

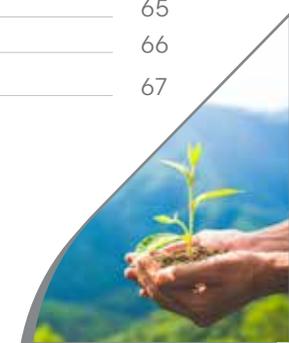
RACING
FORCE
GROUP

2023
SUSTAINABILITY
REPORT



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Letter to Stakeholders

Dear Stakeholders,

I am pleased to present our 2023 Report, highlighting the progress and ongoing efforts of our Group in the motorsport safety industry. This year has presented numerous challenges, characterized by economic volatility, geopolitical tensions, and the escalating impacts of climate change. These external pressures have required a resilient and adaptable approach, allowing us to continue meeting our operational targets and growing our market share.

Despite these complexities, we have remained focused on our strategic goals and committed to innovation and sustainability.

Our strategic initiatives, as further described with this Report, have been crucial in guiding our efforts to steadily progress towards our long-term objectives, optimizing our business model, enhancing innovation and improving competitiveness.

Sustainability remains paramount to our agenda. We have renewed our collaboration with Deloitte to enhance our ESG reporting systems, aiming for continuous improvement. Our presence in the ESG ITA Growth Index by Borsa Italiana this year is a testament to our ongoing commitment to sustainable governance and responsible business practices.

In terms of operational expansion, we have carried on significant investments aimed at increasing our production and logistics capacity. At our headquarters in Ronco Scrivia, Italy, we are expanding by 3,800 sqm, with completion expected by summer 2025. This project includes sustainable features such as solar panels, energy-saving façades, car recharging stations, and rainwater collection systems. In Bahrain, we are collaborating with the Bahrain International Circuit to complete the second floor of our factory by the end of 2024, also including solar panels and more efficient climate control systems.

We remain committed to contributing positively to the communities in which we operate. Our initiatives aim to support broader societal goals and foster partnerships that drive progress in our industry's social and environmental agenda.

Our workforce is central to our success. We continue to respect and promote human rights through a due diligence-based approach, ensuring inclusivity and leveraging diversity

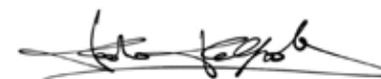
within our teams. This commitment to our people supports our daily operations and strategic direction.

Looking ahead, our focus on innovation and sustainability will remain steadfast. We are dedicated to delivering high-quality, safe products while creating value for all stakeholders. Sustainability is a key driver of our long-term success, and we are committed to integrating sustainable practices into all aspects of our business, from technological investments to supply chain optimization.

In closing, I extend my gratitude to our employees, partners, and stakeholders for their support and dedication. Together, we have navigated a challenging year and made significant strides towards our future goals.

I invite you to read our Report for a detailed overview of our initiatives, commitments, and progress. Thank you for your continued trust and partnership.

Paolo Delprato
Group Chairman & CEO




Methodological Note

This document, which represents Racing Force's Group (in the document also "Group", or "Racing Force", or "RFG") 2023 Sustainability Report, has been prepared with the aim of transparently communicating the sustainability strategies of Racing Force S.p.A. (in the document also "the Company" or "RF S.p.A.") and its subsidiaries. The Report presents Racing Force Group's achievements in environmental, social and governance sustainability in relation to the financial year 2023 and provides comparative information to 2022 (from January 1st to December 31st).

The Sustainability Report, drawn up on an annual basis, has been prepared by reporting on a selection of "indicators" defined in 2016 and updated in 2021 by the Global Reporting Initiatives ("GRI"), according to an approach "GRI reference-claim", as indicated in the table "GRI Content Index".

The reporting scope of the data only refers to Racing Force S.p.A. and its consolidated subsidiaries Racing Force USA Inc. and Racing Force International Wll, which are the main operating entities within the Group. The other subsidiaries, which are included in the consolidation perimeter to the extent of the Financial Statements, have been assessed as not significant for the scope of this document and therefore excluded.

The information contained within the document refers specifically to the Parent Company and, where possible, also refers to the other companies of the Group, in compliance with the relevant national laws.

In order to allow the comparability of the data over time, a year of comparison has been included, where available.

To provide a correct representation of the performance of Racing Force Group, directly measurable quantities have been included in the data and the use of estimates has been limited as far as possible.

Data and information reported were defined based on an activity carried out by Racing Force during 2022 and 2023, which enabled the identification of material sustainability topics for RFG, as described in the section "Materiality analysis" of this document.

In the text of the document, quantitative information on the environment and personnel has been included that relates to the Group, later detailed with more specifics in the Annex.

In addition, following a refinement of the calculation methodology, the 2022 quantitative data related to GRI 306 have been restated.

For further information and suggestions regarding the RFG Sustainability Report, please contact Racing Force Investor Relator Manager (ir@racingforce.com). This document is also available on the Racing Force Group website (www.racingforce.com).



Racing Force Group



Worldwide Leadership in Motorsport Safety Equipment



Widest range of products covering the full spectrum of motorsport safety equipment and beyond



3.400+ Customers Worldwide (largest client representing approximately 4% of total sales)



8 sites incl. 3 manufacturing facilities, 6 showrooms and 3 R&D centers in US, Europe and Asia



Over 550 employees from 35 nationalities, average age of 37 (36% of women)

Racing Force Group is leader in the Motorsport Safety Equipment Industry with the most advanced and complete range of protection & performance products used worldwide by top professionals, amateur athletes, racing teams and car manufacturers from Formula 1® to World Rally Championship®, Karting and Rally-Raid with more than 60 FIA World Championship titles won in the last 5 years with its products.

Racing Force S.p.A. (formerly OMP Racing), established in 1973 in Genoa and having today its headquarters in Ronco Scrivia, is an Italian company world leader in the field of design and manufacturing of safety equipment for racing and motorsport industry.

In December 2019, Racing Force S.p.A. acquired the control of the Bell Racing Helmets Group and Zeronoise, giving life to the current structure of Racing Force Group.

Racing Force is one of the very few players in the world that is able to offer a complete range of products dedicated to racing cars and to the driver's safety, with over 2,000 items in its catalogue.

One of the key factors in Racing Force Group's success lies in the breadth of its iconic brand portfolio, people, vendors and customers.

Most of the products commercialized by the Group are homologated by the Fédération Internationale de l'Automobile – FIA, of which RFG is official exclusive supplier, by SFI Foundation and Snell Memorial Foundation.

Since 2008, Racing Force has been subject to the management and coordination activity of the company SAYE Spa, a Genoa (Italy) based holding company.

In November 2021 the ordinary shares of Racing Force were admitted to trading on Euronext Growth Milan, a multilateral trading system, organized and managed by Borsa Italiana Spa and, starting from September 2022, they have also been admitted on Euronext Growth Paris stock market (dual listing).

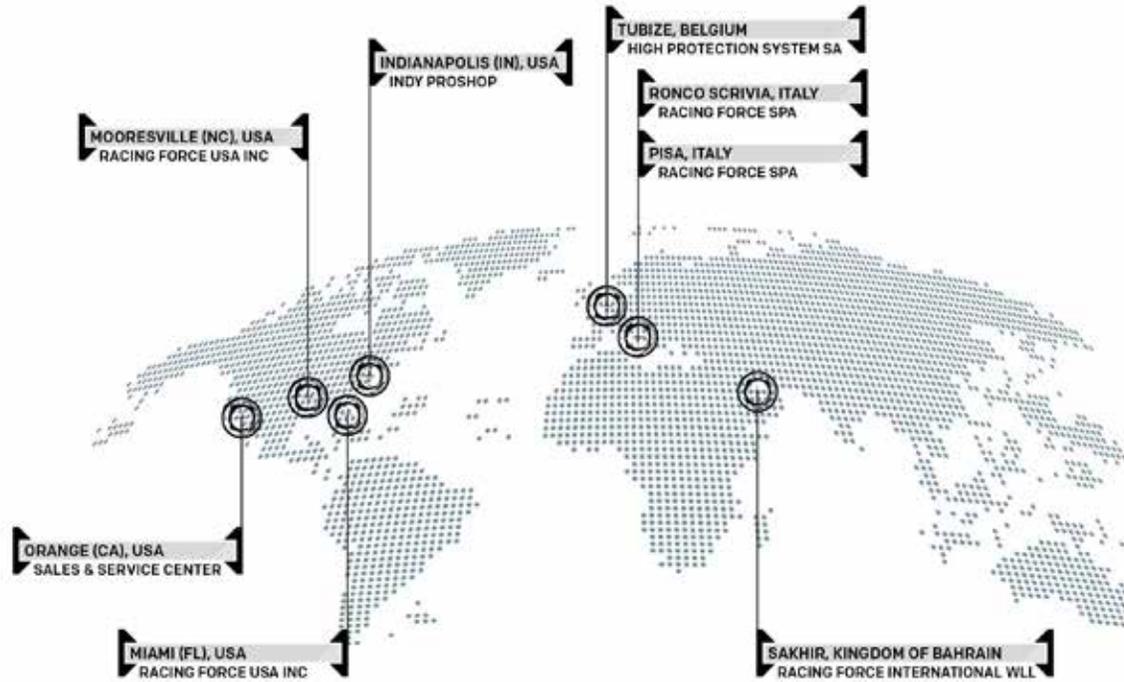
Starting from February 13, 2023, the consolidated subsidiary Racing Force USA Inc. entered into a lease agreement for a new sales and service center in California, located in the Los Angeles area, with the aim to strengthen the Group's presence on the western coast of the United States. During 2024 that contract has been replaced with an agreement with Jimco Racing Inc, important dealer and racing car preparer located in San Diego (California), specialized in off-road competitions, that will host an exclusive sales and service center for the Group's products.

Starting December 1st, 2023, the subsidiary High Protection Systems SA moved its offices to a new location in Tubize (Belgium), under a 9-year lease agreement. The building is brand new, modern and energy efficient, with 570 m² of storage/workshop plus 216 m² of offices and showroom, in a new business park area, close to Brussels airport.



Racing Force Group

Racing Force's sites and locations as of December 31, 2023



Racing Force's History

70+ YEARS OF UNCOMPROMISED INNOVATION AND RELIABILITY IN MOTORSPORT SAFETY EQUIPMENT



Percivale's brothers founded OMP Racing in Genoa (Italy). A FIAT 500 rollbar is their first product



1973



Sports Europe SA (Brussels, Belgium) becomes Bell Racing Europe SA



Bell Racing Helmets starts its activities in the factory in Sakhir, Bahrain



Driver's Eye debut in F1 and first WRC victory of Bell + ZN after 20 yrs

Racing Force Group (RFG) listed Euronext Growth Milan



2021

1954



Bell manufactures its first helmet the '500' in Los Angeles, California. Today exhibited at MOMA in New York



1989

Gerard Berger survives to its Ferrari catching fire in Imola thanks to the fire-retardant suit and gloves made by OMP



2008



OMP has been acquired by SAYE S.p.A., giving the ownership to the Delprato brothers



2015

2019



Zeronoise is founded. Racing Spirit Project starts. OMP acquires Bell Racing Helmets and Zeronoise

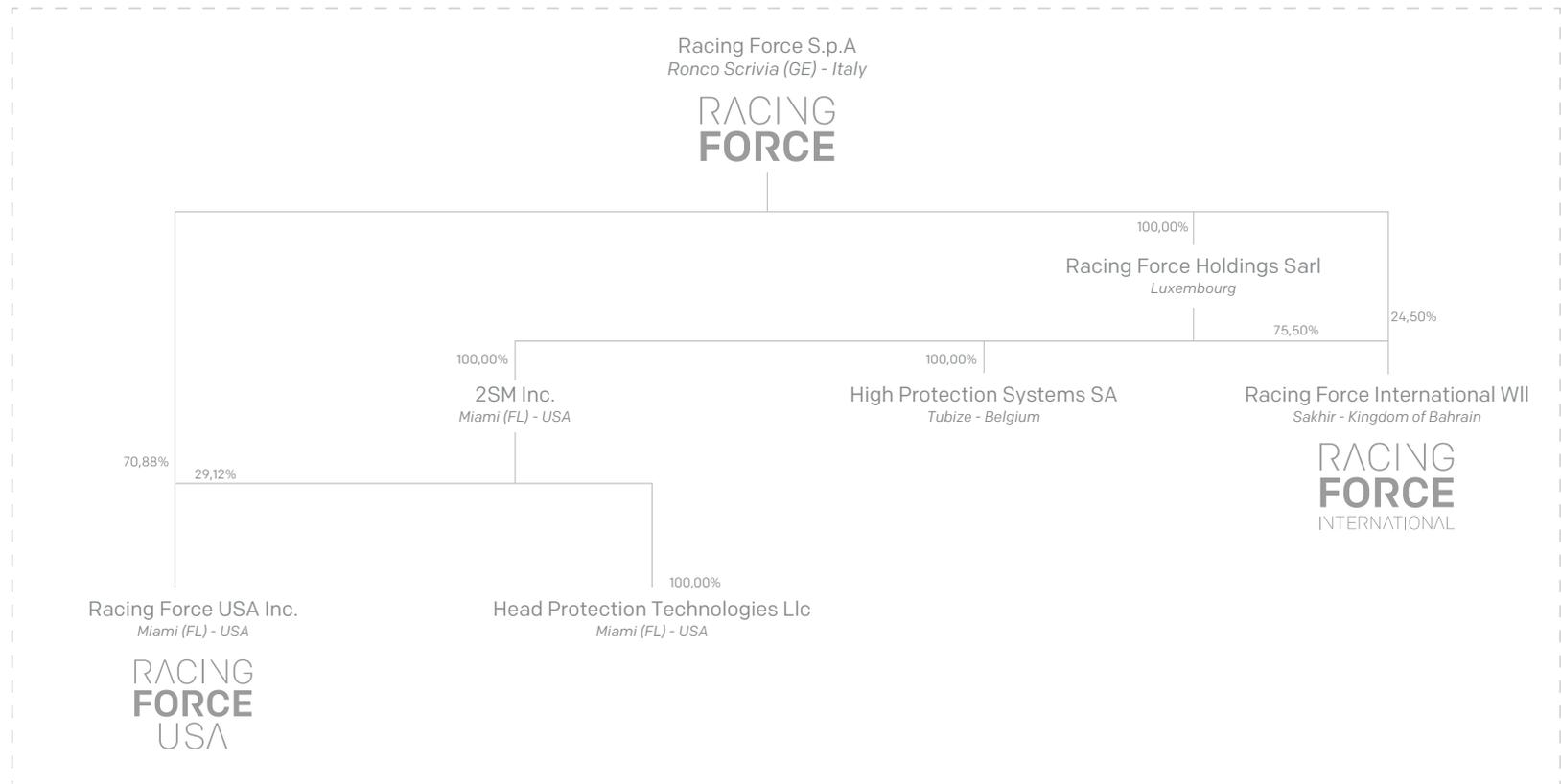


2022

Racing Force Group (ALRFG) listed Euronext Growth Paris
MOU with LIFT to produce carbon shells for the Next Generation Fixed-Wing Helmet for the United States Air force



RACINGFORCEGROUP



Our Business Model



Since 1973



Since 1954



Since 2018



Since 2019

Founded by innovators, RFG's brands reflect the Group's vision of being the leading player of the motorsport Industry by delivering to our customers the best possible experience with Safety, Performance, Technology, Style and Comfort in mind. Furthermore, RFG strongly believes in maintaining the highest brand reputation, the best customer service, as well as high profitability and stability. With more than 2,000 products in combined brand catalogs, RFG is uniquely positioned to offer state of the art safety, performance and lifestyle products to meet the ever-evolving needs of customers and the quest for safety in motorsport.



Racing Force Group's sales

RACINGFORCEGROUP

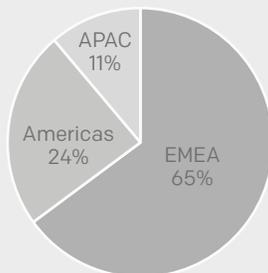


1	ATTRACTIVE NICHE MARKET	Highly fragmented and attractive niche market with unique features in terms of growth and resiliency coupled with significant barriers to entry, but tremendous visibility
2	UNIQUE BRANDS HERITAGE	Iconic global brands enjoying a loyal and diversified customer base
3	LEADERSHIP IN SAFETY INNOVATION	70 years (Bell) and 50 years (OMP) of technology leadership and innovation in a highly- regulated environment
4	TIGHTLY CONTROLLED VALUE CHAIN	"Speed, Reliability and Safety" is the name of the game in Motorsport
5	RESILIENCY, GROWTH AND CASH CONVERSION	Resilient business model characterized by fast cash conversion cycle, enabling for a sustainable growth path
6	CLEAR PATH FOR OUR FUTURE GROWTH	Strong and visible strategy offering solid growth potential



RFG Economic Performance

2023 REVENUES BREAKDOWN



RECORD RESULT IN 2023

Revenues +6,4% y/y
Distribution of €2.3 million of dividends proposed

- Revenues: €62.7 million (+6.4% vs 2022)
- EBITDA: €9,6 million (15,4% EBITDA margin)
- Net Profit: €4,8 million (7.7% of Revenues)
- Operating Cash Flow: €1 million (€3.2 million in 2022)
- Net Debt: €3.2 million (€4.4 million in 2022)
- Dividend: €2.3 million (DPS €0.09)

The global economy decelerated in 2023, mainly due to high inflation and restrictions in financing conditions. The strong geopolitical uncertainty, caused by the conflict between the Russian Federation and Ukraine and, starting from the end of 2023, also by the conflict between Israel and Palestine, further worsened the market environment.

Despite dynamic activity in the services sector in the world's major economies, the manufacturing sector weakened, and international trade experienced a modest growth, which was affected by weak demand for goods and global monetary tightening. Following high volatility in early October, oil and natural gas prices lowered and remained subdued, despite the attacks on shipping traffic in the Red Sea. Data on U.S. inflation, slightly higher than expected in January 2024 and in line with expectations in February, suggest that the Federal Reserve may postpone interest rate cuts, despite the steady decline since the beginning of the year. In the Euro area, economic activity remains weak, reflecting the lack of dynamism in domestic and foreign demand, while inflation was lower than expected in the final months of 2023.

The current macroeconomic environment overall continues to be characterized by uncertainty, with risks to growth mainly related to the evolving conflicts in Ukraine and the Middle East.

In this scenario, the Group recorded +6.4% growth in sales during the year, compared to the previous period (+7.0% at constant exchange rates), thanks particularly to the excellent results achieved on the European market (+11.2%) and the continuous growth in Asia Pacific (+15.0%), regions where the Group has further consolidated its leadership position. The Americas recorded a drop (-7.8%), mainly due to a one-off supply made in the previous year, as well as the weakening of the US dollar against the euro compared to the highs recorded in the previous year. Excluding these effects,

growth in the Americas would be +4.6%, although the US market was affected by a general weakening of demand, as a result of rising inflation, credit restrictions and the consequent destocking policies implemented by some dealers.

These positive results are the outcome of the growth strategies that the Group is implementing in the motorsport sector, thanks to the synergies deriving from the integration of the different brands and continuous product innovation.

During 2023, the Group has been able to further increase its presence in the motorsport business, thus reaffirming its status as one of the undisputed global leaders: the commercial agreements signed with leading market partners, teams and car manufacturers, have ensured greater visibility and consolidation of turnover. The products of the Group are now considered as the state of the art in the motorsport safety equipment market.

Today Racing Force Group can offer the best and most complete range of motorsport safety products used by professional athletes worldwide, from F1® to World Rally Championship, Karting and Rally-Raid, with more than 60 FIA World Championship titles won in the last 5 years with its products. The catalogs of the brands commercialized by the Group offer a complete range of more than 2.000 safety and performance products designed for race cars, drivers and amateurs.

The products of the Group, which are now considered the state of the art in the motorsport safety equipment market, are currently used by the top drivers in the main world competitions managed by FIA.

Furthermore, during the year the Group has not identified any non-compliance with laws or regulations relating to social, economic or other relevant matters.

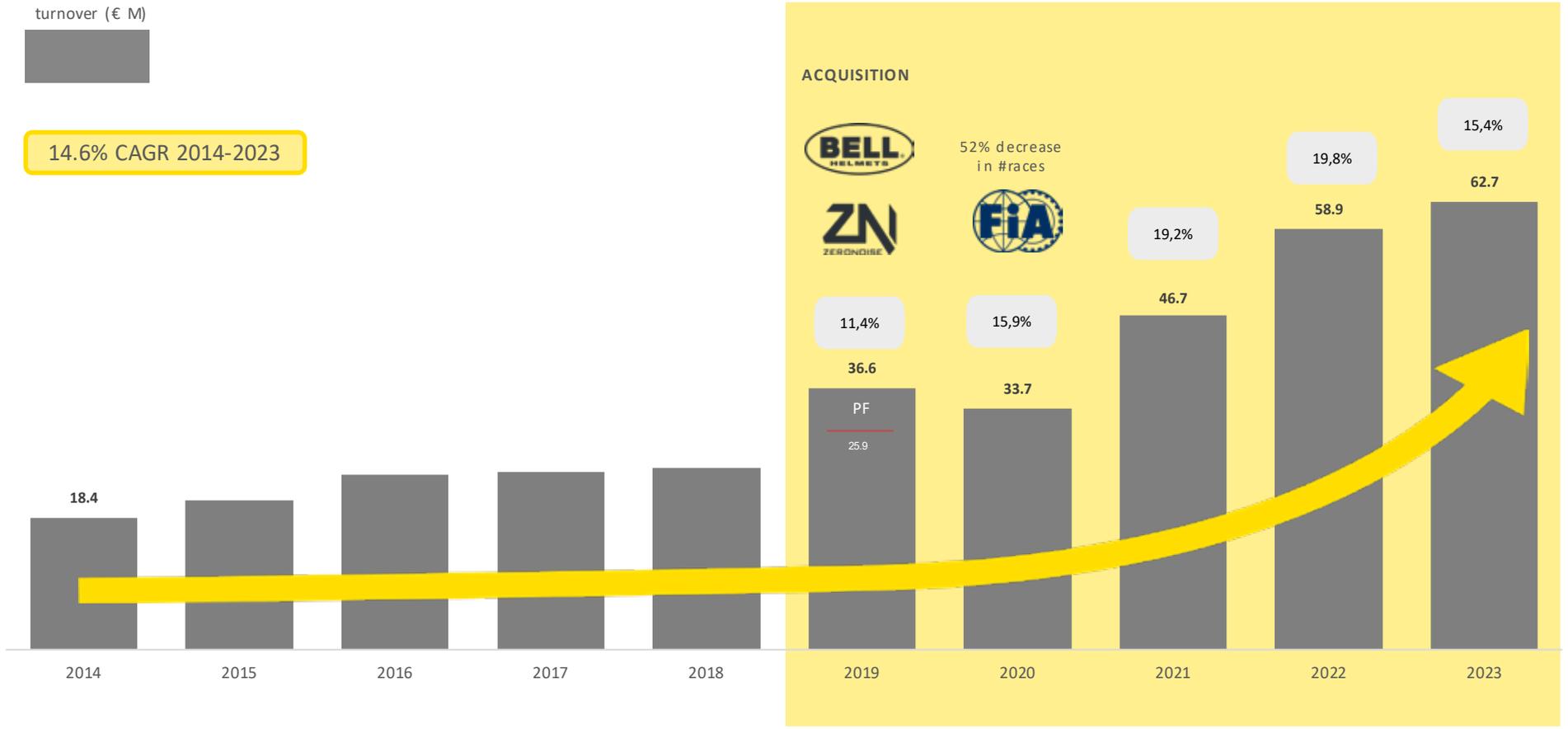


Racing Force Group's sales

Consolidated turnover (€ M)



14.6% CAGR 2014-2023



ESG ITA Growth Index

In April 2023, Racing Force Group, together with other 30 companies listed on Euronext Growth Milan, has been identified among the best performing companies according to the new ESG ITA Growth Index .

This is the first specific index based on an ESG assessment of Small/Medium Enterprises listed on EGM, the specific market dedicated to SMEs with a high growth potential.

The research conducted initially identified standards and parameters to define the investable universe through the application of a score to the companies considered, based on public information and documents available. The second step involved the identification of eligible companies, through the application of three screening parameters: governance, liquidity level and market cap (between 10 and 500 mln Euro).

This index will make it easier to read the market cluster, educating investors and bringing more liquidity to the most virtuous companies.



The index has been identified by the REPAiR Lab of SDA Bocconi School of Management, a research and innovation laboratory specifically dedicated to the study and promotion of sustainable finance, in cooperation with CRIF (Centrale Rischi Finanziari) and AmbroMobiliare (strategic finance advisor).



Mission and Corporate Values

Racing Force Group, in carrying out its activities, considers important to clearly indicate the values and principles that it recognizes, accepts, and shares, and the framework of rights and duties that must define the ethical-social responsibility of each participant in the corporate organization.

With the adoption of the Code of Ethics, the Group has clearly and transparently set out the set of values and principles by which it is inspired, to be of central importance for the proper exercise of its business activities and the achievement of its objectives, as well as for the protection of the legitimate interests of all "stakeholders".

ETHIC



RFG promotes the principles of integrity, honesty and respect, with a view to accountability and transparency towards all parties interacting with the Company.

SECURITY



RFG is on the side of safety and performance through technology, style and comfort, every product, once put on the market, must save lives.

QUALITY



RFG aims to achieve customer satisfaction through the provision of the products and services characterized by high quality standards by increasing efficiency with a view to excellence and continuous performance improvement.

INNOVATION



RFG provides competitive products based on the constant pursuit of innovation through the combination of the new technologies and corporate tradition to meet customer needs without altering the identity of the brand.

COMPETENCE



RFG builds labor policy towards the development of professionalism and individual work skill of workers as the determining requirements for achieving the ideal achievement of enterprise goal.

ACTION



Products combine the logic of engineering with the magic of creativity to be more competitive and quickly turn ideas into practical improvements. Accountability, decision-making and action at all levels, for true teamwork.

SUSTAINABILITY



RFG pursues the fight against waste to reduce environmental impact by generating sustainable development. RF offers staff the opportunity to balance work and private life by including smart planning in a inclusive work environment.



Our Governance Model

Governance Structure

The primary decision-making professionals of Racing Force Group are the Executive Management and the Board of Directors.

The Group Executive Management includes executives and officers that define and implement the strategic objectives provided by the Board of Directors. The Executive Management meets periodically and ensures that the organization quickly adapts to changes in the industry and oversees the responsibilities and delegations of authority of Lower Management and Employees.

The primary objective of the Board of Directors is to increase the overall value of the Group and its assets, by enforcing transparency in information/communication/reporting and by maintaining the highest moral, ethical, and professional standard. The BOD also monitors and advises the Group Executive Management on the implementation of the strategies set forth.

Pursuant to the provisions of the Italian Legislative Decree 231/01, in July 2022 the Board of Directors of RF S.p.A. has approved the Organizational Model, subsequently updated in December 2023, and established the Supervisory Body (SB), which is entrusted with the task of supervising the operation of and compliance with the Organizational Model, as well as taking care of its updating.

The SB established is responsible for the supervision and control activities foreseen by the Organizational Model itself.

In coordination with the managers of the company departments involved from time to time, the SB periodically checks the effectiveness and suitability of the Organizational Model in preventing the commission of the offences referred to in the Legislative Decree.

In carrying out these activities, the SB performs the following tasks:

- coordinating and cooperating with the Company Departments/Functions (also by means of specific meetings) for the best monitoring of corporate activities;
- verifying the effective performance of the information and training initiatives undertaken by the Company, supporting the Human Resources Function - upon request - in verifying their suitability;

- verifying the establishment and functioning of a specific "dedicated" information channel, aimed at facilitating the flow of reports and information to the SB;
- carrying out targeted checks on certain operations or specific acts, within the areas of corporate activity identified as potentially at risk of offences, also with the support of the corporate Departments/Functions;
- immediately reporting to the Board of Directors any violations of the Model, deemed well-founded, by the Directors or apical functions of the Company. The Organizational Model, in fact, requires that any reports of alleged irregularities are sent exclusively and directly to the SB via a confidential e-mail account.



Whistleblowing

Racing Force S.p.A. encourages its employees, collaborators, shareholders, suppliers and, more generally, all Stakeholders to report, in good faith, any behavior – acts or omission – carried out at Racing Force or in relations with it, that violates (or induces a violation of) applicable regulations, its values, its policies or procedures, or that may cause economic or reputational damage to Racing Force itself.

In the handling of reports, Racing Force is committed to respects these principles. For this purpose, in December 2023, the Group introduced a Whistleblowing Policy that sets out the procedure for submitting a whistleblowing report relating to breaches, the guidelines for handling whistleblowing reports and the standards of protection for whistleblowers, facilitators and related persons. The policy also guarantees the principles of confidentiality, protection of anonymity and prohibition of retaliation, in accordance with applicable local, regional, national and international regulations.

The reports that are the subject of this policy refer to the communication, via the procedure set out in the published policy, of information concerning breaches.

A dedicated platform has been implemented in collaboration with EQS Group, a primary player in this field offering IT solutions to properly manage the reporting from whistleblowers.

The breaches concern actions or omissions committed during the course of business or in connection therewith, by any person within Racing Force, on its behalf or in dealings with RF or RF's stakeholders, that have occurred, may reasonably be expected to have occurred or are very likely to occur, including any attempts to conceal such actions or omissions.

Racing Force Group undertakes to respect the following general principles in managing the whistleblowing process:

- confidentiality
- impartiality
- proportionality
- good faith

Whistleblowing managers are independent employees appointed to be in charge of managing the reports received, after being trained and having received adequate instructions and having demonstrated necessary skills and due diligence to perform their tasks.



Business Ethics

Racing Force Group has adopted a Code of Ethics which clearly and transparently states the set of values and principles of central importance to the proper conduct of business and the achievement of objectives, as well as to the protection of the legitimate interests of all stakeholders.

The Group accepts and shares the ethical principles ("Principles") set forth below:

- Legality
- Impartiality and anti-discrimination
- Professionalism and reliability
- Prevention of conflict of interest
- Confidentiality
- Prevention of market abuse
- Transparency and fairness in the management of corporate information
- Fairness in contractual matters
- Protection of competition
- Protection of industrial and intellectual property
- Prevention of money laundering
- Prevention of corruption
- Value of the person and human resources
- Protection of safety at work
- Protection of privacy
- Sustainability and environmental protection

RFG's commitments regarding fairness, transparency and honesty ensure that the utmost transparency is required in business operations and relations with third parties, in full compliance with national and international regulations.

RFG believes in healthy and fair competition as well as a competitive market and acts in compliance with antitrust regulations to ensure free, undistorted and effective competition for the benefit of competitors, customers and the Group's own companies.

The principles of this policy are also applied to business partners through appropriate references and guarantees within the relevant contracts.



Code of Ethics

The provisions contained in the 231 Model and in this Report are integrated with those of the Racing Force Group Code of Ethics (hereinafter referred to as the "Code of Ethics" or "Code") as approved by the Company's Board of Directors on July 1st, 2022 and subsequently updated on December 14th, 2023.

The Code of Ethics defines a series of principles of 'corporate deontology' and rules of conduct that the Company recognizes as its own and which it demands compliance with both by its corporate bodies and employees, and by all those who cooperate with it in the pursuit of its business objectives (i.e. dealing with business partners, avoiding conflicts of interest and corruption, protecting business information and assets).

The Code of Ethics therefore has a general scope and represents a set of rules, spontaneously made its own by the Company, which it recognizes, accepts and shares, aimed at disseminating a solid ethical integrity and a strong sensitivity to compliance with current regulations.

In fact, the Code of Ethics describes the principles valid for the Company and requires their observance both by its employees and corporate bodies, and by third parties who, for whatever reason, have relations with it. Observance of the Code of Ethics therefore serves not only to spread within the Company a culture that is sensitive to legality and ethics, but also to protect the interests of employees and of those who have relations with the Company, preserving the Company from serious liability, sanctions and reputational damage.

In consideration of the fact that the Code of Ethics recalls principles of conduct (including, among others, legality, correctness and transparency) that are also suitable for preventing unlawful conduct as set forth in the Italian Legislative Decree 231/2001, this document acquires relevance for the purposes of the Model and therefore constitutes a complementary element to it.

In order to ensure the effective adoption of and compliance with the Code of Ethics throughout the Group, Racing Force has appointed a Group Responsible to control and verify the adequacy, operation and compliance with the Code of Ethics by all addressees.

Each Group company has also appointed an Internal Contact Person for the Code of Ethics, who has the task of interfacing with the Group Responsible by sending information flows and/or reports on violations of the Code.

In accordance with the provisions of Legislative Decree no. 24/2023 "Whistleblowing Decree", Racing Force S.p.A. has implemented its own internal reporting channel accessible through the Company's website or the following link <https://racingforce.integrityline.com> and appointed two managers with the task of managing reports relating to violations of the Code of Ethics. Violations of the Code of Ethics relating to the companies controlled by Racing Force S.p.A. must be reported through the relevant Internal Referent of the Code of Ethics, in compliance with the regulations of the country of reference. The Internal Contact person informs the Group Responsible of the received via the e-mail address ethicB



Organizational Model 231/2001

In July 2022 Racing Force S.p.A. has adopted its own Management, Organization and Control Model, subsequently updated in December 2023, pursuant to Italian Legislative Decree 231/01, with the aim of ensuring the correct and transparent management of the company, in order to protect its position and image, the expectations of its shareholders and the work of its employees.

The adoption of an Organizational Model by Racing Force S.p.A. in line with the prescriptions of the Legislative Decree, together with the issuing of the Code of Ethics, was a choice made in the conviction that this initiative can be a valid tool for raising awareness among the Recipients, so that, in carrying out their activities, they adopt correct and straightforward behavior, such as to prevent the risk of committing offences which could damage the Company's reputation.

More specifically, the Organizational Model aims to:

- Set up a structured and organic system of prevention and control, aimed at reducing the risk of committing offences related to the company's activities and preventing/countering any illegal behavior;
- Generate in all those who work in the name and/or on behalf of the Company, especially in the "areas of activity at risk", the awareness that, in the event of violation of the provisions contained therein, they may incur in an offence punishable by sanctions, including criminal sanctions, and that this may also entail sanctions for the Company;
- Inform the Recipients that the violation of the prescriptions contained in the Organizational Model, which they are required to comply with, will result in the application of appropriate sanctions and, in the most serious cases, the termination of the contractual relationship;
- Reiterate that the Company does not tolerate illegal conduct of any kind and for any purpose, since such conduct (even if the Company is apparently able to benefit from it) is in any case contrary to the ethical principles with which the Company intends to comply.

The Organizational Model prepared by the Company is aimed at defining a system of preventive control, directed primarily at planning the formation and implementation of the Company's decisions in relation to the risks/offences to be prevented and is composed of:

- The Code of Ethics, which identifies the primary values with which the Company intends to comply and therefore sets the general guidelines for the Company's activities;
- An up-to-date, formalized, and clear organizational system, which guarantees an organic assignment of tasks and an adequate level of segregation of duties;
- Protocols aimed at regulating the performance of activities, regarding processes at risk, providing appropriate control points, as well as the separation of duties between those who carry out crucial phases or activities within these processes;
- A clear assignment of authorization and signature powers, consistent with organizational and management responsibilities;
- A set of provisions aimed at implementing an efficient and balanced organization of the company, with particular regard to the making of decisions and their transparency, the provision of preventive and subsequent controls, and the management of internal and external corporate information;
- Control systems, relating, first and foremost, to the potential commission of predicate offences, capable of providing timely warning of the existence and emergence of general and/or specific critical situations.

As part of the activities related to the Model, with reference to delegation of powers, Racing Force S.p.A. officially attributed powers to its executives and managers by notary act in early January 2023.

The Organizational Model is subject to periodic updates to reflect any changes in legislation and Company's procedures. The last version was approved by the Company's Board of Directors on December 14, 2023.



Relations with Shareholders

The Group's companies are committed, towards their shareholders, to operating in a correct and transparent manner to ensure the economic-financial objectives of the market, as well as the requirements of safety, quality and cost-effectiveness of their activities, recognizing equal treatment for all shareholders.

The Group therefore adopts a system of corporate governance, compliant with current regulations and verified also on the basis of best practices, which is crucial not only for corporate management and control, but also to maximize the value distributed to shareholders.

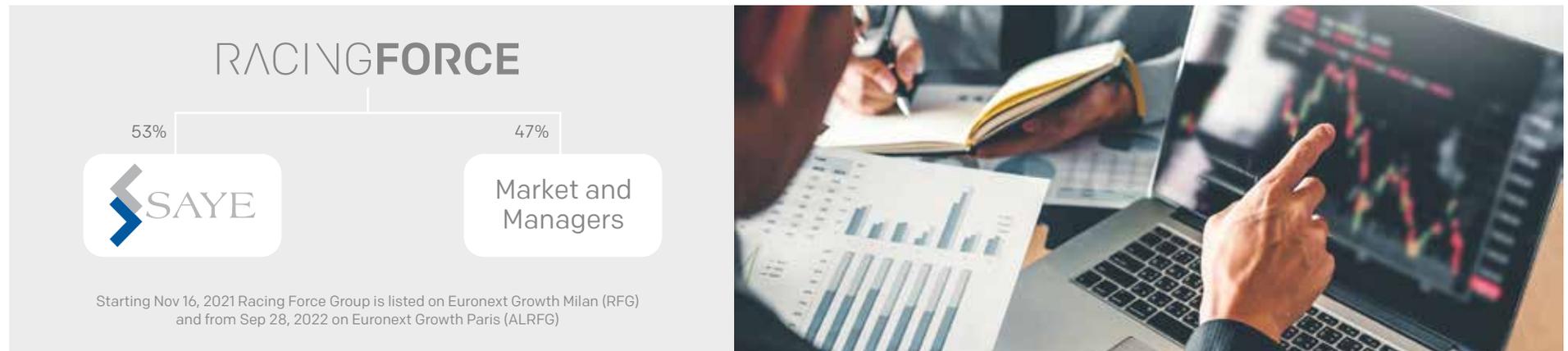
Communication with shareholders is timely, constant, and symmetrical towards all investors: in addition to mandatory communications, each Group company provides maximum availability and permanent listening channels dedicated to shareholders, and carries out targeted information campaigns, according to the practices and procedures adopted by listed companies.

A financial calendar is published each year to communicate the main deadlines related to the approval of the year-end Financial Statements, as well as the half-year results and the reporting of quarterly consolidated sales.

All the relevant information, including the press releases related to price sensitive information, is published through dedicated channels (i.e. SDIR) and on the Group's website within the due deadlines.

The main policies and procedures adopted by the Group, as well as any updates and revisions thereof, are also available on the RFG website under the corporate governance section.

Shareholders' Structure



Compliance and Risk Management

The Group operates in a free market, and it is therefore exposed to risk factors and uncertainty.

The Group has set up mechanisms and procedure at the level of each consolidated entity for the constant monitoring of the foregoing risks, so as to avoid potential negative effects and implement any actions required to contain those risks. In this regard, below is a more detailed qualitative and quantitative analysis of each type of risk.

Main risks considered by management to be of medium and significant materiality are the following:

- Risks associated with the Russian-Ukrainian conflict

The conflict between the Russian Federation and Ukraine and the sanctions imposed by Europe, the United Kingdom and the United States, risk having very significant impacts on the international economy and on businesses. Regardless of how the current crisis is resolved, the consequences could be long-term and negatively affect economic activities of companies and, particularly, the cost of energy supplies.

In this context of great uncertainty and geopolitical instability, the Group carefully monitors the evolution of the conflict and the risk of spreading to other countries.

Since 2022, the Group has no credit exposure and ceased any export activities to Russian clients. Additionally, initiatives have been launched with the aim of enhancing energy efficiency at the Ronco Scrivia headquarters.

Investments are also planned in Bahrain, with the same goal of achieving energy cost savings and mitigating the risk of future price increases, even though a decrease in rates in 2023 compared to the previous fiscal year has been recorded.

- Risks associated with the procurement and price fluctuation of raw materials

Several of the Group's products are the result of complex production processes that require the use of raw materials available in illiquid goods markets characterized by a small number of suppliers at the world level. Any production planning problems, delays in supplies and/or difficulties in the procurement of raw materials could have an impact on costs, especially if replacement material is not promptly available.

In recent years, also influenced by the Russian-Ukrainian crisis, various sectors from which the Group procures its supplies, have recorded an increase in the price of certain noble metals, other basic raw materials and strategic advanced components, and a shortage or delay in the supply of electronic materials that led to a rapid increase in prices, with a consequent increase in purchase costs as well as problems in the supply chain.

The recent worsening of tensions in the Gaza Strip, as a consequence of the conflict between Israel and Palestine and the attacks on naval traffic in the Red Sea since late 2023, are likely to exacerbate the volatility of commodity prices (oil and natural gas) and hinder the Group's logistics.

As regards the risk of shortage or delay in the supply of raw materials, the risk is mitigated through a careful planning of the purchases by the Group.

Where necessary, alternative routes for shipments from Bahrain to the Group's other locations have also been identified.

As to the increase of prices of raw materials, the risk is however mitigated by the capacity of the Group to re-charge any price increase to final customers.

- Risks associated with the product liability and brand awareness

The products manufactured and distributed by the Group can be divided into two macro categories: homologated and non-homologated products.

In both cases, any defects in the design or manufacture of the Group's products could expose the Group itself to the risk of liability to third party and consequent claims for damages.

With regard to homologated products, then, the Group, as manufacturer, has the responsibility to homologate them in compliance with FIA standards. In this respect, the Group also has in-house laboratories that are able to carry out in-house tests on products that will then be carried out by FIA-accredited laboratories to verify compliance with homologation regulations.

Furthermore, pursuant to the regulations in force in Italy (art. 114 of Legislative Decree no. 206/2005, the so-called Consumer Code) and abroad on product liability, any design or manufacturing defects in both homologated Products and non-homologated offered by the Group could expose it to the risk of liability actions by third parties and, consequently, to potentially significant claims for damages.



Compliance and Risk Management

Although no action for damage has so far been brought against the Group, and insurance coverage in relation to product liability is in place, it cannot be excluded that such actions may be brought against it in the future.

Furthermore, one of the key factors in the Group's success is the recognizability of Racing Force Group's brands, namely OMP and Bell Helmets, which have been in the market of safety equipment.

This recognition is influenced by many factors, such as the high quality of craftsmanship, creativity, attention to detail, the ability to meet the needs of individual customers and the presence. Moreover, the Group constantly strives to maintain and increase its brands recognition through advertising and promotional campaigns, including on social networks, as well as implementing communication and branding strategies.

Should, in the future, brand awareness is not effectively maintained and developed by the Group, this could result in a negative impact on the reputation and, therefore, on the economic and financial situation of the Group itself, arising out in connection with (i) the possible confusion of the Group's brands with those of other companies operating in the same field, (ii) the inability to communicate to the market the distinctive values of its brand and to maintain them over time, or (iii) the spreading by third parties of partial, untrue or defamatory information about the Group and (iv) the inability to attract and/or retain customers.

The risk is mitigated by the tightly controlled process that products need to go through before the commercialization: i) firstly, the manufacturer has to be authorized and recognized by FIA to produce; ii) there are regulations and technical standards issued by FIA to which products must comply with; iii) tests are performed in third-party FIA authorized laboratories.

- Risks associated with implementing future strategies and programs

The Group is exposed to the risk of not being able to achieve its growth strategy, or of not achieving it within the planned time frame, if the basic assumptions on which it is based, including the assumptions in the business plan, prove to be incorrect or if the strategy does not produce the expected results for other reasons, including those outside the Group's control.

Although no significant deviations from the estimates made by management have been

found in the past, the estimates and assumptions contained in this document, although currently considered reasonable, may prove to be incorrect in the future also due to the occurrence of unforeseen factors and/or circumstances other than those considered, which could impact the Group's results or performance.

- Risks associated with protection of the Group's know-how and industrial secrets

To make the production processes increasingly efficient and, consequently, to make the product offerings competitive, the Group must continually update its technologies, also by investing in research and development; should the Group not be able to acquire or adequately develop the technologies currently available, or those available in the future, it may have to change or reduce its development objectives or see its competitive strength reduced.

The Group, as owner of IP assets that are worth and strategic for their success on the market, is subject to risks related to their protection and is actively engaged in the implementation of actions aimed at containing and, possibly, eliminating such risks of undue use of such intangible assets, directly bearing the related costs.

The Group has implemented both internal and external procedures aimed at the protection of the know-how internally developed.



Compliance and Risk Management

Main risks considered by the management to be of low materiality are the following:

- Credit risk

The financial activities of the Group are to be considered as of good credit quality.

Customers are selected after being carefully evaluated under a commercial and financial standpoint. Many of the Group's top customers are historical and loyal partners, with a good financial capacity and a demonstrated track in terms of reliability and timing of payments. For these reasons, the risk of bad debt is well below the normal standards deemed physiological by the bank system for any commercial enterprise. The current size of the bad debt provision is in fact such as to cover all the positions considered to be of possible risk. Based on these elements, the Group has evaluated not to proceed with credit risk hedging actions with any insurance tools.

- Liquidity risk

The liquidity risk is related to the ready availability of sufficient cash and financial resources when needed to meet commitments associated with financial instruments and carry out operations and planned investments.

The Group's approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring losses or risking damage to the reputation of any of the Group's entities.

There are no significant risk factors for the Group, considering that the credit lines granted by the banks are largely adequate for the current business needs.

- Market risk

The specific market risks to which the Group is exposed are those arising from fluctuations in exchange and interest rates.

As regards the interest rate risk, the Group has covered its exposure on medium-long term debt positions recurring to fixed interest rates. Therefore, based on the current composition of debts, the Group did not deem it necessary to resort interest rate risk hedging instruments.

As for the exchange rate risk associated with commercial relations with foreign customers and suppliers, for which transactions are not regulated in the functional currency of each of

the consolidated entities, the risk is mitigated by the fact that the total volumes of transactions in foreign currency are lower than the volumes made in functional currency. The Group ensures that the net exposure is kept to an acceptable level, by dealing in currencies that do not fluctuate significantly. Under these circumstances, the Group did not consider it necessary and / or appropriate to enter into financial hedging instruments.

Other risks considered by management to be at low materiality are risks associated with products counterfeiting, risks associated with the license agreements to use the Bell Helmets trade mark, risks associated with key people, risks associated with the loss of qualified resources and the difficulty of finding new ones, risks associated with APIs (Alternative Performance Indicators), risks associated with transactions with related parties, risks associated with the price fluctuation of raw materials, risks associated with international activities and regulations in the various markets in which the Group operates, risks associated with compliance with workplace safety regulations, risks associated with tax regulations, risks associated with potential conflicts of interest of directors, risks associated with the failure to adopt the organizational model pursuant to Legislative Decree no. 231/2001, risks connected to potential overdue tax payables, risk of interruption of production and catastrophic events. Management does not consider that these risks can have a significant influence on the financial statements.



Privacy and Information Security

Compliance in the field of protection of personal data is a priority for Racing Force companies. Privacy and the protection of personal data are priority issues for the Group, to guarantee and protect the valuable relationship of trust with customers. In this respect, companies have taken all the necessary measures to transpose the existing European legislation, EU Regulation 2016/679, known as General Data Protection Regulation (GDPR).

Racing Force companies deal with different types of data for different stakeholder categories, including customers, employees, and suppliers, using manual tools (collection via paper forms) and computer tools. Group companies are inspired by privacy policies and procedures that are periodically reviewed and updated, in line with current data protection regulations.

The privacy of employees, all stakeholders and third parties in general is protected by adopting standards specifying the information that Group companies require from data subjects and the manner in which it is processed and stored, in accordance with Racing Force ensures the confidentiality of personal and sensitive data in its possession and for the processing of which it has been authorized, complying with the standards and security measures arranged by Group companies to prevent its unlawful use or unauthorized access, processing or dissemination.

On the basis of these policies, the companies of the Group process the data necessary to provide the services requested by users, who are informed in advance about the methods of processing, enabling those concerned to be fully aware of the purposes of the processing carried out and how to exercise their rights; moreover, processing for commercial purposes is carried out on the basis of free, specific, informed and unambiguous consent.

The Group also adopts appropriate technical, organizational and security measures on the systems in which personal data are processed and stored on the basis of risk assessment activities related to the relevant processing, in order to avoid risks of destruction or loss of data, unauthorized access or processing unauthorized processing. Within the scope of the fulfilments necessary to guarantee the protection of privacy, IT security activities play a crucial role.



The Approach to Sustainability of Racing Force Group

Racing Force's approach to sustainability aims to promote a culture attentive to environmental, social and governance (ESG) impacts and to create shared value for all its stakeholders.

In January 2024, the Group renewed its partnership with Deloitte - Climate Sustainability division, a specialized and purpose-oriented consulting firm entirely dedicated to developing and delivering science-based, end-to-end solutions founded on the core pillars of sustainability.

The partnership with Deloitte is aimed at supporting the Group in its path towards the further development of a reporting structure consistent with the strategy and the goals related to ESG impacts, in compliance with the requirements of the new CSRD.

The greater knowledge of its energy consumption profile, of the methods of supplying energy through which satisfying it, of the possibility of shifting consumption from fossil gas to electricity powered by renewable sources, of the possibilities of making its production cycle flexible, will allow the Group to implement a change aimed at reducing its energy costs, increasing its value in a market that increasingly awards the most environmentally virtuous subjects.

In 2023, Racing Force Group continued to carry on the expansion plan already started in 2022, aimed at increasing the overall production and logistics capacity in order to support the expected growth in sales and improve the level of service to its customers.

In Ronco Scrivia, the total area of the plant will pass from the current 8,000 to 12,000 square meters, a 50 per cent increase on two floors adhering to the existing building. During the design phase, special attention was paid to environmental sustainability, adopting solutions such as the renovation of the roof, facades cladding, solar panels for electricity production, a rainwater recovery system and the choice of environmentally friendly materials, which will help optimize the building's energy requirements.

The project to extend the parent company's building in Italy, which is expected to be completed by summer 2025, is part of the overall development strategy of all the Group's main production sites.

In fact, the same approach is applied for the construction of the second floor of the facility in Bahrain, in partnership with the Bahrain International Circuit (BIC), to have new production

capacity up-and-running by the end of 2024. The project envisages the extension of the total area from 7,000 to 12,000 square meters, giving the Group the opportunity to double the current production capacity of helmets. The investment plan also includes the installation of solar panels, car recharging stations and other interventions aimed at increasing the energy efficiency of the factory.

Both the expansion projects in Italy and Bahrain have been designed to minimize impacts on daily operations.

The objective of all these investments is to support the constant growth in motorsport, as well as the implementation of the diversification program in the defense helmets business, currently under development, which will begin to unfold its effects between the end of 2024 and the first quarter of 2025.

To support the expansion plan and strengthen the organizational structure of the Group, additional resources have been already hired starting from the second half of 2022, with a positive impact on local economies.

Corporate sustainability reporting directive (CSRD)

The final text of Directive 2022/2464/EU (CSRD), published in the Official Journal of the EU on 16 December 2022, will have to be transposed by Member States into their local legislation within the following 18 months.

The rules introduced by the CSRD see a progressive temporal application. In particular, the same will be applicable starting from the financial statements related to the 2024 fiscal year for companies already subject to the previous NFRD, 2025 for other large companies, 2026 for listed SMEs and 2028 for branches of non-EU companies.

The purpose of the introduction of the CSRD is to achieve greater alignment between financial and sustainability information, which will no longer be reported in separate reports and whose data collection processes will be aligned. In this perspective, the Group is starting activities to align with the requirements of the CSRD and to be able to have compliant information in the coming months.



Stakeholder Mapping

With the aim of shared and long-term value, Racing Force is committed to building and maintaining a solid and lasting relationship with all its stakeholders. A relationship based on dialogue and active involvement is an expression of the Group's responsibility towards the social context with which it interacts.

Through interaction and attention to stakeholder requests, Racing Force is able to understand their specific needs and priorities in order to anticipate their interests and expectations. In this regard, Racing Force has carried out an initial mapping exercise of the main stakeholder categories that influence or are influenced by the Group.

To carry out the stakeholder mapping and materiality analysis of the Group for the Sustainability Report 2023, a workshop was held involving a sample of internal stakeholders of the Company and its subsidiaries, deemed representative of the Group's employees and the different business functions.

Starting with the stakeholder categories identified as relevant to the Group, during the workshop the stakeholders that influence and are most affected by Racing Force's business have been identified, as follows:



Materiality Analysis

Materiality analysis is the fundamental process for identifying topics that reflect the organization's significant economic, environmental and social impact or that profoundly influence the assessments and decisions of its key stakeholders.

During 2023, for the purpose of identifying these so-called "material" topics to be reported within this document, a process of updating the materiality analysis was conducted, according to the requirements of GRI 2021.

Some impacts have been defined from an outside-in perspective, taking into consideration the impacts that the environment and society have on the organization's activities.

For the purposes of the analysis, a list of potentially relevant impacts - identified by considering the characterizing aspects and activities of Racing Force, as well as the main trends and best practices in the sector - was put to the vote through the realization of a materiality workshop, which involved 22 employees, 9 from Racing Force S.p.A., 9 from Racing Force International and 4 from Racing Force USA.

Moreover, the activity of stakeholders' engagement was incident conducted by requiring also to clients and suppliers to evaluate through a survey the most relevant impacts of the Racing Force Group.

Following this whole process, potentially relevant impacts were prioritized and aggregated to create the list of material topics to be included in the Sustainability Report 2023. The result is reflected in the following list of material topics, which visually captures stakeholder expectations, Group objectives and priorities among the various material topics:

- Client satisfaction
- Product quality and safety
- Employees management and retention
- Brand identity
- Research and innovation

- Compliance and risk management
- Workplace health and safety
- Employees training and well-being
- Diversity and inclusion
- Business ethics and anti-corruption
- Responsible supply chain
- Waste and recycling
- Governance
- Climate change and emissions reduction
- Responsible energy use
- Local communities
- Responsible water use

The list of material topics includes the following areas of sustainability:

- Economic area;
- Social area;
- Environmental area.

The strategies, policies and instruments related to the above-mentioned material topics are reported in detail in this document.



Materiality Analysis

The strategies, policies and instruments related to the above-mentioned material topics are reported in detail in this document.

Material Topic	Positive Impacts	Negative Impacts	Group Involvement
Business ethics and anti-corruption	Ethical business management	Anti-competitive practices	Directly and indirectly related to the Group's activities through business relationships
Governance	Organizational efficiency and reliability	Lack of a Governance structure	Directly related to the group's activities
Compliance and risk management	Prompt reaction to industry risks	Social, economic and environmental non-compliance	Directly and indirectly related to the Group's activities Through business relationships
Brand identity	Creating shared value	Loss of credibility	Directly and indirectly related to the Group's activities
Research and innovation	Increased investment in research and development	Risk of obsolescence	Directly and indirectly related to the Group's activities Through business relationships
Product quality and safety	High quality product	Risk to product safety	Directly and indirectly related to the Group's activities Through business relationships
Client satisfaction	Excellent customer relations	Loss of customer data	Directly and indirectly related to the Group's activities through business relationships
Employees management and retention	Job creation	Loss of professionals	Directly related to the Group's activities
Employees training and well-being	Develop employee skills	Lack of support for employees weell-being	Directly related to the Group's activities
Diversity and inclusion	Fairness in remuneration practices	Discriminatory practices	Directly related to the Group's activities
Workplace health and safety	Health and safety management	Work-related accidents	Directly related to the Group's activities
Responsible supply chain	Sustainable supply chain	Human rights violations along the supply chain	Directly and indirectly related to the Group's activities Through business relationships
Local communities	Contribution to the development of the local territory	Projects with a high level of risk for local communities	Directly related to the Group's activities
Climate change and emissions reduction	Focus on combating climate change	Climate emissions	Directly related to the Group's activities
Responsible energy use	Renewable energy production	Energy inefficiency	Directly related to the Group's activities
Responsible water use	Responsible water withdrawal	Generation of water discharges due to the production process	Directly related to the Group's activities
Waste and recycling	Recycling of waste and consumption of recycled and secondary materials	Generation of waste in the production process	Directly related to the Group's activities



Responsibility toward Employees

Employees' Management

For Racing Force, the Team and its human resources are an indispensable and effective value for its evolution. For this reason, the Group adopts procedures and methods of selection, recruitment, training, and management marked by respect for the human values, rights and responsibilities of workers, encouraging their development and professional growth.

In line with the high level of specialization of the Group's activities, especially with regards to certain professional figures, it is essential to attract highly qualified resources. To achieve this goal, personnel selection and recruitment are carried out in compliance with international regulations in line with the Group's policies, in strict conformity with the criteria of transparency in the assessment of individual skills, capacity and potential.

Racing Force's human resource management follows the principles set forth in the Code of Ethics, such as integrity, dignity and equality, and the spirit of cooperation at all stages of the hiring process.

The organizational structure that has been created over the years includes a contact person for each department of the company, supervised by the CEO. Although it has grown in terms of personnel, Racing Force S.p.A. seeks to influence and maintain a family environment in all companies to ensure a peaceful atmosphere while working.

There are currently about 550 employees in the Group's companies.

Each resource can contribute to the improvement of the companies' performance, and each is allowed to propose any changes and improvements.

Racing Force's workforce is largely female in several departments, such as embroidery, sewing, packaging, decals and graphic applications, as well as in other back-office functions such as commercial and administrative.

Every month, each business function is involved in meetings with Management to share the RFG companies' performance against the defined objectives. In addition, Management relates with employees on a daily basis and is constantly present in the company.

All Racing Force's resources undergo regular training on the job that is not only cogent but also specific, useful for performing their duties or increasing their knowledge.

Management aims to make everyone feel part of this corporate family, giving them the opportunity to always acquire new knowledge, including through training courses, and to grow professionally within a well-established reality where everyone's contribution is considered essential to the company itself.

Detailed tables on staff data by location, gender, age, and occupation are provided in the annexes.



Talent Attraction and Selection

The Group considers of primary importance not only the wealth of experience that each employee brings, but also the coaching of new resources by existing staff according to the function to be filled. The selection of personnel is subject to the verification of the candidates' full compliance with the professional profiles required, while respecting equal opportunities for those concerned. The Parent Company influences, as far as possible, talent attraction and selection phases always in accordance with national labor law and requirements of each Group's companies.

Management, with the help of the various department heads, assigns the HR manager to open the selection process for staff recruitment, with the aim of filling any gaps in business management. Through an e-mail channel Racing Force collects applications, which can also be made independently of the open professional positions, into the database.

All the Group companies search suitable professional profiles also through the Group website and LinkedIn platform and the collaboration with private recruitment companies, for specific recruitment projects, possible temporary hires, and promotion for internships.

In particular, Racing Force S.p.A., the Parent Company, participates in university career days organized by "Regione Liguria", the University of Genoa and the University of Pisa, where the local unit of Racing Force is located. The events represent a meeting between the company and candidates. The company also collaborates with agencies for the placement of disabled personnel, such as "Isfor coop Regione Liguria". Furthermore, the parent company has set up an internal recruiting procedure for open positions for the employees already in force, to enhance and promote job rotation within the company.

Furthermore, RFG with "Politecnico di Torino" is partner of "Formula SAE Italy", a student design competition which involves the department of Engineering of the Universities worldwide organized by SAE International. This program arrived in Italy in the early 2000s based on the American model launched in the eighties. Students present complete projects of cars in front of potential investors, including cost report analysis. RFG provides driver's equipment both with its brands OMP and BELL.

Also in Bahrain, in 2023 RFI started working on a partnership with Bahrain Polytechnic for talent attraction. The project will start from September 2024, and will be open to all areas students, and will consist in educational collaboration periods for the students in RFI for internships and future hiring.

Employees' Retention and Development

Attention to the individual's needs and his importance for the business continuity are fundamental characteristics of the Group's good performance. For this reason, the leadership team constantly works to ensure that there is constant protection for all employees and collaborators, as well as to allow them to receive the right valorization, training and, in general, adequate professional development. All this contributes to making the workplace a place where people can build and share their knowledge, increasing the value of the organization.

In addition to the professional development of its people and the protection of health and safety, Racing Force pays particular attention to the wellbeing of its employees, through projects and initiatives aimed at improving the internal environment, encourage the retention of talent, as well as the achievement of high-quality production standards, with a close attention to the working well-being of its employees.

Since 2018, RF S.p.A. has established flexible hours in the morning at the entrance, with the possibility of recovery of minutes at the exit in the evening. Attendance in the company is recorded by means of computerized badge procedure to be passed in special devices located at the three company entrances. Each function manager prepares monthly reports to be handed over to the HR manager at the end of each month to justify any anomalies or missed punches. Once attendance tracking is completed, the HR manager proceeds to close payslips for the month. Effective January 1, 2024, a new web platform (Infopoint) has been implemented for managing work hours within the system.

Remote working for one day per week is granted to employees and regulated by individual contract in the previous years is still ongoing, as well as the working elasticity project started in 2022 for those functions who cannot perform remote working.

Furthermore, in 2023 the parent company granted meal vouchers to all employees, and it is still working on other Welfare initiatives.

In Bahrain during 2023 a lot of sports activities were arranged, involving all employees to encourage team building also after working hours, such as badminton, football, volleyball, paintball and karting activities.



Training Programs

Training and education plans in RFG are suitable to ensure staff professionalism and work continuity, particularly in the production and warehouse areas.

During 2023, the ERP continued to be the main focus of training activities, even if slightly reduced compared to 2022, when both RFG and RFU implemented the new systems. As a consequence, total average hours of training per employee slightly decreased from 11 to 9 hours in 2023.

AVERAGE HOURS OF TRAINING ²						
Occupational Classification	GROUP					
	MEN		WOMEN		TOTAL	
	2022	2023	2022	2023	2022	2023
Manager	29	22	25	15	28	21
White Collar	26	17	10	12	18	14
Blue Collar	9	6	1	4	7	6
Total	14	10	5	7	11	9

Employees in Italy, both in Ronco and in Pisa, receive constant training and a proper process to exchange information between the local unit and the main office has been implemented since the acquisition of Zeronoise.

The continuous updating of quality control procedures for the Parent Company, the need for greater accuracy in relation to established targets for the Group and customer expectations, requires adequate training to be provided also to the personnel of the quality and technical department.

As for the training for sales personnel, annual in-house courses are conducted by internal

² The calculation of the average number of training hours is made on the total number of Group employees.

staff from the technical, product development, quality, and marketing departments to explain both technical and commercial aspects of new catalog products, provide sales force with in-depth product knowledge, and improve service.

As for the production personnel, specific technical training is provided in case of acquisition of new machinery and equipment, to ensure both proper implementation of production processes and safety and security measures.

Management takes part to dedicated training sessions to better understand product features and technical specifications (homologations in various competitions).

Following the adoption of the Organization and Control Model, pursuant to Italian Legislative Decree 231/01, the parent company implemented a training program for all the employees, which was completed by end of first quarter 2023. All employees attended an online training course, held by external consultants, and performed an online test.

The area managers of the Italian and foreign sales offices rotate their employees each year, checking their preparation through customer satisfaction feedbacks at meetings or trade shows.

With a view to continuous improvement through staff training and education, Racing Force S.p.A. cooperates with "Fondimpresa", allocating a portion of social security contributions to training activities, with the aim to keep its employees up to date, improve their skills and develop competitiveness.

As regards safety at the workplace, new hired employees are provided with specific training by the RSPP in Italy and internally in the other subsidiaries, in accordance with local requirements. The training is also scheduled for all employees every five years for updating sessions.

In early 2023, Bahrain adopted the "Employee Handbook". The document is a compilation of practices and procedures designated to introduce the employees to the Company and provide general guidelines on work rules, benefits and other issues related to employment.



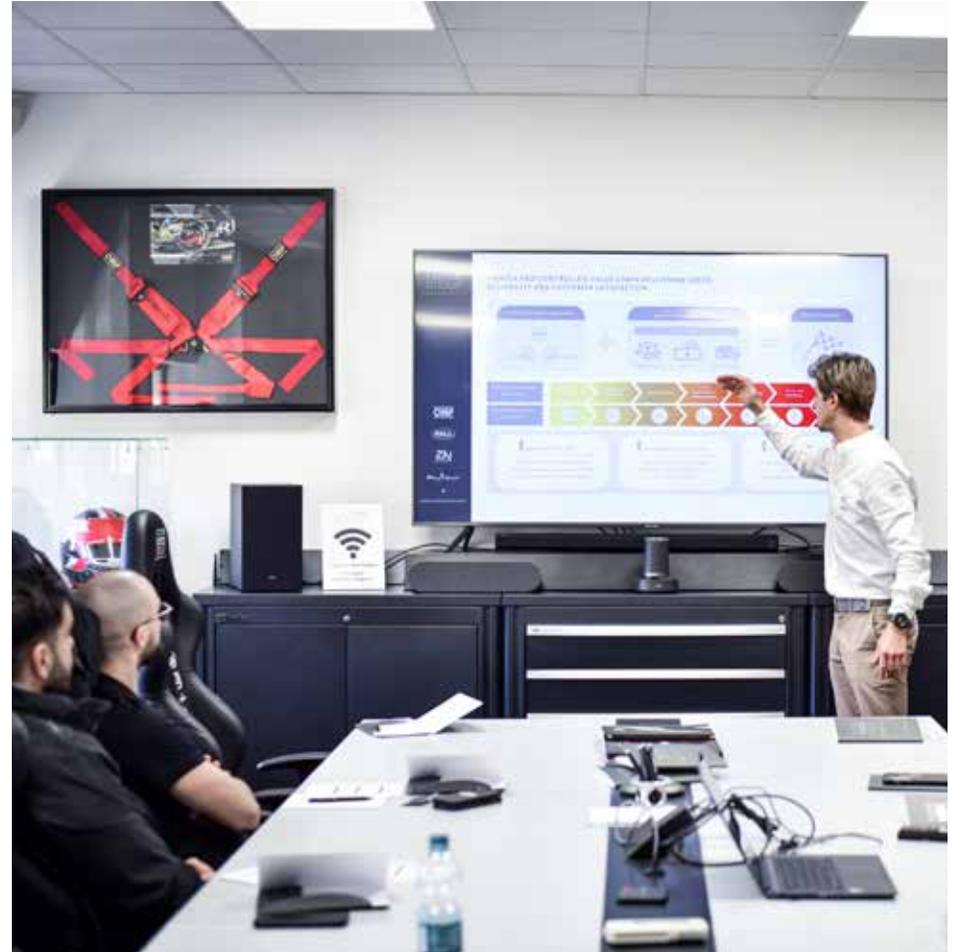
Training Programs

Furthermore, the company increased training in terms of first aid. Along with the handbook, HR Policies and Procedures Manual was released in February 2023, a manual explaining in detail all the definitions, procedures for all the HR main topics (recruitment, remuneration, time management, training and career development).

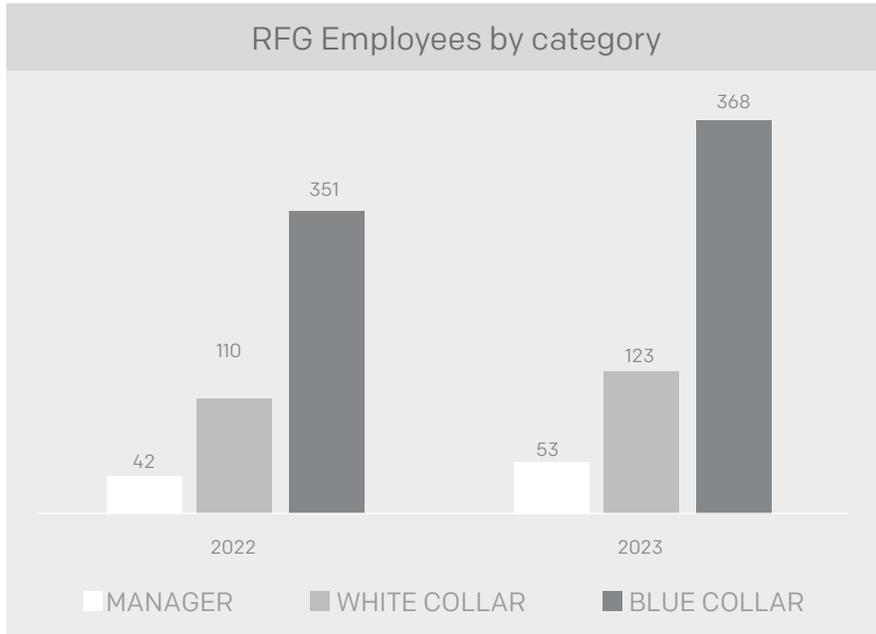
In 2023, with reference to training in Bahrain, employees in charge for Health & Safety attended the NEBOSH training, an essential qualification for anyone working in safety & health, covering risk assessment, safety management systems, legislation compliance and workplace incident investigation. Furthermore, managers attended the “ELI training (Energy Leadership Index)”, a specific attitudinal coaching session and assessment related to personal behavior in order to boost productivity, communication and morale among employees. The coaching sessions were held live in the factory and will be extended to all employees in 2024.

The evaluation of the employees carried out by Racing Force S.p.A. is based on performance in terms of turnover, production, shipments and maintaining contacts with dealers, suppliers and other stakeholders, revealing a constant and increasing efficiency of the personnel. Even if not reported within a formalized process of Performance Management, evaluations resulting from training and new job assignments are periodically expressed by department heads and reported directly to the HR manager and executives through periodic meetings. Careful evaluation is also given to key staff characteristics, such as know-how, helpfulness, problem solving, cooperation and accuracy, to analyze the results and then work on critical aspects and enhance the strengths of the various departments.

Furthermore, in 2023 RFI in Bahrain started working on a performance management process, with the support of external consultants that will go live in 2024.



Employees' Diversity and Inclusion



In addition to respecting the human values, rights and responsibilities of workers from a professional point of view, RF Group protects the value of the human person and does not allow any discriminatory conduct, nor any form of harassment and/or personal and/or sexual offense. To this end, Racing Force promotes, always, a work organization marked by respect for the personality and dignity of each individual and prevents the creation of situations of discomfort, hostility or intimidation. The Group also promotes the protection of individual freedom and expression, repudiating any activity that may involve any possible exploitation or reduction to a state of subjection of the person.

Racing Force is committed, therefore, to ensuring that in the work environment and in the exercise of business activities, no form of harassment or discrimination based on age, sex, sexual orientation, race, color, language, nationality, political and trade union opinions, religious beliefs, marital and family status, disability, genetic information or to other personal characteristics not related to work can find a place. Each Group company also guarantees the proper fulfillment of all regulatory requirements aimed at ensuring, on the part of the employer, the correct wage and contribution treatment of personnel, as well as lawful residence in the territory in the case of foreign employees.



Health and Safety Culture

Racing Force Group is very careful about safety issues and is committed to protecting the moral and physical integrity of all its stakeholders.

Each Group company promotes and guarantees health and safety at work of its employees in its offices, plants and, more generally, in all places where its personnel are called upon to carry out their work activities, preparing all the necessary and appropriate measures, in the light of the best technical-scientific knowledge, with a view to guaranteeing the absolute compliance of workplaces with the highest standards of safety and hygiene.

The Group is also committed to ensuring working conditions that respect individual dignity and safe and healthy working environments, including the dissemination of a culture of safety and risk awareness, promoting responsible behavior by all, including training activities, in compliance with company procedures and current accident prevention regulations.

The objective is to ensure compliance with the measures necessary to protect health and safety at work starting from the design phase of work processes and activities, putting in place actions aimed at improving occupational health and safety performance, identifying areas for improvement, and controlling and reducing harmful substances to the environment.

In full compliance with current regulations on prevention and protection in the workplace, all employees are ensured adequate information and training for full compliance with the rules and internal procedures adopted by each Group company. In this sense, each worker is required to promptly report any deficiencies or noncompliance with current regulations. Every year, investments are made to improve the working environments and make them increasingly welcoming. In addition to the supervision of the HR manager, safety issues in RF S.p.A. are reviewed by the senior Managers of Finance and Accounting, Maintenance and Logistics.

In accordance with Italian laws, RF S.p.A. conducts medical examinations annually to confirm fitness for work, accompanied by all necessary examinations and stipulated in the

health surveillance plan according to the relevant department. At least once a year, RF S.p.A. RSPP conducts a company-wide inspection, with the help of the company doctor and safety personnel, during which potential critical issues are noted and any actions to be taken are highlighted. Also, once a year, an evacuation test involving the entire company is carried out, at the end of which the RSPP prepares a report addressed to all staff on the outcome, highlighting any critical issues and, if necessary, corrective activities.

In all the companies, each department receives proper internal training, and the factory is equipped with safety measures to prevent accidents and fires. Staff employed in production is provided with proper PPE (Personal Protective Equipment) such as safety shoes, uniforms, noise cancelling headsets, masks and gloves, where required. Also in Bahrain, an external maintenance company performs monthly checks over the factory and the maintenance team is trained to properly act in case of fire.

In the U.S., Racing Force USA contracted ADP as provider of human resources management software and services in order to provide support to all our U.S. based employees from payroll to workplace security. Every department head receives training on how to manage department and on how to be prepared in case of accidents and fires. Regular maintenance is done internally on a monthly basis with external support from cleaning crew and machinery/extinguishers experts.

No major accidents have been reported historically in Racing Force S.p.A. and the other subsidiaries. In 2023, 9 accidents with not serious consequences were recorded in Bahrain and 1 in Italy.



The Organizational Structure for Health and Safety

Regarding health and safety in the workplace, RF S.p.A. has adopted an organizational structure pursuant to the Italian Legislative Decree 81/2008, as amended and supplemented (the so-called 'Consolidated Safety Act'), with a view to eliminating or, where this is not possible, reducing to a minimum, the risks for workers.

In consideration of the role played, the Chairman of the Board of Directors/Managing Director and the Chief Operating Officer are recognized as Employers with reference to the company activities and the places where they are carried out, granting them full decision-making and management autonomy over the applicable company procedures.

Within the organizational structure on health and safety at work, the following subjects operate:

- No. 1 Employer (Chairman of the Board of Directors and CEO, with reference to the Company headquarters, located at Via Bazzano no. 5, Ronco Scrivia (GE) and the Local Unit, located at Via Canapiglia no. 15, Vecchiano (PI) and all premises pertaining thereto:
- Prevention and Protection Service Manager (RSPP)
- Competent Doctor
- Supervisors
- Workers' safety representative (RLS)
- Safety control officers
- First aid team members
- Fire-fighting team members

The Employer is required to prepare the Risk Assessment Document ("DVR"), which includes the assessment of all risks to the health and safety of workers during the exercise of their activities and the appropriate measures for the prevention of injuries and accidents.

The workplace health and safety compliance management system also provide for a control system on the maintenance over time of the conditions of suitability of the measures adopted, through the work of the Prevention and Protection Service.



The system also provides for the re-examination and possible modification of the solutions adopted when significant violations of the regulations concerning accident prevention are discovered, or when changes are made to the organization and activity in relation to scientific and technological progress (an activity carried out through the competent RSPP, in accordance with the provisions of Article 28 of Legislative Decree 81/2008 and on the occasion of the periodic meeting referred to in Article 35 of Legislative Decree 81/2008).

With regards to environmental matters, Racing Force S.p.A.

has implemented controls and maintenance activities over time on the conditions of suitability of the measures adopted pursuant to Italian Legislative Decree 152/2006 and subsequent amendments and additions – environmental regulations – with a view to eliminating, or where this is not possible, minimizing risks to the environment as well as to the health of workers and the surrounding population.

The Company periodically verifies the application and effectiveness of the procedures in force on environmental matters also to modify the solutions adopted in the event of organizational changes or in relation to scientific and technological progress.

Also in Bahrain, there are safety officers properly trained to ensure adequate controls and compliance to regulations, policies and guidelines designed to safeguard the physical and mental welfare of workers, visitors and the surrounding workplace environment.



Commitment for Sustainable Motorsport

Racing Force is official partner of different programs aimed at detecting and encouraging new young talents as well as supporting diversity and inclusion in motorsport, providing drivers with both OMP and BELL equipment.

FIA Rally Star is the first global talent detection program launched by FIA in 2021, with the ultimate objective to detect, train and develop drivers to become the future stars of the World Rally Championship. The program was born from the simple idea that the rally can become more universal, popular and inspiring. Tackling the originally barriers to entry, FIA Rally Star's fundamental values focus on providing accessibility through the cooperation with National Sporting Authorities (ASNs) and capitalizing on innovative grassroots disciplines to engage a worldwide mass detection and open a new pathway to inspire an inclusive and diverse next generation of talents.



FIA Karting Academy Trophy was created in 2010 and the concept is still relevant today: the program is about confronting 54 young talents between 12 and 14 years of age, from all over the world to allow them to have the opportunity to be noticed and to pursue their career in Karting or in Motorsport with greater opportunities.



Champions of the Future, promoted by RGMMC Group, was launched in 2020. In the ever-evolving world of motorsport, the pursuit of more diverse racing opportunities and the discovery of promising talent are vital for the sport's growth and sustainability. Recognizing this need, RGMMC has taken a bold step by creating an academy program. This innovation not only opens doors for aspiring drivers but also expands karting to new markets, making the sport more accessible to enthusiasts worldwide.



FIA Girls on Track - Rising Stars is a competition model for the promotion and development of young women in motorsport at grassroots level, named FIA European Young Women launched by FIA in 2018. The program is aimed at contributing to the advancement of the FIA's educational and social roles and support its national sporting authorities (ASNs) with their motorsport growth as each strive to raise awareness of gender equality and increase the participation of women in motorsport.



Value Chain Responsibility

Racing Force is strongly integrated in the territory in which it operates, for this reason it is very close to all stakeholders with whom it has relationships based exclusively on criteria of trust, quality, ethics, competitiveness, expertise, and respect for rules. RFG, in fact, establishes working relationships only with people who enjoy a good reputation, who are engaged in lawful activities and whose business ethics are comparable to that of the Company, checking in advance the information available on the subjects themselves.

Always in this direction, with the aim of giving added value to the link with the territory and local communities, RFG in Italy has promoted several initiatives of involvement and sponsorship aimed at raising awareness of its stakeholders:

- joining the so-called "Career Day" hosted by Genoa University and Pisa University, in order to find new human resources and gain insight into the labor market supply. Considering some risk aspects regarding this issue, especially to maintain the guarantee of interchangeability, continuity, and know-how, the management is very active in hiring young recent graduates;
- cooperating with high schools located in the nearby area (Genova, Ronco Scrivia and Novi Ligure) and offers temporary internships that are mandatory for students before graduation.

Racing Force Group aims at the maximum satisfaction of its customers by ensuring availability and timeliness of response to their needs, as well as quality in the products offered. Therefore, the selection of suppliers, collaborators and consultants is left to the relevant corporate functions that act based on objective and impartial criteria, based mainly on the assessment of reliability, quality, technical preparation, efficiency, and cost-effectiveness.

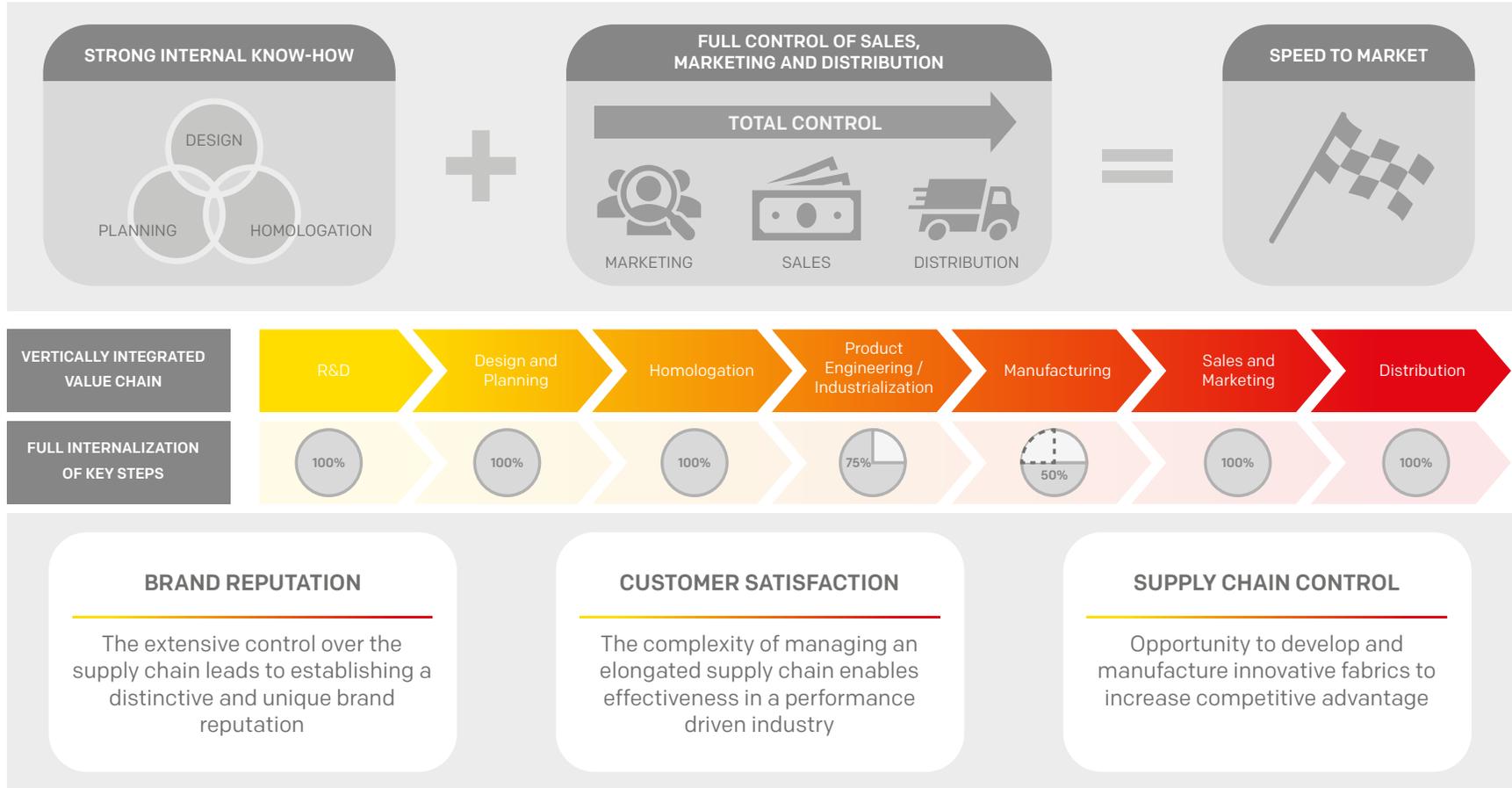
In the selection process, the following criteria are evaluated:

- objective assessment of the quality and ability of the supplier to ensure goods, services and performance of an appropriate level;
- verification of the duly documented availability of means, including financial, organized structure, technical knowledge, skills and resources in relation to the activity to be performed;
- verification of the professionalism of the interlocutor;
- compliance with current laws, regulations and ESG practices



Value Chain Responsibility

Value chain: Activities overview



Research and Innovation

Motorsport is a global industry that creates economic activity worldwide.

The environmental challenges include noise and environmental pollution from the use of fossil fuels. Many racing products use materials produced from the petroleum industry, and not biodegradable.

Although RFG's products are made from highly technical fibers and materials that meet regulatory requirements, RFG's policy is to identify every opportunity to reduce environmental impact.

Where possible, recycled fibers (inner layer of suits) or recyclable materials (e.g., packaging) are used, and managed in accordance with local laws.

The main goal of RFG, and the key factor of its success, is to be able to deliver products combining the highest level of both performance and safety at the same time.

Most RFG products are homologated under the main worldwide standards (FIA and SFI SNELL). The homologation process directly involves the product manufacturers into the discussion related with new or modified standards. For this purpose, FIA created a specific group of manufacturers which are involved into discussion for new or modified standard, called Industries Working Group (IWG).

Racing Force is an active member of IWG since it was created and is directly involved in all the motorsport safety improvements. During IWG meetings, data related to accidents are analyzed and possible product improvements are discussed. RFG makes prototypes and perform tests to develop new solutions and improvements. The whole process ends with a new or revised FIA standard becoming mandatory.

The innovative approach of the Group is testified even towards apparel products under the Racing Spirit brand, thanks to the use of graphene (carbon fiber composite), being this material a very effective heat conductor which allows thermal regulation. Furthermore, several other projects to increase sustainability in the production process of apparel clothing are ongoing. Starting from 2023, top-quality jackets are mostly made out from recycled fabrics and from 2024 also t-shirts will be manufactured with recycled technical fabrics (recycled polyester). The future steps will concern further improvement on sustainable packaging, such as self-assembling glue-free organic cardboard.

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Starting from early 2024, Racing Spirit is the official supplier of technical equipment and sportswear of **Team Brady** for the **E1 World Championship**, the first groundbreaking electric powerboat racing series. An exclusive championship that promotes driving innovation in sustainable technologies. The Team Brady pilots, powerboat world championship winner Sam Coleman and car racing veteran Emma Kimiläinen, are using OMP racewear derived from the brand's experience in car racing, with a complete kit including fireproof suits, gloves, shoes, and underwear. A key point of the collaboration between Racing Force Group and Team Brady is the long-term development of a suit with specific solutions for powerboat racing, which can further raise the performance, comfort and safety standards required by this motorsport discipline.



Furthermore, outside motorsport business, Racing Spirit received an official recognition for its commitment towards sustainability at the X-Terra Chross Triathlon Competition held in Molveno (Trentino - Italy) - after supplying the official technical staff with sportswear.



Product Quality and Safety

Through its products, Racing Force Group helps people passionate about racing to carry out motorsport activities (for fun or hobby, as job or business), by trying to assure the highest level of safety. More than 80% of the products sold by the Group are in compliance with severe safety rules issued by FIA, SFI or Snell Foundation, which release the referring homologations on each required product.

Through the wide range of quality products, Racing Force is able to satisfy quite all safety needs in terms of driver and car equipment on one side and a full offer on the market for the development of dealer's business on the other side.

The aim to protect drivers from the risks connected with Motorsport (mainly related with crashes and fire) clearly shows the positive impact of RFG products on people's life.

Even if the products follow technical design prescription and international regulations, negative consequence for the driver can be caused by a wrong installation/use of it, although proper installation and correct use is a responsibility of the final customer.

RFG is working at its best to spread as much as possible the best practices to use its products in the proper way. This educational activity is made by several channels: a first mode is the direct communication to customer by social media; a second mode is training the dealers to a proper use of RFG products, in order to allow them to report best practices to the final customers; a third way is to support the organizations (ASN, FIA) to deliver an accurate and complete official communication to the drivers (for example: annual meeting with Italian ASN scrutineers, support to the issue of the periodical FIA SAFETY BULLETIN).

Racing Force S.p.A. has a quality system, certified in compliance with ISO 9001-2015, that defines internal guidelines, procedures, operating instructions and working instructions. In October 2023 also Racing Force International Wll obtained the ISO 9001:2015 certificate. In addition to its environmental initiatives, RFI has obtained a certification for its quality management systems. The ISO 9001-2015 certification is updated every 3 years and annually audited.

This internationally recognized standard helps ensure consistent, high-quality processes and procedures across the facilities operations. By upholding the rigorous requirements of ISO 9001, the Group is able to drive continuous improvement, better manage resources, and strengthen its overall operational efficiency, all of which contribute to the sustainability of whole Group.

These documents are implemented for all the areas: R&D, IT, Production, Quality, Commercial and are available for all the workers.

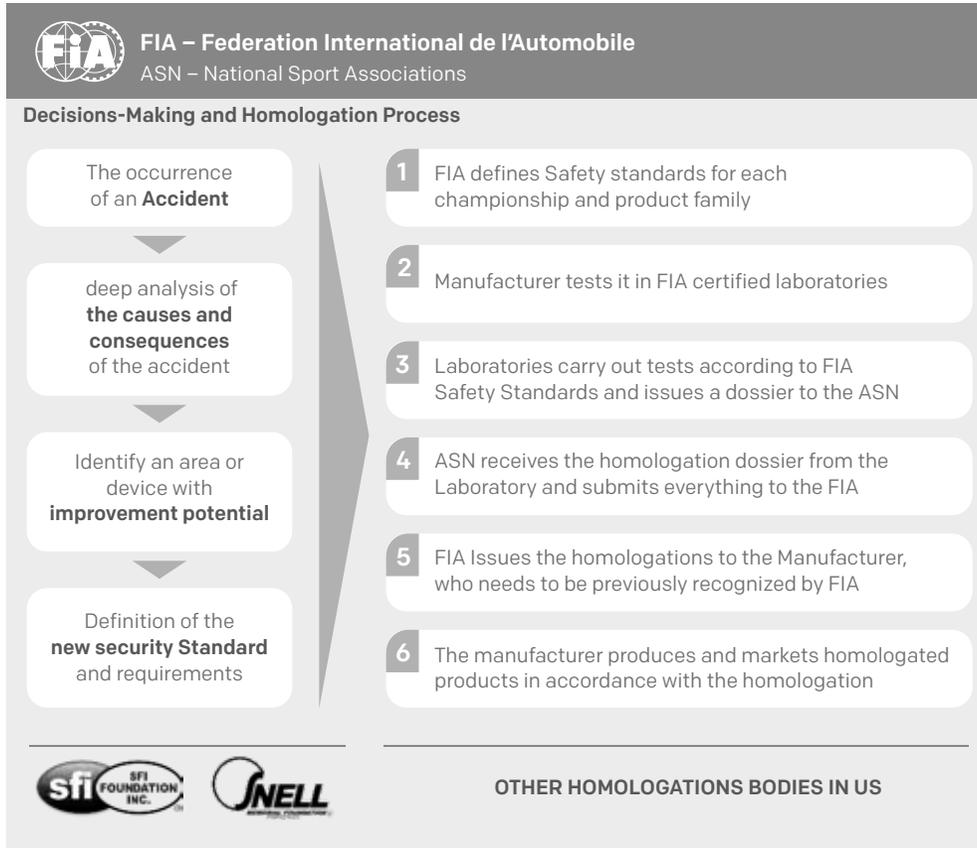
In the QC laboratory, the Company can replicate the homologation tests that are performed on significant quantity of each production. Minor and major noncompliance are managed with a strictly procedure to guarantee that the solution will be implemented in an efficient way.

Every time a minor or major noncompliance is found, a specific operating instruction is activated (IO 10 of ISO 9001-2015 system). A specific person is identified as responsible of the problem management, the corrective actions are defined and agreed with the supplier/production department, new technical requirements are issued (if needed) and quality control are updated (if required). Once everything is fixed and solved, the noncompliance procedure is closed by the responsible party that makes evidence of the solution. Issues related to materials used in the production of goods are constantly monitored to improve productivity.

QC is a crucial activity also for the factory in Bahrain, since the production of helmets is completely managed internally. A dedicated team of QC is in force to ensure that control activities are executed at the highest level in each department and stage of the manufacturing process. Controls are performed first on the raw materials upon receiving, then, at each stage of semi-manufacturing (i.e. lamination, painting, polishing, etc.), and finally on the finished product before commercialization. Detailed reports are produced on a daily basis by each department and sent to the top management of the company to monitor and keep track of the controls performed. The factory in Bahrain also has an in-house test laboratory and tests a percentage of the final product to maintain a high-quality check on the final product.



Product Quality and Safety



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Product Quality and Safety

DRIVER SAFETY EQUIPMENT



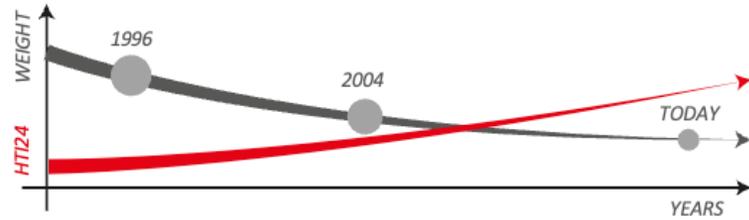
1996

2004

TODAY

25 YEARS R&D STUDIES

HIGHEST FIA SAFETY STANDARDS



SAFETY	INNOVATION	PERFORMANCE
+ FIRE PROTECTION HEAT TRANSMISSION: HTI24 11S → 12S	+ WEIGHT - 60% (FROM 1.8KG TO 0.8KG)	=

CAR PARTS



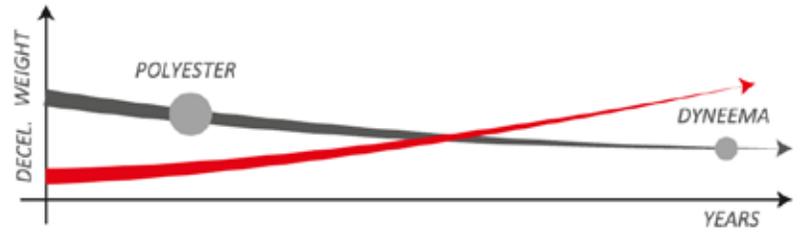
POLYESTER

10 YEARS R&D STUDIES



DYNEEMA
WORLD'S STRONGEST FIBER

HIGHEST FIA SAFETY STANDARDS



SAFETY	INNOVATION	PERFORMANCE
+ RESISTANCE DECCELERATION: 32G → 50G	+ WEIGHT -40% (FROM 0.85KG TO 0.5KG) 15% MORE RESISTANT	=



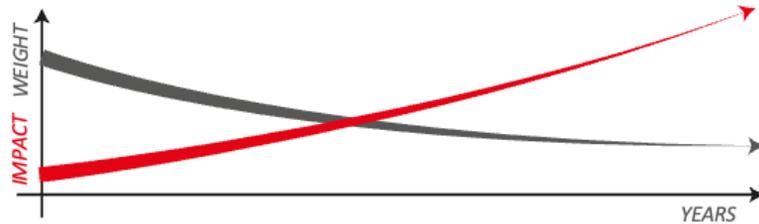
Product Quality and Safety

FULL FACE HELMETS (CIRCUIT)



INNOVATION SINCE 1954

THE CHOICE OF THE VAST MAJORITY OF F1 DRIVERS



SAFETY

IMPACT ABSORPTION +100%
ENERGY MANAGEMENT
ADVANCED BALLISTIC
PROTECTION (ABP)

+

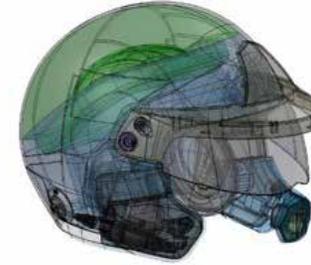
INNOVATION

WEIGHT & SIZE FITTING
AIR VENTILATION
AERODINAMIC OPTIMIZ.

=

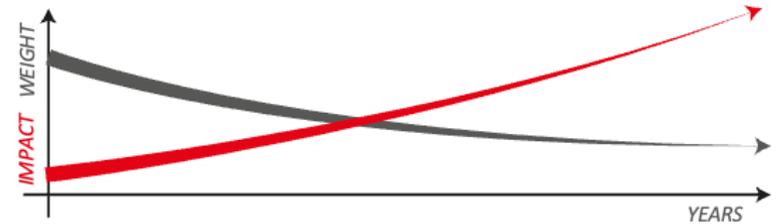
PERFORMANCE

OPEN FACE HELMETS (RALLY)



IN WRC SINCE 2021

HIGHEST FIA SAFETY STANDARDS



SAFETY

IMPACT ABSORPTION +100%
ENERGY MANAGEMENT
ADVANCED BALLISTIC
PROTECTION (ABP)

+

INNOVATION

WEIGHT & SIZE FITTING
AIR VENTILATION
AERODINAMIC OPTIMIZ.

=

PERFORMANCE



Product Quality and Safety

AUDIO COMMUNICATION DEVICES



IN WRC SINCE 2021

FULL RANGE OF COMM SYSTEMS



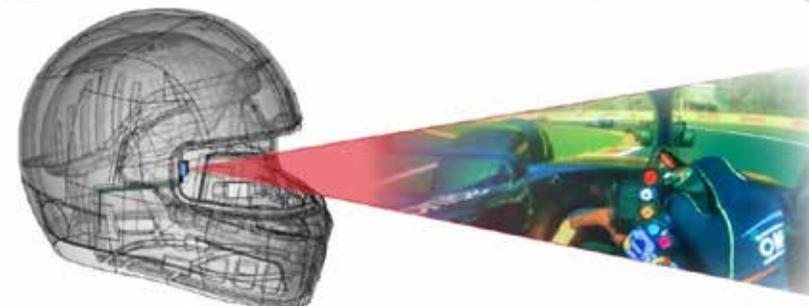
WW (WIRED-WIRELESS)
TECHNOLOGY REACHES THE
MARKET IN 2024

PERFORMANCE

- WIRED-WIRELESS TECHNOLOGY
- THE MOST EFFECTIVE NOISE CANCELLING ALGORITHM
- THE MOST POWERFUL SOUND OUTPUT
- INDIVIDUAL FULL CUSTOM SETTINGS



Driver's Eye™ is the
Smallest micro camera in the world
For live tv broadcasting (≈1.4gr, 9x9mm)



Driver's Eye™ is a patented technology (5 patents)
that has been extended also to sports eyewear



Product Quality and Safety

GRAPHENE
CARBON FIBER COMPOSIT



GRAPHITE SINGLE LAYER

CARBON HONEYCOMB SHEETS

PERFORMANCE

- HEAT CONDUCTOR
- THERMAL REGULATION
- LIGHTWEIGHT
- COMPRESSIBLE

LIFESTYLE

Racing Spirit in and outside motorsport

PARTNERSHIPS



Pirelli



Toyota Racing Development



Team Brady - E1 Series



Customer Satisfaction

MAXIMUM CUSTOMER SATISFACTION

360° post sales services allowing maximum customer satisfaction as a one-stop-shop partner



F. ALONSO
Aston Martin F1 Team

L. HAMILTON
Mercedes F1 Team

C. LECLERC
Scuderia Ferrari

R. BLANEY
Team Penske

V. ROSSI
WRT Team

K. ROVANPERA
TGR Rally Team

From World Champions...



...To Gentlemen Drivers

The Group aims at maximizing customer satisfaction by ensuring availability and timeliness of response to their needs, as well as high quality of the products.

Racing Force is one of the main actors on the market, always up to date to the last stand of technological evolution. As the world and customers are becoming more and more conscious and sensitive about the materials used, Racing Force Group wants and needs to improve its sustainability accordingly. Minimizing the use of non-recyclable/non-sustainable products/components is one of the challenges of the future, which the Group is working on (starting from the package to fibers and other materials).

In 2022 RFG has not identified any noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services or any complaints concerning breaches of customer privacy and losses of customer data.

Racing Force's market can be divided into 3 main categories: dealers, teams, and car manufacturers and other customers (including individual end-users). Therefore, thanks to a constant personal contact to those 3 categories in a direct or indirect way, Racing Force has quite an up-to-date vision of its products, in terms of safety, quality and satisfaction. Feedbacks coming from customers are an important element to push product development and to improve quality.

In order to prevent or mitigate potential negative impacts related to client satisfaction, Racing Force grants a strict quality control for products coming from external suppliers (batch or 100% checks, tests, drawing compliances etc.) as well as for products internally produced; furthermore, all customized products, based on specific customer's request, are double checked by production and Quality Control Department; a constant and fully available customer service with short responding time is also part of the process.

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In 2023 RFG has not identified any noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services or any complaints concerning breaches of customer privacy and losses of customer data.



Environmental Responsibility

Sustainability principles are an integral part of the Group's business processes, with the goal of improving the environmental conditions of the community in which it operates.

Each company of the Group aims, therefore, at planning its activities by seeking a balance between economic initiative and the essential requirements of environmental protection, enhancing the activity of improving its performance in terms of energy saving and sustainable development, ensuring the proper application of the technologies used to contain the related environmental impacts. Research and technological innovation, therefore, are especially dedicated to the promotion of environmentally friendly activities and processes.

Energy and Emissions (Responsible Energy use)

In accordance with the Group's strategic objectives, great attention has been paid to the collection and analysis of data on energy consumption. In this regard, to structure an increasingly reliable and up-to-date database, Racing Force has started in the previous years mapping and monitoring consumption and emission data, to be able to carry out an as-is analysis and gather ideas for improvement in order to make its impacts more efficient and reduce them.

The monitoring of historical data on consumption provides information on energy efficiency: if the Group knows how much energy is consumed by lighting, appliances and the air conditioning system, then consumption can be controlled or limited, energy can be saved, and environmental impact can be reduced.

For the Italian headquarters, energy consumption is mainly related to energy-efficient lighting and air conditioning used in offices.

With the aim of improving the energy efficiency of its production sites, the initiatives launched by the Group in 2022 are still ongoing. Starting from the existing building in Ronco Scrivia, where the investments relating to the renovation of the roof were completed in January 2023, the cladding of the facades was completed in May 2023 and the installation of solar panels was completed in November 2023. Solar panels installed entered into service in December 2023 and allowed the production of 10.570 KWh of self-produced energy in the last month of 2023, despite the winter season. During 2023 the activities for the construction of the new building in Ronco Scrivia started and the plan includes an additional solar panels installation up to +50%kwph. The new photovoltaic plant will allow RF S.p.A. to produce up to 50% of its annual energy consumption. In addition, 80% of the self-produced energy will be used in the plant's operations and 20% will be fed back into the national electricity grid. The remaining energy needed is acquired from a certified supplier that guarantees that the electricity is produced by renewable energy sources, such as wind power stations.

Furthermore, greater thermal insulation of the building will allow more efficient heating and cooling systems. Also, to complete the building expansion, electric charging stations will be installed to serve both customers and employees using electric cars. Once the construction will be terminated, RF S.p.A. will receive a certification from the Government attesting the building's energy efficiency.

In terms of energy consumption, the main impact for the manufacturing facility in Bahrain is related to the use of air conditioning, which accounts for about 75% of the total electricity consumed in the plant. To address this, RFI has been planning the switch to renewable energy sources and the transition is expected to start in early 2025. This initiative will significantly reduce electricity consumption and is aligned with the Group's strategic target of improving energy efficiency and increasing the use of renewable energy.

Furthermore, the Bahrain International Circuit (BIC), RFI's partner in the expansion project and owner of the factory building, has been implementing several projects related to energy reduction. These projects include the construction of a Solar Farm, which already produces enough renewable energy to cover the circuit's needs for the F1 Grand Prix and will be expanded to meet further the energy requirement of BIC and RFI in the future.



Environmental Responsibility

Solar panels are scheduled to be installed at the Bahrain factory upon the completion of its second floor, which is currently under construction and expected to be finished by the end of 2024.

Racing Force USA has a small office electricity usage, low consumption illumination and energy efficient climate control. The light bulbs used are ENERGY STAR certified energy-saving bulbs, which use 70-90% less energy than incandescent bulbs and are kept off when not strictly needed. The energy-efficient air conditioning system is programmed to regulate cooling, depending on whether the office is in use or not in use for long periods of time.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION ³					
GROUP					
Type of fuel and uses	Unit of measurement	2022		2023	
		Total	Total GJ	Total	Total GJ
Natural Gas	MC	63.390	2.233	65.524	2.308
Diesel (Automotive)	l	132.997	4.787	163.031	5.868
Gasoline (Automotive)	l	1.264	40	1.700	54
Electric energy purchased	kWh	2.454.327	8.836	3.078.044	11.081
of which from renewable energy sources (certified with Origin Guarantee)	kWh	357.387	1.287	394.901	1.422
of which from non-renewable energy sources	kWh	2.096.940	7.549	2.683.144	9.659
Total Energy Consumption			15.896		19.311

Total energy consumption in 2023 increased by +3,415 GJ (+21.5%) compared to prior year, primarily due to higher electric energy and fuel purchased by RFI (+2,943 GJ compared to prior year), in line with the increase in the production of helmets manufactured in Bahrain (+17.5%).

The 12-month operations of the logistics hub of RFI in Mooresville (North Carolina), which commenced activities in November 2022, contributed an additional 353 GJ to the energy consumption in 2023 compared to the previous year. In Italy, energy consumption increased by approximately 3% compared to prior year, driven by the increase in production of racing suits.

Overall, energy consumption in 2023 was also affected by higher costs for air conditioning recorded in all the locations, since global temperatures in every month between June and December set new monthly records, according to data provided by the World Meteorological Organization (WMO).

³ The source National Inventory Report 2023 (NIR) was used to convert energy consumption into GJ.



Climate Change and Emissions Reduction

As an importer and distributor, the biggest impact in terms of emissions is related to the transportation activities, which contribute to pollution. However, RFG only works with leading logistics companies with business plans to mitigate and reduce Group's environmental footprint as much as possible. These suppliers, such as U-Line, Acorn East, Fedex, DHL and MSC Lines, have adopted policies and programs to reduce their environmental impact.

In the Bahrain factory, the manufacturing of helmets produces emissions coming from the painting process. Paint is applied using a sophisticated system involving heated nitrogen, reducing paint consumption and "overspray" compared to "conventional" systems using regular compressed air. To manage the negative impacts related to paint booths, RFI continues to monitor the operation and properly replace the filters they are equipped with, mitigating the emissions of paint particles to the outdoor environment. Rules are also established between Production Management and the maintenance team for adjusting the paint booths so that the booths operate at their best. Also, sustainable materials are implemented in the production process, for example water-based glue.

Furthermore, the majority of Bahrain employees are coming to work by bus, contributing to reduce the use of cars and related emissions.

⁴ The following sources were used for emission factors: DEFRA for Scope 1, TERNA for Scope 2 - Location Based, AIB and TERNA for Scope 2.

DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2) GHG EMISSIONS ⁴			
Type of fuel and uses	Unit of measurement	GROUP	
		2022	2023
SCOPE 1			
Natural Gas	tCO2	128	134
Diesel (Automotive)	tCO2	340	410
Gasoline (Automotive)	tCO2	3	4
Total Scope 1	tCO2	471	547
SCOPE 2			
Electric Energy Purchased	tCO2	866	1.091
Total Scope 2 Location based	tCO2	866	972
Electric energy purchased from non-renewable energy sources	tCO2	753	695
Total Scope 2 Market based	tCO2	753	785
Total Scope 1 & 2 - Location based	tCO2	1.337	1.519
Total Scope 1 & 2 - Market based	tCO2	1.224	1.332



Resources Management

Responsible Water Use

As with energy, monitoring water consumption history through bills provides information on water use: by knowing the amount of water consumed by offices and the irrigation system, the Group can control and limit this use to save more water and reduce environmental impact.

The Racing Force Group therefore promotes a responsible and conscious use of water resources, which are mainly intended for the hygienic and sanitary use of employees, as well as a limited use in the production process of some plants.

As far as the Italian site is concerned, since water has no impact on processing, the importance of water quality and availability is limited to sanitary use only and no negative impact is expected in the future.

To avoid wastage, staff have been made aware of responsible water consumption, which is taken from the public water supply network equipped with purifiers, used and discharged through the public sewage system.

The water consumption patterns and conservation efforts at the Bahrain facility, as reported in 2022, have remained consistent throughout the past year. The factory continues to focus on responsible water management to minimize its environmental impact. In the Bahrain facility, water continues to be consumed in production primarily for the foam injection production process. In this process, water is needed to cool the molds and machines. The temperature of the water is reduced by cooling towers enabling it to be reused rather than discharged. Furthermore, the boiler system in the factory, which generates steam, continues to recover and recuse a significant portion of the steam, thereby reducing water losses. The group remains committed to its water conservation initiatives at the Bahrain facility and will continue to explore opportunities to optimize water consumption and improve efficiency across its operations.

Racing Force USA has a reduced water consumption in its offices and pro-shops, in line with the working environment in which the company operates. Water is supplied by the various cities where RFG has a footprint and is discharged from municipal systems.

WATER WITHDRAWAL BY SOURCE					
Source	Unit of measurement	GROUP			
		2022		2023	
		All Areas	Areas with water stress	All Areas	Areas with water stress
Surface water	Megaliters	-	-	-	-
Groundwater	Megaliters	-	-	-	-
Seawater	Megaliters	-	-	-	-
Produced water	Megaliters	-	-	-	-
Third-party water	Megaliters	0,62	7,02	0,68	8,74
Freshwater (≤1,000 mg/L Total Dissolved Solids)	Megaliters	0,62	0,75	0,68	0,2
Other water (>1,000 mg/L Total Dissolved Solids)	Megaliters	-	6,27	-	8,54
Total Water withdrawal	Megaliters	0,62	7,02	0,68	8,74



Waste and Recycling

The Racing Force's focus on environmental protection and the responsible use of resources is also reflected in the management and reduction of waste resulting from the performance of its core business. The Group is committed to make its employees aware of reducing waste to a minimum.

Traceability and recycling of waste are the fundamental foundations for a successful short- and long-term waste reduction program of the Group. It all starts with collecting and analyzing information, designing and implementing plans, setting targets and monitoring results. At the same time, continuous communication and promotion are crucial to the success of the program.

As far as production waste is concerned, a division can be made between waste that can be reused and waste to be sent to landfill. In the specific case of fabric waste, this is divided by type and, where possible, sent to a specialized company for recycling and reprocessing into new fabric. The non-recyclable part, on the other hand, is delivered to the disposer for regular landfill disposal. As for waste from fire extinguishers, during the overhaul of fire extinguishers, the liquid that can no longer be used is recovered and delivered to the disposer for regular disposal in landfills. The same process applies to scrap metal, glass fiber, coal and various materials, which are handed over to the disposer for regular disposal in the landfill. In addition, separate contracts are concluded with companies for the disposal of special waste, such as toner, neon and batteries. This disposal process takes place through authorized disposers and involves the regular filling in of the required forms, as well as the annual issuing of the MUD reporting form.

With regard to the Italian headquarters, paper and plastic packaging is delivered in the special containers provided by the company AMIU, which manages waste collection for the municipality of Ronco Scrivia. In addition, through this company, the obligation of separate waste collection has been arranged as from January 2022, consequently all RF S.p.A. personnel have been informed and involved in this collection method. To this end, all offices, warehouse and common areas have been provided with specific bins for separate waste collection, distinguishing between paper, plastic, organic and undifferentiated waste. The cleaning company ensures that waste is correctly disposed of in the appropriate bins, which AMIU collects daily or weekly, depending on the type.

In the past year the Bahrain facility has operated under more stringent waste management regulations implemented by the Supreme Council for Environment. RFI has maintained its collaborative approach with waste management providers to ensure responsible waste handling and disposal.

Agreements with waste operators in Bahrain remain in place, with one company collecting general waste based on the number of bins and another specialized company handling sorting and processing based on tonnage. Both companies are approved and regulated by the Ministry of Municipalities Affairs & Agriculture.

RFI remains committed to continuous improvement in its waste management practices and is constantly adapting to the more stringent regulations introduced by the government of Bahrain. RFI will continue to explore methods to enhance its waste reduction, recycling, and disposal procedures across its operations. To support these efforts the company has started reviewing policies and procedures to prepare for ISO 45001 certification which is expected to further improve the company's efficiency.

As an importer and distributor, RFU's impact is limited to the number of cardboard boxes needed for distribution. The subsidiary uses leading cardboard box suppliers, such as U-Line, Acorn East, Fedex and DHL, with policies, programs and business plans to mitigate and reduce environmental impact as much as possible. The majority of purchasing-related packaging is recycled for new shipments. The volume of remaining waste, generated mainly by office employees, is insignificant.

Total Weight Of Waste Generated			
Waste composition	Unit of measurement	GROUP	
		2022	2023
Hazardous	t	2	3
Non-hazardous	t	394	456
Total	t	396	459

FOLLOWING A REFINEMENT OF THE CALCULATION METHODOLOGY, THE 2022 QUANTITATIVE DATA RELATED TO THIS TABLE HAVE BEEN RESTATED.



Annex

Responsibility towards Employees

GRI 2-7 EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT (PERMANENT OR TEMPORARY), GENDER AND GEOGRAPHICAL AREA

TYPE OF CONTRACT	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
PERMANENT	108	125	358	389	21	23	487	537
TOTAL MALE	55	64	244	275	17	18	316	357
TOTAL FEMALE	53	61	114	114	4	5	171	180
TEMPORARY	16	7	-	-	-	-	16	7
MALE	7	3	-	-	-	-	7	3
FEMALE	9	4	-	-	-	-	9	4
TOTAL	124	132	358	389	21	23	503	544
MALE	62	67	244	275	17	18	323	360
FEMALE	62	65	114	114	4	5	180	184



Annex

Responsibility towards Employees

GRI 2-7 EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT (FULL-TIME OR PART-TIME), GENDER AND GEOGRAPHICAL AREA

TYPE OF EMPLOYMENT	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
FULL TIME	109	118	358	389	20	23	487	530
TOTAL MALE	61	66	244	275	17	18	322	359
TOTAL FEMALE	48	52	114	114	3	5	165	171
PART TIME	15	14	-	-	1	1	16	14
MALE	1	1	-	-	-	-	1	1
FEMALE	14	13	-	-	1	1	15	13
TOTAL	124	132	358	389	21	23	503	544
MALE	62	67	244	275	17	18	323	360
FEMALE	62	65	114	114	4	5	180	184



Responsibility towards Employees

GRI 2-8 Workers who are not employees

TOTAL NUMBER OF EXTERNAL WORKERS BY CONTRACTUAL RELATIONSHIP WITH THE ORGANIZATION AND GEOGRAPHICAL AREA

TYPE OF CONTRACT	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
INTERIM STAFF	2	3	-	-	-	-	2	3
STAGE	3	2	-	-	-	-	3	2
OTHER COLLABORATORS	1	1	-	-	2	2	3	3
TOTAL	3	6	-	-	2	2	8	8



Responsibility towards Employees

GRI 401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

HIRINGS BY AGE GROUP, GENDER AND GEOGRAPHICAL AREA

	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
< 30 YEARS	13	5	81	53	2	3	96	61
MALE	8	4	58	39	1	3	67	46
FEMALE	5	1	23	14	1	-	29	15
30-50 YEARS	12	11	40	49	1	3	53	63
MALE	3	5	26	35	-	3	30	43
FEMALE	9	6	14	14	-	-	23	20
> 50 YEARS	-	1	1	2	-	3	1	6
MALE	-	-	1	-	-	-	1	-
FEMALE	-	1	-	2	-	3	-	6
TOTAL HIRINGS	25	17	122	104	3	9	150	130
MALE	11	9	85	74	2	6	98	89
FEMALE	14	8	37	30	1	3	52	41



Responsibility towards Employees

INCOMING TURNOVER BY AGE GROUP, GENDER AND GEOGRAPHICAL AREA

	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
< 30 YEARS	48%	19%	69%	43%	50%	43%	65%	39%
MALE	53%	25%	67%	41%	33%	50%	64%	39%
FEMALE	42%	10%	74%	50%	100%	-	66%	38%
30-50 YEARS	17%	14%	18%	20%	8%	33%	17%	19%
MALE	8%	13%	18%	21%	11%	38%	16%	20%
FEMALE	26%	17%	18%	17%	-	-	20%	17%
> 50 YEARS	-	3%	7%	11%	-	43%	2%	11%
MALE	-	-	9%	-	-	-	4%	-
FEMALE	-	5%	-	50%	-	100%	-	23%
TOTAL	20%	13%	34%	27%	14%	39%	30%	24%
MALE	18%	13%	35%	27%	12%	33%	30%	25%
FEMALE	23%	12%	32%	26%	25%	60%	29%	22%



Responsibility towards Employees

TERMINATIONS BY AGE GROUP, GENDER AND GEOGRAPHICAL AREA

	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
< 30 YEARS	3	2	29	36	-	1	32	39
MALE	3	1	22	24	-	-	25	25
FEMALE	-	1	7	12	-	1	7	14
30-50 YEARS	4	4	16	36	-	5	20	45
MALE	2	1	7	19	-	4	9	24
FEMALE	2	3	9	17	-	1	11	21
> 50 YEARS	1	3	-	1	1	1	2	5
MALE	-	2	-	-	1	1	2	3
FEMALE	1	1	-	1	-	-	1	2
TOTAL TERMINATIONS	8	9	45	73	1	7	54	89
MALE	5	4	29	43	1	5	35	52
FEMALE	3	5	16	30	-	2	19	37



Responsibility towards Employees

OUTGOING TURNOVER BY AGE GROUP, GENDER AND GEOGRAPHICAL AREA

	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
< 30 YEARS	11%	8%	25%	29%	-	14%	22%	25%
MALE	20%	6%	26%	25%	-	-	24%	21%
FEMALE	-	10%	23%	43%	-	100%	16%	36%
30-50 YEARS	6%	5%	7%	15%	-	56%	6%	14%
MALE	5%	3%	5%	12%	-	50%	5%	11%
FEMALE	6%	8%	11%	21%	-	100%	9%	18%
> 50 YEARS	4%	10%	-	5%	20%	14%	4%	9%
MALE	-	18%	-	-	20%	25%	4%	10%
FEMALE	6%	5%	-	25%	-	-	5%	8%
OUTGOING TURNOVER RATE	6%	7%	13%	19%	5%	30%	11%	16%
MALE	8%	6%	12%	16%	6%	28%	11%	14%
FEMALE	5%	8%	14%	26%	-	40%	11%	20%



Responsibility towards Employees

GRI 404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

	ITALY		BAHRAIN		USA		RFG	
	2022	2023	2022	2023	2022	2023	2022	2023
MANAGER	51	22	13	18	29	27	28	20
MALE	60	27	14	20	15	21	29	22
FEMALE	22	2	8	7	72	53	25	15
WHITE COLLAR	16	8	11	20	59	35	18	14
MALE	25	12	13	23	68	17	26	17
FEMALE	10	6	8	15	20	84	10	12
BLUE COLLAR	8	6	6	5	32	48	7	6
MALE	10	8	9	5	32	48	9	6
FEMALE	4	3	0	5	0	0	1	4
TOTAL	24	9	7	8	43	33	11	9
TOTAL MALE	16	12	10	8	43	22	14	10
TOTAL FEMALE	9	5	2	6	46	72	5	7



Responsibility towards Employees

GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP AND GENDER

	RFG			
	2022		2023	
< 30 YEARS	-	-	-	-
MALE	-	-	-	-
FEMALE	-	-	-	-
30-50 YEARS	3	43%	3	43%
MALE	2	67%	2	67%
FEMALE	1	33%	1	33%
> 50 YEARS	4	57%	4	57%
MALE	4	100%	4	100%
FEMALE	-	-	-	-
TOTAL	7	100%	7	100%
TOTAL MALE	6	86%	6	86%
TOTAL FEMALE	1	14%	1	14%



Responsibility towards Employees

EMPLOYEES BY EMPLOYEE CATEGORY, GENDER AND AGE GROUP

	RFG											
	2022						2023					
	MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL	
MANAGER	32	10%	10	6%	42	8%	43	12%	10	5%	53	10%
< 30 YEARS	-	-	-	-	-	-	3	7%	-	-	3	6%
30-50 YEARS	23	72%	8	80%	31	74%	30	70%	7	70%	37	70%
>50 YEARS	9	28%	2	20%	11	26%	10	23%	3	30%	13	25%
WHITE COLLAR	54	17%	56	31%	110	22%	62	17%	61	33%	123	23%
< 30 YEARS	19	35%	17	30%	36	33%	21	34%	17	28%	38	31%
30-50 YEARS	28	52%	33	59%	61	55%	34	55%	34	56%	68	55%
>50 YEARS	7	13%	6	11%	13	12%	7	11%	10	16%	17	14%
BLUE COLLAR	237	73%	114	63%	351	70%	255	71%	113	61%	368	68%
< 30 YEARS	85	36%	27	24%	112	32%	93	36%	22	19%	115	31%
30-50 YEARS	142	60%	76	67%	218	62%	149	58%	78	69%	227	62%
>50 YEARS	10	4%	11	10%	21	6%	13	5%	13	12%	26	7%
TOTAL	323	64%	180	36%	503	100%	360	66%	184	34%	544	100%
< 30 YEARS	104	32%	44	24%	148	29%	117	33%	39	21%	156	29%
30-50 YEARS	193	60%	117	65%	310	62%	213	59%	119	65%	332	61%
>50 YEARS	26	8%	19	11%	45	9%	30	8%	26	14%	56	10%



EMPLOYEES IN VULNERABLE CATEGORIES BY EMPLOYEE CATEGORY AND GENDER

	2022						2023					
	MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL	
EXECUTIVE	-	-	-	-	-	-	-	-	-	-	-	-
MANAGER	-	-	-	-	-	-	-	-	-	-	-	-
WHITE COLLAR	-	-	2	67%	2	33%	-	-	2	50%	2	33%
BLUE COLLAR	3	100%	1	33%	4	67%	2	100%	2	50%	4	67%
TOTAL	3	50%	3	50%	6	100%	2	33%	4	67%	6	100%



Responsibility towards Employees

GRI 403-9 WORK-RELATED INJURIES

WORK-RELATED INJURIES								
2022								
Injuries consequences	ITALY		BAHRAIN		USA		GROUP	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Death as a result of a work-related injuries	-	-	-	-	-	-	-	-
Work-related injuries with serious consequences (excluding death)	-	-	-	-	-	-	-	-
Recordable work-related injuries	-	-	-	-	-	-	-	-
Worked hours	-	-	-	-	-	-	-	-
Multiplier	200.000							
2023								
Injuries consequences	ITALY		BAHRAIN		USA		GROUP	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Death as a result of a work-related injuries	-	-	-	-	-	-	-	-
Work-related injuries with serious consequences (excluding death)	-	-	-	-	-	-	-	-
Recordable work-related injuries	1	0,92	9	2,34	-	-	10	1,93
Worked hours	217.478		768.955		49.682		1.036.115	
Multiplier	200.000							
Types of injuries	2022				2023			
	ITALY	BAHRAIN	USA	GROUP	ITALY	BAHRAIN	USA	GROUP
Cuts and Lacerations	-	-	-	-	-	6	-	6
Impact Injuries	-	-	-	-	1	3	-	4
TOTAL	-	-	-	-	1	9	-	10



Environmental Responsibility

GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

ENERGY CONSUMPTION WITHIN THE ORGANIZATION									
Type of fuel and uses	Unit of measurement	ITALY		BAHRAIN		USA		RFG	
		2022	2023	2022	2023	2022	2023	2022	2023
Natural Gas	GJ	2.233	2.308	-	-	-	-	2.233	2.308
Diesel (Automotive)	GJ	572	516	4.215	5.353	-	-	4.787	5.868
Gasoline (Automotive)	GJ	-	-	-	-	40	54	40	54
Electric energy purchased	GJ	1.251	1.352	7.424	9.230	161	499	8.836	11.081
of which from renewable energy sources (certified with Origin Guarantee)	GJ	1.251	1.352	-	-	35	70	1.287	1.422
of which from non-renewable energy sources	GJ	-	-	7.424	9.230	125	429	7.549	9.659
Total	GJ	4.056	4.175	11.639	14.582	201	201	15.896	19.311



Environmental Responsibility

GRI 305-1 DIRECT (SCOPE 1) GHG EMISSIONS / GRI 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

DIRECT (SCOPE 1) AND INDIRECT (SCOPE 2) GHG EMISSIONS									
Type of Fuel and Uses	Unit of measurement	ITALY		BAHRAIN		USA		GROUP	
		2022	2023	2022	2023	2022	2023	2022	2023
SCOPE 1									
Natural Gas	tCO2	128	134	-	-	-	-	128	134
Diesel (Automotive)	tCO2	41	36	300	374	-	-	340	410
Gasoline (Automotive)	tCO2	-	-	-	-	3	4	3	4
Total Scope 1	tCO2	168	170	300	374	3	4	471	547
SCOPE 2									
Electric Energy Purchased	tCO2	109	118	740	920	17	52	866	1.091
Total Scope 2 Location based	tCO2	109	-	740	920	17	52	866	972
Electric energy purchased from non-renewable energy sources	tCO2	-	-	740	920	13	45	753	965
Total Scope 2 Market based	tCO2	-	-	740	920	13	45	753	785
Total Scope 1 & 2 - Location based	tCO2	278	170	1.040	1.294	19	55	1.337	1.519
Total Scope 1 & 2 - Market based	tCO2	168	170	1.040	1.294	16	48	1.224	1.332



Environmental Responsibility

GRI 303-3 WATER WITHDRAWAL

WATER WITHDRAWAL BY SOURCE									
2022									
Source	Unit of measurement	ITALY		BAHRAIN		USA		GROUP	
		All Areas	Areas with water stress	All Areas	Areas with water stress	All Areas	Areas with water stress	All Areas	Areas with water stress
Surface water	Megaliters	-	-	-	-	-	-	-	-
Ground water	Megaliters	-	-	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-	-	-
Produced water	Megaliters	-	-	-	-	-	-	-	-
Third-party water	Megaliters	0,62	-	-	6,27	-	0,75	0,62	7,02
Freshwater (≤1,000 mg/L Total Dissolved Solids)	Megaliters	0,62	-	-	-	-	0,75	0,62	0,62
Other water (>1,000 mg/L Total Dissolved Solids)	Megaliters	-	-	-	6,27	-	-	-	6,27
Total Water withdrawal	Megaliters	0,62	-	-	6,27	-	0,75	0,62	7,02
2023									
Surface water	Megaliters	-	-	-	-	-	-	-	-
Ground water	Megaliters	-	-	-	-	-	-	-	-
Seawater	Megaliters	-	-	-	-	-	-	-	-
Produced water	Megaliters	-	-	-	-	-	-	-	-
Third-party water	Megaliters	0,68	-	-	8,54	-	0,20	0,68	8,74
Freshwater (≤1,000 mg/L Total Dissolved Solids)	Megaliters	0,68	-	-	-	-	0,20	0,68	0,20
Other water (>1,000 mg/L Total Dissolved Solids)	Megaliters	-	-	-	8,54	-	-	-	8,54
Total Water withdrawal	Megaliters	0,68	-	-	8,54	-	0,20	0,68	8,74



Environmental responsibility

GRI 306-3 WASTE GENERATED

FOLLOWING A REFINEMENT OF THE CALCULATION METHODOLOGY, THE 2021 QUANTITATIVE DATA RELATED TO THIS TABLE HAVE BEEN RESTATED.

Total Weight of Waste Generated									
Waste Composition	Unit of Measurement	ITALY		BAHRAIN		USA		GROUP	
		2022	2023	2022	2023	2022	2023	2022	2023
Hazardous	t	2	-	-	2	-	-	2	3
Non-hazardous	t	12	8	380	442	2	6	394	456
Total	t	14	8	380	444	2	6	396	459



THE US COLLECTS DATA ON THE AMOUNT OF WASTE IN CUBIC YARDS, WHICH ARE THEN CONVERTED TO TONS OF CARDBOARD WASTE USING CONVERSION FACTORS PROVIDED BY THE US ENVIRONMENTAL PROTECTION AGENCY (EPA).

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	2-4 Restatements of information	4	
	2-5 External Assurance	This report is not subject to external assurance	
	2-6 Activities, value chain and other business relationships	9 - 12	
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	2-25 Processes to remediate negative impacts	20 - 23	
	2-26 Mechanisms for seeking advice and raising concerns	15	
	2-27 Compliance with laws and regulations	During 2023, there were no instances of non-compliance with ESG laws and regulations.	
2-29 Approach to stakeholder engagement	24 - 25		
MATERIAL TOPICS			
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	26 - 27	
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GRI 205: Anticorruption (2016)	205-3 Confirmed incidents of corruption and actions taken	During 2023, there were no proven incidents of corruption.	
GRI 206: Anti-competitive behavior (2016)	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	During 2023, no legal action was taken for anti-competitive behaviour, antitrust and monopolistic practices.	
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EMPLOYEES MANAGEMENT AND RETENTION			
GRI 3: Material Topics (2021)	3-3 Management of material topics	28 - 29	
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	54 - 57	
EMPLOYEES TRAINING AND WELL-BEING			
GRI 3: Material Topics (2021)	3-3 Management of material topics	30 - 31	
GRI 404: Training and education (2016)	404-1 Average hours of training per year per employee	58	

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
WORKPLACE HEALTH AND SAFETY			
GRI 3: Material Topics (2021)	3-3 Management of material topics	33 - 34	
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	33 - 34	
	403-5 Worker training on occupational health and safety	33 - 34	
	403-6 Promotion of worker health	33 - 34	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	33 - 34	
	403-9 Work-related injuries	62	
DIVERSITY AND INCLUSION			
GRI 3: Material Topics (2021)	3-3 Management of material topics	32	
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	59-61	
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	During 2023, there were no proven incidents of discrimination.	
PRODUCT QUALITY AND SAFETY			
GRI 3: Material Topics (2021)	3-3 Management of material topics	39 - 44	
GRI 416: Customer Health and Safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	During 2023, there were no instances of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services.	



GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
GOVERNANCE			
GRI 3: Material Topics (2021)	3-3 Management of material topics	14	
COMPLIANCE AND RISK MANAGEMENT			
GRI 3: Material Topics (2021)	3-3 Management of material topics	20 - 22	
RESPONSIBLE SUPPLY CHAIN			
GRI 3: Material Topics (2021)	3-3 Management of material topics	36 - 37	
LOCAL COMMUNITIES			
GRI 3: Material Topics (2021)	3-3 Management of material topics	24	
RESEARCH AND INNOVATION			
GRI 3: Material Topics (2021)	3-3 Management of material topics	38	
CLIENT SATISFACTION			
GRI 3: Material Topics (2021)	3-3 Management of material topics	45	



