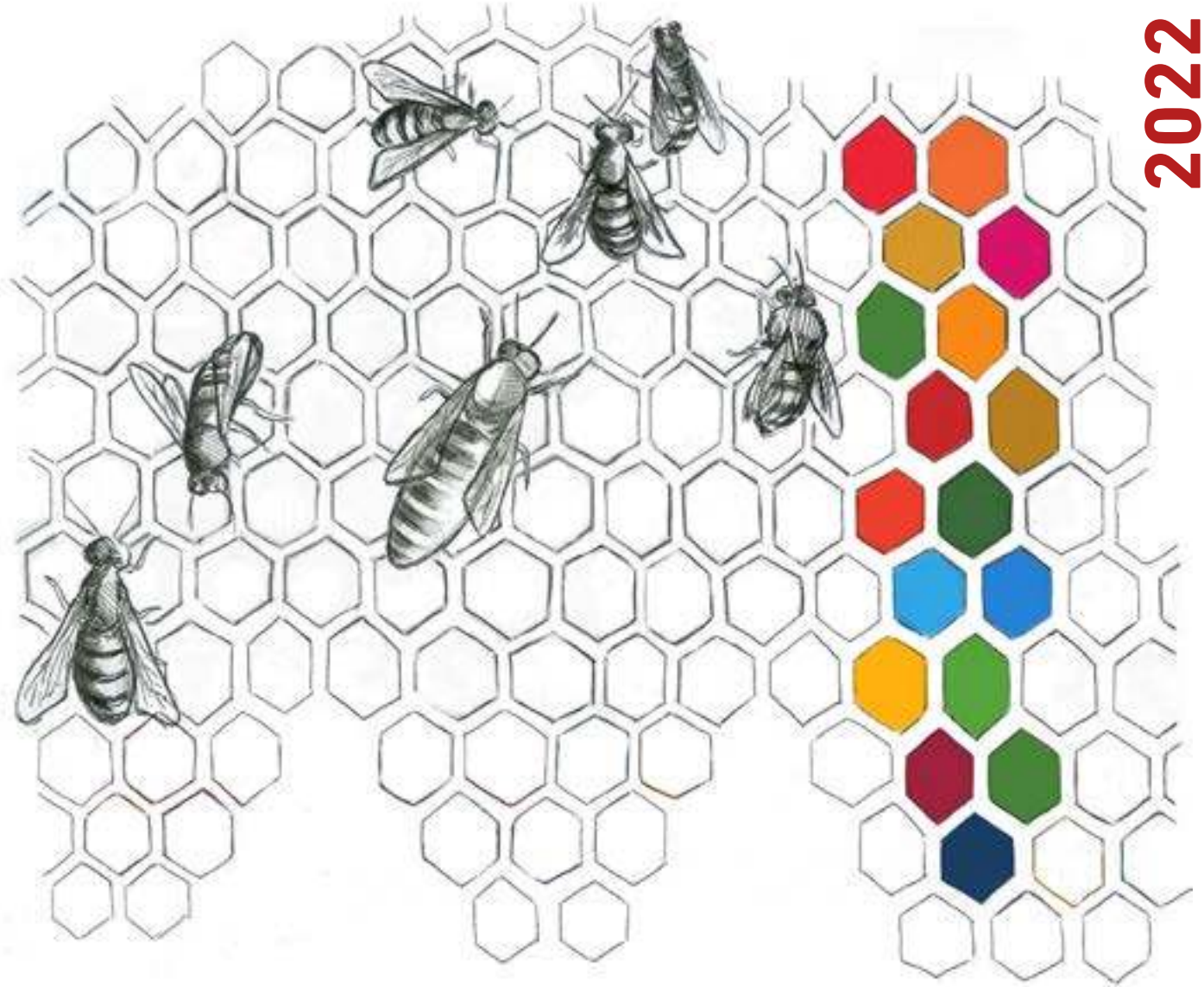

2022

SUSTAINABILITY REPORT

MARCHESINI GROUP

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Maurizio Marchesini
CHAIRMAN
MARCHESINI GROUP S.p.A.

DEAR STAKEHOLDER

As I introduce our eighth Sustainability Report, published once more on a voluntary basis, I would like to share with you our fundamental reasons for pursuing this path.

Our vision has always been the creation of economic, social and environmental value with long-term sustainability for our stakeholders, our staff and the geographical community within which we operate. This means pursuing a growth model based on the sharing of non-negotiable values: a passion for what we do; a commitment to the constant upgrading of skills; the transfer of the knowledge gained; a focus on occupational health and safety; and a welcoming attitude to new colleagues and gratitude to those who are coming to the end of their careers. We also greatly enjoy working actively to share our cultural riches with the community and everyone we meet for any reason during the conduct of our business: customers and suppliers.

Then there is the issue of the environment, an impelling concern not just because of the strict new regulations with which we are forced to comply but also in view of the stronger and stronger warning signs our planet is giving us, with more and more devastating effects.

In our 2021 Report I talked about "Reconstruction": we were gradually emerging from the Pandemic – which we also helped to fight, thanks to our technologies – and preparing to deal with the human costs of the painful losses and the severe economic problems generated, which hit many entrepreneurs very hard. We still did not know that we were going to be living through a war, with tragic consequences on not only the human and social but also the economic level, to which there is no end in sight as yet.

It is going to be even more difficult to reconstruct a new normality.

The performance of the European markets, under pressure from soaring energy costs, the shortage of raw materials and a political instability which poses problems for long-term planning, is also seriously hampered by other internal factors, unfortunately common to many of the continent's countries: the falling birthrate, the employment mismatch, and the propagation of pockets of poverty and social deprivation.

Although aware of the difficulties posed by the current time, we are still confident that every one of us can do their part in conveying a message of hope and rebirth. The values the Marchesini Group aims to communicate through the work of every member of its staff can help to inspire trust, the basis for a courageous response to the challenges that await us.

As we mentioned in the introduction to the last Sustainability Report, it was with this aim that in 2021 we decided to emphasise the strength of our core values by establishing Fondazione Marchesini ACT, which is now fully operational. ACT stands for Avant-garde, Culture and Territory, meaning innovation, curiosity, a drive towards the new, love of research, inclusion through knowledge, the valuing of diversity as a source of reciprocal enrichment, a focus on people and their fulfilment, and an appreciation of local and national traditions. Fondazione Marchesini ACT is a fine representation of the entrepreneurial philosophy of the Group's directors, who are convinced that values must be shared to create a positive network that will not only achieve the company's business objectives but also plant a seed able to transform work into a means of realising the potential of people and the societies in which they live.

This spirit is essential for confidently facing the technological and other challenges that await us. Our history, the history of Marchesini Group, teaches us that the human dimension is fundamental for even the most futuristic innovation, because a close-knit community of people with a passion for their work is the only real guarantee of growth and progress. The figures in this report are the proof of this.

Maurizio Marchesini

Pietro Cassani
CHIEF EXECUTIVE OFFICER
MARCHESINI GROUP S.p.A.

Dear stakeholders,

2022 was an important year for Marchesini Group, with earnings passing the 500 million mark and significant growth in the Beauty Division.

Both these results are the outcome of strategic planning which aimed to consolidate the promotion of complete filling and packaging lines, to expand the range of products and services offered to our customers. The most important acquisitions made since 2017 with the aim of enriching our commercial offering have included those of SEA VISION, completed in 2022 by increasing our stake to 100%, of CMP Phar.ma, a company based in Vicenza specialising in the inspection segment, of DUMEK, AXOMATIC, COSMATIC, V2 Engineering and REJVES Machinery operating in the BEAUTY market, and of AUTECO Sistemi, PROTEO Engineering and EYECAN in the world of MES and data acquisition systems.

All these companies are playing their part in the Group's growth, together with the plants that now belong to Marchesini Group S.p.A. and the foreign companies specialising in Customer Care.

However, I would like to underline that within these companies there are men and women who contribute every day, working together with determination, enthusiasm and passion to find new ideas and new solutions. Marchesini Group has always viewed innovation as one of the company's founding pillars, and to provide a real example of how this works in practice I would like to mention the C-Fly product, launched on the market in 2022: the world's first cable drive robot for packaging applications. After long years of experimentation we have come up with a solution that enables simple, neat, effective palletisation, revolutionising a world in which it appeared there was nothing left to invent.

Marchesini Group has a great passion for robotics, designing and producing both the mechanics and the software to enable total integration within lines, with advantages in terms of performance and the guarantee of full technical support over time and anywhere in the world.

However, creativity is combined with an effective production system, starting with the plants where strategic parts are manufactured and the supply chain, which has enabled products and services to be delivered on time in a context where, unfortunately, many businesses have suffered due to the lack of raw materials or commercial components.

Once again, this outcome is not due to chance but is the result of a great deal of work over the years to build partnerships with suppliers, dedicating care to each of them regardless of their economic value, aware of their contribution to making Marchesini lines excellent in both quality and performance.

These lines produce drugs and cosmetics worldwide and must be supported by an after-sales service which enables them to operate safely, without stoppages and at peak productivity. We therefore continue to invest in foreign subsidiaries wholly owned and run by Marchesini Group, with the creation in 2022 of Marchesini Group Thailand and Marchesini Group do Brasil.

These activities are increasingly enhanced by the latest developments in digital technology, through which we can access lines' operating data (condition monitoring), view lines in real time thanks to well-placed cameras, and provide technical staff with remote guidance via interfaces ranging from smartphones to state-of-the-art augmented reality visors. The Customer Care Portal has also become a fundamental tool for our customers, giving them access to technical information about the machines purchased, assistance for buying parts, and full customer care in all queries relating to Marchesini Group's business.

So all-in-all, 2022 was a significant year of rewarding hard work for all stakeholders within the great Marchesini family. In spite of its size, the Group still maintains its family character, not just in its rapid, effective decision-making but also in the strong spirit of belonging that facilitates teamwork. There is a strong focus on staff development and last year there were again impressive investments in both internal and external training. Externally, the constant relationship with the BBS (Bologna Business School) and all the local Universities

gives practical expression to the healthy rapport between businesses, institutions and the community.
We belong to the world but are proudly rooted in our local area of Bologna, which is still outstanding in theoretical and practical knowledge that, well applied, makes its industrial enterprises champions in global competitiveness.

REFERENCES TO GRI AND AGENDA 2030

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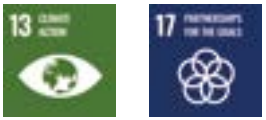
3.0 ECONOMIC RESPONSIBILITY	102-5 102-6 102-7 103-1 103-2 103-3 201-1	**8** – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all **12** – Ensure sustainable consumption and production patterns	
4.0 R&D AND PRODUCT INNOVATION	103-3 201-1	**8** – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all **12** – Ensure sustainable consumption and production patterns **15** – Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	

5.0 **SUPPLY CHAIN**	102-9 103-1 103-2 103-3 301-1	**13** – Promote actions, at all levels, to combat climate change **17** – Strengthen the means of implementation and revitalize the global partnership for sustainable development	
6.0 **ENVIRONMENTAL RESPONSIBILITY**	301-2 302-2 303-3 304-2 305-1 305-2 306-1 306-2 306-3	**3** – Ensure healthy lives and promote well-being for all at all ages **6** – Ensure availability and sustainable management of water and sanitation for all **7** – Ensure access to affordable, reliable, sustainable and modern energy for all **11** – Make cities and human settlements inclusive, safe, resilient and sustainable **12** – Ensure sustainable consumption and production patterns **13** – Promote actions, at all levels, to combat climate change **15** – Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	
7.0 **SOCIAL RESPONSIBILITY**	102-8 102-13 404-1 404-2 404-3 415-1 417-1	**1** – End poverty in all its forms everywhere **3** – Ensure healthy lives and promote well-being for all at all ages **4** – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all **5** – Achieve gender equality and empower all women and girls **10** – Reduce inequalities within and among countries	

8.0 **COMMITMENT TO THE COMMUNITY**	102-12 413-1	**1** – End poverty in all its forms everywhere **2** – End hunger, achieve food security and improved nutrition and promote sustainable agriculture **3** – Ensure healthy lives and promote well-being for all at all ages **4** – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all **5** – Achieve gender equality and empower all women and girls **9** – Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation **10** – Reduce inequalities within and among countries **11** – Make cities and human settlements inclusive, safe, resilient and sustainable **16** – Promote peaceful and inclusive societies for sustainable development **17** – Strengthen the means of implementation and revitalize the global partnership for sustainable development	
9.0 **CREDITS**	102-53		

Franco Mosconi
PROFESSOR OF ECONOMICS AND INDUSTRIAL POLICY
UNIVERSITY OF PARMA

In August 2019, when Business Roundtable in Washington published its new statement on the Purpose of a Corporation, many voices were raised in praise of this evolution throughout the western world. According to this organisation, which brings together the CEOs of 200 of the USA's biggest corporations, the purpose must be to promote "an economy that serves all Americans" (and therefore, it implies, not just the shareholders themselves). This formally introduces the category of stakeholders, defined as everyone who has a stake in the life of the business. In the Business Roundtable statement, they are listed in the order: customers, employees, suppliers, communities and shareholders.

Are we quite sure that this is a completely new development, especially when viewed from this side of the Atlantic (the European Union) and, more specifically from the Via Emilia (the old Roman road along which a great deal of the EU's industrial development has taken place)? There is a no doubt of the answer to this rhetorical question: no, it is not completely new.

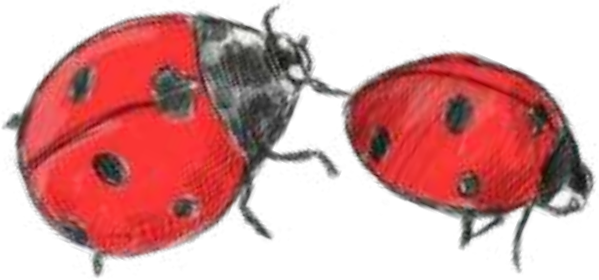
If we examine the ample literature on the "models (or varieties) of capitalism", we will find that stakeholder capitalism has been prominently listed for many decades. But this approach might lead us a little too far from home. Especially as we are lucky enough – starting from Pianoro, province of Bologna, Emilia-Romagna region – to be able to answer our question in a more specific, empirical, facts-based way. And those facts are set out by the Marchesini Group below in its "2022 Sustainability Report", a document that – very impressively – has now reached its eighth edition (the series, which the Group publishes on a voluntary basis, began in 2015).

In the light of an "approach to sustainability" that embraces its three fundamental aspects ("economic, social and environmental sustainability"), the 2022 Report first and foremost analyses the Group's "Economic Responsibility" (it generates turnover of more than 500 million euros and employs more than 2,700 people) and – to quote – the "economic value distributed to the stakeholders". After this, it moves on immediately to analyse research and development (R&D) activity and the product innovation achieved in a sector where technological process is particularly crucial. This part of the Report concludes with a description of the supply (or procurement) chain, highlighting the fact that operations involve both small local businesses and large international corporations.

"Environmental Responsibility" and "Social Responsibility" are the other two pillars of the Group's management strategy, and they are set before the reader step by step.

In the former (environmental) area, the Report describes major actions such as the conservation of natural resources, the reduction of energy use (and wastage), more efficient use of materials within production processes and the responsible management of water resources. The "regenerative beekeeping" project Marchesini Group has launched at its Pianoro headquarters is particularly inspiring.

The second (social) aspect – described in section 7 – cannot be summed up in just a few words given the wealth of far-sighted projects the Group has launched and continues to run: the Talent Garage, Continual Training, Corporate Welfare, and the Scholarships named after its founder, Massimo Marchesini. And the list, as everyone will discover page by page, is much longer than this.



To conclude this brief note, the Marchesini Group successfully reconciles economic, environmental and social responsibility in the conduct of its business. What's more, very recently it has established the Fondazione Marchesini ACT (Avant-garde, Culture and Territory). Added to the forms of responsibility, these three characteristics give a total of six which make this Group truly special. They would not be possible without a sound system of values and principles that inspires the conduct of everyone – from the Chairman and Chief Executive Officer down – who works within this Group every day.

To conclude, the example of Marchesini Group tells us that in contemporary capitalism a (more) "responsible" business model – in all the ways set out above – is not just possible, but that this model meets the needs of the local communities where corporations operate. And in the case of Marchesini Group, starting from that of Pianoro, where the headquarters is located, there are a large number of these communities, both in Italy and abroad.

1.0 METHODOLOGICAL NOTE

1.0 METHODOLOGICAL NOTE

The Marchesini Group[1] publishes its eighth voluntary Sustainability Report referred to 2022, highlighting the main environmental, social, and economic aspects characterising the company's operations, and drafted in compliance with the GRI Sustainability Reporting Standards[2], in accordance with the "Core" option.

The aim is to promote comprehension of the organisational model, the activities, the main risks and the Group's performance indicators in relation to environmental and social aspects, matters related to personnel and to respect for human rights found to be of significance, taking account of the activities and characteristics of the company during 2022 (1 January – 31 December) as illustrated in the materiality matrix (see paragraph 2.2).

Once again this year, the Sustainability Report was drafted by the Corporate Social Responsibility function under the supervision of the Group CSR Manager who, in accordance with consolidated practice, implemented the process of participatory coordination of all the corporate functions operating in Marchesini. The reporting process was based on the information systems existing within the company (management control, accounting, quality, environment, internal audit, safety, personnel management, HR development etc.), integrated with specific data collection and analysis tools. The information given complies with principles of materiality, relevance, accuracy, comparability, contingency and reliability.

[1] "Marchesini Group" (hereinafter the Group or Company) is construed as Marchesini Group S.p.A.
[2] Global Sustainability Standard Board (GSSB), Amsterdam (NL), 2019.

1.1 APPROACH TO SUSTAINABILITY

The company has always understood the critical role played by the private sector in relation to sustainability on the local, national and international levels, and is increasingly focused on reconciling the achievement of corporate objectives with those of its stakeholders, including shareholders, customers, employees, suppliers and local communities[3].

The recent evolution of non-financial reporting legislation[4] provides another opportunity for critical reflection on the economic, social, and environmental performance of companies and their contribution to the goal of sustainable development, which will have a primary role in the post-pandemic reconstruction phase.
Well in advance of the deadlines for the 17 Sustainable Development Goals (SDGs)[5] of the Paris Agreement, and national legislation concerning non-financial reporting[6], Marchesini Group continues to promote its ethical and sustainable business strategy, based on the three pillars of economic, social and environmental sustainability.

BUSINESS ETHICS AND INTEGRITY

ECONOMIC SUSTAINABILITY

SOCIAL SUSTAINABILITY

ENVIRONMENTAL SUSTAINABILITY

In particular, the Group conducts all its operations in the awareness of its moral and social responsibility in relation to its stakeholders, in the conviction that the achievement of its business goals must be accompanied by compliance not only with its specific corporate values, but also with statutory legislation and general requirements of honesty, integrity, healthy competition, fairness, and good faith. Business ethics and integrity are at the core of Marchesini Group's daily operations and its medium and long-term sustainability strategy[6].

[3] Porter, M. E., & Kramer, M.R. (2011). The big idea: creating shared value. Harvard Business Review, 89 (1), 2.

[4] Italian Legislative Decree no. 254 of 30 December 2016, "Harmonisation of directive 2014/95/EU of the European Parliament and Council of 22 October 2014, amending directive 2013/34/EU concerning disclosure of non-financial and diversity information by certain large undertakings and groups" published in the Official Gazette of the Italian Republic, general series no. 7 of 10-01-2017.

[5] United Nations General Assembly, A/RES/70/1 – Transforming our world: the 2030 Agenda for Sustainable Development (2015).

[6] Cf. Code of Ethics, page 12.

1.1.1 ECONOMIC SUSTAINABILITY

Economic sustainability is the overriding aim of any business enterprise. For Marchesini Group this aim is synonymous with creating and distributing added value among shareholders and all the other parties participating in the value chain, including business partners, end customers and local communities. To ensure the attainment of these ambitious goals, the Group works to continually improve the reliability, safety and innovation of its offering of products and services, by means of careful vetting of vendors, ongoing high R&D investment levels, and adoption of sales strategies aimed at expansion in advanced sectors and strategic markets, both on the domestic market and internationally.

1.1.2 SOCIAL SUSTAINABILITY

Marchesini Group considers people as the linchpin of its success and believes that all business activities must be based on their protection and the development of their well-being, with complete respect for cultural diversities. In particular, the pursuit of conditions of health & safety for its collaborators in the workplace is seen as essential; this must be a priority in every stage of the process, from machine conceptualisation and design to installation and provision of after-sales services, and must involve collaborators, suppliers, sales staff and end customers. In recognition of its strong ties with its local contexts, the Group is committed to supporting and implementing social and cultural initiatives designed to support local development in the areas in which it operates.

1.1.3 ENVIRONMENTAL SUSTAINABILITY

Development of the environments within which the company operates. The Group is firmly convinced that awarding due consideration to the environment in all its business activities is a prerequisite for fostering harmonious coexistence between people, technology and nature, and that a commitment to sustainable development is a key variable in the company's operating strategy, inspired by the principles of energy conservation, reducing the impact of production systems, and full compliance with all the relevant legislation.

2.0 ABOUT US

2.0 ABOUT US

The registered office and administrative headquarters of Marchesini Group S.p.A. are located in Pianoro (Bologna, Italy), at via Nazionale 100. The company designs and builds personalised packaging machines and lines for pharmaceuticals and cosmetics, following an idea of Massimo Marchesini who built his first cartoner in a garage in Pianoro in 1974; thanks to acquisitions in the sector, over the years Marchesini Group gradually progressed from being a local enterprise to the position of a pocket-sized multinational.

Today, Marchesini Group addresses the full range of pharmaceutical and cosmetic industry product packaging requirements with single machines and complete lines for products such as ampoules, syringes, capsules, bottles, blisters, tubes and mascara, up to final packaging in bundles and boxes, and palletisation at line end.

The majority of the Group's output consists of machines for the pharmaceutical sector. Marchesini is an important partner not only for multinationals but also for small and medium-sized enterprises operating in the sector, active in the area of generic drugs and pharmaceutical subcontracting.

Another industry served is the cosmetics and cosmeceuticals sector, which Marchesini Group addresses with its Beauty Division, offering innovative solutions for high-end product packaging solutions.

The end product – machines capable of packaging all types of pharmaceutical and cosmetic products – is a distillation of artisanal skills combined with robotics and technology, painstakingly designed and customised to meet the needs of each customer. This result is achieved thanks also to specialisation of the Group companies located across Italy, each focused on the design and construction of specific types of packaging machine:

- **Blister & Farcon Division** (Carpi – Modena, Italy), producing single machines and lines for blisters, as well as deep-drawing thermoforming machines for packaging solids (blisters) and liquids (syringes and ampoules). At 14 thousand square metres, the Packservice Division (Latina, Italy), producing automatic strip and end-of-line machines, is Italy's largest thermoforming hub;
- **Tonazzi-Vasquali Division** (Cerro Maggiore – Milan, Italy) produces automatic machines for filling tubes, mascara, lip-gloss and jars and for counting pills, tablets and capsules;
- **Neri Division** (Barberino del Mugello – Florence, Italy) develops machines for applying self-adhesive labels to a wide range of products. Thanks to their immense flexibility, Neri machines are the best the market has to offer to meet the pharmaceutical sector's traceability and anti-counterfeiting needs;
- **Corima Division** (Monteriggioni – Siena, Italy) builds machines which wash, sterilise, fill and label ampoules and syringes. It uses the latest technologies to guarantee a totally aseptic production process, fundamental for packaging pharmaceutical products such as cancer drugs and vaccines;
- **Dumek S.r.l.** (Pianoro – Bologna, Italy) manufactures process machines used for mixing make-up products, detergents, hair dyes,

toothpastes and shaving foams. Dumek has been based at the Pianoro Headquarters since 2021;

- **V2 engineering S.r.l.** (Zola Predosa – Bologna, Italy) builds cartoners, case packers and stretch and shrink banding machines;
- **Axomatic S.r.l.** (Settimo Milanese – Milan, Italy) constructs tube filling machines, turbo-emulsifiers and melters;
- **Cosmatic S.r.l.** (Ornago – Monza and Brianza, Italy) manufactures machines for producing lipsticks and for filling cosmetic powders;
- **Schmucker S.r.l.** (Romans d'Isonzo – Gorizia, Italy) produces stickpack and sachet packaging machines;
- **CMP Phar.ma S.r.l.** (Costabissara – Vicenza, Italy) builds inspection machines;
- **Rinova S.r.l.** (Pianoro – Bologna, Italy) sells pre-owned Group machinery and reconditions customers' existing machines.

Nearly 50 years from its beginnings, the Company remains firmly under the control of the Marchesini family to this day. In 2016, operational management was placed in the hands of a manager unrelated to the family, with the aim of allowing the company to become increasingly organised, gaining ascendancy on world markets and becoming ever more efficient in customer services, while also pursuing renewed growth by means of M&A strategies.
In relation to the social sphere of its business, Marchesini Group confirms its commitment and responsibility in relation to the people who work in the organisation and the members of the local communities in the areas in which it operates. The Group has built its history and success thanks to its ability to transfer its values, experience and loyalty to incoming personnel, generation after generation.

The "inspired by the extraordinary" concept underscores this value system, based on building employees' passion, motivation, and skills so that they can effectively create sustainable and enduring value.

2.1 TIMELINE

1970

2M _ 1974
Cartoners
PIANORO (BO)

Marchesini Produces its first continuous cartoning machine

1980

GAMMA _ 1985
Blister machines
CARPI (MO)
CALDERINO (BO)

1990

MARCHESINI GROUP _ 1990
Foundation
PIANORO (BO)

PACKSERVICE _ 1995
End of line
LATINA (LT)

TONAZZI _ 1996
Cosmetic solutions
MILANO (MI)

2000

FARCON _ 2002
Thermoforming
CARPI (MO)

CNC SRL _ 2002
Blister tooling
CARPI (MO)

TEAMAC SRL _ 2002
Tea bags machines
BUDRIO (BO)

CORIMA _ 2003
Sterile liquid filling
SIENA (SI)

VASQUALI _ 2004
Counting machines
MILANO (MI)

CBS S.R.L. _ 2004
Engineering
CASTEL MAGGIORE (BO)

NERI _ 2008
Labelling machines
BARBERINO DI MUGELLO (FI)

2010

NEW FACILITY _ 2013
Opening
PIANORO (BO)

Pharmaceutical and cosmetic division of **MULTIPACK** end of line packaging system _ 2015
CASALECCHIO DI RENO (BO)

DUMEK _ 2017
Turboemulsifier
BOLOGNA (BO)

VIBROTECH _ 2017
Infeed and positioning systems
BIENTINA (PI)

CBS _ 2017
Company expansion and inauguration
CASTEL MAGGIORE (BO)

RINOVA _ 2018
Refurbished machines
PIANORO (BO)

SEA VISION _ 2018
(48%) Vision Systems
PAVIA (PV)

CREINOX _ 2018
(80%) Stainless steel Components
ARIANO POLESINE (RO)

SCHMUCKER _ 2018
Automatic packaging machines
GORIZIA (GO)

CMP PHARMA _ 2019
Pharmaceutical inspection systems
COSTABISSARA (VI)

AXOMATIC _ 2019
Cream filling machines and turboemulsifier
SETTIMO MILANESE (MI)

V2 ENGINEERING _ 2019
Secondary packaging machines for cosmetic market
ZOLA PREDOSA (BO)

BEAUTY DIVISION _ 2019

2020

CARLO CORAZZA _ 2020
Precision macihining and special processes
PIANORO (BO)

F.V.M. _ 2020
Automatic machines and components
MONTERIGGIONI (SI)

AUTECO SISTEMI _ 2020
Solutions in automation, process control and workflow digitalisation
PAVIA (PV)

COSMATIC _ 2020
Technologies for lipstick production and cosmetic powder filling
ORNAGO (MB)

DOTT. BONAPACE _ 2021
Lab scale machines for R&D
CUSANO MILANINO (MI)

EYECAN.AI. S.R.L. _ 2021
AutoAI Robots
BOLOGNA (BO)

A.TE.NE S.R.L. _ 2021
Production of rubber and aluminum bellows
GORGONZOLA (MI)

2030

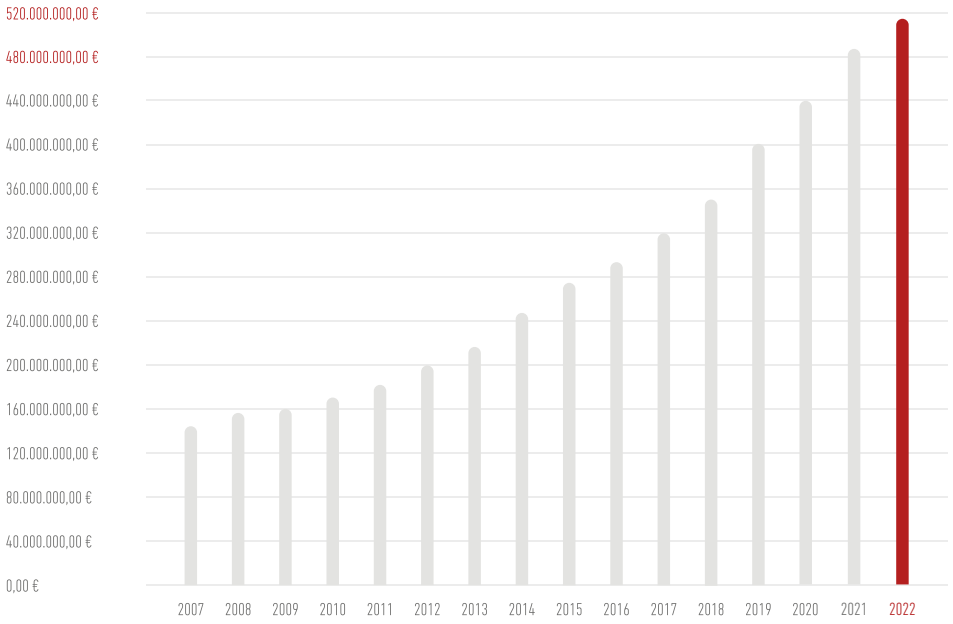
SEAVISION _ 2022
(100%) Vision Systems
PAVIA (PV)

REJVES MACHINERY _ 2022
FIlling and Capping Machines and Monoblocs
MARMIROLO (MN)

M.A.R. - 2023
Full lines for filling-stoppering-capping, washing and depyrogenation units
LAINATE (MI)

2.2 HIGHLIGHTS

2.2.1 TURNOVER



2.2.2 SOME KEY FIGURES

5.488 m³ AUTOMATIC WAREHOUSES WITH STACKER CRANES

1.457 NEW INFEED UNITS

114.092 NEW DESIGNS

139.862 PLANTS

623 PATENTS

34 AUTOMATIC WAREHOUSES

19 NEW MACHINES

2.2.3 PRODUCTION PLANTS

BO PIANORO
HEADQUARTERS
896
62,600

- LIQUID FILLERS | SACHET FILLERS | CARTONERS
- OVERWRAPPING | MACHINES | CASE PACKERS | PALLETISERS
- | COMPLETE LINES

SI MONTERIGGIONI
CORIMA DIVISION
150
12,000

- WASHERS | DEPYROGENATION TUNNELS
- SYRINGE FILLERS | VIAL FILLERS
- STERILE | VIAL FILLERS

BO PIANORO
RINOVA S.R.L.
25
1,700

- REFURBISHED MACHINES

MO CARPI
BLISTER&FARCON DIVISION
136
17,452

- DEEP DRAW THERMOFORMERS | BLISTER

FI BARBERINO DEL MUGELLO
NERI DIVISION
184
10,340

- LABELLERS | DEPYROGENATION
- TUNNELS | WASHERS

GO ROMANS D'ISONZO
SCHMUCKER S.R.L.
59
4,800

- STICKPACK MACHINES | SACHET
- MACHINES | PILLOW PACK MACHINES

MI CERRO MAGGIORE
TONAZZI VASQUALI DIVISION
61
7,000

- TUBE FILLERS | JAR FILLERS | MASCARA FILLERS
- COUNTING MACHINES | ELEVATORS | FEEDERS

LT LATINA
PACKSERVICE DIVISION
56
4,400

- STRIP FILLERS | RIGID TUBE FILLERS |
- CASE PACKERS | FEEDERS

VI COSTABISSARA
CMP PHAR.MA S.R.L.
43
6,250

- INSPECTION MACHINES

MI CUSANO MILANINO
DOTT. BONAPACE S.R.L.
15
1,500

- LAB MACHINES

MAR S.R.L.
26
2,301

- ASEPTIC FILLING
- LIQUID AND POWDER
- FILLING MACHINES

MI SETTIMO MILANESE
AXOMATIC S.R.L.
41
9,500

- TURBOEMULSIFIERS | MELTERS | TUBE
- FILLERS

PI BIENTINA
VIBROTECH S.R.L.
46
4,000

- FEEDING AND ORIENTATION SYSTEMS

BO PIANORO
DUMEK S.R.L.
27
2,000

- VACUUM TURBOEMULSIFIERS | MELTERS
- MIXERS | DISPERSERS | BUFFER CONTAINERS
- SEMI-AUTOMATIC METAL TUBE BENDING
- MACHINE | VOLUMETRIC FILLERS | CAPS
- SCREWING MACHINE

BO ZOLA PREDOSA
V2 ENGINEERING S.R.L.
31
1,520

- CARTONING MACHINES | OVERWRAPPING
- MACHINES

MN MARMIROLO
REJVES MACHINERY S.R.L.
12
1,500

- FILLING MACHINES | CAPPING MACHINES
- LINEAR AND ROTARY MONOBLOCS

MB ORNAGO
COSMATIC S.R.L.
11
2,000

- LIPSTICKS FILLING MACHINES

3.0 ECONOMIC RESPONSIBILITY

3.1 CORPORATE GOVERNANCE

Corporate governance is controlled by the Board of Directors (BoD), having the following members:

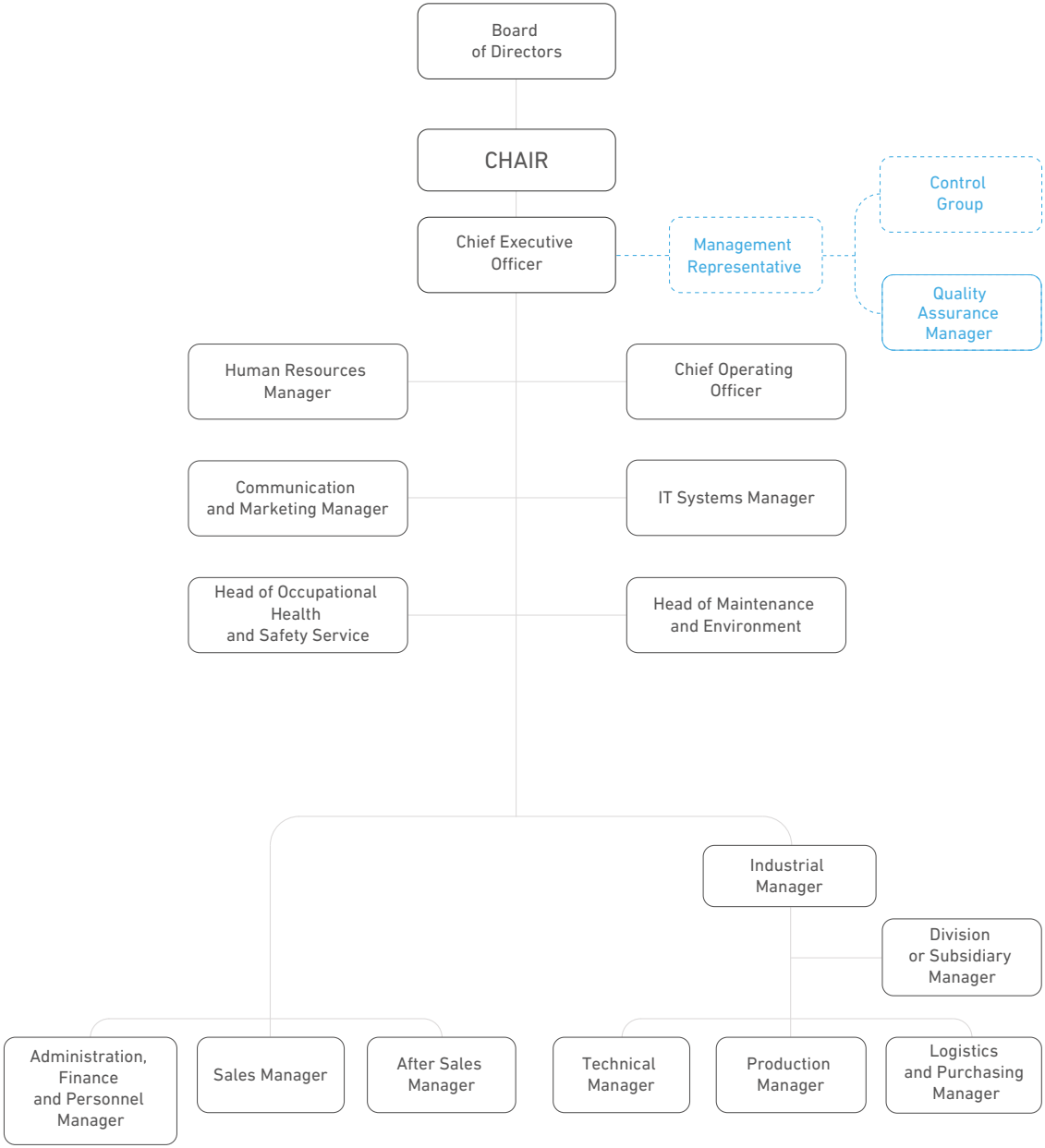
- **Maurizio Marchesini**, Chairman of the BoD and company legal representative
- **Pietro Cassani**, Director, Chief Executive Officer, and company legal representative
- **Marco Marchesini**, Director
- **Marinella Alberghini**, Director
- **Giuseppe Monti**, Director
- **Valentina Marchesini**, Director

The members of the Board of Statutory Auditors are:

- **Domenico De Leo**, Chairman
- **Barbara Pedretti**, Auditor
- **Alessandro Tonelli**, Auditor
- **Luca Tommasini**, Alternate auditor
- **Marco Serantoni**, Alternate auditor

The independent auditor is KPMG S.p.A.

In operational terms, the BoD is supported by the management, organised as shown below:



Governance priorities include a commitment to transparency, a hallmark of Marchesini Group, integral with and complementary to its daily operating activities.
And since for Marchesini Group commitments are more than just empty words, corporate transparency is implemented through full, accurate disclosure to all its internal and external stakeholders.

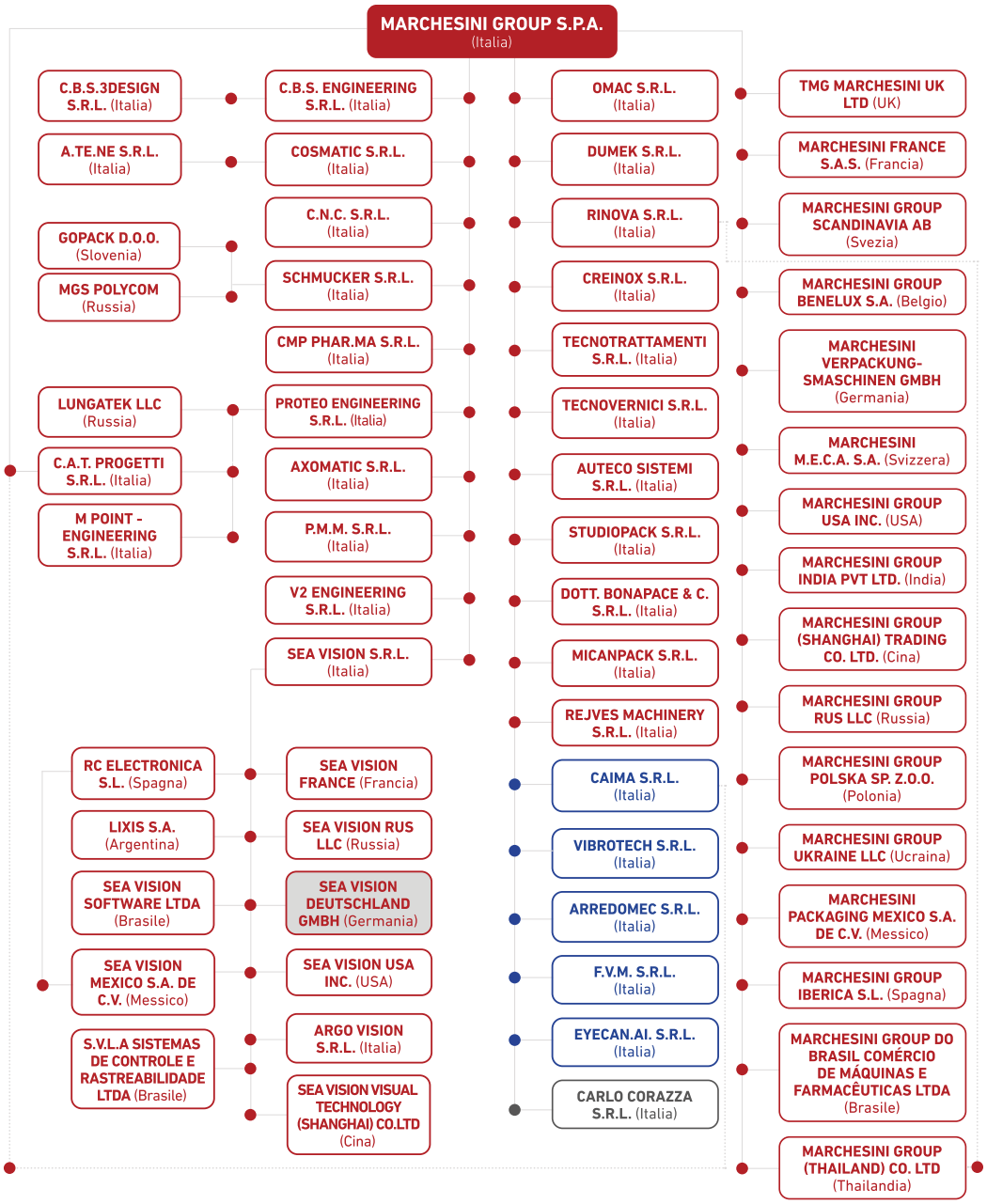
This culture of corporate transparency is interlinked with other commitments integral to the Marchesini ethos: to regulatory compliance; prevention of occupational risk; constant maintenance of ethical standards of conduct; and to protecting the environment in terms of both production processes and products.
All these aspects are fundamental for the Group and are formally set out in the Code of Ethics adopted in 2016[7].

The Marchesini Group's Sustainability through its Governance is expressed in the adoption of the following Corporate Policies:

- **Corporate Social Responsibility Policy**
- **Environmental Policy**
- **Sustainable Procurement Policy**
- **Conflict Minerals Policy**
- **RoHS (Restriction of Use of Certain Hazardous Substances) Policy**
- **REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Policy**
- **Privacy Policy**

[7] The Marchesini Group S.p.A. Code of Ethics is available in digital form at https://www.marchesini.com/en/corporate-and-culture/our-values/code-ethics

3.1.1 CORPORATE STRUCTURE[8]



KEY

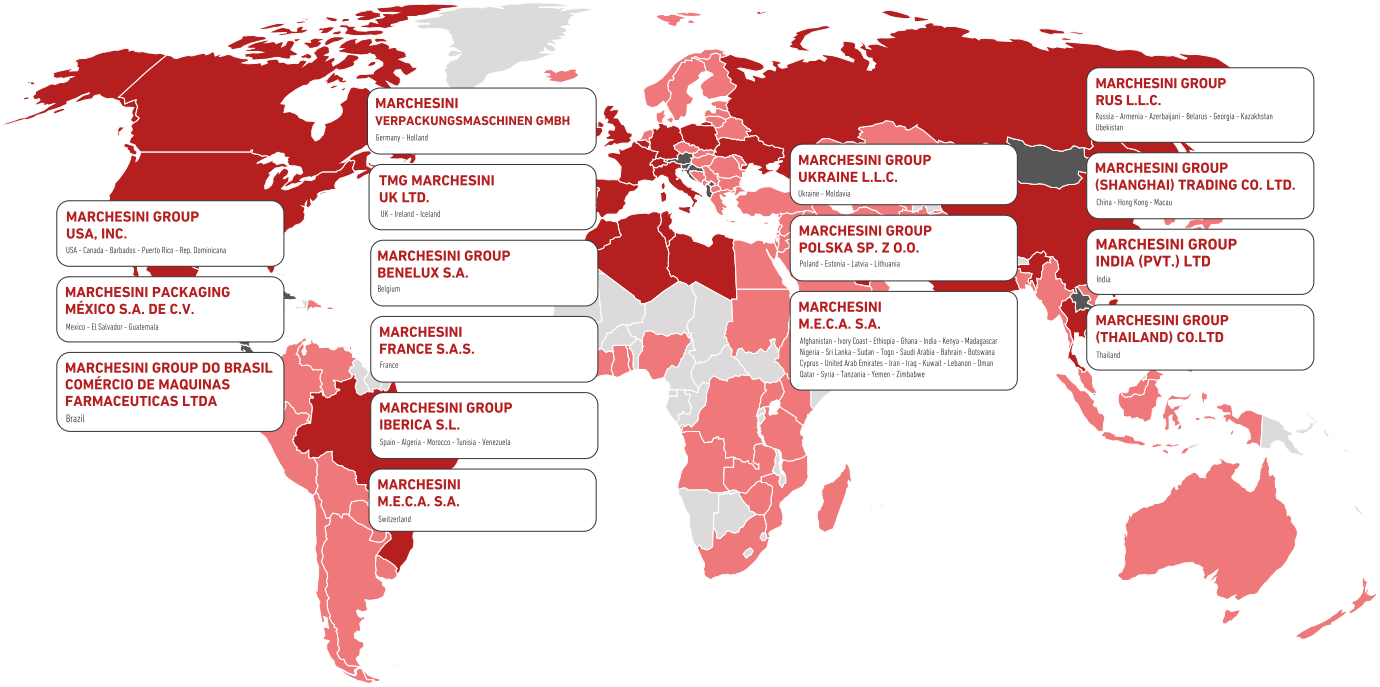
SUBSIDIARIES
ASSOCIATED ENTERPRISES
OTHERS

[8] At 31/12/2022

3.3 MARCHESINI GROUP IN THE WORLD

With exports constantly accounting for around 85% of sales, Marchesini Group is a business with a strong international vocation.

In order to conserve its leadership and consolidate its worldwide presence, ever since its early years of operation Marchesini Group has focused on creating a well organised sales network not only in Italy but also abroad.
Today, the Group sells its products in 116 countries worldwide and is present in 68 countries with 16 subsidiaries in the relevant markets, one associated company and a network of 35 agencies that have grown side by side with the company, reflecting its commitment to providing customers with full support during sales and after-sales.



3.4 ECONOMIC VALUE DISTRIBUTED TO STAKEHOLDERS

As from 2019, Marchesini Group has decided to issue the Group consolidated financial statements in compliance with the International Financial Reporting Standards (IFRS) adopted on the European level to guarantee comparable, high-quality accounting disclosure.

The following data refer to the consolidated financial statements of Marchesini Group S.p.A. for the year ending 31 December 2022.
The earnings generated during the year stood at around € 508.3 million (+5.34% compared to 2021).
The value generated by Marchesini Group S.p.A., which totalled around € 518.6 million in 2022, up by 5.27% compared to 2021, is calculated on the basis of GRI Standards. Of this amount € 78.9 million (-20.46% compared to 2021) was withheld by the parent company, while € 439.7 million (+11.77% compared to 2021) was distributed to the main stakeholders as follows:

- operating costs totalled € 238.2 million (+12.40% compared to 2021);
- the payroll was about € 162.5 million (+7.31% compared to 2021);
- lenders, shareholders and the taxpayer received a total amount of approximately € 38.2 million (+29.88% compared to 2021);
- community donations, association dues and sponsorships totalled around € 672 thousand (+29.47% compared to 2021).

	2022	2021	Δ%
ECONOMIC VALUE GENERATED €/000			
Earnings	508,331	482,561	5.34%
Other revenues	6,493	5,840	11.18%
Financial and share revenues	3,804	4,238	-10.24%
Total	**518,628**	**492,639**	**5.28%**
ECONOMIC VALUE GENERATED AND DISTRIBUTED €/000			
Operating costs (purchases, services, investments)	238,232	211,955	12.40%
Payroll	162,548	151,474	7.31%
Return on equity	12,600	4,081	>100%
Return on investments	5,143	3,145	63.53%
Taxes	20,487	22,208	-7.75%
External gratuities and sponsorships	672	519	29.48%
Total	**439,682**	**393,382**	**11.77%**
ECONOMIC VALUE WITHHELD €/000			
Amortisation, impairments and adjustments	31,481	32,253	-2.39%
Self-financing	47,465	67,004	-29.16%
Total	**78,946**	**99,257**	**-20.46%**

4.0

R&D AND PRODUCT INNOVATION

4.0 R&D AND PRODUCT INNOVATION

R&D activities are a strategic variable affecting the competitiveness of all economic systems, since they make it possible to incorporate a high know-how content in the production of goods and services, with positive impacts on overall economic results.

Marchesini Group has come to the understanding that an innovative, proactive approach is the main source of competitive advantage, in the technological sphere and beyond.

While resources[9] (human, material, and financial) allocated to R&D were viewed for a long time as the main input of the innovation process, and the single innovations introduced, often identified by patents, were seen as the technological output of formally defined activities of basic and applied research, in more recent times a less linear and deterministic vision of the innovation process has started to emerge. In this understanding, innovation is increasingly perceived as the result of incremental and cumulative learning processes to which it is often hard to ascribe specific innovations or technological outputs[10]. The people involved in the organisation must therefore be able to recognise and manage the components of the innovative processes that transform new ideas into projects and tangible, practicable, sustainable solutions in terms of new products and/or processes, in response to the changing needs of society and the market.

[9] Malerba, F. (ed.), 2000. Economia dell'innovazione. Rome, Carocci.
[10] Fagerberg, J., Mowery, D.C. and Nelson, R.R. (ed.), 2005. The Oxford Handbook of Innovation. Oxford, Oxford University Press. Italian edition by Malerba, F., Pianta, M. and Zanfei, A. 2007. Innovazione. Imprese, industrie, economie, Rome, Carocci.

4.1 SUSTAINABILITY IN PACKAGING

Innovative material and the business-oriented **be** project

As world leader in the automatic machinery sector, the Marchesini Group launched the "be" project in the first half of 2021. This project sets out to respond to the pharmaceutical and cosmetic industry's needs for innovative, environment-friendly, recyclable packaging.

To achieve this aim, the Group has adopted a portfolio of solutions that will enable customers to comply with the European Union strategy on the gradual reduction of plastic, and the correlated national laws. Under this strategy, by 2030 all packaging placed on the EU market must be reusable, recyclable or compostable.

Marchesini's chief innovations in this area are its machines designed and developed to package products with eco-friendly materials, increasingly in demand from customers. The main green solutions offered by the Marchesini Group include:

- machines for cartoning products such as syringes, inhalers, vials and tubes in cardboard trays. This environment-friendly alternative to plastics guarantees the safety and integrity of the packaged material
- thermoforming machines for packaging syringes, vials or pens in compostable materials such as PLA (polylactic acid), which can be recycled with organic waste, or R-PET (80% recycled, 100% recyclable PET)
- stickpack lines for liquids, granules or powders using 100% recyclable plastic mono-materials
- blister lines that produce PET or R-PET blisters that are 100% recyclable because they are made with mono-materials or entirely in aluminium, with a tolerable minimal percentage of plastic. This makes the solution extremely green, since most of the material can be recycled an infinite number of times, and an excellent replacement for bonded solutions which use aluminium together with plastic.

These machines reflect the Marchesini Group's ongoing commitment to supplying a wider and wider range of solutions which use sustainable packaging materials, and form part of the broader new "be" environmental sustainability project.

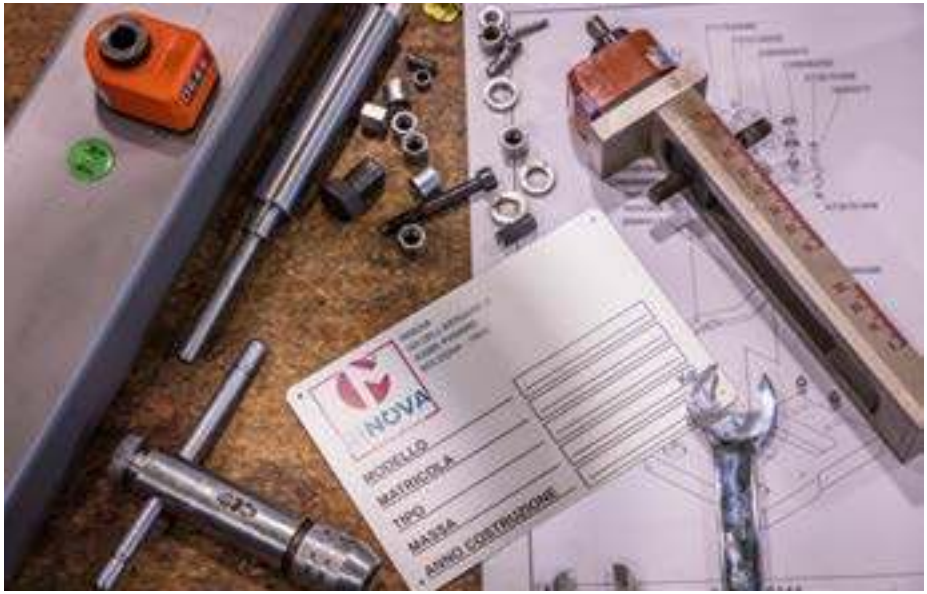
MARCHESINI GROUP
SUSTAINABILITY

[11] https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52018DC0028

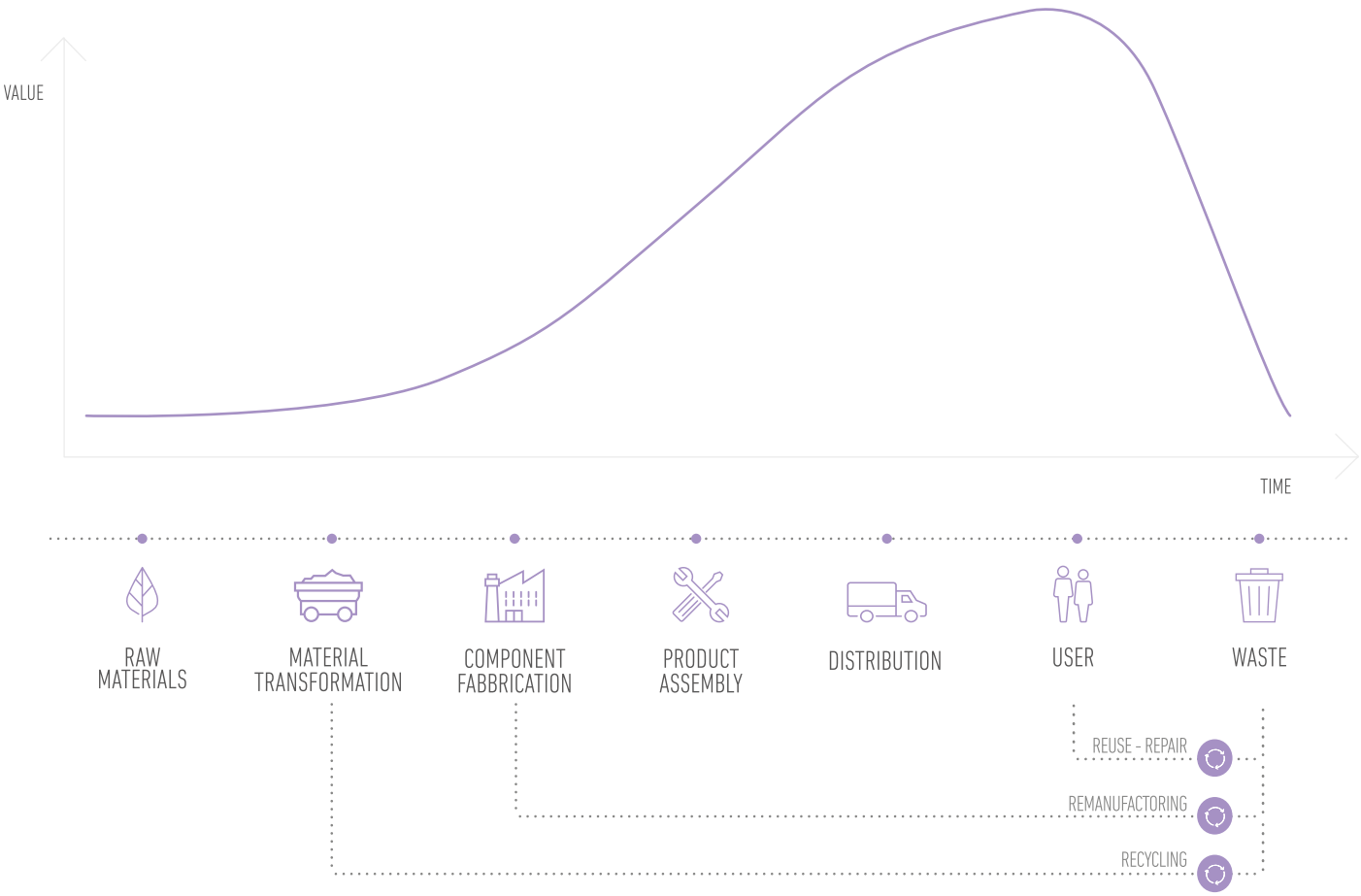
4.2 RINOVA: THE MARCHESINI GROUP'S RESPONSE TO THE CIRCULAR ECONOMY

The sense of responsibility towards the environment, combined with the desire to offer customers an affordable product with the same quality and reliability levels as a new machine, is reflected by the third year of activity of Rinova S.r.l., the Group company set up to refurbish used original Marchesini Group machines and lines.

Starting from a used original component, subjected to a process of dismantling, cleaning, regeneration, refitting and final testing, the Group can bring new life to pre-owned machines, resulting in multiple benefits for customers. In terms of savings, prices are reduced by as much as 50% compared to a new component and, like other components, regenerated replacement parts are also covered by a 100% warranty and offer the same quality and reliability specifications. The recovery of previously used components is also a gesture of respect and awareness for our environment because it leads to savings in energy consumption and reduction of waste.
Remanufacturing is therefore not just a new production paradigm, but also a new business model based on the "second life" of materials, which can potentially make the production of assets more advantageous in economic and environmental terms.
The practice of remanufacturing involves disassembly of the used product and its restoration by replacing components in order to preserve the original design specifications; for the consumer the resulting product must be equivalent to a new machine.



The original added value of the raw materials used for the first version of the product is regenerated. Remanufacturing offers three main benefits; firstly, the useful life of products is extended thanks to maintenance, regeneration, repair, and upgrading processes. Secondly, these products can be easily disassembled in order to replace or refurbish components as required, and to protect the recyclability and reusability of the materials. Finally, the value added, in terms of manufacturing, energy, and materials, can be completely recovered.



4.3 THE GROUP'S COMMITMENT TO COMBATTING COUNTERFEITING IN THE PHARMACEUTICAL WORLD

Counterfeit drugs are a serious threat to public health. These dangerous products are packaged as medicines, but their labels are misleading with regard to their contents and origin: they may contain different ingredients, quantities different from those stated, or even no active ingredients at all. These drugs may be harmful for patients' health.

There are many examples of counterfeiting: for example, cough syrups may contain toxic solvents instead of safe ingredients like glycerine, or medicines may be stolen and relabelled with doses higher than those actually contained. Worldwide, for example, false steroids may be sold for athletes, or counterfeit copies of drugs in high demand on specific markets, especially during health crises or epidemics, may be distributed.

In the last few years the problem of drug counterfeiting has received a great deal of attention in the media. Unfortunately, coverage of this topic is often distorted and unreliable. This is due to the subject's technical complexity and the mass of superficial data available online. It is difficult to calculate the size of the problem accurately, because counterfeiting is an underground activity. The estimates most commonly quoted (such as 7% counterfeit drugs on the market globally, less than 1% in the most developed countries and between 10% and 30% in developing ones) are only approximations of the extent of the phenomenon.
What's more, there is a defect in the regulatory framework in all countries: the law on the counterfeiting of medicinal products is viewed mainly as an issue of trademark protection, instead of one of preventing a serious threat to public health.

Italy is one country that has moved fast to tackle the problem. Thanks to the drug traceability system, drugs are controlled throughout the legal distribution chain, from producer to pharmacy. Therefore, counterfeit drugs are only found in unauthorised channels, such as the illegal pharmacies established in specific contexts and online pharmacies, often run by criminal organisations.
In Italy, a central authority for information, explanations and the reporting of suspected counterfeit drugs has been established in the form of IMPACT Italia, a task-force made up of the Italian Medicines Agency (AIFA)[12], the Italian Ministry of Health, the Italian National Institute of Health (Istituto Superiore di Sanità), the Carabinieri Fraud Squad, the Customs, the Italian Ministry of the Interior, the Italian Ministry of Enterprises and Made in Italy and other government departments involved in specific projects. The collaboration amongst all these institutions in combating drug counterfeiting through the IMPACT Italia task-force has generated a large number of initiatives, from the training of investigators to monitoring of illegal networks.

Italy is an acknowledged leader in the battle against counterfeiting, both nationally, through World Health Organisation and Council of Europe programmes, and at the domestic level. Our role as suppliers to the Italian and world pharmaceutical industry has driven us to develop new mechanical and digital solutions to improve existing systems, to ensure that the fight against counterfeiting is supported by packaging, traceability and serialisation technologies.

[12] https://www.aifa.gov.it/documents/20142/0/Farmaci_Contraffatti_2010.pdf

NEXT LEVEL

CURRENT TRACK AND TRACE REGULATIONS

SINGLE CAVITY	BLISTER	CARTON	BUNDLE	BOX	PALLET
portion of primary packaging	primary packaging	secondary packaging	bundle label	box label	pallet label

The blister traceability system developed by SEA Vision and Marchesini Group is a complete system to guarantee the serialisation and aggregation of primary packaging, and blisters in particular, in the pharmaceutical industry[13].

The solution combines a full set of technologies for blister packaging, printing, serialisation and inspection followed by aggregation with cartons, all within an industry 4.0 environment. The two companies have decided to invest in this challenging project to further improve product identification, an essential requirement for the pharmaceutical industry. At present cartons, boxes and pallets meet this requirement, but primary packaging such as blisters does not. This means that for the primary packaging of drugs there is still a risk of counterfeiting and, in spite of all the investments made by pharmaceutical companies to ensure the traceability of secondary packaging, there are hidden gaps which could cause serious damage. Primary and secondary packagings may be separated from each other along the supply chain, during distribution or when in the hands of end users. This separation is classified as tampering with the product and implies potential risks for the patient's health. The new solution designed by SEA Vision and Marchesini Group is strategic – for all contexts where blisters are separated from their original pack, whether by the end user or by other players along the distribution chain, such as in hospitals, or in pharmacies – and responds to all the challenges posed by a project of this kind. This state-of-the-art solution is the ideal choice for any pharmaceutical producer wishing to prepare in good time for the implementation of future regulations and to give added value to their packaging processes.

a
In-line reel printing

b
Control of print artwork, codes and variable data on the reel

c
Control of blister code | single cavity

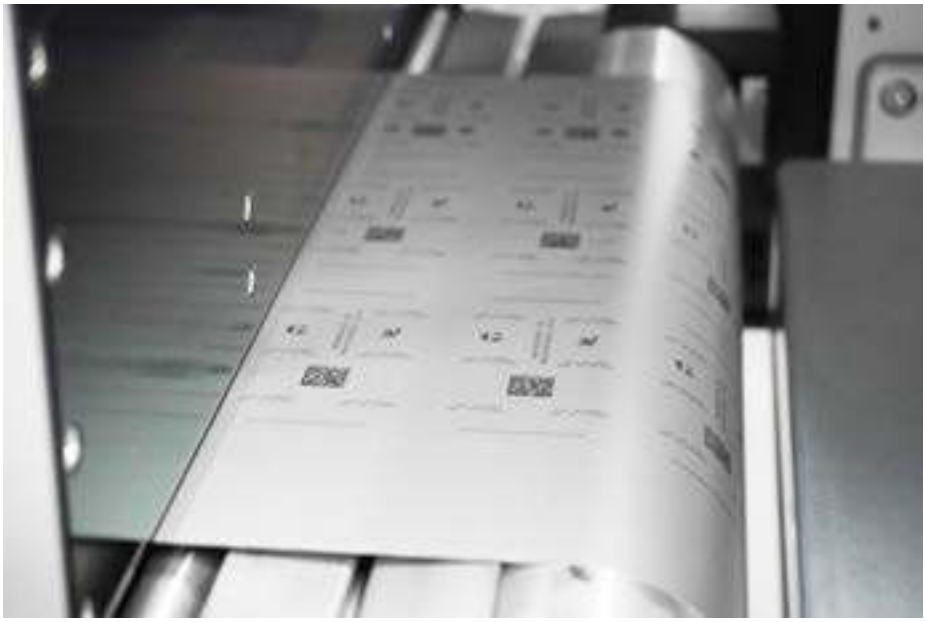
d
Robotised transfer and stacking of blisters

e
Insertion of blisters in cartons

f
Aggregation of blisters with cartons

[13] https://www.blistertrackandtrace.com/

blisterserialization_



The solution includes both in-line and off-line options for digital printing on aluminium (Alu) reels. In-line printing allows high-speed printing directly on the aluminium reels used for blisters, delivering flexibility for processing serialised and unserialised batches. Off-line printing on roll-to-roll machines, on the other hand, allows reels to be printed in advance with different print layouts and stored in a warehouse, eliminating recourse to external suppliers.

SEA Vision has concentrated its efforts on the development of serialisation and inspection software and the integration of the best hardware available to develop a complete, high-performing product.

SEA Vision has optimised the code scanning and print quality control algorithms, as well as optimising the software's performance in general, writing custom instructions to maximise use of the processor threads available.

In terms of hardware, the CIS (contact image sensor) with CoaXPress interface was chosen as appropriate tool for this project. It enables the high-resolution (600 dpi) inspection of reels up to 367 mm, is compatible with a vast range of materials, and permits printing speeds up to 75 m/min thanks to its high image transfer speed. It also reduces the machine's physical size thanks to its integral illuminator and optimises print quality control as all image deformations are eliminated.

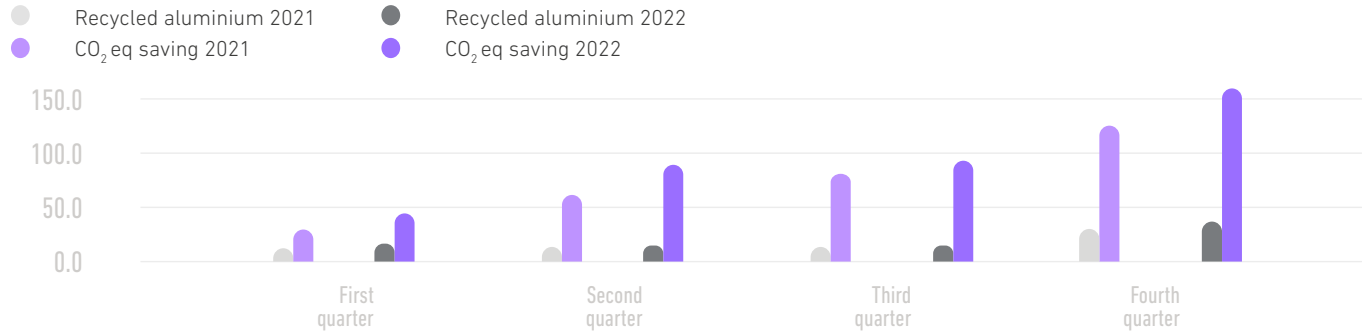
The end result is a guarantee of product authenticity, traceability and patient safety throughout the supply chain.

4.4 ALUMINIUM OFFCUT RECOVERY

Aluminium is one of the world's most-recycled materials. Thanks to its properties, this material can be reused an infinite number of times and the impact of recycled aluminium is lower than that of the metal extracted from bauxite by the traditional process[14]. Around 90% of the aluminium on the market derives from the recovery of secondary raw material, with a significant reduction in costs, energy usage, and environmental impact.

Marchesini Group has decided to contribute to the collection and recycling of aluminium with a circular economy approach, by transforming the offcuts produced by its processes into a resource for other companies.
The Calderino production plant, which handles the production of aluminium components, is equipped with one of the world's most innovative plants for the collection of processing scrap, in which special aeration and suction systems transfer aluminium offcuts to a press which transforms them into briquettes. As well as offering a major benefit in terms of bulk, this solution also provides economic savings, because this size facilitates storage and transport to conversion companies. In 2022 alone, Marchesini Group's aluminium recovery and recycling led to a saving of around 165 tCO_2eq: the quantity of atmospheric emissions which would have been produced to obtain the same amount of aluminium through mining[15].

ALUMINIUM RECOVERY AND RECYCLING (t) AND tCO_2eq AVOIDED 2022



[14] Even though it is one of the most abundant metals in the Earth's crust, aluminium is rarely present in the pure form in nature and is frequently found in combination with other elements from which it must be separated by means of carbon reduction and electrolysis procedures.
[15] https://www.minambiente.it/sites/default/files/archivio/allegati/emission_trading/tabella_coefficienti_standard_nazionali_2011_2013_v1.pdf

4.5 INTERNATIONAL COMPLIANCE

COUNTRY	COMPLIANCE
EUROPEAN UNION	Marking and Certification of Machines in accordance with the “EC” Machinery Directive. Marchesini Group machines always carry the CE mark, even outside the EU
CUSTOMS UNION (Russia, Belarus, Kazakhstan, Armenia, Kyrgyzstan)	Marking and Certification of Machines in accordance with the “EAC” Technical Regulations
BRAZIL	Conformity and Certification in accordance with standard “NR12”
USA CANADA	Conformity, Components and Certification of the Electrical Cabinet by MG. Certification of installation on the customer’s site
TURKEY	Electrical Equipment Certification
SAUDI ARABIA	Electrical Equipment Certification CoC (formerly – SASO) Certification
IRAN / SYRIA / RUSSIA / CUBA / NORTH KOREA	“Dual Use” Technical Classification

5.0 SUPPLY CHAIN

5.0 SUPPLY CHAIN

Marchesini Group adopts a responsible approach to management of the entire procurement chain, from small local businesses to large multinationals, creating relationships that extend beyond mere sales transactions and promoting lasting, mutually beneficial collaboration with carefully selected partners who share the company's principles.

It is in the Group's interest to use assessment tools to check suppliers' suitability with a view to establishing continuous business relationships, considering both ethical and product quality and safety factors. For this reason, relationships with suppliers are completely transparent, based on the General Terms of Supply applied to all contracts, any quality requirements referenced directly in the orders and regarding activities that the vendor must perform to assure finished product quality, and the Code of Ethics, which includes specific references to respect for human rights, environmental protection and occupational health and safety.

Marchesini Group collaborates with about 600 main production material suppliers in the context of its business activities. In 2022, the Group made around € 110 million of purchases of materials, commercial and custom components and other manufacturing supplies. The geographical distribution of suppliers can however only be examined for custom components, since the place of production of "commercial" and standard components cannot be clearly identified. The value of purchases of custom components in 2022 was around € 60 million. The geographical distribution of the suppliers of these products, all strictly made in Italy, tends to be concentrated in the areas surrounding the production plants, with about 72% in the area around the Headquarters. The Group's decision to concentrate a large proportion of its supplies locally is due not only to the consequent logistic benefits but also to the desire to contribute, directly and indirectly, to the social development of the area and the surrounding communities.

5.1 RAW MATERIALS

The general raw materials crisis, involving not only higher prices but also procurement difficulties, persisted during 2022.

The restarting of the production system, with a return to pre-pandemic output rates and the need to make up lost time, led to a growth in demand for materials and thus to difficulties in meeting all requirements. Like others, Marchesini Group had to deal with a shortage of electronic components (with immediate jumps in price of from 5 to 15%) and the increased costs of materials such as plastic, iron and steel, with mark-ups exceeding 100% in some cases. Thanks to close cooperation between the technical, procurement and logistics departments, the Group managed to overcome the initial difficulties by expanding its inventories and replacing some components with others of the same quality and efficiency where possible.

Raw material consumption was stable in 2022 compared to the previous year; the minus sign is due to natural variation in production loads.

The same applied to plastic, where withdrawals from inventory were more or less stable.

However, it should be noted that in the past consumption trends have never been linear and have always tended to fluctuate. In view of the lengthy production cycles and a significant tendency to increase inventories, incoming quantities of material during the calendar year are completely unrelated to production itself.

	2022	2021	Δ%2022/2021
Ferrous metals (Kg)	231,313	236,329	-2%
Non-ferrous metals (Kg)	188,318	196,878	-4%
Miscellaneous plastics (Kg)	82,115	84,878	-3%

Considering the specific weight of wood to be 300 kg/m^3, it was possible to calculate the kg of material consumed in 2021 and 2022 and compare the values obtained as shown in the following table:

CONSUMPTION	2022	2021	Δ%2022/2021
Wooden packaging materials	1,003,022	1,125,488	-10.88%
Paper and cardboard packing materials	27,160	24,626	10.29%
PET film	3,780	4,644	-18.60%
Total	**1,033,962**	**1,154,758**	**-11.46%**

Use of wood for the packaging of machines decreased compared to 2021. The number of orders was similar to the previous year, so the figure cannot be explained by the use of larger numbers of bases (instead of complete crates), which require less material.
There was also a sharp fall in the number of pallets used by the warehouse, thanks to the reverse logistics project that has now been running for several years.
After the strong growth in 2021, consumption of PET packaging returned to more stable values, recording a decrease compared to the previous year but equalling the 2020 figure. However, there was a reduction in the use of stretch film, reflecting the company's commitment to cutting down on disposable plastic use.

There was a large increase in consumption of 3D printing materials in 2022. This growth was due to a rise in orders and the installation of a new 3D printer for plastic, as the existing machine reached full capacity. Specifically, there was strong growth in the use of Nylon, ULTEM 9085 (almost doubled) and ABS.

* The procedure for calculating titanium consumption was modified to provide more accurate data. Therefore, the figure for last year is not properly aligned since it did not consider some withdrawals from inventory for use. In view of these considerations, titanium use is actually increasing.

	2022	2021	Δ%2022/2021
Metal for 3D printer (Kg)	33.6	28.0	20%
ABS plastic for 3D printer (Kg)	839.4	650.8	29%

The Group continued to promote the principles set forth in the Code of Ethics when selecting suppliers, making every effort to check the origin of materials and the processing methods adopted: as soon as suppliers establish a relationship with the Group, in addition to the requirements set down in the Quality Manual and the technical specifications, they are expected to agree to its ethical values.

As operations returned to normal, there was a sharp increase in the number of audits on suppliers' premises after the reduction during the pandemic; 82 audits were performed in 2022.

6.0 ENVIRONMENTAL RESPONSIBILITY

6.0 ENVIRONMENTAL RESPONSIBILITY

From the perspective of the Marchesini Group, environmental responsibility is expressed by means of an all-embracing approach aimed at preserving natural resources, attempting to avoid all forms of waste and offsetting it with recycling, and the responsible purchase and use of materials, within a far reaching eco-compatible vision aimed at minimising environmental impacts connected to its business operations.

The company is therefore committed to the constant search for the most suitable solutions to guarantee responsible use of resources and a reduction of energy consumption through continual improvement of its environmental performance, promoting the engagement and awareness-raising of the entire management structure and workforce in a culture of shared responsibility by supplying the necessary resources and training.
First of all, the Group aims to guarantee compliance with current environmental legislation in all matters concerning its internal operations. It also pursues cooperation with public authorities and relationships of mutual trust with employees, customers and suppliers, and by monitoring environmental parameters the organisation sets itself the overall aim of reducing every kind of pollution and environmental impact in a manner compatible with its growth targets.

In particular, it is committed to:
- adopting all preventive approaches available to reduce pollution;
- optimising use of energy resources;
- using only electricity generated from renewable sources;
- guaranteeing compliance with statutory legislation throughout the organisation;
- working where possible with waste management companies committed to recovery/recycling;
- adopting the appropriate corrective/preventive actions whenever the need arises;
- promoting a culture of sustainability and respect for the environment throughout the company.

6.1 ENVIRONMENTAL MANAGEMENT

In line with the Environmental Policy, the Group bases its strategic action on three pillars:

SAVING NATURAL RESOURCES

Producing better, consuming less energy and fewer resources and optimising management of environmental aspects (resources, water, waste, raw materials), to bequeath to future generations a less impoverished environment able to provide a higher quality of life. The intention is to review Marchesini products, redesigning and studying them to achieve low environmental impact in terms of longer lifetime, greater flexibility, energy saving, and enhanced recyclability of components.

REDUCING THE IMPACT OF PRODUCTION SYSTEMS

Marchesini Group has made a commitment to review and re-design processes and technologies that prevent and/or reduce environmental impact. This will be possible only by applying the best operating techniques and guaranteeing rational, efficient use of energy resources and raw materials.

LEGISLATIVE COMPLIANCE

Marchesini Group's undertaking to comply with environmental legislation is fundamental and also reflects the level of maturity of its production plants and management system, which guarantee sustainable use of natural resources and waste management. Compliance with the relevant statutory legislation and the assessment and implementation of proactive projects on these topics is entrusted to the Environment and Safety Department.

6.2 ENERGY

Virtuous behaviours are promoted throughout the Group, with the aim of reducing energy use arising from the daily requirements of employees for their work activities. The company also constantly invests in devices that reduce energy wastage, e.g. during shutdowns (overnight, weekends, public holidays), and in plants with high energy efficiency, also to replace low-efficiency legacy systems.

The electricity consumed by the Group is mainly used to power production cycles in the plants and, to a lesser extent, for offices and services. Total electricity use in 2022 was around 2,499 toe[16], a reduction of about 5% compared to 2021. These decreases were mainly generated by the improvements in efficiency made by the Environment Department and the company's staff and the gradual decommissioning of gas-fired heating systems in favour of heat pumps.
The need to provide the most comfortable working environment possible[17] and maintain a good microclimate (heating and air-conditioning) in all the Group's production plants and offices accounts for a large proportion of total energy consumption. It is only in the mechanical engineering plants that the amount of energy used for climate control and for production operations is similar.
Total energy consumption in toe (tonnes of oil equivalent) in 2022 was also lower than in 2021 (-18.5%): in spite of the increase in plants' output and workforces, energy use fell sharply due to the reduction in use of the company car fleet and awareness-raising with regard to energy saving. Overall emissions in equivalent tonnes of carbon dioxide were again equal to more or less zero (see paragraph 8.5).

This was possible thanks to the achievement of the goal of using only electricity generated from renewable sources[18].

	2022 CONSUMPTION (toe)	2022 CONSUMPTION (t CO_2 eq.)	Δ%2022/2021 (toe)	Δ%2022/2021 (t CO_2 eq.)
Direct energy				
Gas for heating	316	749	-22%	-22%
Other heating fuels	0.0	0.0	0%	0%
Fuel for automotive use	147	479	-11%	-12%
Indirect energy				
Total electricity	2036	0	-5%	
of which Electricity produced in-house by photovoltaic panels	136	0	240%	
Total	**2,499**	**1,228**	**-8.2%**	**-18.5%**

[16] One toe represents the quantity of energy released by the combustion of one ton of crude oil, equal to approximately 42 GJ. This is one standard definition, since different types of crude oil have different calorific values and a number of different standards are currently used.
[17] Marchesini Group Code of Ethics, page 26.
[18] The use of electricity only from renewable sources is an important goal, achieved thanks to the "green energy option" and guarantees of origin (G.O.). Guarantees of Origin (Directive 2009/28/EC) are European certificates that guarantee the renewable origin of the energy consumed. Certification is based on the injection into the grid of a quantity of renewable energy equivalent to the energy consumption for which the Company requests certification. The guarantee of origin (G.O.) certificate is issued by Gestore dei Servizi Energetici (GSE). In accordance with Directive 2009/28/EC, the value of every G.O. issued by GSE covering electricity supplied to the grid has the value of 1 MWh.

6.3 WASTE

Greater efficiency in the use of materials in production processes means reduced costs, fewer waste materials sent to landfill, and less processing scrap, all with beneficial effects on the environment.

The Group promotes responsible management of materials and waste, taking special care over the treatment and disposal of hazardous wastes.
The Environment Department is responsible for guaranteeing regulatory compliance with regard to the storage, transport and disposal of hazardous and non-hazardous waste. In the context of ongoing improvement and efficiency upgrading of production systems, Marchesini Group has increased the proportion of waste consigned to landfill to pre-pandemic levels.

	2022 (Kg)	%	Δ%2022/2021
Total of which:	**1,191,848**		
Waste sent for recycling	874,298	73.4%	-2%
Waste sent for energy generation	160,217	13.4%	2%
Waste sent for disposal	157,333	13.2%	15%

	2022 (Kg)	%	Δ%2022/2021
Non-hazardous waste	979,474	82.2%	1%
Hazardous waste	212,374	17.8%	-4%
Total	**1,191,848**		

	2022 (Kg)	%	Δ%2022/2021
Packaging	478,510	40%	-2%
Drugs	236,886	20%	33%
Metals	168,444	14%	-11%
Waste from processing of raw materials	198,293	17%	9%
Emulsions	41,944	4%	-8%
Water-based solutions	35,251	3%	-30%
WEEE	18,668	2%	43%
Other waste	3,842	0%	-90%
Demolition waste	10,010	1%	191%

6.3.1 CIGARETTE END RECYCLING PROJECT

In July 2019, resolution no. 5 of the Italian Register of Environmental Management Organisations recognised cigarette ends as a specific form of waste.

The Marchesini Group decided to help to ensure the collection of this waste, which takes years to degrade completely and emits substances that are toxic for the environment. The Group therefore called in Re-Cig, an innovative start-up that collects cigarette ends and designs solutions for their disposal. Using the patented Re-Cig process[19], the Marchesini group has introduced a system for the purification and transformation of cigarette ends. The material obtained is a plastic polymer reusable in many industries.

Performance Certificate

This certificate is awarded to

MARCHESINI GROUP

For having recycled (and saving from landfill disposal)

203,310 cigarette ends **EWC 20 03 99**
(61 kg)

During the period from 1 January 2022 to 31 December 2022

RE·CIG

Marco Fimognari
CEO & Founder

[19] https://www.re-cig.it/

6.4 WATER

Even though it does not use large quantities of water in its production cycles, the Group is committed to developing strategies to improve responsible management of water, in recognition of the importance of this precious resource for the well-being of the general population.

Water resource management is handled by the environment department which, among many other activities, provides legal support for the implementation of relevant new standards and regulations.
Most of the water used is in the form of domestic hot and cold water. With regard to production, water is mainly used for wash-downs during machine testing and commissioning procedures. The water used in the production process is currently consigned to specialised recycling companies for disposal.
Water taken from the mains in 2022 totalled 28,796 m^3, an increase of 4.5% compared to the 2021 value: the increase in the workforce and the size of the company's plant must be borne in mind when interpreting this figure.

WATER INTAKE FROM THE PUBLIC WATER MAINS

2022 (m^3)	2021 (m^3)	Δ%2022/2021
29497	28796	4.5%

6.5 CARBON FOOTPRINT

The Product Carbon Footprint (PCF), expressed in tCO_2eq[20], considers total emissions of all phases of the lifetime of the product/service "from cradle to grave" in relation to the Global Warming Potential[21] of carbon dioxide (CO_2).

Calculation of the PCF starts from procurement and treatment of the raw materials and then includes the processing of these materials, production of the product, its transportation to the customer and, where appropriate, its use and disposal.

- identify the significant aspects in terms of effects on climate change of the plants included in the company perimeter, to enable their reduction and/or mitigation;
- monitor changes in climate-related impacts;
- the study considered all direct emissions (Scope 1) and indirect emissions (Scope 2)[22] of greenhouse gases associated with the plants within the perimeter of the study.

Data were collected by the following methods:

- preparation of forms to collect the processed data divided according to the different Scopes;
- coordination and discussion meetings at the Pianoro (Bologna) headquarters;
- requests for additional information and data by means of telephone contacts or emails.

The GHG[23] Protocol classifies the greenhouse gas emissions of an organisation under three headings:

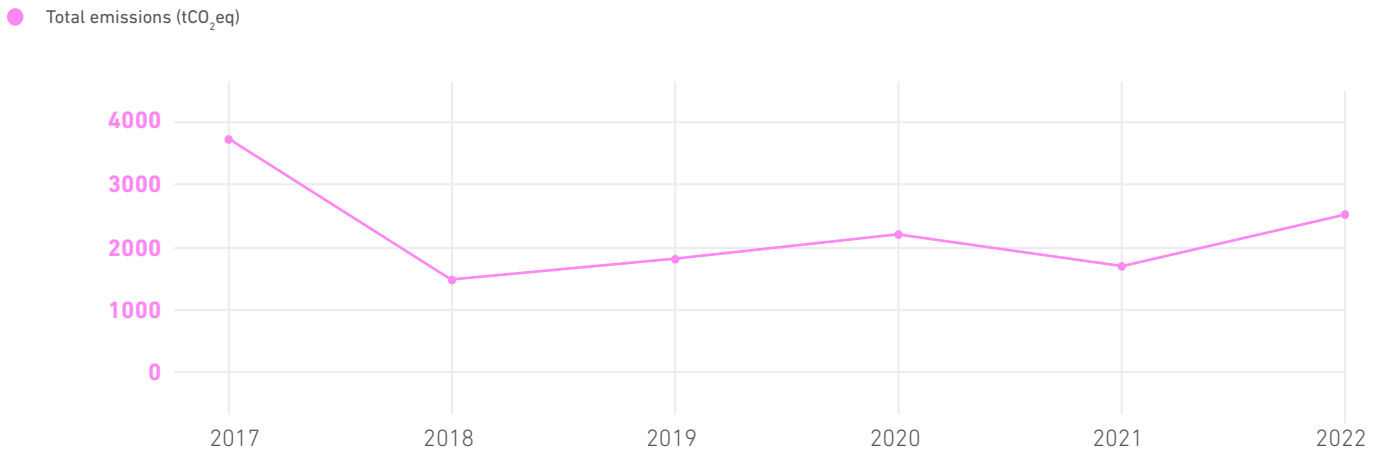
- scope 1: direct GHG emissions from owned or controlled sources;
- scope 2: indirect GHG emissions from the generation of purchased electricity or the portion of electricity self-produced and consumed;
- scope 3: all other indirect GHG emissions not within scopes 1 and 2.

Since the measurement of emissions in this last category is currently not mandatory but rather at the discretion of the organisation, the survey was restricted to scopes 1 and 2, for which the activity data were established based on information in utility bills or company fleet fuelcards.

Thanks to great efforts by the company and all staff, there was a sharp reduction in direct emissions from production plants generated by natural gas heating, which was effectively rationalised in response to the energy crisis, also reducing environmental impact, and by the company car fleet, with a decrease in mileage and an increase in the number of electric vehicles.
Also in response to the energy crisis, with policies to improve the efficiency of some systems, the commissioning of solar power plants and specific organisational strategies, electricity use also decreased; moreover, it is entirely compensated by electricity produced from renewable sources.
However, mainly due to the failure of a large air-conditioning system which caused a major refrigerant gas leak, there was a deterioration in the overall total of CO_2 equivalent emitted in 2022.

[20] tCO_2eq is a unit of measurement that allows combined weighing of different greenhouse gases with different climate-changing effects.
For example, one tonne of natural gas, which has a global warming potential (see note 23) 21 times greater than that of CO_2, is calculated as 21 tonnes of CO_2 equivalent. This makes it possible to compare different gases when considering their contribution to the greenhouse effect.
[21] Global Warming Potential (GWP) expresses a greenhouse gas's contribution to global warning in relation to the effect of CO_2, which has a baseline potential of 1. Each GWP value is calculated for a specific time interval (generally 20, 100 or 500 years).
[22] Greenhouse Gas Protocol.
[23] GHG (Greenhouse Gases) are gases responsible for creating the greenhouse effect.

TOTAL EMISSIONS (tCO_2eq)



			2017	2018	2019	2020	2021	2022
		EMISSION FACTORS	tCO_2eq	tCO_2eq	tCO_2eq	tCO_2eq	tCO_2eq	tCO_2eq
SCOPE 1	Direct emissions due to operation of plants and machinery	Heating, other fuels	2	1	2	0	0	0
		Company cars	391	464	678	510	543	449
		Refrigerant gases	101	437	328	874	549	1333
		Heating, natural gas	664	674	663	702	833	711
	Total Scope 1		**1,158**	**1,575**	**1,671**	**2,086**	**1,925**	**2,662**
SCOPE 2	Indirect emissions from energy consumption	Electricity	2,502	0	0	0	0	0
	Total Scope 2		2,502	0	0	0	0	0
	Total emissions		**3,660**	**1,575**	**1,671**	**2,086**	**1,925**	**2,662**

6.6 WE ACT FOR NATURE

In partnership with the Fondazione Marchesini ACT, Marchesini Group created a day dedicated to safeguarding the environment and nature. On 28 May 2022 all employees, with their families, were invited to the Pianoro Headquarters to take part in company initiatives outdoors in the environment, including a group bicycle ride with more than fifty participants and an eco-friendly walk to pick up litter from parks and streets, in which about a hundred people took part. The other activities offered during the day included a mountain-bike ride, workshops for kids, a treasure hunt with a theme of environmental sustainability and guided visits to the company's apiary, which involved more than two hundred people. This event, entitled "We ACT for Nature", was an excellent opportunity for people to socialise and have fun with the aim of encouraging all participants (450 people) to protect the natural world and safeguard the environment in which we live.

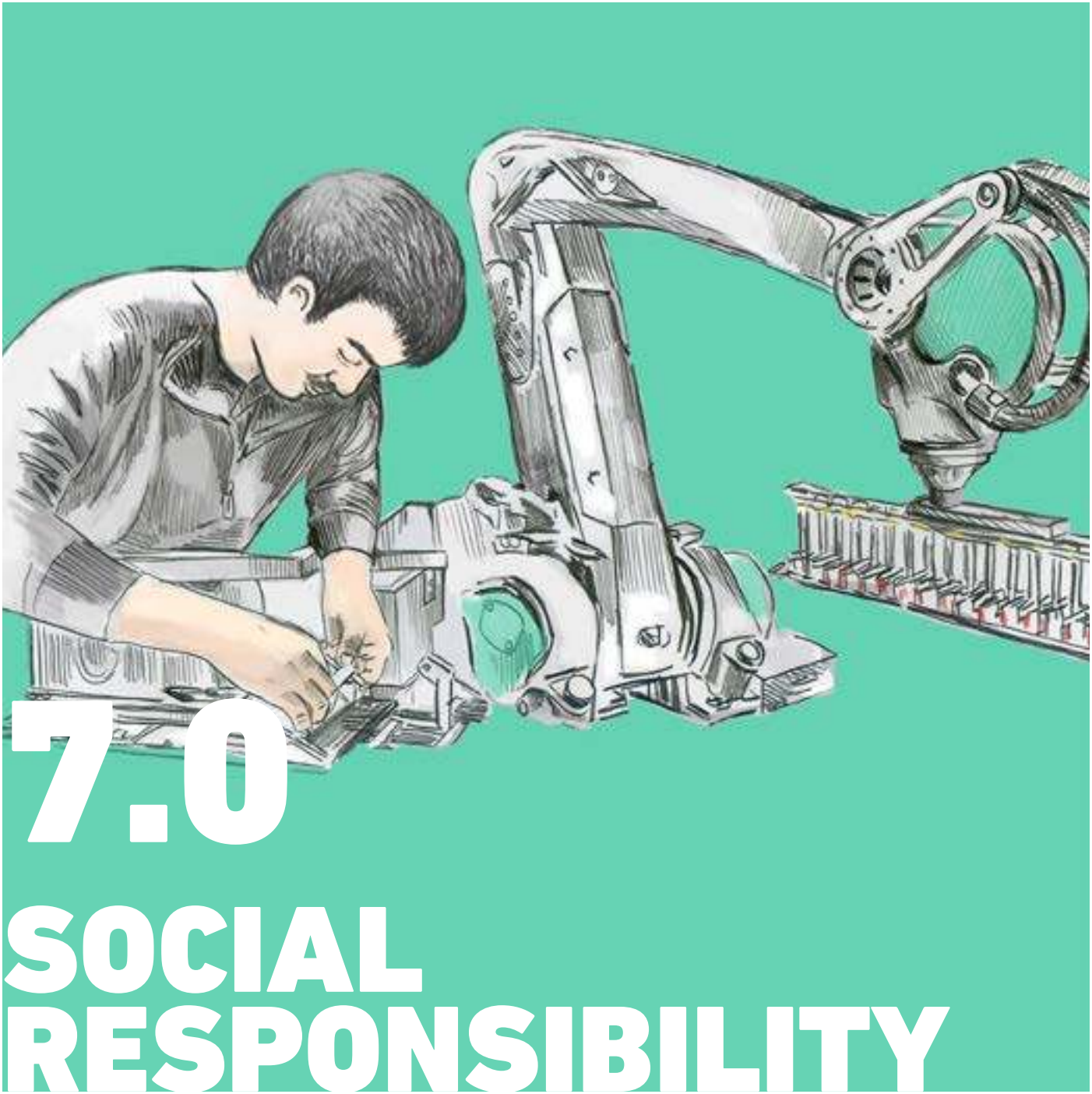
6.6.1 THE IMPORTANCE OF THE BEES

Bees are essential for the protection of biodiversity and the ecosystem, and also play a fundamental role in the food chain. According to the latest estimates by the United Nations Food and Agriculture Organisation (FAO), 35% of global agricultural output depends on bees, generating an economic value of about 22 billion euro in Europe alone. With over 20,000 wild species, bees are a real army of pollinators, essential for guaranteeing the fertility of 35% of agricultural crops[24] globally.

However, these precious insects are at risk of extinction, so Marchesini Group has decided to launch a regenerative beekeeping project at the Pianoro Headquarters, committing itself to safeguarding this species. As first step in the project, the Group has installed six hives which will accommodate more than 350 thousand bees in the garden of its founder Massimo Marchesini's home. The adoption of these insects has aided the maintenance of pollination levels across the area and also assisted bio-monitoring of the surrounding environment; through daily collection of pollen and nectar samples, it is possible to analyse parameters such as environmental levels of heavy metals and other harmful substances.

This project has enabled Marchesini Group to undertake a large number of activities collateral with its regenerative beekeeping, such as the organisation of educational, informative and recreational visits to the apiary for its employees, which help to raise awareness of the importance of bees and pollination. Moreover, beekeeping has provided an opportunity for team-building and the sharing of ideas about corporate organisation, as Group HR and Marketing Director Valentina Marchesini underlined: "Bees are an example of perfect corporate organisation – we can learn a great deal from them – and they are also essential for protecting life itself."

[24] https://www.wwf.it/pandanews/ambiente/bee-safe-la-campagna-wwf-per-salvare-le-api/#:~:text=Le%20sole%20api%20selvatiche%2C%20un,miliardi%20di%20euro%20in%20Europa



7.0 SOCIAL RESPONSIBILITY

7.0 SOCIAL RESPONSIBILITY

The Marchesini Group is committed to caring for its people, facilitating their personal and professional development and creating initiatives to grow their skills, know-how and competences. All individuals must be guaranteed equal opportunities in terms of training and career advancement, in line with criteria of merit and the results achieved.

As the Marchesini Group Code of Ethics states, the company views collaboration between people as an important value, and so we promote effective collaboration based on shared values, objectives and methods and supported by passion for the job. Relations between people must involve constant, continual exchanges of ideas on the work done and modes of conduct, to help to consolidate a culture of feedback.

Appraisal of individual performance must take into account not only the milestones reached but also how the results were achieved, rewarding integrity, honesty, passion, dynamism, enthusiasm and innovative thinking.

7.1 OUR PEOPLE: OUR SUCCESS

At 31/12/2022 the Marchesini Group[25] had a workforce of 2,690 people (+ 4.31% compared to 2021), a human capital including an impressive 80% of workers with STEM backgrounds, with a generational split that encourages the exchange of experience and skills, of which:

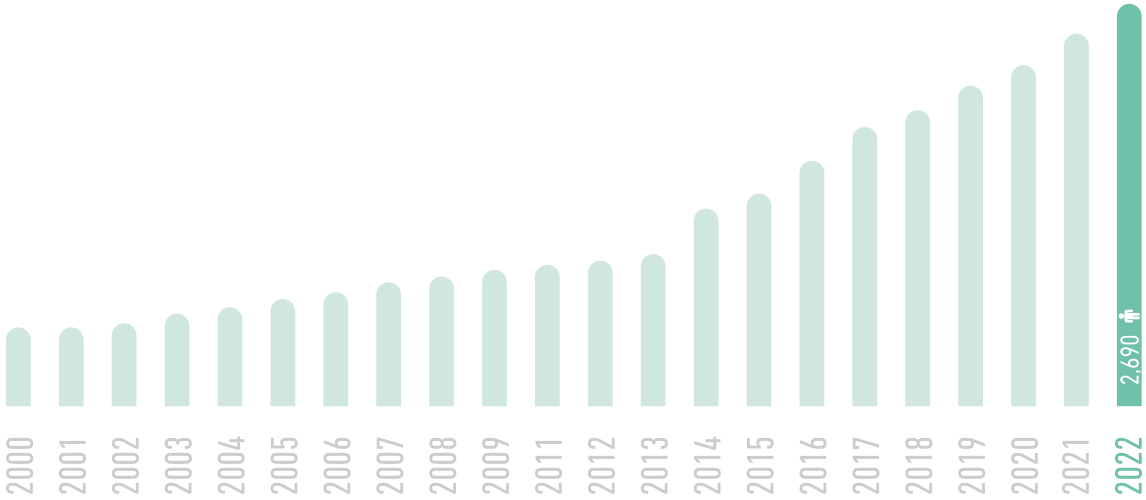
- 93% employed at the Italian plants;
- 65% between 19 and 45 years of age;
- 15% women, a proportion unchanged from 2021, in line with the industry average;
- 99% on permanent contracts;
- 64%[27] with a high school diploma;
- 24% university graduates, in line with 2021

The employment contract applied is the National Collective Agreement of 5 February 2021 for workers in the mechanical engineering and plant installation industry.

The skills and know-how of Marchesini's people are a legacy to be grown, promoted, and passed down to the new generations. Therefore, the company promotes new modes of exchange and cross-contamination both inside the Group and externally, to forge ties between institutions, universities, business schools, state schools and the job market, with the aim of talent and encouraging young people to choose STEM[26] disciplines. The promotion of STEM subjects is a key investment for Marchesini, since the demand for skills and qualified staff capable of learning and applying the relevant technologies is growing every year. The organisation's people-focus is also expressed by means of employee welfare support projects[28] and social and cultural initiatives which strengthen the Marchesini Group's presence and involvement in the local community and consolidate its industrial vocation and historic legacy.

[25] Marchesini Group S.p.A. and its controlled enterprises.
[26] STEM, Science, Technology, Engineering and Mathematics, is an acronym referring to these disciplines and the relative educational courses.

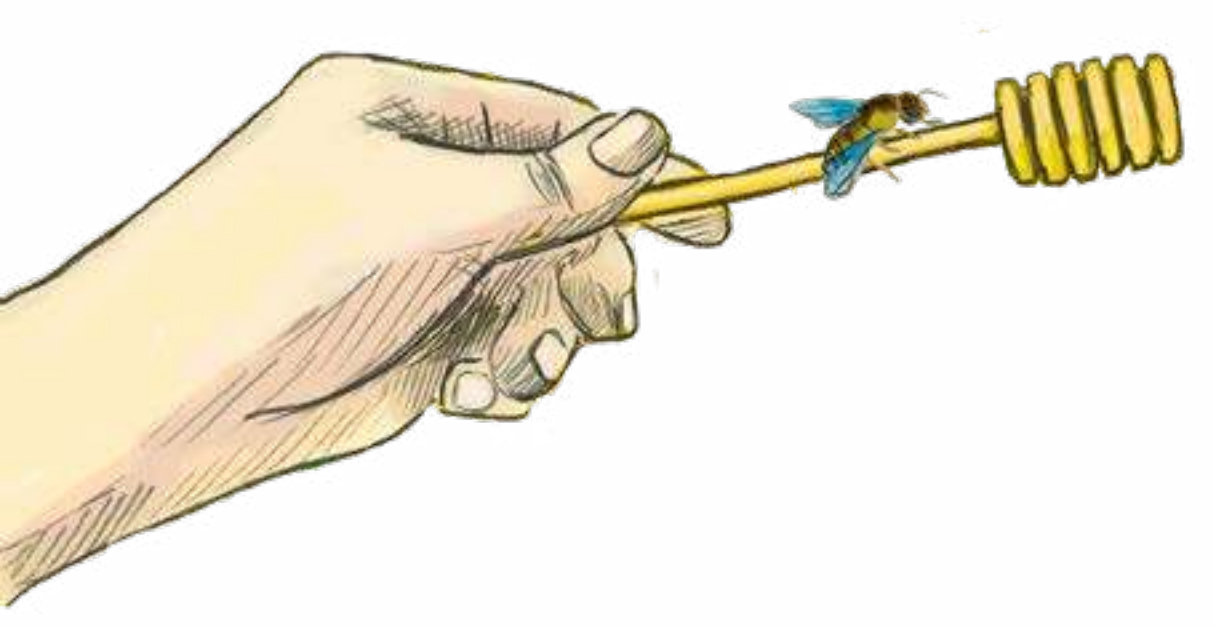
7.2 WORKFORCE AND ORGANISATIONAL STRUCTURE



2022	Blue collar	White collar	Total
Marchesini Group S.p.A.	502	926	1,428
Machinery production companies			
Rinova S.r.l.	11	13	24
Schmucker S.r.l.	43	43	86
CMP Phar.ma S.r.l.	15	26	41
Dott. Bonapace & C. S.r.l.	3	9	12
Beauty Division machine production companies			
Cosmatic S.r.l.	5	6	11
Dumek S.r.l.	5	11	16
Axomatic S.r.l.	28	21	49
Rejves Machinery S.r.l.	12		12
V2 Engineering S.r.l.	9	22	31
Vibrotech S.r.l.	27	18	45

2022	Blue collar	White collar	Total
Marchesini Packaging Mexico S.A.	6	7	13
Marchesini Group Iberica S.L.	13	29	42
Marchesini M.E.C.A. S.A.		3	3
Marchesini Verpackungsmaschinen GmbH	6	18	24
TMG Marchesini UK Ltd	5	16	21
Marchesini France S.a.s.	8	20	28
Marchesini Group (Shanghai) Trading Co. Ltd.	7	8	15
Marchesini Group Benelux S.A.	1	4	5
Marchesini Group India PVT Ltd.	3	1	4
Marchesini Group USA Inc.	8	22	30
Marchesini Group Polska Sp. Z O.O.	3	6	9
Marchesini Group Rus LLC	4	10	14
Marchesini Group Ukraine LLC		5	5
Marchesini Group (Thailand) Co. Ltd		1	1
Marchesini Group do Brasil Comércio de Máquinas e Farmacêuticas Ltda.	2	6	8
Service or production service subsidiaries			
Sea Vision S.r.l.	42	302	344
Creinox S.r.l.	9	4	13
Omac S.r.l.	41	7	48
C.N.C. S.r.l.	36	10	46
C.B.S. Engineering S.r.l.		52	52
C.B.S. 3DESIGN S.r.l.		6	6
Tecnotrattamenti S.r.l.	26	3	29
Tecnovernici S.r.l.	5	2	7
Proteo Engineering S.r.l.	11	48	59
M Point-Engineering S.r.l.		17	17
C.A.T. Progetti S.r.l.	26	6	32

2022	Blue collar	White collar	Total
P.M.M. S.r.l.	11	1	12
Auteco Sistemi S.r.l.		20	20
Studiopack S.r.l.		8	8
A.TE.NE. S.r.l.	4	3	7
Arredomek S.r.l.	5	5	10
Caima S.r.l.	10		10
F.V.M. S.r.l.	4	2	6
Eyecan.AI S.r.l.		6	6
Carlo Corazza S.r.l.	17	4	21
Total	**1750**	**941**	**2690**



7.3 TALENT GARAGE

Marchesini Group views training as an opportunity for evolving new ways of enabling the company to innovate and reinvent itself continuously.

In 2022 its "Talent Garage", or company academy, consolidated its activities. The initiative – the most significant Group investment in finding and training talented young people in the Bologna area and nationwide – has already produced a series of structures, initiatives and agreements with schools and universities to create tailor-made training pathways for current and future personnel.
In other words, it is a genuine talent lab. A place where skills are absorbed by working alongside the most highly skilled staff in the organisation. A continuous training workshop, intended not just for talented young people but rather for the entire company population, forming part of an exceptional personal discovery and development project.

TALENT GARAGE is:

- onboarding training of new recruits and upskilling of personnel during their career;
- creation of advanced training courses for specific company roles, in the classroom and on the job, in order to perfect professional skills;
- identification of new talent to be recruited to the Company in response to changing market demands;
- consolidation of relations with schools and universities;
- partnerships with the best training centres to provide a catalogue of top quality courses.

The course catalogue, with more than twenty-five qualifications available to staff, is grounded in the ten-year partnership with Fondazione Aldini Valeriani, long-established as the leading specialist in technical training for Bologna's "Packaging Valley". The main aim is therefore to strengthen the incoming skills of young technicians and engineers, but without overlooking soft skills in a world where speedy, precise communication is of critical importance. Much space has been devoted to reinforcing resilience, with tips and useful advice for stress management and mindfulness, in addition to the normal focus on management skills.
In parallel with the standard offering, specific tailor-made courses are organised for single departments or roles which require more in-depth input in relation to specific theoretical skills.

MARCHESINI GROUP
TALENT GARAGE

The activities delivered by the Talent Garage to the various company divisions comprise:

• targeted training: the company or an external institute supplies indoor or outdoor, live or e-learning training courses on specific skills or issues considered essential for managers or operators;

• self-development: awareness is created by outlining the characteristics that a person in a given position must necessarily possess and then having the person fill in a self-assessment questionnaire;

• coaching: a technique widely used to assist managers, team leaders, and workers in general to develop, improve and strengthen their human and professional, relational, communication, problem-solving and target-reaching capabilities;

• mentoring: method for transferring skills and disseminating information via support from experienced internal staff;

• job rotation: company technique that involves periodic changes in the roles of staff members to spread an understanding of all stages of the company process; divided into vertical (roles with rising levels of responsibility), horizontal (roles at the same level), international, and inter-functional rotation (across different operating areas).

2022 saw the continuation of a major training programme at the Bologna Business School, Bologna University's school of management, in which 34 staff members were awarded a master's degree in business administration (MBA) at the end of a 15-month course. The selected participants – aged from 27 to 48 and occupying different positions in the company – joined the other ten staff members who had already been awarded an Executive MBA by the BBS.

The aim of this project, which will be repeated after the first edition and in which Marchesini Group has invested more than € 300,000, is to provide future managers of the Emilia-Romagna "Packaging Valley" with a comprehensive academic background.

THEMES OF THE GRADUATIONS THESIS

Parts list optimisation	Technical documentation	Plant validation	Variance analysis
The evolution of technical drawing	IQ/OQ protocols	Resource planning	Consumables management
Data communication infrastructure	Materials certification	Augmented reality	Frameless motor integrations
Product datasheets	Packaging materials	Magnetic levitation and 2D conveyor system	ROS environment integration analysis

THE ACADEMY IN FIGURES

TYPE	HQ	DIVISIONS
Academic Course Placements	35	2
Graduate Internships	24	2
Work Experience Placements	75	19
Technical High School Placements	10	5
Total	**144**	**28**

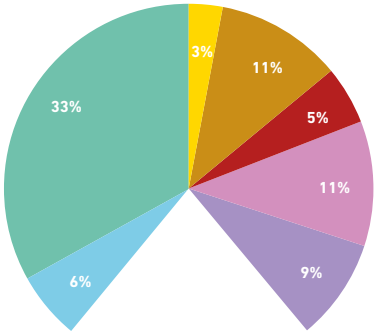
7.4 TRAINING

2022 saw a sharp increase in the number of training hours, partly due to the restart of the company's master degree course, but there was also a rise in the hours focused on technical areas, which have always played a very important role in updating in-house know-how.

During the year, training once again became an opportunity for people to meet in classrooms, although the virtual mode adopted during the pandemic was also maintained. Course approval levels, constantly monitored in all areas, remain high.

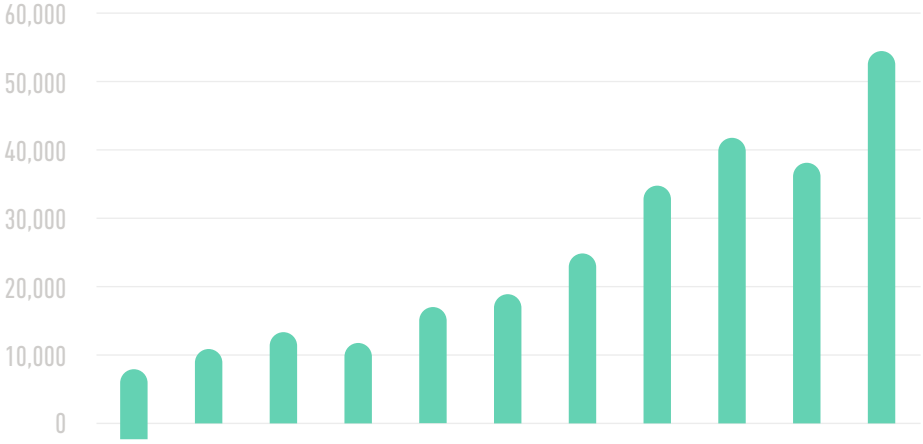
The use of the company's e-learning portal is growing rapidly and there are major projects for its development in the pipeline for 2023.

2022 TRAINING DETAILS



- Other
- Safety & Environment
- E-learning
- Language courses
- Company catalogue
- Company master degree
- HR development
- Technical training

HOURS OF TRAINING



2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
7518	10468.8	11663	10668	16700	19405	24878	34000	41232	39363	54058

7.5 E-LEARNING

Training delivered via e-learning is fundamental for a business's success. Constant investment in the growth and development of its employees' skills can give a company an array of competitive advantages. Through training, employees acquire new knowledge, skills and abilities, enabling them to adapt to the market's changing demands and tackle more and more complex challenges. What's more, creating an environment of ongoing learning encourages innovation and helps the company to progress. Training also improves employees' motivation and job satisfaction, thus increasing their productivity and reducing turnover. Investing in training, including that delivered via digital and remote means, is an investment in the company's future, since it provides a skilled workforce ready to face the challenges of a constantly evolving market.
All contents and animations are produced in-house by the Training Department.

7.5.1 CYBERTRAP – TRAINING ON CYBERSECURITY

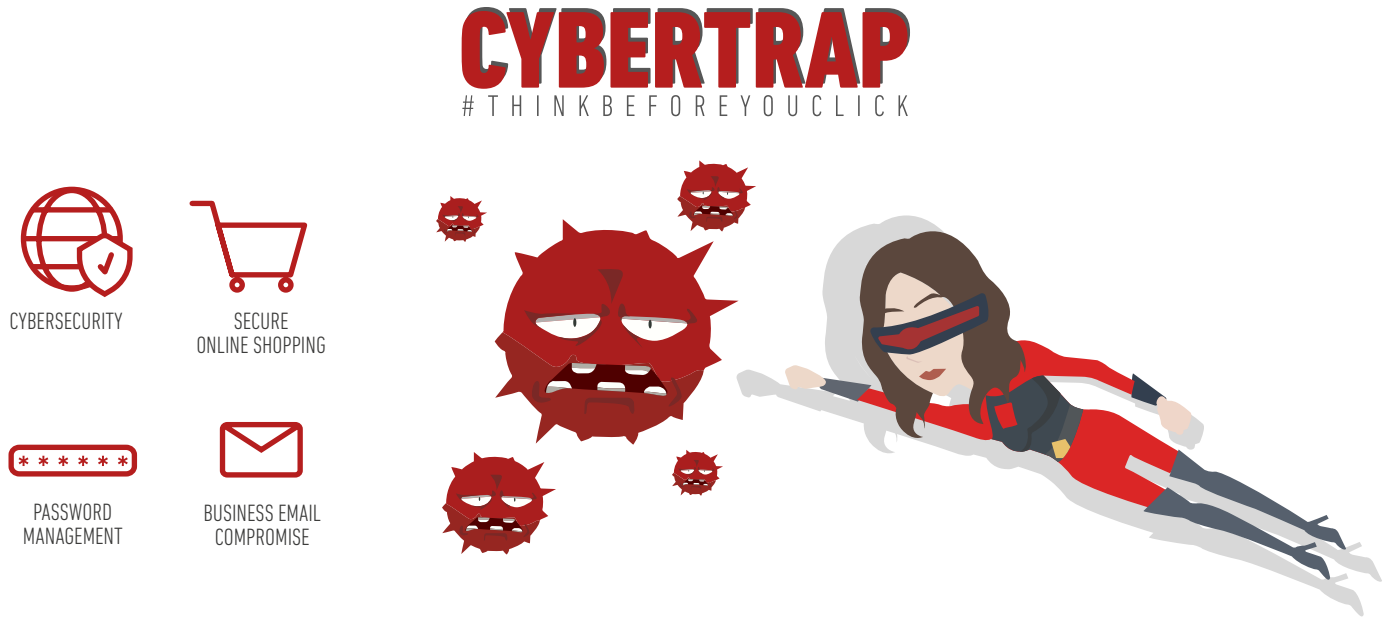
The last few years have seen an increase in cyber attacks, which are more and more frequent and difficult to combat.

A company has to defend itself not only with data protection systems but also by raising the awareness of its staff, who can play a key role in safeguarding information. Training covers a number of topics, including phishing, social engineering, digital footprint and ransomware, all of which underline the many potential risks and the best practices we need to adopt every day to protect ourselves against them.

15
VIDEOS

95
MINUTES

1813
USERS



7.5.2 BE THE GREEN HERO – TRAINING IN ENVIRONMENTAL SUSTAINABILITY

Corporate training on issues of environmental sustainability is of fundamental importance for facing today's global challenges. The raising of employees' awareness regarding crucial issues such as climate change, energy, food waste, the conservation of life on Earth, eco-friendly shopping, raw materials, the waste revolution, water and recycling systems, sustainable beauty care, the sustainable clothing supply chain, sustainable mobility and the digitalisation of the world of work can encourage concrete action for a more sustainable future.

The 12 episodes covered the following topics:

- Climate change
- Energy
- Food waste
- Life on Earth
- Eco-friendly shopping
- Raw materials
- The waste revolution
- Water and recycling systems
- Sustainable beauty care
- Sustainable clothing supply chain
- Sustainable mobility
- Digitalisation of the world of work

12 VIDEOS

72 MINUTES

1708 USERS

be the Green Hero

7.5.3 WORKWIDE WOMEN – TRAINING ON GENDER DIVERSITY AND SOCIAL INCLUSION

Awareness-raising on issues of diversity and inclusion (D&I) is fundamental for a business. Promoting diversity of outlooks and cultures creates an inclusive, simulating, innovative working environment. It encourages collaboration and mutual respect and understanding, increasing employees' productivity and wellbeing. What's more, a focus on D&I improves a company's reputation, attracting diversified talents and new markets. Investing in D&I awareness-raising is strategic for sustainable growth, guided by the knowledge that inclusion brings better results for everyone. The awareness-raising programme concentrated on: Stereotypes, Prejudice and Discrimination, Unconscious Prejudice, Homophobic Prejudice[27].

4
VIDEOS

120
MINUTES

1946
USERS

WORKWIDE
WOMEN
DIVERSITY•EQUITY•INCLUSION

[27] In partnership with https://workwidewomen.com/en/

7.6 SCHOLARSHIP PROJECT

"Unfuturoalmassimo" is the annual programme of scholarships named after the company's founder Massimo Marchesini, run for the third year.

Following a selection procedure, 28 scholarships were awarded in 2022 for a total amount of € 30,400, comprising:

- 8 scholarships awarded to high-performing students or school leavers of STEM specialised high schools for a total amount of € 14,100;
- 12 scholarships awarded to undergraduates or graduates of STEM degree courses for the total amount of € 16,300.

The scholarships will be presented early in 2023 at the usual awards ceremony.

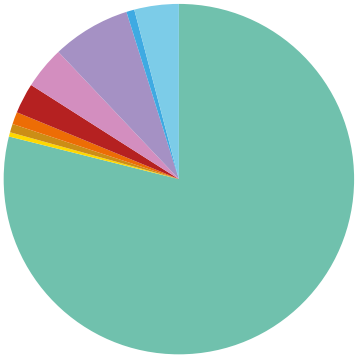
SCHOLARSHIPS AWARDED

		2020	2021	Δ%	2022	Δ%
high schools	people	13	17	+31%	20	+17%
	amount	€ 7,150	€ 13,500	+89%	€ 14,100	+4%
universities	people	9	12	+33%	8	-33%
	amount	€ 24,200	€ 43,600	+80%	€ 16,300	-63%
Total	**people**	**22**	**29**	**+32%**	**28**	**-3%**
	amount	**€ 31,350**	**€ 57,100**	**+82%**	**€ 30,400**	**-46%**

7.7 THE CORPORATE WELFARE PROGRAMME

Alongside the voluntary welfare plan, in accordance with the provisions of the supplementary agreement amending the current collective employment agreement (CCNL) in the sector, in 2022 Marchesini Group again provided its employees with a package of welfare goods and services worth € 200, to be used by 31 May 2023.
During 2022 each employee was therefore granted a welfare budget of 400 euro, to be used on the "marchesinigroupwelfare" multiservice portal on the Edenred platform, giving access to a basket of services subdivided by area: education, mortgages, health, pensions, family, sport, shopping, subsidies and a host of additional areas. The service, fully outsourced.
The Corporate Welfare allocation provided to the Group's staff in flex-benefit mode in 2022 (up to 31/05/2022) totalled around € 993,000, of which around € 955,200 was spent, subdivided as follows.

WELFARE



Shopping vouchers	€ 761,173.47
Culture vouchers	€ 4,622.72
Health vouchers	€ 1,598.75
Travel vouchers	€ 10,120.80
Sport vouchers	€ 27,612.27
Partner Online Experiences	€ 36,526.21
Education refunds	€ 69,353.21
Transport refunds	€ 6,517.90
Pensions	€ 37,674.82
Credit used	**€ 955,200.15**
Credit remaining	**€ 37,799.85**

7.8 THE COMPANY OPEN TO LOCAL STUDENTS

Every year, Marchesini Group works to reduce the gap between the worlds of education and work, with the aim of helping young people to approach an increasingly dynamic market, with an ever-growing need for specialist skills.

With this intention, the Group organised the Talent Open Days event: five days – from 9 to 13 May – hosting more than 600 students and teachers from middle schools, technical high schools and universities to show them the complex mechanisms which drive the operation of a large company. The young people and teachers, not only from all over the Emilia-Romagna region but from the rest of Italy too, were welcomed by the Marchesini Group HR managers before splitting into small groups for guided tours of the Pianoro, Carpi, Barberino di Mugello and Monteriggioni production plants. Their guides were young ambassadors hired by Marchesini Group after specialist education in STEM subjects. By means of a peer-to-peer approach, the young visitors received first-hand insight into the birth and development of an automatic machine, and explored the vast range of technologies designed within the company. This project consolidated the link between education and the putting of knowledge into practice, and provided Marchesini Group with an excellent opportunity for introducing itself to a large number of young people from the local communities, promoting STEM subjects and showcasing the personal and professional prospects it is able to offer potential recruits.

7.8.1 “MARCHESINI GROUP ORIENTA”

With a view to promoting STEM subjects and helping boys and girls to consider all the possible educational options related to them, every year Marchesini Group organises a special meeting for middle school students and their families at its Pianoro Headquarters. The aim of this event is to provide all necessary guidance for the right choice in future studies, while also giving the young people their first contact with a local company. Therefore, in December 2022 more than 50 people attended the “Marchesini Group Orienta” event, during which Valentina Marchesini (HR e Marketing director Marchesini Group) and Maurizio Morini (Italian Ministry of Enterprises and Made in Italy Ambassador for Digital Transformation) supplied facts and figures about the labour market, with a specific focus on the roles and skills most in demand from companies. At the end of the meeting, students and their parents took part in a question and answer session focusing on the way in which a technical education can be fundamental for job satisfaction and personal fulfilment, as it combines both theoretical and practical sides.

7.8.2 DOMUS FESTIVAL

To promote cooperation between colleagues and help people to get to know each other better, in July Marchesini Group organised the "Domus Summer Festival", four evenings of buffet suppers and music at the Pianoro Headquarters. Each event featured a different activity to enable everyone to have fun, make friends and share new experiences. This unique team building opportunity also had a charitable aim: the Group paid for the buffet and entertainment at the "Domus Summer Festival" evening events but donated all the proceeds from the sale of the drinks purchased by its staff to a number of local organisations.
Thanks to everyone's contributions, the following donations were made:

Amici di Tamara e Davide association € 1,655.00
It2 assoc. € 2,200
Non perdiamo la testa assoc. € 1,676.00
Arca della Misericordia assoc. € 1,175.00

7.9 INAUGURATION OF THE NEW VIBROTECH PLANT

On 5 November Vibrotech, a group company based at Bientina (Pisa, Italy) which produces infeed and unscrambling systems used in automated industrial processes, inaugurated its new headquarters with an Opening Day which welcomed 400 guests, including employees, customers and suppliers, to its factory.

Originating in 2005 from a spin-off created by engineers with twenty years' experience in the pharmaceuticals and cosmetics industries, Vibrotech has enjoyed strong growth since 2017 after 40% of its share capital was acquired by Marchesini Group, the Bologna-based multinational that produces pharma and beauty industry product packaging technologies. Today the Bientina company provides jobs for 45 people, who help to generate annual sales (2022 figures) of almost seven million euros.The construction of the new plant – 4 thousand square metres, plus outdoor areas of 10 thousand square metres – required an investment of 3.5 million euros. The buildings, designed in industrial style by architect Riccardo Butini, are also at the technological state of the art thanks to automated vertical warehouses, photovoltaic panels and heating controlled by a building management system (BMS), software which monitors the electrical and mechanical systems to optimise and simplify their operation.The event was attended by Vibrotech Director Giuseppe Trotta, Mayor of Bientina Dario Carmassi and Deputy Mayor Alessandro Cai. Also present were Maurizio Marchesini, Chairman of Marchesini Group and Vice-Chairman of Confindustria responsible for Supply Chains and Medium-Sized Enterprises, and Pietro Cassani, CEO of Marchesini Group.The dignitaries and guests were offered the chance to have fun and to explore the technologies on show. In particular, the assembly area contained finished in-line infeed and vibration systems for backstops and automotive components, and robotised and mechanical systems for the infeed of bottles and other components for the beauty, food and pharmaceutical industries. The metal structure/unscrambling area exhibited RNA bases and lines, Vibrotech motorised bases, a counting machine under construction and twelve types of vibrating systems.

About Vibrotech

Vibrotech originated in 2005 from a spin-off created by engineers specialising in the pharmaceutical and beauty sectors. After a long-standing partnership with Marchesini Group, Vibrotech is now 40% controlled by the Bologna-based industrial packaging international. This partnership reciprocally strengthened both companies, also in view of the opportunities offered by the "Industry 4.0 Revolution". In a packaging world where processes are becoming more and more automated and advanced robotics are crucial, systems which provide components selected and orientated (i.e. ready for processing by robots) are absolutely essential.

7.10 HEALTH AND SAFETY[28]

Marchesini Group complies with and embraces the occupational safety requirements set out by the specific regulations in force in Italy and in the countries in which the Company operates.

Active prevention of injury risks and the protection of health are stated aims of Marchesini Group's Safety Policy, which establishes awareness-raising and ongoing training for employees and associates, including those seconded abroad, contractors and service suppliers operating on the Group's sites.

The organisation's people-focus is also expressed in the search for solutions to improve the wellbeing of employees and promote their work-life balance.

The health and safety of personnel are essential and must be ensured through preventive measures, technological development, training, and continuous monitoring. All business activities are conducted in line with statutory legislation on occupational health and safety in accordance with the precepts of the Code of Ethics and the Safety Policy.

In addition, the Group guarantees the highest possible safety standards for operators not only by means of organisational and management measures but also through technical measures, constant updating to the latest technologies, and the provision of training courses.

The organigrams of the Group's Italian companies include all necessary functions, in line with the relevant legislation. In this context, Health and Safety Executives (HSE) and Health and Safety Officers (HSO) have been appointed for each of the production units, inside or outside the company, in compliance with the applicable legal parameters.

To guarantee adequate representation of workers within the Safety Management System, employees are required to elect Health and Safety Representatives (HSR), responsible for representing staff during trade union meetings to discuss the topics in question and any actions to be taken. 12 injuries were logged in 2022, a sharp reduction compared to the previous year. The reduction is due to the anomalous peak caused in 2021 by the policy of classifying Covid-19 infections as workplace accidents derived from the pandemic. In compliance with the relevant statutory legislation[29], education and training programmes have been developed in the areas of occupational safety, first aid, fire-protection regulations, the consequences of alcohol and drug use, specific risks associated with various job descriptions, and environmental training, even if not mandatory according to local legislation.

[28] Refers to Marchesini Group S.p.A. only.

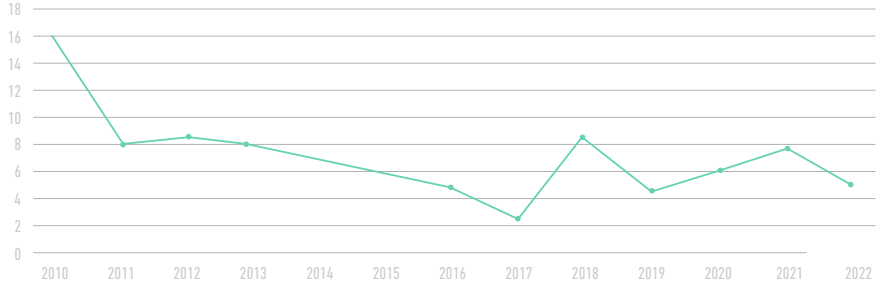
[29] Italian Legislative Decree no. 81 of 9 April 2008 – Text coordinated with Italian Legislative Decree no. 106 of 3 August 2009, Implementation of article 1 of Law no. 123 of 3 August 2007 on occupational health and safety. Official Gazette no. 101 of 30 April 2008 – Ord. Suppl. no. 108 Supplementary and corrective decree: Official Gazette no. 180 of 05 August 2009 – Ord. Suppl. no. 142/L

Within each operating unit, the Group provides its employees with training courses on the environment and safety tailored to the duties of individual workers. Courses may concern correct management of mechanical or electrical risks or risks originating from handling chemicals, or instructions to follow in order to minimise environmental impact (e.g. for waste handling activities).
The usual Safety Meetings concerning the Group's Italian sites were again held in 2022. The topics discussed during the meetings included:

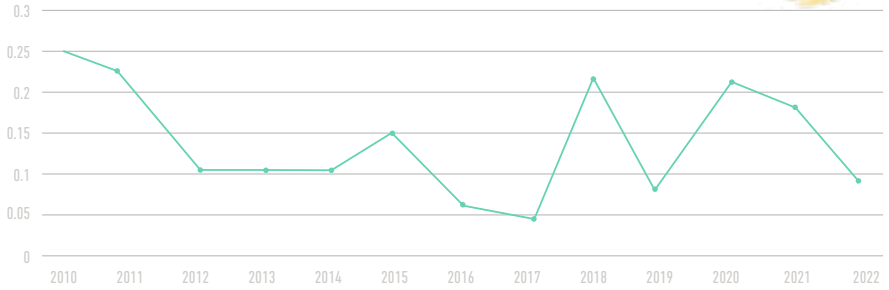
- injury statistics for the previous year
- safety training and information activities
- trend in consumption personal protective equipment
- actions undertaken since the previous year's meeting
- measures and improvements planned for the current year
- risk assessment
- health surveillance activities

With special reference to injury statistics, the following table shows data for the period 2006-2021 with details of the frequency rate and severity coefficient.

FREQUENCY COEFFICIENT[30]



SEVERITY COEFFICIENT[31]



[30] The injury frequency rate measures the incidence of injuries per thousand hours within a given period, sector and geographical area, in relation to the number of hours worked in the same period, sector, and geographical area. The coefficient is multiplied by a thousand (10^3) to avoid values that are numerically too small. This coefficient is of general validity and, since it is standardised in relation to the period, sector and geographical area, it is useful for making comparisons on the basis of these three parameters. When calculating the injury frequency rate, reference can be made to three different categories rather than to the overall total:
- Injuries that caused temporary disability
- Injuries that caused permanent disability
- Fatal injuries

[31] Measures the severity of injuries expressed in standardised days of absence per thousand hours worked. The coefficient is multiplied by one thousand (10^3) to avoid values that are numerically too small. This coefficient is of general validity and, since it is standardised in relation to the severity category, it is useful for making comparisons of all types.

INJURY RATES

	No. of injuries (1)	Total no. of injury days (2)	No. of hours worked (3)	Average no. of workers (4)	Incidence coefficient (5)	Frequency coefficient (6)	Severity coefficient (7)
2006	19	336	1,082,203	617	3.1	17.6	0.31
2007	14	153	1,082,203	630	2.2	12.9	0.14
2008	10	151	1,113,089	631.5	1.6	9.0	0.14
2009	10	233	1,101,066	634	1.6	9.1	0.21
2010	18	280	1,134,353	653	2.8	15.9	0.25
2011	9	262	1,140,037	665	1.35	7.9	0.23
2012	10	213	1,178,203	690	1.45	8.5	0.18
2013	10	132	1,231,057	713.81	1.40	8.1	0.11
2014	9	137	1,281,318	736	1.22	7.0	0.11
2015	8	197	1,355,667	771	1.04	5.9	0.15
2016	7	99	1,391,612	808.91	0.87	5.0	0.071
2017	6	82	1,762,077	1009	0.59	3.4	0.047
2018	16	425	1,948,574	1086	1.47	8.2	0.218
2019	10	176	2,228,472	1259	0.79	4.5	0.079
2020	14	496	2,378,738	1363	1.03	5.9	0.209
2021	20	451	2,444,744	1410	1.42	8.2	0.184
2022	↓ 12	↓ 231	↑ 2,450,525	↑ 1428	↓ 0.84	↓ 4.9	↓ 0.094

KEY:

(1) Only injuries which led to more than 1 day off work (including the day on which the injury occurred).
(2) Total days of absence from work for the injuries as at point (1).
(3) Total hours worked in the year.
(4) Arithmetical mean of the number of workers in the workforce from January to December of each year.
(5) Calculated in accordance with the formula: no. injuries/no. workers x 100.
(6) Calculated in accordance with the formula: no. injuries/no. hours worked x 1,000,000.
(7) Calculated in accordance with the formula: total no. days of duration/no. hours worked x 1,000.

7.11 PERSONAL DATA PROTECTION

Marchesini Group gives great importance to the security of the data processed, especially personal data (as defined by art. 4.1 GDPR) or special categories of personal data (as per art. 9 GDPR) and during 2022 it undertook a review of its data protection organisational model, last upgraded in 2018.

This review revealed that the organisational and formal measures previously established were no longer sufficient to meet the new organisational needs arising from the company's rapid expansion, and a new tool was required to guarantee compliance with mandatory and contractual requirements in all company processes.

Therefore, with the support of external consultants and under the supervision of the DPO, in 2023 Marchesini Group has decided to introduce a consolidated organisational model, a Personal Data Management System (PDMS or "System") compatible with the latest data security management systems based on the ISO 27001 standard.

In view of the organisation's context, the needs of the supply chain and the expectations of stakeholders, the System establishes the data controller's leadership in and commitment to maintaining compliance with the relevant law on the processing of personal data and redefines the organisational roles, internal and external responsibilities and authorities of the actors involved.

The DPMS also sets security objectives and plans the actions necessary to achieve them. By adopting the DPMS, Marchesini Group commits to providing the resources and skills necessary for the System's constant and continual improvement over time, with periodic reviews of its scope and its alignment with the company's objectives.

7.12 RELATIONSHIPS WITH INSTITUTIONS

Marchesini Group participates actively in the sphere of associations in Italy through membership of various organisations and institutions that promote not only industrial and cultural development, but also sustainability and innovation[32].

The Group collaborates with the various Institutions and associations "with the utmost transparency, clarity and integrity, in order to avoid partial, distorted, ambiguous or misleading interpretations", in full compliance with statutory legislation and in respect for the public nature of the function.

Institution	Role of Marchesini group or its representatives
Confindustria	Maurizio Marchesini, Vice Chairman for Supply Chains and Small and Medium-Sized Enterprises
Confindustria Emilia Area Centro	Member
UCIMA	Member – Maurizio Marchesini is also a member of the Executive Committee
Associazione Amici del Museo del Patrimonio Industriale	Member – Valentina Marchesini is also a member of the Executive Committee
AIDAF – Associazione Italiana Delle Aziende Familiari (Italian Family Business)	Member
Associazione Farmaceutici Industria	Member
Cosmetica Italia	Member
Federmeccanica	Member
UNI, Italian National Standards Body	
Confindustria Milan North	Member
Confindustria Florence	Member
UNINDUSTRIA – Industrialists' Association of Rome, Frosinone, Latina, Rieti, Viterbo	Member
Confindustria South Tuscany	Member
Fondazione Istituto Tecnico Superiore Meccatronico del Lazio	
ITS MAKER	Steering committee
ITS SIENA	Steering committee
BBS Bologna Business School	Maurizio Marchesini is a member of the Board of Directors – Valentina Marchesini is a member of the Steering Committee

[32] Code of Ethics, page 32

8.0 COMMITMENT TO THE COMMUNITY

8.0 COMMITMENT TO THE COMMUNITY

Doing business in a manner that is "radically linked to the promotion of sustainable development, with special reference to protection of the environment and to the bond with the social contexts in which the Group operates"[33], is a fundamental aspect of the approach to sustainability of Marchesini Group and of Fondazione Marchesini ACT, the foundation and first year of operation of which will be described below.

The core values of the people who founded and now belong to the Group are expressed in economic support for social, cultural, and artistic projects and activities and scientific research, which are evaluated during the year, and the attention with which the Company views this activity has led to the creation of Fondazione Marchesini ACT (Avant-garde, Culture and Territory), which has been operating since March 2021.

One of the essential criteria followed when assessing funding requests is the impact on the communities in which the Group's plants are located or the interests of particular stakeholder clusters.

During 2022 the Fondazione achieved full autonomy not only in the conception, organisation and management of projects but also in the granting of funds, when it was approved for entry on the "RUNTS"[34], the Italian National Register of the Third Sector, with classification as a Third Sector Organisation (Ente del Terzo Settore, ETS).

The projects still supported by Marchesini Group S.p.A. are set out below and the Fondazione's Mission Report is attached.

PROJECT SUPPORTED	REFERENCE	AMOUNT OF DONATION
Accademia Filarmonica di Bologna	www.filarmonicabologna.it	€ 28,000
Dona l'ora per Ucraina – Employees' donations	www.confindustria.it	€ 22,973
Ukraine emergency	www.confindustria.it	€ 10,686
Fondazione Marchesini ACT	www.fondazionemarchesiniact.org	€ 451,000
Fondazione Policlinico Sant'Orsola ONLUS	www.piufortinsieme.it	€ 5,000
Gli Amici di Luca ONLUS	www.amicidiluca.it	€ 5,000
Itis Leonardo Da Vinci	www.itivinci.mo.it	€ 10,000
Lions Club Bologna	www.lionsclubbologna.it	€ 5,000
Pubblica Assistenza Barberino		€ 500
Pubblica Assistenza Calderino		€ 500
Pubblica Assistenza Carpi		€ 500
Pubblica Assistenza Cerro Maggiore		€ 500
Pubblica Assistenza Imola		€ 500
Pubblica Assistenza Latina		€ 500
Pubblica Assistenza Monteriggioni		€ 500
Pubblica Assistenza Pianoro		€ 1,500
Teatro Comunale di Bologna	www.tcbo.it	€ 78,000

[33] Code of Ethics, page 30 et seq.
[34] https://servizi.lavoro.gov.it/runts/it-it/

8.1 FONDAZIONE TEATRO COMUNALE DI BOLOGNA

Project funded by Marchesini Group

https://www.tcbo.it/
2022 donation: 78,000 euro

The Fondazione is the entity created by Alma Mater Studiorum Università di Bologna and other Partners for postgraduate and post-experience managerial training. It builds on the knowledge developed by the university through its activities, inspired by principles of international orientation, interdisciplinary thinking, and integration with the manufacturing world. The Fondazione fulfils its mission, specifically with regard to the development of managerial skills, by designing, organising and running, directly or through third parties, postgraduate, on-the-job and lifetime learning courses. Courses may supplement higher education and university study with training activities designed in association with leading cultural and manufacturing entities, in order to prepare students more effectively for the job market.

8.2 ORCHESTRA FILARMONICA DI BOLOGNA

Project funded by Marchesini Group

www.filarmonicabologna.it
2022 donation: 28,000 euro

In 2022 Marchesini Group again supported the Orchestra Filarmonica di Bologna, founded in 2008 by the musicians of the Orchestra of the city's Teatro Comunale.
Since its creation the Orchestra Filarmonica has always given seasons of concerts at Teatro Auditorium Manzoni in Bologna featuring leading international artists; it immediately established itself as one of Italy's top orchestras and concerts are constantly sold out.
Over the years, the Orchestra Filarmonica has worked with soloists such as Gerd Albrecht, Philippe Entremont, Gidon Kremer, Alexander Lonquich, Louis Lortie, Mischa Maisky, Ivo Pogorelich, Alexander Romanovsky, Baiba Skride and Daniil Trifonov, under the baton of Michele Mariotti, Sir Neville Marriner, Mikhail Pletnev and Alexander Vedernikov, to name but a few. Always attentive to young talent, the Orchestra Filarmonica helped young conductor Aziz Shokhakimov rise to prominence.
In February 2014 Hirofumi Yoshida was named as artistic director of the Orchestra Filarmonica, an appointment which immediately led to the orchestra's first Japanese tour. Since 2014 the Orchestra Filarmonica has been invited to Japan every year to perform in the Country's most prestigious concert venues, including the Suntory Hall in Tokyo. Its rapport with Japanese audiences was further strengthened by the successful tour in September 2017, which included concerts in Tokyo, Yokohama and Kyoto.

8.3 LEONARDO DA VINCI TECHNICAL HIGH SCHOOL – CARPI

Project funded by Marchesini Group

https://www.itivinci.mo.it/
2022 donation: 10,000 euro

Articulated robots are used in a variety of industries such as the automotive, food, electronics, metallurgy and packaging sectors, the production of plastics and the medical sector. In view of their characteristics and the various functions they are able to perform, they are used for fitting and assembly, palletisation, manipulating materials, tending machines, and in packaging, processing, foundries and forging, welding and robotised cutting, picking and placing and die-casting.

The use of articulated robots offers many benefits. These robots are able to perform tasks faster than humans and with constant precision over time. Due to their outstanding accuracy they are able to produce high-quality products and perform more precise, reliable processes. This means shorter quality control times, since products conform to the required standards.
Automation with the use of industrial robots brings many benefits, including higher productivity, the maximisation of product manufacturing and the optimisation of quality. Thanks to their almost perfect, repeatable precision, robots reduce risks for employees and improve working conditions, preventing RSIs (Repetitive Strain Injuries).

Moreover, the use of industrial robots guarantees the constancy of the robotised process and the processing rate, ensuring greater flexibility in operations.

To encourage practical training in the workshop, an articulated robot using the Fanuc programming language, which also interfaces with use of a PLC, was purchased. This robot is mainly used for teaching industrial automation and systems, involving about 110 students.

Valentina Marchesini
PRESIDENT
FONDAZIONE MARCHESINI ACT

DEAR FRIENDS

Those of us to whom life has been so generous must learn to give and to make restitution of at least some of what we have received. Our family has always considered solidarity as one of the most important values, part of the foundation for building a sustainable future. It was with this conviction that in 2021 we decided to establish Fondazione Marchesini ACT. Today we are proudly presenting the first mission report, in order to inform our stakeholders and the community as a whole about the initiatives we have chosen to support in 2022, trying to add value to every project with a critical approach eager to embrace the new. We have operated in the hope and belief that each of our actions will have real impact on people's lives, helping our community to care for future generations. This document, drawn up in accordance with legal requirements, reports on all the Fondazione's activities, which fall within three areas: Avantgarde – Culture – Territory.

We live in a social context shaped by the pandemic and war, where we all feel more alone and more vulnerable and where those who suffer and are in difficulty need direct actions to provide them with support and hope as never before. Bearing in mind that each of us can do something to help others, we have examined the various projects, engaged with all the main actors and committed to monitoring their future developments. We consign to the community this means of learning about and evaluating the work of the Fondazione, which has funded projects both to support progress in scientific research and improve quality of life and to promote culture, education and social wellbeing. The 2022 Mission Report of the Fondazione Marchesini ACT is the culmination of a year of work that has involved not only institutions, associations and the volunteer sector but also young people and all those who live locally and help to make the area particularly rich in culture, beauty and innovation. However, this document is also a starting-point for the ongoing construction of solid relationships, documented chapter by chapter, with the aim of sharing common values and objectives able to transform an ordinary, routine action into something extraordinary.

Our thanks go to those who have been our travelling companions in this first year of activity, enabling us to make contact with so many special, creative, innovative people and organisations.

I would like to conclude with this quotation from Pope Francis:

"We are invited to embark upon a journey on which, by defying routine, we strive to open our eyes and ears, but especially to open our hearts, in order to go beyond our own 'backyard'."

Valentina Marchesini

FONDAZIONE MARCHESINI ACT
Avanguardia | Cultura | Territorio

8.4 FONDAZIONE MARCHESINI ACT

ABOUT US

Established in 2021, **Fondazione Marchesini ACT** has given a formal structure and unified vision to the **social** initiatives on which the Marchesini Family has always focused strongly, both directly and indirectly.

The Fondazione's main aim is to participate in the life of the community by supporting projects that raise awareness of the Marchesini Family's core values of **solidarity**, and to give these charitable programmes a long-term vision and continuity.

The name chosen for the Fondazione brings together its two main elements: the **family** – with all its industrial history, tradition preserved from one generation to the next, and sustainable growth – and the acronym **ACT**, which refers to the concepts of **Avant-garde**, **Culture** and **Territory**, three points of focus which underline the commitment to innovation, knowledge and people.

Fondazione Marchesini ACT has been approved for entry in the Italian National Register of the Third Sector (Registro Unico del Terzo Settore, RUNTS), with classification as a **Third Sector Organisation** (Ente del Terzo Settore, ETS).

SOCIAL CONTEXT

With the economic and social crisis generated partly by the effects of the Covid-19 pandemic, poverty is on the rise, with more and more people in need of a meal, a word of comfort, psychological support, a home or a job.
Moreover, after the enforced period of isolation, there is a need to recover a sense of community.

With its social projects, such as grants to meal centres and hostels and measures to deal with poverty in basic necessities, the Fondazione continues the charitable programmes previously run over the years by Marchesini Group S.p.A.

MISSION

The message of Fondazione Marchesini ACT is one of solidarity: its mission is to give real support to the community and people by supporting non-profit organisations and specific projects and by sponsoring innovation, research, sharing and love of the local area, always with a focus on helping the most vulnerable members of society.
The name ACT, a call to action, was not chosen by chance because, as the Fondazione's current President Valentina Marchesini states: "Those of us to whom life has been so generous must learn to give and to make restitution of at least some of what we have received." The verb "to ACT", with its dual meaning of "taking action" and "playing a role", references the aim of taking an active part in society, offering consistent, structured support to the community.

THE NAME ACT EMBODIES THE KEY PRINCIPLES AND VALUES ON WHICH THE FONDAZIONE'S PROJECTS ARE BASED:

A — AVANT-GARDE

In the sense of innovation, curiosity, a drive towards the new and a love of research, values the Marchesini Family has always upheld. Fondazione Marchesini ACT has inherited this Avant-garde mindset, and puts it into practice to the benefit of the community, making it an essential factor in efficient local growth.

C — CULTURE

The foundation of a secure, solid tomorrow, it generates inclusion through knowledge, listening, understanding and sharing and defines diversity as a mutual value and enrichment. This principle lays the bases for a better future.
Moreover, Culture is theoretical knowledge and technical culture, which is handed down over time and is born from professionalism and specialisation. Through the Fondazione, we wish to create more opportunities for sharing Culture or Cultures, especially for young people.

T — TERRITORY

This word encapsulates the idea of community, of people working together to achieve integration, economic growth and the birth of synergies, with a focus on people and their fulfilment and an appreciation of local and national traditions.

GOVERNANCE

The foundation was established on 5/02/2021 by the current President Valentina Marchesini, who included as founding trustees Gaia, Matteo and Michelangelo, all members of the third generation of the Marchesini families. They make up the Board of Directors together with Simonetta Saliera, former President of the Emilia-Romagna Regional Legislative Assembly. The other trustees are Maurizio and Marco Marchesini – with their respective wives, Marinella Alberghini and Catia Cavara – and Marchesini Group S.p.A.

The foundation's operational management is handled by its Director, Fabio Sabatini. Domenico De Leo, Barbara Pedretti and Stefano Danza of Studio De Leo and Notary Public Camilla Chiusoli of Studio Rossi Vico Chiusoli also provided invaluable support during the Fondazione's creation.

FONDAZIONE TRUSTEES

MAURIZIO MARCHESINI
MARCO MARCHESINI
MARINELLA ALBERGHINI
CATIA CAVARA
VALENTINA MARCHESINI
GAIA MARCHESINI
MATTEO MARCHESINI
MICHELANGELO MARCHESINI
MARCHESINI GROUP S.P.A.

BOARD OF DIRECTORS

VALENTINA MARCHESINI (PRESIDENT)
GAIA MARCHESINI
MATTEO MARCHESINI
MICHELANGELO MARCHESINI
SIMONETTA SALIERA

RUNNING OF THE FONDAZIONE

FABIO SABATINI

SINGLE STATUTORY AUDITOR

BARBARA PEDRETTI

8.4.1 GOVERNANCE MODEL

OPERATING AND ASSESSMENT MODEL

Fondazione Marchesini ACT adopts an operating management model designed to ensure efficiency, efficacy and, above all, the highest degree of transparency, to ensure that its proceedings are clear and legible to all stakeholders and to maintain their involvement. The Fondazione focuses on selecting and supporting specific projects aligned with its institutional aims.

PROJECTS MAY BE SELECTED IN VARIOUS WAYS:

- **Fondazione Marchesini ACT** works directly within the local community to select specific projects or associations, often rooted in the cultural context, which reflect its values and objectives. Otherwise, projects are submitted to the Fondazione by associations themselves or are suggested by third parties, who provide the initial contact. This is always followed by a process of getting to know the people within the organisation and above all of listening to needs, in order to define the most suitable form of support for each specific case.
- The **Management** analyses and visits all projects and meets the associations to get to know them and listen to their needs. The assessment of projects to be supported includes evaluation of their compatibility with the principles and values of Fondazione Marchesini ACT. Projects must show an avant-garde outlook, an interest in culture and a love of the community; only those which meet this criteria are submitted to the Board of Directors.
- The **BoD**, which meets every 3 months, is the fulcrum of the Fondazione, tasked with assessing the projects presented and selecting those to be funded.
- The **Trustees**, who meet formally every 6 months, are strongly involved in the Fondazione's work and approve the strategies and projects put in place by the BoD.

COMMUNICATION

Fondazione Marchesini ACT views communication is an important tool for supporting projects.
They are presented on its communication channels to reach as many people as possible and inform them of projects which may otherwise pass under the radar.

A constant relationship of information exchange, updates and sharing is established between the Fondazione and associations' communication offices, to provide active, effective support in publicising the project. Fondazione Marchesini ACT is also involved through its trustees, who play an active **role** in events, press conferences and launches.
The **website** presents the Fondazione through the people who founded and run it, stating its values and mission but above all showcasing the projects on which it has collaborated. This makes it a genuine promotional channel for the associations and their programmes, thanks to pages dedicated to each of them.

Digital promotion also takes place on the **social media channels**, Facebook, Instagram and LinkedIn, which share Fondazione Marchesini ACT's activities with its followers and proclaim its values.

8.4.2 INSTITUTIONAL ACTIVITIES

▷ MISSION IMPLEMENTATION PATH

Innovation, curiosity, a drive towards the new, a forward-looking approach and a love of research are all values Fondazione Marchesini ACT seeks to put into practice with projects that benefit the community, making them essential for efficient growth of the local area.

The Fondazione believes in projects that create opportunities for cultural sharing all every sense of the term, especially for young people.

A concentration on the local area, implying an idea of community, of people working together, **is another core principle: projects must set out to encourage integration and generate synergies**, with a focus on people and their fulfilment and an appreciation of local and national traditions.

Once the project has been chosen, the process of supporting it starts, overseen by Fondazione Marchesini ACT step by step, with active participation when possible. Monitoring and verification of the results achieved and the benefits for people and the community are a fundamental part of its activity, and are pursued with great enthusiasm.

AVANT-GARDE

• ADOPT A RESEARCHER – AIL BOLOGNA

Bologna

Scientific research conducted by Dr Darina Očadlíková, a researcher at the "L. e A. Seràgnoli" Haematology Institute, the Centre for Scientific Research into Cancers of the Blood supported by AIL Bologna.

Her project studies the interaction between the immune microenvironment and leukaemia cells in the development of Acute Myeloid Leukaemia (AML) and the response to chemotherapy.

www.ailbologna.it

AMOUNT ALLOCATED € 25.000

• THE TREATMENT OF ONCOLOGICAL DISEASE IN PAEDIATRICS. BEYOND THE WAR IN UKRAINE – AGEOP RICERCA

Bologna

Project by AGEOP RICERCA which hosts Ukrainian young people and children suffering from cancers who are fleeing the war, to guarantee them the right to continue their therapy and to access all the treatment they need at the Oncohaematology – Prete Department, IRCCS Policlinico Sant'Orsola.

www.ageop.org

AMOUNT ALLOCATED € 10.000

• RISOAMICA – BIMBO TU

Bologna

The Risoamica project by Bimbo Tu enables young patients, between 4 and 12 years of age, to prepare for an MRI scan – together with their families and with the support of a psychologist – by trying out a simulator of the actual device, built with all the characteristics the child will encounter during the real procedure.

The project was launched in Bologna on 18 November 2021 and the results during its first year were very encouraging, as 89% of patients were able to complete the complex diagnostic examination.

www.bimbotu.it

• TRIBÙ – BIMBO TU

Bologna

The "Tribù" is a location for play and learning created by Bimbo Tu for paediatric patients (3-16 years) at the Bellaria Hospital in Bologna and their carers.

The project has two goals: on the one hand to provide paediatric patients with a warm, comfortable hospital space with activities designed specifically for them and on the other to offer play, leisure and educational services to the hospital's young users.

www.bimbotu.it

AMOUNT ALLOCATED € 43.000

• COMPOSTABLE BAG PROJECT – PANE QUOTIDIANO

Milan

Pane Quotidiano is an association established to supply free food every day to the poorest and most vulnerable members of society with the avoidance of all forms of discrimination.

In response to the Covid-19 epidemic it has also launched its Compostable Bags for Food Distribution Project, supported by Fondazione Marchesini ACT. The programme enables the "fast" distribution of products by pre-packaging them in compostable bags.

www.panequotidiano.eu

AMOUNT ALLOCATED € 20.000

• 6 A CASA – DOPO DI NOI

Bologna

"6 a Casa" is the new apartment belonging to Fondazione Dopo di Noi which provides a permanent home to six men with slight cognitive disabilities, enabling them to increase the autonomy they have already acquired through preparatory learning schemes run by the Fondazione itself, and also learn cooperation skills.

The programme encourages the participants to gradually achieve independence from their families, in the ways and within the times which suit each of them best.

www.dopodinoi.org

AMOUNT ALLOCATED € 25.000

• MOTOTERAPIA & FREESTYLE – CENTRO CASALINO

Loiano (Bologna)

Every year Centro Casalino organises the "Mototerapia & Freestyle" event, a day including motor therapy, a freestyle performance and music to raise funds for Bimbo Tu and Fanep ODV.

www.centrocasalino.it

AMOUNT ALLOCATED € 5.000

• RACE FOR THE CURE – KOMEN ITALIA

Bologna

"Race for the Cure" is a three-day programme run every year by Komen Italia, a voluntary organisation that plays a leading role in combating breast cancer through its famous "women in pink".

It includes a series of free health, sporting and fundraising events and initiatives and concludes with fun-run along the streets of the host cities.

www.komen.it

AMOUNT ALLOCATED € 1.600

• #UNROSSOALLAVIOLENZA – WEWORLD

Italy

Through the fifth edition of its national awareness-raising campaign #UnRossoAllaViolenza (#ARedCardForViolence), WeWorld encourages everyone to say NO to every form of abuse against women. The message is symbolised by an object that has always represented women's freedom and emancipation, lipstick, used on 25 November to draw a red mark on their faces – symbol of support for the campaign.

www.weworld.it

CULTURE

• PENNY WIRTON BOLOGNA

Bologna

The Penny Wirton School, which teaches Italian to foreigners, receives aid from the Fondazione to train its volunteers and promote its activities.

Fondazione Marchesini ACT helps to improve the training of the volunteer tutors responsible for the Italian students aged 16 to 19 years old who participate in the school's activities under the PCTO Work Experience for Career Guidance programme. The project consists of four training meetings with senior volunteers to assist in facilitating the relationship between student volunteers and migrant students.

www.scuolapennywirton.it

AMOUNT ALLOCATED € 5.000

• "QUANTO PESA UN METRO" – TEATRO DELL'ARGINE

San Lazzaro di Savena (Bologna)

"Quanto pesa un metro" ("How much does a metre weigh") is a Compagnia del Teatro dell'Argine project comprising five theatre workshops for young people between 10 and 14 years of age.

During the sessions, they worked on their bodies, voices, emotions and creativity.

At the end of the workshop, they gave a public performance of a piece of their own devising inspired by important figures from the world of science.
Through theatre, the Company intends to stimulate a growth process that focuses on the young people's creativity and emotions, inclusiveness and the creation of a group identity.

www.teatrodellargine.it

AMOUNT ALLOCATED € 6.000

• LABORATORI FORMATIVI CANTIERE CONCENTRICO – CONCENTRICO FESTIVAL

Carpi (Modena)

The Concentrico Festival's "Laboratori formativi Cantiere Concentrico" project consists of educational workshops that build on the social value of culture as a universal language able to build bridges and unite people. The project also includes three training workshops for local schools in costume design, sound and lighting technique and set design.

www.concentricofestival.it
AMOUNT ALLOCATED € 10.000

• IO SONO EVA – CEFA

Bologna

The CEFA "Io sono Eva" ("I am Eva") project encourages girls and young women of foreign origin to tell their stories and offers an exciting social and cultural space with art workshops and equipment.

www.cefaonlus.it
AMOUNT ALLOCATED € 3.000

• FERRAGOSTO A VILLA REVEDIN – SEMINARIO ARCIVESCOVILE DI BOLOGNA

Bologna

The Bologna Archdiocese Seminary opens its doors to the public for three days of meetings, performances for young and old, exhibitions and guided visits in the grounds of Villa Revedin.

www.seminariobologna.it
AMOUNT ALLOCATED € 3.000

• ANDREA BALDI INTERNATIONAL PIANO COMPETITION CIRCOLO DELLA MUSICA DI BOLOGNA

Bologna

The project promotes young people's music-making by establishing a competition culminating in the Concert by the winners of the Andrea Baldi International Piano Competition, organised by Circolo della Musica di Bologna.

www.circolodellamusica.it
AMOUNT ALLOCATED € 3.000

• INSEGUI LA TUA STORIA – MUNICIPALITY OF ROMANS D'ISONZO

Romans d'Isonzo (Gorizia)

"Insegui la tua storia" ("Follow your story") is a travelling theatre festival for children conceived by the municipality of Romans d'Isonzo, addressed to children from 4 to 10 years of age and involving another ten municipalities.

The festival is an opportunity for an audience from all sectors of the community to come together in a cultural event, and a genuine community experience.

www.comune.romans.go.it
AMOUNT ALLOCATED € 2.000

TERRITORY

• RENOVATION OF THE ANTONIANO COMMUNITY CENTRE

Bologna

The Renovation of the Antoniano complex became necessary to upgrade the building's earthquake safety and improve the Centre's response to people in need of assistance.

Within the renovation works, Fondazione Marchesini ACT funded the refurbishment of the reception area.

The interiors were reorganised to create a new "Welcome Antoniano" room where people in need of assistance are greeted and their needs are assessed before the appropriate help is offered.

www.antoniano.it

AMOUNT ALLOCATED € 50.000

• CANCER PREVENTION WITH MOBILE CLINIC – ANT

Emilia Romagna

Every year, Italian cancer charity ANT organises free check-ups for the public by means of a Mobile Clinic. The provision of a new vehicle has enabled the organisation to expand its activities in the field, responding to the growing demand for preventive checks from the public.

Fondazione Marchesini ACT has supported the ANT to permit it to extend its travelling early diagnosis project, with a large number of free check-ups in various towns in the provinces of Bologna and Modena.

www.ant.it

AMOUNT ALLOCATED € 15.000

• PROGETTO MADRE-BAMBINO – OPERA PADRE MARELLA

San Lazzaro di Savena (Bologna)

Opera Padre Marella has decided to expand its "Madre-Bambino" ("Mother-Child") project with continuous learning activities in the form of in-house workshops: crafts, DIY, personal care and gardening. The goal is to enable the mothers involved to acquire new skills in a variety of areas, which will help them to become independent in caring for both their children and themselves.

www.operapadremarella.it

AMOUNT ALLOCATED € 15.000

• ENERGY UPGRADING OF VILLAGGIO SENZA BARRIERE
FONDAZIONE CAMPIDORI

Valsamoggia (Bologna)

In January 2022 Fondazione Campidori began the energy upgrading of its "Villaggio senza barriere" ("Barrier-Free Village"), which provides short stays for disabled guests, together with their family members, friends or carers. The project aims to reduce energy consumption and thus enable the facility to function even during the winter months, to meet the growing demand.
Some of Fondazione Marchesini ACT's funding helped to renovate six flats to equip them with independent heating.

www.fondazionecampidori.it

AMOUNT ALLOCATED € 15.000

• A.L.I.CE BOLOGNA O.D.V.

Bologna

Stroke charity A.L.I.Ce Bologna – Associazione per la Lotta all'Ictus Cerebrale (Association for the Fight against Cerebral Strokes) – provides psychological and practical support to people dealing with strokes and their families. Fondazione Marchesini ACT has funded the charity's work to assist stroke sufferers and in the area of stroke prevention through various free tools such as a 24/7 hotline to provide support and information or online meetings to help people to maintain their autonomy through exercise.

www.bologna.aliceitalia.org

AMOUNT ALLOCATED € 2.500

• THE RECOVERY PROJECT – L'ARCO

Bologna

L'ARCO, a non-profit organisation that assists people facing serious difficulties in different areas of their lives due to the onset of mental illness or social hardship, runs flexible individual programmes and group meetings and discussions.

The activities run supplement existing support provided by the health and social services and do not aim to offer treatment: they are practical in nature and set out to help people to fulfil their potential and expectations.

www.larcorecovery.it

AMOUNT ALLOCATED € 20.000

• HAPPY HAND – WILLY THE KING GROUP

San Lazzaro di Savena (Bologna)

The Willy The King Group association organised the 10th edition of Happy Hand, two days of sport, art and activities for children to raise their awareness of the issue of disability and the importance of creating a more open, inclusive society.

www.wtkg.it

AMOUNT ALLOCATED € 3.000

• PARTIAL ECLIPSE OF THE SUN – ASSOCIAZIONE ASTROFILI BOLOGNESI

Monte Pastore (Bologna)

With the support of Fondazione Marchesini ACT, the Associazione Astrofili Bolognesi organised a meeting with the boys and girls of a number of primary and middle schools to observe the partial eclipse of the sun on 25 October 2022.

www.associazioneastrofilibolognesi.it

AMOUNT ALLOCATED € 1.500

• A CASA CON TE – MUMBO

Bologna

MumBo created the "A casa con te" ("At home with you") project for new parents in partnership with Centro per le famiglie Savena – Idice to provide support for new parents at what can be a difficult time. Fondazione Marchesini ACT contributed to the project under which families receive, free of charge, the Green Baby Box BOOX, a small portable bookcase with texts on the Montessori educational method to support them in their role as parents.

www.mami.org/associazione-mumbo-bologna

AMOUNT ALLOCATED € 5.000

• RIEMPI IL PIATTO VUOTO – CEFA

Bologna

"Riempi il piatto vuoto" ("Fill the empty plate") is a CEFA project which aims to serve a dual purpose: to support the city of Bologna's meals programmes and tackle the food crisis in the Horn of Africa. The project collects foodstuffs and accepts cash donations.

www.cefaonlus.it

AMOUNT ALLOCATED € 750

PARTNERS INVOLVED

• MARCHESINI GROUP

Fondazione Marchesini ACT has continued to run a number of projects with Marchesini Group and its employees to assist specific associations and raise people's awareness on various social issues.

After the "Un Rosso alla Violenza" project in 2021, the following projects were supported in 2022.

RACE FOR THE CURE

I LUNEDÌ DI ANTONIANO

CEFA ONLUS

WE ACT FOR NATURE

DOMUS SUMMER FESTIVAL

associations assisted under this project:

Amici di Tamara e Davide association
It2 assoc.
Non perdiamo la testa assoc.
Arca della Misericordia assoc.

8.4.3 FINANCIAL STATEMENTS* AS OF 31-12-2022

BALANCE SHEET

		31-12-2022	31-12-2021
ASSETS			
B) NON-CURRENT ASSETS			
	I – Intangible non-current assets	-	-
	1) establishment and expansion costs	786	1,048
	4) concessions, licences, trademarks and similar rights	6,421	6,822
	TOTAL INTANGIBLE NON-CURRENT ASSETS	7,207	7,870
TOTAL NON-CURRENT ASSETS (B)		7,207	7,870
C) CURRENT ASSETS			
	IV – Liquid assets	-	-
	1) bank and post office deposits	54,924	53,208
	TOTAL LIQUID ASSETS	54,924	53,208
TOTAL CURRENT ASSETS (C)		54,924	53,208
TOTAL ASSETS		62,131	61,078
LIABILITIES			
A) NET CAPITAL			
	I – Organisation's endowment	33,750	33,750
	III – Freely disposable assets	-	-
	1) profit or operating surplus reserves	7,952	-
	TOTAL AVAILABLE ASSETS	7,952	-
	IV – Operating surplus/deficit	1,304	7,952
TOTAL NET CAPITAL		43,006	41,702
D) PAYABLES			
	1) payables to banks	16	39
	due within the next financial year	16	39
	7) payables to suppliers	19,109	19,337
	due within the next financial year	19,109	19,337
TOTAL PAYABLES		19,125	19,376
TOTAL LIABILITIES		62,131	61,078

* values in euro.

INCOME STATEMENT

CHARGES AND COSTS	31-12-2022	31-12-2021
A) CHARGES AND COSTS OF GENERAL INTEREST	449,696	79,998
2) Costs for services from activities of general interest	87,880	79,064
5) Amortisations from activities of general interest	663	663
7) Sundry operating costs from activities of general interest	361,153	271
9) Allocation to tied reserve by decision of institutional bodies	360,800	-
10) Withdrawal from tied reserve by decision of institutional bodies	(360,800)	-
Total costs and charges from activities of general interest	449,696	79,998
TOTAL CHARGES AND COSTS	449,696	79,998

EARNINGS AND INCOME	31-12-2022	31-12-2021
A) EARNINGS, INCOMES AND REVENUES FROM ACTIVITIES OF GENERAL INTEREST	451,000	87,950
4) Charitable donations	451,000	87,950
Total earnings, incomes and revenues from activities of general interest	451,000	87,950
Surplus/deficit from activities of general interest (+/-)	1,304	7,952
Surplus/deficit from other activities (+/-)	-	-
Surplus/deficit from fundraising activities (+/-)	-	-
Surplus/deficit from financial and capital operations (+/-)	-	-
TOTAL INCOME AND REVENUES	451,000	87,950
Pre-tax operating surplus/deficit (+/-)	1,304	7,952
Operating surplus/deficit (+/-)	1,304	7,952

MISSION REPORT

INTRODUCTION

Trustees, the financial statements for the year ending 31/12/2022 consist of the Balance Sheet, the Income Statement and this Mission Report. It covers the second year of activity of Fondazione Marchesini ACT – ETS.

• MISSION PURSUED AND ACTIVITIES OF GENERAL INTEREST

Remarks

Fondazione Marchesini ACT – ETS (hereinafter also the "Fondazione") was established in 2021 and is registered as a Third Sector Organisation (Ente del Terzo Settore, ETS) under Italian Legislative Decree no. 117/2017 (the "Third Sector Code").

In February 2022 it was approved for entry in the Italian National Register of the Third Sector with recognition of its legal status, in accordance with art. 22, para 4, of the Third Sector Code.

In September 2022 it submitted an application to the Italian National Register of the Third Sector for eligibility to receive the "5 per mille" tax return donation.

The Fondazione was established as a means of playing a responsible, intelligent role in society, returning value to it and helping to improve the world through beauty, culture, progress and support for those in need.
The Fondazione pursues, on a non-profit basis, only aims of civic, charitable and social utility, working in the areas of social and health care, education, training and sport, music and the arts, the artistic heritage, environmental protection and scientific and technological research, addressing all members of the community and all actors irrespective of race, gender, nationality, economic and social status or political and religious beliefs, mainly by engaging in activities of general interest pursuant to art. 5 of Leg. Dec. 117/2017, listed in art. 2 of its Articles Of Association: education, instruction and professional training, pursuant to Law no. 53 of 28 March 2003 as amended, and cultural activities of social interest with educational aims.

The Fondazione interacts with Italian and foreign public and private entities, institutions and organisations which pursue purposes similar to its own, especially within the Emilia Romagna region.

• SECTION OF THE ITALIAN NATIONAL REGISTER OF THE VOLUNTARY SECTOR IN WHICH THE FONDAZIONE IS REGISTERED AND TAX CLASSIFICATION

Remarks

The Fondazione has been registered on the Italian National Register of the Third Sector kept by the Ministry of Labour and Social Policies in accordance with art. 45 of Leg. Dec. no. 117/2017, in section g), Other Third Sector Organisations, under no. 1216, since 22 February 2022.

La Fondazione is classified as a non-commercial Third Sector Organisation under the provisions of art. 79 of Leg. Dec. no. 117/2017. The fiscal principles regulating the Fondazione's operations are:

• Since it only engages in non-commercial activities, the Fondazione is exempt from value added tax. It therefore does not have a VAT number and is not required to submit an annual VAT return. For the Fondazione, therefore, VAT is simply part of the cost paid for a good or service, just as for a final consumer.

• Although it only engages in non-commercial activity, the Fondazione is subject to IRES (corporate tax). Its total taxable income consists of the sum of its various forms of income, except from those which are exempt and those taxed at source.

• The Fondazione is subject to regional business tax (IRAP), calculated on the basis of the organisation's payroll. The taxable amount is the total of the wages and salaries paid to employees, payments to contract staff considered equivalent to employees (which include those to contract staff employed on a continuous basis) and payments to free-lance staff employed on an occasional basis.

• LOCATIONS AND ACTIVITIES

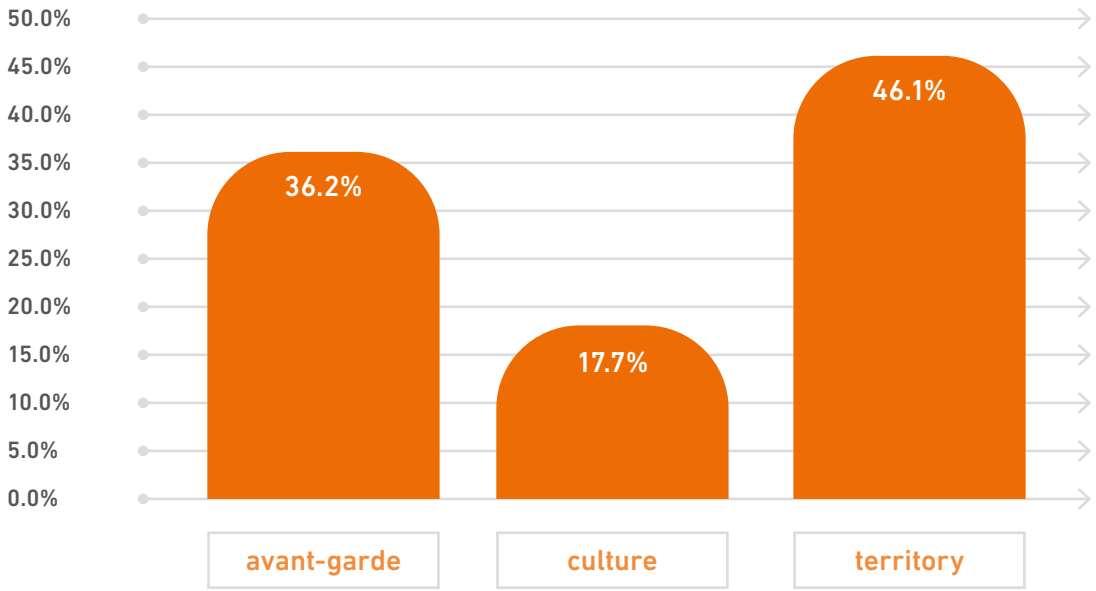
Remarks

The Fondazione's registered office is in Pianoro (Bologna), at Via Nazionale no. 100.

During the last financial year, its activities were centred on its mission, based on the concepts of Avant-garde, Culture and Territory. These three focuses underline its commitment to innovation, knowledge and people, also embodied in the acronym **"ACT"** included in its name. The main projects undertaken during 2022 which we consider worthy of note are:

- **Avant-garde:** support for the "Risoamica" project of Bimbo Tu Aps, which uses a simulator to prepare child patients who have to undergo an MRI scan, so that the procedure is less traumatic and an general anaesthetic is not required. This procedure also saves both time and money for the hospital.
- **Culture:** support for the "Penny Wirton School for the social inclusion of migrants", run by Pace Adesso – Peace Now ODV, which teaches Italian to foreigners, especially young people and women, free of charge.
- **Territory:** support for the renovation of the buildings of the non-profit organisation "Antoniano (Opere francescane)", including the upgrading of the canteen, which provides more than 50,000 meals a year to people in need. The Fondazione specifically funded the modernisation of the reception area.

The graph below illustrates the breakdown of funding by areas of interest:



• DATA ON TRUSTEES AND FOUNDING TRUSTEES AND ACTIVITIES IN RELATION TO THEM

Remarks

The Fondazione was established by its Trustees, the general meeting of whom appoints the organisation's governing bodies. There are no business relationships between the Fondazione and the individual Trustees; therefore, the Fondazione does not supply goods or services to the Trustees, with or without payment.

• FONDAZIONE GOVERNING BODIES •

(serving for term 2021-2023)

Board of Directors	Manager
Valentina Marchesini (President) Gaia Marchesini (Director) Matteo Marchesini (Director) Michelangelo Marchesini (Director) Simonetta Saliera (Director)	Fabio Sabatini **Single Statutory Auditor** Barbara Pedretti

• ADDITIONAL INFORMATION •

These financial statements for the year ending 31/12/2022 show an operating surplus of € 1,304.07

EXPLANATION OF FINANCIAL STATEMENT ITEMS

INTRODUCTION

• FINANCIAL STATEMENT - DRAFTING CRITERIA

The financial statements have been drawn up in accordance with the provisions of art. 13 of Leg. Dec. no. 117/2017 and with the national accounting standards of the Italian Accounting Institute and provide information about the Fondazione's activities in pursuit of its institutional mission. Therefore:

- they provide a truthful and correct representation of the organisation's capital and financial situation and the result for the year;
- they supply transparent information regarding the funds received and how they were used to pursue the institutional mission established by the Third Sector Code.

The contents of the Balance Sheet, Income Statement and Mission Report, which provide all information required for the correct interpretation of the financial statements, are those envisaged by forms A, B and C respectively of annex 1 of the Ministry of Labour and Social Policies Decree dated 5 March 2020.
The financial statements of Third Sector Organisations must comply with the general clauses, general financial reporting principles and evaluation criteria contained, respectively, in articles 2423, 2423-bis and 2426 of the Italian Civil Code and the national accounting standards to the extent that they are compatible with the non-profit status and civic, charitable and social utility purposes of Third Sector Organisations.

The information in this document is set out in the order in which the relative headings appear in the balance sheet and income statement..

Pursuant to art. 2423 para 3 of the Italian Civil Code, applicable to the extent that it is compatible in accordance with the Ministry of Labour and Social Policies decree of 5 March 2020, whenever the information required by specific articles of law is not sufficient to provide a truthful, correct representation of the organisation's situation, the necessary additional information is provided.

• DRAFTING PRINCIPLES

Structure and contents of the financial statements

Remarks

The Balance Sheet, the Income Statement and the accounting information contained in this Mission Report are consistent with the organisation's books, from which they were directly derived. The financial statements were drafted on the accrual principle, taking a prudential approach and assuming that the organisation will continue in operation.

The Balance Sheet and Income Statement are drawn up in euro units and this Mission Report contains explanations of the financial statement data in euro units.

There are no accounting values expressed in foreign currency.

• EXCEPTIONAL CIRCUMSTANCES UNDER ART. 2423, COMMA FIVE, OF THE ITALIAN CIVIL CODE

Remarks

No exceptional circumstances requiring the implementation of the waivers referred to in art. 2423 paras 4 and 5 of the Italian Civil Code, applicable to the extent that they are compatible with the non-profit status and civic, charitable and social utility purposes of Third Sector Organisations in accordance with the Ministerial Decree of 5.3.2020, have occurred.

• CHANGES IN THE ACCOUNTING STANDARDS

Remarks

No exceptional circumstances requiring the implementation of the waivers referred to in art. 2423-bis, para 2 of the Italian Civil Code, applicable to the extent that it is compatible with the non-profit status and civic, charitable and social utility purposes of Third Sector Organisations in accordance with the Ministerial Decree of 5.3.2020, have occurred.

• CORRECTION OF SIGNIFICANT ERRORS

Remarks

There is nothing to report.

• EVALUATION CRITERIA ADOPTED

Remarks

Pursuant to point 3 of Form C in Annex 1 to the Ministry of Labour and Social Policies Decree of 5 March 2020, the main evaluation criteria used in compliance with the provisions of the said Decree of 5.3.2020, and with those of art. 2426 of the Civil Code, applicable as far as it is compatible, are explained below, with particular reference to the financial statement headings for which the law permits more than one evaluation and adjustment criterion, or for which no specific criteria are identified.

Continuity in the application of evaluation criteria over time is necessary to allow comparison of the Organisation's financial statements for the various financial years. In particular, the criteria used do not differ from those applied when drafting the financial statements of the previous year.

Intangible non-current assets

The intangible non-current assets are entered in the assets side of the balance sheet at the cost of acquisition and are values connected to intangible goods with the potential for lasting use, and expenses which generate utility lasting for a number of years. The values in the intangible non-current assets section are amortised in constant instalments on the basis of their future usefulness and are set out net of the amortisation funds and write-downs.

Amortisation was carried out systematically in every financial year in accordance with the preset plan set out below, which is considered to ensure the correct distribution of the cost incurred throughout the useful lifetime of the non-current assets concerned:

INTANGIBLE NON-CURRENT ASSET HEADINGS	PERIOD
Establishment and expansion costs	5 years
Concessions, licences, trademarks and similar rights	18 years

It was not necessary to write-down the aforesaid charges included amongst the non-current assets in accordance with art. 2426 para 1 point 3 of the Civil Code, applicable to the extent that it is compatible in accordance with the Ministry of Labour and Social Policy decree dated 5 March 2020, since no indicators of potential permanent losses of value were identified.

Liquid assets

Liquid assets are valued at their nominal value.

Net capital

Items are entered in the financial statements at their book value, in accordance with Italian Accounting Standard for Third Sector Organisations and Italian Accounting Standard 28.

Payables

Payables must be entered in the financial statements on the amortised cost criterion, as defined by art. 2426, para 2 of the Italian Civil Code, considering the time factor, as required by art. 2426, para 1, point 8 of the Italian Civil Code.

In order to provide an accurate, truthful statement of the organisation's capital and operating status, entry at face value was maintained with regard to payables due within less than twelve months, with reference to the amortised cost criterion if the transaction costs, commissions and all other differences between the initial and due date values were largely insignificant or, in case of discounting to current values, if the interest rate arising from the contract conditions was not significantly different from the market interest rate.

The following is a detailed analysis of the changes in the individual financial statement items.

• B) NON-CURRENT ASSETS – (I) INTANGIBLE NON-CURRENT ASSETS

Changes in intangible non-current assets

The table below illustrates the changes in the values of these non-current assets

ANALYSIS OF CHANGES IN INTANGIBLE NON-CURRENT ASSETS

	ESTABLISHMENT AND EXPANSION COSTS	CONCESSIONS, LICENCES, TRADEMARKS AND SIMILAR RIGHTS	TOTAL INTANGIBLE NON-CURRENT ASSETS
OPENING VALUE			
Cost	1,310	7,223	8,533
Amortisations (Amortisation fund)	262	401	663
Book value	1,048	6,822	7,870
CHANGES DURING THE YEAR			
Amortisation for the year	262	401	663
TOTAL CHANGES	(262)	(401)	(663)
CLOSING VALUE			
Cost	1,310	7,223	8,533
Amortisations (Amortisation fund)	524	802	1,326
Book value	786	6,421	7,207

Remarks

Establishment and expansion costs were included in the assets side of the balance sheet with the statutory auditor's approval: since their usefulness extends over several years, these costs are amortised within a period not exceeding five years.

• C) CURRENT ASSETS – (IV) LIQUID ASSETS

Remarks

The item represents the cash funds and the petty cash and commercial papers held on the last day of the financial year and amounts to € 54,924.

The tables below set out the changes in the individual net capital items for the financial year.

ANALYSIS OF CHANGES IN NET CAPITAL ITEMS

OPENING VALUE	ALLOCATION OF SURPLUS/COVERAGE OF DEFICIT FROM PREVIOUS YEAR	OTHER CHANGES INCREASES	OPERATING SURPLUS/DEFICIT	CLOSING VALUE
ORGANISATION'S ENDOWMENT				
33,750	-	-	-	33,750
FREELY DISPOSABLE ASSETS				
-	-	-	-	-
PROFIT OR OPERATING SURPLUS RESERVES				
-	-	7,952	-	7,952
TOTAL AVAILABLE ASSETS				
-	-	7,952	-	7,952
OPERATING SURPLUS/DEFICIT				
7,952	(7,952)	-	1,304	1,304
TOTAL				
41,702	(7,952)	7,952	1,304	43,006

• ORIGIN, POTENTIAL FOR UTILISATION AND TYPE AND DURATION OF CONSTRAINTS OF NET CAPITAL ITEMS

The table below sets out information regarding the origin, potential for utilisation and type and duration of constraints of net capital items and their utilisation.

ORIGIN, POTENTIAL FOR UTILISATION AND NATURE AND DURATION OF CONSTRAINTS OF NET CAPITAL ITEMS

AMOUNT	ORIGIN/TYPE	POSSIBILITY OF UTILISATION	AVAILABLE PORTION
ORGANISATION'S ENDOWMENT			
33,750	Capital	-	-
ORGANISATION'S ENDOWMENT			
-	-	-	-
PROFIT OR OPERATING SURPLUS RESERVES			
7,952	Surpluses	D	7,952
PROFIT OR OPERATING SURPLUS RESERVES			
7,952	-	-	7,952
OPERATING SURPLUS/DEFICIT			
1,304	Surpluses	D	1,304
TOTAL			
43,006	-	-	9,256
NON-DISTRIBUTABLE PORTION			
-	-	-	9,256
DISTRIBUTABLE AMOUNT REMAINING			
-	-	-	9,256

KEY

- A — FOR CAPITAL INCREASE
- B — TO OFF-SET DEFICITS
- C — FOR DISTRIBUTION TO TRUSTEES
- D — FOR OTHER STATUTORY CONSTRAINTS
- E — OTHER

Remarks

As established by its articles of association, the Fondazione cannot distribute operating surpluses and is required to use them for its institutional activities and other purposes directly related to them.

• (D) PAYABLES – DUE DATES OF PAYABLES

The table below sets out information relating to the due dates of payables.

ANALYSIS OF DUE DATES OF PAYABLES

	AMOUNT DUE BEFORE END OF YEAR
Payables to banks	16
Payables to suppliers	19,109
TOTAL	19,125

• PAYABLES BACKED BY USE OF THE ORGANISATION'S ASSETS AS COLLATERAL

Introduction

There are no payables backed by collateral.

Remarks

There are no obligations regarding the expenditure or reinvestment of funds or grants received for specific purposes.

INCOME STATEMENT

INTRODUCTION

The income statement records the Fondazione's operating transactions which have generated its result for the year. The earnings and revenues, costs and charges, entered in the financial statements in accordance with the Ministerial Decree dated 5.3.2020, relate to the area concerning the activities of general interest.

• PARTICULARLY LARGE OR SIGNIFICANT INCOME OR COST ITEMS

Introduction

No income or costs deriving from events of particularly large entity or unusual nature were recorded during the year.

• DESCRIPTION OF THE NATURE OF THE CHARITABLE DONATIONS RECEIVED

Remarks

The charitable donations received during the year consisted of cash contributions made by the Trustees to support the pursuance of the Fondazione's institutional aims.

There are no conditional or tied charitable donations by third parties.

• ADDITIONAL INFORMATION •

Introduction

The other information required by the Ministerial Decree of 5.3.2020 is provided below.

• NUMBER OF EMPLOYEES AND VOLUNTEERS

Introduction

The Fondazione did not hire employees or uses the services of volunteers during the year (point 13 of annex C to the Ministerial Decree of 5.3.2020).

• REMUNERATION OF THE EXECUTIVE BODY AND STATUTORY AND EXTERNAL AUDITORS

Introduction

The Fondazione did not award any remuneration to the Executive Body. With regard to the Statutory Auditor, the information required by point 14 of annex C to the Ministerial Decree of 5.3.2020 is set out in the table below.

Since this was not compulsory, an external auditor was not appointed.

AMOUNT OF THE REMUNERATION DUE TO THE EXECUTIVE BODY AND STATUTORY AND EXTERNAL AUDITORS	STATUTORY AUDITOR
Remuneration	2,538

• TABLE OF CAPITAL, FUNDS AND CAPITAL-RELATED REVENUES EARMARKED FOR A SPECIFIC TRANSACTION

Remarks

As of the end of the financial year, the company did not hold any capital earmarked for one specific transaction as defined by art. 10 of Leg. Dec. 117/2017 (point 15 of annex C to the Ministerial Decree of 5.3.2020).

• RELATED PARTY TRANSACTIONS

Introduction

For the purposes of current legislation, the company did not undertake any transactions with related parties during the financial year (point 16 of annex C to the Ministerial Decree dated 5.3.2020).

• PROPOSED ALLOCATION OF SURPLUS OR COVERAGE OF DEFICIT

Remarks

In the light of the above, in accordance with the provisions of the law and the articles of association, the Governing Body advises you to allocate the operating surplus of € 1,304.07 to the "Profit or operating surplus reserve" in the Available Assets, to be used for future institutional activities.

• TABLE OF OFF-BALANCE SHEET COSTS AND INCOME

Remarks

The Fondazione has not reported any off-balance sheet costs and income as a footnote to its Income Statement.

• DESCRIPTION AND SPECIFIC STATEMENT OF FUNDRAISING ACTIVITIES

Remarks

The Fondazione did not engage in any fundraising activities in the past year.

• PAY DIFFERENTIALS BETWEEN EMPLOYEES

Remarks

As already stated, the Fondazione does not have any employees. Therefore there are no pay differentials to be reported.

ILLUSTRATION OF THE ORGANISATION'S ECONOMIC AND FINANCIAL PERFORMANCE AND THE MEANS BY WHICH IT PURSUES THE AIMS SET OUT IN THE ARTICLES OF ASSOCIATION

• ILLUSTRATION OF THE ORGANISATION'S SITUATION AND PERFORMANCE

Remarks

To illustrate the Fondazione's situation, the main financial statement indicators are set out.

On the basis of the data which follow, its capital situation is sound, since the net capital is positive and in excess of its endowment, as its financial situation.

It more or less broke even in operating terms and since no losses were caused there is no threat to its future viability.
The Organisation's overall situation thus enables it to continue to pursue its statutory aims and to meet its commitments to third parties.

ORGANISATION'S SITUATION 31/12/2022	
Capital Situation	€ 43,006
Net capital/ endowment ratio	1.27
Financial situation	€ 54,911
Economic situation	€ 1,304

• EXPECTED TREND IN OPERATIONS AND FORECAST FOR MAINTENANCE OF ECONOMIC AND FINANCIAL SOUNDNESS

Remarks

The Governing Body made a predictive assessment of the Fondazione's expected operations going forward, focusing on its ability to pursue its statutory aims for a foreseeable future period of time of at least twelve months after the date to which the financial statements refer.

This assessment was made by drawing up a budget which shows that the organisation has sufficient resources to undertake its activities and meet its commitments, at least for twelve months after the financial statement closing date.

Therefore, no significant changes which may affect the organisation's operations and its economic and financial soundness are foreseen.

• PROCEDURES BY WHICH THE STATUTORY AIMS ARE PURSUED

Remarks

The Fondazione's statutory purpose is to pursue, on a non-profit basis, aims of civic, charitable and social utility, mainly by engaging in activities of general interest pursuant to art. 5 of Leg. Dec. 117/2017, in the areas of education, instruction and professional training and cultural activities of social interest with educational aims.

For the pursuance of its institutional aims, the Fondazione mainly undertakes the following activities:

- sponsorship, organisation and management of social solidarity, aid and charitable programmes, both on its own account and on behalf of third parties;
- the provision of economic and other support to organisations and actors working in the Fondazione's sectors of activity;
- promotion of awareness-raising campaigns through participation in local or national programmes within its area of institutional interest.

The activities pursued are intended to promote resilient actions which enable a process of personal growth even for vulnerable members of society.

This process of growth and improvement of the condition of individuals generates social value which benefits the community as a whole.

In real terms, the projects supported may involve the provision of basic goods, board and lodging, education and health services, education and professional training, as well as cultural activities of social interest with educational aims.

These projects may enable people's emancipation and thus reduce social problems and the relative risks of marginalisation, and the acquisition of the skills needed to enter the job market.

In the final analysis, this may improve the overall wellbeing of the person and their family, fundamental for them to take control of their lives, with obvious positive repercussions for the community.

• CONTRIBUTION TO ACTIVITIES OTHER THAN THE ORGANISATION'S MISSION AND SPECIFICATION WHETHER THEY ARE SECONDARY OR NECESSARY TO THE MISSION ITSELF

Remarks

No secondary activities were undertaken in order to raise funds during the past year.

ASSOCIATIONS	ALLOCATION
A.L.I.Ce Bologna ODV	€ 2.500
ABBI - Associazione Beneficenza Badia Isola	€ 500
AGEOP RICERCA - ODV	€ 10.000
AIL Bologna ODV	€ 25.000
ALIAV - Associazione Diplomati Istituto Aldini Valeriani	€ 2.000
Antoniano onlus	€ 50.000
AppenAppena - APS	€ 10.000
Associazione Astrofili Bolognesi	€ 1.500
Associazione MumBo	€ 5.000
Associazione San Martino Onlus - Missione Ithanga - Centro Casalino	€ 5.000
Associazione Willy The King Group	€ 3.000
ATER Fondazione	€ 5.000
BimboTu APS	€ 43.000
CEFA onlus	€ 3.750
Centro San Domenico	€ 5.000
Circolo della Musica di Bologna APS	€ 3.000
Comune di Romans D'Isonzo	€ 2.000
Fondazione ANT	€ 15.000
Fondazione Banco Alimentare Emilia Romagna ONLUS	€ 1.000
Fondazione Don Mario Campidori	€ 15.000
Fondazione Dopo di Noi	€ 25.000
Fondazione il Bene	€ 10.000
Fondazione Santa Chiara	€ 13.950
Fossolo 76 ASD	€ 3.000
Istituto Aldini Valeriani	€ 4.000
Istituto San Giuseppe	€ 10.000
L'ARCO - corrispondenza per la recovery	€ 20.000
L'idea di Pianoro	€ 3.500
Misericordia Castellina Scalo	€ 5.000
Opera di Padre Marella	€ 15.000
Pace Adesso ODV - Penny Wirton	€ 5.000
Pane Quotidiano onlus	€ 20.000
Pianoro Cricket Club	€ 2.500
Seminario Arcivescovile di Bologna	€ 3.000
Susan G. Komen Italia - Race for the cure	€ 1.600
Teatro dell'Argine	€ 12.000
TOTAL AMOUNT ALLOCATED IN 2022	**€ 360.800**

8.4.4 NOTES ON METHODOLOGY

This document is the first voluntary Mission Report of Fondazione Marchesini ACT – ETS (hereinafter also the "Fondazione") and is drawn up also with reference to the "Guidelines for the Social Reporting of Third Sector Organisations" adopted by the Ministry of Labour and Social Policies by its Decree of 4 July 2019.

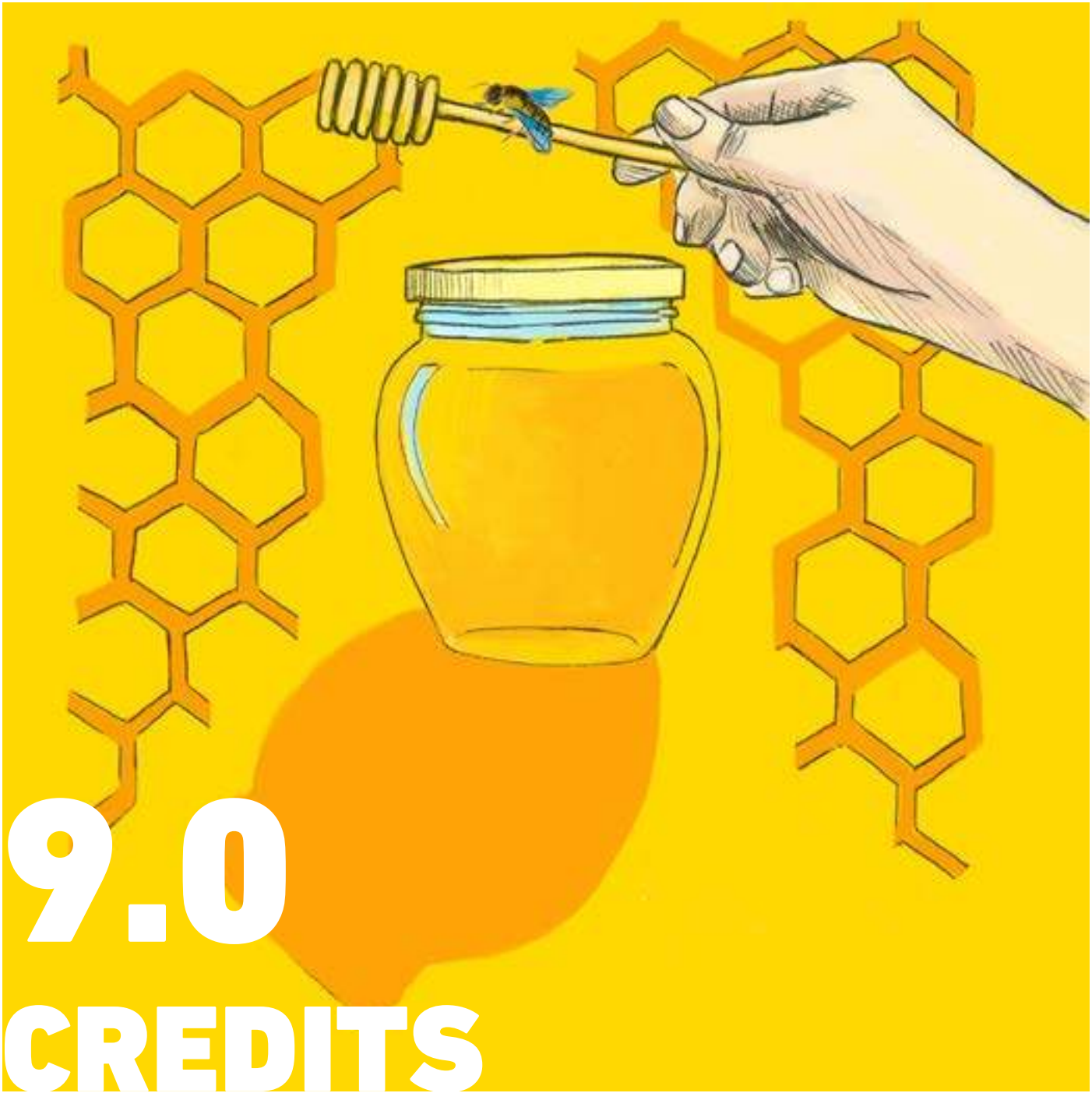
The aim of the Fondazione's Mission Report is to provide clear, transparent information about the results achieved through its activities during the operating year which began on 1 January and ended on 31 December 2022.

The Mission Report is also a means of informing the Fondazione's stakeholders about its planning focuses and activities, reflecting its commitment to addressing social change to improve human capital.

The perimeter of the data and information provided in this Report includes all the Fondazione's activities and operations.
The Mission Report is published annually.

FONDAZIONE MARCHESINI ACT

Avanguardia | Cultura | Territorio



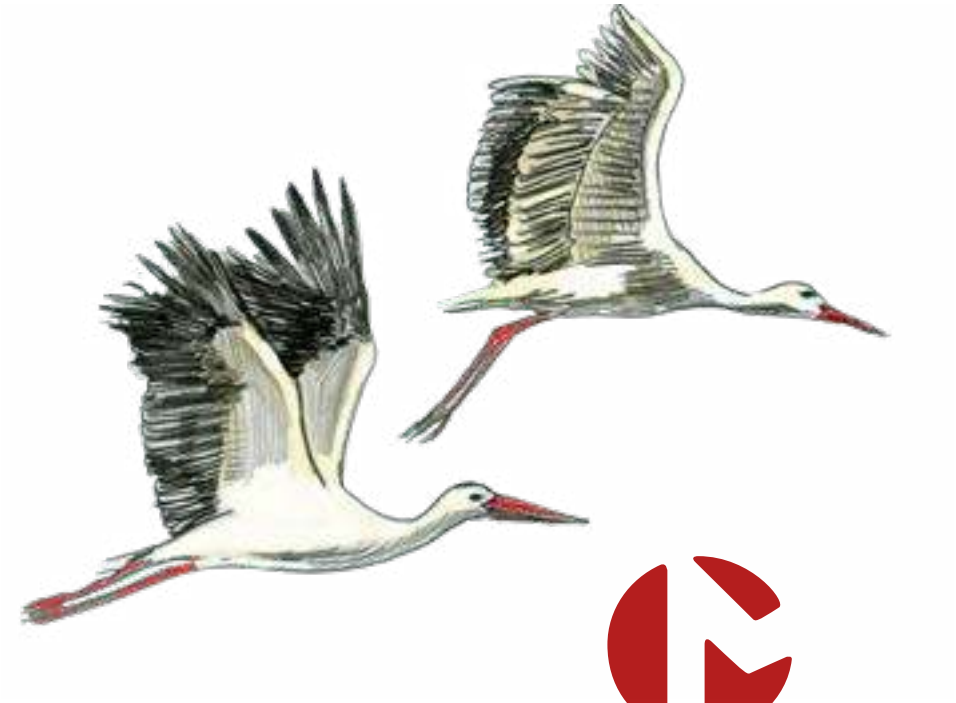
9.0 CREDITS

9.0 CREDITS

As for the previous editions, the Marchesini Group 2022 Sustainability Report is a project that engaged the entire company horizontally, coordinated by the Corporate Social Responsibility Manager and Fondazione Marchesini ACT, with the essential collaboration of the managers and teams of the following functions:

- **Marketing & Communications**
- **HR Selection & Development**
- **Press Office**
- **Training & E-learning**
- **General Organisation**
- **Quality Assurance**
- **Prevention & Protection Service**
- **Administration, Finance & Personnel Management**
- **Sales**
- **After Sales**
- **Technical**
- **Production**
- **Logistics & Purchasing**

with the support of the Talent Garage team.



MARCHESINI
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