

RACING  
**FORCE**  
GROUP

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2021  
SUSTAINABILITY  
REPORT



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## Letter to Stakeholders

Dear stakeholders,

This first Sustainability report represents an important milestone of our Group's commitment to virtuously combining business objectives with concrete and measurable results in the environmental, social and governance areas.

Nowadays, the world is developing at a very fast pace, as new technologies and trends are changing our lives, businesses and environment. At the same time, the world still faces many issues such as poverty and exclusion, wars and environmental degradation, among others. Smog, plastic pollution and the effects of climate change are becoming increasingly relevant to our lives.

In this scenario, our Group embraces the Sustainable Development Goals (SDGs) of the United Nations, since we believe that their achievement is possible only with the involvement of everyone, including us.

As a manufacturer and global distributor, we want to bring value to our customers and, at the same time, we strive to minimize the negative impacts of our business for the environment and to support the economic and social development of our local communities, as well as all the main players in the world of Motorsport, the main market in which our Group operates, are striving to align themselves with this.

We are actively working on waste reduction in our plants and warehouses. We are planning to invest in modern buildings and renewable energy sources, trying to reduce emissions, noise and achieving higher efficiency in terms of consumption<sup>1</sup>.

We are an international and dynamic Group, with more than 30 nationalities represented in our Team, and we believe diversity is a source of inspiration and advantage, required to meet the demands of a changing world. Our leadership team is asked to manage complexity on a global scale, supporting continuous and sustainable development.

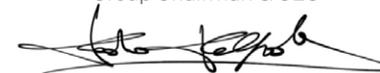
We actively promote a culture of safety and equal opportunities in our workplaces, sharing best practices among different entities and cultures.

To achieve our goals, we are constantly improving our processes, with the aim to ensure adequate governance.

Our products save people's lives. And we are also committed to improve the quality of everyone's lives.

I wish you a good read.

Paolo Delprato  
Group Chairman & CEO



<sup>1</sup>In this perspective, we have recently approved an important project aimed at increasing production capacity, logistics, offices and management areas in Ronco Scrivia, adding 3,700 sqm by the end of 2024. As part of the project, we will improve energy efficiency through the installation of solar panels, medium-voltage switching and the optimization of energy conservation of facades.

## Methodological note

This document, which represents Racing Force's Group (in the document also "Group", or "Racing Force ", or "RFG") 2021 Sustainability Report, has been prepared with the aim of transparently communicating the sustainability strategies of Racing Force Spa (in the document also "the Company" or "RF Spa") and its subsidiaries. The Report presents Racing Force Group's achievements in environmental, social and governance sustainability in relation to the financial year 2020 and 2021 (1 January to 31 December).

The Sustainability Report, drawn up on an annual basis, has been prepared by reporting on a selection of "indicators" defined in 2016 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 Spa 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 refer 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.

The data and information reported was defined based on an initial activity carried out by Racing Force during 2020 and 2021, which enabled the identification of material sustainability issues for RFG, as described in the section "Stakeholder mapping and Materiality analysis" of this document.

This document contains data and information relating to the environment and personnel which refer exclusively to Racing Force Group.

For further information and suggestions regarding the RFG Sustainability Report, please contact Racing Force Investor Relator Manager ([ir@racingforce.com](mailto:ir@racingforce.com)).

This document is also available on the Racing Force Group website. ([www.racingforce.com](http://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



7 sites incl. 2 manufacturing facilities, 6 showrooms and 3 R&D centers in US, Europe and Asia



Over 480 employees from 34 nationalities, average age of 37 (36% of women)

Racing Force Group is leader in the Motorsport Safety Product 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®, Sportscar racing, Stockcar, Rally-raid and Karting. In the last ten years Racing Force Group supported teams and drivers won more than 60 FIA World Championship titles along with IndyCar®, NASCAR® and Supercars® Championships. Racing Force Group (RFG) lies in the breadth of its iconic brand portfolio, people, vendors and customers.

Racing Force (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.

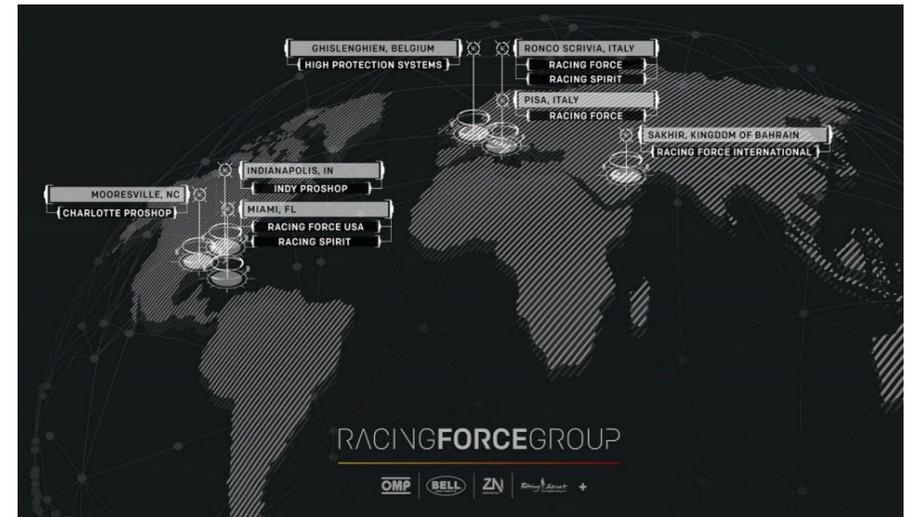
In December 2019, Racing Force acquired the control of the Bell Racing Helmets Group and Zeronoise, giving life to the current structure of Racing Force Group.

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

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, multilateral trading system, organized and managed by Borsa Italiana Spa.



## Racing Force's history



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



1973



OMP establishes a subsidiary in Miami (USA) to run distribution in the US market

2003



OMP become the official supplier of FIA

2012



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



2019

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

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



2021

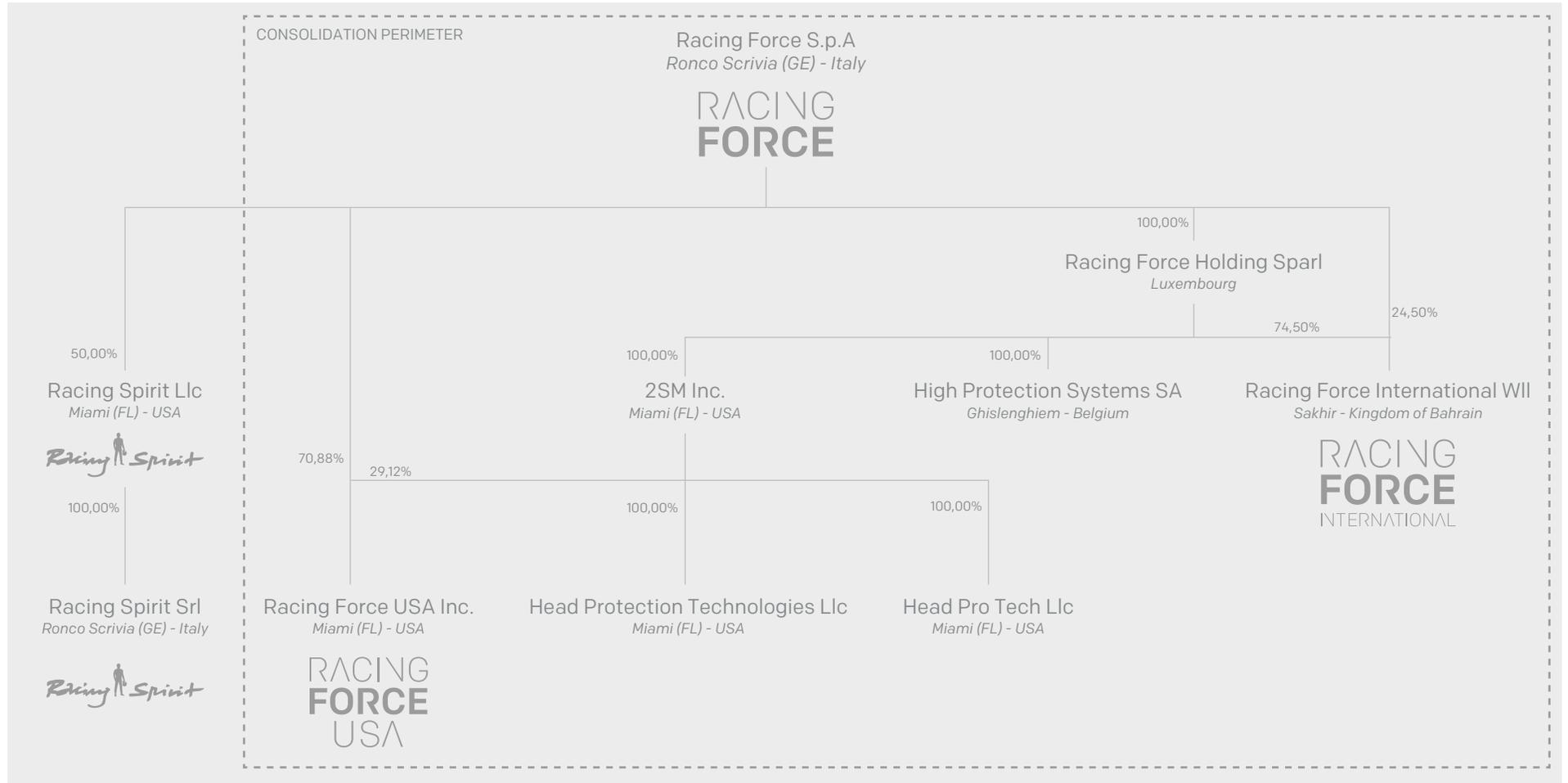


Driver's Eye debut in F1 and first WRC victory of Bell + ZN after 20 yrs

Racing Force Group (RFG) listed Euronext Growth Milan



Racing Force Group as of December 31, 2021



Brand identity



Founded by innovators, RFG's brands reflect the Group's vision of being the leading player of our Industry by delivering to our customers the best possible experience with Safety, Performance, Technology, Style and Comfort in mind. Furthermore, RFG strongly believe in maintaining the highest brand reputation, best customer service, 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 motorsports.



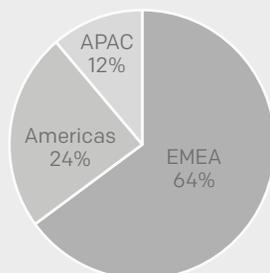
RACINGFORCEGROUP



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	50 years 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

### 2021 REVENUES BREAKDOWN



### RECORD RESULT IN 2021

Revenues +38% y/y, Margin +67% y/y  
Distribution of €1.7 million of dividends proposed

■ Revenues:	€46.7 million (+38.4% vs 2020 and +27.5% vs 2019PF)
■ Adj. EBITDA:	€9.0 million (19.2% Adj. EBITDA margin and +67% vs 2020)
■ Adj. Net Profit:	€4.9 million (10.6% of Revenues)
■ Adj. Operating Cash Flow:	€5.5 million (€2.4 million in 2020)
■ Net Debt:	€0.7 million (€15.5 million in 2020)
■ Dividend:	€1.7 million (DPS €0.07)

After the events related to the Covid-19 epidemiological emergency that shook the entire world economy during 2020, fiscal year 2021 showed important signs of growth for the Group, which is recognized today as one of the main global players in the motorsport business, mainly due to the following reasons: i) the continuous research for innovation and the offer of new products, ii) the constant improvement of existing products, as required by the ultimate homologation parameters, iii) the completeness of the range of products offered by the Group, following the integration of OMP, Bell Helmets and Zeronoise brands, iv) the almost complete coverage of the world market thanks to intra-Group synergies.

During 2021, the Group significantly increased its sales (+38.4% compared to 2020, equal to +12.9 million Euro) and its margin. Excluding listing costs recognized through the profit and loss, adjusted EBITDA<sup>2</sup> increased by 67.0% compared to 2020, thanks also to constant and careful planning and control of expenses in all Group companies, amounting to 19.2% of revenues.

These very positive results are mainly due to the effect deriving from the process of integration of the businesses acquired at the end of 2019, which in 2020 had not yet been able to fully express their potential due to the pandemic and to their recent acquisition. During 2021, the Group has been able to further increase its presence in the motorsport business, thus becoming one of the undisputed leaders in the world: the commercial agreements signed with leading market partners, teams and car manufacturers, have granted a greater visibility and

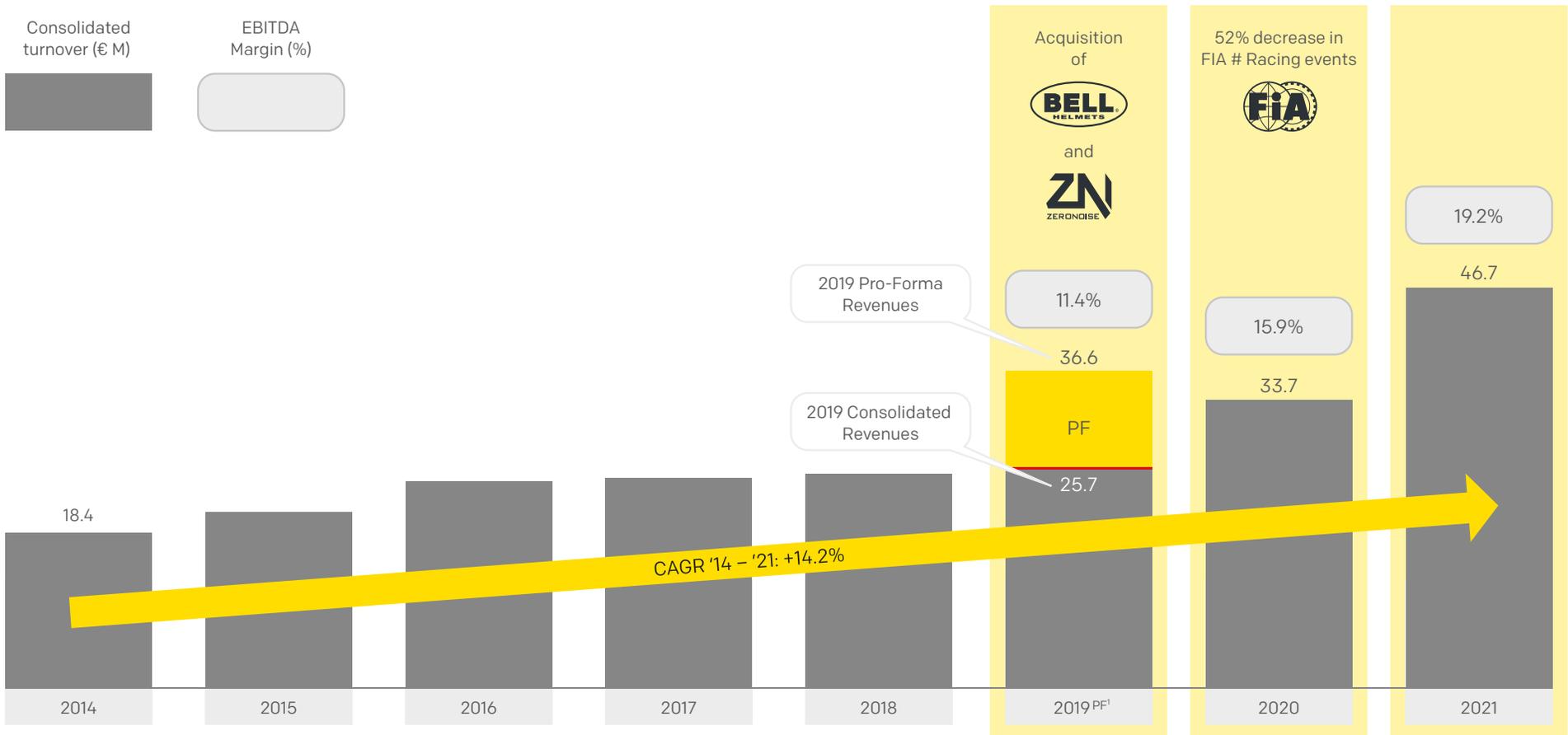
consolidation of turnover and margins. The products of the Group, which are now considered the state of the art in the motorsport safety equipment market, are currently used by the top drivers in the main world competitions managed by FIA. Furthermore, during the year the Group renewed the technical partnership agreement with FIA, operational since 2012, on a multi-year basis.

In 2020 and 2021 RFG has not identified any non-compliance with laws and/or regulations in social and economic matters.

<sup>2</sup>Adjusted for f 1.1 ml IPO costs booked through the Profit Loss.



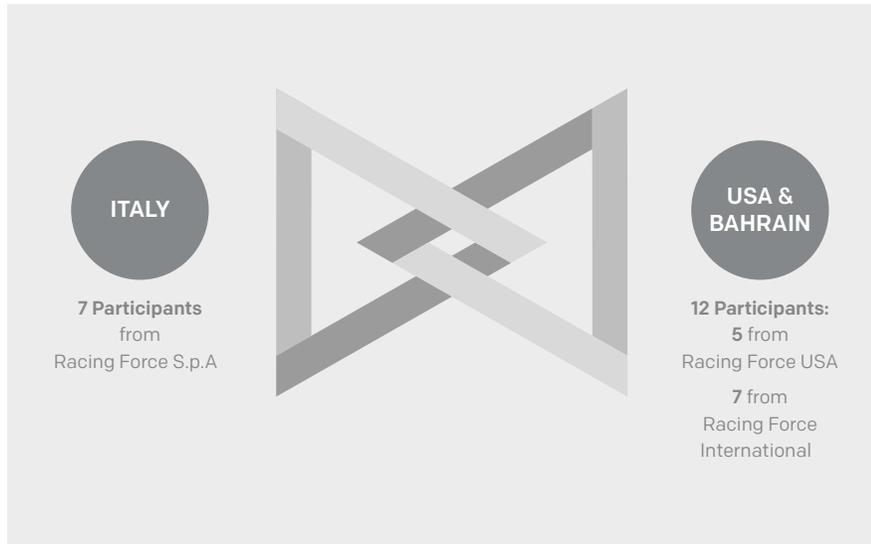
## Sales



## Stakeholder mapping and Materiality analysis

As part of the preparation of the Sustainability Report, the main stakeholders have been identified over time, i.e. those who can be significantly affected by RFG's activities, products and services or whose actions can reasonably be expected to affect the Group's ability to successfully implement its strategies and achieve its objectives.

To define stakeholder priorities and determine the material sustainability topics relevant to Racing Force, a materiality workshop involving selected employees from Racing Force Spa., Racing Force International, and Racing Force USA has been carried out.



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: ➔



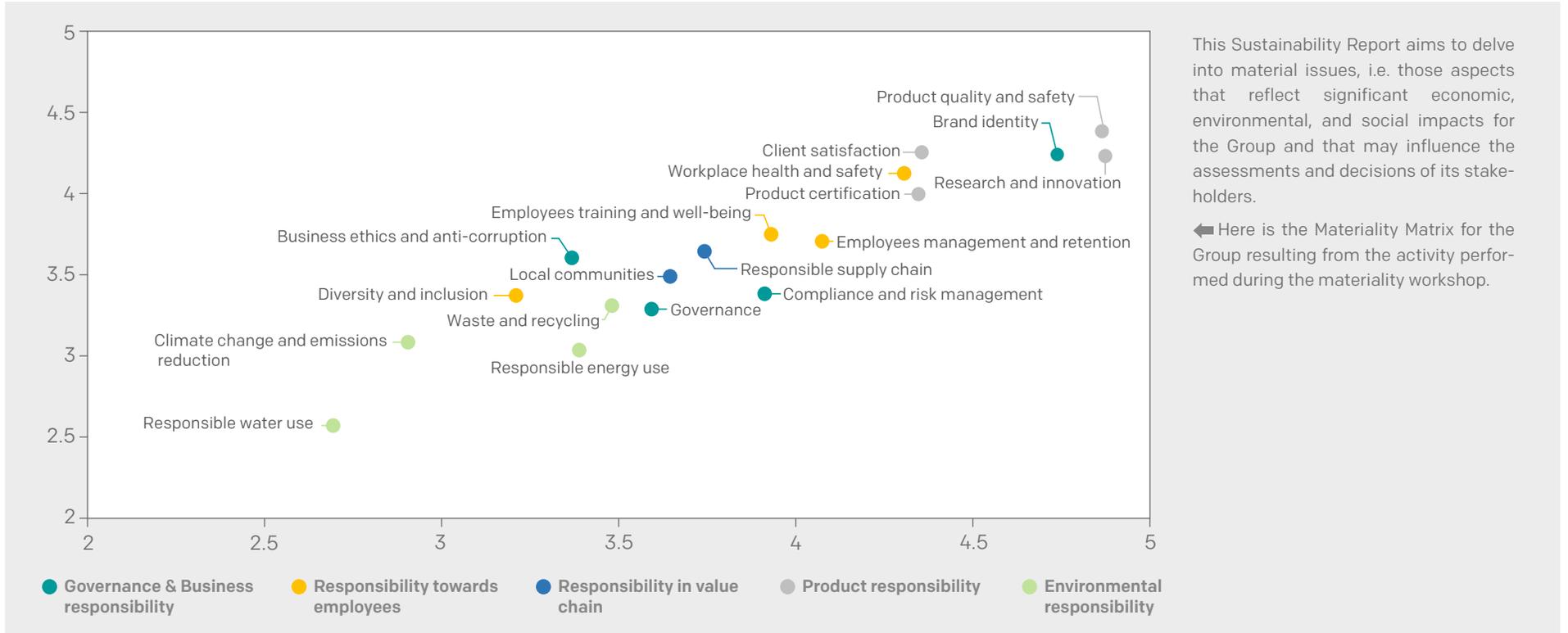
## Stakeholder mapping and Materiality analysis

This prioritization activity was key to the identification of material topics, defined as those aspects that reflect significant economic, environmental, and social impacts for the Group or that may influence stakeholder assessments and decisions. RFG has, therefore, identified issues related to environmental, social and employee interests, product responsibility, and ethical and anti-corruption behavior that impact of operations and are relevant to RFG long-term business success. In addition to assessing the impact of business activities on the environment and society, the key themes (assigned to five ESG areas) were also evaluated to determine their influence on stakeholder decisions and actions, resulting in the following:

<b>Governance &amp; Business responsibility</b>	<ul style="list-style-type: none"> <li>▪ Business ethics and anti-corruption</li> <li>▪ Governance</li> <li>▪ Compliance and risk management</li> <li>▪ Brand identity</li> </ul>
<b>Responsibility towards employees</b>	<ul style="list-style-type: none"> <li>▪ Employees management and retention</li> <li>▪ Employees training and well-being</li> <li>▪ Diversity and inclusion</li> <li>▪ Workplace health and safety</li> </ul>
<b>Responsibility in value chain</b>	<ul style="list-style-type: none"> <li>▪ Responsible supply chain</li> <li>▪ Local communities</li> </ul>
<b>Product responsibility</b>	<ul style="list-style-type: none"> <li>▪ Research and innovation</li> <li>▪ Product quality and safety</li> <li>▪ Product certification</li> <li>▪ Client satisfaction</li> </ul>
<b>Environmental responsibility</b>	<ul style="list-style-type: none"> <li>▪ Climate change and emissions reduction</li> <li>▪ Responsible energy use</li> <li>▪ Responsible water use</li> <li>▪ Waste and recycling</li> </ul>



Materiality matrix



The 18 topics identified as particularly relevant to the Group's business show substantial alignment with the main macro-trends in the industry and reflect the distinctive features of the Group's values and strategy. The topics rated as most relevant by stakeholders and Racing Force represent important pillars of the brand's business: product quality and safety, research and innovation, and customer focus are fully reflected in the Group's strategic and value priorities, as well as in the brand's history and success.

The overall analysis enabled the identification and the alignment of the material topics within the company's perimeter from an economic, environmental, and social point of view and which influence stakeholder assessments and decisions. This analysis was carried out in accordance with the criteria defined by the Global Reporting Initiative (GRI Standards).



## Group's Governance

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

The Group Executive Management is comprised of executives and officers that define and implement the strategic objectives provided by the Board of Directors. The Executive Management also 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.



OMP

BELL  
HELMETS

ZN  
ZERONDIS

Racing Spirit

+

## Organizational Model 231/2001

In July 2022 Racing Force Spa has adopted its own Management, Organization and Control Model, 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 Spa in line with the prescriptions of the Legislative Decree, together with the issuing of the Code of Conduct, 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 whatsoever, 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.

## Organizational Model 231/2001

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 Conduct, 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;
- Provide 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.



## Supervisory Board

Pursuant to the provisions of the Italian Legislative Decree 231/01, in July 2022 RFG Spa Board of Directors has established the Supervisory and Control 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.

Therefore, the RFG Spa Supervisory Body, today in collegial composition, is responsible for the supervision and control activities foreseen by the Organizational Model itself.

In fact, the Supervisory Board, in coordination with the managers of the company departments involved from time to time, 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 Body 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
- Verify the effective performance of the information and training initiatives undertaken by the Company, supporting the Human Resources Function - upon request - in verifying their suitability
- Verify the establishment and functioning of a specific "dedicated" information channel (i.e. e-mail address), aimed at facilitating the flow of reports and information to the Body
- Carry out targeted checks on certain operations or specific acts, carried out within the areas of corporate activity identified as potentially at risk of offences, also with the support of the corporate Departments/Functions
- Immediately report 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 be sent exclusively and directly to the SB via a confidential e-mail account.

## 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") approved by the Company's Board of Directors on July 1st, 2022.

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.

Violations or suspected violations of the Code of Ethics must be promptly reported through the following channels:

- E-mail address: [ethiccode@racingforce.com](mailto:ethiccode@racingforce.com) ;

- Ordinary mail to Racing Force Spa- Mr. Roberto Ferroggiaro, via Bazzano 5, 16019 Ronco Scrivia (GE).



## Business ethics and anticorruption

Racing Force Group has adopted a Code of Conduct, 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.



## Business responsibility

Racing Force Group, in carrying out its activities, considers important to clearly indicate the values and principles 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 transparent 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.



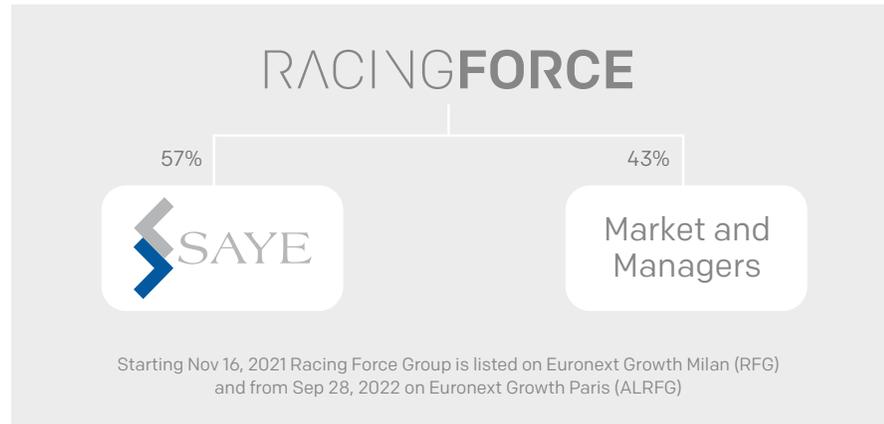
## Relations with shareholders

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 indispensable 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.

## 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, to avoid potential negative effects and implement any actions required to contain those risks. In this connection, below is a more detailed qualitative and quantitative analysis of each type of risk.

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

### *Risks associated with the Covid-19 epidemiological emergency and the complex conditions of the global economy*

The continuing epidemic related to the spread of the COVID-19 virus ("Coronavirus" or "COVID-19") has had, and may have in the future, a negative impact on the Group's operations, results and the entire market in which it operates. Even though the Group was not exposed to restrictive measures, made exception for the activity carried out in its industrial plant in Bahrain, which was interrupted for 10 days in 2020, it is not possible to exclude that it will be exposed in the future to the risk arising from the adoption by public authorities of additional and new measures to prevent and/or limit the spread of the Coronavirus and the operational and economic consequences arising from the adoption of such measures. In response to this emergency, the Group has also promptly adopted all the health and behavioral precautions imposed by the competent national and local authorities at its offices and production plants, including the development of social distancing plans, also implementing, where possible, remote operating methods for personnel.

### *Risks associated with the Russian-Ukrainian conflict and the restrictions applied following the economic sanctions*

The outbreak of the conflict between the Russian Federation and Ukraine in February 2022 and the severe 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 European countries' export to Russia and the cost of energy supplies.

Although the Group's activity is not directly exposed to restrictive measures, it is not possible to exclude the risk of a contraction in turnover towards Russia, neither an increase in the price of energy in the coming months.

In this context of great uncertainty and geopolitical instability, the Group carefully monitors exports to Russia, trying to minimize its credit exposure to customers from that country. As regards the price of energy, the Group has started projects aimed at improving the energy efficiency of its production sites, with the goal of reducing the risk deriving from the increase in the cost of energy.

### *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.

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 since nearly 50 years and 70 years respectively.



## Compliance and risk management

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's 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) first of all the manufacturer has to be authorized and recognized by FIA to produce; ii) there are regulations and technical standards issued by FIA and other organizations to which products must comply with; iii) tests are performed in third-party laboratories, recognized and approved by the FIA and other safety standard organizations.

### *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.

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.



## Compliance and risk management

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 noncompliance and/or irregularities in the implementation of the provisions of the organizational model pursuant to the Italian 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

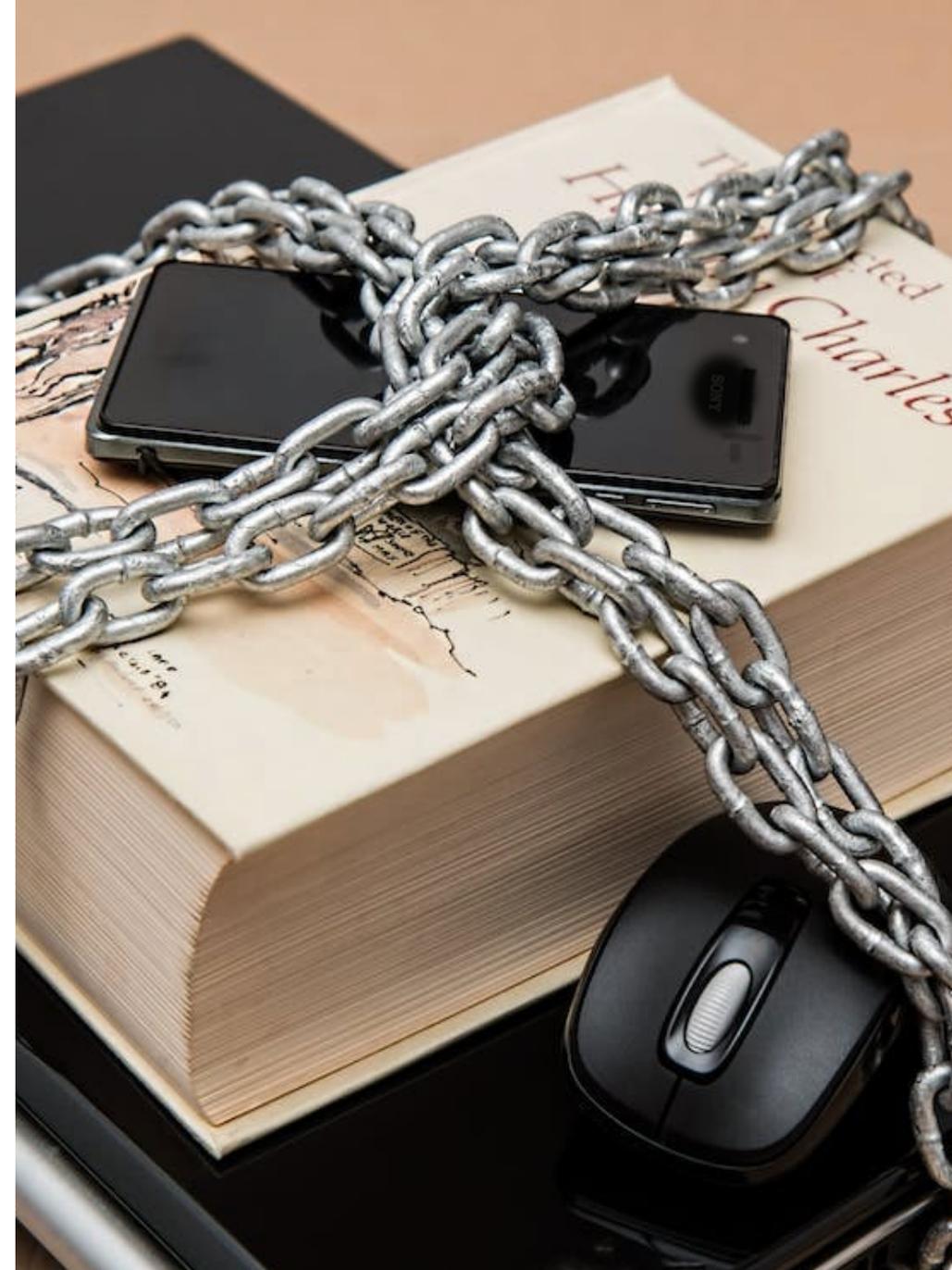
Compliance in the field of protection of personal data is a priority for Racing Force companies. Privacy and the protection of personal data are priority issues for the Group, to guarantee and protect the valuable relationship of trust with customers. In this respect, companies have taken all the necessary 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.

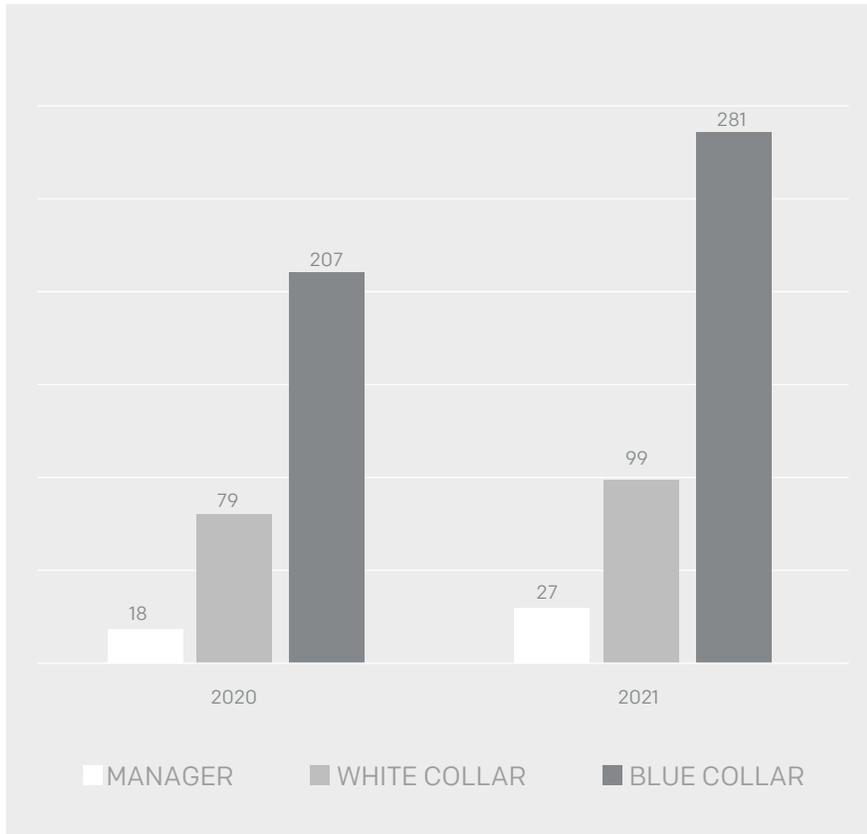
On the basis of these policies, the companies of the Group process the data necessary to provide the services requested by users, who are informed in advance about the methods of processing, enabling those concerned to be fully aware of the purposes of the processing carried out and how to exercise their 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.



## Responsibility toward employees

RFG Employees by category, between 2020 and 2021



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 competence, capacity and potential.

Racing Force's human resource management follows the principles set forth in the Code of Conduct, 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 Spa seeks to influence and maintain a family environment in all companies to ensure a peaceful atmosphere while working.

There are currently more than 400 employees in the Group's companies.



## Responsibility toward employees



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, 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.

### Selection phase

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 Spa, 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 event represents 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".



## Employee training and developing

Training and education plans in RFG are suitable to ensure staff professionalism and work continuity, particularly in the production and warehouse areas. The years 2020 and 2021 were, in fact, focused entirely on training on the job for "building" the functions and using the new ERP system in RF Spa.

During the period of restrictions due to the pandemic in 2020, RF Spa, as well as its subsidiaries, was able and successful in giving continuity to all activities also thanks to remote working, carried out by white collars within all the departments. For Racing Force, this was an entirely new and, for obvious reasons, unplanned experience, but overall, a very positive one. Despite the pandemic, all the activities were continued remotely registering only a few insignificant delays compared to the established timeframe.

The continuation of the state of emergency in 2021 forced the company to pursue remote working in the business areas most suitable for implementation, again noting a positive result, a sign that staff training is good and efficient.

Thanks to the 2020 training program, which has involved all RF Spa staff, several strategic figures were identified to be involved in the phase of studying and preparing the various functions to use the new ERP system. This first part was crucial for the purposes of obtaining a system tailored to the needs of Racing Force, starting from the shortcomings of the current ERP and the ambitions for the new software.

Type of training	Hours of Training					
	ITALY		BAHRAIN		USA	
	2020	2021	2020	2021	2020	2021
ERP	240	2.530	75	150	270	110
Quality & technical equipment training	490	16	-	-	40	60
Covid/Safety/Emergency	352	120	400	280	65	25
New hire & activity training	560	160	1.128	3.744	150	200
Sexual Harassment Protection Training	-	-	-	-	5	2
Forklift Driving Licencing Training	-	-	-	-	-	5
<b>TOTAL</b>	<b>1.648</b>	<b>2.826</b>	<b>1.603</b>	<b>4.174</b>	<b>530</b>	<b>402</b>

Following the acquisition by Racing Force, the headquarters of ZN Europe Srl in Pisa were transformed into a local unit of RF Spa, where the engineering research and development of electronic technology (intercoms) and its applications, as well as product manufacturing and assembly, was concentrated. Employees in Pisa have been trained since November 2020 and a proper process to exchange information between the local unit and the main office has been implemented.

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 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. Following the acquisitions of Bell Helmets and Zeronoise, training in 2020 and 2021 was dedicated to the new products (helmets and intercoms). Furthermore, management took part to dedicated training sessions at the production facility in Bahrain, to better understand product features and technical specifications (homologations in various competitions).

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 Spa collaborates 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 RSPG in Italy and internally in the other subsidiaries, in accordance with local requirements.



## Employee's evaluation

The evaluation of the employees, carried out by the Parent Company's Management, was based on performance in terms of turnover, production, shipments and maintenance of contacts with Racing Force Spa dealers, revealing a constant and increasing efficiency of the personnel. Even if not reported within a formalized process of Performance Management applicable to all Group companies, RF Spa evaluations resulting from training and new job assignments are periodically expressed by department heads and reported directly to the personnel manager and management through periodic meetings. Careful evaluation is also given to key staff characteristics, such as competence, helpfulness, problem solving, cooperation and accuracy, to analyze the results and then intervene on critical aspects and enhance the strengths of the various departments.

Due to the pandemic, the programs related to the evaluation indices of recruited staff, which included tracking the numbers related to absenteeism or tardiness on entry, were postponed. However, the lockdown period accelerated the process of creating a program to send payroll slips and communication to employees by a web-based application, streamlining and optimizing procedures and ensuring total privacy of sensitive data.

### Welfare

The Parent Company pays close attention to the working well-being of its employees. Since 2018, RF Spa has established flexible hours in the morning at the entrance, with the possibility of entry by 9 a.m. and the 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 proceeds to compile monthly reports to be handed over to the HR manager at the end of each month to justify in the management system any anomalies or missed punches. Once attendance processing is finished, the HR manager interfaces with the labor consultant to prepare the payroll and then proceeds to enter the transfers.

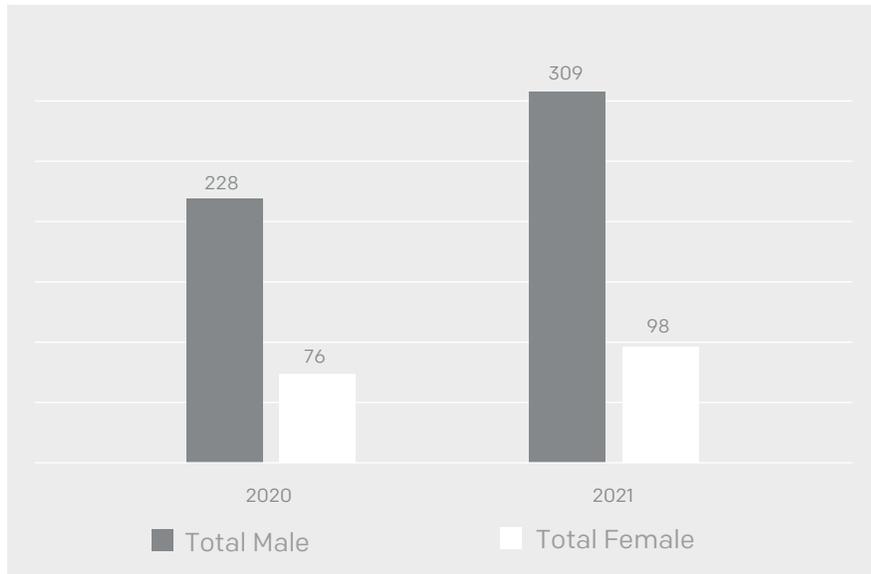
Upon returning to the office after experimenting with smart working in the emergency period, the management thought of granting employees one day per week of smart working, regulated by individual contract. The project started on May 1, 2022 and will end on December 31, 2022. Should this project return positive feedback, it will be extended indefinitely. In order to ensure equal treatment for all staff, for those functions that cannot perform work in agile mode, a project providing an additional form of working time elasticity is soon to be launched.

Also benefits in the form of Welfare are under consideration.



Diversity and inclusion

RFG Employees by category, between 2020 and 2021

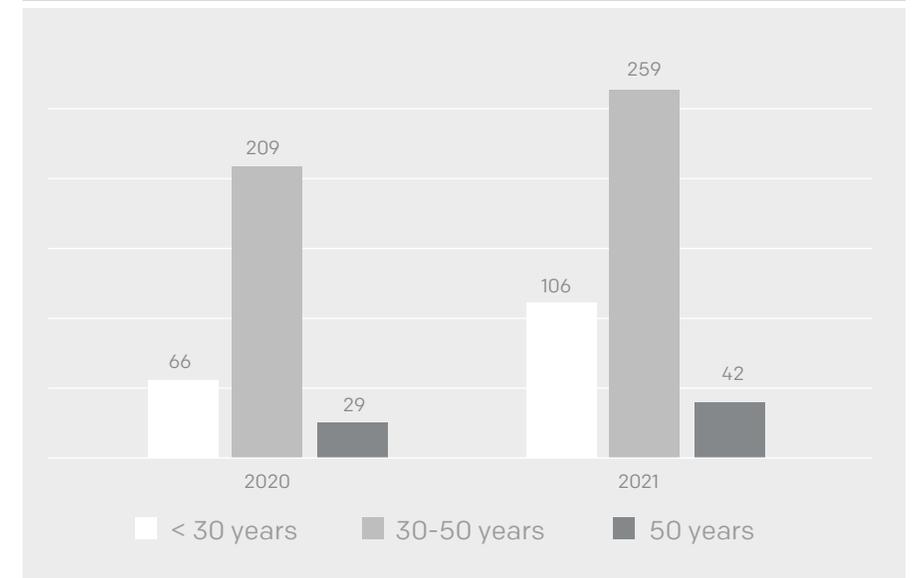


Racing Force is committed, therefore, to ensuring that in the work environment and in the exercise of business activities, no form of harassment or discrimination based on age, sex, sexual orientation, race, color, language, nationality, political and trade union opinions, religious beliefs, marital 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.

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.

RFG Employees age group, between 2020 and 2021



## Health and safety culture

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

Each Group company promotes and guarantees the 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 through the dissemination of a culture of safety and risk awareness, promoting responsible behavior by all, including through 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 substances harmful 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 HR manager, safety issues in RF SPA are overseen by the senior Managers of Finance and Accounting, Maintenance and Logistics. In accordance with Italian laws, RF Spa conduct 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 Spa 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 Bahrain, each department receives proper internal training and the factory is equipped with safety components to prevent accidents and fires. Staff employed in production is provided with noise cancelling headsets, safety shoes, uniforms, mask and gloves, where required. An external maintenance company performs monthly checks over the factory. The maintenance team is trained to properly act in case of fire.

In the U.S., Racing Force USA contracted ADP as its 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 for 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 Spa and the other subsidiaries.



## The organizational structure for health, safety, and environment

Regarding health and safety in the workplace, the RF Spa 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 and the applicable company procedures.

- No. 2 Employers (Chairman of the Board of Directors/Managing Director, with reference to the Company headquarters, located at Via Bazzano no. 5, Ronco Scrivia (GE) and all premises pertaining thereto; COO, with reference to 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
- Covid Committee
- Green Pass control officers

The employers, each respectively for their own area of competence, are called upon to carry out and prepare the Risk Assessment Document ("DVR") as the company's organized formalization of the assessment of all risks to the health and safety of workers during the exercise of their respective activities and the appropriate measures for the prevention of injuries and accidents through risk reduction.

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 Spa 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.



## Value chain responsibility

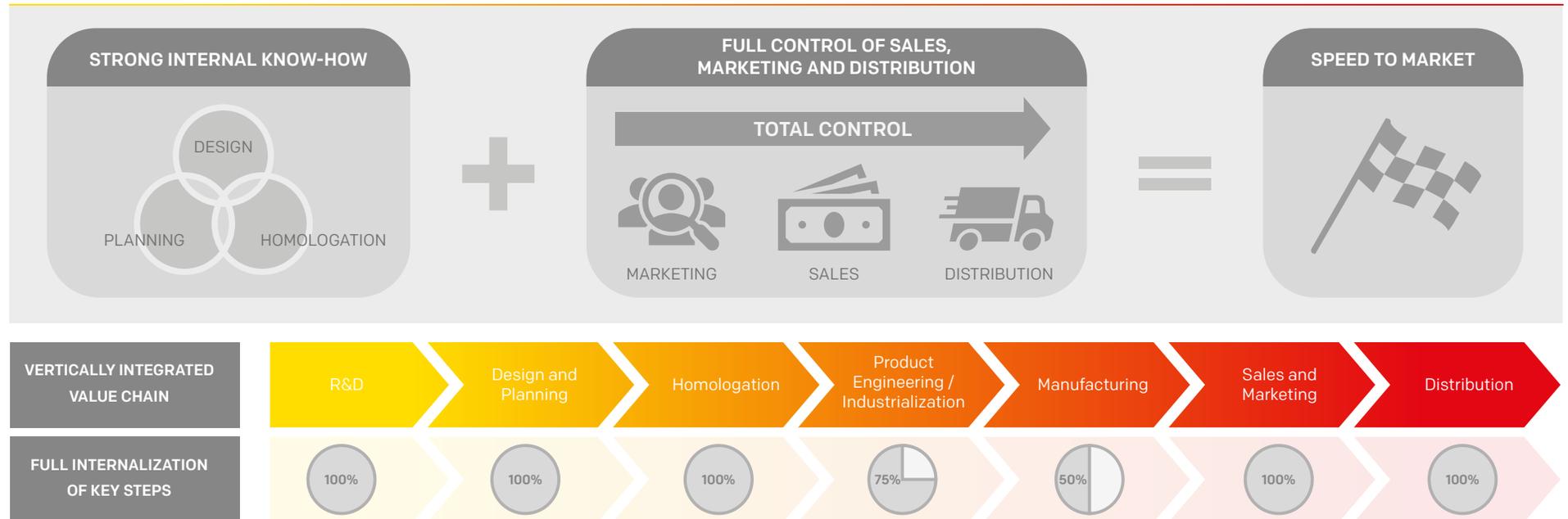
Racing Force Group aims for maximum satisfaction of its customers by ensuring availability and timeliness of response to their needs, as well as quality in the products offered.

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, criteria of:

- 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.

### Value chain: Activities overview



## Support to local communities

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.

From February to June 2021, Racing Force collaborated with the International University of Monaco through a convention involving a student who followed the internship project "Marketing job at OMP Racing".

Moreover, Racing Force joined both in 2020 and 2021 the so-called "Carrier Day" hosted by Regione Liguria, 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.



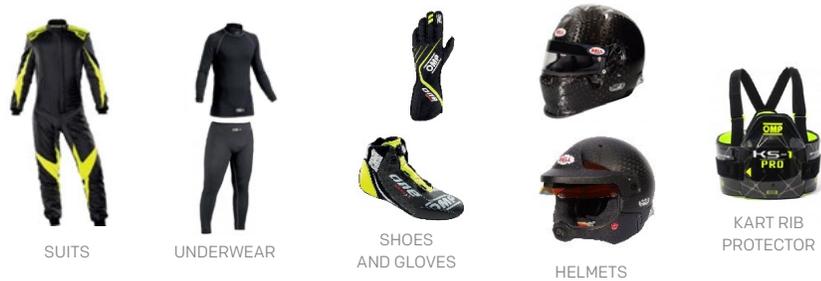
## Product responsibility

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 70% of the products sold by the Group are in compliance with severe safety rules issued by FIA ("Federation International de l'Automobile"), which releases the referring homologations on each required product.

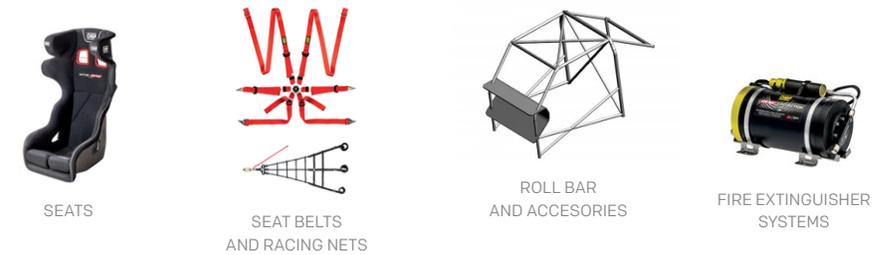
Through the wide range of quality products, Racing Force is able to satisfy quite all safety needs in terms of driver and car equipment on one side and a full offer on the market for the development of dealer's business on the other side.

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

### DRIVER EQUIPMENT HOMOLOGATED (70% of Products)



### CAR PARTS HOMOLOGATED (70% of Products)



### DRIVER EQUIPMENT NON-HOMOLOGATED (30% of Products)



### CAR PARTS NON-HOMOLOGATED (30% of Products)



## Research and innovation

### BRAND AWARENESS & RELIABILITY

Control over timing and quality, paired with internalization of know-how and R&D leading to brand awareness and reliability

Motorsport is a global multi-billion-dollar 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 improvement. Into the IWG meetings, data related to accidents are analyzed and possible products improvement 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.



## Product quality and safety

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 (the proper installation is in charge to the final customer).

RFG is working as its best to spread as much as possible the best practice 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 the 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 Spa has a quality system, certified in compliance with ISO 9001-2015, that defines internal guidelines, procedures, operating instructions and working instructions. These documents are implemented for all the company's 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 not-compliance is found, a specific operation 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.

Product quality and safety



**FIA – Federation International de l'Automobile**  
ASN – National Sport Associations

**Decisions-Making and Homologation Process**

The occurrence of an **Accident**

deep analysis of the **causes and consequences** of the accident

Identify an area or device with **improvement potential**

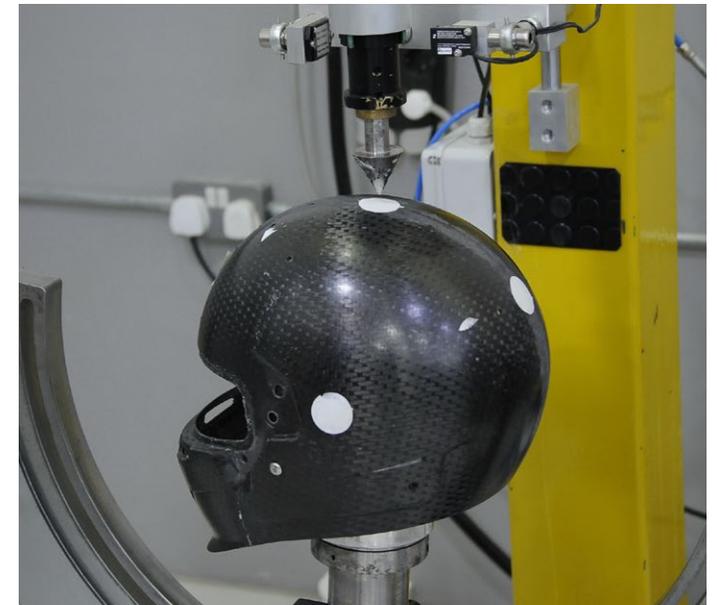
Definition of the **new security Standard** and requirements

- 1 FIA defines Safety standards for each championship and product family
- 2 Manufacturer tests it in FIA certified laboratories
- 3 Laboratories carry out tests according to FIA Safety Standards and issues a dossier to the ASN
- 4 ASN receives the homologation dossier from the Laboratory and submits everything to the FIA
- 5 FIA Issues the homologations to the Manufacturer, who needs to be previously recognized by FIA
- 6 The manufacturer produces and markets homologated products in accordance with the homologation



OTHER HOMOLOGATIONS BODIES IN USE

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 tracking of the controls performed.



## Client satisfaction

### MAXIMUM CUSTOMER SATISFACTION

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

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's market can be divided into 3 main categories: importers/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.

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 2020 and 2021 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.

61% OF WRC DRIVERS WEARING OMP SAFETY EQUIPMENT

55% OF F1 DRIVERS WEARING BELL HELMETS

3.400+ CUSTOMERS WORLDWIDE

TOP 10 CUSTOMERS WITH RFG FOR MORE THAN 16 YEARS, ON AVERAGE



## 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, to plan 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.

In 2020 and 2021 RFG has not identified any noncompliance with regulations and/or environmental law.

## Responsible Energy use

In accordance with the company'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 since last year 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.

The main impact for the factory in Bahrain is related to the temperature control of the units, which accounts for about 75 percent of the total electricity used in the plant. Regarding air conditioners, weekly training of HODs and Supervisors on setting temperatures and their proper use by Production Management helps to set factory temperatures at an appropriate value, thereby limiting energy consumption. To mitigate AC consumption, the Group intends to implement an appropriate automated control system that manages all refrigeration units, as well as a visual check of thermostat switches at the beginning and at the end of the work shift for verification even during non-working hours.



Energy consumption within the organization			
Type of fuel and uses	Unit of measurement	ITALY	
		2020	2021
Natural Gas	GJ	2.610	2.755
Diesel	GJ	227	531
LPG	GJ	0	0
Gasoline	GJ	0	0
Electric energy purchased	GJ	943	1.000
<b>Total</b>	<b>GJ</b>	<b>3.779</b>	<b>4.285</b>

Energy consumption within the organization			
Type of fuel and uses	Unit of measurement	BAHRAIN	
		2020	2021
Natural Gas	GJ	0	0
Diesel	GJ	3.230	4.208
LPG	GJ	0	0
Gasoline	GJ	0	0
Electric energy purchased	GJ	5.274	6.479
<b>Total</b>	<b>GJ</b>	<b>8.504</b>	<b>10.687</b>

## Responsible Energy use

Racing Force USA has a small office 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			
Type of fuel and uses	Unit of measurement	USA	
		2020	2021
Natural Gas	GJ	0	0
Diesel	GJ	0	0
LPG	GJ	0	0
Gasoline	GJ	33	37
Electric energy purchased	GJ	155	155
<b>Total</b>	<b>GJ</b>	<b>189</b>	<b>192</b>



## Climate change and emissions reduction

Direct ( Scope 1 ) GHG emissions							
Type of fuel and uses	Unit of measurement	ITALY		BAHRAIN		USA	
		2020	2021	2020	2021	2020	2021
Natural Gas	tCO2 eq	150	158	0	0	0	0
Diesel	tCO2 eq	16	38	233	298	0	0
LPG	tCO2 eq	0	0	0	0	0	0
Gasoline	tCO2 eq	0	0	0	0	2	3
<b>Total</b>	<b>tCO2 eq</b>	<b>166</b>	<b>195</b>	<b>233</b>	<b>298</b>	<b>2</b>	<b>3</b>

Energy indirect ( Scope 2 ) GHG emissions - Location based <sup>3</sup>							
Type of fuel and uses	Unit of measurement	ITALY		BAHRAIN		USA	
		2020	2021	2020	2021	2020	2021
Electricity Purchased	tCO2	88	93	492	605	15	14
<b>Total Scope 2 Location based</b>	<b>tCO2</b>	<b>88</b>	<b>93</b>	<b>492</b>	<b>605</b>	<b>15</b>	<b>14</b>

Energy indirect ( Scope 2 ) GHG emissions - Market based <sup>4</sup>							
Type of fuel and uses	Unit of measurement	ITALY		BAHRAIN		USA	
		2020	2021	2020	2021	2020	2021
Electricity purchased from non-renewable	tCO2 eq	0	0	713	839	21	20
Electricity purchased with GO ( Guarantee of Origin)	tCO2 eq	128	129	0	0	0	0
<b>Total Scope 2 Market based</b>	<b>tCO2 eq</b>	<b>128</b>	<b>129</b>	<b>713</b>	<b>839</b>	<b>21</b>	<b>20</b>

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 use 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 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, RFG monitor their 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.

<sup>3</sup>For the calculation of indirect GHG emissions (Scope 2) Location-Based method of data for fiscal year 2021, emission factors published by ISPRA (2021) were used.

<sup>4</sup>For the calculation of indirect GHG emissions (Scope 2) Market-Based method of data for fiscal year 2021, the residual mix emission factors published by Association of Issuing Bodies (AIB 2021) were used.



## Responsible Water use

Water withdrawal by source				
Source	Unit of measurement	ITALY		
		2020	2021	Var '21-'20
Surface water (total)	Megaliters	0	0	-
Ground water (total)	Megaliters	0	0	-
Seawater (total)	Megaliters	0	0	-
Produced water (total)	Megaliters	0	0	-
Third-party water (total)	Megaliters	1	1	-8%
Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids)	Megaliters	1	1	-8%
Other water ( $> 1,000$ mg/L Total Dissolved Solids)	Megaliters	0	0	-
<b>Total Water withdrawal</b>	<b>Megaliters</b>	<b>1</b>	<b>1</b>	<b>-8%</b>

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

Racing Force Group promotes a responsible and conscious use of water. This resource is mainly intended for hygienic and sanitary use by employees, as well as a limited use in the production process of some plants.

Consumption is exclusively related to domestic/sanitary purposes. Since water is not impactful for processing purposes, the importance of water quality and availability is limited to sanitary use only and no negative impacts are expected in the future. In order to avoid waste, staff have been sensitized to responsible water consumption, taken from the public waterworks equipped with purifiers, used and discharged through the public sewer system.

Water withdrawal by source				
Source	Unit of measurement	BAHRAIN		
		2020	2021	Var '21-'20
Surface water (total)	Megaliters	0	0	-
Ground water (total)	Megaliters	0	0	-
Seawater (total)	Megaliters	0	0	-
Produced water (total)	Megaliters	0	0	-
Third-party water (total)	Megaliters	5	5	14%
Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids)	Megaliters	5	5	14%
Other water ( $> 1,000$ mg/L Total Dissolved Solids)	Megaliters	0	0	-
<b>Total Water withdrawal</b>	<b>Megaliters</b>	<b>5</b>	<b>5</b>	<b>14%</b>

In Bahrain's plant, water is consumed according to the needs of the offices and the cafeteria. In production, it is consumed mainly for the foam injection process, where water is needed to cool the molds and machines during a closed cycle in which, through some cooling towers, reduce the temperature of the water in order to reuse it. In addition, much of the water is consumed by the boiler that generates steam, and some of this steam is recovered to reduce losses.



## Responsible Water use

Water withdrawal by source				
Source	Unit of measurement	USA		
		2020	2021	Var '21-'20
Surface water (total)	Megaliters	0	0	-
Ground water (total)	Megaliters	0	0	-
Seawater (total)	Megaliters	0	0	-
Produced water (total)	Megaliters	0	0	-
Third-party water (total)	Megaliters	1	1	33%
Freshwater (≤1,000 mg/L Total Dissolved Solids)	Megaliters	1	1	33%
Other water (>1,000 mg/L Total Dissolved Solids)	Megaliters	0	0	-
<b>Total Water withdrawal</b>	<b>Megaliters</b>	<b>1</b>	<b>1</b>	<b>33%</b>

Racing Force USA has a small office usage and low consumption of water consumption in the 3 US locations in line with the work environment in which the company operates. Water is supplied by the various cities where RFG has a footprint and is discharged from municipal systems.

## Waste and recycling

Racing Force's focus on environmental protection and the responsible use of resources is realized also in the reduction of waste deriving from the performance of its core business. The Group makes its employees aware of correct management and disposal of waste and the minimization of waste.

Waste traceability and recycling are the key foundations for a successful waste reduction program, so RFG Group works together to achieve short- and long-term waste reduction. It all starts with gathering and analyzing information, designing and implementing plans, setting goals, and monitoring results. At the same time ongoing communication and promotion are keys to the program's success.

Regarding waste from production, a division can be made between waste with the possibility of re-use and waste to be sent to the landfill. In the specific case of fabric waste, the fabric is divided by type and, where possible, sent to a specialized company for recycling and reprocessing aimed at obtaining new fabric. On the other hand, the non-recyclable portion is given to the disposer for regular landfill disposal. Regarding the waste resulting from fire extinguishers, during the fire extinguisher overhaul stages, liquid that cannot longer be used is recovered and then delivered to the disposer for regular landfill disposal.



## Waste and recycling

Total weight of waste generated				
Waste composition	Unit of measurement	ITALY		
		2020	2021	Var '21-'20
Hazardous	t	12	11	-8%
Non-hazardous	t	1	2	100%
<b>Total</b>	<b>t</b>	<b>13</b>	<b>13</b>	<b>0%</b>

The same process applies to scrap metal, fiberglass, carbon and various materials, which are entrusted to the disposer for regular landfill disposal. In addition, separate contracts have been signed with companies for the disposal of special waste, such as toner, neon, and batteries. This disposal process is done through authorized disposers and involves regular completion of the required forms, as well as issuing the MUD reporting form annually.

Paper and plastic packaging is placed in the special containers provided by the company AMIU, which manages waste collection for the Municipality of Ronco Scrivia.

As of January 2022, the Municipality of Ronco Scrivia has arranged through the AMIU company for mandatory separate waste collection, consequently all Racing Force Spa personnel have been informed and involved in this collection methodology. In this regard,

Racing Force has made available to all offices, warehouse and common spaces specific bins for separate collection, distinguishing between paper, plastic, organic and undifferentiated. Racing Force's cleaning company ensures proper disposal in the appropriate bins that AMIU picks up on a daily or weekly basis, depending on the type of waste.

In the pandemic period, special containers for used masks have been distributed on company premises, for safe waste management.

Total weight of waste generated				
Waste composition	Unit of measurement	BAHRAIN		
		2020	2021	Var '21-'20
Hazardous	t	0	0	-
Non-hazardous	t	230	320	39%
<b>Total</b>	<b>t</b>	<b>230</b>	<b>320</b>	<b>39%</b>

Bahrain does not yet have strict waste management regulations like those in place in Europe. However, in the second half of 2021, RFG Bahrain entered into an agreement with a waste operator, who pays based on the weight collected, and started to sort metal, paper and cardboard, and plastic. As a result of this collaboration, waste in Bahrain is collected by two different companies: the first collects general waste and has a cost related to the number of bins collected, and the second operates separate collection and has a cost related to the tons collected.



## Waste and recycling

Total weight of waste generated				
Waste composition	Unit of measurement	USA		
		2020	2021	Var '21-'20
Hazardous	t	0	0	-
Non-hazardous	t	0	0	-
<b>Total</b>	<b>t</b>	<b>0</b>	<b>0</b>	<b>-</b>

As an importer and distributor, Racing Force USA impact is limited to the number of cardboard boxes necessary for distribution purposes. 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 footprint as much as possible. Most of the packages related to purchases are recycled for new shipments. The volume of the remaining waste, mainly generated by employees at the office, is irrelevant.



## Annex

### Responsibility towards employees

#### GRI 102-8 TOTAL EMPLOYEES BY EMPLOYMENT CONTRACT, GENDER AND REGION

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>TOTAL</b>	<b>104</b>	<b>107</b>	<b>194</b>	<b>281</b>	<b>6</b>	<b>19</b>	<b>304</b>	<b>407</b>
TOTAL MALE	55	54	168	239	5	16	228	309
TOTAL FEMALE	49	53	26	42	1	3	76	98
<b>TOTAL EMPLOYEES</b>	<b>104</b>	<b>107</b>	<b>194</b>	<b>281</b>	<b>6</b>	<b>19</b>	<b>304</b>	<b>407</b>
MALE	55	54	168	239	5	16	228	309
FEMALE	49	53	26	42	1	3	76	98
<b>PERMANENT</b>	<b>102</b>	<b>101</b>	<b>194</b>	<b>281</b>	<b>6</b>	<b>19</b>	<b>304</b>	<b>401</b>
MALE	54	51	168	239	5	16	227	306
FEMALE	48	50	26	42	1	3	75	95
<b>TEMPORARY</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>6</b>
MALE	1	3	-	-	-	-	1	3
FEMALE	1	3	-	-	-	-	1	3



## Responsibility towards employees

GRI 102-8 EMPLOYEES BY EMPLOYMENT TYPE, GENDER AND GEOGRAPHIC AREA

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>FULL- TIME</b>	<b>89</b>	<b>92</b>	<b>194</b>	<b>281</b>	<b>6</b>	<b>19</b>	<b>289</b>	<b>392</b>
MALE	54	53	168	239	5	16	227	308
FEMALE	35	39	26	42	1	3	62	84
<b>PART-TIME</b>	<b>15</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>15</b>
MALE	1	1	-	-	-	-	1	1
FEMALE	14	14	-	-	-	-	14	14
<b>TOTAL EMPLOYEES</b>	<b>104</b>	<b>107</b>	<b>194</b>	<b>281</b>	<b>6</b>	<b>19</b>	<b>304</b>	<b>407</b>



## Responsibility towards employees

GRI 401-1 TOTAL NUMBER OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>&lt; 30 YEARS</b>	<b>4</b>	<b>6</b>	<b>19</b>	<b>82</b>	<b>-</b>	<b>3</b>	<b>23</b>	<b>91</b>
MALE	3	4	15	63	-	2	18	69
FEMALE	1	2	4	19	-	1	5	22
<b>30-50 YEARS</b>	<b>5</b>	<b>-</b>	<b>19</b>	<b>58</b>	<b>1</b>	<b>8</b>	<b>25</b>	<b>66</b>
MALE	4	-	16	38	1	6	21	44
FEMALE	1	-	3	20	-	2	4	22
<b>&gt; 50 YEARS</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>10</b>
MALE	-	-	-	3	2	5	2	8
FEMALE	1	-	-	1	-	1	1	2
<b>TOTAL EMPLOYEES</b>	<b>10</b>	<b>6</b>	<b>38</b>	<b>144</b>	<b>3</b>	<b>17</b>	<b>51</b>	<b>167</b>
MALE	7	4	31	104	3	13	41	121
FEMALE	3	2	7	40	-	4	10	46



## Responsibility towards employees

GRI 401-1 RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>&lt; 30 YEARS</b>	<b>24%</b>	<b>25%</b>	<b>40%</b>	<b>104%</b>	-	<b>100%</b>	<b>35%</b>	<b>86%</b>
MALE	30%	27%	38%	90%	-	100%	36%	79%
FEMALE	14%	22%	44%	211%	-	100%	31%	116%
<b>30-50 YEARS</b>	<b>8%</b>	<b>-</b>	<b>13%</b>	<b>31%</b>	<b>33%</b>	<b>80%</b>	<b>12%</b>	<b>25%</b>
MALE	11%	-	13%	24%	50%	75%	13%	22%
FEMALE	3%	-	18%	67%	-	100%	9%	36%
<b>&gt; 50 YEARS</b>	<b>5%</b>	<b>-</b>		<b>31%</b>	<b>100%</b>	<b>100%</b>	<b>10%</b>	<b>24%</b>
MALE	-	-	-	30%	100%	83%	13%	33%
FEMALE	7%	-	-	33%	-	-	7%	11%
<b>INCOMING TURNOVER RATE</b>	<b>10%</b>	<b>6%</b>	<b>20%</b>	<b>51%</b>	<b>50%</b>	<b>89%</b>	<b>17%</b>	<b>41%</b>
MALE	13%	7%	18%	44%	60%	81%	18%	39%
FEMALE	6%	4%	27%	95%	-	133%	13%	47%



## Responsibility towards employees

GRI 401-1 TOTAL NUMBER OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>&lt; 30 YEARS</b>	-	3	28	39	1	-	21	41
MALE	-	3	16	23	1	-	13	29
FEMALE	-	-	12	16	-	-	8	12
<b>30-50 YEARS</b>	2	-	3	18	1	4	31	32
MALE	1	-	3	10	1	3	14	15
FEMALE	1	-	-	8	-	1	17	17
<b>&gt; 50 YEARS</b>	4	-	-	-	2	-	9	5
MALE	1	-	-	-	1	-	4	3
FEMALE	3	-	-	-	1	-	5	2
<b>TOTAL EMPLOYEES</b>	6	3	31	57	4	4	61	78
MALE	2	3	19	33	3	3	31	47
FEMALE	4	-	12	24	1	1	30	31



## Responsibility towards employees

GRI 401-1 RATE OF EMPLOYEE TURNOVER DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>&lt; 30 YEARS</b>	-	<b>13%</b>	<b>58%</b>	<b>49%</b>	<b>100%</b>	-	<b>32%</b>	<b>39%</b>
MALE	-	20%	41%	33%	100%	-	26%	33%
FEMALE	-	0	133%	178%	-	-	50%	63%
<b>30-50 YEARS</b>	<b>3%</b>	-	<b>2%</b>	<b>10%</b>	<b>33%</b>	<b>40%</b>	<b>15%</b>	<b>12%</b>
MALE	3%	-	2%	6%	50%	38%	9%	8%
FEMALE	3%	-	-	27%	-	50%	36%	28%
<b>&gt; 50 YEARS</b>	<b>18%</b>	-	-	-	<b>100%</b>	-	<b>31%</b>	<b>12%</b>
MALE	13%	-	-	-	50%	-	27%	13%
FEMALE	21%	-	-	-	-	-	36%	11%
<b>OUTGOING TURNOVER RATE</b>	<b>6%</b>	<b>3%</b>	<b>16%</b>	<b>20%</b>	<b>67%</b>	<b>21%</b>	<b>20%</b>	<b>19%</b>
MALE	4%	6%	11%	14%	60%	19%	14%	15%
FEMALE	8%	-	46%	57%	100%	33%	39%	32%



## Responsibility towards employees

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

	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>MANAGER</b>	<b>518</b>	<b>408</b>	<b>48</b>	<b>72</b>	<b>160</b>	<b>109</b>	<b>726</b>	<b>589</b>
MALE	470	323	48	72	160	109	678	504
FEMALE	48	85	-	-	-	-	48	85
<b>WHITE COLLAR</b>	<b>474</b>	<b>1.833</b>	<b>475</b>	<b>790</b>	<b>290</b>	<b>237</b>	<b>1.239</b>	<b>2.860</b>
MALE	270	1.024	400	192	200	166	870	1.382
FEMALE	204	809	75	168	90	71	369	1.048
<b>BLUE COLLAR</b>	<b>656</b>	<b>585</b>	<b>1.080</b>	<b>3.312</b>	<b>80</b>	<b>56</b>	<b>1.816</b>	<b>3.953</b>
MALE	640	501	552	1.992	80	56	1.272	2.549
FEMALE	16	84	528	1.320	-	-	544	1.404
<b>TOTAL</b>	<b>1.648</b>	<b>2.826</b>	<b>1.603</b>	<b>4.174</b>	<b>530</b>	<b>402</b>	<b>3.781</b>	<b>7.402</b>
TOTAL MALE	1.380	1.848	1.000	2.256	440	331	2.820	4.435
TOTAL FEMALE	268	978	603	1.488	90	71	961	2.537



Responsibility towards employees

GRI 405-1 COMPOSITION OF THE BOARD OF DIRECTORS BY AGE GROUP AND GENDER

	RFG			
	2020		2021	
<b>30-50 YEARS</b>	<b>2</b>	<b>40%</b>	<b>3</b>	<b>43%</b>
MALE	1	50%	2	67%
FEMALE	1	50%	1	33%
<b>&gt; 50 YEARS</b>	<b>3</b>	<b>60%</b>	<b>4</b>	<b>57%</b>
MALE	3	100%	4	100%
FEMALE	-	0%	-	0%
<b>TOTAL</b>	<b>5</b>	<b>100%</b>	<b>7</b>	<b>100%</b>
TOTAL MALE	4	80%	6	86%
TOTAL FEMALE	1	20%	1	14%



## Responsibility towards employees

GRI 405-1 COMPOSITION OF EMPLOYEES PER EMPLOYEE CATEGORY, BY GENDER, AGE GROUP AND OTHER INDICATORS OF DIVERSITY

	RFG											
	2020						2021					
	MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL	
<b>MANAGER</b>	<b>16</b>	<b>7%</b>	<b>2</b>	<b>3%</b>	<b>18</b>	<b>6%</b>	<b>24</b>	<b>8%</b>	<b>3</b>	<b>3%</b>	<b>27</b>	<b>7%</b>
< 30 YEARS	1	6%	-	0%	1	6%	4	17%	1	33%	5	19%
30-50 YEARS	12	75%	-	0%	12	67%	11	46%	1	33%	12	44%
>50 YEARS	3	19%	2	100%	5	28%	9	38%	1	33%	10	37%
<b>WHITE COLLAR</b>	<b>46</b>	<b>20%</b>	<b>33</b>	<b>43%</b>	<b>79</b>	<b>26%</b>	<b>59</b>	<b>19%</b>	<b>40</b>	<b>41%</b>	<b>99</b>	<b>24%</b>
< 30 YEARS	9	20%	5	15%	14	18%	14	24%	8	20%	22	22%
30-50 YEARS	34	74%	25	76%	59	75%	41	69%	26	65%	67	68%
>50 YEARS	3	7%	3	9%	6	8%	4	7%	6	15%	10	10%
<b>BLUE COLLAR</b>	<b>165</b>	<b>73%</b>	<b>42</b>	<b>55%</b>	<b>207</b>	<b>68%</b>	<b>226</b>	<b>73%</b>	<b>55</b>	<b>56%</b>	<b>281</b>	<b>69%</b>
< 30 YEARS	40	24%	11	26%	51	25%	69	31%	10	18%	79	28%
30-50 YEARS	116	70%	22	52%	138	67%	146	65%	34	62%	180	64%
>50 YEARS	9	5%	9	21%	18	9%	11	5%	11	20%	22	8%
<b>TOTAL</b>	<b>227</b>	<b>100%</b>	<b>77</b>	<b>100%</b>	<b>304</b>	<b>100%</b>	<b>309</b>	<b>100%</b>	<b>98</b>	<b>100%</b>	<b>407</b>	<b>100%</b>
< 30 YEARS	50	22%	16	21%	66	22%	87	28%	19	19%	106	26%
30-50 YEARS	162	71%	47	61%	209	69%	198	64%	61	62%	259	64%
>50 YEARS	15	7%	14	18%	29	10%	24	8%	18	18%	42	10%



## Responsibility towards employees

GRI 405-1 COMPOSITION OF EMPLOYEES PER EMPLOYEE CATEGORY, BY GENDER, AGE GROUP AND OTHER INDICATORS OF DIVERSITY

	VULNERABLE EMPLOYEES							
	ITALY		BAHRAIN		USA		RFG	
	2020	2021	2020	2021	2020	2021	2020	2021
<b>WHITE COLLAR</b>	<b>2</b>	<b>2</b>	-	-	-	-	<b>2</b>	<b>2</b>
MALE	-	-	-	-	-	-	-	-
FEMALE	2	2	-	-	-	-	2	2
<b>BLUE COLLAR</b>	<b>4</b>	<b>4</b>	-	-	-	-	<b>4</b>	<b>4</b>
MALE	3	3	-	-	-	-	3	3
FEMALE	1	1	-	-	-	-	1	1
<b>TOTAL</b>	<b>6</b>	<b>6</b>	-	-	-	-	<b>6</b>	<b>6</b>
MALE	3	3	-	-	-	-	3	3
FEMALE	3	3	-	-	-	-	3	3



## GRI Content Index

Page number in this document and reference to other sections of the Management Report or other external documents (page number refer to the Sustainability Report paragraph that includes the disclosure)

Standard Disclosure	Description of the indicator	Page number	Omissions
<b>GRI 101: REPORTING PRINCIPLES</b>			
<b>GRI 102: GENERAL DISCLOSURES 2016</b>			

<b>ORGANIZATIONAL PROFILE</b>			
102-1 a	Name of the organization	p. 5	
102-2 a,b	Activities, brands, products, and services	p. 5, 6, 8	
102-3 a	Location of headquarters	p. 5	
102-4 a	Location of operation	p. 5, 6	
102-5 a	Ownership and legal form	p. 5	
102-6 a	Markets served	p. 8	
102-7 a	Scale of the organization	p. 8, 9, 10, 44, 45	
102-8 a,b,c	Information on employees and other workers	p. 44-45	
102-9 a	Supply chain	p. 31	
102-10 a	Significant changes to the organization and its supply chain	p. 5, 6, 7	
102-11 a	Precautionary Principle or approach	p. 4	



<b>STRATEGY</b>			
102-14 a	Statement from senior decision-maker	p. 3	

<b>ETHICS AND INTEGRITY</b>			
102-16 a	Values, principles, standards, and norms of behaviour	p. 16, 17, 18	
102-17 a	Mechanisms for advice and concerns about ethics	p. 16	

<b>GOVERNANCE</b>			
102-18 a, b	Governance structure	p. 14, 15	
102-22 a	Composition of the highest governance body and its committees	p. 15, 51	
102-30 a	Effectiveness of risk management processes	p. 20-23	

<b>STAKEHOLDER ENGAGEMENT</b>			
102-40 a	List of stakeholder groups	p. 11, 12	
102-42 a	Identifying and selecting stakeholders	p. 11, 12	
102-43 a	Approach to stakeholder engagement	p. 11, 12	
102-44 a	Key topics and concerns raised	p. 12, 13	

## GRI Content Index

REPORTING PRACTICE			
102-45 a	Entities included in the consolidated financial statements	p. 4	
102-46 a, b	Defining report content and topic Boundaries	p. 4	
102-47 a	List of material topics	p. 12, 13	
102-50 a	Reporting period	p. 4	
102-51 a	Dates of most recent report	The present document is the first Sustainability Report	
102-52 a	Reporting cycle	p. 4	
102-53 a	Contact point for questions regarding the report	p. 4	
102-54 a	Claims of reporting in accordance with the GRI Standards	p. 4	
102-55 a	GRI Content Index	p. 54, 58	
102-56 a	External assurance	The document is not subject to external assurance	

### TOPIC-SPECIFIC DISCLOSURES

GRI 205: ANTI-CORRUPTION 2016			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 17, 18	
103-3 a	Evaluation of the management approach	p. 17, 18	
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption during the fiscal years 2020 and 2021	

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 18, 19	
103-3 a	Evaluation of the management approach	p. 18, 19	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions for anticompetitive behavior, antitrust or monopolistic practices during fiscal years 2020 and 2021	

### GRI 302: ENERGY 2016

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 37, 38	
103-3 a	Evaluation of the management approach	p. 37, 38	
302-1 a, b, c, e, g	Energy consumption within the organization	p. 37, 38	

### GRI 303: WATER AND AFFLUENTS 2016

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 40, 41	
103-3 a	Evaluation of the management approach	p. 40, 41	
303-1 a	Interaction with water as a shared resource	p. 40, 41	
303-3 a	Water withdrawal	p. 40, 41	



## GRI Content Index

GRI 305: EMISSIONS 2016			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 39	
103-3 a	Evaluation of the management approach	p. 39	
305-1 a, d, e	Direct (Scope 1) GHG emissions	p. 39	
305-2 a, b, d, e	Energy indirect (Scope 2) GHG emissions	p. 39	

GRI 306: WASTE			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 41, 42, 43	
103-3 a	Evaluation of the management approach	p. 41, 42, 43	
306-1 a	Waste generation and significant waste-related impacts	p. 41, 42, 43	
306-2 a	Management of significant waste-related impacts	p. 41, 42, 43	
306-3 a, b	Waste generated	p. 42, 43	

GRI 307: ENVIRONMENTAL COMPLIANCE 2016			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 37	
103-3 a	Evaluation of the management approach	p. 37	
307-1 b	Noncompliance with environmental laws and regulations	No fines or non-monetary penalties for noncompliance with environmental laws and regulations were recorded in fiscal years 2020 and 2021	

401: EMPLOYMENT 2016			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 24, 25	
103-3 a	Evaluation of the management approach	p. 24, 25	
401-1 a, b	New employee hires and employee turnover	p. 46-49	

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 29, 30	
103-3 a	Evaluation of the management approach	p. 29, 30	



## GRI Content Index

403-1 a, b	Occupational health and safety management system	p. 29, 30	
403-5 a	Worker training on occupational health and safety	p. 29	
403-6 a, b	Promotion of worker health	p. 30	
403-7 a	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 30	
403-9 a	Work-related injuries	No major accidents have been reported historically in Racing Force Spa and the other subsidiaries.	

### GRI 404: TRAINING AND EDUCATION 2016

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 26	
103-3 a	Evaluation of the management approach	p. 26	
404-1 a	Average hours of training per year per employee	p. 50	

### GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 28	
103-3 a	Evaluation of the management approach	p. 28	
405-1 a, b	Diversity of governance bodies and employees	p. 52, 53	

### GRI 406: NON-DISCRIMINATION 2016

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 28	
103-3 a	Evaluation of the management approach	p. 28	
406-1 a	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during the fiscal years 2020 and 2021	

### GRI 416: CUSTOMER HEALTH AND SAFETY

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 34-36	
103-3 a	Evaluation of the management approach	p. 34-36	
416-2 b	Incidents of noncompliance concerning the health and safety impacts of products and services	There were no incidents of noncompliance concerning the health and safety impacts of products and services during the fiscal years 2020 and 2021	

### GRI 419: SOCIOECONOMIC COMPLIANCE 2016

103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 9, 10	
103-3 a	Evaluation of the management approach	p. 9, 10	
419-1 b	Noncompliance with laws and regulations in the social and economic area	There were no instances of noncompliance with social and economic laws and regulations during the fiscal years 2020 and 2021	



## GRI Content Index

PRODUCT RESPONSIBILITY			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 33-35	
103-3 a	Evaluation of the management approach	p. 33-35	

CLIENT SATISFACTION			
103-1 a	Explanation of the material topic and its Boundary	p. 12, 13	
103-2 a, b, c	The management approach and its components	p. 36	
103-3 a	Evaluation of the management approach	p. 36	



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