Sustainability Report 2022



Sustainability Report 2022





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The Sustainability Report is the tool Grafiche Antiga has chosen to communicate its environmental, social and governance performance. This important tool is now in its third edition, evidence of how the Company is committed to a path of continuous evolution and improvement of its ESG performance.



Over the years, the sustainability report has become a tool for monitoring the Company's sustainability journey and recounts the analysis of its main impacts, whether positive or negative. The aim of the report is to describe and analyze starting from objective data and in a comparable form through the use of contextual quantitative and qualitative indicators — the performance related to the most relevant sustainability issues implemented by Grafiche Antiga. The technical-methodological reference used is the "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter GRI Standards) issued by the "Global Reporting Initiative". The reporting boundary of this report includes the Company's headquarters and operations located at Via delle Industrie 1 in Crocetta del Montello (Treviso).



Letter to stakeholders



It is with pride that I present the Sustainability Report of Grafiche Antiga, of which I have the honor of being the President. The results reported in this document are a tangible sign of our commitment to our employees and the entire community, not only as a Company serving global clients, but as an industrial entity that authored and promoted sustainable conduct.

For years, Grafiche Antiga has been integrating sustainability into its governance, actively involving the Executive Board in defining objectives and implementing strategies, in collaboration with the Sustainability Committee. The Report represents an account of the sustainable activities carried out with the strategic objective of making the benefits transparent for the company's internal and external stakeholders. In 2022, we adopted an environmental management system in accordance with the UNI EN ISO 14001:2015 certification, while continuing to use FSC®-certified paper, obtained through responsible forest management. In our production cycle, we mainly use vegetable-based inks free of mineral oils. Furthermore, part of our electricity consumption has been met thanks to the photovoltaic system installed on the roof of our production facility, which covers an area of 15000 m², allowing us to save 460,000 kg/year of CO_a. In addition, we have reduced CO₂ emissions by 100,000 kg/year through the adoption of LED lighting systems. We purchased offset printing presses with AC motors to further reduce energy consumption. We have also focused on sustainable logistics, internalising activities and reducing the use of outsourcing and third-party transport. We carefully monitor water consumption, which is already low, and send 96% of waste, mainly paper and cardboard, to recovery operations. As part of the ongoing process of "eco-responsibility", Grafiche



Antiga has also partnered with Climate Partner, adopting dedicated software to calculate the Carbon FootPrint generated by the production of commercial printed matter and displays. This allows CO₂ emissions to be offset through economic support for certified climate improvement projects. In terms of its commitment to the community. Grafiche Antiga protects equal opportunities for all employees, without any form of discrimination, and creates a positive and fair working environment. Our actions are based on a development model centred on dialogue, training and cultural growth. Tipoteca Italiana, Grafiche Antiga's private foundation, is the symbol of our commitment to protecting and preserving the artistic heritage of 20th and 21st century Italian typography. The Museum, the Gallery with its temporary exhibitions, and the Auditorium, which hosts events and conferences, manifest our focus on a more distinctly humanistic dimension. Our corporate culture, our quantitative and qualitative achievements and our open vision encourage us to face future challenges with positivity.

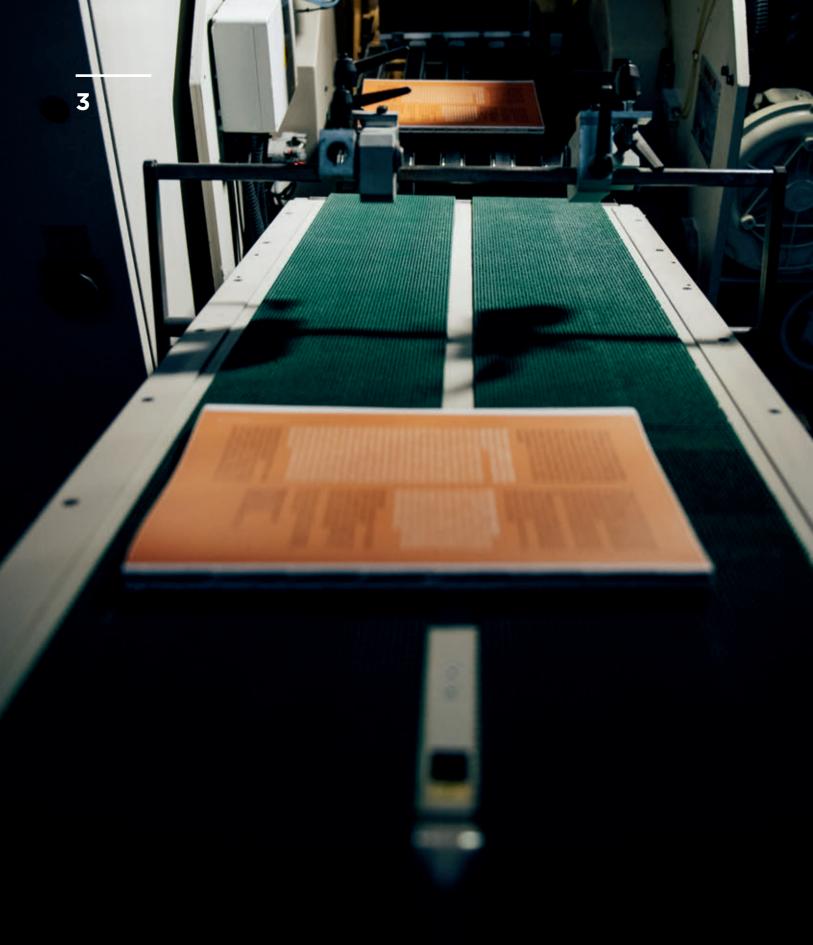
I wish you a pleasant reading.

Yours sincerely,

Silvio Antiga, Chairman







About us



Grafiche Antiga S.p.A., with sales offices in Treviso, Milan, Belluno, Vicenza, Pordenone and Cuneo, offers printing, pre-printing, bookbinding, stationery, publishing and logistics services, combining craftsmanship, the fruit of over fifty years' experience, with industrial technological excellence.

Over the years, Grafiche Antiga has proven to be an entrepreneurial reality capable of prioritizing quality of work, environmental sustainability and investing in innovation and experimentation, while always maintaining a focus on enhancing human capital. In fact, it is thanks to people, a team that today has more than 190 employees, that it has been possible to reach the top of high quality printing.

Grafiche Antiga also supports the Tipoteca Italiana Foundation, a museum center dedicated to the history of typeface and its applications in visual communication, which today is a destination for designers from all over the world and a promoter of events, conventions and shows.





55

YEARS OF ACTIVITY

6.600

ORDERS MANAGED

25.000 m²

TOTAL COVERED SURFACE

189

EMPLOYEES

7,9%

TURNOVER RATE

0,26

INJURY SEVERITY INDEX

28%

ELECTRICITY
CONSUMPTION WITH
GUARANTEE OF ORIGIN
FROM RENEWABLE
SOURCES

-40%

ELECTRICITY EMISSION REDUCTION (SCOPE 2) COMPARED TO 2021

Our history



1968 START-UP OF THE PRINTING HOUSE IN CROCETTA DEL MONTELLO



1975
RELOCATION IN THE
DISUSED PREMISES
OF THE HISTORIC
CANAPIFICIO VENETO



1990 CONSTRUCTION OF THE NEW 5,000 sqm HEADQUARTERS IN VIA CANAPIFICIO



1992 THE COMPANY BECOMES A LIMITED COMPANY



2008 START USING PAPER FROM FSC-CERTIFIED SUPPLY CHAIN*



2010PHOTOVOLTAIC SYSTEM



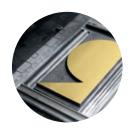
2012ISO 14001
CERTIFICATION



2014TIPOTECA OPENS NEW EXHIBITION SPACES
AND THE AUDITORIUM



1995
THE FOUNDATION
TIPOTECA ITALIANA
IS ESTABLISHED



2002OPENING OF THE TYPE
AND PRINTING MUSEUM



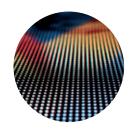
2005 THE COMPANY TURNS INTO A JOINT STOCK COMPANY



2007
GRAFICHE ANTIGA SPA
REDEVELOPS A 15,000 sqm
HISTORIC PLANT IN
CROCETTA DEL MONTELLO



2019
50 YEARS OF
GRAFICHE ANTIGA.
CELEBRATED WITH THE
BOOK 'UNA STORIA DI
CARATTERE'



2020 LED INSTALLATION



2021PURCHASE NEW
PRINTING PRESS:
6 COLOR-RAPIDA 106X
SPC PLUS VARNISHER



2022
PURCHASE NEW
PRINTING PRESSES:
10 COLOR-RAPIDA 106X
SPC

5 COLOR-RAPIDA 105X SPC PLUS FULL LED UV VARNISHER Our values 3.2

Grafiche Antiga's **main objective** is to maintain the standards of **excellence** in the sector in which it operates, always ensuring a focus on continuous **improvement** with regard to issues of social **responsibility** and **environmental protection**.

The investment over the years in Tipoteca highlights the Company's commitment to fostering the dissemination of the culture of printing.

Visibility and presence on the national and international territory are important aspects for the company, as is competitiveness on the market, always in compliance with regulations, in the constant search for sustainable investments.

Among its values, the Company recognises as primary the protection of the safety of the person, freedom and individual personality. It is therefore committed to adopting the most appropriate control and surveillance measures to prevent any possible behaviour aimed at committing offences against the person, the community and the environment. These concepts and values are all referred to in the Company's code of ethics.



Sustainability

Grafiche Antiga Grafiche Antiga is **committed** to operating by seeking a continuous **balance** between economic **development**, social **welfare**, respect for the **environment** and **risk prevention**.

PRODUCT SAFETY

The Company pursues its goals by offering quality products in compliance with all mandatory standards, activating all the necessary controls to guarantee the safety of the products manufactured to consumers.

LEGALITY

In order to comply with applicable national and international laws and regulations, collective bargaining agreements, the Articles of Association, internal regulations and the Code of Ethics, the company ensures an adequate training and awareness.

FAIRNESS AND RESPONSIBILITY

The pursuit of the Company's interests can never justify conduct contrary to the principles of fairness and responsibility. The actions, operations and conduct of those who work within or on behalf of Grafiche Antiga are inspired, in formal and substantive terms, by legitimacy, the protection of the Company and fairness and responsibility.

INTEGRITY AND TRANSPARENCY

The principle of independence of judgement and the absence of any commercial or financial interest that could lead to biased behaviour, favourable treatment or inequality are protected. In relations with all counterparts, any form of discrimination based on age, racial and ethnic origin, nationality, political opinions, religious beliefs, gender and state of health of the counterparts is prohibited.

CONFIDENTIALITY

The confidentiality of client information in Grafiche Antiga's possession is managed in accordance with legal provisions even after the relationship has been terminated, in compliance with current privacy and data security regulations.

CONFLICT OF INTEREST

All Grafiche Antiga stakeholders, both internal and external, undertake to avoid all situations and activities in which a conflict of interest may arise between personal economic activities and the tasks they perform within their structure.

REPUDIATION OF ALL FORMS OF TERRORISM, SUBVERSION AND CRIMINAL ACTIVITY

The Company repudiates all forms of terrorism, activities aimed at subverting the democratic order or criminal conduct. It therefore adopts all appropriate measures to prevent the danger of involvement in acts of terrorism, subversive activities or organised crime.

SEPARATION OF ROLES AND POWERS

The Company has developed an organisational system geared towards the principle of separation of roles and powers, whereby no one can independently manage an entire process.

COMPETITION

Grafiche Antiga regards competition as a value and operates in the marketplace respecting the principles of fairness.



Our products and services

PREPRESS AND PHOTO PREPARATION FOR PRINTING

The quality of a printed product is closely linked to high technology applied to colour, knowledge of materials and finishes and the ability to manage production flows. Grafiche Antiga combines digital expertise with operational experience in order to manage files of any format in post-production. Thanks to the Web Images service, it optimises images for commercial and editorial use online and offline, and prepares files ready for download. High linearity and stochastic screening guarantee the highest level of colour, image quality and image depth, which are particularly important when printing valuable products. This process is environmentally friendly thanks to continuous technological investments.

PRINTING

Grafiche Antiga is the reference Company for a number of brands that demand high quality, high-quality finishes, special formats and unique finishing. The Company's pursuit of excellence in the production of catalogues, books, guides, communication tools, photographic products and fine art publications is reflected in the care it takes of its clients at every stage, from file preparation to press start-up, and in its continuous quality monitoring through in-line printing press control equipment.

LARGE FORMAT DIGITAL PRINTING

Thanks to large format digital printing, it is possible to communicate without limits of size or shape. Opportunities arise from the use of new materials, new technologies and innovative solutions. With this particular type of production, it is possible to satisfy requests for customised products, even with very short runs and great visual impact.

PAPER CONVERTING

A paper product is distinguished by the quality of its manufacture and finishing and requires constant control of the design, rendering, prototyping, production and logistics phases. In order to become a valuable object and meet tailor-made requirements, it also requires precise attention to detail, research into valuable and innovative

materials and the development of exclusive solutions and designs. Grafiche Antiga's in-house team is an outstanding partner for designers and agencies in the development of luxury stationery and packaging projects.

PUBLISHING

Grafiche Antiga's publishing division handles the entire process of producing editorial products: from the conception of content and graphics, to the drafting of accurate editorial plans, printing and binding, and eventual distribution.

The editing, editorial graphics, printing and distribution services are aimed at publishing houses, organisations, associations and companies, as well as those wishing to self-publish.

Under the brand name **Antiga Edizioni**, editorial and cultural projects related to photography, art, food and wine, mountains and landscape take shape, which are distinguished by the care of the materials and solutions for the passionate attention to quality.

BINDING

Bindery, which for many is an outsourced activity, is instead an in-house department at Grafiche Antiga. This saves a lot of time in managing processing and ensures strict quality control from the beginning to the end of the production cycle.

Furthermore, by eliminating the need to move semifinished products to third parties, it helps to protect the environment.

The best standard and customised equipment allows us to carry out any type of project, even those with very special technical characteristics.

LOGISTICS

Another important service provided by Grafiche Antiga is the logistics, distribution and storage of products in climate-controlled warehouses. As well as handling products using innovative technologies, a tried and tested picking and shipping service is provided worldwide.

An advanced system makes it possible to manage shipments from customer databases to end users, assembling several orders into a single shipment..

Other services offered by Grafiche Antiga to its customers include:

CROPPING

Photo cropping from guidelines provided by customers for point-of-sale, magazine and online promotions.

GRAPHIC SUPPORT

Grafiche Antiga offers companies and graphic design studios its collaboration in the realisation of commercial projects and visual identity, stationery and packaging.

WINDOW DRESSING

The client brief is followed by creative design, production and installation of the display elements throughout Europe.

3D RENDERING

High-definition, detailed and extraordinarily realistic 3D images are powerful tools for communicating, promoting, selling products and projects.



PREPRESS AND
PHOTO PREPARATION
FOR PRINTING



PRINTING



PUBLISHING



PAPER CONVERTING



BINDING



LARGE FORMAT DIGITAL PRINTING



LOGISTICS



The context of sustainability



During 2022, rising **raw material prices**, particularly for paper, together with rising **energy costs**, caused **concerns** and **operational difficulties** for all **companies** in the **printing industry**, including Grafiche Antiga.

Before the conflict between Russia and Ukraine, the rise in prices was explained by global supply shortages and the upward pressure on oil prices driven by financial speculation. After the outbreak of the conflict, the main cause of the price rise in the first half of 2022 was traced back to supply shortages, real or feared, which were reflected in market prices.

Rising raw material costs and significant increases in gas and electricity prices have caused serious slowdowns and disruptions in the operations of energy-intensive paper mills. This has been reflected downstream in the rising prices of all types of paper and their limited availability, resulting in significant operational challenges for printing and converting companies.

Precisely as a result of this energy shock and its repercussions on the paper-graphic sector, the ecological transition is a unique opportunity to explore issues related to the sustainability of the supply chain, its performance in terms of the circular economy and improvements for future developments in the production, recycling and use of paper. This is in fact a market that is currently undergoing great changes, linked to the economic, social and environmental context in which it operates. In order for the paper industry, and all the companies that make it up, to be able to mitigate contemporary challenges such as climate change and the increasing digitalisation of information, it is necessary to reinvent itself with a view to sustainability. In this respect, Grafiche Antiga continues to assert its excellence in the industry

by emphasising its commitment to environmental protection, quality raw materials, respect for the social context with which it interacts and continuous technological innovation with a low environmental impact.

In the latest version of the PNRR presented by Italy to the European Union, the paper supply chain was included in the discussion as a priority sector for the development of the circular economy and as a 'flagship' project deserving of funding, earmarked for a budget allocation of EUR 150 million. The paper supply chain in Italy represents an example of an efficient and virtuous production chain. It shows a circularity rate of 57%, which indicates the proportion between the use of recycled materials and the production of manufactured goods, mainly paper and cardboard¹.

Grafiche Antiga fits in as a model of local virtuosity within the national paper and graphics market, as a reality capable of adding value to respect for the territory, research and technological innovation.

 $[\]label{thm:period} \begin{tabular}{ll} 1 See $http://federazionecartagrafica.it/transizione-green/limpegno-della-federazione/ \end{tabular}$

In order to protect the interests of its stakeholders and benefit from industry-specific services and management tools, Grafiche Antiga cooperates with the following associations:

- Assindustria VenetoCentro²
- Assindustria Belluno³
- Assografici⁴

A good example supporting Grafiche Antiga's commitment to the ecological transition that is affecting its production sector is to be found in the investments in research and development conducted by the company. In fact, in 2022, the company

acquired the new ecologically sustainable printing press, produced by the world leader in the sector Koenig & Bauer, with the aim of making its products increasingly ecological. This model is the first of its kind to be introduced in Italy and the second in the whole of Europe, and, as an innovation project for Grafiche Antiga, it has several environmental advantages, such as a 70% saving in washing liquids, the implementation of a drying oven with an energy saving of up to 50%, a motor with a 10% reduction in energy consumption, faster operation that sets a "speed record" in the sheetfed sector, and an advanced diagnostics system that requires less technical intervention.



² assindustriavenetocentro.it/

³ confindustria.bl.it/

⁴ federazionecartagrafica.it/

Our stakeholders 4.1

A long-term vision requires aligning the interests of the Company with those of the community in which it operates and all its **stakeholders**.

Below is a matrix summarising the expectations and interaction tools adopted to date by Grafiche Antiga towards its stakeholders.

Stakeholders	Stakeholder expectations	Interaction tools		
EMPLOYEES	Equal opportunities. Training and development. Clarity of objectives and reward system. Stimulating and safe working environment. Involvement in company life. Promotion of well-being, health and safety.	 Training Plans. Dialogue with the Human Resources Department. Supervision of the internal climate. Induction programmes for new recruits 		
CLIENTS	Quality of service. Provision of environmentally friendly products and services.	Customer care.Website feedback.Newsletters.Social platforms.		
SHAREHOLDERS / BONDHOLDERS	Transparent and responsible management. Creation of value. Timeliness and willingness to engage in dialogue. Adequate risk management including socio-environmental risks. Consideration of ESG issues.	Shareholders' Meeting. Conference-calls or regular meetings following relevant communications.		
COMMUNITIES AND LOCAL AUTHORITIES	Territorial support and development.	 Organisation of events and meetings with local communities (Tipoteca activities). 		
SUPPLIERS	Continuity of supply. Compliance with contractual obligations.	Daily report.Audits and visits to strategic suppliers.Code of ethics		
TRADE ASSOCIATIONS	Involvement and timely information on issues relevant to the corporate population. Update on the progress of business development plans.	Newsletters. Meetings. Committees.		
REGULATORY AUTHORITIES	Compliance with general and sector regulations.	Conventional tools. Specific meetings.		
UNIVERSITIES	Collaboration and job opportunities for young graduates.	In-company internship and apprenticeship opportunities.		

Materiality of impacts

Material issues are those that represent the organisation's **impacts** on the economy, the environment and people. **Materiality** is a strategic tool according to which companies must prepare their financial statements by including information on aspects that significantly affect their ability to create value over time for both the company and its key stakeholders.

With this in mind, in 2020 Grafiche Antiga began a process of listening and dialogue on sustainability issues relevant to its strategy and stakeholders, and carried out its **first materiality analysis**. Dialoguing with and involving the main stakeholders enables the company to be constantly aligned with their expectations and needs, and to capitalise on their requests with a view to creating shared value.

However, it should be noted that in 2021, the **Global Reporting Initiative** (GRI) released an update of the reporting standards. An important aspect of this revision concerned the identification of material topics. Through the new process, called **Impact Materiality**, the standard intends to emphasise impact metrics as a characterising factor to objectively and, as far as possible, quantitatively determine the true extent of the material topics identified.

With a view to keeping up to date, Grafiche Antiga wanted to look at its material topics from an impact perspective, i.e. identifying the main impacts for each material topic. The intention is to create as objective a picture as possible of how the company is creating value for people, the environment and itself.

The update of the material topics, on the one hand, was based on the past materiality analysis (materiality matrix) in order to emphasise the expectations and perceptions of internal and external stakeholders, on the other hand. wanting to go a step further, it analysed its own reference context through various sources for the identification of its own relevant topics: sector benchmarks, the Sustainability Accounting Standards Board (SASB) guidelines regarding the Media & Entertainment sector, the EFRAG⁶ guidelines regarding the Media & Communication sector and the **Sector-Impact Map** created by UNEP FI. This analysis led to the updating of its material topics to improve the accuracy of the reporting information.

The updated list of **material topics** is as follows:

GOVERNANCE

- Innovation and sustainable investment
- Governance and risk management
- Economic performance

PEOPLE

- Salute e sicurezza sui luoghi di lavoro
- Human capital management
- Promotion of art and culture

ENVIRONMENT

- Waste management
- Efficient use of natural resources

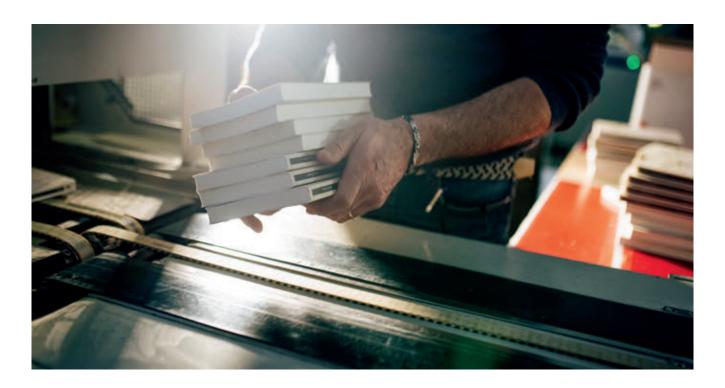
⁶ [Draft] European Sustainability Reporting Standard SEC1 Sector classification standard, this document is still a Draft in the works and has therefore been used as a source of comparison with other standards.

Compared to previous years, it was decided to merge a number of themes into a single category. In fact, 'Research & Innovation' was merged with 'Sustainable Investment', given the natural interconnection between the two themes, forming the new material theme 'Innovation and Sustainable Investment'. The new theme 'Human Capital Management' also includes two old themes, 'Local Employment' and 'Talent Attraction and Retention'. In this case, the decision was taken to broaden the spectrum by bringing human resources management as a whole under this theme, as a strategic and fundamental element for the Company.

In addition, it was decided to bring the old themes 'Respect for human rights' and 'Compliance with environmental regulations' under 'Governance and risk management', as these are elements that cannot be disregarded in the way the Company conducts its business and are therefore part of Grafiche Antiga's decision-making model.

In contrast, the theme 'Water Consumption and Discharge' was removed as it was not representative of significant areas of impact. Finally, the last element to be mentioned is the introduction of a new material theme: 'Promotion of art and culture'. In this case, thanks to the sector analysis conducted, it was clear that the company's activities have a positive impact in contributing to the enrichment and preservation of society's cultural heritage. This first analysis conducted by Grafiche Antiga on the subject of impacts is not intended to be a point of arrival. On the contrary, it is intended to be the starting point for a process of monitoring risks and opportunities on all ESG issues, which is updated annually, involving an ever-increasing number of stakeholders and with the intention of creating greater awareness of these issues.

A summary of this impact analysis is given below.



Summary of impact analysis

INNOVATION & SUSTAINABLE INVESTMENTS

CORRELATION WITH SDGs





ACTUAL AND POTENTIAL POSITIVE IMPACT

The constant search for the new and innovation are important elements that allow the company to aim for ever higher levels of quality, this allows it to position itself in a high market segment further consolidating its image as a leading company in the sector. Technological investments contribute to the optimisation of production processes and, consequently, to the reduction of the consumption of raw materials such as energy, paper and ink.

ACTIONS TAKEN

Acquisition of new machinery with a view to reducing the amount of raw materials used and optimising energy consumption per process. Examples of this are two new printing machines: a 6-colour machine using water-based varnish and a 10-colour machine. These new machines reduce energy consumption, washing fluid and paper sheets needed for start-up compared to the previous ones.

GOVERNANCE AND RISK MANAGEMENT

CORRELATION WITH SDGs



ACTUAL AND POTENTIAL POSITIVE IMPACT

Ethical business conduct is of vital importance to remain competitive in a socio-economic context of strong regulatory change, especially considering sustainability issues. In particular, compliance with laws and regulations on health and safety, the environment, information security and human rights are essential to reduce the risks of sanctions, fines, loss of brand reputation and market share. In addition, careful risk management and ethical business conduct that goes beyond mere legal compliance can have a positive impact on society and the environment.

This can increase customer trust and the positive perception of the company itself, resulting in greater brand attractiveness and employee retention, business success and long-term competitiveness.

Finally, good corporate governance and transparent communication enable the company to fulfil its responsibilities towards external investors, lenders, shareholders, employees, suppliers and contractors, customers, regulators, society and the environment.

POTENTIAL NEGATIVE IMPACT

A non-ethical business conduct that does not comply with minimum legal requirements can result in fines, penalties and a loss of brand reputation, leading to distrust on the part of customers, investors and lenders. Furthermore, poor business management can affect the company's ability to attract and retain talent.

ACTIONS TAKEN

Implementation of organisational models and certifications:

- Management model pursuant to Legislative Decree 231/2001
- ISO 9001:2015, ISO 14001:2015 management systems and development of procedures aligned to ISO 27001 requirements.
- Chain of Custody Certification (CoC) (Standard FSCR STD-40-004).

ECONOMICAL PERFORMANCE

CORRELATION WITH SDGs



ACTUAL AND POTENTIAL POSITIVE IMPACT

By consolidating its economic growth, the company also generates economic value for its stakeholders and the community in which it operates. Economic growth is often associated with greater availability for investment in optimising production processes and the use of resources. Moreover, such growth can contribute to brand reinforcement and its commitment to cultural and artistic promotion.

ACTIONS TAKEN

- 23% increase in revenue over 2021.
- 38,500 euro disbursed to the Tipoteca.

HEALTH AND SAFETY IN THE WORKPLACE

CORRELATION WITH SDGs



NEGATIVE POTENTIAL

Due to the nature of the activities performed, the risk profile for occupational accidents is low. However, the risks related to the health and safety of employees mainly concern the danger of injury to the hands and other parts of the worker's body from careless use of machinery.

ACTIONS TAKEN

Investments in occupational health and safety:

- state-of-the-art machinery equipped with safety devices.
- specific operator training for use and maintenance.

Summary of impact analysis

HUMAN CAPITAL MANAGEMENT

CORRELATION WITH SDGs







ACTUAL AND POTENTIAL POSITIVE

Enhancing employees' potential through training and professional development is one of the most important strategies for building a healthy work environment where employees feel valued and appreciated. Investing in the learning and growth of one's employees can greatly improve productivity in the organisation and, consequently, the quality of the products and services it provides. When a company dedicates itself to promoting the physical and psychological well-being of its employees and supports them in realising their professional aspirations, the positive results are numerous in both the short and long term.

ACTIONS TAKEN

- Hiring policies that respect employees' rights.
- Introduction of corporate welfare programmes.
- Work-life balance programmes.
- · Employee training.

PROMOTION OF ART AND CULTURE

CORRELATION WITH SDGs



ACTUAL AND POTENTIAL POSITIVE

Grafiche Antiga contributes to promoting and safeguarding the cultural heritage of Italian typography prior to the digital revolution, through its support for the Fondazione Tipoteca Italiana, a museum centre dedicated to the history of typeface and its applications in visual communication, which is now a destination for designers from all over the world and promoter of events, conferences and shows.

ACTIONS TAKEN

Support for the Tipoteca by creating meeting and exchange venues, as well as workshops open to all to keep interest in the history and culture of typography high and alive.

WASTE MANAGEMENT

CORRELATION WITH SDGs



ACTUAL NEGATIVE

Waste generated by the use of paper products and materials has a negative impact on the environment.

Non-hazardous waste, however, accounts for 95% of the total waste produced by Grafiche Antiga.

ACTIONS TAKEN

Optimising and reducing the amount of raw materials. The company also has a centralised plant that recovers all paper and cardboard waste generated during production.

EFFICIENT USE OF NATURAL RESOURCES

CORRELATION WITH SDGs





ACTUAL POSITIVE

Paper and ink are two raw materials of primary importance in Grafiche Antiga's industrial production and are also considered two sensitive elements in terms of the environmental impact associated with them. This is why the company has chosen to source FSC*-certified paper and to use only vegetable-based inks that are free of mineral oils in its production cycle.

In terms of the production process, the purchase of new, more efficient machinery makes it possible to consume fewer resources such as paper, ink and energy.

ACTUAL NEGATIVE

The paper production sector is extremely energy-intensive and dependent on the use of water resources.

Grafiche Antiga, by positioning itself downstream in the paper chain, has an indirect negative impact on climate change and biodiversity.

ACTIONS TAKEN

- Energy efficiency measures at various stages of the production process globally.
- Primary use of vegetable-based inks.
- FSC® certification for the paper used.
- Increased electricity production from photovoltaic plant.

Quality culture and sustainable approach



Grafiche Antiga pays great attention to the **quality** of its products and services.

The **care** and **attention** to the product comes from the choice of raw materials and **printing** techniques.





Over the years, the Company has invested significantly in its R&D department with the aim of integrating vegetable-based inks, energy-efficient printing systems and responsibly sourced raw materials (FSC® paper) into its production cycle. The combination of quality and sustainability has helped to make the company, which has been in business for over 50 years, a leader in the production of quality sheetfed printing and has made it a benchmark in its sector on the national and international scene.

For some years now, developments in the graphics field have outlined a growing trend towards the use of uncoated and textured papers for prestigious editorial and book products, institutional printed matter such as catalogues, company profiles and monographs.

Natural papers have a less smooth surface but are decidedly more 'generous' in restoring unparalleled tactile sensations, but represent a limitation in terms of printing, due to their porosity.

Grafiche Antiga's Research and
Development department has
developed an exclusive technique for
printing on this paper called Premium
Color Print, which enables excellent
colour results to be achieved using
vegetable-based inks, at no extra cost
and with the significant advantage of
being environmentally sustainable.

PREMIUM COLORPRINT

The Premium Colour Print technique is sustainable because:

- it does not require any special processing at the photolithography stage; the company is also working on colour proofs made with the FOGRA 51 profile for coated papers;
- it guarantees colourfastness, which preserves brilliance and tone: it allows printing with high dithering;
- it is carried out using vegetable inks, which require de-inking processes classified as GOOD by the European Recovered Paper Council.

European Recovered Paper Council (EPRC) was established as an autonomous industry initiative in November 2000 to monitor progress towards higher paper recycling targets. These are set out in the European Declaration on Paper Recycling, first published in 2000 and renewed every five years since then.



FSC® certification is an **international**, independent, third-party **certification** specifically for **forestry** and wood and non-wood forest products.

Chain of Custody certification guarantees the traceability of materials from FSC*-certified forests and is indispensable for applying FSC* labels to products.

Grafiche Antiga has obtained and maintains active "Chain of Custody" (CoC) certification for companies processing and/or trading in forest products" and confirms its active contribution to responsible forest management.

FSC® Certification requires a commitment to respect FSC® values, as defined in document FSC-POL-01-004 "Policy for the Association of Organisations with FSC®", signed by Grafiche Antiga.

In addition, FSC® Certification requires a commitment to respect FSC® fundamental labour rights, as set out in the "Safety Policy" signed by Grafiche Antiga.

Grafiche Antiga products are certifiable with product labels FSC® MIX · FSC® RECYCLED · FSC® 100%.



The FSC® MIX label

indicates that the wood or paper inside of the product comes from FSC* certified material, recycled material and/or controlled wood (no less than 70% certified material and/or recycled material).



The FSC® RECYCLED label

indicates that the wood or paper of which the product is made of come from recycled and recovered material.



The FSC® 100% label

indicates that the inputs of which the product comes exclusively from FSC®-certified forests.





Corporate governance structure



Grafiche Antiga adopts an administration and control system structured according to the traditional model and includes:

BOARD OF DIRECTORS

Consisting of four trustees. In carrying out its activities, the Board provides for the ordinary and extraordinary management of the company and defines the strategic guidelines, the assessment of the adequacy of the organisational, administrative and accounting structure and the general evaluation of the management performance.

BOARD OF AUDITORS

Composed of three auditors appointed for three financial years 2020–2022, it monitors compliance with the law, the Articles of Incorporation, as well as respect for the principles of proper administration.

SHAREHOLDERS' MEETING

It is responsible for appointing the members of the Board of Directors and the Board of Statutory Auditors and for approving the annual financial statements.

The Chairman and Vice-Chairmen ensure

The Chairman and Vice-Chairmen ensure that the sustainability vision adopted by the company is understood, developed and in line with the values that guide the company's operations.

With a view to strengthening the "sustainability" component in the business model, in 2021 Grafiche Antiga set up the Sustainability Committee, which makes proposals and advises the Board of Directors on ethics and sustainability assessments and decisions.

The **committee**, consisting of the following functions, general manager, environment and safety manager, purchasing manager, supervisor of major customer projects and internal sustainability contact person, **performs the following tasks:**

1

It promotes the integration of sustainability in the company's strategies and culture and encourages its dissemination to employees, shareholders, users, customers, the territory and, in general, all stakeholders.

2

Supervises sustainabilityrelated projects to be submitted to the Board of Directors for approval and monitors their implementation.

3

Evaluates climate transition issues, i.e. decarbonisation, at an operational level, with regard to both technological innovation and the circular economy, aimed at ensuring the creation of value over time for all other stakeholders.

4

Examine the company's non-profit strategies.

5

It monitors, for matters within its competence, the adequacy of company policies and the Code of Ethics and their effective implementation.

6

At the request of the Board of Directors, it expresses opinions on other sustainability issues.



Main risks related to sustainability issues and their management

6.1.1

Integrating sustainability into Grafiche Antiga's business model necessarily involves **analysing** the **risks** associated with these issues. The analysis of risks linked to **environmental issues** has been deepened and dealt with in the **ISO 14001:2015** management system from a "risk-opportunity" perspective, as required by the standard.

The Company, in compliance with the requirements of the organisation, management and control model pursuant to Legislative Decree 231/01, has also prepared a risk-crime map that includes environmental, social and governance issues.

Below is a summary of the main risks related to sustainability issues and the measures taken by the company to minimise them.









MAIN RISKS RELATED TO SUSTAINABILITY ISSUES

MEASURES TAKEN TO MINIMISE RISK

ENVIRONMENT

Respect for and protection of the environment is central to Grafiche Antiga. The company is committed to mitigating its risks, particularly in terms of managing raw materials, waste management and atmospheric emissions. In order to improve its performance and optimise its processes, the company has also obtained ISO 14001:2015 certification.

ETHICAL CONDUCT

The company's Code of Conduct provides for respect for human rights, the rejection of all forms of discrimination, the development of individuals and the promotion of the dignity of all workers; this code is signed by all stakeholders who come into contact with the company. The anti-corruption aspect is another important issue for the company, which in recent years has implemented its own whistleblowing system.

COMPLIANCE WITH ENVIRONMENTAL AND OCCUPATIONAL SAFETY REGULATIONS

The company, in order to mitigate its risks related to non-compliance in the environmental field, is certified ISO 14001:2015; in order to prevent the commission of crimes also related to social and governance issues, it has also adopted an organisational system of management and control pursuant to the former Legislative Decree 231/01.

CUSTOMER SATISFACTION

The company's objective is to guarantee an adequate and quality product and service while respecting the environment. In order to optimise its internal processes, the company has adopted an ISO 9001:2015 certified management system. Investments in Research and Development are also proof of the company's propensity to find better performing products that respect the environment.

SUPPLY CHAIN MANAGEMENT

The supply chain and the management of outsourced activities represent a relevant aspect of the Company's activities. The company is committed to monitoring its strategic suppliers both on quality aspects and on risks related to the environment and health and safety at work through audits and inspections. Suppliers interacting with the company are also required to respect the principles contained in the Code of Ethics and to ensure full compliance with the UN Declarations on Human Rights and the ILO Conventions.

STAFF

Human resources management is carried out without preclusion or discrimination on the basis of gender, race, nationality or religion, and in compliance with the law, employment contracts and the Code of Ethics. The company is also committed to creating a dynamic and productive working environment that respects the needs of each individual. All Grafiche Antiga employees are also required to comply with the principles contained in the Code of Conduct..

Organisational Model ex Legislative Decree 231/2001 and ISO Management Systems

6.2

Grafiche Antiga has developed a **quality management system** that meets the requirements of UNI EN ISO 9001:2015 and an **environmental management system** that meets the requirements of UNI EN ISO 14001:2015, and has also obtained **Chain of Custody (CoC) certification** in accordance with FSC® Standard STD-40-004.

Possession of the latter certification guarantees that the FSC® paper used in its products comes from forests that are managed correctly and responsibly. In 2020, the Company also chose to adhere to the principles of Legislative Decree 231/2001 and subsequent amendments and additions by adopting the Organisation, Management and Control Model. and control model.

The Model introduced in 2020 has the following aims:

- dissemination and affirmation of a corporate culture based on legality, with the express rejection by the Company of any conduct contrary to the law or internal provisions and, in particular, the provisions contained in the Model;
- dissemination of a control culture, which must preside over the achievement of the objectives that, over time, the Company sets itself;
- provision for an efficient and balanced organisation of the company, with particular regard to decisions and their transparency, controls — preventive and subsequent — and internal and external information;
- adequate information of employees and of those acting by mandate or on behalf of the Company on the activities entailing the risk of commission of offences and on the sanctions that may be imposed on them or on the Company as a result of the breach of the law or of the Company's internal provisions.

The Model integrates with other tools (ISO 9001:2015 and ISO 14001:2015 management systems) aimed at regulating the governance of the company through which it defines objectives, makes decisions, manages business activities, monitors results and mitigates business risks.

The Model includes policies, codes (in particular, the Code of Conduct which is an integral part of the Model), the organisational structure, the system of delegation and proxies, the procedures, the processes and the management systems of the same and all the internal provisions that implement the principles and essential elements provided for by the Special Parts of the Model, constitute an integral part of the Model management and control.

The Supervisory Board has the important and fundamental task of promoting the implementation of the Model through the monitoring of corporate conduct and the acquisition of information on activities and related risks relevant to the Decree. The Supervisory Board's obligations also include monitoring the awareness and dissemination of the principles contained in the Model and in the Code of Conduct and actually verifying their operation.

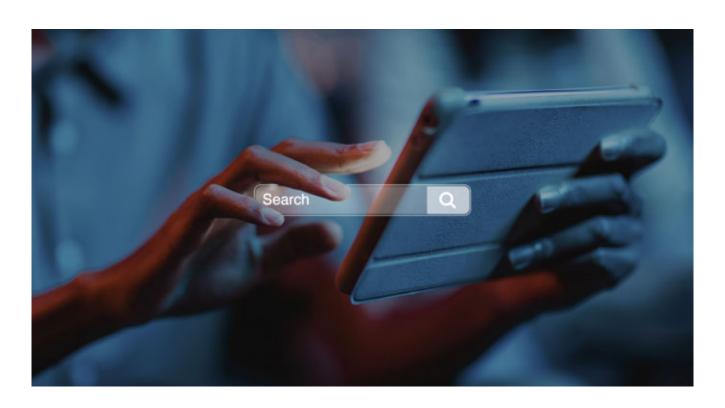
In order to facilitate the emergence of all cases of non-compliance with laws or regulations, policies, standards or business procedures, such as episodes of fraud, corruption, or other violations of the Code of Conduct or the Model, the Company provides senior management and subordinates with communication channels that ensure the anonymity of the reporter (Whistleblowing System). The Whistleblowing System is the instrument through which protection is guaranteed to those who report in good faith to the Supervisory Board unlawful or fraudulent conduct attributable to employees, members of corporate bodies and third parties (customers, suppliers, consultants, collaborators).

The Company ensures the **confidentiality** of the person making the report, thus excluding the hypothetical risk of retaliation and/ or **discrimination** against the person making the report.

To date, the company has **not found** any violation of the organisation, management and control model.

In the course of 2022, Grafiche Antiga is assessing the implementation and implementation of what is necessary to obtain the legality rating.

On the certification front, to meet the growing demand from some clients, Grafiche Antiga has started a process to obtain the MOCA (Materials and Objects in Contact with Food) Declaration of Conformity; this is a certification required to guarantee compliance with certain mandatory requirements on food hygiene.



The protection of personal data and the safeguarding of privacy are fundamental elements of the company's activities. In particular, Grafiche Antiga's commitment is focused on two fronts: data confidentiality and the implementation of IT system security measures. Grafiche Antiga is committed to ensuring that personal data are collected and processed in compliance with the principles and applicable laws.

The company has implemented an adaptation process, consequently updating internal tools and procedures, in order to be fully compliant with Regulation (EU) 2016/679(so-called "GDPR"), Legislative Decree 196/03 (so-called "Privacy Code") as subsequently updated by Legislative Decree 101/2019.

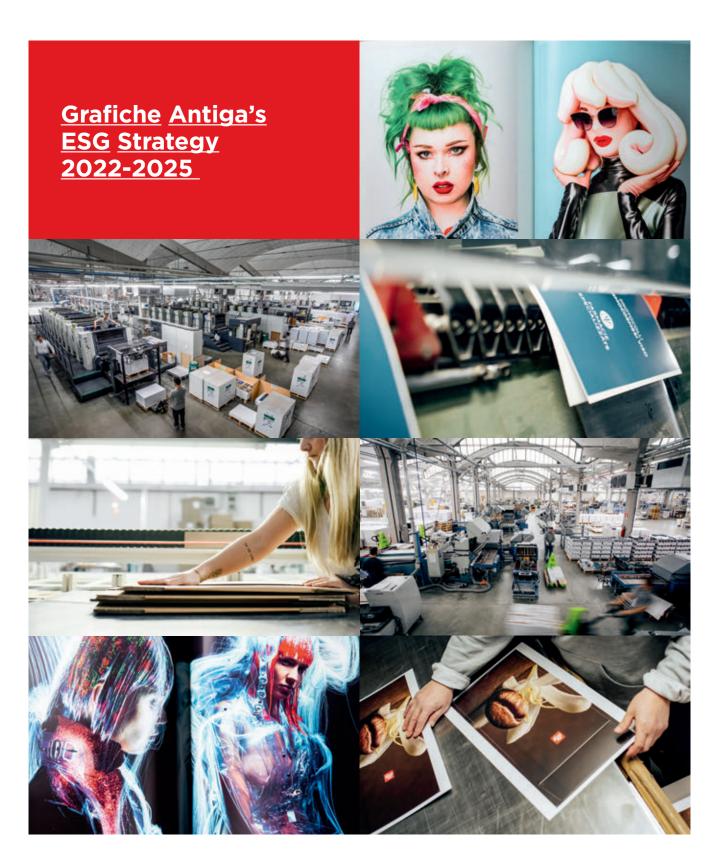
Specifically, the company has equipped itself with new notices rendered to the interested parties and new contractual models and specific procedures updated according to the new legislation. Together with the new confidentiality contracts signed with some clients, additional measures such as access through badges and new video surveillance systems have been implemented in order to take care of the confidentiality of materials and digital content in Grafiche Antiga's possession.

In order to implement security measures and the degree of protection of IT systems and managed information, the company developed a series of measures in the course of 2021, with the following objectives:

- Increased system reliability by moving all preexisting storage areas to a single device, which resulted in increased performance and reliability.
- Improved service continuity, which was achieved through the Disaster Recovery Datacenter, which was upgraded to allow it to cope with any major failures of the Primary Datacenter, thus increasing the level of service guaranteed.
- Increased information protection by adding a new IBM Backup infrastructure with 1.2 PB capacity for data and file protection.
- Refinement of control systems by adopting an access and permission monitoring system through the Netwrix Auditor platform.

During 2022, the level of IT security was increased with the implementation of the Policy Manual according to the ISO 27001 specification. All IT-related business processes and the use of resources were mapped out and the relevant users were trained.





	GOALS		PROGRESS
ENVIRONMENT		Replacement of lighting in outdoor areas with LED lamps	✓
7 manual see 12 months	ENERGY EFFICIENCY	Energy efficiency with a new device on a printing press for heat energy recovery.	^
9 NORTH MONEY 13 CANT 10 NOTE 10 NOTE 11 CANT 12 CANT 13 CANT 13 CANT 14 CANT 15 CANT 16 CANT 17 CANT 18 CAN	AND REDUCTION OF CO ₂ EMISSIONS	Acquisition of certified 'green' energy by 2022 to cover 30% of consumption (197 tonnes CO ₂ avoided).	✓
		Acquisition of certified 'green' energy by 2023 for 70 per cent of consumption (459 tonnes CO ₂ avoided).	^
	REDUCTION IN RAW	Reducing waste substances by purchasing new printing presses with lower chemical consumption.	^
	MATERIAL CONSUMPTION	Implementation of the Premium Color Print offset printing technique (developed by Grafiche Antiga in 2021) with the aim of further reducing the use of varnish.	✓
	IMPROVING WASTEWATER QUALITY	Connection to the sewage system for wastewater disposal, which was previously managed by periodically emptying the appropriate tanks.	✓
	SUPPLIER MONITORING	Implementation of audits and visits to suppliers on environmental aspects.	
SOCIAL 3 DODO MACINI 3 DODO MACINI 11 DOCUMBRILI DELI MACI MALI MALI MALI MALI MALI MALI MALI MAL	HUMAN CAPITAL MANAGEMENT	Implementation of an employee welfare system, evaluation of a dedicated platform to manage the budge.	
		Establishment of internal training sessions with all staff in the Company.	_
A 4	RELATIONSHIP WITH	Implementation and consolidation of communication with external stakeholders on the company's sustainability practices.	
8 1111111111111111111111111111111111111	THE LOCAL COMMUNITY	Implementation and consolidation of partnerships with universities and schools.	
••••		Implementation of the organisation and risk management model pursuant to Legislative Decree 231/2001.	
NANCE	ORGANISATIONAL MODELS /CERTIFICATIONS	Obtaining the Declaration of Conformity for MOCAs (materials and articles in indirect contact with food).	~
		Membership of the SEDEX platform for sharing ethical and sustainable practices.	
	ESTABLISHMENT OF THE SUSTAINABILITY COMMITTEE	Establishment of a sustainability committee to oversee and review sustainability-related projects.	
	RATING SYSTEMS	In the process of obtaining the Legality Rating.	<u> </u>
			<u>-</u>





Economical performance



In addition to the environmental and social sphere, **economic sustainability** is of primary importance to ensure the company's **durability** and **growth**. An **increase in revenue** is also confirmed for 2022 compared to 2021; substantially, all product sectors and product types performed very positively.

n 2021, a plan began to upgrade the already high-end equipment, particularly in the printing department. The plan included a gradual introduction of new printing presses with high technology and performance. In June 2021, a new generation 6-colour + varnish printing press was installed (the first in Italy). In addition to quality and printing speed, low environmental impact was favoured. Suffice it to say, for example, that energy consumption and the need for liquids for washing the printing units have drastically decreased compared to the previous machines.

Two new presses have been purchased for 2022: the 10-colour, with the same features as the 6-colour purchased in 2021, and the 5-colour with Full Led UV coater.

The gradual conversion of the machinery at Grafiche Antiga requires significant investments of around EUR 6,500,000 in 2021-2022.

Generated and redistributed **value** is the **sum total** of the **economic and financial benefits generated** by Grafiche Antiga for its stakeholders. In other words, it can be considered the "wealth" produced and distributed by the company in the area: to suppliers, employees, public authorities, etc. Its breakdown highlights in objective and quantitative terms the **Company's consistency** with the **ethical and social responsibility principles** it has adopted.

Economic value generated and redistributed Triennium 2020-2021-2022

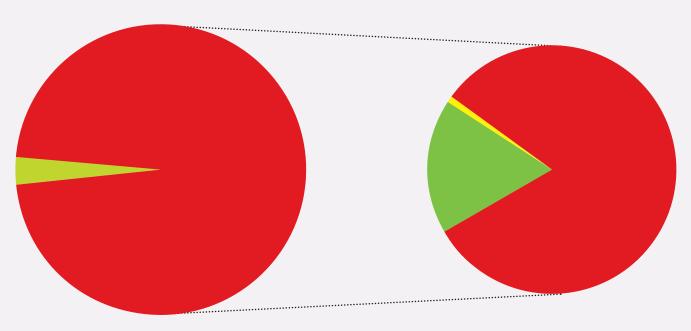
	2020	2021	2022	
ECONOMIC VALUE GENERATED	24.286.594	34.312.626	42.077.032	
ECONOMIC VALUE REDISTRIBUTED	23.712.960	33.895.471	39.686.953	
OPERATING COSTS	16.277.602	25.333.489	30.856.937	
WAGES AND BENEFITS	7.395.759	8.367.401	8.535.469	
PAYMENTS TO CAPITAL PROVIDERS	35.299	45.834	131.928	
PAYMENTS TO PUBLIC ADMINISTRATION.	12.327 - 0	159.846 - 147.747	124.119	
INVESTIMENTS IN THE COMMUNITY	0 - 4.300	11.000 - 1.000	38.500	

Figures for 2022 show an increase in economic value generated of 23% and redistributed value of 17% compared to 2021. Among the items of distributed value, there is a significant increase in community investments, the value of which as of 2022 is EUR 38,500. These were allocated to the promotion of the activities of the Tipoteca Foundation (TIF)

Generated and redistribuited vale Euro · 2022

GENERATED ECONOMIC VALUE

REDISTRIBUTED ECONOMIC VALUE







Our committment to the environment



The **environment** is a primary asset of the community which the **Company** wishes to help **safeguard**.

To this end, Grafiche Antiga has implemented an **environmental management system** in accordance with the UNI EN ISO 14001:2015 standard. The environmental management system is a tool that enables the company to **plan**, **implement** and **monitor** its **activities**, seeking a balance between economic and environmental needs, in primary compliance with the applicable laws and regulations, and offering maximum cooperation to the public authorities responsible for **checking**, **monitoring** and **protecting the environment**.

Grafiche Antiga's growing **commitment** to **environmental issues** is reflected in its collaboration with **Climate Partner**, which supports Grafiche Antiga in **calculating** an organisation's **Carbon Footprint** and determining an **emissions reduction** strategy.



INVESTMENTS: NEW SERVERS (COMPANY DATA STORAGE)

NEW PRINTING MACHINES

DIGITISATION OF DATA COLLECTION THROUGHOUT THE SUPPLY CHAIN



2.326 GJ ENERGY PRODUCED BY PHOTOVOLTAICS, OF WHICH

- 1.789 GJ CONSUMED ON SITE
- 537 GJ RE-INTEGRATED INTO THE NETWORK

A NEW 600 Kwp PHOTOVOLTAIC PLANT IS BEING DESIGNED



5% REDUCTION IN NATURAL GAS CONSUMPTION 2022/2021

96% OF WASTE GENERATED DESTINED FOR RECOVERY OPERATIONS

95% OF THE WASTE PRODUCED ARE NON-HAZARDOUS.



160 T CO₂-EQ AVOIDED THROUGH PHOTOVOLTAIC ENERGY PRODUCTION IN 2022

28% OF ENERGY PURCHASED FROM THE GRID WITH 100% GUARANTEE OF ORIGIN FROM CERTIFIED RENEWABLE SOURCES.

Raw material management

Paper and **ink** are two raw materials of primary importance in Grafiche Antiga's industrial production, and are also considered two **sensitive** elements in terms of their associated environmental impact.

For these reasons, the company has chosen to source **FSC*** **certified paper** and to use only **vegetable inks** free of mineral oils in its production cycle.

Below is a table summarising the main materials supplied by the Company.

Main raw materials supplied Years 2020 2021 2022

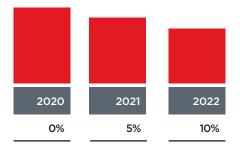
TYPE OF MATERIAL	U.d.m.	2020	2021	2022
PAPER	kg	4.256.043	5.977.644	5.609.448
LAMINATING FILM (PP)	m²	1.213.047	1.514.282	1.500.364
WOODEN PALLETS	n.	11.173	11.808	14.863
PLASTIC PALLETS	n.	2.664	2.520	3.000
CARDBOARD BOXES	n.	232.136	280.208	221.288
HEAT SHRINK FILM (PET - PP)	kg	9.758	12.430	14.076
ALUMINUM PLATES	kg	52.000	91.200	83.880
INKS	kg	20.700	34.000	36.000
SOLVENTS	1	23.000	34.000	23.000
OILY VARNISHES	kg	2.300	5.000	6.000
WATER BASED VARNISHES	1	7.000	19.000	15.000
(VINYL AND POLYURETHANE) GLUES	kg	13.050	13.900	15.100

Over the years, the company's choices have focused on technological investments to optimise production processes and reduce the consumption of raw materials.

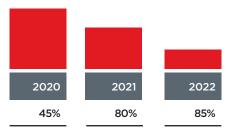
To date, the company has replaced 85% of its packaging containing polystyrene with cardboard packaging. The efforts in the area of packaging continue with the aim of minimising the amount of cellulosic materials required, designing them with as little material as possible. As a result, the use of cardboard packaging has already been reduced by 5% by 2022 compared to 2021.

The FSC® label identifies products containing wood from forests that are managed correctly and responsibly according to strict environmental, social and economic standards. The use of FSC®-certified paper is steadily increasing from 40% in 2021 to 56% in 2022. 17% of this is used in FSC® -labelled products.

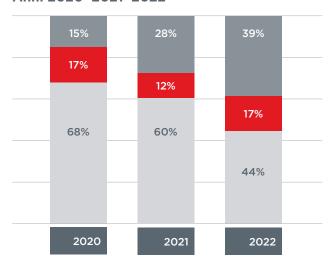
Reduction of raw material used forpackaging



Reduction of polystyrene used in displays



FSC® and non-FSC® paper consumption (Kg) Anni 2020 2021 2022



FSC* paper consumption for non FSC*-certified products

FSC* paper consumption for FSC*-certified products

Non FSC* paper consumption

Energy efficiency

Grafiche Antiga's **energy consumption** is mainly due to the consumption of **electricity** and **natural gas**, which are mainly used for **production processes** and, to a lesser extent, for lighting and air conditioning in its offices.

As far as production is concerned, consumption is attributable not only to the machinery, but also to a very sophisticated air-conditioning system, which allows constant temperature and humidity to be maintained in all production areas 24/7.

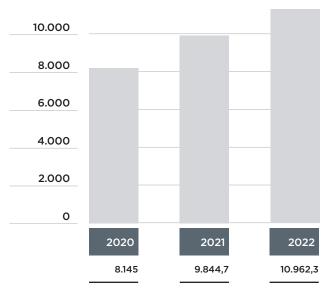
In order to improve its environmental profile, every year Grafiche Antiga promotes investments to modernise its machinery and introduce new technologies that guarantee constantly improving performance, also in terms of energy efficiency. In 2021, Grafiche Antiga acquired a new six-colour offset press equipped with a water-based coater. Three factors make it much 'greener' than its predecessor:

- Cloth washing system, with a reduction in washing fluid consumption of around 70 per cent compared to a conventional system.
- VariDry Blue technology for the drying oven with potential energy savings of up to 50 per cent compared to conventional IR dryers.
- An AC motor, which reduces energy consumption by around 10% compared to a DC motor.

In 2022 a new 10-colour press was installed with the same technology as the 6-colour press, and therefore with the same motor and washing system benefits. This new machine does not have a drying oven.

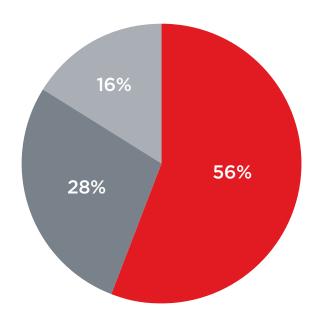
Part of the energy consumption is also provided by photovoltaic systems and is therefore considered 100% clean energy. The photovoltaic plant located on the roof of the Crocetta site has a capacity of 700 kWp and covers an area of 15,000 m2. Another 105 Kwp plant is on the roof of the Cornuda warehouse. To these is added a new 600 Kwp plant that is currently being planned.

Electricity consumption (GJ) Years 2020 2021 2022



Energy consumption increased in absolute terms by 11%, from 9,844.7 GJ in 2021 to 10,962.3 GJ in 2022; of the latter, 9,173 GJ was taken from the grid while the remaining 1,789 came from the company's own plants. The increase in consumption compared to 2021 is attributable to an increase in production.





Electricity consumption (GJ) Years 2020 2021 2022

84% of the electricity consumed by Grafiche Antiga in 2022 comes from the grid (28% with a certified Renewable Guarantee of Origin) and the remaining 16% is self-generated by its own photovoltaic plants.

ELECTRICITY FROM THE GRID

ELECTRICITY FROM RETAIL

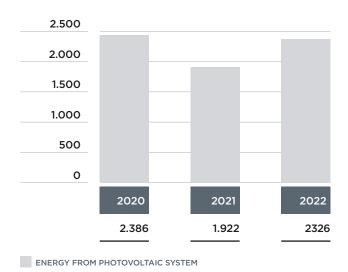
SELF-CONSUMED ELECTRICAL ENERGY

In 2022, photovoltaic panels produced 2,326 GJ of energy, 21% more than in the previous year. Of this, approximately 77% was consumed in production processes, while the remainder was fed back into the grid.

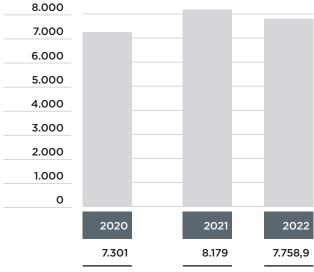
Electricity produced by photovoltaic system (GJ) - Years 2020 2021 2022

	2020	2021	2022
TOTAL ENERGY PRODUCED	2.386	1.922	2.326
SELF-CONSUMED	1.699	1.728	1.788,7
REDISTRIBUTED TO THE GRID	688	194	537,4

Energy produced - photovoltaic panels (GJ) Anni 2020 2021 2022



Natural gas consumption (GJ) Years 2020 2021 2022



NATURAL GAS CONSUMPTION

Natural gas consumption, on the other hand, decreased by 5% compared to 2021. The use of natural gas is mainly attributable to room heating, as it is not used in the production process.



Emissions 8.3

Investments aimed at the sustainability and efficiency of production processes, the voluntary adoption of certified management systems, training and raising people's awareness of virtuous and environmentally friendly behaviour are Grafiche Antiga's main levers for the efficient use of energy and natural resources and the reduction of CO₂eq emissions.

associated with energy purchased with Guarantee of Origin from renewable sources have been considered zero. Scope 1 emissions also include emissions related to the use of company vehicles, whose fleet consists of 1 diesel truck and 11 cars, 9 of which are diesel and 2 natural gas.

The Company's direct and indirect ${\rm CO_2}$ emissions for the year 2022 are presented below.

Direct emissions (Scope 1) are greenhouse gas (GHG) emissions from assets owned by the company or that the company operationally controls: indirect Scope 2 emissions include emissions from the generation of externally purchased or acquired energy: electricity, steam, heat or cooling, which the organisation consumes. In Scope 1, therefore, the emissions from the natural gas consumption of the location and the consumption of the company's fleet have been associated. In Scope 2 emissions have instead been reported from the supply of electricity calculated according to the Location-based methodology. In the Location-based approach. Scope 2 emissions are calculated using the average emission factor associated with the national energy mix (ISPRA 2021 emission factors).

The decrease in Scope 2 emissions, from 727 t CO2 eq in 2021 to 420 t CO2 eq in 2022, is attributable to Grafiche Antiga's decision to source renewable energy from both its own photovoltaic plants and from the grid with a Guarantee of Origin. Emissions

SCOPE 1 + SCOPE 2 Emissions (t CO₂eq) Years 2020 2021 2022



¹ The GHG Conversion Factors for Company Reporting – UK Government 2021 were used.

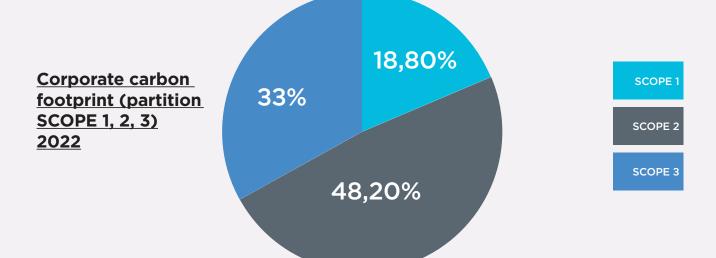
Corporate Carbon Footprint 2022

During 2022, Grafiche Antiga embarked on a **journey** to **calculate** its organisation's **Corporate Carbon Footprint** (CCF).

The CCF represents the total amount of CO_2 emissions produced by a company in a given time interval and defined system boundaries. This calculation is an essential prerequisite for the subsequent definition of a climate change intervention strategy, as it allows the company to assess its impact and plan possible emission reduction actions in accordance with the Paris Agreement



Annual carbon footprint reports also allow companies to check their progress against reduction targets and identify areas where emissions can be further reduced. Grafiche Antiga's carbon footprint calculated according to the Greenhouse Gas Protocol guidelines gave the following results: total emissions $2,450.90\ T\ CO_2$; of these emissions, the breakdown according to Scope 1, 2 and 3 is as follows:



SCOPE 3 EMISSIONS

These are indirect emissions from upstream and downstream supply chain activities. This category includes emission sources mainly from power generation and distribution and end-of-life management. They are therefore not under the direct control of Grafiche Antiga.

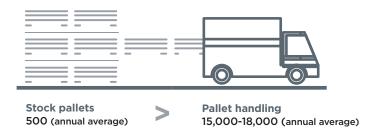
Part of SCOPE 3 emissions is linked to employees' home-work journeys, which, in the Company's area, are mostly by car. This is why Grafiche Antiga aims to make all employees aware of sharing car journeys with colleagues

The Company, in contrast to the custom in the printing industry, has long since chosen to **internalise** as much **post-printing processing** as possible in order to arrive at the finished product, thus limiting outsourcing and the associated transport.

Grafiche Antiga uses road transport for both the supply of raw materials and the movement of semi-finished and finished products.

The Company offers its clients a logistics service, storing the product in climate-controlled warehouses and distributing it on demand through an advanced system capable of assembling several orders in a single shipment to final clients, optimising loads and reducing specific transport-related emissions.

Every year Grafiche Antiga has between 15,000 and 18,000 pallets handled on average and around 500 pallets in stock: the low stock levels are typical of production to order and the company's just-in-time policy in the graphics sector.



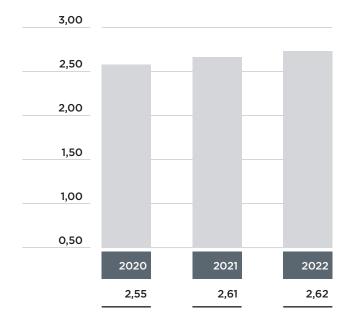


Water withdrawals are of little relevance to Grafiche Antiga's activities and are mainly related to washing printing presses, watering green areas and civil uses (toilets).

Consumption is **monitored** mainly with a view to **reducing waste** of water for irrigation.

The company has no production discharges as the water used for washing the machines is then treated as special waste; the discharge of domestic waste water is into the sewerage system. The amount of water withdrawn in 2022 is increasing slightly, a consequence of the increase in production, but basically in line with that of '20 and '21.

Water withdrawals (Megalitres) Years 2020 2021 2022

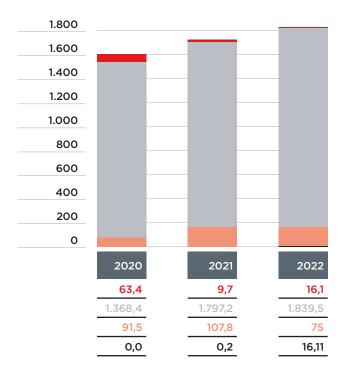


WATER WITHDRAWALS

The **waste** produced by Grafiche Antiga mainly consists of **paper** and **cardboard**, aqueous liquid waste containing ink and metal packaging.

The Company has a centralised plant that recovers all paper and cardboard waste generated during production. This material is delivered to a paper recovery centre.

Waste generated (ton) by destination Years 2020 2021 2022



Hazardous waste by weight in 2022 accounts for around 5% of the total waste generated (in 2021 this amount was 6% of the total: there has therefore been a slight improvement in this respect).

Grafiche Antiga implemented a number of actions during 2021-2022 to reduce the quantities of certain categories of waste; one example is the drastic reduction in aqueous liquid waste containing ink (EER 080308), following the modernisation of its offset printing facilities. There were also significant reductions in hazardous waste such as ink waste and water-based offset plate developer solutions (EER 090102* and EER 080312*).

During 2022, the amount of waste going to recovery operations also increased: 96%: in 2021, the percentage was 94%.

During 2021–2022, the energy efficiency process of luminaires was completed by replacing neon lamps with LED lamps: this replacement led to an increase in the disposed quantities of waste with EER code 200121 (fluorescent tubes and other waste containing mercury).

NON-HAZARDOUS WASTE FOR DISPOSAL

NON-HAZARDOUS WASTE FOR RECOVERY

HAZARDOUS WASTE FOR DISPOSAL

HAZARDOUS WASTE FOR RECOVERY



Our commitment for the community



Proximity to and **interaction** with the **local communities** are among Grafiche Antiga's **priorities**.

The Company puts this **objective into practice** by applying a development model based on **dialogue** through numerous opportunities for **discussion** and **training**.

This vision has given tangible form to the cultural reality of **Tipoteca Italiana**, a symbolic place and a cornerstone of the commitment to **safeguarding** and **promoting** the **cultural heritage** of Italian **typography** prior to the digital revolution.



TIPOTECA AS A SPACE FOR SHARING CULTURE AND ORGANISING EVENTS

50 EVENTS ORGANISED BETWEEN 2021 AND 2022 AVERAGE ATTENDANCE 120 PEOPLE





Tipoteca Italiana is an international point of reference for professionals, students and enthusiasts in the world of visual communication. The Jury of the American Printing History Association (APHA), based in New York, has awarded Tipoteca Italiana the APHA Award Institutional 2023 as the best museum in the world for the promotion and dissemination of Italian typographic knowledge. This is the first time ever that the prize has been awarded to an Italian institution and, in the thirtyeight years of the award's existence, Tipoteca Italiana is the fifth European institution to receive it, after the past awarding to St Bride's in London (1989), the Gutenberg Museum in Mainz (2000), the Plantin-Moretus in Antwerp (2002) and the English printing office The Whittington Press (2009).

Museum, archive, library, print shop, gallery and auditorium: these are the forms through which Tipoteca offers visitors the opportunity to discover and experience the beauty of the typographer's knowledge and craft.

Tipoteca's collection of historical equipment is based in Cornuda and is the result of the financial commitment of the Antiga brothers since the late 1980s. The Foundation's mission was, and still is, to recover printing machines, typefaces and casting materials, in order to give continuity to the typographer's know-how.

Since 1995, Tipoteca Italiana has been promoting the tools of the printing heritage, such as presses, lead and wood type, documents and testimonies of the protagonists of Italian typography. The museum is a consistant cultural reality, frequented by enthusiasts and scholars who come from all over the world to discover the origins of typography and visual communication.

But the fascination of this reality does not only lie in its collection and preservation: Tipoteca still prints for itself and for others.



Tipoteca Italiana is housed in the restored buildings of the Canapificio Veneto Antonini-Ceresa, a former rope factory on the mainland. The museum spaces are located in the **former church of Santa Teresa** (1886) and the adjacent **premises** (1901).

Built at the end of the 19th century, the Canapificio is today a significant testimony of Veneto's industrial heritage. The factory, founded in 1883, processed hemp to produce ropes.

The factors that determined the choice of this geographical area for the industrial settlement at the time were the size of the land, the proximity of the railway and the presence of the centuries-old Brentella canal, begun in 1435, which was later indispensable for the production of the electricity necessary for industrial activities.



The sustainability of the culture: Tipoteca Italiana

In 1995, the **Tipoteca Italiana** foundation was established and, in 2002, the Printing and Type Museum was inaugurated with the **aim of disseminating** the **artistic heritage** of 19th and 20th century Italian typography.

Today, Tipoteca Italiana is a reference point for typographic culture that boasts a museum centre of international interest.

Tipoteca is undoubtedly a working museum, with historical machinery and tools that are still in perfect working order and able to guarantee the quality of valuable printed matter. Tipoteca also has a warehouse of over 1,000 sqm. Today, more than ever, manual skills and craftsmanship are irreplaceable values, which must be fused and reinvented with the help of new technologies.

Tipoteca's areas of activity are:

- Typography
- Design
- Fine and quality printing
- Graphic design training

Tipoteca is a space open to the public, offering multiple opportunities for interaction with visitors, but above all it is a printing workshop, which concretely recounts the continuity between past and present in the knowledge and practice of typography.

The nerve centre of the collections are the type archives, a source of inspiration for new and updated graphic creativity.

The imprint of Tipoteca is particularly original, not only because of the uniqueness of its collections, but also because of the cultural offerings it contains. This was made possible thanks to a very significant investment, made with foresight by the Antiga family at the time of the transition from analogue to digital printing technologies.



In this space, and being able to benefit from this now priceless heritage, exhibitions are proposed in the Gallery on the top floor of 500 sqm dedicated to art and printmaking: a space where the staff of Tipoteca/Grafiche Antiga conceive the contents of the exhibitions (in a continuous exchange with an international network of professionals, enthusiasts and scholars), linked to the world of books and graphic design.

The editorial plan of the exhibitions and the continuity of the offer ensure that the public has the opportunity to return to Tipoteca, not only for the interest in the history of printing, but also for the contents that are offered from time to time. Significant are the loans of materials from important collectors and collaborations with international designers. This demonstrates the strong interest of these authoritative figures in collaborating with Tipoteca: in recent years, the foundation has been able to express a substantial authoritativeness and reputation which, in addition to public visibility,

are a guarantee of professionalism and a high level cultural offer. During the pandemic the cultural activities "migrated" to streaming, and there was the great surprise of the Thursday talks with hundreds of people connected from Italy and abroad: personalities from the world of books, graphics and design talked to the public to keep the interest in culture and knowledge alive.

The commitment is therefore also this and goes beyond the ordinary dissemination and training activities of the workshops related to printing, bookbinding and calligraphy techniques. In fact, it is essential to distinguish the role of the Foundation — with its institutional activity — from that more pertinent to the Museum, which experiments with every possible strategy for the dissemination of culture. The following are some statistics related to activities in the four-year period 2017-2020, with the interruption of the growth trend in 2020 due to the pandemic.

The flow of initiatives is uninterrupted: thanks to the network with professionals and scholars, Tipoteca's cultural offering is constantly enriched with new ideas. The number of events has increased rapidly and in recent years there have been around 40 per year. The number of school students visiting the museum has risen from just a few hundred a year at the beginning to around 10,000 today.

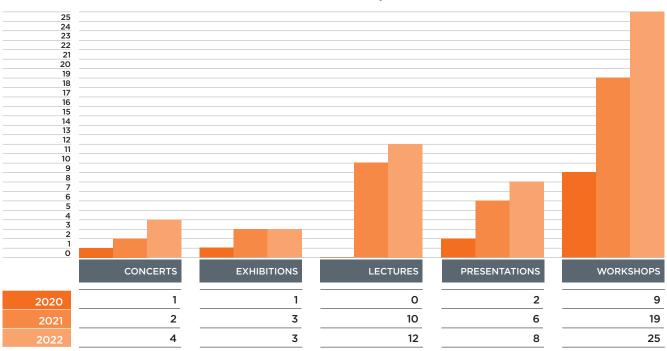
The Saturday **workshops** are also a well-established activity and generate economic returns that make this **area of operation sustainable**.

The intensity of initiatives has been gradually modulated over time, and in the last five years Tipoteca has adopted a more strategic approach, so much so that the Foundation now aims to pursue relations and involve significant figures, including in the business activities of Grafiche Antiga. The fact that there is this greater consideration of economic aspects as well is consistent with the times and the concept of a prudent, farsighted use of and far-sighted use of resources, also with a view to sustainability.

The strategic approach has enabled, among other things, Tipoteca's activities to the attention of the national and international national and international media, contributing to Grafiche Antiga's brand reputation and corporate values.

Collaborations with universities in Europe and America are also a solid line of research and development that give Tipoteca's role an evergrowing strength: not only economic returns, but

Tipoteca Italiana · Events 2020 - 2021 - 2022



In addition to the **Museum** and **Gallery**, the **Auditorium** is a private space used for events of the Tipoteca calendar and made available for temporary rental.



above all in terms of relationships and image: a consolidated, cultural capital with well-founded reflections in business.

The plan for the next two years is also to make the archives, which include materials and documents from donations and purchases, more widely known. The preserved fonds are the tangible and visual "story" of the culture and creativity of Italian protagonists (people and companies) linked to the history of typography and graphic communication.

After many years of scouting, Tipoteca is now completing the inventory of the individual fonds, which it uses for special exhibitions or to display the most interesting documents in rotation, or to display the most interesting documents in rotation. The work that has gone into getting to this point

has been immense and will continue to bear everincreasing fruit, but on the other hand it could only be this way: the investment in the historical heritage of the typography, born out of passion and the profound bond with that priceless store of knowledge and technology that was becoming extinct, today acquires more targeted forms for the growth of the Foundation and the company that supports it.

Tipoteca is therefore much more than just a museum to visit: starting with the cultural heritage, the foundation — and with it Grafiche Antiga — gives value and a concrete contribution to culture. This is perhaps the main lesson, and the most consistent with the intent of a sustainability report: to take the best we have done and known from the past and use it to guide us in the future.



Venice in the copper mirror. The 'vedutisti' of the 18th century

10.2022

In the exhibition **Venice in the Copper Mirror**, curated by Dario Succi, the visitor's eyes return to an enchanted, authentic and masterfully imaginary Venice. As Guido Piovene wrote, "the figurative power of 18th-century Venice continues to use us as unconscious witnesses: when we go to Venice we continue to look at it with the eyes of a Venetian from two centuries ago. One would say that 18th-century Venice has no secrets from us, so meticulously has it documented itself".

This coincidence of gazes owes much to the extraordinary phenomenon of "vedutismo", a genre that experienced its triumphant season in the 18th century and that in Venice took on completely original values, because it was able to achieve, especially with Canaletto but also with Bellotto, Marieschi and Francesco Guardi, a perfect fusion between the very special forma urbis and the inhabitants.

On display in the Galleria di Tipoteca room are around fifty masterpieces of the engraved art of Venetian masters of vedutismo, who shaped a rich repertoire of images of the city. The black and white tones of the etchings give even more strength to the contours of the facades of the palaces and the characters that populate the everyday scenes. A vivid and palpitating Venice transpires from the prints, impressed by the copper plates, precisely because the artists had a direct link with the reality of the city, which the etchings were able to capture. On display are works by Luca Carlevarijs - the publication at the dawn of the new century, in 1703, of his collection Le Fabriche, e Vedute di Venetia disegnate, poste in prospettiva e intagliate is considered the true birth of Venetian 'vedutismo" - Michele Marieschi, Bernardo Bellotto, Antonio Visentini and other master engravers.







Tipoteca, a cultural space that promotes book knowledge and reading

Tipoteca lends itself as a privileged space for **cultural events** related to the world of **design** and **visual communication**, **publishing**, **art** and **photography**.





05.2022

Daniele Cima

"If reality had a conscience, perhaps it would stop being so insistent. Daniele Cima's is the provocation of a rebel who goes so far as to challenge the ultimate imposition, the one from which no one escapes: the fact of reality." With these words, curator Eugenio Alberti Schatz introduces us to Daniele Cima's polychrome 'type-artistic' works, presented to the public in the exhibition La realtà non dovrebbe esistere (Tipoteca Galleria). On the walls we find the site-specific installation that gives the exhibition its title, as well as works from the cycles Upcycled Words (2016), Rysing Donckey (2018), Artphabet, Ritratti Fiscali (2021) and Manzò (2022). The exhibition re-proposes the association between Daniele Cima and Eugenio Alberti Shatz, the latter having already curated the volume Coming Out, published in 2021 by Antiga Edizioni.

04.2022

Think&Type

Laura Messeguer

Laura Meseguer is a freelance designer, lecturer, typographer and type designer who lives and works in Barcelona, Spain. Her work is expressed in the field of commercial work and personal projects. She specialises in all kinds of typography-based projects, from lettering for monograms and logos to custom fonts and book design.

Laura presented her work as the result of an ongoing exploration of the relationship between calligraphy, lettering, typography and type design, as a fusion of all disciplines. The practice of type design is increasingly topical, but if it is intimately linked to the authentic expression of research and creativity, it implies personal paths of study and experiences related to the typographic culture of the past and present.



09.2022

#Keywords. 'Words in action'

For the 8th edition of CombinAzioni Festival, whose theme is 'If beauty were taught', Tipoteca offers the workshop **#Keywords. Words in Action**.

Participants are invited to create a small manifesto with their own keywords inspired by the themes that the Festival proposes each year. To give shape to the words, the movable type of Tipoteca's workshop will be used. The experience of composing and printing thus becomes an opportunity to give shape to a print, which best expresses the expressive power of words thanks precisely to the union of the characters. A bit like the soul of the Festival: the community of the individual characters of each of us gives shape to a harmonious composition of intent in the spirit of fraternity.



09.2022

Water last call

Topics such as sustainability, climate change, conscious use of water resources are now part of our daily lives. It is urgent to give concrete answers to the emergencies and changes affecting the lives of all the inhabitants of the planet. Salvatore Giannella, journalist, writer and former editor of the magazine "Airone", presents the volume **Acqua ultima chiamata**, published by Antiga Edizioni in a series dedicated to ecological transition and sustainability.

"Vieni in Tipoteca". 9.4.1 Some of the proposed courses

Needle and thread lettering

The workshop led by **Juls Criveller** is an invitation to embroider a word or phrase on a garment of your choice. The starting point is the study of a letter or word, inspired by the character shapes found in Tipoteca. Participants will be guided to discover how to go from a rough sketch to a finished design, ready for embroidery, and then learn a method to transfer and embroider the design on their favourite garment, using the main embroidery stitches explored during the course.

Haiku

"Haiku' is Tipoteca's **hand setting and printing** workshop proposal to the public. We were inspired by haiku because of the "immediacy" with which it is possible to give tangible form to a booklet.

Those taking part will have the opportunity to create a limited edition (5 copies) from a sentence of their choice (we suggest drawing inspiration from the style of haiku), which each participant will take care of composing with movable type, printing with a puller and finally binding.

At the end of the course, each participant will have the satisfaction of having created an essential 'limited edition' (hand-numbered) of five typographic haiku.



Education 9.4.2

In the age of digital fonts, **typography** is no longer the exclusive domain of professionals and experts, but concerns all people who use fonts to communicate with contemporary tools. For this reason, **education** and **training** are cornerstones of Tipoteca's activities

Think&Type

Starting from the values of the typographic heritage, collected and documented in the collections over more than 25 years, Tipoteca Italiana intends to bring the public closer to a more direct and conscious knowledge of typography and its practice.

The Think&Type cycle of appointments involves 12 international designers, for a passionate and stimulating narration open to those fascinated by graphic design, genres and contemporary languages of typography in visual communication, from publishing to posters, from packaging to letterpress.

Legacy of Letters

It is an annual event for designers and enthusiasts, offering the opportunity to explore aspects of the history of lettering, type design and Italian typography. Conceived by New York-based scholar and calligrapher **Paul Shaw**, a must for **Legacy of Letters** is the multi-day typographic workshop at Tipoteca. Here, participants, under the guidance of guest artists/designers, experiment with the hand typesetting and letterpress printing of a limited edition linked to the theme chosen for the current edition.

Tipoltalia

The summer period at Tipoteca becomes the period of choice for hosting **advanced training** events for designers and professionals. TipoItalia is an extended course to get to know and experiment with Tipoteca's collections. The focus is on the **knowledge** and **study of calligraphic**

and typographic forms expressed throughout the centuries of writing and printing history in Italy. In addition to the design and artistic creation of specimens and printed matter, the TipoItalia formula combines days of introduction to digital type design with field visits to places and institutions connected to typography, to enrich the participants' training offer.

Weight of Words - Erasmus+ program

Born out of **Tipoteca**'s collaboration with **TYPA** (Museum of Printing based in Tartu, Estonia) and **Arteria_Lab** (space for artistic experimentation at the University of Évora, Portugal), 'Weight of Words' aims to develop new interdisciplinary methodologies for teaching the history of printing and, through cultural exchange between project participants, to train new professionals in the field of education. During the workshops at the three locations, activities were carried out on letterpress printing, calligraphy, bookbinding, printing with laser cutting machines and 3D printing.





Campiello Prize

In June 2022, Tipoteca Italiana hosted the annual public meeting with the finalist authors of the **60**th **edition of the Campiello Prize**, of which Grafiche Antiga is the technical sponsor and Tipoteca Italiana is the venue for a leg of the national literary tour.













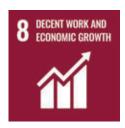
Human resources management



Grafiche Antiga recognises that human resources are a factor of fundamental importance for its development.

Human resources management is based on respect for the personality and professionalism of each individual.

All employees enjoy equal opportunities and are free from discrimination based on age, religion, ethnic or geographical origin, sexual orientation, political or trade union membership; Grafiche Antiga assesses the professional and personal skills and abilities of each employee, avoiding favouritism or patronage. The creation and promotion of a positive, stimulating and welcoming working environment is an absolute priority for the company, so that people's freedom, dignity and integrity are always protected and supported by correct interpersonal relations, for the best personal and collective work performance. Our commitment to support the SDG's: some numbers.



+6% ON THE RATE OF EMPLOYEE RECRUITMENT COMPARED TO 2021

97% OF STAFF EMPLOYED ON OPEN-ENDED CONTRACTS

76% OF TOTAL YOUNG PEOPLE EMPLOYED AS WORKERS



5 ACCIDENTS IN 2022

-72% ON THE SEVERITY OF WORKPLACE ACCIDENTS COMPARED TO 2021

- 36% ON THE FREQUENCY OF ACCIDENTS IN THE WORKPLACE COMPARED TO 2021



2.775 HOURS OF TRAINING PROVIDED TO STAFF

+3% APPRENTICES HIRED COMPARED TO 2021



85% OF CUSTOMERS IS OF ITALIAN NATIONALITY

256 SUPPLIERS EVALUATED ON ENVIRONMENTAL ASPECTS

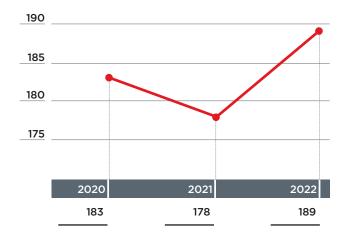
The employees of Grafiche Antiga

As at **2022** Grafiche Antiga had **189** employees, 7 of whom belonged to vulnerable categories. The classification of the male and female workers in the Company outlines a relatively balanced representation of both genders in almost all job categories and age groups.

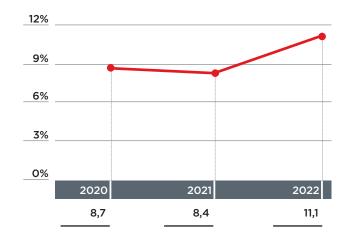
Employees by professional category, gender and age group in 2022

CORPORATE		<30		30-50		50			TOTAL
CATEGORIES	Ť	•	Ť	•	Ť	•	Ť	•	тот.
MANAGERS	-	-	-	-	1	1	1	1	2
EXECUTIVES	-	-	-	-	2	-	2	-	2
CLERKS	1	4	25	20	18	6	46	30	76
WORKERS	10	6	47	14	20	12	77	32	109
TOTAL	11	10	72	34	41	19	126	63	189

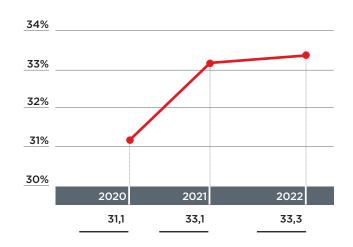
Number of employees in the three-year period 2020 - 2021 - 2022

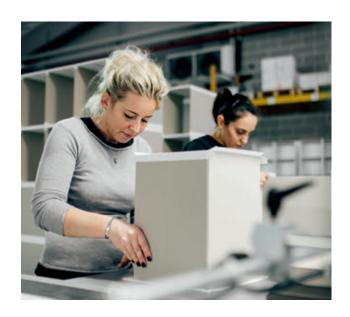


Proportion of staff aged <30 in the total 2020 - 2021 - 2022



Women as a percentage of the total over the three-year period 2020 - 2021 - 2022





The **personnel** figures show that the number of employees is substantially **stable** compared to previous years

In 2022, thanks to a strong recruitment policy, there was a 6% increase with 26 new hires. Among the new hires were 10 people under the age of 30 and 12 between the ages of 30 and 50. On the other hand, 15 people left during the year, including 3 retirements. In 2022, 97% of staff were hired on permanent contracts and 100% of staff are covered by collective bargaining agreements, ensuring a framework of regulation and protection of labour rights for all employees.

22% of employees are represented by a trade union organisation, with which periodic meetings are held to discuss certain company issues and employees' requests on critical issues and ideas for improvement that they have identified.

To ensure equal opportunities for employees of both sexes, Grafiche Antiga promotes **work-life balance** initiatives, to facilitate work-life balance, for example by meeting part-time needs. By 2022, 22% of female staff in the company are employed on part-time contracts.

Among the company welfare tools, employees in the production departments are paid a performance bonus, apportioned according to contractual levels and calculated on the basis of performance; this bonus is paid annually. The company pays each worker a monthly amount for supplementary health care, as provided for in the contract. Over the last three years, the presence of female staff in the company has followed a relative stability, reaching 33% of the total number of employees. In addition to the clerical field, women's work is mainly concentrated in certain production sectors, such as paper converting and bookbinding.

The age group between **30-50 years** is the most represented and constitutes **56%** of all personnel.

The employment category that nevertheless has the largest number of workers - men in this case - is blue collar workers, the heart of the Company and the employment level that hosts the largest number of young employees (about 76% of the total number of young people). In the three-year period 2020-2022, the proportion of employees under the age of 30 also remained stable on average, observing a slight but gradual increase over time. Confidence in the new generations was renewed also in 2022 by the collaborations with the IUAV and Cà Foscari Universities of Venice and with the Milan Polytechnic, with which the Company confirmed internship and training programmes already active in the three-year period. Similarly, from 2022, the Antiga **Academy** can be referred to for the involvement of high schools, which, through school visits. internship programmes, partnerships and projects with young students, contributes to the company's reputation improvement and integration within the community. Antiga Academy forges interpersonal and intergenerational relationships with potential future employees, who have the opportunity to learn first-hand about the company's principles and working life. This commitment to fostering young talent translates concretely at the employment level into the collaboration with 13 full-time apprentices; in 2022, apprentices represent 7% of the total workforce, a figure that shows growth compared to 3% in the previous year.

Employees by contract type in 2022

	2022		
	İ	· •	тот.
OPEN-ENDED	125	59	184
FIXED-TERM	1	4	5
TOTAL	126	63	189

Training within the Company strongly contributes to collective adaptability and creative innovation. Keeping staff up-to-date with new technologies, methodologies and trends in the industry enables individual employees to progress in their careers and the company to remain competitive and successfully meet the challenges of the ever-changing market. Overall, Grafiche Antiga has invested 2,775 hours in voluntary training, most of which has been taken up by employees and managers.

Training provided to employees during 2022 covered the following topics:

- Industry 4.0 training use of the new digital printing plotter and cutting plotter;
- training "Improving the production scheduling process";
- training Industry 4.0 big data and quotations;
- English language training;
- leadership training;
- marketing training.

In 2022, there was also a significant increase in the number of employees involved in formal performance appraisal and professional development processes, broken down by gender and category. In particular, 14 men and 12 women were involved, for a total of 26 employees, a significant increase compared to the previous year, when only 6 employees, belonging to the highest company levels, were involved. The performance appraisal procedure was recently extended to all white and blue-collar workers.

The increase was made possible by the installation of an automated data collection system at the production lines, which enables the evaluation of employees involved in the professional development process.

Recruitments and Terminations in the Three-Year Period 2020-2022

- -	2020	2021	2022
NEW RECRUITS	3	7	26
RECRUITMENT RATE	1,6%	3,9%	13,8%
TERMINATIONS	14	12	15
TERMINATION RATE	7,7%	6,7%	7,9%

Staff training hours in 2022

STAFF	TOTAL HOURS
INDIRECT (CLERKS AND MANAGERS)	1541,6
DIRECT (WORKERS AND DESIGNERS)	528,67
TEMPORARY	704,99
TOTAL	2775,26

Occupational health and safety protection

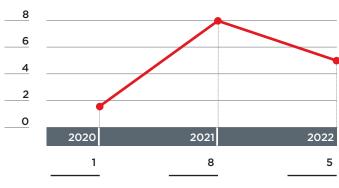
Grafiche Antiga is actively **committed** to **monitoring health** and **safety** conditions in the workplace, investing **energy**, **resources** and **time** in the ongoing **training** of its employees and systematically **monitoring accidents**.

The Company is committed to **spreading** and **consolidating** a **safety culture** among all employees, developing risk awareness and promoting **responsible** and **safe behaviour** by all.

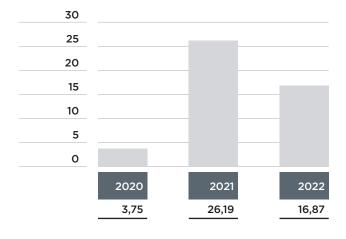
Through appropriate prevention against personal risks at work, Grafiche Antiga monitors the number and extent of employee work injuries recorded at the workplace.



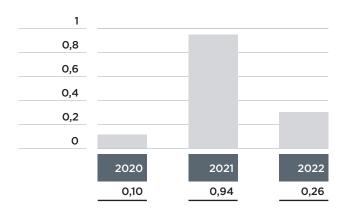
Total number of injuries at work of employees 2020 - 2021 - 2022



Workplace accident frequency index for employees 2020 - 2021 - 2022



Workplace accident severity index per employee 2020 - 2021 - 2022



Specifically, in 2022 there were five accidents involving male employees. From this data, the accident rate — frequency index — is derived, which for 2022 corresponds to 16.87%, and the severity index, which is 0.26%: these are calculated using the following formulas:

FREQUENCY INDEX

No. of accidents x 1.000.000/No. of hours worked

SEVERITY INDEX

No. of days lost due to injuries x 1.000/No. of hours worked

The nature of the accidents detected by Grafiche Antiga is mainly related to carelessness on the part of personnel during maintenance activities. In this regard, it is emphasised that there have never been

any workplace accidents with serious consequences (recovery times of more than 6 months); and no occupational illnesses in the last three years, the subject of this report.

Overall, the trend for the three-year period 2020-2022 shows that the accident frequency index decreased by 36% and the severity index by 72%, compared to 2021.



Our commitment to customers



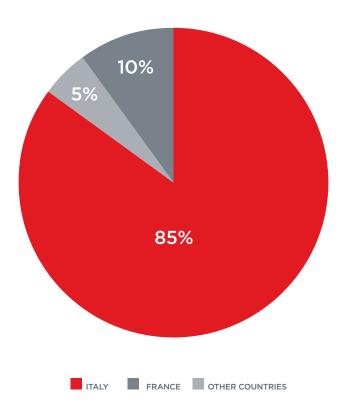
Customers represent the **essence** and future **perspective** of the Company; their loyalty plays a key role in defining a **cost** and **quality efficient model** and, at the same time, is a crucial **indicator** of the **effectiveness** of **promotion** and **communication** strategies.

Identifying and giving value to explicit and implicit customer expectations is a priority for Grafiche Antiga. This special attention extends to all levels and all company functions, with the aim of transforming the trust placed in the company by its customers into clear and measurable requirements, indicators with which it aims to exceed expectations and guarantee greater customer satisfaction.

The quality and safety of the products are constantly monitored, optimised and the subject of continuous innovation, thanks to an ongoing commitment to Research and Development. Quality for the Company therefore remains a strategic tool for the well-being and satisfaction of the customer, as well as for the achievement of business success and excellence. These, objectives to be pursued in all the organisation's activities, are closely linked to the company principles of prevention, employee.

The majority of clients who rely on Grafiche Antiga's services are concentrated in Central-Northern Italy (85%), an increase in 2022 over the 70% recorded the previous year. French customers account for 10%, with the remaining 5% distributed in other areas of the world.

Customer distribution year 2022





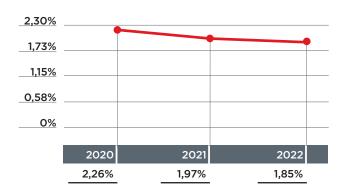
As far as customer satisfaction is concerned, the Company receives frequent compliments, also in written form, confirming the high level of performance.

This is confirmed by the incidence rate of orders with complaints out of the total orders worked for 2022, which shows a decreasing trend.



The improvement recorded on 6577 orders in 2022, including 1177 printing plants, is the result of constant efforts by Grafiche Antiga to increase and refine quality control activities.

Incidence of orders with complaints 2022 (number of orders with complaints/total number of orders)







Suppliers and sustainable supply chain management



Financial and consultancy relations between the company and its suppliers are constantly monitored with particular care; Grafiche Antiga also subjects all suppliers to the principles and rules set out in its Code of Ethics and Supplier Code of Conduct.

The company's procurement policy pursues the objectives of:

- obtaining a high, and in any case adequate, level of quality of the materials/processes/services purchased, in accordance with the requirements agreed upon or expressed in precise "purchase specifications;
- achieving a high degree of security for continuity of supply;
- reducing procurement costs, inventory and the shortlist of suppliers, limiting it to the most capable and reliable and establishing a longterm partnership with them.
- meeting environmental compliance obligations related to purchased materials/processes/ services

The selection of suppliers and the determination of purchasing conditions are based on formalised procedures and an objective assessment of the quality and price of the products and services offered.

The analysis of the elements that contribute to qualifying a supplier is carried out in greater or lesser depth depending on the influence of the supply on the quality of the product and service to be provided to the customer; for this purpose, materials/services are classified into categories:

- Critical product/service category: materials/ processes or services that are qualitatively critical and/or strategic for the realisation of the product:
- Important product/service category: qualitatively important materials/processes or services for the realisation of the product;
- Normal product/service category: all other materials/services qualitatively non-critical or important for the realisation of the product.

Checks and audits on suppliers take place in two distinct stages:

- continuous monitoring at each delivery of compliance with quality and service requirements;
- periodic (annual) assessment of the overall supply capacity in compliance with the expected requirements.

In the overall assessment, a number of characteristics are analysed such as production capacity (structure and fleet), production speed, punctuality of deliveries, economic competitiveness, but also environmental aspects such as the type of transport used.

In 2022, there will be a 5% increase in procurement for products and services of Italian origin. 95% of the Company uses local suppliers (82% of total purchases), which it also monitors annually on environmental aspects, such as, for example, the possession of FSC® and ISO 14001 certifications. In particular, in 2022, there were 65 FSC®-certified suppliers and a further assessment of the degree of environmental influence was carried out on 15 of them.

Methodological note

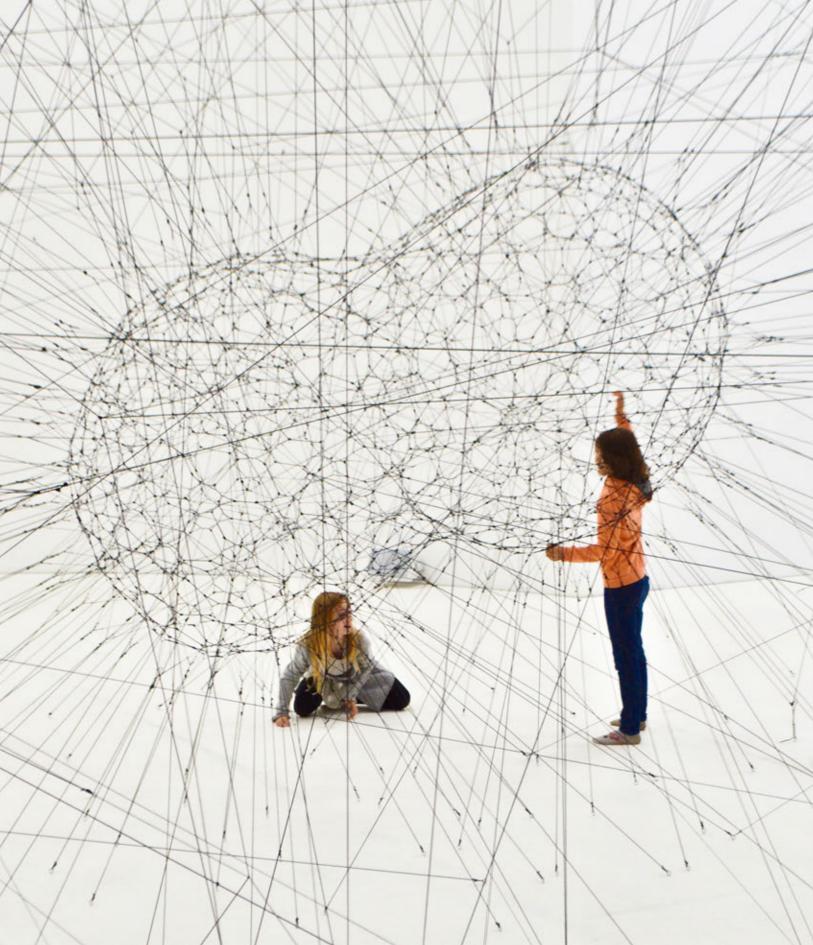
Grafiche Antiga's **Sustainability Report** has been prepared in accordance with the "**GRI Sustainability Reporting Standards**", the latest edition of which was published in 2021 by the Global Reporting Initiative (GRI) in accordance with the GRI "with reference to" option.

The **GRI index** with details of the contents reported in **accordance** with the **GRI standards** is included in the appendix to the document. This is the third edition of the Sustainability Report, which is updated annually. In preparing the report, the **traceability** and **accuracy** of the **data** used is declared and guaranteed.

The Report was prepared with the technical-methodological assistance of IMQ eAmbiente srl and was not subject to third-party verification (assurance).



The document can be downloaded from the Company's website by framing the QR code





GRI Index

Statement of use

The IMQ Group has reported the information mentioned in this GRI content index for the period 01/01/22 - 31/12/22 with reference to the GRI Standards as follow *with reference to*.

GRI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES	
GRI 2: GENERAL DISC	CLOSURES 2021		
2-1	Organisational details	3. About us	
2-2	Entities included in the organisation's sustainability reporting	3. About us	
2.3	Reporting period, frequency and point of contact	Methodological note	
2-4	Review of information	10. Human capital management Ricalcolati i dati 2021 e 2020 relativi al personale: nel 2021 i dati erano stati calcolati con una metodologia diversa ossia il FTE (Full time equivalent), quest'anno sono stati allineati secondo la metodologia per teste (head count).	
2-5	External assurance	Not foreseen	
2-6	Activities, value chain and other business relationships	3.1 Our history, 3.2 Our values 3.3 Our principles 3.4 Our products and services, 4. The sustainability context, 4.1 Our stakeholders	
2-7	Employees	3. About us, 10.1 Grafiche Antiga's employees	
2-9	Corporate governance structure	6. Corporate governance structure	
2-1:	Delegation of responsibility for impact management	6.1 ESG Governance	
2-10	Communication of critical issues	6.2 Organisational model pursuant to Legislative Decree 231/2001 and ISO management systems	
2-2	Statement on Sustainable Development Strategy	2. Letter to stakeholders	
2-2	Policy commitment	2. Letter to stakeholders	
2-2	Integration of policy commitments	4.2 Materiality of impacts	
2-2	Processes to remedy negative impacts	6.2 Organisational model pursuant to ex Legislative Decree 231/2001 and ISO management systems	
2-2	Membership of associations	4 The sustainability context	
2-2	Approach to stakeholder engagement	4.1 Our stakeholders	
2-3	Collective agreements	10 Human capital management	

GRI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES			
ECONOMIC TOPICS					
GRI 201: ECONOMIC PER	RFORMANCE 201				
201-1	Direct economic value generated and distributed	7.1 Value generated and redistributed			
GRI 204: SUPPLY PRACT	ICES 2016				
204-1	Proportion of expenditure made to local suppliers	12. Suppliers and sustainable supply chain management			
GRI 205: ANTICORRUPT	ION 2016				
205-3	Confirmed incidents of corruption and measures taken	No confirmed case			
ENVIRONMENT TOPICS					
GRI 301: MATERIALS					
301-1	Materials used by weight or volume	8.1 Raw material management			
301-2	Recycled input materials used	8.1 Raw material management			
GRI 302: ENERGY 2016					
302-1	Internal energy consumption within the organisation	8.2 Energy efficiency			
302-3	Energy intensity	8.2 Energy efficiency			
302-4	Reducing energy consumptio	8.2 Energy efficiency			
GRI 303: WATER AND WASTE WATER 2018					
303-2	Management of water discharge impacts	8.5 Water withdrawal management			
303-3	Water withdrawal	8.5 Water withdrawal management			
GRI 305: EMISSIONS 201	6				
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	8.3 Emissions			
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	8.3 Emissions			
GRI 306: WASTE 2020					
306-2	Management of significant waste-related impacts	8.6 Waste management			
306-3	Waste generated	8.6 Waste management			
306-4	Waste not intended for disposal	8.6 Waste management			
306-5	Waste for disposal	8.6 Waste management			
GRI 308: ENVIRONMENT	GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS				
308-1	New suppliers selected using environmental criteria	12. Suppliers and sustainable supply chain management			

CDI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES				
GRI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES				
ENVIRONMENT TOPICS						
GRI 401: EMPLOYMENT 2	2016					
401-1	Recruitment of new employees and employee turnover	10.1 Grafiche Antiga's employees				
401-2	Benefits for full-time employees that are not available to fixed- term or part-time employees	10.1 Grafiche Antiga's employees				
GRI 403: HEALTH AND S	AFETY AT WORK 2018					
403-5	Worker training on occupational health and safety	No confirmed case				
403-9	Accidents at work	10.2 Health and safety at work				
403-10	Work-related illnesses	10.2 Health and safety at work				
GRI 404: TRAINING AND	EDUCATION 2016					
404-1	Average number of training hours per year per employee	10.1 Grafiche Antiga's employees				
404-3	Percentage of employees receiving regular appraisals of their performance and professional development	10.1 Grafiche Antiga's employees				
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016						
405-1	Diversity in governance bodies and among employees	10.1 Grafiche Antiga's employees				
GRI 413: OPERATIONS W DEVELOPMENT PROGRA		VEMENT, IMPACT ASSESSMENTS AND				
413-1	Operations with local community involvement, impact assessments and development programmes	9. Our community engagement				
413-2	Operations with significant actual and potential impacts on local communities	9. Our community engagement				
GRI 416: CUSTOMER HEA	LTH AND SAFETY					
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	11. Our commitment to customers				
GRI 418: CUSTOMER PRIVACY 2016						
418-1	Founded complaints regarding breaches of customer privacy and loss of customer data	No complaint				



Grafiche Antiga spa

T +39 0423 6388 graficheantiga.it info@graficheantiga.it

HEADQUARTERS

Via delle Industrie, 1 31035 Crocetta del Montello (Treviso)

OFFICES

Milano Via 1° Maggio, 45 20021 Baranzate (MI)

Belluno

Piazza Madonna di Settembre, 17/A 32035 Santa Giustina (BL)

Pordenone Via S.S. Trinità, 90 33070 Brugnera (PN)

Vicenza Via Zamenhof, 817 36100 Vicenza (VI)

Cuneo Via Savigliano, 14 12062 Cherasco (CN)



























