



2024 SUSTAINABILITY REPORT



ADVANCED DISTRIBUTION spa

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Introduction

Letter to Stakeholders

In this first sustainability report we tell our commitment to achieve a more responsible future, in harmony with the values that have always ruled our choices: collaboration, trust, determination and resilience"

(Gianni Lanfranco)



Dear Stakeholders,

with huge satisfaction, Caterina, Fabrizio, and I share with you our first sustainability report, an important step for AD that not only tells the story of our company, but also highlights our commitment in terms of a more responsible and careful future.

Advanced Distribution was founded in 1993 with the concept of being different, beyond traditional distribution companies: being "advanced." From the very beginning, we wanted to shape our business around flexibility and customization, adapting the expectations of the principal companies to the needs and characteristics of the Italian market and our partners. Our philosophy has always been clear: face challenges with determination, turn them into opportunities, and **act with ethics and respect** towards all our interlocutors, from employees to customers, from suppliers to the communities in which we operate.

I remember in '94, an episode that set the stage of our growth as a company and taught us **the value of trust and collaboration**: when we met Molten. At the time, the well-known brand was looking for a distributor for the Italian market, and despite the initial difficulties, we were given an extraordinary opportunity: Molten's export manager gave us the first balls on a consignment basis, **upon our word and enthusiasm as the only guarantee**. This episode is not just an entertaining story, but a concrete demonstration of what we are. That gesture of trust, marked the beginning of a collaboration that has lasted for over 30 years and today represents a fundamental part of our activity. From that first order, our company has consolidated its position in the sports equipment distribution sector over time, growing and structuring itself to welcome new partners. In 2014, our commitment was rewarded by the entrance of adidas into the AD family, confirming the importance of believing **in authentic relationships and mutual seriousness**.

Even in the most difficult moments, such as during COVID, we never gave up. We supported our customers and protected our collaborators, convinced that **the true value of a company lies in the well-being of the people who live it** and the communities with which it interacts. This attention is reflected today in employee welfare projects, initiatives for the territory, and numerous educational programs we collaborate on with the aim of bringing sport and its values into schools.

Looking at the future, we are committed to **combining economic growth and sustainability**. We are investing in renewable energies and smart energy management systems, improving workplace well-being, and promoting the adoption of an ethical code, always with the goal of being an example of an innovative, sustainable, and responsible enterprise.

We invite you to read this report not only as a document, but as **a story of our mission, our identity, and our values**. It is thanks to all our collaborators, customers, suppliers and partners who have always believed in us and accompanied us during this journey, that we have come this far and together we can continue to build a better future for new generations of young athletes.

Thank you for being part of this journey.

With gratitude,

Gianni Lanfranco

President of the Board of Directors AD SpA



Introduction

About AD SpA...

Corporate and Sports Values: A Shared Vision

It is with pride that AD presents its first sustainability report, and I have the honor to introduce this document which represents our commitment to a responsible future in harmony with the values that have led our company for over 30 years.

Thanks to the sports environment in which we have grown, we have always sought to bring the values learned on the playing field within the walls of our company. At the center of every decision, there is a deep respect for **teamwork, determination, and credibility**, principles that since 1993 have allowed our company to grow and maintain solid relationships with our partners.

Our corporate values are reflected in the universal principles of sport.

Just as in sport, teamwork is **the foundation on which building collective success**, where cohesion and harmony within the group allow us to achieve common goals. Determination, which pushes us to improve constantly, transforms into **perseverance** necessary to compete in a dynamic market: just as athletes train consistently to excel in their discipline. Finally, credibility is for us what **fairness** is in sports: the recognition of a victory based on transparency and respect for the rules.



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Since the beginning of our entrepreneurial adventure, we have believed in embracing initiatives that embody our desire to promote sport as an educational and social tool. Engaging young people in sports activities means transmitting values such as inclusion, discipline, and respect, contributing to the formation of a new generation more responsive to physical and mental well-being.

This sustainability report is not just a paper document: it is our declaration of intent. We want to demonstrate that economic performance, social responsibility, and environmental care can go hand in hand. And just like in sport, we know that the path to improvement requires commitment and constancy, but we are ready to fight because...

...future is a team game, and we are ready to fight & win together.

Fabrizio Ruffinatti
CEO AD SpA



Methodological Note

The first Sustainability Report prepared by AD SpA (non-listed company with headquarters in Via Peano 70 in Leinì -TO-) on a voluntary basis responds to the company's growing need to engage all stakeholders by providing a report not only on economic-financial performance but also, and above all, on environmental and social impacts and how both affect business activities.

Although AD SpA, by entity and revenue parameters, does not fall down the reporting obligation, the company has chosen to report the fiscal year voluntarily by adopting a structured process, with the aim of ensuring greater transparency towards its stakeholders.

The drafting of the document follows the guidelines indicated in the ESRS 1 and ESRS 2 - Fundamental Principles (2024 edition) standards, as well as the GRI 1 - Fundamental Principles (2021 edition), which are the most widely used frameworks for sustainability reporting (these standards were applied with the "with reference to" approach).

The disclosure process is based on the Principle of Double Materiality, which allows evaluating both the company's impact on the environment and people (inside-out), and how ESG issues influence the organization's governance and economic performance (outside-in). The material ESG aspects were identified through a detailed analysis reported in the section "Double Materiality Analysis and Main Stakeholders."

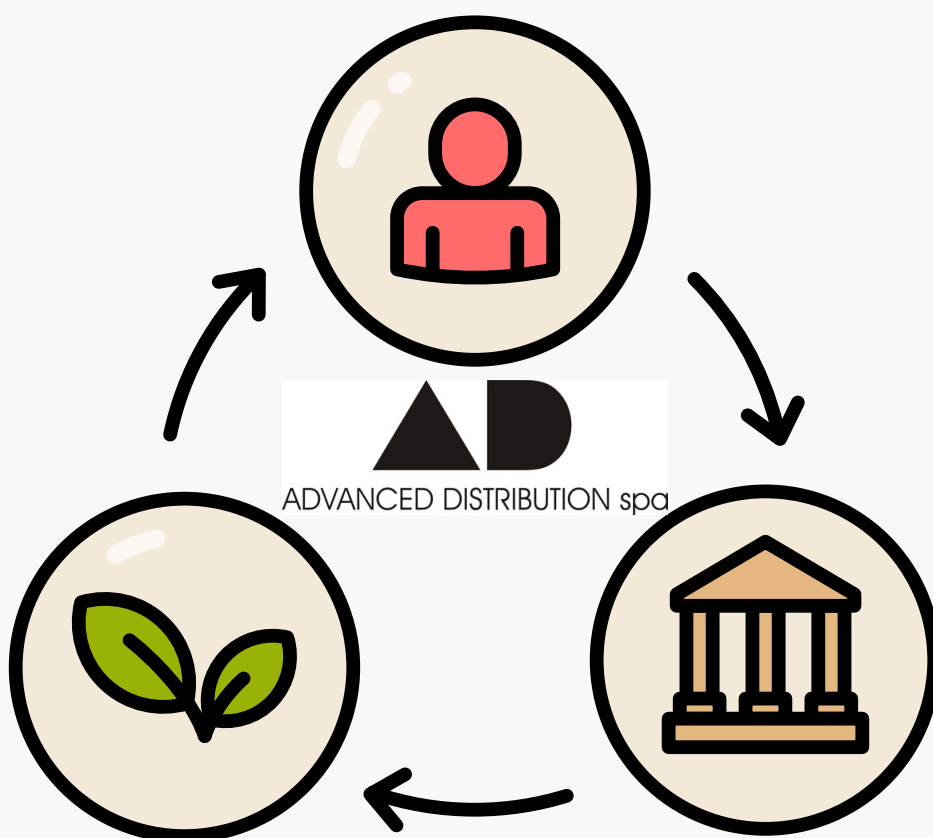


The drafting process of the Report involved several company departments, each responsible for collecting and managing information related to their areas of expertise. From the discussion with each department manager, values and growth opportunities emerged, cornerstones of the following activities:

- 01 Identification and evaluation of relevant ESG topics;
- 02 Selection of projects and initiatives to be included in the document;
- 03 Collection, verification and consolidation of the reported information;

The information contained in this Report refers to the fiscal year 2024 (from 01.01.2024 to 12.31.2024) and were approved by the Board of Directors of AD SpA in the meeting on 04.28.2025 (second call on 05.21.2025)

For further information, you can contact the competent staff at the following email address: Carla Maldi <c.maldi@advanced-distribution.com>



Highlights 2024

Identity and Values

32 years

Since 1993, the year of foundation, the company has operated with the goal of offering advanced and innovative distribution compared to traditional models.

sustainability

Commitment to ethical practices, respect for stakeholders, and voluntary sustainability reporting.

Commercial Successes

adidas - molten - carabinieri - super.natural

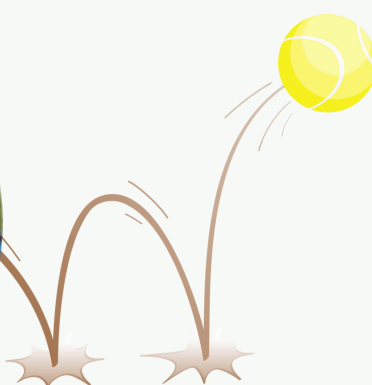
- Exclusive distribution for the Italian market of tennis products (footwear and apparel), volleyball (footwear and apparel), padel (footwear, apparel, and rackets) for adidas brand.
- Exclusive distribution for the Italian market for basketball, soccer, and volleyball balls for Molten brand.
- License of Carabinieri brand for an exclusive line.
- Market launch of innovative products focused on sustainability, thanks to the Super.natural line.

market leadership

- Padel (rackets)
- Basketball (balls)
- Volleyball (balls)

exponential growth

Company revenue quadrupled from 2020 to 2024.



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Innovation and Adaptability

covid-19

Growth in the padel sector, with an increase from €0 to over €3 millions in revenue in a few years

outsourced logistics

Optimization through partners such as Fercam and Difarco, improving efficiency and goods management

collaboration projects

- Synergy AD - Padel City, which operates both as a sports club and as a testing ground for products
- Creation of a Padel Academy, promoting sport and well-being
- Collaboration with Italian Tennis Federation to promote sport in schools, involving about 2,000 students



Sustainable Projects

corporate welfare

Private health insurance for employees, free internal gym

smart home systems

Use of waste containment and low environmental impact heat generation systems

Operational Structure

widespread sales network

8 geographical areas covered by almost 10 agents

consolidated relationships with suppliers

Long-standing partnerships with adidas and Molten

company team

Teamwork appreciation, with low turnover and focus on training



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Our Identity

Timeline: the 11 fundamental steps

- **1993:** The company was founded by the four partners Pandoli, Lanfranco, Raviolo, and Maletto. Beginning of the activity as a distributor for Converse and Tretorn, with a traditional approach for Tretorn and a definitely more innovative one in the management of operational and financial responsibilities for Converse;
- **1994:** Beginning of the collaboration with Molten;
- **2000:** One of the most difficult periods for AD begins with the loss of Converse brand. The resilience and strength of the company to reinvent itself, however, prevail with the beginning of the distribution of K-Swiss brand;
- **2003:** Ruffinatti joins the company; Prince joins AD brands, first as an agency, then as an exclusive distribution for Italian market;
- **2007:** Relevant projects with CONI, in particular way with AGS (Advanced Ground System) brand;
- **2014:** Beginning of the partnership with adidas for tennis, starting a path of exclusive distribution in Italy;
- **2019:** Acquisition of Carabinieri brand license;
- **2020:** Boom into padel market (exploded during COVID period), leading to a significant revenue growth for padel rackets;
- **2021:** Change at the top of the shareholding structure with redistribution of shares among the current shareholders;
- **2024:** Partnership with super.natural brand for the exclusive distribution of its products in Italy;
- **2025:** Publication of the first sustainability report;

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Our Identity

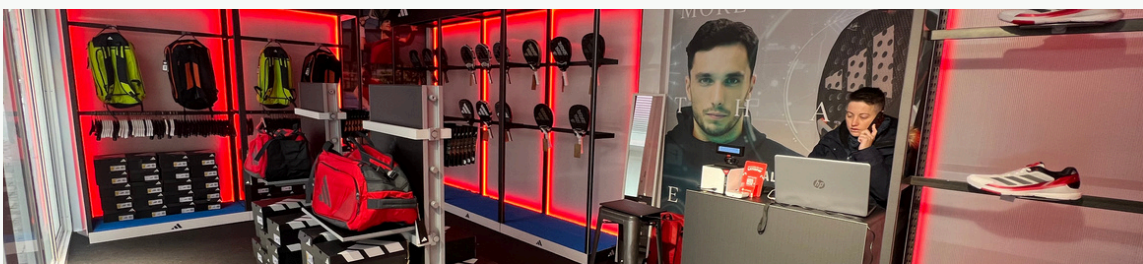
Our story

Advanced Distribution S.p.A. was born in 1993 by the vision and knowledge of the sports world of four passionate partners. From the very beginning, the company stood out for its innovative approach, capable of adapting to market changes and anticipating customer needs. This pioneering spirit is well represented by the company's name, "Advanced Distribution," which summarizes the ambition to go beyond the traditional role of a distributor.

In the early period of activity, AD engaged as a distributor first for Tretorn, then in 1994 for Molten, a well-known Japanese sports balls manufacturer, with a flexible and customized operational model for its partners. The collaboration with Converse, active since the company's founding year, is very important: AD is not a simple partner-distributor, it assumes all operational and financial responsibilities on behalf of Converse Italy. This innovative approach ensures efficiency and results, up to 2000, when Converse changes strategy and the collaboration stops.

Despite this temporary difficulty, Advanced Distribution continues its growth path. In 2003, it began distributing Prince brand, expanding its product portfolio and consolidating its position in the sports sector. Year 2007 marks an important milestone with projects carried out in collaboration with CONI (with the project known as "alfabetizzazione motoria"), thanks to the use of AGS (Advanced Ground System) brand products, emphasizing the company's commitment in offering innovative and high-quality solutions.

The most significant turning point came in 2014: adidas chose AD to start an exclusive distribution partnership in Italy for tennis-related products (footwear and clothing). This agreement allowed Advanced Distribution to grow further. The company consolidated its position in the Italian market and also briefly experimented a distribution project in Germany: this experience had been very hard due to unfavorable market dynamics nevertheless AD showed great ambition.



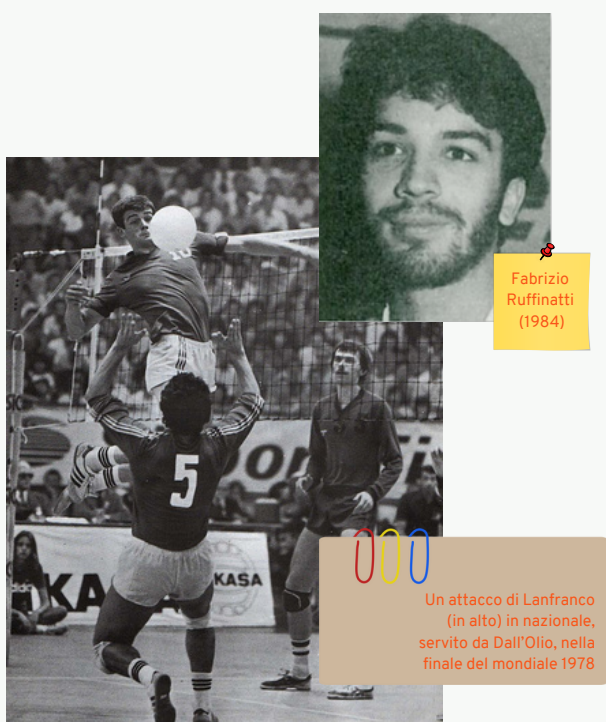
Another important step has been represented by the acquisition of Carabinieri brand license, in 2019. This agreement is not only a recognition of AD's prestige but also a symbol of the values shared by the company, such as respect, protection, and link to the community.

During the COVID-19 period, the company faced new challenges but shaped extraordinary opportunities, too! Among the sports allowed during lockdown, tennis and padel emerged as rapidly growing activities. AD invested foresightedly in padel, highly increasing the revenue related to this sector in a few years. From a few thousand euros, padel racket sales rapidly grow, reaching record revenues in a short time, once again confirming the company's ability to turn difficulties into growth opportunities.

In 2024, the arrival of super.natural brand amongst the distributed brands completes the offer of premium and top-of-the-line products.

Over the years, the company established partnerships fundamental for its growth: AD had been a partner of LND Lega Nazionale Dilettanti calcio and it is still a partner of the Italian Basketball Federation, the Italian Volleyball Federation, the National Basketball League A series, the National Basketball League A2 series, and the National Women's Volleyball League. Moreover, many collaborations with padel and tennis clubs, basketball and volleyball teams, athletes, coaches, and testimonials are noteworthy.

Today, Advanced Distribution is a reference point in the Italian sports market, managing logistics and distribution with a mix of innovation and attention to sustainability. Its growth is a successful mix of a steady attention to employee well-being and enhancement of its social impact. With a farsighted eye to the future, AD continues to grow, remaining clung to its founding values: flexibility, ethics, and innovation.



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Our Identity

Mission, Vision, Values

Mission

Advanced Distribution S.p.A. aims to be a reference point for the distribution of sports articles, combining a passion for sport, innovation and an ethical approach. Its mission is to offer customized solutions that respond to the needs of suppliers and the Italian market, maintaining a focus on human value and sustainability. The company promotes sport as a vehicle for well-being, inclusion, and personal development, providing not only high-quality products but also projects and initiatives that bring people closer to the sports culture. Advanced Distribution works every day to create value and build relationships based on trust, transparency, and responsibility, with a strong commitment to its stakeholders.



Vision

Advanced Distribution's vision is to lead the evolution of sports distribution, anticipating market trends and becoming a model of innovation and sustainability. The company envisions a future in which the connection between sports and business is strengthened, creating a positive impact on communities and the environment. Through collaborations with Padel City sports club and contributions to educational initiatives such as "Racchette in Classe" project, AD aims to become a promoter of well-being, inspiring young people and families in discovering the value of sports. Advanced Distribution also aspires to strengthen its role as a trusted partner for the brands it represents, always offering maximum reliability and quality in order to grow and evolve.



Values

The values of Advanced Distribution are the heart of its identity and guide every choice and action. The first foundation stone of the values is represented by both **ethics and integrity**: the company operates with **fairness, respect, and transparency**, setting needs of employees, customers, and suppliers at the center. **Flexibility** is another pillar: it shows the company's ability to adapt to challenges and build customized solutions for each partner.

Innovation and foresight are rooted in the company's history, which constantly seeks new ways to improve and anticipate the needs of a constantly evolving market. Perseverance and credibility are AD's distinctive traits, which, for over thirty years, have built its success with dedication and commitment. This is accompanied by a strong focus on **sustainability**, both from an environmental perspective, with initiatives such as the adoption of smart home systems for energy saving and optimized logistics, and from a social perspective, thanks to projects that promote well-being among employees and sports in local communities.

The **passion for sports** is the common thread that connects all sides of the business: it is an inner part of the corporate culture, an element that guides every interaction and initiative. The culture of teamwork and attention to personal growth complete the portrait: in Advanced Distribution, every collaborator is encouraged to give their best in a harmonious and inclusive team.



Activities & Business Model

Advanced Distribution S.p.A. stands out for its agile business model, focused on customization, innovation, and attention to details. The company strategy is based on four fundamental pillars: **commercial organization, target market, services and operational method.**

Commercial Organization

Advanced Distribution S.p.A. boasts a structured commercial organization combining a well-organized sales network with an efficient internal management, ensuring a high level of service and support to customers. The company relies on a highly specialized sales network distributed throughout the national territory. The system is divided into **8 main geographical areas**, each managed by a dedicated agency or representative:

1. **North-West:** Piemonte, Liguria, Valle d'Aosta
2. **North:** Lombardia, including the provinces of Piacenza and Parma
3. **North-East:** Veneto, Trentino-Alto Adige, Friuli-Venezia Giulia, Emilia Romagna (excluding the provinces already aggregated to the North) and northern Marche
4. **Center-North:** Toscana and Umbria
5. **Center-South:** Lazio and Abruzzo
6. **South:** Campania, Puglia, Basilicata, Molise and Calabria
7. **Sicilia**
8. **Sardegna**

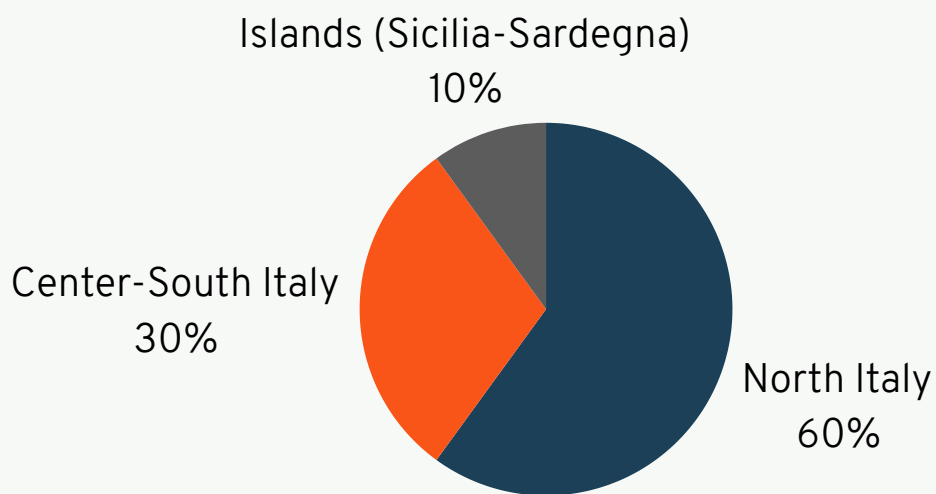


Each area is managed by a coordinator who directly work with the internal commercial team to ensure fast interaction with customers and a prompt response to their needs.

Clients distribution

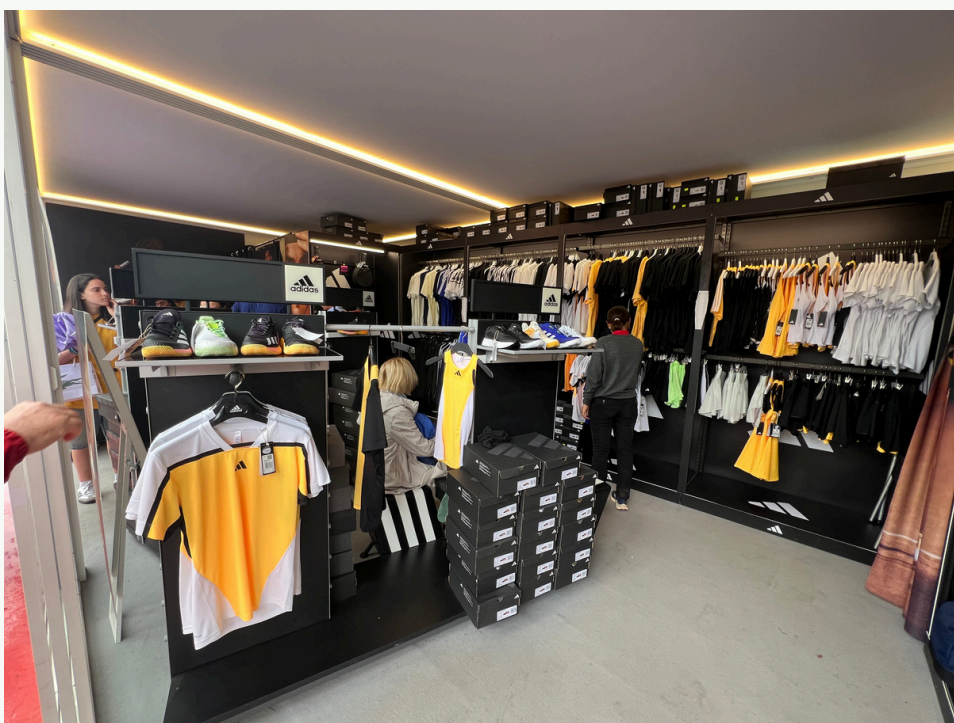
The company has approximately 1300 clients divided into large chains, sector specialists and general retailers. The geographical distribution of clients (like the revenue distribution) reflects market trends and the concentration of sales points in different areas. It is distributed as follows:

- North Italy: 60%
- Center-South Italy: 30%
- Islands (Sicilia and Sardegna): 10%



1300
CLIENTS

10
AGENTS



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Diversified Client Base

Advanced Distribution serves a wide range of clients, with targeted approaches for each type:

- **Key Accounts and Sports Chains:**
 - Collaborations with major names such as Cisaifa, Decathlon, King, Nencini, DF Sport Specialist, and Game 7 Athletics.
 - Sports chains represent a significant share of market due to their nationwide distribution and the variety of products offered in their sales points.
- **Sector Specialists:**
 - Clients focused on specific sports such as padel, tennis, volleyball, basketball, and soccer. These retailers build 80% of their business around their reference sport sector.
 - Many of these specialists also offer complementary products to meet the needs of a wider clientele.
- **Sports Clubs and Associations:**
 - Tennis and padel clubs, basketball, volleyball, and soccer sports societies, including professional Serie A teams.
 - Targeted sponsorships, such as Padel City, create a direct connection between represented brands and the end user.
- **Educational Projects and Loyalty Programs:**
 - Collaboration with large-scale distribution through loyalty programs like the reward catalogues for Esselunga, where adidas and Molten products are used to promote sports in schools and within sports societies.



Logistic Locations

The company mainly operates through two outsourced logistics hubs:

- Fercam: Located in Turin, it manages logistics for Molten, Carabinieri products, and the adidas padel line.



- Difarco: Based in Piacenza, primarily dedicated to the distribution of adidas products, particularly those related to tennis.



The commercial activity is integrated with Padel City sports club, located by the company headquarter, which serves both as a sports center and a testing ground for products. This approach enhances the corporate image and fosters a direct relationship with customers and buyers, offering real product testing in a live context. With this organization, Advanced Distribution ensures a complete coverage of the Italian market, combined with a direct and timely management of each client's needs.



Activities & Business Model

Target Market

Advanced Distribution operates in the sports articles distribution sector, with a strategic focus on disciplines such as tennis, padel, and basketball, and a consolidated presence in volleyball and soccer. Thanks to collaborations with prestigious brands such as adidas and Molten, the company holds leadership positions in the basketball, volleyball, and padel racket markets.

Customer types are diversified and include:

- **Sports chains** like Cisalfa and Decathlon, with which the company continuously collaborates to distribute a wide range of products;
- **Sector specialists**, focused on specific sports like padel and tennis, which represent a significant share of the company's market;
- **Sports clubs and professional societies**, including Serie A clubs, that not only purchase products but also amplify their visibility through direct use on the field;



The geographical distribution of clients reflects market trends: the massive share of revenue comes from Northern Italy, the remaining from Central-Southern Italy, completed by a smaller share coming from the island areas. This balance allows Advanced Distribution to maintain a strong presence in the territory and a solid network of relationships.

Activities & Business Model

Services

Advanced Distribution stands out for a range of integrated services that go beyond simple distribution. The core model is a balance of:

- 01** Customized solutions for clients, developed through constant dialogue with the sales network and a deep understanding of market needs;
- 02** Outsourced logistics, through partners like Fercam and Difarco, ensuring precision in deliveries and optimal stock management. This strategic choice has improved efficiency and reduced waste, contributing to sustainability goals;
- 03** Marketing and promotion: The company invests in sports events, sponsorships, and educational projects that involve thousands of young people. These projects not only promote sports values but also strengthen the visibility of the distributed brands.

A distinctive element is represented by Padel City, the sports club that collaborates with Advanced Distribution, serving as a location for product testing and experiential marketing platform. This approach not only enhances the corporate image, but also creates a real context where clients and buyers can experience the quality of products firsthand.



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Activities & Business Model

Operational Method



At the center of the operational method is the enhancement of human capital. The corporate culture promotes teamwork and innovation, encouraging a collaborative environment where employees are stimulated to grow through continuous training. This approach contributes not only to the company's growth but also to the creation of a responsible and future-oriented business model.

Advanced Distribution's methodological approach combines strategic planning, technological innovation, and attention to sustainability. Each sales season is well planned in advance, with orders managed through a computerized system that ensures precision and traceability. The organization is characterized by close collaboration between the sales network and the internal team, allowing market needs to align with company objectives.

Relationships with suppliers are based on professional order management. In terms of sustainability, the company relies on collaboration with top-level logistics hubs to reduce its environmental impact by optimizing distribution chain processes.

Certifications

Advanced Distribution S.p.A. stands out for its commitment to quality, customer satisfaction, and continuous improvement, as evidenced by compliance with the **UNI EN ISO 9001:2015** standard and the "**Corporate Quality Policy Statement**" that suggests guidelines for every aspect of the company's activities.

These certifications prove that the company's quality management system is designed to ensure rigorous process control and meet high standards, offering excellent products and services.

ISO 9001:2015 Certification

CQY CERTIQUALITY

CERTIFICATO n° **1460 QM**
CERTIFICATE n°

SI CERTIFICA CHE L'ORGANIZZAZIONE
WE HEREBY CERTIFY THAT THE ORGANIZATION

AD
ADVANCED DISTRIBUTION spa
ADVANCED DISTRIBUTION S.p.A.

I – 10040 LEINI' (TO) – Via Peano, 70
NELLE SEGUENTI UNITA' OPERATIVE / IN THE FOLLOWING OPERATIVE UNITS
I – 10040 LEINI' (TO) – Via Peano, 70

HA ATTUATO E MANTIENE UN SISTEMA DI GESTIONE QUALITA' CHE E' CONFORME ALLA NORMA
HAS IMPLEMENTED AND MAINTAINS A QUALITY MANAGEMENT SYSTEM WHICH COMPLIES WITH THE FOLLOWING STANDARD
UNI EN ISO 9001:2015
PER LE SEGUENTI ATTIVITA' / FOR THE FOLLOWING ACTIVITIES
SETTORE CODE **IAF 29, 14**

Commercializzazione di prodotti, accessori e abbigliamento per lo sport.
Progettazione, commercializzazione e installazione articoli sportivi ed attrezzature ludico motorie con fabbricazione presso terzi.
Sales of products, accessories and sports clothing. Design, sale and installation of sports items and equipment manufactured by third parties.

IL PRESENTE CERTIFICATO E' SOGGETTO AL RISPETTO DEL REGOLAMENTO PER LA CERTIFICAZIONE DEI SISTEMI DI GESTIONE
THE USE AND THE VALIDITY OF THE CERTIFICATE SHALL SATISFY THE REQUIREMENTS OF THE RULES FOR THE CERTIFICATION OF MANAGEMENT SYSTEMS

PRIMA EMISSIONE
FIRST ISSUE 22/07/2009
DATA DELIBERA
DECISION DATE 16/07/2024
DATA SCADENZA
EXPIRY DATE 16/07/2027
EMISSIONE CORRENTE
CURRENT ISSUE 16/07/2024

Accredia
SGS n. 306 A
Member of the International Federation of Accredited Bodies (IAF)
Squadra di IAF, IAF and IAF Accredited Recognition Agreements

CISQ
www.cisq.com
CISQ è la Federazione Italiana di Organismi di Certificazione del Sistema di Gestione Qualità (ISQ)
CISQ is the Italian Federation of management system Certification Bodies.



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The ISO 9001:2015 certification is a guarantee standard for customers and stakeholders, ensuring that business processes are managed systematically and quality oriented.

Main features of the certification:

- **Risk-Based Thinking:** The company integrates risk management into all decision-making process, identifying potential issues and preventing disruptions.
- **Customer Orientation:** Meeting customer needs is the top priority, ensuring services comply with current regulations and precisely meet requirements.
- **Continuous Improvement:** Advanced Distribution constantly strives to innovate and optimize its corporate know-how and production processes.
- **Performance Indicators:** The effectiveness of the management system is monitored through key indicators such as complaints, non-conformities, and inventory changes, ensuring a constant review process by management.

This certification is not just a badge displayed on the institutional website but a true strategic tool that guides the company in achieving excellent results in terms of reliability, efficiency, and customer satisfaction.

Corporate Quality Policy Statement



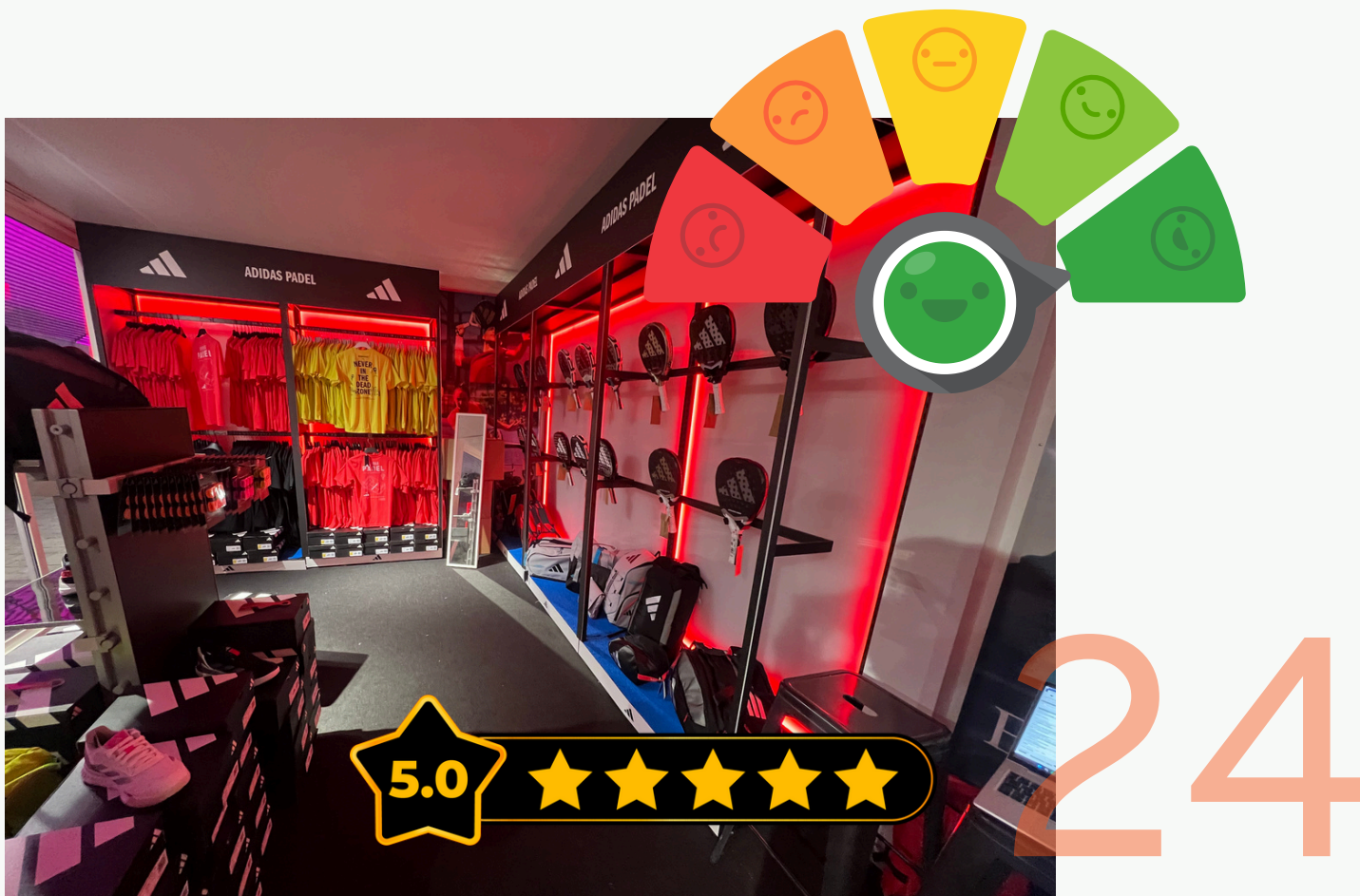
Advanced Distribution S.p.A. has formalized its commitment to quality through a "Corporate Quality Policy Statement" that serves as a guide for all business activities.



Key principles of the quality policy:

- **Customer Centrality:** Every business activity is designed to offer maximum professional approach and ensure customer satisfaction, from the first contact to product/service delivery.
- **Dynamic Organization:** The company adopts a flexible and rational structure, clearly defining roles and responsibilities to promptly respond to market needs.
- **Continuous Training:** The active involvement of staff is promoted through constant training and updating paths, aimed at developing skills and ensuring the best possible service.
- **Product and Service Quality:** Advanced Distribution focuses on high standards of reliability and safety, consolidating its image as a trusted partner of the market.
- **Review of Strategic Objectives:** Management regularly reviews corporate objectives to verify their effectiveness and adapt them to market context changes.

The quality policy leads to a highly efficient organizational system where every decision is oriented towards continuous improvement and value creation for customers and partners.



Double Materiality Analysis and Main Stakeholders

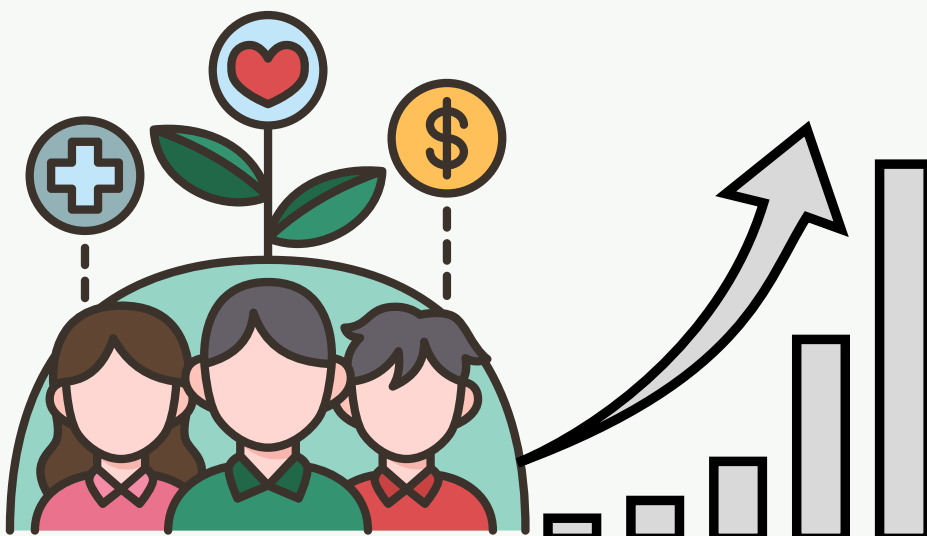
Based on the **double materiality analysis** conducted, the main stakeholders of Advanced Distribution have been identified.

The inside-out and outside-in analysis applied allows evaluating the impacts of stakeholders from two perspectives:

- **Inside-out:** How the company's activities and decisions influence stakeholders;
- **Outside-in:** How stakeholders' expectations and pressures influence the company;

Employees

- **Inside-out:**
 - Internal welfare (free gym, health insurance, year-end economic bonus) promotes well-being and motivation.
 - A flexible and harmonious workplace promotes a positive corporate culture, improving productivity and retention.
 - Sports activities (padel, team building) strengthen the sense of belonging.
- **Outside-in:**
 - Increasing expectations of workplace well-being and flexibility from employees.
 - Need for continuous training to respond market developments and customer demands.



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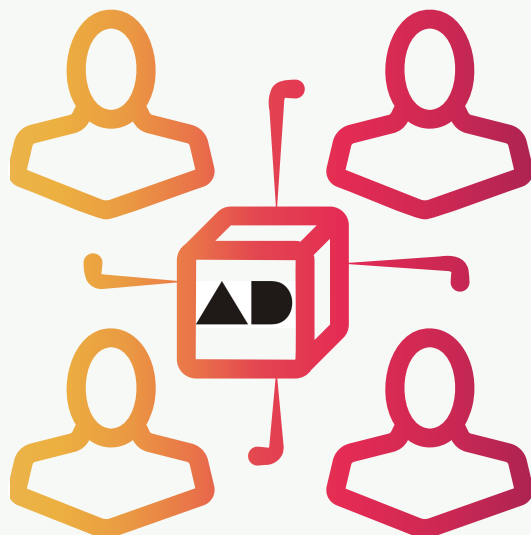
Customers

- **Inside-out:**
 - Supply of premium products (adidas, Molten, Carabinieri) creates added value for retailers and end consumers.
 - Sponsorships and support for sports clubs increase brand visibility and reputation.
 - Active collaboration with sports chains strengthens the distribution network.
- **Outside-in:**
 - Pressure from customers to maintain high product quality and service efficiency.
 - Demand for innovative and sustainable products to attract environmentally conscious consumers.



Suppliers

- **Inside-out:**
 - Stable and reliable relationships with suppliers (adidas and Molten) facilitate a predictable and quality supply chain.
 - Investments in planning and logistics optimize flows and reduce costs.
- **Outside-in:**
 - Multinational suppliers require compliance with strict standards, including well-planned sales campaigns.
 - Increasing pressure for sustainability in distribution and management processes.



Local Communities

- **Inside-out:**
 - Educational projects such as "Racchette in Classe" implemented thanks to the collaboration with the club Padel City promote sports among young people and strengthen ties with the local territory.
 - Internal sports clubs improve employee well-being and create synergies with buyers and athletes.
- **Outside-in:**
 - Increasing attention from the community towards social impact initiatives requires the company's continuous commitment.
 - Support from schools and federations to strengthen local and national reputation.



Clubs, Educational Institutions, and Sports Federations

- **Inside-out:**
 - Providing sports equipment and technicians for educational projects creates a positive impact on the school and sports system.
 - Sponsoring events and inclusion projects promotes corporate values such as teamwork and health.
- **Outside-in:**
 - Collaborations with federations and schools improve brand visibility and open new market opportunities.
 - Pressure to expand the impact of educational projects on a larger scale.



-

- [illegible]

Reported Material Topics and Main Related SDGs



Reported Material Topics and Main Related SDGs

SDG 3: Good Health and Well-Being



- **Highlighted actions in the document:**
 - Corporate welfare for employees: free internal gym, available padel courts, private health insurance from July 2024.
 - Promotion of community and school sports through the sponsorship of "Racchette in Classe" project, involving thousands of young people and encouraging them to play sports like padel and tennis.
- **Impact:**
 - Contributes to the physical and mental well-being of employees and the community, promoting healthy lifestyles and physical activity.

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Reported Material Topics and Main Related SDGs

SDG 4: Quality Education



- **Highlighted actions in the document:**
 - Collaboration with the Italian Tennis Federation to bring sports to schools through "Racchette in Classe" project.
 - Involvement of qualified technicians to introduce students to new sports and educational values (e.g. teamwork and respect for rules).
- **Impact:**
 - Improves motor skills and educates young people to the values of sports, integrating school education with practical activities.

Reported Material Topics and Main Related SDGs

SDG 5: Gender Equality



- **Highlighted actions in the document:**
 - Majority of women in internal staff, with a focus on equity and workplace well-being.
 - Inclusive workplace policies, such as equal meal vouchers for everyone and shared bonus among employees.
- **Impact:**
 - Supports gender equality by promoting an inclusive workplace and evaluating women's contributions.

Reported Material Topics and Main Related SDGs

SDG 7: Affordable and Clean Energy



- **Highlighted actions in the document:**
 - Use of the latest generation home automation units and smart heat pumps for more conscious energy use with greater environmental awareness.
- **Impact:**
 - Reduces energy consumption, contributing to the transition towards lower CO2 emissions.

Reported Material Topics and Main Related SDGs

SDG 8: Decent Work and Economic Growth



- **Highlighted actions in the document:**
 - Welfare policies and bonus for employees.
 - Constant revenue growth, brand expansion, and distribution of financial income to employees.
 - Logistics outsourcing to optimize resources and reduce waste.
- **Impact:**
 - Promotes a fair and dignified workplace, with opportunities for growth and continuous improvement.

Reported Material Topics and Main Related SDGs

SDG 9: Industry, Innovation and Infrastructure



- **Highlighted actions in the document:**
 - Development of synergy with the internal sports club as complementary infrastructure to business and well-being.
 - Infrastructure improvements such as the digitization of logistics and the adoption of data management technologies.
- **Impact:**
 - Contributes in creating an innovative corporate ecosystem that combines business and infrastructure for well-being.

Reported Material Topics and Main Related SDGs

SDG 12: Responsible Consumption and Production



- **Highlighted actions in the document:**
 - Sustainable material management through outsourced logistics and waste reuse by suppliers such as Fercam.
 - Optimization of purchases to reduce warehouse waste.
- **Impact:**
 - Reduces the environmental impact of business operations, promoting responsibility in the value chain.

Reported Material Topics and Main Related SDGs

SDG 17: Partnerships for the Goals



- **Highlighted actions in the document:**
 - Collaborations with Italian Tennis Federation, schools, and local communities for educational and social inclusion projects (e.g. "Racchette in Classe" project with FIT, or "Joy of Moving" park with Ferrero).
 - Relationships with multinational suppliers (e.g. adidas) to implement sustainable and innovative practices.
- **Impact:**
 - Supports the achievement of goals through strategic collaborations and long-term relationships.

Governance

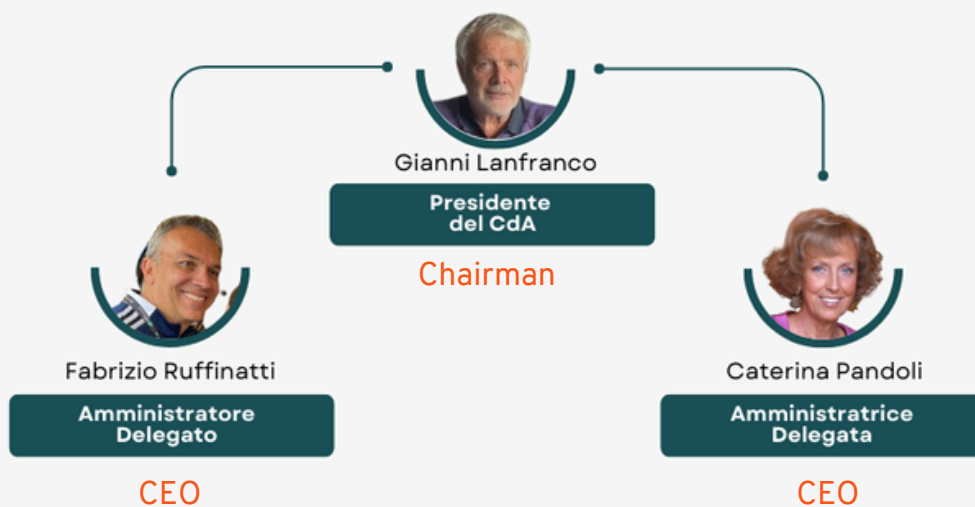
Economic Responsibility

Management Policy

The company has a well-defined governance structure, with a Board of Directors led by Gianni Lanfranco, who holds a dual role as Chairman and CEO, as well as serving as employer. The composition of the board also includes two managing directors, Fabrizio Ruffinatti and Caterina Pandoli, who complete the management team. The board's remuneration policies are closely linked to corporate profitability, showing flexibility that allows adaptation to economic conditions: in the past, cuts had been made in times of crisis, followed by an increase in compensation starting from 2022.



BOARD OF DIRECTORS CHART



Governance

Economic Responsibility

Risk Management

The company adopts a rigorous approach to management control, entrusting this activity to external consultants who operate quarterly to analyze turnover, profitability, and differences compared to the annual budget. This constant monitoring promptly allows the identification of any critical issues and the implementation of targeted corrective strategies, thus ensuring a more informed and performance-oriented decision-making process.

The financial statements are subject to review by external auditors, ensuring transparency and compliance. The lack of an internal code of conduct represents a gap that will be filled up by 2025. It should be noted, however, that the company has always endorsed the ethical codes of partners such as Ferrero and in the past Converse (which has always paid great attention to regulations on sexual harassment), adopting correct practices even in the absence of its written regulations.

	2024	2023
<i>Totale valore della produzione</i>	16.823.729 €	14.893.213 €
Ricavi delle vendite e delle prestazioni	16.715.710 €	14.741.130 €
Altri ricavi	108.019 €	152.083 €
Valore economico distribuito		
<i>Totale costi della produzione</i>	16.114.927 €	13.819.374 €
Costi per materie prime, sussidiarie, di consumo e di merci	11.472.627 €	10.290.546 €
Costi per servizi	4.155.320 €	3.394.670 €
Costi per godimento di beni di terzi	50.040 €	76.336 €
Costi del personale	625.196 €	587.097 €
Ammortamenti e svalutazioni	128.470 €	95.589 €
Variazioni delle rimanenze	- 719.435 € -	1.015.528 €
Altri costi / oneri di gestione	402.709 €	390.664 €
Valore economico trattenuto		
* I dati fanno riferimento alla società AD SpA come da Bilancio Fiscale 2024 depositato		

Governance

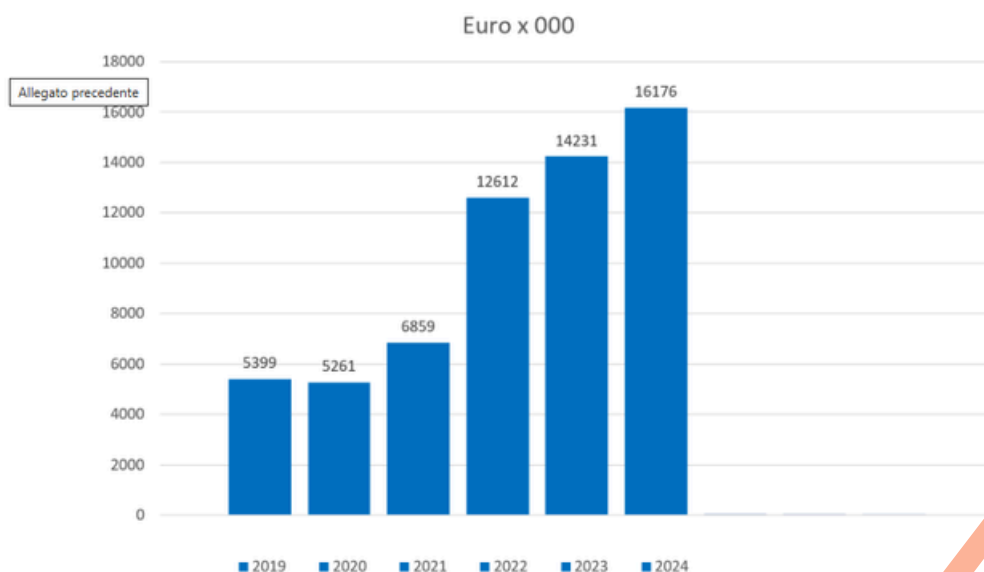
Economic Responsibility

Risk Management

The company has also adopted working procedures according to the "precautionary principle" guidelines, which is also well-regarded by banks. As an example, this document reports the financial approach already adopted in the past, according to which during periods when the dollar had high volatility, the board always sought to protect itself by fixing the currency, to avoid surprises with the dollar-euro exchange rate at the time of price-listing.

Thanks to the adoption of precautionary principles and a solid risk management strategy, the company has been able to overcome critical scenarios and make informed decisions, minimizing negative impacts and promptly seizing new market opportunities. This proactive approach has strengthened the trust of customers and partners, improved operational efficiency and consolidated the company's reputation, effectively contributing to significant and constant growth in turnover.

AD fatturato 2019 2020 2021 2022 2023 2024



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Governance

Economic Responsibility

Business Model and Economic Performance

The partner/company choice is mutual. The same values create the premises for a shared choice: Sustainability as a shared priority becomes the heart of campaigns and policies for developing new products.



For adidas, the offer of sustainable items has steadily increased in recent years. Adidas's ambition is that 90% of their produced items will be sustainable by 2025. For clothing, the content of ecologically preferable material must be at least 70% of the total weight of the item, for accessories and equipment at least 50%, and for footwear at least 20%. These standards have been implemented since 2022 and in 2023, almost eight out of ten of their items were sustainable, reaching the brand's target.



Brand super.natural uses a combined fabric that has a very high percentage of merino wool. The natural antibacterial keratin in merino wool keeps odors away, reduces washing and wear. This miracle fiber absorbs 35% of its weight in moisture, and the combination with Primaloft (biodegradable synthetic fiber) ensures quick perspiration and lasting comfort. The fusion of materials guarantees superior durability, super-soft fabric, and maximum comfort. Merino wool also protects from UV rays (SPF 40+) and regulates temperature, ideal in hot or cold conditions.

In order to strengthen this association, the company also participates to many sustainability-themed R&D initiatives. AD is a partner with Ferrero in the "Kinder + Sport" project with the "Joy of Moving" park located at Vicolungo The Style Outlets, near Milan. It is a unique play-motor park in Italy, today boasting over 1,700 square meters of permanent motor space, with completely free access. The park was designed and built in collaboration with various companies and realities united by an identity of values that focuses on children and families, in a common social responsibility project.



AD also supports the "Sport Innovation Hub" association where AD's Chairman of the Board, Gianni Lanfranco, is also the president of the association. It is a non-profit social promotion association that aims to promote sports as an important engine of development and innovation for the territory and businesses, an opportunity for training and work for young generations. The association's focus is also to accompany and guide young professional athletes at the end of their sporting careers, thanks to the enhancement of soft skills learned during their sports careers.



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Governance

Economic Responsibility

ESG Improvement Plan – KPIs 2025

From a sustainability perspective, the company has recently structured itself, entrusting this responsibility to Brixia Sustainability, a qualified company with a background in Governance, Risk Management, and Sustainability Reporting. On the strategic front, a sustainability plan has been launched, aiming to achieve short and medium-term goals in line with the SDGs, while consolidating the results achieved and planning new key performance indicators.

Below are the objectives set for the next year 2025.

SDG 3 (Good Health and Well-being) e **SDG 4 (Quality Education)**:

The company's collaboration for "Racchette in Classe" project continues to maintain the synergy between sports, schools, and the local community for collective well-being at the top of priorities.



SDG 7 (Affordable and Clean Energy): Installation of an 80kW photovoltaic system to be completed by 2025.



SDG 5 (Gender Equality), **SDG 8 (Decent Work and Economic Growth)**: "The employee at the center" remains the company's motto for 2025, continuing internal welfare activities and progressing inclusive policies for ethical and dignified working conditions.



SDG 12 (Responsible Consumption and Production): Although there are no formal ESG contractual clauses, the company will adopt selective ESG conditions towards its suppliers, demonstrating a commitment to integrating sustainability criteria into its supply chain.



SDG 16 (Peace, Justice, and Strong Institutions): Drafting of an Ethical Code to promote transparent, fair, and accountable governance.



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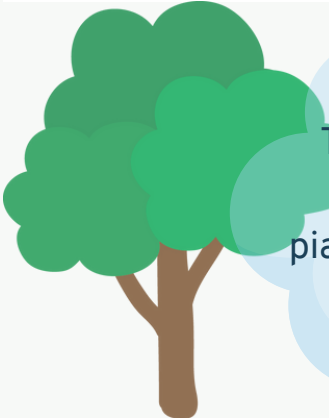
Environment

Environmental Responsibility

GHG Emissions e Climate Change Mitigation

The company is strengthening initiatives to reduce its environmental impact. Starting from 2024, AD has begun measuring its carbon footprint, focusing on Scope-1 and Scope-2 emissions, with the aim of monitoring progressively and reducing CO₂ emissions, currently estimated in 42 equivalent tons

Informazioni sull'azienda		
Ubicazione della sede operativa		Torino
Settore di appartenenza		Commercio / Servizi
Numero di dipendenti		da 11 a 50
Informazioni sui consumi aziendali		
Energia elettrica (KWh)	68235	22.313 kgCO ₂ e
Metano (mc)	489	964 kgCO ₂ e
	Totale	23.277 kgCO₂e
Informazioni sul parco auto aziendale		
Ibrido Plug-IN	18.000 km	413 kgCO ₂ e
Diesel	120.000 km	16.800 kgCO ₂ e
	Totale	17.213 kgCO₂e
Informazioni sulle trasferte in treno		
Corto raggio (meno di 1 ora di percorrenza)	32	143 kgCO ₂ e
	Totale	143 kgCO₂e
Informazioni sulle trasferte in aereo		
Corto raggio (meno di 3 ore di volo)	8	1.600 kgCO ₂ e
	Totale	1.600 kgCO₂e
Si stima che in un anno la carbon footprint della tua azienda sia quantificabile in <u>42.233 Kg di CO₂ equivalente.</u>		

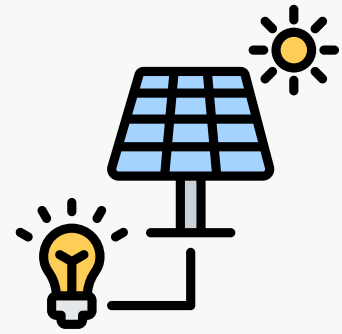


Tali emissioni potrebbero
essere azzerate dalla
piantumazione di **272 betulle**
bianche

These emissions could be
balanced out by planting
272 white birch trees

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The energy used mainly comes from methane gas and electricity. The electricity purchased so far is not certified green, but the company has already obtained authorization for the installation of an 80 kW photovoltaic system, marking an important step towards greater low-emission energy independence.



Environmental Policy



Sustainability is also evident in collaboration with strategic partners such as Fercam, whose "Clean Smarter Logistics" program reduces the environmental impact of logistics operations: this project aims to optimize supply chain processes through advanced technological solutions and reduce environmental impact, with particular attention to CO₂ emissions.

The business activities of AD do not generate direct impacts on biodiversity, but there is constant synergy with partners for research on the reuse of materials to create fewer negative interactions with the environment. Adidas has always been very responsive to the development of new products at this regard and the prototype shoes with the concept of "reuse of fishing nets abandoned at sea" have been the manifesto of this commitment: The sports shoes made with fishing nets are very light, highly resistant, and 100% recyclable.

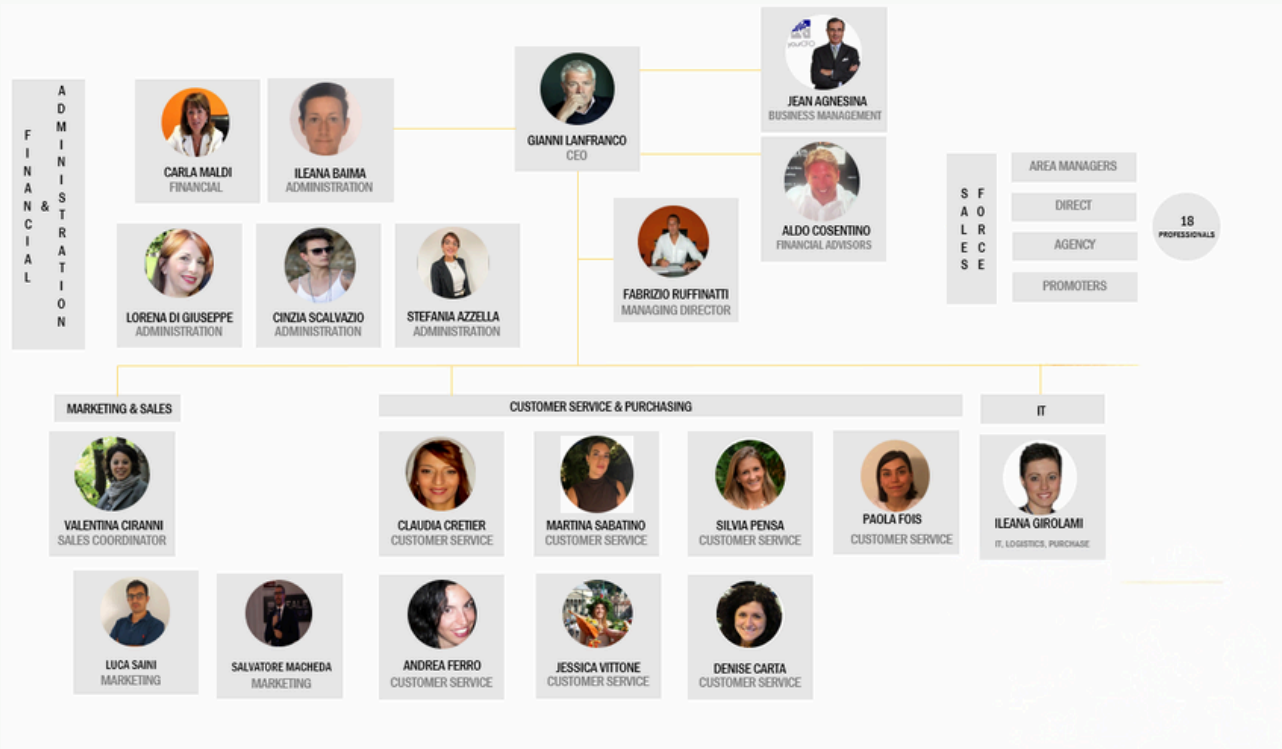
Responsible Resource Management

This attention to the supply chain and products ensures that AD and its partners share the same environmental values. These values are also respected in the company's internal environmental policies where the company has implemented initiatives for sustainable waste management, such as the use of digital archives to reduce paper. Also, the staff demonstrates great commitment to adopting eco-responsible behaviors starting from small daily gestures: the introduction of 100% compostable coffee pods and the reuse of printed paper before proper disposal.

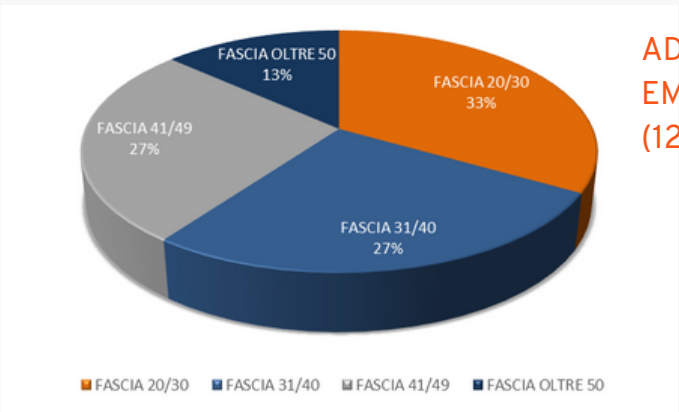
Social

Social Responsibility

People at the Center: Corporate Welfare



On the social side, the company stands out for its strong commitment to the well-being of its employees. The promotion of health and sport is central: an internal free-of-charge gym is available to all workers, while collaboration with the internal club Padel City offers discounted rates for playing padel. Starting from 2024, AD granted a private medical insurance to the employees, allowing free access to medical visits under private healthcare. At the end of the year, a financial bonus is distributed equally, regardless of role or position, reinforcing a sense of equity and belonging.



AD DISTRIBUTION OF
EMPLOYEE AGE GROUP
(12/31/2024)

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Social

Social Responsibility

Composition and Characteristics of Human Capital

The company's attention to employees is also shown in the significantly low staff turnover rate, which is around 10% yearly. The company is strongly committed in promoting diversity and inclusion. Although there are no employees belonging to legally protected status, the staff is predominantly female, with many women in key roles. Respect for gender identity and LGBTQIA+ inclusion are fundamental values, supported by an approach that rejects all forms of discrimination. This very egalitarian approach is also reflected in salary remuneration, where there are no discriminations related to gender, age, or other parameters not indicative of personal excellence. Another aspect that denotes the importance of the work-life quality as a value is the 808 hours of parental leave granted in the year under review.

PROSPETTO DIPENDENTI AL 31/12/2024					
	uomini	donne	Tot. dipendenti	% uomini	% donne
Saldo al 01/01/24	2	10	12		
Incremento al 31/12/24		3	3		
Dimissioni al 31/12/24		-1	-1		
Totale al 31/12/24	2	12	14	15%	85%

Di cui:	uomo	donna
Dipendenti impiegati part-time		2
Dipendenti impiegati full-time	1	10
Venditore full time	1	
Totale	2	12

Di cui:	uomo	donna	Totale	%
Distribuzione contratto full-time	2	10	12	85%
Distribuzione contratto part-time		2	2	15%
Totale	2	12	14	100%

Congedo parentale totale ore 808

Social

Social Responsibility

Skill Development and Training

Internal training is another key element. The company systematically introduces upgraded working tools or updates employees, in line with safety regulations. In response to specific needs the company had in the past, AD organized courses in collaboration with AssoSport, demonstrating a strong ability to adapt to the emerging needs of the staff.



Commitment to the Community and the Territory

For what concerns the community, the company actively participates in social responsibility initiatives. Among these, the "Kinder + Sport" project in collaboration with Ferrero, led to the creation of the "Joy of Moving" park, a free space dedicated to family well-being. Furthermore, the company supports the "Sport Innovation Hub" association, chaired by the Chairman of the Board of Directors, Gianni Lanfranco, which is committed to enhancing the soft skills of young athletes, while promoting sport as a tool for social growth and innovation.



A large, stylized orange number '49' is positioned on the right side of the slide, partially overlapping the grid. The number is composed of two parts: a '4' and a '9'. The '4' is formed by a vertical line and a horizontal line that intersect at a point, with a diagonal line extending from the top left to the intersection. The '9' is formed by a circular loop with a vertical line extending downwards from the bottom right. The number is rendered in a bold, sans-serif font.

Descrizione d'uso	Advanced Distribution SpA ha presentato una rendicontazione con riferimento agli Standard ESG - GRI per il periodo dal 01/01/2024 al 31/12/2024			
Standard utilizzato	ESRS 1 ESRS 2 Principi Fondamentali versione 2024 - GRI 1 Principi Fondamentali versione 2021			
Area	Informativa	ESRS	GRI	Pagina
Informativa generale	Portale dell'organizzazione	Requisiti direttiva 2013/35/UE	GRI 2.1	06
	Periodo di rendicontazione, frequenza e punto di contatto	ESRS 1 87a	GRI 2.2 (a) GRI 2.3 (a)	07
	Attività, catena del valore e altri rapporti di business	ESRS 2 SEM-1 84a (a) i -> (a) ii, (b) i -> (c), 84c (c)	GRI 2.6	15-21
	Dipendenti	ESRS 2 SEM-1 84a (a) ii, ESRS S1 S1-4 85a (a) -> (b) i -> (c) -> (a), 85c -> 85d	GRI 2.7	25, 45-46
	Lavoratori non dipendenti	ESRS S1 S1-7 85a -> 85b	GRI 2.8	45
	Struttura e composizione della governance (2-9-a [solo per enti di interesse pubblico], 2-9-b, 2-9-c-i, c-ii, c-iii e c-iv)	ESRS 2 GOV-1 82f, 82g (a), 82h; ESRS G1 85 (a) + Requisiti direttiva 2013/35/UE per gli enti di interesse pubblico	GRI 2.9 (a) [solo per enti di interesse pubblico], 2.9 (b), 2.9 (c-i), (c-ii), (c-iii) -> (c-iv)]	38-39
	Presidente del massimo organo di governo	N.A. in elenco ESRS 1 AR 81b	GRI 2.11	38
	Ruolo del massimo organo di governo nel controllo della gestione degli impatti	ESRS 2 GOV-1 82f (c); GOV-2 82b (a) -> (b); SEM-2 84a (d); ESRS G1 85 (a)	GRI 2.12	38-39, 47
	Ruolo del massimo organo di governo nella rendicontazione di sostenibilità	ESRS 2 GOV-5 83b; RO-1 85a (d)	GRI 2.14	38
	Comunicazione delle criticità	ESRS 2 GOV-2 82b (a); ESRS G1 G1-1 AR 1 (a); G1-3 81b (a)	GRI 2.16	39
	Nome riguardanti le remunerazioni	ESRS 2 GOV-3 82g (a) to (c); ESRS G1 81c + requisiti della relazione sulla remunerazione della direttiva (UE) 2017/828 per le imprese quotate	GRI 2.19 (a) [solo per le imprese quotate] + 2.19 (b)	38-39
	Dichiarazione sulla strategia di sviluppo sostenibile	ESRS 2 SEM-1 84a (g)	GRI 2.22	52-55
	Appartenenza ad associazioni	ESRS 1 SAR 16; ESRS 1 81f	GRI 2.28	47
	Approccio al coinvolgimento degli stakeholder	ESRS 2 SM&D 2 84a (a) i -> (a-iv); ESRS S1 S1-1 82b (a); S1-2 82b, 82f (a) + 82h; ESRS S2 S2-1 81f (a); S2-2 82b, 82f (a) + 82h; ESRS S3 S3-1 81a (a); S3-2 81b, 82f (a) + 82h; ESRS S4 S4-1 81a (a); S4-2 81b, 82b (a) + 82f	GRI 2.29	25-28
Temi materiali	Processo di determinazione dei temi materiali	ESRS 2 BP-1 SAR 1 (a); RO-1 85a (b) i -> (b) ii	GRI 3.1	25-28
	Elenco di temi materiali	ESRS 2 SEM-3 SAR (a) + (g)	GRI 3.2	29-37
	Gestione dei temi materiali	ESRS 2 SEM-16 8d (a); SEM-3 84a (a) i -> (c-iv); MDR-P, MDR-A, MDR-M, + MDR-T; ESRS S1 S1-1 82b (a); S1-4 82b + AR 8d (a); S1-5 84f (b) i -> (c); ESRS S2 S2-2 82b; S2-4 82b, SAR 32 + SAR 36 (a); S2-5 84d (b) i -> (c); ESRS S3 S3-2 82f; S3-4 82b, SAR 31, SAR 34 (a); S3-5 84d (b) i -> (c); ESRS S4 S4-2 82b, S4-4 82f, SAR 35, + SAR 33 (a); S4-5 84f (b) i -> (c)	GRI 3.3	29-37
Performance economiche	Valore economico direttamente generato e distribuito	N.A. in elenco ESRS 1 AR 81b	GRI 201.1	39
Pratiche di approvvigionamento	Proporzione di spesa verso fornitori locali	I diritti economici, sociali e culturali delle comunità sono una questione di sostenibilità per S3 coperta da ESRS 1 SAR 16. Pertanto questa informativa GRI è coperta da MDR-P, MDR-A, MDR-T a/o come metrica specifica dell'entità da divulgare secondo ESRS 1 81f e al sensi di MDR-M.	GRI 204.1	26
Anticorruzione	Comunicazione e formazione in materia di politiche e procedure anticorruzione	ESRS G1 G1-3 82b, 82f (a) + (c) + SAR 7 + 8	GRI 205.2	22-24
Imposte	Governance fiscale, controllo e gestione del rischio	N.A. in elenco ESRS 1 AR 81b	GRI 207.2	39
	Convolgimento degli stakeholder e gestione delle preoccupazioni in materia fiscale	N.A. in elenco ESRS 1 AR 81b	GRI 207.3	28
Energia	Energia consumata all'interno dell'organizzazione	ESRS E1 E1-5 82f; SAR 32 (a), (c), (d) + (f)	GRI 302.1	43
	Energia consumata al di fuori dell'organizzazione	L'Energia è una questione di sostenibilità per E1 coperta da ESRS 1 SAR 16. Pertanto questa informativa GRI è coperta da MDR-P, MDR-A, MDR-T a/o come metrica specifica dell'entità da divulgare secondo ESRS 1 81f e al sensi di MDR-M.	GRI 302.2	43
	Intensità energetica	ESRS E1 E1-5 84b -> 84c	GRI 302.3	43
	Riduzione del consumo di energia	L'Energia è una questione di sostenibilità per E1 coperta da ESRS 1 SAR 16. Pertanto questa informativa GRI è coperta da MDR-P, MDR-A, MDR-T a/o come metrica specifica dell'entità da divulgare secondo ESRS 1 81f e al sensi di MDR-M.	GRI 302.4	44
Emissioni	Emissioni dirette di GHG (Scope 1)	ESRS E1 E1-4 83a (c); E1-6 84a (a); SAR 25 (b) + (c); SAR 29 (a) -> (d); SAR 40; AR 84c (b) -> (b)	GRI 305.1	43
	Emissioni indirette di GHG da consumi energetici (Scope 2)	ESRS E1 E1-4 83a (c); E1-6 84a (b); SAR 25 (b) + (c); SAR 29 (a) -> (d); SAR 40; SAR 45 (a), (c), (d), + (f)	GRI 305.2	43
	Intensità delle emissioni di GHG	ESRS E1 E1-6 84b; SAR 39 (c); SAR 32 (d)	GRI 305.4	43
	Riduzione delle emissioni di GHG	ESRS E1 E1-3 82b (b); E1-4 83a (c); SAR 25 (b) + (c); E1-7 84b	GRI 305.5	44
Valutazione ambientale dei fornitori	Nuovi fornitori che siano stati valutati utilizzando criteri ambientali	ESRS G1 G1-2 81b (b)	GRI 308.1	42
Occupazione	Nuove assunzioni e turnover	ESRS S1 S1-6 85b (c)	GRI 401.1	56
	Benefit previsti per i dipendenti a tempo pieno, ma non per i dipendenti part-time o con contratto a tempo determinato	ESRS S1 S1-11 87a, 87c; SAR 75	GRI 401.2	55
	Congedo parentale	ESRS S1 S1-15 88a	GRI 401.3	56

ESRS - GRI

Ref. Standards Index

Dichiarazione d'uso	Advanced Distribution SpA ha presentato una rendicontazione con riferimento agli Standard ESRS - GRI per il periodo dal 01/01/2024 al 31/12/2024			
Standard utilizzati	ESRS 1 ESRS 2 Principi Fondamentali versione 2024 - GRI 1 Principi Fondamentali versione 2021			
Area	Informativa	ESRS	GRI	Pagina
Salute e sicurezza sul lavoro	Sistema di gestione della salute e sicurezza sul lavoro	ESRS S1 S1-1 §23	GRI 403.1	47
	Servizi di medicina del lavoro	Salute e Sicurezza + Formazione e Sviluppo delle Competenze sono questioni di sostenibilità per S1 coperte da ESRS 1 §AR 16. Quindi questa informativa GRI è coperta da MDR-P, MDR-A, MDR-T e/o come metrica specifica dell'entità da divulgare secondo ESRS 1 §11 e ai sensi di MDR-M	GRI 403.3	45
	Formazione dei lavoratori in materia di salute e sicurezza sul lavoro	Salute e Sicurezza + Formazione e Sviluppo delle Competenze sono questioni di sostenibilità per S1 coperte da ESRS 1 §AR 16. Quindi questa informativa GRI è coperta da MDR-P, MDR-A, MDR-T e/o come metrica specifica dell'entità da divulgare secondo ESRS 1 §11 e ai sensi di MDR-M	GRI 403.5	47
	Promozione della salute dei lavoratori	La Protezione Sociale è una questione di sostenibilità per S1 coperta da ESRS 1 §AR 16. Quindi questa informativa GRI è coperta da MDR-P, MDR-A, MDR-T e/o come metrica specifica dell'entità da divulgare secondo ESRS 1 §11 e ai sensi di MDR-M	GRI 403.6	45
	Lavoratori coperti da un sistema di gestione della salute e sicurezza sul lavoro	ESRS S1 S1-14 §88 (a); §90	GRI 403.8	45
Diversità e pari opportunità	Diversità negli organi di governo e tra i dipendenti	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a); -2 (b); S1-12 §79	GRI 405.1	46
	Rapporto dello stipendio base e retribuzione delle donne rispetto agli uomini	ESRS S1 S1-16 §97 + §98	GRI 405.2	46
Comunità locali	Operazioni con il coinvolgimento della comunità locale, valutazioni degli impatti e programmi di sviluppo	ESRS S3 S3-2 §19; S3-3 §25; S3-4 §AR 34 (c)	GRI 413.1	27; 47
	Operazioni con rilevanti impatti effettivi e potenziali sulle comunità locali	ESRS 2 SBM-3 48 (c); ESRS S3 §9 (a) i + (b)	GRI 413.2	27; 47
Valutazione sociale dei fornitori	Nuovi fornitori che sono stati sottoposti a valutazione attraverso l'utilizzo di criteri sociali	ESRS G1 G1-2 §15 (b)	GRI 414.1	42

"Protect the environment:
print only when necessary"



Sustainability report powered by

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SHARE VALUES, SHAPE FUTURE



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