



SUSTAINABILITY REPORT 2021

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INTRODUCTION

This document constitutes the first edition of Proger's Sustainability Report and aims to describe the initiatives and the main economic, social and environmental results achieved in 2021, from 1 January to 31 December.

The Company has decided to undertake this path with a clear intention: to generate value in a long-term perspective, leveraging the principles of efficiency, equality, flexibility, inclusion, transparency and sustainability, principles that characterise our strategic business vision.

At first, conducting one's business in a sustainable way means managing the available resources efficiently and strategically, whether they are

financial, human, relational or natural.

This generates value for the company and provides an opportunity to contribute to the growth, improvement and socio-economic development of the communities in which the company operates and of the stakeholders that make up its value chain.

The company must find innovative solutions that allow it to understand and respond to the complexity of the context it operates in: only in this way will it be able to move along a path that combines economic growth, social development and safeguarding of the natural heritage. To achieve such a goal, however, it is essential to adopt a systemic, inclusive and transparent approach, which develops a strong orientation towards innovation, by analysing all the impacts (economic and otherwise) they cause.

To be truly practiced, corporate sustainability must become part of the corporate culture and of all its resources; however, it is undeniable that the commitment of the Company's top management is paramount to activate the transformation necessary to make a company truly sustainable. The main objectives that Proger aims to achieve include the implementation of effective **stakeholder engagement** policies and strategies, the sustainable management of the supply chain, the development of energy transition projects as well as the protection and safeguarding of human rights.

To complete this process and in order to achieve these goals in an efficient and structured manner, Proger has also decided to undertake with **Cerved Group S.p.A.** (one of the main rating agencies in Europe) an evaluation process - the ESG Unsolicited Rating or Sustainability Rating service - aimed at issuing the ESG Report. This is a short judgment that certifies the solidity of the company with regard to the environmental and social aspects and governance, with the aim of increasing the information available and therefore improving our assessments and strategic choices.

Therefore, the ESG Unsolicited Rating service provides an assessment of the company's sustainability performance, through the analysis of the Sustainability Report, prepared according to the non-financial reporting standards of the Global Reporting Initiative (GRI).

This service combines the quantitative measurement of ESG performance with the qualitative analysis carried out by expert analysts, by providing also a positioning benchmark in the reference sector.



The ESG Unsolicited Rating Report reports the complete analysis of the individual Environmental, Social, Governance sections that generate the ESG Score and Rating and a Scorecard section with the main ESG KPI and the relative sector positioning.

The preliminary assessment performed by Cerved for the release of the ESG 2021 Score shows a High Performance score (70/100) with results higher than the median of the reference cluster in all three sections



LETTER TO THE STAKEHOLDERS

Our company is among those who see the Sustainability Report not only as a duty or a further bureaucratic burden, but also as an opportunity to reflect in a structured and organic way about those topics - universally referred to in the acronym ESG - that affect every day more on company choices, from the strategic ones connected to the definition and development of the various business lines to the more operational ones that affect daily activities.



Chairman
Umberto Sgambati

We are also convinced that the Sustainability Report constitutes a valid opportunity to promote and make the company better known, communicating in a complete, clear and transparent way the commitments made and the results obtained with regard to the activities related to Corporate Social Responsibility (CSR - Corporate Social Responsibility) and measuring corporate efficiency from an economic, environmental and social point of view.

It is by virtue of these considerations that - even if, probably starting from 2025, it will be mandatory drawing up and publishing such a document for our Company and for many others of the same size - from this year on we decided to present a first edition of Proger's Sustainability Report (relating to the year 2021), by collecting and systematizing not only economic information, which is today the substantial part of the statutory financial statements, but also environmental, social and organisational information.

The resulting outcome - naturally susceptible of improvements and optimizations, as it occurs to any "premiere" - is an A to Z report of the Company that can offer a broader and more organic reading, an objective and transparent reporting and communication document. To our mind, this can be considered an effective snapshot of the *state of the art*, with a fair degree of definition.

Therefore, the "2021 Sustainability Report" constitutes a reliable starting point, a "number zero": the next edition, the one relating to the year 2022, will be able to acknowledge the indications and the related feedback - incoming but mainly internal. It will be able to better evaluate and measure the actions taken to promote in an increasingly conscious and coherent way the values representing Proger's Sustainability objectives, which for years has been engaged in a process of continuous improvement of its social and environmental impact.



CEO
Marco Lombardi

METHODOLOGICAL NOTE

The topics subject to reporting were assessed internally in order to identify the material topics for the Company and its Stakeholders.

This document has been prepared by selecting “GRI Sustainability Reporting Standards” (GRI-referenced claims) published by the Global Reporting Initiative (GRI) in 2016 and related updates, as indicated in the table “GRI Content Index - Selection of GRI Standards”, Shown in the appendix. As regards the Standards GRI 403 (Occupational Health and Safety) and GRI 303 (Water and Effluents), the most recent version of 2018 was adopted, while the 2020 version was adopted for GRI 306 (Waste).

This document is based on the principles of balance, comparability, accuracy, timeliness, reliability and clarity that guarantee the quality of the information as defined by the GRI Standards.

The economic-financial data and information correspond to those reported in Proger S.p.A. Financial Statements.

The social and environmental data and information perimeter is composed of Proger S.p.A., limited to Italy and only to the foreign branches in Saudi Arabia and Congo (the most significant in terms of staff numbers, including 95% of the foreign resources of Proger).

To ensure the reliability of data, the use of estimates has been limited as much as possible and, if any, they have been appropriately reported and defined on the basis of consolidated methodologies and calculation criteria.

The section containing detailed information and tables is an integral part of this document, in order to provide complete evidence of the coverage of the GRI indicators associated with each observation area. The Sustainability Report will be drawn up annually.

The financial statements received approval from the Board of Directors on 09.30.2022.

The document is also available on the website www.proger.it, while it is possible to forward requests or questions to the Company to the e-mail address info@proger.it.

MATERIAL TOPICS

The topics to be reported were selected according to the results produced by a benchmark analysis, which identified the material topics for the company and its Stakeholders, taking into consideration Proger’s reference context. These results were subsequently submitted to the company management for examination.

The following table details the topics that emerged as relevant in the aforementioned analysis:

Material Topics	Description of the material topics	Where impacts occur	Involvement of the organisation in the impacts
Compliance, ethics and business integrity	Promotion of good Corporate Governance, inspired by the highest standards of ethics, integrity and compliance with laws and regulations. Commitment to guarantee and disseminate transparency in the conduct of business activities, through its reporting and the results achieved. Commitment to the fight against active / passive corruption, anti-competitive behaviour and fraud. In this regard, the promotion of internal and external communication that is effective, timely and transparent in order to spread the business culture between the Company and its stakeholders, encourages reflections on relevant issues regarding the transformations taking place at an international level and sector.	Organisation, Company ¹	Caused by the Organisation
Responsible procurement, ESG screening of suppliers	Implementation of policies aimed at the responsible management of the supply chain, through procedures for selecting suppliers, contractors and commercial partners, the integration of sustainability criteria in its qualification phase and specific preventive and operational tools, such as contractual clauses and audit.	Organisation, Environment, Value chain	Caused by the Organisation and related to the Organisation through its business relationships
Well-being, involvement and development of workers	Employment practices and involvement of employees and collaborators (e.g. constant and constructive dialogue with management, participation in the organisation’s decision-making processes, tools for protecting one’s rights, hiring, remuneration and pension policies). Definition of policies and actions that put the well-being of employees and the company climate at the centre of attention, creating a stimulating work environment.	Organisation, Company, Value chain	Caused by the Organisation
Diversity, equal opportunities and non-discrimination	Development of employment practices and working conditions suitable to ensure equal opportunities, through the removal of all forms of discrimination based on gender, age, religion, sexual orientation, origin. Competitive remuneration policies aimed at ensuring fair conditions inside and outside the organisation. Gender balance in the structure, in terms of gender and age, of the workforce, top management and governing bodies.	Organisation, Company, Value chain	Caused by the Organisation and related to the Organisation through its business relationships
Health and safety of workers	Promotion of continuous improvement in the field of occupational health and safety, through the adoption of management systems and practices aimed at minimizing the risks to the health and safety of the employees and collaborators of the organisation. Health and safety education and training to improve the level of awareness and knowledge of the risks to which employees and collaborators are exposed, thus developing a culture of prevention, monitoring and management of accidents at work.	Organisation, Company	Caused by the Organisation

¹ For the purposes of this Table, by Company we mean the external community that is affected by the impacts resulting from the work of the company organisation.

Material Topics	Description of the material topics	Where impacts occur	Involvement of the organisation in the impacts
Energy consumption, emissions and climate change tackling	Promotion of efficient energy management policies and activities, through actions, programs and management systems, reduction of energy consumption deriving from fossils, supply from renewable sources and optimization of business activities with a strong environmental impact, in order to support the decarbonisation process and contribute to the climate change tackling and the Sustainable Development goals.	Organisation, Environment	Caused by the Organisation
Water consumption and discharges	Development of policies, practices and processes aimed at protecting the water resource in all company activities, as water is a shared resource to be preserved and enhanced.	Organisation, Environment, Company	Caused by the Organisation
Waste management and circular economy	Responsible waste management, with the choice of appropriate disposal methodologies, favouring reuse and recycling to contribute to the transition towards a Circular Economy model, also through the implementation of innovative processes, evaluations and studies relating to the impact of products, in all their phases of life, on the environment and on society.	Organisation, Environment	Caused by the Organisation
Economic Performance	Enhancement of company resources and internal skills to stimulate the continuous generation of value, in order to pursue the economic and financial objectives set with a view to continuous progress, also in terms of value distributed in the company.	Organisation, Company, Value chain	Caused by the Organisation and related to the Organisation through its business relationships
Cybersecurity and Data Protection	Ability to manage and protect sensitive data, guaranteeing and preserving its security through IT technologies that block any IT attack and prevent the disclosure of personal and company information without authorization. Protection of the corporate network from Cyber Crime through policies and strategies aimed at identifying any threats and reacting promptly, reducing or eliminating the risk. Staff awareness and involvement in policies and activities aligned with corporate objectives, which protect cybersecurity through efficient IT mechanisms and infrastructures.	Organisation, Company, Value chain	Caused by the Organisation and related to the Organisation through its business relationships
Integrated Management System and Digital Transformation	Constant development of innovative business processes based on the use of cutting-edge technological solutions and collaboration with external partners in order to constantly improve the services offered even with the adoption of sustainable production techniques.	Organisation, Company	Caused by the Organisation and related to the Organisation through its business relationships
Quality and safety of the services offered	Implementation of an Integrated Management System consisting of policies, procedures and processes aimed at guaranteeing solutions of the highest quality, reliability and safety.	Organisation, Company, Value chain	Caused by the Organisation
Transparency and Customer Care	Preparation of dialogue, communication and information tools that allow all stakeholders to have access to the details relating to the solutions offered and to specific complaint mechanisms for reporting possible critical issues.	Organisation, Company, Value chain	Caused by the Organisation and related to the Organisation through its business relationships
Development and Interaction with the local community	Development of interactions with local communities within which the Company operates in carrying out its activities. Involvement and information activities towards these communities.	Organisation, Company, Value chain	Caused by the Organisation and related to the Organisation through its business relationships

Categories of stakeholders

The stakeholders' categories Proger believes significant by taking into consideration the sector the Company belongs to are the following:

- **Employees and Collaborators:** subjects who participate directly in company activities, contributing to the management and development of the organisation, as well as freelancers and consultancy and design firms that provide technical support to the business activity;
- **Clients:** businesses, companies or other entities to which Proger provides a service;
- **Institutions and Public Entities:** political and institutional bodies that contribute to the exercise and updating, verification and control of laws and regulations on the subject of competence (i.e. ASL, INAIL, INPS, Financial Administration, etc.);
- **Trade Associations:** organisation to protect the interests of a specific productive or professional category, or the set of subjects exercising an economic or working activity, either public or private;
- **Community and Territory:** subjects and local environment that can be influenced by Proger's activities on the territory;
- **Competitors:** businesses, companies or other entities competing commercially with Proger in relation to the reference business;
- **Suppliers:** businesses, companies or other entities that have formalized a relationship for the supply of products, goods or services with Proger;
- **Credit Institutions and Financial Intermediaries:** banks, credit, securities and insurance intermediaries;
- **Research and Development Centres:** training bodies and research centres, aimed at encouraging the development of company training activities, as well as contributing to sustainable development;
- **Commercial Partners:** companies and groups of companies that collaborate with Proger (JV, Consorzi Stabili, Joint Ventures, etc.) for the constitution, management and implementation of a common project;
- **NGOs:** independent organisations asking for Proger's collaboration on strategic projects for ESG purposes.



1.

OUR COMPANY

OUR COMPANY

Proger is an international company that mainly deals with providing intellectual services related to architecture and engineering in various sectors such as **Project Management, Strategic Infrastructures, Civil, Oil & Gas, Green Energy, Integrated Security and Smart Technologies.**

With more than 500 professionals and a group turnover of over 100 million euros, Proger offers the best of Italian expertise in all the sectors it works in.

The company boasts **over 60 years of experience** and today is at the top of the Italian rankings, as well as having been present for years in the world ranking of the top 100 international engineering companies.

Thanks to its organisation and extensive professional culture, Proger is able to ensure the development and execution of large-scale multidisciplinary projects and to assist its customers at every stage, as a single interlocutor.

Proger is present in 3 different continents and works in 18 countries, in particular through its own branches, among which those located in Saudi Arabia (Riyadh) and in the Republic of Congo (Pointe-Noire) with the 95% of foreign resources in force at 31.12.2021, and Legal Entities. Proger's offices in Italy are located in Rome, Milan, San Giovanni Teatino, Villa d'Agri and Gela, and it has other Italian operational / representative offices where there is no employee or other types of collaborators.



Proger is a **General Engineering** company with an all-encompassing and innovative vision, capable of defining new design standards from time to time; it is organised into different Business Units, each of which works in a different sector:

- **Civil Engineering**, dedicated to the activity of multidisciplinary services in the field of infrastructure works and transport, sustainable construction and healthcare. This Business Unit also deals with commercial development in the public and private sectors and is divided, in turn, into 3 Business Lines (Multidisciplinary Engineering, Infrastructure and Real Estate).
- **Oil & Gas-Power** dedicated to plant engineering and environmental, permitting and management services in the field of fossil and renewable sources. In addition to the scouting activities and development and management of tenders in case of award, this area has also a procurement function, developed in its further implementation phase, whose aim is to better supervise the EPC² contracts, besides the construction management activity.
- **Integrated Security**, specialized in risk analysis and safety management in compliance with the most innovative methodologies and technologies in the sector. This area therefore manages and monitors both the operational risk in corporate organisations and that associated with the conduct of all projects, presenting any remedial plans to clients.

The **Corporate** function, that deals with the performance of all other centralized activities transversal to production (Finance & Administration, HR, Legal, HSSE, Integrated Management System & Pma, Technical Services and Corporate Communications), plays the role of coordination, control and support to the operating units (BU), by also supervising all their commercial activities.

Furthermore, through the Finance & Administration function, the Corporate function activates an initial focus on risk management activities aimed at assessing the economic and financial sustainability of the projects and carries out a centralized

management control action. Their main objective is to investigate the projects' trend from a management and accounting point of view while, together with the HR function, carries out the delicate task of dealing with human capital by defining the company's labour policies.

The Corporate also directly activates new initiatives including, in particular, in

2021, the **Special Project-Green Energy**, focused on Sustainable and Energy Transition Projects (E-Mobility, Energy Efficiency, Blue and Green Hydrogen, Second-generation bioethanol); since 2022, this special project has assumed such dimensions as to constitute Proger's fourth Business Unit.


With more than 500 professionals and a group turnover of over 100 million euros, Proger offers the best Italian expertise in the sectors it works in

² Engineering, Procurement, Construction.

This type of approach guarantees strong competitiveness and flexibility as well as a high level of specialization and qualification of the resources involved in the various projects.

Features that, combined with the numerous awards obtained over the years, have allowed the company to undertake an internationalization process aimed at establishing a strong local presence in the strategic areas in which it operates and establishing itself in the world.

Proger is able to propose a global approach for the integrated design and management of large projects and complex programs, in different sectors, for both public and private customers, guaranteeing a range of services of the highest quality, tailor-made according to the client's needs.

Therefore, the resilience of the company, namely the ability to adapt to changes in the external environment by periodically modifying its sustainable development strategies, is no longer just the

distinctive character of a company that can be identified as a labour intensive company, in which the human factor prevails and emerges over the capital productive one, but it has become a real added value that distinguishes its vision and its work and with which it identifies.

New acquisitions, a growing workforce and constantly increasing revenues are all clear indicators of a company that experiences resilience in an authentic way but that, at the same time, copes with change with great awareness and professionalism.

A company that plans its future with attention and interest, promoting new investments in the field of technological innovation, environmental sustainability, training of resources and in new important marketing and communication projects.

The philosophy that has always inspired Proger is the continuous improvement of the services offered, both in Italy and abroad through a balanced combination of technical and economic, functional and ethical skills, as well as through the collaboration and sharing of the objectives pursued with all the Company's resources.

In full consistency with these principles, **in recent years Proger has decided to give greater importance to the topics falling within the broader concept of sustainability**, starting a process of reporting, monitoring and reviewing of its activities and its social and environmental impacts that has been formalized, with regard to 2021, with the preparation of its first **Sustainability Report**.



Governance and corporate structure

Proger S.p.A. (hereinafter Proger) is a joint stock company, the property of which is held by:

- **Proger Ingegneria S.r.l.** for a number of ordinary shares of 2,189,139 equal to a par value of € 21,891,390;
- **ManitalIdea S.p.A.** for a number of ordinary shares of 41,140 equal to a par value of € 411,400;
- **Own shares** for a number of 38,569 equal to a par value of € 385,690.

Proger is governed by a Board of Directors (BoD) whose members have powers of ordinary and extraordinary administration, excluding those that the law or the Articles of Association expressly reserve for shareholders and those attributed to the Chief Executive Officers.

Photo: Proger S.p.A. - Offices in Milan, Italy



The Board of Directors, as the top administrative body, has the task of implementing the measures taken by the Shareholders' Meeting in the course of its resolutions and of directing the execution of the business activity through the assumption of specific directives as well as delegating to the internal functions of the Company the implementation of the decisions taken having strategic, economic, equity and financial, but also social, inclusive and environmental relevance.

In addition to the powers that the law and the Articles of Association reserve, **the BoD is entrusted with the task of assessing**

the adequacy of the organisational, administrative and accounting structure of the Company. Particular reference is thus made to the internal control and risk management system, in order to determine its degree of compatibility with a strategic business management characterized by ethical and social sustainability purposes.

At 31.12.2021, Proger's Board of Directors is made up of 6 members (2 of which are independent), 5 men and 1 woman; two members also act as Chief Executive Officers, Mr. Umberto Sgambati and Mr. Marco Lombardi.

BOARD OF DIRECTORS BY AGE GROUP AS OF 31.12.2021

BoDs Members	<30 years old	30-50 years old	>50 years old	Total
Men	0	1	4	5
Women	0	0	1	1
Total	0	1	5	6

Proger Shareholders' Meeting held on 04.09.2019 appointed Dr. Enrico Testa as Chairman of the Board (in office until the approval of the 2021 financial statements). The Board Members and the Chief Executive Officers were also appointed

for a period not exceeding the date of approval of the 2021 financial statements, which took place on 13.07.2022, the day on which the Shareholders' Meeting appointed a new Board of Directors³.

³ At the date of approval of this Sustainability Report, it should be noted that the new Board of Directors of Proger S.p.A. consists of 7 members (5 men and 2 women):

- Chairman - Mr. Umberto Sgambati;
- Chief Executive Officer - Marco Lombardi;

COMPOSITION OF THE HIGHEST GOVERNMENT BODY AND RELATED COMMITTEES AT 31.12.2021

Role	Name	Gender	Continuity in the BoD		Role		Independence (TUF, Corporate Governance Code, other)	International Experience
			Date of first appointment	Years in charge	Executive	Non-executive		
Chairman	Enrico Testa	Male	09.04.2019	3	No	Yes	Yes	Yes
Deputy Chairman	Antonio Mastrapasqua	Male	25.07.2018	4	No	Yes	No	Yes
CEO	Umberto Sgambati	Male	23.02.2004	18	Yes	No	No	Yes
CEO	Marco Lombardi	Male	27.09.2018	4	Yes	No	No	Yes
Board Member	Carla Mason ⁴	Female	08.07.2021	1	Yes	No	No	No
Board Member	Pietro Luca Bevilacqua	Male	27.07.2020	2	No	Yes	Yes	No

Photo: Proger S.p.A. - Office in Rome



⁴ Mrs. Carla Mason has attended all the Shareholders' meetings held since her appointment, which took place in 2021 to replace a previous resigning member.

BOARD OF DIRECTORS AT 31.12.2021

Role	Name	Attendance Frequency		Sector of competence			Other positions held and significant individual commitments	Membership of non-independent directors in other BoD
		Number of Precences	Presence Rate	Social	Environment	Economic		
Chairman	Enrico Testa	8	100%	No	Yes	Yes	President of Assoambiente; Chairman of the ESG Committee Dea Capital S.g.r.; Member of the Supervisory Board of the "Città del Futuro" Foundation	-
Deputy Chairman	Antonio Mastrapasqua	8	100%	Yes	No	Yes	-	President and CEO of AGT International S.p.A.
CEO	Umberto Sgambati	8	100%	Yes	Yes	Yes	-	CEO Proger Ingegneria S.r.l.; President of Accyourate Group S.p.A.; Board Member of the Hubruzzo Foundation; Board Member of BluHub S.r.l.
CEO	Marco Lombardi	8	100%	Yes	Yes	Yes	-	Board Member of Proger Ingegneria S.r.l.; CEO AccYouRate Corporate Solutions; AU Proger Managers and Partners S.r.l.; President of Proger Smart Communication; President of IMP S.r.l.;
Board Member	Carla Mason	3	100%	Yes	Yes	No	-	N.A.
Board Member	Pietro Luca Bevilacqua	8	100%	No	No	Yes	Anti-Mafia Judicial Administrator for the Court of Pen. of Naples, Court of Pen. of S.M.C.V. and DDA of Naples; Extraordinary Administrator Prefecture of Caserta; Judicial Commissioner pursuant to Legislative Decree 231/01 Criminal Court S.M.C.V..	-



The Board has also appointed a Compliance and Internal Audit Committee to support and coordinate the internal and external control system of the company and a Compensation Committee in charge of defining the corporate remuneration policies, with particular reference to the reward criteria.

Its composition is shown below:

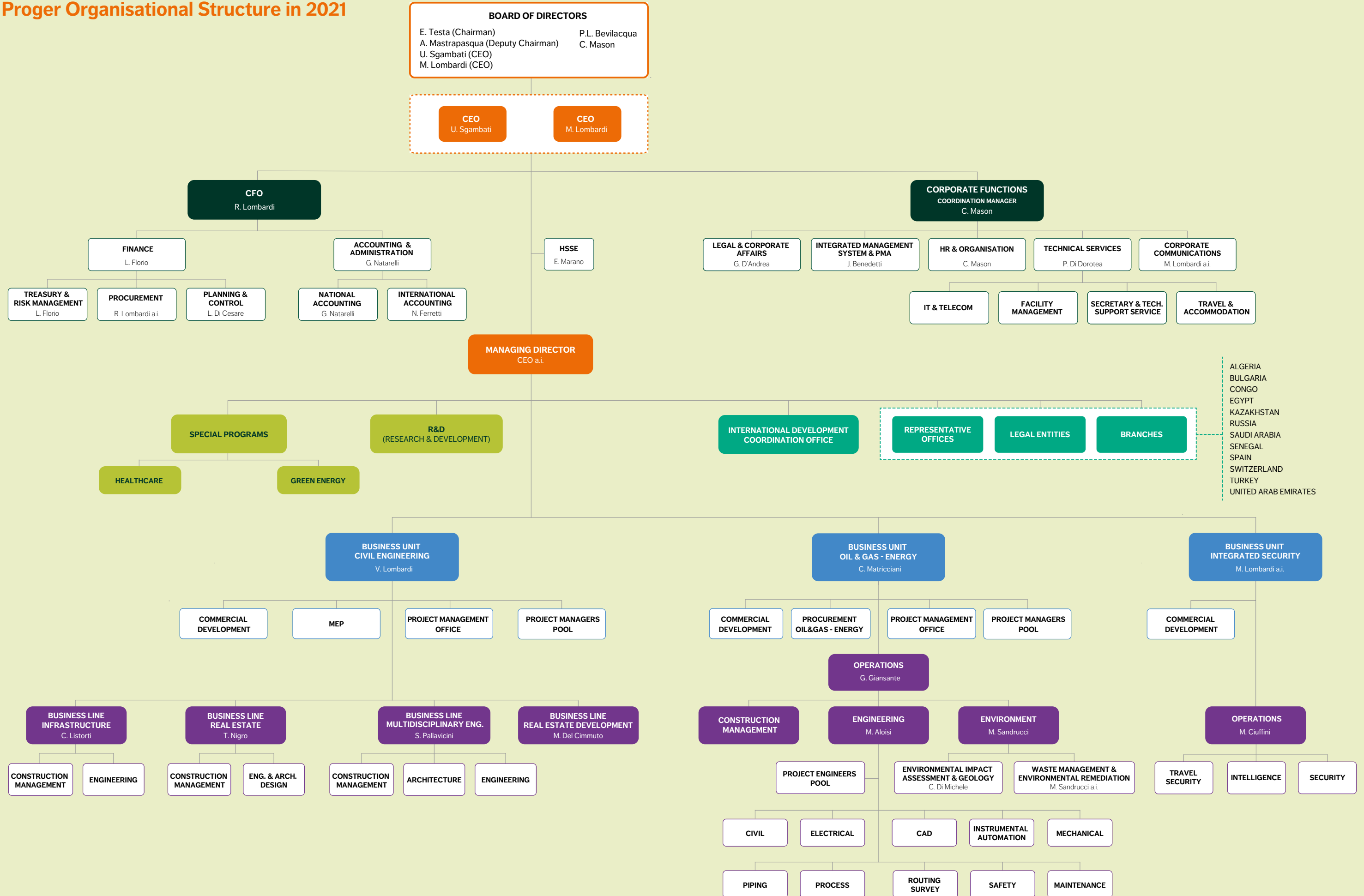
- The Compliance and Internal Audit is composed of Mr. Antonio Mastrapasqua (Vice-Chairman), Mr. Roberto Lombardi (CFO) and Mr. Umberto

Sgambati (CEO). It deals with the analysis of existing and potential risks in the economic-financial field in compliance with the best practices of the sector and the Risk Assessment Framework and Asset Liability Management procedure.

- The Compensation Committee is composed of Mr. Enrico Testa (Chairman), Mr. Marco Lombardi (CEO) and Mrs. Carla Mason (Director) and tracks the evaluation of the human resources.

⁵ All the members in charge (see previous note) attended all Proger S.p.A. board meetings in presence.

Proger Organisational Structure in 2021



Compliance, ethics and business integrity

The challenges of sustainable development, the continuous improvement of customer satisfaction, the increase in shareholder value, the development of skills and the professional growth of its human resources underline the importance of clearly defining those values and responsibilities Proger recognizes, accepts, shares and assumes through the preparation of the **Code of Ethics** drawn up while verifying the compliance of the organisational and internal control system with the provisions of **Legislative Decree 231/2001**. The compliance with Proger's Code of Ethics by directors, management, and employees, as well as by all those who operate in Italy and abroad for the achievement of the Company's objectives, is paramount. Proger carefully monitors its implementation by providing adequate tools and procedures for information, prevention and control, intervening, if necessary, with corrective or disciplinary and contractual actions following any violations.

Proger considers ethics in the conduct of its business a condition for the success of the Company and a tool for promoting its image and reputation, which are primary and essential values.

In particular, **the values and ethical principles** Proger is inspired by in carrying out its business, and which require compliance by all those involved, are:

- **Compliance with laws:** Proger conducts its business in compliance with EU, national and international regulations, rejecting corruption and any illegal practice; it believes, in fact, that compliance with applicable laws and regulations, in the national territory and abroad, is an essential principle. Any behaviour contrary to

current legislation, the Code of Ethics or internal procedures, implemented by the corporate governance bodies, company management and in general by all employees and collaborators while performing the tasks entrusted - even if motivated by the pursuit of an interest or advantage of the Company - cannot be justified or legitimized and involves the adoption of sanctions by the Company.

- **Management correctness:** fairness represents the fundamental principle for all Proger's activities, initiatives, reports, and communications and constitutes an essential element of organisational management.
- **Trust and collaboration:** the performance of professional services by Proger's employees and collaborators is paramount with regards to diligence, competence, loyalty, good faith, professionalism, and efficiency, also in order to provide its customers with high quality services; only in this way is it possible to guarantee the continuity of relationships of trust and collaboration, for mutual benefit and sustainable growth of the value created.
- **Transparency:** Proger considers the impartiality of treatment a fundamental value in the context of any relationship, both internal and external. It also undertakes to inform the Shareholders in a clear and transparent manner, without favouring any interest group or individual.
- **Protection of personnel and safety at work:** Proger considers the individual, their values and their rights as assets to be protected and guarantees their safety.
- **Protection of corporate assets:** Proger is committed to safeguarding corporate assets, movable and immovable assets, technological resources and IT supports, equipment, information and know-how.

Furthermore, **in order to ensure conditions of fairness and transparency in the conduct of business and company activities, Proger deemed it necessary to adopt an Organisational Model in line with the provisions of Legislative Decree n. 231 of 2001**, as well as with the Confindustria Guidelines of 07.03.2012, and subsequent amendments and additions.

The Model is intended to describe the operating methods adopted and the responsibilities attributed to Proger S.p.A. The Company believes that the adoption of this Model constitutes, beyond the legal requirements, a valid tool for raising awareness and information for all employees, but also for all those who perform their activities in the name and on behalf of Proger, as well as all those who interface with it. Therefore, the Model adopted aims to:

- prevent and reasonably limit the possible risks associated with the activity;
- have all those who work in the name and on behalf of Proger S.p.A. acquire the awareness of the possibility of committing, if the provisions set out in the model are violated, an offense punishable by criminal and / or administrative sanctions not only against them, but also against Proger S.p.A. ;
- reiterate that Proger S.p.A. does not admit unlawful conduct;
- inform about the serious consequences that could arise for the Company from the application of the pecuniary and disqualifying sanctions provided;
- allow the Company constant control and careful supervision of the activities, to be able to intervene promptly where necessary.

Finally, Proger's ethical principles are considered relevant and consequently applied also in internal and external relations with the company.



In particular, the Company manifests a constant sensitivity and a concrete **commitment to safeguarding and monitoring the quality of relations with its stakeholders through:**

- the full and constant satisfaction of the recipient of the performances and services;
- the creation of a solid relationship with the customer, with the supplier and / or with other subjects / entities based on principles of correctness, transparency, efficiency and courtesy;
- maintaining professional, competent and collaborative behaviour.

In carrying out its business and managing relations with its interlocutors, **Proger painstakingly complies with the law, the principles of the Code of Ethics and the internal procedures**, and so is required to its employees and collaborators, who are expected to avoid any conflict of interest situation with the Company.

2.

ECONOMIC PERFORMANCE



ECONOMIC PERFORMANCE

The financial statements for the year ended **31 December 2021** were drawn up in compliance with the provisions of the Civil Code, as amended by Legislative Decree 139/2015 (the "Decree"), interpreted and integrated by the Italian accounting standards issued by the Italian Accounting Body ("Organismo Italiano di Contabilità - OIC") in force from the financial statements starting from January 1, 2016.

The Financial Statements are made up of the **Balance Sheet** (prepared in accordance with the scheme provided for by Articles 2424 and 2424 bis of the Civil Code), the **Income Statement** (prepared in accordance with the scheme referred to in Articles 2425 and 2425 bis of the Civil Code), by **Cash Flow Statement** (the content of which, in compliance with art. 2425-ter of the Civil Code, is presented in accordance with the provisions of accounting standard OIC 10) and this **Note to the Financial Statements**, drawn up in accordance with the provisions of art. 2427 and 2427-bis of the Civil Code.

The financial statements are compared with the **one of the previous year**, whose data are consistent and homogeneous with those of the current year. The items not expressly reported in the Balance Sheet and Income Statement, provided for by art. 2424 and 2425 of the Civil Code and in the Cash Flow Statement presented in accordance with the OIC 10 accounting principle, are intended as zero balance both in the current and in the previous year.

Pursuant to art. 2423 ter, paragraph 5 of the civil code, the necessary adjustments were made to ensure the comparability of the items in the financial statements with respect to the previous year.

The financial statements were prepared with a view to the continuity of the company. The valuation of

the balance sheet items is based on general criteria of prudence and competence, with a view to the continuation of the activity. The company has ongoing exchanges with countries that do not adopt the euro as their currency of account through permanent establishments abroad.

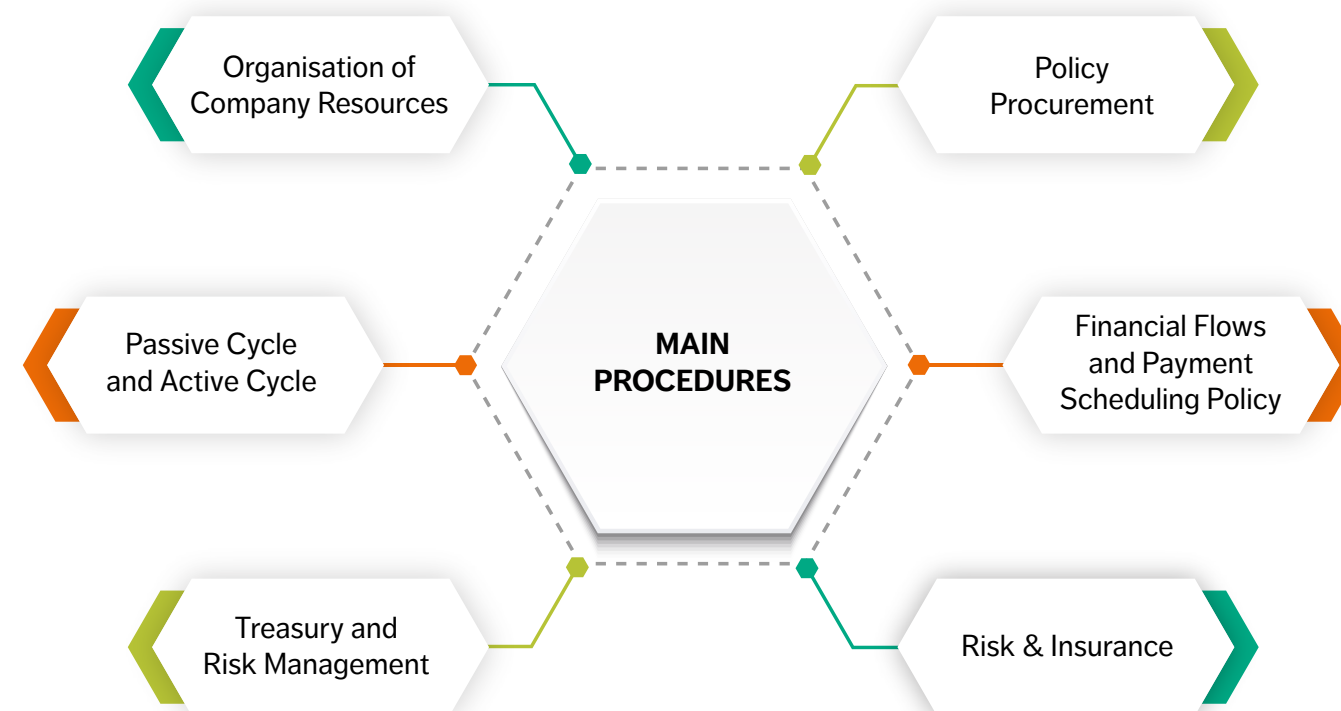
The relationships with the Branches are documented with appropriate **sectional accounting** and the use of specific management implies that the operations carried out, whatever their nature, are recognized directly in currency. In particular, with reference to the **Financial Statements of Proger S.p.A. Riyadh Branch**, it should be noted that the aggregation process in the parent company's financial statements takes place through the translation of the balances according to the forecasts laid down by OIC 17 "Consolidated financial statements and equity method". The translation of the Arab budget occurs:

- The spot exchange rate at the balance sheet date for the translation of assets and liabilities;
- The average exchange rate for the year for the income statement items and for the cash flows of the cash flow statement;
- The historical exchange rate at the time of their formation for the equity reserves.

The net effect of the translation into the accounting currency is recorded in a special "translation difference reserve", in the context of shareholders' equity. The exchange rates applied for the conversion of the financial statements are those published by the Bank of Italy.

The procedures applied for the preparation of the financial statements and for the measurement of the economic performance have the purpose of **responding to the accounting and tax obligations** provided for by the Civil Code and of **making the information on the company's progress available** to external and internal stakeholders in the compliance with the going concern assumption.

The **main procedures** supporting the materiality in question are listed below:



The **enhancement of the economic and financial performance** is supported by specific company procedures that guarantee the boundary of the connected risks (operational, economic, credit, counterparty and performance, environmental and social impact) in the decision-making phase.

Each of the procedures listed above identifies the department and / or process managers involved, so as to be able to identify any "bottlenecks" / blocks in the operational process and **to support management in the choice of internalisation or relocation / coverage of the risk itself**. The model, which has been operational for years, tends to **value the risks under analysis and to quantify the financial costs directly on the order and / or cost centre** it belongs to.

The goal for each project is to provide managers with a "direct cost" enhancement also of the risk profiles that could erode the related direct margins. According to the management's requests or assessments, Proger also manages the Performance risk through specific banking and insurance bonds, with its own Corporate function (Risk & Insurance) capable of analysing the risk and relocating it to the reference markets.

With a view to incentivising corporate performance, starting from financial year 2021, Proger has decided to draw up its first Sustainability Report, according to the reporting standards issued by the GRI (Global Reporting Initiative) and assisted by the International Integrated Reporting Council (IIRC), in order to reduce



any negative repercussions and diseconomies of scale at an economic, environmental and social level.

More specifically, Proger, aware of the change in the international market, has understood the need to invest in socially responsible activities. The latter are considered of great importance by its main interlocutors and will allow Proger to consolidate and optimize its process of enhancing the corporate performances.

By anticipating the announced regulatory interventions that will likely extend the current audience of interested parties to the obligations envisaged in the field of sustainable development, Proger has therefore decided **to invest in new projects to enhance social, environmental and cultural topics** and to promote initiatives with the aim of encouraging the **development of the circular economy**, also welcoming the suggestions of the main national and international stakeholders it relates with.

The process and enhancement of the economic and financial performance are guaranteed by an integrated tailor-made management control,

which precisely controls both the Active Cycle (revenues and collections) and the Passive Cycle (costs and payments). The active and passive cycle is managed respectively by the PMs and by the BU Directors who define, with procedures and with different authorization keys, the timing and margins for each of the projects to be acquired.

On the contrary, financial sustainability is managed transversely by the corporate structure, under the management of the CFO.

The procurement and structuring processes of the orders are therefore always based both on the preventive analysis of economic feasibility (margins at different levels), and on the related financial sustainability (cash flow and analysis by indices), in order to limit risks and avoid imbalances.

All projects are activated only following a prior verification of financial sustainability, which follows the analysis of technical feasibility. The decision to then link each order, with a duration of more than 18 months, to a medium-long term credit line allows to cover all start-up costs and any unplanned and unpredictable financial mismatching in the analysis phase.

The process described is certified by Cerved Rating Agency S.p.A., the first Italian rating company and among the top five at European level, which confirmed, in April 2022, the class A3.1. public rating, i.e. “company with solid structure and a high ability to meet financial commitments”.

The credit risk is low and the attribution in this class of merit allows to place Proger in the area commonly referred to as “security” from liquidity risk.

The management methods described refer to both Proger Italia and its foreign branches (Saudi Arabia and Congo). The data are presented according to the principle of competence.

DETERMINATION OF THE GENERATED VALUE

Revenues	40,472,714
Other revenues	1,003,609
Balance of financial income / expenses	4,498,533
Change in PF / SL inventories	47,938,549
Profit losses on foreign exchange	411,398
Directly economic value generated	94,324,803
Operating costs	68,174,675
Consumption of raw materials for the year	14,050,237
Costs for services	50,624,076
Costs for the use of third party assets	2,685,953
Various management charges	814,409
Personnel costs	10,315,274
Donations and sponsorships	72,370
Interests	1,544,825
Dividends	-
Taxes for the year	2,185,824
Economic value distributed	82,292,968
Profit for the year ⁶	10,770,660
Write-downs	500,000
Depreciations	435,320
Prepaid taxes	325,855
Economic value retained	12,031,835

⁶ The profit in 2020 was equal to € 5,780,018 with an almost similar production value.

3.

INNOVATION AND DIGITAL
TRANSFORMATION



INNOVATION AND DIGITAL TRANSFORMATION

Every company should make the effort to provide products or services enabling them not only to advance their industry, but also to contribute to the **protection of people's health and of the environment**. Innovating products or services means making efforts to change, update and constantly monitor your supply chain in a sustainable way.

In this regard, **Proger is committed to monitoring the impacts of its products and services** on stakeholders and the economy, paying particular attention to sustainability challenges. In addition, the company has defined internal investment policies dedicated to these sustainable activities, following the **CECP guidelines (Chief Executives for Corporate Purpose)**.

For some time, Proger has been committed to the **digitization of business processes**, aiming at their automation and the elimination of paper. The first sectors affected by this process are the administrative and human resources sectors.

The work team analysed the workflows of the staff, identifying critical processes, optimizing and digitizing them with the help of **corporate ERPs configured and tailored to the identified needs**.

The result of this analysis led to clearer processes, regulated by guidelines and procedures. The use of IT tools **has speeded up the work process, increasing its efficiency, drastically reducing the**

use of paper and introducing greater traceability of the entire flow within the approval workflow.

In this regard, the process issuing orders to suppliers, now fully digitalized, and those reporting the employees' expense reports, the distribution flow of payslips to employees and the reporting of the working hours of production staff are shown as examples on the various projects they are involved in. Two ERPs, specifically administrative and human resources, who communicate with each other by exchanging information automatically and continuously, manage all processes.

The aim is to pursue a high and optimized level of efficiency in the various activities aimed by the company, increasing the technological information level is exchanged with the outside world, obtaining greater transparency on each of the critical processes, streamlining the various processes and ensuring a greater and prompt response to the internal and external stresses that arise.

The company believes that one of the main ways to increase the efficiency and reliability of its services is to undertake a digital transformation path; this means that it is always committed to analysing its processes to identify those that can be automated and optimized by digitization.

After the working group involved in the analysis of the processes has acknowledged the critical ones and has identified those to be improved, the project team identifies any links with other related processes, in order to smooth out any elements of discontinuity and facilitate exchange of information between the various functions.

The processes currently under examination refer, for example, to supplier qualification, with the aim to eliminating paper and speeding up the exchange of information with companies wishing to be included in Proger's Vendor List, and to that of recruitment, whose aim is to optimize the internal and external research of specialized technical figures to be involved in projects the company is about to start or are already in progress.

To monitor the progress of the various digital transformation initiatives, Proger periodically organises specific meetings.

The work team presents the progress of the various projects, highlighting any critical issues identified, and the state of resolution of the problems identified in previous meetings. The meetings are also an opportunity to verify the efficiency of the identified process, the state of development in the chosen information system and any deviations from the expected budget. Following the meeting, a report is drawn up and it highlights the main critical issues identified, the necessary actions that the staff involved are required to implement and any changes necessary to the project.


The company believes that one of the main ways to increase the efficiency and reliability of its services is to undertake the digital transformation path



Cyber Security and Data Protection

The global increase in cyber-attacks launched by cybercriminal organisations are confronting businesses with the challenge of constantly **developing, implementing and reviewing security strategies** to ensure complete protection of their critical IT systems. Within Proger, guidelines have been developed for the management and organisation of corporate IT security. This process guarantees its operational continuity, so that all critical business processes can be continued or restored promptly in the event of internal or external incidents. The aim of pursuing a level of security over time to allow operational continuity of business processes makes it possible to make and maintain reliable internal and external services to suppliers, customers and partners.

Proger adopts all the organisational measures necessary **to address promptly incidents with a potential negative impact in the IT environment**. Cyber security incidents that could affect personal data are coped with and documented in special registers, with the aim of identifying and analysing risk factors and the nature of the most frequent violations,

measuring the effectiveness of the procedures adopted. A consolidated management of weaknesses and criticalities ensures that, once identified, they are resolved quickly and do not recur. Efficient vulnerability management also includes continuous updates with the latest security software for all critical IT systems, both at the server and user level.

Corporate cyber security prevention measures are facilitated by the specific know-how within the **Integrated Security Business Unit**: it offers vulnerability assessment services aimed at identifying potential flaws in IT systems through simulations of cyber-criminal attacks (so-called *penetration test*).

To further keep the company's IT risk level under control, Proger also annually plans an **external audit** carried out by a certified cyber security consultancy company that **performs a risk assessment to verify and check the security and protection status of the own IT systems**. This analysis consists of a wide-ranging investigation on a series of aspects, direct but also related to corporate cyber security, such as the evaluation of the corporate policy on corporate security, the analysis of network traffic and the external analysis of vulnerability. At the end of the verification activity, a report is released with the description of the methodologies used to perform the assessments, the results obtained, the risk associated with the systems, services and personnel being analysed, the elements to assess the risk they are exposed to, the infrastructural systems and services and the interventions to be planned for the resolution of the identified problems. In particular, the report contains the repayment plan, which lists, in order of priority, the criticalities detected and the advice on how to resolve each observation, problem or vulnerability identified, in addition to the best practices to be adopted eventually to increase the overall safety. After the report has been issued, the IT staff

analyses it and plans the interventions to be carried out, giving top priority to those of highest criticality.

With the aim of pursuing and maintaining over time a level of confidentiality, integrity and availability of information in compliance with the requirements established not only by the current legislation, but also by the contractual requirements of customers and other stakeholders, **Proger has adopted a specific Organisational Model**. In this regard, it has set up a series of periodic checks aimed at ensuring constant compliance with law provisions and company policies with regard to personal data protection.

In order to comply in the best way with Regulation (EU) 2016/679 GDPR (General Data Protection Regulation), relating to the protection of individuals with regard to the processing of personal data and their free circulation, the company has appointed the persons who hold the "roles of law and regulations", in particular the data controller, the data controller's delegates and the privacy coordinator. However, a DPO⁷ has not been appointed, as Proger does not fall into any of the profiles for which the mandatory appointment is envisaged.

We also proceeded to collect updated information about the company organisation, the related processing of personal data carried out by the various organisational units or business areas and the databases of the information system supporting this data processing. The information collected was brought together in the two separate documents, namely **"Treatment Register"** and **"Security Measures"**, prepared to comply with regulatory obligations.

With a view to the annual review of its documentation and analysis of changes in the organisation, the risk associated with them and the updates required by the

legislation, Proger has relied on an expert consultancy company. All activities are carried out by the privacy coordinators, who are responsible for verifying that all compliance is respected.

The Company constantly undertakes to update its staff on all changes that have occurred on the subject, conveying information through the appropriate communication channels and organizing presentations and interactive courses in order to verify their understanding.

If necessary, Proger has made available an appropriate e-mail address in order to collect all clarification and information requests from internal and external staff on the subject of personal data management, as required by current legislation.

The external audit for Cyber Security is also carried out to verify compliance with the GDPR of the documentation, policies and security measures implemented in the context of the processing of personal data, in order to promptly identify and correct any anomalies and criticalities in the activities put in place. The survey is carried out by analysing the available documentation and by means of interviews with the Company's employees. The report issued at the end of the verification activity contains references to the GDPR, the situation detected, an indicative assessment of the state of compliance, possible improvements or corrective actions to be taken, highlighting the obligatory nature of the correction, if need be. The findings and the corrective actions proposed are then analysed by the Privacy coordinators, in order to organise the activities necessary for their resolution.



⁷ Data Protection Officer.



4. INTEGRATED MANAGEMENT SYSTEM AND CERTIFICATIONS

INTEGRATED MANAGEMENT SYSTEM AND CERTIFICATIONS

Proger's **Integrated Management System (IMS)**, which meets all the requirements listed in the international standards, specifies the organisation, structure, resources, responsibilities, business processes and management procedures necessary to:

- Ensure that the services offered meet the Client's requirements and are performed in compliance with regulations and laws;
- Guarantee the continuous improvement of customer and stakeholder satisfaction, including internal ones (according to the definition of UNI EN ISO 9000: 2015);
- Ensure full compliance with environmental requirements in the execution of processes and in the product offered / service provided;
- Ensure full compliance with Health and Safety requirements both in the execution of processes

- and in the product offered / service provided;
- Constantly improve the performance of the Corporate offices and the Branches, as well as of its staff;
- Manage all aspects relating to the activities according to contractual and legal requirements (and anything else signed between the parties);
- Keep in mind all legal requirements and regulations for the establishment, implementation, maintenance and continuous improvement of your IMS.

Proger operates internationally in many different environments and sectors, where the following aspects assume different contextual constraints, influencing the strategy, the applied methodology and the general approach for the production and delivery of products and services:

- compliance with local regulations;
- awareness of the conditions of the local context;
- local language spoken;
- different awareness of the social aspects;
- diversified professional approach of employees;
- different cultural backgrounds of their employees.

Proger generally operates through a "project based" approach, in which the project itself is determined both through the stipulation of contracts with employers/customers after a formal tender procedure, and through promotional activities in which the company acts as **"system integrator"**.

In these scenarios, in which clients rely on Proger's skills relating to knowledge of markets, industries and their key players, the company builds and promotes initiatives and potential businesses.



On the other hand, when the business activity is "contract-based", the production is bound to contracts in which the interested parties play specific roles. The signing of the contract and the execution of the project always come after participation in a tender, the response to its requirements, the clarification of clauses and then, in the event of an award, the definition and negotiation of contractual agreements.

In this case, the business development strategy is linked to success in tenders and the awareness of the commercial departments in the BUs (Civil, Oil & Gas and Security) on new and consolidated markets is essential for the acquisition of new projects.

Top management and commercial functions are supported by general and / or customised business plans, prepared by country, market, and sector and / or developed by subject matter experts or specific business analysts. The response to these constraints is evident in the definition of the key functions in which the organisation chart is identified, such as the Office for International Development and Coordination, and all company functions.

Proger's IMS analyses all the fundamental organisational elements, which allow the correct management of the aforementioned requirements, reviewed by Proger's IMS department and presented to top management for the review of the periodic report on the performance of the IMS.

Proger's top management has adopted an Integrated Management System pursuant to ISO 9001: 2015, ISO14001: 2015, ISO 45001: 2018, which in 2018 replaced BS OHSAS 18001 following the introduction of the new standard, aimed at 'effectiveness and efficiency of the business process, customer satisfaction, property and staff (the "internal customer"), as a tool to achieve excellence in the market.

After defining **quality, environment, health and safety in the Company Policies**, which are the

principles that must guide the strategic guidelines and daily activities of all Proger personnel, the top management has identified the strategic direction in the IMS Policies, as well as the commitment essential to:

- ensure that the policy and objectives are defined for the IMS and are compatible with the strategic direction and context of the organisation;
- ensure that the policy is

communicated, understood and applied within the organisation;

- ensure the integration of the IMS requirements into the business processes of the organisation;
- communicate the importance of effective quality management, in compliance with the IMS requirements;
- ensure that the IMS achieves the expected results;
- develop, lead and promote a corporate culture and knowledge on Health, Safety and Environment both as a service provided to clients and among corporate resources by taking full responsibility and engaging in the prevention of accidents and



Proger has adopted an Integrated Management System pursuant to ISO 9001:2015, ISO 14001:2015, ISO 45001:2018



permanent illness and by ensuring healthy and safe workplaces and related activities. It is thus necessary to ensure that all suggestions and non-conformities concerning health and safety, raised by its employees, are not used against this through retaliatory actions; workers must be consulted regularly and involved in the health and safety decision-making process; ensure compliance with regulatory laws and with the standards defined to manage environment and safety. It is also paramount to involve, direct and support people to contribute to the effectiveness of the IMS, promote continuous improvement, and support other relevant managerial roles to demonstrate their leadership when areas of responsibility are applied to them.

The processes verifying the progress and company and project objectives are achieved through:

- Periodic formal production of a project report followed by a review meeting with the Line Manager and Project Manager;
- Measurement and periodic review of both the achievement of the defined quality objectives and the application of the Quality, Environment, Health and Safety Management Systems;

- Periodic internal audits on the application of project procedures;
- Preparation of anonymous surveys on virtual platforms;
- Customer Feedback.
- Proger plans and implements measurement, monitoring, analysis and improvement actions of all its processes, necessary to:
 - demonstrate compliance of services with performance requirements and expectations;
 - ensure compliance with the IMS;
 - intervene effectively and efficiently on potential anomalies and on those detected;
 - promoting continuous improvement at all organisational levels.

These actions are implemented with effective methods, including the use of data from anonymous questionnaires placed throughout the organisation on an annual basis, which produce strategic statistical data in order to obtain meaningful and synthetic information. The information coming from these processes is considered as input data for the planning of continuous improvements and placed for review and approval by the Top Management.

Proger identifies, collects and systematically processes the information necessary to:

- study the performance processes and the IMS;
- plan corrective actions and / or improvement of the IMS;
- verify the effectiveness of the actions taken on the aspects of quality, environment and safety.

As part of the study on the performance of each company's IMS process, the following elements are analysed: customer satisfaction, compliance with product / service requirements, process characteristics and trends, performance of suppliers of materials and services.

The IMS management procedures, in compliance with the identified processes, define appropriate **indicators**, systematically collected by the **process owners** in charge. The collection and processing of data, their analysis and the preparation of specific reports are the responsibility of the owners of the processes involved in the survey. All the reports are then delivered to the Integrated Management System & Project Management Academy (IMS & PMA) function, whose task is to collect and sort all the information, the objectives set by the

management and to focus on critical data, requesting where necessary the activation of an appropriate improvement plan.

The management review is the main tool through which the CEO directly controls the stress response of the organisation, expressed in terms of objectives, and the level of implementation of the IMS within the company, as well as providing the basis for the improvement of the organisation.

This process, planned and documented, with the input and output elements, becomes a decision-making tool for the Management during the review, allowing to evaluate the achievement of the quality, environment and safety objectives set and the adequacy and effectiveness of the system itself, in terms of process performance and setting objectives for subsequent periods.

Proger's IMS for the protection of occupational health and safety, which detects any episodes of non-compliance with the regulations and standards of reference on an annual basis, **certifies the absence of non-compliance episodes in the Engineering and Management services provided by the company to its stakeholders for 2021.**

This absence results from mandatory documentary evidence, shared both internally with the relevant functions, and externally with the DNV certifying body.

All considerations relating to the IMS refer to Proger S.p.A. (Italy), Proger S.p.A. Riyadh Branch and Proger S.p.A. Congo Branch (offices housing 95% of the foreign workforce as at 31.12.2021).



Transparency and customer care

Proger undertakes to focus its attention on customers, implementing all the activities necessary to satisfy their needs.

When dealing with projects governed by engineering contracts, the execution of the project is usually governed by agreements stipulated between the parties and the relationship with the customer takes place in different phases (tender, negotiation, signing of the contract, execution and closure), in which various figures are involved. In this regard, Proger's Organisational Model reflects the specific requirements of the **customer focus**; in fact, the Business Units have the clear objective of informing, encouraging and managing customers and interested parties during the relationship stages.

Full compliance with the IMS and related policies, as well as the management review activities, are carried out and maintained by the staff of the Business Unit involved in the project, who are responsible for satisfying the customer's requirements and responsible for verifying compliance with the applicable regulations and industry standards.

In addition, starting from the tender phase and up to the execution of the project, as reference interlocutors with customers, Proger's Project Managers are responsible for meeting their competence requirements and their specific needs.

The Company has adopted an approach based on the risk management and production processes

analysis, in which the impacts (compliance, reputation, cost-effectiveness of the processes, timing and sustainability), calculated on the basis of the **risk analyses** carried out, were used as inputs for the determination of the processes.

The **purposes pursued** in the context of transparency and customer focus are:

- the correct and timely sharing of information;
- the intelligible and efficient management of processes;
- a proactive and dynamic attitude to customer requests;
- monitoring of the required quality standards;
- the satisfaction of customer needs;
- the improvement of the corporate reputation.

It is Proger's priority to ensure efficient communication with the customer, through calls, e-mails and meetings, and to adequately manage their needs during all business processes

and contractual activities. The persons in charge of these activities are the Managing Directors and the Head of Commercial Development or the Head of the Branch during the Business Development activities, the Project Manager during the execution of the project or contractual activities; the IMS & PMA office for the IMS.

The communication issues with the customer concern information on products and services provided, economic-financial aspects, contract management (compliance with contractual conditions, deadlines, and economic agreements), request for information, monitoring of satisfaction, management of requests and any complaints and disputes.

Proger ensures the determination and **systematic review of the requirements** relating to the products and services offered and this includes:

- **mandatory requirements** (applicable laws);
- **minimum requirements** established internally by the company;
- customer's **technical requirements**;
- **sustainability requirements**.
- Potential project orders come from:
- **development activities** and direct contacts with potential customers;
- **customer requests**;
- **calls for tenders and competitions** published in magazines and websites;
- **agreements / orders / validations**.

In compliance with the transparency and customer focus requirements, Proger adopts specific procedures that ensure the correct execution

of the design process and the management of the order, sharing any critical issues encountered with the customer and proposing and / or implementing alternative solutions, which guarantee correspondence between the project and the contract requirements.

In order to ensure correct and constant interaction with its customers, **Proger entrusts each order or project to its own internal Project Managers: they are the client's front-ends and act as a direct communication channel by means of an assistance or complaint service should any issue arise.**

It is Proger's priority to ensure efficient communication with the customer



5.

RESPONSIBLE
PROCUREMENT, ESG
SCREENING OF SUPPLIERS



RESPONSIBLE PROCUREMENT, ESG SCREENING OF SUPPLIERS

In choosing suppliers, contractors and subcontractors of goods and services, Proger works in compliance with the legislation, the principles of the Code of Ethics and the internal procedures adopted, even in relation to its IMS, with the aim of achieving the maximum competitive advantage, by engaging in non-discriminatory behaviour.

Employees responsible for relations with suppliers and service providers must select them and manage the related relations, according to criteria of impartiality and fairness, avoiding situations, even potential, of conflict of interest with them and reporting to the Company the existence or occurrence of such situations.

In the choice of suppliers, in addition to the advantage of the economic offer, particular importance is given to the technical skills and economic solidity of its contractors, globally assessing their reliability in relation to the specific service to be offered. Relations with suppliers are always governed by specific contracts aimed at achieving maximum clarity and transparency in the regulation of the relationship.

Proger is aware of the crucial role the **supply chain** plays in the performance and success of its activities and is constantly committed to consolidating virtuous relationships with its strategic suppliers, committing itself to establishing a structured and shared organisational process, which also integrates the principles of social and environmental responsibility along the entire production chain.

Indeed, Proger has launched internal initiatives and processes aimed at integrating environmental, social and governance factors into the principles that guide its supply chain.

In particular, specific scouting, qualification and performance evaluation activities of suppliers have been envisaged both in the research phase and in the qualification and post-order management process, which involve the evaluation of these issues.

Following the interest expressed by the Company in the adoption of ESG criteria in defining its business and sustainable development strategies and given the preparation of its first Sustainability Report, Proger has decided to evaluate, among the qualification of its suppliers, also those relating to these issues.

Proger's supplier qualification system, managed by the IMS & PMA function and by the Administration Office, is being reviewed and updated.

At the time being, the qualification activity is initiated with the transmission to all relevant suppliers of the Service Information Questionnaire (QIS model) in the case of a company or the Services Information Questionnaire for Professionals (QIP model). For the Oil & Gas sector, in particular for projects involving procurement activities, if suppliers are chosen from ENI's vendor list, it will be considered equivalent to completing the QIS form.

Upon receipt of the questionnaire completed by the supplier, the document is evaluated to identify the supplier's classification among those qualified or not.

The evaluation of the questionnaire is carried out using the Supplier Qualification Criteria (CQF module), which contains elements such as turnover

per capita, customer importance, hardware / software equipment, resources for service, references, certifications, consistency, global evaluation.

Proger has decided to adopt this supplier qualification model in order to verify the actual compliance with the required quality, safety and environmental protection criteria they must comply with.

At the end of the collaboration relationship with the supplier, a global evaluation of the performance performed is carried out.

As far as the management and monitoring of its suppliers concerns, Proger requires the constant timely and clear sharing of information, the compliance with the laws on the treatment of workers,

the protection of the environment and health and safety in the work premises and personal data protection.

In addition, Proger requires that the services are performed within the framework of the Quality, Environment and Safety Management System according to the procedures established by the Company.

In carrying out its work, the supplier undertakes to make any corrections or introduce any changes as indicated by the Company or the customer (if needed). In addition, it has to comply with all the requirements established by the procedures provided by the customer, as well as to fill in the forms provided by the Company.





6.
OUR PEOPLE

OUR PEOPLE

The particular care and attention given to human resources, the care of relationships and interpersonal relationships of the team-work, the integration and transfer of knowledge, training and professional updating are the fundamental values at the heart of Proger's organisation.

Human resources, namely employees and collaborators, customers, suppliers, distributors, sellers, investors and, in general, the vast audience of stakeholders the company interacts with on a daily basis, **are vital to the organisation.**

As regards the policies relating to the well-being of workers, Proger has formulated guidelines and internal indications with the aim of meeting the needs of its resources in the best possible way.

With this in mind, it offers a **safe, healthy and stimulating work environment**, where its employees and collaborators can grow professionally and personally, as well as adopting ethical and business strategies that combine the growth of business profitability and **employment protection and development.**

Given the changes brought about by the Covid-19 pandemic, the Company has decided to renew its working environment, along with the methods to carry out the activities necessary to increase the satisfaction and protection of its resources.

This takes place through constant interaction with the company management, ensuring equal opportunities for growth to its staff and offering **the best balance between work and free time** to be spent for their personal interests.

Employment and job creation are key factors in a company's economic growth and prosperity and are a clear indication of its ability to **attract diverse talent** to innovate and create new products and services and to be competitive on a constantly evolving market.

For these reasons, Proger monitors and undertakes to constantly improve the working conditions of its resources, fostering opportunities for professional and personal growth, guaranteeing periodic opportunities for meeting and discussion, as well as welcoming initiatives of collective interest that increase the sense of belonging to the company and of staff involvement.

Among the main objectives that Proger aims to achieve within the human resources, we acknowledge the implementation of effective stakeholder engagement strategies, retention policies, flexible resource organisation plans as well as the protection and safeguarding of human rights.

In order to achieve these objectives efficiently and in a structured way and to give the right relevance to the sustainability topics on which it is investing, Proger has decided to start an evaluation process with **Cerved Rating Agency, which through the ESG Assessment service is aimed at issuing an ESG score with consequent evaluation report, as well as the preparation of its first Sustainability Report.**

The ESG score is a synthetic judgment that evaluates the solidity of the company from the environmental, social and governance point of view and highlights the



Photo: Proger S.p.A. - Office in Pointe-noire (Congo)

main strengths and potential levers for improvement to be used from a strategic perspective.

With regard to the social section of the ESG Assessment, which among the various material topics considered also includes those relating to the well-being, involvement and development of workers, Proger ranks in the high end.

Moreover, with the aim of monitoring the effectiveness of the various initiatives undertaken, highlighting any

critical issues and evaluating possible solutions or the relative margins for improvement, the Company periodically organises specific meetings.

After the meeting, the main criticalities found are shared with the company's Top Management and with the Internal Audit Committees, where necessary.

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT AND BY GENDER AT 31.12.2021

Proger Italy	Men	Women	Total
Temporary contracts	8	1	9
Permanent contracts	117	72	189
Total	125	73	198
Foreign Branches (Saudi Arabia and Congo)	Men	Women	Total
Temporary contracts	92	21	113
Permanent contracts	11	3	14
Total	103	24	127

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND BY GENDER AT 31.12.2021

Proger Italy	Men	Women	Total
Full-time	120	60	180
Part-time	5	13	18
Total	125	73	198
Foreign Branch (Saudi Arabia and Congo)	Men	Women	Total
Full-time	103	24	127
Part-time	-	-	-
Total	103	24	127

TOTAL NUMBER OF STRATEGIC COLLABORATORS OF PROGER ITALIA AS OF 31.12.2021

Type of strategic collaborators	Men	Women	Total
Professionals with VAT number	81	32	113
Coordinated and continuous collaborators	4	-	4
Interns	1	1	2
Total	86	33	119

Diversity, equal opportunities and non-discrimination

Proger has chosen to invest in the value of its resources, supporting and encouraging their specialization and training, in order to ensure high quality standards in the realization of the works and projects under its management and competence. For the success of the entire company, the Company is committed to ensuring, at the same time, a dynamic, competitive and stimulating environment, but at the same time meritocratic, inclusive, non-discriminatory and tolerant towards the people who contribute to the growth of the company.

Proger works in very different contexts from a social and cultural point of view. This notwithstanding, and in compliance with the traditions of each country, the company promotes and shares equal opportunities and inclusion policies in all its offices, guaranteeing, protecting and encouraging the presence of women even among managerial figures.

Proger recruits and evaluates its employees and collaborators with absolute impartiality, autonomy and independence of judgment, adopting **meritocratic criteria of professional competence**, personal and intellectual honesty and correctness of behaviour, avoiding favouritism, nepotism and any forms of clientelism and discrimination. The evaluation of the personnel to be hired is carried out according to the correspondence of the candidates' profiles with respect to company needs and on merit considerations, safeguarding **equal opportunities** for all interested parties and avoiding any form of discrimination, even in the various foreign countries in which it operates.

During the recruitment phase, the information requested to the resource is strictly connected to their professional and psycho-aptitude profile, respecting their private sphere and their opinions.

The staff is hired with a formal employment contract and any form of irregular work is excluded. Proger undertakes to protect, pursuant to Regulation (EU) 2016/679, the confidential data of employees, acquired, processed and stored by virtue of the employment relationship established, in order to avoid any illicit and improper use of information.

The Company supports and protects the moral integrity of its employees and collaborators and ensures working conditions that respect the dignity of the person.



Furthermore, in the last three years Proger does not appear to be the recipient of investigations relating to discriminatory acts or behaviours connected to racial, ethnic, linguistic, national, geographical origin, religion, age, sex, sexual orientation, disability reasons or personal convictions (pursuant to articles 44 of Legislative Decree 286/1998, 4 of Legislative Decree 215/2003, 4 of Legislative Decree 216/2003, 3 of Law 67/2006 and 55-quinquies of Legislative Decree 198/2006) or failure to comply with the prohibition of dismissal for reasons of marriage or pregnancy and maternity (pursuant to art.54 of Legislative Decree 151/2001 which prohibits dismissal from the beginning of pregnancy to the end of the leave mandatory maternity leave).

The monitoring, coordination and protection of resources activities is entrusted to the HR Department. In compliance with the relevant legislation, company directives, the provisions of the Organisation, management and control model pursuant to Legislative Decree 231/01 adopted by the Company, of the Code of Ethics and of the

internal policies and procedures aimed at defining the roles, responsibilities and operating procedures for personnel management and the search, recruitment and hiring process (both in Italy and abroad), the HR Department has the primary responsibility in the execution of these activities.

In order to protect the remuneration and working conditions of consultants, collaborators, professionals and the like, Proger has always been committed to using a remuneration criterion that guarantees fair compensation for all resources of equal specialization and experience included in the company staff, without any discrimination, favouritism and / or nepotism, as well as compliance with suitable and comparable working conditions for the aforementioned professionals.

In order to verify the company's ability to enhance the skills of its employees and professionals and to assess the adequacy of the initiatives and tools adopted, **the Company annually assesses its resources' satisfaction** by requesting them to fill in an anonymous questionnaire.

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES AND COLLABORATORS BY AGE AT 31.12.2021

Proger Italy	<30 years old	30-50 years old	>50 years old	Total
Executives	-	-	6	6
Managers	1	6	15	22
Employees	12	115	43	170
Strategic collaborators ⁸	13	59	45	117
Total	26	180	109	315
Percentage	8%	57%	35%	100%
Foreign Branches (Saudi Arabia and Congo)	<30 years old	30-50 years old	>50 years old	Total
Top Managers	-	2	-	2
Managers	-	14	8	22
Employees	36	64	3	103
Total	36	80	11	127
Percentage	28%	63%	9%	100%

⁸ Professionals with VAT number, continuous collaborators.

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND BY GENDER AT 31.12.2021

Proger Italy	Men	Women	Total
Executives	5	1	6
Managers	13	9	22
Employees	107	63	170
Strategic collaborators	85	32	117
Total	210	105	315
Percentage	67%	33%	100%
Foreign Branches (Saudi Arabia and Congo)	Men	Women	Total
Top Managers	2	-	2
Managers	18	4	22
Employees	83	20	103
Total	103	24	127
Percentage	81%	19%	100%

At 31.12.2021, Proger S.p.A. employs 11 persons belonging to protected or disabled categories, unlike the foreign branches where these categories are not present.

Photo: Proger S.p.A. - Office in Riyadh (Saudi Arabia)



Collective bargaining agreements

For all employees hired in Italy, Proger applies the CCNL for Trade, while for those hired in Congo it applies the CCNL for the sector “Convention Collective des Entreprises des Services Pétroliers” and the labour regulations appear to be quite similar to the Italian one. In Saudi Arabia, on the other hand, there are no sectoral CCNLs, and Saudi labour relations are entirely governed by local labour regulations.

For these reasons, it is possible to state that **all of Proger’s employees are covered by the National Collective Labour Agreement**; in fact, in Saudi Arabia employees are not covered by the CCNL only because this institute is not provided for by the relevant local legislation.

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS IN 2021

Number of Employees	Italy	Foreign Branches (Saudi Arabia and Congo)	Total
Total employees	198	127	325
Number of employees covered	198	9	207
Coverage percentage	100%	7%	64% ⁹

⁹ The calculated mathematical percentage is not indicative, as it does not take into account the fact that the 118 employees of the Branch in Saudi Arabia are not covered by the CCNL since this institution is not provided for by local labour regulations. Hence, this is not a choice of the Company.

Benefits provided for employees

Proger provides for all employees and professionals of the Italian and foreign branches an insurance policy valid in the event of death and permanent disability, while Italian executives and middle managers have a life insurance. In particular, in Saudi Arabia there is a health insurance policy with AXA Insurance Company covering all employees and their families, while in Congo Proger covers all health costs incurred by its employees, such as, for example, purchase of drugs, interventions, hospitalizations, visits and examinations.

In some cases, the company attributes **fringe benefits** to its employees, such as apartments for personal use, cars for mixed use, mobile phones, company PCs and prepaid cards; each Proger office has a break area where employees can consume meals, use microwaves and refrigerators for food storage.

Furthermore, the Company also provides that its employees can benefit from the flexibility in clocking in and out in order to allow them to limit excessive and often too stringent **rigidity in the management of working hours**.

In view to reconciling working life and personal commitments and with the advent of the pandemic emergency, Proger has envisaged and implemented new work organisation plans, which provide for the possibility of lending one’s work remotely, according to related simplified procedure.

Remote activities are planned with the function managers in order to better coordinate them and ensure the proper performance of the work within the deadlines and in accordance with the agreements with the customer.

In continuity with current business practices and with the aim of supporting this conciliation, the company undertakes to evaluate the new directives provided for by the National Protocol on **smart working** in the private sector. Smart working plans are also envisaged in Saudi Arabia, shared and approved by company management. In Congo, due to the lack of internet connection in most of the common homes, remote working occurs rarely.

In addition to the **parental leave** period provided for by the relevant national collective bargaining agreement, employees can take advantage of working-from-home periods in accordance with the legislation currently in force to balance their work activities with family needs.

There is no differentiation between the standard benefits provided for employees as they are normally provided regardless of the type of employment contract.



Turnover

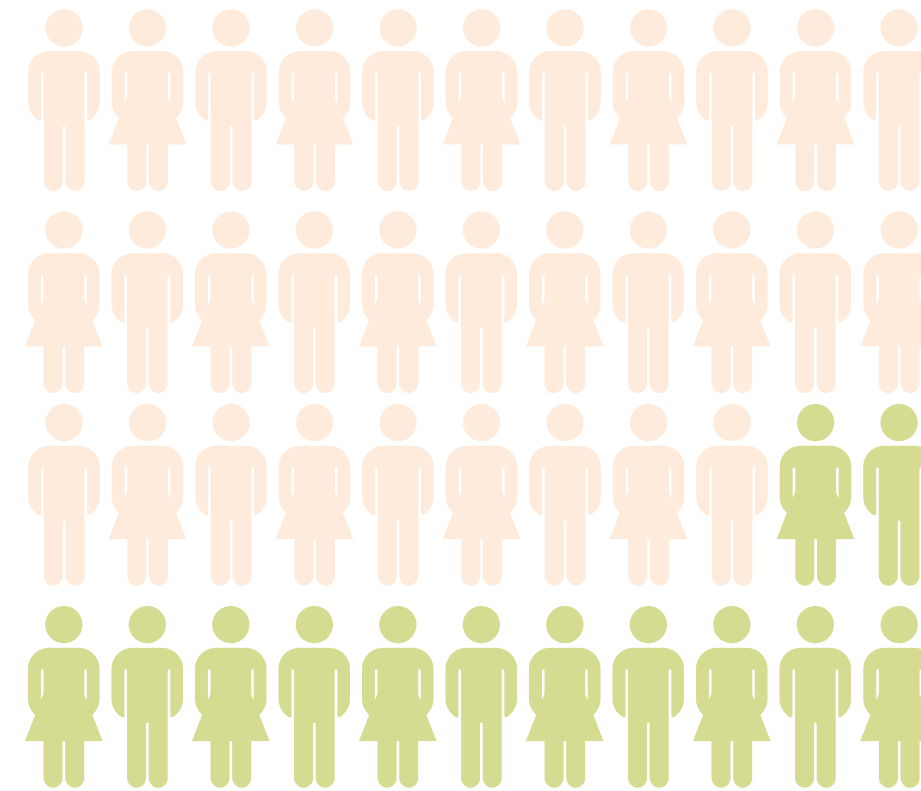
Proger undertakes to monitor the trend of **new hires and the turnover** of its resources, by periodically calculating and analysing these metrics through a breakdown by relevant characteristics such as gender, age groups, geographical area and background.

TOTAL NUMBER AND RATE OF NEW HIRES AT 31.12.2021¹⁰

Proger Italy	<30 years old	30-50 years old	>50 years old	Total	Turnover %
Men	13	20	8	41	20%
Women	3	12	-	15	14%
Total	16	32	8	56	18%
Turnover %	62%	18%	7%	18%	
Foreign Branches (Saudi Arabia and Congo)	<30 anni	30-50 anni	>50 anni	Totale	Totale
Top Managers	20	29	7	56	54%
Managers	12	7	0	19	79%
Employees	32	36	7	75	59%
Total	89%	45%	64%	59%	

TOTAL NUMBER AND RATE OF TERMINATIONS AT 31.12.2021

Proger Italy	<30 years old	30-50 years old	>50 years old	Total	Turnover %
Men	6	10	11	27	13%
Women	-	12	3	14	13%
Total	6	22	14	42	13%
Turnover %	23%	12%	13%	13%	
Foreign branches (Saudi Arabia and Congo)	<30 years old	30-50 years old	>50 years old	Total	Total
Men	8	31	8	47	46%
Women	2	7	0	9	38%
Total	10	38	8	56	44%
Turnover %	28%	48%	73%	44%	



442
RESOURCES

+14
RESOURCES
IN ITALY

+19
RESOURCES
ABROAD

As far as **Italy** concerns, data refer to new hires and the turnover of employees and collaborators of Proger S.p.A.; **the overall number of resources in force at 31.12.2021 is 315** (198 employees, 117 strategic collaborators); at 31.12.2020 there were n. 301 persons.

As regards the **foreign branches**, the data refer to new hires and employee turnover of Proger S.p.A. Riyadh Branch and Proger S.p.A. Congo Branch;

the overall number of resources in force at these offices as at 31.12.2021 is 127 (118 in Saudi Arabia and 9 in Congo); at 31.12.2020 there were n. 108 persons.

As at 31 December 2021, the total number of resources in force in Italy and in the foreign branches was of 442 persons.

¹⁰ The turnover percentages are calculated as the ratio between the number of hires / terminations and the workforce in force at 31.12.21, for each category, as reported in the tables on page 54.

Training

The company promotes, stimulates and supports the professional growth and well-being of its employees and collaborators through resource evaluation and motivation plans.

The study and deepening of specific issues is also guaranteed by the access and use of dedicated databases, the support of specialized consultants, collaborations with universities and industry associations, as well as through the implementation of curricular and extra-curricular internships.

Proger also guarantees adequate training plans, periodic refresher courses and encourages the participation of its resources in conferences and events of corporate interest.



TYPE OF TRAINING PROVIDED BY PROGER (ITALY AND FOREIGN BRANCHES)

Training categories	Italy	Total
Health and safety	204	3,823
Anti-corruption, anti-money laundering, Code of Ethics	38	38
Digital and IT (cybersecurity, data privacy, digital marketing)	19	771
Technical-professional	22	642
Total training	283	5,274

PROGER TRAINING HOURS BROKEN DOWN BY CLASSIFICATION (ITALY AND FOREIGN BRANCHES)

Number of hours	Hours men	Average hours men	Hours women	Average hours women	Total Hours	Average total hours
Executives	32	4.57	-	-	32	4
Managers	191	6.16	35	2.69	226	5.14
Employees	1,356	7.14	715	8.61	2,071	7.59
Strategic collaborators	1,965	10	751	10	2,716	10
Total	3,544	15.54	1,501	15.47	5,045	15.52

The training hours and the number of participants indicated in the previous tables constitute an overall figure regarding all Proger staff in force at 31.12.2021 (442 persons), both in Italy and abroad (Saudi Arabia and Congo).

The training costs incurred in 2021 are equal to € 200,869.

The data reported in the table refer solely to the training activities registered by the Company and do not take into account additional courses managed directly by department and discipline managers.

Remuneration policies

Proger guarantees its resources fair wages and professional and economic growth paths based on meritocracy, gender equality and equal opportunities.

Although the engineering sector has been characterized, up to the last twenty years, by the presence of mainly male professionals, Proger shows within its staff an ever-increasing number of women,

even in managerial roles, and an economic treatment rather homogeneous among professional figures of equal experience and classification, regardless of gender diversity.

In particular, the table below shows the ratio between the basic remuneration (RAL) paid to the men and women of the company, in relation to the different contractual status, both in Italy and abroad:

RATIO OF THE BASIC SALARY FOR WOMEN WITH RESPECT TO MEN - PROGER ITALIA (2021)

Basic salary	Men	Women	Ratio
Executives	150.736*	96.892	0,64
Managers	66.150	53.962	0,82
Employees	32.251	30.663	0,95
Strategic collaborators	51.988	34.745	0,67

* The remuneration of the two CEOs is included in the average remuneration indicated for male executives; these amounts significantly affect the average value of the reference category given the total number of resources considered in the calculation (5).

The average salaries of foreign personnel shown below refer only to employees of Proger S.p.A. Riyadh Branch, namely 118 persons out of 127; the remaining 9 employees of Proger S.p.A. Congo Branch cannot

be included in the calculation of the average values required because the wage averages present in the two countries are exponentially different. For this reason, they cannot be compared.

RATIO OF THE BASIC SALARY FOR WOMEN WITH RESPECT TO MEN - PROGER S.P.A. RIYADH BRANCH (2021)

Basic salary	Men	Women	Ratio
Top Managers	121.751	-	N/A
Managers	100.463	62.986	0,63
Employees	37.650	23.801	0,63

The salary value indicates the local equivalent of the Italian gross annual salary (RAL); keep in mind that the tax burden and the Saudi contribution rate affects significantly and less than the Italian one, leaving the gross-net ratio almost unchanged.

As previously clarified, in Saudi Arabia there is no provision for the application of a national collective bargaining agreement for the sector and, consequently, especially in the private sector, the wage grids and minimum wages by category or role are strongly influenced by the local labour market. Local labour law only provides for a minimum wage for Saudi employees of approximately SAR 4,400 per month (approximately € 1,000) for a full-time employment contract. Proger also provides for an **annual assessment system** for its employees and for those professionals who collaborate with the Company on an almost continuous basis. The evaluation process is completed by the person in charge / referent of the resource through the compilation of evaluation forms relating to the work carried out during the year, the objectives achieved, the technical skills and personal aptitudes of the person. These are then shared, discussed and analysed in order to develop a targeted growth path, bridging any training gaps.

The resources who play a strategic role for the Company also access a reward system

(so-called variable part of the remuneration) which has as its object the measurement and evaluation of the performance made during the year and therefore of the contribution the resource makes through the activity carried out to achieve the corporate, team, individual and personal objectives as set by and with the Company. In particular, the identification of the various reward criteria was entrusted to the "Compensation Committee", a committee appointed by the Board of Directors to define the company's remuneration policies through the selection of qualitative and quantitative indicators aimed at determining the overall value of the variable remuneration accrued annually by the resource. The prizes, therefore, are divided into

two parts:

- **quantitative part** - a portion of the bonus is recognized if, at the end of the financial year, the Company achieves certain economic results relating to the EBTDA (both the company and the reference Business Unit or even the single order);
- **qualitative part** - the remaining portion of the bonus may be partially or totally recognized on the basis of an overall annual assessment of the employee's aptitudes carried out by the Company. The qualitative criteria also include some parameters related to ESG issues.

The final ratification of the actual recognition and / or value of the award is delegated to an internal committee of the Company, composed of the Chief Executive Officer, the HR Director and the person in charge / contact person of the employee. The latter analyses the details of the evaluation, according to the quantitative and qualitative criteria, and in any case, based on the assessment of the activity carried out by

the employee during the year in compliance with the Company's corporate policy.

Proger's new remuneration policies relating to the variable part of the salary are applied starting from the financial year 2021 (the first payment will take place during 2022).

At the date of approval of the 2021 Sustainability Report, the total value of the awards that can be awarded is not yet available as the evaluation activity is in the process of being finalized¹¹.


The identification of the reward criteria was entrusted to the "Compensation Committee", appointed by the BoD to define the remuneration policies

¹¹ In this regard, it should be noted that the evaluation activity for the payment of the 2021 variable remuneration has not yet been completed due to the timing and methods necessary for verifying the achievement of the quantitative criteria, criteria strictly related to the results of the Financial Statements, as well as the economic ones of the various operating units and individual projects.

Health and safety of workers

Occupational health and safety is managed in compliance with the provisions of current national legislation and international regulations and standards. **With regard to the management of health and safety in the workplace, the organisation has implemented a management system certified according to ISO 45001: 2018**, which identifies processes and methods for managing safety in all areas and contexts in accordance with applicable regulations. This takes place starting from the reference framework defined by the company Top Management for the achievement of the specific objectives in the safety field, i.e. the Management System Policy.

The methods of managing the aspects of health and safety in the workplace, which refer to both Proger Italia and its foreign branches, are aimed at ensuring compliance with the relevant legislation, as well as minimizing and mitigating the impacts of work processes to ensure the safety of workers and workplaces.

Through the implementation of processes and procedures in the IMS, clear guidelines are provided on how to perform specific activities.

The above is implemented through:

- **Definition of specific objectives** in the field of health and safety at work within the IMS policy;
- **Definition of a company organisation chart for safety and establishment of an HSSE** (Health, Safety, Security, and Environment) team in charge of organizing and protecting the safety of the company and its subsidiaries;
- **Verification of work environments** and related processes, risk analysis and assessment and definition of the necessary prevention and protection measures aimed at eliminating or reducing risks for workers;
- **Drafting of the documentation necessary for the analysis, monitoring and control of risks** related to work environments and work processes;
- **Drafting of specific policies and procedures** on health and safety at work for the work processes performed by the organisation;
- **Definition of training**, information and personnel training plans;
- **Management of health surveillance**;
- **Involvement of all company resources** and their representatives (RLS) for the continuous improvement of the company's safety;
- **Periodic monitoring and control of performance** in the field of health and safety at work (accidents and near misses, education and training, health surveillance).

The management methods are periodically monitored through an audit program, which includes first and third-party audits, while second-party audits are carried out on suppliers. Lessons learned are elaborated and improvement actions and specific objectives are defined based on the monitoring results and on the performance analysis in the field of health and safety at work and the reports of workers.



WORK-RELATED INJURIES - PROGER'S EMPLOYEES

Number of cases	2021
Number of recordable work-related injuries¹²	1
- of which, fatalities	-
- of which, work-related injuries with serious consequences (excluding deaths)	-
Hours worked ¹³	626.775
Recordable work-related injury rate¹⁴	1,60%
Rate of fatalities	-
Serious work-related Injury Rate	-

As far as the performance of corporate duties concerns, dangers are identified and their significance is assessed, followed by a risk analysis for those above a certain threshold of attention. **The risk assessment carried out by the Company and the related remedies for their mitigation are reported in the corporate Risk Assessment Document**, published on the intranet and updated periodically and referring to consolidated schemes of workplace health and safety disciplines. The identified hazards are organised according to their significance within the company in the interaction between man and workplace. In addition, when new hazards are identified during the execution of work activities, a specific risk assessment is performed to identify any need for additional measures other than the standard ones.

The company provides adequate training and information along with personal protective equipment, suitable for mitigating the risks themselves.

With a view to raising the awareness of all staff, Proger transmits periodic communications on good practices in the field of occupational health and safety, which refer to the regulatory framework of Legislative Decree 81/2008 and subsequent amendments.

Within this framework, Proger has produced the required documentation and appointed the mandatory figures in compliance with the provisions of the regulatory reference. **The Company therefore has an HSSE Office for Italy and the foreign branches**, which is responsible for supervising the activities necessary to ensure safety at work and to record the related training and necessary updates on the company platform.

Injuries are recorded and analysed according to the *"IMS Work Instruction WIPSo103 - Management of accidents, injuries and near miss"* procedure.

No near miss cases were recorded in 2021.

¹² During an inspection of the deck of a viaduct along a slope on the side of the plinth of the pile, the worker slipped on a trunk hidden by vegetation.

¹³ As regards the hours worked by Proger, the sum of the hours of the Italian offices (326,381) with those of the foreign branches (300,394) has been inserted, counting in total 626,775 hours.

¹⁴ The multiplier used to calculate the indices corresponds to 1,000,000, in accordance with the recommendations by the GRI.

7.

DEVELOPMENT AND
INTERACTION OF LOCAL
COMMUNITIES AND OTHER
SOCIAL RESPONSIBILITY
PROJECTS



DEVELOPMENT AND INTERACTION OF LOCAL COMMUNITIES AND OTHER SOCIAL RESPONSIBILITY PROJECTS

The interaction with local communities is an integral part of the Company's Business Model, which provides for the distribution of the economic value generated by the activities carried out through the primary **involvement of suppliers and local resources in the production processes**. Proger contributes to the development of the area in which it operates through the implementation of new projects, often of public utility, which improve their efficiency and usability as well as through the employment of mainly local staff.

The stable and continuous presence of the Company in the territories in which it holds its offices means that it can contribute significantly to their social development and to their economy and employment; in addition, the Company operates in countries facing particular difficulties due to social imbalances, unemployment, great poverty and a low average level of education.

The projects and engineering services followed and developed by permanent organisations set up abroad, i.e. the branches in Saudi Arabia and Congo certainly constitute an important opportunity for the creation of jobs, thus resulting in the development and stability for hundreds of people. In the latest revision of the Business Plan drawn up by the Company, **Proger aims at strengthening its presence abroad, and at increasing in activities in Italy, with a significant involvement of local realities both in terms of employment and development and interaction and comparison with local value chains**, including suppliers and *subcontractors*.

Proger has undertaken to reorganise its structure to respond more effectively and efficiently to the needs of an increasingly competitive market through investments aimed at improving the organisation of the company and offering diversified and specialized services, thus strengthening its leadership in the reference market. Having assumed an important role in the sector in which it has been working over the years, Proger considers the socio-economic and employment impacts the business generates as an integral part of its business strategy, committing itself to creating long-term value for all its stakeholders, especially at local level, and identifying objectives of common interest through the promotion of shared initiatives. Furthermore, the variety of projects undertaken and the diversity of the countries and realities in which the Company operates have led to the adoption of a diversified approach to meet the specific local needs as well as a significant investment in terms of specialization and sharing of know-how.

“ This investment brought an important benefit to over a thousand inhabitants ”



AWARE Project

LOCATION	Republic of Congo
SERVICES	Design Project Financing Training for users and technicians Procurement and works supervision Assistance for the establishment of local ownership of the system
TECHNICAL DATA	Population: 2,000 inhabitants Wells: 3 for irrigation and 3 for drinking water Depth: 80-100 m

AWARE stands for “Adaptable Water Access & Renewable Energy”. The cornerstone of the project are innovative integrated modules that provide energy, from renewable sources, and water, combining technological innovation, water efficiency, energy and agricultural sustainability.



As proof of the **Company's commitment** to developing and **increasing the autonomy of local communities**, for many years Proger has been following the implementation of **philanthropic projects** in particularly poor areas, which are still lacking of primary goods and services. Among these initiatives, the **AWARE Project in Congo for the supply of drinking water and electricity** in the community of Pondila is particularly noteworthy. Proger's CEO, Mr. Marco Lombardi, commented on the project as follows:

“ When wondering about the reasons for migration, it is suffice to say that **600 million Africans do not have access to electricity and 312 million Africans do not have access to water**. Out of the 25 countries in the world with the lowest access to clean water, 18 are in Africa. In the Republic of Congo, **about 3 million inhabitants (80% of the total population) do not have access to electricity**. Proger has invested 600 thousand euros in the AWARE project. We build wells and lifting systems powered by renewable energy sources - with photovoltaic panels - **to supply communities with water and energy** to be allocated to an agricultural program. Everything is integrated, efficient and sustainable, especially in countries where the sun never fails. Involving communities from the very beginning of the development of the project meant for us to do things we had never done before: go to the huts, explain how the plan works, convince the village leaders, train maintenance personnel, set up a cooperative in the village to administer the plants and manage the agricultural project. **This investment brought an important benefit to over a thousand inhabitants.** ”



Photo: AWARE Project - Pondila (Republic of Congo)

AccYouRate

TECHNICAL DATA	Parameters detected: <ul style="list-style-type: none"> • ECG trace (quality up to 4000mhz) • BPM (heart rate) • Respiration trace and curve • Breath frequency • Body temperature • Motion / fall detection, front, side, rear • Shock detection • Posture detection
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AccYouRate provides an innovative **service** for **monitoring and protecting the health of workers** through a range of clothing based on **smart** textile technology.

The **project undertaken** with the AccYouRate company is a start-up created by the **collaboration** between **Proger** and **Let's** for the creation of highly technological wearables capable of monitoring and returning the **individual's bio-vital parameters** in real time, such as ECG and continuous breathing level, thanks to polymeric sensors printed in the fabric, invisible and imperceptible, with extraordinary implications regarding the protection of **individual health and safety** as well as in the field of **advanced telemedicine**.



“
 We are specialized in designing the future, which passes through workforce protection. This is AccYouRate's great innovation
 ”

The **applications** of this technology are **many** and AccYouRate has already carried out numerous tests on workers who work in **critical contexts**, from an **environmental** or psychophysical stress point of view, such as **steel mill workers, oil platform technicians, firefighters and surgeons** engaged in long and complex interventions.

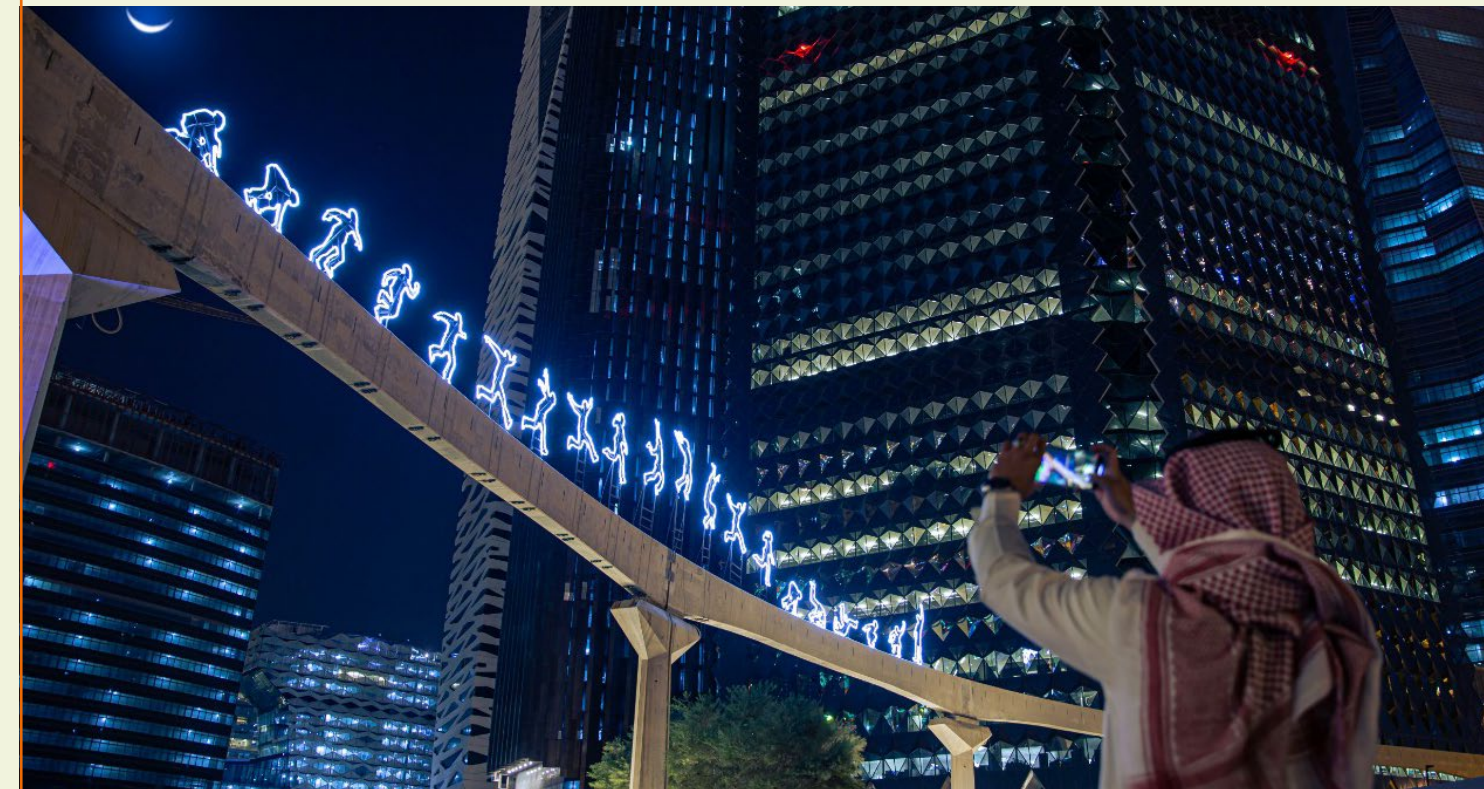
In addition to these initiatives, the program for the provision of medical devices to the International Red Cross for 100,000 volunteers has acquired considerable importance in the last two years.

AccYouRate supports the Red Cross to make its activities in support of the most vulnerable even more effective, timely and sustainable, both by monitoring **the health of site personnel**, and by developing a range of new products to innovate current **telemedicine** protocols, with low cost, easy to use, comfortable and washable tools.

Riyadh Art Program

LOCATION	Saudi Arabia
CLIENT	Royal Commission for Riyadh City
SERVICES	Program Management Office. Permitting. Construction Management. Procurement. Specialised Consultancy.
TECHNICAL DATA	Programs: 10 + 2 festival Artworks: 1000+ Artist involved: 200+

Proger is responsible for the PM Office of this unprecedented initiative, where more than 1,000 contemporary works of art will be installed in the city of Riyadh, transforming the city into an open-air art gallery and an outstanding tourist and cultural centre



Riyadh Art is one of the four major programs aiming to transform the **Saudi capital** into a city capable of offering **the highest standards of livability and lifestyle**, thanks to the installation in public spaces of over 1,000 works of art, with the creation of a **movement of artistic expression** through the **involvement of the community**, accelerating the **economic and cultural development** of the city.

To achieve such an ambitious and innovative vision, Proger has brought together a team of engineers, designers, managers, art experts and directors of some of the most important museums in the world, who work together according to the company's principles of **flexibility and excellence**.

Over **one hundred professionals from all over the world**, each with their own traditions and culture, but **all united by Proger's international and multidisciplinary values**.

The most tangible manifestation of Riyadh Art in 2021 was the Noor Riyadh light art festival, which saw the participation of over 300,000 men and women from all over the kingdom.



Photo: Riyadh Art Program - Riyadh (Saudi Arabia)

8.

RESPECT FOR THE ENVIRONMENT



RESPECT FOR THE ENVIRONMENT

Proger pays the utmost attention and priority on respecting the interests of the community and considers the environment and nature paramount values and heritage belonging to all of us, to be protected and defended, thus orienting its business to respect them. In carrying out the business activity, Proger takes into account the environmental and landscape impact, preventing and condemning any form of damage and deterioration of the territory.

Although it does not generate significant environmental impact, given the nature of the Company's business, Proger believes that it is essential to adopt a responsible approach to the design and management of its activities. For this reason, he pays the utmost attention to the sustainable use of resources and the minimization of waste.

The company periodically assesses the risks and opportunities associated with its activities, each time defining new objectives in the environmental and procurement fields, compatible and consistent with the business strategy.

Proger's commitment to integrating the principles of sustainability into its business processes implies that the initiatives and activities undertaken by the company are evaluated both on the basis of their economic convenience and on any environmental and social impacts related to them.

In this regard, Proger has defined the guiding principles to be followed towards a sustainable growth, aimed at innovating the services offered in compliance with the highest industry standards.

In carrying out these activities, the person in charge of environmental protection carries out coordination and control in relation to the implementation of the legal requirements relating to the environment, urban planning and construction, pollution, waste disposal and the like.

The direct commitment of the company to the environment protection and defence is also reflected in the work of a reference Business Line, which deals with remediation both in the construction sector (e.g. asbestos remediation) and in the recovery of polluted sites (i.e. Bagnoli reclamation project) as well as in the development of **energy transition projects**.



Energy consumption and emissions

With the aim of ensuring responsible management of the energy consumption and the reduction of the related environmental impacts, **the Company is committed to implementing energy efficiency measures at all locations,** where possible. In particular, the following initiatives have been envisaged in terms of internal energy efficiency:

- the adoption of company procedures for the correct use of its ventilation systems and for the efficiency of daily consumption;
- the purchase of the new Proger headquarters in Abruzzo, available from 2023, built according to the most advanced criteria in terms of energy efficiency, following the so-called Zero IMPACT;
- the transition of its car fleet from traditional cars to hybrid or electric cars. In 2021, 3 traditional cars were replaced with 3 hybrid cars.

On the other hand, Proger's commitment to external energy efficiency can be seen in the development of special projects in the field of energy redevelopment that from 2022 will be directed and supervised by the new **Green Energy Business Unit**. Furthermore, Proger is focused on the development of the following projects:

- **E-mobility;**
- **Energy efficiency of buildings;**
- **Blue and Green Hydrogen Production.**

Currently, the company function responsible for the efficient use of energy is the **Facility Management**, which is responsible for monitoring, and reporting periodically to the Company's top management the consumption made through the preparation of an Energy Audit report.

ENERGY CONSUMPTION WITHIN THE ORGANISATION

Energy sources	GJ ¹⁵
Fuels from non-renewable energy sources	5,467
Diesel fuel (indicate only consumption for owned and long-term leased means of transport)	2,613
LPG heating	493
Automotive gasoline (indicate only consumption for owned and long-term leased means of transport)	2,360
Fuels from renewable energy sources	-
Electricity	4,645
Electricity purchased from renewable and certified sources (eg Guarantee of Origin Certificates)	-
Electricity purchased from non-renewable sources	4,645

¹⁵ The conversion factors of energy consumption into GJ used are published by DEFRA, UK Government GHG Conversion Factors for Company Reporting (2021).

The type of energy considered for the calculation of energy intensity is the total energy used mainly for lighting, heating and cooling in the offices of the Italian and foreign branches. The energy intensity, equal to 62.5 GJ / million €, is calculated by dividing energy consumption by production value¹⁶ (million €).

The following tables illustrate the emissions of greenhouse gases into the atmosphere, which result from the energy consumption declared in this paragraph.

DIRECT GREENHOUSE GAS EMISSIONS (GHG) EMISSIONS (SCOPE 1)¹⁷

Energy source	tCO ₂
Diesel fuel (indicate only consumption for owned and long-term leased means of transport)	172
LPG Heating	29
Automotive gasoline (indicate only consumption for owned and long-term leased means of transport)	151
Non-renewable fuels	352

GHG SCOPE 1 AND SCOPE 2

Type of Emission	Measurement Unit	2021
Scope 1 - Direct Emissions	tCO ₂	352
Scope 2 – Energy indirect Emissions (location based) ¹⁸	tCO ₂	557
Scope 2 – Energy indirect Emissions (market based) ¹⁹	tCO ₂	645
Scope 1 and Scope 2 (location based)	tCO ₂	909
Scope 1 e Scope 2 (market based)	tCO ₂	997

¹⁶ As regards production value, the sum of the turnover of Proger Italia (€ 77,656,341.80) and the turnover of the foreign branches in Congo and Saudi Arabia (€ 9,736,872.86) has been entered. The remaining turnover of € 2,021,657.34 refers to the other foreign branches of Proger not included in the reporting scope, therefore it is not taken into consideration.

¹⁷ The factors published by DEFRA, UK Government GHG Conversion Factors for Company Reporting (2021) and the emission factors from Ministry of the Environment (2021) were used for the calculation of direct greenhouse gas emissions (Scope 1) with regard to the fiscal year 2021.

¹⁸ The emission factors published by ISPRA (2021) for the Italian perimeter and by Terna were used to calculate the indirect gas emissions with the evening effect (Scope 2) with regard to the fiscal year 2021. Location-Based method (2019, "World" item) for the foreign perimeter.

¹⁹ The emission factors of the residual mix published by the Association of Issuing Bodies (AIB 2021) were used to calculate the indirect gas emissions with the evening effect (Scope 2) for the data relating to the fiscal year 2021, Market-Based method for the Italian perimeter. The residual mix for the foreign perimeter was approximated to the emission factor provided by Terna (2019, item "World"), the same used for the foreign perimeter in the calculation of Scope 2 Location Based emissions.

Management of water resources

As well as energy consumption, water withdrawals are limited to daily use only in Proger's offices in Italy and abroad. These consumptions are reported in the bill like any other ordinary user.

Since these are water discharges related solely to daily consumption, the possibility of reducing them is very limited.

Proger has implemented guidelines and internal policies to reduce any waste and is committed to monitoring the annual consumption of its offices, proposing initiatives aimed at containing it.



In order to sensitize its staff to reduce the consumption of these resources as much as possible, Proger shared a note on the company intranet **“Information on good office environmental practices”**.

WATER CONSUMPTION IN 2021

Type of Emission	All areas (Megaliters)	Water stress areas (Megaliters)
Surface water (total)	-	-
Groundwater (total)	-	-
Fresh water (≤ 1000 mg / L total dissolved solids)	-	-
Other types of water (> 1000 mg / L total dissolved solids)	-	-
Sea water (total)	-	-
Produced water (total)	-	-
Third party water resources (total)	0.969	-
Fresh water (≤ 1000 mg / L total dissolved solids)	0.969	-
Other types of water (> 1000 mg / L total dissolved solids)	-	-
Third-party water resources (total) by source of withdrawal	-	-
Total water withdrawal		

The data relating to the Branches located in Saudi Arabia and Congo are not currently available as the water consumption carried out at the various foreign offices is detailed and valued on the invoice in a different way than those used by Italian suppliers.

The data relating to Italy are limited to the offices of San Giovanni Teatino (849 cubic meters), where the largest number of employees is present, and of Villa D'Agri (120 cubic meters).

On the other hand, water consumption in 2021 relating to the Rome and Milan offices is estimated on the basis of condominium thousandths and is not available at the date of preparation of the Sustainability Report.

Starting from 2022, in order to monitor the Company's water consumption accurately, Proger has requested its suppliers to present the annual detail of these values using the same methods for reporting their consumption.

Waste management and circular economy

Proger's core business is not directly associated with the production of hazardous waste, either at its Italian or at its foreign offices.

If such waste were to be produced in the construction sites where Proger carries out the construction management activity and / or a role of responsibility and coordination in the execution of the project, their disposal process is devolved to third parties, whose compliance with reference standard is verified according to **ISO 14001** standards.

With regard to the waste produced in the various operational and administrative offices during the exercise of ordinary work, however, it should be noted that the only hazardous waste produced by the Company is toner for printers, which, once finished, is appropriately collected and disposed of by the companies that supply them.

During 2021, 134 packs of toner of various colours were acquired for all Italian offices and their

disposal as hazardous waste is equal to a weight of 52.20 kg.

On the other hand, waste similar to solid urban waste is disposed of with separate waste collection, the service of which is performed by specialized companies / entities duly appointed by the relevant Municipality and therefore this process does not fall within the direct competence of the Company.

Furthermore, in the awareness that even small gestures can be decisive, **Proger has decided to act on its plastic consumption, which is limited to personal use only during working hours**, by installing microfiltered water dispensers at its premises, in order to avoid the use of plastic bottles and glasses, encouraging the use of personal water bottles.

As a further measure of reduction, the use of biodegradable glasses or glasses from recycled materials was introduced.



Projects and initiatives

Proger develops projects with a reduced environmental impact, supporting the customer in identifying and applying the best sustainability strategies.

Innovation and constant attention to the environment are Proger's reference points for each project dealt with.

The multidisciplinary approach has always characterized Proger's integrated design and finds its most significant expression in the execution of analyses, assessments and the preparation of mitigation and optimization solutions for all environmental aspects of each project. The company has been adopting the most popular green building protocols for years, creating LEED, WELL and BREEAM certified projects.

From Gray Hydrogen to Green Hydrogen

Proger has developed and is carrying out many projects in the field of renewable sources, but it is also experimenting other technological applications which now are able to **provide concrete answers to the needs of the transition** and which are equipped with sufficient robustness and applicability requirements, especially in territorial contexts that are not always avant-garde.

Industrial hydrogen (gray), produced from methane, is a common product Proger has been managing for years, providing plant and construction services to large oil companies, such as the Burgas plant. The acquired **know-how** is a fundamental prerequisite to be able to approach the issues of the so-called blue and green hydrogen, which "differs" from the gray one not for its characteristics - since the properties of the chemical element are absolutely the same, as well as the problems of transformation and storage - but as regards the **methods producing energy** necessary for the processes and management of any CO₂ emissions.

Starting from this experience, the company has therefore decided to tackle two main Green Hydrogen development lines:

- the production of hydrogen from renewable sources and its storage for industrial use to replace gray hydrogen;
- the use of hydrogen as a vector to manage, in grid-isolated systems such as small islands, the integration of electricity production from renewable sources with demand for very long periods of time.



Hydrogen Plant in Ginostra

LOCATION	Ginostra, Isle of Stromboli
CLIENT	Enel
SERVICES	Engineering
TECHNICAL DATA	Hydrogen produced: 5.33 Nm ³ /h Electric power: 400 V / 50Hz Energy stored: 3400 MWh Fuel Cell Power: 45 kW

Ginostra is a small village on the island of Stromboli isolated from the national electricity grid.

The designed photovoltaic system was sized to meet the increasing demand during the summer

season, when consumption and the island's population reach the highest levels. A choice of this type means that, for a long period of the year, there is a large overproduction of unused electricity.

Proger has thus designed a plant capable of **producing hydrogen from excess solar energy** during these periods, storing it in high-pressure tanks and making it usable thanks to a **fuel cell** that generates electricity in those periods of the year in which production of renewables is unable to meet demand.



Burgas Hydrogen Purification Plant

Hydrogen recovery and purification plant inside the Lukoil refinery in Burgas, Bulgaria, the largest in the Balkans. The heart of the plant is the PSA (Pressure Swing Adsorption) unit consisting of 2 skid valves and 7 vessels, 1 compressor, 1 lube oil, various pressure vessels, a pipe rack and a connecting pipeline between the new plant and the existing plant. For Proger a **great experience** in the treatment of hydrogen.

LOCATION	Burgas, Bulgaria
CLIENT	Sicim s.p.a. - Lukoil
SERVICES	EPC
TECHNICAL DATA	PSA Unit: 2 skid, 7 vessel

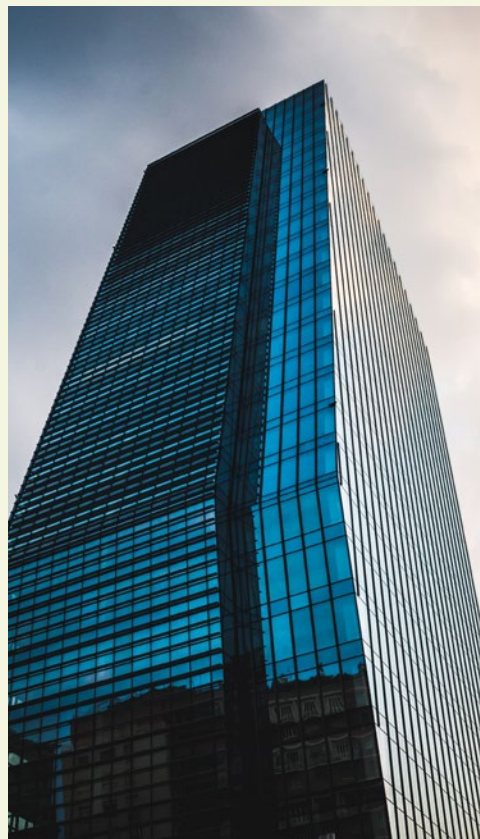
Photo: Burgas Hydrogen Plant - Bulgaria

Diamante Tower

LOCATION	Milan
CLIENT	BNP Paribas
SERVICES	Fit-Out Design Project Management Construction Management Supervision of works LEED Certification
TECHNICAL DATA	Height: 140 m Workplaces: 2,060 Surface: 28,000 m ²

A **energy efficiency masterpiece**, LEED® GOLD Commercial-Interior certified, to house the new BNP Paribas headquarters inside one of the landmark towers of Milan's new skyline.

Quality of the interior spaces for sustainability and environmental performance, healthy and pleasant places with a low operating cost and a **reduced environmental impact**: the American certification body has recognized these aspects.



Melfi Wind Farm

LOCATION	Melfi
CLIENT	EDP Renewables
SERVICES	Engineering Construction Management
TECHNICAL DATA	Installed Power: 44.85 MW Production: 90 GWh / year N. Wind turbines: 13 Height: 82-112 m Rotors diameter: 136 m



The Melfi wind power plant is a 45 MW plant made up of thirteen turbines.

The energy produced is able to meet **the annual needs of about 30,000 families** and is mainly used by urban centres and industrial settlements in the immediate vicinity.

The wind farm, perfectly inserted in the environmental context of the 25 hectares of land on which it develops, is **one of the numerous renewable projects** carried out for EDP Renewables in Italy.

Railway Line Messina-Catania

LOCATION	Italy
CLIENT	RFI - Rete Ferroviaria Italiana
SERVICES	Engineering Environmental Impact Mitigations
TECHNICAL DATA	Length: 43 km Number of construction sites: 100

Doubling of the Messina - Catania railway line, with 43 km of tracks running mainly in the tunnel. **Energy and water sustainability** are key topics of all construction areas, addressed with design solutions that maximize self-production from photovoltaics and achieve 100% recovery of runoff water.



Photovoltaic systems

LOCATION	Italia
CLIENT	Enel, Enel X, ENI e Autostrade
SERVICES	Permitting Engineering Procurement Project Management Construction Management

Proger has been operating in the photovoltaic sector for decades and in recent years has developed projects for numerous operators in the sector, and beyond. Among these, we can mention the development and design related to the construction of photovoltaic systems in ground - rooftop and shelter configuration for Enel X; owner engineering services for **large renewable energy plants** in the European region for Enel Green Power; engineering and procurement of **photovoltaic generation** and storage systems for ENI's offshore and onshore plants; architectural and engineering services for the design of photovoltaic systems at the Autostrade per l'Italia network sites.



E-Mobility

LOCATION	Italy
CLIENT	Enel X
SERVICES	Feasibility Studies Permitting Engineering Procurement Execution of Works Maintenance
TECHNICAL DATA	Charging stations installed: 500+



The **electric vehicle** market is growing at a dizzying pace and so is the demand for **charging stations** in the area. A surprising growth, but not for Proger's **Green Energy BU**, which already boasts several **years of experience** with hundreds of columns installed throughout the country for the main operators in the sector, starting with Enel X. These results place Proger among the **leading developers** and builders in the sector in Italy, able to offer services ranging from preliminary inspection activities and feasibility assessment to the design and management of authorization procedures, from the construction of electrical, mechanical and civil works for connection to the electricity network up to maintenance interventions.



Sustainability initiatives

Proger's environmental sensitivity is not expressed exclusively in the tasks assigned to it, but is enhanced above all in the conception, experimentation and development of numerous sustainable solutions to be proposed to institutions, local authorities and private companies.

GREEN VILLAGE

Design and construction of the systems and infrastructures necessary for the power supply of a small town or hamlet entirely from renewable sources.

FLOATING PV

Structurally and energetically integrated floating photovoltaic system with aquaculture system for freshwater fish.

SMART SCHOOL

Building redevelopment, energy efficiency, digital infrastructure, replacement systems and air sanitation, thermal scanners and automatic presence detection systems.

NZEB BUILDING

Transformation of an existing public (or private) building into an nZEB (nearly Zero Energy Building) with very high-energy performance.

ELECTRIC PUBLIC LOCAL TRANSPORT

Project of an integrated and sustainable transport system for the Metropolitan Areas.

HYBRID/ELECTRIC BOATS

Reduction of emissions and noise pollution of the boat fleet for the waste collection in the historic centre of Venice and on the islands of the lagoon.

EcoDomus



Proger proposes itself as an EPC Contractor for the efficiency of condominiums, with a tailor-made offer for reducing the energy consumption of individual homes.

Reclamation of Bagnoli



An environmental remediation intervention of the beaches and the seabed in order to give the coast back to the population.

Blue Bases - Green Barracks



Civil and energy engineering assignments for the construction of new generation military bases: efficient, functional, modular and with a low environmental impact.

Development Corridors



Alongside the Mozambican government for the socio-economic development of the country with an infrastructural assessment in search of the best growth opportunities.

Waste & Water Management



Disposal of industrial waste and treatment of industrial water from the onshore and offshore structures of the Kashagan field.

GRI CONTENT INDEX

(Selection of GRI Standard)

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TRANSPARENCY AND CUSTOMER CARE

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103-1	Explanation of the material topic and its Boundary	p. 7-8	
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GRI-201: ECONOMIC PERFORMANCE 2016			
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GRI Standards	Disclosure	Page	Note
GRI-205: ANTI-CORRUPTION 2016			
205-3	Confirmed incidents of corruption and actions taken		In 2021 there were no confirmed episodes of corruption, nor ascertained in which employees were fired or were subject to corruption or ascertained measures for which contracts with commercial partners have been terminated or have not been renewed due to corruption-related violations.
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103-3	Evaluation of the management approach	p. 77-78	
GRI-303: WATER AND EFFLUENTS 2018			
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404-1	Average hours of training per year per employee	p. 61	

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103-2	The management approach and its components	p. 64-65	
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GRI-403: OCCUPATIONAL HEALTH AND SAFETY 2018			
403-9	Work-related injuries	p. 65	
DIVERSITY, EQUAL OPPORTUNITIES AND NON-DISCRIMINATION			
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GRI-405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and employees	p. 54-55	
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QUALITY AND SAFETY OF THE SERVICES OFFERED			
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103-1	Explanation of the material topic and its Boundary	p. 7-8	
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GRI Standards	Disclosure	Page	Note
GRI-416: CUSTOMER HEALTH AND SAFETY 2018			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		In 2021, there were no cases of non-compliance with the regulations and / or self-regulation codes regarding the impacts on the health and safety of products and services.
ENVIRONMENTAL COMPLIANCE			
GRI-103: MANAGEMENT APPROACH 2016			
103-1	Explanation of the material topic and its Boundary	p. 5-7	
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103-3	Evaluation of the management approach	p. 53-55	
GRI-307: ENVIRONMENTAL COMPLIANCE 2016			
307-1	Non-compliance with environmental laws and regulations		In 2021 no non-compliance with environmental laws and / or regulations were raised and that, therefore, significant fines and / or non-monetary sanctions for failure to comply with the relevant environmental laws and / or regulations were never issued. Furthermore, there are no cases in which dispute resolution systems have been used.

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