



**A PASSION  
CALLED  
SUSTAINABILITY**

Sustainability Plan 2022-26



# OUR SUSTAINABILITY PLAN

---

A heart beating fast for sustainable development.

An ideal that has grown ever more tangible over the years, with effective measures taken to integrate sustainability into our business model and in the shared feelings of all the people in the Unieuro world.

In a rapidly changing planet, respect for people and the environment is the lodestar that guides all our choices, now and in the future. Strategic vision and commitment, now incorporated in an extensive action plan, with targets and deadlines.

In the Sustainability Plan 2022-2026, Unieuro validates its strategic vision and translates its efforts into definite projects, targets and deadlines, involving the entire organisation at all levels, snowballing into continuous growth. From managers to employees, from customers to suppliers and all the other stakeholders: **a passion called Sustainability.**

# 31 ACTIONS, 4 AREAS, GREAT COMMITMENT

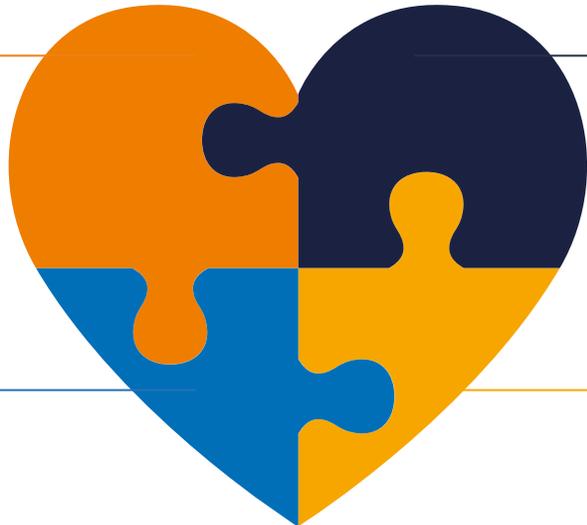
---



**CULTURE**  
8 actions



**COMMUNITY**  
3 actions



**SUSTAINABLE  
INNOVATION**  
11 actions



**TALENT**  
9 actions

Our Sustainability Plan includes 31 projects in the four ESG areas mentioned as high-level guidelines in the **Strategic Plan “Our Omni-Journey to 2026”**, bonding the two levels together in a real, organic way.

Most of such actions are known as «integrated» projects as they cut across multiple corporate departments.

# THE GOALS WE HAVE AT HEART

---

.1

**Responding to the Stakeholders' increasingly high expectations** in the area of Sustainability.

.2

**Integrating Sustainability** in business decisions and raising the organisation's awareness and culture of Sustainability.

.3

**Strengthening ESG governance** through a clear accountability and a holistic approach that may effectively support our ESG efforts and deal with current and future challenges in a rapidly-changing scenario.

.4

**Monitoring the evolution of the regulatory framework** in terms of Sustainability to promptly and effectively respond to any change, even from a proactive perspective.

.5

**Identifying business opportunities** that can add up to the business proposition.

.6

**Adding up to the target ESG indicators** to link the medium/long-term managers' remuneration, so as to increase engagement in Sustainability.

# COMMUNITY

---

PEOPLE AT THE HEART  
OF TECHNOLOGY

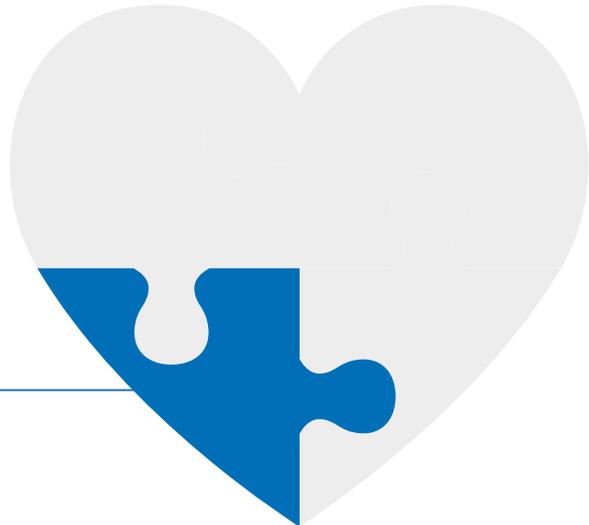


# PEOPLE AT THE HEART OF TECHNOLOGY

---



COMMUNITY  
3 ACTIONS



Technology has always been in our genes. We are aware of its huge potentials as well as its limits.

That's why every day we strive to make it more human, accessible, positive for young and old alike, for families and for the community.

**Because the technology we love is not the one that just meets a need, it's the one that triggers emotions.**

# PEOPLE AT THE HEART OF TECHNOLOGY

This area includes actions that concern Unieuro's relations with the local community and its surroundings, and is made up of **3 projects** of a high social value.

## ACTIONS



### #Cuoriconnessi (*ConnectedHearts*)

Upgrading the fight against cyber-bullying in partnership with the State Police which have been working since 2016 to raise awareness in young people and parents



2022 - 2026



### Senior Citizens Project

Developing specific initiatives for elderly people, to help them use technology and embrace the great benefits they can get from it



2024 - 2026



### Prime Center Project

Partnership with the hospital Istituto Oncologico Romagnolo in the promotion of a healthy lifestyle among young people, not least to prevent oncological disorders



2022 - 2026

# CULTURE

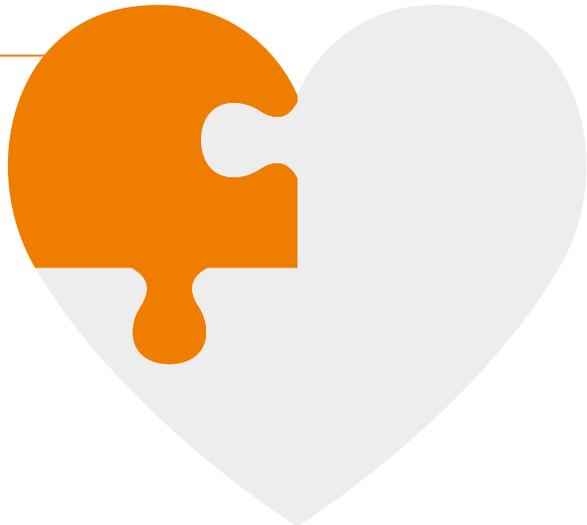
CREATING EFFECTIVE ESG  
GOVERNANCE

# CREATING EFFECTIVE ESG GOVERNANCE

---



**CULTURE**  
8 ACTIONS



Feeling sustainability in our hearts and with our eyes means, first and foremost, nurturing a fertile ground so it can grow within the Company.

**How? Through careful sustainability governance and effective monitoring tools.**

# CREATING EFFECTIVE ESG GOVERNANCE

This area covers projects that are all about Sustainability governance, non-financial regulatory compliance, ESG risk management and integrating non-financial reporting in management and disclosure. It consists of **8 projects**.

## ACTIONS 1/2



### Training in privacy

Raising the store assistants' awareness of how to properly manage customers' data to protect their privacy in the light of the increasing importance of such issue and the ever stricter regulations



2022 - 2023



### Cybersecurity

Configuration, assessment and approval of a new plan for upgrading Unieuro's IT security to protect the operation and data of the Company's systems



2023 - 2024



### Sustainability policy

Development and implementation of a corporate policy to formalise principles, targets and commitments and make the ESG themes truly pervasive in the everyday life of the Group



2023



### ESG Rating

Being rated by a certification body to certify the soundness of the journey that Unieuro has undertaken, in environmental, social and governance matters



2024 - 2026

# CREATING EFFECTIVE ESG GOVERNANCE

## ACTIONS 2/2



### Sustainability & Remuneration

Fine-tuning the ESG metrics of the managers' and employees' remuneration and incentive schemes



2022 - 2026



### Integrated Risk System

Implementation of a financial and non-financial risk mapping, assessment and continuous monitoring system, with an integrated, proactive approach



2023 - 2026



### EU Taxonomy

Upgrading non-financial reporting in the light of the current and long-term developments in the EU Taxonomy Regulation



2022 - 2026



### ESG Reporting

Progressive integration of non-financial reporting at management and accounting levels, by taking proactive measures, even ahead of the applicable regulations



2024 - 2026

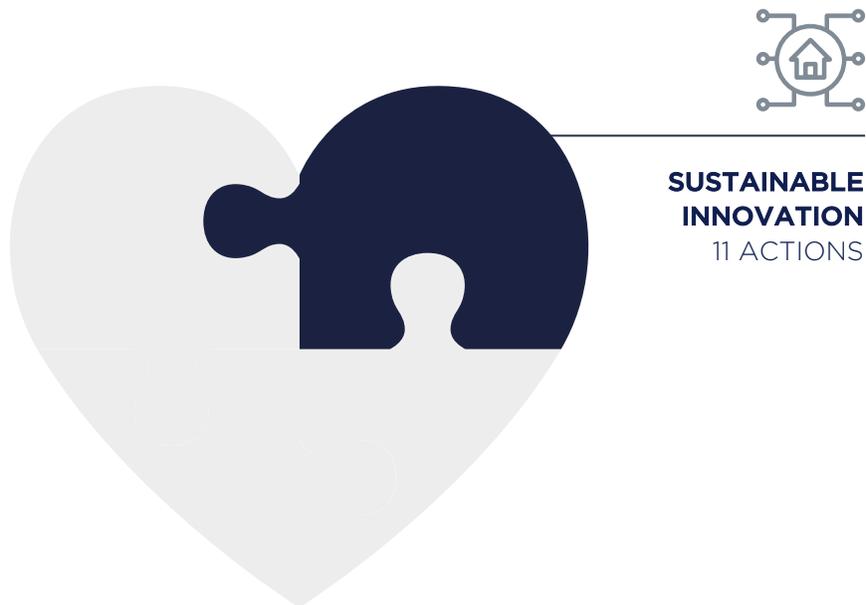
# SUSTAINABLE INNOVATION

---

A FUTURE OF RESPONSIBLE ACTIONS  
AND CHOICES

# A FUTURE OF RESPONSIBLE ACTIONS AND CHOICES

---



We have a passion for innovation and at the same time we also have the future of our planet at heart. Now, we can blend these two heartbeats together by making responsible choices, reducing emissions, optimising resources and promoting reuse and recycling.

**A journey that not only abides by our principles but also makes us win any challenge the market throws at us, with consumers increasingly focussed on the social and environmental impact of their choices.**

# A FUTURE OF RESPONSIBLE ACTIONS AND CHOICES

This area includes environmental performance, product and process innovation programmes, the supply chain and the customer experience. It consists of **11 actions**.

## ACTIONS 1/3



### ESG Due Diligence

Implementing an assessment procedure, based on Unieuro's Sustainability criteria across the value chain



2023 - 2026



### Sustainable supplies

Assessing new product suppliers based on social and environmental criteria, not just economic ones



2023 - 2026



### E-labels

Speeding up retail digitalisation by introducing electronic labels



2022 - 2024



### Carbon Footprint & Carbon Neutrality

Developing a greenhouse gas measurement system to work out a progressive reduction process

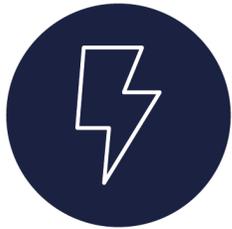


2023 - 2024

# A FUTURE OF RESPONSIBLE ACTIONS AND CHOICES

---

## ACTIONS 2/3



### Energy efficiency

Optimising in-store energy consumption by implementing increasingly smart lighting and air-conditioning solutions



2022 - 2025

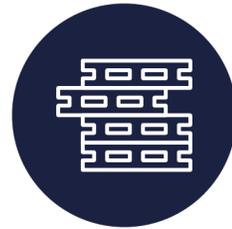


### Green power

Buying certified power from renewable sources



2022 - 2026

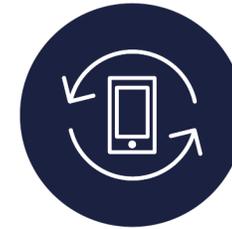


### Reusing Pallets

Initiatives to keep pallets and reuse them and introduction of recycled plastic pallets



2022 - 2026



### Product recalls

Campaigns to recall some products to promote repairs and/or proper disposal



2022 - 2026

# A FUTURE OF RESPONSIBLE ACTIONS AND CHOICES

---

ACTIONS 3/3



## Sustainable packaging

Progressive reduction of plastics in the packaging of Electroline and Teklio private-label products



2022 - 2026



## Reputation metrics

Monitoring the Brand Reputation and Sustainability Reputation of the stores and online



2024 - 2026



## Sustainability in the NPS

Adding Sustainability to the measurement of the Net Promoter Score to improve the profile of our supplies



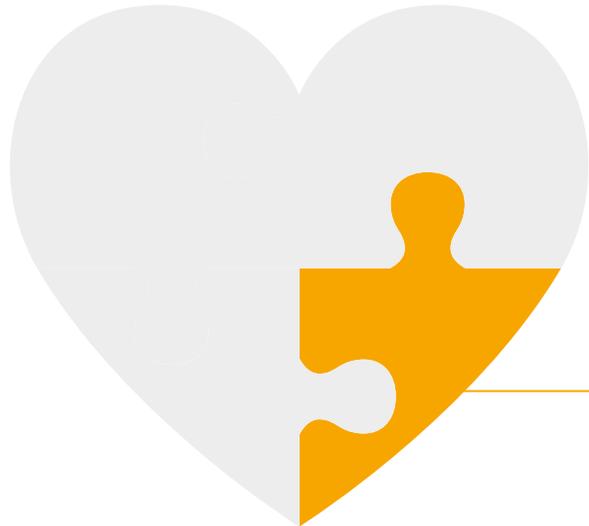
2024 - 2026

# TALENT

BUILDING OUR FUTURE TOGETHER

# BUILDING OUR FUTURE TOGETHER

---



**TALENT**  
9 ACTIONS

People have always been at the heart of our strategy, and this Plan revolves around them too. Because it is people who translate words into actions, put theory into practice and turn principles into consistent behaviours.

**Our mission is to engage the people of the entire Unieuro universe and trigger “a passion called Sustainability”.**

# BUILDING OUR FUTURE TOGETHER

This area concerns Gruppo Unieuro's relationship with its employees, projects that involve the Human Capital world, and respect for the principles of diversity, equality and inclusion. It is made up of **9 actions**.

## ACTIONS 1/3



### Diversity & Inclusion

Formalising the Company's commitment to champion respect for diversity and to support inclusion



2022



### Gender equality

Implementing a management system that promotes and protects gender equality



2022 - 2026



### Employee engagement

Promoting engagement and community-building actions with the company's people to share sustainable practices within the Company and collect feedback on how to improve its operational effectiveness



2025 - 2026

# BUILDING OUR FUTURE TOGETHER

---

## ACTIONS 2/3



### **Training our future Store Managers**

Providing training programmes in Sustainability to the members of the corporate Academy who are going to work as store managers



2022 - 2026

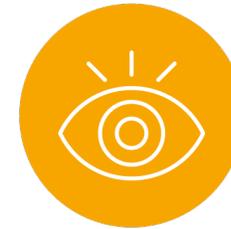


### **ESG training for the staff**

Development of awareness-raising and training programmes in Sustainability for all of the Company's staff



2023 - 2026



### **The eNPS project**

Measuring the employees' satisfaction through yearly employee climate surveys (Employee NPS)



2022 - 2026

# BUILDING OUR FUTURE TOGETHER

## ACTIONS 3/3



### New corporate portal

Launch of a new in-house corporate portal to strengthen the bond between the Company and its staff, not least from the perspective of widespread Working From Home



2022



### Work-life balance

Upgrading measures to find the right balance between work life and personal life, such as the Futura project



2022 - 2026



### Sharing strategic brand assets

Increasing the employees' awareness of strategic brand assets, the embodiment of Unieuro's heritage of values and distinctive features



2022

This is the first Sustainability Plan  
in the life of Unieuro.

An ambitious plan, bound to leave a mark on  
our growth, as a company and as people.

Now we are leading the way, and that's where the big  
challenge begins: walking that way earnestly, every day,  
with a heart **Beating. Fast. Forever.** For a more  
sustainable future.

