi Societa Consortile R.L	899	Admin., Support services	922,298	53,362,230	200,236	2,897,205	143,000	340,000
Kos Spa	21		478,181	10,687,130	-24,734,039	110,269	-272,000	-461,690
Opsedale di Suzzara S.p.a.	442	Health services	43,112,658	575,110	1,328,450	489,860	0	0
Sanatrix Gestioni S.r.l.	462	Health services	41,182,001	1,981,295	2,895,142	25,511,229	324,000	489,022
Sanatrix S.r.l.	0	Holding	200	39,003	-5,291	0	24,000	-4,137
Sogefi Filtration Italy SpA	120	Production	29,929,100	3,974,193	-64,317	7,335,570	-174,621	211,090
Sogefi SpA	14	Holding Shares	0	9,495,251	-81,386,941	1,825,051	1,200,341	-368,990
Sogefi Suspensions Heavy Duty Italy Spa	112	Production	28,744,250	1,006,500	2,445,079	6,578,303	762,237	445,880
Sogefi Suspensions Pass Car Italy Spa	139	Production	30,922,574	1,310,540	-129,094	10,264,530	-332,551	19,990

Luxembourg (2)								
CIGA LUXEMBOURG S.A.R.L.	0	Financial management	8,737	0	-112,185	0	0	0
CIR INTERNATIONAL S.A.	2	Financial management	3,817,528	70,198	-8,307,939	6,406	0	0
Mexico (1)								
Sogefi Engine Systems Mexico S de R.L. de C.V.	190	Production	75,273,070	431,992	443,044	1,354,635	1,205,061	1,198,641
Morocco (1)								
Filter Systems Maroc S.a.r.l	186	Production	25,907,417	7,504,556	-1,413,486	12,707,953	0	0
Holland (2)								
Sogefi Filtration BV P.E.	1	Commercial, Marketing	0	822,000	-1,345,590	0	39,000	69,100
United Springs BV	32	Production	5,032,830	364,310	215,890	2,098,600	43,167	32,610
Romania (2)								
S.C. Sogefi Air and Cooling Srl	177	Production	34,621,410	1,380,963	4,020,517	14,305,732	512,884	671,270
Sogefi Suspensions Eastern Europe Srl	158	Production	14,880,949	2,932,810	-12,316,298	46,834,360	0	0
Russia (1)								
Sogefi Filtration Russia LLC	3	Commercial, Marketing	788,376	0	872,773	0	643,000	642,634
Slovenia (1)								
Sogefi Filtration d.o.o.	368	Production	38,431,119	24,174,637	1,527,639	13,281,890	75,037	98,110
Spain (2)								
Iberica de Suspensiones S.L.	226	Production	64,936,751	2,550	3,492,657	16,141,653	800,889	641,140
Sogefi Aftermarket Spain, S.L.U.	12	Commercial, Marketing	23,813,378	26,188	3,200,466	74,354	1,374,546	738,924
Sweden (1)								
Sogefi Filtration Filial P.E.	1	Commercial, Marketing	0	338,000	310,370	0	-39,000	0
United Kindgom (3)								
Allevard Springs Ltd	57	Production	15,063,838	91,179	-7,672,845	327,383	-82,195	-536,166
Sogefi Filtration Ltd	168	Production	42,968,625	6,593,175	4,994,596	11,188,975	37,284	545,508
United Springs Ltd	47	Production	7,413,524	460,480	686,575	3,147,221	175,813	130,447
United States (2)								
Sogefi Air and Cooling USA Inc.	35	Research and Development	0	8,567,375	1,039,811	1,736,774	34,935	1,142,315
Sogefi USA Inc	476	Production	130,141,534	226,182	7,576,580	23,153,214	4,017,096	1,866,380

Amounts for the year 2021								
€	N. of employees	Activity	Revenue from third parties	I/ C revenue	Profit/ (loss) before taxes	Property, plant and equipment (other than cash and cash equivalents)	Taxes paid	Income taxes in the income statement
Argentina (1)								
Sogefi Suspension Argentina S.A.	264	Production	45,216,053	0	3,980,964	4,571,851	1,548,861	1,347,151
Brazil (1)								
Sogefi Suspension Brasil LTDA	176	Production	32,542,537	283,371	5,300,264	8,866,173	456,575	302,091
Canada (1)								
Sogefi Air and Cooling Canada Corp	329	Production	108,491,975	902,364	8,002,822	21,499,844	2,619,329	1,821,411
China (4)								
Shanghai Sogefi Auto Parts Co., Ltd	5	Commercial, Marketing	879,345	602,730	-10,632	0	0	0
Sogefi (Shzhou) Auto Parts Co., Ltd	654	Production	97,129,142	3,210,641	4,671,140	54,245,875	300,840	396,952
France (7)								
S. Ara Composite Sas	0	Admin., Management or Support services	2,250	-8,100	1,090,870	-10	0	0
Sogefi Air and Cooling S.A.S	455	Production	131,490,747	6,676,190	9,775,546	43,184,440	0	2,269,880
Sogefi Filtration S.A.	845	Production	162,449,742	45,701,311	-11,738,680	33,247,310	434,000	2,494,904
Sogefi Gestion S.A.S.	37	Admin., Management or Support services	0	12,355,624	579,844	1,525,750	0	0
Sogefi SpA P.E.	0	Holding shares	0	1,612,858	76,803	63,149	9,033	-25,215
Sogefi Suspensions S.A.	692	Production	97,081,577	10,948,950	-32,667,473	32,966,700	121,787	-2,977,590
United Springs SaS	102	Production	9,587,797	2,062,131	1,320,412	3,243,245	189,011	382,051
Germany (67)								
Alten Und Pflegezentrum Zu Bakum Gmbh	20	Health services	1,781,012	0	-356,911	75,887	151	0
Apz Zu Bakum Servicegesellschaft Mbh	7	Support services	7,326	369,751	43,307	3	0	0
Bayernstift - Gesellschaft Fur Soziale Dienste Und Gesundheit Mbh	610	Health services	47,859,168	214,399	5,486,202	3,247,576	-183	153
Bayernstift Mobil Gmbh	0	Health services	0	0	-8,045	1,949	0	0
Bayernstift Service Gmbh	103	Support services	253,596	5,104,716	-523,937	16,824	433	0
Brisa Management Gmbh	89	Support services	48,340	4,616,165	571,348	5,342	0	0

Bsg Borde Servicegesellschafft Mbh	9	Support services	30,430	454,916	55,623	2	0	0
Charleston – Ambulante Dienste GmbH	18	Health services	870,791	190,923	-37,299	41,302	171	0
Charleston Dienstleistungsgesellschaft Ruhr Mbh	45	Support services	68,859	2,304,750	268,117	0	0	91,404
Charleston Holding GmbH	103	Holding shares	338,114	8,224,166	-2,954,661	302,783	9,124	1,198,106
Charleston Vor GmbH	0	Health services	0	0	0	0	0	0
Christophorus Intensivpflegedienste GmbH	30	Health services	2,242,000	14,382	105,955	18,830	0	0
Christophorus Pflege- Und Betreuungsdienste GmbH	15	Health services	903,568	1,391	143,239	52,552	0	0
Christophorus Seniorenresidenzen GmbH	134	Health services	10,304,090	8,356	228,334	233,689	0	0
Curatum Beteiligungs- Und Verwaltungsgesellschaft Mbh	0	Management company	0	0	-3,688	0	0	0
Dgs Dienstleistungsgesellschaft Seehof Mbh	10	Support services	4,935	428,777	15,412	13	559	0
Die Frankenschwestern GmbH	42	Health services	2,012,626	85,552	-312,825	126,767	0	-233
Dienstleistungsgesellschaft Fur Sozialeinrichtungen – Nord Mbh	20	Health services	66,090	960,383	128,610	5	4,752	0
Dienstleistungsgesellschaft Fur Sozialeinrichtungen Mbh	30	Support services	363,222	1,417,746	278,098	4	40,994	0
Elisabethenhaus Betriebsgesellschaft Mbh	64	Health services	5,318,919	11,172	-159,432	243,654	0	0
Ffh Fehmarnsche Flinke Hande Servicegesellschaft Mgh	13	Support services	138,460	578,763	133,825	3	0	0
Gbs Goldbach Servicegesellschaft Mbh	11	Support services	71,069	428,588	28,129	0	684	0
Gsa GmbH Und Co. Immobilien Verwaltungs Kg	0	Real estate	179,091	0	138,458	622,810	0	0
Gsa Gp GmbH	0	Real estate	0	0	-3,050	0	0	0
Inntal Pflegeheime GmbH		Health services						
Landhaus Gluckstadt Wohn- Und Pflegezentrum GmbH	25	Health services	2,143,305	18,338	-58,930	453,378	508	0
Lh Gluckstadt Servicegesellschaft Mbh	8	Support services	6,534	314,079	-45,440	0	0	0
Mps Catering GmbH	11	Support services	124,015	506,778	114,603	17	2,062	0
Osw Ottersberger Servicegesellschaft Wummeblick Mbh	12	Support services	399	407,374	-28,149	0	735	0
Progusto Schwaneweder Servicegesellschaft Mbh	10	Support services	703	408,452	25,905	1	0	0
Qlt.Care GmbH	2	Staff management	0	162,941	24,983	619	0	0
Rds Residenzpark Dienstleistung Und Service GmbH	11	Support services	-2,429	630,633	144,439	0	0	0
Regenta Betriebsgesellschaft Mbh	59	Health services	5,220,156	9,453	102,531	165,588	8,336	0

Rsg Rotenburger Servicegesellschaft Am Bahnhof Mbh	9	Support services	1,260	427,129	29,510	0	0	0
Senioren- Und Pflegehaus Drendel Betriebs Gmbh	57	Health services	4,591,131	0	614,779	140,005	0	0
Senioren- und Pflegehaus Am Park Gmbh	36	Health services	2,868,958	29,675	167,940	149,968	0	0
Senovum Gmbh	281	Health services	21,142,714	32,894	2,207,905	739,927	5,718	0
Sig Gmbh	0	Real estate	0	0	9,224	0	-11,304	-7,110
Slw Altenhilfe Liebfrauenhaus Gmbh	47	Health services	3,801,461	3,895	505,161	904,383	0	0
Sogefi Filtration Deutschland P.E.	5	Commercial, Marketing	0	603,840	58,570	0	16,000	17,330
Sogefi HD Suspensions Germany Gmbh	413	Production	77,361,206	1,207,374	3,740,993	20,302,880	-223	1,321,171
Sogefi PC Suspensions Germany Gmbh	71	Production	9,839,960	212,690	116,220	130,660	229,283	-1,823,530
Ssb Servicegesellschaft Selsinger Borde Mbh	0	Support services	0	0	-3,850	0	0	0
Vsg Vorder Service Gesellschaft Mbh	9	Support services	4,381	519,552	107,612	2	96	0
Wohn- Und Pflegeeinrichtung Bad Camberg Gmbh -Anna-Muller-Haus	69	Health services	4,607,460	22,544	-459,085	158,386	0	0
Wohn- Und Pflegeheim Lesmona Gmbh	28	Health services	2,152,432	8,365	-23,326	122,875	0	0
Wohn- Und Pflegezentrum Burg Auf Fehmarn Gmbh	33	Health services	3,012,404	4,334	-7,086	76,420	1,121	0
Wohn- Und Pflegezentrum Crailsheim Gmbh	0	Health services	0	0	-3,979	0	0	0
Wohn- Und Pflegezentrum Essen Gmbh	84	Health services	7,353,485	0	-292,387	284,469	0	0
Wohn- Und Pflegezentrum Friesenhof Gmbh	28	Health services	2,698,126	0	87,571	101,001	3,540	0
WOHN- Und PFLEGEZENTRUM GUT HANSING GMBH	42	Health services	3,285,635	27,166	-51,835	93,053	2,852	0
Wohn- Und Pflegezentrum Haus Am Bahnhof Gmbh	31	Health services	2,608,887	16,139	9,680	130,481	2,072	0
Wohn- Und Pflegezentrum Haus Am Goldbach Gmbh	34	Health services	2,436,112	5,334	115,022	60,469	1,084	0
Wohn- Und Pflegezentrum Haus Kikra Gmbh	27	Health services	2,797,255	1,487	307,882	121,654	0	0
Wohn- Und Pflegezentrum Haus Ottersberg Gmbh	27	Health services	2,255,277	9,406	-232,050	271,388	3,135	0
Wohn- Und Pflegezentrum Haus Schwanewede Gmbh	30	Health services	2,546,424	1,461	179,201	128,559	0	0
Wohn- Und Pflegezentrum Haus Teichblick Gmbh	35	Health services	2,918,324	10,573	149,767	86,810	4,815	0
Wohn- Und Pflegezentrum Mulheim Gmbh	64	Health services	6,394,391	0	-1,368,808	89,459	0	0
Wohn- Und Pflegezentrum Seehof Gmbh	30	Health services	2,533,709	0	-218,053	91,380	698	0
Wohn- Und Pflegezentrum Up N Kamp Gmbh	31	Support services	2,642,008	11,071	-25,777	246,421	0	0
Wohn-Und Pflegentrum Durlangen Gmbh	0	Support services	0	0	-7,844	0	0	0
Wohn-Und Pflegentrum Neuenstein Gmbh	0	Support services	0	0	-26,690	190,330	0	0

Wohnpark Dr. Murken Gmbh	63	Support services	6,498,386	41,861	464,537	105,551	0	0
Wohnpark Klostersgarten Gmbh	75	Support services	7,377,389	15,256	-743,564	37,612	0	0
Wohnpark Luisenhof Gmbh	64	Support services	5,833,690	1,243	330,827	64,882	0	0
Wohnpark Schrieweshof Gmbh	57	Support services	4,940,420	2,507	341,383	39,979	0	0
Wph Lesmona Servicegesellschaft Mbh	11	Support services	40,753	391,411	15,967	183	0	0
India (2)								
Sogefi ADM Suspensions Private Limited	341	Production	7,256,473	2,050,375	164,552	4,368,484	0	0
SOGEFI-MNR Engine Systems India Private Limited	1925	Production	66,561,113	3,155,133	6,596,329	19,604,900	1,303,019	1,994,576
Italy (18)								
Abitare il Tempo S.r.l	31	Management of healthcare residences	11,212,917	0	1,687,316	2,928,298	779,000	472,694
CIR INVESTIMENTI S.P.A.	3	Holding Shares	2,566,186	0	1,225,884	566	0	-432,991
CIR S.P.A COMPAGNIE INDUSTRIALI RIUNITE	13		13,123,413	1,312,873	-1,482,719	17,096,839	0	457,975
F.lli De Benedetti SpA	0	Holding Shares	0	0	-910,259	0	0	0
FIDIA Srl	10	Health services	549,469	251,844	148,751	40,960	0	36,907
Ges.Ca.S. Villa Armonia Nuova Srl	101	Health services	6,503,743	0	81,967	8,371,111	190,000	19,746
Jesilab Srl	18	Health services	1,758,204	4,004	-95,574	823,248	-47,000	-18,974
JUPITER MARKET PLACE S.R.L.	0		86,076	0	3,632	0	0	0
KOS Care S.r.l	5604	Management of healthcare services	363,379,608	3,650,644	4,682,568	159,827,572	667,000	656,453
KOS Servizi Societa Consortile R.L	691	Admin., Support services	1,376,311	44,324,434	494,990	2,585,206	82,000	600,000
Kos Spa	20		2,373,265	10,088,032	-3,535,828	179,436	601,000	-329,387
Opsedale di Suzzara S.p.a.	310	Health services	37,248,526	1,087,528	-768,962	2,147,938	0	56,502
Sanatrix Gestioni S.r.l.	276	Health services	42,588,489	1,854,288	6,683,583	25,791,501	448,000	1,501,443
Sanatrix S.r.l.	0	Holding	44	30,000	-5,426	0	988,000	0
Sogefi Filtration Italy SpA	127	Production	26,882,580	3,819,530	-236,831	7,969,714	0	-140,110
Sogefi SpA	16	Holding Shares	0	8,449,556	60,231,085	4,988,233	421,249	285,389
Sogefi Suspensions Heavy Duty Italy Spa	119	Production	28,667,100	137,220	3,332,920	6,581,140	140,529	829,700
Sogefi Suspensions Pass Car Italy Spa	144	Production	26,506,910	754,240	-1,536,681	11,501,505	25,261	-347,880
Luxembourg (2)								
CIGA LUXEMBOURG S.A.R.L.	0	Financial management	10,532	0	-73,983	0	0	0

CIR INTERNATIONAL S.A.	2	Financial management	18,019,891	69,421	15,020,735	3,030	0	0
Mexico (1)								
Sogefi Engine Systems Mexico S de R.L. de C.V.	186	Production	53,022,746	458,689	333,997	1,199,388	514,089	817,360
Morocco (1)								
Filter Systems Maroc S.a.r.l	152	Production	25,711,779	2,644,186	2,569,002	14,095,132	0	511,199
Holland (2)								
Sogefi Filtration BV P.E.	1	Commercial, Marketing	0	786,000	-304,530	0	112,468	66,680
United Springs BV	30	Production	4,563,440	354,630	399,560	2,049,570	113,055	37,520
Romania (2)								
S.C. Sogefi Air and Cooling Srl	150	Production	29,992,091	44,800	2,125,362	15,749,746	388,472	272,689
Sogefi Suspensions Eastern Europe Srl	107	Production	5,894,890	580,110	-12,014,360	43,264,210	0	0
Russia (1)								
Sogefi Filtration Russia LLC	3	Commercial, Marketing	2,093,701	0	678,164	0	109,466	43,094
Slovenia (1)								
Sogefi Filtration d.o.o.	355	Production	32,643,633	18,023,287	-389,236	13,681,146	137,543	53,862
Spain (2)								
Iberica de Suspensiones S.L.	237	Production	55,356,086	27,491	5,458,482	17,313,041	633,107	1,057,349
Sogefi Aftermarket Spain, S.L.U.	12	Commercial, Marketing	22,286,418	12,390	3,493,353	99,443	97,493	801,947
Sweden (1)								
Sogefi Filtration Filial P.E.	1	Commercial, Marketing	0	348,000	-1,998,310	0	30,000	12,000
United Kindgom (3)								
Allevard Springs Ltd	65	Production	11,466,877	227,930	-9,645,797	1,400,883	-291,560	61,628
Sogefi Filtration Ltd	192	Production	42,322,919	5,557,475	4,265,287	7,975,714	0	-140,802
United Springs Ltd	52	Production	6,776,682	250,384	87,892	3,489,975	194,209	18,663
United States (2)								
Sogefi Air and Cooling USA Inc.	38	Research and Development	0	7,724,776	386,687	1,638,497	16,899	110,390
Sogefi USA Inc	411	Production	100,558,982	13,344	10,146,414	23,957,090	3,024,004	3,136,684

Human Resources⁹

GRI 2-7 – Employees

GRI 2-8 – Workers who are not employees

CIR Group – Breakdown of employees and collaborators by gender									
Headcount	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	6,344	10,177	16,521	6,327	10,415	16,742	6,297	10,820	17,117
Collaborators ¹⁰	1,837	1,409	3,246	2,313	1,103	3,416	2,570	1,200	3,770
Total	8,181	11,586	19,767	8,640	11,518	20,158	8,867	12,020	20,887

There are no employees without non-guaranteed hours by contract

CIR Group – Breakdown of employees by professional type (full-time vs. part-time) and by gender									
Headcount	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	5,699	6,517	12,216	5,674	6,689	12,363	5,700	6,932	12,632
Part-time	645	3,660	4,305	653	3,726	4,379	597	3,888	4,485
Total	6,344	10,177	16,521	6,327	10,415	16,742	6,297	10,820	17,117

CIR Group – Breakdown of employees by contract type (temporary vs. permanent) and by gender									
Headcount	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Temporary contract	701	1,541	2,242	760	1,465	2,225	394	1,256	1,650
Permanent contract	5,643	8,636	14,279	5,567	8,950	14,517	5,903	9,564	15,467
Total	6,344	10,177	16,521	6,327	10,415	16,742	6,297	10,820	17,117

CIR Group – Breakdown of employees by contract type (temporary vs. permanent) and by geographical area (2023)											
Headcount	Europe		North America		South America		Asia		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total
Temporary contract	388	1,256	6	--	--	--	--	--	394	1,256	1,650
Permanent contract	4,331	9,122	544	258	355	27	673	157	5,903	9,564	15,467
Total	4,719	10,378	550	258	355	27	673	157	6,297	10,820	17,117

CIR Group – Breakdown of employees by contract type (temporary vs. permanent) and by geographical area (2022)											
Headcount	Europe		North America		South America		Asia		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total
Temporary contract	613	1,446	--	--	147	19	--	--	760	1,465	2,225
Permanent contract	4,084	8,508	628	266	206	6	649	170	5,567	8,950	14,517
Total	4,697	9,954	628	266	353	25	649	170	6,327	10,415	16,742

⁹ The information is expressed following the criterion of counting the number of people at the end of the reporting period. There were no notable changes in the number of employees during the reporting period and between reporting periods.

¹⁰ For Sogefi, the main types of collaborators correspond to contract workers through external agencies, while for KOS, to freelance doctors and nurses.

CIR Group – Breakdown of employees by contract type (temporary vs. permanent) and by geographical area (2021)											
Headcount	Europe		North America		South America		Asia		Total		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total
Temporary contract	549	1,526	--	--	152	15	--	--	701	1,541	2,242
Permanent contract	4,235	8,267	571	215	207	7	630	147	5,643	8,636	14,279
Total	4,784	9,793	571	215	359	22	630	147	6,344	10,177	16,521

2-30 – Collective bargaining agreements

CIR Group – Collective bargaining agreements										
No. of people	31.12.2022					31.12.2023				
	Europe	North America	South America	Asia	Total	Europe	North America	South America	Asia	Total
Employees covered by collective agreements	14,374	308	378	301	15,361	14,802	372	382	306	15,862
Total employees	14,651	894	378	819	16,742	15,097	808	382	830	17,117
% of employees covered by collective bargaining agreements	98%	34%	100%	37%	92%	98%	46%	100%	37%	93%

Turnover ¹¹

GRI 401-1 – New employee hires and employee turnover

CIR Group – Incoming and outgoing turnover by gender and age (2023)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	635	855	255	1,745	28%	525	859	347	1,731	27%
Women	907	1815	854	3,576	33%	714	1609	913	3,236	30%
Total	1,542	2,670	1,109	5,321	31%	1,239	2,468	1,260	4,967	29%

CIR Group in Europe – Incoming and outgoing turnover by gender and age (2023)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	491	674	231	1,396	30%	395	666	314	1,375	29%
Women	868	1746	850	3,464	33%	654	1509	897	3,060	29%
Total	1,359	2,420	1,081	4,860	32%	1,049	2,175	1,211	4,435	29%

CIR Group in North America – Incoming and Outgoing turnover by gender and age (2023)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	91	72	22	185	34%	97	96	27	220	40%
Women	33	50	4	87	34%	52	70	16	138	53%
Total	124	122	26	272	34%	149	166	43	358	44%

¹¹ The data relating to turnover for the geographical areas of Europe and Asia do not include data relating to incoming and outgoing employees from the English companies and the Indian company of the KOS Group.

CIR Group in South America – Incoming and Outgoing turnover by gender and age (2023)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	11	11	-	22	6%	7	12	1	20	6%
Women	3	1	-	4	15%	2	-	-	2	7%
Total	14	12	-	26	7%	9	12	1	22	6%

CIR Group in Asia – Incoming and Outgoing turnover by gender and age (2023)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	42	98	2	142	21%	26	85	5	116	17%
Women	3	18	0	21	13%	6	30	0	36	23%
Total	45	116	2	163	20%	32	115	5	152	18%

CIR Group – Incoming and Outgoing turnover by gender and age (2022)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	723	821	242	1,786	28%	581	875	332	1,788	28%
Women	967	1,711	757	3,435	33%	711	1,625	876	3,212	31%
Total	1,690	2,532	999	5,221	31%	1,292	2,500	1,208	5,000	30%

CIR Group in Europe – Incoming and Outgoing turnover by gender and age (2022)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	492	612	209	1,313	28%	419	672	298	1,389	30%
Women	876	1,601	747	3,224	32%	650	1,561	863	3,074	31%
Total	1,368	2,213	956	4,537	31%	1,069	2,233	1,161	4,463	30%

CIR Group in North America – Incoming and Outgoing turnover by gender and age (2022)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	162	111	32	305	49%	114	109	27	250	40%
Women	70	66	10	146	55%	45	36	12	93	35%
Total	232	177	42	451	50%	159	145	39	343	38%

CIR Group in South America – Incoming and Outgoing turnover by gender and age (2022)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	4	4	1	9	3%	4	9	2	15	4%
Women	4	--	--	4	16%	1	--	--	1	4%
Total	8	4	1	13	3%	5	9	2	16	4%

CIR Group in Asia – Incoming and Outgoing turnover by gender and age (2022)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	65	94	--	159	24%	44	85	5	134	21%
Women	17	44	--	61	36%	15	28	1	44	26%
Total	82	138	--	220	27%	59	113	6	178	22%

CIR Group – Incoming and Outgoing turnover by gender and age (2021)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	530	655	176	1,361	21%	477	776	345	1,598	25%
Women	733	1,355	465	2,553	25%	649	1,431	675	2,755	27%
Total	1,263	2,010	641	3,914	24%	1,126	2,207	1,120	4,353	26%

CIR Group in Europe – Incoming and Outgoing turnover by gender and age (2021)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	383	440	156	979	20%	276	512	310	1,098	23%
Women	683	1,272	459	2,414	25%	596	1,182	660	2,438	25%
Total	1,066	1,712	615	3,393	23%	872	1,694	970	3,536	24%

CIR Group in North America – Incoming and Outgoing turnover by gender and age (2021)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	104	88	17	209	37%	89	98	22	209	37%
Women	42	38	6	86	40%	29	40	11	80	37%
Total	146	126	23	295	37%	118	138	33	289	37%

CIR Group in South America – Incoming and Outgoing turnover by gender and age (2021)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	6	11	--	17	5%	6	19	6	31	9%
Women	1	2	--	3	14%	3	153	--	156	709%
Total	7	13	--	20	5%	9	172	6	187	49%

CIR Group in Asia – Incoming and Outgoing turnover by gender and age (2021)										
no. of people	Incoming					Outgoing				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	37	116	3	156	25%	106	147	7	260	41%
Women	7	43	--	50	34%	21	56	4	81	55%
Total	44	159	3	206	26%	127	203	11	341	44%

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

Please note that there are no benefits that are standard for full-time employees of the organization and are not available to temporary or part-time employees.

Diversity and equal opportunity

GRI 405-1 – Diversity of governance bodies and employees

CIR Group – Board of Directors (2023)				
n.	<30	30-50	50>	Total
Men	0%	11%	44%	55%
Women	0%	0%	44%	45%
Total	0%	11%	89%	100%

CIR Group – Percentage of employees broken down by professional category and by gender (2023)			
% of the total	Men	Women	Total
Executives	1%	1%	1%
Managers	0%	0%	0%
White collar	12%	22%	34%
Blue collar	17%	6%	23%
Operators	8%	35%	42%
Total	37%	63%	100%

CIR Group – Percentage of employees broken down by professional category and by age bracket (2023)				
% of the total	<30	30-50	50>	Total
Executives	0%	1%	1%	1%
Managers	0%	0%	0%	0%
White collar	5%	18%	11%	34%
Blue collar	4%	12%	7%	23%
Operators	6%	20%	17%	42%
Total	14%	50%	36%	100%

CIR – Percentage of employees broken down by professional category and by gender									
% of the total	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	22%	6%	28%	23%	6%	29%	23%	8%	31%
Managers	6%	11%	17%	6%	12%	18%	8%	15%	23%
White collar	17%	39%	56%	18%	35%	53%	15%	31%	46%
Total	44%	56%	100%	47%	53%	100%	46%	54%	100%

CIR – Percentage of employees broken down by professional category and age bracket												
% of the total	2021				2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0%	6%	22%	28%	0%	5%	24%	29%	0%	0%	31%	31%
Managers	0%	11%	6%	17%	0%	12%	6%	18%	0%	15%	8%	23%
White collar	0%	22%	33%	56%	0%	18%	35%	53%	0%	15%	31%	46%
Total	0%	39%	61%	100%	0%	35%	65%	100%	0%	31%	69%	100%

KOS Group – Percentage of employees broken down by professional category and by gender									
% of the total	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	1%	1%	1%	1%	1%	1%	1%	1%	1%
White collar	9%	30%	39%	9%	29%	38%	9%	28%	37%
Operators	11%	49%	60%	11%	50%	61%	11%	50%	61%
Total	21%	79%	100%	21%	79%	100%	20%	80%	100%

KOS Group – Percentage of employees broken down by professional category and age bracket												
% of the total	2021				2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0%	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%
White collar	6%	20%	12%	39%	6%	19%	13%	38%	6%	18%	13%	37%
Operators	9%	29%	22%	60%	8%	29%	23%	61%	8%	29%	24%	61%
Total	15%	50%	35%	100%	14%	49%	37%	100%	14%	47%	39%	100%

Sogefi Group – Percentage of employees broken down by professional category and by gender									
% of the total	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	1%	0%	1%	1%	0%	1%	1%	0%	1%
White collar	20%	8%	28%	19%	7%	26%	19%	7%	26%
Blue collar	53%	17%	71%	54%	19%	73%	54%	19%	73%
Total	74%	26%	100%	74%	26%	100%	73%	27%	100%

Sogefi Group – Percentage of employees broken down by professional category and age bracket												
% of the total	2021				2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0%	1%	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%
White collar	3%	16%	9%	28%	3%	17%	6%	26%	3%	17%	6%	26%
Blue collar	12%	38%	21%	71%	13%	39%	21%	73%	13%	39%	22%	73%
Total	15%	55%	30%	100%	16%	56%	28%	100%	15%	56%	29%	100%

Remuneration policies

GRI 405-2 – Ratio of basic salary and remuneration of women to men

CIR Group – Ratio of the average basic salary of women to men	
%	2023
Executives	65%
Managers	95%
White collar	83%
Blue collar	89%
Operators	90%

CIR Group – Ratio of the average remuneration of women to men	
%	2023
Executives	62%
Managers	99%
White collar	81%
Blue collar	89%
Operators	91%

The remuneration of the highest-paid individual is 123 times that of the median of employees and is up 3% compared to 2022. The remuneration of the highest-paid individual is 0.3% lower than the previous year, while the median employee's salary fell by 3.2%.

Sogefi Group ¹²						
	Ratio of the average basic salary of women to men by professional category and geographical area			Ratio of the average remuneration of women to men by professional category and geographical area		
	2021	2022	2023	2021	2022	2023
Europe						
Executives ¹³	1.00	0.78	0.84	0.94	0.79	0.83
White collar	0.84	0.81	0.82	0.70	0.79	0.80
Blue collar	0.78	0.82	0.81	0.75	0.83	0.81
North America						
Executives	0.58	n/a	n/a	0.84	n/a	n/a
White collar	0.80	0.75	0.76	0.83	0.71	0.75
Blue collar	0.85	0.94	0.92	0.84	0.90	0.92
South America						
Executives	n/a	n/a	n/a	n/a	n/a	n/a
White collar	0.69	0.68	0.67	0.69	0.69	0.66
Blue collar	0.80	0.80	0.95	0.80	0.80	0.91
Asia						
Executives	n/a	n/a	n/a	n/a	n/a	n/a
White collar	0.69	0.77	0.78	0.69	0.77	0.78
Blue collar	0.96	1.00	1.01	1.00	1.00	1.01

CIR – women/ men basic salary ratio ¹⁴			
%	2021	2022	2023
Executives	n/a	n/a	n/a
Managers	99%	91%	95%
White collar	95%	105%	117%

¹² n/a as there are no women employed in the specific professional category. Furthermore, the salary and remuneration of the CEO and CFO are excluded from the calculation.

¹³ The salary and remuneration of the CEO are not considered.

¹⁴ n/a as no women are employed in the specific professional category. For the calculation of the average female/male remuneration ratio and female/male basic salary, the CEO of CIR S.p.A. was excluded.

CIR – women/ men average remuneration ratio			
%	2021	2022	2023
Executives	n/a	n/a	n/a
Managers	71%	88%	99%
White collar	84%	121%	110%

KOS Group – women/ men basic salary ratio			
	2021	2022	2023
Executives	70%	69%	69%
White collar	68%	78%	69%
Operators	88%	92%	90%

KOS Group – women/ men average remuneration ratio			
	2021	2022	2023
Executives	70%	53%	66%
White collar	72%	78%	68%
Operators	91%	89%	91%

Training and education

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

CIR Group – Average hours of training per employee per year (2023)			
no. hours	Men	Women	Total
Executives	27.4	28.4	27.8
Managers	0.0	6.3	4.2
White collar	26.9	20.0	22.4
Blue collar	29.5	28.3	29.2
Operators	23.2	16.3	17.5
Total	27.3	18.8	21.9

CIR – Average hours of training by employee category and by gender									
no. hours	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	6.0	--	4.8	7.8	--	6.2	2.7	--	2.0
Managers	6.0	7.0	6.7	--	5.0	3.3	4.0	23.8	17.2
White collar	--	14.9	10.5	10.0	3.8	5.8	4.0	10.3	8.2
Total	3.8	11.9	8.3	7.6	3.6	5.5	3.3	12.6	8.3

KOS Group – Average hours of training by employee category and by gender									
no. hours	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	5.8	7.5	6.7	13.8	14.9	14.4	26.1	27.6	26.9
White collar	6.4	6.7	6.6	19.7	17.5	18.1	23.0	18.7	19.7
Operators	4.3	4.0	4.1	8.0	8.9	8.7	23.2	16.3	17.5
Total	5.3	5.1	5.1	13.3	12.1	12.4	23.2	17.2	18.5

The table above shows the value for employees only, while the ESG plan shows the average value for employees and collaborators.

Sogefi Group – Average hours of training by employee category and by gender									
---	--	--	--	--	--	--	--	--	--

no. hours	2021			2022			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	30.1	22.9	28.9	10.2	43.8	15.3	31.3	41.3	32.7
White collar	17.8	17.1	17.6	21.7	21.8	21.7	31.2	31.7	31.3
Blue collar	14.1	8.3	12.6	19.3	13.6	17.8	29.5	28.3	29.2
Total	11.0	15.0	12.0	19.8	16.1	18.8	30.0	29.3	29.8

Occupational health and safety^{15 16}

GRI 403-9 – Work-related injuries

CIR Group – Employee work-related injuries			
No. of injuries	2021	2022	2023
Work-related injuries	527	2,122	639
Of which cases of Covid-19 (where applicable)	223	1,773	282
Of which fatalities	--	1	--
Of which with serious consequences (excluding deaths)	1	1	2

CIR Group – Hours worked by employees			
	2021	2022	2023
Hours worked	24,858,140	26,247,760	26,950,880

CIR Group – Employee health and safety indicators			
No. of injuries	2021	2022	2023
Injury frequency rate (excluding cases of Covid-19)	21.0	13.3	13.25
Injury frequency rate (including cases of Covid-19)	12.2	80.8	23.71
Death rate	--	0.04	--
Rate of injuries with serious consequences (excluding deaths)	0.04	0.04	0.07

CIR Group – Collaborator work-related injuries ¹⁷			
No. of injuries	2021	2022	2023
Work-related injuries	12	4	6
Of which fatalities	--	--	--
Of which with serious consequences (excluding deaths)	--	1	--

CIR Group – Hours worked by collaborators ¹⁸			
	2021	2022	2023
Hours worked	4,477,713	5,126,470	5,401,146

CIR Group – Collaborator health and safety indicators			
---	--	--	--

¹⁵ The rates are calculated based on 1,000,000 hours worked:

- Injury frequency rate: (number of injuries/ number of hours worked) x 1,000,000.
- Death rate: (number of fatalities as a result of work-related injuries/ numbers of hours worked) x 1,000,000.
- Rate of injuries with serious consequences: (number of injuries with serious consequences/ number of hours worked) x 1,000,000.

¹⁶ Following various improvements to the reporting system, Sogefi group's 2020 data on work-related injuries for employees and collaborators has been restated with respect to the data published in the previous NFS.

¹⁷ The data relating to the number of injuries for collaborators refers only to the Sogefi group. As for the KOS Group, the company will deepen the analysis on the significance of other non-employee workers, in order to evaluate the need to collect data from the employees of external collaborators and the suppliers who operate on the Group's sites and/ or under the control of the group, by assessing the quality and accuracy of the data over which it doesn't not hold direct control.

¹⁸ The data relating to hours worked by collaborators refers only to the Sogefi group.

No. of cases	2021	2022	2023
Injury frequency rate	2.7	0.8	1.1
Death rate	--	--	--
Rate of injuries with serious consequences (excluding deaths)	--	0.2	--

There have been no accidents involving employees of CIR S.p.A.

GRI 403-10 – Work-related ill health

CIR Group – Employee work-related ill health ¹⁹			
	2021	2022	2023
Work-related ill health	15	28	30
Of which fatalities	--	--	--

CIR Group – Collaborators work-related ill health			
	2021	2022	2023
Work-related ill health	2	--	1
Of which fatalities	--	--	--

¹⁹ Following various improvements to the reporting system, KOS Group's 2022 data relating to employee occupational ill-health has been restated with respect to data published in the previous NFS.

Environment²⁰**Energy and emissions****GRI 302-1 – Energy consumption within the organization**

CIR Group – Energy consumption						
	2021		2022		2023	
	Total	GJ	Total	GJ	Total	GJ
Electricity (kWh)	266,059,546	957,809	269,914,513	973,455	278,917,944	1,012,609
Natural gas (m ³)	35,134,073	1,341,193	36,557,938	1,311,875	37,058,587	1,441,087
Diesel (l) automotive and heating	546,437	41,410	893,937	32,328	679,641	24,261
District heating (kWh)	6,755,746	24,321	9,141,537	32,910	7,765,355	27,956
LPG (l)	191,493	4,661	99,346	2,418	155,749	3,801
Wood chips (ton)	455	6,181	332	4,515	230	3,133
Petrol (l)	168,088	5,567	79,844	2,735	148,406	4,790
Total	--	2,381,142	--	2,360,023	--	2,517,637

In the CIR Group in the previous 3 years, neither electricity, nor heating energy, nor cooling energy, nor steam energy was sold.

GRI 305-1 – Direct (Scope 1) GHG emissions**GRI 305-2 – Energy indirect (Scope 2) GHG emissions**

For the calculation of CO₂ emissions. The emission factors used are: “Terna – International Comparisons” for location-based emissions of Scope 2. “AIB Residual Mixes” Scope 2 Market-based emissions (Scope 2) for European countries. For non-EU countries, residual mix factors are not available, therefore location-based emission factors (Terna - International Comparisons) are used instead of market-based (Residual Mix).

The source of the emission factors for natural gas are the UK Government GHG Conversion Factors for Company Reporting – DEFRA. For Scope 1 it is calculated considering only the natural gas consumption component. For Scope 2 it is calculated considering only the electricity consumption component. To calculate Scope 1 emissions, the coefficients of the UK Government GHG Conversion Factors for Company Reporting – DEFRA were used.

Every year the factors are revised following the annual update released by the various organizations.

²⁰ The following conversion factors were used to calculate energy consumption:

- electricity 1 kWh = 0.0036 GJ for the three-year period;
- natural gas 1m³= 0.03584 in 2021, 1m³ = 0.03588 in 2022 and 1m³ = 0.03619 in 2023
- diesel fuel 1t=4285 GJ in 2021, 1t = 42.60 GJ in 2022 and 1t = 42.73 in 2023

CIR Group – Greenhouse gas (GHG) emissions			
tCO ₂	2021	2022	2023
Scope 1 – Direct GHG emissions	74,128	76,213	77,735
Scope 2 – Location based	72,770	77,077	80,157
Scope 2 - Market based	88,263	77,052	78,645
Total Location-based emissions	146,898	153,290	157,892
Total Market-based emissions	162,391	153,266	156,380

GRI 305-3 Other indirect (Scope 3) GHG emissions

In 2023, SOGEFI took a significant step forward in its commitment to sustainability by calculating overall Scope 3 emissions, encompassing the entire value chain. The Scope 3 assessment followed the methodologies outlined in the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Standard, including all fifteen categories of emissions recognized by the international framework.

Sogefi Group – Scope 3 emissions ²¹		
Categories	tCO ₂ eq emissions	% impact on total emissions Location based
Category 1: Purchased Goods and Services	2,071,691	83.4%
Category 2: Capital goods	55,787	2.2%
Category 3: Fuel and energy related activities	23,217	0.9%
Category 4: Upstream transportation and distribution	83,482	3.4%
Category 5: Waste generated in operations	485	0.02%
Category 7: Employee commuting	9,075	0.4%
Category 8: Upstream leased assets	261	0.01%
Category 9: Downstream transportation and distribution	100,518	4.0%
Category 12: End of life treatment of sold products	18,237	0.7%
Total	2,362,753	95.1%

²¹ The environmental data and information relating to Scope 3 only include SOGEFI's production sites and commercial offices.

Waste²²

CIR Group – Waste generation (t)						
tons	2021		2022		2023	
	Total	%	Total	%	Total	%
Non-hazardous waste	23,353	84%	25,005	85%	28,003	88%
Hazardous waste	4,326	16%	4,172	15%	3,658	12%
Total	27,679	100%	29,177	100%	31,661	100%

GRI 306-4 Waste diverted from disposal

CIR Group – Waste diverted from disposal, by recovery operations (tons) (2023)			
	2023		
	On-site	Off-site	Total
Hazardous waste	10	492	502
Reuse	10	--	10
Recycling	--	492	492
Non-hazardous waste	980	21,092	22,072
Reuse	980	--	980
Recycling	--	21,083	21,083
Other ²³	--	9	9
Total	990	21,584	22,574

CIR Group – Waste diverted from disposal, by recovery operations (tons) (2022)			
	2022		
	On-site	Off-site	Total
Hazardous waste	179	333	512
Reuse	179	--	179
Recycling	--	333	333
Non-hazardous waste	2,376	17,465	19,841
Reuse	2,376	--	2,376
Recycling	--	17,455	17,455
Other ²⁴	--	10	10
Total	2,555	17,798	20,353

²² Following various improvements to the reporting system, KOS Group's data relating to waste generated, waste directed to disposal and diverted from disposal, has been restated with respect to the data published in the previous NFS.

²³ Other refers to various operations that include composting, on-site storage, and deep-well injection.

²⁴ Other refers to various operations that include composting, on-site storage, and deep-well injection.

GRI 306-5 Waste directed to disposal

CIR Group – Waste directed to disposal, by disposal operations (tons) (2023)			
	2023		
	Onsite	Offsite	Total
Hazardous waste	--	3,156	3,156
Incineration (with energy recovery)	--	234	234
Incineration (thermal destruction)	--	1,067	1,067
Landfilling	--	239	239
Energy recovery	--	1,615	1,615
Non-hazardous waste	--	5,931	5,931
Incineration (with energy recovery)	--	2,494	2,494
Incineration (thermal destruction)	--	2,373	2,373
Landfilling	--	1,020	1,020
Energy recovery	--	43	43
Total	--	9,086	9,086

CIR Group – Waste directed to disposal, by disposal operations (tons) (2022)			
	2022		
	Onsite	Offsite	Total
Hazardous waste	--	3,660	3,660
Incineration (with energy recovery)	--	312	312
Incineration (thermal destruction)	--	1,263	1,263
Landfilling	--	276	276
Energy recovery	--	1,809	1,809
Non-hazardous waste	--	5,163	5,163
Incineration (with energy recovery)	--	1,978	1,978
Incineration (thermal destruction)	--	2,307	2,307
Landfilling	--	744	744
Energy recovery	--	135	135
Total	--	8,823	8,823

Water management**GRI 303-3 Water withdrawal**

Water withdrawal (2023) ²⁵			
MI		Total water withdrawn	Of which from water-stressed areas
Water withdrawal	Surface water		
	Freshwater (≤1.000 mg/L total dissolved solids)	710	--
	Other water (>1.000 mg/L total dissolved solids)	21	21
	Groundwater		
	Freshwater (≤1.000 mg/L total dissolved solids)	158	13
	Other water (>1.000 mg/L total dissolved solids)	--	--
	Seawater		
	Freshwater (≤1.000 mg/L total dissolved solids)	--	--
	Other water (>1.000 mg/L total dissolved solids)	--	--
	Produced water		
	Freshwater (≤1.000 mg/L total dissolved solids)	--	--
	Other water (>1.000 mg/L total dissolved solids)	--	--
	Third-party water		
	Freshwater (≤1.000 mg/L total dissolved solids)	1,365	370
	Other water (>1.000 mg/L total dissolved solids)	--	--
Total water withdrawn	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	2,255	404

Water withdrawal (2022) ²⁶			
MI		Total water withdrawn	Of which from water-stressed areas
Water withdrawal	Surface water		
	Freshwater (≤1.000 mg/L total dissolved solids)	581	--
	Other water (>1.000 mg/L total dissolved solids)	19	19
	Groundwater		
	Freshwater (≤1.000 mg/L total dissolved solids)	180	39
	Other water (>1.000 mg/L total dissolved solids)	--	--
	Seawater		
	Freshwater (≤1.000 mg/L total dissolved solids)	--	--

²⁵ Freshwater is defined as water with ≤1.000 mg/ L total dissolved solids. Other types of water are defined as water with > 1,000 mg/ L dissolved solids.

²⁶ Freshwater is defined as water with ≤1.000 mg/ L total dissolved solids. Other types of water are defined as water with > 1,000 mg/ L dissolved solids.

	Other water (>1.000 mg/L total dissolved solids)	--	--
	Produced water		
	Freshwater (≤1.000 mg/L total dissolved solids)	--	--
	Other water (>1.000 mg/L total dissolved solids)	--	--
	Third-party water		
	Freshwater (≤1.000 mg/L total dissolved solids)	1,029	378
	Other water (>1.000 mg/L total dissolved solids)	3	--
Total water withdrawn	Surface water (total) + groundwater (total) + seawater (total) + produced water (total) + third-party water (total)	1,812	436

9. Annexes

Taxonomy Tables

Share of turnover deriving from products or services associated with economic activities aligned with the taxonomy – Disclosure relating to the year 2023

	Financial year 2023			Substantial contribution criteria						DNSH criteria (‘Does Not Significantly Harm’)												
Economic activities (1)	Code(a) (2)	Turnover (3)	Proportion of turnover, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources(7)	Circular economy(8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources(13)	Circular economy(14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of Taxonomy- aligned (A.1.) or - eligible (A.2.) turnover, year N- 1 (18)	Category enabling activity (19)	Category transitional activity (20)			
Text		EUR	%	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N						
Manufacturing of automotive and mobility components	CCM 3.18	0.98	0.04%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	N/A	E				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.98	0.04%	100%						Y	Y	Y	Y	Y	Y	Y	N/A					
Of which enabling		0.98	0.04%	100%						Y	Y	Y	Y	Y	Y	Y	N/A	E				
Of which transitional		0	0														N/A		T			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(g)																						
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)													
Manufacturing of automotive and mobility components	CCM 3.18	1.20	0.05%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											N/A		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1.20	0.05%	100%																N/A		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		2.18	0.09%	100%																N/A		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																						
Turnover of Taxonomy-non-eligible activities		2,377.6	99.91%																			
TOTAL		2,379.9	100%																			

Share of capital expenditure (CapEx) deriving from products or services associated with economic activities aligned to the taxonomy – Disclosure relating to the year 2023

CapEx was calculated considering all expenses for intangible and tangible assets made during the year, considering the amount before amortisation and any adjustments. The denominator also includes increases in property, plant and equipment and intangible assets resulting from business combinations.

	Financial year 2023			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities (1)	Code(a) (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources(7)	Circular economy(8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources(13)	Circular economy(14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		EUR	%	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Manufacturing of automotive and mobility components	CCM 3.18	2.36	1.79%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	N/A	E	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		2.36	1.79%	100%						Y	Y	Y	Y	Y	Y	Y	0%		
Of which enabling		2.36	1.79%	100%						Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(g)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
Manufacturing of automotive and mobility components	CCM 3.18	2.36	1.79%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	1.54	1.16%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.5%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.63	0.48%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								n/a		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		4.52	3.43%	100%													0.5%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		6.88	5.21%	100%													0.5%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		125.12	94.79%																
TOTAL ²⁷		132	100%																

²⁷ Capex have been calculated considering all expenditure for intangible assets and property, plant and equipment including IFRS15 and 16.

Share of operating expenses (OpEx) deriving from products or services associated with economic activities aligned with the taxonomy – Disclosure relating to the year 2023

OpEx have been calculated considering the sum of non-capitalised direct costs, which refer to: research and development, maintenance, and short-term leasing.

	Financial year 2023			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')									
Economic activities (1)	Code(s) (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) OpEx, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
Text		EUR	%	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y; N; N/EL (b)(c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Manufacturing of automotive and mobility components	CCM 3.18	0	0.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	N/A	E	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0	0.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0	0.0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.0%	E	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	100%						Y	Y	Y	Y	Y	Y	Y	0.0%		
Of which enabling		0	0.0%	100%						Y	Y	Y	Y	Y	Y	Y	0.0%	E	
Of which transitional		0	0.0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)(g)																			
				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
Manufacturing of automotive and mobility components	CCM 3.18	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.005	0.01%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.11%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0.005	0.01%	100%	%	%	%	%	%								0.11%		
B. OpEx of Taxonomy-eligible activities (A.1+A.2)		0.005	0.01%	100%	%	%	%	%	%								0.11%		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		44,995	99,99%																
TOTAL²⁸		45	100%																

²⁸ Opex have been calculated considering uncaptialized direct costs that referred to research and development, maintenance, rental.

Reconciliation table of material topics, GRI Standards and Decree 254/ 2016

MACRO AREA	Material topic (materiality matrix)	Topic-specific standard GRI	Decree 254/ 2016 topics
Economic responsibility	Economic performance	Economic performance	Social impact
	Innovative and eco-responsible products and technologies	N/A	
Governance and compliance	Business integrity and ethics	Anti-corruption; socio-economic compliance; income taxes	Fight against corruption and bribery
Customer-related responsibility	Customer Satisfaction	N/A	Social impact
	Privacy and protection of client data	Customer privacy	
	Customer health and safety	Customer health and safety	
Personnel-related responsibility	Company remuneration and welfare	Diversity and equal opportunity	Personnel matters
	Diversity and equal opportunity	Non-discrimination; diversity and equal opportunity	
	Enhancement and development of skills	Employment; training and education; labour/ management relations	
	Health and safety of workers	Occupational health and safety	
Social responsibility	Responsible supply practices	Procurement practices	Social impact
	Integration, involvement, and impact on local communities	Local community	Respect for human rights
Environmental responsibility	Water use and management	Water and effluents	Environmental
	Energy and emissions	Energy; Emissions	
	Responsible management of materials and waste	Materials; Discharges and waste	

Scope of material topics of the CIR Group

MATERIAL TOPICS		SCOPE OF MATERIAL TOPICS	ROLE OF THE CIR GROUP
Economic responsibility			
Economic performance	Potential negative impact on society caused by a lack of economic growth of the company	CIR Group	Direct - Caused by the CIR Group
Innovative and eco-responsible products and technologies	Positive impact on society and patients from innovation towards more sustainable and patient-friendly products	CIR Group, customers, suppliers, business partners	Direct - Caused by the Group and indirect - associated with the activities of the CIR Group
Governance and compliance			
Business integrity and ethics	Potential negative impact from non-compliance with laws	CIR Group	Direct - Caused by the CIR Group
Customer-related responsibility			
Customer health and safety	Potential negative impact resulting from the production of defective products or from incorrect use of resources causing an impact on patient health	CIR Group	Direct - Caused by the Group and indirect - associated with the activities of the CIR Group
Privacy and protection of client data	Potential negative impact from security breaches regarding customer privacy and loss of customer data	CIR Group	Direct - Caused by the CIR Group
Customer satisfaction	Potential negative impact caused to customers as a result of failure to meet quality standards, and incorrect handling of complaints	Sogefi Group, KOS Group	Direct – Caused by the Group and indirect – associated with the activities of the CIR Group
Environmental responsibility			
Waste and water use and management	Negative impact on the management of waste and availability of water for the local community, due to consumption by the organization	Sogefi Group, KOS Group	Direct - Caused by the Group and indirect - associated with the activities of the CIR Group
Energy and emissions	Negative impact on the environment caused by energy consumption and the related production of emissions	CIR Group	Direct - Caused by subsidiaries and indirect – associated with the activities of the CIR Group
Responsible management of materials	Negative impact on the environment caused by the use of natural resources	Sogefi Group, KOS Group	Direct - Caused by the Group and indirect - associated with the activities of the CIR Group
Personnel-related responsibility			
Company remuneration and welfare	Potential negative impact on employees in the absence of adequate welfare activities and fair remuneration	CIR Group	Direct - Caused by the CIR Group
Diversity and equal opportunity	Positive impact on employees following the dissemination of a culture of inclusiveness and openness to diversity by reducing the risks associated with discrimination and harassment	CIR Group	Direct - Caused by the CIR Group
Enhancement and development of skills	Positive impact for employees following an increase in skills given by training activities	CIR Group	Direct - Caused by the CIR Group
Health and safety of workers	Negative impact caused by the organization on workers who, as a result of the activities carried out, could incur in work-related injuries and ill health	CIR Group	Direct - Caused by the CIR Group
Social responsibility			
Responsible supply practices	Potential negative impact from sourcing from suppliers that do not adopt sustainable practices, with indirect	Sogefi Group, KOS Group, suppliers, commercial partners	Direct - Caused by the Group and indirect – associated with

	negative impacts for workers and related communities		the activities of the Sogefi Group
Integration, involvement, and impact on local communities	Positive impact following the improvement in the employment rate and social conditions of the local communities in which the Group operates	CIR Group, local community, and area	Direct - Caused by the CIR Group

GRI Content Index

CIR S.p.A drafted this document, which covers the period from 01/01/2023 to 12/31/2023, according to the GRI Standards. Throughout 2022, a new version of these standards was published, which modified the previous set by integrating additional information into them, including the reporting of previously non-mandatory information, and unifying the topics covered by several standards into a single topic; some principles were also eliminated (e.g., 102-12: External initiatives; 102-44 : Key topics and concerns raised; 102-51 : Date of most recent report), as their contents were deemed superfluous or repetitive compared to other information requested.

Declaration of use		The CIR Group has prepared the document in compliance with the GRI Standards for the period from January 1 st , 2023, to December 31 st 2023	
GRI Sector Standard		N/A	
GRI 1		Used	
GRI 2 – General disclosures 2021			
GRI 2021	Title	Comments	Pages
2-1	Organizational details		Chapters – Methodological Note; The CIR Group
2-2	Entities included in the organization’s sustainability reporting		Chapters – Methodological Note; The CIR Group
2-3	Reporting period, frequency, and contact point		Chapters – Methodological Note
2-4	Restatements of information		Chapters – Methodological Note
2-5	External assurance		Chapters – Auditors’ Report
2-6	Activities, value chain and other business relationships		Chapters – Methodological Note; The CIR Group
2-7	Employees		Chapter 8 – Other consolidated indicators, Paragraph Human Resources
2-8	Workers who are not employees		Chapter 8 – Other consolidated indicators, Paragraph Human Resources
2-9	Governance structure and composition		Chapter 4.1 – Corporate Governance
2-10	Nomination and selection of the highest governance body		Report on corporate governance and ownership structure 2023, paragraphs 4.3 – Appointment and replacement (ex art. 123-bis, paragraph 1 letter l) TUF); 4.4.2 - Diversity criteria and policies
2-11	Chair of the highest governance body		Report on corporate governance and ownership structure 2023, paragraph 4.4.5 Role of the President of the Board of Directors Report on remuneration policy and compensation paid – 2023, paragraph 1.3 – Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts		Report on corporate governance and ownership structure 2023, paragraphs 4.1.1 – Diversity criteria and policies; 4.1.2 – Definition of the most appropriate system of corporate governance to carry out the business

			activity and pursue the Company's strategy; 4.2 – Activities carried out by the Board of Directors in 2023; 9.4 – Head of the Internal Audit function
2-13	Delegation of responsibility for managing impacts		Paragraph 4.1.b -The operation of the Board of Directors in line with best practices Report on corporate governance and ownership structure 2023, Chapter 6 – Internal Committees (as per art. 123-bis, paragraph 2, letter D), TUF)
2-14	Role of the highest governance body in sustainability reporting		Paragraph 7.3 – Materiality Matrix Report on corporate governance and ownership structure 2023, paragraph 4.2 - Activities carried out by the Board of Directors in 2023
2-15	Conflicts of interest		Code of Ethics, paragraph 4.1.9 – Prevention of conflict of interest
2-16	Communication of critical concerns		Paragraph 4.1.c - Solid safeguards to guarantee compliance Report on corporate governance and ownership structure 2023, paragraphs 9.2 – Chief Executive Officer; 9.3 – Control, Risk and Sustainability Committee
2-17	Collective knowledge of the highest governance body		Report on corporate governance and ownership structure 2023, paragraphs 4.2 – Activities carried out by the Board of Directors in 2023; 4.4.2 Diversity criteria and policies
2-18	Evaluation of the performance of the highest governance body		Report on corporate governance and ownership structure 2023, paragraphs 9.3 – Control, Risk and Sustainability Committee; 14.2 Non-financial disclosure and “ESG” responsibilities
2-19	Remuneration policies		Report on remuneration policy and compensation paid – 2023, Chapter 3 – Remuneration of the Directors
2-20	Process to determine remuneration		Report on remuneration policy and compensation paid – 2023, Chapter 2 – Aims and Principles of the Policy 2024

2-21	Annual total compensation ratio		Chapter 8 – Other consolidated indicators, Paragraph – Remuneration policies
2-22	Statement on sustainable development strategy		Chapters – Letter to the stakeholders; 3 – CIR's ESG vision
2-23	Policy commitments		Chapter 3 – CIR's ESG vision
2-24	Embedding policy commitments		Chapter 3 – CIR's ESG vision
2-25	Processes to remediate negative impacts		Paragraph 7.3 – Materiality Matrix; Organization, Management and Control Model pursuant to Legislative Decree 8 June 2011 n. 231 (in Italian), paragraphs 2.2 – Finalità del Modello; 2.4- Processo di redazione del Modello; 3.4 – Funzioni dell'Organismo di Vigilanza e modalità operative di svolgimento delle relative attività; 3.5 – Obblighi di informazione verso l'Organismo di Vigilanza; 6.2 – Misure nei confronti dei dipendenti; 9.5 – Modello organizzativo ex. D. Lgs 231/2001
2-26	Mechanisms for seeking advice and raising concerns		Code of Ethics, chapter 5 – Implementation procedures
2-27	Compliance with laws and regulations		Paragraph 4.1.c – Solid safeguards to guarantee compliance
2-28	Membership associations		Paragraph 4.4 – Well-being of individuals and communities
2-29	Approach to stakeholder engagement		Paragraph 7.3 – Materiality Matrix
2-30	Collective bargaining agreements		Chapter 8 – Other consolidated indicators, Paragraph – Human Resources

GRI 3 – Material topics 2021			
GRI 2021	Title	Omissions	Pages
3-1	Process to determine material topics		Paragraph 7.3 – Materiality matrix
3-2	List of material topics		Paragraph 7.3 – Materiality matrix
Economic Performance			
3-3	Management of material topics		Chapter 2 – The economic value generated and distributed by the Group in 2023
201-1	Direct economic value generated and distributed		Chapter 2 – The economic value generated and distributed by the Group in 2023
Procurement practices			
3-3	Management of material topics		Paragraph 5.4 – Quality of care and innovation Sogefi NFS – Chapter 6, par. Responsible procurement practices KOS SR – Chapter Governance, business ethics and economic responsibility, par. Sustainable sourcing practices
Anti-corruption			
3-3	Management of material topics		Paragraph 4.1.c - Solid safeguards to guarantee compliance Sogefi NFS – Chapter 6, par. Business Ethics & Integrity KOS SR – Chapter Governance, business ethics and economic responsibility, par. Governance e compliance
205-3	Confirmed incidents of corruption and actions taken		Paragraph 4.1.c - Solid safeguards to guarantee compliance
Tax			
3-3	Management of material topics		Paragraph 7.5 – Taxation Sogefi NFS – Chapter 6 par. Approach to taxation
207-1	Approach to tax		Paragraph 7.5 – Taxation

207-2	Tax governance, control, and risk management		Paragraph 7.5 – Taxation
207-3	Stakeholder engagement and management of concerns related to tax		Paragraph 7.5 – Taxation
207-4	Country-by-country reporting		Chapter 8 – Other consolidated indicators
Materials			
3-3	Management of material topics		Paragraph 5.5 - Eco-Compatibility; 6.4 – Sustainable innovation Sogefi NFS – Chapter 8, par. Optimization of material cycles in industrial processes
301-3	Reclaimed products and their packaging materials		Chapter 6.4 – Sustainable innovation
Energy			
3-3	Management of material topics		Paragraph 5.5 - Eco-Compatibility; 6.4 – Sustainable innovation Sogefi NFS – Chapter 8, par. Climate Strategy KOS SR – Chapter Responsibility towards the environment, par. Energy consumption and emissions
302-1	Energy consumption within the organization		Chapter 8 – Other consolidated indicators Paragraph – Energy consumption and GHG emissions Sogefi NFS – Chapter 8, par. Climate Strategy KOS SR – Chapter Responsibility towards the environment, par. Energy consumption and emissions
302-3	Energy intensity		Paragraph 5.5 - Eco-Compatibility; 6.5 - Eco-Compatibility
Water and effluents			
3-3	Management of material topics		Sogefi NFS – Chapter 8, par. Sustainable Water & Waste Management KOS SR – Chapter Responsibility towards the environment, par. Use of water resources
303-1	Interactions with water as a shared resource		Sogefi NFS – Chapter 8, par. Sustainable

			Water & Waste Management KOS SR – Chapter Responsibility towards the environment, par. Use of water resources
303-2	Management of water discharge-related impacts		Sogefi NFS – Chapter 8, par. Sustainable Water & Waste Management KOS SR – Chapter Responsibility towards the environment, par. Use of water resources
303-3	Water withdrawal		Chapter 8 – Other consolidated indicators, par. Water management
Emissions			
3-3	Management of material topics		Paragraph 4.3 - Eco-Compatibility; Sogefi NFS – Chapter 8, par. Climate Strategy KOS SR – Chapter Responsibility towards the environment, par. Energy consumption and emissions
305-1	Direct (Scope 1) GHG emissions		Chapter 8 – Other consolidated indicators, par. Energy consumption and greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions		Chapter 8 – Other consolidated indicators, par. Energy consumption and greenhouse gas emissions
305-3	Other indirect (Scope 3) GHG emissions		Chapter 8 – Other consolidated indicators, par. Energy consumption and greenhouse gas emissions
Waste			
3-3	Management of material topics		Paragraph 4.3 - Eco-Compatibility; Sogefi NFS – Chapter 8, par. Sustainable Water & Waste Management KOS SR – Chapter Responsibility towards the environment, par.

			Waste production and management
306-1	Waste generation and significant waste-related impacts		Chapter 8 – Other consolidated indicators, par. Waste
306-2	Management of significant waste-related impacts		Chapter 8 – Other consolidated indicators, par. Waste
306-4	Waste diverted from disposal		Chapter 8 – Other consolidated indicators, par. Waste
306-5	Waste directed to disposal		Chapter 8 – Other consolidated indicators, par. Waste
Employment			
3-3	Management of material topics		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities Sogefi NFS – Chapter 7 Attraction & retention, professional development KOS SR – Chapter Our people, par. Well-being, remuneration and attention towards employees
401-1	New employee hires and employee turnover		Chapter 8 – Other consolidated indicators, par. Turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Chapter 8 – Other consolidated indicators, par. Turnover
Labour/management relations			
3-3	Management of material topics		Paragraph 5.6 - Well-being of individuals and communities
402-1	Minimum notice periods regarding operational changes	The data is not available due to differences between countries	
Occupational health and safety			
3-3	Management of material topics		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par

			Occupational health and safety
403-1	Occupational health and safety management system		Chapter 8 – Other consolidated indicators, par. Occupational health and safety Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-2	Hazard identification, risk assessment, and incident investigation		Chapter 8 – Other consolidated indicators, par. Occupational health and safety Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-3	Occupational health services		Chapter 8 – Other consolidated indicators, par. Occupational health and safety Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-4	Worker participation, consultation, and communication on occupational health and safety		Chapter 8 – Other consolidated indicators, par. Occupational health and safety Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-5	Worker training on occupational health and safety		Chapter 8 – Other consolidated indicators, par. Occupational health and safety

			Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-6	Promotion of worker health		Chapter 8 – Other consolidated indicators, par. Occupational health and safety Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Chapter 8 – Other consolidated indicators, par. Occupational health and safety Sogefi NFS – Chapter 7, par Occupational health and safety KOS SR – Chapter Our people, par Occupational health and safety
403-9	Work-related injuries	With reference to KOS, data on injuries, hours worked, and work-related ill health of collaborators are not available	Chapter 8 – Other consolidated indicators, par. Occupational health and safety
403-10	Work-related ill health		Chapter 8 – Other consolidated indicators, par. Occupational health and safety
Training and education			
3-3	Management of material topics		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities Sogefi NFS – Chapter 7 Attraction & retention, professional development KOS SR – Chapter Our people, par. Well-being, remuneration and attention towards employees

404-1	Average hours of training per year per employee		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities Chapter 8 – Other consolidated indicators, par. Training
Diversity and equal opportunity			
3-3	Management of material topics		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities Sogefi NFS – Chapter 7 Diversity & Equal Opportunity KOS SR – Chapter Our people, par. Diversity & Equal Opportunity
405-1	Diversity of governance bodies and employees		Chapter 8 – Other consolidated indicators, par. Diversity and equal opportunity
405-2	Ratio of basic salary and remuneration of women to men		Chapter 8 – Other consolidated indicators, par. Remuneration policies
Non-discrimination			
3-3	Management of material topics		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities Sogefi NFS – Chapter 6 Business Ethics & Integrity KOS SR – Chapter Governance, business ethics and economic responsibility, par. Governance and compliance
406-1	Incidents of discrimination and corrective actions taken		No cases
Local communities			
3-3	Management of material topics		Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of

			<p>individuals and communities</p> <p>Sogefi NFS – Chapter 7 Distributed Value and Impact on local communities</p> <p>KOS SR – Chapter Our people, par.</p> <p>Awareness raising activities and relationship with the territory</p>
413-1	Operations with local community engagement, impact assessments, and development programs		<p>Paragraph 5.6 – Well-being of individuals and communities; 6.6 – Well-being of individuals and communities</p>
Customer health and safety			
3-3	Management of material topics		<p>Paragraph 5.6 – Well-being of individuals and communities</p> <p>Sogefi NFS – Chapter 6 par. Product safety</p> <p>SR KOS – Chapter Service excellence and patient care, par.</p> <p>Patient satisfaction and complaint management</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No cases
Customer privacy			
3-3	Management of material topics		<p>Par. 7.4 - IT security management</p> <p>Sogefi NFS – Chapter 6 par. Product Quality & Customer satisfaction</p> <p>SR KOS – Chapter Innovation and digitalisation, par.</p> <p>Protection of patient privacy and cyber security</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Par. 7.4 - IT security management
Innovative and eco-responsible products and technologies			
3-3	Management of material topics		Paragraph 6.5 – Eco-Compatibility
Customer satisfaction			
3-3	Management of material topics		Paragraph 5.6 - Well-being of individuals and communities

			Sogefi NFS – Chapter 6 par. Product Quality & Customer satisfaction SR KOS – Chapter Service excellence and patient care, par. Patient satisfaction and complaint management
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Auditors' Report



(This independent auditors' report has been translated into English solely for the convenience of international readers. Accordingly, only the original Italian version is authoritative.)

CIR - Compagnie Industriali Riunite Group

2023 consolidated non-financial statement

(with independent auditors' report thereon)

KPMG S.p.A.

5 April 2024



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(This independent auditors' report has been translated into English solely for the convenience of international readers. Accordingly, only the original Italian version is authoritative.)

Independent auditors' report on the consolidated non-financial statement pursuant to article 3.10 of Legislative decree no. 254 of 30 December 2016 and article 5 of Consob Regulation no. 20267 of 18 January 2018

*To the board of directors of
CIR S.p.A. – Compagnie Industriali Riunite*

Pursuant to article 3.10 of Legislative decree no. 254 of 30 December 2016 (the “decree”) and article 5.1.g) of the Consob (the Italian Commission for listed companies and the stock exchange) Regulation adopted with Resolution no. 20267 of 18 January 2018, we have been engaged to perform a limited assurance engagement on the 2023 consolidated non-financial statement of the CIR – Compagnie Industriali Riunite Group (the “group”) prepared in accordance with article 4 of the decree and approved by the board of directors on 11 March 2024 (the “NFS”).

Our procedures did not cover the information set out in section “7.1 EU taxonomy” of the NFS required by article 8 of Regulation (EU) 852 of 18 June 2020.

Responsibilities of the directors and board of statutory auditors (“Collegio Sindacale”) of CIR – Compagnie Industriali Riunite S.p.A. (the “parent”) for the NFS

The directors are responsible for the preparation of an NFS in accordance with articles 3 and 4 of the decree and the “Global Reporting Initiative Sustainability Reporting Standards” issued by GRI - Global Reporting Initiative (the “GRI Standards”), which they have identified as the reporting standards.

The directors are also responsible, within the terms established by the Italian law, for such internal control as they determine is necessary to enable the preparation of an NFS that is free from material misstatement, whether due to fraud or error.

Moreover, the directors are responsible for the identification of the content of the NFS, considering the aspects indicated in article 3.1 of the decree and the group's business and characteristics, to the extent necessary to enable an understanding of the group's business, performance, results and the impacts it generates.

The directors' responsibility also includes the design of an internal model for the management and organisation of the group's activities, as well as, with reference to the aspects identified and disclosed in the NFS, the group's policies and the identification and management of the risks generated or borne.

The *Collegio Sindacale* is responsible for overseeing, within the terms established by the Italian law, compliance with the decree's provisions.



CIR - Compagnie Industriali Riunite Group

Independent auditors' report

31 December 2023

Auditors' independence and quality control

We are independent in compliance with the independence and all other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards, the IESBA Code) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. During the year covered by this engagement, our company applied International Standard on Quality Control 1 (ISQC Italia 1) and, accordingly, maintained a system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the NFS with the requirements of the decree and the GRI Standards. We carried out our work in accordance with the criteria established by "International Standard on Assurance Engagements 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 revised"), issued by the International Auditing and Assurance Standards Board (IAASB) applicable to limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance about whether the sustainability report is free from material misstatement. A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 revised, and consequently does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the NFS are based on our professional judgement and include inquiries, primarily of the parent's personnel responsible for the preparation of the information presented in the NFS, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we performed the following procedures:

1. Analysing the material aspects based on the entity's business and characteristics disclosed in the NFS, in order to assess the reasonableness of the identification process adopted on the basis of the provisions of article 3 of the decree and taking into account the reporting standards applied.
2. Analysing and assessing the identification criteria for the reporting scope, in order to check their compliance with the decree.
3. Comparing the financial disclosures presented in the NFS with those included in the group's consolidated financial statements.
4. Gaining an understanding of the following:
 - the group's business management and organisational model, with reference to the management of the aspects set out in article 3 of the decree;
 - the entity's policies in connection with the aspects set out in article 3 of the decree, the achieved results and the related key performance indicators;
 - the main risks generated or borne in connection with the aspects set out in article 3 of the decree.

Moreover, we checked the above against the disclosures presented in the NFS and carried out the procedures described in point 5.a).



CIR - Compagnie Industriali Riunite Group

Independent auditors' report

31 December 2023

5. Understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the NFS.

Specifically, we held interviews and discussions with the parent's management personnel. We also performed limited procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit non-financial data and information to the office that prepares the NFS.

Furthermore, with respect to significant information, considering the group's business and characteristics:

- at parent level:
 - a) we held interviews and obtained supporting documentation to check the qualitative information presented in the NFS and, specifically, the business model, the policies applied and main risks for consistency with available evidence;
 - b) we carried out analytical and limited procedures to check, on a sample basis, the correct aggregation of data in the quantitative information;
- we visited the Sogefi and KOS subgroups, including as part of the engagements assigned by the subsidiaries, which we have selected on the basis of their business, contribution to the key performance indicators at consolidated level and location, to meet their management and obtain documentary evidence supporting the correct application of the procedures and methods used to calculate the indicators.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the 2023 consolidated non-financial statement of the CIR - Compagnie Industriali Riunite Group has not been prepared, in all material respects, in accordance with the requirements of articles 3 and 4 of the decree and the GRI Standards.

Our conclusion does not extend to the information set out in the "7.1 EU taxonomy" section of the NFS required by article 8 of Regulation (EU) 852 of 18 June 2020.

Milan, 5 April 2024

KPMG S.p.A.

(signed on the original)

Alessandra Ponzio
Director of Audit



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