



Sustainability Report 2023

EXA MP SRL



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Letter to stakeholders

Dear Readers,

we proudly present to you the **EXA MP Group's** first Sustainability Report 2023. We have always believed in the value of sustainable development, guaranteeing projects that are highly innovative, sustainable and long-lasting.

In December last year, our two companies, **EXA** and **MP**, previously separate, were merged into a single entity, creating the **company EXA MP S.r.l.** The goal was to combine the attention to detail, flexibility and professionalism of a **General contractor** such as EXA, with the specialization and craftsmanship of the products made by **Mobil Project**. All of this was designed to consolidate and strengthen our market position nationally and internationally.

By publishing the first edition of the Sustainability Report, our companies aim to communicate their determination in **affirming the importance of sustainability in the construction industry**, addressing the cultural and regulatory challenges that often affect its development on a daily basis. This document is therefore the most effective and consistent tool to **report on the present and the near future** of companies, such as ours, that want to position themselves as a model of economic growth while remaining sustainable with respect to people, the environment and the community in which they operate. Through the constant search for more effective, cutting-edge techniques and the innovation that characterizes our work, we have succeeded in establishing ourselves as one of

the leading providers of construction, design and restoration services internationally. It is in this context that EXA's rapid expansion over the past few years has taken place, opening **new offices in New York, London, Paris, Dubai and Doha**.

As the industry in which companies like ours operate brings up major challenges every day in terms of greater sustainability, the management has firmly decided to reshape the company's production goals and strategies, seeking to conform the business as much as possible to environmental needs, market demands and stakeholder expectations. With this in mind, we have been working on several fronts, keeping our process certifications constantly up-to-date.

As well as **ISO 9001:2015** (Quality management system) we have been certified with **ISO 14001:2015**, which represents the management system for environmental safety, **ISO 45001:2018**, which attests to the presence of an Occupational Health and Safety Management System, and **ISO 14064:2019**, which indicates third-party verification of the Carbon Footprint of the organization. These process certifications are also complemented by the **"Safe Contractor"** certification, which enables the company to demonstrate its commitment to health and safety, sustainability and ESG, and the **Elite level "CHAS"** certification for compliance and risk management solutions, issued for the London office.

From a social perspective, we would also like to share with you the Group's focus on

its people. We comply with all occupational safety regulations in the company, and this is confirmed by our ISO 45001:2018 certification, but **we also promote processes and activities that optimize the conditions of the workers themselves**. In addition to this, we have always sought to encourage the personal and professional growth of all employees through mandatory and technical training and training on awareness of social issues. Indeed, we believe that knowledge and culture represent the unique contribution each individual is able to make in the work environment, which is why we want to support every person's personal and professional development.

At EXA MP we have always believed in **team spirit** and teamwork, focusing every day on our passion and humility, for a job well done. We have always paid attention to respecting people and to professional, fair behaviour and loyalty, investing daily in our company's image and reputation.

On the other hand, from a purely production-related perspective, we are always looking for **innovation** in both processes and products, guaranteeing the quality, reliability and safety of the work carried out, with a view to continuous improvement.

We look forward to a future full of positive changes for our Companies, improving not

only economic and production performance, but especially environmental and social performance, actively moving toward achieving some of the 17 goals of the UN 2030 Agenda.

Giuseppe Polvani
Founding Partner and Group CEO

01

Origins and Business Model

1.1.

The history and journey of EXA MP S.r.l.

Since the year of its founding in 2005, EXA S.r.l. has experienced significant growth, not only in economic terms but also in terms of professionalism, increased skills and competitiveness.

Operating in the construction market as a General Contractor, EXA handles **construction and renovation projects** commissioned by clients who, with a view to having a single point of contact, rely entirely on the Company for all phases of the project. Making this choice allows the client to gain substantial advantages in terms of management, as they will no longer have the burden of coordinating the companies present, delegating the full execution of the works to the General Contractor.

Operating nationally and internationally, EXA has specialised in a wide range of projects related to the areas of **luxury retail, hotellerie, workspaces, showrooms and high-end residential**. Strong market demand has allowed EXA to expand to many other countries, opening new offices in Paris, London, New York, Doha, and Dubai. **Innovation, sustainability and reliability** are inextricably linked to the Group's mission, and for years we have continued to rely on young, competent staff, able to combine the company's core business with respect for the environment and the principle of sustainable development. Over nearly 20 years of operation, the management's passion and determination have encouraged the employees to work with enthusiasm, achieving high performance standards and numerous industry awards.

The same level of expansion was experienced

by **Mobil Project**, founded in **1987** by **Renzo de Stefani** in San Vendemiano, in the province of Treviso, with the idea of creating a company specialising in interior space decoration and furniture design. After 1997, when the company was transformed into an S.p.A., another series of companies were established in Doha, Dubai and Abu Dhabi.

In **2018**, with the intention of expanding services for their customers, **EXA** and **Mobil Project** first developed a **partnership**, and in December 2023 the two companies merged, creating the EXA MP S.r.l. Group.

The company considers it to be fundamental to consolidate the quality and assurance of the products, services and projects provided, with a view to continuous improvement in performance and customer satisfaction.



Company history and sustainability goals

1987

Mobil Project is established as a limited partnership from the idea of **Renzo de Stefani**.

1990

Mobil Project becomes a **limited liability company in just three years**.

1997

Due to strong expansion in the market, Mobil Project becomes a **joint-stock company**.

2005

Founding of EXA S.r.l., which begins to operate in the general contractor market.

2009

Qatar Contracting WLL is established. The company is headquartered in Doha, Qatar, and Mobil Project holds **49%** of the capital. It also opens a new location, the Dubai Branch.

2011

The **Mobil Project Al Ain Branch**, a subsidiary based in Al Ain, Abu Dhabi (United Arab Emirates) is established.

2013

Permasteelisa S.p.A. (through Permasteelisa Participations SRL) joins Mobil Project S.p.A. by acquiring 20% of its capital.

2013-2018

EXA opens its **offices** in **New York, London, Paris, Dubai** and **Doha**.

2018

EXA acquires Mobil Project.

2023

Merger of the two corporate entities into one; birth of **EXA MP S.r.l.**

Sustainability

2013

First **UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI EN ISO 45000:2018 certification** for EXA S.r.l.

2015

First **UNI EN ISO 9001:2015 Certification** for **Mobil Project S.p.a.**

2017

First **Safe Contractor Certification for EXA S.r.l.**, followed by EXA GROUP UK two years later and the first project with LEED certification.

2020

First **EcoVadis rating** for EXA S.r.l.

2021

- First **SOA certification** for Mobil Project S.p.a.
- Implementation of the **231 Organisational Model** for Mobil Project S.p.a. and EXA S.r.l.

2022

- EXA begins **offsetting the CO₂ emissions** of Golden Standard certified transportation.
- EXA GROUP UK receives the **certificate of participation in tree planting projects** in collaboration with More Trees.
- First **CHAS certification** for EXA Group UK.

2023

- First **UNI EN ISO 14064-1:2019 Certification** and **purchase of green electricity** for EXA S.r.l. and EXA GROUP UK.
- Institution of the **Sustainability Committee**.

Mission, Vision and Value

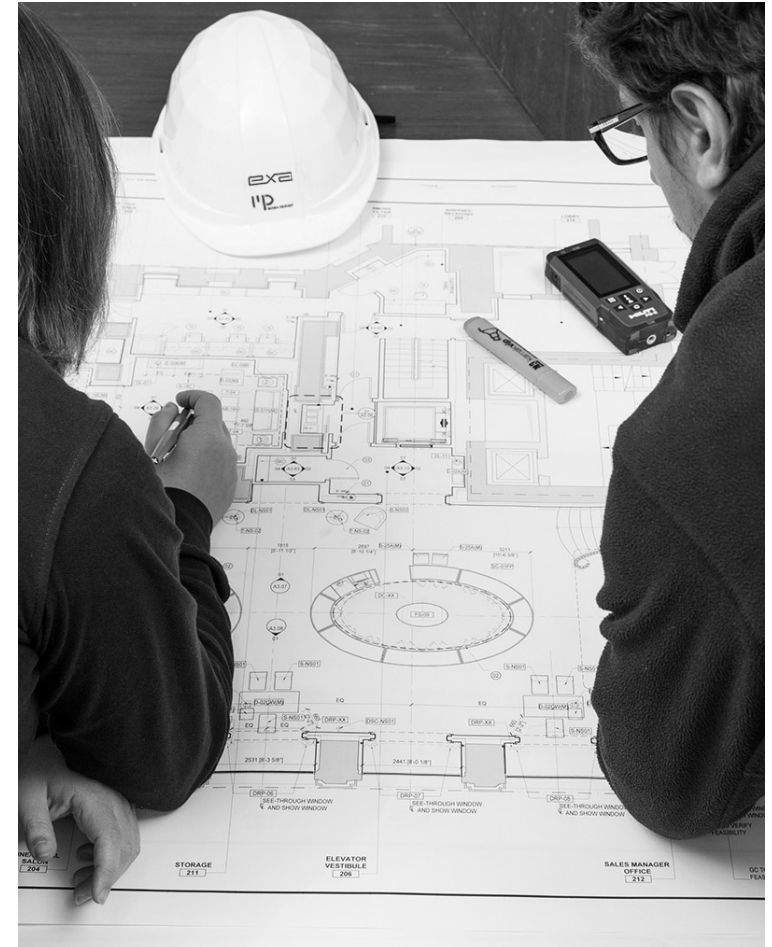
EXA MP bases its success on three core values: research, flexibility, and sustainability. These values, together with innovation, contribute to the fact that our quality of service is internationally recognised.

In this context, the Company invests its efforts, starting **from the careful, detailed study of the project** up to the **organisation of the entire construction site**. Everything is tailored to provide the best possible service and fully meet the needs of stakeholders. Over the years, the company has successfully tackled countless projects and achievements, never neglecting care and respect for the environment and human rights.

The ability to express its capabilities in multiple areas of the construction industry allows EXA MP to distinguish itself as a leader in the field, thanks in part to its **reliability** and **trust from customers**. Technical and design know-how and the availability of **experienced staff** are two of the company's key strengths, which enable it to create added value to satisfy customers, suppliers and all collaborators. In every project, new possibilities and solutions are defined, and in this context EXA MP stands as the actor that can best express its ability, thanks to its experience in the field of construction.

As a company that strives for **excellence**, also in terms of the environment, the goal is to reduce waste and energy consumption. A sustainable building project goes beyond certifications: it is a mindset and a set of customised and combined strategies that reduce a project's impact on the environment and improve the well-being and performance of those who use it. For this reason, **the company is committed to purchasing locally, disposing of waste** responsibly, generating employment by involving the **local workforce**, and using **recycled or recovered materials** wherever possible.

From a social standpoint, EXA MP not only complies with all regulations related to workers' health and safety, but also promotes measures that foster effective **equality between men and women** in the world of work, including: equal opportunities in access to employment, income equality, equal access to career and training opportunities, and full implementation of paternity leave, in line with European best practices. **Diversity** and **interculturality** are an essential ingredient of HR and sustainability strategies, representing a pivotal element in managing an environment open to discussion and sharing. The company is committed to fostering



cognitive diversity within its project teams, fostering a barrier-free workplace and encouraging people to use their creativity.

Obtaining the **ISO 9001, ISO 14001 and ISO 45001 certifications** represents a starting point for the continuous development of the organisation's performance, in terms of both quality and reduction of negative impacts. This **Sustainability Report** represents the company's commitment to all stakeholders, with the intention of communicating performance and steps taken toward sustainability with absolute transparency.

1.4.

Market presence

EXA MP's market presence is ensured by domestic and international customers belonging to various types of clusters, which position the Group in the medium to high end of the market.

The **collaboration** and **maintenance** of business relationships with local suppliers generates positive impacts both socially and economically, creating new **value** for the companies and all stakeholders.

	2022	2023
Africa	0.01%	0.6%
America	2.9%	6.2%
Europe	77%	88.7%
Middle East	20.1%	4.6%

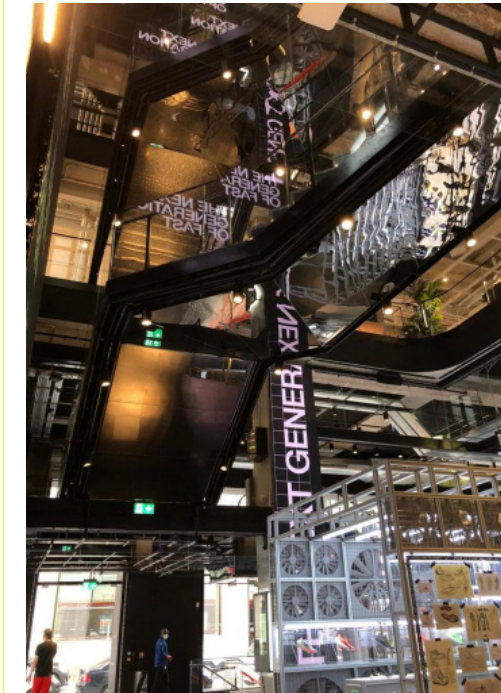


Business Model

In a traditional structure, information is transmitted from the client to the consultant, and then to the contractor, according to a linear structure. This can create misunderstandings due to lack of communication, which results in wasted time, energy and resources.

The alternative to this vertical structure is that represented by **Lean Contracting**, adopted by EXA MP, which involves defining a **circular structure** in which the customer's values and risk management are fully **shared**.

The project team, working in an integrated way, therefore defines more clearly and decisively how to use the budget and how best to manage the various areas of the project. The whole **process** is divided into **four main stages**:



1

Pre-construction analysis

At this stage, the **common goals** are defined, as indicated by the client, and these must be achieved in order to complete the work in accordance with the requests received, always in compliance with current regulations and following a careful feasibility analysis; in addition to this, the division of labour in relation to the various reference areas prepared and the definition of the necessary resources are verified.

2

Planning

At this stage the **work schedule is defined**, which will enable the staff to have a common line of action throughout the project; controlling costs, analysing the availability of resources, and defining a plan for resolving any problems are all activities part of this phase.

3

Quality control

Design begins with the creation of working drawings; each project is assigned an **efficient management team** made up of highly qualified staff: estimators, planners, administrators, lawyers and construction managers who monitor the project 24/7. The **Project Manager** is the point of reference for the client.

4

Final Evaluation

The work is concluded with the **delivery of the keys to the client**, followed by careful after-sales **assistance** for any needs that arise.

When the business office receives a project proposal, it is schematised and broken down into typologically identified elementary units (**Work Breakdown Structure**), developed in terms of both materials and cost and time. After taking on the project, we move on to project planning, taking into account the **WBS**, but also the **complementary activities** that are necessary and essential for the finalisation of the project itself (design, procurement, site organisation, etc.).

Thanks to this **system**, it is possible to identify the **timeframes** for the entire supply chain (**procurement schedule**) of the materials needed for individual planned activities. **Suppliers are selected** following careful qualification by means of a special questionnaire, and they are then provided with all the information necessary for the execution of the phases assigned to them, in compliance with both project specifications and execution timeframes.

Quality control for the process regards compliance with design requirements, at all stages of the development of the project.

02

Governance Model

The Governance System

EXA MP's corporate and decision-making structure is organised in order to take the best care of internal operational and management activities. This structure takes into account the expertise of each member in order to make top management's decision-making efficient. **The administrative body** was appointed in accordance with the provisions of **article 2383 of the Italian Civil Code**, based on criteria relating to the experience and

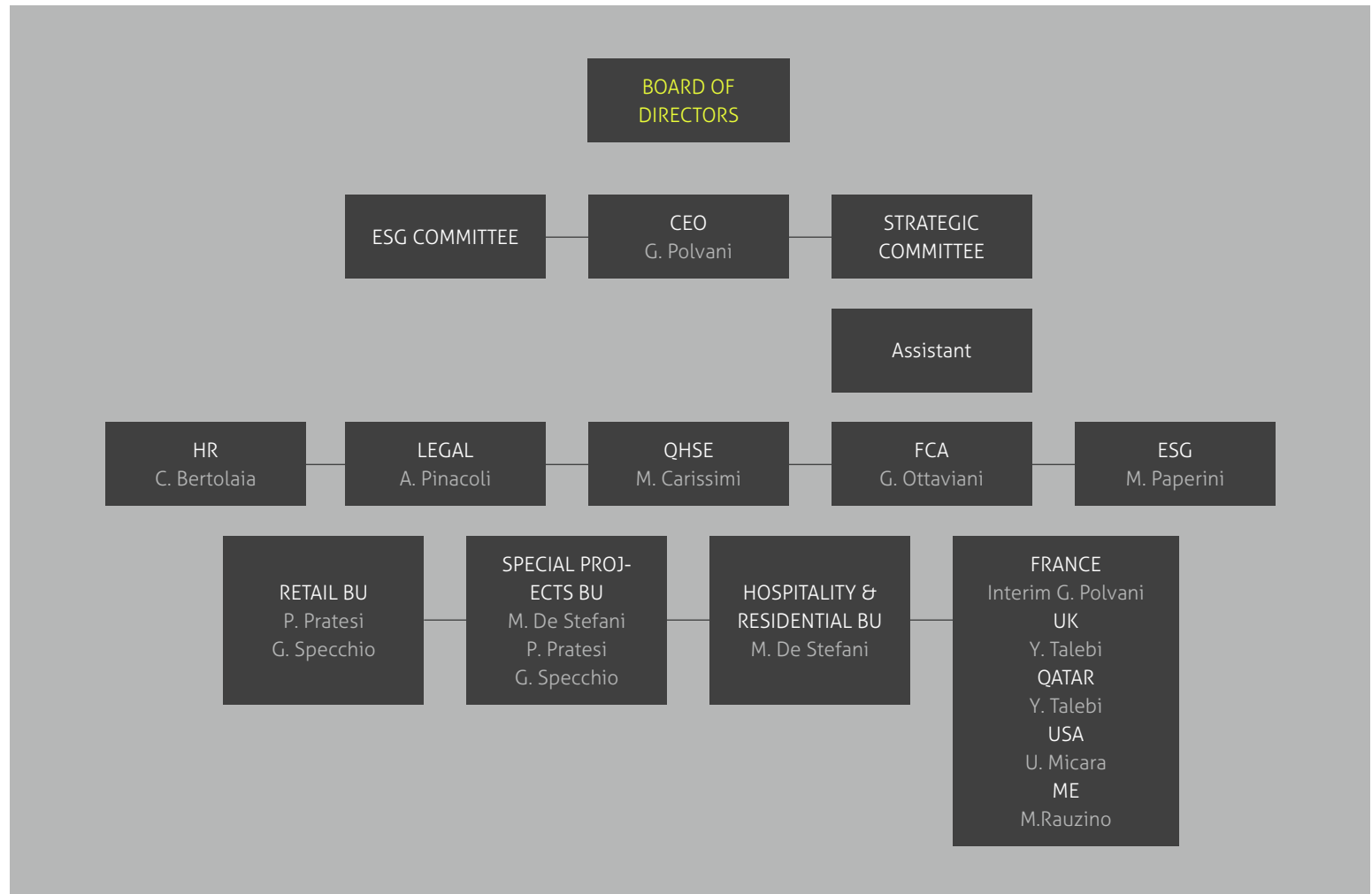
competence of each member.

The Company is owned by the various shareholders, with a **share capital** amounting to **2,000,000.00 euros, as declared on the form with which the list of shareholders was filed**. List and description of functions related to individuals in charge of the different areas, found within the organisational chart with their main tasks/roles:

Body	Composition	Function
Board of Directors (BoD)	Chairperson of the Board of Directors: Topiol Henri Emmanuel Managing Director: Polvani Giuseppe Managing Director: Pratesi Paolo Managing Director: Specchio Gianrico Managing Director: De Stefani Marco Director: Brisset Matthieu Director: Mammola Carlo Giovanni Director: Cioffi Francesca Director: Londero Marie Elisa Director: Vernier Noah Jo Laura	Highest executive-type governing body within the company, appointed by the shareholders, with full powers. Together with the directors, it implements periodic performance evaluations and decides on actions for improvement when necessary. It also collectively assesses critical issues related to the risks of possible investments, strategic business decisions, and production efficiency.
Auditors, supervisory bodies	Statutory Auditor: Benvenuti Luca Alternate Auditor: Pasquini Filippo Auditing firm: EY S.P.A. Chairperson of the Board of Statutory Auditors: Bifulco Paolo Giosuè Statutory Auditor: Aprile Michele Alternate Auditor: Lubrano Alice	the Statutory Auditor and the Auditing Firm oversee compliance with the law, the bylaws, and the principles of administrative fairness within the company.
Sustainability Committee	Direction: Specchio Gianrico ESG manager: Paperini Martina HR manager: vacant General Counsel: Pinacoli Alessia QHSE Manager: Carissimi Marco IMS Manager: Santini Alessandra Purchasing managers: Roberto Rigon (special projects purchasing office manager) Enrico Meucci (retail purchasing office manager) Tiziana Vallan (operations manager) Vincenzo Zavaglia (Milan area purchasing office manager)	The Committee is responsible for assisting the Board of Directors in pursuing sustainable development goals through support in environmental, social and governance strategy assessments and decisions. The Committee has the right of access to information and corporate functions necessary for the performance of its duties and may make use of external consultants, under the terms established by the BoD. It manages, reviews and approves the annual voluntary Sustainability Report. It receives any reports and critical issues, through appropriate channels, which are communicated to the Board of Directors. No reports/critical issues were detected or reported in 2023.

The **Management** exercises strong leadership consistent with the company's values and goals, fostering a work environment with a strong focus on operational coordination, team building and human resource development through specific programmes. In order to meet the needs of stakeholders and the community, the company pursues an ongoing commitment to sustainability. For this reason, a Sustainability Committee was appointed to coordinate, promote and manage a process of continuous improvement within the company, toward sustainable development, also with an eye to increasing competitiveness and attractiveness in the market.

The committee meets periodically with Management to set goals and review the risk framework, environmental strategy, sustainability-focused indicators and related activities, all with the support of an external consulting firm with years of experience on these issues. **The organisational chart illustrated** in the following graphic outlines the **corporate structure** in **EXA MP**:



Tools to support Governance

For EXA MP, having effective governance tools is critical to ensuring corporate integrity. Among the tools to support corporate management, it is necessary to identify some that are capable of providing the companies with useful models to manage and avoid risks and liabilities, while complying with expected industry standards.

The corporate governance system adopted by EXA MP is inspired by the highest **standards of transparency and fairness**, which guarantee the reliability and accountability of company processes. The approach taken by the company, in addition to specifically addressing environmental and social issues, also includes issues related to ethics and regulatory compliance.

In this regard, the company has equipped itself with a variety of support tools, from system certifications to ethical tools:

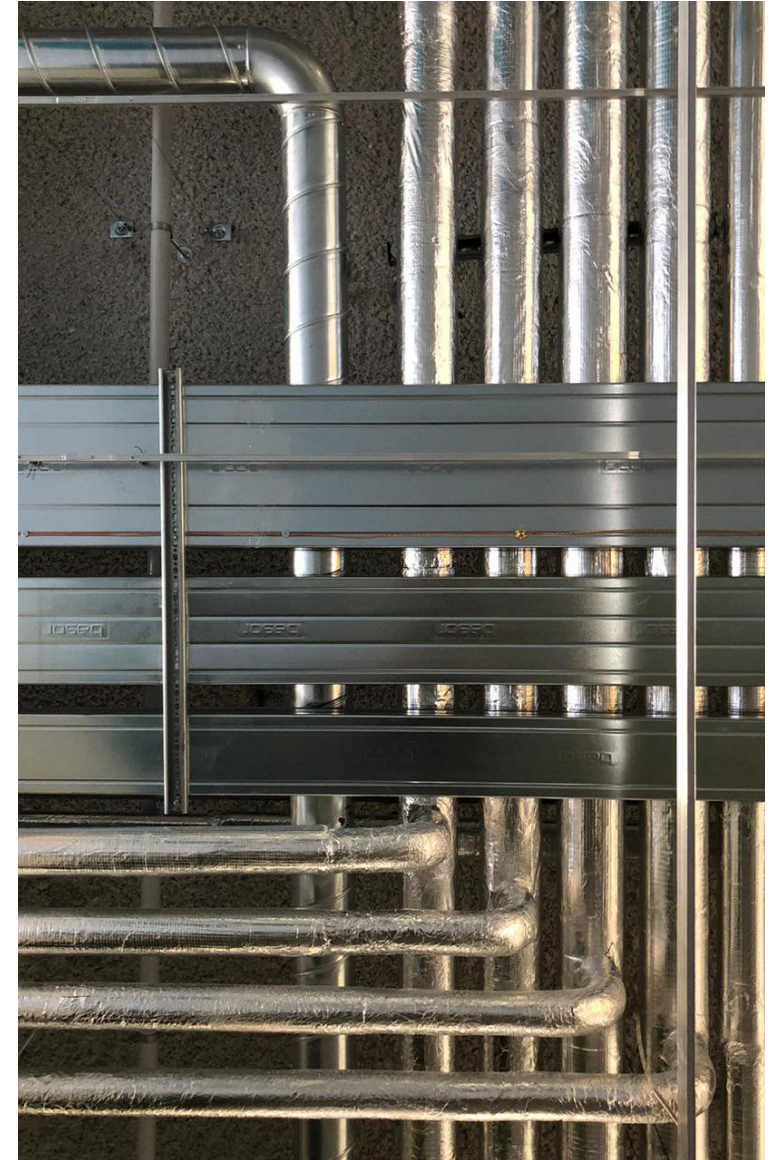
System Certifications

ISO 9001, 45001, 14001, 14064-1 to support internal management, employee health and safety, and the environment; **SOA certificate** for production control and qualification procedures suitable for the execution of public works; purchase of certified **Golden Standard carbon credits** through the **DHL GoGreen Plus** programme for offsetting CO₂ emissions; **Safe Contractor certification** and **CHAS** for the UK office, which identify the company's commitment to social and environmental issues.

Code of Ethics, Organisational Model 231, Whistleblowing Procedure

Stakeholder relations are managed through the company's Code of Ethics to ensure compliance with globally recognised principles of ethical and moral behaviour, as well as standards of proper business conduct in the areas of competition and antitrust law. The **Whistleblowing** procedure is a tool that allows for greater control over operations and a significant reduction in the possibility of offences of various kinds occurring.

These aspects profoundly affect the success of the company's business, while also becoming an integral part of it. Continued recognition in terms of quality and trustworthiness, supported by a responsible approach to the management and protection of processes and products, makes the companies more competitive in a market that is increasingly aware of sustainability issues.




2.3.


Performance and economic results

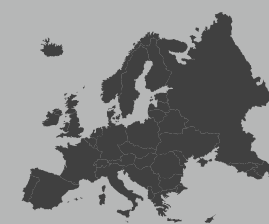
The company's business has so far reported steady increases in **turnover** and profits, demonstrating sound economic management and commercial dynamism. **In 2023, EXA MP S.r.l.** achieved the remarkable result of a turnover of **€ 167,185,226.80**, thanks in part to the merger between the two companies. It is useful in this context to highlight the main economic value related to the two-year period 2022-2023 (€):


EXA		
2022	123,152,794.6	
2023	116,800,379.69	

MP		
2022	123,152,794.6	
2023	116,800,379.69	

	Africa		
	2022	12,478.11	
	2023	946,729.33	

	America		
	2022	5,142,214.40	
	2023	10,293,627.89	

	Europe		
	2022	134,440,665.23	
	2023	148,210,199.94	

	Middle East		
	2022	35,086,479.46	
	2023	7,734,669.64	

2.4.

Sustainability policies and commitments

During 2023, the company made a series of **investments** in the area of sustainability, with an expenditure of **€ 165,234.54**. The investments made have mainly affected the social and environmental spheres of the company, with very positive feedback in terms of expected results. The goal is to continue to improve performance and identify increasingly challenging projects and targets.

On the social side, the company has set up a series of services to promote the mental and physical well-being of staff, with activities including night walks, motivational meetings, and postural gymnastics. For years now, EXA has been providing its employees with a range of services to improve work-life balance, such as offering flexible hours in terms of start and end

times. In addition to these are donations made to various charities and collaborative activities with schools and universities.

On the environmental side, in 2023 EXA obtained the first organisation-based Carbon Footprint Verification Certification for the group's European offices, aiming for increasingly challenging goals of reducing CO₂ emissions and combating climate change. With this in mind, the company has been responding to the EcoVadis questionnaire since 2020, with the latest rating allowing it to keep its silver medal while still increasing its overall score.



GRI 201-1 EBITDA	
Company	EBITDA
EXA Group UK Ltd - London	1,611,131.04 £
EXA Groupe France Sas - Paris	2,249,573.03 €
EXA MP Srl - Headquarters - Milan	1,443,605.49 €
EXA MP Srl - Operating Office - Arezzo	4,640,160.51 €
EXA MP Srl - Operating Office - San Vendemiano	4,227,701.80 €
GRI 201-1 Wages and employee benefits	
Company	Wages and benefits (€)
EXA Group UK Ltd - London	607,578.00 £
EXA Groupe France Sas - Paris	331,046.49 €
EXA MP Srl - Milan - Arezzo - San Vendemiano	9,867,070.77 €
GRI 201-1 Economic value distributed (total)	
Company	Economic value distributed
EXA Group UK Ltd - London	13,126,030.55 £
EXA Groupe France Sas - Paris	10,023,218.50 €
EXA MP Srl - Headquarters - Milan	26,280,151.10 €
EXA MP Srl - Operating Office - Arezzo	52,756,965.57 €
EXA MP Srl - Operating Office - San Vendemiano	48,092,308.75 €

03

Double Materiality Assessment

3.1.

Double Materiality Assessment

Double materiality assessment follows the guidance prepared by the new European standards, **ESRS** (in particular **ESRS 1 and 2**), which introduced this new method of analysis to enable companies to define impacts not only externally, but also internally through financial materiality, translated in terms of risks and opportunities.

Related to this methodology is the approach defined by **GRI 3: Material Issues**, which takes the requirements of the Global Reporting Initiative standards for sustainability reporting as a reference. The Global Reporting Initiative (GRI) is an international body established for the purpose of defining standards for reporting the sustainable performance of organisations, and the GRI Standards are its application framework. The GRI

standards consist of three sets of standards: Universal Standards, Sector Standards, and Topic Standards.

Following the guidance on the process of identifying material issues as described in GRI 3, it was possible to define a range of impacts, positive and negative, that the company has or could have on the economy, the environment and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development. The relevance of the above impacts has made it possible to identify a number of issues to which they are directly related, which are therefore found to be more significant and necessary to report.

3.2.

Stakeholder engagement

In carrying out its activities, every company interacts with the context in which it operates: organisational, economic, environmental, and social. Interactions with stakeholders, also called internal and external stakeholders, are therefore continuous and constant.

The purpose of the analysis is to examine the company's potential and real impact, both positive and negative, on the environmental, social and governance spheres by interacting and creating engagement with stakeholders. The stakeholder engagement process involved both internal stakeholders of the company and external stakeholders relevant to the company's business and sustainability issues. The main internal and external stakeholders involved in the process were: banks, institutions, consultants, employees, internal management figures, suppliers from all sectors, and customers.

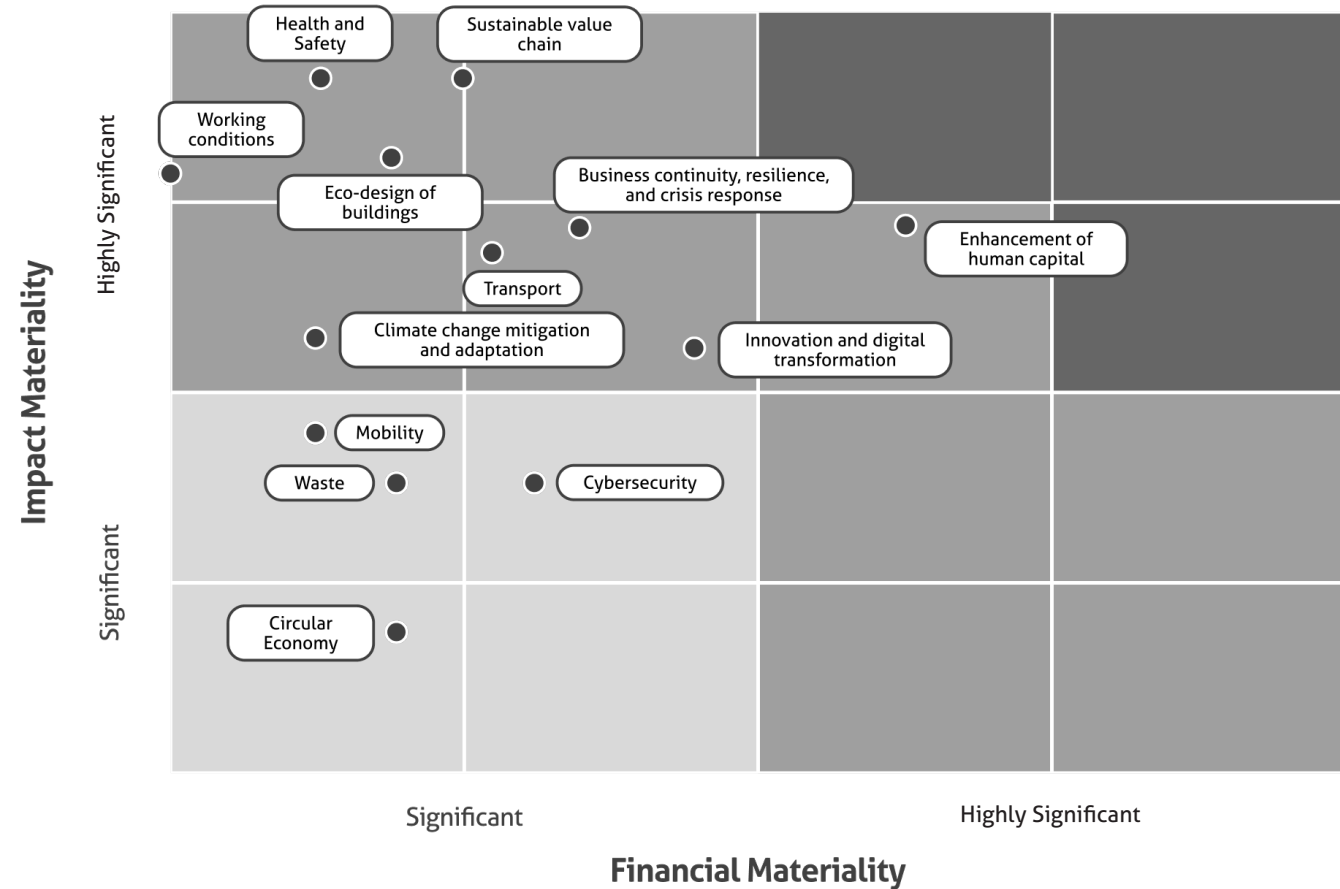
The method of engagement implemented was through interviews, anonymous questionnaires, surveys and technical meetings. Interviews with company management were conducted in order to investigate the main elements of their activities, from which it was then possible to determine impacts related to various categories of sustainability issues, and identify projects and initiatives relevant to managing impacts, on which specific reporting could then be done. In addition, anonymous questionnaires were prepared for internal and external stakeholders to establish perceptions of the company's activities and understand interest on sustainability issues.

The Double Materiality Matrix

The **double materiality** matrix represents the relevant issues as determined by EXA MP and its stakeholders, following a comprehensive analysis to identify impacts, both positive and negative, with respect to its sector. In this sense, double significance is determined with reference to sustainability impacts and financial risks and opportunities.

aspects of sustainability are covered. The following graphic representation is the outcome of an analysis of the significance of the material issues found to be most impactful for both the company and its stakeholders, and therefore relevant for reporting.

Assessment and consultation of ESG issues are defined based on a list of issues appropriate to the company's activities that ensure that all



Significance		Positive/negative external impact	Relevant issue	Business Risk/Opportunity		Significance
●●●	+	Improved mental and physical health of workers	Health and Safety	Increased employee productivity and reduced absenteeism	+	●●
●●●	-	Occurrence of hazardous situations or occupational diseases that compromise the health and safety of workers		Occurrence of dangerous situations or occupational diseases for workers that the company will have to manage in terms of absenteeism and management expenses;	-	●●●
●●●	+	Providing appropriate work-life balance tools including remote working, flexible hours, part-time hours etc.	Working conditions	Strong sense of belonging and collaboration, maintaining high levels of satisfaction among employees	+	●●●
●●●	-	Difficulty in managing and balancing work and personal commitments due to excessive pressure from the company		Possible difficulty in reconciling staff demands with company needs; possible increase in expenses	-	●●●
●●●	+	Use of new generation low-emission vehicles with the aim of reducing environmental impact	Mobility and transportation	Lower fuel expenditure and reduced road congestion	+	●●●
●●●	-	Emissions generated from the transportation of goods and products without proper logistics management and use of obsolete vehicles		Expenditures on the transition to more sustainable mobility	-	●●●
●●●	+	Increasing the rate of recycling and recovery of waste	Waste Management	Ability to exploit waste within the production cycle with a view to recovery and reuse	+	●●
●●	-	Pollution from improper waste management		Penalties and measures for non-compliance with regulations and laws	-	●●
●●●	+	Lower environmental impact through the use of more sustainable materials that are easily recyclable and recoverable	Eco-design of buildings	Improved company performance and brand reputation	+	●●●
●●	-	Impacts related to the entire life cycle of the building, including maintenance		Rising prices of raw materials and uncertain market signals	-	●●
●●●	+	Commercial supply guarantees and compliance with clauses defined by the parties, and selection of suppliers based on sustainability criteria	Sustainable value chain	Collection of ESG information from the supply chain for better integration of sustainability throughout the value chain	+	●●●
●●	-	Choice of suppliers exclusively defined by price		Indirect impact from the supply chain (e.g. Scope 3)	-	●●
●●●	+	Job rotation, training and placement of resources with skills not present in the company, valuing professional integrity	Enhancement of human capital	Mapping out roles and profiles, identifying the most valuable resources, and establishing retention plans	+	●●●
●●●	-	Lack of integration between human resource management systems and social sustainability (e.g. performance appraisal)		Potential increase in resignation of key figures and reduction in internal engagement	-	●●●
●●●	+	Reducing the company's impact in terms of climate change through investment in ecological transition and increased awareness	Mitigation of and adaptation to climate change	Investments aimed at improving company performance and reputation	+	●●
●●	-	The company's contribution to climate change (effects on health, ecosystems, etc.) through negative actions		Higher costs of coping with emergency situations and lower availability of resources	-	●●
●●●	+	Supporting sustainable development through the acquisition of recycled, recovered and/or secondary market materials	Circular Economy	Consumer behaviour favourable to the purchase of goods and services produced from materials derived from the circular economy	+	●●
●●	-	Depletion of virgin raw materials due to overexploitation of resources		Possible unfavourable trends in prices of recovered materials or critical issues in the evolution of the regulatory environment	-	●
●●●	+	Continuous and adequate provision of services to maintain business continuity for the benefit of all stakeholders	Business continuity, resilience and crisis response	Proper business continuity management to continue delivering products and services following a critical event	+	●●●
●●●	-	Involvement of shareholders or other stakeholders in the risk to which the company is subjected		Remediating any critical event through high expenditure of time and money	-	●●●
●●	+	Stimulating local economies and strengthening community welfare	Local communities	Increased brand reputation	+	●
●	-	Exacerbation of the digital divide and social inequalities resulting from unequal access to technology.		Increased expenditures related to local community involvement and stakeholder engagement	-	●

Relevant Issues for the Company and its Stakeholders

Below is the list of **issues** that emerged as **relevant** from the questionnaires submitted to stakeholders and discussion with management in relation to material issues

Material issue	Planning	GRI/ESRS	Outcomes achieved or expected
<p>OCCUPATIONAL HEALTH AND SAFETY</p> <p>WORKING CONDITIONS</p>	<p>Exa MP has had a Worker Health and Safety Management System in accordance with UNI ISO 45001:2018 since 2013. In addition, the Company's health and safety protection principles are formalised in the adopted Code of Ethics.</p> <p>In Italy, Exa MP provides all its employees with private supplementary health insurance (Fondo Est) as part of its corporate welfare policies.</p> <p>To promote work-life balance, the company offers flexibility in all locations, meeting workers' needs.</p> <p>Finally, Exa MP has invested in the creation of modern, welcoming workspaces designed to foster socialisation and well-being among employees.</p>	<p>GRI 403</p> <p>GRI 401</p>	<p>OA: Maintenance of the Worker Health and Safety Management System according to the UNI ISO 45001:2018 standard.</p> <p>OE: Continuous improvement of work spaces so that employees can enjoy a positive work climate.</p> <p>OE: improvement of company welfare</p>
<p>MITIGATION OF CLIMATE CHANGE</p>	<p>Exa MP, Exa Groupe France and EXA Group UK LTD commit to offsetting emissions from DHL shipments through the purchase of Gogreen products and services.</p> <p>Exa Group UK LTD has funded a sustainability initiative sponsored by Paperstone to plant trees.</p> <p>Exa MP has contributed to the reduction of plastic use and CO₂ emissions through its decision to use Fiber Film for packaging.</p> <p>In 2023, Exa MP certified the calculation of CO₂ emissions for the year 2022.</p>	<p>GRI 302</p> <p>GRI 305</p> <p>GRI 308</p>	<p>OA: Through Golden Standard certificates, Exa MP offset a total of about 6047.58 kg of CO₂.</p> <p>OE: Exa MP is committed to evaluating alternatives to shipping via DHL insetting services.</p> <p>OE: Through the planting of 25 trees, EXA Group UK LTD will capture about 37.5 tons of CO₂.</p> <p>OA: Certification of the organisation's carbon footprint calculation for the year 2022 (ISO 14064-1).</p> <p>OE: Certification of the organisation's Carbon Footprint for the year 2024.</p> <p>OE: Increase carbon-offsetting activities by purchasing credits, planting trees, and using green services.</p>

Material issue	Planning	GRI/ESRS	Outcomes achieved or expected
MOBILITY AND TRANSPORTATION	Exa MP encourages sustainable mobility by encouraging its employees to travel to work sites via public or sustainable transportation wherever possible.		<p>OA: Exa MP employees cover nearly 300,000 km on their home-work commutes using public transportation.</p> <p>OE: For the company's more out-of-the-way locations, carpooling initiatives will be encouraged.</p> <p>OE: For those with company cars, the use of Diesel HVO will be promoted.</p>
ENHANCEMENT OF HUMAN CAPITAL	<p>Exa MP implements numerous corporate wellness activities, such as agreements with gyms and the promotion of events and sports activities for its employees.</p> <p>The company attaches considerable importance to the professional and skill development of its employees, which is why courses for the development of company skills have been implemented.</p>	GRI 401 GRI 404	<p>OE: Digital transformation, a project to analyse and revise the company's operating models with the aim of evolving at the level of internal organisation, people, roles, skills and responsibilities.</p> <p>OA: About 2334 hours of training were carried out.</p>
WASTE MANAGEMENT	Waste generated by activities at ExaMP sites is classified as municipal. All employees engage in recycling, which is carried out by the municipalities where ExaMP offices are located. Since 2023, at the Milan and San Vendemiano sites, the company has started recording the amount of waste produced through weighing.	GRI 306 GRI 301	<p>OA: ExaMP has begun monitoring the amount of waste generated at its offices.</p> <p>OE: ExaMP will extend waste weighing activities to the San Vendemiano and Paris locations.</p>
BUSINESS CONTINUITY, RESILIENCE, AND CRISIS RESPONSE	For EXA MP, financial and economic sustainability is a key pillar of the company's strategy. To this end, the company has implemented effective governance tools, including the 231 Organisational Model (OMC 231) and an ethical reporting channel through the Whistleblowing system. These tools ensure not only business continuity, but also compliance with current regulations, preventing potential penalties and enabling situations of non-compliance or illegality to be addressed quickly. The focus on transparent and responsible management helps to strengthen stakeholder trust and promote long-term sustainable growth.	GRI 201 GRI 202 GRI 203	<p>OA: The Company is committed to keeping all documentary architecture related to OMC 231 up-to-date, monitoring any new predicate offences and updating company processes.</p> <p>OE: The company will adopt the Whistleblowing reporting channel on an IT platform as required by Italian Legislative Decree 24/23.</p>

Material issue	Planning	GRI/ESRS	Outcomes achieved or expected
SUSTAINABLE VALUE CHAIN	<p>Exa MP implements numerous actions to ensure the sustainability of its supply chain. Specifically, Exa MP has adopted a sustainable procurement policy that has inspired all the tools used in supplier management. Suppliers must sign the Supplier Code of Conduct and ensure compliance with the minimum sustainability requirements for working with the company.</p> <p>The company also uses a procedure for selecting and evaluating suppliers, which includes on-site audits, to verify quality requirements, but also environmental, social and ethical sustainability.</p>	GRI 414 GRI 308	<p>OA: Exa MP's most significant suppliers (in terms of quantity of goods purchased and turnover) accept the code of conduct and comply with minimum sustainability requirements</p> <p>OE: New suppliers are also selected based on sustainability criteria. All suppliers are re-evaluated annually to verify that they are maintaining the sustainability requirements.</p> <p>OA: EXA Group LTD UK is carrying out a renovation project on 30 Grosvenor Square using the Community Method Statement approach.</p>
LOCAL COMMUNITIES	<p>Exa MP is committed to maintaining a strong, positive connection with the local area, striving to cultivate positive relationships with the local communities where it operates and supporting various associations. The many social projects implemented by Exa MP involve the enhancement of local resources through the employment of local labour and suppliers, creating a positive impact on the local economy. The company collaborates with schools and universities to promote training and education, and implements redevelopment projects to restore cultural heritage. It also supports various humanitarian initiatives with regular contributions to charitable organisations.</p>	GRI 201 GRI 203 GRI 204 GRI 413	<p>OA: Implementation of the 30 Grosvenor Square renovation project using the Community Method Statement approach, promotion of Child Safety Week in schools.</p> <p>OA: Exa MP (Italy) participated in the Career Day organised by the University of Florence in 2023, organised a Lectio Magistralis at the Lecco Campus of the Politecnico di Milano to talk about Eco design, and promoted a workshop on construction and safety, aimed at children.</p> <p>It also organised a day dedicated to the topic of Diversity and Inclusion (D&I) in cooperation with the association "Pronto Donna."</p>

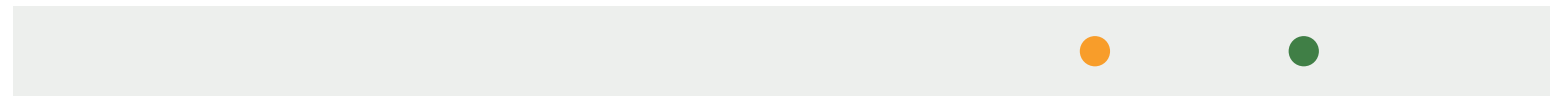
04

EXA MP S.R.L for Sustainable Development Goals

SDGs



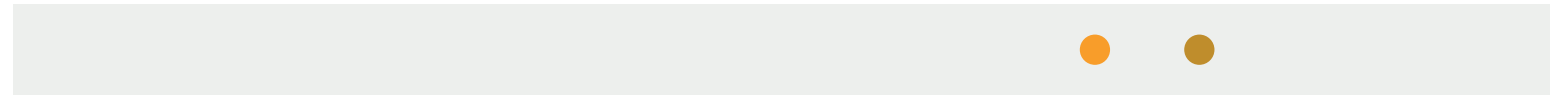
MITIGATION OF AND ADAPTATION TO CLIMATE CHANGE



TRANSPORTATION



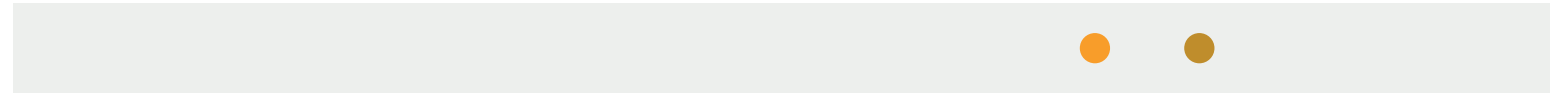
CIRCULAR ECONOMY



ECO-DESIGN OF PRODUCTS



WASTE



HEALTH AND SAFETY



WORKING CONDITIONS



ENHANCEMENT OF HUMAN CAPITAL



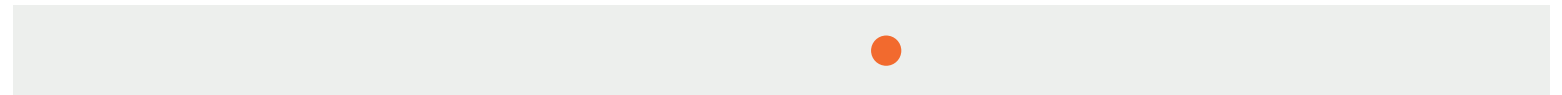
SUSTAINABLE VALUE CHAIN



LOCAL COMMUNITIES



BUSINESS CONTINUITY, RESILIENCE, AND CRISIS RESPONSE



05

Services

5.1.

The different types of service

Impeccable quality is the company's greatest strength. Details are extremely important, and qualified staff take care of them with meticulous precision.

EXA MP's work is defined by **know-how** in construction, Italian labour and the idea of transforming spaces into expressions of living and working. The service offered to the client is fully customised according to needs and requests, following a completely open, versatile type of design.

During the design phase there is full support to **architects** and **designers** for any issues related to construction, while still leaving room for creativity and imagination to achieve high-class, sophisticated results, all under the client's control at all times. Each project is assigned to a team of experts who will supervise and check the worksite **24/7**, with the figure of the **Project Manager** leading the project throughout its duration. Contact with the client is continuous, even after the work is completed, for continuous assistance and safety in all required areas.

For 20 years, EXA MP has been meeting the needs of various categories of stakeholders, who rely on the company's skills and know-how in connection with projects of many different kinds:

Milan

Big Mamma

Gloria, the new 740-square-metre restaurant that opened on December 1st in Milan's Via Tivoli, is the newest location for the Big Mamma group, which was established in France in 2015. The idea of the two founders was to find a middle ground in Italian catering abroad. Exa MP performed almost all of the fit out works except for some supplies, such as the restaurant seating. The overall vibe is that of a 1960s club: chic and festive, but also informal and cosy, with handcrafted fabrics (over a thousand metres) covering the surfaces and a myriad of lights from handmade Murano lamps.



Milan Starbucks

The Starbucks Reserve Roastery was the first roasting store in Italy (and the third in the world), a unique project in terms of size and complexity in an area of 2,000 square metres. The store was built to demonstrate the roasting process to customers, with a visible system of winding copper pipes. The historic building, one of the landmarks of Milan in Piazza Cordusio, has been converted from its original use as a post office. Installation work involved recreating the glass roof, and installing new geometric wall and ceiling finishes.

The Palladian flooring is made using a technique that involves composing large areas of paving with thousands of small pieces of marble, each with a different shape. Opus incertum, a technique that involves composing large areas of paving with thousands of small pieces of marble, each with a different shape. The industrial interior features local materials reinterpreted and juxtaposed to take centre stage in what has been described by Starbucks itself as "an intricate masterpiece of Italian craftsmanship."



Doha Four Seasons Hotel

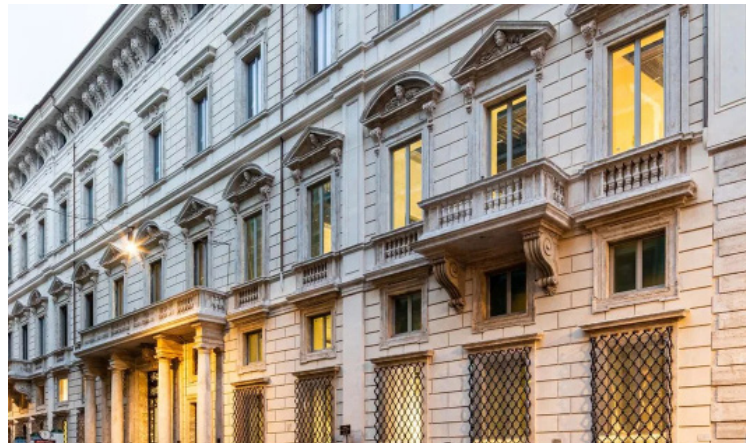
Located in West Bay, the commercial centre of Doha, the Four Seasons Hotel has long been a landmark for international delegations and politicians. The renovation project was complex in nature. Despite logistical and timing challenges and multiple unforeseen events, the hotel is back to full capacity and occupancy just 12 months after closure. EXA's scope of operations included the demolition and reconstruction of 237 rooms. The worksite followed the principle of Lean JIT (just-in-time), which focuses on eliminating waste caused by excess inventory and handling. Congestion and worker downtime was minimised by adopting a "fit by day and turn by night" organisation on site. This enabled a quick final installation of furniture and accessories by Mobil Project, without any particular problems.



Rome

Offices - Palazzo Mancini

The renovation of Palazzo Mancini, a 17th-century building in the heart of Rome consisting of six visible floors and a basement spread over 13,000 square metres of floor space, was completed in 2023 on behalf of the Kering group, with the aim of installing the offices of the Gucci fashion house there. However, these offices were moved a few months later to Milan. The project included restoration, structural, civil and service work, high-quality furnishing and finishes, all within a well-organised construction site. Cohesion and teamwork were the elements that helped EXA to successfully complete this large-scale project.



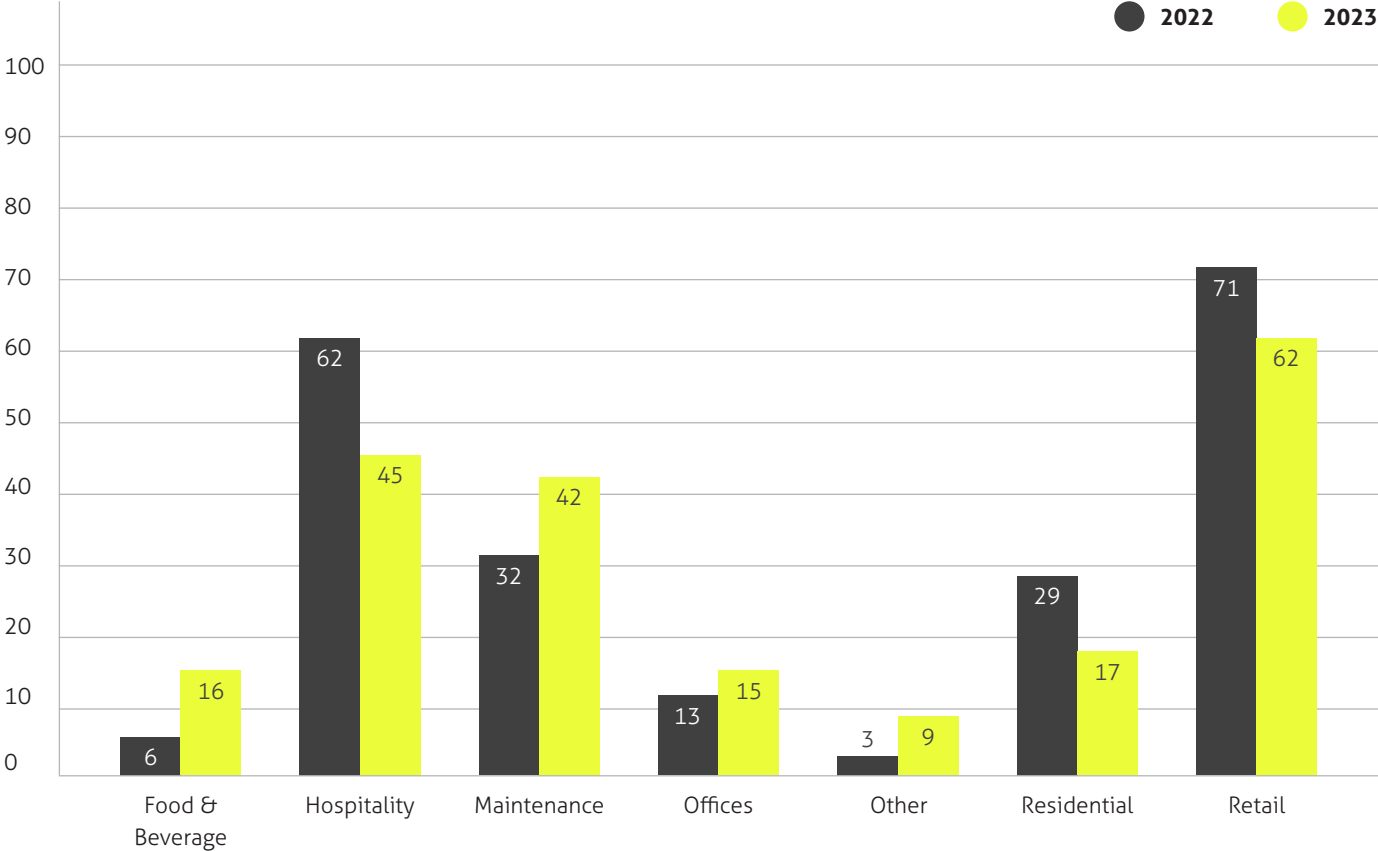
Rome

Louis Vuitton

Louis Vuitton's philosophy has always been closely linked to the spirit of travel, the soul of the Maison for over 160 years. It is in this context that the store houses the new men's and women's collections and the Louis Vuitton Café by Timeo on the first floor. The transition from the ground floor to the first floor of the new store leads to a bright and intimate space with white oak and natural wood details. The interior design is a mix of vintage furniture and design objects, all inspired by the aesthetics and materials of the local area.



In this regard, the projects are divided into the following categories:



Sustainable procurement

Sustainable sourcing is a key priority for EXA MP, which not only promotes ESG best practices internally, but aims to spread them throughout the supply chain.

Exa MP has developed a clear, structured strategy to promote sustainability throughout its supply chain. The company has adopted a **sustainable procurement** policy that guides the entire supplier management process. This policy involves rigorous selection and evaluation, including on-site audits to verify not only the quality of products, but also compliance with minimum ESG criteria. Suppliers who stand out for innovative or socially responsible practices are given preference in the awarding of contracts, thus helping to generate a positive impact throughout the supply chain.

When the company establishes contact with new suppliers, an assessment is made that is not limited to purely economic and bureaucratic aspects, but also considers compliance with certain sustainability requirements. The **Supply Chain Qualification** Department, specially trained on ESG and CSR issues, collaborates with the ESG Department to carry out a pre-qualification, thanks to a structured questionnaire on ESG issues that allows for an initial rating in the supplier file, based on the information obtained. The qualification phase concludes with one or more in-person visits to the supplier's site, from which a final rating is assigned.

A new supplier entering into a business relationship with EXA MP is required to sign a

number of documents, including the **"Supplier Code of Conduct"** and the **"Minimum Sustainability Requirements,"** which the company has identified as fundamental to the establishment and maintenance of a sustainable value chain. The goal is to carry out projects and works in full compliance with sustainability values, spreading this commitment beyond the boundaries of the Group's direct operations.

EXA's suppliers are therefore obliged, in all their activities, to operate in full compliance with the laws, rules and regulations of the countries in which they operate.

Social integration, diversity, environmental practices and commitment to the community are just some of the principles that suppliers must adhere to in order to establish a collaborative and ongoing working relationship with the company.

In the context of sustainable sourcing, EXA MP carefully selects products for use in its projects according to certain characteristics and labelling:



06

Social Responsibility

A company's responsibility is measured in the respect and value it gives to the people whose contributions generate value for the organisation. With this in mind, Exa MP places its employees at the centre of its business strategy. This principle drives the company's culture and is instrumental in achieving its goals. Exa MP promotes a work environment that not only recognises and supports individual contribution, but also creates a positive climate, stimulating a strong sense of belonging and motivation, elements that are reflected in the quality of work and proactive approach of the team.

Through long-term planning, human resources - from recruitment to induction to staff development - is committed to ensuring that expectations are met and technical skills are developed.

The bond of loyalty and belonging between Exa MP and its employees is based on relationships of mutual trust and direct, constant involvement. This approach is not limited to the people within Exa MP, but also involves external stakeholders, seeking constructive dialogue that actively involves suppliers, customers, and the local community.

Continuous training and innovation in processes and services are es-

sential pillars for the sustainable growth of Exa MP. The various training opportunities offered enable both employees and stakeholders to develop and enhance their skills, while younger generations can learn the company's distinctive working method.

The **well-being** of employees is a priority for the company, which is committed to creating a work environment conducive to health and well-being. Through a system of benefits and welfare packages, the company facilitates access to health services, recreational activities and sports, thus promoting work-life balance.

Finally, EXA is actively engaged in supporting and developing local communities through a series of targeted projects. These initiatives not only strengthen ties with the local area, but also promote the social and economic growth of the realities in which the company operates.

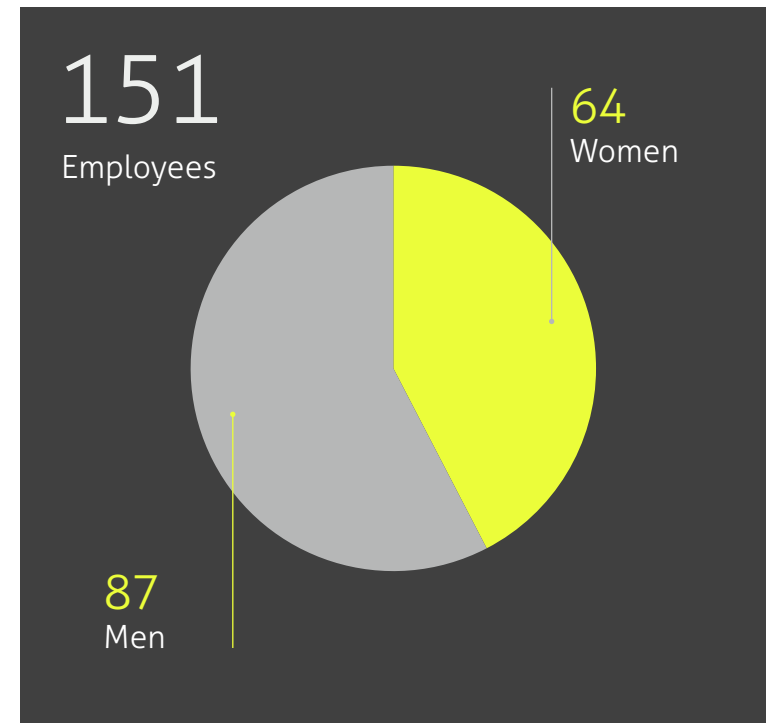
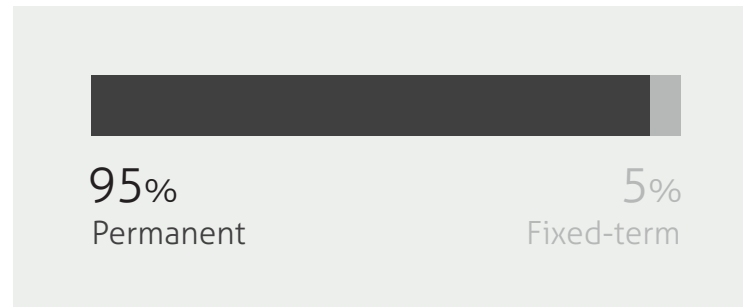
6.1.

The people in EXA MP S.r.l.

Exa MP's team consists of **151 professionals**, a dynamic mix of established experience from senior staff and innovative freshness from younger ones. The solid know-how accumulated by senior staff over the years communicates reliability to clients, while the younger generation plays a crucial role in innovation processes and as a reservoir of new ideas.

Contracts signed with employees are **95% permanent** and **5% fixed-term**, confirming Exa MP's commitment to providing security and economic stability for its employees.

In addition to national laws on workers' rights, they are protected by national collective bargaining agreements (NCBA) for Commerce, Tertiary, Distribution and Services sectors.



Protecting the health and safety of workers

Compliance with national labour laws covers the areas of wages, retirement benefits, insurance for any injuries or accidents in the workplace and in the performance of one's duties, and organisation of working hours. Workers' compensation is aligned with market averages for the specific industry and includes an incentive system for eligible roles, linked to the achievement of personal and company results.

The company is responsible for the health and safety of its employees. It commits to not only attempting to eliminate the risk of possible occupational injuries and illnesses, but also, most importantly, trying to minimise all general unsafe conditions that may be present.

Thanks to this vision, in 2013 Exa MP embarked on a process geared toward obtaining certification for its Occupational Health and Safety management system in accordance with the standard **UN ISO 45001:2018**. The principles of the company's health and safety protection are also formalised within the Code of Ethics, which reports how the group's activities are managed in full compliance with current regulations on accident prevention and protection and occupational safety. The guiding principles can be summarised as:

- **ensuring** that all workers are engaged in taking care of their own health and safety in accordance with the training, instructions and tools provided by the employer;
- **contributing**, together with the Employer, Managers and Supervisors, to the fulfilment of the obligations provided for the protection of health and safety in the workplace;
- properly using work equipment, means of transportation and the safety devices provided;
- **immediately reporting** any dangerous conditions of which they become aware, as well as ensuring maximum availability in the event of inspections and controls by the relevant agencies.

The efficiency of these systems and procedures in the company is also ensured through regular monitoring and audits, which ensure effective prevention.

In 2023, Exa MP did not detect any serious accidents at work or any occupational diseases. This is proof of the great attention the company pays to protecting the health and safety of its workers. Indeed, in recent years, the company has put in place specially prepared procedures, safety protocols and DVRs (Risk Assessment Documents), health and safety training courses provided to employees, and has designated competent RSPP managers.

GRI 403-9 Occupational Injuries - Workers

Company	Total number of deaths due to occupational injuries	Total number of serious occupational injuries (excluding fatalities)	Total number of reportable occupational injuries	Overall total
EXA Group UK Ltd - London	0	0	0	0
EXA Groupe France Sas - Paris	0	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0
Overall total	0	0	0	0

Welfare, benefits and remote working

Exa MP has always cared about the **mental and physical well-being** of its employees, and demonstrates this with corporate welfare initiatives that engage with more and more areas of people's lives: from health to transportation, from leisure time to the promotion of **Work-Life Balance**.

To simplify lunch organisation and reduce costs for employees, Exa MP guarantees a **meal** paid for by the company, using different methods depending on the location. In San Vendemiano, an **agreement** has been made with a restaurant near the offices, in Arezzo a catering service delivers meals directly to the company, and in Milan agreements have been made with some restaurants located near the offices. These initiatives not only save time and money, but also offer an additional advantage in terms of convenience.

To make the lunch break even more enjoyable, EXA MP has set up cosy, well-equipped dining areas at its operating sites, where employees can enjoy a meal together, spending relaxing moments in a comfortable environment. These spaces are designed to foster socialisation, promoting the creation of positive relationships and a peaceful working atmosphere. In this way, the company demonstrates its commitment to creating a work environment that goes beyond mere operations, focusing on the well-being and quality of life of its employees.

For Exa MP, employee well-being also comes from sport, which provides many physical and mental benefits.

At the original headquarters in Arezzo, the company has signed an **agreement with the gyms** Gold Star and Power Gym House, offering employees access to discounted rates.

In addition to this, Exa MP promotes a series of **sporting events**, including outside working hours. One of the most popular initiatives is "**Camminando in the Night**", a walk organised together with some town committees from historical villages around Arezzo. The event consisted of a series of **evening walks** involving employees and residents, through the picturesque streets of these villages, with the aim of promoting little-known, remote places.

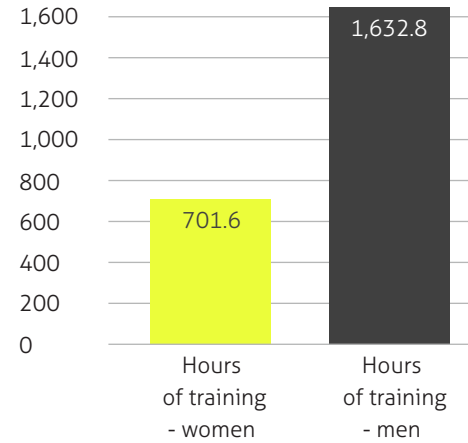
Within company spaces, Exa MP continues to promote physical activity throughout the year. One example is the **Wellness Week**, a weekly event that engages employees in after-work walking sessions, padel classes, yoga and meditation classes, and postural exercise classes to improve the health of computer workers. These initiatives demonstrate Exa MP's focus on a holistic approach to the well-being of its employees, encouraging an active and healthy lifestyle.



6.4.

Staff training and development

Exa MP has always believed that staff training is crucial, not only for the success of the company's results but also, more importantly, for the safety and professional growth of all staff. In addition to providing mandatory training courses on employee health and safety, corporate skills development courses were organised in 2023, touching on numerous topics such as: English and French courses, and ESG topics in general.



From the calculations made by company management, a total of around 2334.4 hours of training has been provided to employees for the year 2023, garnering enthusiasm and particular interest in the topics covered.

6.5.

Support for the local community

Aware of its significant impact on the socio-economic environment of the cities in which it operates, Exa MP is committed to maintaining a strong **connection with the local area**, striving to cultivate positive relationships with the local communities in which it operates and supporting various associations. Exa MP's interaction with the local community and the impact generated is manifested in various ways.

- The decision to invest in the **development of the resources present in the territories** where contracts are carried out, through the use of local labour, the involvement of local production businesses and suppliers operating in the construction sector, generates a positive impact on the economic and social fabric of the communities in the countries where the company is active with projects.
- The **active promotion** of partnerships with university institutions and schools to promote links between the worlds of school and work through education, mentoring and training initiatives.
- The implementation of **numerous redevelopment projects** aimed at the enhancement of cultural heritage that represent best practices in the field of sustainable and functional architecture.

- Support for numerous **humanitarian initiatives**, in the conviction that caring for others is essential to the progress of society. The company regularly makes contributions to support numerous associations active in various fields.

Regarding the **EXA Group UK LTD** office in London, a number of community engagement initiatives involving neighbourhoods, schools and citizens are active.

One of the most innovative projects in this regard took place in the context of the contract for the renovation of **30 Grosvenor Square**, launched in 2023, which will become the prestigious **Rosewood Chancery Hotel**. The approach taken by the company in implementing this project is that of the **Community Method Statement**, a model based on the empowerment of the community in which it is implemented. Specifically, **EXA Group UK** has committed to fostering the employment of residents by referring 100% of the vacant positions generated by the project to labour agencies and reserving quotas of job positions for local labour.

The project has also been an opportunity to promote skills development within the construction industry by creating apprenticeship contracts and providing opportunities for students and recent graduates to do summer internships within the project.

At the same time, the company has chosen to prioritise the use of local small and medium-sized enterprises in the project's supply chain, contributing to the economic growth of the Westminster area and strengthening the area's business fabric.



EXA Group UK has also distinguished itself by engaging in social responsibility initiatives, participating in community workshops and making donations to charitable projects.

In cooperation with schools, EXA Group UK promoted **Child safety week**, a workshop in which classes of children were taught what a construction site looks like, what the main hazards inside it are, danger signs and what clothing to use. At the end of the activities, promotional items and stickers related to the topics addressed were given out.



As for Exa MP Italy's initiatives, these range from collaborations with schools to social projects, including donations and community empowerment initiatives.

In 2023, Exa MP actively participated in educational and networking events between academia and business, with the aim of strengthening the link between these two worlds.

On July 4th and 5th, the company took part in the **Career Day** organised by the **University of Florence**, an initiative attended by more than 600 students and 92 companies from various sectors, and similarly, on December 1st 2023, EXA MP took part in another Career Day held by the **Iuav University of Venice**. These events promoted communication between young students and recent graduates, and companies looking for young talent eager to embark on a career path focused on sustainability and the green economy.

In addition, on May 8th, 2023, Exa MP organised a **Lectio Magistralis** at the Lecco Campus of the Milan Polytechnic, explaining the project for the renovation of the Hotel Collegio Alla Querce. The event provided an overview of the procedures and permissions required for the renovation of listed properties, with a focus on the stakeholders involved and the environmental and social sustainability of the construction project.

Aware of the biases common in the construction industry in which Exa MP operates, the company is personally committed to promoting Diversity&Inclusion through outreach activities, both internal and external to the company. In collaboration with **the volunteer organisation "Pronto Donna"**, which is part of the national Women's Network association, a day was organised dedicated to the theme of **Diversity**

and Inclusion (D&I). The event, promoted by the ESG department, together with HR and Mobil Project, involved all nine of the company's offices, located around the world. During this day, activities were carried out to raise awareness about gender stereotypes, prejudice and discrimination, targeting both women and men, with the aim of raising awareness of these issues among all employees and promoting an inclusive, fair and respectful work environment in line with the company's values. During the event, the activities of the Pronto Donna help desks, the anti-violence centre in Arezzo, were publicised and promoted.

Exa MP Italy also made a significant contribution, allocating **€ 24,959.54** to various humanitarian initiatives. Some notable examples of these were support for the **Tuscany Hydrocephalus and Spina Bifida Association - APS**, the family home for women who are victims of violence, run by the organisation **Pronto Donna**, and the **AIRC Foundation**. In addition, the company made donations to **Save the Children** during the Christmas season, through the purchase of greeting cards and free donations, and also contributed to the **Fondo Ambiente Italiano (FAI)**, and the Venice Biennale, demonstrating its commitment to valuable social and cultural causes.

07

Environmental Responsibility

7.1. Energy consumption and emissions

Exa MP has begun to manage **environmental issues** in a structured way since 2013, the year in which the company embarked on the process to obtain the **ISO 14001 certification**. This journey was taken both to respond to increasing demands from clients and customers, particularly regarding environmental reporting, and to ensure compliance with current regulations and effectively manage the environmental impacts generated by the company. The Management's ethical approach has also played a crucial role in spreading a culture of environmental responsibility among employees and collaborators, creating a shared commitment to sustainability.

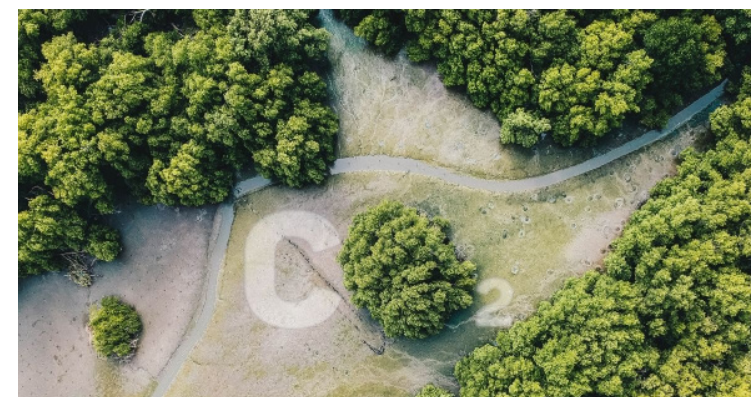
Exa MP organises its activities with respect for the environment and the territory in which it operates. The group's operating sites are located within buildings that are not owned by the company, which limits the ability to undertake structural work to install sustainable energy solutions such as photovoltaic panels.

Since it is not a manufacturing company, but operates as a general contractor that subcontracts the implementation of its projects, Exa MP has a limited environmental impact, particularly in terms of pollution and CO₂ production, therefore qualifying as a low-impact company. Despite this, the company has undertaken numerous initiatives aimed at measuring and offsetting CO₂ emissions.

In 2023, the company adopted the standard **ISO 14064-1** based on 2022 data, which enables the quantification and monitoring of greenhouse gas (GHG) emissions in order to implement effective carbon management policies. Through this tool, Exa MP is able to transparently report and communicate its environmental commitment to stakeholders, actively contributing to sustainability and environmental responsibility goals.

When it comes to direct emissions, these come mainly from the natural gas used to heat both the company offices and the connected apartments. For the reported period, consumption was calculated based on utility bills, through which it was possible to obtain the annual consumption data directly from the supplier.

Following the adoption of **ISO 14001**, the company adopted an environmental policy with the aim of progressively reducing the environmental impacts of its activities, contributing to global commitments against climate change. The principles and guidelines established are pursued by all the companies in the group, and are extended to suppliers, collaborators and partners as far as possible. The main areas of focus cover energy, greenhouse gas emissions, waste management, and a responsible supply chain. The policy is actively disseminated both internally and externally, including through the company website.



GRI 302-1 Energy Consumption - Natural Gas

Company	CM
EXA Group UK Ltd - London	41,647
EXA Groupe France Sas - Paris	6,892
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	189,161
EXA MP Srl - Operating Office - San Vendemiano	39,048

Also in **category 1** of direct emissions (**Scope 1**), Exa MP reports on emissions related to the company's transportation methods. Currently, EXA MP uses only rented vehicles for transporting people located in its Italian offices in Arezzo, Milan and San Vendemiano.

To calculate the emission impact of the fuel used in these vehicles, data on fuel card redemptions was collected, resulting in a figure for the total litres consumed, based on the type of car used.

GRI 302-1 Energy Consumption - Fuels

Company	Gasoline	Diesel fuel	Methane	Hybrid-gasoline	Hybrid-diesel
EXA Group UK Ltd - London	NA	NA	NA	NA	NA
EXA Groupe France Sas - Paris	NA	NA	NA	NA	NA
EXA MP Srl - Headquarters - Milan	0	2,041.40	1,301.80	3,513.70	0
EXA MP Srl - Operating Office - Arezzo	0	17,933.70	7,013.35	12,254.30	1,878.50
EXA MP Srl - Operating Office - San Vendemiano*	0	981	107.4	0	0

*Data for the MP office refers to the month of December 2023 only, following the merger between the two companies.

With regard to indirect emissions from the consumption of **purchased electricity (Scope 2)**, electricity consumption for Exa MP's offices and apartments was collected through meter data, and when this data was not available, 2023 utility bills provided by the company were used. The consumption of the apartments connected to the sites was included in the total for the sites themselves, resulting in minimal impact compared to consumption.

GRI 302-1 Total electricity consumption

Company	KWh consumed
EXA Group UK Ltd - London	3,465
EXA Groupe France Sas - Paris	14,204
EXA MP Srl - Headquarters - Milan	14,238
EXA MP Srl - Operating Office - Arezzo	100,879
EXA MP Srl - Operating Office - San Vendemiano	174,446
Overall total	307,232

None of the locations are equipped with photovoltaic panels, but the company has set a goal of achieving energy supply from renewable sources for all locations in Europe by the end of 2024. In 2023, the proportion of **the company's energy needs purchased from green sources** (non-certified - green energy on the bill) was **11%**, demonstrating its commitment to sustainability and reducing environmental impact, despite infrastructure constraints.

GRI 302-1 Electricity consumption from renewable sources

Company	Purchased Green Energy (kWh)
EXA Group UK Ltd - London	1,855
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	11,766
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0

The company is also committed to **monitoring energy consumption and optimising energy efficiency**, reducing waste and adopting responsible management practices. These efforts are part of a larger plan by Exa MP to contribute to the transition to a low-carbon economy.

In the offices, **LED light fixtures** have been installed in the ceilings, allowing reduced electricity consumption. The company has also opted for a clean, simple industrial style, leaving large windows in the walls that are capable of providing natural light for most of the day, avoiding the use of artificial light and reducing energy consumption.

With regard to emissions from the mobility of Exa MP S.r.l. employees, the management of this factor varies depending on the operating locations. In the cities of Milan, Paris, and London, thanks to the efficiency of public transportation networks and local policies for sustainable mobility, employees mainly travel using public transportation, rental bicycles, or electric scooters. This choice not only reduces environmental impact, but also promotes a more sustainable lifestyle in line with CO₂ emission reduction goals.

The situation is different in the Arezzo and San Vendemiano sites, which are located in more out-of-the-way areas where the use of public transportation is less feasible due to limited infrastructure. In these locations, employees mainly rely on private cars for their journeys to work. However, some employees, when possible, choose more sustainable solutions, such as carpooling, sharing their commute with colleagues who live in the same areas.

This practice reduces the environmental impact associated with individual car use and is a more sustainable and efficient alternative for transport.

Km home-work travel - employees				
Company	Bus	Metro	Train	Overall total
EXA Group UK Ltd - London	0	0	54,944	54,944
EXA Groupe France Sas - Paris	0	0	1,025	1,025
EXA MP Srl - Headquarters - Milan	13,946	17,830	63,317	95,093
EXA MP Srl - Operating Office - Arezzo	2,947	0	36,556	39,503
EXA MP Srl - Operating Office - San Vendemiano	0	0	107,500	107,500
Overall total	16,893 Km	17,830 Km	263,342 Km	298,065 Km

Exa MP Group: emissions category UNI ISO 14064-1		
Company	tCO ₂ e	% of Total
Category 1: Direct GHG emissions and removals	0445.19	0.68
Category 2: Indirect GHG emissions from electricity	19.98	0.03
Category 3: Indirect GHG emissions from transport	3,683.09	5.65
Category 4: Indirect GHG emissions from purchased products and services	61,065.06	93.64
TOTAL	65,213.32	100

The analysis shows that the **indirect emissions** from the products used by the organisation constitute the most significant proportion of EXA MP's activity, accounting for **93.64%** of the total impact. In second place are emissions from transportation operations, which account for **5.65%**. Direct emissions (**Category 1**) and indirect emissions from the purchase of electricity (**Category 2**) together account for less than **1%** of the company's total emissions.

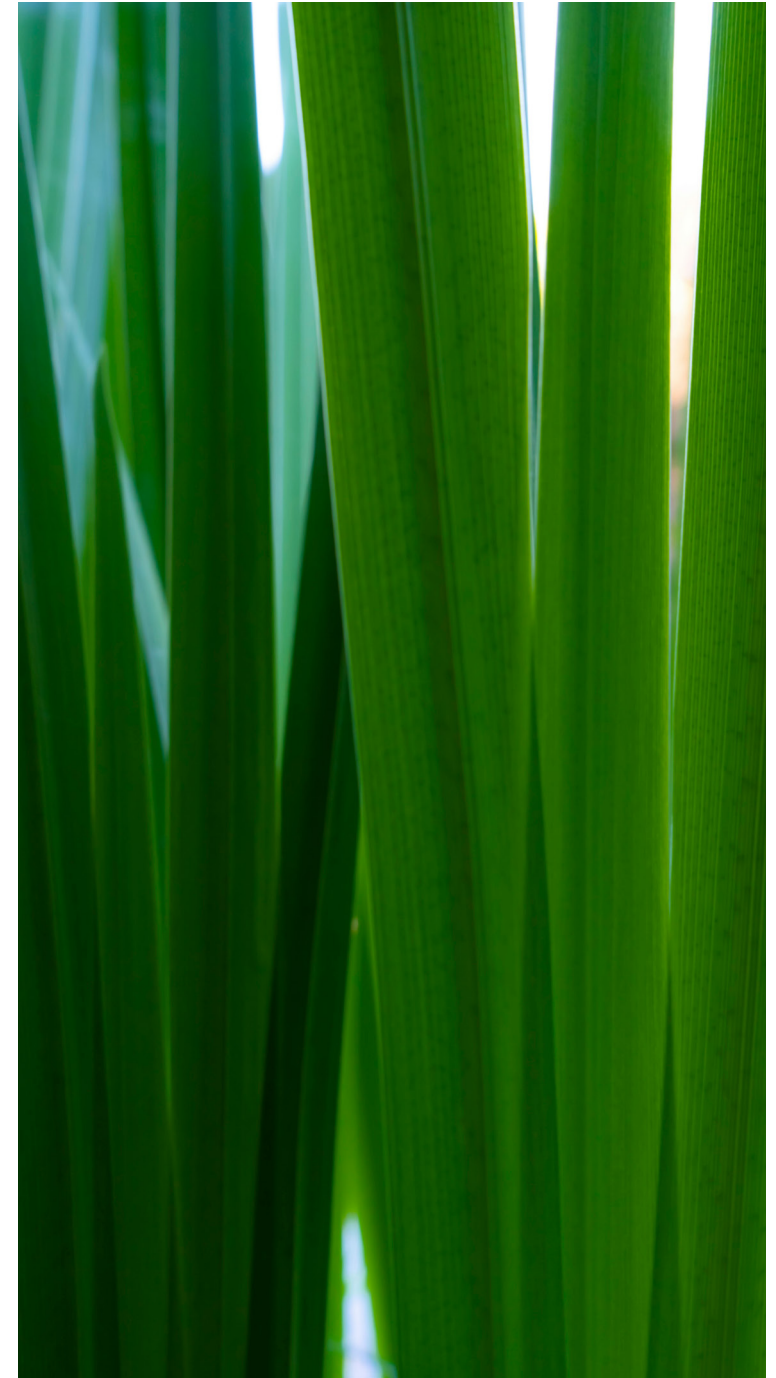
Exa MP Srl offset a total of 6257 kg of CO₂e in 2023, the EXA Groupe France office offset a total of 209 kg of CO₂e, while EXA Group UK LTD offset a total of 37635 kg of CO₂e in 2023.

Exa MP Italy, EXA Group UK LTD and Exa Groupe France offset emissions from DHL shipments through the purchase of GoGreen products and services. For each shipment, DHL issues a Golden Standard certificate which certifies that the DHL Group has offset greenhouse gas emissions generated by transportation and logistics through globally registered climate protection projects.

More specifically, the EXA Group UK office participated in a **sustainability initiative** promoted by Paperstone, funding the planting of **25 trees**. Over time, these trees will help capture about **37.5 tons of CO₂**, a significant environmental benefit. The project compares this figure to the equivalent number of kilometres that would be driven (138,888.9 miles) or flown (220,588.25 miles), highlighting the positive impact of planting trees on efforts to reduce carbon footprint.

Exa MP has also contributed to the **reduction of CO₂ emissions** through the choice to use **Fiber Film** for packaging. These films are an innovative solution compared to traditional stretch films, due to their high strength, ability to **reduce the use of plastic by up to 40%**, and the **reduction of CO₂ emissions by 60%**. The product is designed to maximise the capacity of pallets, reducing waste and improving operational efficiency.

Thanks to their **100% recyclable nature** and their **Carbon Neutral** certification, the use of these films is in line with the company's sustainable approach, which aims to minimise the environmental impact of its activities, particularly in logistics and site operations. In 2023, EXA MP **reduced CO₂ emissions by 553 kg** thanks to the use of these films.



Waste management

Waste products generated by the activities carried out at Exa MP's premises are classified as urban and assimilated in accordance with the provisions of **Italian Legislative Decree 152/06** and the Waste Management Regulations of the Municipalities of Milan, Arezzo and San Vendemiano. Collection is carried out following municipal procedures, providing for the separation of glass, plastic, paper and cardboard, organic, and general waste. The quantities of waste produced are recorded through the weighing of waste by the agency that cleans the offices.

GRI 306-3 Waste Generation (Office)

Kg Waste	Paper	Plastic	WEEE	Organic waste	Special waste	Dry
EXA Group UK Ltd - London	103.96	0	0	0	0	199.27
EXA Groupe France Sas - Paris	0	0	0	0	0	0
EXA MP Srl - Headquarters - Milan	265.99	68.5	0	0	1	192.95
EXA MP Srl - Operating Office - Arezzo	757.37	151.65	195	366.4	12	1,031.1
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0	0	0

GRI 306-4 Waste not sent for disposal (office)

	Waste (kg)
Paper	1,127.32
Plastic	220.15
WEEE	195
Organic waste	366.4
Special waste	2,423
Dry	0
Overall total	4,331.87

In order to reduce waste generation, at all company locations, Exa MP has replaced products from single-use packaging (e.g. coffee cups and plastic bottles) with recyclable paper alternatives.

The company has also encouraged the reduction of employees' use of PET plastic bottles by installing water purification systems and encouraging the use of reusable bottles.

With regard to waste from the digital tools used, Exa MP uses outside vendors who guarantee the collection and regeneration of toner cartridges from all printers in use. For electrical and system maintenance services, the company also relies on outside vendors to collect the waste generated by its activities, in accordance with the relevant law.

As a company falling under the classification of "low-impact," Exa MP also

At present, this initiative is being implemented only in the Milan and Arezzo offices, but the company plans to extend it to all other operating sites. The cost of waste is borne directly through the payment of Waste Collection Fees to the various municipalities, calculated according to the square metres occupied and their use. The cost includes coverage of the collection service, transportation and disposal and/or recovery of waste produced on the premises.

GRI 306-5 Waste sent for disposal (office)

	Waste (kg)
Paper	0
Plastic	0
WEEE	0
Organic waste	0
Special waste	0
Dry	1423.32
Overall total	1423.32

always strives to keep its level of consumption and waste of the raw materials used or waste produced low, while complying with regulatory and municipal regulations on waste management, separated waste collection and water resource management.

Following the merger with **Mobil Project**, Exa MP manages the disposal of waste generated by two construction projects and a warehouse. This process is carried out in cooperation with authorised external suppliers, who take care of the proper treatment of materials, ensuring compliance with current environmental regulations. Suppliers issue all necessary certifications and declarations to ensure full traceability and compliance of the disposal process, thus ensuring responsible waste management and minimisation of environmental impacts.

7.3.

Water

At Exa MP, water consumption is limited to the use of restrooms and refreshment facilities. In this regard, employees are urged to make good use of resources, avoiding leaving water running unless necessary and paying attention to the presence of any leaks. Bottled water is mostly no longer used for drinking, as most employees choose to use water from the public network, which is specially filtered and made available through numerous dispensers located in the various locations.

GRI 303-3 Total Water Intake

Company	Aqueduct	Well	Total
EXA Group UK Ltd - London	50.37	0	50.37
EXA Groupe France Sas - Paris	40.93	0	40.93
EXA MP Srl - Headquarters - Milan	204.64	0	204.64
EXA MP Srl - Operating Office - Arezzo	557	0	557
EXA MP Srl - Operating Office - San Vendemiano	107	0	107
Total	959.94	0	959.94

Consumption for the year 2023 in all locations was 959.94 cubic metres of water per capita.

7.4.

Sustainability on construction sites

To promote sustainability on construction sites, Exa MP is committed to the use of **local and sustainable materials**, as well as the use of workers residing in the areas where the projects are implemented. This strategic choice reduces both transportation costs and CO₂ emissions related to construction and travel, therefore contributing to the company's goal of minimising the environmental impact of its operations. These practices also comply with leading industry sustainability certifications, reinforcing the company's commitment to a more responsible construction supply chain in line with **ESG standards**.

The company carried out the renovation project for Kering's headquarters on Via Senato in Milan, transforming a historical building into an example of sustainable and functional architecture. In fact, this project has obtained the important environmental certification **LEED Platinum**. In addition to a focus on energy conservation and indoor environmental quality, the building was designed to promote employee well-being, with large, bright spaces, green areas, and a large terrace overlooking Milan Cathedral. The project promoted the use of environmentally friendly materials and adherence to the highest standards of energy efficiency, in line with Kering's goals for social and environmental responsibility.

One of the initiatives promoted by Exa MP to enhance cultural heritage and support sustainable development projects is the prestigious restoration of the "**Leu Villa Querce**" in Florence. This project aims to

transform the former Collegio alla Querce into a luxury hotel through a conservative restoration that preserves the building's history while integrating modern technologies to ensure sustainability and innovation. Finally, another project aimed at promoting sustainability on construction sites is the contract for the renovation of **30 Grosvenor Square**, described in section 6.5, which has adopted the Community Method Statement, an innovative approach to promoting social responsibility.



Appendix

Methodological note

This edition of ExaMP's Sustainability Report has been prepared on a voluntary basis and contains information on economic, environmental and social issues, which are considered useful to understand the activities carried out by the Group, its performance, the results achieved, and the impact generated.

This document is the first edition of ExaMP's Sustainability Report, prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards under the "with reference to the GRI Standards" option. In the appendix, there is a table of the GRI content reported (GRI Content Index).

The contents and indicators contained in this report were defined from the results of the double materiality assessment carried out in 2024, following the guidelines of the new European Sustainability Reporting Standard (ESRS). These standards require reporting on relevant issues not only from an external, unidirectional perspective, but also with consideration of financial significance to the company and verification of positive and negative, real and potential impacts.

The scope of reporting of this paper refers to the performance of ExaMP offices based in:

EXA MP Srl Headquarters Milan, Via Cappuccini, 2 20122 Milan (MI), Italy;

EXA MP Srl Operating Office Arezzo. Via Donat Cattin, 123 52100 Arezzo (AR), Italy;

EXA MP Srl Operating Office San Vendemiano, Via Friuli, 7 31020 San Vendemiano (TV), Italy; (The data for the Mobil Project operating office is only for December 2023, following the merger between the two companies).

EXA Groupe France Sas Paris, 5, Rue Lincoln;

EXA Group UK Ltd London 1, St. John's Square - 5th floor Gate House;

presenting the results achieved in financial year 2023 (January 1st to December 31st). Drafted annually, this document aims to illustrate the company's sustainability strategies, demonstrating sensitivity to issues that are not purely economic.

This document has been presented to the ExaMP Board of Directors and has not been reviewed ("assurance").

The Sustainability Report is published on ExaMP's institutional website <https://exagroup.net/>

GRI Content Index

The following table shows the list of indicators reported in ExaMP's Sustainability Report 2023. Corresponding to each GRI indicator is a reference to the relevant chapter in the report.

External certification by a certification body

This edition of ExaMP's Sustainability Report 2023 has not been audited by third-party agencies.

The Annual Report is formally approved and signed by Company Management and Shareholders through the initial stakeholder communication letter.

With a view to continuous improvement, for future editions, ExaMP is committed to providing increasingly accurate data for the chosen reporting period.

GRI 2: General Disclosure 2021

GRI 2: General Disclosure 2021		
GRI Standards	General material aspects	Location
GRI 2: General Disclosure 2021	2.1 Organisational details	Ch. 2
	2.2 Entities included in the organisation's sustainability reporting	Methodological note
	2.3 Reporting period, frequency and point of contact	Methodological note
	2.4 Reformulation of information	Methodological note
	2.7 Employees	Ch. 6.1, 6.2, 6.3, 6.4
	2.9 Governance structure and composition	Ch. 2
	2.11 Chairperson of the highest governing body	Ch. 2
	2.12 Role of the highest governing body in overseeing impact management	Ch. 2
	2.14 Role of the highest governing body in sustainability reporting	Methodological note
	2.29 Approach to stakeholder engagement	Ch. 3
	2.30 Collective bargaining agreements	Ch. 6
GRI 3: Material issues 2021	3.1 Process for determining material issues	Ch. 3, 3.1, 3.2, 3.3
	3.2 List of material topics	Ch. 3, 3.1, 3.2, 3.3
	3.3 Management of relevant issues	Ch. 3, 3.1, 3.2, 3.3
SERIES 200 ECONOMIC ASPECTS		
GRI 201: Economic performance	201-1 Economic value directly generated and distributed	Ch. 2
	201-3 Welfare/benefit plans and other retirement plans	Ch. 6.3
SERIES 300 ENVIRONMENTAL ASPECTS		
GRI 302: Energy	302-1 Energy consumed within the organisation	Ch. 7.1
GRI 303: Water and water discharge	303-1 Interaction with water as a shared resource	Ch. 7.3
	303-5 Water Consumption	Ch. 7.3
GRI 305: Emissions	305-1 Direct GHG Emissions (Scope 1)	Ch. 7.1, Methodological Note - Gri Content Index
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Ch. 7.1, Methodological Note - Gri Content Index
GRI 306: Waste	306-3 Waste Generation	Ch. 7.2
	306-5 Waste sent for disposal in landfill	Ch. 7.2, Methodological Note - Gri Content Index

GRI 2: General Disclosure 2021

GRI Standards	General material aspects	Location
GRI 401: Employment	401- 1 New hires and turnover	Methodological Note - Gri Content Index
	401-2 Benefits provided for full-time employees, but not for part-time or fixed-term employees	Ch. 6.3
	401-3 Parental leave	Ch. 6.3
GRI 403: Occupational health and safety	403-2 Hazard identification, risk assessment and accident investigation	Ch. 6.2
	403-5 Worker training in occupational health and safety	Ch. 6.4
	403-6 Promotion of workers' health	Ch. 6.2, 6.3
	403-8 Workers covered by an occupational health and safety management system	Ch. 6.2, 6.3
	403-9 Occupational Injuries	Ch. 6.2, Methodological Note - Gri Content Index
	403-10 Occupational Diseases	Methodological Note - Gri Content Index
GRI 404: Training and education	404-1 Average annual training hours per employee	Ch. 6.4
	404-2 Programmes to upgrade employees' skills and transition assistance programmes	Ch. 6.4
	404-3 Percentage of employees receiving periodic evaluation of professional development and performance	Methodological Note - Gri Content Index
GRI 405: Diversity and equal opportunity	405-2 Ratio of basic wage and salary between women and men	Methodological Note - Gri Content Index
GRI 413: Local communities	413-1 Activities involving local community involvement, impact assessments and development programmes	Ch. 6.5
GRI 418: Customer privacy	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	Methodological Note - Gri Content Index

GRI 2-7 Employees by company, gender, duration of contract				
Gender	Company	Fixed-term	Permanent	Overall total
Female	EXA Group UK Ltd - London	1	0	1
	EXA Groupe France Sas - Paris	0	0	0
	EXA MP Srl - Headquarters - Milan	0	8	8
	EXA MP Srl - Operating Office - Arezzo	1	26	27
	EXA MP Srl - Operating Office - San Vendemiano	0	27	27
Total Female		2	61	63
Male	EXA Group UK Ltd - London	3	5	8
	EXA Groupe France Sas - Paris	0	3	3
	EXA MP Srl - Headquarters - Milan	0	24	24
	EXA MP Srl - Operating Office - Arezzo	2	28	30
	EXA MP Srl - Operating Office - San Vendemiano	1	22	23
Total Male		6	82	88
Overall total		8	143	151

GRI 2-7 Employees by company, gender, hours				
Gender	Company	Full-time	Part-time	Overall total
Female	EXA Group UK Ltd - London	1	0	1
	EXA Groupe France Sas - Paris	0	0	0
	EXA MP Srl - Headquarters - Milan	8	0	8
	EXA MP Srl - Operating Office - Arezzo	26	1	27
	EXA MP Srl - Operating Office - San Vendemiano	26	1	27
Total Female		61	2	63
Male	EXA Group UK Ltd - London	8	0	8
	EXA Groupe France Sas - Paris	3	0	3
	EXA MP Srl - Headquarters - Milan	24	0	24
	EXA MP Srl - Operating Office - Arezzo	30	0	30
	EXA MP Srl - Operating Office - San Vendemiano	23	0	23
Total Male		88	0	88
Overall total		149	2	151

GRI 2-7 Total employees by company	
Company	no. employees
EXA Group UK Ltd - London	9
EXA Groupe France Sas - Paris	3
EXA MP Srl - Headquarters - Milan	32
EXA MP Srl - Operating Office - Arezzo	57
EXA MP Srl - Operating Office - San Vendemiano	50
Overall total	151

GRI 2-8 Non-employee workers by company, gender, and type of collaboration						
Gender	Company	Other	Internal contracts	Interim staff	Self employed	Overall total
Female	EXA Group UK Ltd - London	0	0	0	0	0
	EXA Groupe France Sas - Paris	0	0	0	0	0
	EXA MP Srl - Headquarters - Milan	0	0	0	11	11
	EXA MP Srl - Operating Office - Arezzo	0	0	0	0	0
	EXA MP Srl - Operating Office - San Vendemiano	0	0	2	0	2
Total Female		0	0	2	11	13
Male	EXA Group UK Ltd - London	12	0	0	0	12
	EXA Groupe France Sas - Paris	0	0	0	0	0
	EXA MP Srl - Headquarters - Milan	0	0	0	52	52
	EXA MP Srl - Operating Office - Arezzo	0	0	0	0	0
	EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0	0
Total Male		12	0	0	52	64
Overall total		12	0	2	63	77

GRI 401-1 New hires by company, gender, and age					
Company	Gender	<= 29 years old	>= 51 years old	30 - 50 years	Overall total
EXA Group UK Ltd - London	Female	0	0	1	1
	Male	0	1	5	6
Total EXA Group UK Ltd - London		0	1	6	7
EXA Groupe France Sas - Paris	Female	0	0	0	0
	Male	0	0	1	1
Total EXA Groupe France Sas - Paris		0	0	1	1
EXA MP Srl - Headquarters - Milan	Female	0	0	3	3
	Male	0	3	13	16
Total EXA MP Srl - Headquarters - Milan		0	3	16	19
EXA MP Srl - Operating Office - Arezzo	Female	2	1	4	7
	Male	2	4	8	14
Total EXA MP Srl - Operating Office - Arezzo		4	5	12	21
EXA MP Srl - Operating Office - San Vendemiano	Female	3	0	7	10
	Male	2	3	4	9
Total EXA MP Srl - Operating Office - San Vendemiano		5	3	11	19
Overall total		9	12	46	67

GRI 401-1 Departures by company, gender, and age					
Company	Gender	<= 29 years old	>= 51 years old	30 - 50 years	Overall total
EXA Group UK Ltd - London	Female	0	0	0	0
	Male	0	0	1	1
Total EXA Group UK Ltd - London		0	0	1	1
EXA Groupe France Sas - Paris	Female	0	0	0	0
	Male	0	0	1	1
Total EXA Groupe France Sas - Paris		0	0	1	1
EXA MP Srl - Headquarters - Milan	Female	0	0	1	1
	Male	0	3	2	5
Total EXA MP Srl - Headquarters - Milan		0	3	3	6
EXA MP Srl - Operating Office - Arezzo	Female	1	0	1	2
	Male	0	2	6	8
Total EXA MP Srl - Operating Office - Arezzo		1	2	7	10
EXA MP Srl - Operating Office - San Vendemiano	Female	0	1	7	8
	Male	1	6	4	11
Total EXA MP Srl - Operating Office - San Vendemiano		1	7	11	19
Overall total		2	12	23	37

GRI 401-1 Incoming Turnover	
Company	Turnover %
EXA Group UK Ltd - London	66.7
EXA Groupe France Sas - Paris	33.3
EXA MP Srl - Headquarters - Milan	59.4
EXA MP Srl - Operating Office - Arezzo	36.8
EXA MP Srl - Operating Office - San Vendemiano	40.0
Overall total	47.24342

GRI 401-1 Outgoing Turnover	
Company	Turnover %
EXA Group UK Ltd - London	11.11
EXA Groupe France Sas - Paris	33.33
EXA MP Srl - Headquarters - Milan	18.75
EXA MP Srl - Operating Office - Arezzo	17.54
EXA MP Srl - Operating Office - San Vendemiano	38
Overall total	23.75

GRI 403-5 Hours of worker training in occupational health and safety	
Company	Hours of training
EXA Group UK Ltd - London	186
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	723
EXA MP Srl - Operating Office - Arezzo	784
EXA MP Srl - Operating Office - San Vendemiano	304
Overall total	1997

GRI 403-9 Occupational Injuries - Employed Workers

Company	Total number of deaths due to occupational injuries	Total number of serious occupational injuries (excluding fatalities)	Total number of reportable occupational injuries	Overall total
EXA Group UK Ltd - London	0	0	0	0
EXA Groupe France Sas - Paris	0	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0
Overall total	0	0	0	0

GRI 403-9 Occupational Injuries - non-employee workers

Company	Total number of deaths due to occupational injuries	Total number of serious occupational injuries (excluding fatalities)	Total number of reportable occupational injuries	Overall total
EXA Group UK Ltd - London	0	0	0	0
EXA Groupe France Sas - Paris	0	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0
Overall total	0	0	0	0

GRI 403-10 Occupational Diseases - Employees

Company	Deaths resulting from diseases	No. of cases of reportable occupational diseases	Overall total
EXA Group UK Ltd - London	0	0	0
EXA Groupe France Sas - Paris	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0
Overall total	0	0	0

GRI 403-10 Occupational diseases - non-employee workers

Company	Deaths resulting from diseases	No. of cases of reportable occupational diseases	Overall total
EXA Group UK Ltd - London	0	0	0
EXA Groupe France Sas - Paris	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0
Overall total	0	0	0

GRI 403-9 Employee injury rate				
Company	Total number of deaths due to occupational injuries	Total number of serious occupational injuries (excluding fatalities)	Total number of reportable occupational injuries	Overall total
EXA Group UK Ltd - London	0	0	0	0
EXA Groupe France Sas - Paris	0	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0
Overall total	0	0	0	0

GRI 403-9 Non-employee worker injury rate	
Company	Injury rate
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0

GRI 405-1 Diversity in governing bodies				
Company	Age group	Female	Male	Overall total
EXA Group UK Ltd - London	<= 29 years old	0	0	0
	>= 51 years old	0	0	0
	30 - 50 years	0	0	0
Total EXA Group UK Ltd - London		0	0	0
EXA Groupe France Sas - Paris	<= 29 years old	0	0	0
	>= 51 years old	0	0	0
	30 - 50 years	0	0	0
Total EXA Groupe France Sas - Paris		0	0	0
EXA MP Srl - Headquarters - Milan	<= 29 years old	1	0	1
	>= 51 years old	1	6	7
	30 - 50 years	1	1	2
Total EXA MP Srl - Headquarters - Milan		3	7	10
EXA MP Srl - Operating Office - Arezzo	<= 29 years old	0	0	0
	>= 51 years old	0	0	0
	30 - 50 years	0	0	0
Total EXA MP Srl - Operating Office - Arezzo		0	0	0
EXA MP Srl - Operating Office - San Vendemiano	<= 29 years old	0	0	0
	>= 51 years old	0	0	0
	30 - 50 years	0	0	0
Total EXA MP Srl - Operating Office - San Vendemiano		0	0	0
Overall total		3	7	10

GRI 405-1 Employee Diversity				
Age group	Company	Female	Male	Overall total
<= 29 years old	EXA Group UK Ltd - London	0	0	0
	EXA Groupe France Sas - Paris	0	0	0
	EXA MP Srl - Headquarters - Milan	2	1	3
	EXA MP Srl - Operating Office - Arezzo	1	5	6
	EXA MP Srl - Operating Office - San Vendemiano	2	2	4
Total <= 29 years		5	8	13
>= 51 years old	EXA Group UK Ltd - London	0	2	2
	EXA Groupe France Sas - Paris	0	0	0
	EXA MP Srl - Headquarters - Milan	0	6	6
	EXA MP Srl - Operating Office - Arezzo	7	11	18
	EXA MP Srl - Operating Office - San Vendemiano	5	8	13
Total >= 51 years		12	27	39
30 - 50 years	EXA Group UK Ltd - London	1	6	7
	EXA Groupe France Sas - Paris	0	3	3
	EXA MP Srl - Headquarters - Milan	6	17	23
	EXA MP Srl - Operating Office - Arezzo	19	14	33
	EXA MP Srl - Operating Office - San Vendemiano	21	12	33
Total 30 - 50 years		47	52	99
Overall total		64	87	151

GRI 405-2 Average women's salary by role					
Company	Apprentices	Executives	Office staff	Manual workers	Managers
EXA Group UK Ltd - London	0 €	0 €	0 €	0 €	0 €
EXA Groupe France Sas - Paris	0 €	0 €	0 €	0 €	0 €
EXA MP Srl - Headquarters - Milan	0 €	0 €	44,500 €	0 €	0 €
EXA MP Srl - Operating Office - Arezzo	0 €	0 €	33,110 €	0 €	0 €
EXA MP Srl - Operating Office - San Vendemiano	0 €	0 €	37,335 €	0 €	0 €

GRI 405-2 Average male salary by role						
Company	Apprentices	Executives	Office staff	Manual workers	Managers	Interns
EXA Group UK Ltd - London	0 €	0 €	56,200 €	0 €	0 €	0 €
EXA Groupe France Sas - Paris	0 €	0 €	0 €	0 €	0 €	0 €
EXA MP Srl - Headquarters - Milan	0 €	0 €	39,500 €	0 €	0 €	0 €
EXA MP Srl - Operating Office - Arezzo	0 €	0 €	49,300 €	0 €	0 €	0 €
EXA MP Srl - Operating Office - San Vendemiano	0 €	0 €	42,200 €	0 €	69,295 €	0 €

GRI 414-1 New suppliers that have undergone evaluation using social criteria	
Company	no. new suppliers
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	33
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	33

GRI 414-2 Total suppliers evaluated on the basis of social impacts	
Company	no. suppliers
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	168
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	168

GRI 416-2 Incidents of non-compliance regarding health and safety impacts of products and services	
Company	no. incidents
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0

GRI 417-3 Cases of non-compliance regarding marketing communications	
Company	no. cases
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0

GRI 418-1 Complaints about violation of customer privacy				
Company	Complaints substantiated by regulatory agencies	Substantiated complaints received from external parties	Total no. of data leaks, thefts or losses	Overall total
EXA Group UK Ltd - London	0	0	0	0
EXA Groupe France Sas - Paris	0	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	1	1
Overall total	0	0	1	1

GRI 301-1 Kg total materials purchased						
Material type	EXA Group UK Ltd - London	EXA Groupe France Sas - Paris	EXA MP Srl - Headquarters - Milan	EXA MP Srl - Operating Office - Arezzo	EXA MP Srl - Operating Office - San Vendemiano	Overall total
Steel	14,125.79	9,740.82	83,636.57	1,060,196.69	334,066.04	1,501,765.91
Aluminium	41,239.33	7,539.18	8,159.49	46,052.29	31,938.67	134,928.96
Wiring	36,273.05	180,890.55	328,765.49	887,980.05	109,692.11	1,543,601.25
Plasterboard	258,656.88	71,883.14	192,661	562,028.48	128,273.53	1,213,503.03
Cement	362,980.44	348,652.08	495,249.88	3,068,669.71	464,229.3	4,739,781.41
Ceramics	697,278.71	135,585.64	269,578.13	615,271.84	60,389.84	1,778,104.16
Iron	103,566.02	304,695.5	884,519.46	1,755,677.39	434,549.68	3,483,008.05
Packaging	15,410.71	45,819.92	71,028.16	241,237.17	24,309.9	397,805.86
Insulation	48,608.64	71,156.02	136,260.6	381,021.81	57,651.08	694,698.15
Wood	1,221,863.84	488,264.29	317,696.55	761,763.47	117,413.21	2,907,001.36
Precious metals	27,886.29	70,563.47	489,089.93	586,824.36	268,249.87	1,442,613.92
Metal	1,156,206.08	477,796.97	534,110.65	1,456,769	166,125.73	3,791,008.43
Natural stone	201,392.97	41,521.41	80,271.4	192,516.86	18,312.61	534,015.25
Plastic	149,261.05	225,870.52	505,757.85	1,393,399.16	216,534.34	2,490,822.92
Glass	313,997.58	85,238.58	95,022.31	517,489.93	235,918.31	1,247,666.71
Overall total	4,648,747.38	2,565,218.09	4,491,807.47	13,526,898.21	2,667,654.22	27,900,325.37

GRI 302-1 Electricity consumption from renewable sources	
Company	Green Energy Purchased
EXA Group UK Ltd - London	1,855
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	11,766
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0

GRI 302-1 Energy Consumption - Fuels					
Year	Company	Fuel type	Final balance	Progressive	Var % EX
2023	EXA MP Srl - Headquarters - Milan	Diesel fuel	2,696.1	0	0
2023	EXA MP Srl - Headquarters - Milan	Gasoline	5,580.76	0	0
2023	EXA MP Srl - Operating Office - Arezzo	Diesel fuel	22,979.5	0	0
2023	EXA MP Srl - Operating Office - Arezzo	Gasoline	25,052.97	0	0
2023	EXA MP Srl - Operating Office - San Vendemiano	Diesel fuel	2,724.38	0	0
2023	EXA MP Srl - Operating Office - San Vendemiano	Gasoline	563.67	0	0
2023	EXA Groupe France Sas - Paris	Diesel fuel	0	0	0
2023	EXA Groupe France Sas - Paris	Gasoline	0	0	0
2023	EXA Group UK Ltd - London	Diesel fuel	0	0	0
2023	EXA Group UK Ltd - London	Gasoline	0	0	0

GRI 302-1 Energy Consumption - Natural Gas	
Company	CM
EXA Group UK Ltd - London	41,647
EXA Groupe France Sas - Paris	6,892
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	189,161
EXA MP Srl - Operating Office - San Vendemiano	39,048

GRI 303-3 Total Water Intake			
Company	Aqueduct	Well	total
EXA Group UK Ltd - London	50.37	0	50.37
EXA Groupe France Sas - Paris	40.93	0	40.93
EXA MP Srl - Headquarters - Milan	204.64	0	204.64
EXA MP Srl - Operating Office - Arezzo	557	0	557
EXA MP Srl - Operating Office - San Vendemiano	107	0	107
Total	959.94	0	959.94

GRI 302-1 Total electricity consumption	
Company	KWh consumed
EXA Group UK Ltd - London	3,465
EXA Groupe France Sas - Paris	14,204
EXA MP Srl - Headquarters - Milan	14,238
EXA MP Srl - Operating Office - Arezzo	100,879
EXA MP Srl - Operating Office - San Vendemiano	174,446
Overall total	307,232

GRI 303-3 Water Discharge	
Company	Aqueduct
EXA Group UK Ltd - London	50.37
EXA Groupe France Sas - Paris	40.93
EXA MP Srl - Headquarters - Milan	204.64
EXA MP Srl - Operating Office - Arezzo	557
EXA MP Srl - Operating Office - San Vendemiano	107
Total	959.94

GRI 305 Scope 1-2-3-4 Emissions		
Exa MP Group: emissions category UNI ISO 14064-1	tCO ₂ e	% of Total
Category 1: Direct GHG emissions and removals	445.19	0.68
Category 2: Indirect GHG emissions from electricity	19.98	0.03
Category 3: Indirect GHG emissions from transport	3,683.09	5.65
Category 4: Indirect GHG emissions from purchased products and services	61,065.06	93.64
TOTAL	65,213.32	100
Total	959.94	0

GRI 305-3 Emissions Scope 3_employee commutes																			
Company	large car - gasoline	large car - electric	large car - diesel	large car - gasoline hybrid	medium car - gasoline	medium car - electric	medium car - diesel	medium car - lpg	medium car - hybrid	small car - gasoline	small car - electric	small car - diesel	small car - gasoline hybrid	small car - CNG	bus	metro	motorcycle - medium	train	Overall total
EXA Group UK Ltd - London	0	0	0	1,616	0	0	0	0	0	0	0	0	2,828	0	0	0	0	54,944	59,388
EXA Groupe France Sas - Paris	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,025	1,025
EXA MP Srl - Headquarters - Milan	0	0	17,040	0	420	0	13,055	0	0	23,626	0	3,225	860	0	13,946	17,830	4,738	63,317	158,057
EXA MP Srl - Operating Office - Arezzo	4,542	0	19,242	38,494	50,294	0	162,205	1,020	0	12,258	13,080	54,767	6,967	3,372	2,947	0	17,120	36,556	422,864
EXA MP Srl - Operating Office - San Vendemiano	0	0	101,695	0	0	8,600	155,585	0	5,160	0	3,440	42,570	44,720	15,480	0	0	0	107,500	484,750
Overall total	4,542	0	137,977	40,110	50,714	8,600	330,845	1,020	5,160	35,884	16,520	100,562	55,375	18,852	16,893	17,830	21,858	263,342	1,126,084

GRI 306-3 Waste Generation (Office)

Company	Paper	Plastic	WEEE	Organic waste	Special waste	Dry
EXA Group UK Ltd - London	103.96	0	0	0	0	199.27
EXA Groupe France Sas - Paris	0	0	0	0	0	0
EXA MP Srl - Headquarters - Milan	265.99	68.5	0	0	1	192.95
EXA MP Srl - Operating Office - Arezzo	757.37	151.65	195	366.4	12	1,031.1
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0	0	0

GRI 306-3 Generation of construction site waste

Company	Construction site waste	Waste (kg)
EXA Group UK Ltd - London	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	0
170904 (NH)	0	
Total EXA Group UK Ltd - London		0
EXA Groupe France Sas - Paris	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	0
170904 (NH)	0	
Total EXA Groupe France Sas - Paris		0
EXA MP Srl - Headquarters - Milan	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	0
170904 (NH)	0	
Total EXA MP Srl - Headquarters - Milan		0

GRI 306-3 Generation of construction site waste

Company	Construction site waste	Waste (kg)
EXA MP Srl - Operating Office - Arezzo	040222 (H)	0
	150110 (H)	8,505
	150111 (NH)	261
	170202 (NH)	78,310
	170303 (H)	2,066
	170504 (NH)	413,370
	170603 (H)	694
	170604 (NH)	3,610
	170802 (NH)	82,200
170904 (NH)	1,310,812	
Total EXA MP Srl - Operating Office - Arezzo		1,899,828
EXA MP Srl - Operating Office - San Vendemiano	040222 (H)	1,820
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	400
170904 (NH)	450	
Total EXA MP Srl - Operating Office - San Vendemiano		2,670
Overall total		1,902,498

GRI 306-4 Waste not sent for disposal - construction sites		
Company	Construction site waste	Waste (kg)
EXA Group UK Ltd - London	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	0
170904 (NH)	0	
Total EXA Group UK Ltd - London		0
EXA Groupe France Sas - Paris	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	0
170904 (NH)	0	
Total EXA Groupe France Sas - Paris		0
EXA MP Srl - Headquarters - Milan	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	0
170904 (NH)	0	
Total EXA MP Srl - Headquarters - Milan		0

GRI 306-3 Generation of construction site waste		
Company	Construction site waste	Waste (kg)
EXA MP Srl - Operating Office - Arezzo	040222 (H)	0
	150110 (H)	8,505
	150111 (NH)	261
	170202 (NH)	78,310
	170303 (H)	2,066
	170504 (NH)	413,370
	170603 (H)	0
	170604 (NH)	1,510
	170802 (NH)	82,200
170904 (NH)	1,308,452	
Total EXA MP Srl - Operating Office - Arezzo		1,894,674
EXA MP Srl - Operating Office - San Vendemiano	040222 (H)	0
	150110 (H)	0
	150111 (NH)	0
	170202 (NH)	0
	170303 (H)	0
	170504 (NH)	0
	170603 (H)	0
	170604 (NH)	0
	170802 (NH)	400
170904 (NH)	450	
Total EXA MP Srl - Operating Office - San Vendemiano		850
Overall total		1,895,524

GRI 306-4 Waste not sent for disposal (office)		
Waste type prod.	Company	Waste (kg)
Paper	EXA Group UK Ltd - London	103.96
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	265.99
	EXA MP Srl - Operating Office - Arezzo	757.37
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Paper		1,127.32
Plastic	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	68.5
	EXA MP Srl - Operating Office - Arezzo	151.65
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Plastic		220.15
WEEE	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	195
	EXA MP Srl - Operating Office - San Vendemiano	0
Total WEEE		195
Organic waste	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	366.4
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Organic Waste		366.4
Special waste	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	1
	EXA MP Srl - Operating Office - Arezzo	12
	EXA MP Srl - Operating Office - San Vendemiano	2410
Total Special Waste		2,423
Dry	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Dry		0
Overall total		4,331.87

GRI 306-5 Waste sent for disposal - construction sites		
Construction site waste	Company	Waste (kg)
040222 (H)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	1,820
Total 040222 (H)		1,820
150110 (H)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 150110 (H)		0
150111 (NH)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 150111 (NH)		0
170202 (NH)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170202 (NH)		0
170303 (H)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170303 (H)		0
170504 (NH)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170504 (NH)		0

GRI 306-5 Waste sent for disposal - construction sites		
Construction site waste	Company	Waste (kg)
170603 (H)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	694
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170603 (H)		694
170604 (NH)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	2,100
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170604 (NH)		2,100
170802 (NH)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170802 (NH)		0
170904 (NH)	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	2,360
	EXA MP Srl - Operating Office - San Vendemiano	0
Total 170904 (NH)		2,360
Overall total		6,974

GRI 306-5 Waste sent for disposal (office)		
Waste type prod.	Company	Waste (kg)
Paper	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Paper		0
Plastic	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Plastic		0
WEEE	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total WEEE		0
Organic waste	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Organic Waste		0
Special waste	EXA Group UK Ltd - London	0
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	0
	EXA MP Srl - Operating Office - Arezzo	0
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Special Waste		0
Dry	EXA Group UK Ltd - London	199.27
	EXA Groupe France Sas - Paris	0
	EXA MP Srl - Headquarters - Milan	192.95
	EXA MP Srl - Operating Office - Arezzo	1,031.1
	EXA MP Srl - Operating Office - San Vendemiano	0
Total Dry		1423.32
Overall total		1423.32

GRI 308-1 New suppliers evaluated on the basis of environmental criteria	
Company	no. new suppliers
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	33
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	33

GRI 308-2 Total suppliers evaluated for environmental impacts	
Company	no. Suppliers
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	168
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	168

GRI 201-1 EBITDA	
Company	EBITDA
EXA Group UK Ltd - London	£ 1,611,131.04
EXA Groupe France Sas - Paris	2,249,573.03 €
EXA MP Srl - Headquarters - Milan	1,443,605.49 €
EXA MP Srl - Operating Office - Arezzo	4,640,160.51 €
EXA MP Srl - Operating Office - San Vendemiano	4,227,701.80 €

GRI 201-1 Payments to governments by country	
Company	Payments to governments by country
EXA Group UK Ltd - London	£ 473,405.12
EXA Groupe France Sas - Paris	566,689.00 €
EXA MP Srl - Headquarters - Milan	310,416.90 €
EXA MP Srl - Operating Office - Arezzo	998,406.45 €
EXA MP Srl - Operating Office - San Vendemiano	934,510.22 €

GRI 201-1 Economic value generated (revenue)	
Company	Revenue
EXA Group UK Ltd - London	£ 14,182,567.05
EXA Groupe France Sas - Paris	11,706,102.37 €
EXA MP Srl - Headquarters - Milan	18,598,133.35 €
EXA MP Srl - Operating Office - Arezzo	59,779,714.34 €
EXA MP Srl - Operating Office - San Vendemiano	54,465,961.95 €

GRI 308-1 Total suppliers	
Company	no. Suppliers
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	344
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	344

GRI 201-1 Operating Costs	
Company	Operating costs
EXA Group UK Ltd - London	£ 12,042,970.74
EXA Groupe France Sas - Paris	9,125,482.85 €
EXA MP Srl - Headquarters - Milan	15,640,941.06 €
EXA MP Srl - Operating Office - Arezzo	50,274,453.41 €
EXA MP Srl - Operating Office - San Vendemiano	45,805,613.11 €

GRI 201-1 Payments to capital providers	
Company	Payments to capital providers
EXA Group UK Ltd - London	£ 2,076.42
EXA Groupe France Sas - Paris	0.00 €
EXA MP Srl - Headquarters - Milan	461,722.20 €
EXA MP Srl - Operating Office - Arezzo	1,484,107.08 €
EXA MP Srl - Operating Office - San Vendemiano	1,352,186.45 €

GRI 201-1 Wages and employee benefits	
Company	Salaries and benefits
EXA Group UK Ltd - London	607,578.00 £
EXA Groupe France Sas - Paris	331,046.49 €
EXA MP Srl - Milan - Arezzo - San Vendemiano	9,867,070.77 €

GRI 201-1 Economic value distributed (total)	
Company	Economic value distributed
EXA Group UK Ltd - London	£ 13,126,030.55
EXA Groupe France Sas - Paris	10,023,218.50 €
EXA MP Srl - Headquarters - Milan	26,280,151.10 €
EXA MP Srl - Operating Office - Arezzo	52,756,965.57 €
EXA MP Srl - Operating Office - San Vendemiano	48,092,308.75 €

GRI 201-1 Economic value not distributed	
Company	Economic value not distributed
EXA Group UK Ltd - London	£ 14,182,567.00
EXA Groupe France Sas - Paris	11,706,102.00 €
EXA MP Srl - Headquarters - Milan	18,598,134.00 €
EXA MP Srl - Operating Office - Arezzo	59,779,716.00 €
EXA MP Srl - Operating Office - San Vendemiano	54,465,960.00 €

GRI 205-1 Total no. of transactions assessed for corruption-related risks	
Company	no. Transactions
EXA Group UK Ltd - London	61
EXA Groupe France Sas - Paris	61
EXA MP Srl - Headquarters - Milan	61
EXA MP Srl - Operating Office - Arezzo	61
EXA MP Srl - Operating Office - San Vendemiano	61
Overall total	305

GRI 204-1 Expenditure on local suppliers	
Company	Expenditure on suppliers
EXA Group UK Ltd - London	81.40%
EXA Groupe France Sas - Paris	55.10%
EXA MP Srl - Headquarters - Milan	60.40%
EXA MP Srl - Operating Office - Arezzo	0%
EXA MP Srl - Operating Office - San Vendemiano	0%

GRI 205-2 No. of members of governing bodies to whom anti-corruption policies/procedures have been communicated	
Company	no. Members
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	10
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	10

GRI 205-2 No. of employees to whom anti-corruption policies/procedures have been communicated							
No. Employees	Role						
Company	Apprentices	Executives	Office staff	Manual workers	Managers	Interns	Overall total
EXA Group UK Ltd - London	0	1	8	0	0	0	9
EXA Groupe France Sas - Paris	0	0	3	0	0	0	3
EXA MP Srl - Headquarters - Milan	0	1	27	0	4	0	32
EXA MP Srl - Operating Office - Arezzo	1	0	48	2	5	1	57
EXA MP Srl - Operating Office - San Vendemiano	2	1	36	5	8	0	52
Overall total	3	3	122	7	17	1	153

GRI 205-2 No. of employees undergoing anti-corruption training							
No. Employees	Role						
Company	Apprentices	Executives	Office staff	Manual workers	Managers	Interns	Overall total
EXA Group UK Ltd - London	0	0	0	0	0	0	0
EXA Groupe France Sas - Paris	0	0	0	0	0	0	0
EXA MP Srl - Headquarters - Milan	0	0	0	0	0	0	0
EXA MP Srl - Operating Office - Arezzo	0	0	0	0	0	0	0
EXA MP Srl - Operating Office - San Vendemiano	0	0	0	0	0	0	0
Overall total	0	0	0	0	0	0	0

GRI 205-2 No. of members of the governing body undergoing anti-corruption training	
Company	no. members
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0

GRI 205-3 No. of proven incidents of corruption of business partners	
Company	no. incidents
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0

GRI 205-3 No. of incidents/legal actions for corruption/bribery	
Company	no. incidents
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0

GRI 205-2 No. business partners to whom anti-corruption policies/procedures have been communicated	
Company	no. Business partners
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	100
EXA MP Srl - Operating Office - Arezzo	96
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	196

GRI 205-3 Total no. of incidents of corruption in which employees were fired or received sanctions	
Company	no. incidents
EXA Group UK Ltd - London	0
EXA Groupe France Sas - Paris	0
EXA MP Srl - Headquarters - Milan	0
EXA MP Srl - Operating Office - Arezzo	0
EXA MP Srl - Operating Office - San Vendemiano	0
Overall total	0



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EXA MP SRL Operating Office Arezzo

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