

AMICO GROUP

Sustainability Executive
Summary

2023



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Summary

2023





TABLE OF CONTENTS

01.	LETTER TO OUR STAKEHOLDERS	Pag 6
02.	ABOUT US	Pag 8
03.	OUR HISTORY	Pag 12
04.	MATERIALITY ANALYSIS 4.1 Our stakeholders 4.2 Relevant topics for the Amico Group	Pag 18
05.	ETHICS AND RESPONSIBLE GOVERNANCE	Pag 44
06.	OUR ECONOMIC PERFORMANCE: GENERATED AND DISTRIBUTED VALUE	Pag 50
07.	AMICO FOR THE ENVIRONMENT	Pag 54
08.	AMICO FOR THE SOCIAL	Pag 66
09.	METHODOLOGICAL NOTE	Pag 94
10.	ANNEX	Pag 98

01 LETTER TO OUR STAKEHOLDERS

WE HAVE CHOSEN TO DRAW UP THE FIRST SUSTAINABILITY EXECUTIVE SUMMARY COVERING THE ACTIVITIES OF THE ENTIRE AMICO GROUP BECAUSE WE INTEND TO BROADEN AND CONSOLIDATE THE RELATIONSHIP WE HAVE WITH OUR STAKEHOLDERS, SHOWING HOW THE WORK WE DO EVERY DAY IS GUIDED BY NOT ONLY ECONOMIC PRINCIPLES BUT ALSO SOCIAL AND ENVIRONMENTAL SUSTAINABILITY.



The Amico family's entrepreneurial history dates back to 1799 when master builder Matteo Amico had the intuition and ability to start a business that over the years has profoundly evolved, diversified and expanded, and which we carry on today with pride and passion, always devoting our attention to the satisfaction of our customers, the wellbeing of the people who work with us and our environmental responsibility.

In recent years we have reached important goals and achieved important figures: we believe that, precisely during growth periods, our actions can make a substantial contribution to the realisation of a sustainable

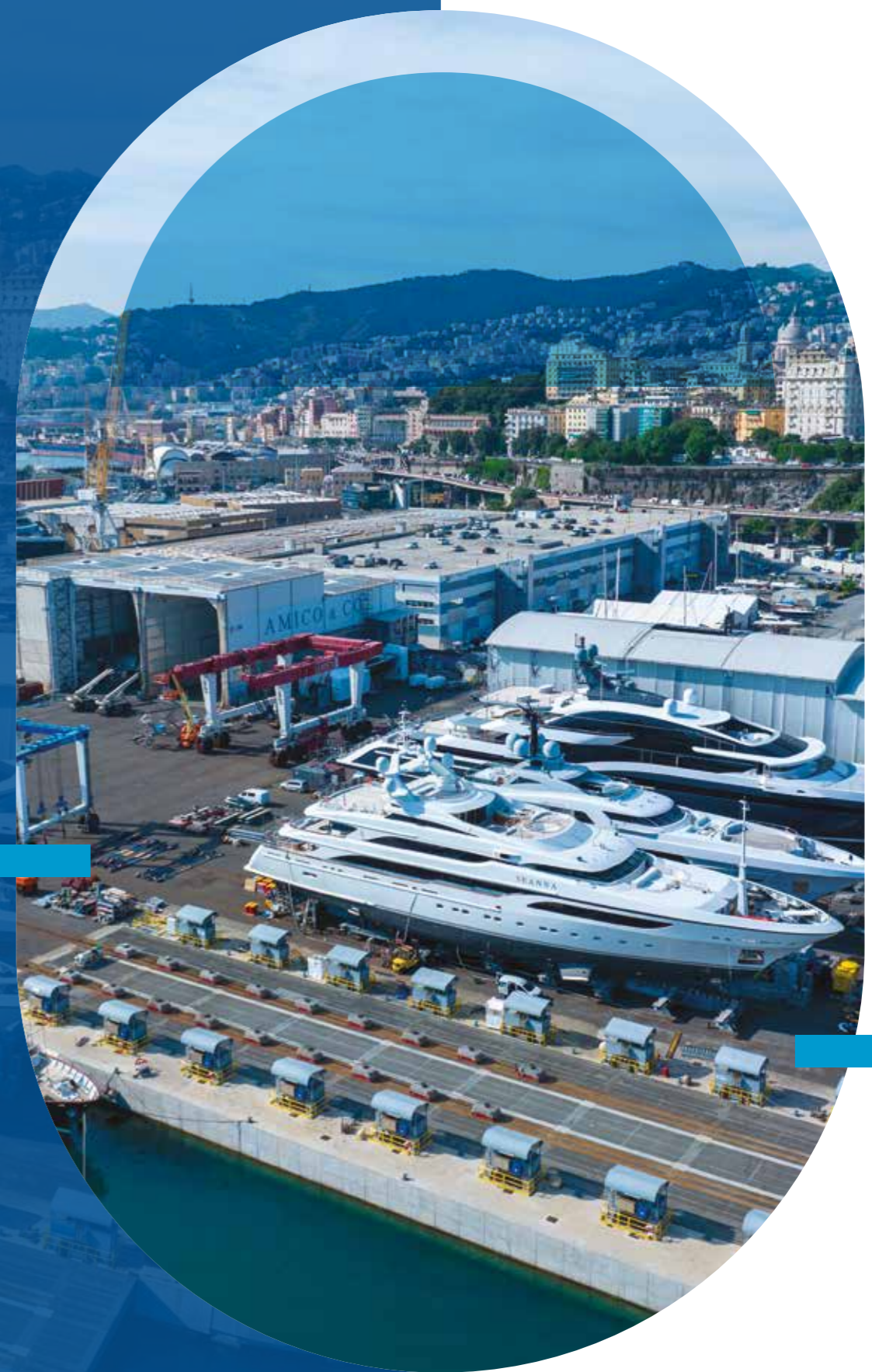
development model: from the actions we perform for our community, to the initiatives we are carrying out and plan to carry out for the people who work with us, to the efficiency of our processes.

We are aware of the impacts that we generate and how we can always improve: this is the first step towards increasingly transparent and shared reporting with our stakeholders, with the promise to work with the commitment that distinguishes us in the years to come.

A handwritten signature in black ink, appearing to be 'P. Amico'.



02 ABOUT US





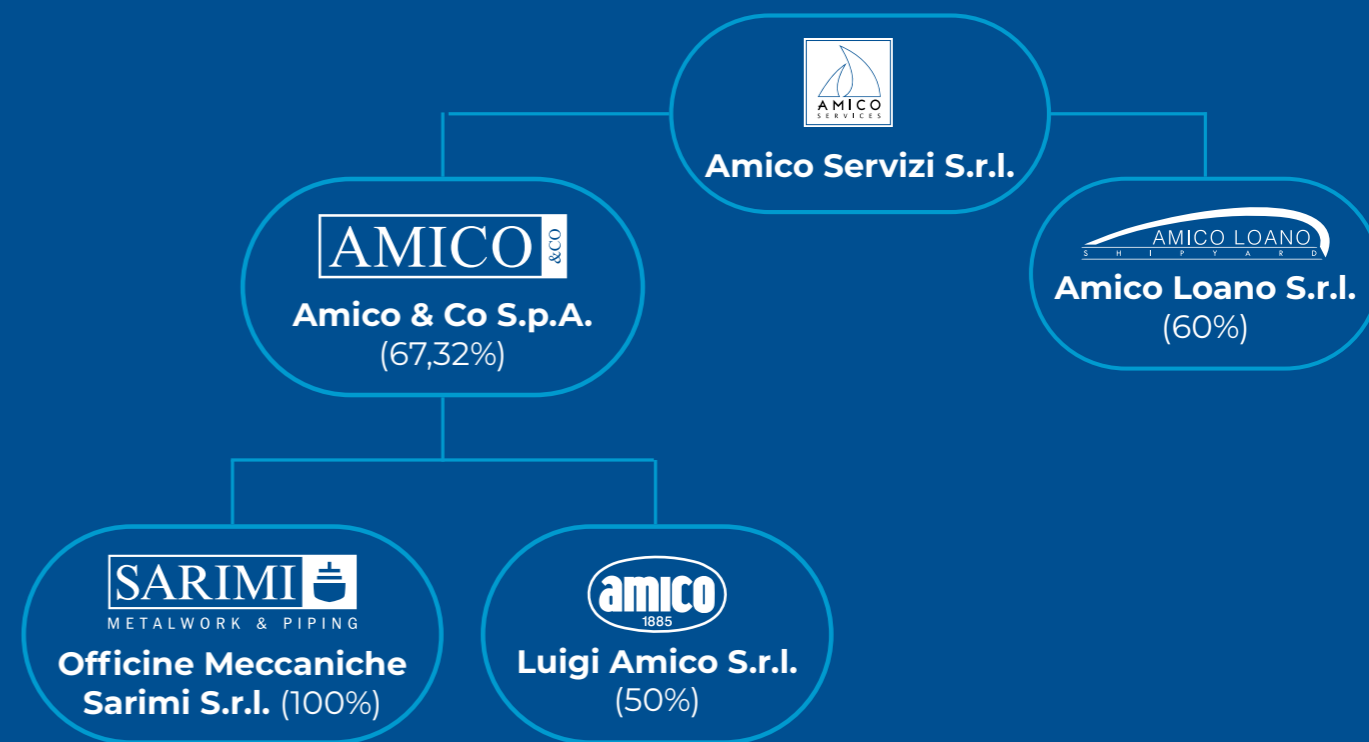
02 ABOUT US

Today, the Amico Group consists of different entities: Amico Servizi S.r.l., Amico & Co. S.p.A., Amico Loano S.r.l., Luigi Amico S.r.l. and Officine Meccaniche Sarimi S.r.l., which offer a wide range of services to the naval repair market.

Amico Servizi provides a wide range of services to the other entities in the group, namely administrative, accounting and commercial services.

Amico & Co., based in the Port of Genoa, is a shipyard specialising in refit and maintenance activities for super and mega yachts up to 140 metres in length. The work activities carried out by the company are of various sorts, including engineering, carpentry, painting and interior works as well as more structural modifications such as major lengthening projects that can last more than 12 months.

1 - Also included within the reporting provided by Luigi Amico is information related to the Stable Organization located in France, in Marseille



Amico Loano, located inside the Marina di Loano, deals with the maintenance, repair and refit of yachts up to 55 metres in length. The services offered by Amico Loano range from routine maintenance to specialised carpentry, painting, mechanics, engineering and joinery.

Luigi Amico's field of specialisation concerns the application of anti-corrosive and anti-fouling paint cycles on board ships (hulls, outboards, internal compartments), including preparatory and complementary work (sandblasting, hydro blasting, reclamation, etc.).

The company operates mainly in the Port of Genoa and also in Marseilles, where it has a permanent base in Marseilles. Finally, Officine Meccaniche Sarimi specialises in metal carpentry work on board yachts, ferries, ships and pontoons.





03 OUR HISTORY

03 OUR HISTORY

Master builder Matteo Amico founds his shipyard in Loano, around 60 kilometres from Genoa. The introduction of steel and steam engines at the end of the 19th century then revolutionised shipbuilding techniques.

Luigi's son, Guido Amico, followed the family tradition and took over as head of the Luigi Amico company, gradually introducing many innovations, including high-pressure blasting and the first motorised support platforms in Italy.

Guido and Alberto, together with Guido's eldest daughter, Alessandra, founded Amico & Co., a new shipyard dedicated exclusively to the repair and refit of large yachts.



Amico & Co. starts using permanent sheds for painting projects and covered works.

The purchase of the 835T Travel Lift makes it possible to dry-dock vessels of up to 60 metres, reducing the use of the old docks - and their resulting environmental impact - and increasing the efficiency of the hauling and launching process. Vessels are hauled in a single day and the Travel lift can enter the hangar directly with the vessel, thus eliminating the need for an intermediate step for covered projects.

The new 102-metre dry dock, Guido Amico's final vision, is inaugurated. A dry dock of modern design, whose dimensions are optimised for yachts and which makes energy consumption more efficient, minimising environmental impact.



1799

1950

1991

2002

2010

2014

1885

1988

2001

2007

2011

2015

Michele Amico, a descendant of Matteo, started a ship maintenance and service business for sailing and steam vessels in Genoa. His son Luigi followed him, joining the family business and forming the basis of the company that continues to prosper today.

Alberto Amico joined the company which also became part of the service sector for large yachts, an industry in its infancy at the time.

Amico Servizi Srl was founded.

The shipyard opens new offices, increasing the level of liveability for employees by adopting a modern design concept. The new section of the harbour is technically state-of-the-art and is equipped with shore power columns, thus avoiding direct emissions from on-board generators.

The new shipyard in Loano is inaugurated, equipped to service motor and sailing yachts up to 55 metres. An investment that reunites Amico & Co. with its historical origins and relaunches the development of the nautical industry in the Savona area.

Amico & Co. renews the cover of one of the historical docks in the port of Genoa to meet the ever-increasing demands of the >60m fleet. The new retractable cover, composed of 3 independent sections, now extends up to 90 metres.



03 OUR HISTORY

The western quay of Amico & Co.'s technical marina is renovated, improving its safety and increasing its electrical power, another step towards reducing direct emissions. The shipyard's keel pit is renewed and extended to allow even large sailing boats to return to the dock for shore repairs.

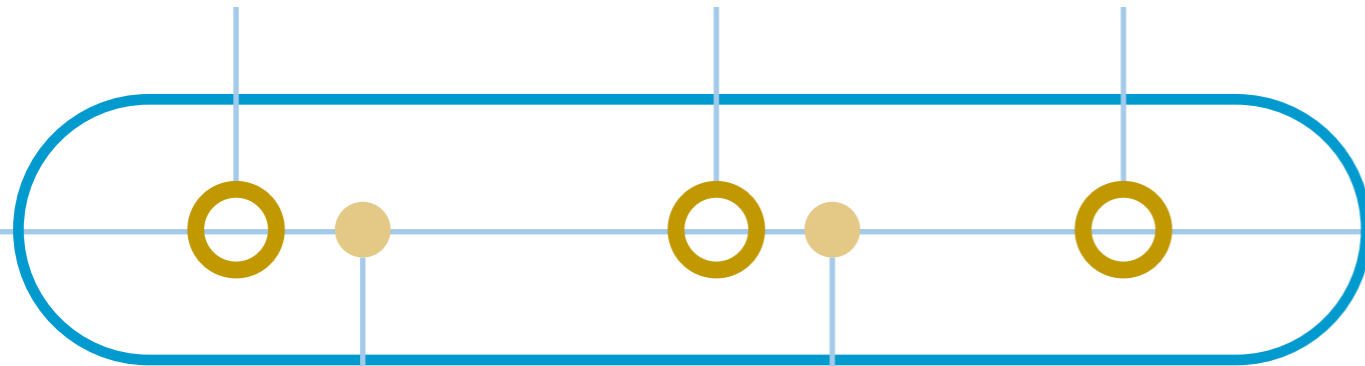
Amico & Co acquires the Sarimi company, adjacent to the shipyard and specialised in large-scale metal carpentry. The investment includes new machinery to improve productivity and worker safety.

Amico & Co. build a 1-megawatt photovoltaic plant capable of supplying energy to cover 50 percent of the site's internal needs. Amico & Co. becomes a SpA.

2016

2020

2023

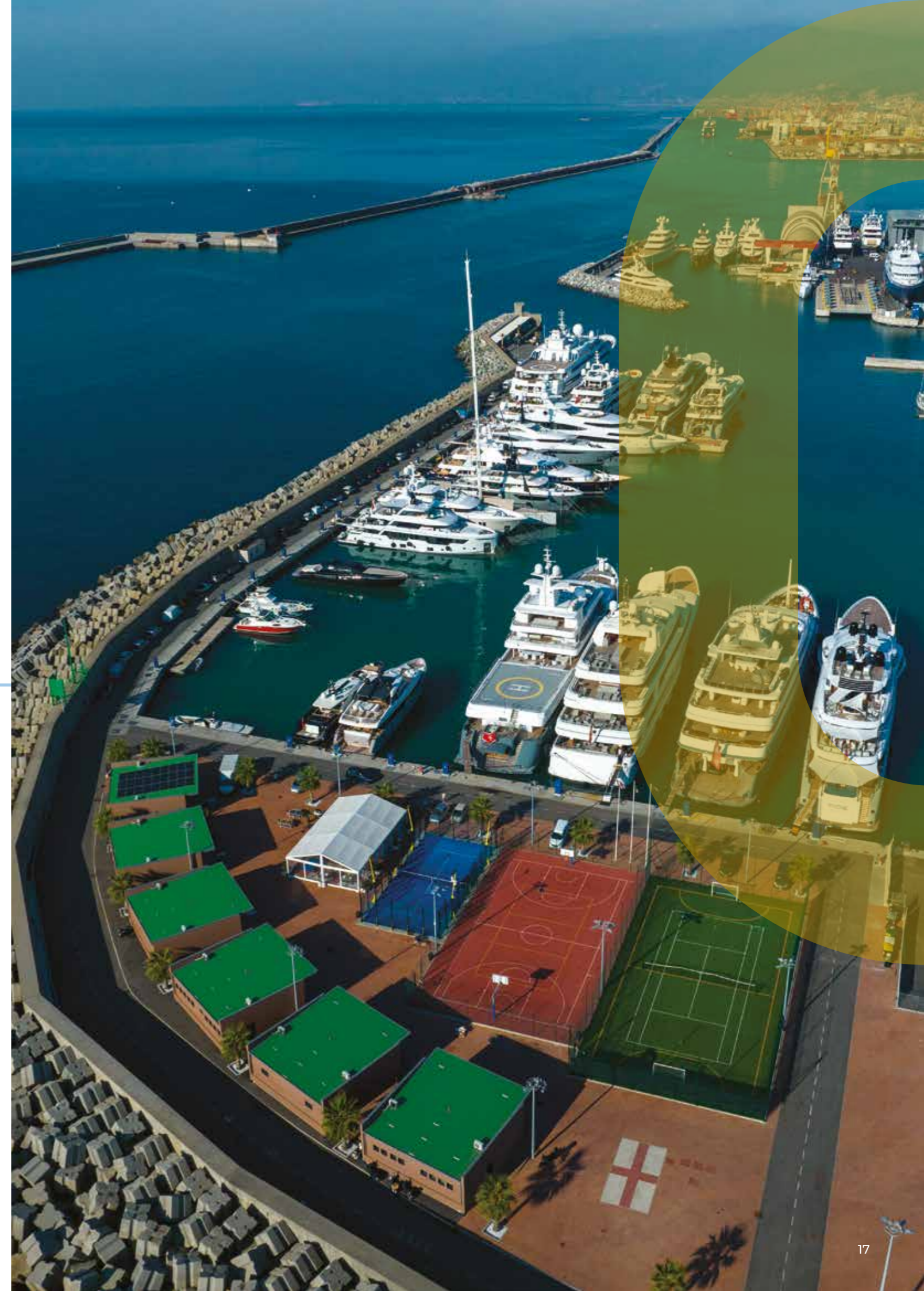


2019

Amico & Co opens the 4000T ShipLift, a platform for hauling and launching ships of up to 95 metres in length which is combined with five new on-shore slots, designing the facility in-house and building it using Italian suppliers, The system is 100% electrically powered with one of the highest levels of management and safety on the market.

2021

A few steps away from the Amico & Co. shipyard, Waterfront Marina is opened, a facility for accommodating crews, offering berthing for 26 boats of up to 110 metres. Amico & Co. builds the sixth slot ashore for the ShipLift, equipped with a cover of variable dimensions, up to 90 metres, introducing innovations that increase the efficiency of the process.



04 MATERIALITY ANALYSIS



04

MATERIALITY ANALYSIS

The materiality analysis of the Amico Group was carried out by involving the head of departments, and was performed according to 2021 GRI Standards : this made it possible to identify the sustainability aspects considered relevant for the Group's entities, which will be disclosed in this Sustainability Executive Summary.

The analysis made it possible to identify the material issues of the Group that represent the most significant effects of the Group on the economy, the environment and people. The identification of priority sustainability issues for the Amico Group took place through a prioritisation activity of positive and negative impacts, whether actual or potential.



Specifically, this process followed three stages:



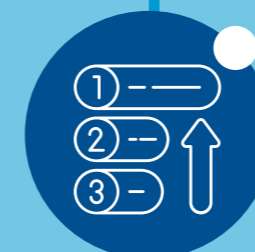
Analysis of the **SUSTAINABILITY CONTEXT**

A benchmark analysis was carried out on a panel of industry players, to draw up a report aligned with macro-trends and industry best practices. The benchmark led to identifying a long list of impacts and related environmental, social and governance issues potentially relevant to the Amico Group.







ASSESSMENT OF IMPACTS and identification of sustainability issues





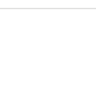



To identify the shortlist of the most relevant sustainability issues for the Group, the relevant corporate members were involved in assessing the impacts, analysing their level of probability of occurrence (Likelihood) and importance (Severity in the case of negative impact and Significance in the case of positive impact).



PRIORITISATION ANALYSIS OF IMPACTS and definition of the list of relevant issues

Based on the previous phase results, the relevant implications for the Amico Group were prioritised and linked to the sustainability topics.

MATERIAL SUBJECT	SDGs	IMPACT	IMPACT DESCRIPTION	IMPACT TYPE	VALUE CHAIN	RELEVANCE	
NATURAL RESOURCES MANAGEMENT		ORGANISATION DIRECT GHG EMISSIONS (SCOPE 1)	The organisation generates GHG emissions into the atmosphere (Scope 1) through the performance of its activities (e.g. CO ₂ emitted in the production phase, car fleet for commercial activities).	CURRENT, NEGATIVE	OWN OPERATIONS	MEDIUM	
		ORGANISATION INDIRECT GHG EMISSIONS (SCOPE 2)	The Organisation, by purchasing electricity necessary to power the floating boats reduces the production of on-site emissions from the boats' generators.	CURRENT, POSITIVE	THE WHOLE VALUE CHAIN	HIGH	
		ORGANISATION INDIRECT GHG EMISSIONS (SCOPE 2)	The Organisation generates atmospheric emissions GHG (Scope 2) through the purchase and consumption of electricity for production and office activities.	CURRENT, NEGATIVE	UPSTREAM OPERATIONS / OWN OPERATIONS	HIGH	
			ORGANISATION INDIRECT GHG EMISSIONS (SCOPE 3)	The Organisation indirectly generates GHG atmospheric emissions (Scope 3) across its value chain (e.g. business travel, logistics routes, purchase of components for production, etc.).	CURRENT, NEGATIVE	UPSTREAM AND DOWNSTREAM OPERATIONS	HIGH
			AIR QUALITY (AMICO & CO.; AMICO LOANO; OFFICINE MECCANICHE SARIMI)	The Organisation carries out the specific treatment of the air and monitors its quality. It commits to installing and maintaining a filtering system.	CURRENT, POSITIVE	OWN OPERATIONS	HIGH
			AIR QUALITY (LUIGI AMICO)	The Organisation operates in other companies' areas which are usually not provided with abatement systems for polluting particles in the air, therefore it does not guarantee timely monitoring of air quality.	ATTUALE, NEGATIVO	OPERAZIONI PROPRIE	MEDIA
			ELECTRIC ENERGY PRODUCTION FROM RENEWABLE SOURCE (AMICO & CO.)	The Organisation regularly installs renewable source-based systems to match the needs (or part of the needs) of the company's energy.	CURRENT, NEGATIVE	OWN OPERATIONS	MEDIUM
			WATER RESOURCE EFFICIENT MANAGEMENT	The organisation owns measurement and monitoring systems for water withdrawals allowing higher efficiency.	CURRENT, POSITIVE	OWN OPERATIONS	HIGH

MATERIAL SUBJECT	SDGS	IMPACT	IMPACT DESCRIPTION	IMPACT TYPE	VALUE CHAIN	RELEVANCE
	  	WATER RECOVERY FROM OPERATIONAL PROCESSES	The organisation that can meet high standards in terms of water discharge will result in a positive environmental impact, by reintroducing into the environment water free of harmful substances and purified of pollutants from the production process	CURRENT, POSITIVE	OWN OPERATIONS	HIGH
	 	SURFACE WATER POLLUTION	The organisation that uses chemicals (e.g. paints) in the event of spills could pollute the surface waters adjacent to the areas of activity.	POTENTIAL, NEGATIVE	OWN OPERATIONS	MEDIUM
WASTE MANAGEMENT		WASTE REDUCTION	The organisation, through the selection of materials and the choice of sustainable suppliers could reduce the waste produced that would be disposed.	POTENTIAL, POSITIVE	OWN OPERATIONS	MEDIUM
	 	WASTE REDUCTION	The organisation, through not-always-efficient waste management, could have an environmental impact in terms of resources and consumption with consequent increases in transport and disposal.	POTENTIAL, NEGATIVE	OWN OPERATIONS	MEDIUM
		PLASTIC MATERIAL	The organisation, through the use of plastics generate waste that could be recycled.	POTENTIAL, NEGATIVE	OWN OPERATIONS	LOW
HEALTH AND SAFETY PROTECTION		HEALTH AND SAFETY IN THE WORKPLACE	The organisation supports its workers in safely managing the main health risks, including those not strictly work-related, through information activities, awareness-raising activities, and partnerships with specialist companies.	CURRENT, POSITIVE	UPSTREAM OPERATIONS/ OWN OPERATIONS	HIGH
		OCCUPATIONAL DISEASES	The Organisation could lead workers to contract occupational diseases, as described in the Risk Evaluation Document (RED).	POTENTIAL, NEGATIVE	UPSTREAM OPERATIONS/ OWN OPERATIONS	MEDIUM

MATERIAL SUBJECT	SDGs	IMPACT	IMPACT DESCRIPTION	IMPACT TYPE	VALUE CHAIN	RELEVANCE
		INJURIES ON THE WORKPLACE	The organisation, through its activities could, as described in the RED, present risks related to worker safety that may turn in workplace accidents.	CURRENT, NEGATIVE	UPSTREAM OPERATIONS/ OWN OPERATIONS	MEDIUM
		INJURIES AS A RESULT OF COMMUTING ACCIDENTS	The Organisation's employees use their vehicles on the road commuting to the workplace or for professional activities, and it exposes them to the risk of accidents.	CURRENT, NEGATIVE	OWN OPERATIONS	LOW
CARE AND DEVELOPMENT OF PEOPLE		PROTECTION OF DECENT WORKING CONDITIONS	The Organisation's policies and actions ensure decent working conditions for its workers.	CURRENT, POSITIVE	UPSTREAM OPERATIONS/ OWN OPERATIONS	HIGH
		WORK-LIFE BALANCE	The Organisation's actions guarantee its employees a fair balance between the professional and private spheres. I.e. shift management, remote working, etc.	POTENTIAL, POSITIVE	OWN OPERATIONS	HIGH
		QUALIFIED AND COMPETENT PERSONNEL	The Organisation's activities and investments provide workers with training to form a competent and up-to-date workforce.	CURRENT, POSITIVE	OWN OPERATIONS	HIGH
		ATTRACTING VALUABLE PROFESSIONALS	The Organisation can make the company very attractive to professional figures with the structuring of corporate welfare	POTENTIAL, POSITIVE	OWN OPERATIONS	HIGH
		TALENTS LOSS	The organisation could be subject to a loss of talent in case of not-fully structured human capital management.	POTENTIAL, NEGATIVE	OWN OPERATIONS	MEDIUM

MATERIAL SUBJECT	SDGs	IMPACT	IMPACT DESCRIPTION	IMPACT TYPE	VALUE CHAIN	RELEVANCE
LOCAL COMMUNITIES RELATIONS		CONTRIBUTION TO SOCIO-ECONOMIC TERRITORY DEVELOPMENT	The Organisation generates socio-economic development of the territory in which it operates by supporting its local communities	CURRENT, POSITIVE	THE WHOLE VALUE CHAIN	HIGH
	 	STAKEHOLDER ENGAGEMENT	The Organisation could further improve its reputation and position of trust amongst stakeholders involving them and listening activities.	POTENTIAL, POSITIVE	THE WHOLE VALUE CHAIN	MEDIUM
		INCREASE IN YOUTH EMPLOYMENT RATE	The Organisation's actions provide opportunities for university students/ graduates and contribute to their educational growth	CURRENT, POSITIVE	OWN OPERATIONS	HIGH
SERVICE QUALITY		PROCESS EFFICIENCY AND COST REDUCTION	The Organisation's streamlining of the management of its operational processes and the development of an integrated management system allow to improve performance and reduce costs.	CURRENT, POSITIVE	OWN OPERATIONS	HIGH
		NUMBER OF COMPLAINTS	The Organisation reduces the number of complaints from customers paying thorough attention to the quality of the product/service.	CURRENT, POSITIVE	OWN OPERATIONS	HIGH
DIVERSITY & INCLUSION		GENDER EQUALITY	The Organisation does not discriminate and it guarantees gender equality and protects women at every stage of their career without prejudice to their recruitment, promotion or holding apical positions.	POTENTIAL, POSITIVE*	OWN OPERATIONS	HIGH
		EQUAL PAY FOR MEN/WOMEN IN THE SAME ROLE/OCCUPATION	The Organisation does not discriminate against and indeed ensures gender equality by remunerating equally, at the same level and seniority, men and women.	CURRENT, POSITIVE	OWN OPERATIONS	HIGH

*The impact is considered potential because there are no formal certifications inherent to gender equality. However, the group currently works to ensure gender equality and protection for women at every stage of their careers without prejudice to their employment, promotion or holding top positions

MATERIAL SUBJECT	SDGs	IMPACT	IMPACT DESCRIPTION	IMPACT TYPE	VALUE CHAIN	RELEVANCE
ETHICS AND RESPONSIBLE GOVERNANCE		CORPORATE CONDUCT	In case the Organisation did not integrate ESG issues within the governance, it may not succeed in monitoring the staff's behaviour on the sustainability front.	POTENTIAL, NEGATIVE	OWN OPERATIONS	MEDIUM
		CORPORATE DATA LOSS	The Organisation could incur the risk of hacker attacks that could result in the loss of sensitive data of customers and employees, with potential negative repercussions also on the corporate reputation, in case of a non-entirely exhaustive data management defense.	POTENTIAL, NEGATIVE	THE WHOLE VALUE CHAIN	MEDIUM

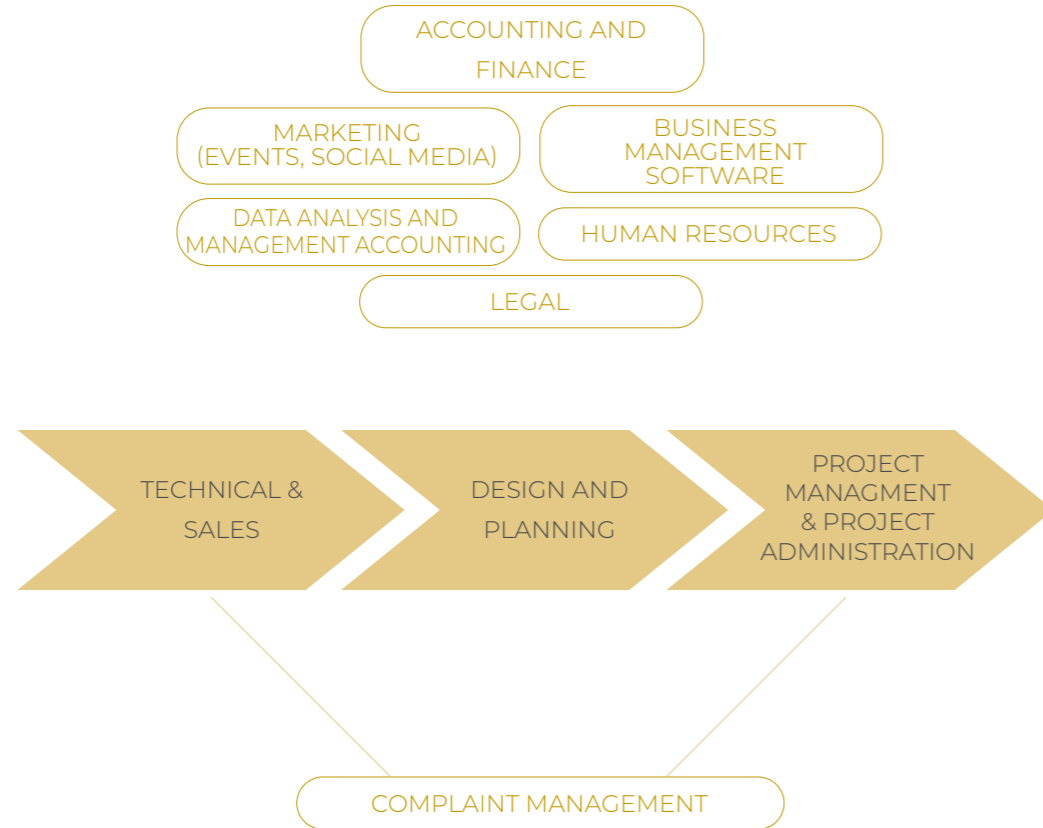


VALUE CHAIN



SUPPLIERS & VENDORS

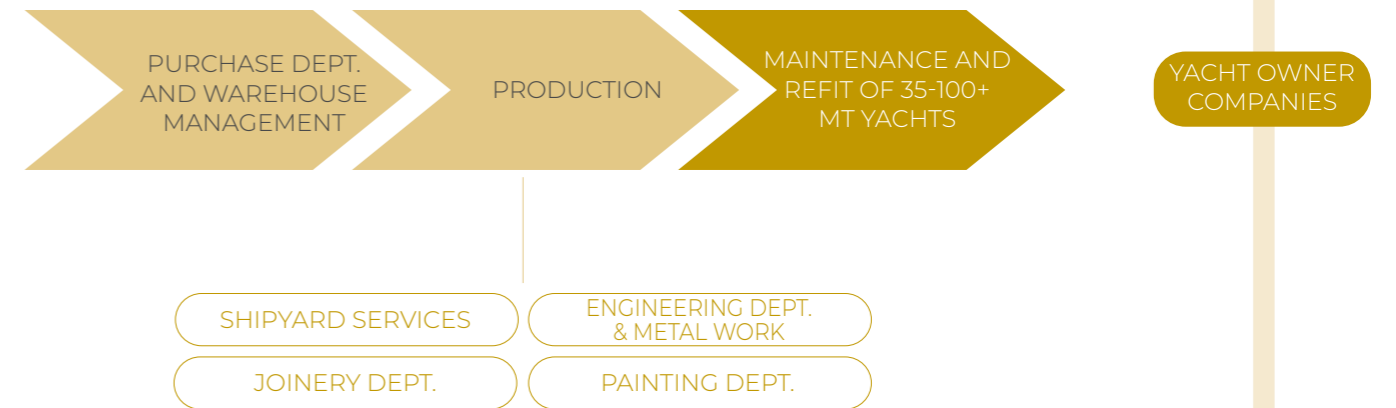
- CONSUMABLES
- COMPONENTS AND MANUFACTURERS
- EQUIPMENTS AND TOOLS
- WORKFORCE
- LAND CONCESSION
- WASTE DISPOSAL
- OTHER SERVICES (I.E. BUSINESS AND LEGAL CONSULTING)
- DESIGN STUDIOS
- ENERGY RESOURCES



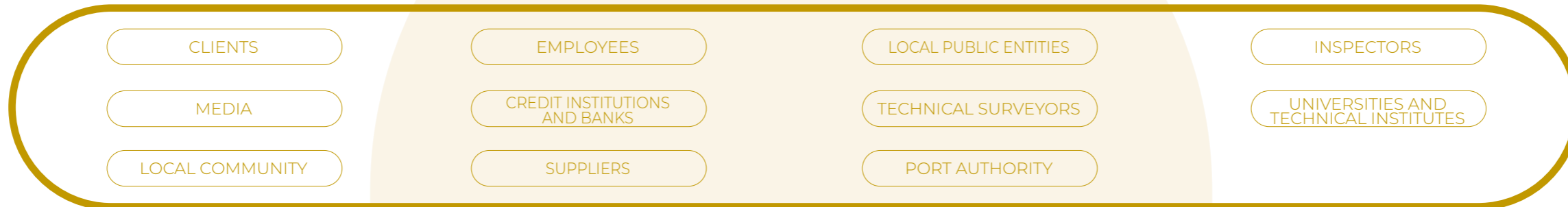
The impact assessment was carried out taking into consideration the entire value chain of the Amico Group, thus including not only the core activities but also the 'upstream' and 'downstream' aspects and players.

Through the involvement of the company's front lines, the Amico Group, therefore carried out a mapping of its value chain, the first step for the definition of the Materiality Impact Analysis:

CLIENTS BASE



Stakeholders

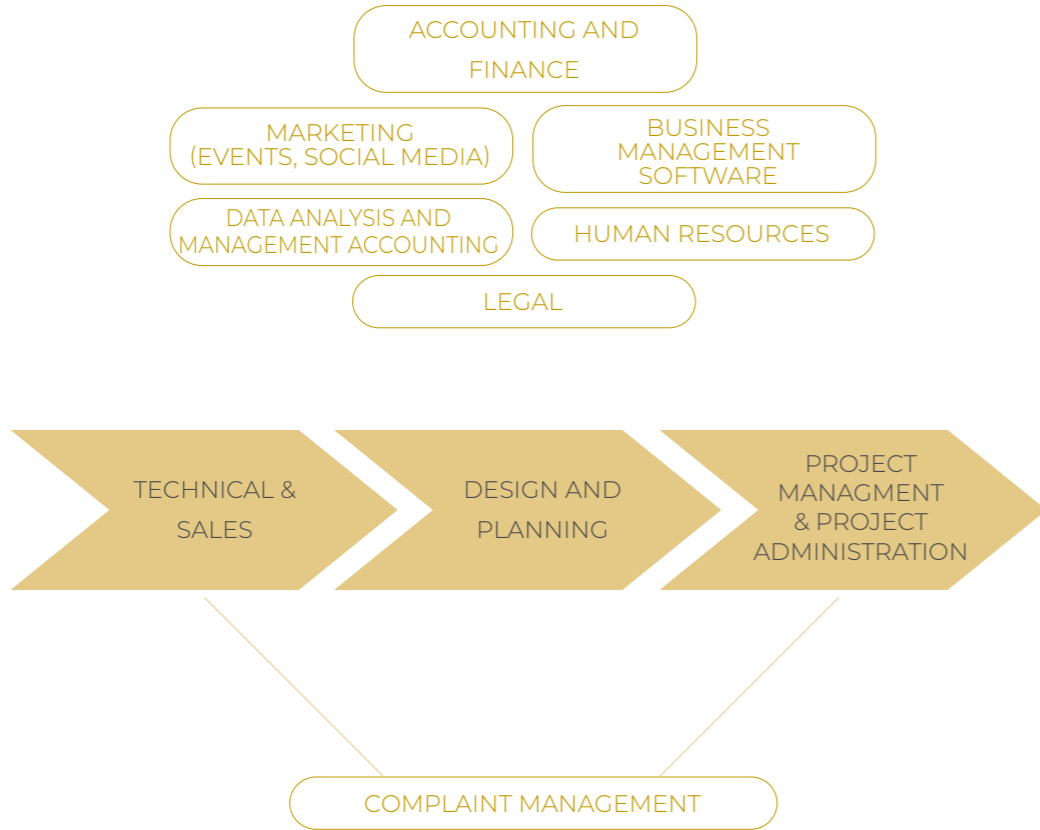


VALUE CHAIN



SUPPLIERS & VENDORS

-
- CONSUMABLES
- COMPONENTS AND MANUFACTURERS
- EQUIPMENTS AND TOOLS
- WORKFORCE
- LAND CONCESSION
- WASTE DISPOSAL
- OTHER SERVICES (I.E. BUSINESS AND LEGAL CONSULTING)
- DESIGN STUDIOS
- ENERGY RESOURCES

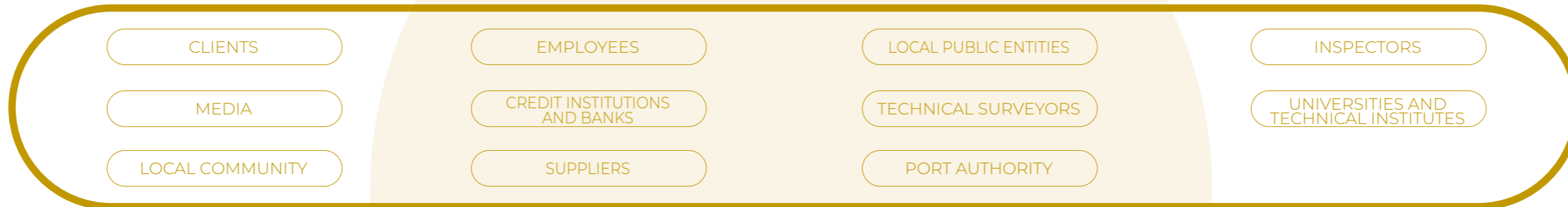


CLIENTS BASE

-
- YACHTOWNER COMPANIES / YACHTOWNERS



Stakeholders



VALUE CHAIN



SUPPLIERS & VENDORS

-
- CONSUMABLES
- EQUIPMENTS AND TOOLS
- COMPONENTS AND MANUFACTURERS
- WORKFORCE
- LAND CONCESSION
- WASTE DISPOSAL
- OTHER SERVICES (I.E. BUSINESS AND LEGAL CONSULTING)
- ENERGY RESOURCES



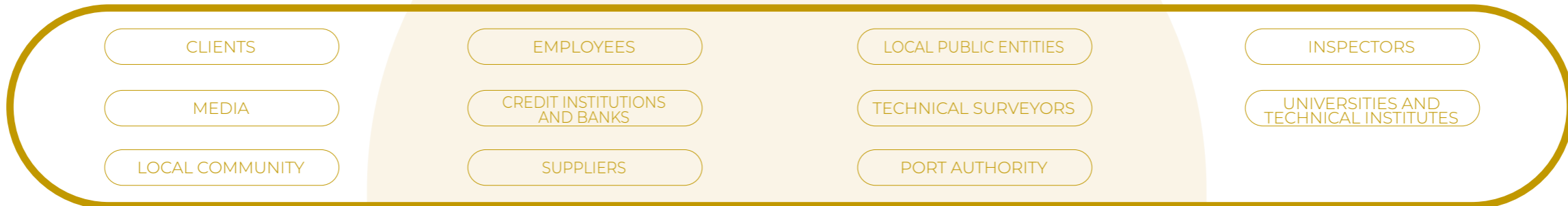
- DATA ANALYSIS AND MANAGEMENT ACCOUNTING
- BUSINESS MANAGEMENT SOFTWARE
- ACCOUNTING AND FINANCE
- HR
- LEGAL



CLIENTS BASE

-
- SHIPPING COMPANIES AND FERRIES
- SHIPOWNER COMPANIES AND SHIPYARDS
- CIVIL CONSTRUCTION

Stakeholders



VALUE CHAIN

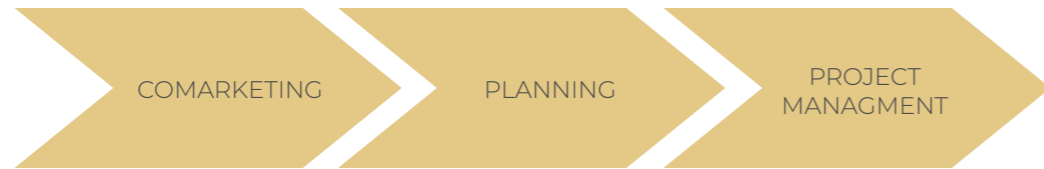


SUPPLIERS & VENDORS

- EQUIPMENTS AND TOOLS
- CONSUMABLES
- WORKFORCE
- OTHER SERVICES (I.E. BUSINESS AND LEGAL CONSULTING)
- ENERGY RESOURCES
- WASTE DISPOSAL



- HR
- LEGAL
- ACCOUNTING AND FINANCE



CLIENTS BASE

- SHIPPING COMPANIES AND FERRIES
- SHIPOWNERS
- SHIPYARDS

Stakeholders



04.1 OUR STAKEHOLDERS

The constant and lasting relationship with its stakeholders, internal and external, represents an element of great value for the Group. Therefore, the construction of the Stakeholder Map made it possible to identify four types

of stakeholders, based on the level of mutual impact between the Stakeholder and the Group:



ESSENTIAL Stakeholders

are those who are interconnected with the Group's activities because they have a relevant impact on it and, at the same time, are affected by it;



INTERESTING Stakeholders

who are monitored by the Amico Group because of their significant impact on performance, but on whom the organisation has limited influence;



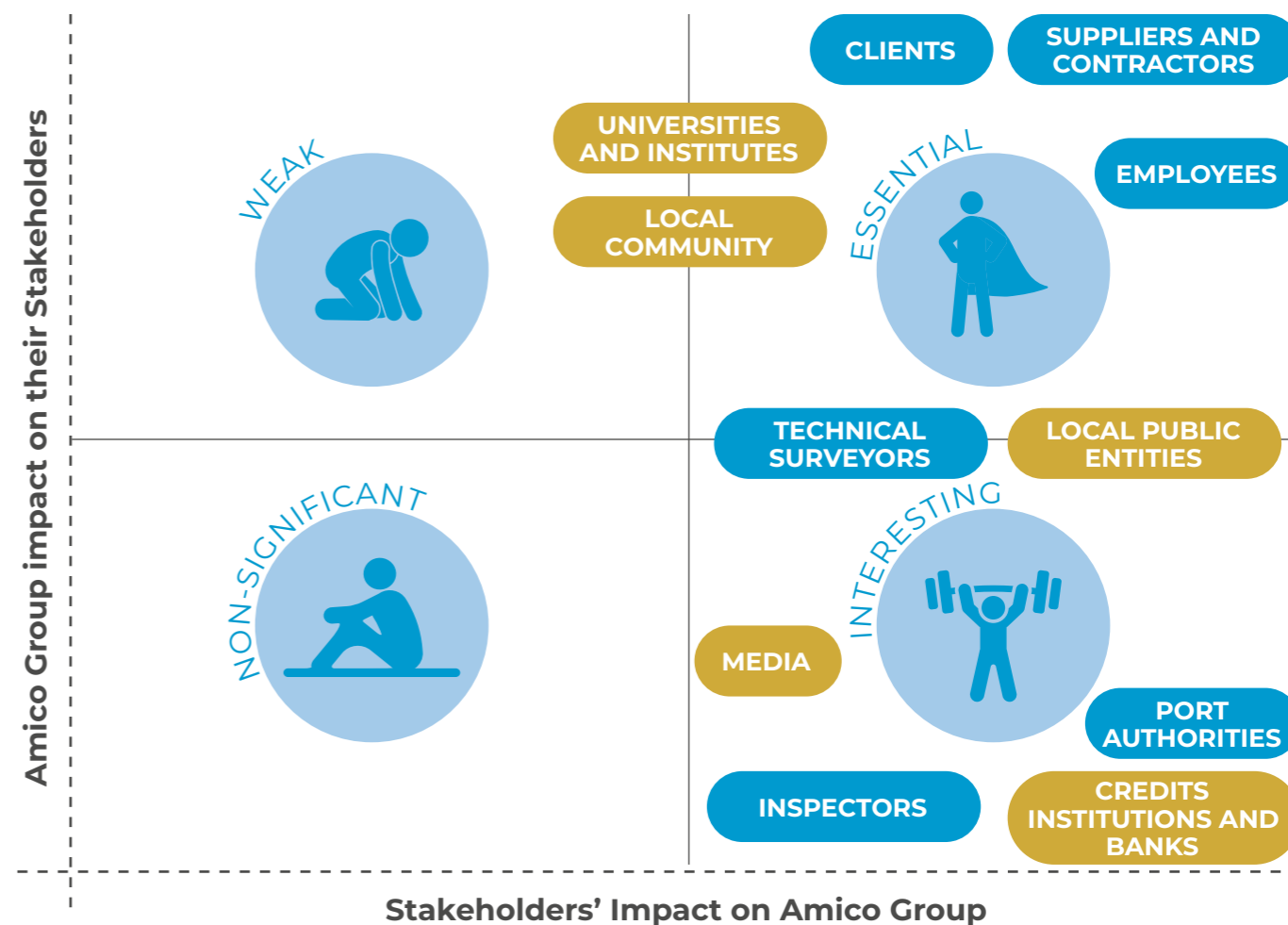
WEAK Stakeholders

are those who have little impact on the Group but are affected by its choices;



NON-SIGNIFICANT Stakeholders

whose actions do not depend on or influence the Group.



AFFECTED STAKEHOLDERS

Individuals or groups whose interests are or could be positively or negatively affected by the company's activities and its direct and indirect business relations along its value chain.

REPORTS USERS

Primary users of general financial reporting (investors, asset managers, credit institutions, insurance companies). Other users (including business partners, trade unions, social partners, civil society, non-governmental organisations, governments, analysts and academics).

04.2

RELEVANT TOPICS FOR THE AMICO GROUP

Following the stakeholder mapping and through the interconnection of the identified impacts, it was possible to define a list of 8 material issues for the Amico Group,

summarised below and associated with the corresponding UN Sustainable Development Goals (SDGs):



On the following pages, the main issues relevant to the Group are reported.



05 ETHICS AND RESPONSIBLE GOVERNANCE

05

ETHICS AND RESPONSIBLE GOVERNANCE

Governance ensures that every activity carried out within the sites is guided by a strong sense of responsibility towards the environment

and people: all those who work in the Group's entities are, therefore, driven to act according to the company's values.

AMICO & CO SpA

Alessandra Amico
EXECUTIVE OFFICER

Alberto Amico
CHAIRMAN & PRESIDENT

Bruno Guglielmini
MANAGING DIRECTOR

AMICO SERVIZI Srl

Alessandra Amico
EXECUTIVE OFFICER

Alberto Amico
CHAIRMAN & PRESIDENT

Bruno Guglielmini
MANAGING DIRECTOR

OFFICINE MECCANICHE SARIMI Srl

Giampaolo Panu
GENERAL MANAGER

AMICO LOANO Srl

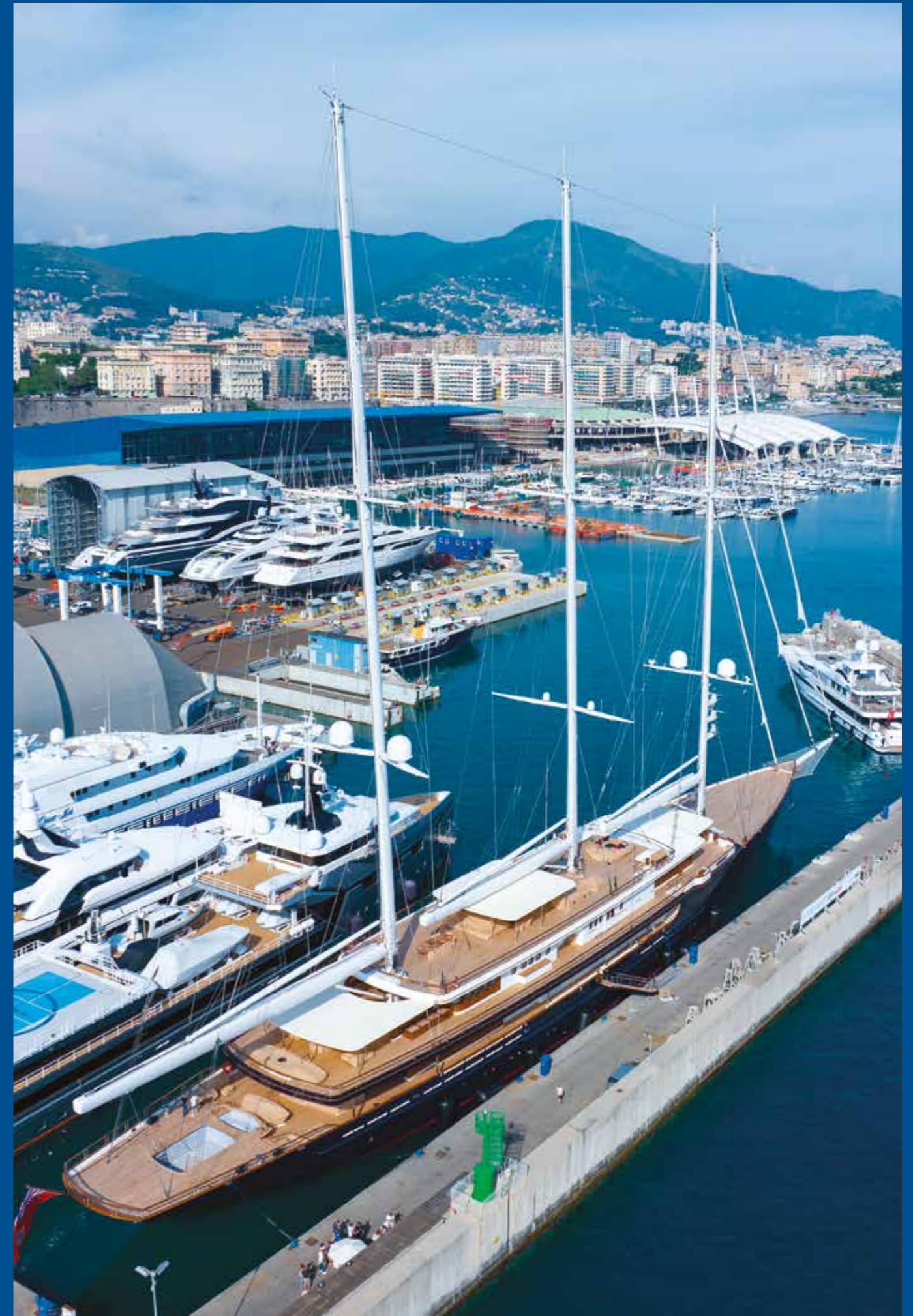
Franco Cattai
GENERAL MANAGER

LUIGI AMICO Srl

Luigi Vieri
CEO

By conducting its business activities in compliance with laws and regulations and maintaining ethical and responsible business

conduct, there were no instances of non-compliance during the year under review.



GRI
418-1

Responsible DATA MANAGEMENT

It is extremely important for the entire Group that the processing of the personal data of all those who interface with the company is done in such a way as to protect the data and minimise the risk of loss of information related, first and foremost, to customers.

During the reporting period, Amico & Co., Amico Servizi and O.M. Sarimi implemented the following IT protection measures:

- Fortinet FortiGate-VM perimeter firewall protection;
- Fortinet SSL VPN access with various authorisation profiles;
- xDR SentinelOne on all domain locations;
- LibraESVA email protection, inbound and outbound, for both on-premise and Microsoft 365 users, including anti-whaling and sandboxing;
- Monthly patch management for all Windows server and client platforms;
- SIEM OpenSource Wazhu for security detection.

Amico Loano has also put in place many procedures regarding personal data.

Thanks to the measures taken, in 2023, the Amico Group did not suffer any cyber attacks that led to the loss of sensitive or personal data of people working for the organisation and of the Group's customers.

GDPR: All companies of the Amico Group are equipped with appropriate structures and procedures to process the personal data necessary to carry out their activities in compliance with and in compliance with the reference legislation, EU Reg. 679/2016 and Legislative Decree 196/2003.

Model 231: All group companies have adopted an organisation, management and control model (the 'Model'). Management and control model (the 'Model') compliant with decree 231/2001, which represents a useful tool to ensure efficiency and compliance with company procedures. In brief, it analyses the risks associated with the company's activities and prescribes procedures to be followed in a specific order to avoid the risks identified. In compliance with the reference legislation, an appointed at the same time, a Supervisory Board with the function of verifying the operation of the model, as well as a system for sanctioning non-compliance with the measures indicated therein. The full implementation and operation of the model are expected within the next 12 months.

AEO: Since 2017, Amico & Co. has been granted the internationally recognised quality mark of internationally recognised quality mark of AEO (Authorised Economic Operator), demonstrating that the company can meet the specific criteria of solid tax and customs processes, representing a secure role in the international supply chain.

06 OUR FINANCIAL PERFORMANCE:

value generated and distributed



06

OUR FINANCIAL PERFORMANCE: value generated and distributed

GRI 201-1

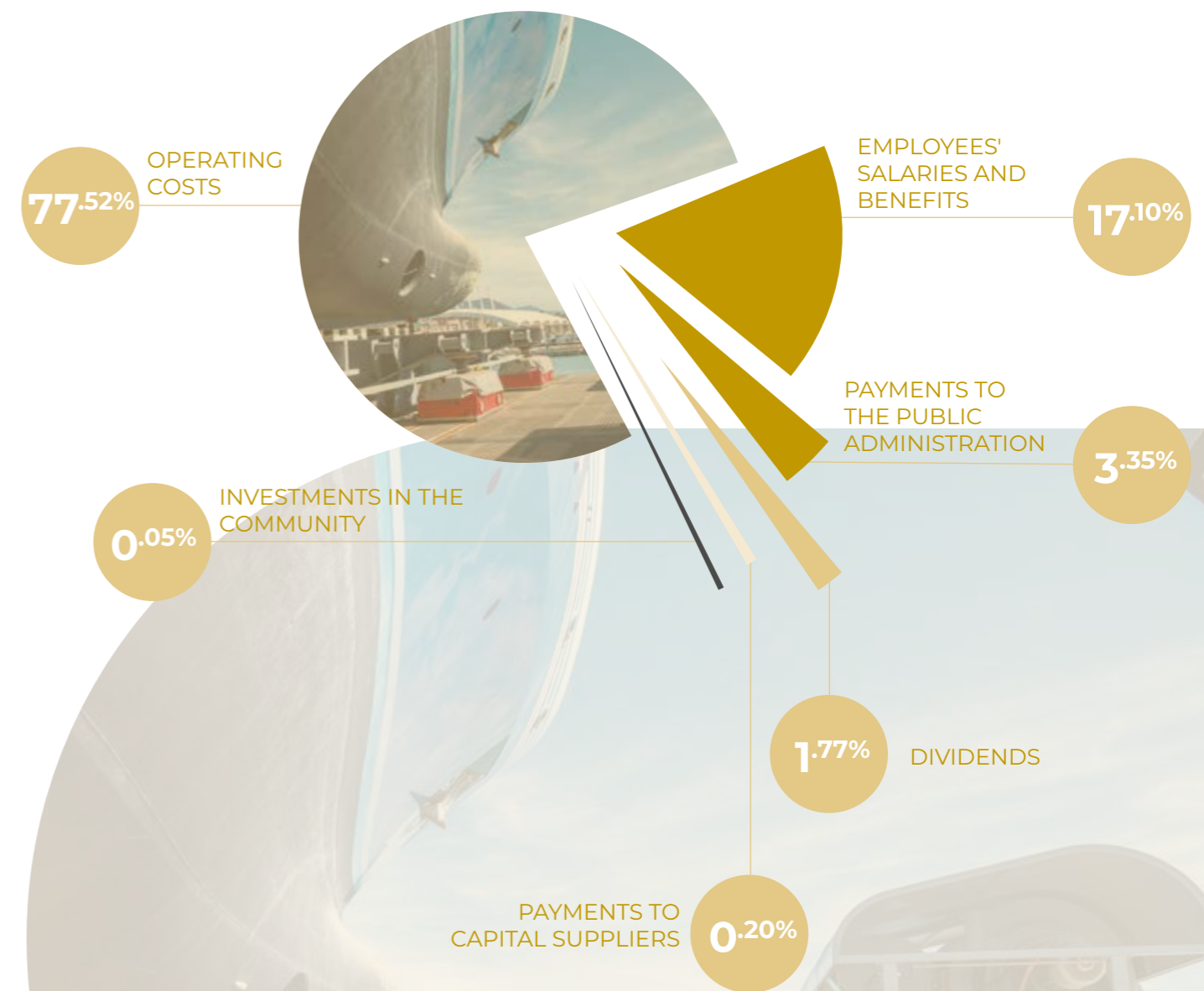
To quantify the value created by the Amico Group, it is necessary to consider performance evaluation parameters that track less traditional aspects, such as the satisfaction of all stakeholders - internal and external - involved in the organisation's activities.

In fact, information on the generation and distribution of economic value provides a valuable indication as to how the organisation creates wealth for its stakeholders and makes it possible to assess its performance on several fronts.

The economic value directly generated² by the Amico Group in 2023 amounts to EUR 92,591,746. Of this, €16,842,414 (18.19% of the total) represented the economic value retained³ and €75.749.332 the economic value distributed⁴, 81.81% of the directly generated economic value).



DISTRIBUTED ECONOMIC VALUE Amico Group



2 - The directly generated economic value corresponds to the revenues.

3 - The economic value retained corresponds to the difference between the economic value generated and the economic value distributed.

4 - Distributed economic value consists of operating costs incurred, salaries and benefits paid to employees, dividends, payments to capital suppliers, payments to the public administration and investments in the community.



07 AMICO FOR THE ENVIRONMENT

The Amico Group has chosen to 'do business' in a way that protects and enhances the environment and the surrounding area, to reduce its environmental footprint through responsible management of resource

consumption. To guarantee this, since 2002 Amico & Co has been certified according to UNI EN ISO 14001 for its Environmental Management System, the first Italian yacht repair facility to obtain this certification.

Natural RESOURCES MANAGEMENT



Environmental sustainability is a major issue for the marine manufacturing and refitting sector, which is constantly evolving in terms of technologies, design and processes to mitigate its impact on the environment and

increase the efficiency of its products and services. The Amico Group is an issue-aware market player and is committed to adopting an increasingly eco-sustainable approach to the natural resources it uses.



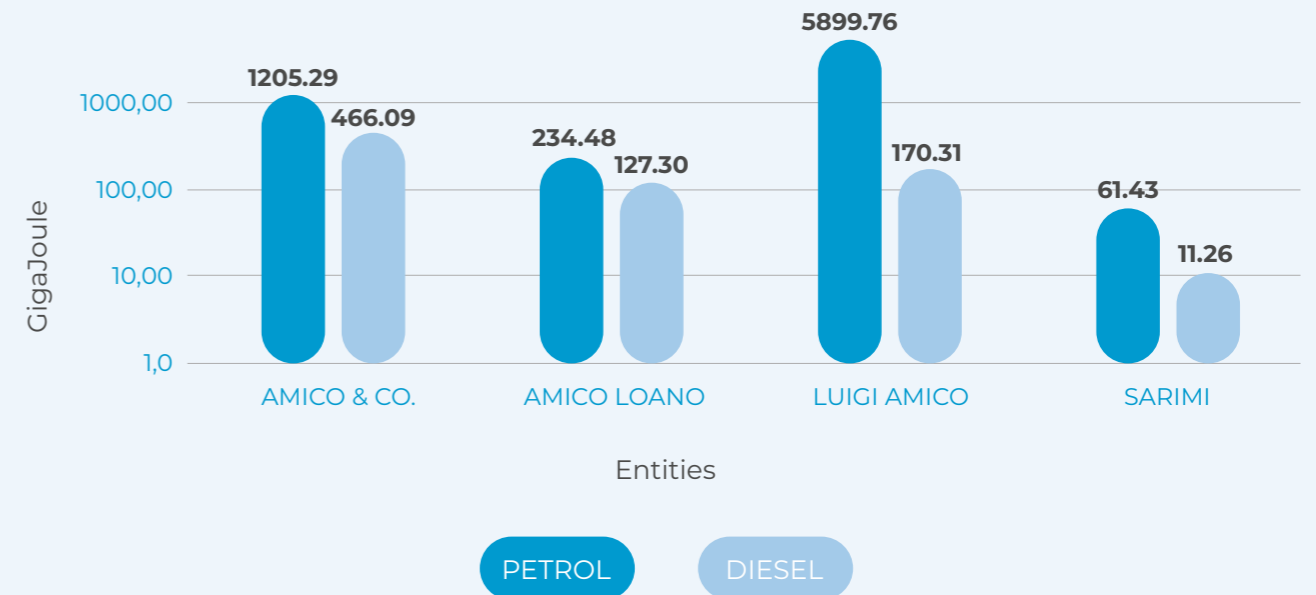
In the financial year 2023, for heating and for the operation of all its processes, the Amico Group used:



By contrast, the Group used 7,400.96 GJ of diesel and 774.96 GJ of petrol. This consumption refers to Group-owned

vehicles, used for employee travel, and vehicles used in production processes, such as forklifts and forklift trucks.

ENTITIES DIRECT ENERGY CONSUMPTION Autotraction



07

AMICO FOR THE ENVIRONMENT

The quantity of atmospheric emissions generated by the Group's activities represents a further key piece of environmental information. During the 2023 financial year, the organisation measured both direct emissions (Scope 1) and indirect emissions

from energy consumption (Scope 2), with the latter divided into location and market-based. The Group's total direct Scope 1 emissions stood at 496.58 tCO₂.

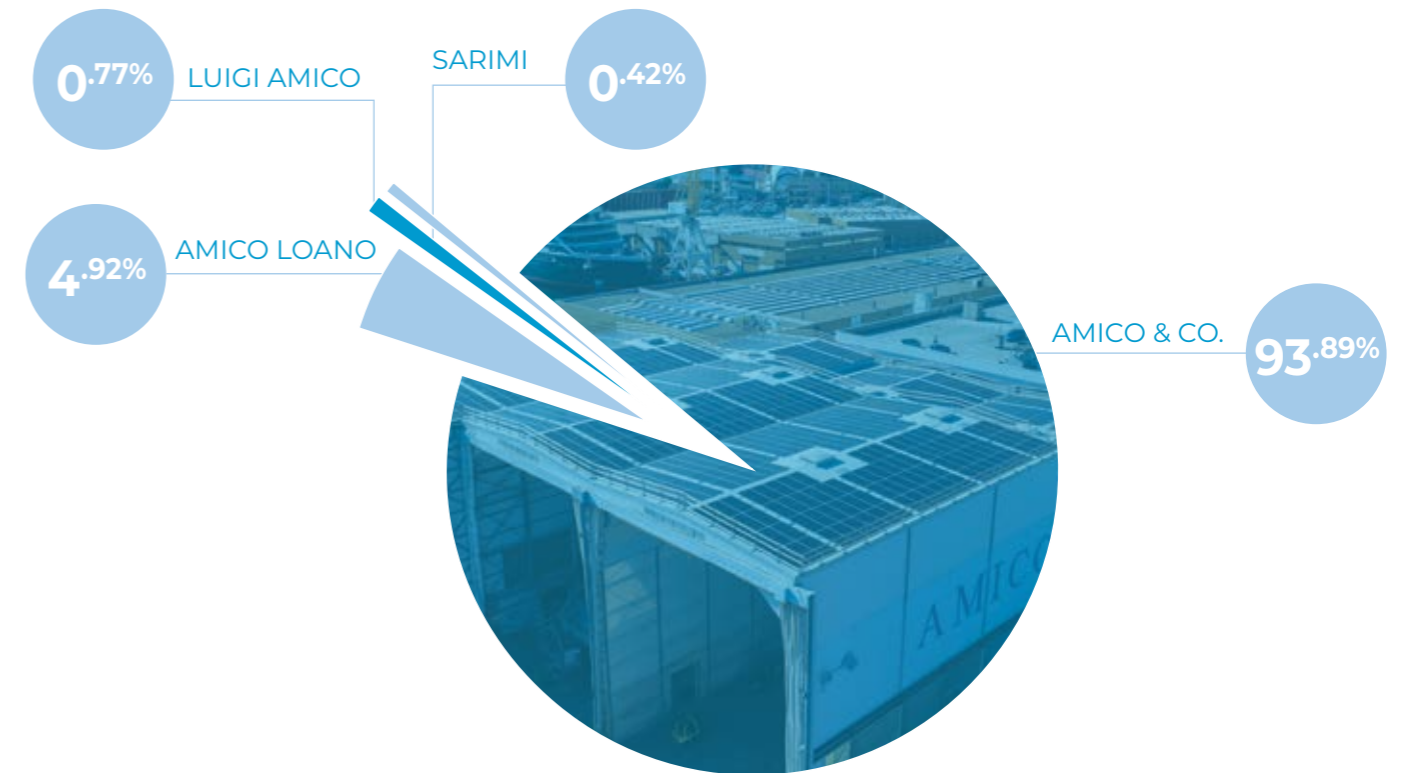
DIRECT EMISSIONS SCOPE 1	
AMICO&CO 83.18 tCO ₂	AMICO LOANO 16.37 tCO ₂
LUIGI AMICO 392.87 tCO ₂	SARIMI 4.16 tCO ₂

The electricity purchased by the Group to power its activities during 2023 amounted to 47,280.32 GJ. Of this, 39,530.45 GJ (83.6%) were used for the completion of production

activities and the powering, through electrified docks, of boats on which refitting or maintenance work was carried out.

ENTITIES INDIRECT ENERGY CONSUMPTION

purchased electric energy

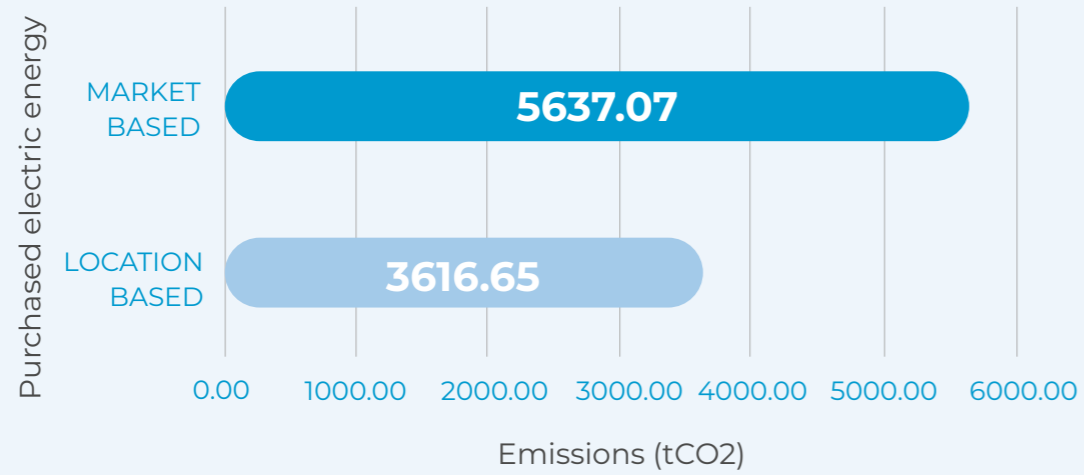


At Amico & Co.'s headquarters in the Port of Genoa, a photovoltaic system was built to power the site and office activities.

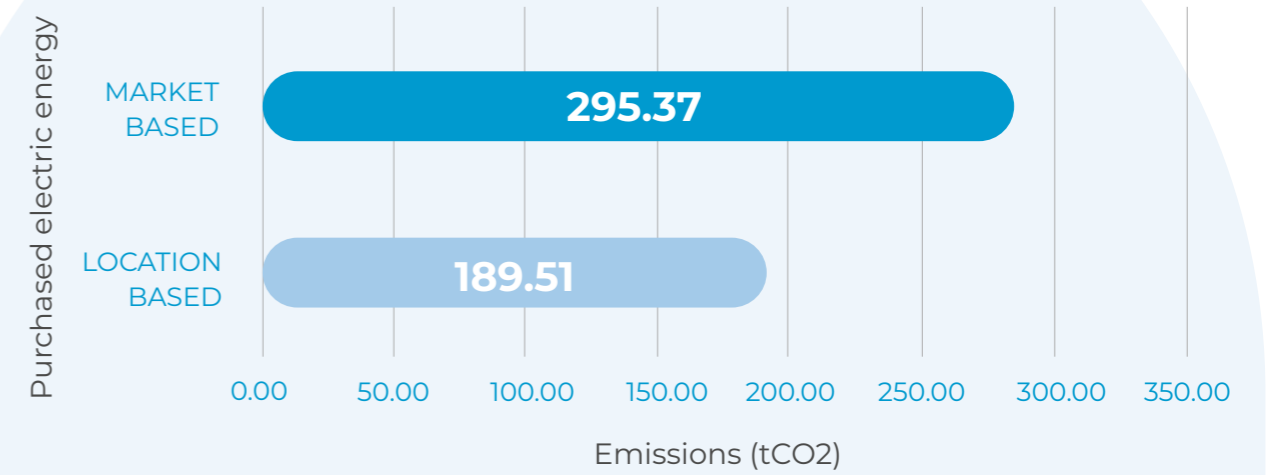
Thanks to the panels, Amico & Co. was able to self-produce 1,736.45 GJ of renewable energy, using 1,569.59 GJ and feeding 166.86 GJ back into the grid.

The Group's indirect Scope 2 emissions, i.e. GHG emissions from electricity consumption, were 3,852.03 tCO₂ using the location-based calculation method and 6,003.94 tCO₂ using the market-based calculation coefficient, which therefore excludes energy from certified renewable sources from the count.

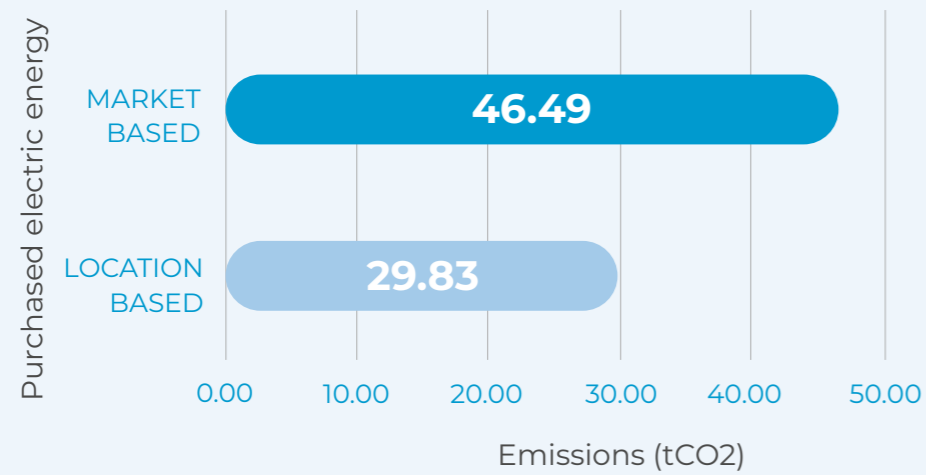
Emissions Scope 2 - **AMICO & CO**



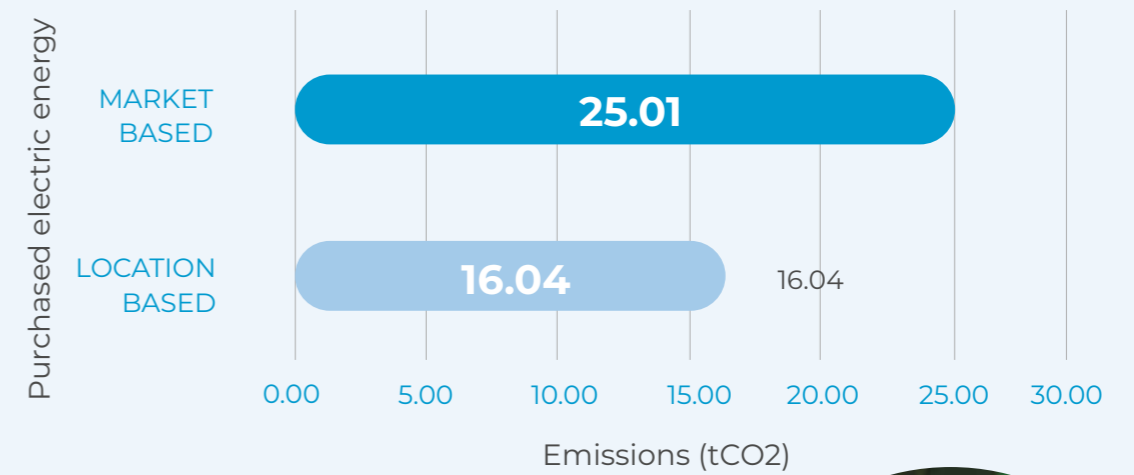
Emissions Scope 2 - **AMICO LOANO**



Emissions Scope 2 - **LUIGI AMICO**



Emissions Scope 2 - **SARIMI**



The three different businesses of the group's entities do not have an actual water consumption, but rather a discharge of the water withdrawn and purified after the processing steps. For this reason, the amount of water withdrawn is equivalent to the amount discharged.

During the financial year 2023, the Amico Group withdrew and discharged 33.95 Mega Litres of fresh water into the sewerage system, mainly for office toilets and some of the production stages, such as hull washing. Amico & Co. withdrew and discharged 90.19% of the Group's total water, Amico Loano 5.53%, Luigi Amico 3.06% and Officine Meccaniche Sarimi the remaining 1.22% - the latter entirely for domestic use, except for Officine Meccaniche Sarimi, which also used water for cleaning the pantograph used to cut sheet metal.

In particular, all waste water produced by the work on the vessels in the Amico & Co. shipyard areas (hardstanding, sheds, dock) is conveyed through a collection system to a treatment plant. In compliance with the Single Environmental Authorisation issued by the Metropolitan City of Genoa with Managerial Act no. 2229 dated 4.12.2020 for atmospheric emissions, waste water discharges into public sewers and acoustics, the waste water treatment plant manages a volume of less than 3000 cubic metres/year.

Worthy of note is the fact that the result of waste water treatment is fed into the Genoa municipal sewage system and not directly into the sea, further demonstrating Amico & Co's utmost commitment to preserving the environment from the impact generated by its activities.

WASTE MANAGEMENT

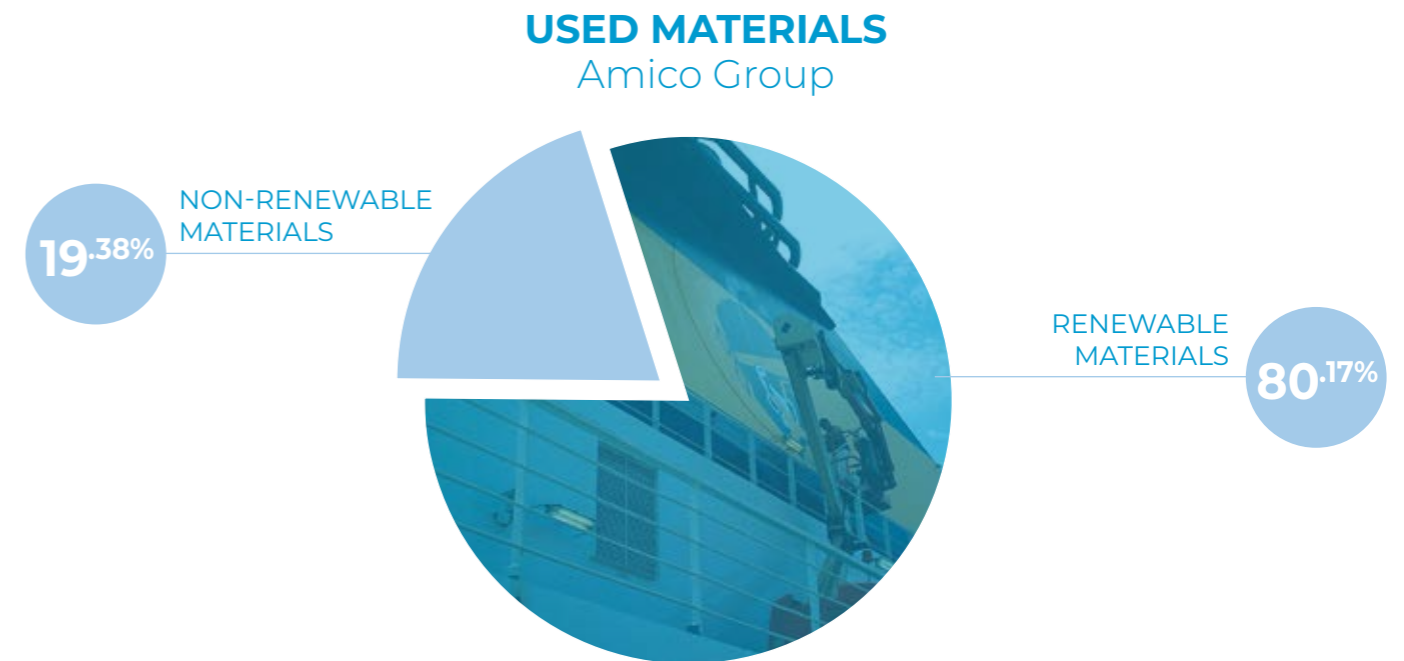


The refitting and maintenance activities carried out by the Amico Group's entities require the use of various materials, including electrical and mechanical components, filter MEDIUM, blasting powders, various alloys and packaging, consumables, wood and plywood.

During 2023, the Amico Group reported the use of 1,300.43 tonnes of materials⁵ to handle

refit and maintenance activities. Of these, 3.04% came from recycling⁶.

Of the total recorded, 1010.86 tonnes refer to renewable materials⁷ and 250.02 tonnes to non-renewable materials.



The Group generated 1,497.2 tonnes of waste, of which 69.64% was non-hazardous. The non-hazardous waste generated was packaging materials, paper, metal scraps, wood, most sandblasting residues and some batteries.

Of these, 1,038.79 tonnes were not destined for disposal, while only 4 tonnes were disposed of.

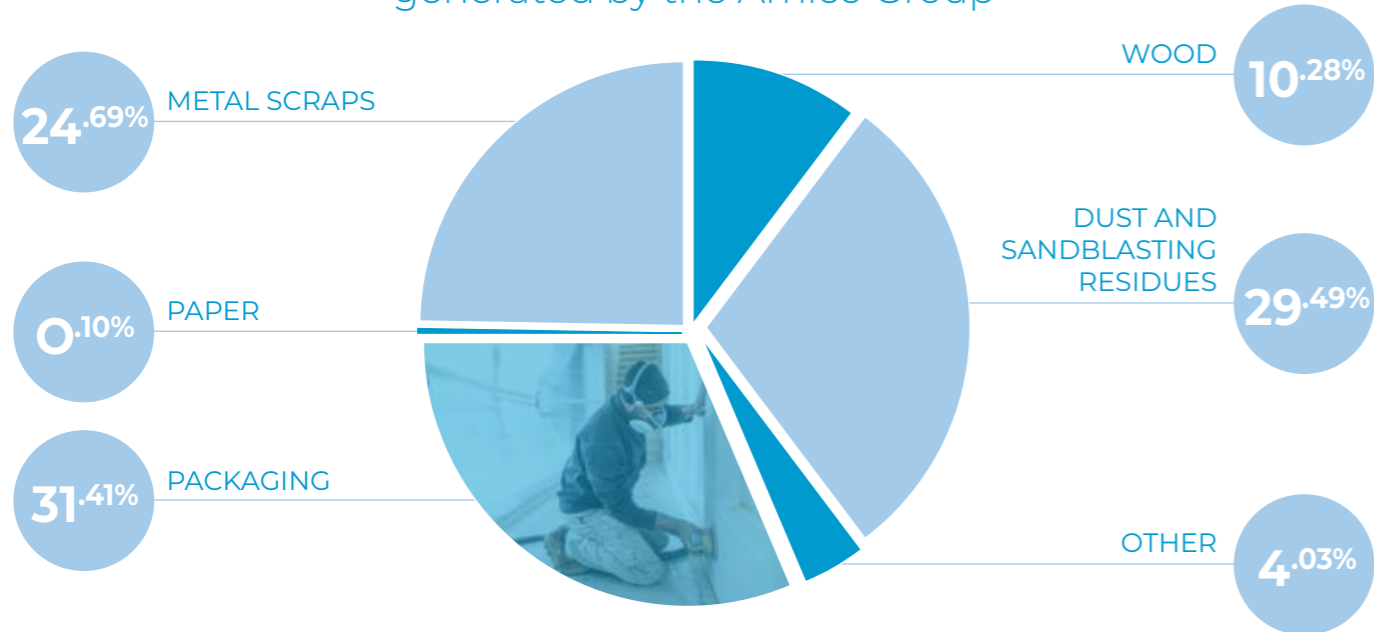
On the other hand, filter materials, certain types of packaging, liquid and semi-liquid waste, a small portion of used dust and certain batteries were classified as hazardous waste. Of these, 88.44 tonnes were disposed of and 365.99 tonnes were not destined for disposal.

5 - For the selected reporting period, it was not possible to report the entirety of the material weight data, which, however, corresponds to an expenditure of €141,698.52, of which €87,668.09 was allocated to the purchase of non-renewable materials and the remaining €54,030.43 to the purchase of renewable materials.

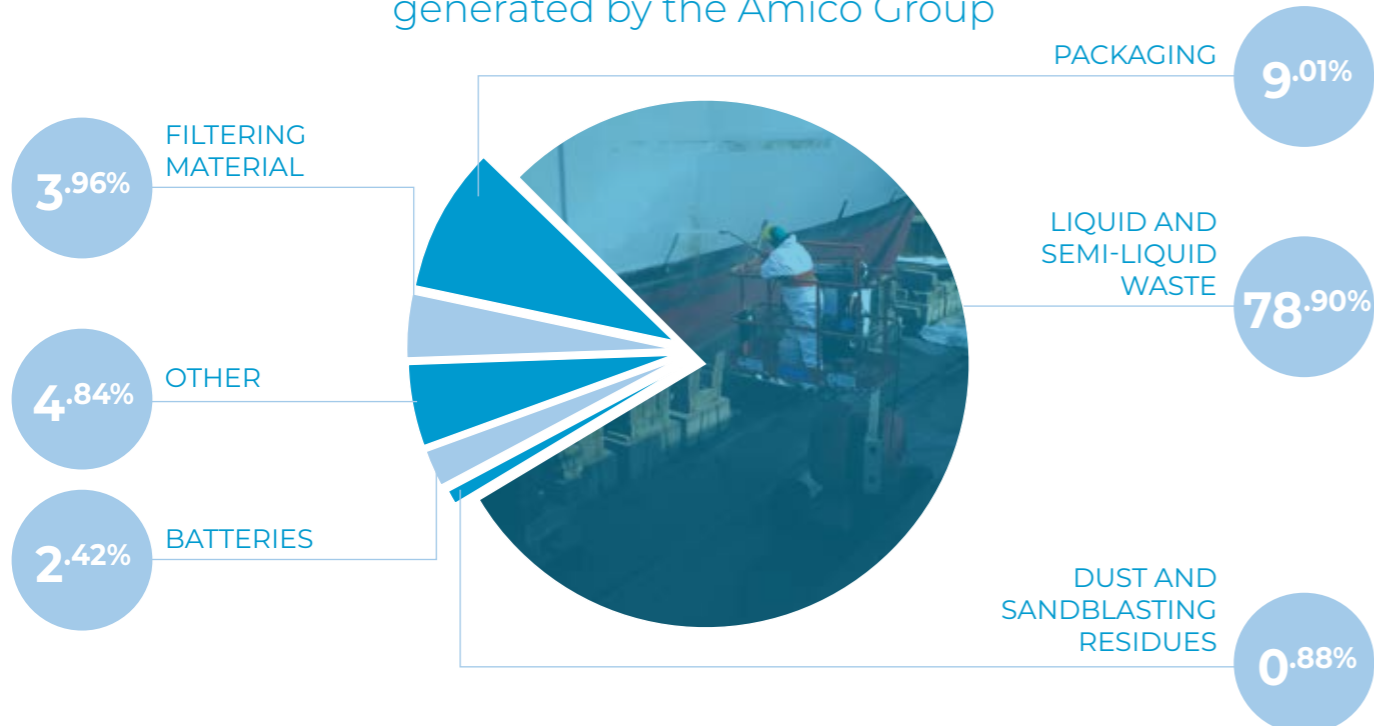
6 - This figure in particular does not take into account recycled materials used by Amico & Co.

7 - Renewable materials are materials that can have a second life at the end of the first production cycle.

NON-HAZARDOUS WASTE generated by the Amico Group



HAZARDOUS WASTE generated by the Amico Group



Luigi Amico in particular has chosen to us adopt within its processes an abrasive sand that can be re-used, in civil processes managed by third parties (e.g., bitumen production), to encourage the recycling of the waste itself.

In addition, the company has recently invested in recovery blasting machinery, equipment capable of reusing the nearly spent abrasive, limiting waste and waste. Officine Meccaniche Sarimi resells their primary scrap material (metals) to another company that reuses it in its production cycle. In the case of gas cylinders, these are kept until the contents are exhausted. At that point, the cylinders are

taken back by the supplier who uses them again.

Whenever disposal of material is carried out, the Amico Group, records the invoice produced by the waste collection company, including information about the amount and weight of the material sold and the copy of the waste form, in order to compile the individual company's waste loading and unloading register. During the year, the Single Environmental Declaration Form (MUD) is then compiled, summarizing all waste produced and disposed of during the year. All documents are saved on the company server.



08 AMICO FOR SOCIAL



08

AMICO FOR SOCIAL



GRI
2-7

GRI
2-8

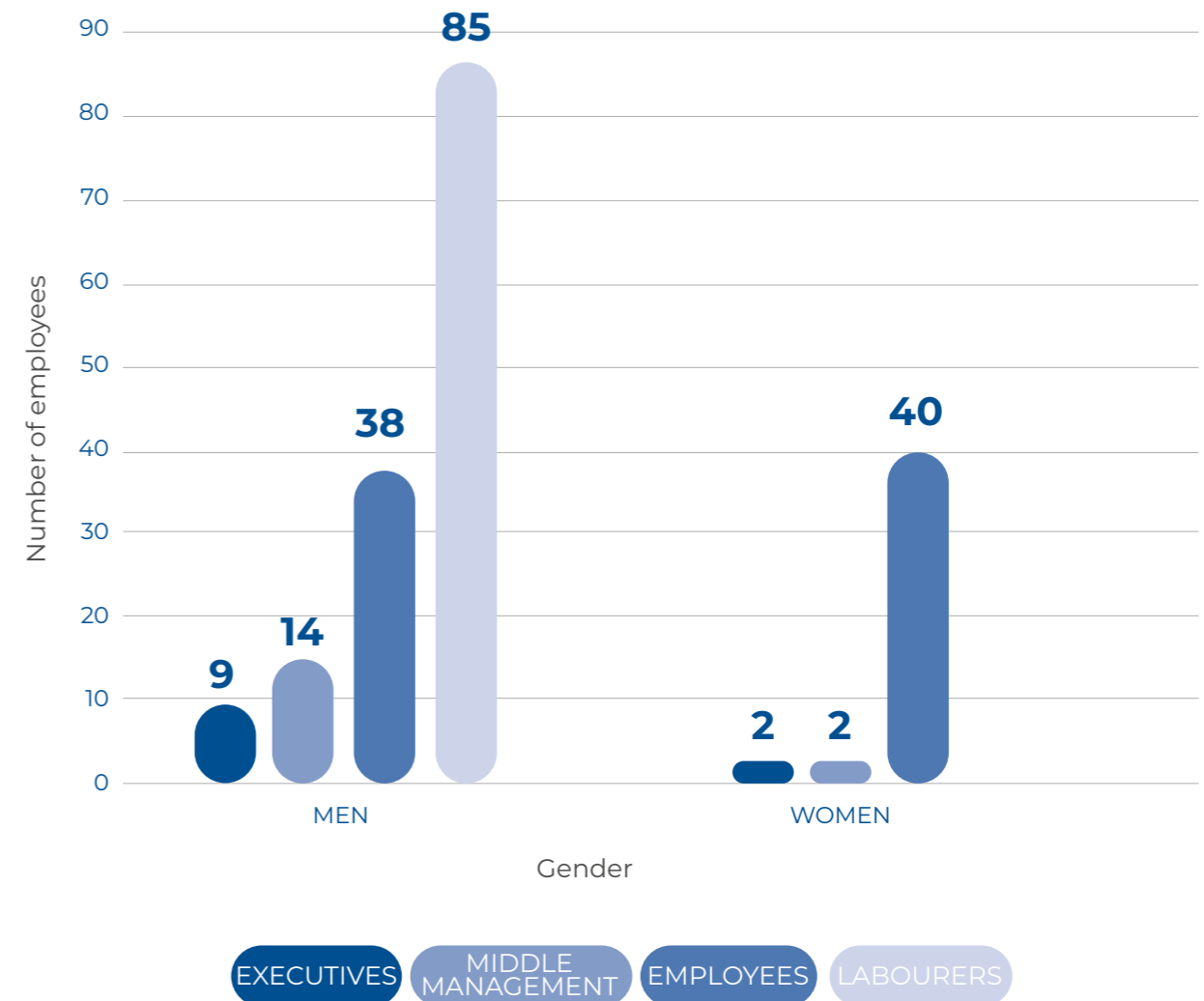
GRI
401-1

The processes carried out by the Amico Group are characterized by a strong technical and craftsmanship component, which is fundamental to guaranteeing high-quality standards. And it is precisely thanks to the people who work for the Group's entities, endowed with passion and marked technical expertise, that the Group continues to grow.

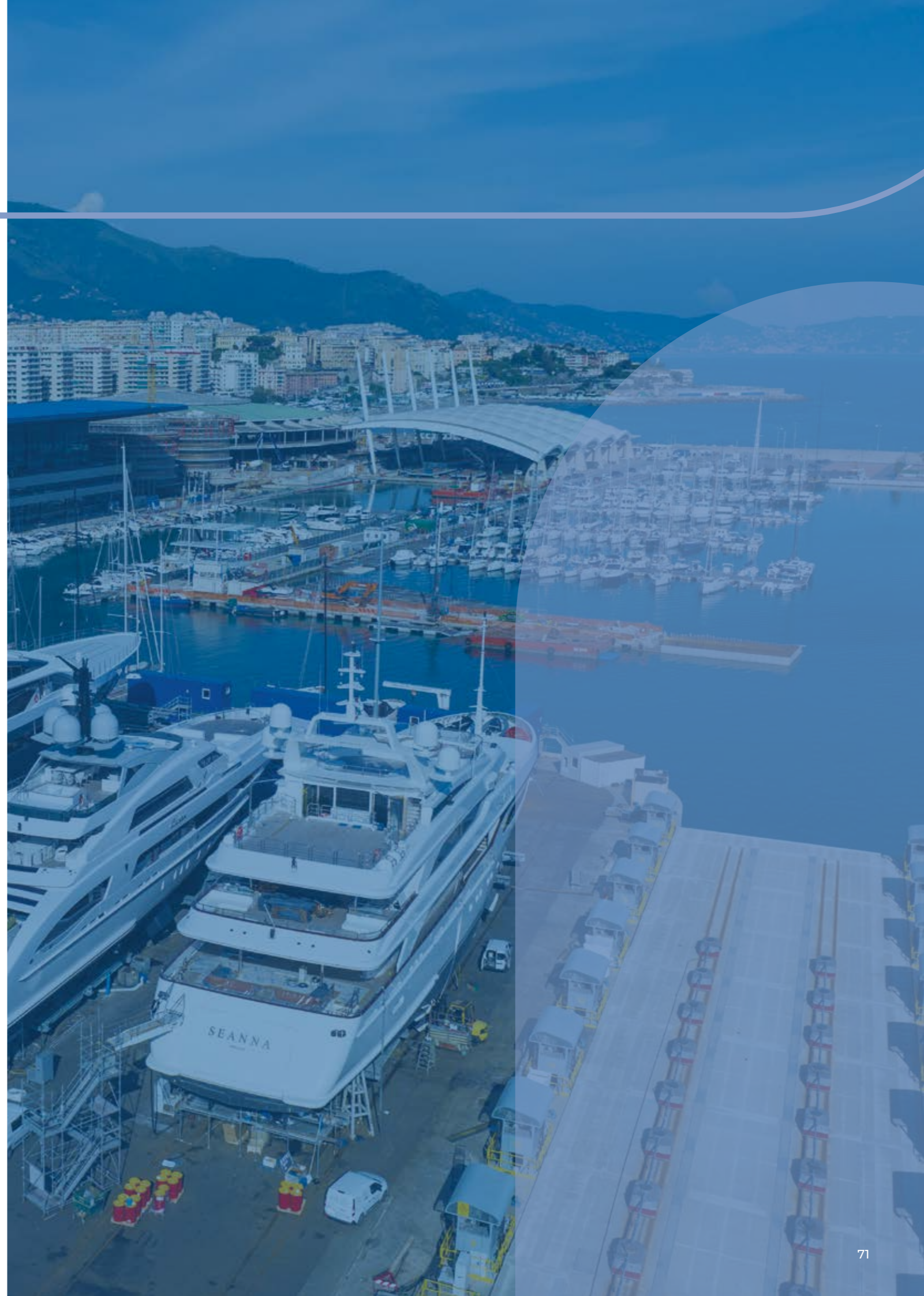
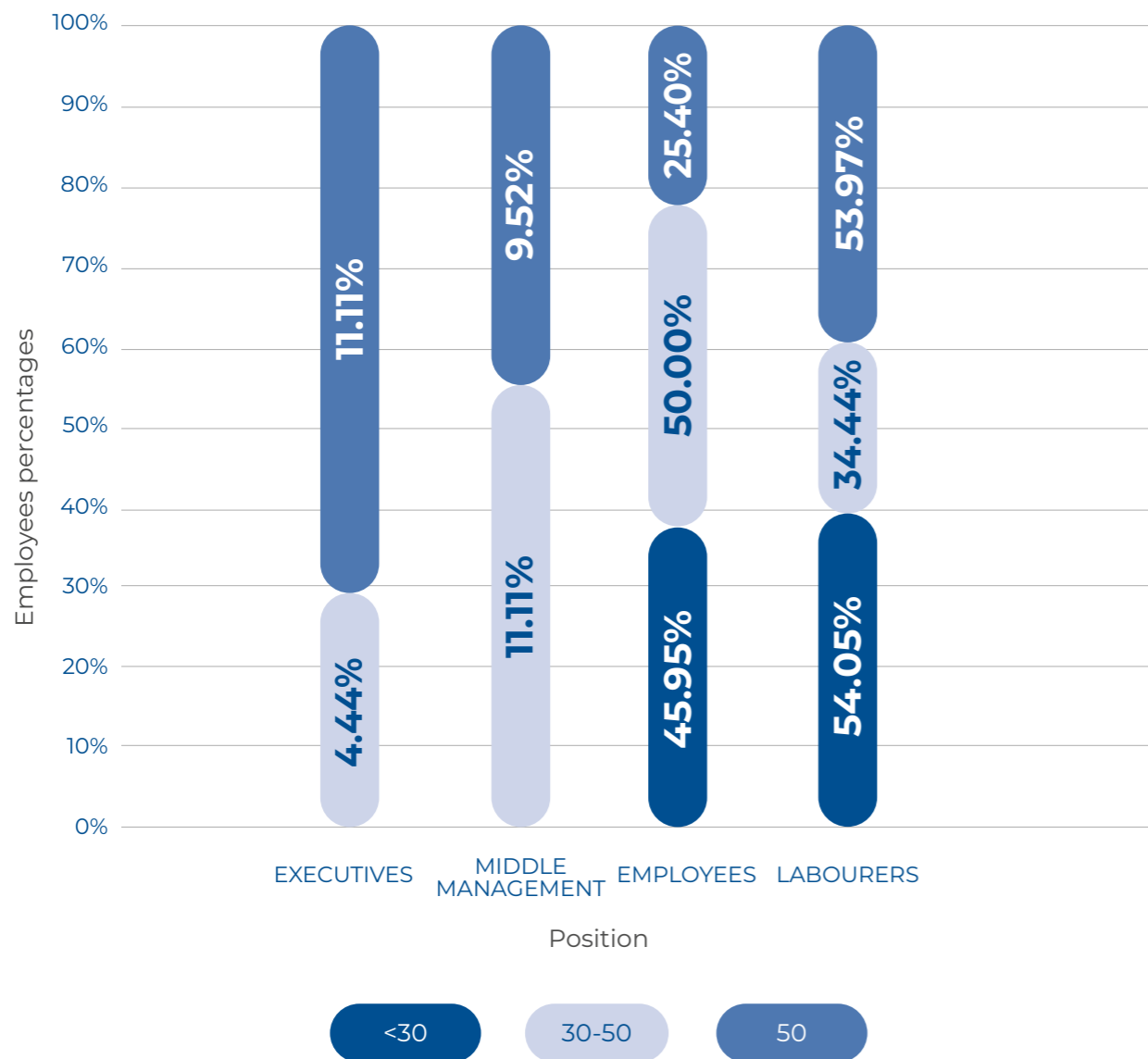
During FY2023, a total of 190 employees worked within the Amico Group.



PERSONNEL BY GENDER and position



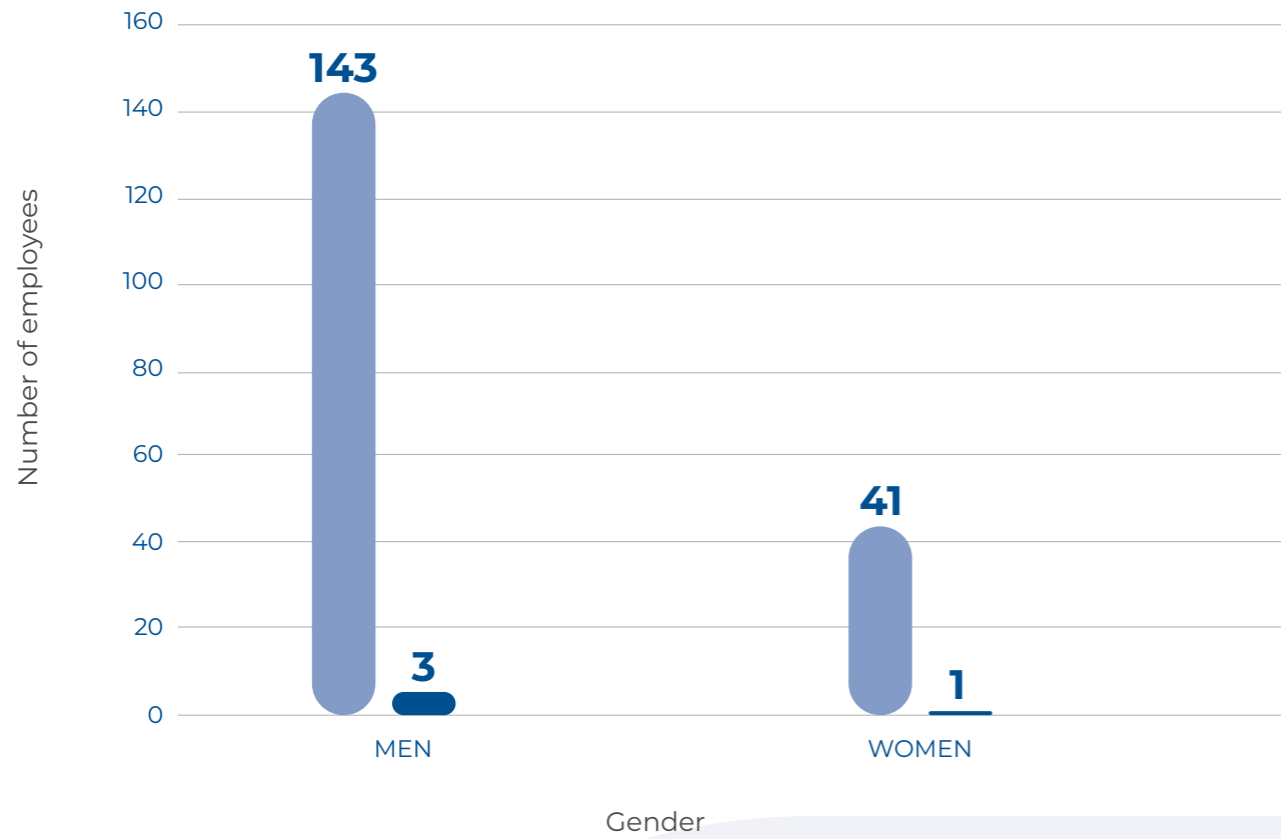
PERSONNEL BY POSITION and age





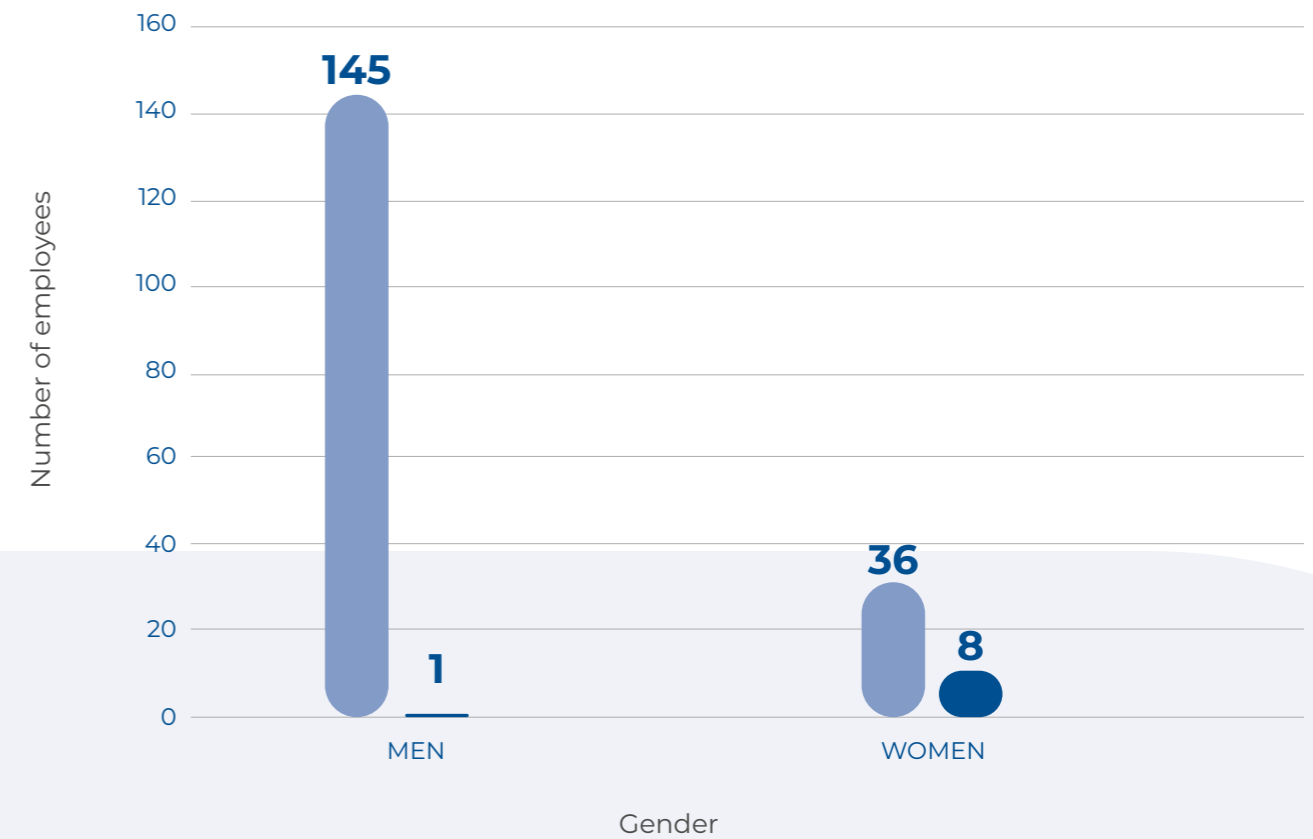
PERSONNEL BY GENDER AND CONTRACT TYPE

fixed term and permanent



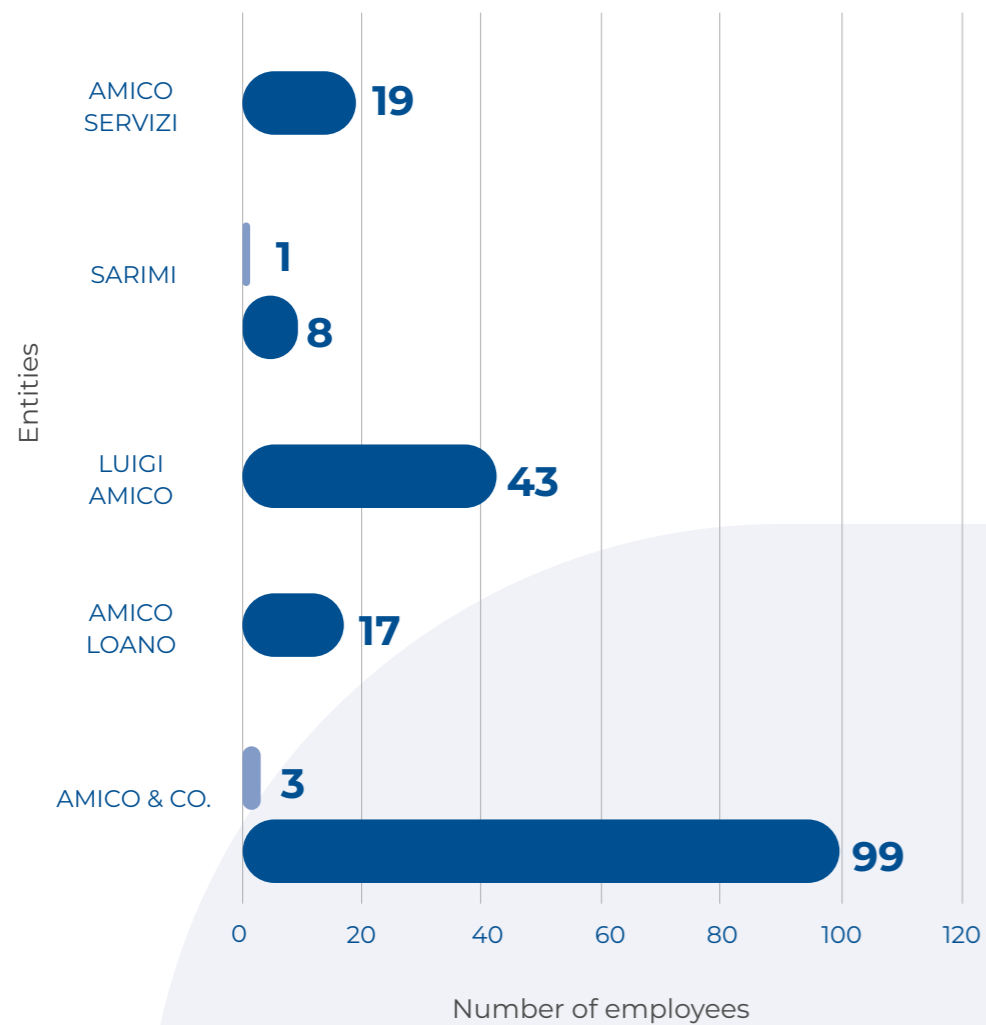
PERSONNEL BY GENDER AND CONTRACT TYPE

full time e part time



PERSONNEL BY COMPANY AND CONTRACT TYPE

Permanent and Fixed-term

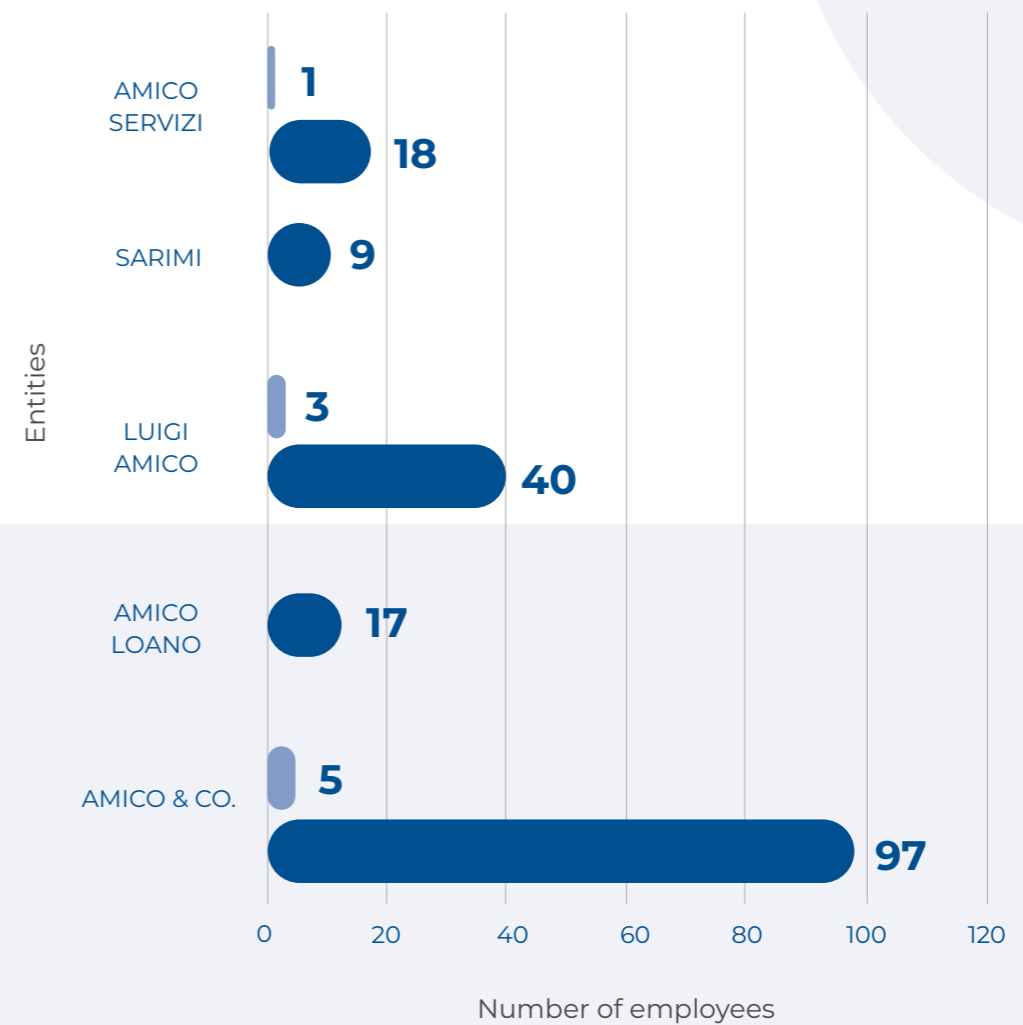


FIXED TERM CONTACTS (GRAND TOTAL OR FULL TIME EQUIVALENT - FTE)

PERMANENT CONTRACTS (GRAND TOTAL OR FULL TIME EQUIVALENT - FTE)

PERSONNEL BY COMPANY AND CONTRACT TYPE

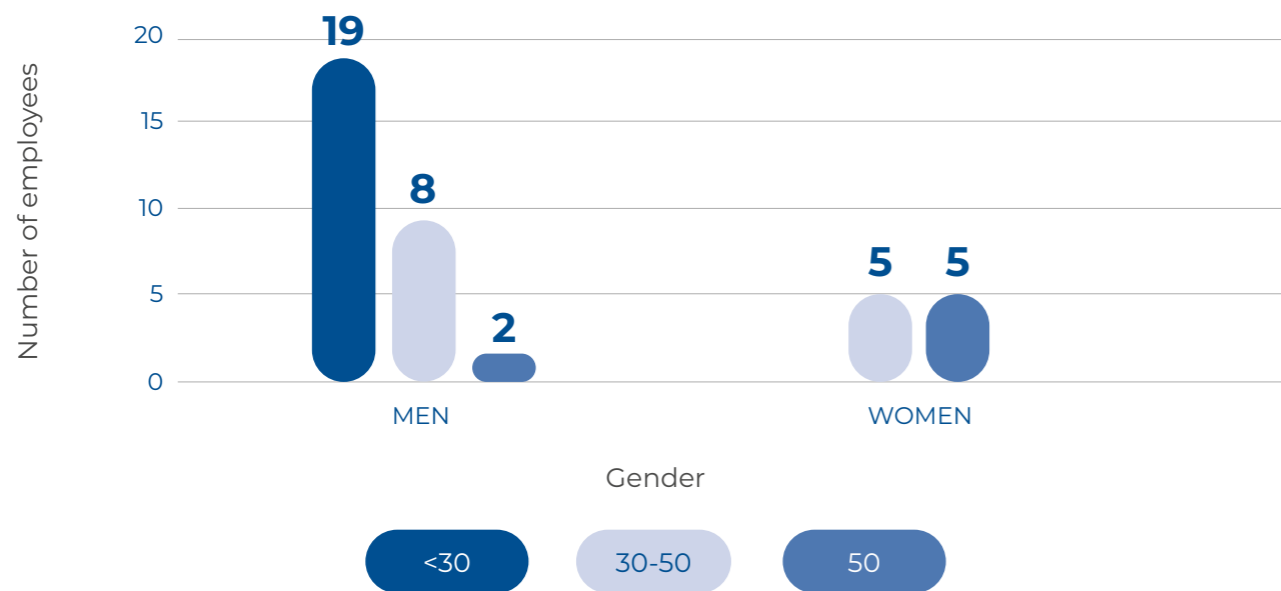
full time e part time



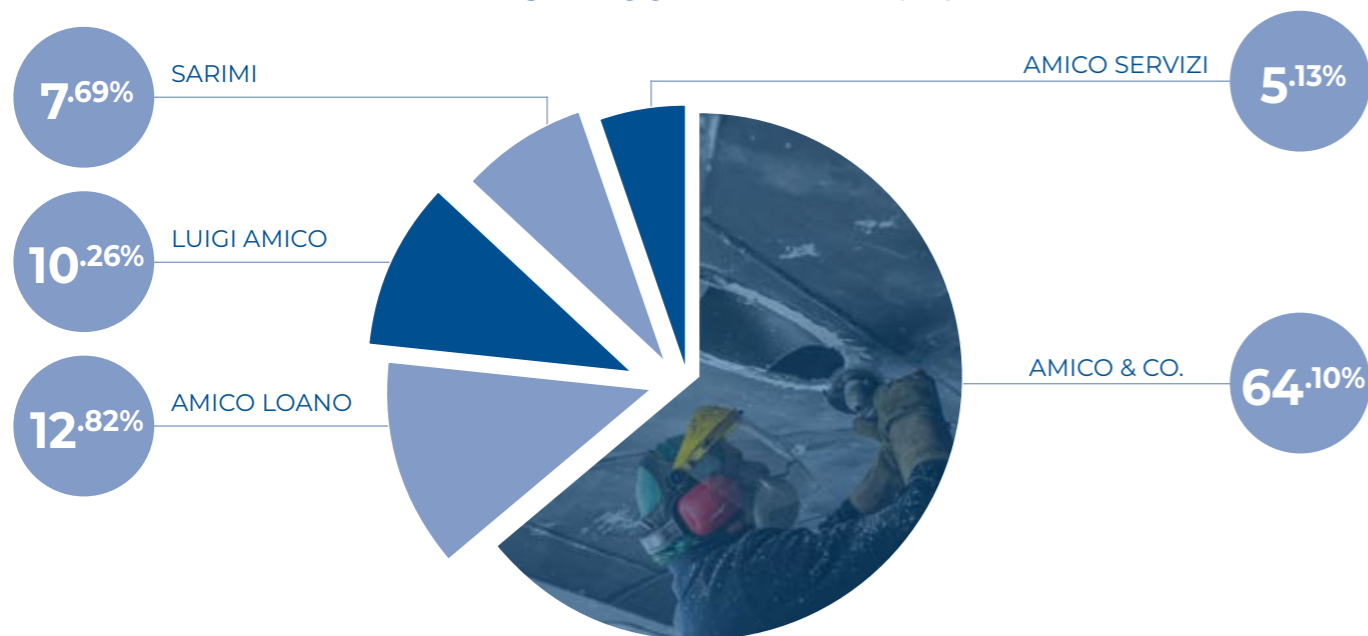
PART-TIME (GRAND TOTAL OR FULL TIME EQUIVALENT - FTE)

FULL TIME (GRAND TOTAL OR FULL TIME EQUIVALENT - FTE)

HIRES BY GENDER AND AGE
in 2023



HIRES BY COMPANY in 2023



19 employees left the Group during 2023 (15 resignations, 2 contractual terminations, one

retirement and one lay-off).

INCOMING TURNOVER (2023 HIRES/TOTAL 2023 EMPLOYEES BY GENDER)		OUTGOING TURNOVER (EXITED 2023/TOTAL EMPLOYEES 2023 BY GENDER)	
MEN	WOMEN	MEN	WOMEN
19.8%	22.7%	10.2%	9%

There were 2,185 non-employee workers who performed tasks on behalf of the Group during the reporting period.

The nature of the business is highly seasonal, therefore there are major variations in the number of employees hired on a staff leasing and/or contracting basis during the summer period, particularly in July and August, a time when the workload decreases significantly.

Primarily, third-party personnel who are characterized by distinctive specialized skills and craftsmanship are employed through staffing or contracting agreements.

RELATIONS in the local area



The history of Amico Group is profoundly linked to the surrounding territory, the province of Genoa and all of Liguria. This bond is evident in the willingness to hire staff from the local⁸ community (of the 39 hires that took place during FY2023, 97.44% involved

people from the local area) and in the choice of preferring local suppliers, contributing to increasing the wealth of the area: out of a total expenditure on suppliers of 12,180,368 euros, 56.04% went to local suppliers⁹.

8 - With regard to the Amico & Co, Amico Servizi, Officine Meccaniche Sarimi, and Luigi Amico companies, "local community" means people from Genoa and Province. With regard to Amico Loano, however, the entire Province of Savona.
9- By "local suppliers" we mean suppliers from Liguria.



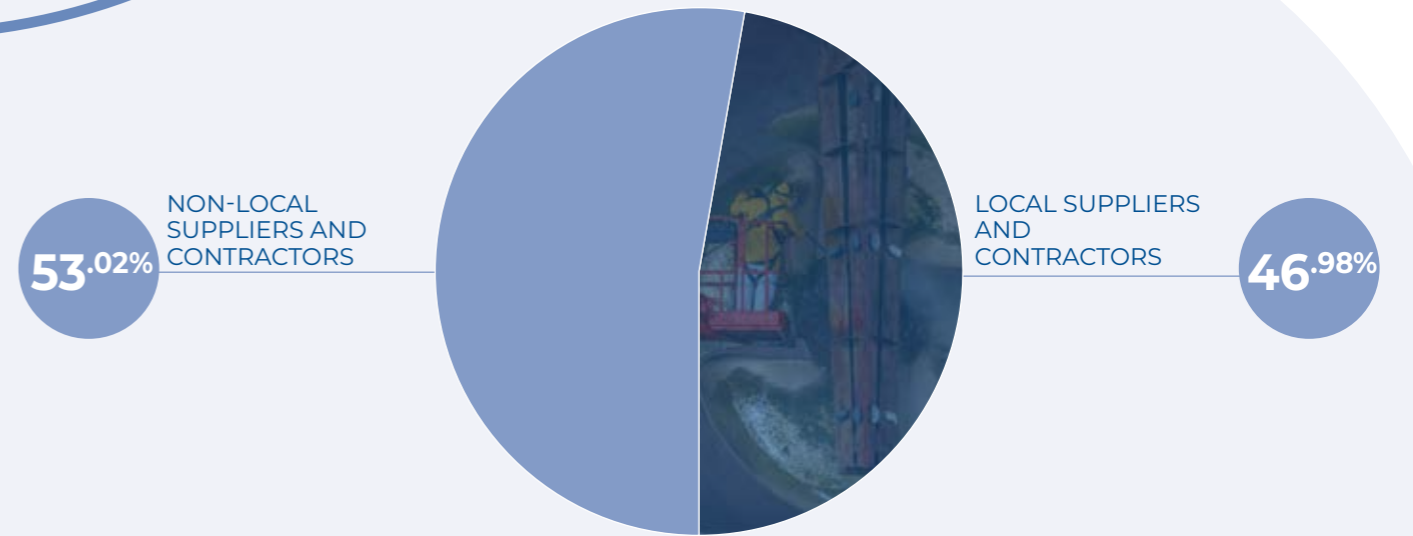
08

AMICO FOR SOCIAL

Suppliers and contractors **Amico & Co.**



Suppliers and contractors **Luigi Amico**



Suppliers and contractors **Amico Loano**



Suppliers and contractors **Sarimi**



In addition, the organization carries out various initiatives and activities that involve the local community, creating a continuous exchange with it.

Amico Group collaborates with educational institutions in the Ligurian territory through this strong belief: that developing skills in the area make Liguria a centre of excellence for nautical refitting activities.

Non-employee workers include internships, 6 in total¹⁰, 4 of which have been arranged with local Institutes and Universities. I

n collaboration with Genoa University, a Career Day was also organized, which, together with the activities at the Blue District, a Career Day held at Palazzo della Borsa and guided tours of the shipyard by middle school students organized by Confindustria, allowed the Group to introduce its companies to younger residents of the area.

ACTIVITIES WITH LOCAL COMMUNITY INVOLVEMENT

Participation in ASSOCIATIONS AND FOUNDATIONS

ASSOCIATIONS

Amico & Co. is among the founding members of Genova for Yachting - of which Luigi Alberto Amico is spokesperson for the shipbuilding category - and among the supporting members of Gaslininsieme Foundation. Additionally, Luigi Alberto Amico holds a position on the general council of Confindustria Genova and is vice chair of ICOMIA - Superyacht Refit Group, whilst Bruno Guglielmini, company CEO, holds a position on the board of directors of the Confindustria Nautica Genova Amico & Co. is also part of the Altagamma Foundation and Superyacht Life Foundation.

¹⁰ -The internship number refers to calendar year 2023.

Amico & Co. has carried out several interventions to support the local community.

Donations:

- Amico & Co. is a supporting member of Gaslininsieme Foundation by donating €20,000 in 2023;
- Amico & Co. donates annually to the Children's Kidney Disease Fund of the Gaslini Children's Hospital: in 2023, the donation was €3,000;
- Annually, a variable amount is donated to the Gaslini Children's Hospital's Research and Related Activities: in 2023, €7,000 was donated.

Sponsorship on an annual basis for:

- Amico & Co. gave a €5,000 sponsorship to the Genova Orchestra Genovese youth orchestra;
- Amico & Co. gave a €5,000 sponsorship to the city Science Festival

Other activities carried out::

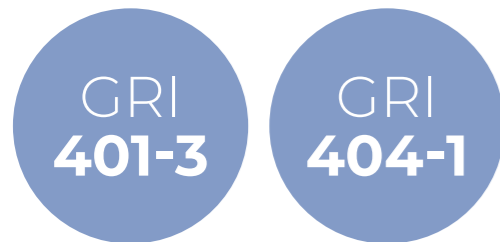
- Free maintenance was performed on SY NINA VI, a vessel used by Liceo Nautico students, specialised in high school nautical studies;
- Free mooring of the YUME boat in the Waterfront Marina, a vessel used for an educational project aimed at children and young people in the care of by social-educational services;
- Free access to the sports fields at Waterfront Marina for conducting sports activities for children with motor disabilities;
- Collection of goods by employees and crews to make donations to the Community of Sant'Egidio.

In addition, two presentations were conducted by Genova for Yachting, regarding Amico & Co.'s Sustainability Report 2021 and a sector study conducted by The European House - Ambrosetti, "The socio-economic impact of professional boating in Genoa," aimed at analyzing the social and economic consequences that the boating sector has on the territory, so as to identify possible development opportunities.

On an international level, Amico & Co. was technical sponsor of the "Grand Finale" of the Ocean Race 2023 which was held from June 24 to July 2, 2023, in the Waterfront Marina concession area which has been the subject of major investment by the Amico Group in order to create a welcoming and innovative marina, promoting Genoa as a superyacht hub at the international level. During the event, Amico & Co. presented "Amico & Co. - moving towards cleaner manufacturing" a moment in which its planned green investments were shared.



PEOPLE CARE
and development



Since its inception, the Amico Group has been committed to establishing an ongoing collaborative relationship with its employees based on mutual trust; this commitment is underpinned by the idea that the enterprise is a common project that can only be realized through the contribution of everybody - executives, managers, technicians and workers. And it is only by ensuring the well-being and development of people that important goals can be achieved.

Therefore, the Amico Group has initiated the following initiatives for employees of all its companies:

- A benefits portal - where employees can access a restricted area and browse various services and benefits available to them. These can range from offers for daily savings to incentive programs;
- A climate analysis - was conducted to detect and understand the Group's people's perception of their workplace and then define actions for continuous improvement;
- The introduction of flexi hours - this measure allows employees who request it to change their arrival and departure times from work, as necessary;

- The provision of a Christmas gift - before the Christmas Holiday, employees received a goodwill gift from the Group as a token of appreciation for their work.

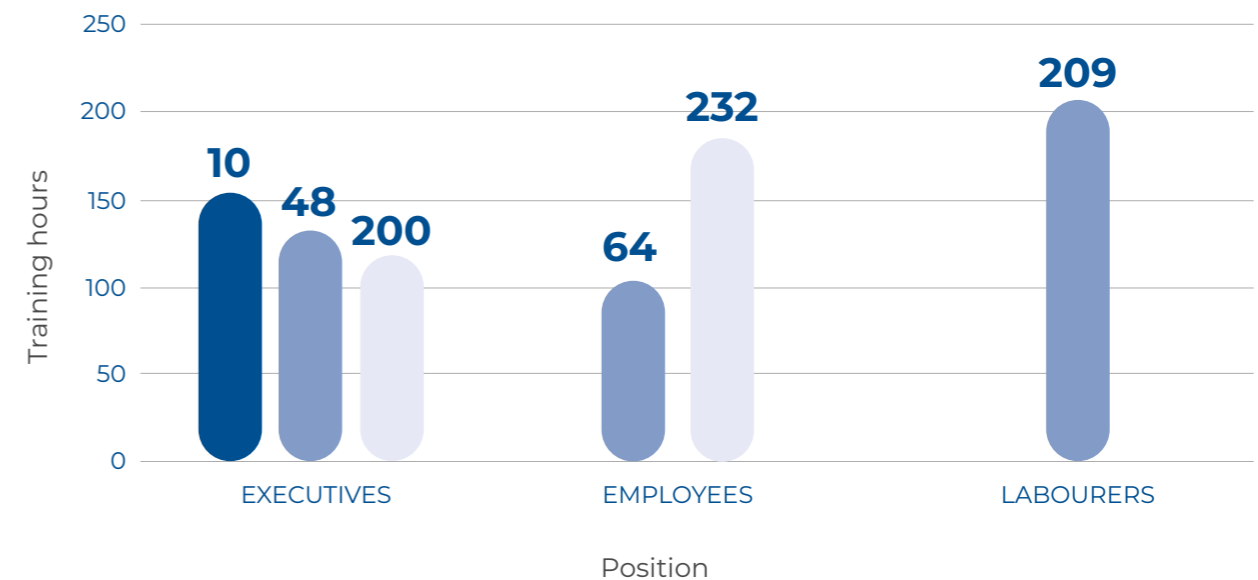
A total of 38 people - 29 men and 9 women - were eligible for parental leave during the fiscal year under review. This was taken by 4 men and 5 women, returning to work in the same fiscal year 2023. These nine employees are still part of the Group's workforce 12 months after the end of the leave period.

The total hours of training provided to Group employees were 763 in 2023.

Included within the technical-professional preparation were courses in AWP, forklift use, firefighting, self-propelled cranes, working in confined spaces and first aid.

AVERAGE HOURS OF TRAINING PER PERSON: 4.26

TRAINING HOURS
by position and subject



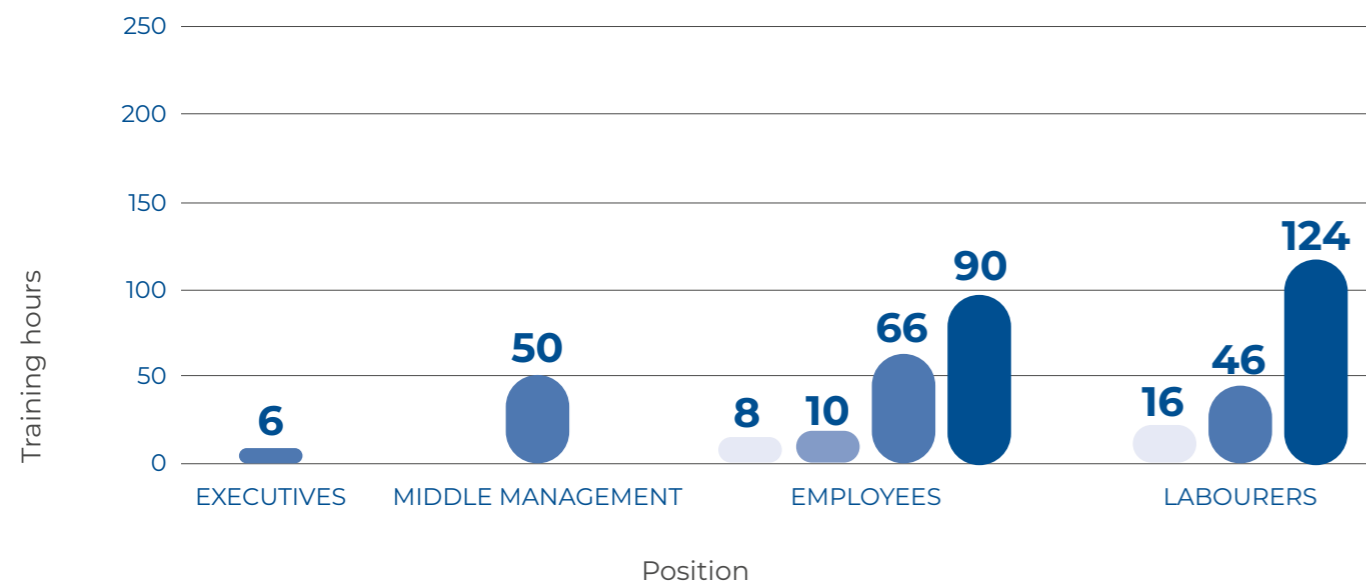
HEALTH AND SAFETY
Protection



Raising awareness and training people on issues related to Health and Safety is a duty and constant commitment for the Amico Group. The total hours of OSH training, delivered mainly by the RSPP, were 416 in 2023.

AVERAGE HOURS OF OSH TRAINING PER PERSON: 2.19

OSH TRAINING HOURS
by position and subject

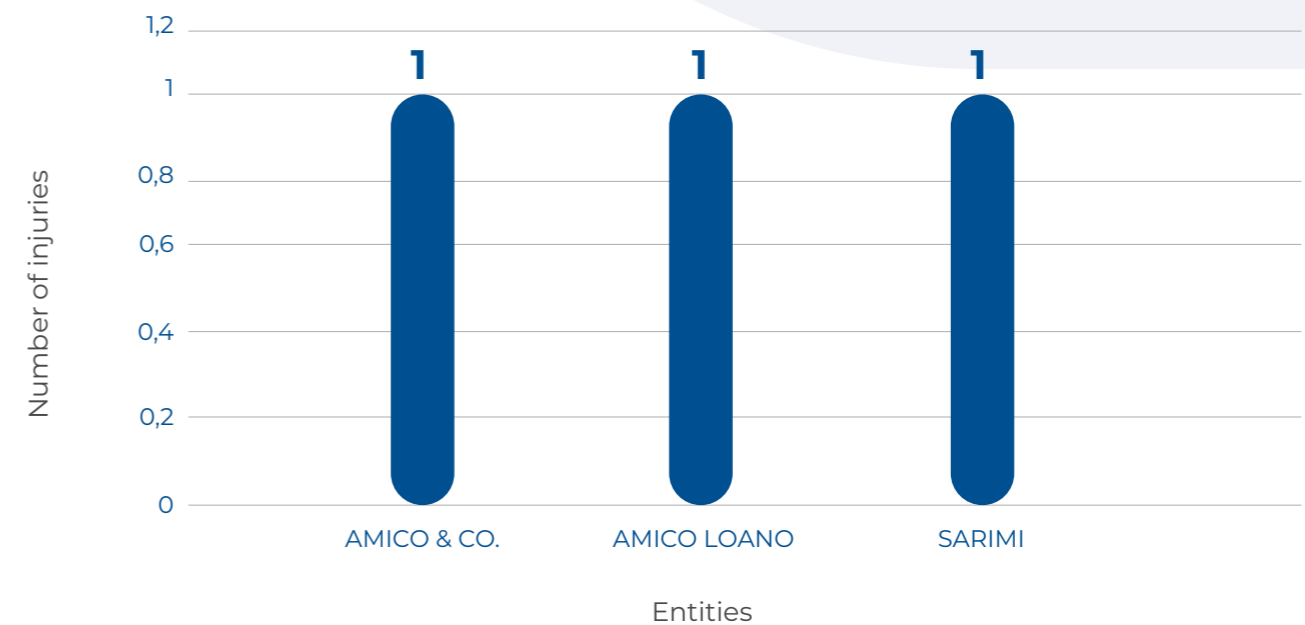


EMPLOYEES - INJURIES	
RECORDABLE, NOT SERIOUS	6
COMMUTING (AUTONOMOUS TRANSPORTATION)	3

EMPLOYEES
Recordable injuries, non-severe



EMPLOYEES COMMUTING INJURIES
(autonomous transport)



EMPLOYEE ACCIDENT FREQUENCY INDEX¹¹: 3.93
EMPLOYEE ACCIDENT SEVERITY INDEX¹²: 211.65

¹¹ - The accident frequency index of employees and non-employees corresponds to the number of accidents recorded, divided by the hours worked during the year, and finally multiplied by 200,000

¹² - To calculate the injury severity index, the ratio of days not worked due to injury to hours worked during the year under review was made, and the result was then multiplied by 200,000



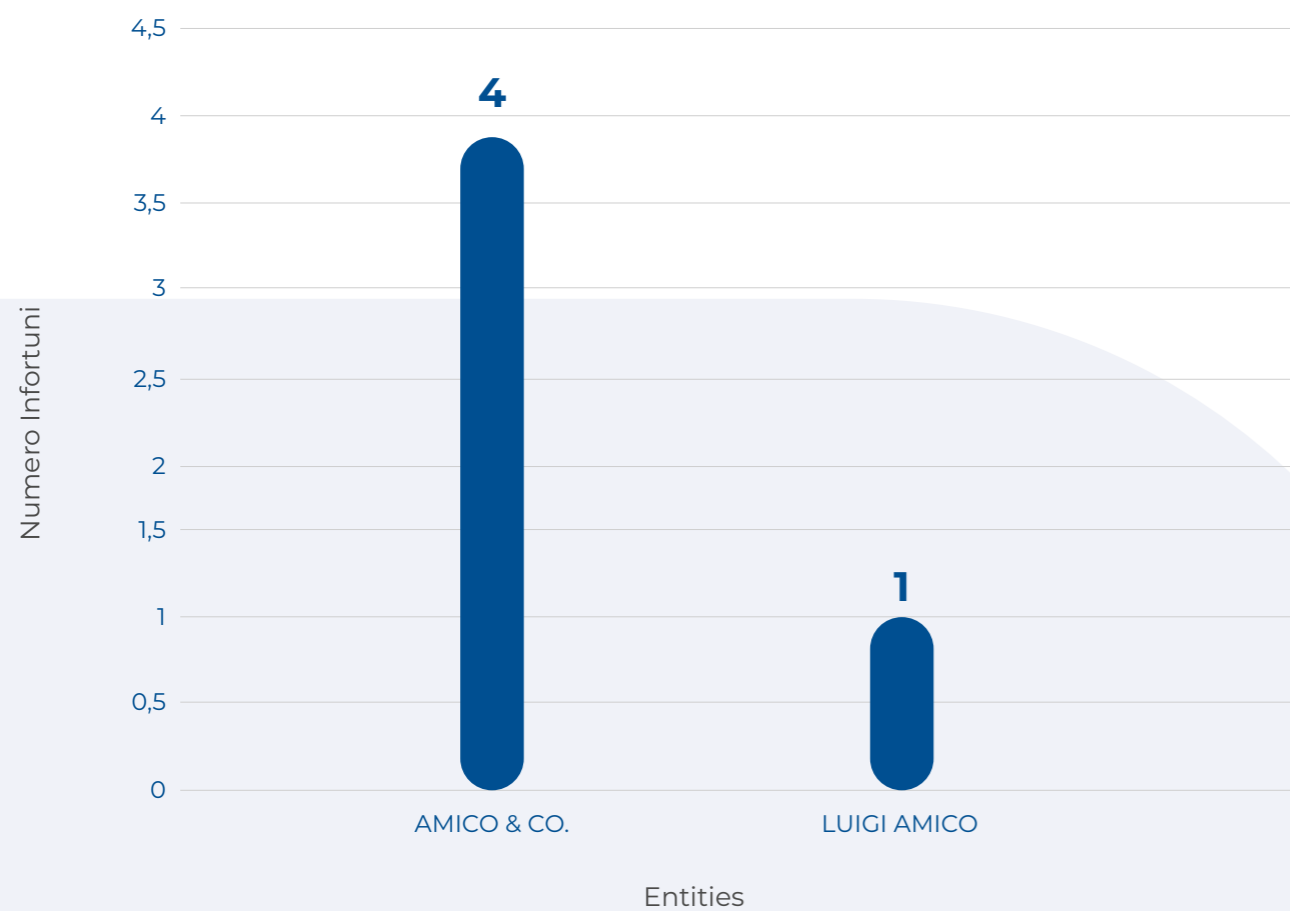
08

AMICO FOR SOCIAL

NON-EMPLOYEES - INJURIES	
RECORDABLE, NOT SEVERE	5
COMMUTING (AUTONOMOUS TRANSPORTATION)	2

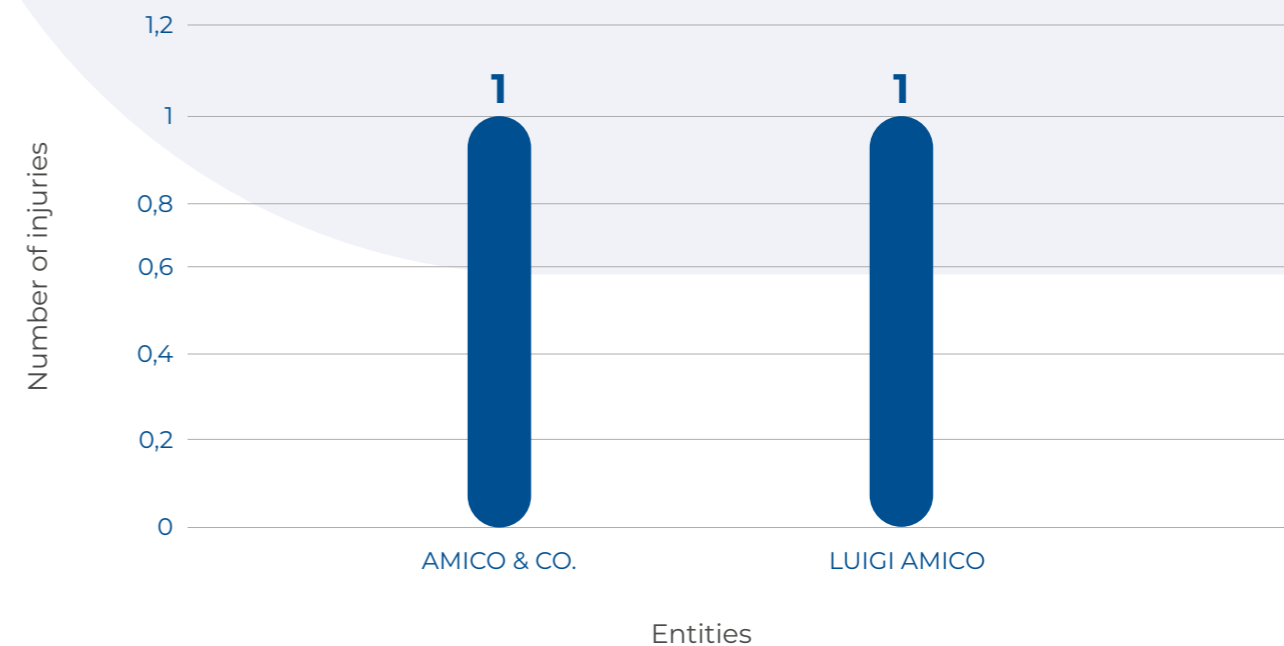
NON-EMPLOYEES

Recordable injuries, non-severe



NON-EMPLOYEES - COMMUTING INJURIES

(autonomous transport)



NON-EMPLOYEE ACCIDENT FREQUENCY INDEX: 13.33

NON-EMPLOYEE INJURY SEVERITY INDEX: 274.54

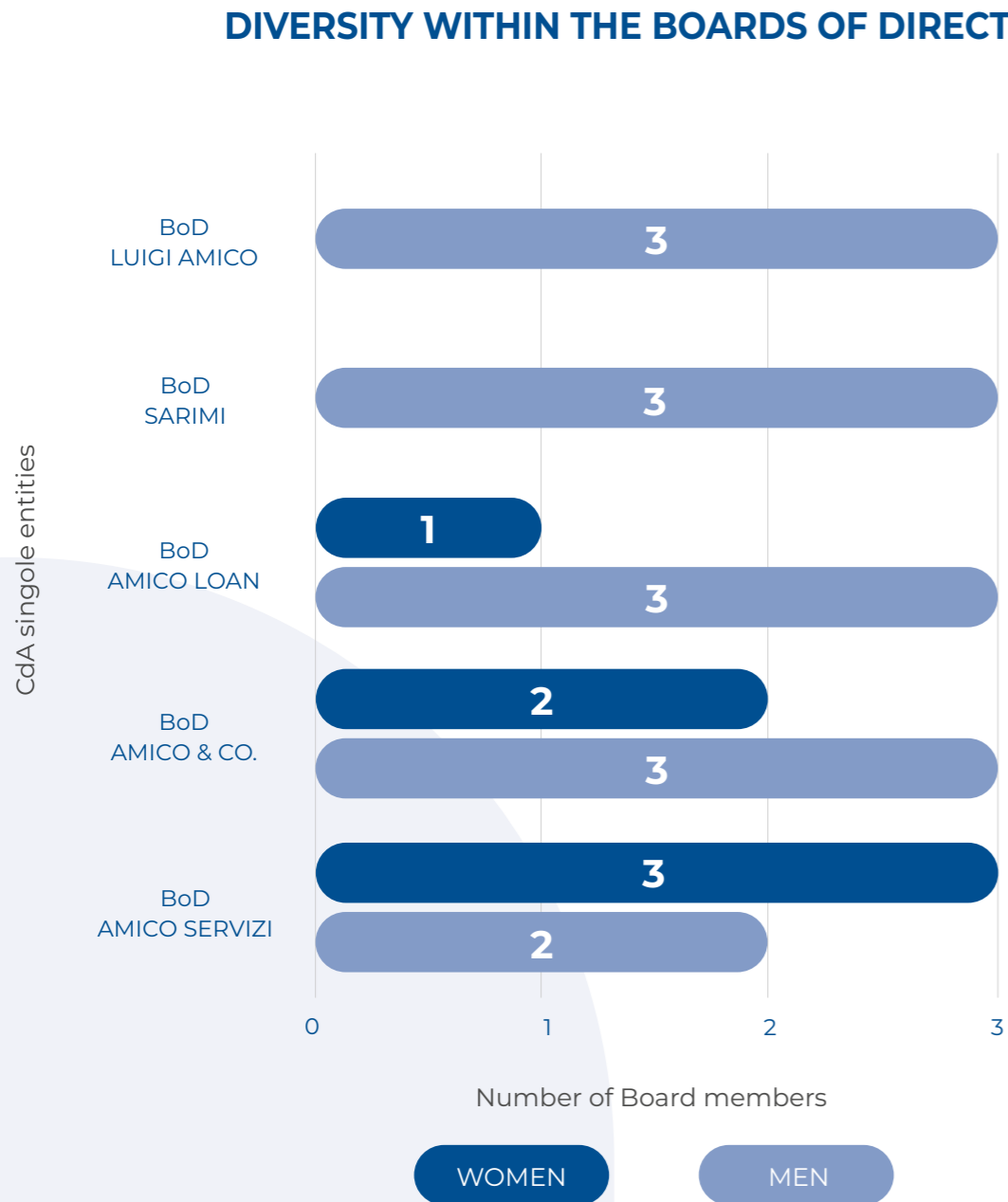
DIVERSITY & inclusion



For all Amico Group companies, diversity and inclusion are key elements to ensure that the best working conditions of all people in the organization are respected.

Creating and maintaining a safe workplace, where rights and equal opportunities are central, are indeed priorities for the Group. The first step is the continuous monitoring of data, to gain increasing awareness and to be able to implement possible actions for improvement:

DIVERSITY WITHIN THE BOARDS OF DIRECTORS



DIVERSITY WITHIN THE BOARDS OF DIRECTORS
of amico group



	BASIC SALARY ¹³ RATIO OF WOMEN TO MEN	WOMEN'S PAY ¹⁴ TO MEN'S PAY RATIO
EXECUTIVES	100%	69.57%
MIDDLE MANAGEMENT	100%	68.27%
EMPLOYEES	105.41%	73.81%

SERVICE
quality

During FY 2023, the Amico Group worked on a total of 580 vessels: Amico & Co. carried out interventions on 155 of these vessels,

Amico Loano on 109, Luigi Amico treated 266 boats, and Officine Meccaniche Sarimi on the remaining 50.

¹³ - Base salary corresponds to the minimum fixed amount paid to an employee for performing his or her assigned duties excluding any additional remuneration such as overtime pay or bonuses.
¹⁴ - The salary corresponds to the base salary plus additional amounts paid to the employee. Examples of additional amounts paid to an employee may include those based on years of service, bonuses such as cash and equity securities such as stocks and shares, benefits, overtime, time owed, and any additional allowance (allowance) such as travel expenses, room and board and child care.



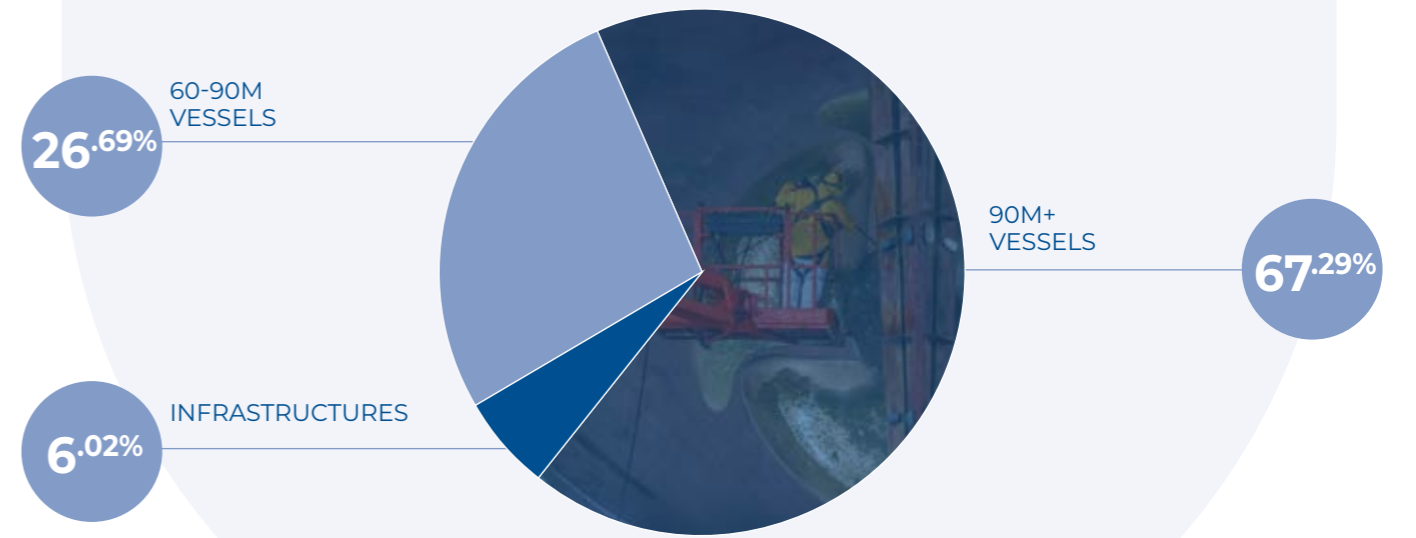
08

AMICO FOR SOCIAL

AMICO & CO.



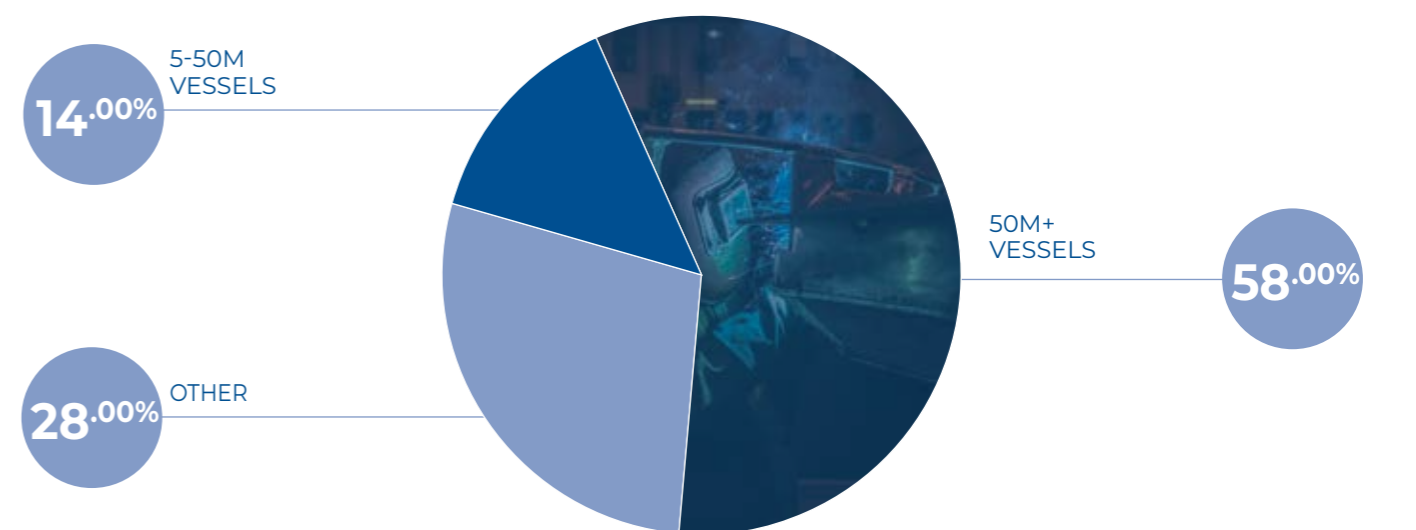
LUIGI AMICO



AMICO LOANO



SARIMI





In 2023, Amico Loano handled regular and extraordinary maintenance work, as well as painting, engineering and carpentry work, tasks also completed by Amico & Co., which also performed conversion and lengthening projects.

Luigi Amico, on the other hand, conducted sandblasting, hydro blasting, shot blasting, scarifying and tank and storage reclamation works. Finally, Officine Meccaniche Sarimi

carried out metal carpentry and dock services works.

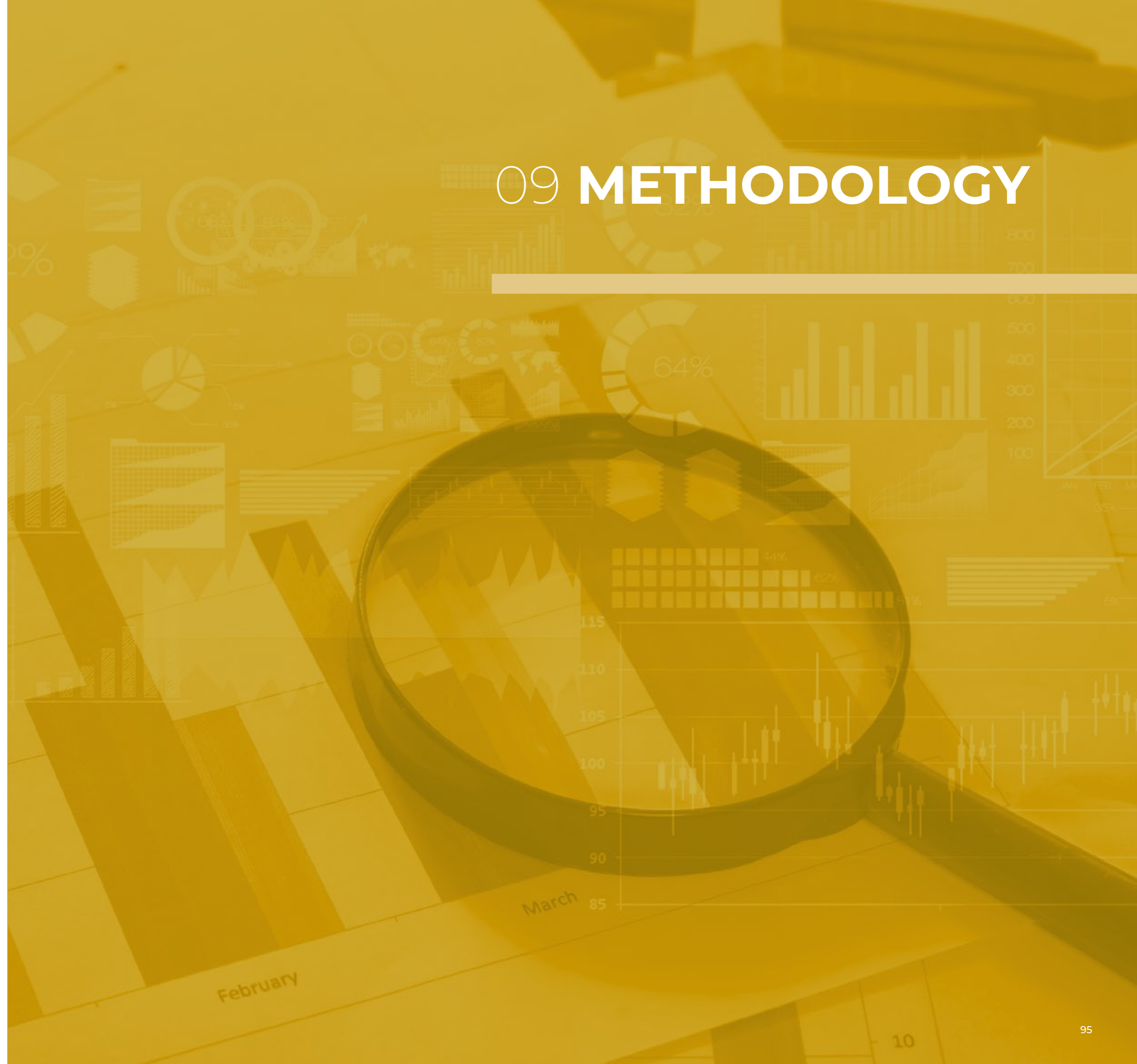
Thanks to the quality and reliability of its services, the Amico Group confirms its position as an industry leader year after year. In 2023, the Group served a total of 325 clients. Of these, 147 were from Italy, 64 from other European countries and 114 from non-European areas.

WORKING FOR QUALITY

In 2015 Luigi Amico Srl obtained its first certification Certification UNI EN ISO 9001, an international standard that establishes the requirements for a quality management system. The implementation of this standard makes it possible to define and document key processes, establish quality objectives, ensure the control of activities and services, carry out periodic monitoring and audits, and continuously measure the effectiveness of the quality management system.

This choice testifies to the continuous focus on the quality of services offered, ensuring rigorous standards of strength, durability and safety for clients who rely on Luigi Amico.





09 METHODOLOGY

09

METHODOLOGY

GRI
2-1

GRI
2-2

GRI
2-3

The Sustainability Executive Summary represents the document through which the Amico Group has decided to communicate its ESG (Environmental - Social - Governance) performance to stakeholders on an annual basis, with the desire to convey relevant and meaningful information regarding the sustainability results achieved.

The Group prepares this Sustainability Executive Summary by referring to the most widely recognized reporting principles - the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) in 2021 - using a "with reference to" approach. The document was prepared voluntarily, taking into consideration the reporting principles outlined in the GRI Standards: accuracy, clarity, comparability, completeness, sustainability context, balance, timeliness, and verifiability. References to the GRI Standards are provided within the document and the GRI Content Index table.

Explained here are qualitative and quantitative information about initiatives, activities carried out, and results achieved concerning the period

between January 1, 2023 and December 31, 2023.

The Amico Group Sustainability Executive Summary 2023 takes into consideration the entities of Amico & Co. S.p.A., Amico Servizi S.r.l., Amico Loano S.r.l., Luigi Amico S.r.l. and Officine Meccaniche Sarimi S.r.l.

The drafting of this Executive Summary involved the engagement of several corporate functions, which actively contributed to the identification and definition of material issues and the prioritization of their impacts, as well as the collection of the necessary data and information.

For more information regarding this document, you can write to the e-mail address:

mariacristina.amico@amicoshipyard.com.



10 ANNEX



GRI 201-1: Direct economic value generated and distributed

ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED	AMOUNT
DIRECTLY GENERATED ECONOMIC VALUE	92,591,746.00 €
ECONOMIC VALUE DISTRIBUTED	75,749,332.37 €
OPERATING COSTS	58,719,942 €
SALARIES AND EMPLOYEE BENEFITS	12,956,620 €
DIVIDENDS	1,341,433 €
PAYMENTS TO CAPITAL PROVIDERS	152,299 €
PAYMENTS TO PUBLIC ADMINISTRATION	2,541,038.37 €
INVESTMENTS IN THE COMMUNITY	38,000 €
ECONOMIC VALUE WITHHELD	16,842,413.63 €

GRI 201-1: Energy consumption within the organization

DIRECT ENERGY CONSUMPTION - ENERGY USED FOR AUTOMOTIVE PURPOSES	GJ
GJ	7,400.96 GJ
DIESEL	774.96 GJ
DIRECT ENERGY CONSUMPTION - ENERGY USED FOR HEATING AND PROCESSES	GJ
NATURAL GAS	6.56 GJ
DIESEL	40.34 GJ
INDIRECT ENERGY CONSUMPTION - PURCHASED ELECTRICITY	GJ
PURCHASED ELECTRICITY	47,280.32 GJ

GRI 305-1: Direct emissions

DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1)	TCO2
DIESEL FOR GEN SETS	2.68 tCO2
AUTOMOTIVE DIESEL	488.81 tCO2
PETROL	4.79 tCO2
NATURAL GAS	0.299 Tco2
TOTAL	496.58 tCO2

GRI 305-2: Direct emissions

INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2) - LOCATION-BASED	TCO2
ENERGY CONSUMPTION	3,852.03 tCO2

INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2) - MARKET-BASED	TCO2
ENERGY CONSUMPTION	6,003.94 tCO2

GRI 303-5: Water consumption

WATER CONSUMPTION	MEGA LITRES
WITHDRAWN WATER	33.95 ML
DISCHARGED WATER	33.95 ML
CONSUMED WATER	0 ML

GRI 301-1: Used materials

USED MATERIALS	TON
NON-RENEWABLE MATERIALS USED	250.02 ton
RENEWABLE MATERIALS USED	1010.86 ton
MATERIALS FROM RECYCLING	39.54 ton
TOTAL MATERIALS USED	1300.43 ton

GRI 306-3: Waste generated

WASTE	DANGEROUS (TON)	NON-DANGEROUS (TON)
FILTER MATERIAL	18	0
PACKAGING	41	327
PAPER	0	1
METALLIC SCRAPS	0	257
WOOD	0	107
LIQUID/SEMI-LIQUID WASTE	359	0
ELECTRICAL WASTE	0	0
BLASTING SAND/RESIDUE	4	307
BATTERIES	11	0
OTHER	22	42
TOTAL	454.60	1,042.58

GRI 306-4: Waste not intended for disposal

WASTE NOT INTENDED FOR DISPOSAL.	(TON)
FILTER MATERIAL	11.96
PACKAGING	364.43
PAPER	1.10
METALLIC WASTE	256.93
WOOD	107.39
LIQUID/SEMI-LIQUID WASTE	288.99
ELECTRICAL WASTE	0.27
BLASTING SAND/RESIDUE	308.05
BATTERIES	11
OTHER	54.56
TOTAL	1404.67

GRI 306-5: Waste for disposal

WASTE FOR DISPOSAL	(TON)
FILTER MATERIAL	5.55
PACKAGING	3.90
PAPER	-
METALLIC WASTE	-
WOOD	-
LIQUID/SEMI-LIQUID WASTE	70.32
ELECTRICAL WASTE	-
BLASTING SAND/RESIDUE	3.35
BATTERIES	-
OTHER	9.39
TOTAL	92.51

INDIRECT GREENHOUSE GAS (GHG) EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2) – MARKET-BASED	TCO2
ENERGY CONSUMPTION	6,003.94 tCO2

GRI 303-5: Water consumption

WATER CONSUMPTION	MEGA LITRES
WITHDRAWN WATER	33.95 ML
DISCHARGED WATER	33.95 ML
CONSUMED WATER	0 ML

GRI 301-1: Used materials

USED MATERIALS	TON
NON-RENEWABLE MATERIALS USED	250.02 ton
RENEWABLE MATERIALS USED	1010.86 ton
MATERIALS FROM RECYCLING	39.54 ton
TOTAL MATERIALS USED	1300.43 ton

GRI 2-7 Employees

POSITION	MEN	WOMEN
EXECUTIVES	9	2
MIDDLE MANAGEMENT	14	2
EMPLOYEES	38	40
LABOURERS	85	0
TOTAL	146	44

POSITION	<30	30-50	>50
EXECUTIVES	0	4	7
MIDDLE MANAGEMENT	0	10	6
EMPLOYEES	17	45	16
LABOURERS	20	31	34
TOTAL	37	90	63

CONTRACT TYPE	MEN	WOMEN	TOTAL
PERMANENT	143	43	186
FIXED TERM	3	1	4
FULL TIME	145	36	181
PART-TIME	1	8	9

HIRES			
AGE	MEN	WOMEN	TOTAL
<30	19	5	24
30-50	8	5	13
>50	2	0	2
TOTAL	29	10	39

GRI 2-8: Non-employed workers

NON-EMPLOYED WORKERS	MEN	WOMEN	TOTAL
NON-EMPLOYED WORKERS	2,182	3	2,185

GRI 204-1: Proportion of spending made to local suppliers

SUPPLIERS	EUROS
NON-LOCAL COMMUNITY SUPPLIERS	5,354,071.53
LOCAL COMMUNITY SUPPLIERS	6,826,296.86
TOTAL	12,180,368.39

GRI 404-1: Average number of training hours per year per employee

TYPE OF TRAINING BY BUSINESS CATEGORY	EXECUTIVES	MIDDLE MANAGEMENT	EMPLOYEES	LABOURERS
LANGUAGE	0	0.63	0	0
TECHNICAL-PROFESSIONAL	0	3	0.82	2.46
OTHER (RSPP. CUSTOMS TECHNIQUES. CUSTOMS COURSE)	0	12.5	2.97	0
AVERAGE HOURS OF TRAINING PER PERSON - BY CLASSIFICATION	0	16.13	3.79	2.46

GRI 403-5: Worker training on occupational health and safety

SSL TRAINING TYPE	EXECUTIVES	MIDDLE MANAGEMENT	EMPLOYEES	LABOURERS	TOTAL
GENERAL TRAINING	0	0	8	16	24
SPECIFIC DANGER - LOW RISK	0	0	10	0	10
SPECIFIC DANGER - MEDIUM	6	50	66	46	168
SPECIFIC DANGER - HIGH	0	0	90	124	214
TOTAL	6	50	174	186	416

GRI 403-9: Occupational injuries

INJURY TYPE	EMPLOYEES	NON-EMPLOYEES
RECORDABLE, NON SEVERE	6	5
COMMUTING (AUTONOMOUS TRANSPORT)	3	2

GRI 405-1: Diversity in governance bodies and among employees

DIVERSITY WITHIN GOVERNING BODIES	MEN	WOMEN
BoD (Global)	14	6





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