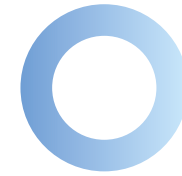


# Sustainability Report 2022



**Sustainability is in Our DNA.  
Leading Our Innovation.**





## Methodological Note

Copan Group has drawn up the 2022 Sustainability Report following the “with reference to” option allowed by the GRI (Global Reporting Initiative) international standards. The latest GRI update, that came into force at the beginning of 2023, was used to guide the analysis.

The aim of the report is to communicate to Copan’s stakeholders (internal and external) the virtuous initiatives implemented by the company in relation to environmental, social and governance sustainability issues.

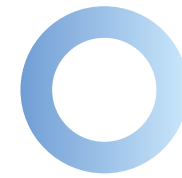
This document was drafted according to the principles of materiality, inclusiveness, sustainability context, completeness, accuracy, balance, clarity, comparability, reliability, and timeliness in collaboration with Fedabo SpA SB.

In order to define the specific content of the sustainability report, the company initially performed a materiality analysis. This process involved engaging stakeholders to identify and prioritize the significant issues relevant to the organization. Alongside each material topic identified and reported, the corresponding Sustainable Development Goal will also be presented.

In this report, the specific items reported are presented with reference to the corporate reality of Copan Italia S.p.A., Copan Wasp s.r.l. and Copan Newlab s.r.l.; therefore, limited to the Italian perimeter of the Copan group. The report does not include Copan Diagnostics Inc., Copan Medical Shanghai Ltd., Copan Japan Co. Ltd., Copan Industries and Copan Australia Pty Ltd. Starting next year, the company will commit to extend the scope of reporting to include other subsidiaries.

The information reported in this sustainability report refers to the reporting period from the 1st of January 2022 to the 31<sup>st</sup> of December 2022. Information for the two-year period 2021-2022 can be found within the document.

In the final part of this document there is also a reference to the new European sustainability reporting standards: the European Sustainability Reporting Standards (ESRS), which are currently being refined by EFRAG (European Financial Reporting Advisory Group). The ESRS will be gradually integrated into the Copan Group’s sustainability report, aligning with the Company’s proactive approach to meet regulatory requirements. This strategic preparation is particularly important as the organization anticipates compliance with the new EU non-financial reporting directive, the Corporate Sustainability Reporting Directive (CSRD), slated to take effect in 2025.



## VISION

Shape the microbiology of the future by creating unprecedented value and answering unasked questions.



## MISSION

If there's a way to do it better, let's find it: this is a motto we've made our own. Our ideas drove 40 years of progress in the field of pre analytics, leading to more and more reliable diagnoses.

We are the first stepping stone in a process aimed at good health. We build on the innate enthusiasm and commitment in our partners and us. We live for the deep connection between the human beings behind the professionals. Our hearts and minds band together to reach higher and newer goals.

## Letter to stakeholders

We are pleased to share with you our Sustainability Report for the year 2022, a document that marks the culmination of an ongoing process and is the foundation on which we build our future and our business plans, as well as reflecting our ongoing commitment to the environment and the community.

This report represents an important step forward in our mission to progressively improve our sustainability performance and consolidate the company's system value through the adoption of ESG standards.

2022 was affected by macroeconomic and geopolitical events that had significant impacts on several industries, including our sector. The Russian invasion in Ukraine and the global consequences have affected supply chains, causing a reduction in raw materials and an increase in energy costs. Despite these challenges, COPAN Group has demonstrated resilience and adaptability in maintaining its operations and pursuing sustainability goals.

The end of the pandemic phase marked a settling phase in the markets, with a contraction of transactions related to the health emergency. However, this phase also highlighted a growing awareness of the need to invest in prevention and sustainability, opening up opportunities for innovations and strategic consolidation. COPAN Group has continued to invest in sustainable technologies and explore more resilient business models.

Sustainability is at the core of COPAN Group's vision and mission. COPAN's social responsibility and our sustainability strategy influence every aspect of our long-term business strategies. We want to be an active part of the change toward a sustainable business model, which is why we strive every day to reduce the environmental impact of our activities.

We believe that Corporate Social Responsibility is a strategic tool for our Business Plan. The ESG approach becomes fundamental in defining our strategies, guiding the decisions we make and the way we engage with stakeholders. Continuous dialogue with our stakeholders is essential to build trust and better understand expectations and concerns.

COPAN Group is committed to promoting an inclusive work environment, reducing the environmental impact of its operations, and contributing to the economic and

social progress of the communities in which it operates. Our goal goes beyond high-quality production; we want to be a positive agent of change, adopting decarbonization strategies and actively participating in the transition to a circular economy.

COPAN Group is grateful for your continued support and trust. Together, we can help build a more sustainable future.



**Stefania Triva**  
President / CEO

# Index

CHAPTER 1 About us	CHAPTER 2 Impacts and materiality matrix	CHAPTER 3 Governance Sphere	CHAPTER 4 Social Sphere	CHAPTER 5 Environment Sphere	CHAPTER 6 GRI Content Index
p. 10	p. 38	p. 58	p. 92	p. 114	p. 142
01.1 Copan Group	02.1 Materiality and impact analysis	03.1 Strategic Direction & ESG	04.1 Staff satisfaction and retention	05.1 Responsible energy management	GRI Content Index
p. 16	p. 40	p. 66	p. 96	p. 119	p. 144
01.2 History	02.1.1 Actual impacts	03.1.1 Organization, Management and Control Model	04.2 Employee well-being	05.2 Emission reduction	
p. 20	p. 42	p. 66	p. 100	p. 124	
01.3 Projects	02.1.2 Potential impacts	03.1.2 Code of Ethics	04.3 Employee health and safety	05.3 Waste management	Appendix
p. 24	p. 45	p. 67	p. 104	p. 128	p. 152
01.3.1 New production site in Castel Mella (BS)	02.1.2.1 Potential Negative impacts	03.1.3 Management systems	04.4 Training & Education	05.3.1 Futura Sorting Center	
p. 24	p. 46	p. 70	p. 108	p. 130	
01.3.2 Libera Offices	02.1.2.2 Potential positive impacts	03.2 Product and Process Innovation	04.5 Diversity, Inclusion & Equal Opportunities	05.3.2 Widespread separate waste collection	
p. 26	p. 49	p. 71	p. 110	p. 131	
01.3.3 Copan Park	02.2 Materiality analysis and stakeholder engagement	03.2.1 Copan Italia's projects	04.6 Copan for the community	05.3.3 Project for the reduction of mixed-material packaging	
p. 28	p. 52	p. 72	p. 112	p. 132	
01.4 Our products	02.2.1 Stakeholder Mapping	03.2.2 Copan NewLab's projects		05.3.4 New projects 2023	
p. 30	p. 53	p. 74		p. 134	
01.5 Values and principles	02.3 Copan Group material topics	03.2.3 Copan Wasp's projects		05.4 Water management	
p. 32	p. 55	p. 76		p. 136	
01.6 Reference to the Sustainable Development Goals		03.3 Economic performance		05.5 Materials Sustainability and Circular Economy	
p. 35		p. 84		p. 138	
01.6.1 Copan for sustainability		03.4 Supply Chain Management		05.5.1 Copan Italia	
p. 36		p. 86		p. 138	
		03.5 Cybersecurity and digitalization		05.5.2 Copan Wasp and NewLab	
		p. 88		p. 140	
		03.6 Customer satisfaction			
		p. 90			



Copan

About us

01



COPAN has been drawing up and publishing its sustainability report since 2020, to effectively communicate the targets met, highlight possible trends, and identify improvement strategies. This document therefore marks COPAN's third sustainability report.





01 / 01.1

# Copan Group

The Copan group is a world leader in the field of laboratory pre-analytics, with a widespread presence in various markets, including Italy, the United States, China, Japan, Australia, and soon (2023) Vietnam.

Founded by the Triva family in Mantua in 1979, the company later relocated to Brescia, where its current headquarter is located. This sustainability report, the third for the company, pertains to the Business Units operating within the Italian territory, as illustrated in the diagram below.



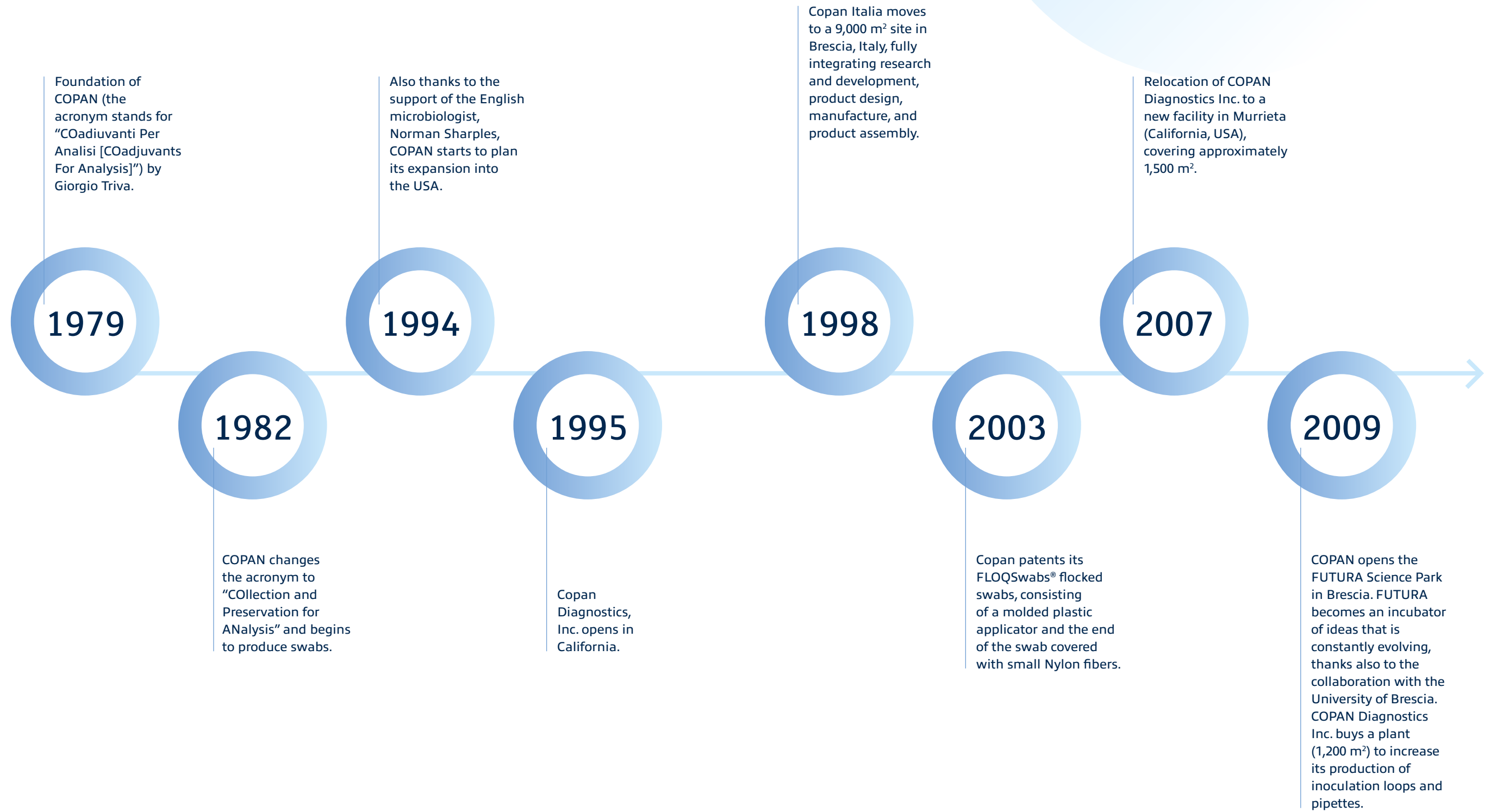
## Copan's 2022 in numbers

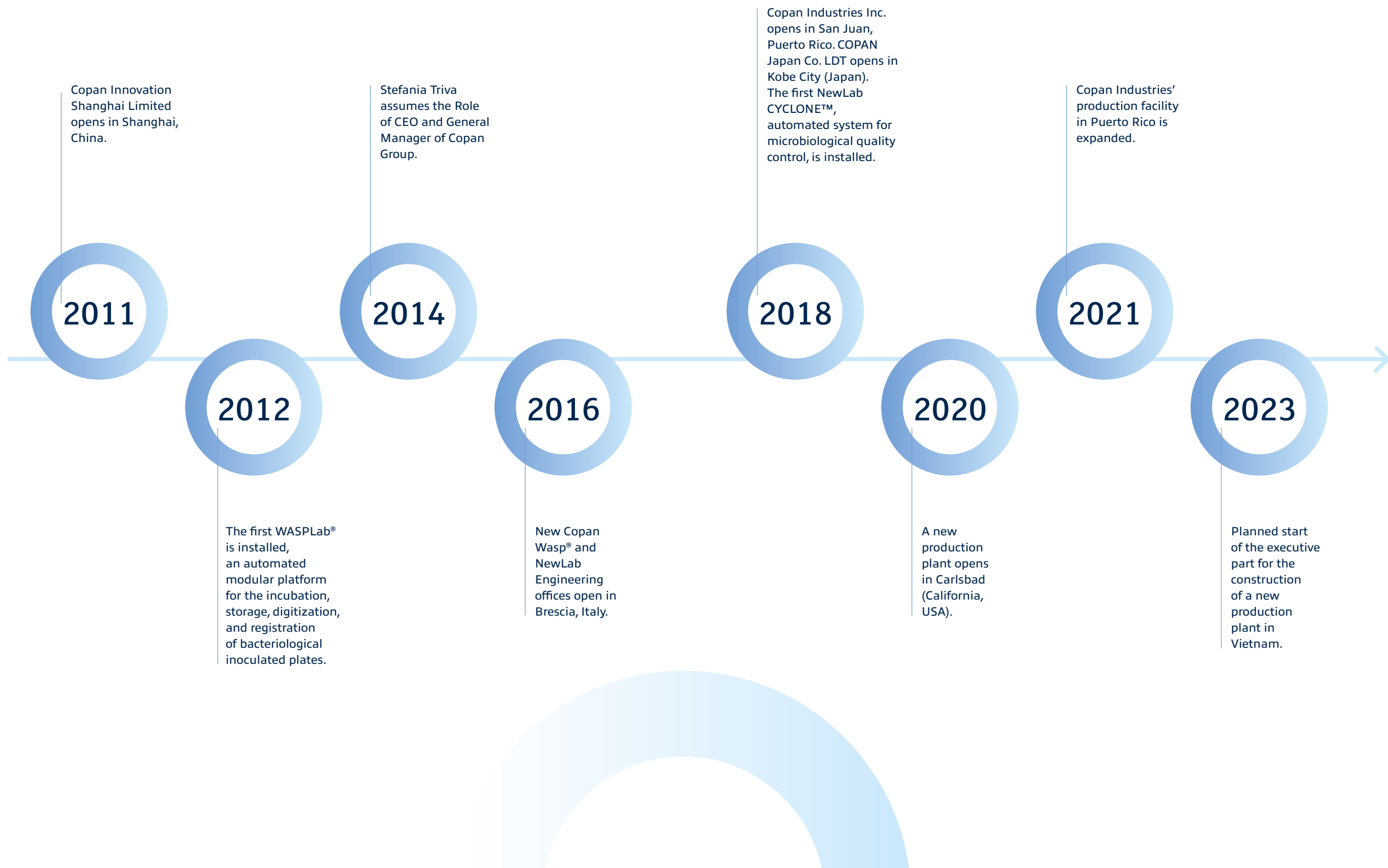




01 / 01.2

## History







01 / 01.3

## Projects

01 / 01.3 / 01.3.1

### New production site in Castel Mella (BS)

Copan Italia S.p.A. has conceived a project for a new establishment in the Municipality of Castel Mella (BS), in an expansion zone of the industrial and artisanal area along Via Renolda. As part of the functional reorganization project for production assets, the initiative includes the implementation of sustainable drainage systems to ensure the full “hydraulic responsibility” of the intervention. It incorporates an extensive architecture of green infrastructure, implementing best practices for optimal climate performance of the project.

The chosen area was degraded and abandoned, with limited natural elements and a widespread colonization of alien and invasive species. This situation has been confirmed by the agronomic and naturalistic surveys carried out by professionals, which have shown a low initial ecological value.

The great extent of natural elements planned to be included in the project will enhance the natural value of the area.

**In particular, the afforestation intervention along the western embankment of the Mandolossa canal, will make it possible to increase the current perimeter of the forest, bolstering and redeveloping the current wooded area.**

The new forest area will have an extension of about 2,300 square meters, with a planting density of 1,900 plants/ha, while the existing and redeveloped forest area will have an extension of about 3,300 square meters.

The entire project also includes green areas equipped for public use, covering an area of over 7,000 square meters and a wooded compensation strip about 25 meters deep along the southern border and outside the perimeter of the production sector. The selection of tree and shrub species for green works for public use and forestation has focused exclusively on native specimens, to ensure the achievement of an ecosystem balance over time, thus limiting maintenance and irrigation interventions.



01 / 01.3 / 01.3.2

## Libera Offices

Copan Wasp has planned a two-phase project for the expansion of the office building and the redevelopment of existing buildings in Via Grandi (Brescia). The project includes two large internal light wells that serve as focal points for the surrounding workspace. This design choice enhances the overall livability of the offices by maximizing the contribution of natural zenith light, which penetrates the building and complements the light from the perimeter windows.

Additionally, attention to the design of outdoor spaces has led to the creation of a green planted strip as a transitional element between the building and the public space of the street, without the interposition of any fencing element. This choice allows the eye to fully grasp the articulated system of sunshades that develops along the entire main façade of the building.

To pursue the primary objective of higher energy efficiency, the following elements have been introduced:

**A photovoltaic system, in addition to the existing one, which will increase the share of primary energy from renewable sources**

**Climatic thermoregulation unit in the control unit controlled by the external temperature**

**High-performance elevators**

**High-efficiency heat pumps**

**Controlled mechanical ventilation (CMV) system with high efficiency of the recuperator and low electrical absorption**

**Direct expansion indoor units**

**Sunshades for better management of external heat inputs**





01 / 01.3 / 01.3.3

## Copan Park

At the Copan Futura Science Park plant, where Copan's production departments are concentrated, the company is executing the Copan Park Implementation Plan. The Plan covers an area of the consolidated urban fabric, south-west of the city center in the Girelli industrial area, of over 6 hectares, 2 hectares of which belong to the Local Park of Supra-Municipal Interest (PLIS in Italian) of the Colline and Mella, which were heavily degraded.

The urban planning project, in addition to the objective of an internal logistical re-organization, provides for the expansion of the company kindergarten, the strengthening of ecosystem services, the use of the park, and the radical redevelopment of the two public roads in close proximity of the perimeter.

In detail, the Plan includes the following main interventions:

**Redevelopment of the ecological corridor and the area belonging to the Parco delle Colline e del Mella to improve biodiversity conditions and improve the usability of the places**

**Redevelopment of a section of the cycle path along the river Mella**

**Parking at ground level, completely immersed in the woods, where charging stations for electric vehicles will be installed and will be available to the public of the PLIS del Mella**

**Two play areas**

**Redevelopment of the road section of Via Perotti through the de-paving of the roadway for the creation of a central drainage trench with plants**

**New roundabout Via Perotti/Via Di Vittorio**

**Redevelopment of Via Castagna through the creation of parking spaces at the side of the road and the planting**

The urban planning tool of the Municipality of Brescia states that, for new works, prevedisamento (Preventive green) must be implemented. The Copan Park Implementation Plan has, therefore, started in 2019, the planned interventions on the green area, i.e., the selection and planting of new tree and shrub specimens, the containment of weeds, the creation of clearing areas with permanent lawn with the function of diversification of ecosystems using seeds certified by the Native Flora Center of the Lombardy Region (CFA in Italian).

**These interventions on the natural heritage will make it possible to preserve and improve the conditions of the green area before the end of the construction works and to undertake environmental education projects in collaboration with the company kindergarten.**



01 / 01.4

## Our products

Driven by curiosity, over the years Copan has developed numerous new products and devices that have revolutionized the pre-analytics industry.

Among these, the FLOQSwabs® flocked swab allows effective sample collection; LBM® Liquid-Based Microbiology™ allow swabs to be transported easily and effectively; finally, the Wasp® and WaspLab® instrumentation allow to automate the analysis phase of the sample itself.

Additionally, the company has designed products used in the fields of forensic and quality control: thanks to important collaborations, the MicroFLOQ™ swab has been created and successfully used in DNA investigations; while CYCLONE™ automates quality control of pharmaceutical, beverage and food production processes.

In light of Copan's production sector, the company constituted a reference point during the health emergency of the two-year period 2020-2021, during which medical swabs were an indispensable tool for the accurate diagnosis and tracking of any COVID19 outbreak.

**Since the beginning of the emergency, Copan has produced over two billion swabs, a volume that can test, at least once, more than a quarter of the world's population.**

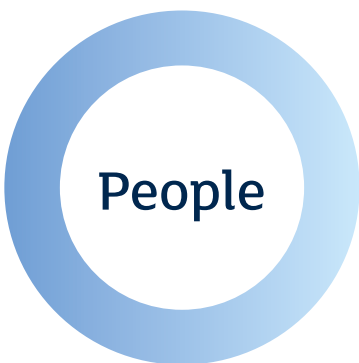




01 / 01.5

# Values and principles

Copan attributes its achievements and success to its organization based on the strong principles that guide every business decision:



Copan recognizes the centrality of its employees and puts their well-being at the center by trying to create a family-like working environment, where cooperation and understanding reign.



Copan wants to redefine the standards of excellence to offer to its customers the best products and solutions available.



Building trust with partners is a cornerstone for Copan, ensuring the delivery of an exceptional experience through our steadfast commitment to professional services at all times.



Over the years, Copan has become a reliable international company with great operational freedom, thanks to the good economic results achieved. Today's goal is to limit the environmental and social impacts of the organization, promoting initiatives to enrich the community from an environmental, social, and cultural point of view.



Copan believes that by pursuing the right goals, business growth comes naturally. Indeed, the company is constantly growing, thanks to its scientific reliability, its honest attitude and the human touch that has always defined its activities.

01 / 01.5

These values can be summarized in four pillars.



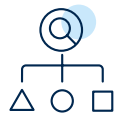
### Innovation

The standards of excellence that distinguish Copan are the result of a deep-rooted passion for innovation. The result is an avant-garde and of high-quality group of products on the market.



### Managed Growth

Copan aims to grow, maintaining its ability to respond to the market with quality and innovative products. For this reason, growth must be “managed”, meaning that there must be a linear relationship between the group’s consolidated skills and the ability to generate strong elements of innovation.



### Organizational well-being

Copan’s strength lies in its people, and the company’s success depends on enhancing their uniqueness. This goal is pursued through the creation of a safe and comfortable working environment, a positive corporate climate, in which each resource can cultivate their talents.



### Economic Sustainability and Financial Independence

Economic viability is a fundamental requirement to allow the company to pursue the other principles and guarantee stable employment for all its employees. For this reason, every business decision follows the principles of transparency and foresight.

01 / 01.6

## Reference to the Sustainable Development Goals

For the assessment presented in this report, alongside the Global Reporting Initiative (GRI) standards, the Sustainable Development Goals (SDGs) were used as international benchmarks. The SDGs are the 17 goals set out by the 2030 Agenda, a shared sustainable development plan that was signed in 2015 by UN member states. The overarching objective is to attain these goals by 2030 through the collective engagement of institutions, governments, companies, and citizens.

In this report, for each sustainability topic (environmental, social, and economic) there will be a dedicated in-depth analysis, in which the relevant actions, implemented by Copan in 2022, will be outlined.



01 / 01.6 / 01.6.1

## Copan for sustainability

Sustainability is the focal point upon which Copan has chosen to center its strategy for the two-year period 2022/2023. After having secured financial stability over the years, the company's goal is now to consolidate the Group's position in the global market, emphasizing not only economic strength but also a commitment to environmental and social considerations.

**It is with this in mind that in 2022 Copan participated, as an exhibitor, in Futura Expo, the Brescia fair dedicated to the vision of the future, where Copan had the chance to present its Green Copan and Green Analysis projects, as well as projects related to Life Cycle Assessment and Carbon Footprint.**

In 2022, Copan Italia analyzed its sustainability performance with an ESG rating tool and the same analysis will also be extended to other Group companies soon.

The commitment to sustainability has been concretely translated into the development of a Sustainability Action Plan drawn up by Copan Italia. This plan will see the light between 2023 to 2026 and will touch upon all spheres of sustainability, with the aim of improving the organization's impact on the environment, people, and community.





The Copan logo is displayed in a dark blue, sans-serif font. It is positioned within a large, light green circular area that has a white border. The background of the entire page is a light blue gradient, with a yellow-green pattern of small, repeating circular motifs on the left side. To the right of the main circular area, there is a large, abstract, circular graphic composed of many thin, overlapping lines in shades of blue and green, creating a sense of motion and depth.

Copan

## Impacts and materiality matrix

02

02 / 02.1

## Materiality and impact analysis

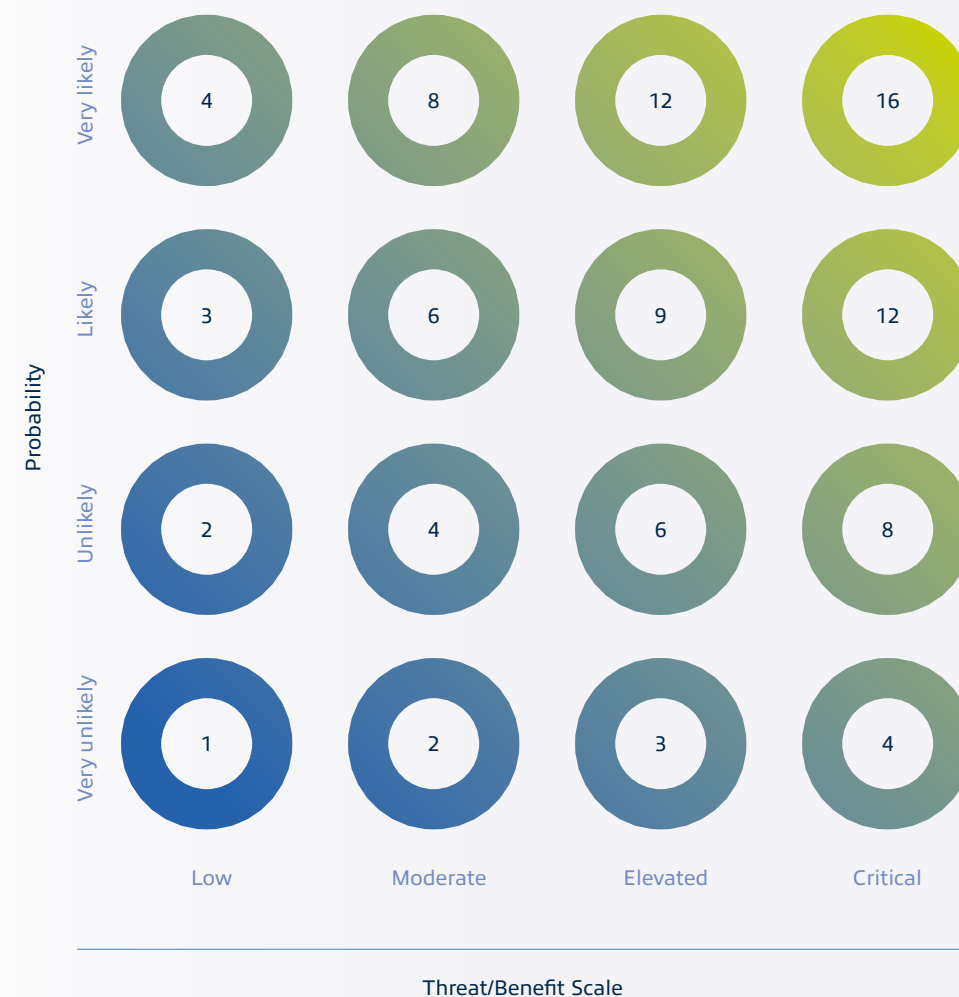
In line with the GRI 2021 (Global reporting Initiative) international standards, the Copan Group has carried out an impact analysis with the aim of identifying those issues on which the organization has the greatest influence in its day-to-day business.



Copan's impacts were identified thanks to interviews with company figures, aimed at assessing the significance of the various impacts. These were then categorized into **positive** and **negative, actual** and **potential** impacts.

Potential impacts were assessed according to their degree of **magnitude** (harm/benefit scale) and **probability**, while only the **magnitude** was taken into account in the case of actual impacts. A scale of 1 to 4 was used for the **magnitude** and **probability** levels, which is in line with the values that the Group is adopting in the development of their new ERM (Enterprise Risk Management) model.

A level 4 probability indicates a high likelihood, approaching certainty. The highest magnitude on the scale (4) signifies the optimal value for positive impacts and, in the case of negative impacts, denotes a very significant threat to the organization.



It should be noted that after having identified the impacts, the results were also compared with the outputs of the ERM analysis. This integration will continue in the future in order to ensure greater completeness and consistency between the two models.

Finally, for the assessment of some impacts, the ERM economic and financial evaluation scale was taken into consideration. This practice will also be further consolidated while drafting the next sustainability reports.

The research is outlined below. It starts with the analysis of actual impacts, followed by the one related to potential impacts. The final output is a presentation of the matrices of positive and negative potential impacts.

02 / 02.1 / 02.1.1

## Actual impacts

The actual impacts generated by Copan have been summarized in the table below, which includes the results of the analysis carried out to identify the main **actual impacts, positive and negative**, that are generated directly and indirectly by the company during its activities. For each generated impact, the material theme tied to it was identified, as well as the link to the Sustainable Development Goals (SDGs).

In the magnitude column, the color green refers to a positive impact, while the color red refers to a negative impact.

SDG	Topic	Generated Impact	Magnitude
    	<b>Responsible energy management</b>	Presence of photovoltaic systems that cover a portion of the electricity needs	
	<b>Waste management</b>	Carrying out projects for the reduction and valorization of waste produced and for the internal reuse of production waste	
	<b>Emissions reduction</b>	Monitoring of greenhouse gas emissions, direct emissions (Cat. 1) and indirect emissions from imported energy (Cat. 2)	
		Failure to adhere to formalized programs for the achievement of climate goals (e.g., SBTi Science Based targets)	
	<b>Circular Economy</b>	Carrying out life cycle assessments of certain products (LCA)	

Positive impact

Negative impact

SDG	Topic	Generated Impact	Magnitude
 	<b>Materials</b>	Use of 100% recyclable packaging material	
		Use of virgin raw materials for the company's products and for the packaging used	
	<b>Water management</b>	Monitoring of the flow of water consumption (both civil and process uses)	
		Poor control of water consumption and increase in withdrawals, also considering the specific value compared to production	
 	<b>Diversity, Inclusion &amp; Equal Opportunities</b>	Strong female presence in the company and gender protection through continuous improvement projects	
	<b>Training &amp; Education</b>	Training projects aimed at creating a corporate culture of continuous learning	
 	<b>Employee well-being</b>	Remote-working policies and flexible working hours (for tasks that allow it) with benefits for employees' work-life balance	
		Presence of a company kindergarten adjacent to the structure	
 	<b>Employee health and safety</b>	Presence of a welfare platform for employees	
		Presence of a listening desk for employees with an external psychologist	
	<b>Employee health and safety</b>	Lack of certification according to ISO 45001 occupational health and safety	
	<b>Personnel management</b>	Lack of continuous monitoring of employee satisfaction through targeted surveys followed by concrete actions	

Positive impact

Negative impact

02 / 02.1 / 02.1.1

SDG	Topic	Generated Impact	Magnitude
11 Sustainable Cities and Communities	Creating value within the community	Activation of projects in collaboration with universities	● ● ●
17 Partnerships for the Goals			
8 Decent Work and Economic Growth	Economic performance	The company is in a condition of financial stability that allows it to plan investments for development and growth in the medium and long term	● ● ● ●
16 Peace, Justice and Strong Institutions			
17 Partnerships for the Goals	Customer satisfaction	Presence of a customer satisfaction monitoring tool, with set goals	● ● ●
4 Quality Education	Cybersecurity and digitization	Protection of privacy beyond legal obligations and presence of an access control policy	● ● ●
11 Sustainable Cities and Communities		Cybersecurity Training	● ● ●
16 Peace, Justice and Strong Institutions	Strategic direction and ESG	Presence of the Organizational Management Model 231/2016 and the related irregularity reporting channels and management systems	● ● ●
17 Partnerships for the Goals		Presence of ISO 9001, 27001 and 13485 certifications	● ● ●
		Regular publication of the sustainability report according to up-to-date international standards	● ● ● ●
9 Industry, Innovation and Infrastructure	Product innovation	Continuous collaboration of the R&D team with research institutions for product innovation projects (e.g., Life Cycle Assessment - LCA)	● ● ● ●
4 Quality Education			
12 Responsible Consumption and Production	Supply chain management	Lack of a responsible sourcing policy or supplier selection policy	● ● ● ●

● Positive impact

● Negative impact

02 / 02.1 / 02.1.2

## Potential impacts

“Potential impacts” are all those impacts, positive or negative, that have not yet occurred, but which have a certain probability of occurring. Their eventual occurrence constitutes an **opportunity** (positive impact) or a **risk** (negative impact) for the company.



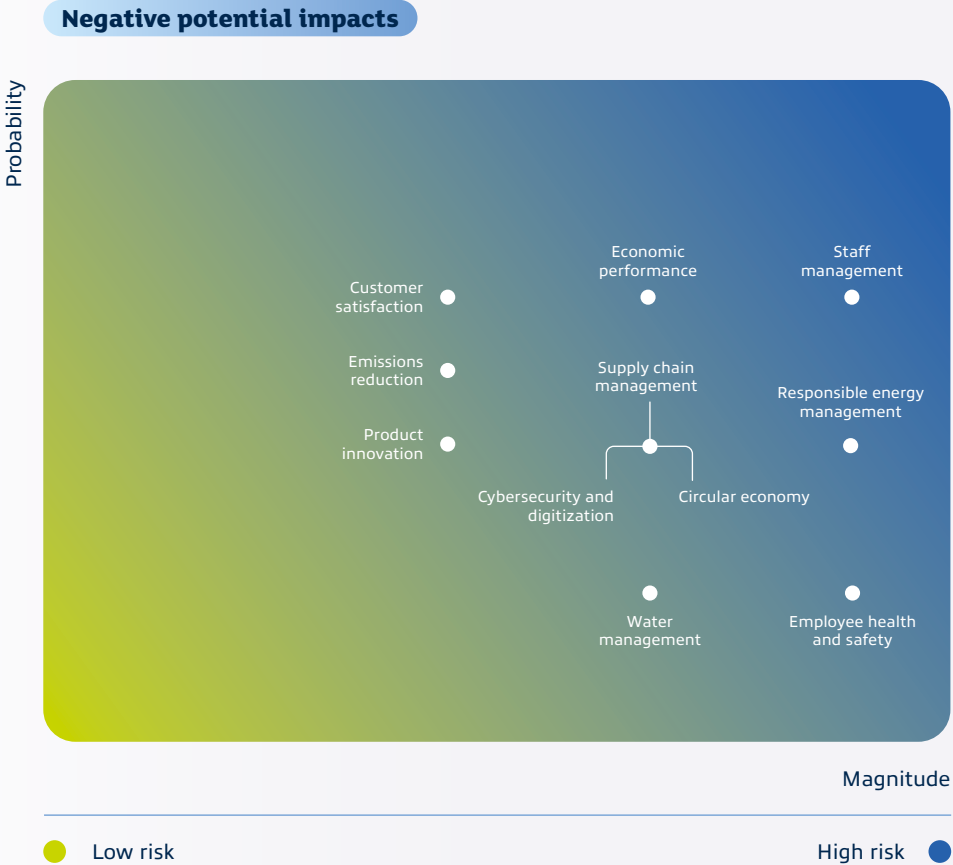
POTENTIAL NEGATIVE IMPACTS

Potential negative impacts pose risks to Copan. The table below shows a description of the impacts associated with the relevant material topic.

	Topic	Description of the impact
Environment	Responsible energy management	Increased energy supply costs.
	Emission reduction	Production interruptions caused by extreme events related to climate change (floods, storms)  Risk of increased emissions as a result of higher production volumes and failure to meet reduction targets
	Circular Economy	Failure to provide for minimum environmental criteria and deterioration in market positioning
	Water resources	Exceeding the limits set by current legislation regarding the first and second rainwater purified and/or reintroduced into the environment
	Employee health and safety	Exceeding the limits set by current legislation regarding the first and second rainwater purified and/or reintroduced into the environment
Social	Personnel management	Difficulty in retaining employees, including strategic ones, resulting in increased outgoing turnover
	Economic performance	Increase in supply prices (e.g., raw material) and non-adjustment of sales prices
Governance	Customer satisfaction	Increase in complaints and consequent decrease in the customer satisfaction index
	Cybersecurity and digitization	Cyberattacks and consequent loss of data or financial damage related to inadequate cybersecurity training or other deficiencies in computer systems
	Product innovation	Delays in technological innovation and in the transition to more sustainable materials
	Supply Chain Management	Lack of attention to the sustainability performance of its suppliers and difficulties in tracking its supply chain

The risk matrix below is a graphical representation of the potential negative impacts described above. It is obtained by combining the magnitude and probability of each impact.

The more a topic is in the upper right corner of the matrix area, the more the associated impact poses a significant threat to Copan.





02 / 02.1 / 02.1.2 / 02.1.2.1

## Copan identifies poor employee retention as the most significant potential risk to the organization. Retaining its people and talents is in fact a priority for the company.

Another risk of high magnitude is related to the increase in supplier prices, which may not be followed by a corresponding **increase in selling prices**. This possibility would result in a decline in profits for Copan, leading to a reduction in financial resources for the execution of projects and investments, ESG context included.

Several potential negative impacts, on the other hand, have intermediate magnitude and probability. These are the risks associated with the topics of circular economy, energy, customer satisfaction, product innovation, cybersecurity, and responsible sourcing.

The risk of increased emissions stemming from an increase in production is perceived as significant and the probability of occurrence is medium.

Of lesser significance, as they are extremely unlikely, are the risks related to the failure to comply with water discharge limits and the occurrence of workplace accidents, albeit potentially severe.

02 / 02.1 / 02.1.2 / 02.1.2.2

## POTENTIAL POSITIVE IMPACTS

Potential positive impacts can be identified as opportunities for Copan. The table below shows a description of the impacts associated with the relevant material topic.

Topic	Description of the impact
Responsible energy management	Adoption of an energy management system according to ISO 50001
	Continuous monitoring (also in terms of emissions saved) of the energy efficiency measures carried out
Waste management	Improvement of the separate waste collection system in the offices and related awareness of employees for proper operation
Emission reduction	Extension of the scope of analysis of the organization's carbon footprint, with the integration of scope 3
	Supply of electricity accompanied by a Guarantee of Origin and, therefore, coming from renewable sources
Circular Economy	Obtaining eco-labels (e.g., Environmental Product Declaration EPD) for one or more products
Materials	Use of partially recycled material for its products, which does not affect the final quality
Water resources	Implementation of a closed-loop circuit for the cooling process of the molds in production
Diversity, Inclusion & Equal Opportunities	Conducting an analysis to understand the gender pay gap and, if necessary, taking corrective action
	Certification according to PdR 125, Guidelines for Gender Equality
	Development of communication activities in support of national or international initiatives on Diversity and Inclusion issues
Training & Education	Conducting specific courses on sustainability issues

Environment

Social

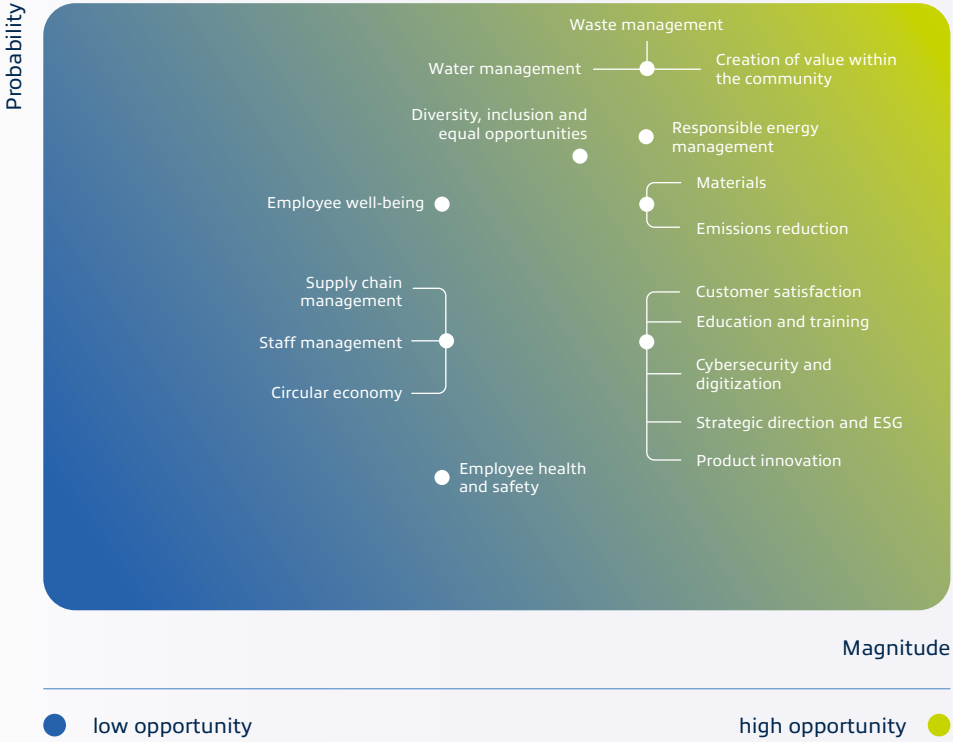
02 / 02.1 / 02.1.2 / 02.1.2.2

Social	Topic	Description of the impact
	Employee well-being	Expansion of the company kindergarten for pre-school children
Governance	Employee health and safety	Workplace Health Promotion (WHP) Program Membership
	Personnel management	Organization of team building events
	Creating value within community	Incremento del coinvolgimento dei dipendenti per le attività a favore della comunità (donazioni, volontariato aziendale)
	Customer satisfaction	Communicating with customers about the composition of products and their supply chain
	Cybersecurity and digitization	Periodic monitoring of compliance with the GDPR (General Data Protection Regulation)
	Strategic Direction & ESG	Provision of bonuses to managers and executives linked to the achievement of sustainability goals
	Product innovation	R&D projects in the field of circular economy and industrial symbiosis
	Supply Chain Management	Sterilization phase carried out internally without the need for outsourcing the process

Similarly to the case of potential negative impacts above, the graphic representation below shows in the upper right corner those topics associated with opportunities that may be of strategic importance for the company.

Copan has identified several potential positive impacts: these are eventualities that, if they were to occur, would lead to a significant increase in Copan’s sustainability performance in each of the three spheres (Environment, Social, and Governance).

Positive potential impacts



Copan recognizes the importance and potential of improving its **waste separation system, reducing its water consumption** thanks to closed-loop project of processes, and increasing the number of **activities in favor of the community**. At the same time these are projects that have a high probability of being implemented.

Other significant opportunities are associated with the **implementation of energy efficiency** measures, the **guarantee of equal opportunities among employees**, the **use of partially recycled material** for its products and the monitoring and reduction of **the organization’s climate-altering gas** emissions.

Potentially relevant, but currently less likely to be implemented, is adherence to the Workplace Health Promotion (WHP) program.

02 / 02.2

## Materiality analysis and stakeholder engagement

For its 2022 Sustainability Report, the Copan Group has decided to carry out the materiality analysis again, adopting the GRI 2021 international standards that came into force in January 2023 (Global Reporting Initiative).

1

### Identification of potentially relevant ESG topics for Copan

Document analysis (Risk analysis, previous sustainability reports, code of ethics)

2

### Assessment and evaluation of materiality levels

The identified topics have been evaluated both by external and internal stakeholders (employees) and by the strategic internal functions of Copan

3

### Definition of the materiality matrix

The results have been approved by the Management, which has defined the company's material topics

02 / 02.2 / 02.2.1

## Stakeholder Mapping

The company's goal was to reach all stakeholders to obtain feedback that would be as comprehensive as possible and to be able to respond to the stakeholders' needs. To achieve this, it chose to administer questionnaires, adopting a series of measures to improve understanding:

Information and training on the project: before involving them, stakeholders were informed about the sustainability project undertaken by Copan.

Widespread distribution of questionnaires, enlarging the group of involved stakeholders.

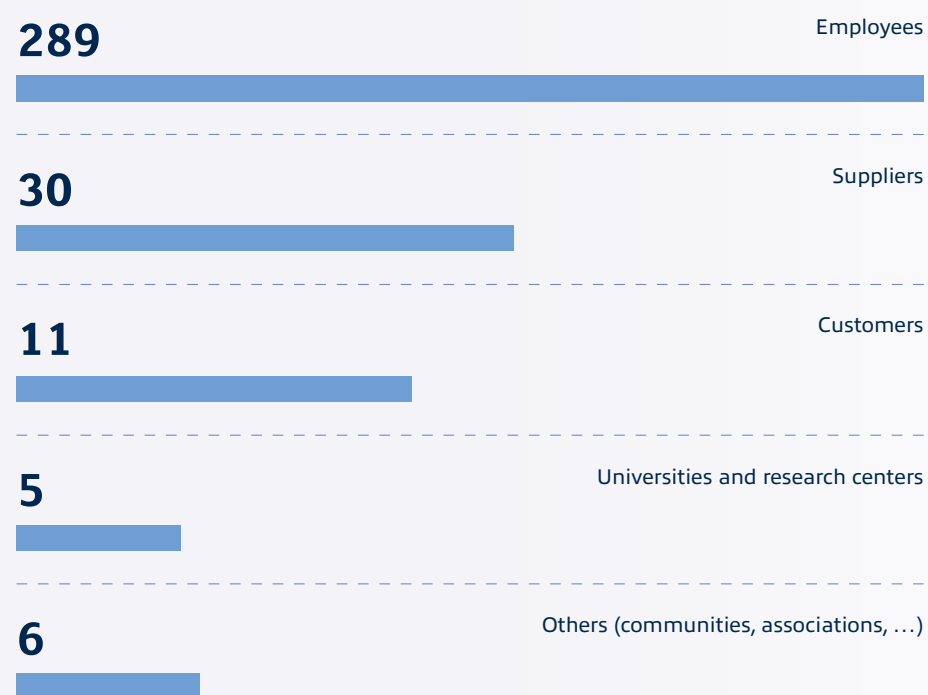
The questionnaires focused on potentially material issues, selected based on a careful analysis of Copan's activities, previous Sustainability Reports, and interviews with dedicated functions.



02 / 02.2 / 02.2.1

The questionnaires asked stakeholders to assign different levels (1 to 4) of strategic importance to each topic. In order to gather as many ideas as possible, there were also blank text boxes that could be filled in with new insights. This led to a good level of engagement, with 289 employees and over 50 external stakeholders participating in the questionnaire. It was also possible to collect 50 descriptive feedback and new ideas. They were all used for a critical analysis.

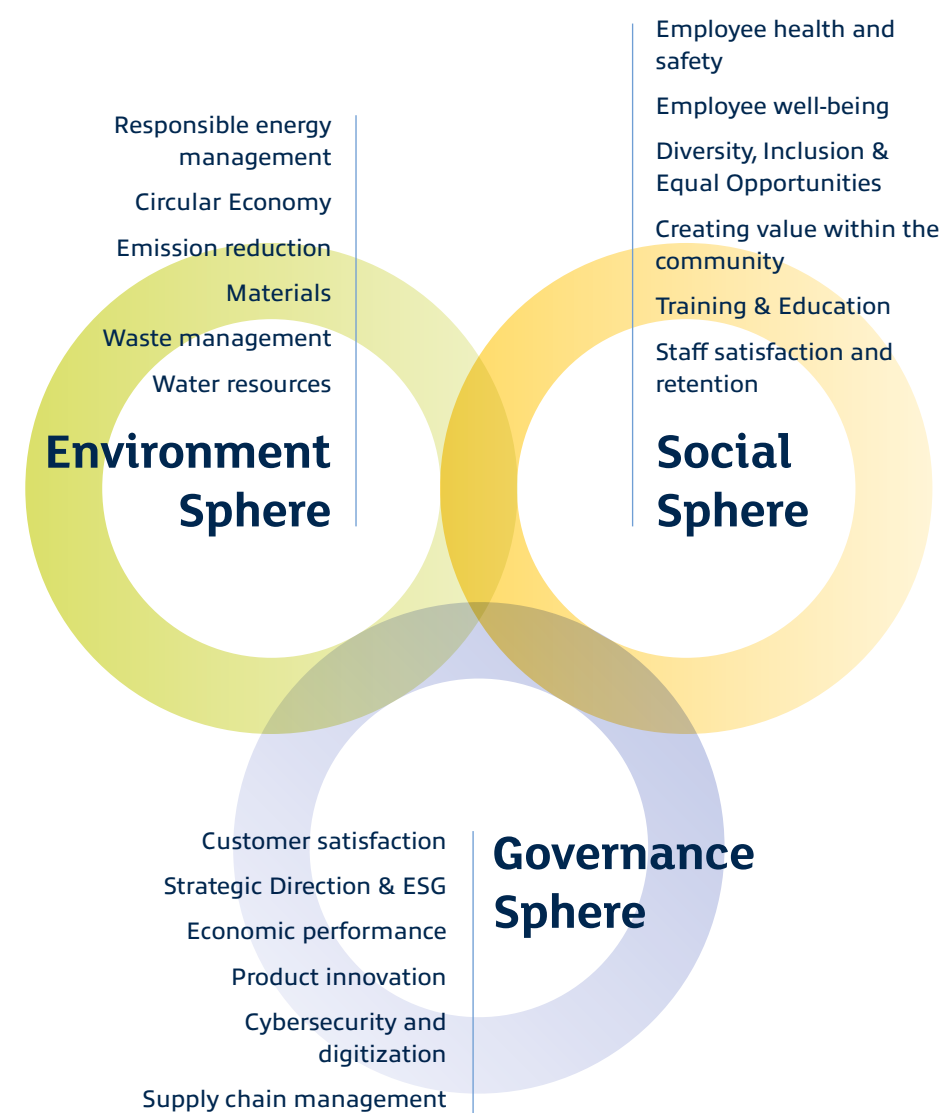
Who filled out the questionnaire



02 / 02.3

## Copan Group material topics

The results of the **stakeholder engagement** process were reviewed and submitted to the Management for judgment during a dedicated meeting involving the entire ESG team. This summit was useful to definitively approve Copan's new **material topics**, i.e., those topics that have the greatest influence on the company and that reflect the environmental, social, and economic impacts of the organization.

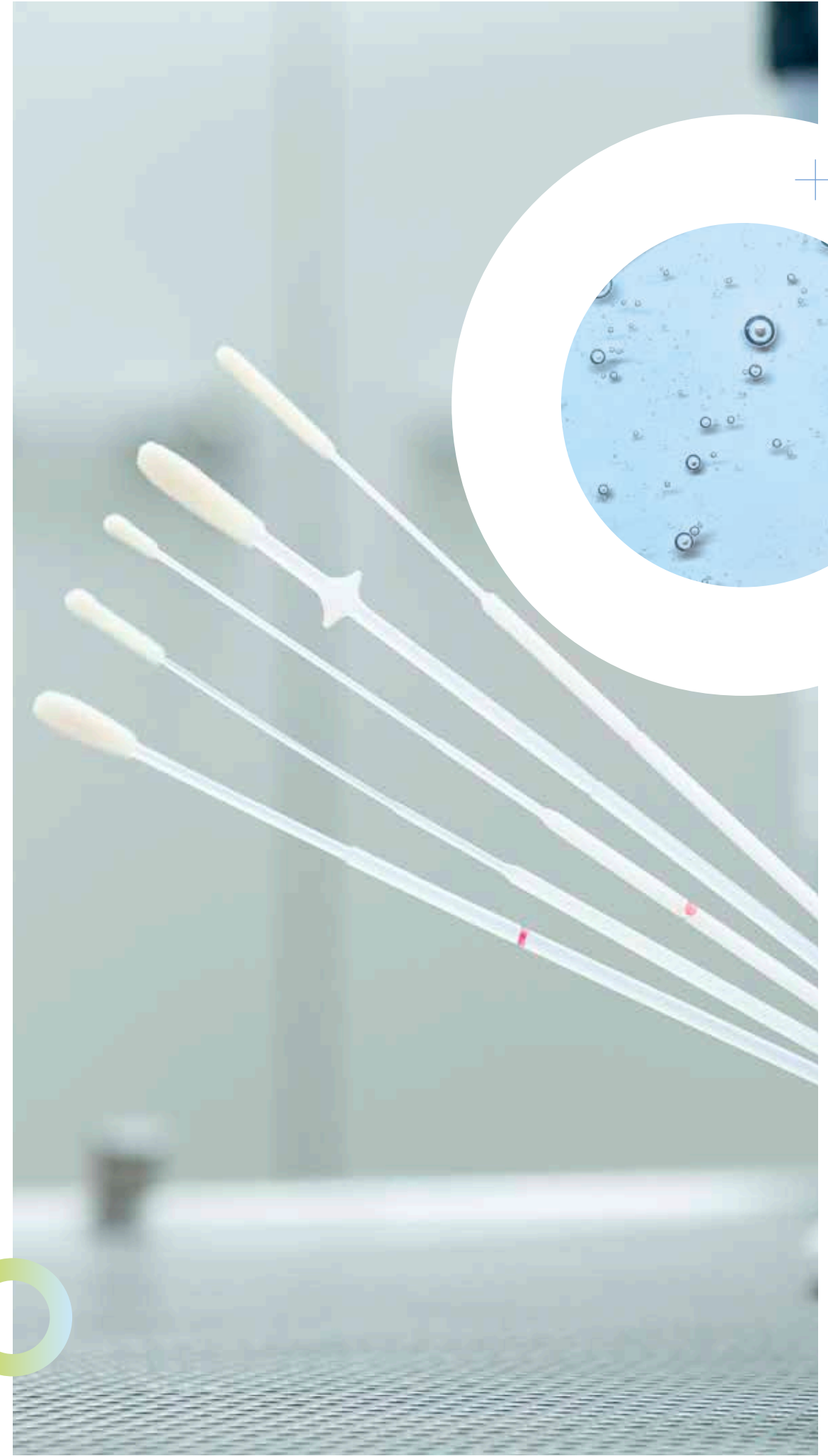
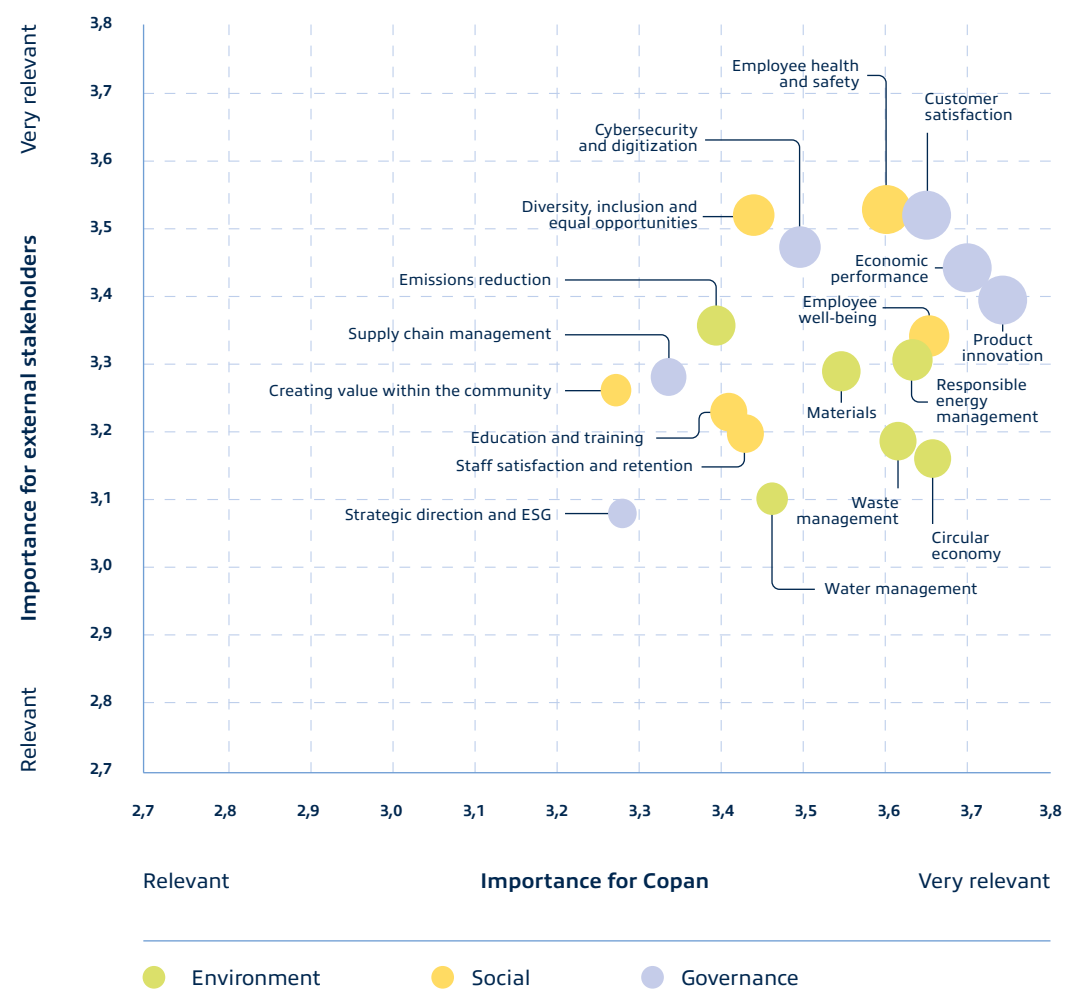


02 / 02.3

The prioritization of material topics is graphically represented by a materiality matrix, where each topic is positioned according to its strategic relevance for internal stakeholders and external stakeholders.

The more a topic is located at the top right corner, the more strategically important it is for the group. The issues in the lower left part are still relevant, even if they require, according to stakeholders, less urgency than the others.

To facilitate the reading and interpretation of the materiality matrix, the size of each topic placeholder increases in size when the topic is relevant to Copan.





# Copan

## Governance Sphere

### 03



Copan is a family-owned and operated business. The governing body is the Board of Directors, composed of 5 members: the president and CEO Stefania Triva and 4 directors, two of whom are company employees. The supervisory body is composed of three members.

#### Composition of the Board of Directors (number of members)

### Copan Italia

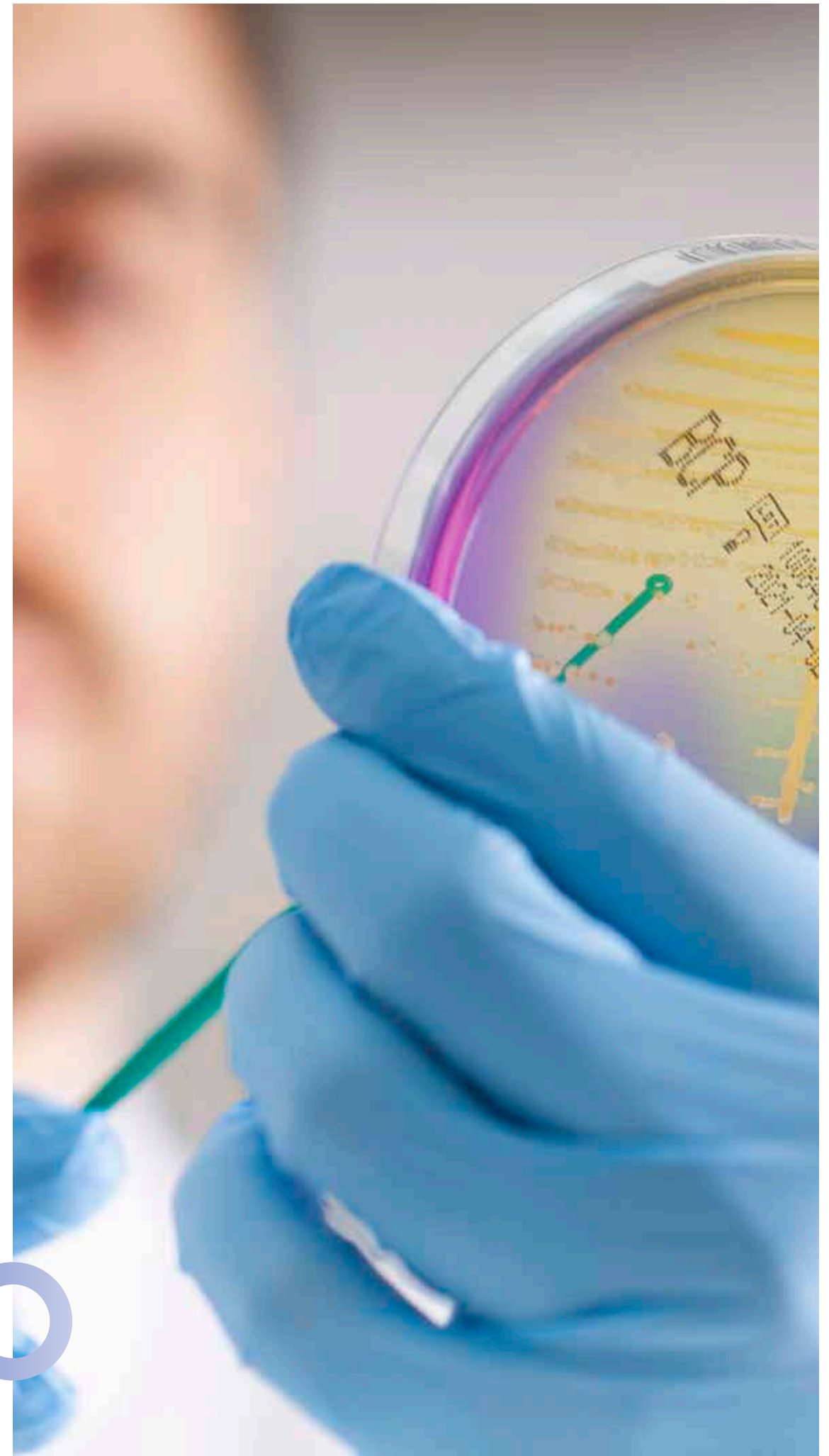
All members	5
Of which women	1
Of which employees	2

### Copan Wasp

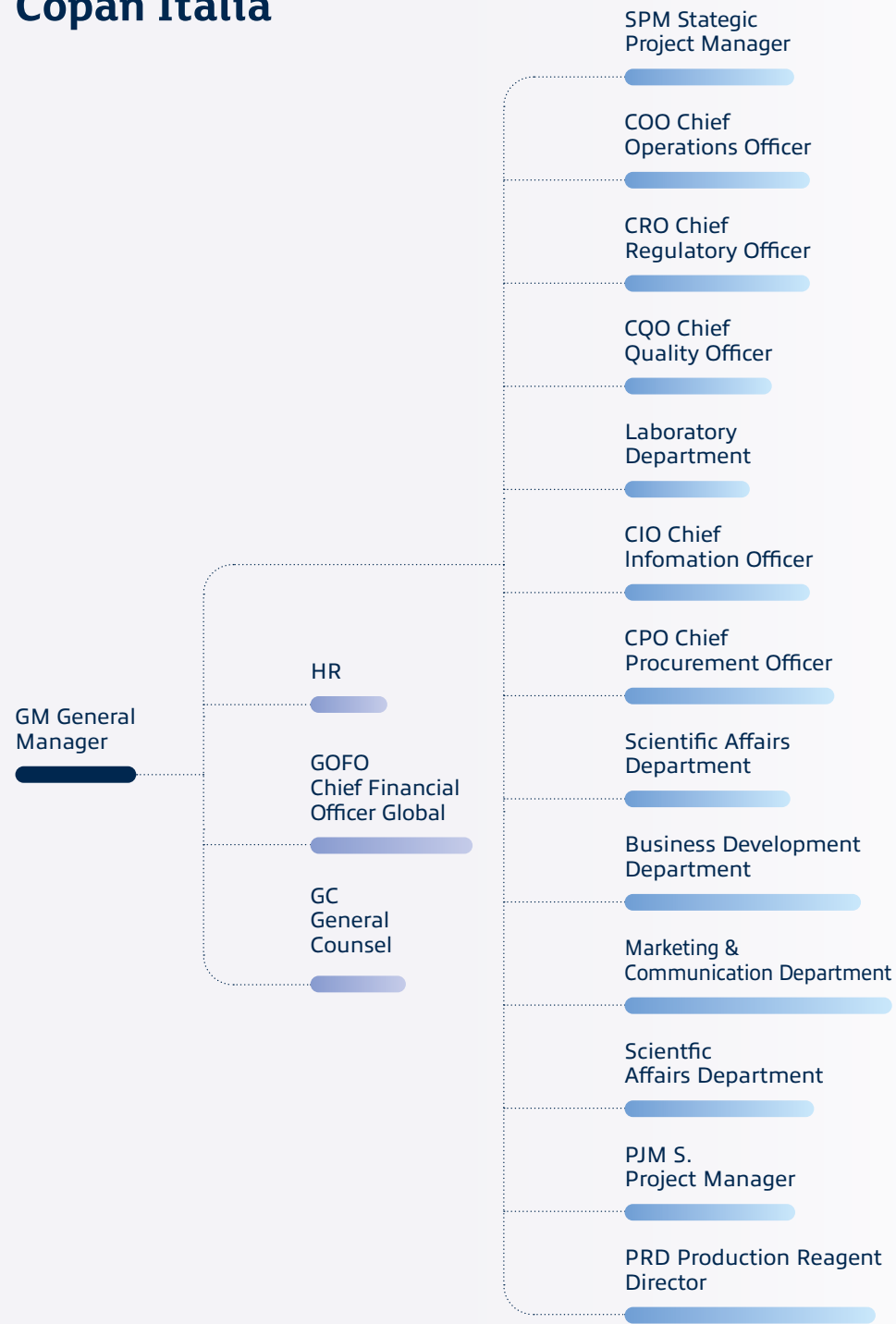
Managing Director	
Of which women	1
Of which employees	0

### Copan Newlab

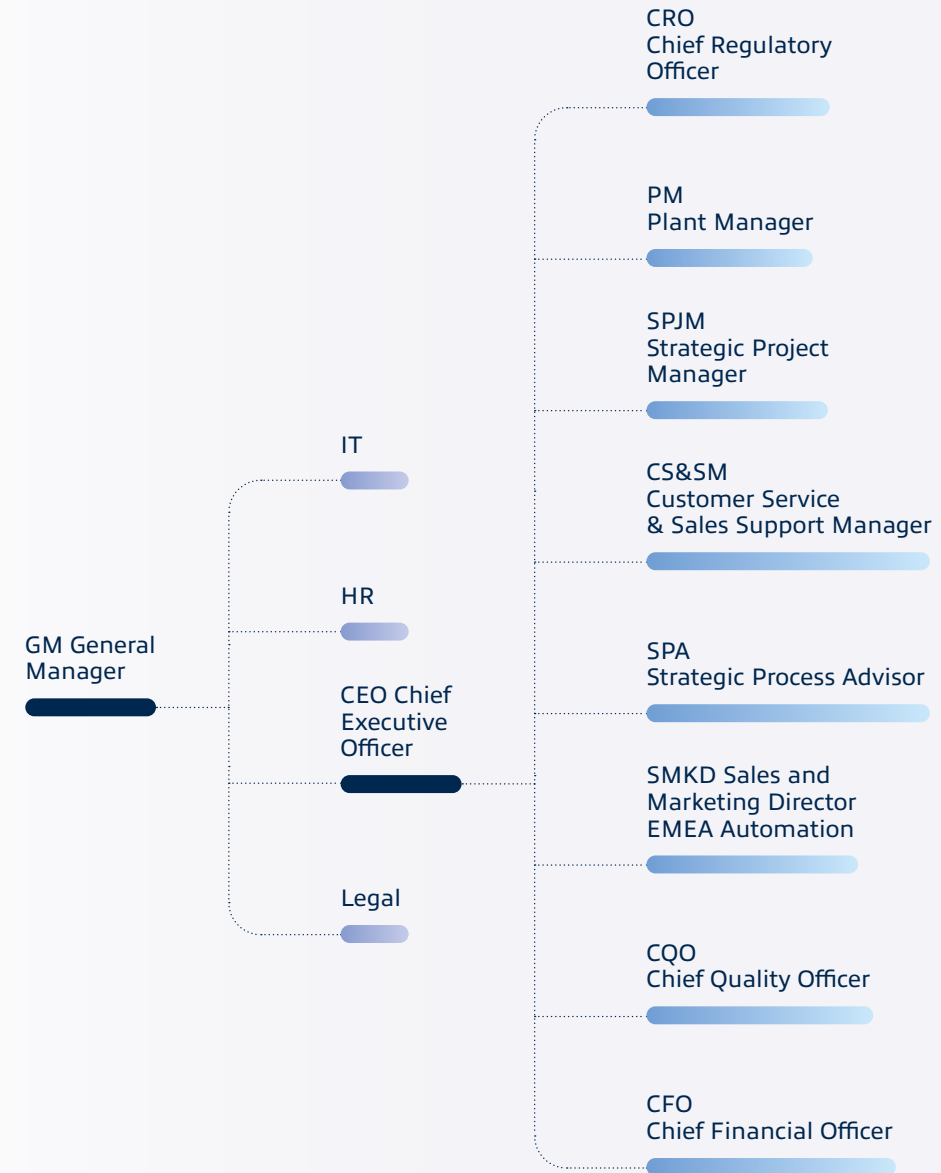
All members	3
Of which women	2
Of which employees	0



## Copan Italia



## Copan Wasp





## Copan Newlab



03 / 03.1

## Strategic Direction & ESG



03 / 03.1 / 03.1.1

### Organization, Management and Control Model

Copan Italia and Copan Wasp have adopted an Organisational, Management and Control Model, consistent with the provisions of Legislative Decree 231/2001 (MOG231/01) and supported by a Supervisory Body (SB).

The model contains a series of rules and procedures adopted by the company, aimed at preventing crimes in relation to the company's activity.

**Copan has also set up an internal and anonymous reporting channel via email, to which it is also possible to indicate any violations of the Code of Ethics.**

03 / 03.1 / 03.1.2

### Code of Ethics

Copan's Code of Ethics sets out the principles that inspire the organization, which were presented at the beginning of this document. The Group's Code of Ethics, as a fundamental document of the employment relationship, must be adhered to by those who work for Copan and/or its subsidiaries. In particular, it is aimed at:

Administrators

Auditors

Employees

Collaborators or consultants

Suppliers

Customers

Due to the significance of this document, the Board of Directors conducts a periodic review to assess its relevance, implement any necessary changes, and ensure its dissemination and communication.

The Code of Ethics is anticipated to be updated by the end of 2023. Additionally, it will be translated into English and supplemented to be applicable to the Group's foreign offices.



**The correct management of activities**

- Transparency and legality in business
- Enhancement of human resources
- Welfare as a culture of business organization
- Non-discrimination
- Health and safety of working spaces
- Environmental protection
- Privacy policy e of personal data
- Accounting and budgeting
- Quality system management
- Fair competition
- Compliance with laws and regulations



**Proper management of human resources**

- Personnel selection
- Establishment of the employment relationship
- Employee duties



**Relationship with customers and suppliers**



**Relations with the public administration**

03 / 03.1 / 03.1.3

## Management systems

Copan’s activity is part of a sector where quality is fundamental. The company considers obtaining certifications as an act of responsibility towards its stakeholders.

Certificazione	B.U.	Descrizione
ISO 13485-2016	Copan Italia S.p.A.	Quality Management System for Medical Devices
	Copan Wasp s.r.l.	
ISO 9001-2015	Copan Italia S.p.A.	Quality Management System
	Copan Wasp s.r.l.	
	Copan NewLab s.r.l.	
ISO 27001: 2013	Copan Italia S.p.A.	Information Security Management System
	Copan Wasp s.r.l.	
	Copan NewLab s.r.l.	
EC Certification	Copan Italia S.p.A.	Certificate of Conformity for Medical Devices

03 / 03.2

## Product and Process Innovation

Innovation is a cornerstone for Copan, which has consistently invested in research and development to continuously enhance its products and explore innovative work processes.

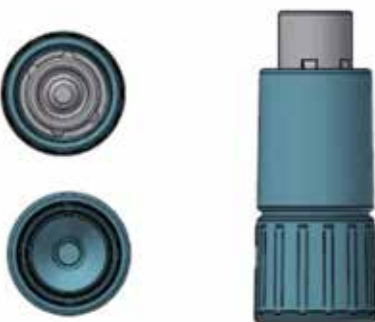
The **know-how** accumulated over the years, thanks to this strategic business choice, has allowed the company to gain a competitive edge.





PIERCE-ABLE AND RE-SEALABLE PNR™

Pierce-able and Re-sealable PNR™ caps are equipped with a metal film on the head that allows the tube to be perforated as needed by a pipettor even automatically. The ‘resealable’ cap variant also allows, through a resealable membrane, to prevent the spillage of sample from the tube in case of accidental fall.



RELEASE CAPS (devices for taking, transporting and storing samples)

Copan is studying a methodology to move the storage and transport medium, usually contained in the test tube, inside the cap. The goal is to create a safe trigger for its release, increasing patient safety.



OPTIMIZATION OF THE FLOCKING PROCESS

The study entails researching an alternative flocking process, aiming to catalyze the glue on the rods within a few seconds, thereby enabling significant energy savings during this operation.



Copan Italia’s projects

03 / 03.2 / 03.2.1

Product and Process Innovation - Copan Italia	
AS IS	TO BE
LCA study of pilot products	Conclusion of the LCA study for pilot products
Study of the new flocking process	Implementation of automations for single buffers
Release cap design	Industrialization and marketing of release caps
P&R Device design for workflow improvement in molecular biology	Use of the P&R cap on as many molecular biology platforms as possible
Sponsorship center for mechano-biology at UNIBS	Partnership with CSMT, the Brescia Hub that deals with innovation
Collaboration with the University of Milan for the development of the LolliSpoge product	-

Copan strongly believes that maintaining connections with the scientific community is crucial to pursue its goal of continuous improvement. The company has always distinguished itself through strong collaborations with external entities such as research centers and internationally renowned universities. Copan has an active Green Project with the University of Trento (UNITN), aiming to reduce the life cycle impact of two product categories significant to Copan Italia’s production: individually wrapped swabs and kits, a peel pouch containing a swab and a tube with medium.

The project involves an initial phase of assessment and Life Cycle Assessment (LCA) calculation, followed by a detailed analysis and the identification of production measures and raw material choices that will help reduce the impact of the product itself.

Implementation of the innovation system in an open perspective ("Open Innovation")

Copan NewLab’s projects

OPTIMIZING THE USER EXPERIENCE  
THROUGH THE CYCLONE PROJECT™

The aim of the study is to improve the User Experience by incorporating ideas gathered from the users of the automations installed in the past years. Specifically, the development team is working on a plan to improve the graphical interface, which will provide clearer information to help users in troubleshooting activities.

Some mechanical components have also been improved, contributing to the increased reliability of the Cyclone system™.

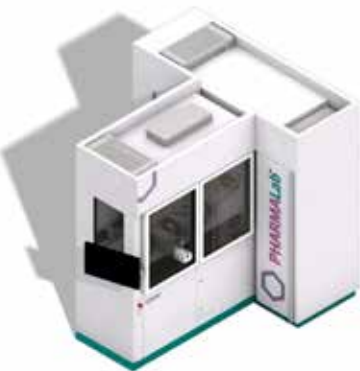


IMPROVING THE QUALITY AND SAFETY OF  
PHARMACEUTICAL PRODUCTION PROCESSES  
THANKS TO THE PHARMALAB PROJECT



Copan NewLab is developing an automated system capable of real-time monitoring of critical parameters, such as the presence of microbiological agents in pharmaceutical production lines and environments. Research activities focus on integrating innovative sensors, artificial intelligence algorithms, and user-friendly interfaces to facilitate data monitoring.

The challenge is to create a technologically advanced environmental monitoring system that is easy to integrate into existing processes, enhancing efficiency and reducing risks in the pharmaceutical sector.



Product and Process Innovation - Copan NewLab

AS IS	TO BE
Improved User Experience	Final release of the graphical user interface
Continuation of research and development activities concerning Pharmalab	Industrialization and marketing of Pharmalab



03 / 03.2 / 03.2.3

## Copan Wasp's projects

### MICROHUB

In microbiology and particularly bacteriology laboratories, there are currently no management systems specialized in implementing specific workflows. Copan Wasp is implementing MicroHub, a laboratory middleware to simplify, streamline and centralize the management of data exchange up to clinical validation of the analytical result.



### HEMOPLUS

Nowadays, in Bacteriology laboratories, the management of positive blood culture specimens is particularly critical. Awareness of the phenomenon of antibiotic resistance, coupled with the increase in sepsis cases, led Copan Wasp to investigate a fully automated process for handling blood culture bottles from positivity to rapid antibiogram management.



### RADIAN EXPERT SYSTEM

Antibiogram management using antibiotic diskettes has been a technique in use since the early 20th century. Copan Wasp automated the process through automatic dispensing and the creation of an expert rule system to determine the sensitivity or resistance of a pathogen to a given antibiotic molecule. In 2022, we have included in the system the possibility to manage by graphs the epidemiology.



### PHENOMATRIX PLUS

After 12 years of study and at least 8 years of neural network development, in 2022 we were able to achieve the ability to fully automate the interpretation of the analytical sample by implementing the "Automatic Release" functionality of the result. This results in two simultaneous workflows: the automatic movement of the plate(s) and the technical result to the Laboratory Information System (LIS).



03 / 03.2 / 03.2.3

## PHENOMATRIX TAG

In the interpretation of samples, image analysis plays a key role. With PhenoMatrix TAG, an artificial intelligence system developed by Copan Wasp, we enter the management of individual bacterial colonies growing on the culture plates. In fact, the system can identify and select the “best” colonies for subsequent Identification and Antibigram Preparation (ID/AST) processing.



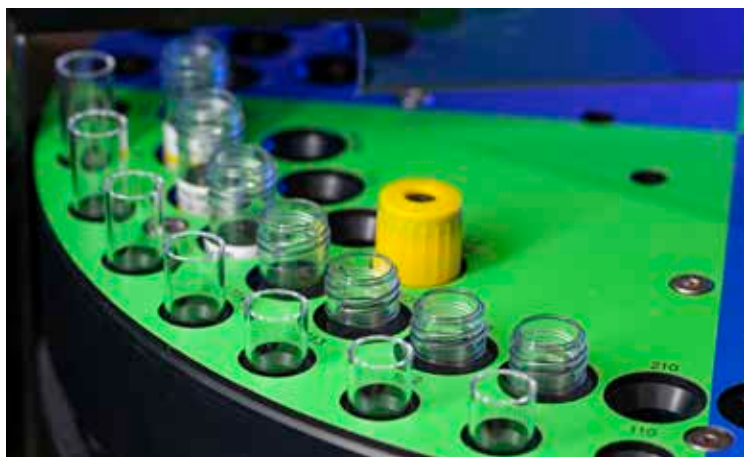
## NEW FEATURES - COLIBRI

In 2022, we have been working on implementing new features on “Colibri”:

**Management of the glass tube for dilution on the MicroScan (AST, Beckman)**

**Addition of target/slide preparation functionality for yeast**

**Addition of formic acid among the reagents manageable by automation**



## UNIVERSE

In 2022, we worked to implement new features on UniVerse, the instrument designed in 2020:

**Handling of multiple secondary tubes from the same primary sample**

**Study of a new design for agitation (spinning) of the primary sample**

**Study and implementation of a new module for handling endocervical specimens with “ThinPrep”**



## WASP CAPACITIVE ANSA

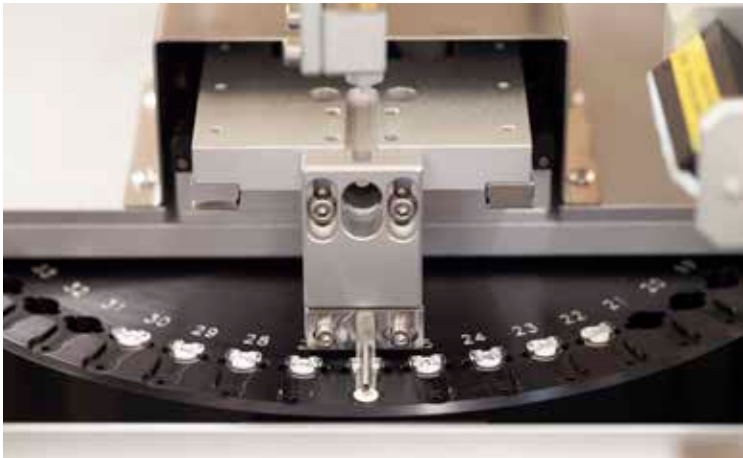
The Wasp system, an instrument that has been commercialized since 2008, has always relied for sample seeding on plate, on specially designed metal loops that are designed to be reusable and able to replicate the seeding pattern that has always been used in bacteriology. With this new study, we seek to add to the Wasp instrument the ability to “feel” when the loop comes in contact with agar, removing the residual risk of not properly “seeding” the sample.





RILC MULTIBRAND

The automated antibiotic diskette deposition system, RILC (Radian In Line Carousel), has been from the beginning of its market launch (2019) a crucial innovation to revitalize a “historical” technique in bacteriology. With this new study and implementation, the diskette carousel is able to handle several brands of antibiotic diskette manufacturers simultaneously.



Innovazione di Prodotto e Processo - Copan Wasp

AS IS	TO BE
MicroHub (Middleware di Laboratorio)	MicroBia: artificial intelligence system for early sample reporting.
HemoPlus	Early reporting for improving the treatment of sepsis.
Radian Expert System	Management of epidemiology to provide data for antimicrobial resistance management.
PhenoMatrix Plus	Official entry into the field of clinical diagnostics.
PhenoMatrix Tag	Speeding up the marketing of the product Colibri through automated colony selection.
UniVerse	Management of new features and input materials: blood, saliva, self-collected swabs.
Capacitive Ansa	Reaching 95% of the target market.



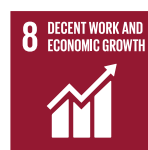
03 / 03.3

## Economic performance

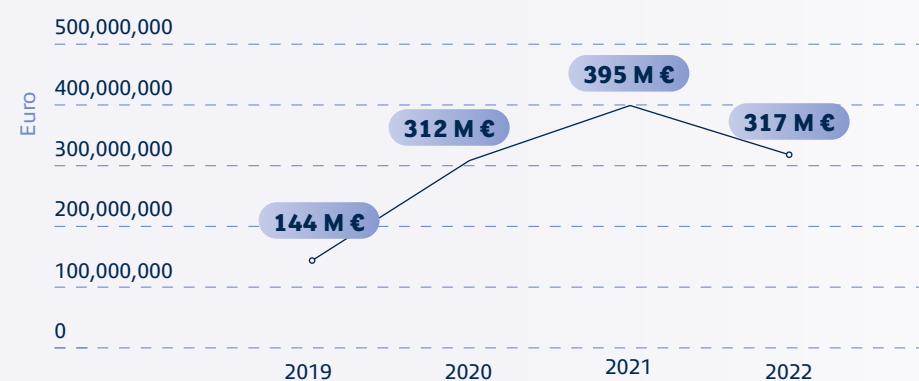
For Copan, sustainability also means maintaining a profitable business from an economic point of view.

Every business decision is therefore made after a careful assessment of the resources and effects, including economic ones, that will be generated.

In 2022, like for many others, it was the first year in which product demand volumes progressively returned to pre-pandemic levels, even for Copan. Revenue experienced a predictable downturn compared to 2021 (-19.8%), but it still remained more than double compared to the pre-Covid period. The net profit for the reporting year was almost € 27 million.

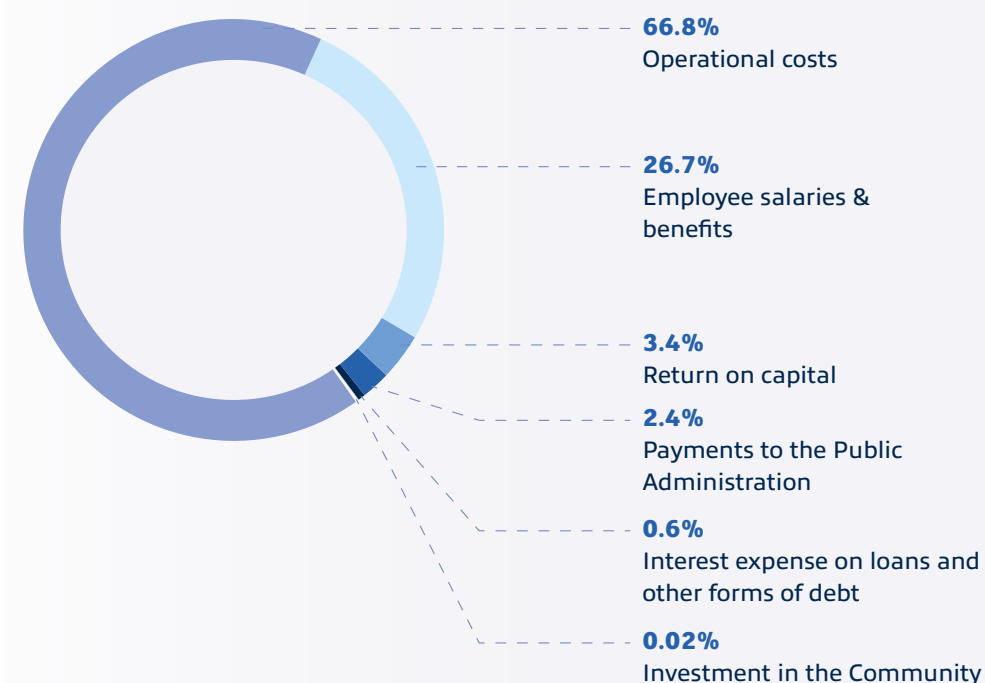


### Revenue performance



93% of the € 317 million generated by Copan in 2022 was redistributed as operating costs, salaries and employee benefits, dividends, payments to the public administration, interest expenses and other forms of debt, and, finally, as investments in the community. The breakdown of the economic value distributed in the items described above is shown in the chart below.

### Breakdown of distributed value



### Economic performance

AS IS	TO BE
93% of value distributed	> 93% of value distributed



03 / 03.4

## Supply Chain Management

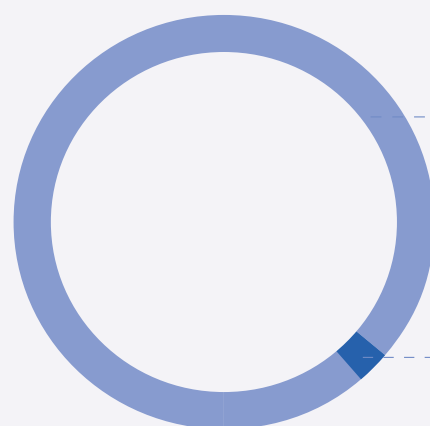


**Copan attribuisce un'importanza fondamentale alla fase di selezione dei fornitori, in quanto consente una corretta esecuzione delle attività.**

Copan assigns paramount importance to the supplier selection phase, as it is crucial for the proper execution of activities. Therefore, a dedicated company procedure is in place, wherein suppliers are selected based on the skills and professionalism. In the sensitive medical field, product quality and safety are the primary requirements that determine the customer's choice in favor of one supplier over another. In addition to this, the adoption of ethical and/or sustainability criteria will also be taken into account in the selection of suppliers.

From 2019 to the end of the 2022 reporting year, Copan Italia has tracked expenditures with its suppliers, categorizing them between material suppliers and service providers. In 2022, 97.8% of spending was directed towards material suppliers, while 2.2% was allocated to service providers.

### Expenditure towards suppliers

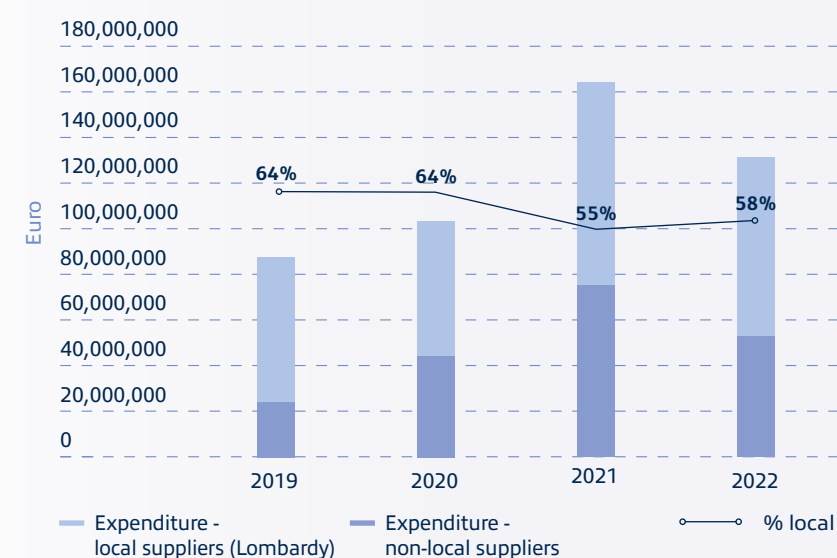


**128,700,000 €**  
Expenditure on materials

**2,960,000 €**  
Expenditure on services

The company has further delved into the analysis of its expenditure to determine the portion allocated to local suppliers, understood as suppliers based in Lombardy. In 2022, 34% of spending on services was directed towards Lombardy suppliers; this percentage reaches 58% if material suppliers are considered as well.

### Expenditure towards materials suppliers - Copan Italia



As noticeable from the previous paragraphs, Copan currently prefers the use of local suppliers for materials and services.

### Supply Chain Management

AS IS	TO BE
Supplier Selection Procedure	Introduction of sustainability/ethical criteria in supplier selection



03 / 03.5

## Cybersecurity and digitalization



As mentioned at the beginning of this chapter, IT security is of fundamental importance for the Group.

Copan Italia S.p.A., Copan Wasp srl and Copan NewLab srl have in fact been certified according to the ISO 27001 standard, a management system that allows for the management and safekeeping of digital data.

To promote a culture of awareness, the company has conducted Cybersecurity courses over the past two years. These courses have played a crucial role in preventing any complaints about privacy violations from both external and internal parties.

**The Copan Group, through a privacy policy compliant with Legislative Decree 196/2003 and EU Reg. 2016/679, ensures the protection of customers' and suppliers' personal data, operating in full compliance with current privacy and personal data protection regulations.**



03 / 03.6

## Customer satisfaction

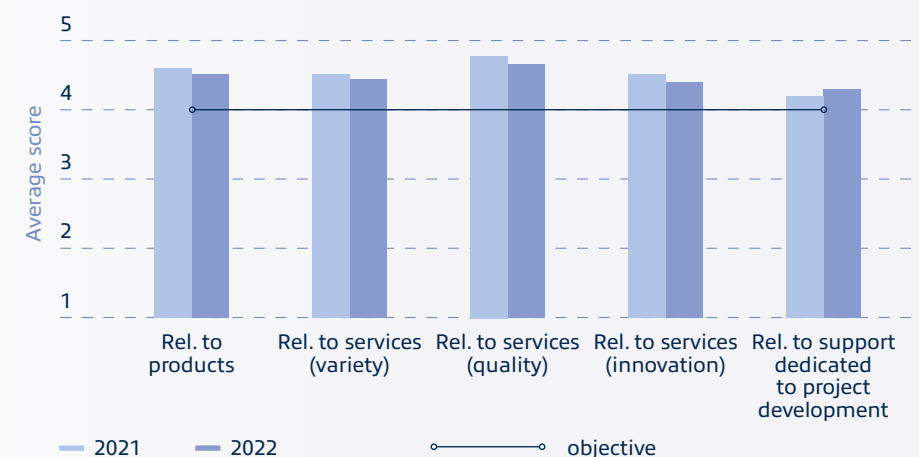


The Group's goal is to create a relationship of trust and collaboration with its customers. To do so, it implements market strategies inspired by the principle of fair competition and it guarantees the highest safety and quality standards.

Customer feedback is a strategic tool for Copan. In particular, Copan Italia carried out **customer satisfaction surveys** in 2021 and 2022, investigating their degree of satisfaction with the products offered, the variety of services, the quality of services, their degree of innovation and, finally, the support provided by Copan in relation to the development of projects.

The company aimed at reaching a score of 4/5. This has been achieved with respect to each of the themes mentioned above, as shown in the chart below.

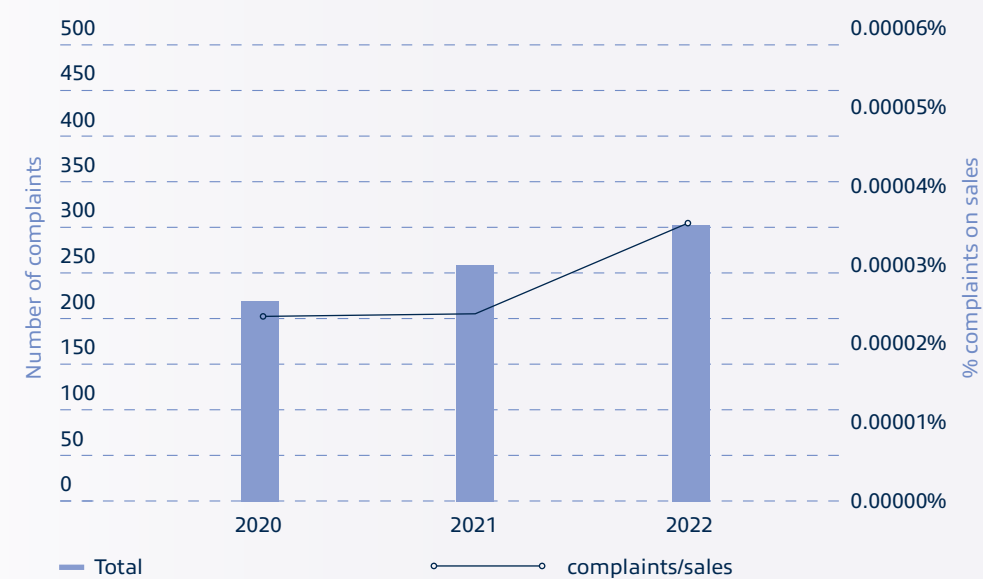
Customer satisfaction - Copan Italia



The response rate trend was notably positive, reaching 58%, an increase of 18% compared to the previous year. This is evidence of increased customer engagement in the survey.

Furthermore, Copan Italia monitors the progression of complaints over time to uphold the highest product quality standards. In 2022, less than 0.0001% of the parts sold were deemed defective, and the company successfully resolved 100% of the received complaints.

Complaints - Copan Italia



Copan

Social  
Sphere

04

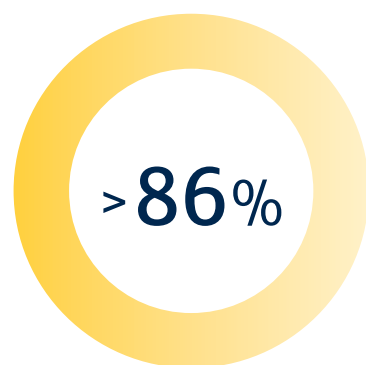




## The uniqueness of people is Copan's purpose



of hours dedicated to training in 2022

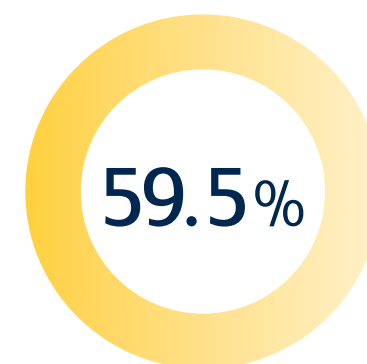


of employees hired on a permanent basis

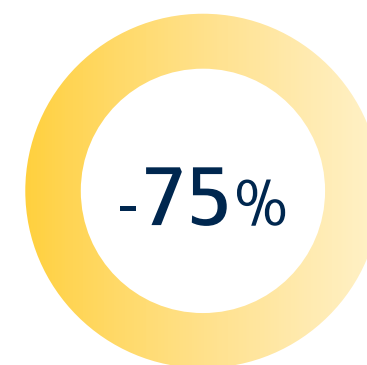


Company Kindergarten

Since it is a family business, Copan wants to be “close” to its employees. For this reason, its company policy is geared towards improving the quality of life of its employees and their work-life balance.



of the workforce is composed of women



accident incidence index in 2022



Corporate welfare platform

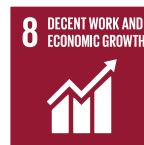


04 / 04.1

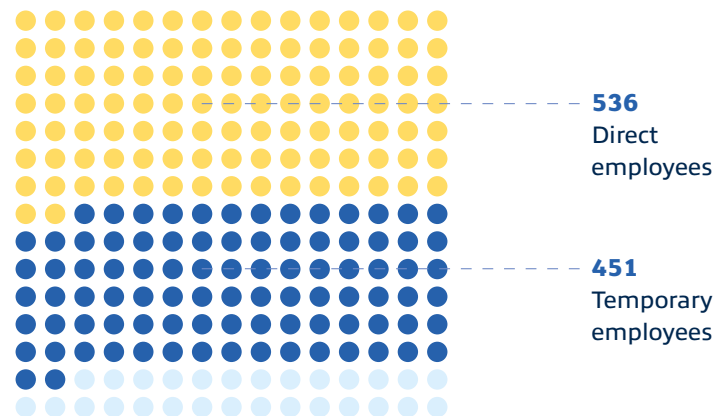
## Staff satisfaction and retention

As of 31 December 2022, the Copan Group consisted of **933 employees**, of which 603 were direct employees (the remainder is made up of temporary employees).

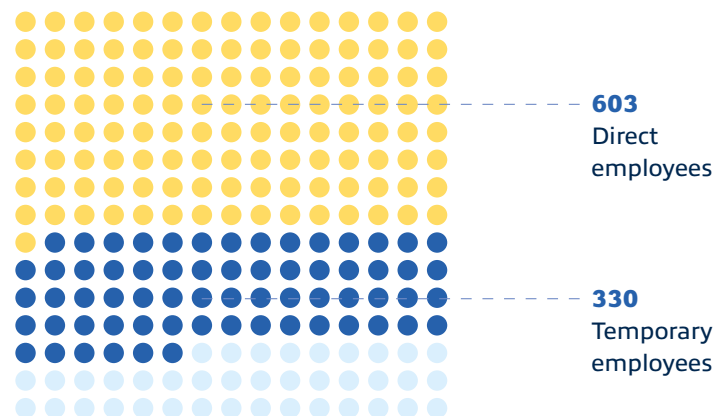
These are selected on the basis of criteria of competence, professionalism and compliance with company values. 3% of employees are middle managers, 36.5% are white-collar workers, while the majority (60.8%) are blue-collar workers.



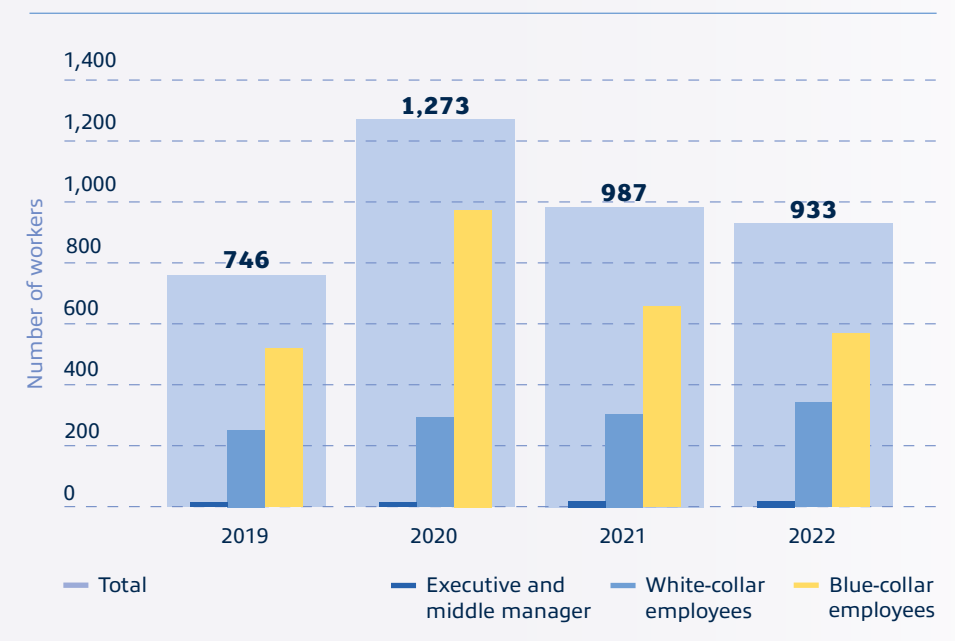
2021



2022

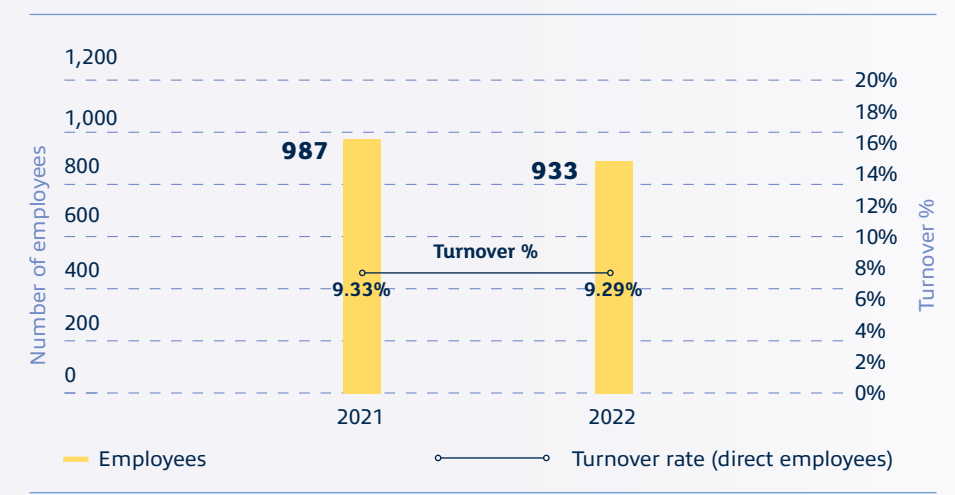


### Employees by role



The chart below shows the evolution of the number of employees in 2021 and 2022. It was decided to calculate the turnover rate (obtained as the ratio between the sum of the number of new hires and exits and the total number of employees) referring it only to direct employees (therefore excluding temporary workers). This has remained at low levels and steady over the past two years.

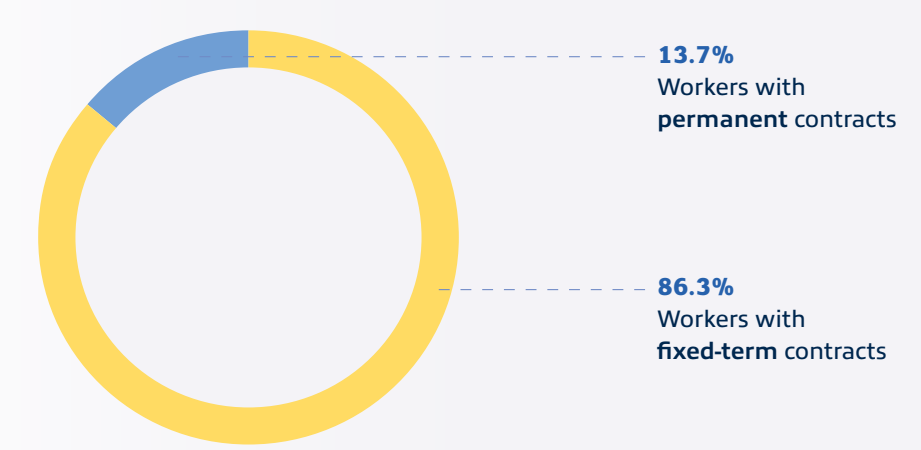
### Employees and turnover rate



Copan also monitors the trend of youth turnover (people under 30). In this case as well, the calculation was performed only for direct employees and resulted in a very low (and constant over the years) value of youth turnover, which stands at 3%.

Ensuring job stability is essential for Copan: 86.3% of employees are hired on a permanent basis reaching 98% when considering only direct employees. Additionally, 98.7% of employees have full-time employment contracts and work an average of 40 hours per week.

### Employees by contract type



Staff management	
AS IS	TO BE
86.3% of workers hired on a permanent basis	> 90% of workers hired on a permanent basis

04 / 04.2

## Employee well-being

As indicated in the company's code of ethics, people's well-being is a precious asset for Copan, which aims to create a working environment in which the professional aptitudes, creativity and commitment of each person are valued.

With a view to work-life balance, a structured corporate **welfare system** has been created. Copan employees have access to fresh seasonal fruit during breaks, as well as the opportunity to prepare their own orange juices. The creation of a relaxation area, Piazza Daniele Triva, allows employees to socialize and relax.

With a view to **flexible working**, Copan allows some categories of employees to work a few hours from home. In 2022, 161,000 hours were worked in this mode (accounting for more than 10% of total hours worked).



### PETER PAN KINDERGARTEN

To meet the needs of new parents, who often work in two daily shifts, Copan opened a childcare facility, the Peter Pan kindergarten. This facility operates continuously from 6 am to 10 pm and is accessible to all Copan employees with children aged 7 months to 3 years. In 2022, 33 children attended the nursery.

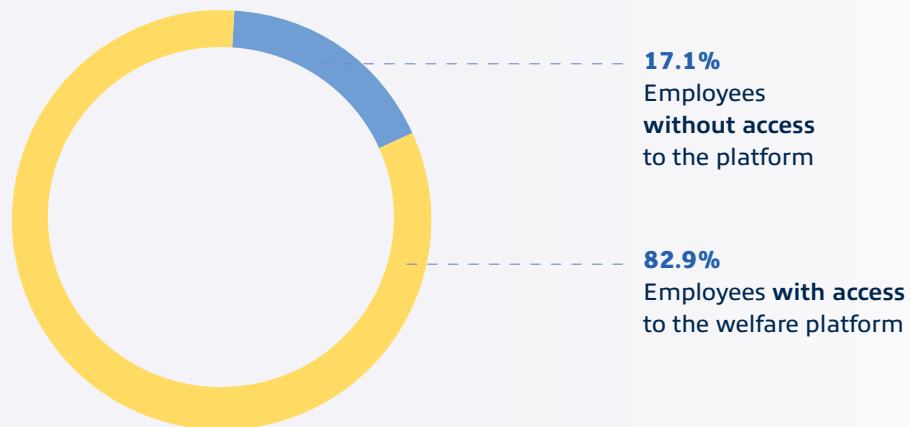




04 / 04.2

Since 2013 a counselling and psychological support center has also been active. All Copan employees can benefit from professional support to manage and overcome moments of fragility, stress and worries of any kind. Since 2018, the DoubleYou welfare platform has been active. Copan annually pays a bonus to its employees; in 2022, direct employees who had access to the welfare platform were 83% of the total, as shown in the graph below.

Welfare platform



Copan sees the welfare platform established in 2018 as a tool for growth. In 2022 more than € 1,400,000 were distributed as welfare and benefits checks and they were allocated to both direct and temporary employees. Since August 2016 there has also been a company canteen service, active from Monday to Sunday for all employees and collaborators. In 2022, around 159,000 meals were provided. To foster a sense of community, in 2022 Copan also organized a series of events for employees, such as the murder mystery dinner and the chestnut festival.

Employee well-being

AS IS	TO BE
Events for employees	Increased number of events for employees
Welfare platform for 83% of direct employees	Extension of the welfare platform to 85% of direct employees.

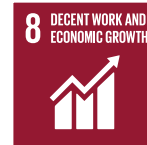




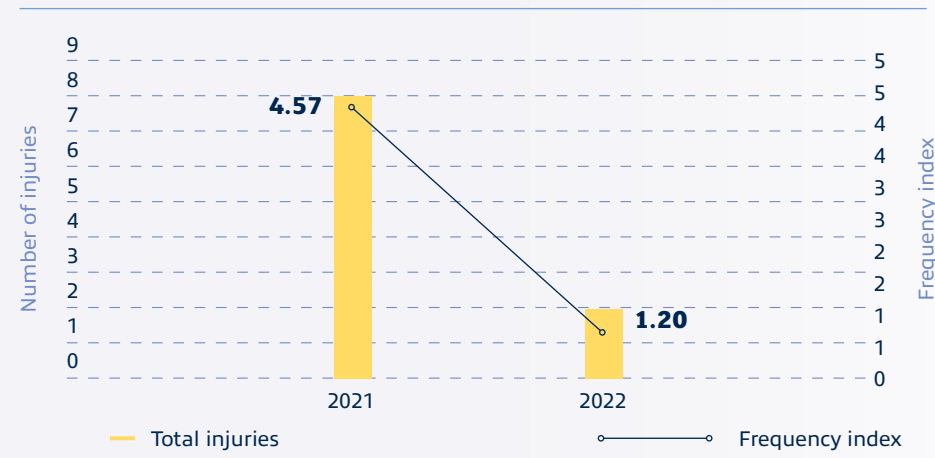
04 / 04.3

## Employee health and safety

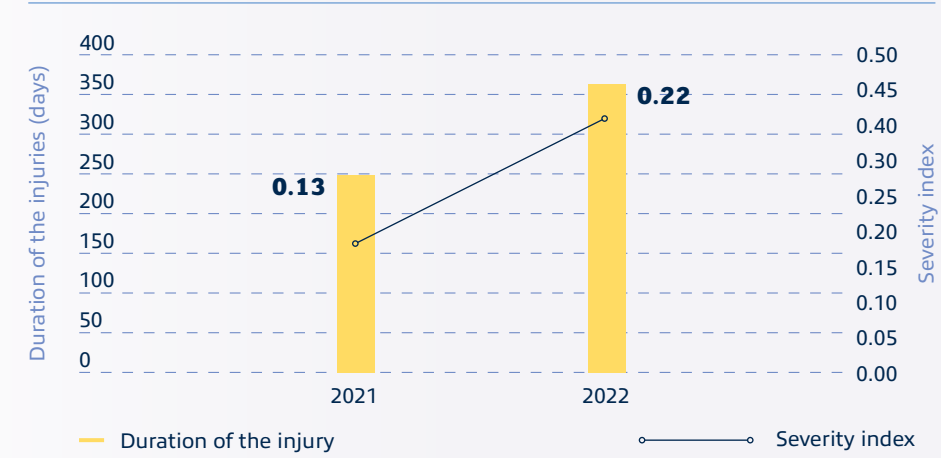
Copan complies with the regulations in force in terms of health and safety in the workplace. Accident prevention is one of the most important material topics for the company. In 2022, there were 2 accidents (-6 compared to the previous year). The frequency index decreased by 74%, while the severity index increased (+64%).



### Frequency index



### Severity index

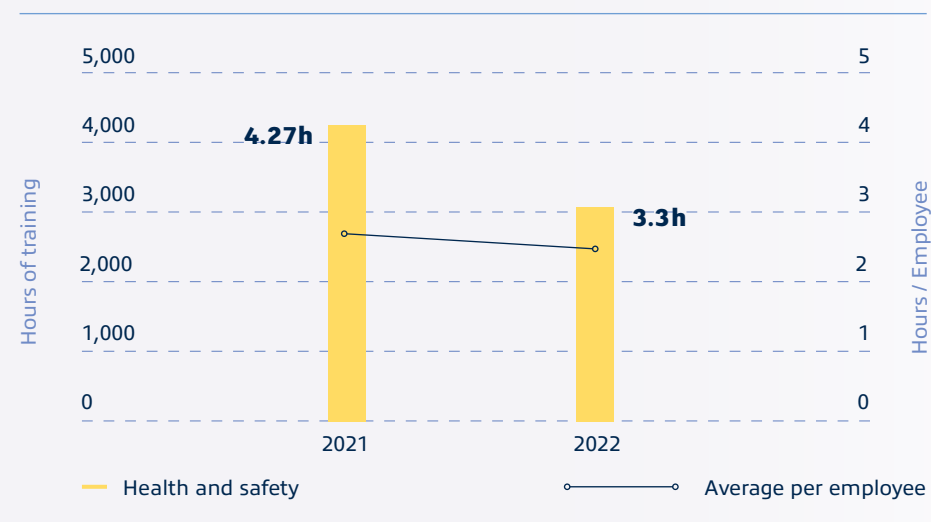


04 / 04.3

## Company employees receive diligent training in health and safety matters, tailored to their respective roles.

In 2022, over 3,000 hours of health and safety training were delivered, averaging 3.3 hours per employee. The specific hours per employee decreased by 23% compared to 2021, partly attributed to the reduced number of blue-collar workers in the workforce, who typically receive more training in this area.

Hours of training on health and safety



For Copan, employee health is not limited to the workplace. In partnership with BioRep and Zadei Clinic, the company offered its employees some precision **health screening** services to implement pre-primary prevention practices. Finally, a pilot project “Microbiome” was launched in which 196 employees participated.

Employee health and safety

AS IS	TO BE
Installed 2 AEDs	New AEDs
-	Increased hours of health and safety training



04 / 04.4

## Training & Education



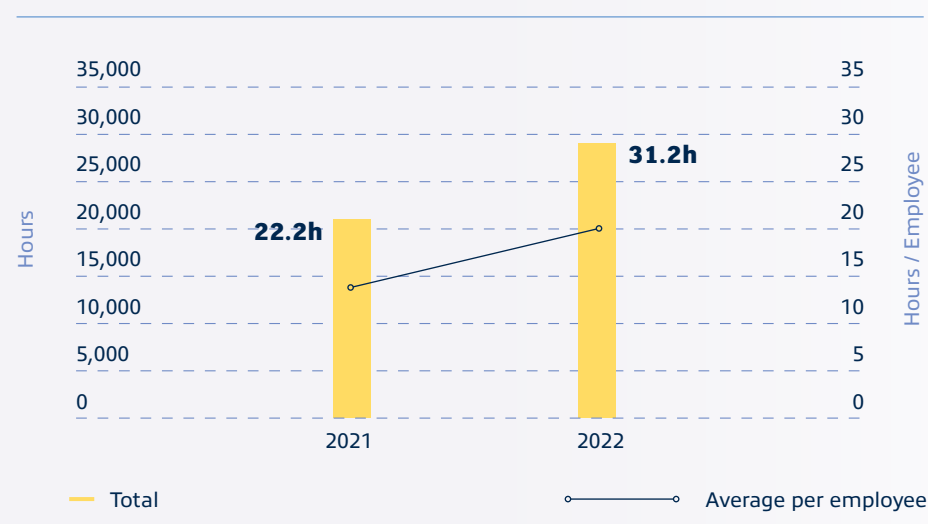
Training is of fundamental importance for Copan, which seeks to enhance the professional skills of its employees by guaranteeing them an adequate training path. The creation of a stimulating environment fosters greater collaboration between people, improves their productivity and, above all, personal satisfaction.

Overall, more than **29,000 hours of total training were provided in 2022**, for an average of 31.2 hours of training per employee, an increase of 40.9% compared to the previous year.

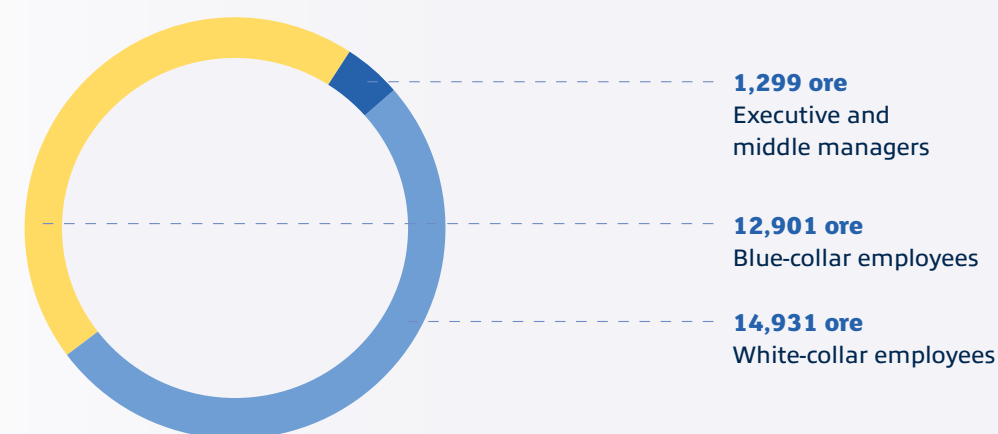
Copan has analyzed the distribution of training hours to map the main recipients. The following graph illustrates the total training hours per job role. These are delivered almost entirely (96%) to employees and workers.

**As for the average hours, they have increased for each category compared to 2021: +229% for executives, +35.4% for employees, and +23.3% for workers.**

Total training hours per employee



Average hours of training per employee category

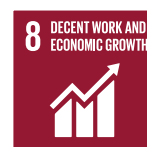


04 / 04.5

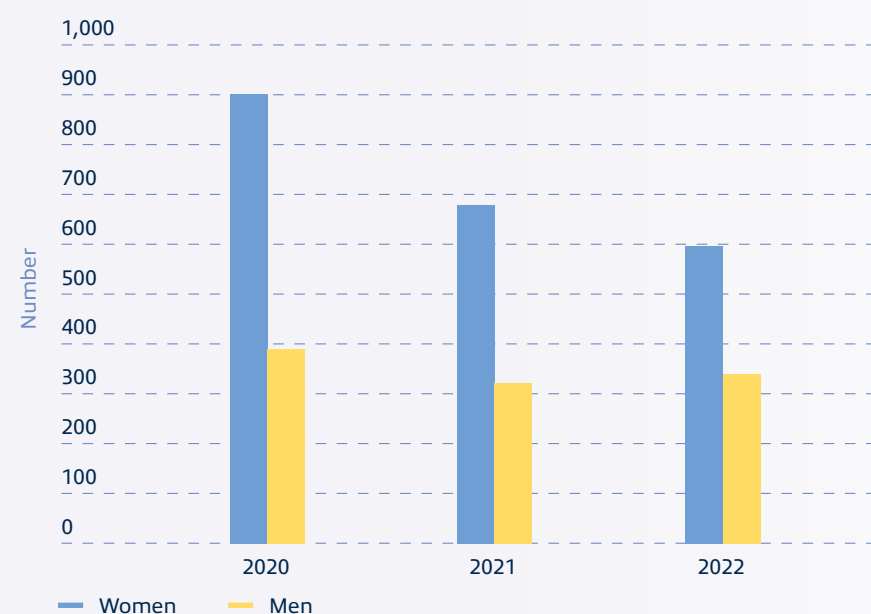
## Diversity, Inclusion & Equal Opportunities

Copan strives to create a comfortable working environment and a positive corporate climate, where every person can feel welcomed, protected, and valued.

Copan stands out from the typical Italian production company as it has a **predominantly female population (60%)**. Indeed, as of 31/12/2022 Copan employed 587 women and 346 men (direct and temporary employees). The percentage of women is high, especially among blue-collar workers, while it is lower among “executive” employees, although still above 50%.



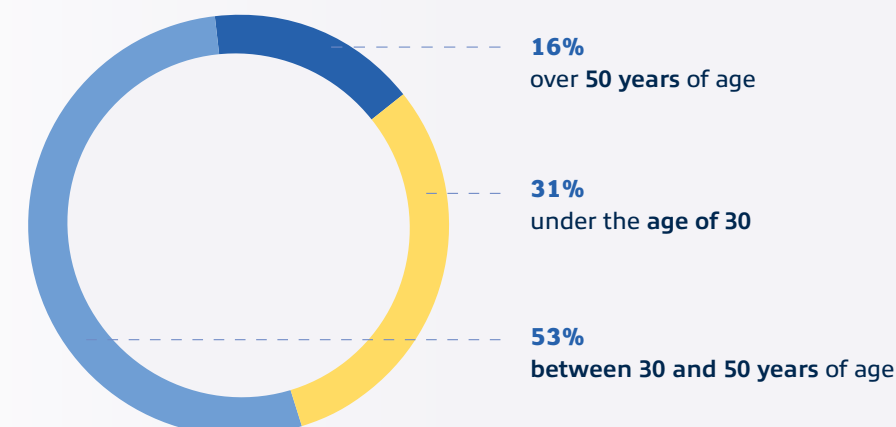
Employees by gender



For the future, the Copan Group is planning a survey about salaries, with the aim of verifying the market positioning of the roles. Copan is also starting to develop an appropriate and competitive remuneration strategy on the market.

The population is young: 31% of employees are under the age of 30, while only 16% are over 50 years old.

Employees by age



### Diversity, Inclusion & Equal Opportunities

AS IS

-

TO BE

Salary survey and role weighting



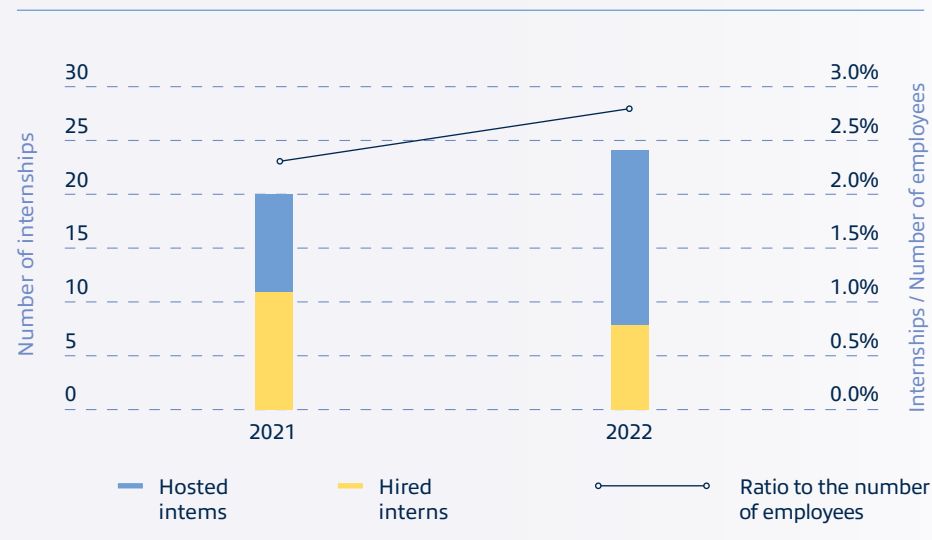
04 / 04.6

## Copan for the community

In 2022, Copan hosted 24 trainees, 4 more than the previous year. Of these, 8 were curricular internships, 7 extracurricular internships and 9 school-work alternation projects. 33% of the hosted trainees were subsequently hired by the company.



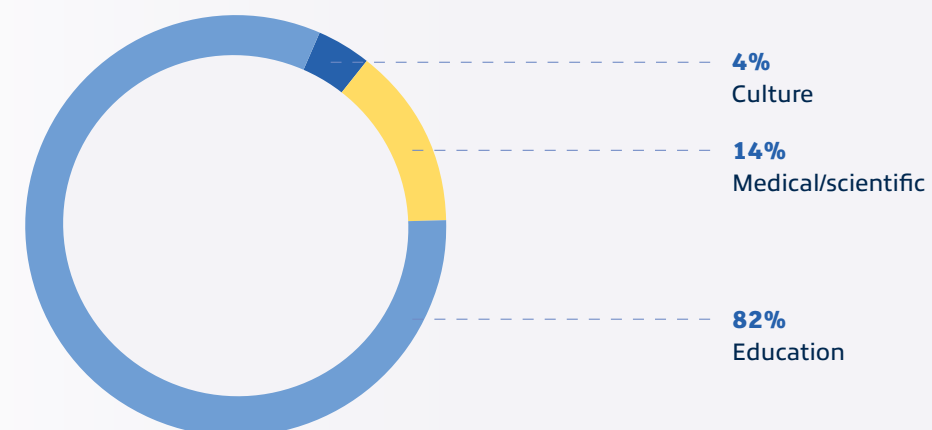
### Internships



There are also numerous collaborations with public research institutions. In 2022, Copan dedicated a total of 960 hours to these projects and has active partnerships with the University of Trento and the Politecnico di Milano.

In 2022, Copan donated to educational, medical-scientific and cultural associations; it has also established a series of collaborations with social cooperatives such as Alborea and Ideajob.

### Donations 2022



The company also believes in corporate volunteering. In the reporting year, it made collections for Caritas, kennels, and blood donations for AVIS. Looking ahead, Copan wants to evaluate the opportunity to organize corporate volunteering days, which can also serve as opportunities for team building.

### Copan for the community

AS IS	TO BE
-	Corporate Volunteering Days

Copan

Environment  
Sphere

05







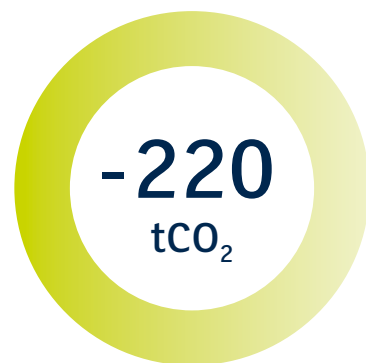
As stated in its Code of Ethics, Copan guarantees to operate in compliance with all regulations on safeguarding and protecting the environment.



## Highlights 2022



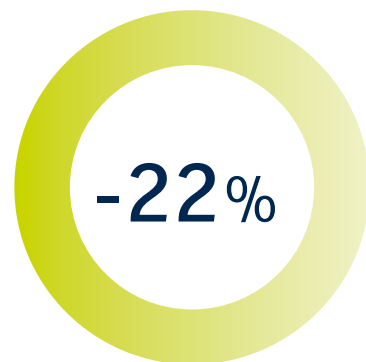
> 5% of electricity needs covered by a photovoltaic system



- 220 tCO<sub>2</sub> equivalent emitted in 2022 compared to the previous year\*



-11.5% of waste produced compared to 2021



- 22% of materials used compared to production in 2022

\* With reference to categories 1 (direct emissions) and 2 (indirect emissions from imported energy)

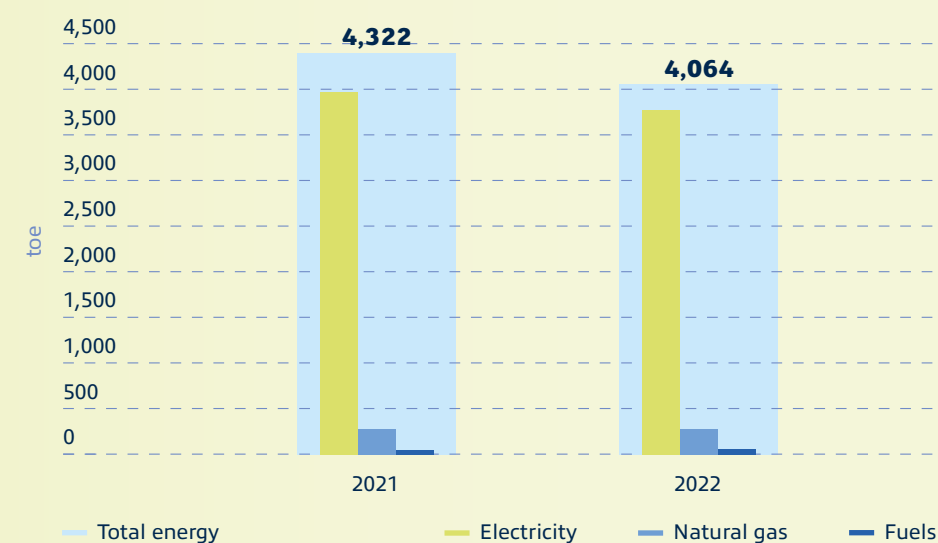
05 / 05.1

## Responsible energy management

The Copan Group relies on two main energy carriers for its production: **electricity** and **natural gas**, while a smaller share is represented by the consumption of fuels (diesel and gasoline).

The graph below shows the trends in total consumption, broken down by the type of energy carrier. All values were converted into toe (tonnes of oil equivalent) to make them comparable. As can be observed, the total energy consumption in 2022 was 4,064 toe, down by 6% compared to the previous year, mainly due to a decrease in electricity consumption.

## Energy consumption



In addition to observing the temporal trend of absolute consumption, Copan normalizes this value in relation to the hours worked, considered a representative measure of the Group's production.

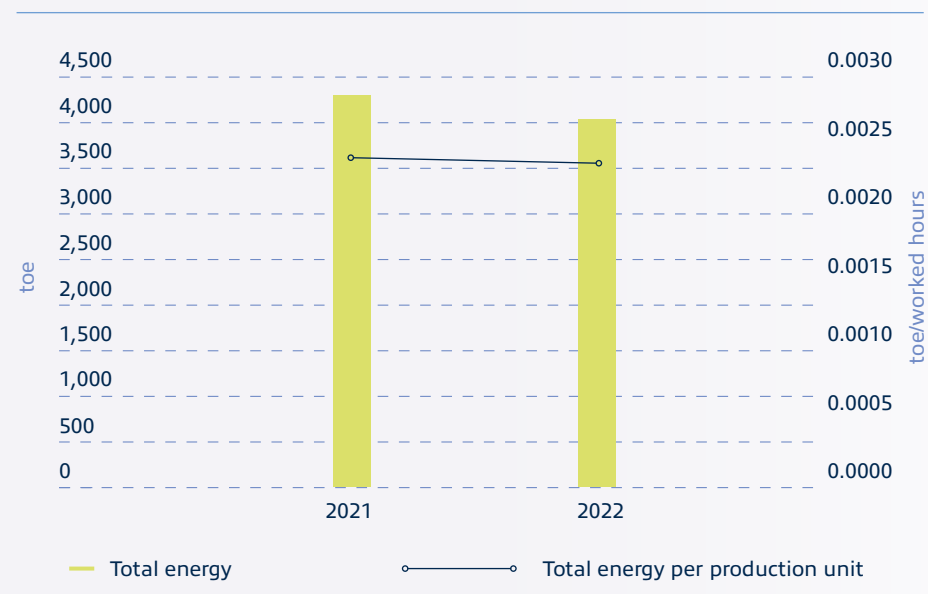




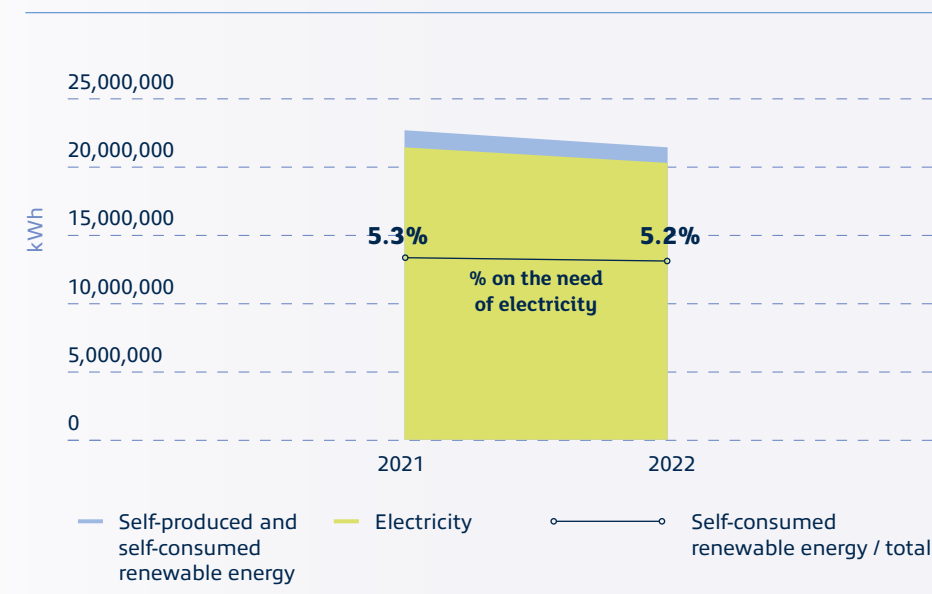
05 / 05.1

The following graph shows that in 2022, specific consumption slightly decreased compared to the previous year (-1.07%).

Total and specific energy consumption



Electricity from PV system



Considering its dependence on electricity, Copan is committed to self-producing (and then self-consuming) a portion of its needs through the photovoltaic systems. In 2022, 5.2% of the company's electricity needs were covered by these plants, totalling 1,043,697 kWh.

## EFFICIENCY MEASURES

Copan monitors its consumption by location, grouping it according to the production department. This detailed analysis makes it easy to identify departments or lines that require efficiency interventions more than others.

One of the interventions carried out by the company at the Futura plant was the **relamping** of fluorescent lamps with LED lamps. This replacement is estimated to have resulted in savings of over 200,000 kWh, corresponding to 59 tCO<sub>2</sub> avoided.

During 2022, **insulation** and shortening operations were carried out on the pipes of the osmosis water distribution loop. This intervention has allowed the reduction of heat loss, for a total of over 19,000 kWh saved, equal to 4.6 tCO<sub>2</sub> avoided.

Other interventions focussed on the replacement of obsolete equipment, to achieve a higher level of energy efficiency over the years.

Copan is currently planning on **upgrading the photovoltaic system**. At the same time, it is planned to install a system consisting of **presence sensors** in the room in Copan Futura, which will allow to control the switching on and off of the lights, both in the department and in the warehouse.

**A saving of over 150,000 kWh per year has been estimated thanks to this intervention, corresponding to about 40 tons of CO<sub>2</sub> avoided.**

Responsible energy management	
AS IS	TO BE
5.2% of electricity demand covered by PV systems	Increase in electricity demand covered by PV systems
Energy efficiency interventions: relamping, pipes insulation	Room presence sensors to control the switching on and off of the lights in the department and warehouse
-	ISO 50001 Energy Management System Certification
-	Rationalization of Futura's plants through the creation of a climate ring connecting the two thermal power plants
-	Auto-shut-off and auto-start system of the machines in production to make consumption more efficient



05 / 05.2

## Emission reduction

Starting from the consumption mapping, Copan calculated its scope 1 and 2 emissions for the years 2021 and 2022. Scope 1 refers to direct emissions, in Copan's case, related to the combustion of natural gas, diesel and gasoline. Scope 2 refers to indirect emissions for imported energy, i.e., related to the withdrawal of energy from the electricity grid.

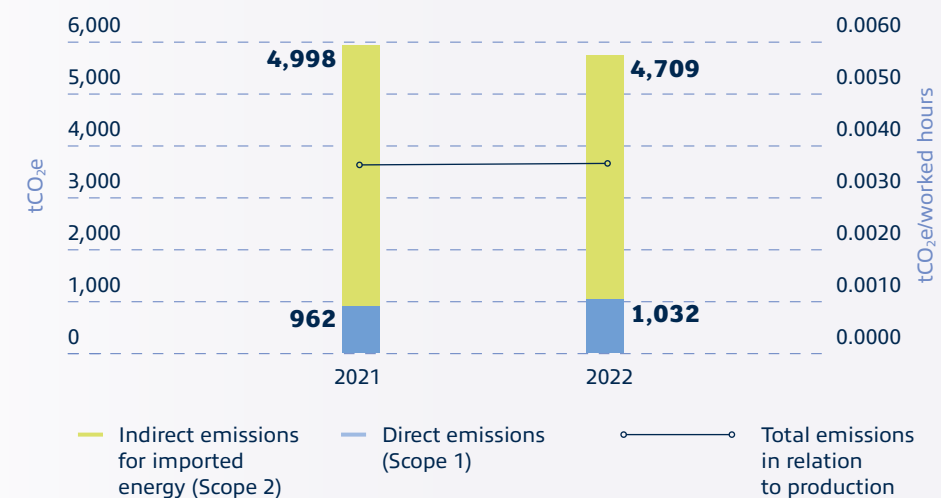
In the first category, Copan emitted a total of 1,032 tonnes of CO<sub>2</sub> equivalent, of which 53.5% came from natural gas, 22% from diesel, 20.4% from F-gas leaks and the remainder from gasoline.



### Direct emisisions



### Total and specific emissions



Overall, in 2022 the Group's emissions amounted to 5,740.8 tCO<sub>2</sub>eq., 82% of which were attributable to electricity withdrawal. Compared to the previous year, total emissions decreased in absolute terms (-3.68%), while they increased slightly in specific terms compared to hours worked (+1.3%).



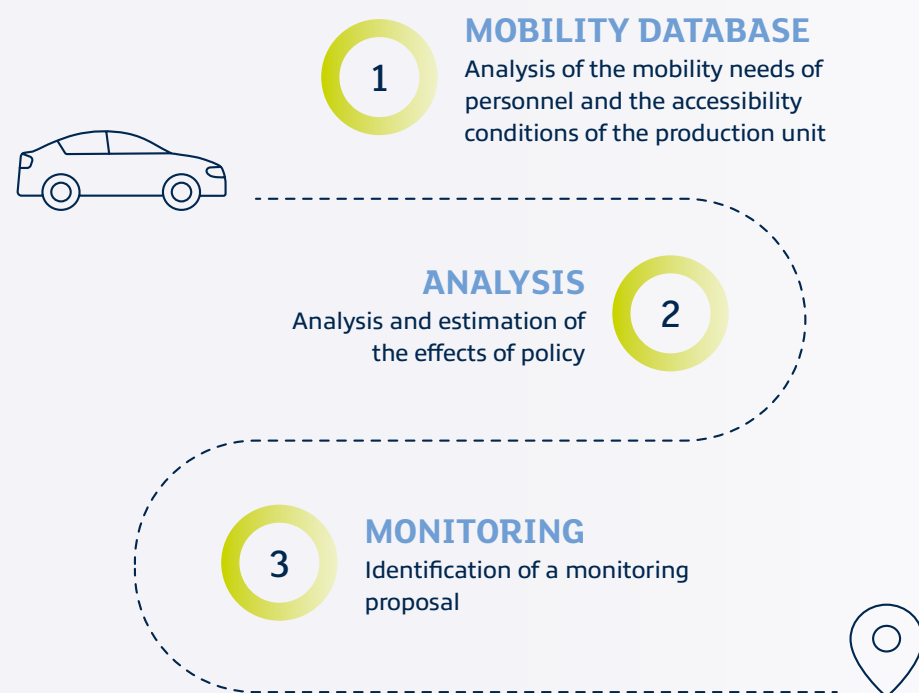
05 / 05.2

## MOBILITY

Copan is a company located in the urban center of Brescia, and, with over 100 employees, is required\* to annually draft a Home-Work Commute Plan (PSCL in Italian).

The document, published in December 2022, outlines a series of alternative measures to the use of private cars in the home-to-work-to-home commutes of the company's staff.

The primary objective is to **reduce travel, thereby decreasing emissions into the atmosphere**, as well as improving urban traffic, making overall mobility to and from the company more sustainable.



\* According to the law 77/2020

The first edition of Copan's PSCL dates back to 2019 and for 2022 alone, the estimated tonnes of CO<sub>2</sub> avoided amounts to 280, equal to about 1,700,000 km not travelled by company staff.

Since 2022, a company Mobility Manager has also been appointed, who, alongside external professionals, has the task of updating the Home-Work Commute Plan, always liaising with the staff and the Area Mobility Management of the Municipality of Brescia.

Emissions reduction	
AS IS	TO BE
Location-based calculation of scope 2 emissions	Market-based calculation of scope 2 emissions for location vs market comparison
-	Calculation of the Organization's Carbon Footprint according to ISO 14064-1:2018
-	Continuous monitoring of opportunities to purchase a portion of electricity from Guarantees of Origin (GO)
Home-Work Commute Plan (PSCL)	PSCL Update
-	Internal awareness on issues related to sustainability during the green mobility week and specific contribution to the Brescia-Bergamo cycle-pedestrian project on the occasion of the BGBS2023 project (Bergamo Brescia Italian Capital of Culture 2023 project)



05 / 05.3

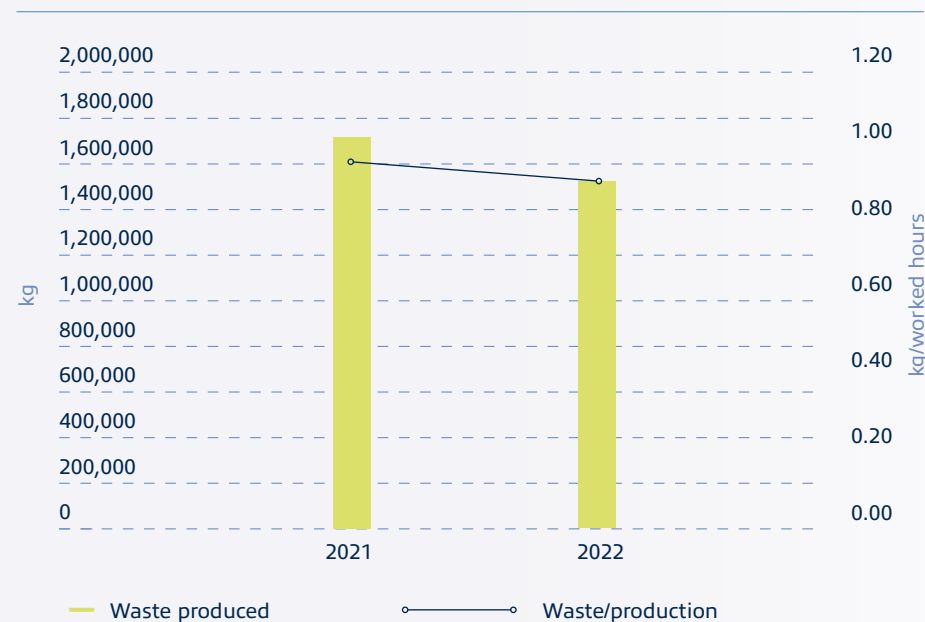
## Waste management



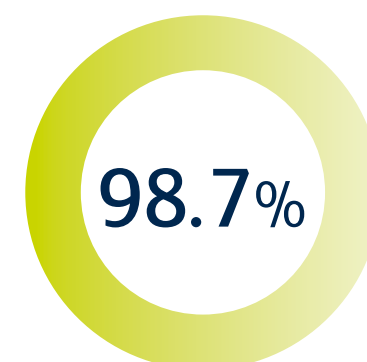
**Waste management is a material issue for the Copan Group, felt both by internal and external stakeholders.**

Internally, Copan carries out daily awareness-raising activities among its employees, providing all offices with special containers for the separate collection of paper/cardboard, plastic, dry waste (similar to urban waste), glass/cans and organic waste and, in addition, bins for toner and alkaline batteries. Overall, in 2022 the Group produced 1,523 tons of waste, 11.5% less than the previous year. Comparing the total waste flow to the hours worked, which represent the measure of the group's production, an improvement in efficiency is also obtained in the production of specific waste, which recorded a decrease of 6.9%.

### Waste production



Copan is committed to limiting the fraction of hazardous waste it produces compared to the total. In 2022, they were only 1.3% of the total waste.

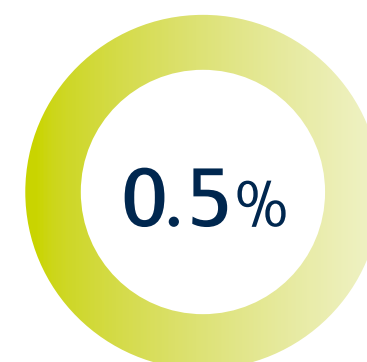


98.7% of Copan's waste in 2022 was non-hazardous

Given the non-hazardous nature of the waste, Copan is able, every year, to send more than 99% of its waste to recovery and/or reuse operations.



99.5% of Copan's waste is sent for recovery and/or reuse



0.5% of Copan's waste is sent for disposal

05 / 05.3

With reference to the projects launched in 2022 to reduce waste production, it is worth noting the introduction of a “waste sorting” island within the **Futura production site**, the introduction of the capillary separate collection system also within the offices and the project to enhance the EWC relating to “mixed-material packaging” in Copan Italia, through proper waste separation.

05 / 05.3 / 05.3.1

## Futura Sorting Center

The sorting centre for the Futura production site, introduced in July 2022, has allowed Copan to achieve excellent results both in terms of environmental sustainability and social objectives: on the one hand, in fact, waste management and treatment have improved, and on the other hand, the new sorting centre has created employment opportunities for people with disabilities, offering them a prospect for personal and professional growth.



05 / 05.3 / 05.3.2

## Widespread separate waste collection

**In 2022, as mentioned previously, a separate waste collection service was introduced within the offices.**

For 2023, the company planned some trainings to increase staff's awareness of how to manage and treat waste correctly, in order to ultimately achieve the plastic-free goal (eliminating plastic bottles from vending machines) that the Group has set itself.



05 / 05.3 / 05.3.3

## Project for the reduction of mixed-material packaging

The introduction of the waste sorting space in Futura coincides with the goal of better reducing and separating the amount of waste that falls into the category of packaging from mixed materials from production departments.

To achieve this goal, a downstream selection of waste was carried out according to the following categorization:

### Plastic packaging

### Rolls of scrap labels

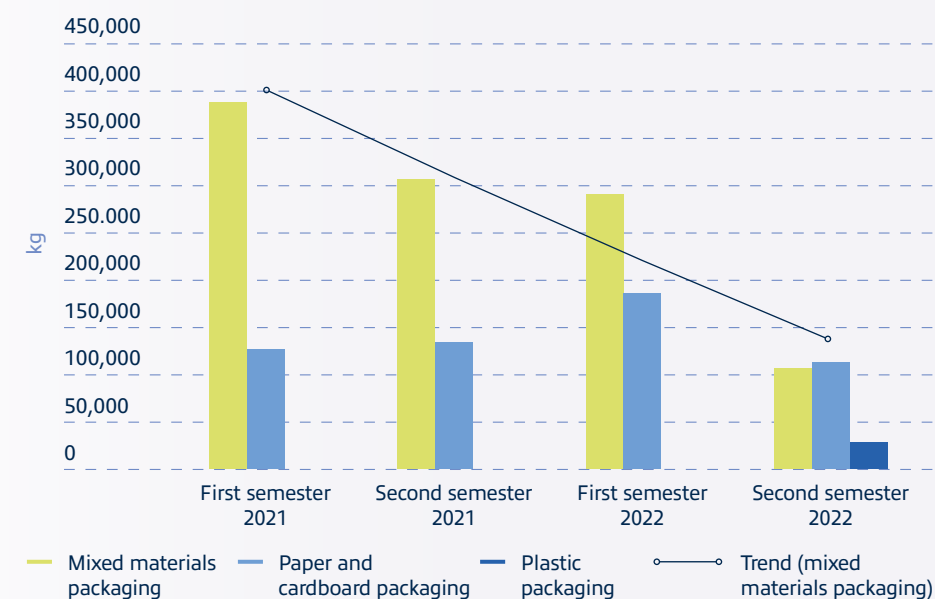
### Plastic material derived from production waste

The project was implemented at Copan Italia because the other companies within the Group (Copan Wasp and Copan NewLab) generate significantly lower amounts of production waste, and their waste is already well-separated within the production departments.

The outcomes and significance of the project, initiated in 2021, are readily evident in the graphs below. These graphs illustrate a reduction in the quantities of waste, particularly in the mixed-material packaging category.



#### Mixed-material packaging



The dotted line of the graph shows the sharp downward trend in the quantity of mixed-material packaging, thanks to a better separation and differentiation of the waste produced.

The achievement of this goal is also linked to other benefits for Copan Italia: from an environmental point of view, optimizing waste sorting leads to an increase in the percentage of material that is recovered and reused, while from a financial point of view, this operation has led to **economic savings both in terms of transport costs**, where the number of collections carried out increased from 5 collections/week in 2021 to 1-2 collections/month in 2022, **and of costs related to the management and treatment of the waste itself**.

05 / 05.3 / 05.3.4

## New projects 2023

Considering the significance of the waste matter, improvement projects have already been identified for 2023 and will be presented in more detail in the next sustainability report. These projects are the **Cycle4Green project**, which concerns the recycling of label waste, the **RiVending project**, which aims to increase the recovery of plastic cups from vending machines and, finally, an initiative currently still under development that will entail to introduce widespread differentiation of the different types of plastic used.

Waste management	
AS IS	TO BE
Mixed packaging: 0.57 kg/hours processed in the production department (-30% in 2022 vs. 2021)	Reduction of an additional 30%
New ecological island in Futura	New ecological island in Copan Headquarters
Introduction of the separate collection system in offices	Promotion of separate waste collection in offices and factories
-	Cycle4Green, RiVending and production waste recovery projects (copolyester)





05 / 05.4

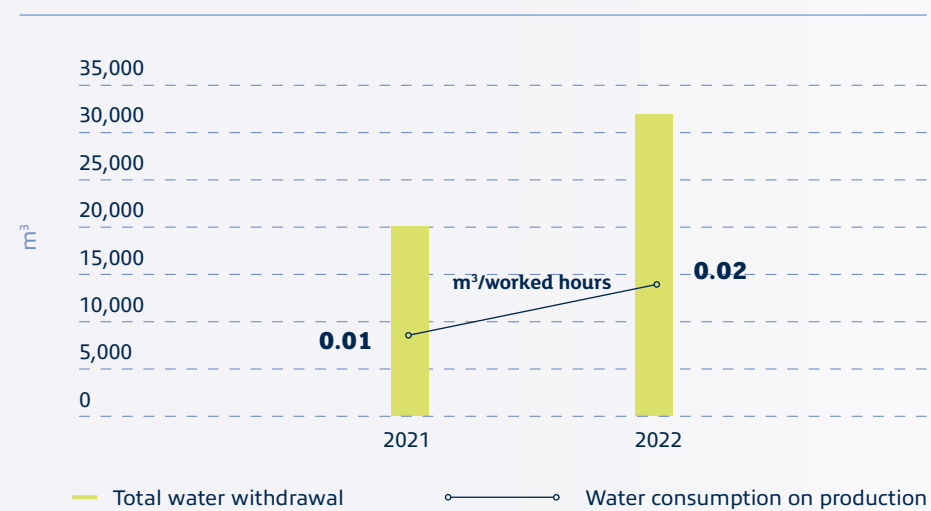
## Water management



The production process of the Copan Group necessitates the use of water, sourced entirely from the aqueduct.

Acknowledging the scarcity of this resource, the company recognizes its value and meticulously tracks its consumption. In 2022, Copan developed a flowchart with the goal of pinpointing the processes that predominantly require this resource. The study revealed that a significant portion of the water is allocated to cooling circuits, undergoing both softening (25% efficiency) and osmosis.

### Water withdrawal



Overall, the Group's water consumption in 2022 was 31,788 m³, up 60.6% compared to the previous year. Specific consumption with respect to hours worked also increased, with an increase of 69%.

In the open spaces of the Group's plants there are also leaking wells to facilitate the drainage of rainwater, especially during periods of heavier rainfall. Thanks to the detailed mapping of water flows, the Group plans to carry out a specific study on the possibility of implementing a closed cycle for cooling water.

### Gestione della risorsa idrica

AS IS	TO BE
Study of the breakdown of water consumption by process	Closed loop for cooling water



05 / 05.5

# Materials Sustainability and Circular Economy

Given the different nature of the production processes of the business units considered in this report, material flows are considered separately for Copan Italia and Copan Wasp (and NewLab).



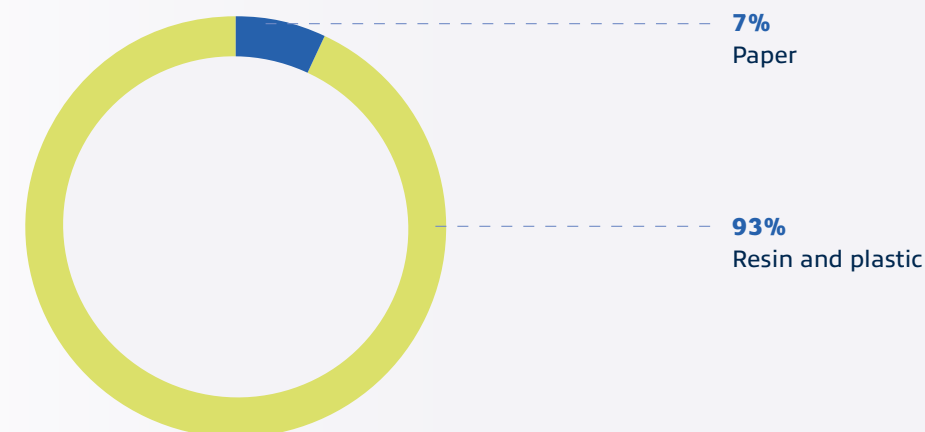
05 / 05.5 / 05.5.1

## Copan Italia

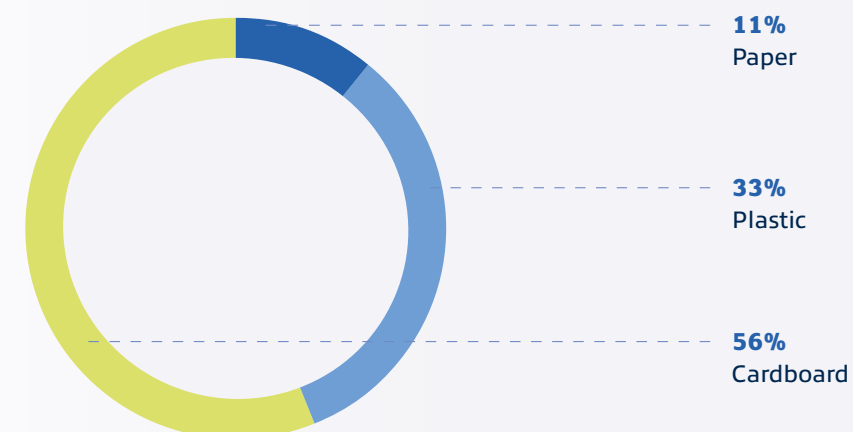
For Copan Italia, plastic makes up 93% of material flows, with the remaining portion primarily consisting of paper used for the leaflets accompanying the finished product. In 2022, Copan processed around 3,200 tons of materials by weight, marking a 28.8% decrease compared to the previous year.

In the same year, the packaging of Copan products included 56% cardboard, 33% plastic, and the remainder, paper. This ratio has remained stable over the years, except for 2020, an anomalous year due to the Covid-19 health emergency.

### Materials for finished products



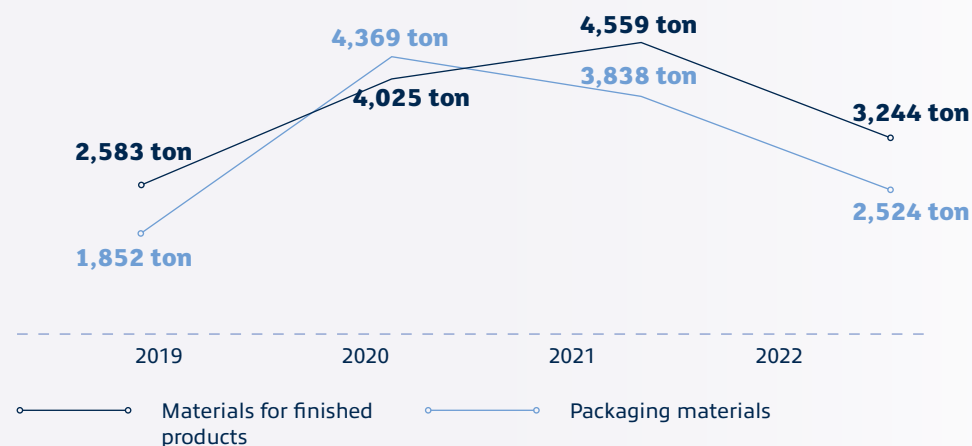
### Packaging materials



05 / 05.5 / 05.5.1

In 2022, the quantities of raw material and packaging used decreased significantly (-29% and -34% respectively). In part, this decline can be explained by a drop in production (-8.9% of hours worked), however the specific material flows compared to production also decreased, indicating an increase in efficiency in the use of raw materials.

#### Material flows - Copan Italia



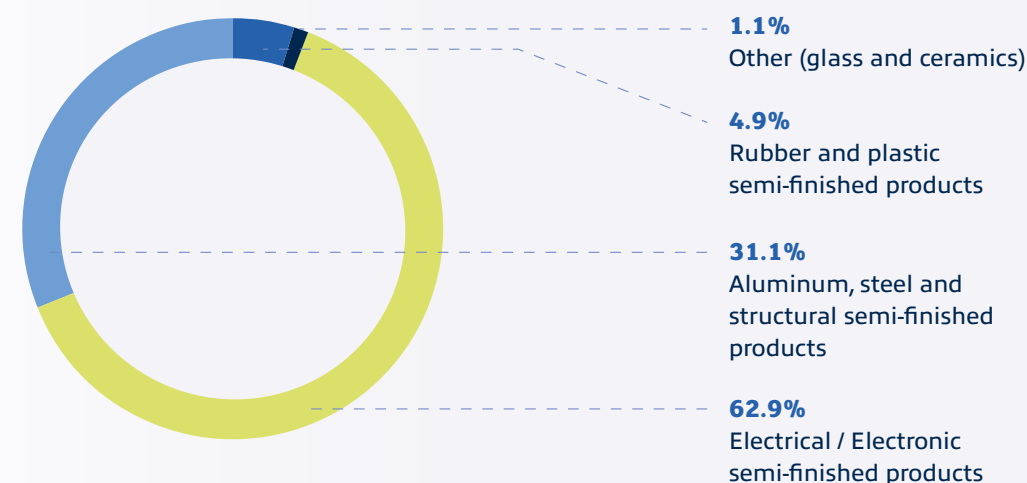
05 / 05.5 / 05.5.2

### Copan Wasp e NewLab

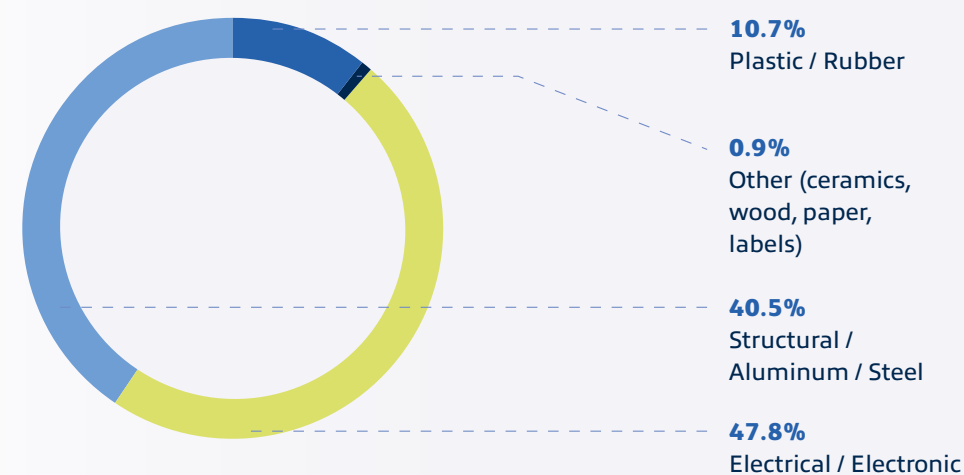
In the case of Copan Wasp and NewLab, purchased materials are not mapped in kilograms. Therefore, the flows of semi-finished goods and materials have been derived from the costs incurred by the two companies.

More than 75% of the expenditure by Copan Wasp and NewLab is directed towards the purchase of electrical and electronic semi-finished goods, as well as aluminum, steel, or structural materials.

#### Copan Wasp materials (in €)



#### Copan NewLab materials (in €)



Copan

GRI Content  
Index

06



Below, the correlation between each material topic identified and the main international reference standards for sustainability reporting, the GRI (Global Reporting Initiative), is presented below.

There are no GRI sector standards relevant to the Copan Group’s business.

DECLARATION OF USE

Copan Group has submitted a report “with reference to” on the GRI Standards for the period 01/01/2022 – 31/12/2022.

USED GRI 1

GRI 1 – Fundamental Principles – 2021 version

GRI 2 - GENERAL DISCLOSURES 2021

GRI standard	Disclosure	Reference paragraph
The organization and its reporting practices		
	2-1 Organizational Details	Methodological Note
	2-2 Entities included in the organization’s sustainability reporting	Methodological Note
	2-3 Reporting period, frequency and contact point	Methodological Note
	2-4 Restatement of Information	Any variations are indicated in the text
GRI standard	Disclosure	Reference paragraph
Activities and workers		
	2-7 Employees	Staff satisfaction and retention
	2-8 Workers who are not employees	Staff satisfaction and retention

GRI standard	Disclosure	Reference paragraph
Governance		
	2-9 Governance structure	Governance Sphere
	2-10 Nomination and selection of the highest governing body	Governance Sphere
	2-11 Chair of the highest governing body	Letter to stakeholders
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Sphere
	2-13 Delegation of Responsibility for managing impacts	Strategic Direction & ESG
	2-14 Role of the highest governance body in sustainability reporting	Governance Sphere
	2-16 Communication of critical concerns	Governance Sphere
	2-17 Collective knowledge of the highest governance body	Governance Sphere
	2-18 Evaluation of the performance of the highest governance body	Governance Sphere

GRI standard	Disclosure	Reference paragraph
Strategies, Policies and Practices		
	<b>2-25</b> Processes to remediate negative impacts	Materiality and impact analysis
	<b>2-27</b> Compliance with laws and regulations	Strategic Direction & ESG
GRI standard	Disclosure	Reference paragraph
Stakeholder engagement		
	<b>2-29</b> Approach to stakeholder engagement	Materiality analysis and stakeholder engagement
<b>GRI 3</b> Temi materiali Versione 2021	<b>3-1</b> Process to determine material topics	Materiality analysis and stakeholder engagement
	<b>3-2</b> List of material topics	Materiality analysis and stakeholder engagement
	<b>3-3</b> Management of material topics	Materiality analysis and stakeholder engagement

Disclosure	Reference Paragraph
TOPIC STANDARD – ECONOMIC PERFORMANCE	
<b>201-1</b> Valore economico direttamente generato e distribuito	Performance economiche
<b>203-1</b> Investimenti infrastrutturali e servizi finanziati	Gestione energetica responsabile, interventi di efficientamento
<b>204-1</b> Proporzione della spesa effettuata a favore di fornitori locali	Gestione della catena di fornitura
Disclosure	Reference Paragraph
TOPIC STANDARD – ENVIRONMENT	
<b>301-1</b> Materials used by weight or volume	Materials Sustainability and Circular Economy
<b>301-3</b> Reclaimed products and their packaging materials	Materials Sustainability and Circular Economy
<b>302-1</b> Energy consumption within the organization	Responsible energy management
<b>302-3</b> Energy intensity	Responsible energy management
<b>302-4</b> Reduction of energy consumption	Responsible energy management, efficiency measures

303-3	Water withdrawal	Water management
303-4	Water discharge	Water management
303-5	Water consumption	Water management
305-1	Direct GHG emissions (Scope 1)	Emission reduction
305-2	Energy indirect (Scope 2) GHG emissions	Emission reduction
305-4	GHG emissions intensity	Emission reduction
305-5	Reduction of GHG emissions	Emission reduction, mobility
306-1	Waste generation and significant waste-related impacts	Waste management
306-2	Management of significant waste-related impacts	Waste management
306-3	Waste generated	Waste management
306-4	Waste diverted from disposal	Waste management
306-5	Waste directed to disposal	Waste management

Informativa	Paragrafo di riferimento
TOPIC STANDARD – AMBITO SOCIALE	
401-1 New employee hires and employee turnover	Staff satisfaction and retention
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee well-being
403-1 Occupational health and safety management system	Employee health and safety
403-2 Hazard identification, risk assessment and incident investigation	Employee health and safety
403-5 Worker training on occupational health and safety	Employee health and safety
403-6 Promotion of worker health	Employee health and safety
403-8 Workers covered by an occupational health and safety management system	Employee health and safety
403-9 Work-related injuries	Employee health and safety
404-1 Average hours of training per year per employee	Training & Education

<b>405-1</b> Diversity of governance bodies and employees	Diversity, Inclusion & Equal Opportunities
<b>406-1</b> Incidents of discrimination and corrective actions taken	Strategic Direction & ESG
<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	Copan for the community
<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	Copan for the community





# Copan

## Appendix

## ECONOMIC PERFORMANCE

GRI 201-1	YEAR 2022
Generated Value	316,919,062
Distributed value	295,264,434
Operating Costs	197,276,582
Employee Wages & Benefits	78,966,117
Interest expense on loans and other forms of debt	1,877,209
Return on capital	9,900,000
Payments to the P.A.	7,192,840
Investment in the Community	51,686
Retained value	21,654,628

## COMPOSITION OF THE BOARD OF DIRECTORS - Copan Italia

GRI 2-9	YEAR 2021	YEAR 2022
Number of total members	5	5
Of which women	1	1
Of which employees	2	2

## COMPOSITION OF THE BOARD OF DIRECTORS - Copan Wasp

GRI 2-9	YEAR 2021	YEAR 2022
Number of total members	1	1
Of which women	1	1
Of which employees	0	0

## COMPOSITION OF THE BOARD OF DIRECTORS - Copan NewLab

GRI 2-9	YEAR 2021	YEAR 2022
Number of total members	3	3
Of which women	2	2
Of which employees	0	0

## SUPPLY CHAIN - Copan Italia

GRI 2-9	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2022
Total expenditure on material suppliers [€]	65,734,953	163,384,569	163,384,569	128,683,636
Of which to local suppliers (Lombardy) [€]	42,145,434	90,273,522	90,273,522	74,205,022
Total expenditure on service providers [€]	1,916,167	3,673,217	3,673,217	2,961,071
Of which to local suppliers (Lombardy) [€]	480,293	995,338	995,338	995,160

## COMPLAINTS INDEX - Copan Italia

	YEAR 2020	YEAR 2021	YEAR 2022
Number of defective units attributable to production	N/A	1.970	1.453
Number of units sold	1,150,200,962	1,298,465,169	952,713,646
Number of complaints compared to sales	0.00002%	0.00002%	0.00003%
Number of complaints resolved	100%	100%	100%

## TREND IN THE NUMBER OF WORKERS

GRI 401-1	YEAR 2021	YEAR 2022
Total number of employees	987	933
Of which direct	536	603
Of which temporary	451	330
Number of entries (direct only)	33	29
Number of exits (direct only)	17	27
Inbound turnover (direct only)	6.2%	4.8%
Overall turnover (direct only)	9.33%	9.29%
Number of entries under 30 (direct only)	11	13
Number of exits under-30 (direct only)	4	4
Turnover under 30 (direct only)	3%	3%

## WORKERS BY TYPE OF CONTRACT

GRI 2-7	YEAR 2021	YEAR 2022
Permanent contracts	672	805
Fixed-term contracts	315	128
Full-time contracts	972	921
Part-time contracts	15	12

## WORKERS BY AGE GROUP

GRI 401-1	YEAR 2021	YEAR 2022
≤ 30 years old	344	289
31 - 50 years	509	496
≥ 51 years	134	148

## WORKERS BY GENDER

GRI 2-7, 401-1	YEAR 2021	YEAR 2022
Women	659	587
%	66.77%	59.47%
Men	328	346
%	33.23%	35.06%

## WORKERS BY QUALIFICATION

	YEAR 2021	YEAR 2022
Blue-collar workers	664	567
White-collar workers	299	341
Executive and middle managers	24	25

## TRAINING HOURS

GRI 404-1	YEAR 2021	YEAR 2022
Hours of training by job type (blue-collar workers)	10,460	12,901
Hours of training by job type (white-collar workers)	11,025	14,931
Hours of training by job type (executive and middle managers)	395	1,299
Total hours of training	21,880.1	29,131.7

## ACCIDENT TRENDS

GRI 403-9	YEAR 2021	YEAR 2022
Hours worked (H)	1,750,154	1,663,533
Injuries (I)	8	2
Days of absence (Gi)	236	367
Frequency Index (If = Ni x 100.000/H)	4.57	1.20
Severity Index (Ig = Gi x 1.000/H)	0.13	0.22

ENERGY CARRIER

GRI 302-1	UoM	YEAR 2021	YEAR 2022
Electrical energy	kWh	21,267,375	20,035,401
Of which self-produced	kWh	1,122,487	1,043,697
Natural gas	Sm³	321,887	276,251
Diesel oil	l	73,922	84,595
Gasoline	l	16,074	17,864

EMISSIONS INTO THE ATMOSPHERE

GRI 305-1	UoM	YEAR 2021	YEAR 2022
Direct emissions (Scope 1)	tCO <sub>2</sub> e	961.79	1,031.99
Of which Natural gas	tCO <sub>2</sub> e	641.13	552.39
Of which Diesel	tCO <sub>2</sub> e	198.32	226.96
Of which Gasoline	tCO <sub>2</sub> e	37.77	41.75
Of which F-Gas	tCO <sub>2</sub> e	84.6	210.9
Indirect emissions from imported energy (Scope 2)	tCO <sub>2</sub> e	4,998.31	4,708.77
Tot. Emissions (Cat. 1 and 2)	tCO <sub>2</sub> e	5,960.10	5,740.77

WATER CONSUMPTION

GRI 303-3	UoM	YEAR 2021	YEAR 2022
Freshwater supply	m³	19,795.00	31,788.00

WASTE

GRI 306-1,3,4,5	UoM	ANNO 2021	ANNO 2022
Waste produced	kg	1,720,506.00	1,522,788.00
Of which Hazardous waste	kg	21,419.00	19,726.00
Of which Non-hazardous waste	kg	1,699,087.00	1,503,062.00
Of which sent for reuse and/or recovery	kg	1,712,998.00	1,514,648.00
Of which sent for incineration and/or disposal	kg	7,508.00	8,140.00

MATERIALS - Copan Italia

GRI 301 - 1	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2022
Plastic [ton]	2,492	3,811	4,289	3,018
Paper [ton]	91.2	214.0	270.0	226.0
Fine material up to [tons]	2,582.7	4,024.5	4,558.9	3,243.8

PACKAGING - Copan Italia

	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2022
Plastic [ton]	690	2,192	1,433	839
Paper [ton]	225.8	457.3	423.2	269.2
Cartons [ton]	936	1720	1982.36	1416
Packaging up to [tons]	1,852.03	4,368.80	3,838.29	2,524.44

MATERIALS - Copan Wasp

	UoM	YEAR 2021	YEAR 2022
Electrical/electronic semi-finished products	€	18,243,386	18,043,129
Semi-finished products in aluminium / steel / carpentry	€	9,275,294	8,921,256
Rubber/plastic semi-finished products	€	1,455,945	1,416,605
Semi-finished glass products	€	173,347	197,754
Semi-finished ceramic products	€	61,448	105,959
Total raw material	€	29,209,419	28,684,702

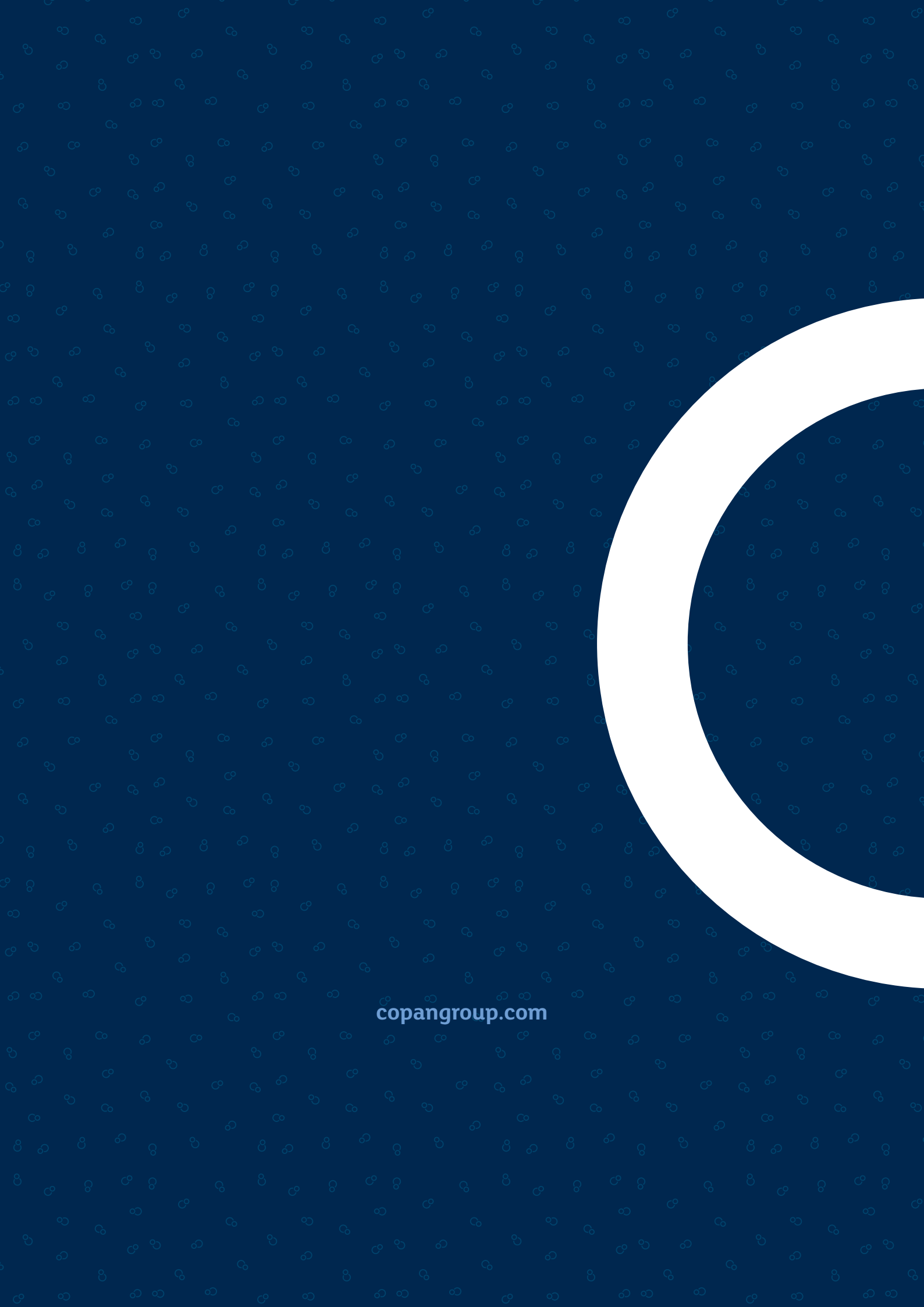


MATERIALS - Copan NewLab		
	UoM	YEAR 2022
Electrical-electronic	€	553,975
Aluminum-Steel-Carpentry	€	468,909
Plastic-Rubber	€	124,011
Ceramics	€	3,003
Labels/Paper	€	5,456
Wood	€	2,485
Stationery	€	861
Glass	€	30
Total raw material	€	1,158,730

PACKAGING - Copan Wasp e NewLab					
	UoM	YEAR 2019	YEAR 2020	YEAR 2021	YEAR 2022
Letter	kg	474	632	640	688
Plastic	kg	436	842	944	960
Total Packaging	kg	910	1,474	1,584	1,648







[copangroup.com](http://copangroup.com)