



Promotion Group



SUSTAINABILITY REPORT
2024

CONTENTS

TABLE OF CONTENTS	3
LETTER FROM MANAGEMENT	5
GUIDELINES ADOPTED	7
PROMOTION GROUP'S COMMITMENTS	10
• SUSTAINABILITY STRATEGY	12
• OUR NUMBERS	15
• SUSTAINABLE DEVELOPMENT GOALS (SDGS)	17
• SUSTAINABILITY FOR PROMOTION S.P.A.	16
• WORK WELL, WORK TOGETHER: SHARED RULES AND MUTUAL RESPECT	23
• SECURE DATA MANAGEMENT AND DIGITAL ACCOUNTABILITY	27
• OPERATIONAL MANAGEMENT AND SUSTAINABILITY	35
• TERRITORIAL PERFORMANCE 2024	38
COMPANY PROFILE	41
• ORGANISATION AND MANAGEMENT OF SITES	42
• GOVERNANCE AND MANAGEMENT BODIES	44
SOCIAL IMPACT	47
• WE ARE PROMOTION GROUP	49
• TRAINING AND SKILLS DEVELOPMENT	57
• PEOPLE'S WELFARE AND WELL-BEING	65
• THE QUALITY SYSTEM	69
• SOCIAL ENGAGEMENT	73
• THE PROMOTION GROUP & TREESITION PARTNERSHIP	77
ENVIRONMENTAL IMPACT	79
• ENERGY CONSUMPTION	79
• WATER CONSUMPTION	82
• FUEL CONSUMPTION	84
• GAS CONSUMPTION	86
• WASTE MANAGEMENT	89
GRI INDEX	92

LETTER FROM MANAGEMENT

“A direction that does not change, in a changing world”

In our work, every detail counts. A bracelet or watch case is not just a component: it is a promise of quality that must integrate perfectly with a product that will last over time. Everything is measured to the thousandth degree, but the things that matter most, such as trust, vision and respect, are not measured with precision instruments: they are built day after day. Markets have become more uncertain, demand for luxury has slowed in some countries and transformed in others. Our customers have demanded more accountability, resilience and transparency.

As Management we have chosen to respond with targeted investments: new technologies to strengthen the quality and integration of processes, but also concrete initiatives to reduce environmental impact and improve safety at work. We have worked constantly to build trusting relationships with those who entrust us with the most visible and identifiable part of their timepieces. Despite the contraction in demand, 2024 was a year of concrete steps in terms of sustainability: no environmental damage, greater use of renewable energy, a constant commitment to recycling and a reduction in consumption. At the same time, we have strengthened internal welfare and invested in training, certain that the true strength of the Group is people.

We have confirmed international certifications and memberships such as the Responsible Jewellery Council and ISO 9001, a sign of a commitment that concerns not only what we produce, but how we produce it.

Promotion Group is a community of expertise that holds together past and future, product quality and relationship quality. This is our strength and this is where we will continue to grow.

Those who work in watchmaking understand what it means to combine craftsmanship and the future. And this is what we continued to do this year. We have looked beyond our horizon: new markets, partnerships and environmental challenges that can no longer be deferred.

This Report is the testimony of a journey. As Management, we would like to thank all the people who, with their work, make Promotion Group a solid, reliable and recognisable partner.

Management
Promotion Group

GUIDELINES ADOPTED

The document has been prepared in accordance with the “Guidelines for sustainability reporting” of the Global Reporting Initiative (GRI), internationally recognised as a reference for the communication of the ESG performance of organisations. The use of this framework has enabled structured, comparable and accessible reporting, in line with stakeholder expectations and with the latest regulatory guidance.

The Report will be distributed during public events dedicated to sustainability and will be available in digital format, available free of charge through the Group’s institutional website at: <https://promotion-group.ch/>. For any requests for further information, contributions or reports, you can contact us at the e-mail address: promotion@promotion-group.it. Any feedback will be welcomed with interest and considered as an integral part of the continuous path to improvement.

The environmental and social objectives that the Promotion Group has set itself for the year 2024 have been defined by integrating tools and policies already in use at the various company offices. These include:

- **The Code of Ethics**, which translates the fundamental values of the organisation into principles;
- **The Company Regulations**: they establish the criteria and procedures for relationships based on reliability, integrity, compliance with regulations and consistency with the Group’s ethical principles;
- **Internal reports**, which allow continuous monitoring of the performance achieved.

Through the adoption of these tools and guidelines, the Group aims to strengthen the coherence between corporate strategy and social responsibility, contributing to the transition towards a fair, inclusive and lasting growth model.



STRUCTURE OF THE SUSTAINABILITY PLAN

The structure of Promotion Group’s Sustainability Plan is based on a five-pronged model, which reflects the organisation’s intention to integrate sustainability in an overarching and coherent manner within its corporate strategy. This path is divided into priority areas, identified as fundamental levers to ensure the solidity of the business over time, to respond to stakeholder expectations and to actively contribute to achievement of the United Nations Sustainable Development Goals.

1. Environmental Responsibility

The Group recognises its role in combating climate change and is committed to progressively reducing the environmental impact of its activities. The approach adopted aims to reduce consumption using natural resources efficiently, optimising processes and disseminating low-impact technological solutions.

2. Demonstrating Social Responsibility to Customers

The relationship with the customer is understood as a relationship based on trust, listening and transparency. The Sustainability Plan includes actions aimed at ensuring high standards of service, protection of personal data, product safety and accessibility. The Group promotes a customer experience that is consistent with its values, capable of generating shared value throughout the service life cycle.

3. Social Responsibility in Supply Chain Management

The branch represents a direct extension of corporate responsibility. For this reason, the Plan includes the strengthening of selection, monitoring and collaboration practices with suppliers, oriented towards shared ESG criteria. The goal is to create a value chain that is ethical, traceable, transparent and sustainable, also in terms of risk management and international competitiveness.

4. Social Responsibility towards Employees and Collaborators

At the heart of the Group’s sustainability strategy is the enhancement of human capital. The Plan promotes safe, inclusive and stimulating work environments, in which equal opportunities, professional growth and organisational well-being are guaranteed. Internal dialogue, continuous training and respect for spaces are fundamental elements to build a solid and shared company culture.

5. Governance

Sustainability requires responsible governance, capable of integrating ESG criteria into decision-making processes and control mechanisms. The Plan focuses on strengthening ethical safeguards, the involvement of stakeholders, the adoption of codes of conduct, anti-corruption policies and transparent monitoring systems. Integrity, legality and consistency are considered essential pillars with which to build trust and reputation in the long term.



PROMOTION GROUP'S COMMITMENTS

The Group's vision of sustainability is embodied in operational commitments that guide daily business choices and strengthen consistency between values, behaviours and results.

- **Recognise and respect the principles of the United Nations:** Promotion Group adheres to the UN Guiding Principles on Business and Human Rights, committing to promote the protection of fundamental rights and the environment in all its activities.
- **Ensure ethical and responsible behaviour at each operational site:** The Group adopts practices based on transparency, legality and accountability, applied in a uniform manner in every context in which it operates.
- **Assess and manage environmental and social risks proactively:** Each company project is subject to a prior assessment of potential environmental and social impacts, with an approach oriented towards prevention and mitigation.
- **Collaborate with the supply chain to comply with ethical standards:** The Group promotes sustainable conduct throughout the value chain, sharing with suppliers and partners the same principles of integrity and responsibility.
- **Ensure continuous training on ethics and sustainability:** The culture of sustainability is disseminated through training courses dedicated to all staff, to strengthen awareness, involvement and value alignment.



SUSTAINABILITY STRATEGY

The Group's sustainability strategy is based on the systematic integration of ESG principles in decision-making and operational processes, transforming values and commitments into concrete and verifiable actions. Each area of intervention is guided by clear objectives and monitored through measurable results in order to generate shared and lasting value for stakeholders, the community and the environment.

This vision translates into a Sustainability Policy aimed at reducing environmental impact, promoting the well-being of people and strengthening the link with the areas in which the Group operates, while consolidating its competitiveness and reputation. In this perspective, sustainability for the Group is configured as an engine of transformation, capable of integrating the centrality of people, environmental responsibility and value for the territory, finding full implementation in the operational pillars that guide future development with consistency, responsibility and innovation.



PILLAR	DESCRIPTION	ACTIONS 2024
Transparent and responsible supply chain	Sourcing model based on traceability, ESG criteria and ethical partnerships. It involves transparent selection, constant monitoring of suppliers, periodic evaluations and promotion of compliance with international ethical standards.	<ul style="list-style-type: none"> • Supplier mapping • RJC supplier questionnaires in addition to monitoring and periodic audits with certified suppliers
Environmental efficiency and eco-innovation	Integrated environmental management that includes reducing emissions, using renewable energy, reducing industrial waste, promoting the circular economy and adopting low-impact technologies in all areas.	<ul style="list-style-type: none"> • Photovoltaic installation • ISO 14001 certification • Consumption monitoring (paper, fuels, energy, water)
Enhancement of human capital	Ownership is geared towards potential development, inclusion, safety and active participation. It includes training programs, corporate welfare, skills mapping and talent enhancement.	<ul style="list-style-type: none"> • Continuous training • Integration of welfare • Internal business climate survey for 2025
Customer experience as a sustainability lever	The quality of the relationship with the customer is an integral part of the Group's sustainable identity. The principles of transparency, measurement of satisfaction, data protection and continuous improvement of the customer experience are applied.	<ul style="list-style-type: none"> • Industrial digitisation plan (ERP) • Sustainable communication training • Introduction of the ESG questionnaire in 2025
Active involvement of the territory	Solid territorial presence that translates into dialogue with local communities, cultural sponsorships and sports, educational partnerships, listening to social needs and enhancing local social capital.	<ul style="list-style-type: none"> • Support for local social initiatives, cultural and sports sponsorships and educational projects • Partnerships

OUR NUMBERS



Total energy consumption

1.19 million kWh



Photovoltaic production

22.85 MWh, of which 83% is self-consumption



Total water consumption

2,553 m³



Total employees

185



Training hours

802



Supported social and cultural initiatives

over 20



Trees planted

10,000 with an estimated absorption of 550 tons of CO₂/year



Reduction in paper consumption

380 reams

SUSTAINABLE DEVELOPMENT GOALS (SDGs)



Contribution to the Sustainable Development Goals (SDGs)

In drafting the Sustainability Report, the company lets itself be guided by the United Nations Sustainable Development Goals (SDGs), recognising in them an essential reference framework to guide its strategies and to measure the impact of its actions.

The analysis conducted made it possible to identify the most relevant issues for the organisation and for its stakeholders, identifying the areas of greatest positive impact and the levers on which to act to reduce environmental, social and economic risks.

The company's commitment translates into a concrete contribution to several SDGs, with particular attention to the following areas:

Customer satisfaction

The constant improvement of the services and products offered is aimed at increasing customer satisfaction and exceeding expectations. Investing in staff training and developing new solutions strengthens the relationship with customers and generates value in the long term.



Protection of privacy and data security

The company adopts strict data protection procedures and promotes periodic training courses for employees and collaborators. The protection of privacy is considered an ethical and strategic commitment to customers, collaborators and communities, in line with the growing importance of the issue globally.



Ethics, transparency and respect for rights

The dissemination of the Code of Ethics, transparent communication and the adoption of supplier selection and monitoring practices inspired by respect for human rights testify to the commitment to conduct business responsibly. The company considers diversity, equity and inclusion as essential factors for the creation of a fair and innovative work environment.



Natural resource management and ecological transition

Particular attention is paid to responsible consumption of resources. Water efficiency practices are implemented to limit the extraction of drinking water, separate collection is strengthened and employees are made aware of the principles of the circular economy. At the same time, we invest in innovative technological solutions to reduce emissions and to limit the impacts of climate change.



Empowerment of people and skills

The professional growth of employees is encouraged through training courses, reward systems and development paths that recognise merit and nurture motivation. Investment in human capital is perceived as a strategic lever for innovation and future competitiveness.



Health and safety of workers

The protection of health and safety is a fundamental value. Through prevention systems, targeted training and collaborations with specialised professionals, the company promotes safe working environments and guarantees employees lasting well-being.



Relationship with local communities

The link with the territory translates into the promotion of events, social and cultural initiatives, as well as collaboration with local institutions and associations. This commitment strengthens trust and a sense of belonging, generating shared value and contributing to the sustainable growth of the communities in which the company operates.



TOPIC	MANAGEMENT	STAKEHOLDER	SDG
CUSTOMER SATISFACTION	<ul style="list-style-type: none"> Continuous search for new services and products to increase customer satisfaction and to exceed their expectations Staff training 	<ul style="list-style-type: none"> OWNERSHIP CUSTOMERS COLLABORATORS 	
PRIVACY PROTECTION	<ul style="list-style-type: none"> Adoption of privacy procedures Activation of periodic training courses 	<ul style="list-style-type: none"> OWNERSHIP COLLABORATORS CUSTOMERS MEDIA 	
EXTRACTION OF WATER RESOURCES	<ul style="list-style-type: none"> The efficient management of water resources and the adoption of practices that can reduce the extraction of drinking water for irrigation purposes and limit its consumption 	<ul style="list-style-type: none"> LOCAL COMMUNITY COLLABORATORS CUSTOMERS 	
WASTE MANAGEMENT AND CIRCULAR ECONOMY	<ul style="list-style-type: none"> Careful and correct management of separate waste collection Informing Collaborators on the concepts of reuse and recycling starting from the most virtuous practice of waste reduction 	<ul style="list-style-type: none"> OWNERSHIP LOCAL COMMUNITY AFFILIATIONS AND PARTNERS 	
ENERGY EFFICIENCY AND EMISSIONS INTO THE ATMOSPHERE	<ul style="list-style-type: none"> Continuous search for solutions to improve energy performance Investment in improved technological solutions 	<ul style="list-style-type: none"> OWNERSHIP 	
CLIMATE CHANGE	<ul style="list-style-type: none"> Development of strategies aimed at combating the effects of climate change 	<ul style="list-style-type: none"> OWNERSHIP CUSTOMERS COLLABORATORS 	
HEALTH AND SAFETY OF WORKERS	<ul style="list-style-type: none"> Adoption of specific procedures related to occupational health and safety Collaboration with external consultancy firms specialising in occupational health and safety Training and informing of Collaborators 	<ul style="list-style-type: none"> LOCAL COMMUNITY COLLABORATORS CUSTOMERS 	

TOPIC	MANAGEMENT	STAKEHOLDER	SDG
ETHICAL AND RESPONSIBLE CONDUCT OF BUSINESS	<ul style="list-style-type: none"> Dissemination of the Code of Ethics and transparent communication programs through the annual publication 	<ul style="list-style-type: none"> CUSTOMERS OWNERSHIP COLLABORATORS 	
REGULATORY CONTEXT	<ul style="list-style-type: none"> Monitoring of regulatory evolution through continuous collaborations with consultants specialised in the various business areas 	<ul style="list-style-type: none"> OWNERSHIP COLLABORATORS MEDIA 	
ENHANCEMENT OF HUMAN RESOURCES	<ul style="list-style-type: none"> Activation of internal and external training courses Implementation of reward schemes 	<ul style="list-style-type: none"> COLLABORATORS 	
DIVERSITY, EQUITY AND INCLUSION	<ul style="list-style-type: none"> Code of Ethics Communication training and external engagement activities 	<ul style="list-style-type: none"> COLLABORATORS CUSTOMERS MEDIA 	
RESPONSIBLE COMMUNICATION AND MARKETING	<ul style="list-style-type: none"> Review of all Marketing material by the General Management 	<ul style="list-style-type: none"> OWNERSHIP COLLABORATORS CUSTOMERS MEDIA 	
SUSTAINABLE SUPPLY CHAIN	<ul style="list-style-type: none"> Presence of a process of selection and qualification of suppliers that involves verifying their respect for the environment and for human rights Responsible management of the supply of goods, services and works 	<ul style="list-style-type: none"> OWNERSHIP CUSTOMERS SUPPLIERS 	
ENHANCEMENT AND INVOLVEMENT OF LOCAL COMMUNITIES	<ul style="list-style-type: none"> Promotion of events, initiatives and services of the territory in dealings with the media through communication actions 	<ul style="list-style-type: none"> LOCAL COMMUNITY CUSTOMERS COLLABORATORS 	
HUMAN RIGHTS	<ul style="list-style-type: none"> Activation of a supplier selection and qualification system 	<ul style="list-style-type: none"> COLLABORATORS CUSTOMERS 	

WORKING WELL, WORKING TOGETHER: SHARED RULES AND MUTUAL RESPECT

Promotion Group continued to strengthen its commitment to an organisation based on clear rules, respectful environments and professional relationships based on trust. With this in mind, the Management has updated and shared the Internal Regulations with all employees, an instrument that is not limited to regulating behaviour, but represents an actual charter of organisational coexistence.

Work organisation and time management

Compliance with these schedules is required as a basis for efficiency and fairness, while leaving room for flexibility and overtime if necessary, always paid in accordance with the provisions of the collective agreement. Any absence must be promptly communicated and justified in writing. Prior communication also applies to holidays, agreed leave and timetabling changes and serves to guarantee continuity in activities and respect between colleagues. In fact individual responsibility, for the Group, is an integral part of social sustainability.

Transfers and expenses: sobriety, reliability and traceability

For business trips, the company reimburses the expenses actually incurred and relevant provided they are documented in a transparent manner. Even in international contexts, a principle of sobriety is maintained, with the exclusion of unauthorised expenses. Staff may request advance expenses for extended trips, with amounts defined by the administration. Purchases of company goods (such as materials or equipment) are not included in expense reports and must follow formal procedures, particularly if they take place abroad.

Responsibility and care for company assets

Each employee is called upon to use company assets responsibly, from cars to IT tools. Use of the company car is subject to precise rules: a valid driving licence, prohibition of driving by third parties, immediate reporting of any claims. Fines for traffic violations are never refundable. Technology also needs to be handled carefully.

The phones and computers provided by the company are intended for professional use only. Personal use is only permitted in cases of urgency and with explicit authorisation. Any potential breach of cybersecurity is considered relevant and monitored in compliance with the current regulations.

An orderly, clean and shared environment

Promotion Group believes that the workplace should be first and foremost a decent, comfortable and respectful place. Cleaning of the offices is entrusted to an external company, but each employee is required to contribute daily to the maintaining of order.

Separate collection is practised in all environments and is part of the Group's environmental culture. For the well-being of people, water and hot drink dispensers are available.

Ethics, respect and integrity

No form of discrimination or violence, physical or verbal, is tolerated within Promotion Group. Every person, regardless of gender, orientation, ethnicity, religious beliefs or trade union membership, must be able to work in a safe, inclusive and respectful environment. Freedom of association is guaranteed and staff have the right to organise meetings and appoint representatives, subject to prior notice to Management. It is forbidden to accept or offer gifts, sums of money or benefits of any kind, even if indirectly connected to work.

Dialogue, listening and management of reports

In 2024, a dedicated communication channel was activated to collect reports, suggestions or complaints. Each employee can contact the person in charge by e-mail or use a closed box, also guaranteeing anonymity. The procedure aims to promote a climate of trust, prevention and continuous improvement.

Coordination roles and widespread responsibility

Within the company, a number of collaborators hold roles of responsibility such as head of office or department representatives. These roles require not only operational oversight, but also transmission of the company spirit, work ethic and shared objectives. For these roles, working hours are not a constraint, but a tool: what matters is the result, the quality of coordination, and alignment with Management's values.

A pact for sustainable professional coexistence

The Rules of Procedure represent the basis on which a precise idea of work is based: clear, collaborative and sustainable. Through simple but shared rules, the Group builds every day a context in which everyone feels active, respected and involved. In a time when companies are called to be increasingly responsible, the way in which they work internally also becomes a fundamental component.



SECURE DATA MANAGEMENT AND DIGITAL ACCOUNTABILITY

The daily use of connected devices, access to the company network and the exchange of information through e-mail are essential activities, but also potential risk vectors for data security, the protection of company know-how and operational integrity.

To meet these needs, the Company has adopted an Internal Regulation for use of the IT system, intended for all staff and updated periodically. This document outlines the expected behaviours, the limits of use of company technologies and individual responsibilities in terms of privacy, cybersecurity and business continuity.

Use of business devices and credentials

Each Personal Computer entrusted to staff is considered a work tool. It is forbidden to use it for purposes unrelated to professional activity. The workstations are protected by individual credentials, consisting of complex and confidential passwords, to be updated regularly.

Passwords must be kept diligently and never shared, in accordance with current regulations on the protection of personal data. It is not permitted to install software or hardware independently, nor to modify the configurations of own devices, except with the prior authorisation of the IT systems manager. Each station is subject to verification and may be temporarily accessible by the system administrator only to ensure safety and business continuity, subject to prior notice to the data subject.

Management of the company network and information

The network is organised into sharing units dedicated exclusively to work purposes. Saved files must be relevant to the activity being performed, avoiding any non-professional content. The system entails the assignment of customised access profiles, limiting access to only authorised folders based on role and tasks. The entire network is protected by up-to-date firewall and antivirus systems, while the back-up of company data is performed daily through the Veem system. Employees are required to maintain order in digital archives, periodically deleting obsolete files and paying attention to the unnecessary duplication of information.

E-mail and Internet browsing

Business e-mail is a professional tool assigned to manage operational correspondence. It is strictly forbidden to use it to send personal messages, to subscribe to irrelevant newsletters or to participate in unauthorised forums and mailing lists. If personal communication is required, the use of private accounts not configured on the company device is required.

All messages containing contractually, strategically or confidentially relevant information must be authorised by Management. Each digital document attributable to the company's know-how is subject to protective measures and cannot be transmitted to third parties without explicit consent. Access to the Internet is only permitted for consultations related to work.

It is strictly forbidden to download software from unverified sources, to perform unauthorised economic transactions or to browse unprofessional, unethical or potentially dangerous sites.

Data protection and regulatory compliance

All employees are required to comply with the provisions of EU Regulation 679/2019 (GDPR) and of Legislative Decree 196/2003 on the protection of personal data. Paper documents containing sensitive data (e.g. health information or trade union data) are kept in locked cabinets, accessible only to authorised personnel. Each employee is personally responsible for the correct processing of information and its safe storage. It is also necessary to report immediately to the system administrator any anomaly, virus or suspicion of data breach.



SICUREZZA INFORMATICA TO DO / NOT TO DO

- | | | | |
|---|--|---|---|
| ✓ | Use the PC exclusively for work activities | ✗ | Use the PC for personal or recreational purposes |
| ✓ | Protect access with strong passwords and update them regularly | ✗ | Disclose passwords or use easily recognisable credentials |
| ✓ | Request permission before installing software or devices | ✗ | Leave documents or devices unattended |
| ✓ | Only use officially distributed software | ✗ | Use pirated or unauthorised software |
| ✓ | Regularly delete obsolete files and maintain order in digital archives | ✗ | Store or download files without verifying their usefulness or origin |
| ✓ | Print only if necessary and collect the printed documents immediately | ✗ | Send personal messages or participate in forums/ mailing lists without permission |
| ✓ | Use the e-mail box for professional purposes only | ✗ | Ignore reported safety alerts or issues |
| ✓ | Report viruses or anomalies to the system administrator | ✗ | Access sites that are unprofessional or contrary to company policies |

CODE OF ETHICS

In the global context in which it operates today, Promotion Group recognises the need to clearly affirm its value references, defining the ethical limits within which it conducts its economic activity. The Code of Ethics is an instrument of guidance, an act of shared responsibility that embodies the company's vision and regulates its behaviours, both within the organisation and in interactions with the outside world. The document, approved by the Board of Directors and shared with all affiliated companies, is based on an advanced concept of sustainability, which combines integrity, legality, protection of human dignity, transparency of relationships and commitment to protecting the environment.

Purpose and recipients

The Promotion Group Code of Ethics is aimed at a wide range of subjects: members of corporate bodies, employees, collaborators, consultants, suppliers, industrial and commercial partners. Each of them is required to behave based on moral rigour, responsibility, impartiality, diligence and compliance with the regulations applicable in the contexts in which the Group operates. The Code therefore becomes a tool to oversee corporate identity, which accompanies business development by ensuring a shared framework of rules, attitudes and responsibilities. The objective is twofold: on the one hand, to promote an organisational model based on fairness and consistency, and on the other, to strengthen the confidence of stakeholders in the solidity and transparency of the company. In this sense, the Code is an integral part of the company's value architecture, contributing to its reputation, resilience and social legitimacy.

Centrality of the person and enhancement of diversity

In an inclusive and progressive perspective, the Company promotes fair work environments, based on respect, collaboration and listening. Internal policies, from personnel selection to career management, are based on criteria of equity, merit and equal opportunities. Particular attention is paid to people in fragile conditions or temporary difficulties, through active and personalised support measures. The enhancement of diversity is conceived not only as an ethical principle, but also as a lever for innovation and competitiveness. The plurality of skills, points of view and experiences represents a valuable resource, capable of nurturing critical thinking, enriching company culture and strengthening the ability to face complex scenarios.

Work protection and organisational well-being

Promotion Group is committed to ensuring fair, safe and respectful conditions of employment in accordance with the national and international legislation on workers' rights. The company absolutely rejects all forms of exploitation, child labour or coercion and adopts active protection policies against bullying, intimidation and any type of abuse. Safety in the workplace is pursued not as a formal fulfilment but as a founding value. Each production environment is designed and managed according to the highest standards in terms of health, prevention and protection. Ongoing training of staff on regulations and safe behaviour is an integral part of the organisational culture. The well-being of people is also promoted through a system of professional relationships based on dialogue, trust and sharing of objectives. The Company values individual initiative, supports professional growth and recognises the results achieved as a criterion for development and career advancement.

Legality, integrity and prevention of corruption

Every action of Promotion Group is based on respect for the law, both in local and international contexts. Regulatory compliance is not understood as a limit, but as a guarantee of correctness, legitimacy and continuity of business action. The commitment against corruption is absolute and extends to all forms, direct or indirect, active or passive. Undue gifts, favours or services that may even potentially influence the autonomy of judgement of third parties or create conditions of unfair advantage are prohibited. All economic transactions must be traceable, documented, authorised and consistent with the company's purposes. In line with OECD directives and international best practices, Promotion Group guarantees the traceability of precious metals used in its production processes and undertakes to verify the entire supply chain to exclude any connection with illicit sources, conflict zones or human rights violations.

Application, control and updating

Implementation of the Code of Ethics is entrusted to the Board of Directors, which guarantees its effectiveness, dissemination and integration into company processes. Each breach can be reported confidentially, without fear of retaliation, through dedicated channels. The reports are examined with the utmost attention and, if ascertained, result in disciplinary measures proportionate to the severity of the infringement. The Company promotes continuous training on the contents and updates of the Code so that it becomes a shared heritage and a behavioural compass for each employee. The document is subject to periodic reviews to ensure alignment with regulatory, social and strategic developments.



CODE OF ETHICS



INTEGRITY



PROTECTION OF HUMAN RESOURCES



SUSTAINABILITY



PROTECTION OF COMPANY ASSETS



TRANSPARENCY IN ACCOUNTING AND FINANCIAL COMMUNICATIONS

OPERATIONAL MANAGEMENT AND SUSTAINABILITY

Economic-productive performance and marginality management

During 2024, the global watchmaking environment showed signs of slowing down, particularly in the mid-luxury segments, due to shrinking demand in key markets such as Asia and North America. In this context, Promotion Group reacted through active management of the customer portfolio and close monitoring of margins by line of business and by account.

Digital evolution and automation

2024 saw continuation of the industrial digitisation plan initiated in previous years.

In particular:

- Use of the ProConcept ERP platform on multiple sites was consolidated, with the extension of capacity planning, multilevel bill management and real-time control of production times.
- Connection between the Product Lifecycle Management environment and the ERP system was initiated for integrated product lifecycle management from design to production.
- Mobile terminals and tablets were introduced in all departments, with access to digital documentation (technical data sheets, tolerance parameters, quality checklists) and the possibility of consulting images and defect libraries in real time.
- A number of workstations were equipped with visual systems for automatic aesthetic control, based on artificial vision algorithms developed with external technology providers. Initial tests showed a significant reduction in the average control time and a greater standardisation of the assessment of visual defects.
- New machines for micro-drilling, gluing and precision applications were integrated into the production cycle, reducing manual errors and increasing assembly efficiency.

Quality, accountability and non-conformity management

One of the focal points of 2024 was the enhancement of the quality function through the adoption of a digital management system for customer non-conformities (NC). Each reported anomaly is now transformed into a digital ticket, assigned to the responsible team, which follows the progress through visual monitoring tools and indicators of severity, urgency and impact.

A structured method of cause analysis (MRP) was introduced, with problem-solving sessions conducted weekly and direct involvement of department heads and production technicians. The average ticket closing time was reduced by more than 30% compared to 2023.

In parallel, a modular training plan was launched for operators, with a focus on self-monitoring techniques, aesthetic defect reading, traceability awareness and cross-functional communication.

Environmental sustainability, metal management and waste cycle

2024 was a key year for the circular management of precious metals. BMSA completed internalisation of the gold chip recovery process (copeaux), equipping itself with a furnace for direct melting and reducing to zero the need to transport the materials to third parties for recovery. The control was entrusted to trained personnel, with double-signature logics, active video surveillance systems and integrated manual-digital tracking.

Detailed protocols were defined for the separate collection of materials contaminated with gold and platinum (cloths, sponges, filters, vacuum cleaners), with systematic weighing, sealed containers and regular internal environmental audits. Each shift change includes cleaning activities with verification of any leaks or anomalies in the recovery flows.

In terms of energy, the washing and use cycles of the machines were optimised, consumption sensors were installed in some critical lines and awareness campaigns were launched on virtuous behaviour.

Security, certifications and governance

The Group has strengthened the access control and internal security system, in particular in risk areas such as precious materials laboratory, melting, sensitive stocks. Recovery belts, metal detectors and personal exit scanners were installed, integrated with tracking RFID badges. Promotion S.p.A. successfully passed the ISO 9001 maintenance audit in 2024, while the other Group companies started the preparatory work for extension of the certification, with process mapping, drafting of procedures and operational involvement of department managers.

TERRITORIAL PERFORMANCE 2024

Each site faced specific challenges and started differentiated improvement paths, reflecting local sensitivities, industrial objectives and innovation capacity.



Promotion S.p.A. — Photovoltaic system and new electric charging station

The plant generated 22.85 MWh during the year, with a self-consumption rate of 83%, helping to concretely reduce the withdrawal of energy from the grid and to improve the overall efficiency of company consumption.

At the same time, the company created an electric charging point powered directly by the photovoltaic system, making it possible to also use renewable energy for internal mobility. This intervention means being able to integrate energy self-production with new operating modes with less impact, improving the daily management of company vehicles and reducing the use of fossil sources.



Beauregard SAS — Structural consolidation and new operational projects

One of the most significant investments is the introduction of new high-performance machinery, aimed at increasing operational efficiency by reducing human error. At the same time, a readjustment of the production layout was conducted, with the insertion of safety barriers and reorganisation of the spaces aimed at improving internal circulation and the protection of personnel.

From an environmental perspective, the headquarters significantly improved waste management and set up a more rigorous system for the recovery and traceability of production waste. Future initiatives include the adoption of car sharing for staff.

Commitment to the construction of the new industrial plant, built according to modular and sustainable criteria, will be particularly strategic. The building will be equipped with a photovoltaic system, rainwater recovery system and an outdoor green area dedicated to an orchard. The provision of mobile internal walls allows a possible extension of the spaces.



BEAUREGARD MANUFACTURE SA

Beauregard Manufacture SA — Organisational culture, sustainability and governance

The Swiss headquarters experienced a 2024 oriented to organisational structuring, internal rationalisation and the extending of relations with the territory. Compared to 2023, there was a marked reduction in operational dispersion, thanks to the introduction of clear objectives at all levels.

The training activities were varied according to requirements: mandatory safety courses, voluntary technical training on work plans and on-demand courses (languages, leadership). Participation was high, confirming the strong interest of the staff, also thanks to the support of HR, which launched periodic surveys to collect feedback, propose new tools and strengthen engagement.

Biodiversity initiatives include three green circles of 5 meters in diameter left uncultivated to promote the ecosystem. Policies for sustainable mobility were also introduced: car sharing, discounts for public transport and rewards linked to virtuous behaviour.

The headquarters invested in new technologies: laser welding machines, robotics for positioning parts and rapid prototyping with 3D printers. A number of innovations are being tested, pending verification of their economic and environmental effectiveness.



B&C SA — Attention to people, logistics optimisation and future projects

The headquarters stood out for its desire to constantly improve the working environment through small specific interventions: enhanced cleaning, ergonomic platforms during testing and the evaluation of an internal canteen or shuttle to reduce logistics costs.

The site started the separation of waste and embarked on the path to ISO 9001 certification. No incidents of harassment or behavioural problems were reported.

Vicenza - Italy
1978
Promotion Spa

Group headquarters, active for over 45 years in the production of high quality components for watches.

"The origins of the Promotion adventure."

600 m2



2.000 m2

Couteuges - France

Production site specialising in the "Made in Europe" production of components for the watch industry, with specific skills in the assembly, finishing and laser welding of bracelets.

1998
Beauregard SAS



1.000 m2

Canedo - Portugal

Plant dedicated to the polishing, finishing, assembly and laser welding of a wide range of products for watches.

2021
B&C SA



La Chaux-de-Fonds - Switzerland

2007

Beauregard Manufacture SA

Centre of excellence for the "Swiss Made" and "preferential Swiss origin" production of components for watches, with a particular focus on precious materials.

1.600 m2



COMPANY PROFILE

ORGANISATIONAL STRUCTURE

Governance is led by the Shareholders and the Board of Directors, which define the general guidelines and ensure compliance with the principles of ethics, transparency and responsibility. The President, the Group CEO and the General Manager spearhead operations, with the task of translating the strategic lines into concrete actions. Direct support is provided by the Marketing and Quality Assurance departments, which are supervised at a central level.

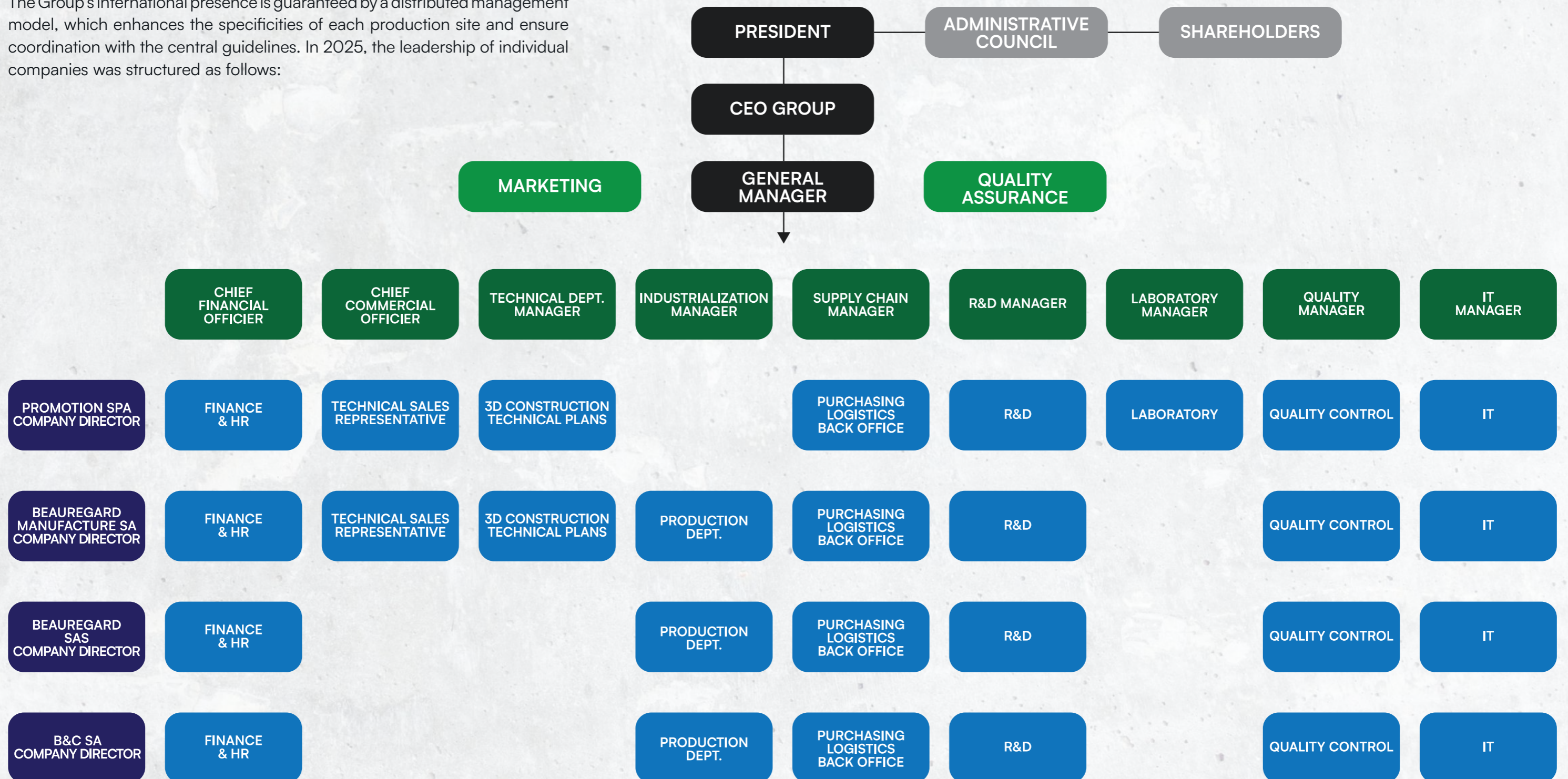
Functional structure

The organisational model includes nine areas of responsibility, coordinated across all Group companies:

	Economic & Financial Manager	guarantor of economic robustness, planning and administrative management;
	Sales Manager	in charge of developing business relationships and overseeing customer satisfaction
	Head of the Technical Department	focused on the design and processing of technical drawings and 3D models
	R&D and Industrialisation Manager	with the task of transforming research projects into scalable industrial processes
	Supply Chain Manager	oversees purchasing, logistics and supplier relations, ensuring continuity and traceability
	Laboratory Manager	to oversee compliance testing, material validation and quality controls
	Quality Manager	ensures certified standards and continuous improvement processes
	Head of Digital & IT	governs the digitisation of processes, IT security and the Group's information systems

ORGANISATION AND MANAGEMENT OF SITES

The Group's international presence is guaranteed by a distributed management model, which enhances the specificities of each production site and ensure coordination with the central guidelines. In 2025, the leadership of individual companies was structured as follows:



GOVERNANCE AND MANAGEMENT BODIES

The **Governing Body** oversees the definition of strategies, company policies and investment plans, ensuring that they are always consistent with the Group's long-term vision and commitments to responsible growth.

The **Executive Committee** is responsible for ensuring that the organisation maintains the ability to adapt to changes in the global marketplace, while strengthening competitiveness.

Its functions include:

- the definition and approval of strategic objectives;
- supervision of the organisational structure and control systems;
- verification of information flows and reporting mechanisms;
- the approval of remuneration and incentive models, in line with risk management;
- monitoring of economic and financial performance and industrial results;
- overseeing of relations with internal and external stakeholders.

Board of Directors

Corporate governance is based on a **Board of Directors** composed of figures with complementary skills and in-depth knowledge of the sector:

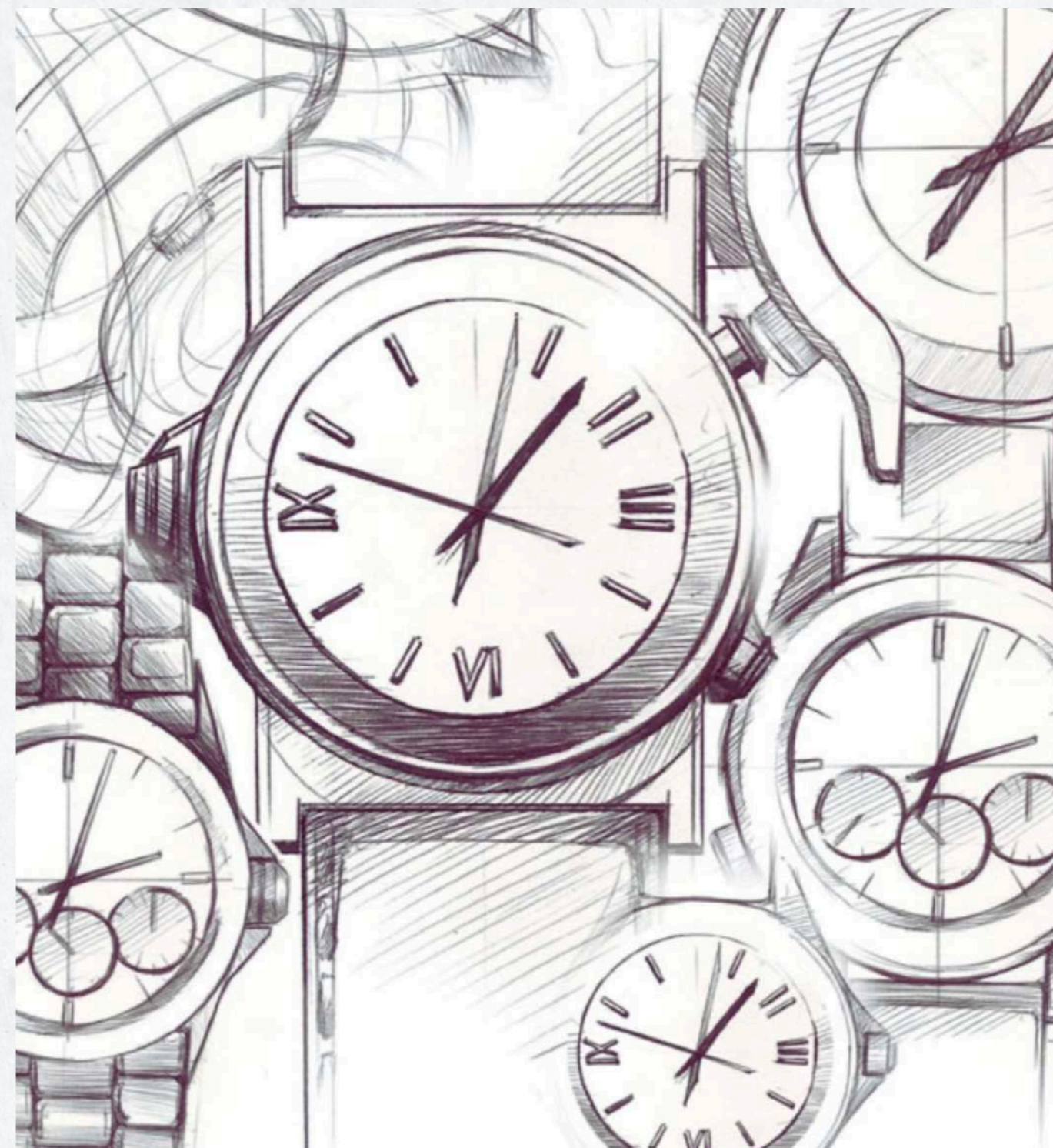
- **Giovanni Rasia** — Chairman of the Board of Directors and Representative of the company
- **Pierre Buise** — Chief Executive Officer and Company Representative
- **Angelo Rasia** — Chief Executive Officer
- **Maurizio De Lorenzo** — Chief Executive Officer

This structure ensures a balance between strategic vision, decision-making capacity and operational oversight of the Group's activities.

Supervisory bodies

Transparency and integrity of management are ensured by the **Board of Statutory Auditors** and by the **Statutory Auditor**, who oversee compliance with regulations, administrative correctness and the veracity of financial information. The composition is as follows:

- **Marta Camporiondo** — Chairman of the Board of Statutory Auditors
- **Alida Bruttomesso** — Standing Auditor
- **Gianluca Zanetti** — Standing Auditor
- **Francesca Sgevano** — Alternate Auditor
- **Roberto Castegnaro** — Alternate Auditor
- **Carlo Tedone** — Statutory Auditor



SOCIAL IMPACT

A new centrality for people

The model adopted is based on the belief that the growth of the company encompasses the well-being, motivation and enhancement of each employee. Policies have been renewed to strengthen meritocracy, transparency of internal processes and recognition of skills, promoting clear and inclusive career paths. During the year, the Code of Ethics was updated and the Company Regulations revised, introducing strengthened principles on social responsibility, equal treatment and integrity. These tools were not conceived as simple formal documents but as concrete guidelines to guide behaviour and decisions at all levels, ensuring consistency with the Group's values and stakeholder expectations.



GOOD
VIBES
ONLY

WE ARE PROMOTION GROUP

In 2024, the Promotion Group employed a total of 185 people, distributed among the various operating locations that compose its international structure. The company population includes 98 women, equal to 53%, and 87 men, equivalent to 47%, a balanced composition that reflects a range of operating configurations. The largest presence is at Beauregard SAS, with 47 employees, followed by B&C SA with 64 employees, Beauregard Manufacture SA with 57 and Promotion S.p.A. with 17.

The average age of the Group is 41 years but the demographic profiles vary significantly between the various sites. B&C SA is the youngest branch, with an average of 36 years, while Promotion S.p.A. has the oldest population, with 44 years and an average seniority of 12 years, the highest at Group level. Beauregard Manufacture SA records an average age of 45 years and a seniority of 6 years, while Beauregard SAS is located halfway, with 42 years of average age and 6 years of permanence.

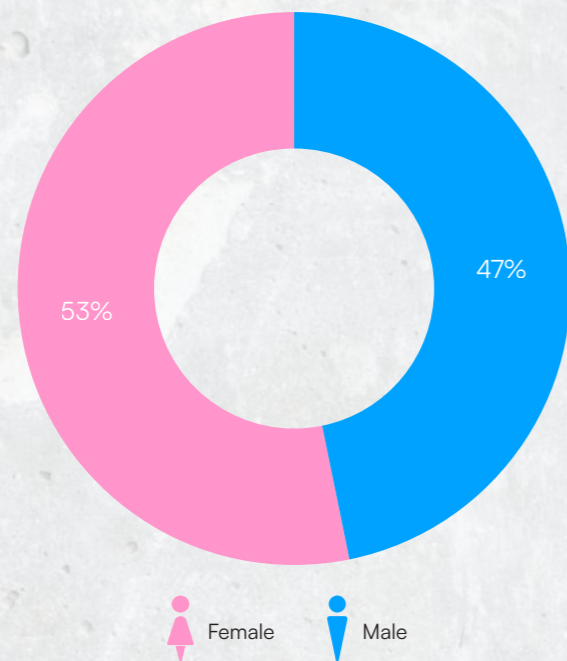
Gender distribution confirms different dynamics depending on the site. In B&C SA the female presence reaches 61%, while in Beauregard SAS women represent 57% of the staff. In Promotion S.p.A. there is a higher concentration of men, equal to 59% of the total. Instead, Beauregard Manufacture SA provides a more balanced picture, with 44% of women and 56% of men, consistent with the organisational complexity of this facility.

The composition by nationality also shows significant differences. Beauregard SAS, Promotion S.p.A. and B&C SA are characterised by an almost total prevalence of local staff, while Beauregard Manufacture SA represents the most multicultural pole of the Group. In fact, Swiss, French, Italian and Portuguese collaborators work together here, alongside visitors from the Netherlands and Madagascar, outlining a more international context.

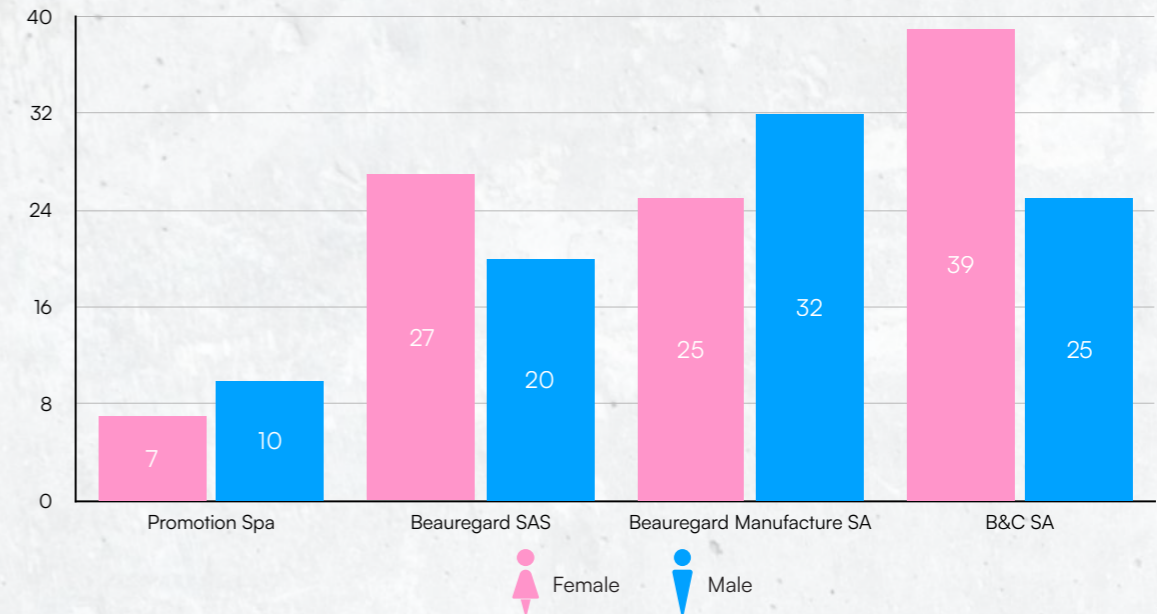
Contractually, a solid and stability-oriented structure emerges. 93% of the staff are employed indefinitely, while fixed-term contracts represent 7% of the total and are mainly concentrated in Beauregard SAS and B&C SA, consistent with the specific needs of the two sites. The use of administration is residual and concerns a single case within Beauregard Manufacture SA. The organisation of working hours also shows differentiated configurations: 88% of employees work full-time, while 12% work part-time, a mode particularly widespread in Beauregard Manufacture SA, where it finds the greatest concentration of the entire Group.

EMPLOYEE GENDER

SITE	FEMALE	MALE	TOTAL
PROMOTION SPA	7	10	17
BEAUREGARD SAS	27	20	47
BEAUREGARD MANUFACTURE SA	25	32	57
B&C SA	39	25	64
TOTAL	98	87	185

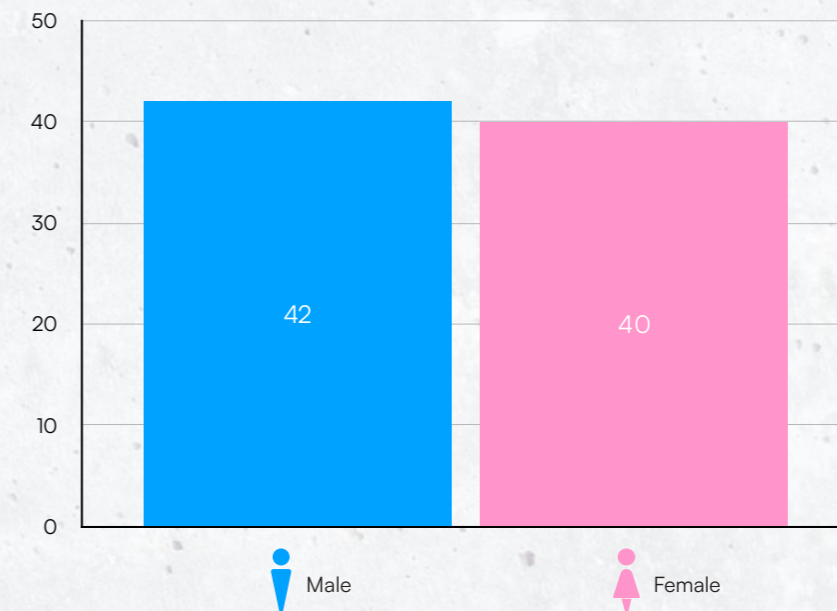


EMPLOYEES BY GENDER



AVERAGE AGE OF EMPLOYEES

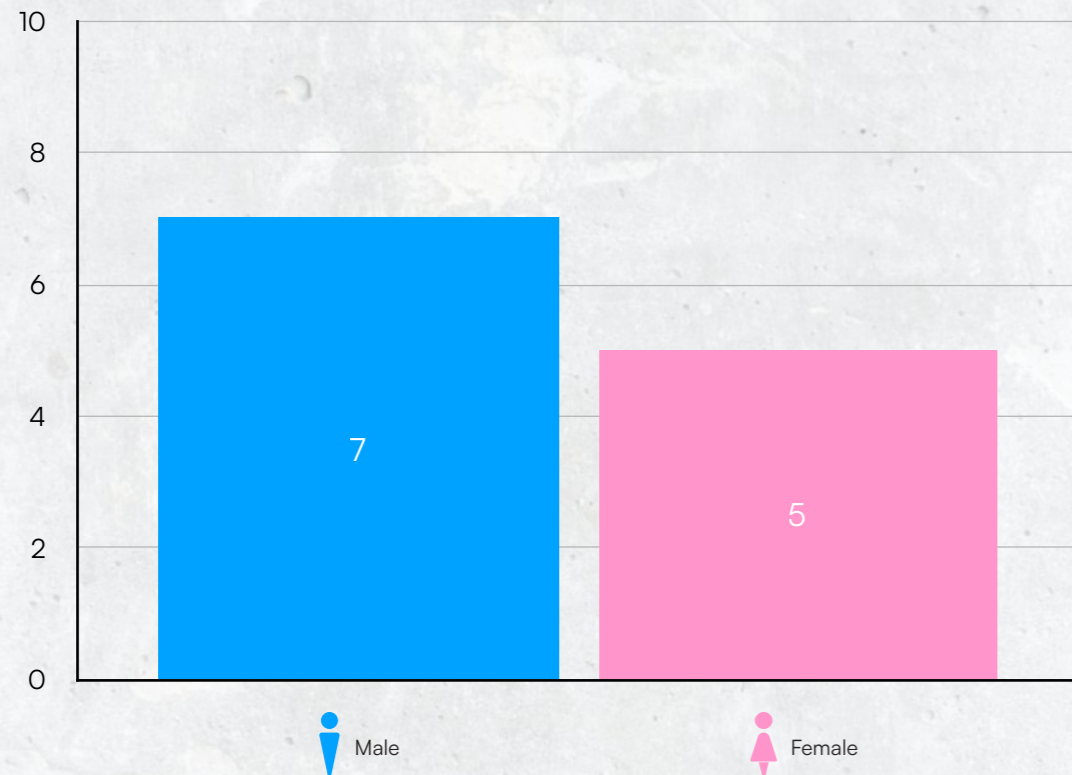
SITE	FEMALE	MALE	TOTAL
PROMOTION SPA	40	46	44
BEAUREGARD SAS	41	43	42
BEAUREGARD MANUFACTURE SA	44	46	45
B&C SA	39	44	41
OVERALL AVERAGE AGE	40	42	41



AVERAGE YEARS AT THE COMPANY

SITE	FEMALE	MALE	TOTAL
PROMOTION SPA	13	11	12
BEAUREGARD SAS	6	7	6
BEAUREGARD MANUFACTURE SA	3	8	6
B&C SA	3	4	4
AVERAGE YEARS	5	7	6

AVERAGE YEARS AT THE COMPANY



NATIONALITY OF EMPLOYEES

SITE	FEMALE	MALE	TOTAL
PROMOTION SPA	7	10	17
ITALIAN	7	9	16
THE NETHERLANDS	0	1	1
BEAUREGARD SAS	27	20	47
FRENCH	27	20	47
BEAUREGARD MANUFACTURE SA	25	32	57
FRENCH	14	11	25
ITALIAN	1	4	5
MALAGASY	1	0	1
THE NETHERLANDS	0	2	2
PORTUGUESE	3	2	5
SWISS	6	13	19
B&C SA	39	25	64
COLOMBIAN	0	1	1
PORTUGUESE	39	24	63
COMBINED TOTAL	98	87	185

TYPE CONTRACTS BY GENDER

SITE	FULL-TIME / PART-TIME	CONTRACT TYPE	FEMALE	MALE	TOTAL
PROMOTION SPA	PART-TIME	PERMANENT	1	0	1
	FULL-TIME	PERMANENT	6	10	16
BEAUREGARD SAS	FULL-TIME	FIXED TERM	4	2	6
		PERMANENT	23	18	41
BEAUREGARD MANUFACTURE SA	PART-TIME	PERMANENT	14	4	18
	FULL-TIME	FIXED TERM	1	1	2
		PERMANENT	10	27	37
B&C SA	PART-TIME	PERMANENT	2	0	2
	FULL-TIME	FIXED TERM	1	4	5
		PERMANENT	36	21	57
COMBINED TOTAL			98	87	185

TRAINING AND SKILLS DEVELOPMENT

In 2024, the Promotion Group consolidated its commitment to training as a fundamental lever to strengthen skills, enhance people and support the competitiveness of plants in an international production setting. The training activity involved a total of 802 hours, distributed among the production sites of Promotion Spa, Beaugard SAS, Beaugard Manufacture SA and B&C SA, with a plan aimed at identifying the specific needs of each company.

Distribution by plant

The most significant contribution was expressed by Beaugard Manufacture SA with 282 hours (35.16% of the total), thanks to a clear focus on international training and cross-cutting skills. In second place is B&C SA, with 280 hours (34.91%), where priority was given to technological certifications and specialised courses on production machines.

Beaugard SAS recorded 164 hours (20.45%), with a strong concentration on safety and prevention routes, while Promotion Spa totalled 76 hours (9.48%), mainly focusing on company integration and management.

This distribution highlights a differentiated approach: each plant has oriented training towards the areas most closely related to its specialisation and its role within the Group.



Gender and age of participants

The training hours affected men and women to varying degrees: 506.5 hours for male employees (63.15% of the total) and 295.5 hours for female employees (36.85%).

The data reflects both the composition of the workforce, characterised by a greater male presence in operational and technical areas, and the nature of training courses, with a high number of courses related to technological innovation.

From a demographic point of view, the average age of the participants is 43 years, with differences between plants: Promotion Spa and Beauregard SAS mainly involved expert figures (average 46-48 years), while Beauregard Manufacture SA and B&C SA recorded a greater presence of younger profiles (average 43-45 years). This data indicates a balance between the strengthening of consolidated skills and the growth of the new generations, ensuring continuity and turnover within the operational structures.

Thematic areas

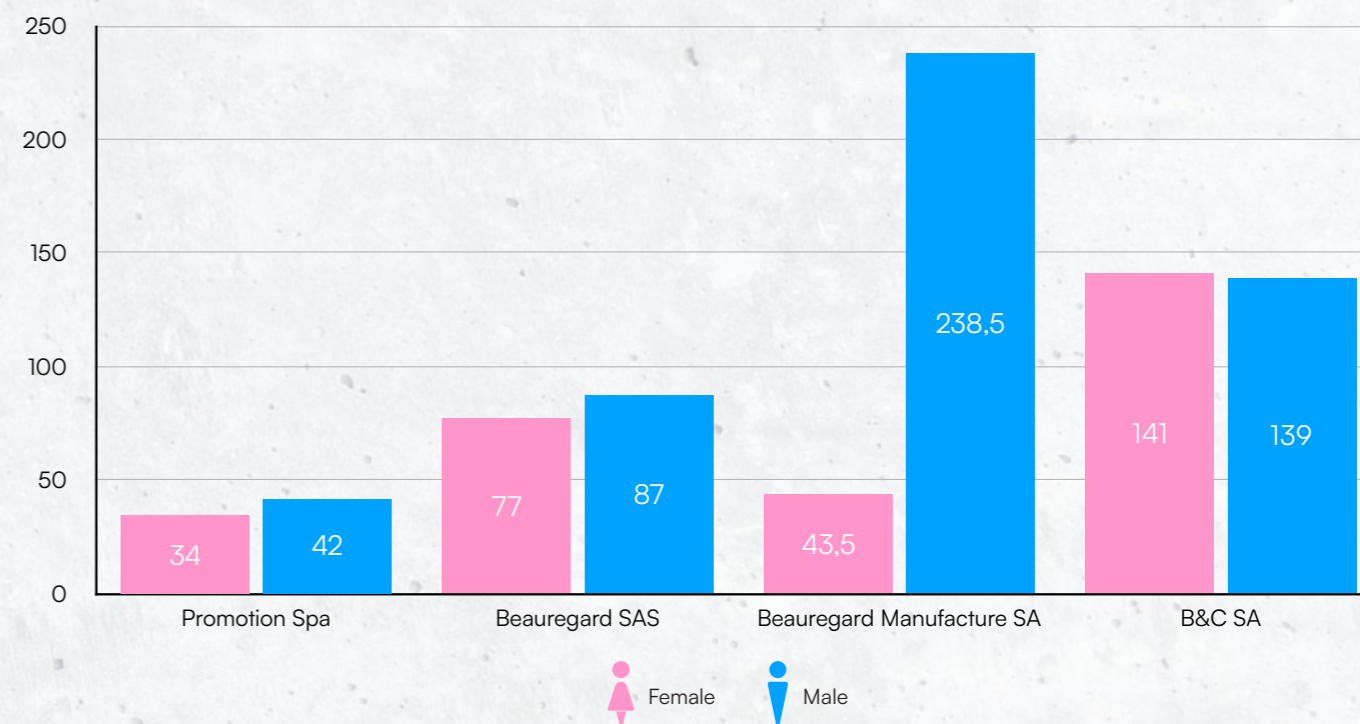
Analysing the thematic areas, significant differences are found:

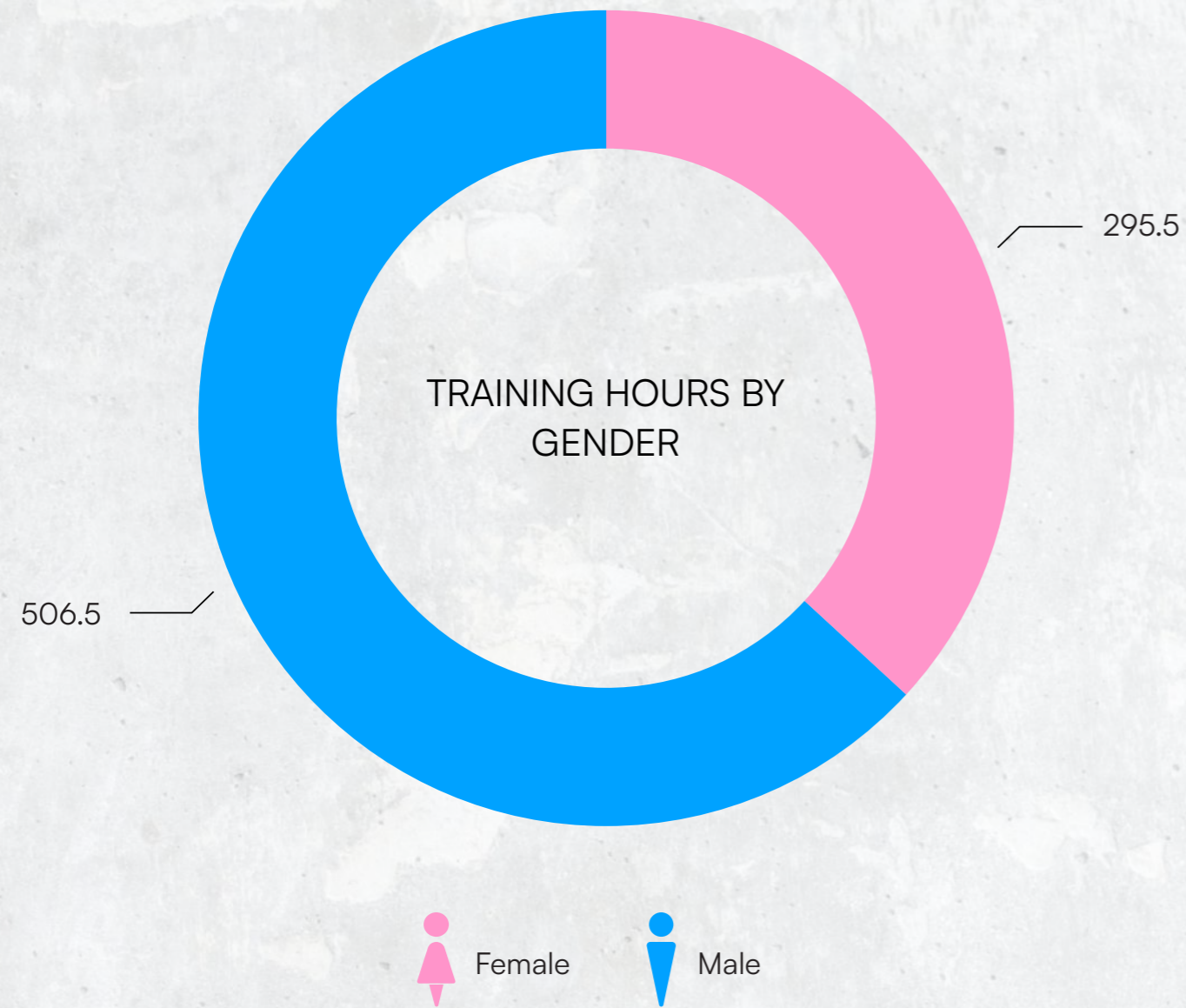
- **Technological innovation and production processes:** 348 hours (43% of the total). B&C SA is the main protagonist with 264 hours, indicating a strong technical and updating vocation on production plants.
- **Internationalisation and cross-cutting skills:** 220 hours (27%). Almost entirely concentrated in Beauregard Manufacture SA, they supported the international reach of the plant, which serves as a hub for the research and development of innovative solutions.
- **Safety and prevention:** 116 hours (14%). Mainly distributed between Beauregard SAS (70 hours and Promotion Spa (38 hours), they have helped to strengthen worker protection procedures in factories with intense production activity.
- **Business management and administration:** 88 hours (11%). Present in Promotion Spa, Beauregard SAS and B&C SA, their aim was to develop organisational and coordination skills, with a particular focus on administrative functions.
- **Onboarding and professional development courses:** 30 hours (4%). Mainly conducted at Promotion Spa and Beauregard Manufacture SA, they supported onboarding programs and the integration of new resources.

TRAINING HOURS BY GENDER

SITE	FEMALE	MALE	TOTAL
PROMOTION SPA	34	42	76
BEAUREGARD SAS	77	87	164
BEAUREGARD MANUFACTURE SA	43,5	238,5	282
B&C SA	141	139	280
COMBINED TOTAL	295,5	506,5	802

TRAINING HOURS BY GENDER

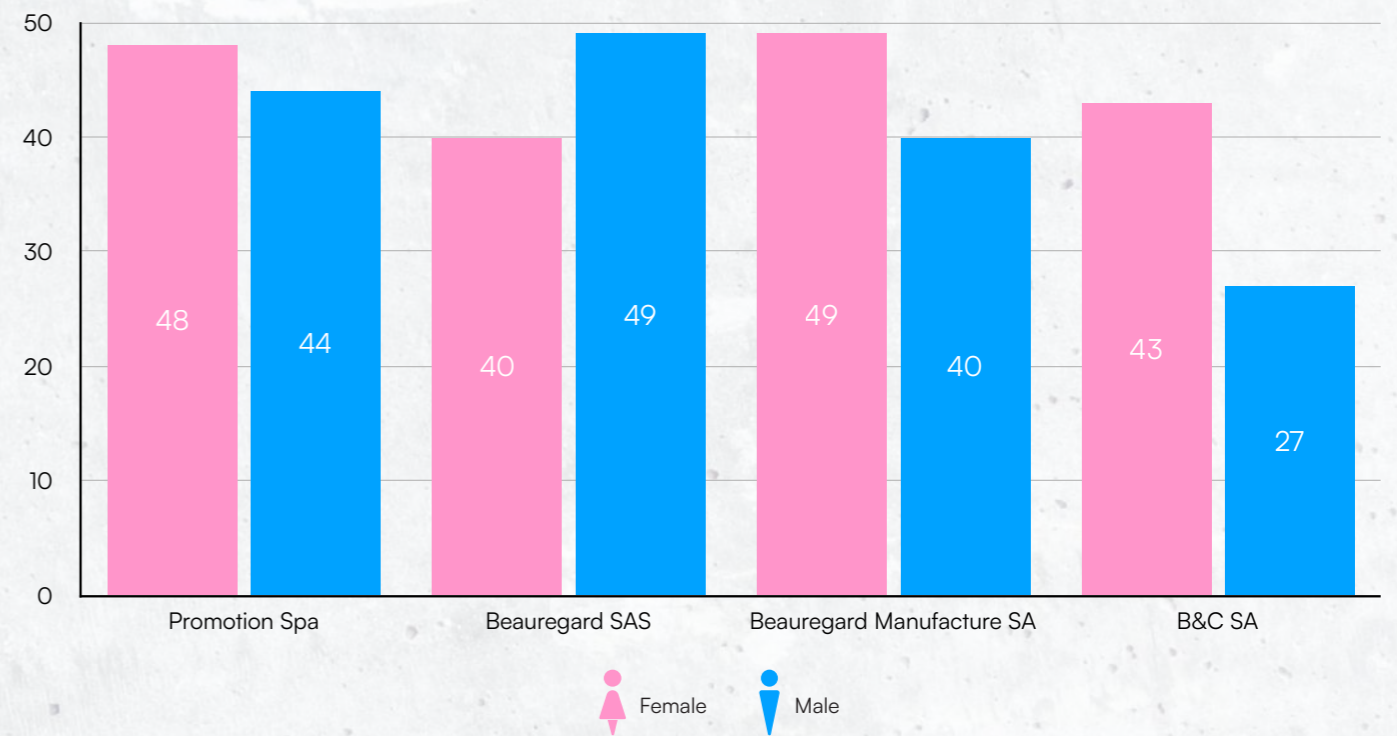




AVERAGE AGE/ EDUCATION BY GENDER

SITE	FEMALE	MALE
PROMOTION SPA	48	44
BEAUREGARD SAS	40	49
BEAUREGARD MANUFACTURE SA	49	40
B&C SA	43	27
AVERAGE AGE	46	43

AVERAGE AGE / EDUCATION BY GENDER



TRAINING HOURS BY GENDER / ROLE

SITE	ROLE	TRAINING	FEMALE	MALE	TOTAL	
PROMOTION SPA	Administration, Finance and Control	Safety and prevention	0	12	12	
	Sales and Marketing Functions	Onboarding and professional development pathways	0	8	8	
	Sales and Marketing Functions	Safety and prevention	0	16	16	
	Quality and Control	Safety and prevention	4	0	4	
	Human Resources and Management	Business management and administration	30	0	30	
	Human Resources and Management	Safety and prevention	0	6	6	
BEAUREGARD SAS	Administration, Finance and Control	Business management and administration	42	0	42	
	Administration, Finance and Control	Onboarding and professional development pathways	0	2	2	
	Production and Operators	Technological innovation and production processes	7	36	43	
	Production and Operators	Safety and prevention	28	42	70	
	Human Resources and Management	Technological innovation and production processes	0	7	7	
BEAUREGARD MANUFACTURE SA	Administration, Finance and Control	Internationalisation and transversal skills	24	0	24	
	Administration, Finance and Control	Safety and prevention	1.5	0.5	2	
	Sales and Marketing Functions	Internationalisation and transversal skills	0	40	40	
	IT and Digital	Internationalisation and transversal skills	0	40	40	
	Logistics and Supply Chain	Internationalisation and transversal skills	4	0	4	
	Logistics and Supply Chain	Onboarding and professional development pathways	4	0	4	
	Logistics and Supply Chain	Safety and prevention	0.5	0	0.5	
	Production and Operators	Technological innovation and production processes	0	26	26	
	Production and Operators	Safety and prevention	0	1.5	1.5	
	Quality and Control	Safety and prevention	0.5	0	0.5	
	Research and Development / Technology	Technological innovation and production processes	0	8	8	
	Research and Development / Technology	Internationalisation and transversal skills	0	104	104	
	Research and Development / Technology	Safety and prevention	0	1	1	
	Human Resources and Management	Onboarding and professional development pathways	0	16	16	
	Human Resources and Management	Safety and prevention	0.5	1.5	2	
	Support and Assistants	Internationalisation and transversal skills	8	0	8	
	Support and Assistants	Safety and prevention	0.5	0	0.5	
	B&C SA	Administration, Finance and Control	Business management and administration	16	0	16
		Logistics and Supply Chain	Technological innovation and production processes	25	0	25
Production and Operators		Technological innovation and production processes	50	82	132	
Human Resources and Management		Technological innovation and production processes	50	57	107	
COMBINED TOTAL			295.5	506.5	802	

WELFARE AND WELL-BEING OF PEOPLE

Promotion Group has developed a welfare system capable of responding to the specific needs of workers in different locations, while strengthening the bond between the company and its people. The variety of measures adopted reflects not only the different regulatory frameworks of the countries in which the Group operates, but also the intention to go beyond contractual obligations, introducing concrete tools to improve the quality of life.

Promotion Spa

In Italy, welfare is characterised by a balanced mix of economic benefits, health supports and work-life balance tools. All employees have been granted an individual welfare account with vouchers for expenses and fuel, active from March 2024 and valid until 2025, a measure that directly affects purchasing power and support for families. Health protection is reinforced by two targeted instruments: the Eastern Fund for health reimbursements, reserved for employees, and a system of reimbursements specific to managers, which recognises the different professional responsibilities. The Bilateral Institution complements the package with reimbursements for personal and family expenses, strengthening the social dimension of assistance. Alongside these structured measures, there are also symbolic but significant tools, such as the good gym and the coffee key, which contribute to daily well-being and a sense of community.

Beauregard Manufacture SA

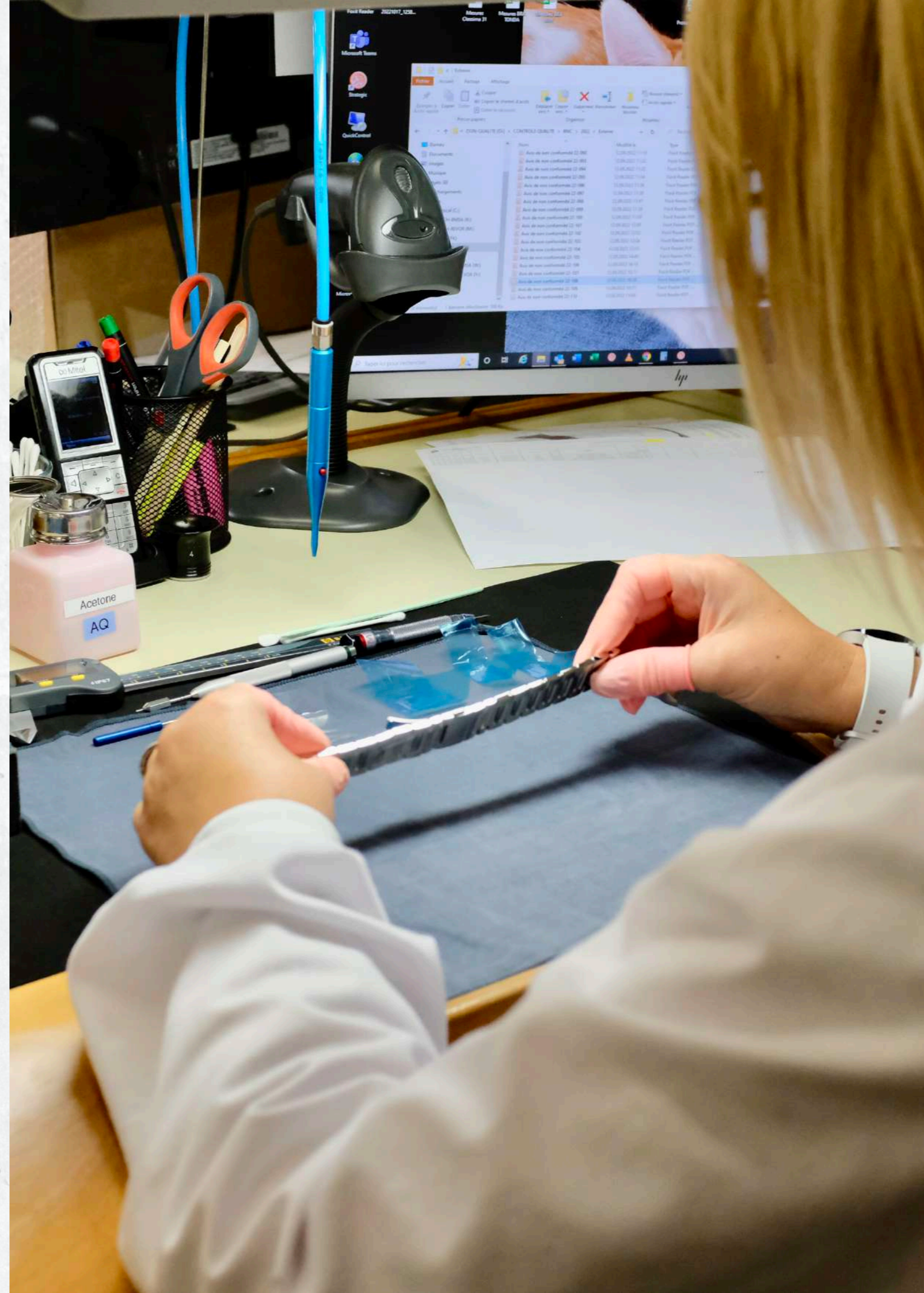
Swiss welfare is characterised by a pragmatic and service-oriented approach, with initiatives that aim to ensure accessibility, health and economic benefits. All employees are entitled to an annual eye examination, a preventive measure that meets the needs of those who work in high-precision production environments. This is complemented by agreements with workshops and dealers and with suppliers of electronic products, which reduce costs for widely used goods and services. Support for physical well-being is also expressed through a subsidy for sports activities, while tools such as attendance bonuses strengthen individual and collective commitment to business continuity. Overall, welfare in Switzerland is not limited to the professional sphere but supports the quality of daily life, intertwining health prevention, conventions and incentives.

Beauregard SAS

In France, the welfare system focuses on economic rewards, support services and enhancement of the territory. Employees benefit from attendance bonuses and goal-related bonuses, which link direct recognition to individual and collective results. Alongside these forms of incentive, there are more everyday tools, such as the availability of coffee machines and snacks, which strengthen the quality of the work environment. A distinctive element is the company Intranet, which offers advantages related to local brands and services, creating a link between the company and the local economic fabric. This welfare model is therefore characterised by a strong connection with performance and with the identity of the territory in which the company operates.

B&C SA

Portuguese welfare is the most in-depth one of the Group, as it integrates regulatory obligations and voluntary initiatives of the company. Compulsory measures include holiday and Christmas benefits, occupational accident insurance, social security contributions and paid leave, including sick leave, maternity leave and paternity leave. These are complemented by numerous optional tools offered by the company: health insurance that can be extended to the family unit, partnerships with gyms, meal allowance through restaurant cards and the company canteen, enriched by a system of distribution of free drinks once a month. Flexibility is guaranteed by the possibility of taking advantage of additional annual leave days on the basis of absences and sector agreements, while economic support takes the form of performance awards, awarded on a quarterly and annual basis.



THE QUALITY SYSTEM

The Promotion Group Quality System

During 2024, Promotion Group further strengthened its quality management system, confirming it as a central pillar of the company's strategy.

The approach is not limited to compliance with regulatory standards, but is configured as an integrated model that combines production excellence, technological innovation and social and environmental responsibility.

Quality is affirmed as a complex and integrated value, which includes the safety of people, the sustainability of processes, traceability of the production line and a readiness to respond to the challenges of an increasingly competitive global market.

Research, development and innovation

A leading role is played by the internal Research and Development department, which in 2024 expanded its activities by exploring new technological solutions and innovative materials.

Studies have been conducted on light and resistant alloys, able to combine comfort and durability, and tests have been started on environmentally friendly surface treatments to improve corrosion resistance without resorting to chemicals with a high environmental impact.

The use of state-of-the-art laser technologies, 3D printing applied to precious metals and collaborative robotics have made production processes more efficient, precise and flexible.

These investments have a double effect: on the one hand they increase the Group's competitiveness, on the other they generate positive spillovers for the territory, stimulating innovation and specialised skills.

The Altavilla Vicentina laboratory: the beating heart of quality

The Altavilla Vicentina laboratory is the nerve centre for research, testing and quality control activities. In 2024 alone, over 1,500 tests were performed on materials, components and finished products, with a range of analyses ranging from chemical and physical tests to mechanical and environmental resistance tests. The checks simulate extreme conditions of use to ensure maximum reliability even in the long term.

In addition to certifying product compliance, the laboratory plays a strategic role in supporting development: through constant dialogue with production departments and suppliers, it helps to optimise processes, reduce waste, improve material yield and accelerate the introduction of new solutions on the market. The proximity to external research centres also allows a direct transfer of scientific knowledge in the industrial field, keeping Promotion Group in a leading position in the sector.

Certifications and compliance commitments

The value of the quality system is confirmed in the certifications obtained and maintained in 2024. Compliance with the ISO 9001:2015 standard ensures an efficient and structured organisation of processes; membership of the Responsible Jewellery Council (RJC), with COP and COC certificates, guarantees the traceability of precious metals and responsibility throughout the chain, from the mine to the finished product.

This is in addition to specific compliance such as EN 1811 on the release of nickel, RoHS for the reduction of hazardous substances and REACH for the safe management of chemicals. These international standards not only strengthen the company's reputation, but also protect consumers, employees and communities, certifying that each product meets the highest safety and sustainability criteria.

Transparent and responsible supply chain

A further distinctive element of the quality system is responsible supply chain management. Thanks to advanced digital tools, Promotion Group ensures the complete traceability of materials and components, ensuring that each product can be traced back to its origin.

This approach makes it possible to prevent risks related to supplies that are unethical or sourced from areas at risk of conflict, in line with the OECD guidelines for mining supply chains.

Community and shared commitment

Promotion Group's commitment to quality and sustainability is also reflected in its participation in international networks. Beauregard SAS, a subsidiary of the Group, has confirmed its membership in the Communauté du Coq Vert, an initiative promoted by Bpifrance that brings together companies committed to the ecological transition. This participation strengthens the Group's ability to dialogue with other European entities, sharing innovative practices and promoting a common vision of sustainable development.

THE ROHS STANDARD

On the dispersion in nature of heavy metals such as mercury and cadmium.

REACH

It allows the registration, evaluation and authorisation of chemicals at our various production sites.

UNI EN ISO 9001:2015

Promotion S.p.A. adopts a management system that is compliant with the UNI EN ISO 9001:2015 standard, the international standard that defines the requirements for efficient and structured management.

THE EN1811 STANDARD

The nickel release rate. The company uses suitable materials and has also reviewed its production process.

THE RESPONSIBLE JEWELLERY COUNCIL RJC — COP — COC

It is used to certify good practices in the supply of gold or diamonds, from the mine to distribution, allowing traceability throughout the flow.

LE COQ VERT

Launched by Bpifrance in collaboration with ADEME and the Ministry of Ecological Transition, it brings together companies convinced of the importance of taking action for the ecological and energy transition. Beauregard SAS is part of this community, reinforcing its commitment to sustainable and responsible development.



SOCIAL COMMITMENT

Promotion Group's charitable contributions and social commitment

Promotion Group has consolidated its social commitment by supporting numerous initiatives in Italy, France, Switzerland and Portugal. The actions taken reflect a clear vision: to generate value not only through economic results, but also by contributing with commitment to the well-being of communities and the promotion of social, cultural and humanitarian causes.

Solidarity and scientific research in Italy

In Italy, the Group has renewed its closeness to the world of health research and solidarity. Donations were made to ANVOLT, the National Association of Volunteers Fighting Tumours, in support of oncological research, and to EMO-CASA ETS, engaged in the study of leukaemias and haematological diseases. The traditional purchase of UNICEF Christmas cards has made it possible to contribute to campaigns for children in need. In addition, the donation to the Missions of Faith Foundation non-profit organisation supported the Effatà Paolo VI Institute in Bethlehem, strengthening the link between solidarity and the international dimension of the Group's activities.



Local development and support for young people in France

In France, Promotion Group has paid particular attention to supporting local communities and new generations. Donations to companies such as ACCA Mazeyrat d'Allier, the Moto Club du Haut Allier, the Jeunes de Paulhaguet and the Collège de Paulhaguet have helped to strengthen sports, educational and associative initiatives with a direct impact on young people and the territory. Other contributions have supported the association La Foulée Langeadoise and the Comité des Jeunes Domeyrat, encouraging the promotion of cultural and recreational activities that feed social cohesion.



Culture, sport and solidarity in Switzerland

In Switzerland, the Group has confirmed its tradition of supporting sport and culture. Among the most important initiatives is the participation in the Marathon du Hockey 2024 through MV. Sportlive, which has raised funds for the associations Zoé4Life and Perce-Neige, committed respectively to supporting sick children and people with disabilities. Additional contributions have included the Lions Club of Neuchâtel for the charitable action “Gâteaux 2024”, the Corbak Festival and the Festival du Chant du Gros, testifying to the attention paid to musical culture and sociality.



There was no lack of support for individual sport with the sponsorship of cross-country ski athlete Maxime Beguin, as well as for the world of hockey, through the subscription to the Goal Club HCC, which made it possible to strengthen the proximity to the fans and local communities. In addition, the contribution to the Noce de Sang theatre project (planned for 2025) represents an investment in creativity and cultural dissemination, demonstrating how the Group believes in the value of the diversity of artistic expressions.

Proximity and solidarity in Portugal

In Portugal, Promotion Group has continued its outreach to the community. Local parishes were supported with small contributions for communication and social publicity initiatives, while donations to the Fire Brigade strengthened civil protection and humanitarian aid activities. Sport has also benefited from this commitment through the support of a local sports club, with the aim of promoting inclusion, sociality and collective well-being.

A commitment that unites territories and people

The distribution of donations in 2024 demonstrates the Group’s willingness to be close to the territories in which it operates, building authentic relationships with associations, local authorities and charities.

Every contribution, regardless of its economic value, represents a piece of a broader commitment: to generate a positive social impact, strengthen community ties and promote inclusive development.

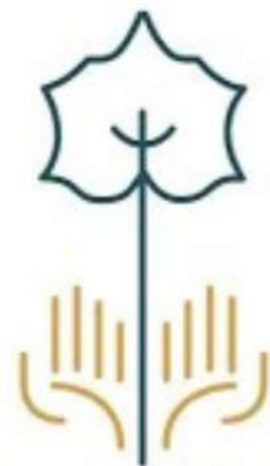
ZOÉ 4 LIFE

ENSEMBLE CONTRE LE CANCER DE L'ENFANT

Faites un don sur
www.zoé4life.org
 ou par TWINT



THE PROMOTION GROUP & TREESITION PARTNERSHIP



Treesition

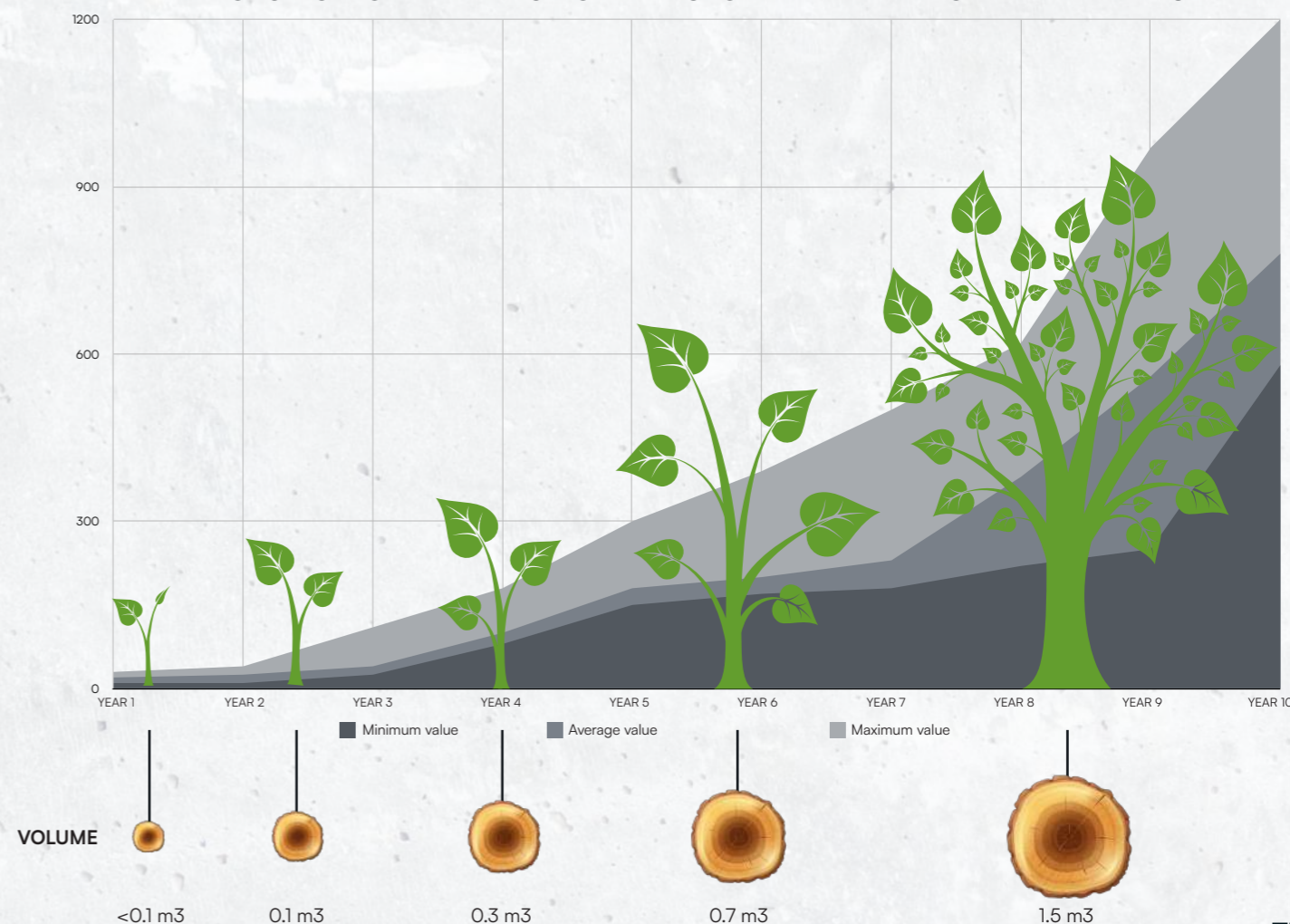
Investissez dans un futur plus vert



TREESITION PROJECT: A SUSTAINABLE TRANSITION MODEL

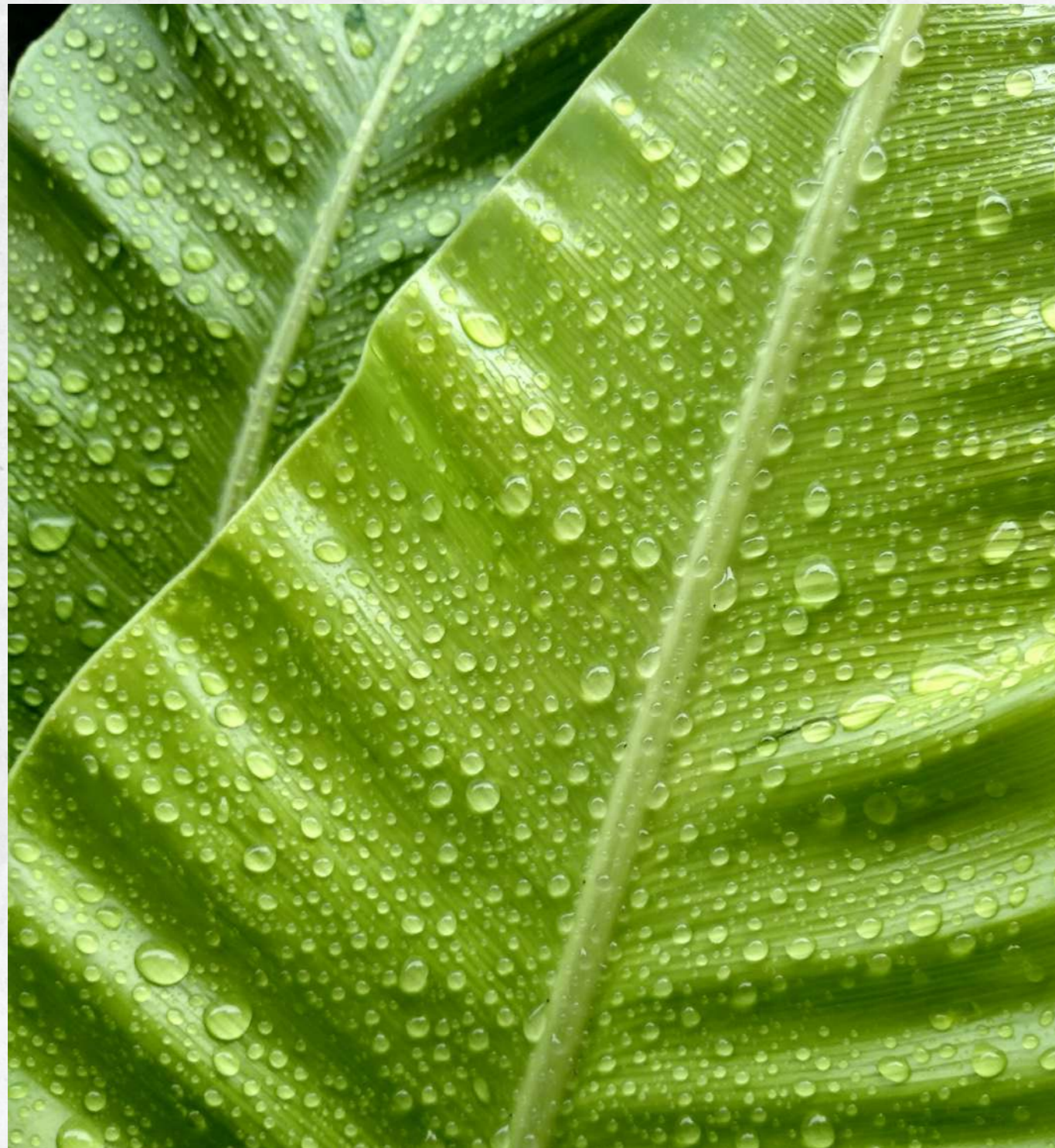
Promotion Group has continued with conviction the path undertaken towards integrated sustainability, consolidating the strategic partnership with Treesition, the initiative dedicated to regenerative reforestation and the enhancement of agricultural areas through innovative agroforestry models. After the launch phase started in 2023, the project has reached a new operational maturity, with an approach that is increasingly oriented towards measuring impact and creating shared value. Treesition, based on a vision of a circular and regenerative economy, promotes the planting of trees on agricultural land, integrating environmental, economic and social logics into a single sustainable model.

EVOLUTION OF THE VALUE OF A PAULOWNIA HYBRID OVER THE YEARS



A model that regenerates value and territory

The main objective of the project is to restore vitality to agricultural soils, increase biodiversity and contribute to the mitigation of climate change by capturing carbon dioxide. The plantations created as part of the partnership combine the controlled growth of species with high CO2 absorption potential with protection of the natural balance of the soil, reducing erosion and improving the overall quality of rural ecosystems. The integrated approach adopted by Treesition represents a new paradigm of land management, capable of combining profitability and sustainability. The production of precious wood from sustainable plantations is in fact accompanied by development of the land and the creation of new economic opportunities for the farmers involved. This model stands out for its ability to generate lasting benefits without compromising natural resources, demonstrating that reforestation can be a concrete lever for environmental resilience and the prosperity of local communities.



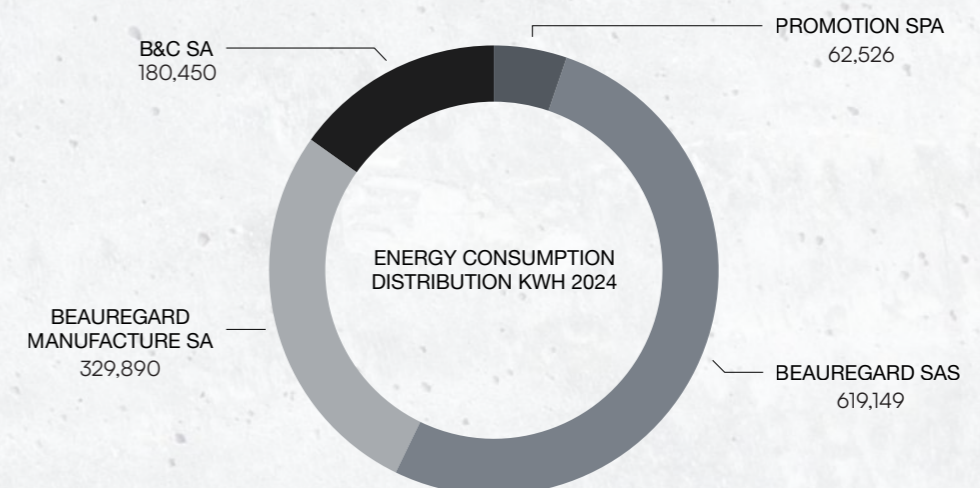
ENVIRONMENTAL IMPACT

ENERGY CONSUMPTION

Energy is a crucial resource for the Promotion Group. In 2024 total consumption reached 1,192,015 kWh, a slight increase compared to 1,176,575 kWh in 2023 (+1.3%). Although it is a small increase, the precise analysis shows different trajectories between the sites, the result of both the production characteristics and the efficiency initiatives launched.

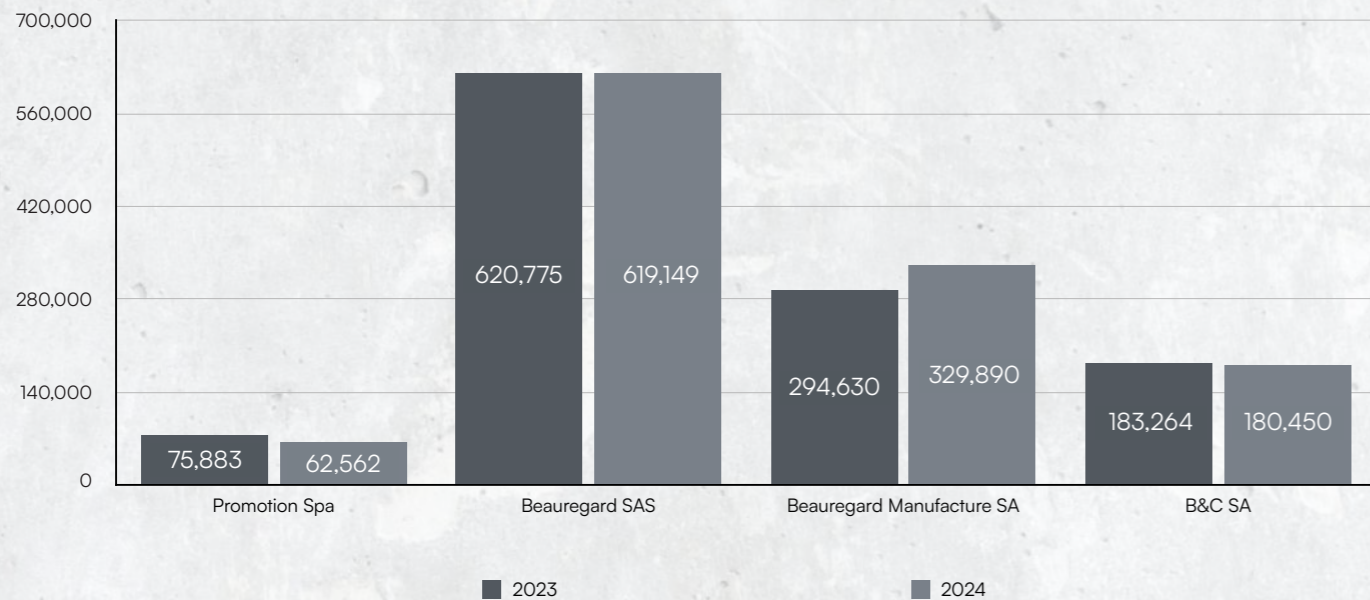
POWER CONSUMPTION KWH

SITE	2023	DISTRIBUTION 2023	2024	DISTRIBUTION 2024
PROMOTION SPA	75,883	6.45%	62,526	5.25%
BEAUREGARD SAS	620,775	52.76%	619,149	51.94%
BEAUREGARD MANUFACTURE SA	294,630	25.04%	329,890	27.67%
B&C SA	183,264	15.58%	180,450	15.14%
COMBINED TOTAL	1,174,552	100%	1,192,015	100%



Consumption analysis by site

- Promotion Spa’s Italian headquarters recorded a net improvement, reducing its consumption from 75,883 kWh in 2023 to 62,526 kWh in 2024, equivalent to a decrease of -17.6%. Its weight of the total fell from 6.45% to 5.25%, highlighting the effectiveness of the digital solutions introduced and the contribution of the photovoltaic system, which reduced dependence on the electricity grid.
- The Swiss headquarters of Beaugard Manufacture SA instead saw consumption grow from 294,630 kWh to 329,890 kWh (+12%), bringing its weight from 25.0% to 27.7%. Here the data does not indicate inefficiencies, but is linked to the expansion of production activities and the complexity of precision machining, which require a constant supply continuity.
- At Beaugard SAS (France) consumption remained stable: 620,775 kWh in 2023 compared to 619,149 kWh in 2024 (-0.3%). Although without substantial changes, the French site continues to represent the main energy hub of the Group, with more than half of the total demand (51.9%), confirming the importance of the monitoring and control actions introduced in previous years.
- The Portuguese headquarters of B&C SA finally recorded a slight contraction, falling from 183,264 kWh to 180,450 kWh (-1.5%). Its incidence remained stable at around 15%, consolidating its role as a support and balance plant in the Group’s energy framework.

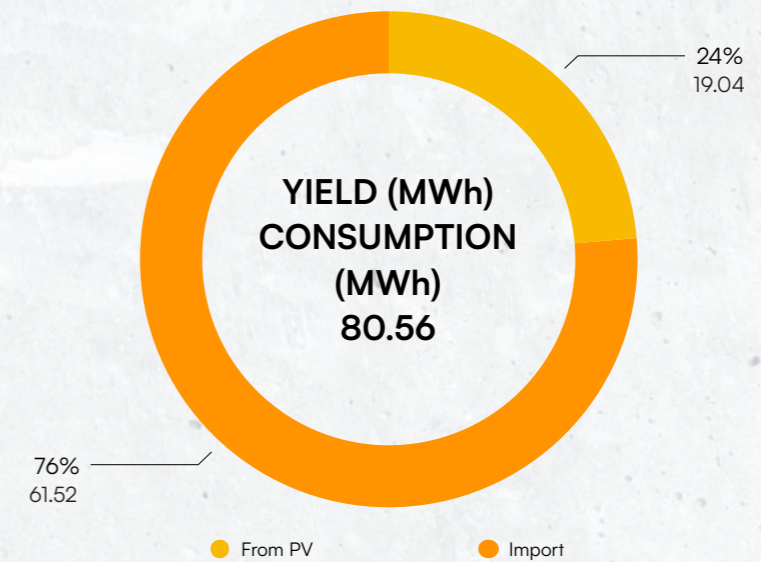
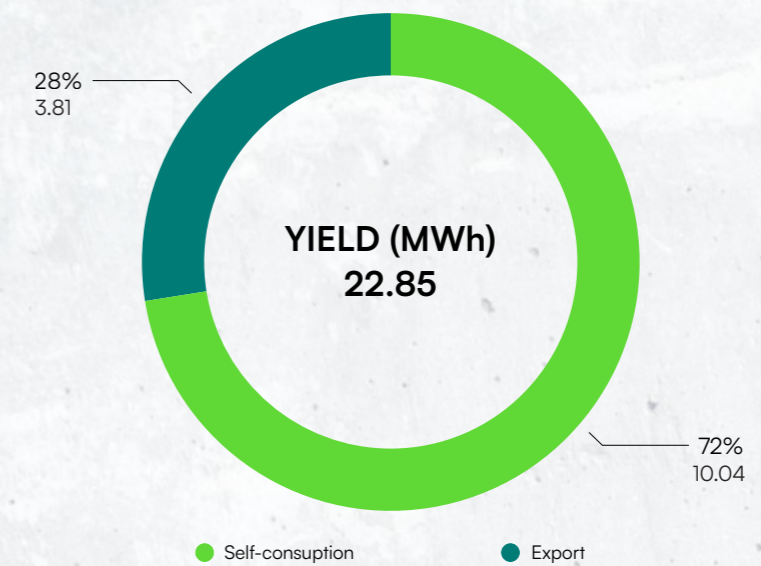


Consumption analysis by site

The installed photovoltaic system produced a total of 22.85 MWh of clean energy, consolidating the commitment to renewable sources. Of this amount:

- 19.04 MWh (83.3%) was self-consumed, generating direct savings in terms of grid supply and avoided emissions;
- 3.81 MWh (16.7%) was introduced into the grid, contributing to the balance of the electricity system and to the diffusion of renewable energy.

In terms of consumption, solar energy covered 23.6% of total needs, while the remaining 76.4% (61.52 MWh) was imported from the electricity grid. This figure represents a significant first step towards energy autonomy and demonstrates the Group’s ability to integrate sustainable and low-impact solutions into its mix.



The Group’s commitment now focuses on three priority objectives:

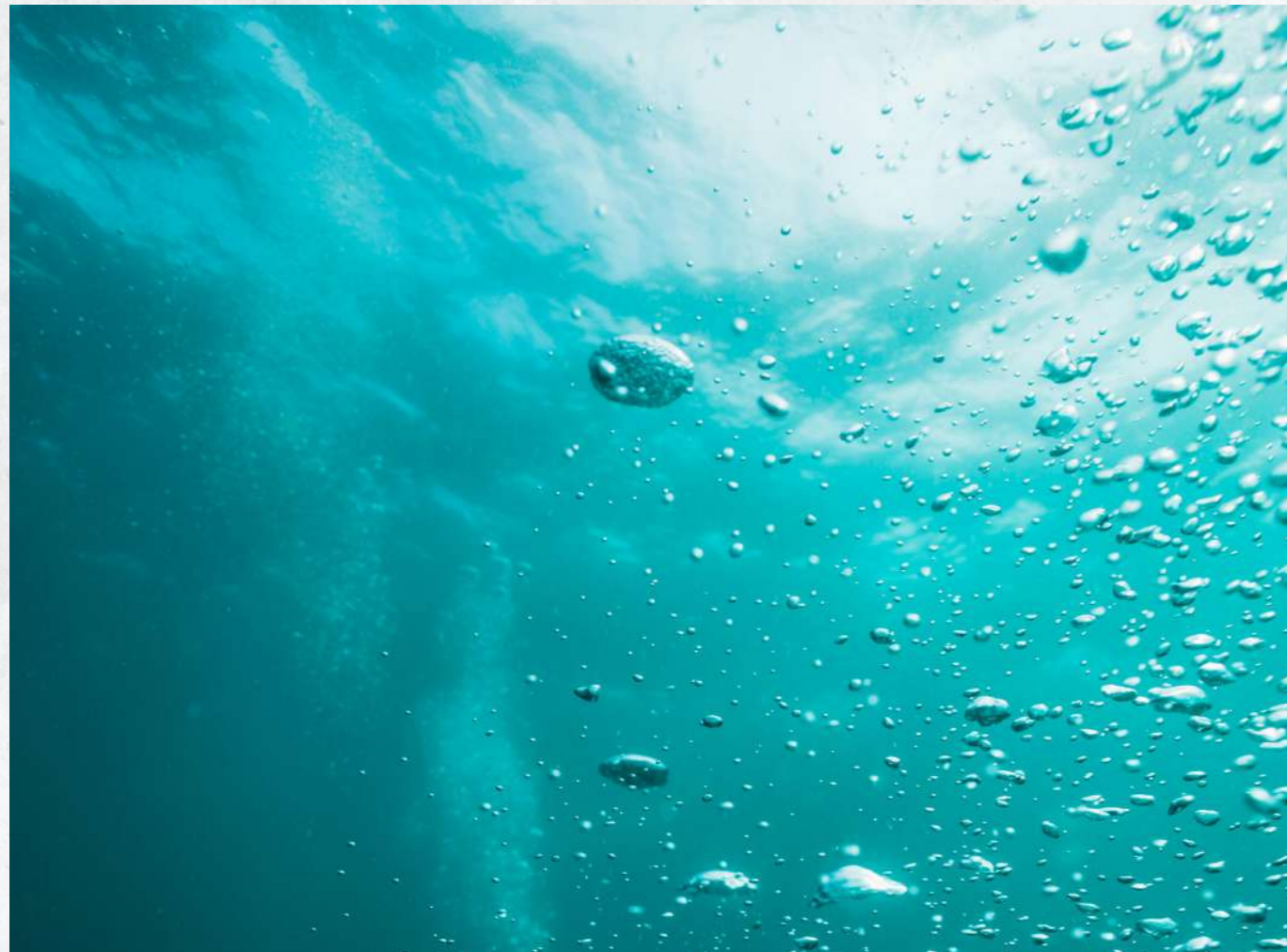
1. Progressively reduce dependence on the grid, increasing the share of energy self-produced by photovoltaics.
2. Optimise production processes at the sites with the highest consumption, with a particular focus on France and Switzerland.
3. Disseminate efficiency and monitoring practices at all sites such as to consolidate the improvement obtained in Italy and Portugal.

WATER CONSUMPTION

In the two-year period 2023–2024, the Group recorded a significant overall reduction: from 4,485 m³ in 2023 to 3,591 m³ in 2024, with a saving of almost 900 m³ or -20%. This data testifies to the effectiveness of the measures introduced at the various sites, aimed at optimising the use of water resources and at raising awareness among people of the need for more careful use.

WATER CONSUMPTION M³

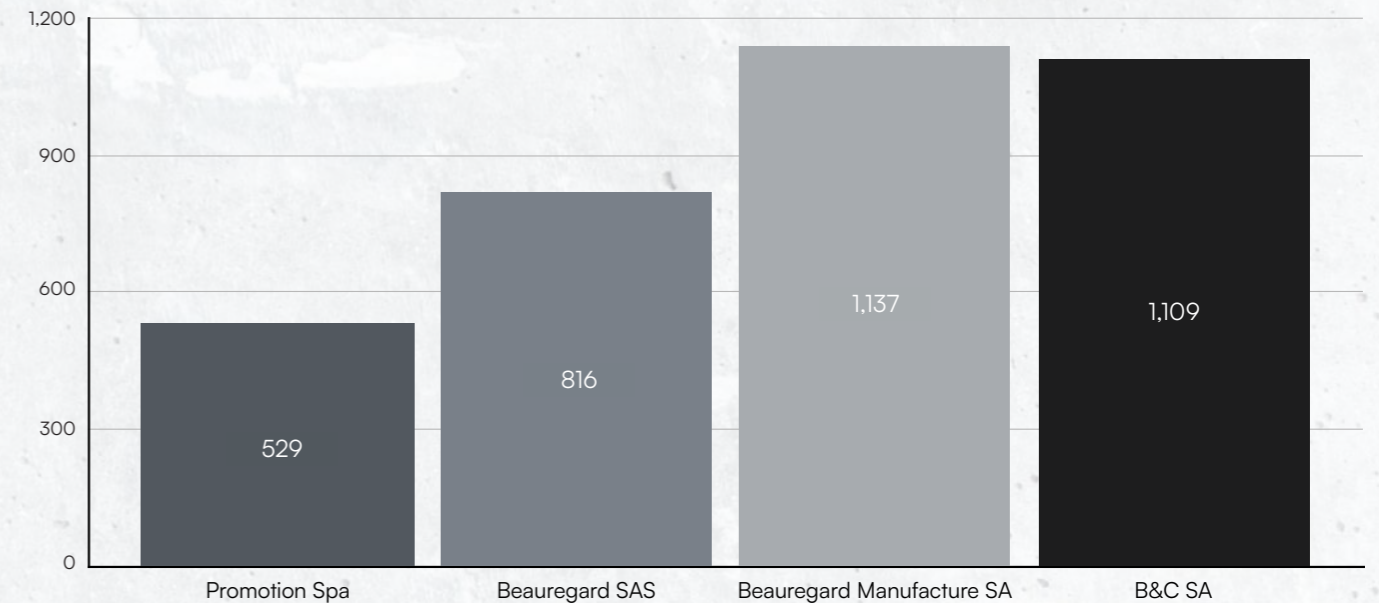
SITE	2023	2024
PROMOTION SPA	360	529
BEAUREGARD SAS	1,153	816
BEAUREGARD MANUFACTURE SA	1,986	1,137
B&C SA	986	1,109
COMBINED TOTAL	4,485	3,591



The analysis by site highlights differentiated dynamics:

- Promotion Spa recorded a significant increase, from 360 m³ to 529 m³ (+47%). The figure, albeit low in absolute terms, highlights the impact of new operational activities and requires the integration of efficiency solutions also in the Italian perimeter.
- Beauregard SAS shows a reduction of -29%, from 1,153 m³ to 816 m³. The decline confirms the consolidation of water saving practices already introduced in previous years.
- Beauregard Manufacture SA reduced consumption from 1,986 m³ to 1,137 m³, an improvement of -43%. This contraction affects efficiency measures on the plants and a more careful management of the production phases.
- B&C SA shows an increase from 986 m³ to 1,109 m³ (+12%). Although small, the increase indicates the need to adopt targeted containment measures here too, in order to align the trend with the Group's path.

Future challenges concern the consolidation of virtuous practices already adopted and the extension of targeted measures at sites that have recorded increases such as to maintain a consistent path of reduction and sustainable use of water resources.

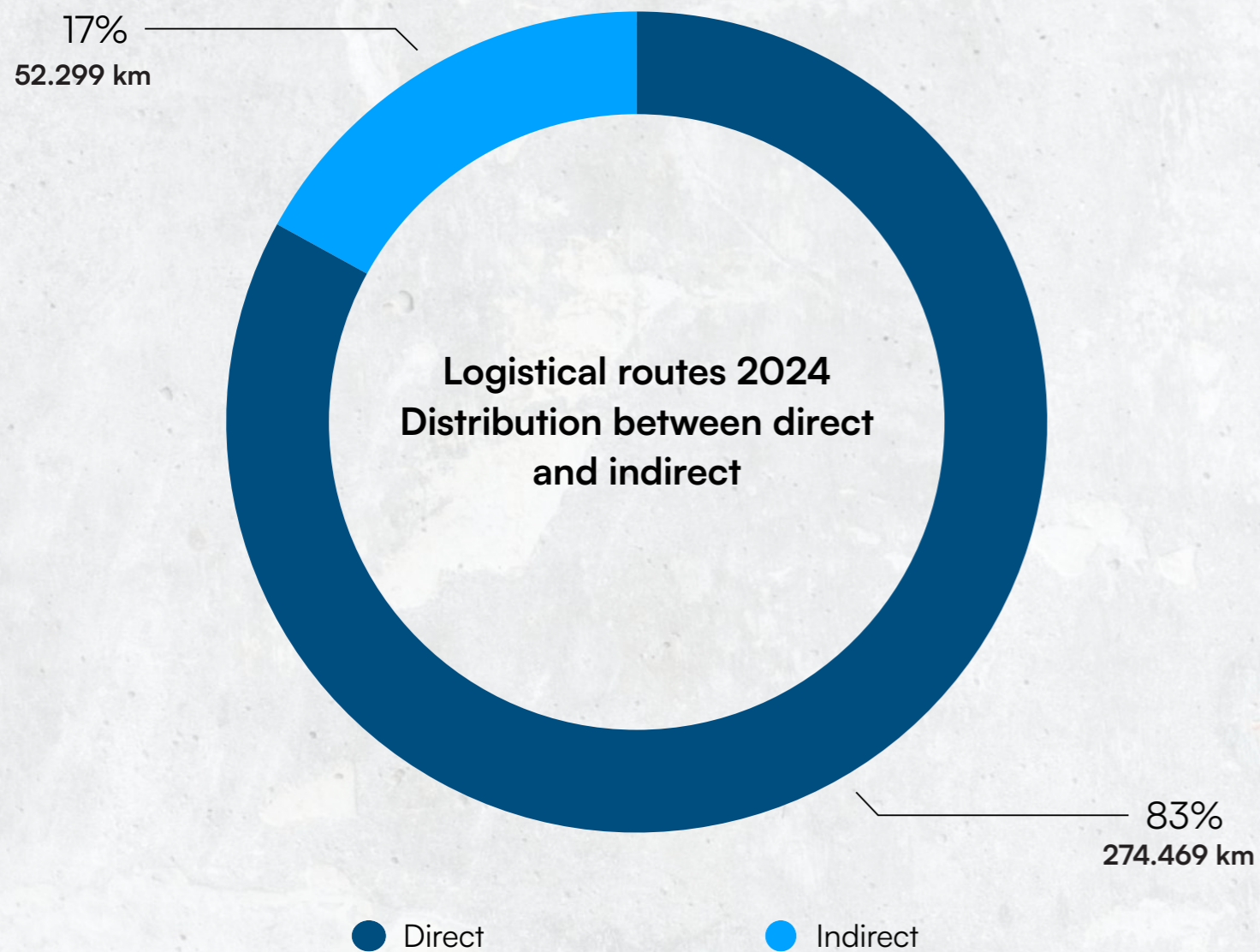


FUEL CONSUMPTION

Promotion Group has continued to closely monitor the journeys related to its logistics activities, distinguishing between direct kilometres, travelled with vehicles managed directly by the company, and indirect kilometres, entrusted to third parties. This survey is a fundamental tool to understanding the environmental impact of transport operations and to evaluate their evolution over time.

Overall, 274,469 direct kilometres were recorded in 2024, a figure that reflects substantial stability compared to the previous year, with a minimum variation of -0.5%.

Within this general framework, geographically differentiated trends can be observed: in Italy direct kilometres grew by +5.1%, in Switzerland the increase was lower (+1.4%), while in France there was a contraction of -7.8%.



A more marked evolution is evident in the analysis of indirect kilometres, which in 2024 total 52,299 kilometres, an increase of +35.7% compared to the previous year. In France there was a growth of +35.4%, in Portugal the increase was +36.8%, while in Switzerland, for the first time, 2,250 indirect kilometres were recorded, not previously present.

The picture that emerges from 2024 is therefore that of a logistics system that maintains substantial continuity in direct journeys, given a significant growth in indirect journeys, with territorial differences that outline a detailed and comparable framework between the different countries in which the Group operates.

KM DIRECT / INDIRECT ROUTES

SITE	DIRECT KM 2023	INDIRECT KM 2023	DIRECT KM 2024	INDIRECT KM 2024
PROMOTION SPA	68,664	-	72,185	-
BEAUREGARD SAS	85,860	29,868	79,182	40,443
BEAUREGARD MANUFACTURE SA	121,436	-	123,102	2,250
B&C SA	-	8,664	-	11,856
COMBINED TOTAL	275,960	38,532	274,469	52,299

GAS CONSUMPTION

In the period analysed, the group recorded a total consumption of natural gas of 12,552 m³ in 2023 and 13,068 m³ in 2024. The overall increase is 516 m³, corresponding to an increase of 4%.

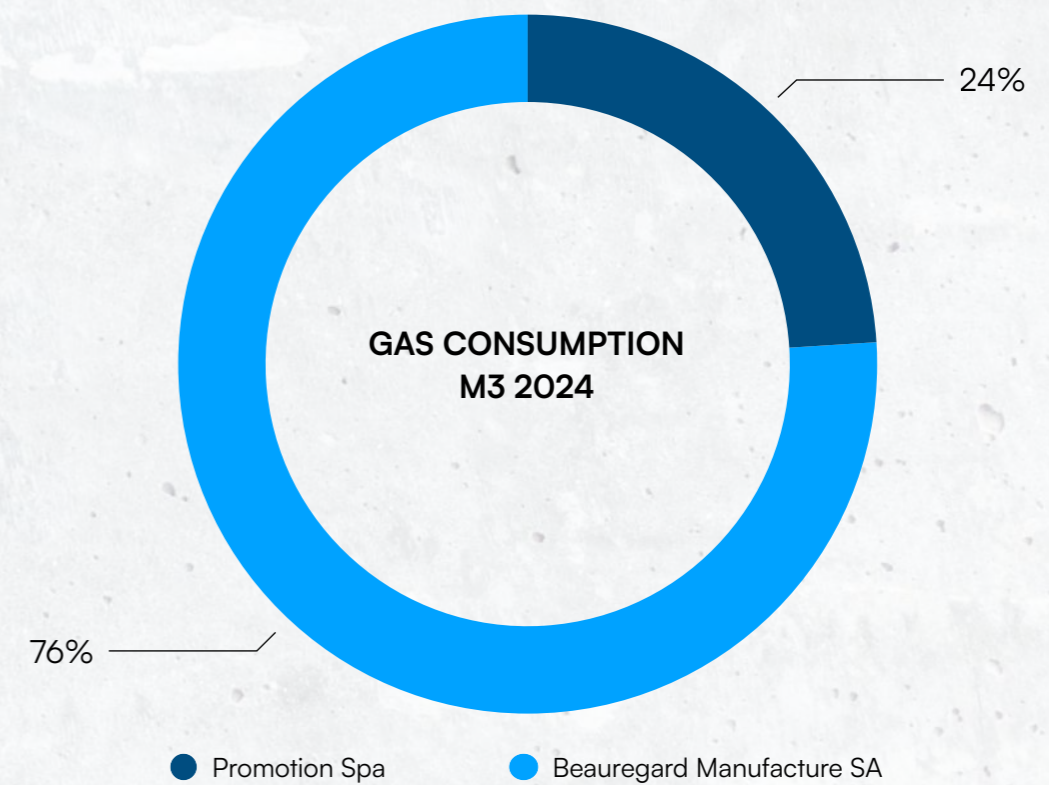
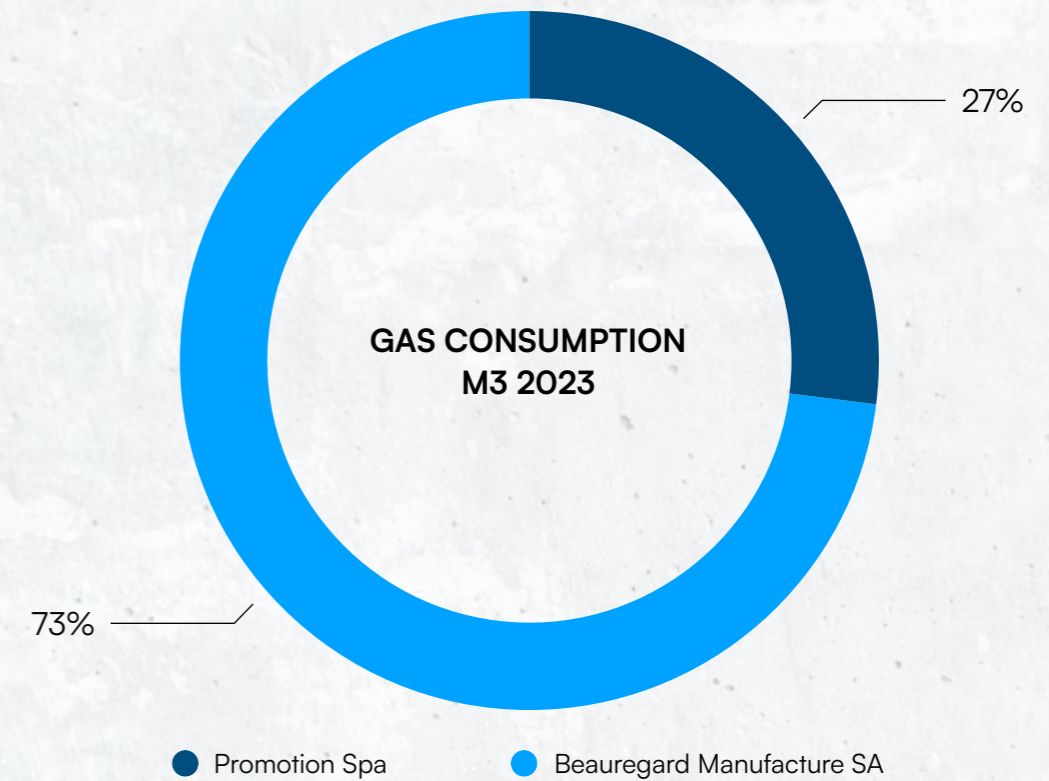
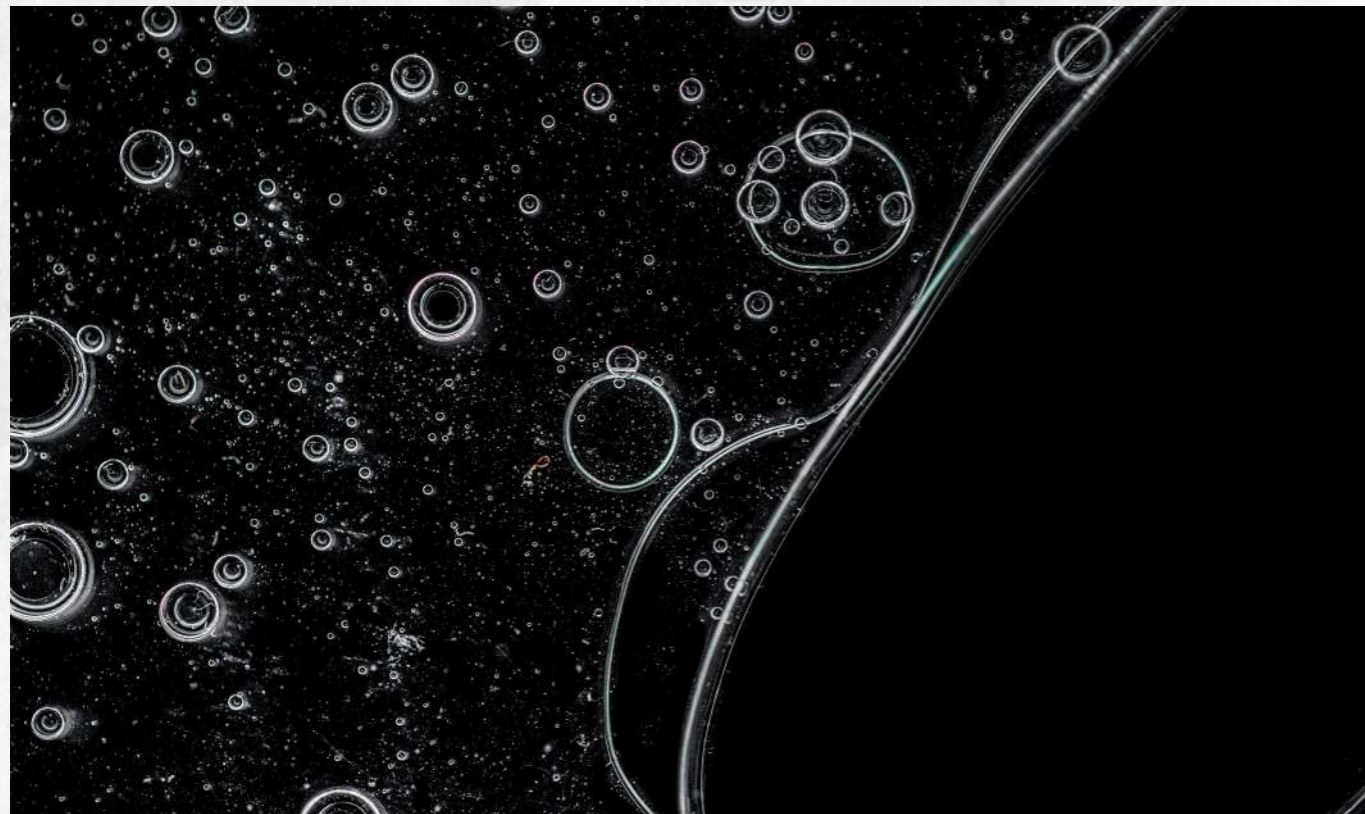
The trend by country highlights two distinct dynamics.

In Italy, consumption fell from 3,427 m³ to 3,120 m³ (-9%), while in Switzerland there was an increase from 9,125 m³ to 9,948 m³ (+9%).

These variations reflect the specific operating conditions of the individual sites and confirm the need for timely monitoring to guide future interventions.

GAS CONSUMPTION M³

SITE	2023	2024	ABSOLUTE CHANGE	% CHANGE
PROMOTION SPA	3,427	3,120	-307	-9%
BEAUREGARD MANUFACTURE SA	9,125	9,948	+823	+9%
COMBINED TOTAL	12,552	13,068	+516	+4%



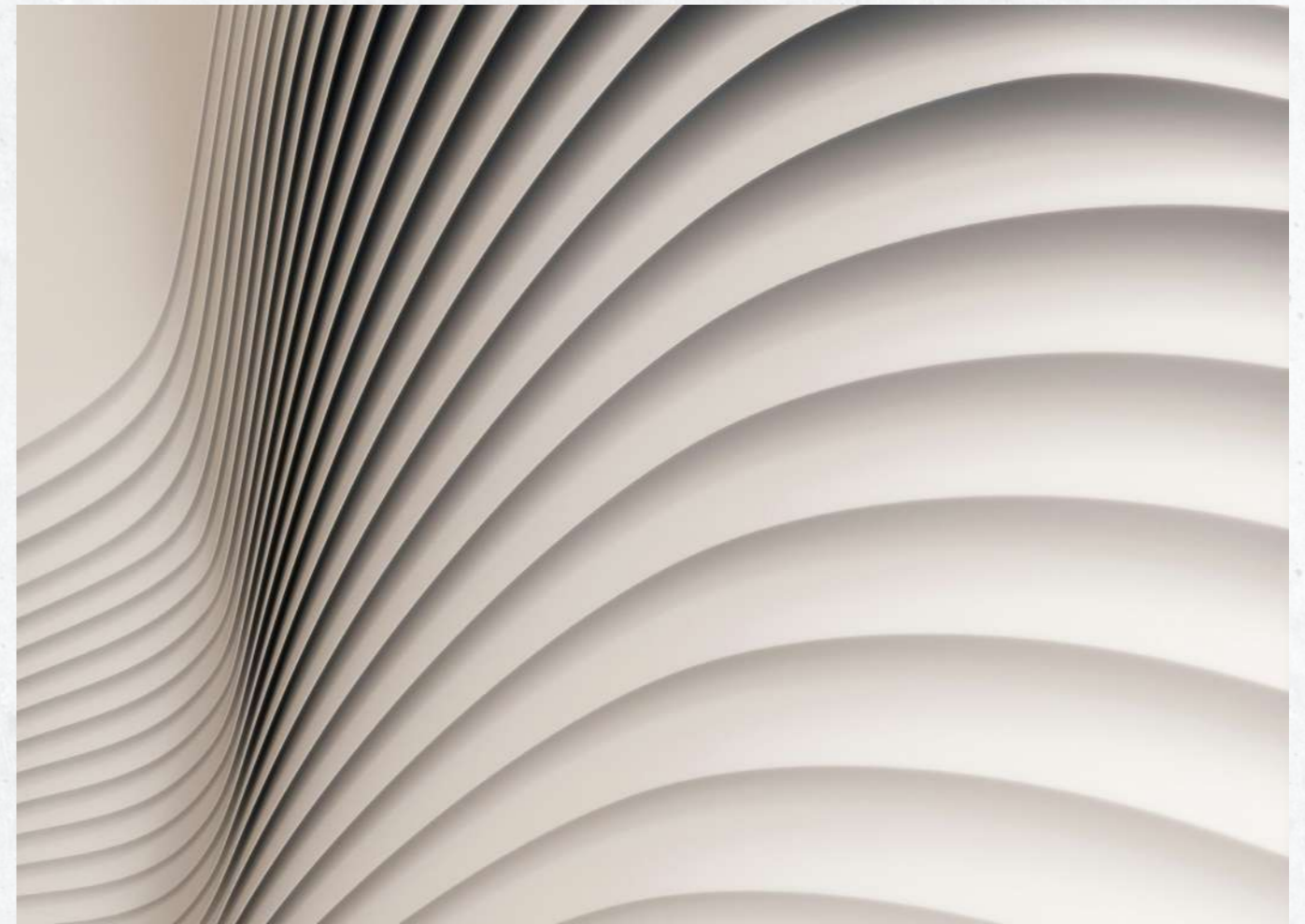
WASTE MANAGEMENT

The reduction in paper consumption represents one of the most significant advances recorded by the Promotion Group in the last three years. The initiatives launched in terms of digitising processes, optimising document flows and raising people's awareness have allowed a clear and measurable drop in all the main operating locations.

In 2022, the Group used a total of 746 reams, equal to around 373,000 sheets. Already in 2023 there was a contraction of 36%, with 473 reams (236,500 sheets), reaching 380 reams in 2024, corresponding to 190,000 sheets in total. In just two years, consumption has therefore almost halved, marking a total reduction of 49% compared to 2022.

Overall, the three-year trend shows a structural change: the consumption of paper is no longer considered a discounted resource, but an indicator to be monitored carefully and on which to intervene.

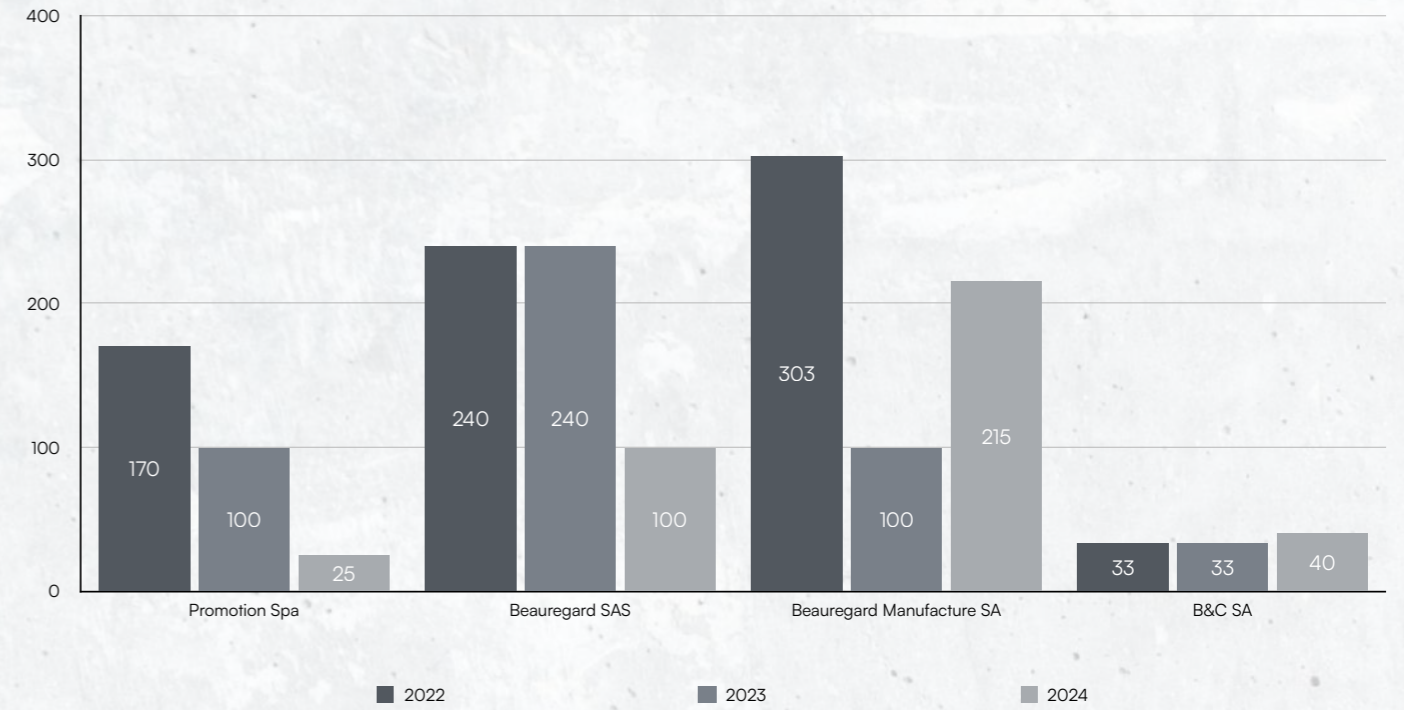
The path taken is not limited to numbers: the progressive digitisation of processes and the introduction of electronic storage systems have helped to disseminate new, more sustainable and responsible daily habits. Looking ahead, the Group intends to consolidate these results, with the aim of extending operating standards to all locations that further reduce the use of paper, while at the same time raising people's awareness of work practices that are increasingly respectful of environmental resources.



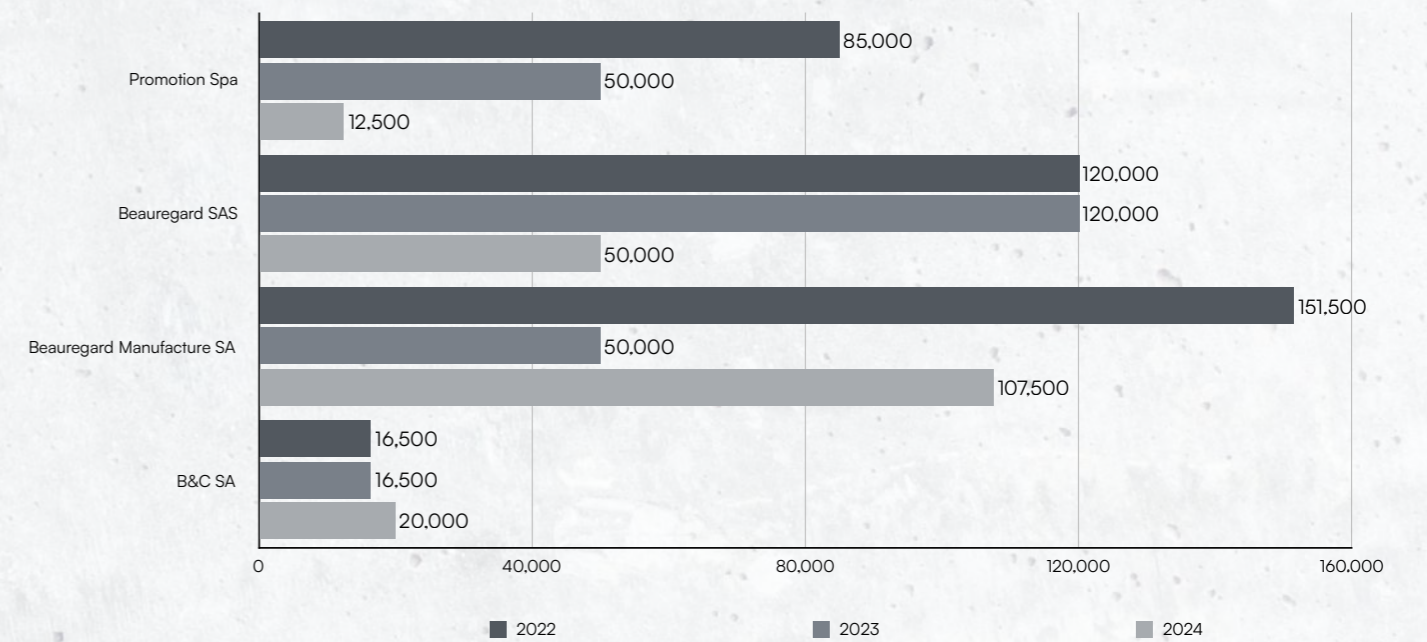
PAPER CONSUMPTION

SITE	TYPE	2022	2023	2024
PROMOTION SPA	REAMS	170	100	25
	SHEETS	85,000	50,000	12,500
BEAUREGARD SAS	REAMS	240	240	100
	SHEETS	120,000	120,000	50,000
BEAUREGARD MANUFACTURE SA	REAMS	303	100	215
	SHEETS	151,500	50,000	107,500
B&C SA	REAMS	33	33	40
	SHEETS	16,500	16,500	20,000
COMBINED TOTAL	REAMS	746	473	380
	SHEETS	373,000	236,500	190,000

Consumption of reams of paper per site



Consumption of sheets of paper by site



GRI INDEX

GRI 1: 2021 FUNDAMENTAL PRINCIPLES

7

GRI 2: GENERAL INFORMATION 2021

7

THE ORGANISATION AND ITS REPORTING PRACTICES

8-13	2-1 Organisational Details	49-55	2-11 Chairperson of the highest governance body (indicate whether the Chairperson also holds an executive role, their functions in management, the reasons for this structure and how conflicts of interest are prevented and mitigated)
8-13	2-2 Entity included in the organisation's sustainability reporting	49-55	2-12 Role of the highest governance body in overseeing impact management (including the role of the highest governance body and of senior managers in developing, approving and updating sustainable development strategies, policies and goals, etc.)
8-13	2-3 Reporting period, frequency and point of contact	49-55	2-13 Delegation of responsibility for impact management (as the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment and people, etc.)
100	2-4 Information review	49-55	2-14 Role of highest governance body in sustainability reporting
8-13	2-6 Activity, value chain and other business relationships (activity, products, services and markets served, supply chain, etc.)	49-55	2-15 Conflicts of interest (describe the processes of the highest governance body to ensure that conflicts of interest are prevented and mitigated, etc.)
49-55	2-7 Employees (no. of employees per employment contract — permanent, temporary, full-time, part-time — divided by gender and geographical area)	-	2-16 Communication of critical issues (if and how critical issues are communicated to the highest governance body, etc.)
49-55	2-8 Non-employee workers (n of the non-employee workers whose work is controlled by the organisation, specifying the most common types of contractual relationships and work performed)	-	2-17 Collective knowledge of the highest governance body (measures taken to increase knowledge and experience on the subject of sustainable development)
41-45	2-9 Governance structure and composition (including committees of the highest governance body, executive or non-executive members, etc.)	-	2-18 Evaluation of the performance of the highest governance body (in controlling management of the organisation's impacts on the economy, on the environment and on people)
49-55	2-10 Appointment and selection of the highest governance body (describing the criteria used, independence, competence, etc.)	-	2-19 Rules regarding remuneration (of members of the highest governance body and of senior managers)
		-	2-20 Remuneration determination procedure
		-	2-21 Total annual salary ratio (ratio between the total annual salary of the person receiving the maximum salary and the average total annual salary of all employees — excluding the afore-mentioned person; ratio between the

percentage increase in the total annual salary of the person receiving the maximum salary and the average percentage increase in the total annual salary of all employees — excluding the afore-mentioned person)

STRATEGY, POLICIES AND PRACTICES

8-13	2-22 Declaration on the Sustainable Development Strategy (statement by the highest governance body or by the highest level leader on the importance of sustainable development and on the strategy to contribute to it)
23-33	2-23 Policy commitment
23-33	2-24 Integration of policy commitments
23-33	2-25 Processes aimed at remedying negative impacts
23-33	2-26 Mechanisms for requesting clarification and raising concerns (description of procedures for requesting clarification on implementation of policies and practices for responsible business conduct; raising concerns about business conduct)
-	2-27 Compliance with laws and regulations (including total no. of significant cases of non-compliance with laws and regulations; total no. and monetary value of fines paid for non-compliance cases)
-	2-28 Membership of associations (industry, category or other associations in which the organisation participates with a significant role)

COINVOLGIMENTO DEGLI STAKEHOLDER

20-21	2-29 Approach to stakeholder engagement (including a description of the categories of stakeholders and how they are identified; the purpose of engagement and how the organisation ensures their engagement)
-	2-30 Collective agreements (indicate the percentage of employees covered by collective agreements; indicate how working conditions are determined for workers not covered by collective agreements)

GRI 3: TEMI MATERIALI 2021

8-13	3-1 Material topic determination process
20-21	3-2 List of material topics

SPECIFIC STANDARDS AND MATERIAL INFORMATION

GRI 201: ECONOMIC PERFORMANCE 2016

-	201-1 Direct economic value generated and distributed (including revenues, operating costs, employee salaries and benefits, payments to the Public Administration and investments in the community)
76-77	201-2 Financial implications and other risks and opportunities resulting from climate change
65-66	201-3 Obligations regarding benefit plans and other pension plans
73-74	201-4 Financial assistance received from the government

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

73-74	203-1 Infrastructure investments and services supported (indicate the extent of significant infrastructure investments and services funded; current or expected impacts on local economies, including positive and negative impacts; whether these investments and services are commercial, in-kind or pro bono commitments)
73-74	203-2 Significant indirect economic impacts (provide examples of significant indirect economic impacts identified by the organisation, including positive and negative impacts, etc.)

GRI 204: PROCUREMENT PRACTICES 2016

- 204-1 Proportion of expenditure made involving local suppliers (in relation to the most significant operational sites)

GRI 205: ANTI-CORRUPTION 2016

- 205-1 Transactions assessed to determine corruption-related risks (indicate the number and percentage of transactions assessed for corruption-related risks)
- 205-2 Communication and training on regulations and procedures (indicate the number and percentage of members of the governing body and employees to whom anti-corruption policies and procedures have been communicated)
- 205-3 Confirmed incidents of corruption and measures taken (indicate total number and nature of incidents of corruption ascertained, etc.)

GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016

- 206-1 Legal actions related to anti-competitive behaviour, trust activities and monopolistic practices (number of legal actions in progress or concluded during the reporting period regarding anti-competitive behaviour and breaches of antitrust regulations and related to monopolistic practices)

GRI 301: MATERIALS 2016

- 301-1 Materials used by weight or volume (materials used to produce and package primary products and services divided into non-renewable and renewable materials)
- 301-2 Recycled input materials used

GRI 302: ENERGY 2021

- 79-81 302-1 In-house energy
- 79-81 302-2 Energy consumption outside the organisation
- 79-81 302-3 Energy intensity
- 79-81 302-4 Reduction of energy consumption
- 79-81 302-5 Reduction of energy requirements of products and services

GRI 303: WATER AND EFFLUENTS 2018

- 83-83 303-1 Interaction with water as a shared resource
- 83-83 303-2 Water discharge impact management
- 83-83 303-3 Water withdrawal
- 83-83 303-4 Water drainage
- 83-83 303-5 Water consumption

GRI 304: BIODIVERSITY 2016

- 304-1 Operational sites owned, leased or managed in protected areas and in areas of high biodiversity value outside or close to protected areas
- 76-77 304-2 Significant impacts of activities, products and services on biodiversity
- 76-77 304-3 Habitats protected or restored
- 304-4 Species on the national conservation list with habitats in areas affected by operations

GRI 305: EMISSIONS 2016

86 305-1 Greenhouse gas

GRI 306: WATER AND WASTE DISCHARGES 2016

82-83 306-2 wastes by type and disposal method

GRI 306: WASTE 2020

89-91 306-1 Waste generation and significant waste-related impacts

89-91 306-2 Management of significant waste-related impacts

89-91 306-3 Waste generated

89-91 306-4 Waste not landfilled

89-91 306-5 Waste landfilled

GRI 308: 2016 SUPPLIER ENVIRONMENTAL ASSESSMENT

20-21 308-1 New suppliers who have been selected using environmental criteria (indicate percentage)

- 308-2 Negative environmental impacts in the supply chain and measures taken

GRI 401: EMPLOYMENT 2016

49-55 401-1 Recruitment of new employees and employee turnover (indicate the total number and turnover rate of staff and new employees and employee turnover, divided by age, gender and geographical area)

49-55 401-2 Full-time employee benefits that are not available to fixed-term or part-time employees

49-55 401-3 Parental leave (including return to work rate and retention rate of

GRI 402: LABOUR AND TRADE UNION RELATIONS MANAGEMENT 2016

- 402-1 Minimum notice periods regarding operational changes (specifying whether or not such conditions are included in collective bargaining)

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

69-71 403-1 Occupational health and safety management

69-71 403-2 Hazard identification, risk assessment and accident investigations

69-71 403-3 Occupational health

65-66 403-4 Worker participation and consultation on occupational health and safety programmes and related communication

69-71 403-5 Occupational health and safety training for workers

69-71 403-6 Promoting workers' health

- 403-8 Workers covered by an occupational health and safety management system

- 403-9 Accidents at work

- 403-10 Occupational disease

GRI 404: TRAINING AND EDUCATION 2016

- 57-63 404-1 Average number of training hours per year per employee
- 57-63 404-2 Employee skills refresher and transition assistance
- 404-3 Percentage of employees who periodically receive evaluations of their performance and professional development

GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016

- 54-55 405-1 Diversity in governance bodies and among employees (reporting the percentage of members of governance bodies and employees by gender, age group and other indicators of diversity, if relevant)
- 405-2 Ratio of women's basic salary to men's salary (for each category of employees)

GRI 406: NON-DISCRIMINATION 2016

- 406-1 Episodes of discrimination and corrective measures taken

GRI 413: LOCAL COMMUNITIES 2016

- 73-77 413-1 Operations with local community involvement, impact assessments and development programmes (indicate percentage)
- 73-77 413-2 Operations with significant actual and potential impacts on local communities

GRI 414: SOCIAL ASSESSMENT OF SUPPLIERS 2016

- 414-1 New suppliers who have been selected using social criteria (indicate percentage)
- 414-2 Negative social impacts in the supply chain and actions taken

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

- 69-71 416-1 Assessment of health and safety impacts of product and service categories (indicate the percentage of significant product and service categories in relation to which impacts are assessed)
- 69-71 416-2 Incidents of non-compliance with regard to the health and safety impacts of products and services (specifying whether they have generated a fine, a penalty or a warning)

GRI 417: MARKETING AND LABELLING 2016

- 69 417-1 Labelling requirements and information on products and services
- 417-2 Incidents of non-conformity concerning labelling and information on products and services (specifying whether they have generated a fine, a penalty or a warning)
- 417-3 Incidents of non-compliance concerning marketing communications (specifying whether they have generated a fine, a penalty or a warning)

GRI 418: CUSTOMER PRIVACY 2016

- 31 418-1 Grounded complaints regarding breaches of customer privacy and loss of customer data (received from third parties and confirmed by the organisation or regulatory bodies)



PROMOTION SPA

Via Brenta, 44 - 36077
Altavilla Vicentina (VICENZA) IT

Phone (+39) 0444 343 434
promotion@promotion-group.it



AMP CONSULTING SRL

Via dell'Industria 37,
Vicenza (VI) - 36100

+39 0444 925950
info@ampconsulting.it

Dott. Daniele Mazzonetto
Tommaso D'Este



Promotion Group



PROMOTION-GROUP.CH