



SUSTAINABILITY REPORT 2025

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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 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

TEN YEARS OF BENEFIT CORPORATIONS IN ITALY: A BRIEF REVIEW.

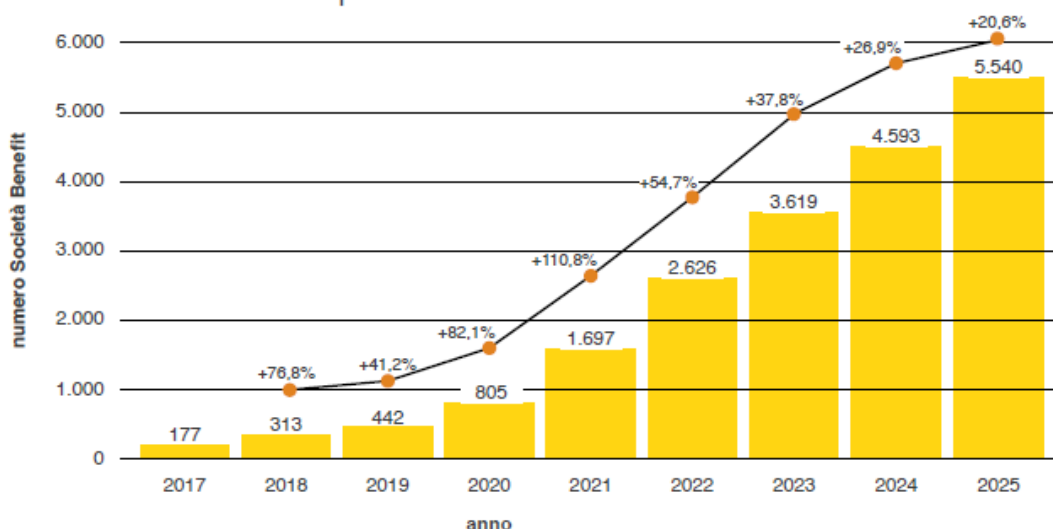
Ten years on from its introduction, the benefit corporation represents a significant legal and cultural innovation, which has helped to redefine the role of business in society by contributing to the creation of a sustainable business model geared towards a regenerative economy. But that is not all: fully in line with Article 41 of the Italian Constitution, the benefit corporation is a factor that supports society's demand for a balance between the production and redistribution of wealth, between work and private life, between efficiency and personal well-being, between innovation and the ethical use of technology, between corporate results and opportunities for individual growth, and between business interests and the expectations of stakeholders.

The challenge over the next ten years will be to transform this legal form into a widespread strategic tool for the equitable, sustainable and long-lasting development of the national economy. SEL Srl has believed in this evolution, has committed itself to putting it into practice, and is ready to continue along this path, doing its part to contribute, now and in the future, to the dissemination and strengthening of the principles that underpin the common good.

I numeri delle Società Benefit

Nell'ultimo periodo le Società Benefit sono cresciute rapidamente, con un'accelerazione del fenomeno a partire dal 2020.

Dinamica delle Società Benefit - fig.1
dinamica dello stock di imprese. Anni 2017-2025.






The source of the chart is the 2026 National Survey on Benefit Corporations published by ASSO BENEFIT.



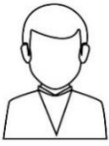
1. THE COMPANY: ACTIVITIES, HISTORY AND GOVERNANCE

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.

<p>SEL - Sport & Events Logistics S.r.l. Società Benefit</p> <p>Via Bruno Buozzi 28 10024 Moncalieri (TO) – ITALIA</p>		
<p>SEL Srl Società Benefit is represented internationally through its representative offices in the Netherlands and Hong Kong.</p>	<p>Number of employees as at 31/12/2025</p> <p>35</p>	<p>Total turnover as at 31/12/2025</p> <p>11.383.656 euro</p>




1.2 PARTNERSHIP E CERTIFICAZIONI

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.



BUSINESS PARTNERSHIPS

TOUR OPERATOR		
		
		

EVENTI SPORTIVI		
		
		
		

COMMUNITIES & CICLOTURISMO		
		




VENDITA DI BICICLETTE		
		

A sostegno dei valori sociali di rispetto dell'ambiente, lotta contro la fame, la povertà e le disuguaglianze, **SEL Srl** promuove forme di sinergia con organizzazioni benefiche.

PARTNERSHIP SOCIALI

	
<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 CICLE 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.impatto-positivo.it/CL/CL-S4HM9>

	 
<p>In 2025, SEL Srl made a financial donation to the FONDAZIONE SERMIG ONLUS in Turin, which since 1964 has been providing shelter, material aid, medical care and employment to people in need – the homeless, refugees, single mothers with children, the elderly, the unemployed, the sick, young people, young people with disabilities and children – in the open-air shelters in Turin, São Paulo in Brazil and Madaba in Jordan, where thousands of volunteers work.</p>	<p>During 2025, SEL Srl made a financial contribution to the activities of the CENTRO AIUTI PER L'ETIOPIA ODV ETS, which focuses in particular on supporting vulnerable children by providing healthcare, food, accommodation and education at the reception centres in Areka and Gimbi, Ethiopia. The contribution was used to sponsor four children through a long-distance adoption scheme and to purchase panettone as part of the NATALE SOLIDALE campaign.</p>

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 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

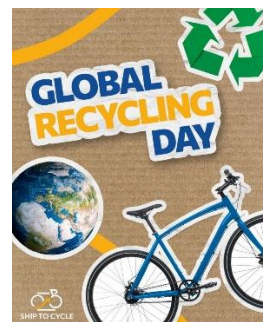


SPECIAL SERVICES

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.



3. 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.

3.1 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.

3.2 STAKEHOLDERS AND MATERIAL ISSUES

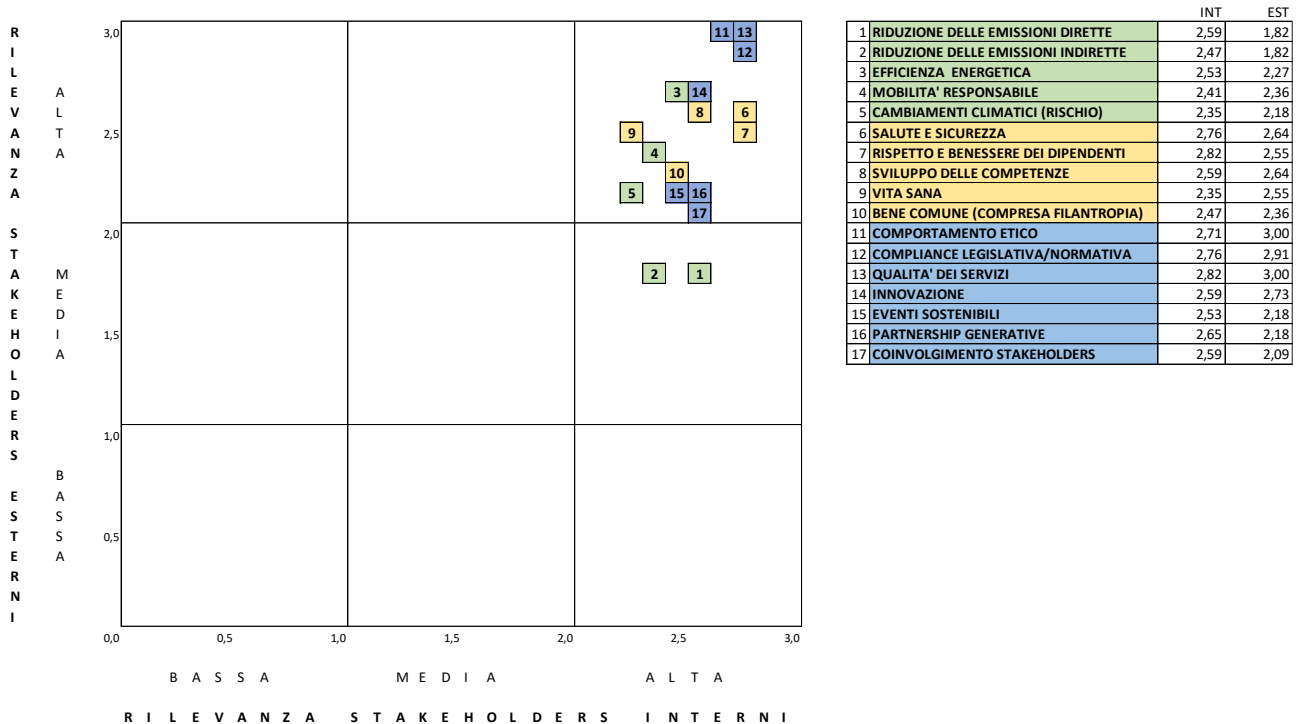
STAKEHOLDERS

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):



4. 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.

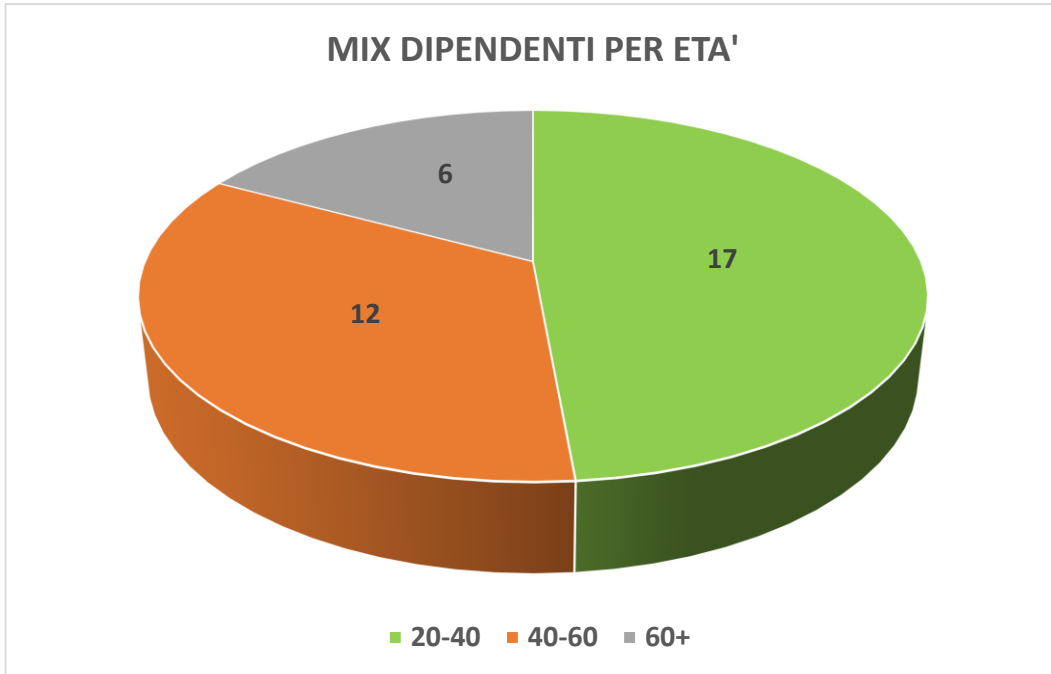
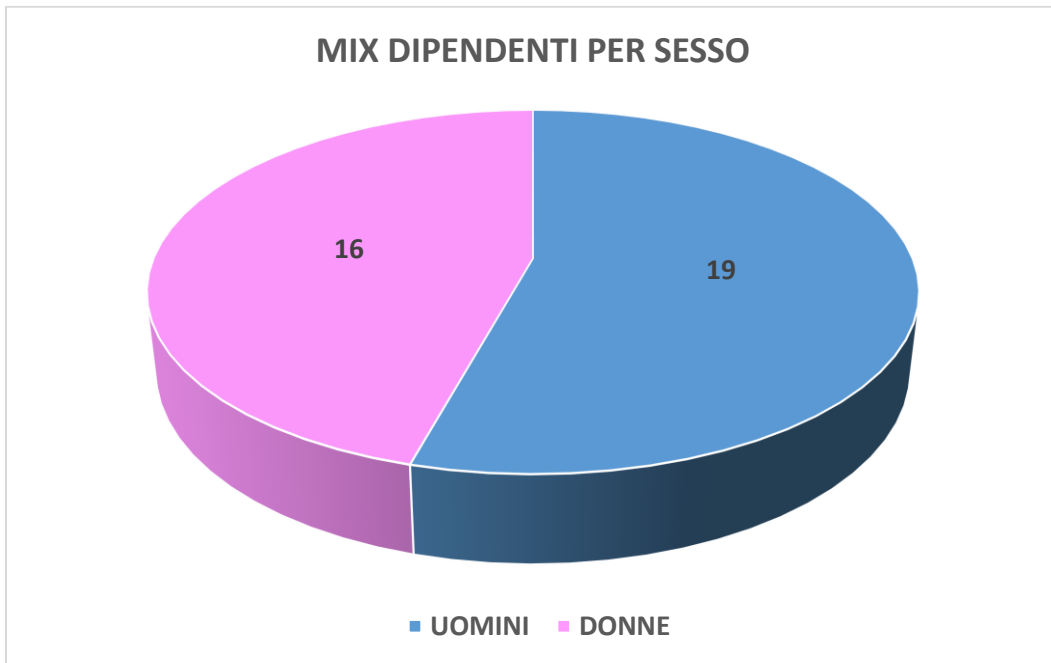
REPORTING ON ESG IMPACTS AND COMMON GOOD OBJECTIVES (BENEFIT STATUS)

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 2023-2025.

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)



Among the indicators monitored, those relating to human resources are of particular significance in terms of sustainability, specifically those concerning gender equality and inclusion. These are summarised in the following chart, which illustrates the composition of the company's workforce (breakdown by gender and age).



During 2025, SATISPAY WELFARE vouchers were issued to all employees.

<https://www.satispay.com/it-it/blog/welfare-benefits/>



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

4.1 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:		DIRECT EMISSIONS FROM COMPANY ACTIVITIES (OPERATION OF INFRASTRUCTURE, PRODUCTION PROCESSES AND VEHICLES)	INDIRECT EMISSIONS FROM ENERGY AND FUEL PURCHASES	INDIRECT EMISSIONS FROM THE SUPPLY CHAIN (PRODUCTION AND TRANSPORT OF GOODS AND SERVICES)
<ul style="list-style-type: none"> • Low • Medium • High 				

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 2025, which was 25% lower than in the previous year.

TYPE	CONSUMPTION	CO2 EQUIVALENT EMISSIONS
ELECTRICITY	8.855 KWH	2.789 KG
GAS HEATING	3.867 SMC	6.961 KG
TRAVEL BY CAR	108.000 KM	11.199 KG
TRAVEL BY PLANE	111 FLIGHTS	30.386 KG
WEBSITES (2)	Measured on https://karmametrix.com/	889 KG
E-MAIL	500.500 MAILS/YEAR (IN/OUT estimate)	13.513 KG
DATA TRAFFIC (SMARTPHONE/PC)	10.010 GB/YEAR (estimate)	23.644 KG

ANNUAL TOTAL **89.381 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 has decided to link its CO₂ emissions to its annual turnover and has set a reduction target of 10% for 2025 compared to 2024.

The final figures for 2025 showed a 25% reduction, a highly satisfactory result given that, despite an increase in turnover and in the number of staff employed, energy and gas consumption remained stable, whilst fuel consumption fell significantly following the streamlining of the company's vehicle fleet, offsetting the increase in consumption due to the use of IT equipment and services for managing remote working and customer-facing activities.

The emissions reduction target for 2026 has once again been set at 10%. Over the course of the year, we will assess consumption trends under conditions comparable to those of 2025 and determine which forms of compensation to adopt where further reduction measures are difficult to implement and/or yield modest results.

Year	Turnover (million/euro)	Emissions (tonnes CO2)	Ratio (ton CO2/million)
2023	11,0	177,8	16,1
2024	9,7	119,2	12,2
2025	11,4	89,4	7,8






4.2 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	SCORE	VARIATION
2023	83,7	N/A
2024	89,7	+ 7,2%
2025	91,6	+ 2,1%



BREAKDOWN OF SCORES BY EVALUATION CATEGORY

	<p>Governance Scopra in che modo l'azienda può migliorare le politiche e pratiche pertinenti alla propria missione, all'etica, la responsabilità e trasparenza.</p>	<p>DOMANDE RISPOSTE 26/26</p>	<p>PUNTEGGIO GENERALE 21.5</p>
	<p>Lavoratori Scopra in che modo l'azienda può contribuire al benessere finanziario, fisico, professionale e sociale dei propri lavoratori.</p>	<p>DOMANDE RISPOSTE 44/45</p>	<p>PUNTEGGIO GENERALE 33.2</p>
	<p>Comunità Scopra in che modo l'azienda può contribuire al benessere economico e sociale delle comunità in cui opera.</p>	<p>DOMANDE RISPOSTE 35/35</p>	<p>PUNTEGGIO GENERALE 20.1</p>
	<p>Ambiente Scopra in che modo l'azienda può migliorare la propria gestione ambientale in generale.</p>	<p>DOMANDE RISPOSTE 29/29</p>	<p>PUNTEGGIO GENERALE 13.1</p>
	<p>Clienti Scopra in che modo l'azienda può migliorare il valore che crea per i clienti e consumatori diretti dei propri prodotti e servizi.</p>	<p>DOMANDE RISPOSTE 5/5</p>	<p>PUNTEGGIO GENERALE 3.6</p>

The 2025 assessment is the third annual evaluation that SEL Srl has carried out using the BIA (B-Impact Assessment) framework promoted by B-Lab Europe; it seems to us that this recently updated model has evolved in a way that is overly ideologically driven and overly detailed, failing to reflect the practicality and dynamism typical of an SME providing professional services. Therefore, the next assessment, for the 2026 financial year, will be carried out using a different model, the ECOMATE framework, which is more streamlined and better suited to the company's needs, whilst safeguarding transparency, independence of assessment and compliance with widely accepted and shared standards. To facilitate the transition between the two frameworks, the assessment obtained using ECOMATE for the 2025 financial year is also included.

	<p>ESG Rating GRADE</p>
	<p>AA</p>
<p>ESG SME RATING</p>	
<p>69/100</p>	

CONCLUDING NOTE

This Sustainability Report by SEL Srl has been drawn up in accordance with Article 1, paragraph 382, of Law No. 208 of 28 December 2015 and covers the financial year from 1 January 2025 to 31 December 2025. The Sustainability Report is a public document, available to all as a testament to the company's commitment and as a stimulus for reflection on issues of common interest.

CREDITS

This document was produced in collaboration with METEC Snc di Giorgio Irtino & C.

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SEL Srl Società Benefit

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