

# **SUSTAINABILITY REPORT 2023**



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## Letter to stakeholders

In an ever-evolving global context, we are witnessing the emergence of new legal requirements concerning sustainability. Therefore, with the aim of achieving full compliance with the disclosure obligations required by the European Union in the coming years, Inim is pleased to present this first sustainability report, in support of the growing rationalization and transparency of our sustainability strategy.

However, for Inim, the legal requirements of this project are just the beginning: our true priority lies in working effectively and constructively within the communities where we operate, ensuring complete transparency with our stakeholders.

Since our foundation, we have undertaken various positive-impact initiatives that contribute to the well-being of local communities. These initiatives have allowed us to build solid and meaningful relationships with our territory, and we regard the transparency required by the upcoming sustainability regulations as a useful incentive to further strengthen these bonds.

Our projects in the area stem from an active and constructive dialogue between management, employees, and local community actors. We believe that increasing transparency in this dialogue can help us identify and develop activities that better address the real needs of the community.

Beyond being a mere compliance exercise, the work on this document involved numerous departments and representatives within the company, leading to in-depth reflections on various strategic aspects of our activities. Such work has strengthened our awareness of how Inim can play a central role for the territory and surrounding communities.

Chairman of Inim Electronics



# Objectives of the report and methodological approach

Pertaining the 2023 fiscal year, Inim initiated a process to report its non-financial impacts. This initiative aims to:

1. Prepare for the increasing transparency requirements to be implemented under European regulations in the coming years
2. Address new strategic and market needs related to the growing importance of ESG issues
3. Strengthen dialogue and transparency with our stakeholders

The ultimate goal is to implement by the 2025 fiscal year a sustainability reporting process fully aligned with the new European regulations and structured around internationally recognized reporting frameworks. Inim will achieve this goal in three phases, progressively adding structure and depth to its sustainability reporting (each phase retaining the characteristics of the previous ones):

1. Fiscal Year 2023: Publication of the Sustainability Report in alignment with the GRI framework, "with reference" level (**this document**).
2. Fiscal Year 2024: Publication of the Sustainability Report in alignment with the GRI framework, "in accordance" level.
3. Fiscal Year 2025: Publication of the Sustainability Report in compliance with the requirements of Directive 2013/34/EU and Delegated Regulation (EU) 2023/2772, July 31, 2023.

The Sustainability Report, as per Directive 2013/34/EU and Delegated Regulation (EU) 2023/2772 July 31, 2023, is a document produced by a company to communicate its Environmental, Social, and Governance (ESG) performance. This information goes beyond traditional financial reporting to provide stakeholders with a holistic view of the company's impact, typically concerning the following key dimensions: (a) Environmental performance: Details of the company's environmental initiatives, resource use, energy consumption, greenhouse gas emissions, and waste management. (b) Social impact: Information on the company's social responsibility efforts, such as community engagement, labour practices, diversity and inclusion, and employee well-being; and (c) Governance practices: Insights into corporate governance structure, ethical practices, and decision-making transparency.

In pursuit of the above objectives, the following contents represent an initial step in collecting and presenting data on relevant non-financial dynamics for Inim.

In drafting this document, the structure of the European Sustainability Reporting Standards (ESRS) principles was used to define the reference macro-areas, and the Global Reporting Initiative (GRI) framework was employed to define specific topics. Active since 1999, the GRI framework is the leading international standard for sustainability reporting, designed to create transparency and comparability among different companies in reporting sustainability issues and to facilitate stakeholder engagement. Specifically, within the macro-areas outlined by EU regulations, the GRI principles were used to define specific sub-areas for data presentation (the so-called "topics" and "disclosures").

These principles aim to provide a common European framework to guide companies in specifying the sustainability information to disclose, in accordance with Directive 2013/34/EU of the European Parliament and Council, as amended by Directive (EU) 2022/2464. For Inim, these regulations do not impose any obligations for the 2023 fiscal year. This document should therefore be regarded as a voluntary commitment by Inim to begin addressing stakeholders' growing demands for transparency on environmental, social, and governance sustainability matters.

Unless otherwise specified, all data reported herein pertains to the 2023 fiscal year.

This document was prepared with the support and review of an external consultant specializing in non-financial impact assessment and reporting.

Sersos Consulting by Pietro Versari – Via Francesco Todaro 21, San Benedetto del Tronto (AP) 63074.

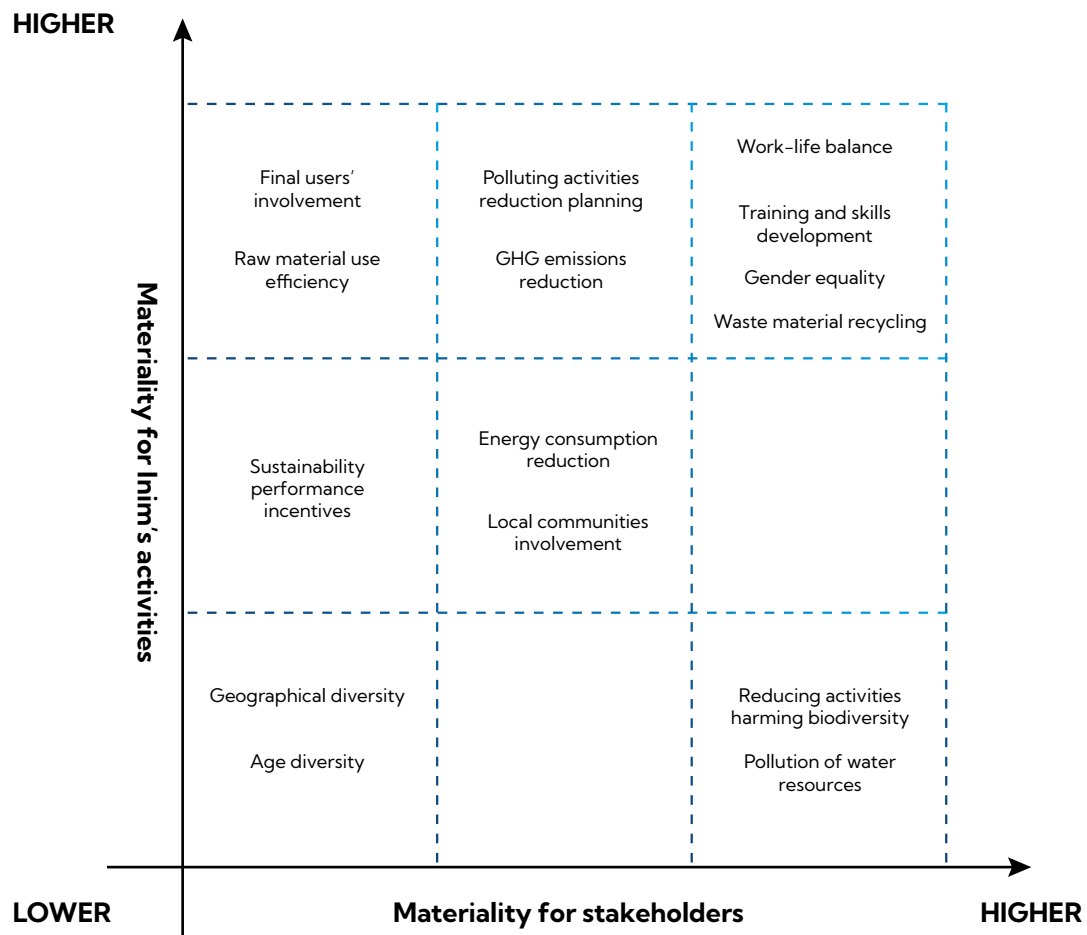
## Materiality assessment

(Items: ESRS 2 Identification of material impacts; GRI 3 Material topics)

The materiality analysis aimed to identify the main impacts generated by Inim on the economy, environment, and society, considering both positive and negative effects, actual and potential, in the short and long term. The results of the materiality analysis were used by Inim to structure its efforts in selecting the ESG topics to be developed during the 2023–2025 triennium and included in its sustainability reporting.

The materiality analysis was conducted following the GRI methodology and adopted a top-down approach to define relevant topics. Starting from the macro-topics established by European regulations, these themes were then submitted to the stakeholders through surveys to assess their external relevance. After collecting feedback, the topics were discussed internally to evaluate their importance in terms of materiality for Inim, analysing their potential impacts and risks on the business. This method ensured a comprehensive and informed evaluation of material topics, integrating the company's internal perspectives with the external viewpoints of stakeholders.

The outcome is the following double materiality matrix, which provides a concise representation of the relevance of the analysed topics for both stakeholders and Inim.



# The people of Inim

(Items: ESRS S1 Own workforce; GRI 2-7 Employees; GRI 401 Employment 2016; GRI 404 Training and education; GRI 405 Diversity and equal opportunity 2016)

## Employee overview

People are the heart of Inim. Each of the 196 members of the Inim team (146 employees and 50 agency workers) brings a unique set of skills, experiences, and perspectives.

Every Inim device is meticulously produced by Inim in Italy. From research and development to prototype design, supported by dialogue with installers, integrators, users, and distributors. From real-world testing to in-series production. From the assembly of components to the creation of user manuals. All the way to product commercialization through the company's authorized supply chain.

For this reason, **Inim strongly believes in developing and maintaining local expertise**, aiming to build stable and long-lasting relationships with its employees and collaborators by investing in their professional development and well-being. Many team members have been with Inim since its founding, a testament to the company's commitment to a workforce that grows and evolves alongside the business.

DISCLOSURE GRI 2-7 - TOTAL NUMBER OF WORKERS BY TYPE		
Employees	146	74%
Non-employees (agency workers)	50	26%
Away	196	100%

DISCLOSURE GRI 2-7B.II - PERMANENT EMPLOYEES BY REGION		
Marche	111	76%
Abruzzo	26	18%
Lombardy	3	2%
Veneto	2	1%
Tuscany	2	1%
Sicily	1	1%
Piedmont	1	1%
Away	146	100%

DISCLOSURE GRI 2-7B.III - PERMANENT EMPLOYEES BY AGE GROUP		
Under 30 years old	14	10%
30 - 50 years old	95	65%
Over 50 years old	37	25%
Total	146	100%

DISCLOSURE GRI 2-7B.I – <b>PERMANENT EMPLOYEES BY GENDER</b>		
Women	39	27%
Men	107	73%
Total	146	100%

## Employment policies

While maintaining its focus on attracting the best candidates, Inim prioritizes the local workforce, actively seeking to provide employment opportunities to individuals from the surrounding communities. Additionally, Inim promotes diversity in terms of age and gender within the company. This strategy enriches the Inim team with a wide range of skills and supports the local economy, strengthening the company's bond with the region.

To support its growth, Inim hired 16 new employees in 2023 (an 11% increase in the workforce), with a 56% rise in employees under 30 compared to 2022.

DISCLOSURE GRI 401-1A TOTAL NUMBER AND PERCENTAGE OF <b>NEW EMPLOYEE HIRES</b> DURING THE REPORTING PERIOD, BY <b>AGE GROUP</b>			
	New hires	Percentage over total hires	Category increase
Under 30 years old	5	31%	56%
30 – 50 years old	10	63%	12%
Over 50 years old	1	6%	3%
Total	16	100%	

Regarding new hires, most of the 2023 recruitments were concentrated in areas near Inim's headquarters, with 94% of hires coming from the Marche and Abruzzo regions.

DISCLOSURE GRI 401-1A TOTAL NUMBER AND PERCENTAGE OF <b>NEW EMPLOYEE HIRES</b> DURING THE REPORTING PERIOD, BY <b>REGION</b>			
	New hires	Percentage over total hires	Category increase
Marche	13	81%	13%
Abruzzo	2	13%	8%
Lombardy	1	6%	50%
Total	16	100%	



## Stable employment contracts

In supporting its growth, Inim considers it essential not only to hire new employees but also to retain and enhance the value of its existing workforce.

Inim's dedication to creating a safe and stable work environment for its employees is reflected in the low employee turnover rate, a tangible testament to the effectiveness of its personnel management policies.

**Only 3.4% of employees left the company in 2023.** Furthermore, these departures were evenly distributed across the main employee demographics, indicating a natural turnover rate without significant challenges for any specific group.

DISCLOSURE GRI 401-1B TOTAL NUMBER AND PERCENTAGE OF <b>EMPLOYEE TURNOVER</b> DURING THE REPORTING PERIOD, BY <b>AGE GROUP</b>			
	Turnover	Percentage over total turnover	Percentage over employees
Under 30 years old	2	40%	1.4%
30 – 50 years old	3	60%	2.1%
Over 50 years old	0	0%	0.0%
Total	5	100%	3.4%

DISCLOSURE GRI 401-1B TOTAL NUMBER AND PERCENTAGE OF <b>EMPLOYEE TURNOVER</b> DURING THE REPORTING PERIOD, BY <b>REGION</b>			
	Turnover	Percentage over total turnover	Percentage over employees
Marche	4	80%	2.7%
Abruzzo	1	20%	0.7%
Total	5	100%	3.4%

# Professional growth

Inim recognizes the critical importance of continuous training, especially in a rapidly evolving technological landscape.

Investing in the development of employee skills is essential for maintaining competitiveness and driving innovation. This not only enhances individual capabilities but also contributes to the overall growth of the company.

During 2023, 15 different training courses were provided to employees, covering the latest technologies and industry practices. A total of 90 hours of training was delivered to 21 employees (amounting to a cumulative 347 hours of training provided).

DISCLOSURE GRI 404-2A <b>TYPE AND FIELD OF PROGRAMS IMPLEMENTED, AND ASSISTANCE PROVIDED TO IMPROVE</b>
<b>EMPLOYEE SKILLS</b>
Course title and content
Regulatory update on the intrusion detection sector
Introduction to air transport options for lithium batteries
Introduction to certifications regarding carbon footprint CFP/CFO
Training on acceptance controls - resource increase
Specific training on the coating process
Specific training on import-export customs - module 1 - exports
Specific training on import-export customs - module 2 - the customs tariff
Specific training on import-export customs - module 3 - import operations
Specific training on import-export customs - module 4 - the origin of goods in international trade
Specific training on import-export customs - module 5 - intra-community trade, sales, special cases, purchases-services
Specific training on import-export customs - module 6 - Incoterms
Specific training on import-export customs - module 7 - triangulations
Specific training on environmental labeling
Specific training on machinery use and maintenance - use and maintenance of the Panasonic line
Training on whistleblowing - the new regulations on whistleblowing

## Equal opportunities and diversity

Inim actively promotes gender equality by implementing corporate policies aimed at breaking stereotypes and supporting the presence of women in key roles within the company.

**Women are represented at all levels of governance, comprising 33% of the board of directors.** Furthermore, there are no pay gaps between male and female employees in equivalent positions.

**Women make up approximately 31% of the company's workforce,** reflecting Inim's commitment to diversity and inclusion. In particular, among non-employee workers, female representation is even more significant, reaching 42%. This achievement is particularly noteworthy in the STEM sector, which remains challenging for women to access in Italy, marking an important step toward fostering gender equality.

DISCLOSURE GRI 405-1A.I PERCENTAGE OF INDIVIDUALS WITHIN THE <b>ORGANIZATION'S GOVERNANCE BODIES</b> BY GENDER	
Women	33.3%
Men	66.6%
Total	100%

DISCLOSURE GRI 2-7 PERCENTAGE <b>OF TOTAL WORKERS</b> BY <b>GENDER</b>	
Women	31%
Men	69%
Total	100%

DISCLOSURE GRI 2-8A PERCENTAGE OF <b>NON-EMPLOYEE WORKERS</b> (AGENCY WORKERS) BY <b>GENDER</b>	
Women	42%
Men	58%
Total	100%

DISCLOSURE GRI 405-1B.I PERCENTAGE OF <b>EMPLOYEES</b> BY <b>GENDER</b>	
Women	27%
Men	73%
Total	100%

DISCLOSURE GRI 401-1A PERCENTAGE OF <b>NEW EMPLOYEE HIRES</b> BY <b>AGE GROUP</b>	
	Category increase
Under 30 years old	56%
30 – 50 years old	12%
Over 50 years old	3%

DISCLOSURE GRI 2-7 PERCENTAGE OF WORKERS BY AGE GROUP		
Under 30 years old	19%	
30 – 50 years old	57%	
Over 50 years old	23%	
Total	100%	

## Non-employee workers

In addition to its employees, Inim engages 50 agency workers who serve as operators on production lines. Here too, Inim prioritizes local labour, with 98% of these workers coming from the Marche (86%) and Abruzzo (12%) regions.

This integration flexibly enhances the company's production capacity while contributing to greater diversity within the workforce, enriching the work environment with varied perspectives and skills. Among the agency workers, there is a balanced representation of women (42%) and men (58%), along with a significant proportion of young workers under 30 years old (48%).

DISCLOSURE GRI 2-8A NON-EMPLOYEE WORKERS (AGENCY WORKERS) BY REGION		
Marche	43	86%
Abruzzo	6	12%
Puglia	1	2%
Total	50	100%

DISCLOSURE GRI 2-8A NON-EMPLOYEE WORKERS (AGENCY WORKERS) BY GENDER		
Women	21	42%
Men	29	58%
Total	50	100%

DISCLOSURE GRI 2-8A NON-EMPLOYEE WORKERS (AGENCY WORKERS) BY AGE GROUP		
Under 30 years old	24	48%
30 – 50 years old	17	34%
Over 50 years old	9	18%
Total	50	100%

# Health and workplace safety

(Items: ESRS S1 Own workforce; GRI 403 Occupational health and safety)

## Management of workplace safety and risk

The health and safety of employees are top priorities for Inim. The company safeguards its workforce by continuously improving policies and procedures aimed at minimizing workplace risks. Thanks to the effectiveness of its safety initiatives, only two minor injuries have occurred over 15 years of operation, with **no injuries reported in 2023**.

In full compliance with Italian safety regulations (D.Lgs 81/2008), Inim conducts thorough risk assessments for its employees, formalized in a Risk Assessment Document (RAD). This document ensures control and prevention of potential workplace hazards. The RAD document evaluates all possible risks faced by employees and identifies the necessary safety procedures to address them effectively.

Based on the identified risks, the system proposes optimal solutions, both in terms of immediate remedial actions and preventive measures. The RAD document is reviewed annually with the participation of Inim's management, employee representatives (in the form of the Workers' Safety Representative – WSR), external safety specialists (in the form of the Prevention and Protection Service Manager – PSM), and medical personnel. This collaborative process ensures that the aforementioned document remains aligned with updates in production processes, work organization, and evolving technologies.

The review process fosters continuous improvement in safety procedures, with the company's safety systems being reassessed approximately every 24 months.

### The 4 Pillars of Inim's safety policy:



Continuous adaptation and improvement



Risk assessment and incident prevention



Continuous dialogue between management, employees, and experts



Engagement of specialized external professionals

## Protecting occupational health

To safeguard occupational health, all workers undergo periodic medical examinations conducted by the company's occupational physician. These check-ups are scheduled based on job roles and the level of risk exposure. Using the data collected, any emerging occupational illnesses are proactively identified, and additional health protocols or specialist consultations are prescribed for employees showing anomalies. This process allows for the implementation of corrective actions to improve outcomes over time and reduce the likelihood of occupational illnesses. In 2023, a total of 125 medical examinations were conducted, with **no cases of occupational illness reported**.

DISCLOSURE GRI 403-3A OCCUPATIONAL HEALTH SERVICES: NUMBER OF <b>MEDICAL EXAMINATIONS PERFORMED BY JOB ROLE</b>		
Job role	Visits	Occupational diseases detected
Production	64	-
Warehouse	11	-
Testing	7	-
Office	43	-
Total	125	0

## Training and workplace safety

Inim considers the implementation of adequate training processes in occupational health and safety to be fundamental. This approach fosters a safety culture essential for maintaining all processes under control.

The company systematically offers training modules to its employees, utilizing both internal resources and external training organizations. All workers receive regular updates and training on new procedures and current regulations, ensuring full engagement across the workforce.

Depending on their roles, workers undergo specific safety courses, typically on a biennial cycle, in compliance with the State-Regions Agreement of December 21, 2011. During the most recent cycle (2022-2023), 172 workers participated, completing a total of 1,392 hours of training. The training addressed the following topics:

- 1) Concepts of risk, harm, prevention, protection, prevention organization, rights, duties, penalties, and authorities for surveillance, control & assistance.
- 2) Risks related to physical agents, noise, vibration, and microclimate.
- 3) Goods handling, proper use of forklifts, and other lifting equipment.
- 4) Injury risks, accidents, near-miss incidents, mechanical hazards, and proper use of machinery and tools.
- 5) Risks from visual display units.
- 6) Fall risks, safety for using ladders, basket lifts, and performing work at height.
- 7) Electrical hazards and safety measures. The meaning of safety signs.
- 8) Chemical hazards, types of substances and mixtures used in the company, labeling. Risks from exposure to mists, oils, fumes and dust.
- 9) Risks from manual handling of loads.
- 10) Fire and explosion risks. Emergency management. Safety procedures, evacuation procedures, and first aid.
- 11) Personal protective equipment. Workplace environment risks. Stress-related risks.

**DISCLOSURE GRI 403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY: HOURS OF SAFETY TRAINING BY GENDER**

	Participants	Hours of training
Women	57	456
Men	115	936
Total	172	1392

## Engagement with the local community

(Items: ESRS S3 Affected communities; GRI 413 Local communities)

Inim was founded with the aim of preserving skills and production processes within the local territory, thereby contributing to its development and the vitality of the local economy. Participation in social activities supporting the local community is a natural extension of this focus.

For years, Inim has built strong relationships with the communities and region where it operates, funding and participating in local projects across four main areas:

**Community Safety:** Providing funding for medical and safety devices for municipalities, contributing to a safer environment for all.

**Culture:** Supporting public cultural activities and third-sector projects, promoting the growth and appreciation of local cultural heritage.

**Education:** Collaborating with schools and educational institutions to provide resources and training opportunities, fostering skill development in young people.

**Sports:** Supporting numerous sports associations, encouraging physical activity and well-being within the community, contributing to the formation of a healthy and active society.

Proposals for developing and funding these initiatives often come from employees and result from collaboration between staff and management. Additionally, starting in 2024, Inim has implemented a system for involving local communities in its decision-making processes related to sustainability strategy (see sections "Materiality Analysis" and "The Role of Internal Bodies"). These measures ensure that the initiatives align with the actual needs of the community and reflect values shared by all members of the company.

# Waste management

(Items: ESRS E5 Circular economy; GRI 306 Waste)

Efficient material management in production processes is a strategic objective for Inim, alongside its continuous commitment to reducing waste generated at its production sites and maximizing the potential for reuse.

For this purpose, waste management is entrusted to specialized third-party providers selected based on their ability to recycle waste and their possession of recognized environmental certifications (75% of our providers hold ISO 14001 certification).

This approach has enabled Inim to allocate: 74.4% of production waste to recycling, 21.7% to recovery processes, and only 3.9% to landfill disposal.

DISCLOSURE GRI 306–3,4,5 <b>WASTE</b> GENERATED, DIRECTED TO DISPOSAL / DIVERTED FROM DISPOSAL, <b>BY TYPE</b>					
Typology	CER code	Weight (tons)	%	Hazardousness S/N	Destination *
Paper and cardboard packaging	150101	26,940	49.8%	no	Recycling
Plastic packaging	150102	9,651	17.8%	no	Recovery
Ferrous scrap	170405	8,002	14.8%	no	Recycling
Wooden packaging	150103	5,040	9.3%	no	Recycling
Waste aqueous solutions	161001	2,100	3.9%	yes (HP14)	Disposal
Out-of-service components	160216	1,880	3.5%	no	Recovery
Used toner cartridges	80318	0,285	0.5%	no	Recycling
Out-of-service equipment	160214	0,152	0.3%	no	Recovery
Batteries and accumulators	160605	0,044	0.1%	no	Recovery
	Total	54,094	100%		
*Destination activities are undertaken by selected waste management suppliers					
	Waster directed to <b>recycling</b>		74.4%		
	Waster directed to <b>recovery</b>		21.7%		
	Waste directed to <b>disposal</b>		3.9%		

# Energy consumption

(Items: ESRS E1 Climate change; GRI 302 Energy)

Inim is dedicated to reducing the environmental impact of its energy consumption by focusing on two main directives: increasing the use of renewable energy – both self-produced and purchased – and achieving maximum efficiency in its production processes.



At the end of 2023, Inim installed a photovoltaic system with a capacity of 496 kWp to maximize energy efficiency, contribute to the production of clean electricity, and reduce its environmental impact on air pollution. The project involved the installation of an extensive photovoltaic system on the rooftops of the Centobuchi production facility, aimed at generating electricity for self-consumption in the production chains and enabling precise monitoring of energy consumption. At full capacity – operational from 2024 – the system will enable photovoltaic self-production to cover 44.15% of the company's electricity needs. This will significantly reduce external energy demand, bringing Inim's final energy mix to 54% renewable sources.

To enhance the efficiency of its production processes, Inim has made significant investments in modernizing its equipment. Specifically, the company has focused resources on optimizing production lines by introducing advanced robotic systems with high efficiency and low environmental impact. The machinery acquired to produce printed circuit boards and the assembly of electronic components delivers approximately ten times the efficiency of outdated models while maintaining the same energy consumption.

DISCLOSURE GRI 302-1 <b>ENERGY CONSUMPTION</b> WITHIN THE ORGANIZATION				
	Smc	KWh	GJ	From renewable sources*
Electricity	-	843688	3037.28	47%
Gas	22870	-	901.08	0%
Total			3938	36%
*energy produced by the supplier				

PROSPECT OF <b>RENEWABLE ENERGY SOURCES: 2023 VS 2024</b>				
	GJ (2023)	GJ (2024)*	From renewable sources (2023)**	From renewable sources (2024)**
Electricity from external suppliers	3037.28	1696.32	47%	47%
Electricity from internal photovoltaic system	-	1340.96	-	100%
Gas	901.08	901.08	0%	0%
Total	3938	3938	36%	54%
*Assuming same total consumption of year 2023 **Energy produced by the supplier				

DISCLOSURE GRI 302-3 <b>ENERGY INTENSITY</b>		
Denominator		Energy intensity ratio (energy/denominator)
People	Number of employees	27 GJ/Employee
Dimensions	Company premises size in m <sup>2</sup>	0.56 GJ/m <sup>2</sup>
Monetary unit	Revenues in Mln €	81.65 GJ/Mln €

# Greenhouse gas emissions

(Items: ESRS E2 Pollution; GRI 305 Emissions)

Inim is dedicated to reducing its greenhouse gas (GHG) emissions by minimizing the impact of its processes that contribute most to these emissions. This approach is closely tied to our energy strategy (see the "Energy Consumption" section) for transitioning to sustainable energy sources. By improving energy efficiency, we aim to reduce our reliance on fossil fuels and minimize GHG emissions from our operations.

DISCLOSURE GRI 305-1,2 DIRECT (SCOPE 1) <b>GHG EMISSION</b> AND INDIRECT (SCOPE 2) GHG EMISSIONS FROM ENERGY CONSUMPTION			
	Unit of measurement	CO <sub>2</sub> kg Emission factor / Unit of measurement	Tons of CO <sub>2</sub>
Scope 1			
Natural gas	22870 Smc	2.018*	46
Scope 2			
Electricity	843688 KWh	0,224**	189
Total			235
* Emission factor UK DEFRA 2022			
** Emission factor IFI default grid factors 2021 v3.1			

Calculation method:

Greenhouse gas (GHG) emissions produced annually are calculated by converting the amount of energy consumed into carbon dioxide equivalent (CO<sub>2</sub>eq). For this measurement, we refer to the classification system of the GHG Protocol, which categorizes emissions into Scope 1, Scope 2, and Scope 3. For 2023, we reported Scope 1 and Scope 2 emissions, with plans to include Scope 3 emissions in the future as more data becomes available from our supply chain.

Specifically:

Scope 1 Emissions: These represent CO<sub>2</sub> emissions from sources owned and directly controlled by the company. For Inim, this corresponds to the gas used for heating the company's premises. Emissions were calculated using the conversion rate provided by the UK Department for Business, Energy & Industrial Strategy.

Scope 2 Emissions: These represent indirect CO<sub>2</sub> emissions from the energy resources utilized. For Inim, these include the impact of externally purchased electricity. Emissions were estimated using the "location-based" approach, considering the characteristics of the Italian national energy grid and applying conversion rates provided by United Nations Climate Change (UNCC) (IFI Default Grid Factors 2021 v3.1).

DISCLOSURE GRI 305-4 <b>GHG EMISSIONS INTENSITY</b>		
Denominator		Ratio tCO <sub>2</sub> /denominator)
People	Number of employees	0.32 tCO <sub>2</sub> /Employee
Dimensions	Company premises size in m <sup>2</sup>	0.03 tCO <sub>2</sub> /m <sup>2</sup>
Monetary unit	Revenues in Mln €	4.87 tCO <sub>2</sub> /Mln €

# The role of internal bodies

(Items: ESRS 2–GOV 1 Role of the administrative, management, and control bodies; GRI 2–12 Role of the highest governance body in overseeing the management of impacts)

In 2023, Inim established a “Sustainability Committee” bringing together representatives from key corporate functions to share a comprehensive and integrated vision of the company’s sustainability activities and objectives. The represented functions include:

- Human resource management
- Production
- Marketing
- Commercial activities
- Quality control
- Procurement
- Outbound materials management
- Employee safety
- Administration
- Finance
- Energy policies

With the support of external consultants, the Sustainability Committee is tasked with collecting data for the Sustainability Report and developing the operational aspects of the company’s sustainability-related activities.

Specifically, during the development of activities and strategic directives, the Sustainability Committee ensures regular engagement with Inim’s key stakeholders through various interaction methods. For 2023, this included interviews and surveys targeting Inim employees and representatives of local communities, with plans to extend stakeholder engagement in 2024 to include the company’s customers.

TYPES OF <b>STAKEHOLDER ENGAGEMENT</b>		
Tool	Stakeholders involved	Participants
Interviews	18	Employees, third-sector organizations, representatives of local communities
Survey	105	

The activities undertaken by the Sustainability Committee are periodically reported to the Board of Directors, which holds the responsibility for providing long-term guidance on activities with sustainability impacts and defining the company’s overall Sustainability Strategy. The Board of Directors also approves the key documents prepared by the Sustainability Committee, including the Sustainability Report, the Materiality Analysis, and the Sustainability Strategy Plan.

# Annex

## Annex I: GRI content index

STATEMENT OF USE	INIM ELECTRONICS HAS REPORTED THE INFORMATION CITED IN THIS GRI CONTENT INDEX FOR THE PERIOD 01/01/2023 – 31/12/2023 WITH REFERENCE TO THE GRI STANDARDS	
GRI 1 USED	GRI 1: FOUNDATION 2021	
GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	Organizational details	Objectives of the report and methodological approach
	2-3 Reporting period, frequency and contact point	Objectives of the report and methodological approach
	2-5 External assurance	Objectives of the report and methodological approach
	2-7 Employees	Employee overview; Equal opportunities and diversity
	2-8 Workers who are not employees	Non-employee workers; Equal opportunities and diversity
	2-12 Role of the highest governance body in overseeing the management of impacts	The role of internal bodies
	2-14 Role of the highest governance body in sustainability reporting	The role of internal bodies
	2-29 Approach to stakeholder engagement	The role of internal bodies
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality assessment
	3-2 List of material topics	Materiality assessment
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy consumption
	302-3 Energy intensity	Energy consumption
	302-4 Reduction of energy consumption	Energy consumption
	302-5 Reductions in energy requirements of products and services	Energy consumption
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Greenhouse gas emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions
	305-4 GHG emissions intensity	Greenhouse gas emissions
<b>GRI 306: Waste 2020</b>	306-3 Waste generated	Waste management
	306-4 Waste diverted from disposal	Waste management
	306-5 Waste directed to disposal	Waste management
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Employment policies; Stable employment contracts

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 403: Occupational health and safety 2018</b>	403-1 Occupational health and safety management system	Management of workplace safety and risk
	403-2 Hazard identification, risk assessment, and incident investigation	Management of workplace safety and risk
	403-3 Occupational health services	Protecting occupational health
	403-4 Worker participation, consultation, and communication on occupational health and safety programs	Management of workplace safety and risk
	403-5 Worker training on occupational health and safety	Training and workplace safety
	403-8 Workers covered by an occupational health and safety management system	Management of workplace safety and risk
	403-9 Work-related injuries	Management of workplace safety and risk
	403-10 Work-related ill health	Management of workplace safety and risk
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Professional growth
	404-2 Programs for upgrading employee skills and transition assistance programs	Professional growth
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Equal opportunities and diversity
<b>GRI 413: Local Communities 2016</b>	413-1 Operations involving local community engagement, impact assessments, and development programs	Engagement with the local community

## Annex

### Annex II: Summary of tables

#### Disclosures GRI 2-7

DISCLOSURE GRI 2-7 - TOTAL NUMBER OF WORKERS BY TYPE		
Employees	146	74%
Non-employees (agency workers)	50	26%
Away	196	100%

DISCLOSURE GRI 2-7 PERCENTAGE OF TOTAL WORKERS BY GENDER	
Women	31%
Men	69%
Total	100%

DISCLOSURE GRI 2-7 PERCENTAGE OF WORKERS BY AGE GROUP	
Under 30 years old	19%
30 – 50 years old	57%
Over 50 years old	23%
Total	100%

DISCLOSURE GRI 2-7B.II – PERMANENT EMPLOYEES BY REGION		
Marche	111	76%
Abruzzo	26	18%
Lombardy	3	2%
Veneto	2	1%
Tuscany	2	1%
Sicily	1	1%
Piedmont	1	1%
Away	146	100%

DISCLOSURE GRI 2-7B.I – PERMANENT EMPLOYEES BY GENDER		
Women	39	27%
Men	107	73%
Total	146	100%

DISCLOSURE GRI 2-7B.III – PERMANENT EMPLOYEES BY AGE GROUP		
Under 30 years old	14	10%
30 – 50 years old	95	65%
Over 50 years old	37	25%
Total	146	100%

## Disclosures GRI 2-8

### DISCLOSURE GRI 2-8A **NON-EMPLOYEE WORKERS** (AGENCY WORKERS) BY **GENDER**

Women	21	42%
Men	29	58%
Total	50	100%

### DISCLOSURE GRI 2-8A **NON-EMPLOYEE WORKERS** (AGENCY WORKERS) BY **REGION**

Marche	43	86%
Abruzzo	6	12%
Puglia	1	2%
Total	50	100%

### DISCLOSURE GRI 2-8A **NON-EMPLOYEE WORKERS** (AGENCY WORKERS) BY **AGE GROUP**

Under 30 years old	24	48%
30 - 50 years old	17	34%
Over 50 years old	9	18%
Total	50	100%

## Disclosures GRI 302

DISCLOSURE GRI 302-1 <b>ENERGY CONSUMPTION</b> WITHIN THE ORGANIZATION				
	Smc	KWh	GJ	From renewable sources*
Electricity	-	843688	3037.28	47%
Gas	22870	-	901.08	0%
Total			3938	36%

\*energy produced by the supplier

PROSPECT OF <b>RENEWABLE ENERGY SOURCES: 2023 VS 2024</b>				
	GJ (2023)	GJ (2024)*	From renewable sources (2023)**	From renewable sources (2024)**
Electricity from external suppliers	3037.28	1696.32	47%	47%
Electricity from internal photovoltaic system	-	1340.96	-	100%
Gas	901.08	901.08	0%	0%
Total	3938	3938	36%	54%

\*Assuming same total consumption of year 2023  
 \*\*Energy produced by the supplier

DISCLOSURE GRI 302-3 <b>ENERGY INTENSITY</b>		
Denominator		Energy intensity ratio (energy/denominator)
People	Number of employees	27 GJ/Employee
Dimensions	Company premises size in m <sup>2</sup>	0.56 GJ/m <sup>2</sup>
Monetary unit	Revenues in Mln €	81.65 GJ/Mln €



## Disclosures GRI 305

DISCLOSURE GRI 305-1,2 DIRECT (SCOPE 1) <b>GHG EMISSION</b> AND INDIRECT (SCOPE 2) GHG EMISSIONS FROM ENERGY CONSUMPTION			
	Unit of measurement	CO <sub>2</sub> kg Emission factor / Unit of measurement	Tons of CO <sub>2</sub>
Scope 1			
Natural gas	22870 Smc	2.018*	46
Scope 2			
Electricity	843688 KWh	0,224**	189
<b>Total</b>			<b>235</b>

\* Emission factor UK DEFRA 2022  
\*\* Emission factor IFI default grid factors 2021 v3.1

DISCLOSURE GRI 305-4 <b>GHG EMISSIONS INTENSITY</b>		
Denominator		Ratio tCO <sub>2</sub> /denonimator)
People	Number of employees	0.32 tCO <sub>2</sub> /Employee
Dimensions	Company premises size in m <sup>2</sup>	0.03 tCO <sub>2</sub> /m <sup>2</sup>
Monetary unit	Revenues in Mln €	4.87 tCO <sub>2</sub> /Mln €

## Disclosures GRI 306

DISCLOSURE GRI 306-3,4,5 <b>WASTE</b> GENERATED, DIRECTED TO DISPOSAL / DIVERTED FROM DISPOSAL, <b>BY TYPE</b>					
Typology	CER code	Weight (tons)	%	Hazardousness S/N	Destination *
Paper and cardboard packaging	150101	26,940	49.8%	no	Recycling
Plastic packaging	150102	9,651	17.8%	no	Recovery
Ferrous scrap	170405	8,002	14.8%	no	Recycling
Wooden packaging	150103	5,040	9.3%	no	Recycling
Waste aqueous solutions	161001	2,100	3.9%	yes (HP14)	Disposal
Out-of-service components	160216	1,880	3.5%	no	Recovery
Used toner cartridges	80318	0,285	0.5%	no	Recycling
Out-of-service equipment	160214	0,152	0.3%	no	Recovery
Batteries and accumulators	160605	0,044	0.1%	no	Recovery
	<b>Total</b>	<b>54,094</b>	<b>100%</b>		
*Destination activities are undertaken by selected waste management suppliers					
	Waster directed to <b>recycling</b>	74.4%			
	Waster directed to <b>recovery</b>	21.7%			
	Waste directed to <b>disposal</b>	3.9%			

## Disclosures GRI 401-1

DISCLOSURE GRI 401-1A PERCENTAGE OF <b>NEW EMPLOYEE HIRES</b> BY <b>AGE GROUP</b>	
	Category increase
Under 30 years old	56%
30 – 50 years old	12%
Over 50 years old	3%

DISCLOSURE GRI 401-1A TOTAL NUMBER AND PERCENTAGE OF <b>NEW EMPLOYEE HIRES</b> DURING THE REPORTING PERIOD, BY <b>REGION</b>			
	New hires	Percentage over total hires	Category increase
Marche	13	81%	13%
Abruzzo	2	13%	8%
Lombardy	1	6%	50%
Total	16	100%	

DISCLOSURE GRI 401-1B TOTAL NUMBER AND PERCENTAGE OF <b>EMPLOYEE TURNOVER</b> DURING THE REPORTING PERIOD, BY <b>AGE GROUP</b>			
	Turnover	Percentage over total turnover	Percentage over employees
Under 30 years old	2	40%	1.4%
30 – 50 years old	3	60%	2.1%
Over 50 years old	0	0%	0.0%
Total	5	100%	3.4%

DISCLOSURE GRI 401-1B TOTAL NUMBER AND PERCENTAGE OF <b>EMPLOYEE TURNOVER</b> DURING THE REPORTING PERIOD, BY <b>REGION</b>			
	Turnover	Percentage over total turnover	Percentage over employees
Marche	4	80%	2.7%
Abruzzo	1	20%	0.7%
Total	5	100%	3.4%

## Disclosures GRI 403-3

DISCLOSURE GRI 403-3A OCCUPATIONAL HEALTH SERVICES: NUMBER OF <b>MEDICAL EXAMINATIONS PERFORMED</b> BY JOB ROLE		
Job role	Visits	Occupational diseases detected
Production	64	-
Warehouse	11	-
Testing	7	-
Office	43	-
Total	125	0

## Disclosures GRI 403-5

DISCLOSURE GRI 403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY: <b>HOURS OF SAFETY TRAINING</b> BY <b>GENDER</b>		
	Participants	Hours of training
Women	57	456
Men	115	936
Total	172	1392

## Disclosures GRI 404-2

DISCLOSURE GRI 404-2A <b>TYPE AND FIELD OF PROGRAMS IMPLEMENTED</b> , AND ASSISTANCE PROVIDED <b>TO IMPROVE</b>
<b>EMPLOYEE SKILLS</b>
Course title and content
Regulatory update on the intrusion detection sector
Introduction to air transport options for lithium batteries
Introduction to certifications regarding carbon footprint CFP/CFO
Training on acceptance controls - resource increase
Specific training on the coating process
Specific training on import-export customs - module 1 - exports
Specific training on import-export customs - module 2 - the customs tariff
Specific training on import-export customs - module 3 - import operations
Specific training on import-export customs - module 4 - the origin of goods in international trade
Specific training on import-export customs - module 5 - intra-community trade, sales, special cases, purchases-services
Specific training on import-export customs - module 6 - Incoterms
Specific training on import-export customs - module 7 - triangulations
Specific training on environmental labeling
Specific training on machinery use and maintenance - use and maintenance of the Panasonic line
Training on whistleblowing - the new regulations on whistleblowing

## Disclosures GRI 405-1

DISCLOSURE GRI 405-1A.I PERCENTAGE OF INDIVIDUALS WITHIN THE <b>ORGANIZATION'S GOVERNANCE BODIES</b> BY GENDER	
Women	33.3%
Men	66.6%
Total	100%

DISCLOSURE GRI 405-1B.I PERCENTAGE OF <b>EMPLOYEES</b> BY GENDER	
Women	27%
Men	73%
Total	100%



# INIM SUSTAINABILITY REPORT 2023



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