



Sustainability program 2022-2027

English translation of the Italian «Piano di Sostenibilità 2022-2027»

The Sustainability Program is monitored and updated on an annual basis. Current targets, performance, and progress towards target achievement are reported in the Annual Consolidated Sustainability Report.

Governance and Resilience

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Integrated governance and good business conduct	We aim to embed environmental, social and economic sustainability in our governance and management processes and build an integrated governance model	Remuneration: Inclusion of ESG objectives for the middle management			2027	Middle Mgmt population with ESG objectives (%)	100%	0%		In progress	SDG 8 SDG 12
		Remuneration: Increase the weighting of the variable remuneration component linked to ESG performance (measured through explicit ESG objectives) by at least 20%.			2023	Percentage of the variable remuneration linked to ESG performance (%)	=>20%	12% (2022)		New	SDG 8 SDG 12
		Culture: Develop and implement a plan to integrate ESG topics into Corporate Training Programs in order to raise awareness of ESG issues and foster a culture of sustainability and Corporate Social Responsibility among managers and employees.	ESG Training for specific target groups	3-hour training course for Directors delivered in December 2022	2027	ESG-trained workforce (%)	90% (2027)	<10% (2022)		In progress	SDG 12
		Culture: Training on the Code of Ethics for all employees			2024	% Employees trained on the Code of Ethics	-	-		New	SDG 12
		Procedures: Integrate sustainability aspects into corporate procedures and newly established companies	Involve the CSR department in the drafting of procedures	CSR involved in the drafting of the new PRO 101.	annual	N. of procedures assessed	-	-	1	Achieved	SDG 12
		Procedures: Approval of a CSR Management Procedure to formalize ESG governance and non-financial reporting		Procedure approved	2022	Procedure	1			Achieved	SDG 12
		Reporting: Digitalization of the process of ESG reporting			2026	-	-	-		New	SDG 12
		Management Board/Supervisory Board: Creation of a Sustainability Committee	Implemented	Inclusion of sustainability topics in the Risk Committee as part of the Board renewal process in summer 2022.	2022	-	-	-		Achieved	SDG 12
		Management Board/Supervisory Board: Assessment of the benefits of appointing independent directors.			2023	-	-	-		New	SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Integrated governance and good business conduct	We aim to embed environmental, social and economic sustainability in our governance and management processes and build an integrated governance model	Management Board/Supervisory Board: Definition and implementation of an ESG induction program	Meeting with the Parent Company's Board in October, followed by the extension of the program to the companies within the Business Units		2023	Number of ESG induction sessions for the Board of Directors	6			New	SDG 12
		Management Board/Supervisory Board: Establishment of a process for disclosing remuneration-related information on the Alperia website	Disclosure of the remuneration of the members of the Management Board and Supervisory Board on the Alperia website. Inclusion of sustainability among the required competencies.		2023	-	-	-		New	SDG 12
		Management Board/Supervisory Board: Implementation of an annual self-assessment process for the Management Board, Supervisory Board and their committees (through a formalized process), including ESG-related considerations ("ESG self-assessment")	Integration of the Board of Directors' self-assessment into the report on activities carried out. External review of the self-assessment process.		2024	-	-	-		New	SDG 12
		Management Board/Supervisory Board: Development of a succession plan for Top Management, including the definition of selection criteria	Development of a succession plan with defined selection criteria	Development of a succession procedure and succession plan completed.	2022	-	-	-		Achieved	SDG 12
		Risks: Assessment of ISO 37001 certification (Anti-Bribery Management System Certification)			2025	-	-	-		New	SDG 12
		Risks: obtaining the legality rating already obtained for Alperia SpA also for the pivot companies			2027	-	-	-		New	SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Integrated governance and good business conduct	We aim to embed environmental, social and economic sustainability in our governance and management processes and build an integrated governance model	Risks: establishment of an integrated periodic monitoring and reporting process for risk management at Group level	Implementation of a risk appetite framework. Semi-annual sharing of ERM reporting with company leadership.		2024	-	-	-		In progress	SDG 12
		Risks: ISO 31000 certification			2024	-	-	-		In progress	SDG 12
		Risks: preparation of an action plan (gaps-mitigants) linked to cyber risk	Development of an action plan in collaboration with Data Protection & Security and Digital & Technology		2024	-	-	-		In progress	SDG 12
		Risks: in-depth climate risk analysis aligned with legislative reporting requirements	Identification of current and future primary vulnerabilities related to climate change		2023	-	-	-		In progress	SDG 12
		Risks: identification of scenarios and risks associated with the raw-material supply chain for thermal energy production and identification of response solutions	Scenario analysis for raw-material supply risk (fuels)		2023	-	-	-		New	SDG 12
		Due diligence: structuring of a central stakeholder complaint management process			2027					New	SDG 12
		Due diligence: formalize complaint management in a procedure and implement measures to make the process more usable for stakeholders, e.g. electronic event reporting	Next steps: define the reporting table, prepare workflow d.3, draft the procedure and define how stakeholders may be informed	A working group was launched to define a procedure for reporting unwanted events relating to the environment and plant reliability. A template was prepared to collect event information through possible cause analysis and the definition/execution of corrective actions.	2022	internal procedure			Completion during 2023	Not achieved	SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Integrated governance and good business conduct	We aim to embed environmental, social and economic sustainability in our governance and management processes and build an integrated governance model	Due diligence: improve the process for tracking and communicating the resolution of stakeholder complaints	Next steps: define the reporting table, prepare workflow d.3, draft the procedure and define how stakeholders may be informed	A working group was launched to define a procedure for reporting unwanted events relating to the environment and plant reliability. A template was prepared to collect event information through possible cause analysis and the definition/execution of corrective actions.	2022	internal procedure			Completion during 2023	Not achieved	SDG 12
		ESG Rating: performance of an ESG rating according to an international framework		Carrying out rating Ecovadis	2023	-	-	-		Achieved (for 2023)	SDG 12
		ESG Rating: assess extending the CDP rating to the entire Group			2027	-	-	-		New	SDG 12
		ESG Rating: assess registration with EcoVadis and completion of the related questionnaire		Carrying out rating Ecovadis	2025	-	-	-		Achieved (for 2025)	SDG 12
		Finance: issue a new sustainable financial instrument (Green Bond / Sustainability-linked Bond)			2023	-	-	-		New	SDG 12
		Finance: update the ESG Investment Framework			2023	-	-	-		New	SDG 12
Economic development and business model resilience	We want to create long-term economic value, for example through dividends, taxes and investments, and make our business model resilient to address new development and competitive scenarios.	Finance: establish a reporting process for investments, CAPEX, OPEX and revenues aligned with the EU Taxonomy to satisfy legislative reporting requirements for the 2022 Non-Financial Statement		On 22/12/2022 the draft document summarizing the process was sent to the stakeholders involved. On 17/01/2023, during the 2023 Taxonomy kick-off, the final version was to be presented, integrated with comments received by the 06/01/2023 deadline.	2022	-	-	-		Achieved	SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Economic development and business model resilience	We want to create long-term economic value, for example through dividends, taxes and investments, and make our business model resilient to address new development and competitive scenarios.	Conversion of the Group sales company into a benefit company			2027	-	-	-		New	SDG 12
		Assess opportunities to invest in storage technologies (H2, pumped-storage plants, thermal storage, batteries)			2027	-	-	-		New	SDG 11 SDG 12
		Assess whether new Engineering projects for the Alperia Group are aligned with the EU Taxonomy	Integration in feasibility studies		annual (after 2024)	% of Engineering projects aligned with the Taxonomy	-	-		New	SDG 12
		Assess whether new Innovation projects for the Alperia Group are aligned with the EU Taxonomy			annual (after 2024)	% of Innovation projects aligned with the Taxonomy	>80%	-		New	SDG 12
		Complete phase 2 of the AIFA project (Advanced Inflow Forecast Algorithm) to improve water-resource management, both with regard to plant performance and placement on the energy exchange			2024	-	-	-		New	SDG 6 SDG 7 SDG 12
		Carry out a gap analysis against the ESG Hydro-power Sustainability Standard of the International Hydropower Association on our plants and develop an action plan based on the results			2025	-	-	-		New	SDG 6 SDG 12
Security and accessibility of supply	We aim to ensure to safe, efficient and sustainable energy supply.	Increase the availability index of hydroelectric plants above 88%			2024	Hydroelectric plant availability index (%)	88			In progress	SDG 7 SDG 9
		Develop a system to schedule and plan maintenance measures in order to make our plants safer, while maintaining a balance between environmental impacts and production optimization			2024					In progress	SDG 7 SDG 9
		Participation in tenders for the reassignment of expiring AGP concessions and the related opportunity to acquire/assign new hydroelectric plants			2024	Installed hydroelectric capacity	1,52 GW	-	1,46 GW (2022)	New	SDG 7 SDG 9
		Launch of projects on pumping systems and development of electrochemical/hydrogen storage systems			2027	-	-	-		New	SDG 7 SDG 9
		Increase photovoltaic plant capacity (+13 MW)			2027	Increase in photovoltaic capacity	+13 MW	-		New	SDG 7 SDG 9
		Feasibility analysis for the use of deep geothermal energy			2027					New	SDG 7 SDG 9

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Security and accessibility of supply	We aim to ensure to safe, efficient and sustainable energy supply.	Development of 6 new district-heating plants, of which 3 biomass, 2 high-efficiency gas with absorbers, and one backup plant			2027	Number of new district-heating plants	6	-		New	SDG 7 SDG 9
		Acquisition of 2 biomass plants expected to enter service in 2025 and 2028			2027	Number of new district-heating plants acquired	6	-		New	SDG 7 SDG 9
		Biomethane: construction of 4 biomethane production plants			2027	Annual capacity (MSmc)	8	0		New	SDG 7 SDG 9
		Reduction in the duration of power outages	Annual remote-control plan	The planned measures in 2022 were achieved. A total of 146 secondary substations and disconnectors were remotely controlled.	annual	SAIDI (minutes)	Target level set by ARERA	24,56 (2022)	17,28	Achieved	SDG 7 SDG 9
		Reduction in the number of power outages	Annual plan for activating FNC automation in primary substations	FNC automation was activated on the medium-voltage lines of the Brennero and Prati di Vizze primary substations as planned for 2022.	annual	SAIFI (System Average Interruption Frequency Index)	Target level set by ARERA	1,68 (2022)	1,4	Achieved	SDG 7 SDG 9
		Establish which plants connected to our grid can be used in the desired island operation	Analysis of data concerning connected generation plants	Val d'Ultimo: at the end of 2022 a first meeting was held with Terna and Alperia Green Power to organize a black-start test around April/May 2023. Meetings are held approximately every three weeks to organize this test (Terna minutes are available). For Racines, a test was carried out in 2019; to make it available if needed, an agreement must be signed with the downstream distributor EW-Halle.	2022	-	-	-	-	Achieved	SDG 7; SDG 9

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Security and accessibility of supply	We aim to ensure to safe, efficient and sustainable energy supply.	Increase the number of remotely controlled secondary substations and disconnectors, to reduce switching times and ensure faster restoration of electricity service	Study of the medium-voltage grid configuration to identify strategic secondary substations and disconnectors to be remotely controlled for faster service restoration	The planned measures in 2022 were achieved. A total of 146 secondary substations and disconnectors were remotely controlled.	annual	Number of plants (annual)	Number defined in the annual remote-control plan	150 (2021)	146	Achieved	SDG 7; SDG 9
Asset integrity	We want to ensure maximum safety in our plants and protect personnel, the population and surrounding areas.	Definition of a communication plan to make AGP's commitment to ensuring the safety of its plants more visible to stakeholders and to report KPIs, such as inspections performed and solutions implemented, and progress within the Non-Financial Statement			2023	-	-	-		New	SDG 9
		Continue the Hydrosim 4.0 project			2023	-	-	-		In progress	SDG 6; SDG 9
		Create and implement a plan to proactively engage communities, (e.g. roadshows) on Asset Integrity			2024	-	-	-		In progress	SDG 9
		Increase cable undergrounding to increase the resilience of the electricity grid to extreme climate events	Application of the investment plan	Application of the investment plan	annual	Underground cables / total electricity grid (total)	-	74% (2021)	75%	Achieved	SDG 9
		Mapping/standardization of plants/buildings and identification of primary vulnerabilities, taking climate risk into account			2026	Plants mapped for climate risk (%)	100%	-	0%	New	SDG 9
Innovation, digitalization, research and development	We want to actively contribute to the energy transition and develop new technological solutions through innovative research projects that help limit negative externalities.	Increase investments in research and innovation	An updated innovation procedure will be implemented in 2023. This will support an even greater number of innovation projects.	A total of 41 projects were distributed across all Business Units.	annual	Investments in research and innovation (EUR million)	+5% relative annual increase	2 million (2021)	1.45 million (2022)	Not achieved	SDG 9

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Innovation, digitalization, research and development	We want to actively contribute to the energy transition and develop new technological solutions through innovative research projects that help limit negative externalities.	Increase the number of employees involved in innovation processes	An updated innovation procedure will be implemented in 2023. This will support an even greater number of innovation projects and people involved in projects.	A total of 41 projects were distributed across all Business Units, involving several people.	annual	Number of employees in research and innovation projects	More than the previous year	44 (2021)	43	Not achieved	SDG 9
		Implement a training curriculum to create an innovation culture	In 2023, a dedicated innovation training course is expected to be organized by Human Resources, in addition to the Start-up Factory.	Dedicated training during Start-up Factory 4 delivered by LUISS Business School and Gellify on innovation, entrepreneurship and open innovation.	annual	Number of employees trained on innovation topics	20 people/year with >5 hours/year	-	21 people;	Achieved	SDG 8; SDG 9
									21 hours/person		
		Development of KPIs to monitor the impact of Innovation Management			2023	-	-	-		New	SDG 9
		Innovation projects (or investments) linked to the SDGs			2024	Innovation projects (or investments) linked to SDGs / total innovation projects (or investments)	>80%	-		New	SDG 9; SDG 12
		Collaboration and pursuit of synergies with companies, start-ups and research institutes (OPEN INNOVATION)	The innovation procedure will be reviewed and updated in 2023.	Thanks to the innovation procedure and the Start-up Factory, several collaborative projects were implemented among Alperia, start-ups and research institutes.	annual	Number of projects with start-ups that led to initiatives / Total proposed projects, or alternatively SROI calculation per individual project	>5	-	21	Achieved	SDG 9
		Develop tools and support the implementation of entrepreneurs' best ideas during and after the acceleration phase, supporting them through the Start-up Factory process	Once the updated innovation procedure is in force, employees will be able to submit their ideas through myIdeas.	During Start-up Factory, 4 Alperia employees had the opportunity to apply with their own ideas.	annual	Number of proposals on the online portal	10	-	12	Achieved	SDG 9

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Innovation, digitalization, research and development	We want to actively contribute to the energy transition and develop new technological solutions through innovative research projects that help limit negative externalities.	Introduction of a Trend Management system and dissemination of the tool throughout the organization			2025	-	-	-		In progress	SDG 9
		Increase our commitment to developing technologies to create and use hydrogen	-Construction of two hydrogen plants from renewable sources; -construction and operation, (through IIT), of 4 hydrogen distribution sites for buses and trucks, one temporary site for the 2026 Olympics, -possible development of services to support corporate customers (e.g. hydrogen use in cogenerators)		2027	H2 production per day (t)	5	0		New	SDG 7 SDG 9
		Complete the Smart Meter return plan from the Province	Compliance with the plan shared and approved with the Authority	Compliance with the plan shared and approved with the Authority	annual	Number of smart meters installed	Compliance with the plan shared and approved with the Authority	46,403	49,809	Achieved	SDG 7 SDG 9
		Establish a plan to present the Smart Edyna project to stakeholders, (e.g. the public, schools and customers)	The Edyna management team, together with Alperia Communications, will publicize the Smart Edyna project.		2023	-	-	-		New	SDG 9

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Innovation, digitalization, research and development	We want to actively contribute to the energy transition and develop new technological solutions through innovative research projects that help limit negative externalities.	Assess the integration of sustainability criteria in the selection of PV panel suppliers, considering circular economy aspects such as how products are manufactured and whether they can be reused and recycled	Include specific assessment criteria in the supplier selection process.		2023	-	-	-		New	SDG 9 SDG 12
Cyber security & Data Protection	We want to ensure the security of IT systems and the protection of all data.	Obtain and maintain ISO 27701 certification – Privacy Information Management System	Achieved: partner identified, assignment awarded, implementation started in OneTrust	ISO 27701:2019 certification obtained	2022	Percentage of achievement	100%	100%	100%	Achieved	SDG 9
		over the years									
		Maintain ISO 27001 certification over the years for the agreed scope	Achieved: ISO/IEC 27001:2013 certification renewed in June 2022	Annual ISO 27001 audits	annual	Cybersecurity and ISO 27001 compliance	100%	100%	100%	Achieved	SDG 9
		No security incidents regarding information management and data protection	Numerous technical initiatives to increase the security of corporate IT systems	Implementation of a Zero Trust solution	annual	Security incidents	0		0	Achieved	SDG 9
		Ensure business continuity in the event of IT incidents (e.g. server failures and power outages)	Developed new backup solutions using immutability and encryption technologies (VEEAM)	Expansion of platforms to ensure full compatibility of infrastructures with requirements	annual	Business continuity and disaster recovery	100%	100%		Achieved	SDG 9
		Monitor IT systems to ensure proactive and reactive intervention in the presence of security events during staffed IT periods		Maintenance of the SOC service and progressive extension to other areas	2022	Number of security incidents notified by the SOC	-	-		Achieved	SDG 9

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented in 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Cyber security & Data Protection	We want to ensure the security of IT systems and the protection of all data.	Create a culture of cybersecurity and data protection among our employees in order to reduce overall system risks	Achieved: data protection and security awareness program created, with more than 85% of personnel participating	Cyber Security & Data Protection training plan	2022	Percentage of employees participating out of the total invited to privacy and Cyber GDPR courses	85%	85%	85%	Achieved	SDG 9

Customers

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Sustainable energy products and services	We want to promote an integrated value proposition (commodities and services), focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization.	Internal and external communication campaign focused on a single point of contact for customers' energy transition		Publication of articles in our magazine with virtuous examples of customers choosing green solutions; publication of the same articles on MyAlperia; commercial propositions to customers including all Alperia Group services, with AGF as partner for the energy transition; participation in events presenting all Alperia Group services, with AGF as energy-transition partner.	2023	-	-	-	-	Achieved	SDG 12
		Among the various project options, also present the one with the most sustainable impact (during construction, operation and decommissioning, and considering the life cycle of materials and equipment used)			2023	-	-	-		New	SDG 12
		49% of gas sold, based on volume, is green gas (offset gas and biomethane).			2027	% of green gas sold	49	6	5	New	SDG 7 SDG12 SDG 13
		Share of green gas sold in line with the Business Plan			annual (after 2023)	% of green gas sold	21% (2023)			New	
		72% of electricity sold, based on volume, is green.			2027	% of green electricity sold	72	39	35	New	SDG 7 SDG 12 SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Sustainable energy products and services	We want to promote an integrated value proposition (commodities and services), focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization.	Share of green electricity sold in line with the Business Plan			annual (after 2023)	% of green electricity sold	47% (2023)			New	
		Development of wholesale volumes (ATR) in line with the Scope 3 emissions reduction objective			2031					New	SDG 12 SDG 13
		Increase the share of sales of sustainable products and services to 60%			2027	Share of sales of sustainable products and services (%)	60	47 (2021)	45	New	SDG 7 SDG 12
		Definition of a target value for the share of revenue from sustainable products and services as part of Vision 2031 / Business Plan, and subsequent anchoring of objectives in the Commercial Plan		Target value for the share of revenue from sustainable products and services as part of Vision 2031 / Business Plan 2023-2027 defined.	2023	-	-	-		Achieved	SDG 12
		Definition of internal guidelines to promote awareness among corporate customers of our green products, in line with Alperia's sustainable brand			2023	Internal guidelines	-	-		New	SDG 12
		Definition and implementation of measures to ensure account managers are consistent with Alperia's green image with SMEs and corporate customers (e.g. electric cars and documentation)	Definition of an employee engagement and training program on the topic, with possible drafting of related guidelines.		2023	Approval of internal procedure / workshops with account managers	-	-		New	SDG 12
		Assess an exclusive offsetting project in line with SBTi	Check and search for an exclusive project		2023	-	-	-	-	New	SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Sustainable energy products and services	We want to promote an integrated value proposition (commodities and services), focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization.	Increase thermal energy sold by +155 GWht (+57%) through expansion of existing networks, new plants and acquisitions, reaching 431 GWht in 2027	Expansion: -Merano 138 GWht (+11%); -Bolzano 230 GWht (+100%); -Sesto 22 GWht (+2%); -Chiusa 17 GWht (+8%); -Verano 2 GWht; new -acquisition 22 GWht.		2027	Thermal energy sold (GWht)	431	276 GWht (2022)		New	SDG 7 SDG 13
		Increase customers served by district heating			2024	% of new district-heating contracts signed	+25% public customers; +14% non-public customers	2021		New	SDG 7 SDG 11 SDG 13
		Awareness campaign for district heating with municipalities	Plan with Corporate Communication		2023	-	-	-	-	New	SDG 7 SDG 11 SDG 13
		Raise awareness in the public sector regarding the connection of public buildings to the district-heating network and the purchase of green electricity, within the framework of the new Climate Plan	To verify implementation of the provincial plan objectives and assess whether comments/proposals submitted during consultation have been incorporated, Part II of the PAB Climate Energy Plan 2040, to be published in 2023, will need to be analyzed.	In 2022, Part I of the PAB Climate Energy Plan 2040 was published; it contains the general framework and does not address how the general objectives will be implemented.	2022					In progress	SDG 7 SDG 11 SDG 12 SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Sustainable energy products and services	We want to promote an integrated value proposition (commodities and services), focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization.	Increase the spread of domestic and corporate photovoltaic installations for apartment buildings, SMEs and PA	Alperia My Home project for photovoltaic installation in South Tyrol and subsequently in Veneto		2027	Total cumulative installed capacity (MW)	84.8 MW	4 MW (2022)		New	SDG 7 SDG 11 SDG 12 SDG 13
		Increase emissions avoided by energy-efficiency projects with customers in line with the Business Plan	CO ₂ emissions reduction according to the Emissions Avoided Plan 2020-2024	Implementation of energy-efficiency measures at customers' sites, both in the industrial and building sectors.	2024	Tonnes of CO ₂ avoided by third-party customers through energy-efficiency services	Reduction of 208 kton CO ₂ by 2024 (cumulative 2020-2024 value compared with 2019 emissions)		23,215 tCO ₂ avoided by EPC/EPS projects; 178.69 tCO ₂ avoided by BES free-building projects (including EcoBonus window replacement and 65% tax-deductible plant installations, covering 385 applications and one condominium project under the EcoBonus scheme.)	Achieved	SDG 7 SDG 11 SDG 12 SDG 13
									156 tCO ₂ avoided by Sybil projects		
		E-mobility: expand the number of public charging infrastructures managed			2027	Public charging points (number)	3000	1000 (2022)		New	SDG 7 SDG 11 SDG 12 SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Sustainable energy products and services	We want to promote an integrated value proposition (commodities and services), focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization	Energy Communities: development of distributed self-consumption solutions	Key development levers: -technological platform as a differentiating factor; -ability to offer advisory services for establishing energy communities, -collecting community members, which requires a legal entity, bureaucratic/regulatory support and technical support; -collaboration with banking institutions to finance any portion not covered by incentives and, at the same time, reach their customer base.		2027	Cumulative number of prosumers	1431	0		New	SDG 7 SDG 11 SDG 12
		E-mobility: expansion of the number of private charging infrastructures			2027	Number of wallboxes sold	1000	400 (2022)		New	SDG 7 SDG 11 SDG 12
		E-mobility: promote CarSharing based on 100% electric vehicles			2027					New	SDG 7 SDG 11 SDG 12
		E-mobility: increase the amount of green energy supplied			2027	Energy supplied (GWh)	47	3		New	SDG 7; SDG 11 SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Sustainable energy products and services	We want to promote an integrated value proposition (commodities and services), focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization	Care4u: expand teleassistance services for healthcare facilities	Offers a range of teleassistance services through continuous patient monitoring, enabling assistance wherever patients are located: residential homes for older people, care homes, clinics, hospitals or their own homes.		2027	Active customers activated	400	5 (2022)		New	SDG 11 SDG 12
Customer satisfaction	We want to offer our customers fast, solution-oriented customer service and improve the customer experience.	95% of calls to the toll-free number are answered.	Reorganization/increase in personnel; implementation of the Call Center in Salesforce → partly developed;		annual	Share of phone calls answered	95%	94%	85%	Not achieved	SDG 12
			assessment of an external call center.								
		Standardization and improvement of replies to complaints and monitoring of response times.			annual	Share of complaints handled promptly (within 30 days)	99%	99.5%	99.8%	Achieved	SDG 12
		Contain the number of complaints: (Number of complaints fewer than 0.14 complaints per 100 customers)			annual	Number of complaints per 100 customers	<0.14	0.13	0.11	Achieved	SDG 12
		Increase sales points accessible to customers with disabilities or disadvantaged categories (e.g. pensioners)			2027	% of sales points accessible to customers with disabilities	-	-		New	SDG 12
		Create a communication channel accessible to customers with disabilities or disadvantaged categories (e.g. pensioners), such as a website in plain language			2027	-	-	-		New	SDG 12

Green Mission

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Energy	We want to make our energy consumption more efficient.	Implementation of BIM and adoption of consumption monitoring systems and BMS systems	Choose an energy monitoring and reporting system.		2027	-	-	-	-	New	SDG 7
		Completion of the ISO 50001 certification process for Group sites.	Certification audit for pilot sites scheduled for June 2022	ISO 50001 certification obtained for Bolzano district heating Alperia Ecoplus and Ponte Gardena power plant Alperia Green Power. ISO 50001 is also being implemented at the Alperia Dodiciville site.	2022	Number of certified sites	2	0	2	Achieved	SDG 7
		ISO 50001 certification for all Group buildings			2027	% of ISO 50001-certified sites	100			New	SDG 7
		Completion of the ISO 50001 certification process for Alperia Ecoplus, Bolzano site	ISO 50001 certification		2023	-	-	-	-	In progress	SDG 7
		Development of initiatives following energy audits at company sites	Energy audits performed and completed on 19/12/2022		annual	toe saved / toe savings identified in the energy audits	-	-		Achieved	SDG 7
		Preparation of a list of energy-efficiency projects for both civil and operational sites, including proposal, budget estimate and quantification of expected savings	Preparation of the list of activities to be implemented in the 2023 budget and progressive inclusion of energy-efficiency measures in the action plans of ISO 50001-certified sites/companies.		annual	-	-	-		Achieved	SDG 7
		Energy-efficiency measures on civil buildings			2027	Consumption in civil buildings (kWh/sqm)	97	137		New	SDG 7

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Energy	We want to make our energy consumption more efficient.	Installation of a second microfilter in the Sesto plant to eliminate diesel use	Project completion and implementation of the measure		2023	Diesel saved through the measures	50,000 l			In progress	SDG 7
		Implement measures to disseminate a culture of energy saving			2025	-	-	-		New	SDG 7
Emissions	We want to achieve Net Zero by 2040 by significantly reducing our greenhouse gas emissions.	Definition of responsibilities within General Management for achieving Net Zero	-Assignment of topic responsibility to General Management; -hiring of a Climate Manager strategically responsible for the topic at Group level, including monitoring and refinement of the climate strategy, -definition of SBTi targets, monitoring and reporting, with direct reporting to General Management.	Hiring of a Climate Manager	2022					Achieved	SDG 13
		Definition and monitoring of SBTi targets for the Alperia Group			Nov-23					New	SDG 13
		Scope 1: reduce Scope 1 CO ₂ e emissions by 39% by 2027 and offset unavoidable emissions	-Sustainable growth through biomass plants for district heating and use of other sustainable sources/technologies; -transition from fossil fuels to renewables for heating and fleet.		2027	% reduction in tonnes of CO ₂ e	-39%	-		New	SDG 13
		Scope 1: increase energy production from photovoltaic systems for self-consumption			2027	Installed capacity of photovoltaic plants	943 kW	156 kW		New	SDG 7 SDG 11 SDG 13
		Scope 1: reduce CO ₂ emissions from internal mobility			2027	Reduction of CO ₂ emissions from internal mobility	-32%	-5% (2022)		New	SDG 11 SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Emissions	We want to achieve Net Zero by 2040 by significantly reducing our greenhouse gas emissions.	Scope 1: the new fleet of Alperia Green Future will operate at zero emissions (hybrids/ plug-ins with offsetting of residual emissions)	Purchase of new hybrid cars, depending on market trends and difficulties. Offset residual emissions through purchase of offsetting certificates.		2026	Emissions from the use of company cars, (without offsetting)	-	-		In progress	SDG 11 SDG 13
		Scope 1: the electrifiable vehicle fleet of the Group's new companies, Alperia Green Future, Hydrodata, Selsolar and Fintel, will operate at zero emissions.			2026	Number of electric vehicles in the company fleet	-	-		New	SDG 11 SDG 13
		Scope 1: the electrifiable vehicle fleet of Fintel will operate at zero emissions.			2026	Number of electric vehicles in the company fleet	-	-		New	SDG 11 SDG 13
		Scope 1: the electrifiable vehicle fleet of Selsolar will operate at zero emissions			2026	Number of electric vehicles in the company fleet	-	-		New	SDG 11 SDG 13
		Scope 1: identification of measures to reduce emissions in our plants	Implementation and monitoring of energy-efficiency projects through ISO 50001-certified Energy Management System (see Alperia Ecoplus Bolzano district-heating action plan and Alperia Greenpower Ponte Gardena action plan).	Implementation and monitoring of energy-efficiency projects through ISO 50001-certified Energy Management System (also being extended to Alperia Dodiciville; see draft Alperia Dodiciville action plan).	annual	-	-	-	-	Achieved	SDG 13
		Scope 1: include gas distribution network losses and F-Gas in the next Sustainability Report			2023					New	SDG 13
		Scope 1: implement a project/guidelines to increase awareness and better manage energy/emissions related to digitalization and data transmission			2027					New	SDG 12 SDG 13
		Scope 1: integrate former ABA, Hydrodata and Fintel companies into Alperia systems, thereby shutting down their data servers to increase energy efficiency and reduce emissions	System migration and data-center decommissioning		2023	Data-center shut-down				New	SDG 12 SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Emissions	We want to achieve Net Zero by 2040 by significantly reducing our greenhouse gas emissions.	Scope 1: include sustainability criteria (e.g. energy efficiency and use of renewable energy), in tenders for IT services and devices	During device procurement, the technical specifications defined in the Sustainability Plan were confirmed.	Inclusion of this requirement in the technical specifications of purchase tenders.	2022	Confirmation of inclusion of the technical specification				Achieved	SDG 12 SDG 13
		Scope 1: consolidation and rationalization of the application map and data lake			2023	Go-live of the 2G measures project				New	SDG 13
		Scope 2: 4% reduction by 2027 and offsetting of unavoidable emissions	Full switch to renewable electricity		2027	% reduction in tonnes of CO ₂ e	-4%			New	SDG 13
		Scope 2: reduce CO ₂ emissions from civil buildings	Redevelopment of all existing buildings with a view to achieving zero emissions: supply from renewable sources only, connection to district heating, smart technologies to minimize consumption, digitalized building management, BIM, energy-class reduction, etc.		2027	Reduction of CO ₂ emissions from civil buildings	-63%	-1% (2022)		New	SDG 11 SDG 13
		Scope 3: 47% reduction by 2027 and offsetting of emissions for the green gas product	-Gradual transition of electricity sales from non-green to green; -gradual transition of natural gas sales to green gas, including biomethane/H ₂ ; -integrated value proposition focused on the energy transition with 100% green offers and a portfolio of solutions enabling customer decarbonization: -consumption monitoring and heat pumps, -B2C and B2B photovoltaic systems, energy efficiency, district heating.		2027	% reduction in tonnes of CO ₂ e	-47%			New	SDG 3 SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Emissions	We want to achieve Net Zero by 2040 by significantly reducing our greenhouse gas emissions.	Scope 3: assess the completeness of Scope 3 emissions reporting in line with SBTi	Gap analysis: SBTi versus Sustainability Report reporting		2022					Achieved	SDG 13
		Scope 3: mobility analysis for new offices to identify measures for employees' green mobility	Employee survey planned for 2022	At the end of 2022, a home-work mobility survey was sent to all Group employees, and the results were published on MyAlperia in January 2023.	2022	Survey	1	-	1	Achieved	SDG 11 SDG 13
		Scope 3: reduce CO ₂ emissions from commuting			2027	Reduction of CO ₂ emissions from commuting	-17%	-3% (2022)		New	SDG 11 SDG 13
		Scope 3: define a procedure to encourage employees to use public transport		On 13/10/2022 REG 217.04 was revised, introducing the contribution also for public transport, to be paid in 2023.	2022	Procedure	1%	-	1	Achieved	SDG 11 SDG 13
		Scope 3: assess the possibility of creating parking spaces at offices outside South Tyrol for free charging of employees' private electric cars	As soon as the new Facility resource based in Veneto is available, action will be taken to extend the measures already in place in South Tyrol to those sites as well. Activities also include the installation of charging stations for employees.	REG 217.04 is being revised again to introduce a third incentive for employees with private vehicles: a value card for charging private electric vehicles. The initiative will also be extended to offices outside South Tyrol, requiring dedicated charging stations.	2022	-	-	-		Not achieved	SDG 11 SDG 13
		Offsetting: offset operational emissions to make the Alperia Group Carbon Neutral			annual	Number of VER certificates retired	100%		100%	Achieved	SDG 13
		Offsetting: offset operational emissions to make the Alperia Group Carbon Neutral			2023	Guideline	-	-		New	SDG 13

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Emissions	We want to achieve Net Zero by 2040 by significantly reducing our greenhouse gas emissions.	Offsetting: secure offsetting projects in line with the Science Based Targets initiative			2027		-	-		New	SDG 13
		Development of innovation projects and feasibility studies in biomethane, hydrogen, heat pumps, electric boilers, SF6 replacement and capture & storage to enable the technological switch needed to achieve Net Zero.			2027					New	SDG 7 SDG 9 SDG 13
		Avoided emissions: avoid 1,400 kton of CO2 equivalent			2027	kt CO2e avoided	1,400 kton CO2e	160 kton CO2e (2021)		New	SDG 3 SDG 13
Water	We want to minimize the impact of our hydroelectric power plants on nature and the environment and actively protect the biological diversity of watercourses.	Compliance with legal provisions relating to minimum vital flow / ecological flow	Possible continuation of these measures on other streams. Experimental Operation project: remote monitoring through cameras to increase inspection frequency and respond more quickly in case of obstructions, reducing the quantity released.	Improvement at several intakes (Rio Tovo, Rio Piles, Rio Monego and Rio Vallaccia) of the minimum vital flow release device.	annual	% compliance over total intakes managed	100% absence of objections		100	Achieved	SDG 6 SDG 15
		Assessment of installing sensors to detect blockages in minimum vital flow discharge			2025					New	SDG 6 SDG 15
		Construction of fish ladders and compensation measures	Construction of fish ladder in Lasa, entering operation at the beginning of 2023.		2023	Number of new fish ladders	1	-		In progress	SDG 6 SDG 15
		Extension of sediment management projects to all reservoirs serving the plants			2023	Reservoirs with sediment management programs / total reservoirs	100%	-		New	SDG 6 SDG 15
Water	We want to promote efficient and responsible use of water resources.	Maintain ongoing dialogue with stakeholders, such as agriculture, artificial snowmaking and fishing, regarding multiple use of the water resource	Signing/updating agreements: Kampenn/Virgl irrigation users; Schöneben snowmaking.	Frost protection guaranteed even when plants are out of service, as in Bressanone and Gorenza.	annual	-	-	-		Achieved	SDG 6 SDG 12
		Launch initiatives aimed at water saving			2027	-	-	-		New	SDG 6
		Introduce new projects and services that promote responsible use of the water resource			2024	Water savings	22 Mm3	-		In progress	SDG 6 SDG 11 SDG 12

Territory

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Added value for the territory	We want to create added value for our territory in various areas, including jobs, local taxes and social commitment.	Definition of a target value for the creation of added value within the next Business Plan for South Tyrol and the entire territory		Target value defined in the Business Plan and Vision 2031.	2022					Achieved	SDG 12
		Create added value for our territory, with particular focus on South Tyrol and Veneto			2027	Added value in the territory (EUR million)	300 per year			New	SDG 12
		Development of a written guideline focusing community investments on specific social and environmental outcomes and the desired impact expected for each program			2024	-	-	-		New	SDG 11 SDG 12
		Definition and reporting of impact KPIs			2024	-	-	-		New	SDG 11 SDG 12
		Communication campaign on the added value, or positive impact, created in the territory by Hydrodata or Alperia Innoveering projects			2025	-	-	-		New	SDG 12
		Measure and communicate the impacts of projects financed through environmental funds	Implementation of a communication program. Periodic reporting through KPIs to assess impact.		2024	-	-	-		New	SDG 11 SDG 12
		Increase spending on local community projects, (community Investments), strategic initiatives and projects for the community and for Alperia			2027	-	-	-		New	SDG 11 SDG 12
		Implement a project to reuse devices for disadvantaged people, also to extend the service life of the devices	In 2022, D&T received 135 requests for transfer of IT devices compliant with the internal regulation; all requests were fulfilled.	Maintenance of the service, which received significant participation from employees.	2022	% of devices transferred compared with requests received	>70% annually	100%	100%	Achieved	SDG 11 SDG 12
		Organize green events in collaboration with sponsored companies.			2023	Events	2			New	SDG 11 SDG 12
		Obtain Leed and WELL certifications for new projects	Leed & Weel certification for the Mera-no and Alperiatech projects		2025	Number of projects	2			New	SDG 11 SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Supply chain	We want to make our purchases as local and as environmentally and socially sustainable as possible.	Assess the elimination of plastic bottles from vending machines and introduction of fair-trade coffee and organic products in machines.	New tender	The new tender for beverage and snack distribution was awarded and, according to specifications, plastic bottles will no longer be supplied, while organic and fair-trade products will be increased.	2022	-	-	-		Achieved	SDG 12
		Extend measures taken in South Tyrol to offices in Veneto and Piemonte, for example water dispensers, plastic elimination, biodegradable coffee cups, and introduction of fair-trade coffee and organic products in machines.	Assessment of extension to new companies in Veneto		2024	-	-	-		New	SDG 12
		Supplier qualification: progressive introduction of minimum ESG standards to qualify as a Group supplier			2027	-	-	-		New	SDG 12
		Tenders: include the requirement for applicants to assess sustainability criteria for most economically advantageous tenders in the PR cover sheet.	New purchase requisition sheet with a dedicated sustainability point.		2022	-	-	-		Achieved	SDG 12
		Tenders: introduce minimum criteria in individual tender procedures	Organize working groups with Business Units to define a manual for minimum sustainability criteria for essential product groups and identify potential ESG risks in the supply chain.		2025	% of tender procedures with minimum ESG criteria	70	-		New	SDG 12
		Tenders: include environmental criteria for renovation projects above a threshold of EUR 200,000, for the following categories of work:	Restoration and conservative rehabilitation work; building renovation work; new construction work.	Done for ongoing projects.	annual	Number of significant renovation projects	100%			Achieved	SDG12
		Tenders: assess adoption of diversity criteria required by the Italian PNRR in procurement	Assessment of any tenders subject to PNRR legislation.		annual	-	-	-	-	Not achieved	SDG 12

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Supply chain	We want to make our purchases as local and as environmentally and socially sustainable as possible.	Tenders: assess the possibility of extending the sustainability criteria defined by the Alperia Group for various tenders (e.g. furniture and cleaning) also to new companies.	Include criteria in tenders issued in 2022.	A specific paragraph requiring compliance with certain sustainability criteria was included in technical tender specifications. In 2022, these criteria were included in tenders for furniture and beverage distributors.	2022	-	-	-		Achieved	SDG 12
		Tenders: assign scores in award procedures to predefined sustainability criteria, e.g. ESG rating, and introduce a monitoring system for the additional expenditure			2027	-	-	-		New	SDG 12
		Due diligence: assess drafting a written policy outlining management responsibilities for the social and environmental performance of the supply chain			2024	-	-	-		New	SDG 12
		Due diligence: assess carrying out an ESG assessment of the supply chain (e.g. CRIBIS, CERVED, EcoVadis)	-Assess different rating agencies; -define critical products and suppliers; -assess requesting the EcoVadis scorecard for main suppliers; -assess the possibility of sending an ESG self-assessment questionnaire to main suppliers.		2023	-	-	-	-	New	SDG 12
		Introduction of supplier awareness initiatives			2027	-	-	-		New	SDG 12
		Harmonize and centralize KPI reporting for the Non-Financial Statement for new companies.	Assessment among Procurement / AGF and General Management regarding centralization of AGF purchasing.		2024	-	-	-	-	New	SDG 12

People

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Health and safety at work	We want to promote a healthy and safe environment.	Health: introduction of a communication program on workstation ergonomics			2023	-	-	-		New	SDG 3
		Health: organize an ergonomics course			2023	-	-	-		New	SDG 3
		Health: organize stress-management training for employees, including prevention of abnormal situations			2023	-	-	-		New	SDG 3
		Health: development of Corporate Wellness measures and work arrangements consistent with smart working			2023	-	-	-		New	SDG 3
		Health: reduction of the absence rate	-Courses that stimulate employee empowerment; -working arrangements consistent with smart working while maintaining balance with in-person work, with smart-working (contracts at or above 50% smart working by 2027); -greater compliance with vacation planning, reducing the balance to fewer than seven days in 2027.		2027	Absence rate (days of absence per 1,000 hours worked)	<3.5	5.3 (2021)	5.8	New	SDG 3
		Safety: no accidents involving employees and external companies	Create culture; training for newly hired employees.	Inclusion of HSE in the corporate onboarding.	annual	Number of accidents with lost days	0	12 injuries with 242 days of absence		Not achieved	SDG 3
		Safety: offer safe-driving courses for operating personnel of new companies			2024	-	-	-		New	SDG 3
		Safety: improve monitoring of external companies for safety aspects in new companies			2025	-	-	-		New	SDG 3

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Employee engagement and development	We want to invest in a shared corporate culture based on trust and promote employee development and empowerment.	Increase the employee satisfaction index from 50% in 2019 to 55%	Employee climate surveys every 2/3 years.		2027	Employee satisfaction index	55%	-		In progress	SDG 8
		Assessment of ideas received on MyIdeas	In 2023, an Innovation section was also integrated into the myIdeas tool.	Ideas were received and assessed, but they could not be implemented.	annual	Number of proposals implemented	-	-		Achieved	SDG 8
		Extend regular feedback interviews to all Group companies (except Fintel and Selsolar)			2022	% of Group companies	100%	-		Achieved	SDG 8
		Introduction of 360-degree feedback			2023	Number of interviews	-	-		New	SDG 8
		Promotion of shared leadership and corporate culture: values, principles and behaviours	Create a program to facilitate communication among companies in order to create a common and open culture.	4 working groups developed concrete measures in the fields of Leadership, Performance Evaluation, Vision & Communication, and Meeting Culture, also involving the Culture Group.	2022	Number of meetings	-	-	Mentorship: 3 meetings with all Culture Group participants; working groups: individual meetings during the year	Achieved	SDG 8
		Maintain and develop corporate know-how and promote employee training	Talent management project and development of career plans; job-rotation systems and leadership training programs, e.g. leadership forum and coaching.		2027	Average training hours	28h	26.5h (2021)	30.3	New	SDG 8

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Employee engagement and development	We want to invest in a shared corporate culture based on trust and promote employee development and empowerment.	Continue to define uniform framework conditions for the Group		Uniform smart-working regulations were implemented in all companies except Fintel and Solar Total. Uniform treatment for the meal contribution was introduced in all companies outside South Tyrol; see trade-union agreement of 30/03/2022.	annual	Number of agreements/conventions	-	-		Achieved	SDG 8
Diversity and equal opportunities	We want to promote an inclusive and equal environment	Define a succession plan for key roles in Hydrodata, addressing generational change.			2025	-	-	-		New	SDG 5
		Formalize Diversity Management governance within Alperia by establishing a dedicated committee		The Equal Opportunities Committee was appointed in 2022.	2022	Committee established	-	-		Achieved	SDG 5
		Approval and publication of a Diversity and Inclusion policy for Group employees.		It was prepared in 2022 and will be published in 2023.	2022	Policy				Achieved	SDG 5
		Raise awareness among recruiters and Top Management of remuneration policy, with particular reference to the gender pay gap.	Recruiting event with recruiters and event with executives.		2023	-	-	-	-	New	SDG 5
		Reduce the gender pay gap between employees and middle managers with the same classification level			2027	Gender Pay Gap (employees at the same level)	0.95	0.93 (2022)	0.93	New	SDG 5
		Promotion of women's professional development within the Group	Specific training courses to increase women's empowerment; development plans; talent program; mentoring.	Two training measures dedicated to women were delivered and later also opened to men.	annual	Women promoted / total promotions	-	-	24%	Achieved	SDG 5
		Increase the share of women in the company and in 1° and 2°-level management			2027	% of women in the company	28%	26% (2022)		New	SDG 5

Material topics	Strategic objectives	Operational objectives	Planned measures	Measures implemented 2022	Dead-line	KPI	Target value	Year value / baseline	2022 value	Status	SDG
Diversity and equal opportunities	We want to promote an inclusive and equal environment	Increase the share of women in 1°- and 2°-level management			2027	% of women in management	27%	24% (2022)		New	SDG 5
		Promotion of flexible reduced working hours for men, women and managers	Introduction of new contractual arrangements to attract profiles interested in flexibility (e.g. new forms of part-time work and flexible hours).	Structured smart working was implemented in May 2022.	annual	Share of part-time personnel (%) and/or smart-working hours / total working hours	-	-	11% (employees with part-time contracts)	Achieved	SDG 5
		Promotion of voluntary equal parental leave	Video with fathers and various awareness measures.	Video with fathers to raise awareness among fathers on these topics.	annual	Hours of voluntary parental leave (men)	-	-	3135	Achieved	SDG 5
		Age diversity: promotion of intergenerational initiatives aimed at lowering the average age of women	-Transfer of corporate know-how through a succession plan, assessment of post-retirement part-time contracts to transfer skills, and mentoring programs.		2027	Average age of women	41	42		New	SDG 5
		Age diversity: promotion of intergenerational initiatives aimed at lowering the average age of men	Transfer of corporate know-how through a succession plan, assessment of post-retirement part-time contracts to transfer skills, and mentoring programs.		2027	Average age of men	45	43		New	SDG 5
		Age diversity: attraction of young talent and qualified professional profiles (bilingual in South Tyrol)	Collaboration with schools and universities and increase in the number of internships.		2027	Number of internships	60	53		New	SDG 5
		Cultural diversity: promote linguistic diversity and implement a language tandem in South Tyrol			2023					New	SDG 5