



SUSTAINABILITY AT A GLANCE

2022

*This document provides an overview of JAKALA Group's ESG achievements, goals, and actions with reference to the year ended on 31 December 2022.
For more information and insights, please refer to the Sustainability Report 2022 and the Impact Report 2022, which can be consulted by clicking scanning the provided QR Codes.*



Sustainability Report 2022



Impact Report 2022



Agenda

#01 WeareJAKALA

#02 Growing up

#03 People & Partners

#04 Our Planet

**TOGETHER
TO GET THERE**



#01 WeareJAKALA

By becoming a Benefit Corporation in 2021, JAKALA has launched several sustainability initiatives. First, the Group decided to make its contribution to the achievement of the Sustainable Development Goals (SDGs) by linking its commitments as a Benefit Corporation with the most relevant SDGs to its core business and strategic lines of action.

In the last three years, the first long-term ESG plan has been developed, EcoVadis Gold Medal obtained, and the impact monitored through BIA scoring, preparatory to obtaining B Corp certification.

But the journey does not end here: the goal is to continue to grow and actively contribute to sustainable development.

#BenefitCompany

Integrate economic and profitability goals with social and environmental aspects.



#02 Growing up

Natural Capital

- **50** tonCO₂eq/person (-38% vs. 2021)*
- **208** tonCO₂eq/million (-28% vs. 2021)*
- **8%+** energy saved
- ISO 14064-1 certification for JAKALA S.p.A. S.B.
- **85%+** group offices ISO 14001:2015 certified**

Manufacturing Capital

- **€32+** million in products purchased with at least 90% sustainable material
- **1,5+** million items purchased following responsible and sustainable policies***
- **80%+** Group companies ISO 9001:2015 certified****

Financial Capital

- **€445** million economic value generated (46%+ vs. 2021)
- **€404** million economic value distributed (40%+ vs. 2021)
- **€219** thousand in donations in the community


Intellectual Capital

- **60.800** hours of training at the JAKALA Group
- **31** hours of training per capita
- **85%+** group offices ISO 27001:2013 certified**
- **€4** million for R&S

Human Capital

- **1.807** people in JAKALA
- **36** average age
- **36,91%+** people in JAKALA
- **55%+** female workers
- **85%+** Group offices ISO 45001:2018 certified**

Relational Capital

- **34** Group companies in 16 countries
- **2.151** active suppliers
- ISO 37001:2016 certification for JAKALA S.p.A. S.B.
- Legality rating 

*Market based.

***BCI Better Cotton Initiative.

**Calculated on the number of employees at JAKALA S.p.A. S.B.

****Calculated on the number of employees at the JAKALA Group.

23 years of JAKALA



Italy, Spain, Germany, Poland, Portugal (branch), Luxembourg, Latvia, France, Russia, Great Britain, Switzerland, Brazil, USA, China, Taiwan and Hong Kong.

#Internationalisation

JAKALA has embedded its presence in Europe and the Far East.

#Growth

JAKALA Group
34 companies,
16 countries.

16
Countries

58
Offices

1,807
Group employees

€434,250 *
Turnover

€162,808 *
Gross profit margin

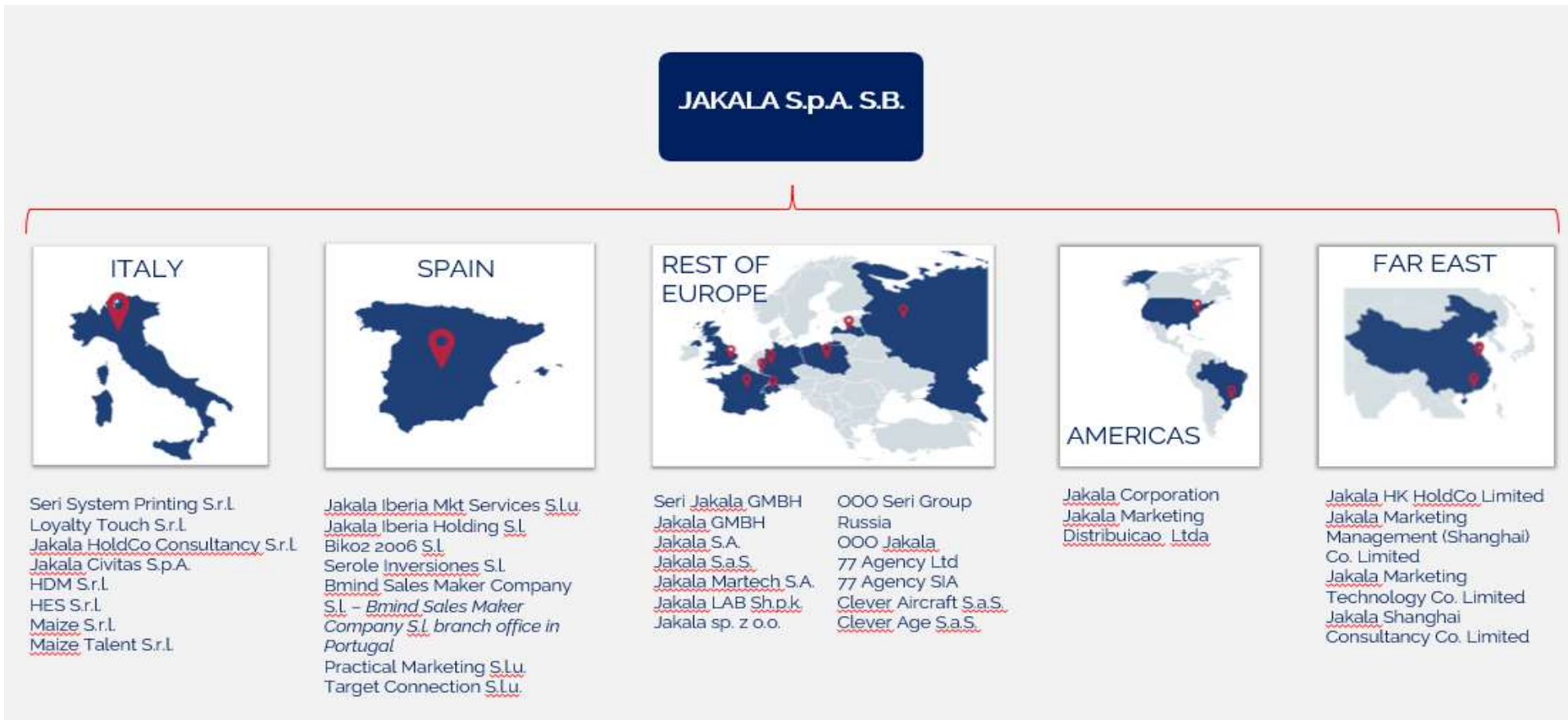
€52,969 *
Gross operating profit

€145,854 *
International (Foreign Revenues)

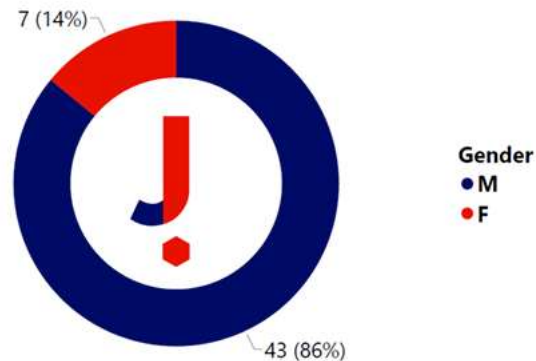
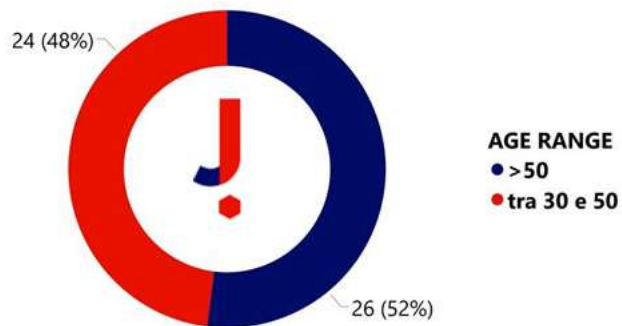
€11,292 *
Profit for the year

€13,343 *
Investments

**In thousands of Euros.*



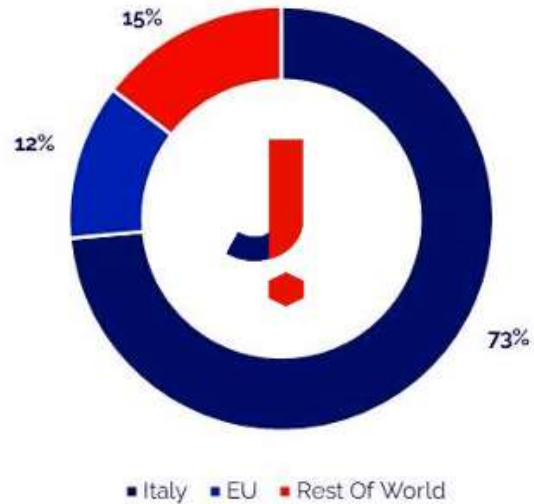
MEMBERS OF THE GOVERNANCE BODIES OF SUBSIDIARIES AT 31 DECEMBER 2022*



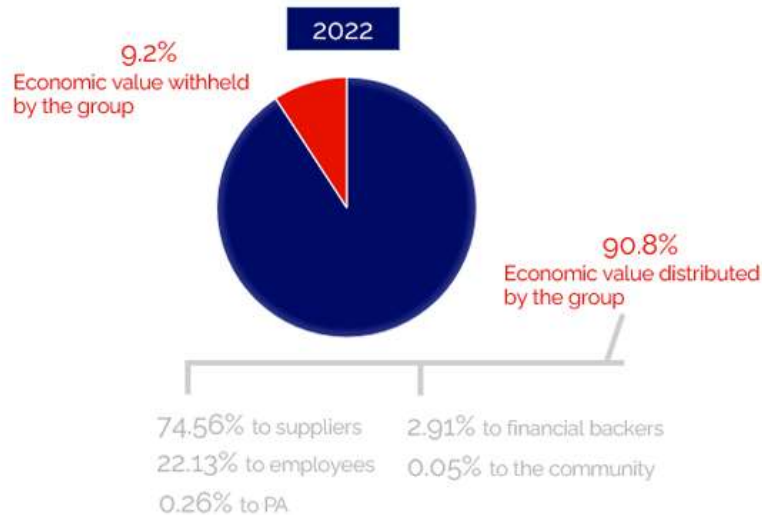
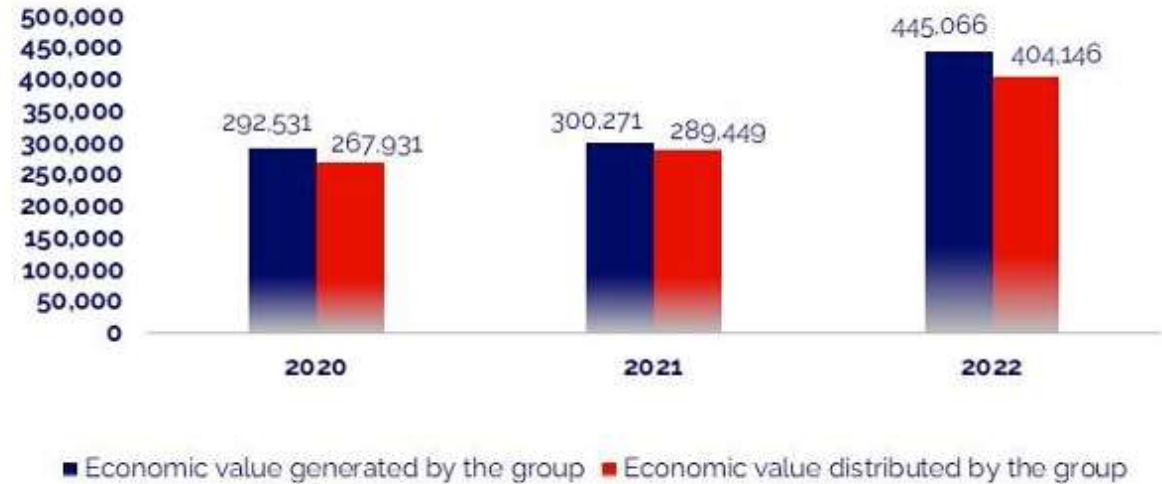
*There are 50 total members of the governing bodies of the Italian and foreign subsidiaries of the JAKALA Group. It should be noted that the total number is expressed in as-absolute terms because some members hold more than one office within the Group.

Generating and distributing added value

Economic value generated by the group



Direct economic value generated and distributed (€'000)



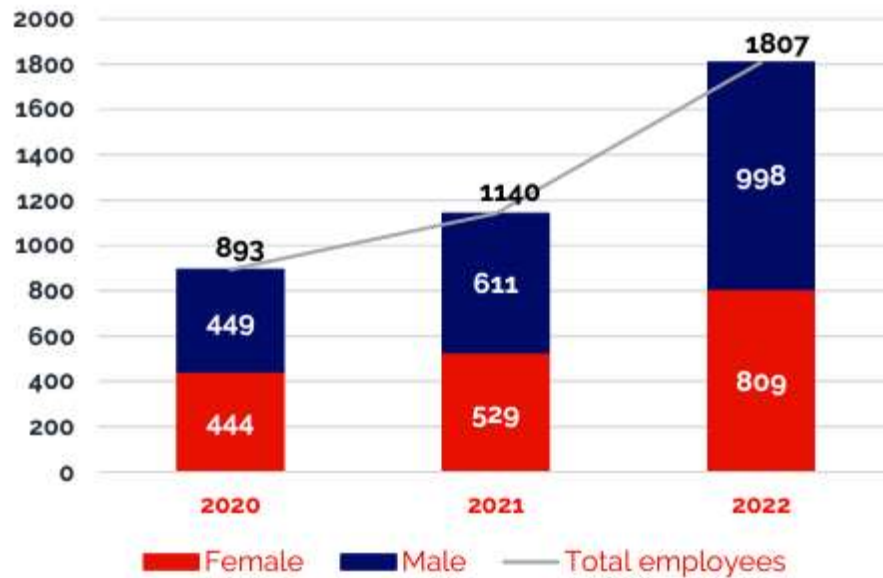
Note to the graphs. The suppliers figure encompasses suppliers of both goods and services. Economic value distributed to public administration also includes deferred taxes.

#Growth

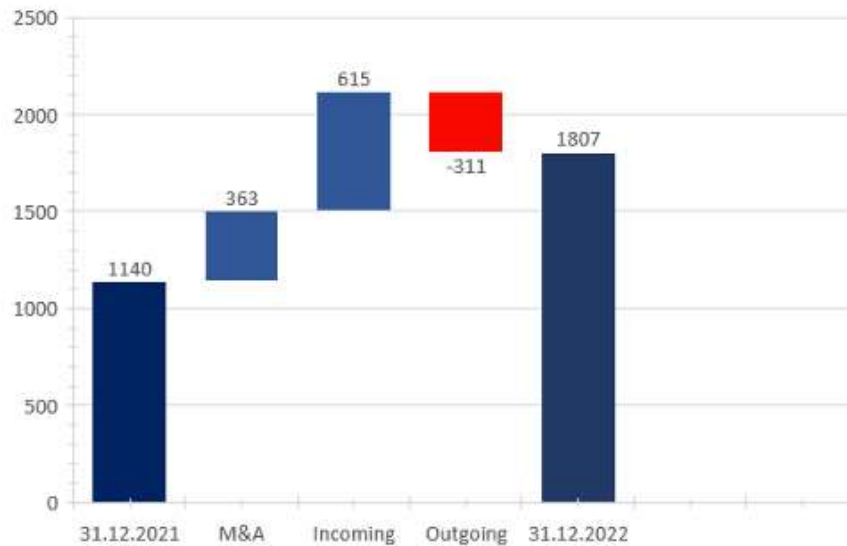
It shows 48% growth over 2021 for economic value generated, and 40% growth for economic value distributed.

#03 People & Partners

NUMBER OF EMPLOYEES BY GENDER



MOVEMENTS IN 2022



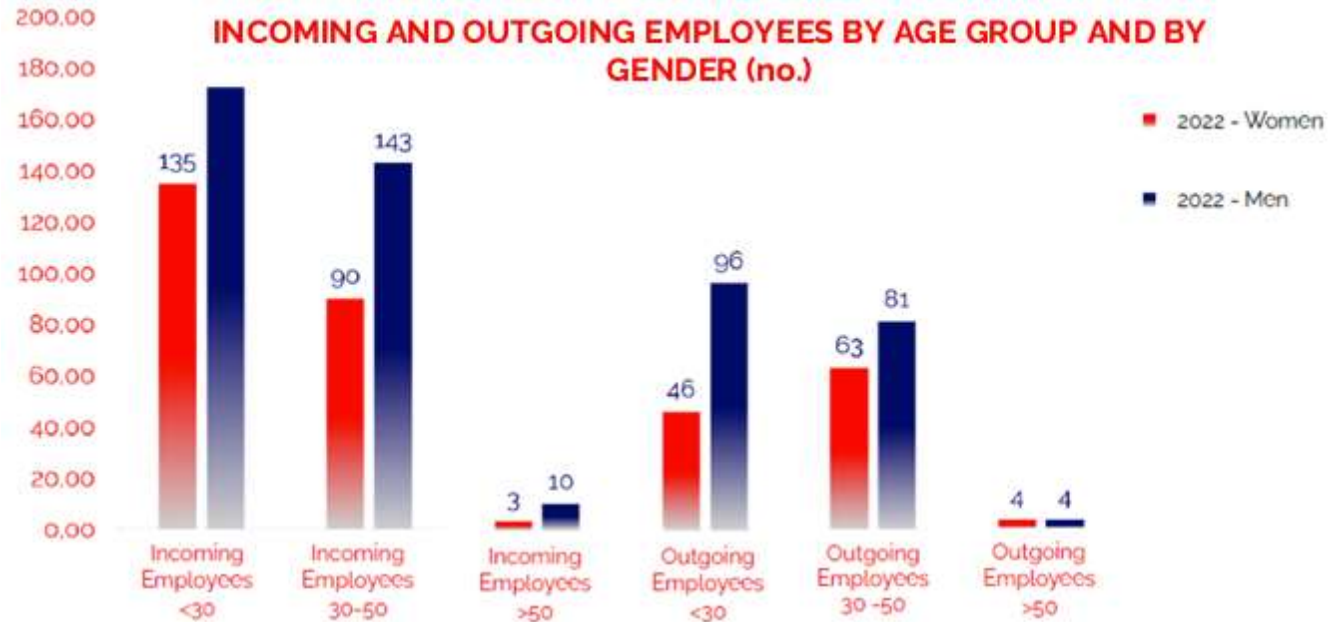
#44% of women
as of December 31st, 2022 in the JAKALA Group.

#35 years average age
The largest concentration of employees is in the 30-50 age group, 64.55% of the Group's population.

Talent management

JAKALA has always identified human resource risks as a priority in its Enterprise Risk Management, and -among them- that of excessive turnover one of the most impactful on its performance capabilities.

The negative turnover in 2022 recorded by the Group is slightly lower than the previous year, decreasing by about 5 percent, from 21.4 percent to 20.4 percent.



KPI EMPLOYER BRANDING 2022

33 events in 2022

- 15 career day
- 8 tailor- made event
- 10 orientation activities

20% recruited analyst

This is the % of analysts hired through employer branding activities in 2022.

#62 INTERNSHIP

at JAKALA S.p.A. S.B. at 31 December 2022, 29 filled by men and 33 by women.

#120 RESOURCES

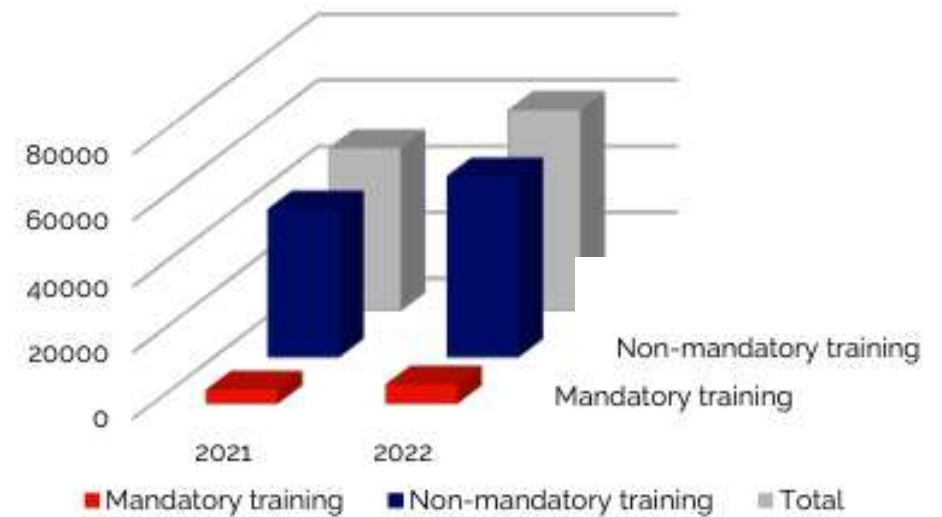
on internship hired in 2022.

Growth support

TRAINING AT JAKALA S.p.A. S.B.



HOURS OF TRAINING AT JAKALA

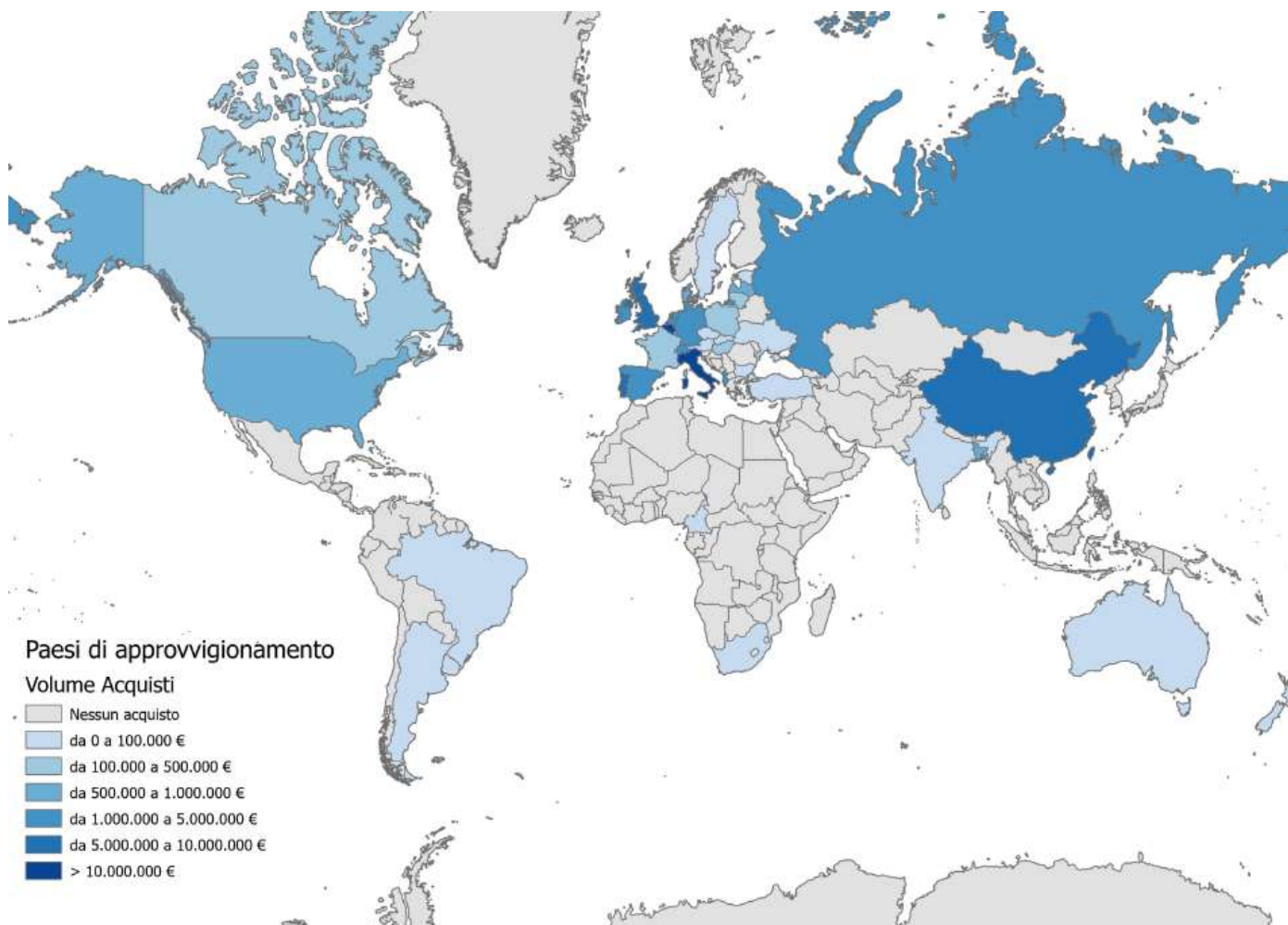


59% of the employees of JAKALA S.p.A. S.B., representing 613 Jakalers, enjoyed benefits under company policies in 2022, such as welfare bonus, commissions sales, MBO.
90.98% of Group employees were involved in the performance review process in the year 2022.

#60.800 training hours delivered at JAKALA in 2022
#5.884 hours of mandatory training
#54.916 hours of non-mandatory training
#31 hours training per capita
#€406 average investment per capita training

**data includes employees in internships*

JAKALA's supply chain



#SustainabilityPurchase

1,5+ million items purchased according to responsible and sustainable policies,¹

¹ BCI Better Cotton Initiative

#32+ milioni di euro

Products purchased with at least 90% sustainable material*

**Dato calcolato utilizzando il costo standard*

#80% of purchased is located in Italy.

#Certifications

Recycled Claim Standard (RCS)
Forest Stewardship Council® (FSC®)
Global Recycling Standard (GRS)



#SuperLeague Playmore!

JAKALA participated in SuperLeague an initiative organized by Playmore to foster social cohesion and inclusion of people with different abilities.

The multi-sport tournament took place between June 9 and 16, 2022, and featured mixed teams composed of Jakalers and players from different social projects, making diversity turn into value.

Please refer to the Impact Report 2022 for more details.

#J Goal 4 – Equity & Inclusion.

Scan the QR-code and discover the best moments!



#CommunitySupport

JAKALA's people took part in the AVIS days organized at the Milan and Nichelino facilities.

#SportForInclusion

Sport events to promote JAKALA's values.

#Community Support

JAKALA became a signatory of the UNGC in 2021.

#Community Donations

JAKALA donated roughly €220,000 in 2022.

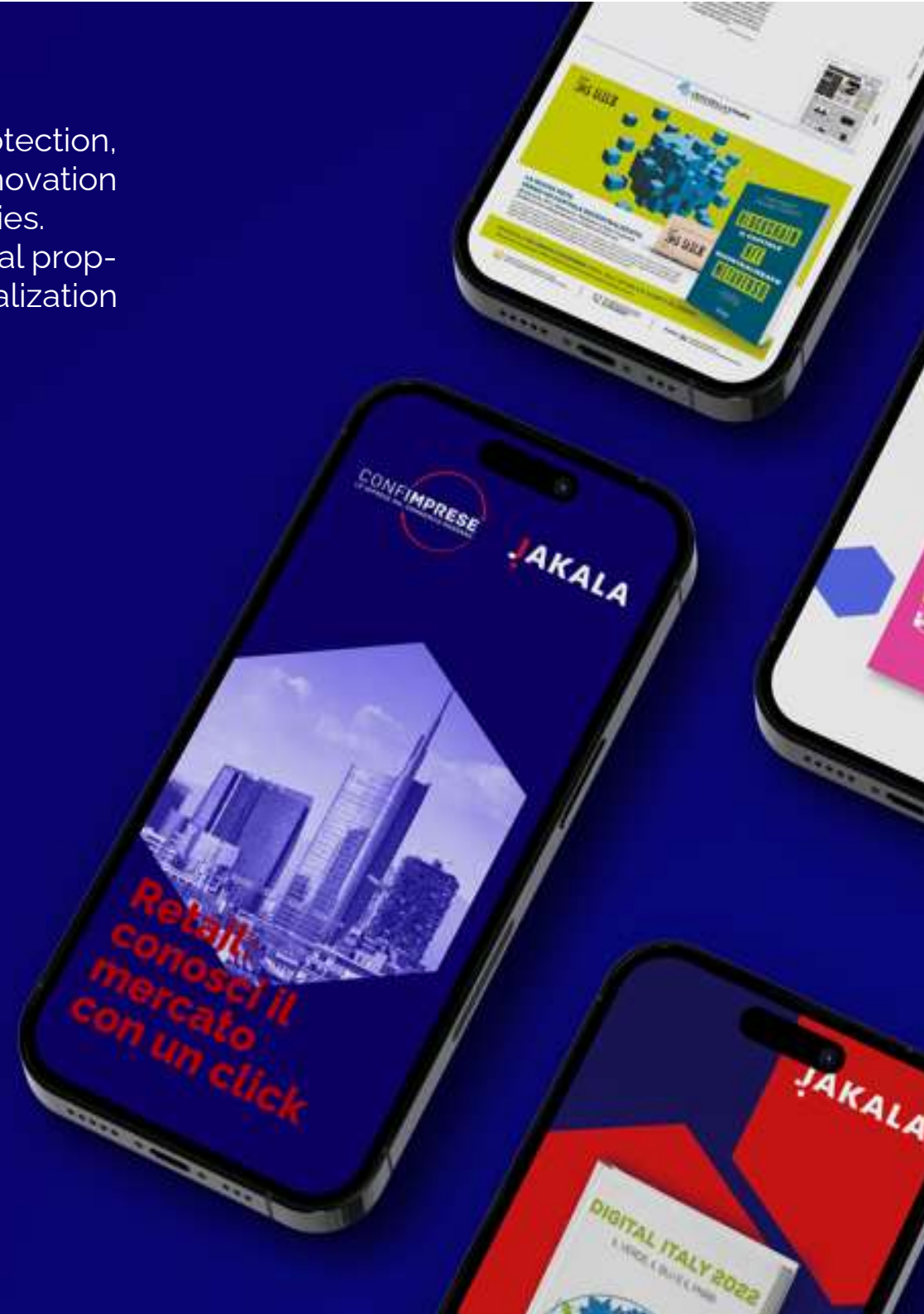
JAKALA Group pays great attention to customer protection, placing great emphasis on development and innovation through the incorporation of cutting-edge technologies. JAKALA also valorizes and protects internal intellectual property through the identification, protection, and formalization of assets.

#DigitalInnovation

Innovation is strategic for creating company value and securing long-term sustainability.

#Research&Development

JAKALA S.p.A. S.B. has invested approximately €4 million into research and development.



#04 Our Planet

#ReductionTarget

JAKALA drew up a decarbonization strategy in 2022 that aims to reach **zero Scope 1 and 2 emissions** and cut **Scope 3 emissions** by at least **20% by 2025**.

ENVIRONMENTAL MANAGEMENT SYSTEM ISO 14001:2015

54% of the group's facilities are certified (calculated on the basis of the total number of employees at 31 December 2022).

GREENHOUSE GAS (GHG) INVENTORY ISO 14064-1

JAKALA S.p.A. SB certified its 2021 emissions in 2022 and is currently calculating and certifying its 2022 emissions.

#Efficiency

8%+ energy saved
in 2022 through
energy
efficiency actions

Reducing emissions to help the climate

In line with international reporting on GHG emissions reporting, using 2021 as the year of reference when JAKALA S.p.A. SB's emissions were certified under the ISO 14064-1 standard, the emissions of the parent and the Serole Group were broken down and analyzed as follows: direct emissions (**Scope 1**), indirect energy emissions (**Scope 2**) and other indirect emissions (**Scope 3**), these latter calculated by directly collecting data and using the <https://quantis-suite.com/Scope-3Evaluators/calculator>. The main direct emissions are carbon dioxide (CO₂) produced by burning fossil fuels for operating activities (heating at company facilities and fuel for the company car fleet).

Scope

1



EMISSIONS FROM DIRECT CONSUMPTION (heating, fuel, etc)

487,32 tonCO₂eq
vs 556,16 (2021)
-12%

2



EMISSIONS FROM ELECTRICITY CONSUMPTION*

25,12 tonCO₂eq
vs 48,40 (2021)
-48%

3



INDIRECT UPSTREAM AND DOWNSTREAM EMISSIONS (transport, travel, capital expenditure, end of life of sold goods, etc.)

91.012 tonCO₂eq
vs 82139 (2021)
+11%



CO₂eq SAVINGS

1.291 tonCO₂eq

50*
tonCO₂eq/people
vs 89 (2021)
-43,9 %

208*
tonCO₂eq/€million
vs 330 (2021)
-37%

90.234*
tonCO₂eq
Scope1+2+3-CO₂eq savings

*Market based.





Thank you for your attention



This summary report was produced in collaboration with Maize S.r.l., using Artificial Intelligence.

By applying the new GPT-4 chat model, it was possible to test its ability to abstract and generate an Italian language text from a complex object rich in specific terms.

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