

BROFIND®

time to clear the air

Il nostro impegno
per la salvaguardia
dell'ambiente

REPORT
ANNUALE
SOSTENIBILITÀ
2022

BROFIND®

Viale Stelvio 5, 20159 Milano

www.brofind.com

The activities described in this report refer to year 2022.

THE SUSTAINABLE DEVELOPMENT GOALS

Global goals for a sustainable development

The UN 2030 agenda for Sustainable Development – disclosed in September 2015, provides 17 Sustainable Development Goals (SdGs) which represent the common sustainable development goals on current complex social challenges and are the reference for BROFIND® SpA’s activities.

For more information about the data contained in this report, you can write to csr@brofind.com

"This report has been drafted complying with GRI Standards: Core option".



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Rev.
0

BROFIND®

Annual sustainability report 2022

Consolidated declaration of non-financial nature.

BROFIND[®] 'S MISSION

Facing and overcoming the
ECOLOGICAL LIMITS of plants
with
**INNOVATIVE TECHNOLOGICAL
SOLUTIONS,**
designed to combine the respect
of the strictest
INTERNATIONAL NORMS
on atmospheric emissions
with the Customer's needs.

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Dear all,

after the huge effort and emotion of last year – when we were about to prepare our first sustainability report – we are now proud to know that the path we traced then has now become our main way. The rules we committed to have now become our natural behavior.

Sustainability isn't just a task, an attention, a daily application, it has become our modus vivendi, effortlessly implemented, without constrictions and without even having to think about it.

And after all which alternatives do we have – if not living harmoniously in the world that is our home, with the people living in it?

The sustainability goal, paired with solidarity and the nearness between people, shall stem from the micro-communities, school classes, parishes, sports teams, clubs, friend groups and – why not – from the offices and companies that are open to the dialogue and that promote equal opportunities, gender equality, inclusion, while also valuing merit and effort.

Towards the end of the year, we also launched a new ambitious project: all new hirings will be under 25. In doing so we accept the huge task of training them and, in return, we'll have all their stamina and energy.

They are people born and raised in a world that was already asking: "where are we going?". Men and women, before being engineers and experts, that know they face an era that requires their utmost effort.

They are the future, the change, the colleagues appointed to bring on our sustainable growth in future years.

As we already remembered last year, speaking of sustainability is easy for us, we play at home: besides the commendable internal initiatives, BROFIND® has developed green processes and plants which require less energy and have a reduced CO₂ footprint. Rumor has it that history's clock doesn't always have the same pace: and in fact, this year thanks to our creativity, technical skills, effort, and to relevant R&D investments performed on industrial plants belonging to some of our customers which shared this dream with us, we have leaped into the future.



We delivered our first combustion plants with zero CO₂ emissions, but above all we started fueling them with renewable energy.

This is the beginning of a new industrial era, and we wanted to be among the pioneers, among the driving companies, among the ones lighting the way.

Before becoming predominant on the market, many of these technologies will require a lot of effort still, but our team is up for the challenge.

We all want a more sustainable, just, shared future: well, here in Brofind® we like to say that the future started yesterday.

BROFIND®
Alessandro Parravicini



BROFIND[®] *VISION*

WE CULTIVATE OUR RESOURCES,
SEARCHING FOR SUSTAINABLE
TECHNOLOGICAL SOLUTIONS
THAT CAN BE CONCRETELY
APPLIED IN THE INDUSTRY.

WE CULTIVATE TALENTS AND WE
SPREAD CULTURAL THEMES THAT
ARE COHERENT WITH THE
ECOLOGICAL CHALLENGE WE ARE
STARRING IN.

1 The Company

1.1 Company profile and main applications

BROFIND® SpA's activities include the study, design, development, production, assembly, and sale of pollutants abatement systems.

The headquarters are in Milan, while the subsidiaries are in Istanbul, Beijing, and New Delhi. The Company currently operates all over the world, with more than 60 collaborators.

Brofind® adheres to Confcommercio-Lombardia, the Italian General Confederation for Enterprises, Professional Activities, and Independent Work.

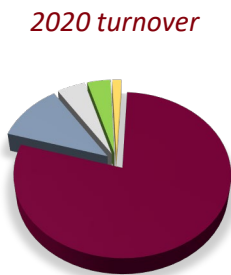


1.2 Products and Services

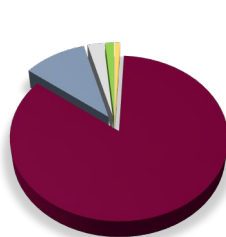
Main plant types:

- Thermal oxidizers
- Catalytic oxidizers
- Solvent recovery plants
- Scrubbers
- Rotoconcentrators

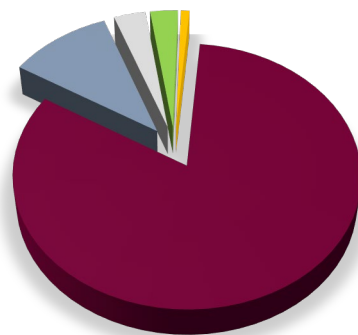
Total Company turnover



2021 turnover






2022 turnover



- Sale of plants
- Assistance
- After-sales
- Sale of products
- Services

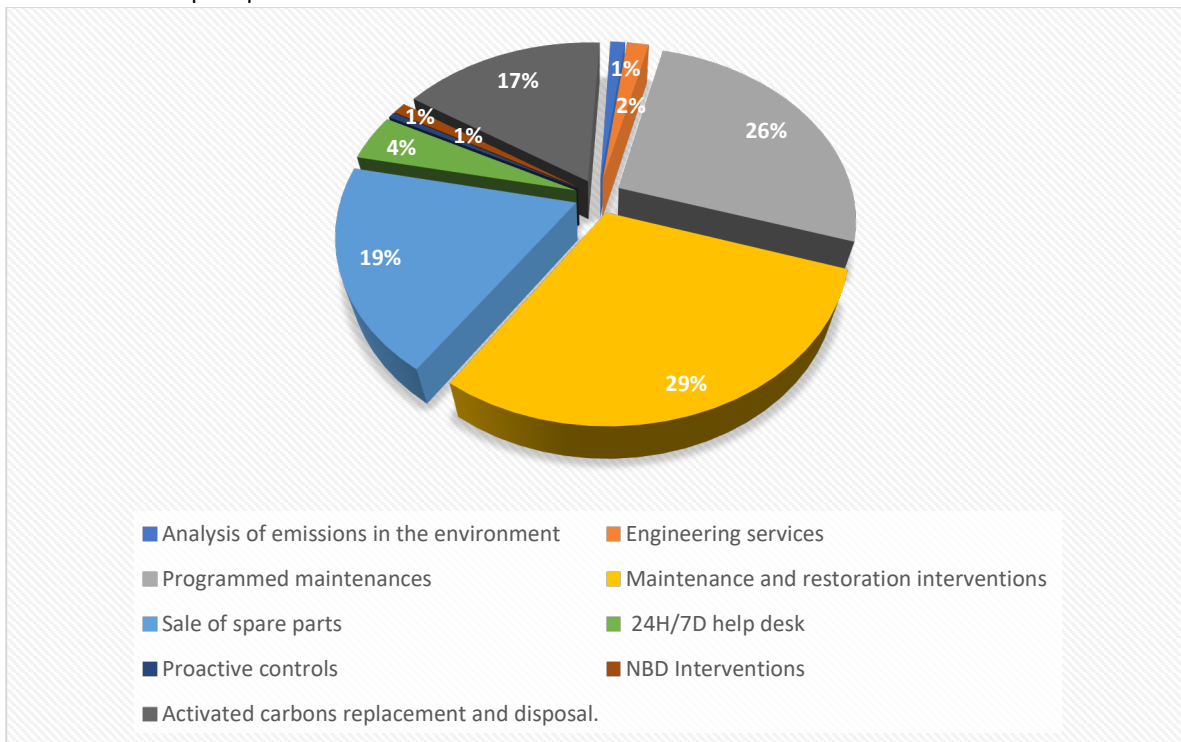
	2020		2021		2022	
	Turnover €	%	Turnover €	%	Turnover €	%
Sale of plants	9.990.332,00 €	79	17.367.198,00 €	85	18.888.653,00 €	82
Assistance	1.422.956,00 €	11	2.126.932,00 €	10	2.562.002,00 €	11
After-sales	588.334,00 €	5	547.731,00 €	3	783.986,00 €	3
Sale of products	484.896,00 €	4	296.098,00 €	1	686.751,00 €	3
Services	189.719,00 €	1	171.537,00 €	1	213.890,00 €	1
TOTAL	12.676.237,00 €		20.509.496,00 €		23.135.282,00 €	

Turnover according to the geographic area

	2020	2021	2022
 Italy	5.102.077	10.519.960	13.010.158
 Europe	6.930.860	9.052.808	6.732.742
 Rest of the world	643.795	1.151.842	3.392.381

Turnover for main service type:

- Analysis of environmental emissions
- Engineering services
- Programmed maintenances
- Maintenance and restoration interventions
- Sale of spare parts
- 24H/7D help desk
- Proactive controls
- NBD interventions
- Activated carbons replacement and disposal.



1.3 The headquarters

The headquarters are located in viale Stelvio 5, Milan - 20159, Italy.

2 THE PATH THAT LED US WHERE WE ARE TODAY

2.1 The constitution

Founded in 1993 by a group of professionals with a decade-long experience in the field of the treatment of pollutant emissions in the air, in a matter of years Brofind® has focused its activity on plants treating a specific type of air pollutants: Volatile Organic Compounds (VOC).

2.2 The technological development

In 1999 the Company realized the first Regenerative Thermal Oxidizer (RTO), equipping it with innovative and revolutionary technologies. Then, in the coming years the Company successfully designed and installed the first solvent recovery plants, both with vapor regeneration and with the use of inert gas. Brofind® thus becomes one of the few companies able to supply the whole range of VOC treatment technologies.

2.3 The growth in the market

From the second half of 2000, Brofind® embarks in a decade of growth: this period sees the opening of the branches in Turkey and China. In 2016, the Company installs its 500th plant and improves its position as one of the mayor successful European players.

2.4 Today

In 2019 a new record is set: Brofind® faces and finishes a huge solvent recovery project – 2,4 tons/h of recovered solvent and more than 300.00 m³/h of purified effluent. It's one of the biggest European solvent recovery plants ever made. Brofind® also managed to innovate its technologies, bringing them to the next level: that's the birth of plants exclusively fed with electric energy, with the possibility to also use renewable sources (solar panels and micro-wind). The first electric RTO will be successfully started-up in 2021. More recently, the Company has undergone a meticulous evaluation of its performances through Ecovadis, the biggest provider of sustainability analysis, and placed in the top 25% of the best scores.

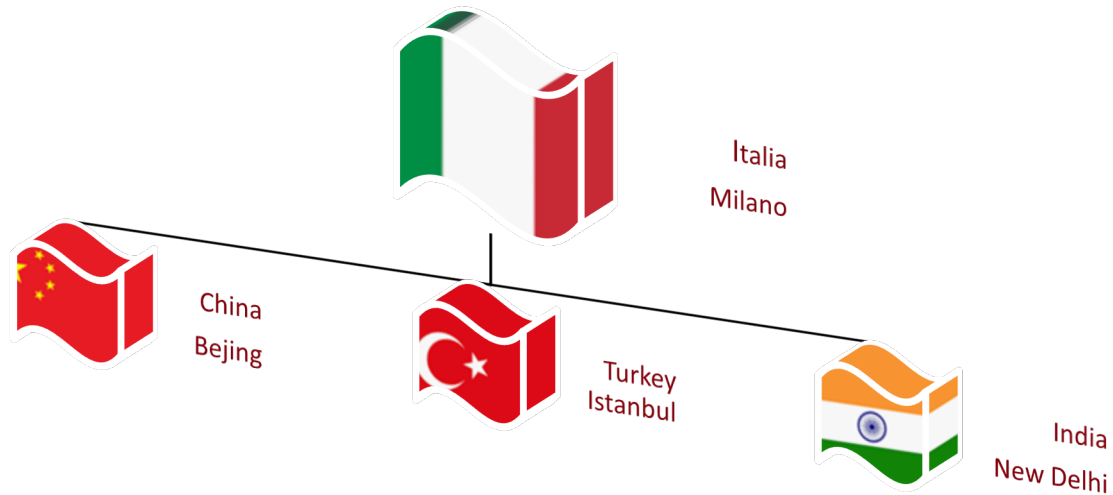
2.5 In 2022 the new Pay-Off: **TIME TO CLEAR THE AIR**

Air is a mix of aeriform substances making up the Earth atmosphere. It is essential for the life of most animal and vegetal organisms, for human life, and its safeguarding is therefore fundamental.

2.6 Global presence

Brofind® has its headquarters in Milano, Italy, while its subsidiaries opened in Turkey in 2008, in China in 2012 and in New Delhi in 2018.

Distribution and sales:



2.7 Main markets

The reference markets for Brofind® are as follows:

AUTOMOTIVE	TANNERY, TEXTILE AND SYNTHETIC LEATHER
CHEMICAL AND PHARMACEUTICAL	LAMINATION, IMPREGNATION AND BONDING
COATING AND PAINTING	CERAMIC AND BUILDING MATERIALS
ELECTRIC AND ELECTRONICS COMPONENTS	PLASTICS, INSULATION AND RUBBER
ECOLOGY AND WASTE DISPOSAL	PETROLCHEMICAL, OIL&GAS
FOUNDRY AND METALLURGY	PRINTING, PACKAGING AND CONVERTING
FOOD	BATTERY PRODUCTION

2.8 The trademark

Brofind® sells its products with the following trademark:

BROFIND®

3 Sustainability

3.1 Sustainability according to Brofind®

Corporate social responsibility isn't an abstract concept for Brofind®: it mirrors concrete daily practices that aim at pairing economic decisions with the evaluation of their social and environmental impact, in compliance with the Company stakeholders' expectations.



Over the last few years every company has faced complex and proper challenges in terms of respect of both the environment and the people.

The CSR – Corporate Social Responsibility – Dept. has taken care, this year as well, of drafting our sustainability report for 2022.

Even if, as of today, Brofind® isn't obliged to make the report, it wants to demonstrate its respect and attention towards these issues, while at the same time trying to reach the goals set in the UN 2030 agenda.

Brofind® is particularly attentive to the development of global policies engaging all the stakeholders, in relation to compliance, ethics, responsibility, sustainability and transparency – values which Brofind® considers as the base of the precious assets spanning from its reputation to the principles that make up the actions of a socially-responsible company. 2022 has seen the introduction of the evaluation of our main suppliers by means of the ESG questionnaire on the international portal SYNESG (Cribis).

3.2 The Company's values

Loyalty, confidentiality, diligence, honesty, legality, and non-discrimination are the core values – set in the Company's Code of Conduct – that are the base of Brofind®'s shared cultural heritage, while also being the reference point for both business and other activities with the full respect of the stakeholders.

Loyalty: knowing that an honest competition acts as an incentive for innovation and development processes.

Confidentiality: the commitment to always grant the protection of personal data, complying with every applicable norm.

Diligence: the relationship between the Company and its employees has its foundation on mutual trust.

Honesty: behaving with integrity, honesty, and respect, favoring communal interests rather than individual ones.

Legality: transparency – of financial and non-financial statements and of accounting – is a fundamental principle for our practice and to safeguard our reputation.




Non-discrimination: the Company avoids and repudiates any kind of discrimination.



3.3 The dialogue with the stakeholders

Brofind® has implemented an active and constant dialogue with its internal and external stakeholders, based on transparency, trust and shared decisions. Thanks to this dialogue, the Company can obtain important information on the reference context while also having feedback on its actions, always wanting to improve the impacts of its activities on the environment and on the Company.

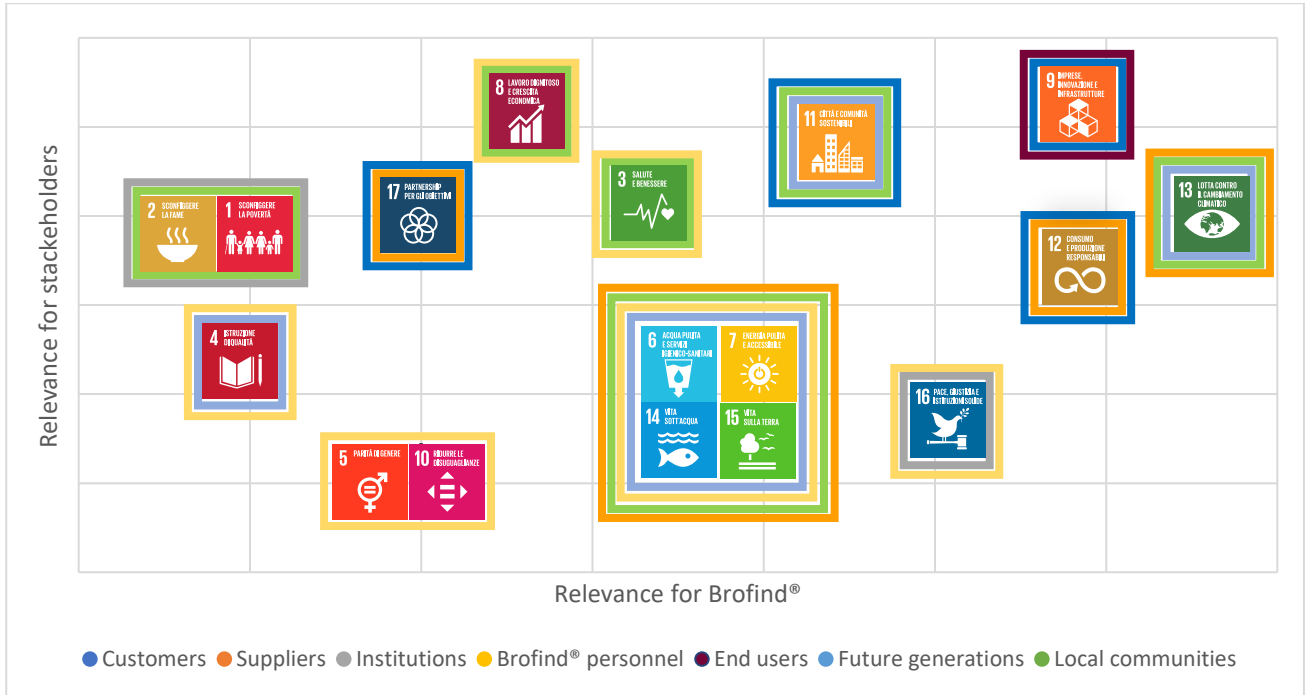
Through this listening and comparison process, Brofind® can in fact understand how it's understanding and satisfying the expectations and interests of its stakeholders while also pinpointing the areas that need more effort or the ones where the chosen approach is correct.



<i>Stakeholders</i>	<i>Listening and engagement instruments</i>	<i>Stakeholders' expectations and interests towards Brofind®</i>
<p>CUSTOMERS</p> 	<ul style="list-style-type: none"> • Activities and daily reports from the commercial dept • Consultation and feasibility studies • Customer assistance channels • 24H/7D support • Polls to understand the exigencies and expectations of the Customer for the development of new products • Customer satisfaction questionnaire 	<ul style="list-style-type: none"> • Products' reliability and safety • Reliability and flexibility of processes to guarantee business continuity and the respect of delivery schedules • Products' continuous innovation, also with reference to better environmental performances and product design • Support to the joint development of tailor-made solutions • Safeguard of "Brofind®" trademark, also as a distinctive element for depuration plants
<p>SUPPLIERS</p> 	<ul style="list-style-type: none"> • Activities and daily reports from the purchasing dept • Constant quality control • Evaluation questionnaires and suppliers' qualification processes 	<ul style="list-style-type: none"> • Accurate and correct respect of contractual conditions • Continuity of supply requests • Chance to develop strategic partnerships to enhance the activities
<p>INSTITUTIONS</p> 	<ul style="list-style-type: none"> • Workshops and institutional debate, on a national and international level 	<ul style="list-style-type: none"> • Ensuring the full compliance with current regulations • Promotion of local development and of the goals set from the international agenda • Control of the supply chain to handle social and environmental risks of the whole value chain

<p>BROFIND® STAFF</p> 	<ul style="list-style-type: none"> • Surveys on the internal mood, work satisfaction and involvement • Daily activities and reports of Human Resources and Organization • Channels to gather reports of violations to the Code of Ethics and Conduct • Internal communication (newsletter and bulletin boards) • Training on organizational behaviors • Addition of the CHO (<i>Chief happiness officer</i>) 	<ul style="list-style-type: none"> • Safe working environment, safeguarding of peoples' health and psychophysical wellness • Occupational stability • Chance of personal and professional growth • Training programs to further skills development • Wage policies and meritocratic incentive systems • Inclusion and diversity appreciation • Transparency and engagement in the Company's goals and performance
<p>END USERS</p> 	<ul style="list-style-type: none"> • Customer assistance channels • 24h/7d remote plant monitoring and interaction • Check and continuous updating of the plants' operation and maintenance manuals 	<ul style="list-style-type: none"> • Plants' reliability and safety • Information on correct maintenance
<p>FUTURE GENERATIONS</p> 	<ul style="list-style-type: none"> • Attention to awareness campaigns coming from environmental associations and to analysis from the scientific community • Scholarships • Training of recently graduated apprentices to be added to our staff 	<ul style="list-style-type: none"> • Fight against environmental pollution and global warming • Preservation of natural resources and economy circularity • Protection of ecosystems and natural biodiversity • Contribution to the achievement of the UN Sustainable Development Goals
<p>LOCAL COMMUNITIES</p> 	<ul style="list-style-type: none"> • Orientation and involvement activities for students coming from high schools and universities and relevant recruiting programs • Initiatives for the social and cultural development of territories • Channels to gather reports of violations to the Code of Ethics • Media monitoring (print, specialized magazines, web, social networks) 	<ul style="list-style-type: none"> • Support to schools, also through the possibility of hosting students • Collaboration with universities and research centers for the development and sharing of engineering and technical/scientific knowledge and competences • Job opportunities and transparent selection processes based on merit

3.4 Materiality matrix



3.5 2030 agenda

On Sept. 25th, 2015, administrations from 193 Countries belonging to the UN subscribed the 2030 Agenda for Sustainable Development, a program made of 17 goals known as “Sustainable Development Goals” (SDGs) calling for action all the member states, in an effort to bring the world on a sustainable path for peoples’, the planet’s and prosperity’s sake.

The essential requisites for a sustainable development are acting for the people – eradicating poverty in all its forms, acting for the planet – with a conscious consumption and production, and acting for prosperity – making sure that all human beings can benefit from the economic, social, and technological progress.

To concretely contribute to the Global Agenda, members of the UN set 17 common Sustainable Development Goals (SDGs), listed in 169 targets to be reached within 2030. “Common goals” means that every country and everybody are called to contribute, defining their own strategy, and involving all parts of the society. An active role is therefore expected also from the companies which – with their resources and competences – can offer a fundamental contribution to reach the SDGs.

Brofind® has identified and reconfirms for 2022 the bond between the priorities defined in the materiality matrix and their impact on the different goals of the Global Agenda. In the long run, Brofind® confirms it can reach all 17 SDGs.



4 The organization

4.1 The Corporate Governance model

Over the years, the Company has paid particular attention to the continuous upgrade of its corporate model to the best international practices, to the updating of its Codes and to the enhancing of its risks handling processes, both operative and of sustainability.

Brofind® opted for a traditional form of administration and control. Therefore, the Board of Directors handles the Company while the Supervisory Board acts as vigilante.



4.2 The system for the responsible handling of business

For Brofind®, a correct handling of company activities means having a transparent, ethical, and appropriate behavior. This includes not only the compliance with current regulations, but also the consideration of the stakeholders' expectations and aspirations. For this reason, since 2018 Brofind® has implemented the code of ethics and the rules of conduct for its staff, besides the privacy policy and the quality manual already implemented in 2016.

- **The code of ethics:** this lists behavior norms that act as an inspiration for anyone working in Brofind®, to encourage a sustainable growth and to protect the corporate image, always respecting the applicable norms' shared principles and best practices. The document encourages the understanding and respect of diversities in the Countries where Brofind® operates and spreads a true culture of integrity in the relations with all Company interlocutors.
- **Code of conduct:** its goal is guaranteeing transparency and clarity in the admitted behaviors, along with the compliance with the relevant anti-corruption norms in any place where Brofind® operates and by anyone who operates for Brofind®. The document also aims at ensuring that the highest integrity standards are maintained, defining Brofind®'s policy for matters like offering and receiving gifts, hospitality and entertainment, free supply of goods and services for promotional or public relations purposes, financing of political parties, donations to charities.
- **Privacy policy:** it has been approved by the Board of Directors in 2016 and it outlines the fundamentals for personal data protection. In particular, the policy foresees specific instructions for all employees and collaborators for personal data handling, complying with what foreseen by the 679/2016/UE (General Data Protection Regulation) European regulation.
- **ISO9001 quality manual:** it's an important instrument to guide company processes towards quality improvement. It describes general organizational criteria and the Company's policies in terms of quality, defining the main operative principles of each inherent process. The Quality Policy – a document highlighting Brofind®'s effort at reaching Customer's satisfaction along a continuous improvement – is an integral part of the quality manual. It defines the main goals in terms of quality as – besides Customer's satisfaction and continuous improvement – product, service and internal processes innovation, the involvement of suppliers in

those processes, the satisfaction of all employees encouraging both competences development and professional growth.

- *UNI/PdR-125 gender equality certification*: the goal for 2023 is obtaining the gender equality certification to demonstrate Brofind®'s interest in the social inclusion of all its workers.

Fundamentals for safety and environment handling

- Risk prevention for workers is implemented through the appropriate handling of substances and processes and a correct operation, maintenance, and control of equipment.
- Training and information are the main instruments to pass down to the collaborators the principles, guidelines, and modalities of actualization of safety procedures and internal rules of work.
- Brofind®'s inclination to reduce the residual risks of its activities is implemented also through an open and effective communication with people, both internal and external to the organization.
- To reduce the risks of working inside industrial sites, suppliers and contractors must be involved in safety procedures.
- Individual and collective health and safety are an unalienable requisite: corporate decisions and individual behaviors are oriented towards this goal.
- A widespread involvement of all employees is a fundamental requisite for the continuous improvement of processes and services for the aspects of Health and Safety on the Workplace.

To guarantee the respect the principles listed in the Code of Ethics and in the other corporate codes of conduct, Brofind® uses:

Legal and Corporate Management: it settles and executes programs for the prevention and mitigation of the Company's administrative and penal responsibility risks, also with reference to anticorruption and antitrust themes.

Human Resources and CSR Dept.: it gathers and ensures the adequate analysis and handling of reports concerning the employees' code of conduct. Moreover, the Company uses the following instruments to ensure the diffusion of the compliance culture and the effective actuation of behavior norms:

- *Whistleblowing*
This has been added in 2020 and aims at correctly settling and handling direct communication channels for the prompt signaling of any irregularity and violation of the Code of Ethics or of other norms that are part of Brofind®'s Codes of conduct.
The reporting procedure, complying with what foreseen by law 179 of Nov. 30th, 2017 on Whistleblowing, ensures the secrecy of the reporter and the confidentiality of the received information, along with its validity. Every stakeholder can signal any violation or irregularity by writing an e-mail to the dedicated address csr@Brofind.com without being afraid of any retaliation that the denunciation or further related scrutiny could entail. No reports have been signaled in 2022.
- *Training plans*
The respect and acceptance of the Code of Ethics and code of conduct principles are encouraged also by means of specific training plans for the Company's collaborators. Training initiatives, which foresee in person lectures as well as e-learning experiences, are tailor-made according to the role and level of exposure to the risk of each person.

Chief Happiness Officer: a person has been appointed – from the company workforce – to safeguard and enhance the employees' wellbeing, developing the culture of happiness and positivity in the Company.

5 People

5.1 The Company's strategic assets

Over 50 people work every day for Brofind®: those people are the Company's strategic assets. Their knowledge and competences are the true competitive advantage that enables the Company to innovate and pursue excellence when realizing its plants. All employees are hired under the national CCNL Commerce/Industry contract.



50

Employees in the Milan headquarters



44,15

Years: the average age

98%

Open-ended contracts

Growth, development, and continuous strengthening of the competences are just a few of the pillars making up Brofind®'s strategy. Aware of people's strategic value, Brofind® constantly encourages the sense of belonging and the motivation of everyone working for the Company while also consolidating its image of "best place to work".

Brofind® can therefore rely on a dynamic, highly professional, and qualified team, with 100% of its employees boasting a medium-high education level and more that 31% with a university degree.

Brofind® is always searching for talents distinguishing themselves for their ability to give their contribution and grow in an ever-evolving context, always ready to face and bring the future challenges forward. The company has implemented a process of research and selection – based also on diversity and equal opportunities principles – that will value in full and without discriminations the competences of each candidate. Moreover, it offers a stimulating workplace, with concrete growth opportunities and occupational stability. To prove this effort on the occupational front, 100% of collaborators are hired with an open-ended contract. 100% of employees and managers live in the Country they work in.

People according to age and gender

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
≤ 30 years	4	2	6	3	2	5	4	0	4
31-40 years	10	8	18	9	8	17	7	9	16
41-50 years	10	2	12	11	2	13	11	3	14
≥51 years	13	1	14	14	1	15	15	1	16
Total	37	13	50	37	13	50	37	13	50

People according to placement and gender

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	6	1	7	7	1	8	7	1	8
Employees	28	9	37	24	12	36	24	12	36
Technicians	6	0	6	6	0	6	6	0	6
Total	40	10	50	37	13	50	37	13	50

5.2 Wage policy

Wage policy – as in the past – in line with corporate values and complying with norms and stakeholders’ expectations, is defined as to fulfill two main goals:

- picturing a wage system that’s based on the principles of ethics, quality, proactivity, belonging and valorization, that’s able not only to attract but also to retain the resources that – thanks to their talents and high professional qualities – can handle and operate with success in the Company;
- motivating the resources to reach performances that are always more challenging, with the goal of a continuous improvement, also through rewarding systems that can pilot the behaviors towards strategic goals. All this happens to create value in the long run, favoring the alignment of management interests with stakeholders’ expectations.



5.3 Training and development

For Brofind®, being able to rely on skilled and competent people means knowing the value that each employee has, individually contributing to the achievement of shared goals. For this reason, the Company wants to guarantee unstopped training and professional development, with the goal of developing a specific portfolio of talents in different professional roles and families, cultivating their potential and widening its employees’ skills – always respecting corporate values and strategy. Moreover, the Company promotes the training of people who can experiment, innovate and that are future-oriented, always able to anticipate the market evolution, promoting the continuous innovation of products and services and offering its customers high-quality solutions.

The Company has therefore implemented a training schedule which can satisfy the exigencies of the whole staff, always ensuring a wide and inclusive offer, aimed at involving all the different professional families, at any level.

In 2022 each collaborator received an average of 9 hours of training. The total amount of training hours is 474, divided in the following subjects:

- English language (base and advanced)
- Human rights and procedures (*code of conduct*)
- Specific safety training
- Specific safety training for confined spaces and PPE 3° Cat.
- Fire-prevention and emergency training
- PES-PAV specific training
- “SEVESO” specific training

2022 has also seen the beginning of a specific training path for managers, with the goal of enhancing the communication between departments and with employees, reinforcing the idea of leadership. For this activity, 216 hours have been used only in 2022.



5.4 The safeguard of workers’ health

Brofind® cooperates and acts to make sure everybody has access to the offices safely.

To guarantee the highest health and safety standards for its staff, Brofind® implemented a structured approach to this goal, on the workplace in particular. Complying with local regulations, Brofind® takes into account all processes linked to third parties’ facilities where it operates, along with staff and sub-contractors that have access to facilities and processes that are outsourced. To efficiently face these themes, the Company has drafted a specific Health and Safety Policy on the workplace. All workers undergo health surveillance – as foreseen by the risk assessment report – according to their specific task.

Year	Worked hours	Injury hours	No. of injuries	No. of injuries with loss of working hours	No. of work units	TRIR Total recordable incident rate	LTIR Lost Time Incident Rate	Frequency accident index	Accident severity index
2019	88.582	0	0	0	-	0	0	0	0
2020	60.431	0	0	0	-	0	0	0	0
2021	78.399	8	1	1	-	2,55	5,1	12,75	0,012
2022	79.367	0	0	0	-	0	0	0	0

5.5 Welfare and benefits

COMPANY WELFARE



Brofind® decided to share with its employees part of the “wealth” produced by the Company itself, through a simple mechanism that can be verified by anyone.



The goal for 2022-2024 will be to close the financial statement with a profit that's >1% of the value of its revenues (turnover actualized to last year). For example, if revenues are 1.000 and the profit is 20, since the profit is >1% of the revenues, the prize will be distributed.

To celebrate 2022's successes and the Company's performance, for Christmas Brofind® shared a prize with all its employees.



Best photography

In 2022 we relaunched and widened the prizes for the best picture of a plant, taken all over the world by our staff. Each image transmits the trust we have in our mission for a more sustainable world through our technologies for the abatement of pollutants in the atmosphere.

Come up with the Pay Off

The need for a pay off gave us the possibility to stimulate our employees' fantasy: creativity has been obviously compensated with a prize.

Name the new plant model

In 2022 Brofind® has also involved its employees in the quest for the name for a new and highly performative plant model that was finally launched with the name of “AIR CUBE”. Another great occasion for a prize.



SCHOLARSHIP

Since 2019, Brofind® has been financing a € 5.000 scholarship for activities in line with its mission, to be awarded to a relative of an employee. During the year, candidacies are gathered, and a commission will choose the best candidate, the one who's more worthy and in line with the Company's activities and necessities. The scholarship will include a 4/6-month stage – according to the activity – to be experienced c/o Brofind® Italy, China, Turkey, or India.



NEWSLETTER

The newsletter has been launched in 2021, with the goal of involving the staff in aspects like the code of conduct, sustainability, equality, and social cohesion. The initiative goes on in 2022 with great participation to the featured activities and sharing of contents, also with the introduction of themes of financial education.



SUSTAINABLE MOBILITY

Since 2022 Brofind® has signed up – at its own expenses – for the annual subscription to public transport for all its employees. This was made to enhance working conditions, while also safeguarding the environment.



2022 also witnessed the installation – in the Company's backyard that's accessible to every employee – of a charging station for electrical vehicles, to sensitize and promote the use of electrical means of transport. Moreover, in the same year 4 bikes were purchased for all the employees to enjoy.

BIKE COINS was also implemented: a rewards program for everyone using the bike to move from home to work and vice versa.



JOY FOOD

Always trying to improve its employees' working and economic conditions, the Company introduced a catering service for the delivery of meals, completely at Brofind®'s charge. For the employees not taking advantage of this opportunity, the Company will supply – as an alternative – a daily electronic meal voucher.



6 Supply chain

6.1 Suppliers' network

12 CONSUMO E PRODUZIONE RESPONSABILI To perform its activities, Brofind® involves an average of 3000 suppliers of goods and services, selected and based mainly in Europe.



Value of supply in 2022:
17,9 millions of €



Value of supply for each category	2020	2021	2022
<i>Products and semifinished products</i>	8.110.895	10.741.374	13.790.711
<i>External manufacturing</i>	3.675.884	3.729.238	3.804.687
<i>Auxiliary products and services</i>	339.831	273.721	390.686



6.2 Sustainability through responsible purchasing practices

Brofind® – aware of the importance of the correct handling of the supply chain for a responsible procurement and of the huge impact the supply chain has on local communities – over the years has defined a structured process for suppliers handling, allowing the Company to develop strategical relationships with a chain aiming both for continuous innovation and for quality and sustainability improvement. This process has three main phases:

- Clear communication of the standards Brofind® requires from its business partners in terms of product and service quality, correct environmental handling and adequate working conditions.
- Evaluation of the suppliers' ability to respect the required technical specifications and requisites, both during the qualification phase and during the commercial relationship.
- Support of suppliers during activities of continuous improvement of their performance.



CLEAR COMMUNICATION OF WHAT THE COMPANY EXPECTS FROM ITS SUPPLIERS

Considering the complexity of production and technological processes that are typical of the field where its suppliers operate, Brofind® requests:

- The implementation of a quality handling system certified by credited independent organisms.
- The application of an effective system for safety handling.
- To inspire its conduct to the Universal Declaration of Human Rights, Social Policy, along with the full acceptance of our code of ethics.
- 2022 has brought another news: the monitoring of suppliers through the CRIBIS SYNESG portal, to monitor our partners' sustainability and to be ready for future selections.



SELECTION AND EVALUATION OF SUPPLIERS

Always interested in a virtuous and continuous improvement of product qualities and risk management, Brofind® evaluates – on a regular basis for its more relevant suppliers – quality and risk indicators for the supply chain, e.g., the increase of the cost of supply, the dependence of the supplier with respect to Brofind®, the non-compliance with quality standards and the possible presence of critical situations.

All suppliers must undersign the “Suppliers’ code of conduct”, norms implemented by Brofind® that shall be respected by the supplier.

From 2023 the monitoring of suppliers – through the sustainability questionnaire – will allow us to prefer, for our purchases, the most virtuous companies.



DEVELOPMENT AND CAPACITY BUILDING

The continuous innovation and quality improvement offered by Brofind® need the constant involvement of suppliers to develop a supply network that actively contributes to this goal.

For this reason, the Company promotes growth opportunities for its suppliers through collaboration initiatives that encourage direct debate and the sharing of best practices.

An example would be the “Support for sustainability” project, that offers – to the suppliers requesting it – the possibility to have a one-day consultation about ESG and for the research and publication of non-financial data, for free.



6.3 The battle against the use of conflict materials

“Conflict materials” are materials such as gold, coltan, cassiterite, wolframite and their derivatives – e.g., thallium, tin, and tungsten – coming from the Democratic Republic of Congo or from nearby Countries. These minerals are object of international regulations – e.g., section 1502 of Dodd Frank Act, a 2010 federal law from the USA – discouraging their use since their trade could finance Central Africa conflicts, where serious violations of human rights take place.

Brofind®, encouraging the full safeguard of human rights also in its supply chain (as stated in the Code of Ethics), doesn’t purchase minerals coming from conflict areas and requests its suppliers and commercial partners to declare – for the supply addressed to the Company – the presence and provenience of metals, to verify the possible origin from risk Countries.



7 Production processes – Designing with Brofind®

7.1 Designing with Brofind®

Consultation during proposal phase – feasibility studies

Designing a plant for the treatment of pollutants coming from complex industrial cycles is a difficult activity, not to be delegated or outsourced. It requires great and specialized technological competences, a structured technical know-how and a solid experience, which can only be obtained over time thanks to important references.

Brofind® - thanks to a constant activity of selection, training, and development of its human resources – supports its feasibility technical analysis with top-notch managers and engineers.

The technical-economical proposal will then be developed according to the data obtained by on-site activities – e.g., inspection on production lines – or received by the Customer and/or by its consultants.

The feasibility analysis will also include a comparison with previous installations – which are the true source of irreplaceable knowledge – to pinpoint tried and tested solutions and to dimension the product in compliance with each specific case.

When drafting the feasibility analysis and defining the project design according to advanced technical solutions, Brofind® project managers will also take particular care of the sustainability of the investment, always considering the whole life span of the product.

To support and/or complement the consulting services, we can offer further specialized services, such as:

- Process engineering
- Process optimization
- Production cycles optimization
- Optimization of energetic consumptions and resources
- Emissions analysis
- Activated carbons analysis
- Risk assessment
- ATEX classification

Mechanical and electro-instrumental engineering, software, and automation

Brofind® internally develops both mechanical and electrical engineering activities. Besides, the software automatically handling our plants is internally designed with the utmost attention. The staff dedicated to these fundamental activities – whose quality represents the true value of Brofind®'s offer and technology – can face and solve complex problems, formulate fast and competent feedbacks independent from third parties, to modify, adapt and enhance any technical solution to new usage conditions. The presence of internal staff dedicated to each engineering aspect allows us to manufacture skid-mounted plants, with reduced dimensions and designed to be easily installed and handled. The excellence reached by our departments allows Brofind® to create a unique product, with high quality standards, and to keep it that way during its whole life span. Our software and automation department is dedicated to finding solutions that can simplify the handling, control and supervision of systems and plants, besides of course realizing softwares that are tailor-made for each customer's exigency.

Our softwares, for example, enabled:

- The remote control of any production process
- The continuous control of solvent recovery/thermal oxidation plants' efficiency
- The estimate of pollutants mass balance in air depuration plants
- The estimate of the plants' energy balance with the relevant request of white/green certificates
- The monitoring and control of production systems (instruments, software)
- The monitoring of emissions with relevant reports, as foreseen by the legislation

Project Management

Project Management is necessary to respect project goals according to the relevant quality levels, timing, and budget. The activity obviously foresees the application of an articulated working method. Each project is handled by a project manager with years of experience, who can precisely organize internal and external resources to follow a rigorous schedule. The project manager is the direct reference for each Customer for any implementation to the schedule, as for the correct progress of production, installation, and start-up activities, up to the project completion.

Pre-commissioning, commissioning, and installation

Pre-commissioning, commissioning, and installation activities bring the project into its material “deployment” stage at the Customer’s production lines. This is a crucial stage that needs coordination between technical squads that differ in know-how (mechanical, electrical, software engineering...) and/or in origin (internal, outsourced, from the customer...). The project manager typically coordinates start-up activities, along with the preparation on the customer’s side, to keep everything under control during these crucial stages, analyzing any source of risk to minimize or even nullify any possible hitch.

All plants are started-up by a qualified technician, able to perfect each part of the abatement system to deliver an excellent service, especially during the delicate calibration phase to reach the required performances.

Revamping

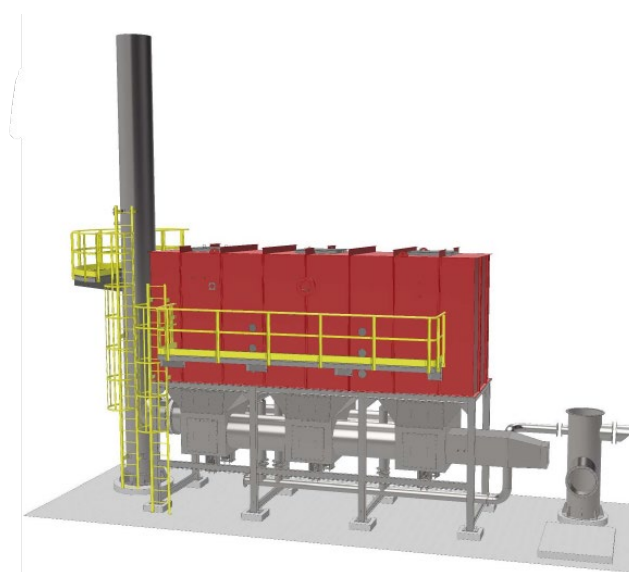
Brofind® can perform revamping activities of abatement plants acting on all critical parts of the machine. To restore the full functioning of an old or used plant, Brofind® fine-tuned a certified verification procedure which, among the others, foresees:

- Mechanical check
- Leak test
- Thermal insulation check
- Ceramic filling check
- Machine functional check
- Activated carbons analysis
- Burner check
- Electro-instrumental check
- SW and automation check
- Valves sealing check
- Electrical boards status check

Second-hand plants

Brofind® offers its customers its vast contacts network to facilitate and simplify the transfer of used plants and appliances to third parties.

Moreover, we can also offer evaluations to pinpoint the value of the goods to be sold.



7.2 Brofind® plants

EMISSIONS ABATEMENT AND DEPURATION PLANTS

- Direct oxidizers
- Catalytic oxidizers
- Recuperative thermal oxidizers
- Regenerative thermal oxidizers
- Thermal oxidizers for deodorization
- Rotoconcentrators
- Activated carbon filters
- Abatement towers and Venturi scrubber



THERMAL OXIDATION



Energy recovery and reduction of air volumes to contain operative and investment costs

Considering that many entrepreneurs care about both the environment and the company financial statement, we can present the result of years of studies and on-site executions that led to great results.



Containment of operating costs and energy recovery

The first step is always reducing as much as possible and, in many cases, eliminating fuel consumption (generally, methane), thus reaching the so-called self-supporting threshold.

This happens when the quantity of polluting organic compounds in the laden air is enough to maintain the combustion, without the need for an external support.



In some industrial cases, very high VOC concentrations are frequent. This is due to modern production lines which are automatic and fast, and to advanced retention technologies allowing to retain the pollutant directly from its source – unlike what happened years ago, when polluted air was drawn – with a huge dilution effect – directly from the working area.



The observed tendency is therefore reducing the volumes of laden air, consequently increasing the concentration of the present organic compounds.

Treatment plants therefore become smaller and often self-supporting, while also being more like heat generators, since they often need to dispose of the excessive heat produced by the exothermic reaction of pollutants conversion.

Here we find a new challenge and a new opportunity for plant manufacturers: trying to recover this excess heat returning it to the production cycle and thus generating a substantial energy saving.

RTO ENERGY RECOVERY: FIVE WAYS TO SAVE ENERGY

1. Hot water production

Through the installation – at the stack – of a heat exchanger, it's possible to heat water up and then use it for heating or industrial processes.

2. Vapor production

A plant that's been specifically designed to produce medium-pressure vapor drawing hot air (800°C) directly from the combustion chamber by means of a refractory valve. This system can also be equipped to produce vapor with the plant stopped or while it's starting-up. This extraordinary opportunity makes this solution a real support or emergency heater.

3. Heating of thermal fluids

Thermal oil is often used to add heat to the production cycle. Thermal fluids' temperature level can – as in the previous case – be too high to simply use the air coming from the stack. Even for this case a system has been developed, allowing to always heat the fluid up to the desired level, taking advantage of the air drawn from the combustion chamber.

4. Cold energy production

In some applications we're interested in cold energy production rather than heat recovery. In these cases, we add a lithium salts adsorption plant, which can perfectly "produce cold from hot". This is an extremely tempting solution, with its ideal application being on medium and big plants.

5. Zero emissions

The combustion plant has no stack and doesn't emit any pollutant into the atmosphere. All hot air exiting the depuration process is appropriately conditioned and re-sent to the production process.



“ZERO WASTE” RECOVERY PLANTS

- Steam solvent recovery plants
- Distiller for solvent recovery



THE RECOVERY OF EXHAUST SOLVENTS: FROM WASTE TO RESOURCE

How to dispose of solvents? How to regenerate chemical solvents?

Thanks to the technological progress, mankind is trying to replace damaging and aggressive chemical compounds with less dangerous ones, which are also more tolerated by the environment. Nonetheless, solvent’s nature and danger level notwithstanding, it’s necessary to always keep in mind some simple rules:

- Try not to disperse it in the environment.
- Make sure to produce as few pollutant waste as possible.
- Dispose of the residual solvent according to current regulations.



A focal point is, in fact, the disposal of small amounts of chemical solvents: this must be done following the rules listed in the legislative decree no. 152 dated April 3rd, 2006, which regulates all phases of waste handling – i.e., collection, temporary storage, transport and disposal.

In case of disposal, it’s important to define whether the solvent belongs to the “halogenates” category or to the “non-halogenates” one, considering that the disposal of the first category is more complex and expensive than the second one.

From a practical point of view, it’s common to use resistant and clearly labeled plastic jugs that – once filled up – shall be temporarily stored in big metal containers (break-proof) inside the facility that produces the waste. Once a set amount has been reached, the waste is processed by companies that specialize in the incineration of dangerous waste. In the industrial and commercial fields, however, exhaust solvents are recycled and reused. This is because – with huge amounts at play – it’s fundamental to choose the way of recovery of used solvents. This will lead to some savings which – as it often happens – pairs with a more complete respect for the environment.

Solvent recovery: what does it mean? How does it happen?

The valorization of recovered solvents can – at an industrial level – happen in different ways and yield different results, also from an economic standpoint.

The most economically interesting goal would be – obviously – using a solvent recovery plant to obtain a mix with a purity and quality level so high that it can be directly reused in the production. For this reason, Brofind® developed both the technologies to capture solvents when in gas phase, and the ones for its adjustment and purification.

This process can happen by means of either molecular sieves (mainly in cases where there are traces of water to be eliminated) or distillation columns – in case the mix had higher physical-chemical complexity.

Simple distillation columns can work in batch or in continuous, while other distilleries made of more columns can operate at different temperature and pressure ranges to guarantee the separation of the various compounds and azeotropies. An azeotropic mixture includes two or more liquids that don’t change their composition by means of simple distillation.

There are more complex cases where chemical-physical characteristics of the solvents to be recovered – in terms of affinity – make the separation of all components to reach the necessary pureness impossible or antieconomic. In these cases, the mix obtained by a recovery activity can be used in less noble applications, which are nonetheless necessary for the company (e.g., machines cleaning).

Moreover, considering the high evaporability of solvents, in cases where they evaporate during the production process they’d need to be “captured” in gaseous phase and then recovered to be reused in production, with specific recycling technologies.



ENERGY RECOVERY

- Recovery plants



Impianti di recupero



CONTROL SYSTEMS AND SPECIAL PLANTS

- Automation and control systems
- Controlled mechanical ventilation systems
- Solvent automatic distribution
- Distiller for solvent recovery



Automazione e sistemi di controllo



Sistemi ventilazione meccanica controllata



Distribuzione automatizzata di solvente



Distillatore per recupero solventi

7.3 Research and development

ELECTRIC RTO

To reduce the quantity of CO₂ emitted into the atmosphere and to meet the new greener standards set by the industrial world and shared by our Company, we developed our first fully electric regenerative thermal oxidizer. The classic natural gas (or LPG) burner is replaced by a set of electrical resistances able to guarantee the same temperature in the combustion chamber. As it's widely known, the combustion of methane (or LPG) generates water and CO₂, which is then dispersed into the atmosphere. During the RTO heating phase, for example, when ambient air is used to bring the combustion chamber to the right temperature, the quantity of CO₂ emitted into the atmosphere by a natural gas burner is considerable (even though polluted air isn't being purified yet). This stands also for the depuration phase when the support from the gas burner is necessary to maintain the temperature. With our new electric solution, the production of CO₂ from fuel gases is fully eliminated, still maintaining the same VOC abatement performance we had with gas burners.

MODULAR SRP

In the last year we tried to further valorize the plants allowing the recovery of solvents for a future reuse. These plants drastically cut CO₂ emissions into the atmosphere. Think about the CO₂ generated to produce new solvent, for the ground/air transportation and for its combustion during the abatement phase that – in case of recovery and reuse of the solvent on site – is fully eliminated. Our new modular design can be installed even with reduced air flowrates, thus widening the applicability range. Moreover, since it's a plant made of standardized modules, the design and installation are faster and easier, thus allowing for an upgrade, when necessary, without the need to stop the existing plant causing the emission of solvents in the environment during the plant stop. Another undisputed advantage is the high variability of air flowrates that can be processed. Electrical, thermal and water consumptions are therefore greatly optimized.

8 The environment



8.1 Efficiency and environmental protection

Brofind®, as a leader in the sector it operates in and according to the principles of a responsible and sustainable Company, is constantly involved in the transformation of its operative model, always oriented to fight against climate change, to the rational use of water resources and to the protection of the environment in all its forms.



To concretize its environmental effort, in the last few years Brofind® has developed its own operative model, based on pressing and innovative requisites, able to anticipate future norms. The goal is to keep on generating value for its stakeholders, employing solutions that can minimize the environmental impact of its processes, ensuring an industrial development that always respects the environment everywhere the Company operates.



Thanks to the path we are on, Brofind® can guarantee both operative efficiency and the containment of climate-altering emissions stemming from the use and production of energy in all its form, also answering to the “call to action” coming from the international scientific community to fight against climate changes, having started the progressive transition towards a “carbon neutral” model. The use of energy for transport and operative activities is the main source of emissions into the atmosphere. We hope to reduce emissions through the progressive transition towards more efficient processes, with reduced CO₂ emissions and with the progressive increase of energy coming from renewable sources. These are the base elements for our goals for the reduction of emissions and for energetic efficiency.



This path has its foundations in the creation of a solid culture of sustainability inside Brofind® community, as a fundamental instrument to encourage innovative ideas to constantly reduce consumptions, emissions, and the waste of water resources. In this way, all employees are called to daily contribute to the reaching of company goals for environmental safeguarding.



Brofind® will render an account – also in 2022 – of its CO₂ emissions through the publication of a yearly report, along with the analysis of the data to always improve the performances.

To guarantee transparency and to supply precise information on these aspects to its customers and stakeholders, since 2021 Brofind® has voluntarily subscribed to the 2030 Agenda for Sustainable Development and to the GRI standards to monitor and value the effort in containing climate change and in the responsible and sustainable use of water resources.

Moreover, it's important to remember that the requests coming from external stakeholders are handled in collaboration with the CSR Dept, which gives an immediate and precise feedback on any issue that may arise.

8.2 Energy consumptions

The global scientific community states that one of the main contributors to the emission of climate-altering substances are CO₂ emissions coming from the production of electricity.

For this reason, Brofind® is strongly active to reduce its impact due to the use of electric energy, playing its part to contain global warming. This effort is reflected in the electric procurement, where the Company would use renewable energy sources instead of fossil ones. A progressive reduction of consumptions is of course essential, aimed at reducing both transformation costs and the Company's contribution to the emission of climate-altering substances.

Detail of main interventions to reduce energetic consumptions at a global level

Intervention area	2021	2022
Renewal of car fleet with more efficient vehicles	2 replaced vehicles	2 replaced vehicles
Renewal of PCs with more efficient models	26 new PC	15 new PC

Yearly energetic consumption for each source

Energy from non-renewable sources	2020	2021	2022
Natural gas (mc)	8.722	10.249	8.610
Other fossil fuels	0	0	0
Energy from renewable sources			
Source "A2A 100% renewable energy" (kWh)	44.503	36.556	41.395
Source " A2A 100% renewable energy" (MWh)	44,503	36,556	41,395

Emissions of greenhouse effect gases divided by scope (t CO₂ eq)*

Scope 1	2020	2021	2022
	T Co ₂ eq	T Co ₂ eq	T Co ₂ eq
Emissions coming from electric energy and offices heating	17	20	16
Coolant gases for air conditioning equipment*	7	7	7
Emissions from the use of company vehicles	38	43	38
TOTAL	62	70	61
Scope 2			
Indirect emissions for electrical consumptions	T Co ₂ eq	T Co ₂ eq	T Co ₂ eq
Market based- 100% renewable"	0	0	0
Location based - 100% renewable"	0	0	0

* Data include the quantity of coolant gases dispersed in the atmosphere listed in the specific records filled during periodical re-fills of air conditioning equipment. In the absence of this record or of other proofs of gas fillings performed during the year, the totality of gas contained in the equipment is considered dispersed in the atmosphere, in a precautional way.

Scope 1

Climate-altering emissions generated directly by Brofind®: coming from plants, assets and vehicles directly handled by Brofind®.

This category includes emissions coming from the combustion of fossil fuels, coolant gases leakages in air conditioning equipment and the use of company vehicles.

Scope 2

Indirect greenhouse effect gas emissions coming from the production of electric energy purchased by Brofind®. With those purchases Brofind® indirectly contributes to the emissions generated by the suppliers of energy or heat.

8.3 The handling and use of water resources

The global demographic growth with the consequent increase of the need for water and the progressive desertification due to climate change are forcing industrial entities towards the effort of guaranteeing a reasonable use of this resource, both progressively reducing its use and minimizing the risk of pollution that could jeopardize its return to the environment. Coherently with this premises, Brofind® has developed its strategy aimed both at minimizing the consumptions and at maintaining the original qualities of the sources. As for water performances, 2022 saw a decrease of consumptions with a total of 450 m³. The only source is the public grid which – besides ensuring an adequate quality – also guarantees a constant supply over time.

<i>WATER CONSUMPTION (mc)</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
<i>Total water consumption</i>	526	624	446

8.4 Waste reduction

It's safe to say that – for their own nature – Brofind® products perfectly fit the “take-make-reuse” model, which is the base for the circular economy development model. The progressive extension of circularity to all products is an opportunity that Brofind® wants to take to ensure the continuous development of business in balance with environment. During 2022 Brofind® managed to halve its waste production with respect to 2021.

<i>PRODUCED WASTE (kg)</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
<i>Dangerous</i>	2.100	25	920
<i>of which disposed</i>	2.100	0	870
<i>of which recovered</i>	0	25	50
<i>Non-dangerous</i>	19.520	4.885	1.160
<i>of which disposed</i>	0	0	580
<i>of which recovered</i>	19.520	4.885	580
<i>Total</i>	21.620	4.910	2.080
<i>of which disposed</i>	2.100	0	1.450
<i>of which recovered</i>	19.520	4.910	630

PROJECT “BROFIND® PLASTIC FREE”

Brofind® promotes initiatives that safeguard the environment both in its daily and company life, actively engaging its collaborators. For this reason, the CSR Dept. launched in 2022 a project which foresees the reduction in the use of disposable plastic in its Milan offices. To reduce the use of disposable plastic bottles, free microfiltered water dispensers have been placed on each floor and in the break room, along with the distribution of a thermal bottle to each employee. All other plastic utensils – e.g., glasses, coffee spoons, cutlery – have been replaced with biodegradable and paper materials. This initiative will enable the elimination of over 100 kg of disposable plastic coming from 10.000 bottles, 23.000 glasses and spoons, and 11.500 disposable cutlery.

PROJECT “RESPONSIBLE REUSE”

Waste sorting areas have been reviewed to make it better and more effective: the appointed cleaning services will cooperate with Brofind® to guarantee the correct disposal of each different waste category. The goal is limiting the use of plastic where this is not strictly necessary, thus reducing the possibility for it to be wrongly disposed, not recycled, or dispersed in the environment, while also guaranteeing that the waste – including plastic ones – is correctly divided to guarantee its correct recovery.

9 APPENDIX

9.1 Workforce

Employees according to contract and gender (n.)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FULL TIME employees	37	11	48	37	11	48	37	11	48
PART TIME employees	0	2	2	0	2	2	0	2	2

Employees according to contract and gender (n.)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	37	13	50	37	13	50	37	13	50
Open-ended contract	37	13	50	37	13	50	36	13	49
Fixed term contract	0	0	0	0	0	0	1	0	1

Employees according to education qualification
(% of the total)

	2020	2021	2022
Brofind® employees	50	50	50
High school	64%	64%	64%
University	36%	36%	36%

People with a university degree according to major
(% of the total)

	2020	2021	2022
Brofind® employees with a university degree	18	18	18
Engineering	67%	67%	67%
Business and law	17%	17%	17%
Arts, literature, and foreign languages	11%	11%	11%
Other	6%	6%	6%

Hours of training according to level and gender (h)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	185	65	250	185	65	250	378	96	474
Managers	30	5	35	30	5	35	192	24	216
Employees	155	60	215	155	60	215	186	72	258

Near Miss cases

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	0	0	0	0	0	0	0	0	0

9.2 Applied reporting standards

Brofind®'s Consolidated Non-Financial Disclosure (“Declaration”, from here on) – drafted complying with art. 4 of legislative decree 254/2016 (“Decree”) and following modifications and integrations – contains information on environmental, social, personnel, human rights, and corruption issues, which is useful to supply the stakeholders with an accurate, precise and clear image of Brofind®'s strategies, activities and trend, along with the results obtained by the Company in terms of economic growth and business development, while always considering the expectations of the involved stakeholders and looking for the continuous improvement of environmental and social impacts generated by its activities.

The present Declaration – published on a yearly basis – is drafted complying with both the legislative decree 254/2016 and the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI). Those guidelines are currently the most common and renowned standards at an international level for non-financial disclosures. To facilitate the reader when searching for information inside the document, the GRI Content Index is reported on pages 33-39.

Information included in the non-financial disclosure reflect the materiality or relevance principle – element foreseen by the norm and characterizing the GRI Standard: the themes debated in the Declaration are the ones that – after a materiality analysis and evaluation, described at page 14 of this document – have been considered relevant since they can mirror the social and environmental impacts of the activities of the Company or condition its stakeholders decisions.

9.3 Reporting perimeter

Qualitative and quantitative data and information contained in the Declaration refer to the performance of Brofind® (“The Company”) for the fiscal year closed on Dec. 31st, 2022. As foreseen by legislative decree 254/2016, the present Declaration includes data referring to the Company Brofind® S.p.A.

For a better comparison or contextualization of information, data for years 2020 and 2021 have been inserted and appropriately indicated.

The predisposition of the 2022 Consolidated Non-Financial Disclosure is a real yearly reporting, analysis, and approval process from different figures. The Document:

- Is drafted by the CSR office and its working party, which coordinate and involve all the main company roles in the phase of collection, analysis, and consolidation of the data, with the job of controlling and validating all the information reported in the DNF, each one for its own area of competence.
- Approved by the board of directors which is specifically summoned to approve the financial statement after this has been evaluated by the CSR which, by means of the Chief CSR Officer, presents it to the Administrators to guarantee that:
 - o The DNF is drafted and published according to the current regulations. Once it has been approved by the administration and within the terms foreseen for the submittal of the project, the draft of the DNF is available to the supervisory body (Board of Auditors).
 - o It is available to the stakeholders and the public within the same terms and in the same manners foreseen for the submittal of the draft budget.
 - o It is published and downloadable from www.brofind.com

9.4 Reporting principles

The identification and report of the Consolidated Non-Financial Disclosure contents have considered the following principles:

<i>Relevance</i>	The document describes the main economic, social, and environmental impacts which are directly linked to Brofind®'s activities that are the most significant both for the Company and for the internal and external stakeholders involved in those activities.
<i>Inclusivity</i>	Brofind® considers the expectations and interests of all subjects that – in various ways – contribute to or are involved in the Company activities. The Declaration paints a picture of the main Company stakeholders and of the main documental sources/channels of communication through which their interests and expectations are identified.
<i>Sustainability context</i>	The report of non-financial results has been performed considering the socio-economical context in which the Company operates, along with the most important issues for the sector, also through the analysis of sustainability information from national and international groups of the reference sector or from similar industries.
<i>Completeness</i>	The choices made in terms of the reported themes and the Declaration perimeter allow the stakeholders to make a complete judgement on the Company's main economic, social, and environmental impacts.
<i>Equilibrium between positive and negative aspects</i>	The Report presents the Company's main sustainability performances, reporting both the aspect where it has positive results and trends, and fields that present room for improvement.
<i>Comparability</i>	The indicators present in the document have been chosen and structured as to allow their building and elaboration over time, to guarantee the observation of the Company performances through the years. Data that refer to 2019, 2020 and 2021 have been appropriately added and labeled, since they are considered useful for comparison and contextualization.
<i>Accuracy</i>	To guarantee accuracy and homogeneity of the reported information, data reporting has been made through direct surveys, limiting as much as possible the use of estimated calculations. If necessary, those have been appropriately labeled in the text and are based on the best available calculation methods.
<i>Promptness</i>	Brofind®'s Non-Financial Disclosure is drafted yearly and published in the same period of the Consolidated financial statement.
<i>Reliability</i>	All reported data and information have been validated by the managers and have been elaborated according to documental evidence that can prove their existence, completeness, and accuracy.
<i>Clarity</i>	Brofind®'s Non-Financial Declaration contains information stated in a comprehensible manner, accessible by any stakeholder.

10 GRI contents index

GRI contents index "in conformity"

GRI CONTENT INDEX			
GRI ID	Informative	Page or informative no.	Omissions
<i>GENERAL STANDARD DISCLOSURES (2016)</i>			
<i>ORGANIZATION PROFILE (2016)</i>			
102-1	Name of the organization	7	
102-2	Activity, marks, products, and services	10	
102-3	Headquarters location	10	
102-4	Location of the activities	10	
102-5	Ownership and legal status	15	
102-6	Served markets	7, 10	
102-7	Dimension of the organization	15, 17	
102-8	Information on employees and other workers	17, 30	
102-9	Supply chain	20, 21	
102-10	Significant modifications to the organization and its supply chain	No modifications have been reported	
102-11	Precautionary principle	15-16	
102-12	External initiatives	The Company doesn't adhere to codes and principles that are external to the organization	
102-13	Participation to associations	7	
<i>STRATEGY (2016)</i>			
102-14	Declaration of a high executive	5	
102-15	Key impacts, risks, and opportunities	12-13	
<i>ETHICS AND INTEGRITY (2016)</i>			
102-16	Values, principles, standards, and rules of conduct	11; 15-16	
102-17	Mechanisms to gather suggestions and consultations on ethical questions	15-16	

GRI ID	Informative	Page or informative no	Omissions
<i>GOVERNANCE (2016)</i>			
102-18	Governance structure	15	
102-19	Authority mandate	16	
102-20	Executive responsibility for economic, environmental, and social issues	15-16	
102-21	Stakeholders' consultation on economic, environmental, and social issues	16 – CSR office	
102-22	Composition of the maximum governance organ and relevant committees	15	
102-23	President of the maximum governance organ	15	
102-24	Appointment and selection of the maximum governance organ	15	
102-25	Conflicts of interest	15 – company code of conduct	
102-26	Role of the maximum governance organ in establishing goals, values, and strategies	15-16	
102-27	Collective knowledge of the maximum governance organ	15-16	
102-28	Performance evaluation of the maximum governance organ	15-16; 32	
102-29	Identification and handling of economic, environmental, and social impacts	Procedure for risk handling in elaboration in 2022	
102-30	Effectiveness of risk handling processes	Procedure for risk handling in elaboration in 2022	
102-31	Re-examination of economic, environmental, and social issues	32	
102-32	Role of the maximum governance organ in the sustainability reporting	31-32	
102-33	Communication of criticalities	16	
102-34	Nature and total number of criticalities	16	
102-35	Wage policies	18	
<i>STAKEHOLDER INVOLVEMENT (2016)</i>			
102-40	Stakeholder groups list	12-13	
102-41	Collective bargaining agreements	17	
102-42	Stakeholders identification and selection	12-13	
102-43	Stakeholders involvement modes	12-13	
102-44	Key issues and criticalities	In 2021 we haven't reported any criticality	

GRI ID	Informative	Page or informative no.	Omissions
<i>REPORTING PRACTICES (2016)</i>			
102-45	Subject included in the consolidated statement	Yearly consolidated statement	
102-46	Definition of the report content and themes perimeter	32	
102-47	Material themes list	14	
102-48	Information revision	Any change is duly identified in the text through dedicated notes	
102-49	Reporting modifications	Any change is duly identified in the text through dedicated notes	
102-50	Reporting period	32	
102-51	Date of the most recent report	The 2019 sustainability report was published on Jan. 15 th , 2020	
102-52	Reporting periodicity	32	
102-53	Contacts to request information about the report	1	
102-54	Declaration on the reporting complying with GRI standards	1, CORE option	
102-55	GRI contents index	34	
102-56	External assurance	We don't use any external assurance	

CATEGORY: ECONOMIC PERFORMANCE

SUBJECT: ECONOMIC PERFORMANCE (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
201-1	Economic value directly generated and distributed	7, consolidated statement	
201-4	Financial assistance received by the state	Consolidated statement	

SUBJECT: PRESENCE ON THE MARKET (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
202-2	Percentage of senior managers hired from local community	17	

SUBJECT: PROCUREMENT PRACTICES (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
204-1	Percentage of expense towards local suppliers	20	

GRI ID	Informative	Page or informative no.	Omissions
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SUBJECT: ANTICORRUPTION (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
205-2	Communication and training on anticorruption procedures and policies	15, Brofind® code of conduct and code of ethics	
205-3	Certified corruption episodes and measures taken	No corruption episodes detected	

SUBJECT: ANTITRUST BEHAVIOR (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
206-1	Legal actions for antitrust behavior and monopolistic practices	There are no current legal actions	

CATEGORY: ENVIRONMENTAL PERFORMANCE

SUBJECT: ENERGY (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
302-1	Energy used inside the organization	27-28	
302-4	Energy consumption reduction	27-28	

SUBJECT: WATER AND SEWERS (2018)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
303-1	Interaction with water as a shared resource	29	
303-2	Handling of impacts related to water discharge	29	
303-3	Water withdrawal	29	
303-4	Water discharge	29	
303-5	Water consumption	29	

SUBJECT: EMISSIONS (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
305-1	GHG indirect emissions (Scope 1)	28	
305-2	GHG indirect emissions from energy consumptions (scope 2)	28	
305-3	Other indirect GHG emissions (Scope 3)	Not reported, it will be added in the 2022 report	
305-5	GHG emissions reduction	28	
305-6, 7	Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant emissions	Besides CO ₂ , we don't have significant emissions from other gases	

GRI ID	Informative	Page or informative no.	Omissions
<i>SUBJECT: WATER DISCHARGE AND WASTE (2016)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
306-2	Waste classified according to the type and disposal method	29	
306-3	Significant discharges	No significant discharge has been detected in 2021	
<i>SUBJECT: ENVIRONMENTAL COMPLIANCE (2016)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
307-1	Non-conformities with laws and norms on environmental matters	In 2021 Brofind® hasn't detected or received reports of any non-conformity	
<i>SUBJECT: SUPPLIERS ENVIRONMENTAL EVALUATION (2016)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
308-1	New suppliers that have been evaluated with environmental criteria	20	
<i>CATEGORY: SOCIAL PERFORMANCE</i>			
<i>SUBJECT: EMPLOYMENT (2016)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
401-1	New hirings and turnover	17	
<i>SUBJECT: HEALTH AND SAFETY ON THE WORKPLACE (2018)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
403-1	Handling method for health and safety on the workplace	18	
403-2	Identification of dangers, risk evaluation and investigations on accidents	Risks assessment document	
403-3	Occupational medicine services	18	
403-4	Workers participation and consultation, along with communication on health and safety on the workplace matters	18	
403-5	Training of workers on the matter of health and safety on the workplace	18	
403-6	Promotion of workers' health and safety	18	
403-7	Prevention and mitigation of impacts on the matter of health and safety on the workplace in the commercial relations	18, Risks assessment document	

GRI ID	Informative	Page or informative no.	Omissions
403-8	Workers covered by a system for the handling of health and safety on the workplace	18, Risks assessment document	
403-9	Accidents at work	18	
403-10	Professional illnesses	No professional illnesses have been detected in 2021	

SUBJECT: TRAINING AND EDUCATION (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
404-1	Average yearly hours of training for each employee	30	
404-3	Percentage of employees receiving a periodic performance and professional development evaluation	We don't apply performance evaluations	

SUBJECT: DIVERSITY AND EQUAL OPPORTUNITIES (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
405-1	Diversity of governing body and between employees	17	

SUBJECT: NON-DISCRIMINATION (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
406-1	Discrimination episodes and implemented corrective measures	No discrimination episodes have been detected in 2021	

SUBJECT: EVALUATION OF HUMAN RIGHTS RESPECT (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
412-2	Training of employees on human rights policies and procedures	In 2022 Brofind® will organize training courses about the procedures to be implemented on the matter of ethics and human rights	

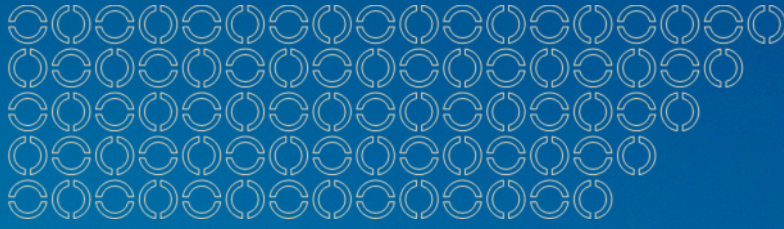
SUBJECT: SUPPLIERS' SOCIAL EVALUATION (2016)

103-1,2,3	Handling method	11-13, 19, 20-21, 32	
414-1	New suppliers which have undergone evaluation through social criteria	20	

SUBJECT: PUBLIC POLICY (2016)

103-1,2,3	Handling method	Code of Ethics	
415-1	Political donations	In 2021 Brofind® hasn't made any form of political contribution	

GRI ID	Informative	Page or informative no.	Omissions
<i>SUBJECT: CUSTOMERS' HEALTH AND SAFETY (2016)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
416-1	Evaluation of the impacts on health and safety for each product and service category	24-26	
<i>SUBJECT: PRIVACY DEI CLIENTI (2016)</i>			
103-1,2,3	Handling method	11-13, 19, 20-21, 32	
418-1	Proven charges for violations of customers' privacy and loss of data	In 2021, Brofind® hasn't received any charge for violations of customers' privacy or data loss	



BROFIND®

time to clear the air

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