



SUSTAINABILITY REPORT 2024

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INTRODUCTION

With the 2016 Budget Law, the Benefit Company regime is introduced in Italy, whose objective is to reconcile the purpose of business with the purpose of common good (i.e. the impact on ESG factors - environmental, social and governance). The Benefit Company pursuant to and for the purposes of the Law of 28 December 2015 no. 208, art. 1, paragraphs 376 - 384, intends to pursue one or more purposes of common benefit, operating in a responsible, sustainable and transparent manner towards people, communities, territories, the environment, cultural and social assets and activities, entities and associations and other stakeholders.

SEL Srl, as a Benefit Corporation established in 2023, pursues the following common-benefit purposes:

- to promote a commitment to sustainability in transport, logistics and event management activities by actively involving customers and suppliers in the development of virtuous and low-impact operating models;
- promote the values of sport to generate a positive impact on people and communities, on the environment and territories, on the way companies work;
- promote people's health and wellbeing through the adoption of lifestyles characterised by forms of responsible mobility and sports practice accessible to all;
- promote collaboration and synergy with non-profit organisations, foundations, associations, administrations, companies and entrepreneurs whose purpose is aligned and synergic with that of the Company, in order to contribute to their development and amplify the positive impact of their work;
contribute by their commitment and example to the dissemination and implementation of the of the UN 2030 Agenda in corporate strategies;

The ownership and management of SEL Srl are firmly convinced that sustainability is the critical success factor for the coming years and therefore they are committed to defining and implementing corporate strategies that guarantee the measurement, control and reduction of their impacts, the continuous improvement of processes and working conditions for personnel and the entire supply chain. Particular attention is paid to the awareness and active involvement of all company stakeholders in order to acknowledge and meet their expectations.

The transformation into a Benefit Company represents an important moment in terms of recognition, valorisation and confirmation of SPORT & EVENTS LOGISTICS Srl's commitment to sustainability, which had already been present for some time in the company's strategy and has now also been formalised in legal terms. At the same time, it represents a new starting point towards more conscious behaviour and more ambitious goals that require the active involvement and contribution of all stakeholders, especially employees and collaborators, customers and suppliers.

We would like to thank all of them for what we have done together so far and encourage them to continue with enthusiasm and commitment on the road marked out, towards future goals of business and sustainable development.

SPORT & EVENTS LOGISTICS Srl Società Benefit
Il CEO Pier Carlo Bottero

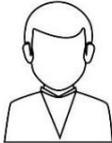
1. THE COMPANY: ACTIVITIES, HISTORY AND GOVERNANCE

SEL Srl was founded in 2008 as a spin-off of a division of ARCESE Trasporti specialising in the logistics management of sports events. In the following 15 years, SEL Srl has strengthened and expanded its expertise and market positioning, establishing itself as a leading company in its sector, a reference point for the world of sport and major international events.

SEL Srl is a private company, wholly owned by a Sole Shareholder who is also its Director (CEO); corporate governance is ensured by a Management Committee composed of first level managers and some staff figures, chaired by the Sole Director. The Management Committee defines the company's strategies and policies and directly oversees their implementation, thus ensuring full responsibility and involvement in the pursuit of objectives.

Commitment to the quality of its services and to customer satisfaction, attention to the environment and sustainability, and regulatory compliance aimed mainly at the issues of safety in the workplace and data privacy have always been priorities in the company's actions; as proof of this, in addition to the various certifications possessed, in 2023 **SEL Srl** became a Benefit Company, appointing an internal Impact Manager.

| | | |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|  |  |  |
| Bottero Pier Carlo | Oreglia Luciana | Corrado Piazzi |
| CEO | FINANCE & ADMINISTRATION | BUSINESS MANAGER |

| | | |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|  |  |  |
| Veronese Guido | Naddeo Barbara | Versetti Walter |
| QUALITY & SUSTAINABILITY | H&S and RSPP CONSULTANT | IT SPECIALIST |

1.1 COMPANY AND OPERATING NETWORK

SEL Srl Società Benefit is an independent Italian company, wholly owned by a single shareholder.

| | | |
|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| SEL - Sport & Events Logistics S.r.l. Società Benefit Via Bruno Buozzi 28 10024 Moncalieri (TO) – ITALIA | Number of employees as at 31/12/2024 32 | Total turnover as at 31/12/2024 9.750.000 euro |
|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------------------------------|

SEL Srl Società Benefit is represented worldwide through its representative offices in Switzerland, the Netherlands and Hong Kong.

1.2 PARTNERSHIPS AND CERTIFICATIONS

In keeping with the pure spirit of sport, SEL Srl promotes sustainable forms of synergy and partnership that can create value for customers but also for those who collaborate.

PARTNERSHIPS

| TOUR OPERATORS | | |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|  |  |  |
| |  | |

| SPORTING EVENTS | | |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|  |  |  |
|  |  |  |

| COMMUNITIES & CYCLE TOURISM | | |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|  |  |  |

| | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
|  | <table border="1"> <tr> <td data-bbox="986 181 1066 293">  6.000 Pasti </td> <td data-bbox="1070 181 1150 293">  3.000 Kg CO₂ </td> <td data-bbox="1155 181 1235 293">  6.000 M² Acqua </td> <td data-bbox="1240 181 1319 293">  9.000 M³ Suolo </td> </tr> </table> |  6.000 Pasti |  3.000 Kg CO ₂ |  6.000 M ² Acqua |  9.000 M ³ Suolo |
|  6.000 Pasti |  3.000 Kg CO ₂ |  6.000 M ² Acqua |  9.000 M ³ Suolo | | |
| <p>During 2024 SEL Srl defined a generative partnership with Recuperiamo Srl – Società Benefit that manages a circular ecosystem through which it is possible to distribute meals and products at risk of waste to those in need, avoiding CO2 emissions, land occupation and water consumption thanks to the non-destruction of the recovered products.</p> | <p>With 3000 IMPACT-TOKEN purchased on the occasion of the start of the Giro d'Italia 2024, SEL Srl fully compensated for the impacts caused by its participation in the event for the promotion of the SHIP TO CICLÉ service, taking the opportunity to raise awareness of environmental sustainability issues and the use of bicycles as an environmentally friendly means of transport.</p> | | | | |

<https://registro.impactto-positivo.it/CL/CL-S4HM9>



SEL per Giro d'Italia

IMPACT
TOKENS **3.000**

CODICE **TK-K93VCZVP**
 DATA **04/05/2024**
 LUOGO **ITALIA**




6.000
Pasti equivalenti

IMPATTO SOCIALE



3.000
Kg di CO₂e evitata



6.000
M³ di Acqua risparmiata

IMPATTO AMBIENTALE



9.000
M² di Suolo risparmiato

REGUPERIAMO



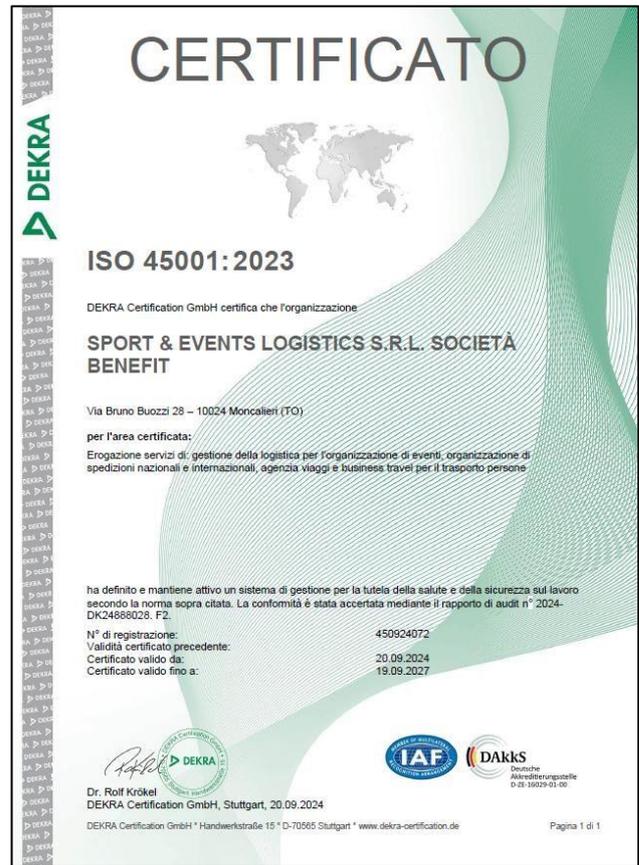
Recuperiamo srl SB fa parte del network dei certification digital partner di RINA dedicato a chi fornisce soluzioni digitali per incrementare il proprio valore e per integrare nelle proprie soluzioni i servizi di digital assurance RINA.



CERTIFICATIONS

At **SEL Srl** we believe in sport as an engine for change and growth. Offering increasingly integrated and quality solutions, creating long-term value for our stakeholders, is a key element in the management of our business. This means first and foremost adopting innovative, state-of-the-art solutions that are in line with the latest international standards and put people, the environment and the entire supply chain at the centre.

The ISO certifications on quality and safety are an accurate and timely expression of our ongoing commitment in this area.



<https://sel.it/it/company/certificazioni>

SEL Srl has decided to embark on a long-term path, with the intention of strengthening the company's commitment to the gradual implementation and constant maintenance of an integrated quality-environment-energy-safety-sustainability management system that can represent real added value for all stakeholders.

2. COMMITMENT TO BUSINESS

SEL Srl places corporate social responsibility at the centre of its operations and corporate philosophy, where ethics becomes an essential element in both the organisational and governance model. Operating in a responsible and sustainable manner is an imperative for the company in order to enhance the performance of customers and employees. To be healthy and competitive in the long term, the company must be able to generate value for its stakeholders; this value must be equally distributed between economic profitability and common benefit. Therefore, to generate value, a company must be both organised and sustainable.

SEL Srl's Code of Ethics, in force since 2020, has recently been integrated with the company's policies for sustainability, anti-corruption and against all forms of discrimination (protection of human rights, diversity and inclusion, gender equality).

2.1 MISSION, VISION AND VALUES

MISSION

#WEMOVESPORT

Our mission is to move sport: we collaborate on sports events to make them a unique and unforgettable experience. With our management, logistics and travel services we support athletes, teams and organisers in achieving their goals.

VISION

#WEMOVEPASSION

It is all about passion. Strong emotions of those who live for sport and believe that every sporting act can make the world a better place. We live in contact with passionate and ambitious athletes, teams and organisers. This drives us to give our all, every day. No goal is unattainable when we combine our passion with that of the athletes. We move people's passion. We move sport.

VALUES

Innovation, trust, courage, competence, optimism, dynamism: these are the cornerstones of SEL Srl's value system. The company embraces values that reflect its fierce, always action-oriented spirit.

| | |
|-------------------------------------|------------------------------------------------------------------------------------------|
| WE FIND CUSTOMISED SOLUTIONS | We support our customers with dynamic, fast and highly customised services. |
| WE MAKE A DIFFERENCE | We always give our best so that our customers can overcome their challenges. |
| TEAMWORK | We work in a team spirit among ourselves and together with our customers and suppliers. |
| STRATEGY AND ACTION | We leave nothing to chance, every service is thought out and executed with extreme care. |
| PASSION AND ENTERTAINMENT | We put passion into what we do to always make the the customer experience. |
| MAKING HISTORY | We always want to be part of the story our customers write with their events. |
| HUMAN FACTOR | We believe in people and relationships, we cultivate intelligence and intuition. |
| LUCK DOES NOT EXIST | We never trust in fate, we act with courage, resourcefulness and determination. |
| SPORT TEACHES US EVERYTHING | We are constantly training to improve our performance because the deserving wins. |
| GENERATE A POSITIVE IMPACT | We are aware of our impact and want to commit ourselves to living in a better world. |



LOGISTICS

We organise transport for sporting events, from the accommodation of athletes to the shipment of equipment. We don't let borders and time zones hold us back: we assist teams and organisers every step of the way.

**AIR TRANSPORT****STORAGE AND DISTRIBUTION****SEA TRANSPORT****CARGO CHARTER****LAND TRANSPORT****FORKLIFTS AND CRANES****CUSTOMS CLEARANCE****ON-SITE COORDINATION****ATA CARNET****VALUABLE CAR TRANSPORT****TRAVEL**

We take the athletes to the competition venue. As a sports events agency, we are very familiar with the dynamics of each competition and what a team's needs may be: we leave no detail out when organising travel, travel and accommodation for athletes.

**HOTEL****PASSENGER CHARTER****PLANE TICKETS****ON-SITE ASSISTANCE
AT EVENTS****TRANSFER AND
CAR RENTAL**

EVENTS

When we plan and manage an event, we want to create a unique atmosphere. This requires organisation, timeliness and commitment: we manage the workforce involved in the sports event and ensure that everyone contributes to a special experience - and lives it.



TRANSPORT OPERATIONS



TEMPORARY STRUCTURES



STAFF MANAGEMENT



HOSPITALITY & EXPO TRAILER



LAYOUT



SPECIAL SERVICES

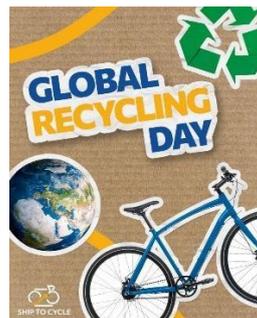
SHIP TO CYCLE

Ship To Cycle is a door-to-door transport service for shipping your bicycle wherever you want safely and efficiently. The service is dedicated to individuals, groups and companies who need to move their bikes from one destination to another. The aim is to offer a solution that eases the stress of bike transport by offering a wide range of services that can be customised according to different needs, whether professional sports, amateur cycling or tourism.

Ship To Cycle is a project born recently as an investment that **SEL Srl** decided to undertake in order to diversify its range of services also with the aim of making sustainable solutions available to its customers in order to favour ecological forms of mobility, sports practices and healthy lifestyles.



SHIP TO CYCLE



COMMITMENT TO THE COMMON GOOD

The internationally recognised reference standard guiding the commitment to the common good is the UN 2030 Agenda for Sustainable Development. The Agenda defines 17 priority themes on which to implement the actions that each actor can take to make their own contribution to safeguarding our planet and improving living conditions on it.



On each of the 17 objectives, we are called upon to have an individual involvement that may be different, depending on the multiple roles we find ourselves playing; the results of our actions may also be different according to contexts and possibilities, but the important thing is to strive to contribute, defining our own path of sustainability. SEL Srl has made a precise commitment in this sense towards its stakeholders, formalising it with the choice of becoming a Società Benefit.

2.3 PROMOTING A CULTURE OF SUSTAINABILITY

SEL Srl, in addition to the business objective of ethically generating an economic profit through the performance of its activities, also pursues the objective of the common good based on respect for and protection of the planet and people. This commitment is embodied in the involvement of the company's stakeholders, the analysis of their needs and expectations and the implementation of the actions necessary to satisfy them, reconciling the pursuit of profit with attention to the social context.

The company is considered as an ecosystem that relates with multiple professional subjects, but also with the environment, the territory, and local communities, for each of which it must create value in the medium-long term, have a positive and beneficial impact, carefully avoiding any negative impact on the current equilibrium. The culture of sustainability stems from the education of individuals, from the adoption of a 'mindset' based on principles and values that guide daily activities at all levels. SEL Srl is committed to promoting the culture of sustainability not only as a business tool but also as a main objective of common good that is pursued through virtuous behaviour and through all activities that can foster the formation of a corporate and civic awareness of sustainable development issues.

2.4 STAKEHOLDERS AND MATERIAL ISSUES

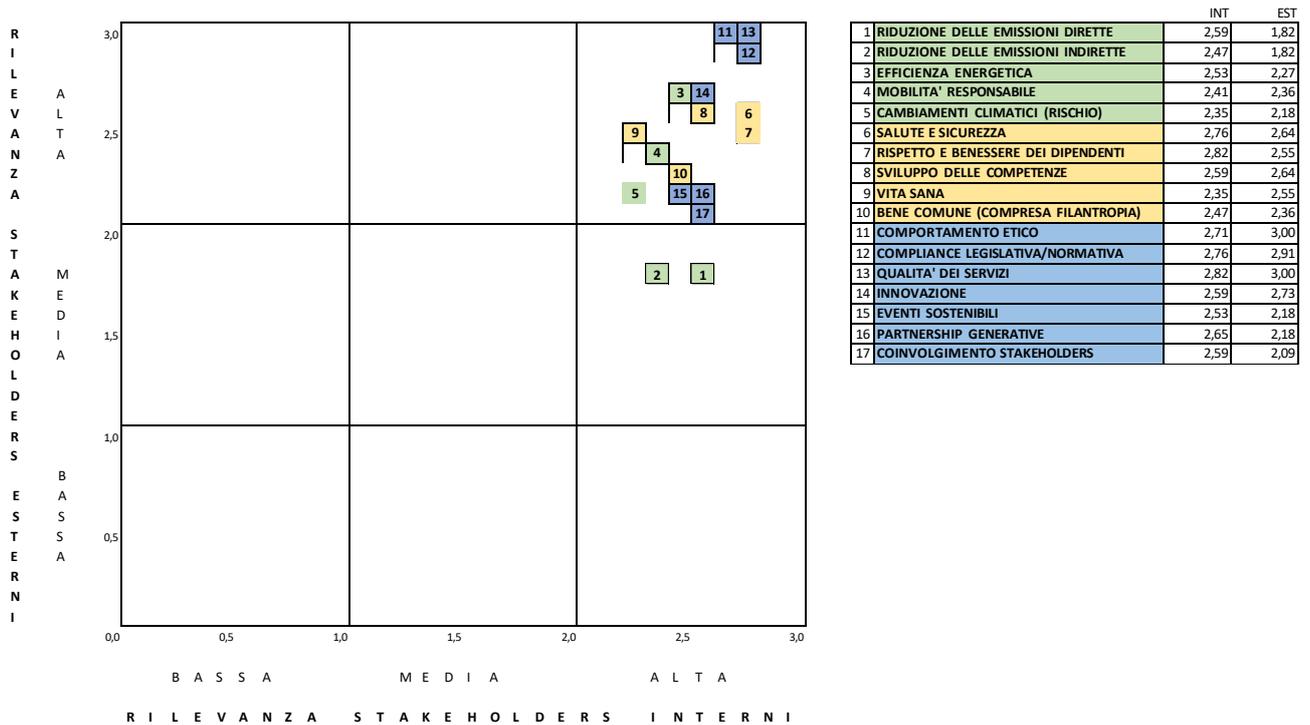
STAKEHOLDERS

SEL Srl defined its stakeholders and analysed their expectations in order to put in place the necessary actions to meet them.

| STAKEHOLDERS | EXPECTATIONS |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SHAREHOLDERS | To obtain a profit from annual operations; to obtain a return on investments made; to consolidate the company's strategic positioning; to develop the business continuously over time. |
| EMPLOYEES | To be guaranteed stability and continuity of employment; to be paid a salary commensurate with the tasks performed; to have a positive and collaborative company climate; to have a safe and well-equipped working environment. |
| CLIENTS | Having a quality and reliable service; having a cost-effective service; having timely and efficient pick-ups/deliveries; having a courteous and responsive service. |
| SUPPLIERS | Establish a lasting partnership; obtain adequate remuneration; have certainty of payment on agreed terms; obtain clear and complete technical specifications. |
| PARTNERS | Share common goals; define generative agreements; develop synergetic business; exchange best practices; |
| FINANCIAL INSTITUTIONS TAX CONSULTANTS | Obtaining solvency guarantees; obtaining guarantees of sustainable development; obtaining loan repayment on time; being able to count on corporate resilience in crisis situations. |
| COMMUNITY TERRITORY | To establish a collaborative relationship with the company; to obtain positive spin-offs from the company's existence; to obtain attention for the common good; to find correct and respectful interlocutors in the social context; |
| SPONSORED | Obtain support for the achievement of one's goals; create synergy links to further one's mission; benefit from services made available on favourable terms; obtain support for the reduction of one's impacts. |
| CONTROL BODIES | Establish a relationship based on transparency; have access to truthful data; find interlocutors who respect legislation/regulation; find interlocutors willing to improve. |

MATERIAL THEMES (ESG) AND PRIORITIES (MATERIALITY MATRIX)

In the area of environmental, social and governance factors, SEL Srl has defined the sustainability issues that are significant for its business and for its stakeholders; these issues have been weighed in terms of relevance through direct discussion with the stakeholders and the structured collection of their opinions, which has allowed the elaboration of the materiality matrix on the basis of which the priorities and concrete actions to be undertaken to adequately manage the company's impacts have been established.



MATERIAL THEMES AND THE UN 2030 AGENDA

The material topics that SEL Srl identified mainly impact on the following goals of the UN 2030 Agenda (indicated in order of relevance):



3. IMPACT ASSESSMENT

The assessment of the impact of ESG factors is based on the systematic collection of data that enable the monitoring of specific indicators (KPIs); SEL Srl manages both data collection and indicator monitoring in a structured and effective manner through performance analysis activities related to business processes and objectives.

REPORTING ON ESG IMPACTS AND COMMON GOOD OBJECTIVES (BENEFIT STATUS)

Among the indicators monitored, of particular relevance in terms of sustainability are those relating to Human Resources with reference to aspects concerning gender equality and inclusion, summarised in the following graph showing the composition of the company workforce (mix by gender and age).



With respect to the common good objectives stated in the articles of association of SEL Srl - Società Benefit, the following table summarises the actions implemented during 2024.

| BENEFIT OBJECTIVES | ACTIONS CARRIED OUT |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Sustainability of the company's core-business | Commitment to measuring and reducing direct and indirect carbon footprint |
| Promoting sporting values | Increasing partnerships with players in the world of competitive cycling and amateur cycling (see section 1.2) |
| Promoting health and well-being | SHIP TO CYCLE service, partnerships dedicated to the promotion of healthy and sporting lifestyles |
| Synergies with actors with coherent purposes | Partnership with IMPATTO POSITIVO and purchase of 3000 IMPACT TOKEN (see section 1.2) |
| Contribution to the goals of the UN 2030 Agenda | Awareness-raising of stakeholders and promotion of sustainability culture (see section 3) |

IMPROVEMENT ACTIVITIES

Following an initial assessment conducted in 2023 by an independent third party and following the elaboration of the materiality matrix verified with the direct involvement of stakeholders, **SEL Srl** defined a series of actions to improve ESG impacts that represent the 2023-2026 action plan on which the company is committed to pursue the common good and to increase its sustainability rating.

| ESG IMPROVEMENT ACTIONS | | STATUS |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| S/1 | DEFINE THE GENERAL COMMON GOOD OBJECTIVES TO BE INCLUDED IN THE NEW ARTICLES OF ASSOCIATION FOR THE PURPOSE OF TRANSFORMATION INTO SB | PROCESSED 07/2023 |
| S/2 | DEFINING THE SIGNIFICANT ESG FACTORS FOR STAKEHOLDERS AND THEIR CORRESPONDENCE TO THE SDG OF THE UN 2030 AGENDA | PROCESSED 07/2023 |
| G/3 | DO THE MATERIALITY ANALYSIS TO PRIORITISE THE ESG FACTORS SIGNIFICANT TO STAKEHOLDERS | PROCESSED 07/2023 |
| E/4 | DO AN LCA STUDY OF THE SERVICE TO MEASURE THE IMPACTS GENERATED WITHIN THE DIFFERENT PHASES | PROCESSED 07/2023 |
| E/5 | QUANTIFY DIRECTLY/INDIRECTLY GENERATED CO2 EMISSIONS | PROCESSED 12/2023 |
| E/6 | DEFINE ACTIONS TO REDUCE/COMPENSATE CO2 EMISSIONS GENERATED | PROCESSED 12/2024 |
| G/7 | SUBSTANTIATE THE MAPPING OF THE UN AGENDA SDG BY DEFINING AND IMPLEMENTING THE NECESSARY ACTIONS | During 2025-2026 |
| G/8 | EXTENDING BUSINESS RISK ANALYSIS TO SUSTAINABILITY ISSUES | During 2025-2026 |
| S/9 | TO COMPLEMENT ALREADY FORMALISED POLICIES, DEFINE HUMAN RIGHTS/DISCRIMINATION POLICY | PROCESSED 09/2023 |
| G/10 | TO COMPLEMENT THE POLICIES ALREADY FORMALISED, DEFINE THE ANTI-CORRUPTION POLICY (CODE OF ETHICS) | PROCESSED 09/2023 |
| G/11 | CARRY OUT THE IMPACT ASSESSMENT USING AN INTERNATIONALLY RECOGNISED STANDARD (BIA) | PROCESSED 11/2023 |
| G/12 | DEFINE THE STAKEHOLDER ENGAGEMENT ACTIONS NECESSARY TO FOSTER THEIR ACTIVE PARTICIPATION | During 2025-2026 |
| G/13 | OBTAIN B-CORP CERTIFICATION OF COMPLIANCE WITH THE BIA IMPACT ASSESSMENT STANDARD | CANCELLED 12/2024 |
| G/14 | DEFINING SUSTAINABLE EVENT MANAGEMENT MODES ACCORDING TO LEGAL (CAM) AND REGULATORY (ISO20121) REQUIREMENTS | During 2025-2026 |
| S/15 | DEFINING AND IMPLEMENTING COMMUNITY/TERRITORY INVOLVEMENT AND PARTNERSHIP ACTIONS | PROCESSED 12/2024 |

3.1 CO2 EMISSIONS

SERVICE LCA

The purpose of the Life Cycle Assessment (LCA) of the services offered by **SEL Srl** is to highlight the impacts that are generated by each phase of activity and to divide them between internal and external to the company so that the necessary reduction and/or compensation actions can be activated both by the company and by its supply chain.

| CYCLE PHASE | IMPACT GENERATED | SCOPE 1 | SCOPE 2 | SCOPE 3 |
|---------------------------------------------------------------------------------------------------------------------|-------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| PLANNING | OFFICE USE (ENERGY) | Low | Medium | Absent |
| PLANNING | USE OF ITC EQUIPMENT (ENERGY) | Low | Medium | Medium |
| PLANNING | TRANSFERS (MOBILITY) | Medium | High | High |
| SALE | OFFICE USE (ENERGY) | Low | Medium | Absent |
| SALE | USE OF ITC EQUIPMENT (ENERGY) | Low | Medium | Medium |
| SALE | TRANSFERS (MOBILITY) | Medium | High | High |
| PROVISION | OFFICE USE (ENERGY) | Low | Medium | Absent |
| PROVISION | USE OF ITC EQUIPMENT (ENERGY) | Low | Medium | Medium |
| PROVISION | TRANSFERS (MOBILITY) | Medium | High | High |
| ASSISTANCE | OFFICE USE (ENERGY) | Low | Medium | Absent |
| ASSISTANCE | USE OF ITC EQUIPMENT (ENERGY) | Low | Medium | Medium |
| ASSISTANCE | TRANSFERS (MOBILITY) | Medium | High | High |
| IMPACT EVALUATION: <ul style="list-style-type: none"> • Low • Medium • High | | <small>DIRECT EMISSIONS FROM COMPANY ACTIVITIES (OPERATION OF INFRASTRUCTURE, PRODUCTION PROCESSES AND VEHICLES)</small> | <small>INDIRECT EMISSIONS FROM ENERGY AND FUEL PURCHASES</small> | <small>INDIRECT EMISSIONS FROM THE SUPPLY CHAIN (PRODUCTION AND TRANSPORT OF GOODS AND SERVICES)</small> |

EMISSIONS SUMMARY TABLE

SEL Srl manages its energy consumption with great care in order to reduce it to a minimum and to contain the related climate-altering emissions (CO2 equivalents), as illustrated in the summary table below, relating to consumption in the year 2024, which was 33% lower than in the previous year.

| TYPE | CONSUMPTION | CO2 EQUIVALENT EMISSIONS |
|------------------------------|-----------------------------------------------------------------------------|--------------------------|
| ELECTRICITY | 8.666 KWH | 2.730 KG |
| GAS HEATING | 3.649 SMC | 6.568 KG |
| TRAVEL BY CAR | 493.888 KM | 51.216 KG |
| TRAVEL BY PLANE | 74 FLIGHTS | 28.388 KG |
| WEBSITES (2) | Measured on https://karmametrix.com/ | 1.306 KG |
| E-MAIL | 390,000 MAILS/YEAR (IN/OUT estimate) | 10.530 KG |
| DATA TRAFFIC (SMARTPHONE/PC) | 7,800 GB/YEAR (estimated) | 18.424 KG |

ANNUAL TOTAL **119.162 KG**

Emissions were calculated manually, by acquiring data from:

- formal documents, where available (electricity supplier invoices),
- direct detection (car km driven),
- calculation by approximation and comparison with statistical ranges,
- conversion factors given by reference organisations.

The manual calculation was validated by comparison with automated calculations performed on specialised websites (UP2YOU, AG-TS). The CO₂ emissions of the company's websites were calculated using the KARMAMETRIX service; the value reported refers to the time of drafting this report and may change during the course of the year due to updates to the web pages.

The containment of consumption and emissions is pursued through a series of daily actions inspired by the following general principles:

- remote work and travel only when strictly necessary;
- use of environmentally friendly means for travel;
- use of the latest generation of energy-efficient lighting and electronic equipment;
- switching off lights and equipment when not in use;
- conscious use of natural resources (water, paper, energy) avoiding excess and waste;
- use of renewable energy sources;
- offsetting emissions that cannot be reduced or eliminated;
- adoption of responsible and virtuous individual behaviour.

CONSUMPTIONS

As a company offering professional services, **SEL Srl** does not have a significant consumption of raw materials. The natural resources mainly used are water (for normal office consumption for personal sanitary use) and the paper needed for printing and photocopying. In both cases, consumption is particularly modest and therefore not significant, however, actions are taken to prevent excesses and waste; in the case of paper, preference is given to the use of recycled paper and/or paper in possession of appropriate controlled supply chain certifications.

The production of waste is also not significant, as it is mainly household waste, which is managed according to specific separate collection and disposal methods (paper, plastic, glass and metal, wet waste, undifferentiated waste), as established by the municipality. The only types of waste that may require specific disposal methods are printing consumables (toner - spent toner is collected in special containers and collected by the authorised supplier), end-of-life electronic equipment and batteries (these are taken to the special WEEE collection centres), special waste/combustible waste (furniture/fixtures - these are also taken to the special municipal collection centres).

Whenever **SEL Srl** buys a product/service or recommends its purchase to a client company, the environmental footprint that that product/service determines throughout its life cycle is carefully assessed, especially with regard to raw material consumption, final disposal and possible repair, reuse and recycling properties.

REDUCTION/COMPENSATION ACTIVITIES

SEL Srl decided to benchmark its CO2 emissions with annual turnover and provisionally set a reduction target of 5% for 2024 compared to 2023.

At the end of 2024 the reduction was quantified at 24%, however, this figure was affected by the fact that at the end of 2023 SEL Srl moved to new offices with a different management of energy consumption (electricity and gas utilities) compared to the previous situation; a significant change was also undergone by the higher consumption determined by the use of motor vehicles, partially offset by the reduction in consumption for flights (situations determined by the trend of business with customers).

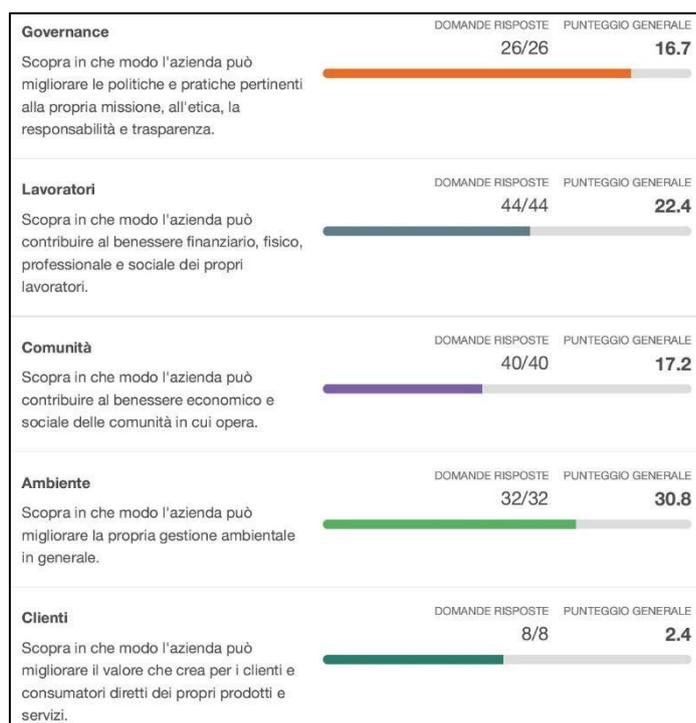
The emission reduction target for 2025 is again set at 5%, during the course of the year it will be evaluated how consumption will develop on a like-for-like basis with 2024 and what forms of compensation will be adopted if further reduction actions are difficult to implement and/or have a modest result.

| Year | Turnover (million/euro) | Emissions (tonnes CO2) | Ratio (ton CO2/million) |
|------|-------------------------|------------------------|-------------------------|
| 2023 | 11,00 | 177,8 | 16,1 |
| 2024 | 9,75 | 119,2 | 12,2 |

3.2 B-IMPACT ASSESSMENT

In compliance with the legal requirements for Benefit Societies, in order to report its ESG impact using an internationally recognised model, SEL Srl chose to use the BIA (B- Impact Assessment) scheme promoted by B-Lab Europe. Below is the summary outcome of the assessment carried out and the relative score obtained.

| YEAR | BIA SCORE | VARIATION |
|------|-----------|-----------|
| 2023 | 83,7 | N/A |
| 2024 | 89,7 | + 7,2% |



CONCLUDING NOTE

This Sustainability Report of **SEL Srl** has been prepared pursuant to art. 1, paragraph 382, of Law no. 208 of 28 December 2015 and refers to the financial year from 01/01/2024 to 31/12/2024. The Sustainability Report is a public document, available to everyone as a testimony of the company's commitment and as a stimulus for reflection on issues of common interest.

CREDITS

Document realised with the collaboration of METEC Snc di Giorgio Irtino & C.

Published in April 2025.

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SEL Srl Società Benefit

Share Capital Euro 450,000 fully paid

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