

[CELLULARLINEGROUP]

**OUR COMMITMENT
FOR A SUSTAINABLE FUTURE**

Impact & Evolution Report **2020**



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FOR A SUSTAINABLE FUTURE

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Letter to our stakeholders

Over the past year and a half we have found ourselves obliged to reconsider our habits, needs and lifestyles, in a change driven by forces greater than anyone's intentions and abilities.

For the first time ever, we have touched closely the effects of an exponential dynamic: a trend that suddenly explodes into a growing and uncontrollable curve, like that of Covid-19 contagions.

Recently, we have become aware that many other dynamics of change are already taking place in the world: the increase in the concentration of carbon dioxide in the atmosphere, the loss of biodiversity and the accentuation of social and economic inequalities, to name but a few.

Faced with something of such great impact, we asked ourselves what we can concretely do today, as individuals and as the leadership of a company, not come to feel so vulnerable and powerless again.

We feel a responsibility for the people of the Cellularline Group, and in a decision-making role, also for the value we can generate as a company for society and for the preservation of the biosphere.

Indeed, we want this reflection imposed by the pandemic to be an opportunity for us to calibrate our personal and business priorities. In this document, we aim to recount the repositioning of the things that are truly important to us, driven by the desire to start a path of corporate evolution towards sustainability.

In the process of innovation undertaken, we have chosen to adopt an approach based on transparency, robustness and the measurability of results by relying on internationally recognised reference standards and qualified consultants.

With a firm eye on the future and the desire to take action every day, we have initiated a transformation that passes through three main directions that will give the tools to influence the sustainable innovation of our market:

*The first road we see before us is that of the **Ecological transition and climate neutrality**. In this respect, we recognise decarbonisation as one of the most important and complex challenges facing companies in the coming years. Our contribution towards such an important, ambitious objective started with the efforts made in improving the sustainability of our products and packaging.*



The second, which is just as important, is that of people. We know, in fact, that alone we can do great things, but it is together that we know we can go far. Firm in this conviction, we want to start investing over the coming months in **People Care** and in the pursuit of **Equality & Inclusion**, according to a rediscovered attitude of attention and care of what is the main driving force of Cellularline: our employees.

Finally, the third pillar of our strategy is the **Change System**, i.e. the adoption of a systemic approach to change. It means acting transversally throughout the company to activate and implement a transformation that is concrete and participatory. We therefore envisage the activation of specific projects in each area of the company, which involve people and increase collective performance in both economic and sustainability terms.

The pandemic, in fact, has shown us how interconnected we all are globally and this renewed awareness has made it clear that the real change necessarily passes through a transformation and redefinition of the entire system.

We want to play a leading role in the major transition awaiting us, in the firm belief that the future lies in the creation of value for all stakeholders.

Marco Cagnetta
Co-CEO

Christian Aleotti
Co-CEO



2021

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FORWARD

FORWARD

FORWARD



Highlights 2020

CELLULARLINE GROUP



+30

YEARS OF HISTORY



+250

EMPLOYEES

HEADQUARTERS



REGGIO EMILIA
ITALY

03 LINES
PRODUCT



03 OFFICES
IN EUROPE

SPAIN | FRANCE¹ | SWITZERLAND



RED

ACCESSORIES FOR
MULTIMEDIA DEVICES



BLACK

PRODUCTS AND ACCESSORIES
FOR MOTORCYCLES AND
BICYCLES



+60 COUNTRIES
SERVED



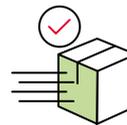
BLUE

THIRD-PARTY BRAND
PRODUCTS



+10,000sqm

WAREHOUSE
IN ITALY



+15mln

PRODUCTS
DISPATCHED IN 2020



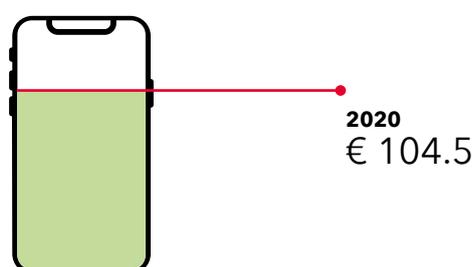
+30%

OF TURNOVER
GENERATED BY PRODUCTS
LAUNCHED DURING THE YEAR

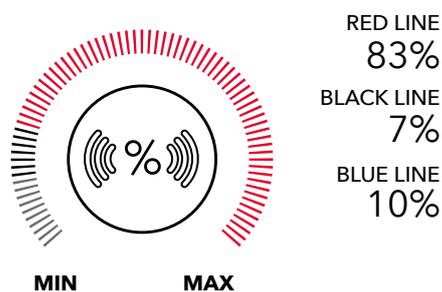
¹Permanent establishment

NET REVENUES

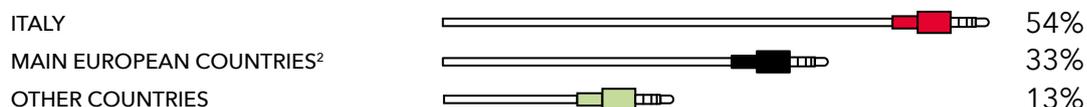
Million euros



REVENUE BY PRODUCT LINE %



REVENUE BY GEOGRAPHICAL AREA %



Adj. EBITDA

Million euros

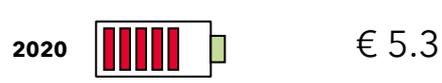


% OF NET REVENUES

14.4%

Adj. NET PROFIT

Million euros



% OF NET REVENUES

5.1%

NET FINANCIAL INDEBTEDNESS

Million euros



² Germany/Austria; Spain/Portugal; France; Switzerland; Benelux

Company data, Group Composition Board of Directors, Shareholder information

Founded in Reggio Emilia in 1990, we are European leaders in the field of accessories for smartphones and tablets; we are a technological and creative point of reference in the market of accessories for multimedia devices.

COMPANY INFORMATION OF CELLULARLINE S.P.A.

Registered Office

Cellularline S.p.A.

Via Grigoris Lambrakis 1/a
42122 Reggio Emilia (RE)
Italy

Legal information

Share capital
Euro 21,343,189 fully paid-up
VAT reg. no. and Tax Code
09800730963
Economic and Administrative
Register RE-315329

Certified e-mail address: spa.
cellularline@legalmail.it

ISIN: IT0005244618

Ticker: CELL

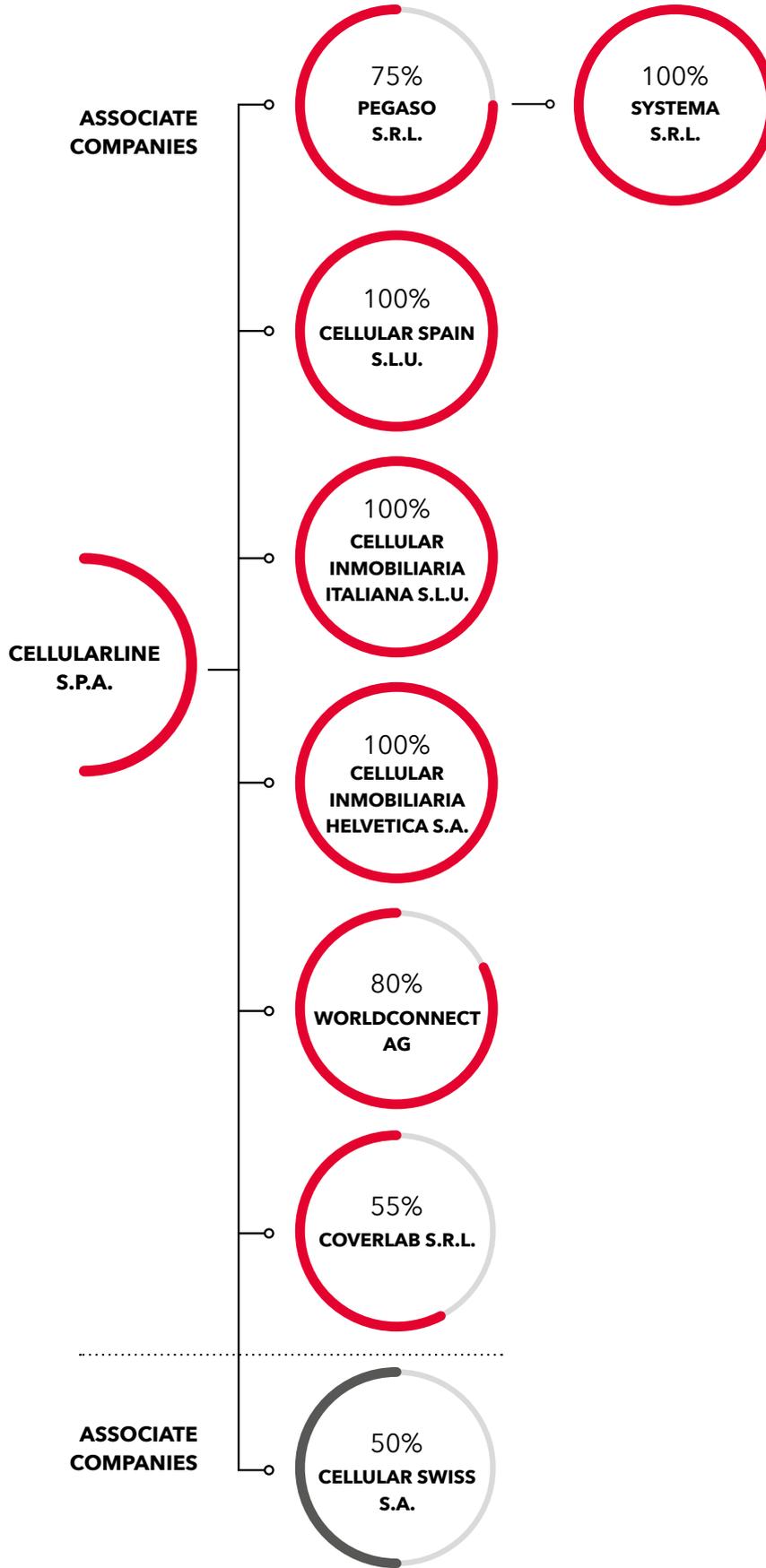
Corporate website:
www.cellularlinegroup.com

GROUP COMPOSITION

The Group consists of the following companies:

- Cellularline S.p.A., the parent, incorporated under Italian law with registered address at Via Lambrakis 1/a, Reggio Emilia (Italy), and operating in Italy and abroad in the sector of design, distribution (including products not under its own brand) and marketing of accessories and devices for multimedia products (smartphones, tablets, wearables, audio devices, etc.) and for mobile connectivity (in the car and on motorcycles/bikes). The parent has a permanent establishment in Paris, at 91, Rue Du Faubourg Saint Honoré (France), where three employees operate on a permanent basis, carrying out strictly commercial activities for the management of relationships with customers in the French market.
- Cellular Spain S.L.U., a company incorporated under Spanish law with registered office in C/Newton, 1 edificio 2 nave 1, Leganes (Madrid) a wholly-owned subsidiary, which distributes Cellularline brand products in the Spanish and Portuguese markets;
- Cellular Inmobiliaria Italiana S.L.U., a company incorporated under Spanish law with registered office in Cl. Industrial No.50 Sur Edificio 2 Nave 27, Leganes (Madrid), a wholly-owned subsidiary which owns a property - formerly the headquarters of Cellular Spain - currently leased to third parties;
- Cellular Immobiliare Helvetica S.A., with registered office in Lugano, Via Ferruccio Pelli no. 9 (Switzerland), a wholly-owned subsidiary, which owns the property leased to the commercial company Cellular Swiss S.A.;
- Pegaso S.r.l., a company incorporated under Italian law with registered office in Via Brigata Reggio 24, Reggio Emilia (Italy), which was acquired on 3 April 2019 and is 75% owned. As a holding company it owns 100% of Systema S.r.l.;
- Systema S.r.l., a company incorporated under Italian law with registered office in Via della Previdenza Sociale 2, Reggio Emilia (Italy), 75% of which is indirectly owned through the equity investment held in Pegaso S.r.l.; Systema operates in the European market for mobile phone accessories for telecommunications;
- Worldconnect AG, a Swiss-registered company based in Diepoldsau, Switzerland, an 80%-owned subsidiary, is the world market leader in premium travel adapters. Founded in 2002, Worldconnect - through its trademarks SKROSS and Q2 Power and leading OEM partnerships - operates internationally with a vast range of products comprising multiple travel adapters, specific adapters for individual countries and power peripheral devices;
- Coverlab S.r.l., an Italian company based at via Flaminia Conca 35, Rimini, controlled for 55%, is an e-commerce company, operating - through its proprietary website - in the custom segment of smartphone accessories under the brand Coverlab.
- Cellular Swiss S.A., a company incorporated under Swiss law with registered office in Route de Marais 17, Box No. 41, Aigle (Switzerland) a 50%-owned associate, which distributes the Cellularline products in the Swiss market;

GROUP STRUCTURE



CORPORATE AND CONTROL BODIES

BOARD OF DIRECTORS

Antonio Luigi Tazartes	Chairman
Christian Aleotti	Chairman and CEO
Marco Cagnetta	Chief Executive Officer
Stefano Cerrato	Director
Cristian D'Ippolito	Director
Gaia Guizzetti	Director
Carlo Moser	Director
Marco Di Lorenzo	Director
Giorgina Gallo	Independent Director
Alberto Grignolo	Independent Director
Paola Schwizer	Independent Director

RISK AND CONTROL COMMITTEE

Paola Schwizer	Chairman and Independent Director
Giorgina Gallo	Independent Director
Alberto Grignolo	Independent Director

APPOINTMENTS AND REMUNERATION COMMITTEE

Giorgina Gallo	Chairman and Independent Director
Paola Schwizer	Independent Director
Cristian D'Ippolito	Director

COMMITTEE FOR TRANSACTIONS WITH RELATED PARTIES

Paola Schwizer	Chairman and Independent Director
Giorgina Gallo	Independent Director
Alberto Grignolo	Independent Director

SHAREHOLDER INFORMATION

Company listed on the Telematic Stock Market - STAR segment managed by Borsa Italiana S.p.A. Alphanumeric code: CELL

The share capital amounts to Euro 21,343,189 divided into 21,868,189 ordinary shares (ISIN: IT0005244618). There are also 6,130,954 warrants outstanding (ISIN: IT0005244592).

SHAREHOLDER	% OF SHARE CAPITAL WITH VOTING RIGHTS
Christian Aleotti	8.5%
First Capital S.p.A.	5.2%
Quaero Capital S.A.	5.1%
Dea Capital	4.3%
Stefano Aleotti	4.0%
Intesa San Paolo S.p.A.	3.7%
Palladio Holding Finanziaria	3.2%



Strategy

There's no stopping innovation and evolution; Cellularline's gaze is ever oriented towards the future. Being a leader isn't just about providing excellence in terms of quality, design and innovation: it also means embracing a value system which places consumers and the environment at the heart of all operations.



DEVELOPING PRODUCTS IN LINE WITH THE SMARTLIFE PHILOSOPHY

To be inspired by every form of innovation in order to satisfy continuously evolving needs, through ever new products and an ever more extensive and articulated offer.



THINKING AND ACTING GLOBALLY

We are looking at international markets with increasing interest, investing in our distribution capacity, in monitoring regional specificities and in the visibility of the Group's brands.



INCREASING THE OPPORTUNITY TO MEET WITH CONSUMERS

We expand sales and distribution channels, creating new industry paradigms, to exponentially multiply our capacity to reach the consumer.

STRATEGY

STRAT



BELIEVING IN THE OMNICHANNEL APPROACH

We accompany the consumer in the changing of his habits and purchasing occasions by developing digital and omnichannel strategies, investing in the e-commerce of proprietary sites and strengthening our presence on third-party on-line marketplaces and our partner retailers.



CREATING SERVICES IN TUNE WITH PEOPLE

Offering value-added services at retailers' points of sale is a business opportunity that on the one hand strengthens partnerships with stores and, on the other, increases the interest of the end consumer in accessing the physical point.



A FOCUS ON EXTERNAL GROWTH

We want to strengthen our competitive position in the markets also through the strategic or tactical acquisitions of companies operating in our sector or in adjacent sectors, in order to enhance our penetration in the markets and in the different distribution channels.





Mission

To provide users with accessories that combine excellent performance with simplicity to ensure a unique experience.



Vision

To be the point of reference in Europe for the smartphone and tablet accessories market, standing out for its excellence, quality and passion for innovation.

Values

Our values are those of our customers.



We cultivate a **passion** and **enthusiasm** for what we do and how we do it.



We have the ambition to believe in continuous improvement and are focused on achieving and maintaining **quality** and **reliability** at levels of excellence.



We are **curious** and **motivated, in love with innovation** and ready to go beyond new goals every day.

Key Events 2020 - 2021



**HISTORICAL
REGISTERED
TRADEMARK**
IN 23 PRODUCT
CATEGORIES
IN OVER 100
COUNTRIES

JUNE 2020 [Agreement with Altec Lansing]

Three-year agreement stipulated with Altec Lansing for the co-design, production and distribution of audio products for the European market. Created in 1927 in the USA, Altec Lansing became an iconic brand by supplying speakers at the legendary Woodstock festival in 1969. Today, Altec Lansing offers audio products (headphones, headbands, speakers) that are characterised by high quality performance and strong brand recognition, registered in 23 product categories in over 100 countries.

The agreement is part of the process of strategic expansion of the Group's brand portfolio and will allow Cellularline to enter the upper segment of the audio market, which is characterised by particularly high growth rates, creating important synergies between the two companies' know-how in R&D and Design.



~600

POINTS OF SALE
IN THE AIRPORT
TRAVEL RETAIL
CHANNEL

JULY 2020 [Acquisition of Worldconnect AG]

Acquisition of Worldconnect AG, the global market leader in premium travel adapters under the Skross brand. The acquisition allows the Group to significantly strengthen the presence of its brands at an international level and its presence in the strategic travel retail channel.

Cellularline continues to pursue its external growth strategy with the aim of improving the Group's valuation through offering a more extensive portfolio of products (including patented products) and complementary trademarks, recognised internationally and characterised by Swiss Quality.

JUNE 2021 [Acquisition of Coverlab]

Cellularline acquires Coverlab Srl, e-commerce company, leader in Italy - through its proprietary website www.shopcoverlab.com - in the smartphone accessories custom segment. With the Coverlab trademark, the Group will be able to meet the sophisticated needs of a premium niche market and satisfy the growing demand of the new generations. Cellularline confirms its ability to execute its medium-long term strategy, speeding up the development of the e-commerce channel and strengthening its know-how in the digital field.

Strategic initiatives 2020



FEBRUARY [Launch of PLOOS+, the Group's new entry level brand]

PLOOS+ is a new brand and a new range of approximately 50 products, composed primarily of recharging, car and audio accessories. PLOOS+ will be the Group's new entry level brand - with essential designs and functionalities - characterised by excellent value for money and will enable Cellularline to bolster its coverage of some EMEA markets and channels in which its positioning offers ample growth margins.



MAY [Partnership with Microban]

The current unprecedented global health emergency has helped raise awareness of how important it is to keep the products and surfaces around us cleaner. The Cellularline-Microban® line is a new product family featuring high-tech materials with anti-microbial properties. The partnership includes the design and development of Microban® branded products for the EMEA market.



JUNE [Hi-Gens presentation]

Cellularline confirms its commitment to customers and their safety, meeting new needs and requirements that have emerged at this particular time in which hygiene is becoming essential to protecting your habitat and well-being. Hi-Gens is the new portable steriliser that, using UVGI (Ultra Violet Germicidal Irradiation) technology, in just one minute eliminates up to 99.9% of bacteria present on small and large objects.



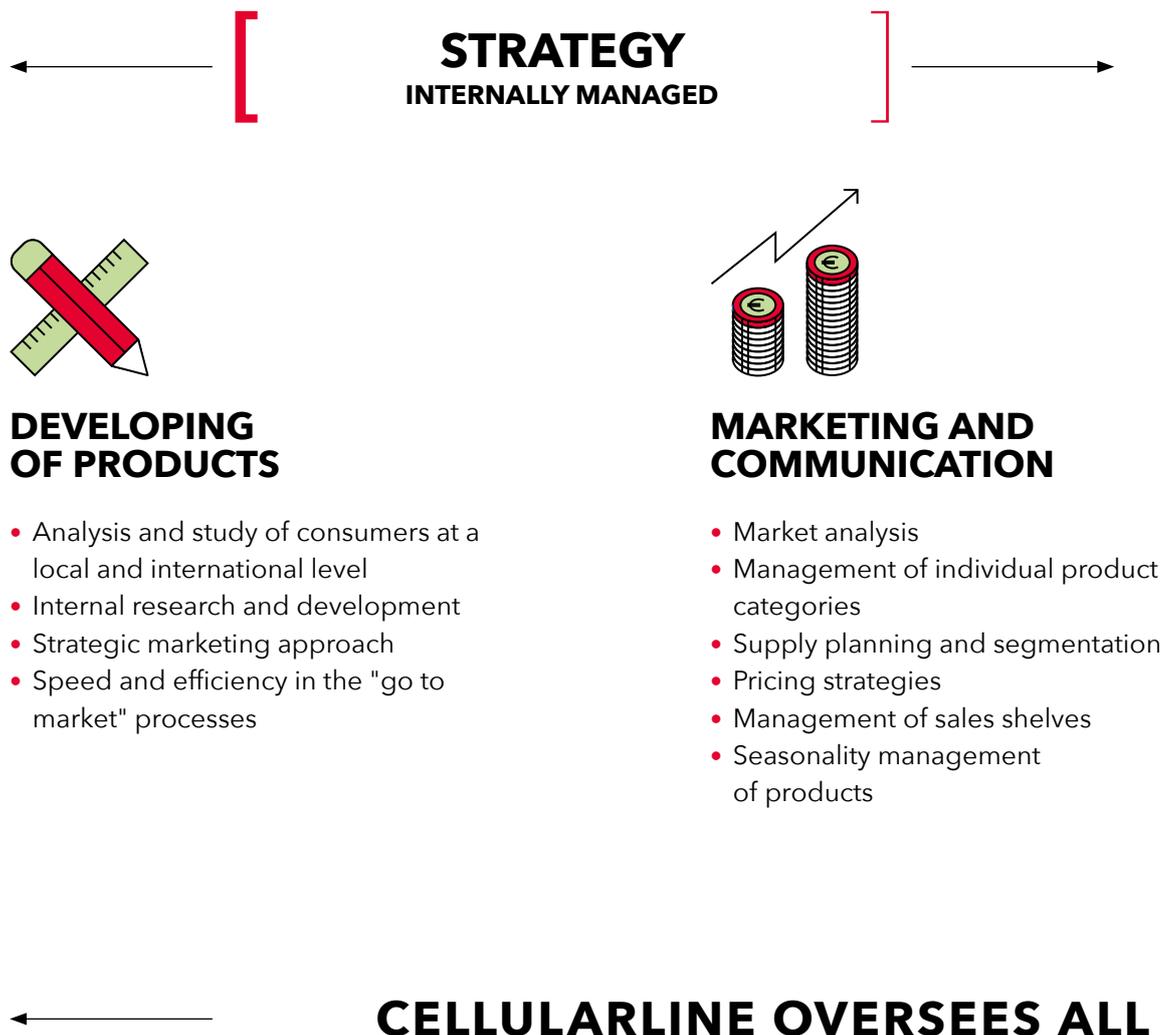
OCTOBER [AQL website launch]

Cellularline has internally developed an innovative site in terms of user experience dedicated to Audio Quality Lab™ (AQL™), the brand of accessories dedicated entirely to the world of audio in every context: work, leisure, sport and everyday life. It is a next-generation e-commerce site capable of helping reinforce the strategy adopted by the Group, which sees a growth opportunity in the online channel, to be pursued both organically and through acquisitions, across all major markets served.

Business model

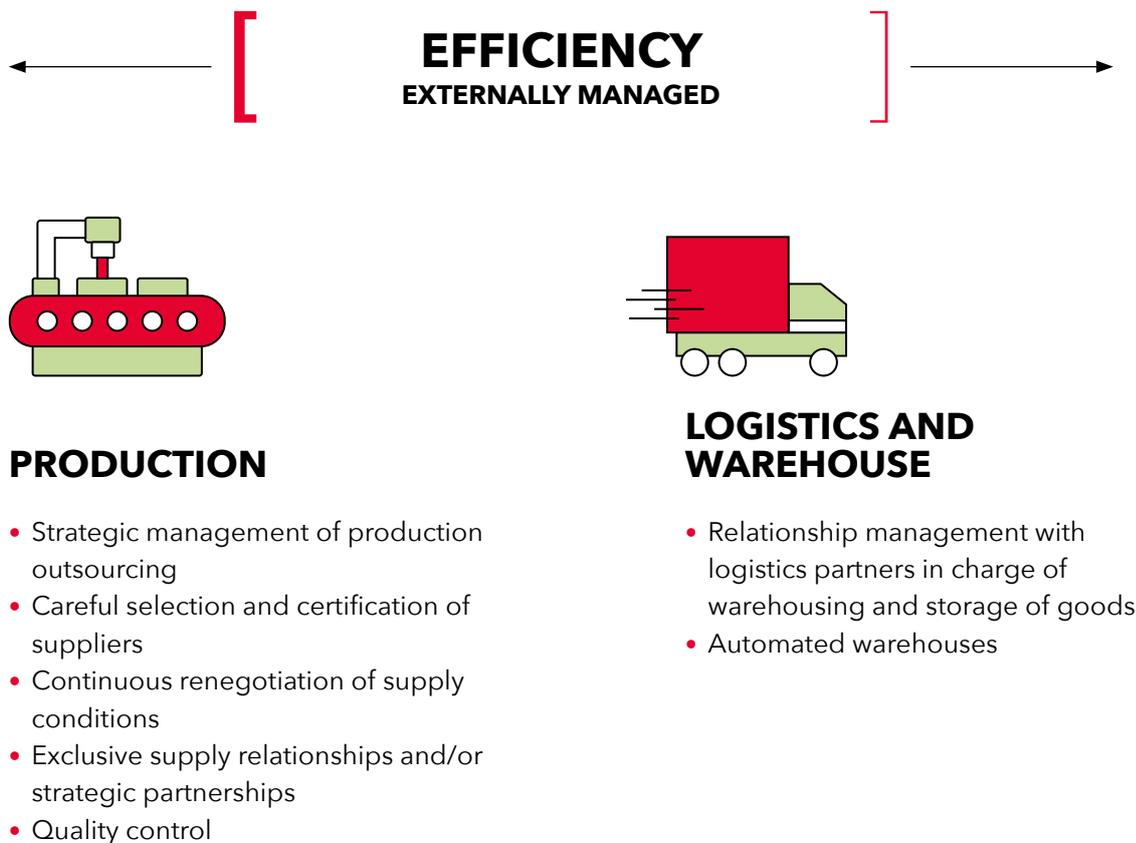
THE VALUE CHAIN

Cellularline supervises all the activities of the production cycle aimed at marketing the product. Strategic processes are linked to in-house product design and development and marketing and communication activities. Instead, production and logistics processes are outsourced. Through its internal research and development division, the Group designs new products on the basis of a market analysis strategy capable of capturing new industry trends and new technological developments.



A FLEXIBLE BUSINESS MODEL

Outsourcing of production offers great flexibility in terms of production capacity and volumes, allowing suppliers to be chosen on the basis of their degree of technical innovation and reliability, in order to guarantee a product quality that will satisfy even the most demanding customers.



ACTIVITIES IN THE VALUE CHAIN →

3. IMP

PROFE

EVOIU



ACTIVITY

At Cellularline we work day in, day out to protect your pocket world and for over 30 years we have been travelling the roads of innovation to improve the quality of your life, through our products.

At the same time, we realise that we will not be able to continue to do so unless we take action ourselves to safeguard everyone's world.

The current reference socio-economic model, in fact, is based on the extraction of limited natural resources and causes exponentially negative effects on the well-being of people and the planet we inhabit.

This approach is unsustainable by definition and requires us to rethink the logic of doing business, which measures and considers social and environmental performance with the same rigour with which economic results are measured and guarantees that future generations will be able to satisfy their needs tomorrow, just as we satisfy ours today.

This means being aware of the impacts that our business activity has on the Planet and the effects that our operations have on people, whether they are customers, workers or their communities.

The objective, then, becomes that of **being able to generate value for all stakeholders, accepting a need for change to transform it into an opportunity for growth**, not as an individual organisation, but together with all the interdependent parts that make up our ecosystem.

According to the UN 2030 Agenda goals, transforming business models is among the

biggest and most important challenges we face in the next 10 years and is as challenging as it is complex for us.

In actual fact, we operate in a sector that follows strict market logics, dynamic and fickle, and in which competition risks being a predominant force compared to business responsibility.

The choice of ecological production materials cannot be immediate, because it is directly dependent on models and production lines that require a structural rethink.

We recognise that it is time for such a rethink and in this, your role will be the real driver of the transition. We would ask you to support our journey with your purchasing choices, because faced with the growing interest and attention of consumers to the practices of companies, we can only respond with solutions that meet your sustainability expectations.

We have an impact, we know that now. It is up to us, from now on, to make sure that it is positive.

METHODOLOGICAL NOTE

This document recounts the beginning of a journey of evolution and represents for us an effort of analysis and transparency that makes us even more proud to be part of Cellularline. Indeed, we realise that we need to change, but we find that our desire runs up against some industry-specific challenges that may slow down the momentum of our intentions. However, this does not stop our pursuit of a path of which we have already taken the first step and which we want to start telling you about today.

As partners for this journey, we decided to be accompanied by **Nativa**⁽¹⁾ and adopted a sustainability strategy based on solid tools and models.

The starting point was the completion of an analysis of environmental and social impact performance at both the corporate and product level, as the basic elements for designing a strategic improvement plan.

For the "corporate" analysis we used the international standard developed and promoted by the non-profit organisation B Lab called **BIA: Benefit Impact Assessment**⁽²⁾; while for the product analysis applied to two of our most representative products, we used a life cycle approach, according to the **Sustainability Life Cycle Assessment (SLCA)**, a methodology developed and promoted by the non-profit organisation **The Natural Step**⁽³⁾.

Both approaches were very challenging for us, because they were derived from evaluation frameworks based on a large and robust international benchmark. The use of BIA also facilitates the performance reporting process according to the **Global Reporting Initiative (GRI)**⁽⁴⁾ standard thanks to the collaboration agreement in place between B Lab and GRI.

GRI standards and the B Impact Assessment (BIA) allow organisations to share information about themselves, with distinct but complementary purposes:

- GRI is a reporting tool that provides a representation of an organisation's contributions.
- the B Impact Assessment, on the other hand, is aimed at managing and evaluating the company's performance.

Together they form a holistic approach to sustainability reporting and impact measurement and management.

In this first **Impact & Evolution Report** we want to communicate the results for 2020 of the measurement of our impact and start to report the company's performance according to a selection of GRI indicators.

The document traces the impact areas measured in the B Impact Assessment - **Governance, Customers & Users, People & Community, Product & Packaging and Environment** - telling, for each of them, the stories that in 2020 and in the first half of 2021 gave us the most satisfaction.

Thanks to the analysis performed, we now know the areas in which we are already creating value, as well as those where our contribution still has room to grow and towards which we are committed, in black and white, to taking decisive steps, with sustainability as a driver of success.

The systematic approach taken to the assessment is one of the key characteristics of BIA, which is leading us to gradually change the way we perceive the organisation, from a single entity to part of a deeply interconnected ecosystem, in which we can and want to play a leading role.

Over the next few pages we will tell you about our awareness of the new social and economic challenges we are experiencing, the obstacles we see before us and, above all, how we intend to overcome them, together.



⁽¹⁾ **Nativa** is a Regenerative Design & Sustainability Innovation Company that, through its research, innovation and strategic consulting activities, accelerates the evolution of companies towards a sustainable and regenerative economic paradigm. It designs models and solutions to embed sustainability in the DNA of organisations to improve their business results and create lasting, shared prosperity for the planet, people and society.

<https://nativallab.com>



⁽²⁾ **BIA** is among the most robust, comprehensive and widely used impact measurement standards in the world, developed by B Lab (a non-profit organisation that gave rise to the Benefit movement - B Corp certification and legal status as a Benefit Corporation) and adopted by over 150,000 companies worldwide. The BIA provides useful indications on the economic, social and environmental performance of the company taking into consideration, in addition to the business model, five macro areas: governance, people, community, environment and customers. The measure of impact is represented by a total index on a scale of 0 to 200 points. This tool allows you to benchmark a given situation against companies that have already used it and to have a comprehensive guide on possible areas of improvement and what actions to take.

<https://app.bimpactassessment.net/get-started/bcorporation>



⁽³⁾ **The Natural Step** is an international non-profit organisation founded in Sweden in 1989 to accelerate the transition to a truly sustainable global society, creator of the Strategic Sustainable Development Framework (SSDF) and the four principles of sustainability that are necessary, sufficient and universal to describe a sustainable future.

Sustainability Life Cycle Assessment (SLCA) is an analysis methodology developed by The Natural Step - Nativa. Based on decades of scientific research, it allows for the assessment of the sustainability profile of a product throughout its life cycle, in accordance with the four principles of sustainability, through the measurement of impacts and the mapping of activities planned to reduce them.

<https://thenaturalstep.org>



⁽⁴⁾ The Global Reporting Initiative (**GRI**) is an independent international organisation that supports companies and other organisations in taking responsibility for their impacts by providing them with a common global language to communicate those impacts through a reporting standard. GRI standards enable sustainability reporting that provides a balanced and reasonable representation of an organisation, whether it captures positive practices and impacts against a sustainable development goal.

<https://www.globalreporting.org>





3.1. Governance

We do not see sustainability as a constraint, but rather an opportunity to reach our maximum potential.



52.8

CELLULARLINE'S OVERALL B
IMPACT ASSESSMENT SCORE

Background

Over the past 150 years, the logic of doing business has responded to an imperative that is as simple as it is effective: socially responsible companies must focus on a single objective: maximising the value created for their shareholders. The imperative for managers therefore becomes to focus exclusively on a single variable: profit. However, this imperative unconsciously violates the laws of physics: nothing can grow infinitely in a finite system and any complex system that maximises a single variable inevitably accelerates to self-destruction.

This approach has its own legitimacy, if you look closely. The effort, however, is precisely to extend the context, to note how the company and its shareholders are not isolated entities: the resources used as inputs come from natural systems; the processes that lead to the provision of services or the production of goods require energy and, in addition to the output, outsource impacts that affect the biosphere and all people: from workers to local and global communities.

Broadening the vision means bringing into the frame the set of players that interact with the company, the stakeholders, of which shareholders are an integral part.

In this context, sustainability is no longer considered as an accessory element of business, but rather as an integral part of all company operations, and takes the form of considering the impacts generated towards people and the planet in every direction and business choice.

Challenge

A change of perspective in this direction requires time and dedication because it means considering legal variables to the principles of sustainability in all business processes, from strategic to operational ones.

The challenge is to fully integrate these two elements, through a system of governance and the explication of a purpose that can guide our intentions towards a common vision.



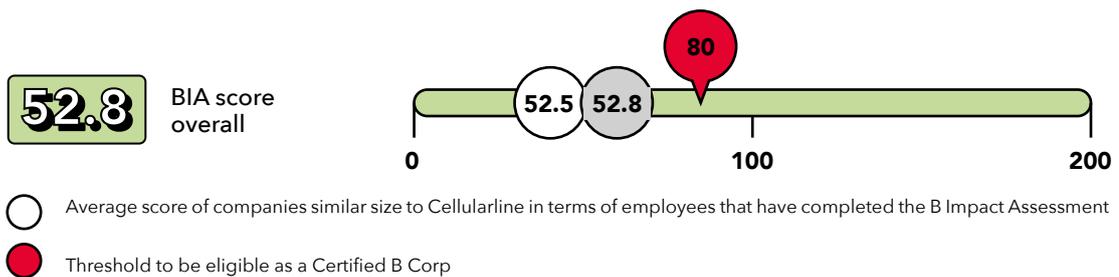
High impact stories

During 2020 and the first half of 2021, we addressed and helped rise to this challenge by implementing the following initiatives:

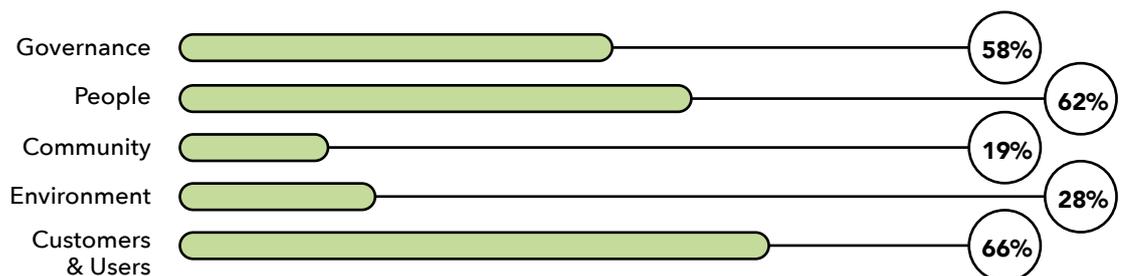
Our path of sustainable innovation

Every great enterprise is born from a dream and from taking responsibility. For us, the dream is to connect to people with innovative products that maximise their potential, and the responsibility is to achieve this by ensuring that future generations can realise their own. With such a broad objective, we know that we have to act concretely, every day. For this reason, as **part of the (R)EVOLUTION project launched early 2020, we have launched a long-term sustainable innovation path, supported by a clear commitment from the Board of Directors and with the direct involvement of the CEOs.** It is a journey of evolution that is leading us to gain awareness of our strengths, as well as areas for improvement, according to the application of robust frameworks and tools and a systemic approach that involves and embraces the entire company. The main activities of these first months of work were:

- impact assessment at corporate level through the reference standard B Impact Assessment (BIA);
- an assessment of the sustainability profile of two representative products (a charger and a cover), according to the analysis principles of the Sustainability Life Cycle Assessment (SLCA) methodology;
- analysis and mapping of all our stakeholders in order to gain full awareness of Cellularline's ecosystem and as a basis for the definition of actions aimed at strengthening their relationships, with our values and sustainability objectives at the centre;
- the design of a strategic improvement plan to support the evolution of the coming years.



Below is Cellularline's performance for each BIA impact area expressed as a percentage, compared to the maximum score obtainable in the individual area.



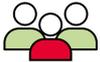
Scoring on individual areas of analysis refers to operational practices, i.e., the management of impacts generated by day-to-day activities (daily practices, policies, procedures, etc.).

BIA measures the social and environmental performance of organisations based on 5 areas:



GOVERNANCE

It assesses the company's overall mission, ethics, accountability and transparency, on issues such as integrating social and environmental goals for employee performance reviews, impact reporting, stakeholder engagement, and generally how governance practices and policies are conducted.



PEOPLE

It assesses the company's contribution to the well-being of workers through questions related to pay, benefits, training, professional growth, health, safety and work flexibility.



COMMUNITY

It assesses the company's commitment to and impact on the community. Topics are related to diversity and inclusion, the creation of jobs, charitable and volunteering practices and involvement in the local community. The company's broader impact through the supply chain is also assessed.



ENVIRONMENT

It assesses the overall environmental management of a company including its facilities, resource use, emissions, logistics and (where relevant) its distribution channels and supply chain. This section also includes options for companies whose product or service has been designed to solve a specific environmental problem, such as rethinking traditional manufacturing practices or making products that generate renewable energy, reduce consumption or waste, preserve land or wildlife, or educate on environmental issues.



CUSTOMERS & USERS

It assesses companies whose products or services are designed to address a particular social or environmental issue. The section focuses on the impact of the product or service and the extent to which it creates benefit for the user or category.

Stakeholder Mapping

Including stakeholders in a more systemic consideration of company must involve achieving a greater understanding of which players are closest to Cellularline. From this consideration, we started a mapping project of our ecosystem, which allowed us to become aware of it and classify its parts according to an internally shared structure. We then assigned a weight to each player in the system, in terms of relevance to the business and the degree of interest and potential capacity of the stakeholder to help achieve our sustainability objectives.

The result of the analysis has been translated into a stakeholder ranking matrix, highlighting the most relevant actors for Cellularline and their willingness and readiness to cooperate for the achievement of our sustainability objectives. This prioritisation will allow us to direct our efforts towards targeted and more effective actions thanks to the spirit of collaboration and sharing that we intend to create with the main stakeholders.



10

key players identified as relevant to the mapping of over 50 stakeholder categories

Establishment of the ESG Committee

In order to strengthen our commitment to sustainability, we have established the ESG Committee as a body to supervise and evaluate project streams active on Environment - Social - Corporate Governance issues.

The group's work ensures that Cellularline maintains a consistently high focus on its sustainability performance, to monitor and progressively improve it over time.



100%
Organisation
of the
monthly meeting

ESG Committee Members



MARCO CAGNETTA
Co-CEO

Our commitment to the environment is not only tangible, but an integral part of our medium- and long-term strategy. We have taken concrete steps in this direction in 2020, but now feel the need to accelerate and strengthen our commitment to improving people's quality of life and our engagement with society and the environment.



CHRISTIAN ALEOTTI
Co-CEO

Increasingly, we feel a responsibility for what we stand for as a company. This applies to our territory, customers and the planet we inhabit. The impact Cellularline can have depends on the products we offer and for this reason, we are investing in the development of sustainable and innovative solutions that can show the market how doing business by creating value for all is a feasible undertaking.



DANIELA SORRENTINO
Group HR Director

The evolution is systemic. Sustainability no longer means only environmental care, but also includes the complete sphere of people and communities in which we operate, with the aim of involving all resources over time in this important and necessary cultural change. I am firmly convinced, as indeed is the whole team, that caring about people and their development will be the basis for the success of both the project and the Company.



DAVIDE DANIELI
Group Chief Corporate & Financial Officer

The social and environmental challenges we face are extremely complex, but we are sure that the path taken is the right one.

Commitment in this direction will allow us to consolidate our market position and grow as the Cellularline Group, inspired by the principles of sustainability. I am very proud to be an active part of the beautiful adventure we have before us.



ALESSIO LASAGNI
Marketing & Digital Director

Each individual, as well as each company, has today more than ever the opportunity to make the world a better place through their own choices. As a manager and as a person, I am extremely proud to be able to contribute to these choices, which are not always easy, but which can represent a great opportunity for innovation and the generation of competitive advantage.



CHIARA FICHERA
HR Learning & Development, HQ Safety & Environment Manager

Local relationships are essential and form a part of our organisation's offering that qualifies the attraction and retention of our employees. It means forging positive links with stakeholders, schools, universities, institutions, voluntary associations and the service sector. Being able to support this path of change in my own small way makes me proud to be part of Cellularline.



ALESSANDRO BRIZZI
Investor Relator & Group Finance Manager

At Cellularline we are committed to communicating transparently and effectively with all stakeholders, with the aim of making them participants in the strategy and evolution of the business. We are convinced that their opinion is an added and strategic value for the Group and for this reason we want to establish a relationship based on trust and respect with all parts of our ecosystem. I am thrilled to be able to participate first-hand in this challenge.



Commitments



PERFORMANCE IMPROVEMENT

Sustainability is not an end, but rather a direction. This is why we are committed to working in the coming years to progressively improve our performance with respect to people and the environment.



MONITORING AND COMMITMENT

We intend to do this by following recognised models and monitoring progress over time, and we are committed to reporting on our sustainability performance in a transparent and accessible way, with all stakeholders.



BUSINESS CULTURE

We want all the people in the company to feel part of the evolution taking place. To this end, we will work to develop and disseminate internally a culture linked to shared values and sustainability.



STAKEHOLDER ENGAGEMENT

We are committed to establishing a strategy for engaging Cellularline's key stakeholders.



OUR PURPOSE

We intend to identify and make explicit our purpose, in order to direct future company choices, consistently with the path undertaken and the stimuli of the reference context. In this, we will develop a renewed identity, mission and vision and the appropriate tools for internal engagement and external dissemination.

GRI disclosure

The Cellularline Group's global tax contribution includes various types of taxes, which can be grouped into the following categories:

- income taxes, such as corporate tax;
- property taxes levied on the ownership,
- sale or lease of real estate;
- employment taxes, which include taxes collected and paid to the tax authorities on behalf of employees;
- indirect taxes levied on the production and consumption of goods and services, such as VAT, customs duties, etc.

The Group's tax rate depends on the geographical distribution of pre-tax results and on the rules applicable in the tax systems of the various countries in which it operates, but may also be influenced by specific contingent situations.

In 2020, against a pre-tax loss of Euro 2,396 thousand, the Group recorded positive current and deferred taxes totalling Euro 16.3 million. This item is mainly due to having benefited from the recognition of the non-recurring tax effects of the realignment of the tax values of the Cellularline and Interphone brands and the customer relationship to their carrying amounts pursuant to article 110 of Decree Law no. 104/220, the "August Decree", converted into Law no. 126/2020, as amended by the 2021 Budget Act, for a combined impact of Euro 16.3 million, net of the substitute tax due in order to receive the benefit.

The recognition of greater tax values for the realigned assets will begin in 2021.

Despite the loss, the Group also recognised current taxes of Euro 1.7 million, mainly attributable to the amortisation of intangible assets arising from the purchase price allocation (trademarks and customer relationships) and the extraordinary write-down of the customer relationship, both not recognised for tax purposes, as well as the non-application of the patent box regime, pending renewal for the five-year period 2020-2024, as detailed below.

The fiscal approach reflects the principles, objectives and commitments set out in the various Group procedures, which establish the standards and behaviours that are required in the Cellularline Group. The Group is actively committed to acting with honesty and integrity in all tax matters and aims to pursue a transparent and sustainable long-term tax strategy.

Tax legislation is complied with in all jurisdictions in which the Group operates, working closely with tax advisors, auditors and tax authorities to ensure that taxes due are paid. The Group's tax affairs are managed and coordinated by Group Tax Manager in the most efficient manner, in accordance with applicable tax regulations.

Since 2020, the national tax consolidation scheme has also been adopted between Cellularline and Systema, pursuant to Articles 117 *et seq.* of the Consolidated Income Tax Act, for the three-year period 2020-2023.

The approach taken to tax planning is conservative; no aggressive tax planning strategies are pursued and no artificial schemes without economic substance are used for the purpose of achieving tax savings. Governments often provide tax incentives to promote investment, employment and economic growth; we seek access to such benefits when applicable to our business.

More specifically, in March 2018, Cellularline signed an agreement with the Revenue Agency for the purposes of the "patent box" for the following intangible assets: know-how, trademarks, industrial patents, designs and models.

The patent box is a facilitated tax regime applicable to companies resident in Italy that generate income through the direct and indirect use of the above mentioned types of intangibles.

The agreement in question defined the conditions for the application of the facility for the five-year period 2015-2019 and was renewable on expiry with reference to all the intangibles mentioned, with the exception of trademarks.

In September 2019, Cellularline, therefore, filed a renewal petition with the Internal Revenue Service for the period 2020-2024 and is waiting to start the adversarial process from the end of 2021. It is expected that the new agreement could be signed by 2022.

The Group has little appetite for tax risk. Reasonable and well-founded tax choices and interpretations are adopted in determining the tax treatment of a particular transaction or business. In light of the size and complexity of our business, risks may arise in connection with the interpretation of complex tax regulations. These risks are managed by identifying and analysing them internally and, if necessary, with the support of qualified tax advisors. Cellularline bases its approach to tax issues on an ongoing relationship of exchange and transparency: relations with the tax authorities of the countries where the company is present are constant and based on exchange and updating, so as to be able to promptly adapt the company's tax approach to the indications coming from the authorities themselves.

In this context, in June 2021, Cellularline submitted to the Customs and Monopolies Agency the application to obtain the status of Authorised Economic Operator (or "AEO"). The audit and certification process is expected to be completed by the end of the year.

In November 2019, Cellularline had, in addition, obtained a favourable response to a request for an opinion regarding the possibility of not applying the anti-avoidance rule on the carry forward of pre-merger losses and accessing the Collaborative Compliance regime, which is reserved for large companies or those that have made a significant investment.







3.2. Customers & Users

People are increasingly aware and we want to meet their needs by progressively transforming our offering towards better sustainability performance.



PEOPLE SERVED IN

+60

COUNTRIES

Background

Looking at the dynamics of the market, it is impossible not to notice how it is evolving under the impetus of technological innovation on the one hand, and people's greater awareness of environmental and social impacts on the other.

Users, i.e. end customers, have progressively started to evolve from the role of "consumer" to that of an aware player. Decision-making factors that reflect a more systemic consideration enter into purchasing choices: we are people, immersed in social relationships, who inhabit a planet to be protected.

This change, in recent years, has also led our commercial partners to redesign the product offerings in their stores by considering an intentional profile of sustainability, the origin of materials and the evaluation of the brands' business practices in response to an evolving market.

Challenge

At Cellularline we feel this change, we have been ready to be part of it for some time and we now want to consolidate our positioning as a leader in sustainability in the strategic choices we pursue and in every business relationship undertaken or to be undertaken in the future.

Meeting the needs of the users of our products has always been primary, and so today the challenge of progressively transforming our offer towards higher sustainability performance becomes primary.



High impact stories

During 2020 and the first half of 2021, we addressed and helped rise to this challenge by implementing the following initiatives:

Our distinctive traits in Quality DNA

Innovation and performance, ease of use and experiential uniqueness, but also reliability, quality and safety, are the principles that guide us to meet the daily needs of people who choose to use our accessories.

This has prompted us to define our **Quality DNA programme**, a set of values and initiatives that make the accessories of the Cellularline group recognisable, unique and close to our users, with a special focus on transparency in all our communication channels - whether on the web, in packaging, in instructions - where, with competence and seriousness, we undertake to say everything without boasting characteristics that we cannot concretely guarantee.

This includes, for example:

- **joining the Bluetooth Consortium** to ensure the highest levels of performance and safety standards for our devices: a global community of over 36,000 companies working together to unify, harmonise and drive innovation in the broad range of Bluetooth connected devices;
- **Membership of the Wireless Power Consortium**, an open, collaborative standards development group numbering more than 400 member companies from around the world representing brands from all parts of the industry and all parts of the world. The members work together towards a single, shared goal: worldwide compatibility of all chargers and wireless power sources, to avoid the development of highly specific and incompatible devices that require users to purchase new devices.



238
products with
Bluetooth technology



25
products with
wireless technology

Trade service and commercial advice

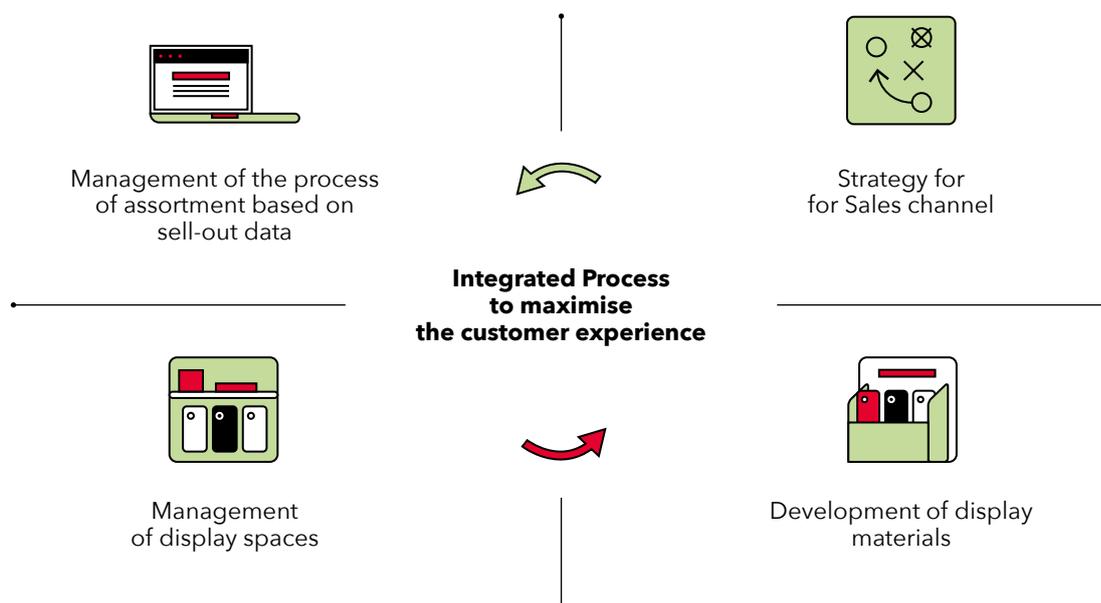
We liaise closely with our commercial partners following an approach of study and research of the best sales channels, thanks to which we offer the most effective, gratifying solutions in terms of assortments and the buying experience. Reaching customer expectations requires agility and flexibility, which we constantly train by looking at market trends and the evolving needs of the people who choose Cellularline.

In 2020, we invested energy and resources in analysing trends in our demand, to fully understand which drivers drive consumption today and, above all, that of tomorrow, and to satisfy renewed customer demands to the best of our ability, reducing the risk of generating unsold stocks.

Thanks to the elaboration of an extensive transaction database we are now able to best calibrate our offer, make it unique in variety and customisation and continuously improve upon it.

Research allows us to anticipate consumer needs and this is then combined with a strategic marketing approach in order to offer a high quality product that is competitive and constantly updated according to local and global dynamics.

It is a chess game where strategy, focus and care are key success factors. Here at Cellularline, we have always played the game with commitment and a spirit of innovation, even more convinced that, from here on in, product sustainability will be key.





Commitments

2020 _ Our commitment for a sustainable future



PACK DISPOSAL

Material durability is critical to the sustainability of our industry. From next year we are committed to raising awareness and involving users on the proper disposal of the pack, through a specific information program that will pass through the web channel and our social media.



USER AWARENESS

We will not only raise awareness among those who use Cellularline's products, but also among our retailer customers and business partners. We intend to do this by means of communication projects on ESG issues and by launching a call to action to users, aimed at increasing their awareness of sustainability issues.

GRI disclosure

Geographic presence

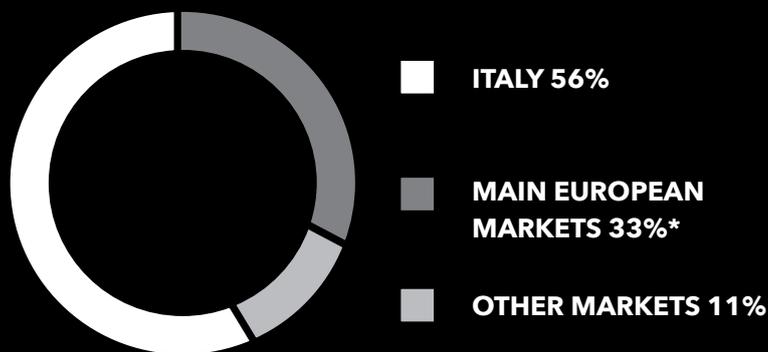
Brands and products

Our product lines

Sales network

Geographic presence

The Group is the European leader in the field of accessories under 100 euros, for smartphones and tablets. We are the only company with a significant presence throughout the continent, with an absolute leadership position in Italy.



*Germany/Austria, France, Spain, Switzerland, Benelux
Source: management's estimates on the basis of the data supplied by major research institutes.



Brands and products

We are at the technological and creative forefront of the multimedia device accessories industry, striving to deliver products synonymous with outstanding performance, ease of use and a unique user experience.



European reference brand in the accessories market for smartphones and tablets in Europe. Thanks to an accurate product strategy based on the excellence of quality, design and innovation, Cellularline offers solutions that are in step with technological trends, in a constant attempt to combine optimal performance with ease of use.



The Group's entry level brand launched in 2020, it is distinguished by essential design and functionality and has excellent value for money. Comprising a range of around 50 products, it complements the offer of the main Cellularline brand and is mainly composed of charging, car and audio accessories.



Iconic brand that provided the speakers for the legendary '69 Woodstock festival. Altec Lansing's offer integrates the range of Group audio products and it is positioned on the upper end of the market, meaning it can satisfy even the most discerning customers. (Starting 2021, Cellularline manufactures and distributes for the European market the Altec Lansing branded audio products owned by AL Infinity LLC (Infinity Group, USA).



Brand dedicated to the world of music that interprets and meets the needs of all the different users. This range combines technological innovation and distinctive design, with unique features to satisfy all types of listening, combining the needs of music enjoyment with those of conversation.



The brand speaks to a young consumer thanks to eye-catching, playful and colourful accessories, in which style and appeal prevail, but with particular attention to value for money.



The brand was created in collaboration with Vodafone Global for the distribution of smartphone accessories in Europe. The wide range of products offered is able to meet all the needs of a Telco point of sale. The brand is recognised on the market for both the quality of its products and its excellent value for money.



Brand that identifies the accessory line of innovative solutions dedicated to communication in motion between motorcyclists. Thanks to the extreme functionality and reliability of its devices, Interphone products have become the ideal companion on the road or in the city.



World leading brand in the premium travel adapter segment. Its country-specific power adapters and peripheral devices can be found in more than 600 outlets in the travel retail channel.



Brand for travel adapters and other charging solutions that complements the Skross mail brand offering, with a value-for-money price positioning.

coverlab*

Brand dedicated to custom accessories for smartphones that, through the website <https://www.shopcoverlab.com/>, aims to meet the sophisticated and growing needs of a premium niche market.

* Acquired in 2021.

Our product lines

RED PRODUCT LINE

Includes accessories for multimedia devices (such as cases, covers, car supports, protective glass, power supply units, portable chargers, data and charging cables, headphones, earphones, speakers and wearable technology products).



ploos+



AQL
AUDIO QUALITY LAB

-K SKROSS®
ADAPT TO THE WORLD

q2power™
ENERGY WORLDWIDE



N O V A

coverlab

BLACK PRODUCT LINE

Includes all products and accessories for the world of motorcycles and bicycles (such as, for example, intercoms and smartphone mounts).



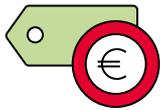
BLUE PRODUCT LINE

This groups together the products sold in Italy that are not Cellularline branded

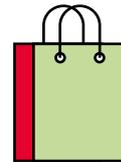
Sales network

Multichannel and customer proximity are our strengths for strengthening the relationship with users.

The Group's products are marketed mainly through the following sales channels:



CONSUMER ELECTRONICS



LARGE DISTRIBUTION



TRAVEL RETAIL



TELCO



E-COMMERCE

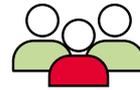


**OTHER OFF-LINE
CHANNELS**



3.3. People & Community

People are at the heart of how the business works and are our main success factor.



254

THE PEOPLE IN THE CELLULARLINE GROUP
WITH WHOM WE WANT TO EMBARK ON
THIS JOURNEY

Background

The company, whether a family business or a large multinational corporation, is much more than an operating system and a combination of capital. It IS work, energy, growth and a point of reference, for individuals as well as for the communities that live where the company operates.

Today, when the concept of “local” appears blurred, especially in the minds of the younger generations, business is called upon even more to play the role of a catalyst for the development of communities and the diffusion of a sense of belonging of people to the territorial dimension.

Being a company, then, means creating jobs, investing in people and becoming a citizen of the community itself, actively participating in its activities, establishing relationships based on collaboration with other players in the system, to contribute, together, to the creation of collective well-being.

Mutual recognition and interdependence become the key words of the image of the company as a living system, in which people feel they can grow as individuals and professionals, in a stimulating environment that knows how to consider diversity as an asset.

Looking at business with this perspective, one realises how much strength the company is able to unleash to build a fairer, more accessible, respectful, sustainable society.

Challenge

At Cellularline, we know that people are at the heart of how the business works and are the most critical success factor. All the people who relate to business activities, from workers to external stakeholders are the engine of the value we are able to generate. That's why **we have decided to strive to maximise our human capital through a systemic approach**, designing People Management & Development processes that make us ready for the challenges of the future.

The recognition we can get from the people working in Cellularline, as well as from citizens and local institutions, will depend on our **ability to invest in the full potential of our people and to work with stakeholders** to return more value to the community and entire social and environmental system than we absorb to operate.





High impact stories

During 2020 and the first half of 2021, we addressed and helped rise to this challenge by implementing the following initiatives:

Performance management

With the certainty that managerial behaviour, just as much as technical expertise, impacts the possibility of achieving excellent performance, **we have redesigned the performance management process by integrating business objectives with targets related to the development of soft skills and leadership.** We have also incorporated business and organisational development goals to foster a systems approach that ensures integration among both individuals and functions within the organisation.

The intent is to stimulate people to achieve increasingly higher performance, while developing the winning behaviour necessary to make the pursuit agile and effective.

The project is part of a broader and deeper review of people management policies, and began with the redefinition of both long-term incentive (LTI) and short-term incentive (STI) systems. In particular, the STI system, which transversally involved all organisational levels, for the first time integrates business and financial objectives with ESG ones. This system (TSI) already involves more than half of the company's population. The rest of the people are involved in the process, through a simplified model that includes individual goals and soft skills.



55% OF PEOPLE of the Cellularline Group are already part of the programme of short-term incentives on performance



are the skills that define the profile of Leadership

Leadership programmes development

During the period analysed, we have introduced a training and coaching path (the **Cellularline Leadership Programme**) with the aim of developing leadership and people management skills, generating value through the development of an evolved relationship with the Cellularline Group people. The programme is inspired by the values of **sense making, caring** and mutual **trust**, which are key elements of the Leader role at Cellularline. Thanks to the Leadership Programme, our managers are training their coaching and people care skills, with the aim of improving the ability to motivate, manage and develop their people.



6 MONTHS OF TRAINING
for the whole of the first
line of management

Talent management

We deeply believe in our human capital, which is why we have structured a talent management process with the aim of **identifying, developing and retaining valuable people** with the relevant skills to achieve our strategic objectives.

The talent management plan also allows for the identification of gaps between existing skills and competencies and those needed for future challenges. The next step is to implement dedicated development plans and provide a succession plan over time.



100%
of the population
of the HQ involved

Covid-19 and remote working

The impact of this story is not linked to the decision to adopt a remote working model imposed by the health emergency, but rather to the agility with which, faced with the necessary reorganisation of work, we were able to respond, **ensuring continuity of business operations while safeguarding the safety of all people**. The new way of working has accelerated a process of transformation according to which the "conventional" model has given way to the possibility of reconciling work commitments with private life, in a flexible and efficient manner. In the most intense months of the pandemic, this new approach was also accompanied by a renewed sense of community and caring for people, which resulted in the activation of the Covid-19 supplemental health insurance "#Andràtuttobene" (#WillGetWell), aimed at the entire Cellularline population, including our agents.



days of downtime
for the business



87%
of the people of the HQ
in smart working
(excluding branches and
subsidiaries)

Hospital donation for Covid

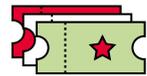
Our active contribution to the Covid-19 emergency went beyond focusing on the health and safety of the people at Cellularline to extending to the entire community. We decided to donate to the Hospitals, choosing to fully exploit the potential of technology as a means of communication and proximity, at a time when human contact was necessarily denied. **Thanks also to Cellularline devices, the Hospitals have been able to connect people in need, admitted to the facilities, with their families and friends.** In this way, through technology - we have had a real impact on people, providing an essential support function at such a complex time in their lives.



5,000+
Accessories
donated

TEDx Sponsorship

TED's mission is to spread ideas of value, in the belief that words can create worlds and that telling things can make them real. We believe in it too and this is precisely why we are official partners of TEDx Reggio Emilia that, at its tenth anniversary, has chosen as the leitmotif of the edition **inclusion and equality**, issues that in our organisation have primary importance and to which every day we are committed to contribute. For Cellularline, supporting TEDxRE means nurturing the spread of a message of struggle and affirmation among people in the community, stimulating their activism for the recognition of their rights with respect and courage. Cellularline also took part, as sponsor, in the national event Democrazia Digitale (Digital Democracy), on 02 June 2021, which saw more than 50 speakers in over 24 Italian cities, on how the digital has changed the theme of rights and Democracy.



2
Supported events

+50
Speakers

+24
cities

Start-up intelligence observatory

We believe that the development of the community finds a factor of acceleration in the new companies, born from the liveliest and most skilled minds in the area that, with courage and an increasing degree of innovation, face the market. Firm in this belief, we participated in the 2020-2021 edition of the Start-up Intelligence observatory of the Polytechnic University of Milan, a research project that aims to **promote the contamination between the world of digital start-ups and those Italian companies that decide to invest in innovation as a critical success factor.**

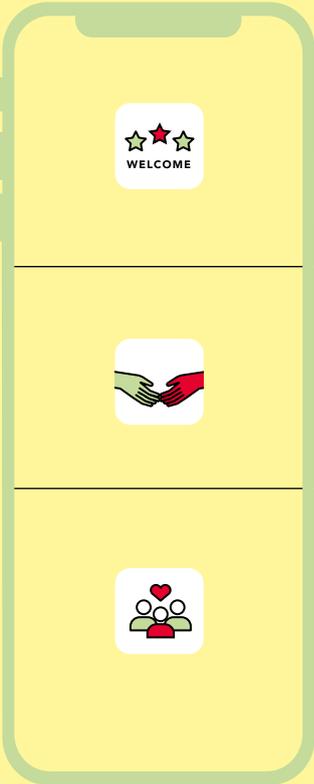
Cellularline took part in the initiative by bringing its experience and testimony in workshops and conferences, involving collaborators belonging to different functions, with the aim of spreading know-how, learning agility and a new approach to innovation.



4 WORKSHOPS
participation



Commitments



WELCOME KIT

We want all people who join the Cellularline team to be sensitised to sustainability issues, so that they feel part of the company's evolution and contribute to its implementation. To do this, we plan to distribute a welcome onboarding kit among all new workers.

DIVERSITY AND INCLUSION

Diversity and inclusion are deeply shared values at Cellularline. We are committed to making its application even more concrete by organising dedicated training sessions for all group workers.

TRAINING PROGRAMMES

The ability to generate a positive impact on the community passes through participation in initiatives that are an expression of the territory. Over the next few years, Cellularline will also bring its voice to the training programmes of academia and local institutions through the provision of resources for students, such as scholarships or company training internship opportunities.

GRI disclosure

Diversity of governance bodies and employees [GRI 405-1]*

Employees by professional category and geographical area as at 31.12.2020

	Cellularline S.p.a.	Systema S.r.l.	Cellular Spain S.L.U.	Worldconnect Ag.	Total Group
Executives	3	2	0	2	7
Directors	10	1	0	0	11
Managers	43	7	4	3	57
Professionals	6	0	0	10	16
Specialists	74	2	6	0	82
Other categories	69	6	6	0	81
Total employees	205	18	16	15	254

Employees by geographical area and age bracket as at 31.12.2020

	Cellularline S.p.A.	%	Systema S.r.l.	%	Cellular Spain S.L.U.	%	Worldconnect AG.	%	Total Group	%
< 30	24	11.7%	0	0.0%	3	18.8%	1	6.7%	28	11.0%
30-50	141	68.8%	13	72.2%	12	75.0%	8	53.3%	174	68.5%
> 50	40	19.5%	5	27.8%	1	6.3%	6	40.0%	52	20.5%
Total Employees	205	100%	18	100%	16	100%	15	100%	254	100%

Employees by geographical area and gender as at 31.12.2020

	Cellularline S.p.A.	%	Systema S.r.l.	%	Cellular Spain S.L.U.	%	Worldconnect AG.	%	Total Group	%
Total men	107	52.2%	7	38.8%	12	75.0%	11	73.3%	137	53.9%
Total women	98	47.8%	11	61.1%	4	25.0%	4	26.6%	117	46.0%
Total Employees	205	100%	18	100%	16	100%	15	100%	254	100%

Gender pay gap detected men vs women**

Managers	12.8%
Junior managers	13.3%
Clerical staff	4%

*Cellular Immobiliaria Italiana S.L.U., Helvetica S. A. and Pegaso did not have any employees as at 31.12.2020

**The figure relates to the Italy scope (first half of 2021)

Employees by type of employment and gender as at 31.12.2020

	Cellularline S.p.A.	Systema S.r.l.	Cellular Spain S.l.u.	Worldconnect Ag.	Total Group
Full-time					
Men	107	7	12	10	136
Women	88	9	3	3	103
Part-time					
Men	0	0	0	1	1
Women	10	2	1	1	14
Total employees	205	18	16	15	254

Accident rates for 2020

	Cellularline S.p.A.	Systema S.r.l.
No. of accidents at work with serious consequences	0	0
Total number of accidents at work that can be recorded	2	0
Total hours worked	307,453	20,537
Rate of accidents at work with serious consequences	0	0
Rate of accidents at work that can be recorded	6.51	0

Members of the BOARD OF DIRECTORS by age bracket as at 31.12.2020***

	Board Members	%
< 30	0	0.0%
30-50	4	40.0%
> 50	6	60.0%
Total members of the BoD	10	100%

Members of the BOARD OF DIRECTORS by gender as at 31.12.2020

	Board Members	%
total men	7	70.0%
total women	3	30.0%
Total members of the BoD	10	100%

***Director Marco Di Lorenzo was elected by the Shareholders' Meeting in April 2021

External initiatives, memberships and associations

Associations / Bodies / Institutions	Description
Retail institute	<p>Retail Institute Italy is the reference association for Retail in Italy. Its mission is to promote the culture and growth of the sector as a whole, by offering indispensable content and strategic activities to stay up-to-date and competitive in an increasingly complex market scenario.</p> <p>The activities of the institute are primarily aimed at:</p> <ul style="list-style-type: none"> • Retailer & Brand Companies • Manufacturers of point of sale materials • Advertising and promotion agencies • Research organisations • Service companies • Companies involved in the sector in various ways <p>Retail Institute Italy is a member of the international board of NRF - National Retail Federation, the largest retail association in the world; it is a partner of EHI - Retail Institute Germany, with which it works in synergy to strengthen its presence in Europe and offer its members benefits in terms of vision, sharing of know-how, strategic contacts, scenarios and market trends.</p>
Confindustria Reggio Emilia	<p>Unindustria Reggio Emilia is the Association that represents almost 1,000 companies in the province and over 48,000 employees. Adhering to the Confindustria System, it was first created on 1 January 2013, from the merger of the Industrial Association of the Province of Reggio Emilia and PMI Reggio Emilia.</p> <p>Unindustria Reggio Emilia is the point of reference for businesses and a driving element stimulating the development of the Reggio Emilia territorial system.</p> <p>It is committed to representing its member companies in dealings with institutions and economic, political, trade union, social and cultural administrations and with the public. It avails itself of professionals and collaborators who offer an integrated network of services (trade union and labour consultancy, assistance to internationalisation, to the tax-financial sector and to everything concerning the productive, technological and economic sphere).</p>
Observatory on digital innovation of the Polytechnic University of Milan - Observatory of start up intelligence 2020-2021 edition	<p>Start-up Intelligence is an innovative research project that aims to promote the contamination between the world of digital start-ups and those Italian companies that focus on innovation as a critical success factor.</p>

**Associations / Bodies /
Institutions**
Description
**University of Parma,
ORIENTATION
AND JOB PLACEMENT**

The Orientation and Job Placement Organisational Unit of the University of Parma aims to promote initiatives in favour of undergraduates and graduates in order to favour the development of active job search skills as well as to increase collaboration activities with companies, associations and organisations, with a view to directly linking the world of university education and the world of work.

We have been collaborating with the Orientation and Job Placement service since 2014, which in synergy with the courses of study and the 9 Departments, organises a series of orientation interventions aimed at guiding those who are about to finish or have already completed a university course of study towards the world of work, encouraging the improvement of soft skills and the knowledge of professional profiles and related opportunities; it also promotes events of direct contact with recruiters, with the aim of increasing the knowledge of job opportunities in the area.

HRC - HR COMMUNITY

The largest HR Community that brings together the most important and prestigious national and multinational companies, which through benchmarking, problem solving, networking, exchange of knowledge and skills on HR issues, thanks to effective and flexible working tools, is able to meet the needs of our HR team, both on- and off-line, local and global, providing the organisation with innovative training content, oriented to continuous improvement.

**UNIMORE-
University of Modena
and Reggio Emilia**

The Internship & Placement Office of the Marco Biagi Department of Economics, with which we have been collaborating since 2014 by participating in meetings with Companies, promotes and manages the offer of training and orientation internships and scholarships in Italy and abroad.

1% for The Planet

One Percent for the Planet is an international organisation whose members contribute at least 1% of their annual sales to environmental causes. Their mission is to "build and activate an alliance of businesses financially committed to creating a healthy planet".

TEDx Reggio Emilia

TEDx is created in the spirit of the TED mission. The programme is organised to give local communities, organisations and individuals the opportunity to stimulate dialogue through TED-like experiences, but at a local level and independently. All TEDx events operate under a license granted by TED itself. TEDx is a space for discussion and connection, personal and professional growth.





3.4. Product & Packaging

We invest in research and development of materials that maintain excellent quality performance, but are more sustainable.



+30%

OF TURNOVER
GENERATED BY PRODUCTS
LAUNCHED DURING THE YEAR

Background

Competing in the consumer electronics industry requires dynamism and a trained heart.

Market trends challenge us every day to improve the performance of our products, to adapt the offer to a constantly changing demand, according to the logic dictated by players able to influence the market and purchase choices.

As a response, we are stimulated to invest energy and capital in constant technological innovation, which guarantees our brands a solid positioning, thanks to the launch of new products and an offer that is always in line with market trends.

More goods available for a more satisfied consumer, says economic theory, but as we respond almost automatically to this demand, we find that something is changing.

Consumers are paying increasing attention to hitherto less relevant factors, such as the sustainability of products, the impact of materials, end-of-life management and the composition and structure of packaging.

While on the one hand we are driven by a more traditional force to upgrade performance, we also feel supported by a new consideration, which encourages us to invest in research and development of materials that maintain excellent quality performance, but are more sustainable.

This is the case of investments in the development of bio-based plastics, an area in which we are producing a great deal of research and which allows us to glimpse a near future in which we will have the possibility of choosing not only the best performing material, but one that is also better for the environment.

Challenge

Choosing a path of sustainable development is a compulsory choice that can find obstacles in a market characterised by different levels of awareness on business responsibilities. This concerns both our competitors and the components of the value chain.

The finished product, including packaging, passes through several processing phases and obtaining an output with high sustainability performance means adapting each of these phases to new operating principles.

The change is in progress, but there is still a long way to go, both in terms of the involvement of production chains and the development of materials that can guarantee the same performance in terms of durability and quality as traditional ones, with a lower environmental impact.



High impact stories

During 2020 and the first half of 2021, we addressed and helped rise to this challenge by implementing the following initiatives:

Research and development as a strategy for sustainable development

Attention and care for the product have always been our focus, and through our internal Marketing and Product and Research & Development divisions we have decided to take the commitment we make every day to the next level, integrating design with the principles of sustainability. **Over the past few months we have conducted a Sustainability Life Cycle Assessment (SLCA)^(*) on 2 of our iconic products, the Sensation cover and the Charger Kit 20W, to assess their full life cycle impact and compliance with system conditions.**

In a parallel fashion, we analysed alternatives for replacing fossil and virgin plastic in products with recycled or Bio-Based alternatives compatible with production lines, launching our first eco-friendly BECOME accessory line to the market.

We also look to the present to reduce the social and environmental impact of current products. We have developed partnerships with our suppliers to make the most of existing production waste: 100% of the Microfibre (PU) waste used in the production process is now reused in the textile supply chain.



2

Products analysed according to the Sustainability Life Cycle Assessment (SLCA) method (*)



100%

of rejects of Microfibre reused in the textile industry

BECOME line, range of eco-friendly accessories

We look to the future with ambition and responsibility we look to the future with ambition and responsibility: this was the vision that drove us to start a path of innovation of our products that includes principles of sustainability. The year 2020 and the launch of the BECOME line represented a turning point in this path, thanks to a **new concept of cases, made of natural material and PBAT**, a 100% biodegradable bioplastic with performances similar to traditional plastic, but which has the advantage of being biodegradable. In addition to the cases, there are also chargers and cables, in the manufacture of which we use 30% bioplastics.

Not only the products, BECOME's packaging has also been chosen to be sustainable: each package is made entirely of FSC^(**) recycled paper, ensuring the absence of plastic elements.



BECOME RANGE
of
eco-friendly
accessories

(*) The Life Cycle Sustainability Assessment (LCSA) assesses the sustainability of products throughout their life cycle, from extraction of raw materials to product use and disposal.

(**) The FSC® trademark identifies products containing wood from forests managed correctly and responsibly according to strict social, environmental and economic standards. The forest of origin has been independently inspected and assessed in accordance with these standards (principles and criteria of good forest management), which have been established and approved by the Forest Stewardship Council® a.c. through the participation and consensus of interested parties. <https://fsc.org/en>



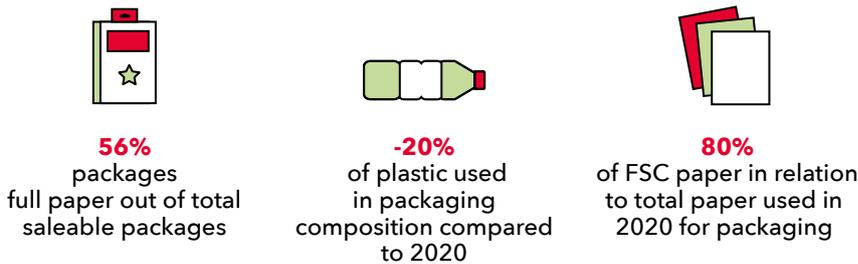
Improved packaging on all products

Packaging protects our products, at the same time we are aware that at the end of its life cycle it constitutes waste material with an impact on the environment. In 2020 we decided to take the responsibility of rethinking it and we did it by starting a laboratory for the study and innovation of packaging. The initial results of the activity allows us to **proudly declare having reduced the use of plastic in packaging by 20%**, following a path that will lead us to full paper on many product categories, foreseen the use of FSC certified paper and reduced the volume of the overall packaging.

Close attention and energy has been invested in **redesigning the design of the packaging so that the individual components can be easily separated to facilitate the proper disposal of materials at the end of their life.**



LOOKING AFTER
our products
and our future



We have started a process of re-engineering the packs so that it is easier for the consumer to separate the components and recycle them properly

Supply Chain Evaluation

Our path of sustainable evolution cannot be separated from the involvement of the suppliers to whom we have entrusted the production of our products. This has led us to **launch a supply chain assessment programme**, the first step of which was to send out a questionnaire mapping the environmental and social practices adopted by our suppliers of products.



100%
of suppliers
involved



Commitments



INVESTMENTS

Commitment to invest human and economic resources to develop new products based on bio-based or recyclable materials to reduce environmental impacts. We are testing the use of bioplastics on different product types and technical restrictions. We have started a process that aims to reduce the use of new plastic in our production by at least 30% by 2022.



FULL PAPER PACKAGING

Commitment to full paper packaging, with fewer components and assembly solutions to facilitate proper disposal of materials.



SUPPLY CHAIN IMPROVEMENT

Continuing our supply chain analysis, assessment and engagement programme to drive their improvement according to drivers and standards that take into account environmental and social impacts.



CONSOLIDATION OF PARTNERSHIPS

Consolidate and develop partnerships with product suppliers for the valuation of production waste with a view to the circular economy, extending the work done on Microfibre (BU) to polycarbonate and silicone production waste.

GRI disclosure

Product Data

	2020
Products shipped	+15 Million
Revenue generated by products launched during the year	+30%

Product lines

	Quantity	% revenue by product line
RED - Accessories for multimedia devices	1,546	86.9%
BLACK - Products and accessories for motorcycles and bicycles	116	6.1%
BLUE - Non Cellularline branded products	800	7.0%

Supply Chain

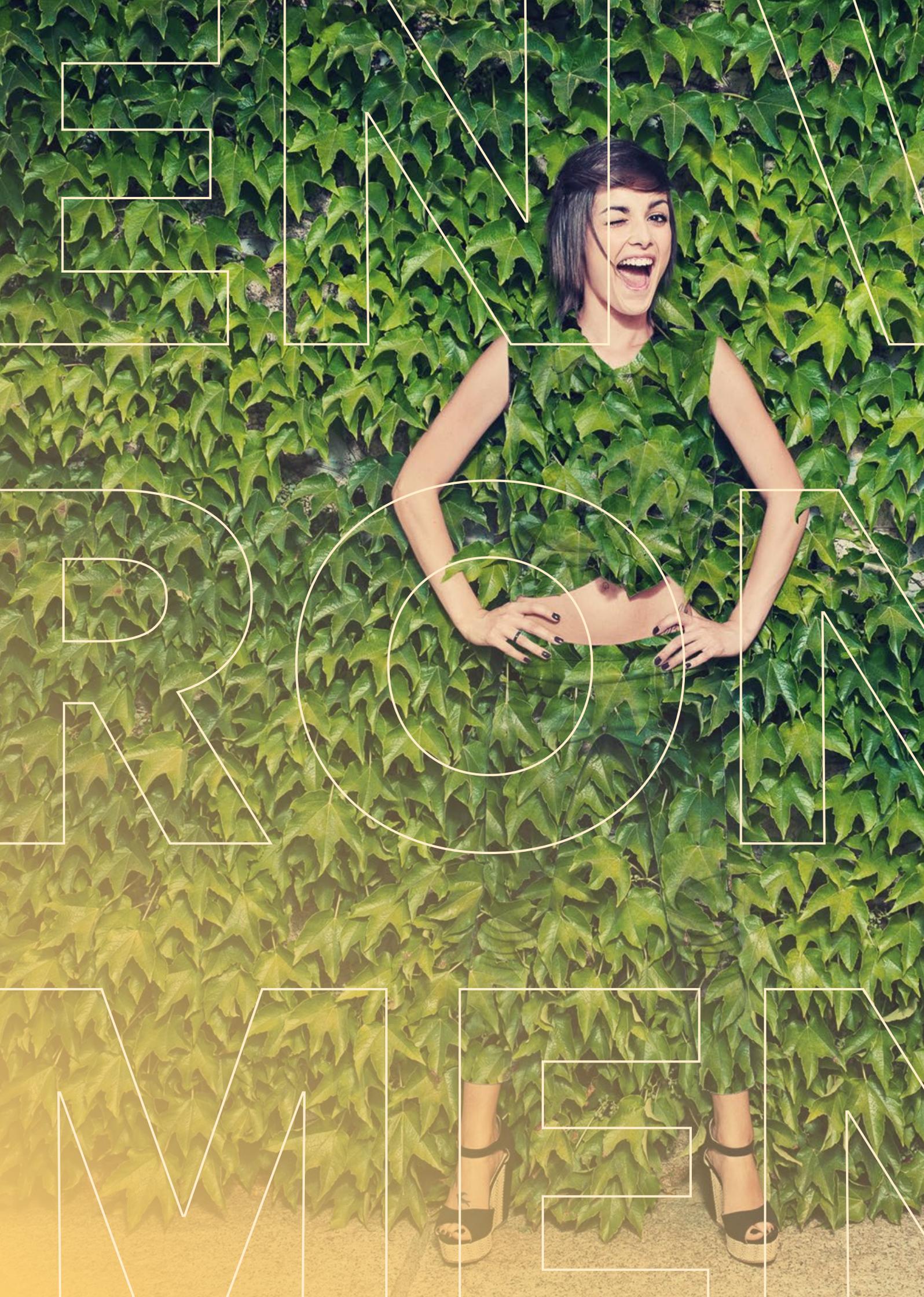
	Italy	EU	Non-EU
Total number of suppliers	58	6	124
Number of Product suppliers	16	6	122
Number of Other suppliers	42	-	2

Expenses to suppliers

	Product Suppliers	Other Suppliers
% of expenditure 2020	96%	4%

Warehouses in Italy

managed by third parties	+10,000 sqm
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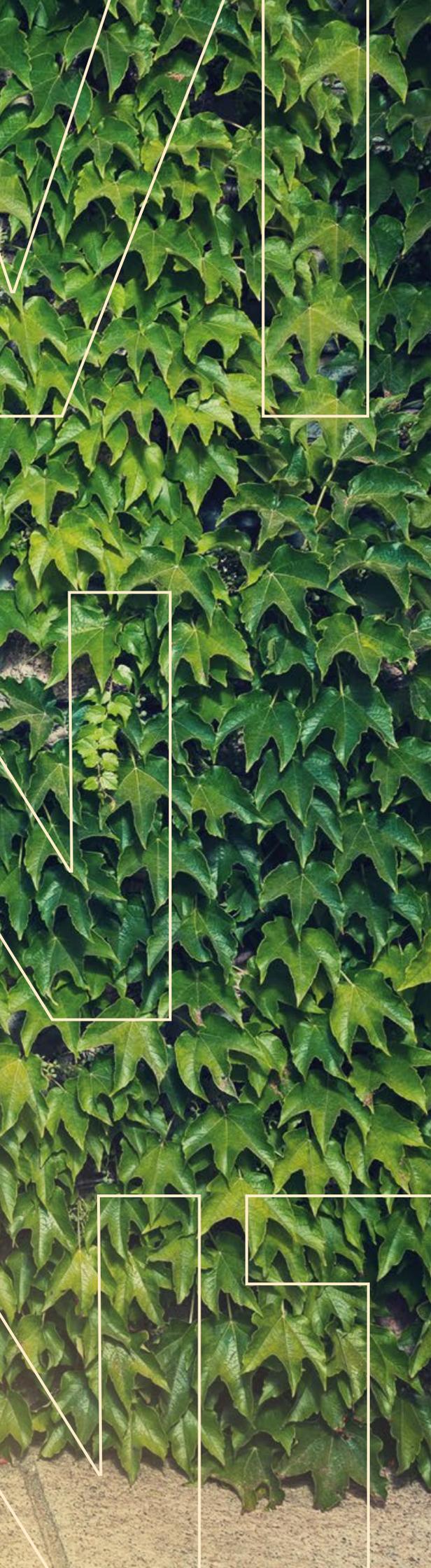
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3.5. Environment

The ecological transition will be achievable if everyone takes responsibility for their impacts. We intend to respond to this challenge with the goal of decarbonisation.



42%

OF OFFSET EMISSIONS
(scopes 1 and 2)

Background

The development model we have adopted so far has worked: since the industrial age there has been strong economic growth and a general improvement in the quality of life throughout the world, albeit with delays and with varying degrees of participation. Those who structured that production system had the ability to imagine a better future, which for a part of the world has become reality.

It is now our turn to make an effort to take a visionary approach, starting from the knowledge that this model is no longer working so well and that we have the opportunity to improve it.

Social inequality, in fact, is not the only side effect of the current model of consumption. Associated with this are significant and alarming changes in natural ecosystems: we are exploiting resources at too fast a rate and the effects of the unsustainability of the model, including the climate crisis, are becoming increasingly evident.

We must act to reverse these trends and, in doing so, find in the United Nations 2030 Agenda a guide and in the 17 Sustainable Development Goals a reference to build a future of shared well-being.

One of the most urgent challenges lying ahead of us is decarbonisation, which Europe has declared it wants to achieve by 2050: an ambitious goal that can only be achieved if every member of society takes responsibility for its impacts and acts to reduce them to zero.

Challenge

Imagining a decarbonised future is a long-term goal, which translates into the concreteness of the short term, into a commitment to measure our impacts in terms of emissions, waste production, energy consumption and natural resources.

Starting from this mapping, we will be able to design a strategy to reduce the impact, until it is minimised, compensating only for what cannot be eliminated. Considering and reducing our footprint on the planet is a direction that we feel is as decisive as it is complex, in which we will have to consider and involve the entire value chain.





High impact stories

During 2020 and the first half of 2021, we addressed and helped rise to this challenge by implementing the following initiatives:

Seed the Future - The Cellularline Forest

In developing our products we like to imagine the future from an eco-sustainable perspective and SEED the FUTURE is our answer for the generations of tomorrow. This is the spirit behind the **creation, in collaboration with Tredom, of the first ever Cellularline Forest**: 1,000 trees planted in 9 different countries to offset 219,800 kg of CO₂. An action that, in addition to its environmental and social value, also aims to **raise awareness among our stakeholders and create a culture of responsibility both within and outside the company**. In actual fact, the trees were virtually donated to people we feel close to: employees, customers, suppliers and agents.

<https://www.tredom.net/it/organization/cellularline/event/cellularlineforest/#>



1,000

Trees planted
in 9 countries

1% for The Planet

In the design principles of the BECOME line (a range of eco-sustainable accessories for smartphones that are completely biodegradable), there was the intention to go beyond the choice of materials and solutions with a lower environmental impact. This is why we decided to join the 1% for the Planet programme, whose goal is to **raise awareness among companies and individuals to support non-profit organisations that act to generate a positive impact on the environment**. In this context, our contribution will be to donate, starting next year, 1% of the proceeds from the BECOME line to **WWF**, committed every day to the conservation of nature, habitats and endangered species.



ADHESION
to the programme
1% for the Planet

Responsible Consumption & Production

Measuring our impacts has been a strategic priority throughout 2020, as well as the starting point for the sustainable innovation journey we have undertaken.

The work carried out has led to the definition of dashboards to monitor our energy and water consumption, our scope 1 and 2 CO₂ emissions of Cellularline S.p.A. and the production of hazardous and non-hazardous waste, thanks to which we will be able to develop improvement actions in the coming years.



~220 TONNES OF CO₂
offset 42%
of scope 1 and 2 emissions
of Cellularline S.p.A..

World Environment Day: RicicliAMO project

We very much believe that the possibilities for change are in the hands of each one of us, and for this reason we also devote our attention to strengthening a corporate culture that has respect and the adoption of good practices at its core. We adhere to initiatives that can amplify our intentions, such as the RicicliAMO project, through which we have raised awareness among our employees of the importance of **proper recycling and waste disposal**, through signs left on all desks and in common areas of the company.

Scope 1: direct GHG emissions from installations within the organisation's boundaries due to the use of fossil fuels and the emission of any greenhouse gases into the atmosphere.

Scope 2: indirect GHG emissions from the generation of electricity, heat and steam imported and consumed by the organisation.



Commitments

2020 _ Our commitment for a sustainable future



DONATION TO THE WWF

Donate 1% of **BECOME** line sales to WWF as part of the 1% for the Planet programme (<https://www.onepercentfortheplanet.org>).

COLLABORATION WITH LOGISTICS PARTNERS

Consolidate the collaboration with our logistics partners by providing solutions with lower environmental impact for the distribution of our outgoing products, for example, through the use of environmentally friendly vehicles.

MOBILITY MANAGER

Identification of a Mobility Manager with specific responsibilities for reducing the environmental impact of home-work trips, business trips and the company fleet.

PHOTOVOLTAIC SYSTEM

Feasibility study for the realisation of a photovoltaic system on the Reggio Emilia Headquarters able to satisfy at least 80% of the site needs.

GRI disclosure

Energy consumption as at 31.12.2020 - Cellularline S.p.A.

	2020
Electricity purchased from the grid (kWh)	350,000
Self-produced renewable electricity (kWh)	-

Energy from other sources as at 31.12.2020 - Cellularline S.p.A.

	2020
Natural gas for process, heating and hot water [Sm3]	27,692
Goods and passenger transport with owned or leased vehicles (petrol) [litres]	10,661
Goods and passenger transport with owned or leased vehicles (diesel fuel) [litres]	129,364

CO₂ emissions as at 31.12.2020 - Cellularline S.p.A.

	KWH	GJ	KG CO ₂
Scope 1 emissions associated with the requirements of other sources			
External procurement	1,652,353	5,948.5	422,311
Self-consumption from renewable sources	-	-	-
Scope 2 emissions associated with the electricity requirements			
Network supply	350,000	1,260	96,705
Self-consumption from renewable sources	-	-	-

Total emissions as at 31.12.2020 - Cellularline S.p.A.

	T CO ₂
Total CO ₂ Scope 1	422.31
Total CO ₂ Scope 2	96.71
Total CO ₂ Scope 1-2	519.00
CO ₂ emissions offset	219.80

4.0.A.M

NEX

XES



GRI standards and B Lab's B Impact Assessment (BIA) allow organisations to share information about themselves, as well as create awareness and take concrete action regarding their social, economic and environmental impact. The two standards, however, have distinct but complementary purposes:

- GRI standards exist as a framework for sustainability reporting, focusing on transparency of a company's activities, impacts and performance as a means to promote transparency, accountability and improvement, enabling internal and external stakeholders to form opinions and make informed assessments and decisions;
- the B Impact Assessment is designed to be a performance management and assessment tool, to enable internal understanding, incentive and identification of concrete opportunities for improvement for all companies. As such, the content and materiality of the BIA is more prescriptive than the GRI standards, and includes not only a framework for transparency of specific data, but also a scoring system to evaluate and compare the performance of different companies.

Together the two standards provide a holistic approach to sustainability through impact management on the one hand and sustainability reporting on the other. In order to contribute to the diffusion and use of robust tools among companies for measuring and managing impacts, B Lab and GRI in February 2021 partnered and collaborated to publish a document declaring the possibilities of complementary use of the two tools (<https://www.globalreporting.org/media/z53l0gdm/gri-b-lab-mapping-publication.pdf>).

As the start of a journey that will commit us to continuous improvement, in 2020, we decided to measure our environmental and social performance through the B Impact Assessment, to find out what our impact is today and identify areas and actions allowing us to improve. The work carried out has made a significant contribution to the drafting of this first report and is preliminary to sustainability reporting that in the coming years will be aligned with GRI standards.

In line with this objective, in this document we have chosen to communicate relevant information and related to some of the GRI standards. The preceding chapters therefore report on:

- GRI 102 (1-13) - General Disclosures
- GRI 207 (1-3) - Taxes
- GRI 305 (1-2) - Emissions (on the scope of Cellularline S.p.A.)
- GRI 405 (1-2) - Diversity and Equal Opportunities

Below is the BIA/GRI reconciliation table showing the level of coverage of information that can be shared according to GRI reporting standards, after completing the B Impact Assessment. The type of connection between BIA and GRI is structured into:



EXACT MATCH

The information required in the BIA question/indicator is fully indicated by the GRI Standards question/indicator



CONCEPTUAL MATCH

The information requested in the BIA question/indicator is closely related to the GRI Standards question/indicator but the type of response or calculation method may vary slightly



PARTIAL MATCH

The information required in the BIA question/indicator is fully indicated by the GRI Standards question/indicator



IMPACT MATCH

The information requested in the BIA question/indicator is approximately related to the GRI Standards question/indicator but there could be significant variations in how it is answered



NO MATCH

Information required in the BIA question/indicator is not covered by the GRI Standards question/indicator

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Governance	Mission & Engagement	Mission Statement Characteristics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Mission & Engagement	Mission Statement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Ethics & Transparency	Financial Controls	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Ethics & Transparency	Financial Transparency with Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Governance Metrics	Last Fiscal Year	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Governance Metrics	Reporting Currency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Governance Metrics	Revenue Year Before Last	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Governance	Governance Metrics	Revenue Last Year	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Governance Metrics	Net Income Last Year	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Governance Metrics	Net Income Year Before Last	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Governance	Mission Locked	Mission Lock	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Workers Impact Area Introduction	Majority Hourly vs. Salaried Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Workers Impact Area Introduction	Independent Contractor Instructions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Workers Impact Area Introduction	# of Full Time Workers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	102-8c (2016)
Workers	Workers Impact Area Introduction	# of Full Time Workers Last Year	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	102-8c (2016)
Workers	Workers Impact Area Introduction	# of Part Time Workers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	102-8c (2016)
Workers	Workers Impact Area Introduction	# of Part Time Workers Last Year	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	102-8a (2016)
Workers	Workers Impact Area Introduction	# of Temporary Workers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	102-8a (2016)
Workers	Workers Impact Area Introduction	# of Temporary Workers Last Year	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact Match	102-8a (2016)
Workers	Financial Security	Lowest Paid Wage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Financial Security	% of Employees Paid Individual Living Wage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Financial Security	% of Employees Paid Family Living Wage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Financial Security	% Above the Minimum Wage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Financial Security	Employees Receiving a Bonus	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact Match	401-2a (2016)
Workers	Financial Security	Significance of Bonuses	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Financial Security	% Participation in Employee Ownership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact Match	401-2a (2016)
Workers	Financial Security	Financial Services for Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Workers	Health, Wellness, & Safety	Government Provision Of Healthcare	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Health, Wellness, & Safety	Healthcare Coverage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Health, Wellness, & Safety	Supplementary Health Benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Health, Wellness, & Safety	Supplementary Health Benefits Eligibility for Part-Time Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Health, Wellness, & Safety	Controlling Worker Exposure to Hazardous Material	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Career Development	Amount of Training for New Hires	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Career Development	Paid Professional Development Days	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	401-2a (2016)
Workers	Career Development	Internal Promotions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Career Development	End of Employment Support	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Career Development (Salaried)	Skills-Based Training Participation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	404-2a (2016)
Workers	Career Development (Salaried)	Cross-Job Skills Training Participation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	404-2a (2016)
Workers	Career Development (Salaried)	Life Skill Training Participation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	404-2a (2016)
Workers	Career Development (Salaried)	External Professional Development Participation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	404-2a (2016)
Workers	Career Development (Salaried)	Subsidized Educational Opportunities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	404-2a (2016)
Workers	Career Development (Salaried)	Career Development Policies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Engagement & Satisfaction	Worker Empowerment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Engagement & Satisfaction	Surveying and Benchmarking Engagement and Attrition	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Workers	Engagement & Satisfaction	Departed Employees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Exact Match	401-1b (2016)
Workers	Engagement & Satisfaction (Salaried)	Number of Paid Days Off	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact Match	401-2a (2016)
Workers	Engagement & Satisfaction (Salaried)	Workplace Flexibility in Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Workers	Engagement & Satisfaction (Salaried)	Attrition Rate for Salaried Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Diversity, Equity, & Inclusion	Low Income Workers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	405-1b (2016)
Community	Diversity, Equity, & Inclusion	Women Workers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	405-1b (2016)
Community	Diversity, Equity, & Inclusion	Age Diversity in Workforce	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Diversity, Equity, & Inclusion	High to Low Pay Ratio	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	102-38a (2016)
Community	Diversity, Equity, & Inclusion	Female Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Exact Match	405-1b (2016)
Community	Diversity, Equity, & Inclusion	Management from Underrepresented Populations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Partial match	405-1b (2016)
Community	Diversity, Equity, & Inclusion	Female Directors	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	102-22a (2016)
Community	Diversity, Equity, & Inclusion	Directors from Underrepresented Populations	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	102-22a (2016)
Community	Economic Impact	Geographic Structure and Scope	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Economic Impact	New Jobs Added Last Year	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Exact Match	401-1a (2016)
Community	Economic Impact	Job Growth Rate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Economic Impact	Non-accredited Investor Ownership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact Match	102-5a (2016)
Community	Economic Impact	National Sourcing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Economic Impact	Facilities in Low-Income Communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Civic Engagement & Giving	Corporate Citizenship Program	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Civic Engagement & Giving	Community Service Policies and Practices	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Civic Engagement & Giving	% of Employees Volunteer Service	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Civic Engagement & Giving	Total Amount of Volunteer Service Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Civic Engagement & Giving	Volunteer Service Per Capita	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Community	Civic Engagement & Giving	% of Revenue Donated	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Civic Engagement & Giving	Total Amount of Charitable Donations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Supply Chain Management	Outsourced Staffing Screening Topics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Supply Chain Management	% of Outsourced Services Accountable to Code of Conduct?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Supply Chain Management	% of Outsourced Staffing Services Screened / Monitored	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Supply Chain Management	Suppliers in Low-Income Communities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	204-1a (2016)
Community	Supply Chain Management	% of Suppliers Accountable to Code of Conduct	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	414-2a (2016)
Community	Supply Chain Management	Disclosure of Suppliers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Supply Chain Management	% of Suppliers with Programs to Improve Impact	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	308-2d (2016)
Community	Supply Chain Management	Length of Supplier Relationships	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Community	Supply Chain Management	Social or Environmental Purchases	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Impact match	103-2c (2016)
Environment	Environment Impact Area Introduction	Type of Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environment Impact Area Introduction	Environmental Business Model	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environment Impact Area Introduction	Description of Positive Environmental Product / Service Impact	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environment Impact Area Introduction	Environmental Product or Service Impact	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environment Impact Area Introduction	Environmental Product Benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environment Impact Area Introduction	Resource Conservation Overview	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environmental Management	Green Building Standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environmental Management	Facility Improvement with Landlord	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environmental Management	Virtual Office Stewardship	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Environment	Environmental Management	Environmentally Certified Products	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Environmental Management	% of Products with Type of Footprint Assessment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Monitoring Energy Usage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Total Energy Use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Total Renewable Energy Use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Renewable Energy Usage	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Partial match	302-1b (2016)
Environment	Air & Climate	Facility Energy Efficiency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Energy Use Reductions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Monitoring Greenhouse Gas Emissions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Total Scope 1 GHGs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Exact Match	305-1a (2016)
Environment	Air & Climate	Total Scope 2 GHGs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Partial match	305-2b (2016)
Environment	Air & Climate	Total Scope 3 GHGs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Exact Match	305-3a (2016)
Environment	Air & Climate	Carbon Intensity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Greenhouse Gas Emissions Reduced	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	305-5a (2016)
Environment	Air & Climate	Ton Miles Reduction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Sourcing % of COGS from Local Suppliers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Sourcing % raw materials from Local Suppliers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	Managing Impact of Transportation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Air & Climate	% GHG Emissions Offset	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Water	Total Water Use	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	303-5a (2018)

Area of impact	Macro activities of impact	Topics of impact	Information in the BIA	Information present in GRI Standards	Type of link	GRI Disclosure number
Environment	Land & Life	Non-hazardous Waste Generated	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Partial match	306-3a (2020)
Environment	Land & Life	Total Waste Disposed	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Conceptual match	306-5a (2020)
Environment	Land & Life	Total Waste Recycled	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Partial match	306-4c (2020)
Environment	Land & Life	% of Reusable/ Recyclable Materials	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Land & Life	% of Environmentally Preferred Input Materials	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Partial match	301-2a (2016)
Environment	Land & Life	Reducing Waste	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Land & Life	Tracking Chemicals in the Supply Chain	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Land & Life	Chemical Reduction Methods	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Land & Life	Chemical Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Resource Conservation	Resource Conservation Description	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Resource Conservation	Revenue from Resource Conservation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Environment	Resource Conservation	Innovative Resource Conservation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Managing Customer Stewardship	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Product / Service Warranties	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Product Accreditations and Certifications	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Supplier Quality Assurance Reviews	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Feedback and Complaint Channels	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Monitoring Customer Satisfaction and Retention	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Data Usage and Privacy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	
Customers	Customer Stewardship	Data Security Management	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No match	

EDITORIAL PROJECT COORDINATION

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