



ENERGICA



SUSTAINABILITY REPORT 2019



energicamotor.com

Energica Motor Company S.p.A. - Legal Headquarter: Modena, Italy | Operative Headquarter: Soliera MO, Italy

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SUMMARY DATA

2019

Innovation: technology, research and development - patents

Patent number	3
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International standards and homologations - Quality and safety

Episodes of non-compliance regarding impacts on the safety of products and services	none
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Cases of non-compliance regarding marketing communications	none
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Supply chain and relations with the territory

% Incidence of the volumes of Italian origin components	80%
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Italian suppliers less than 100 km away from the Energica headquarters	42%
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Environment

Energy consumption (GJ)	2.057
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Special waste (Kg) - of which 98% recovery	1.239
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Human resources

Number of employees	46
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Number of female employees	17
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Number of employees under 30	17
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Serious work accidents	none
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LETTER TO STAKEHOLDERS

The first Sustainability report by **Energica Motor Company** S.p.A. represents an important opportunity to present our business reality in its own evolution, while illustrating in particular the impacts on company management not only on a financial level, but also on environmental and social aspects.

Energica is a company born from the experience of CRP Group, an historical Modena-based brand that has always valued aspects such as innovation and research, as well as the relationship with the territory and the pride in achieving results that are appreciated all over the world.

Energica's history begins in the mid-2000s, when the Cevolini family – founder of CRP – started to evaluate how to innovate their business through the design and creation of new products that are still characterized by the same level of quality and attention to the customer that have distinguished the companies ran by CRP. The arrival of the financial crisis in 2008 pushed towards the final decision of undergoing this new challenging adventure – to create a high-performing and technologically advanced premium motorcycle.

Since 2008, many advancements have been made, which allowed us to reach a technologically-leading position around the world and to receive great recognition in a field that is marked by great and continuing innovation and ahead of time with regards to a strategic topic – electric and sustainable mobility.

Sustainability is therefore is key of our business model, so the decision of publishing the following document confirms the awareness of Energica towards the importance of a financial development which is organic and coherent with the needs and expectations of our stakeholders with regards to environmental and social aspects.

The first sustainability report marks the start of a new path, and Energica is committed to progressively improve reporting and sustainability content much to the benefit of all stakeholders.

Franco Cevolini
Presidente del Consiglio di Amministrazione



Livia Cevolini
Amministratore Delegato



PRESENTATION OF THE SUSTAINABILITY REPORT - METHODOLOGICAL NOTE

This document represents the first reporting about sustainability published by Energica Motor Company S.p.A. ("Energica") and aims at representing the beginning of a path fully coherent and integrated with the environmental-mobility business strategy and model.

The information regarding the different dimensions of sustainability, and in particular the environmental and social ones, have the target to allow a better and complete understanding of the activities carried out by Energica as well as its trend, results and the impact made by those activities.

The sustainability report was redacted by referring to methodologies and principles expected by the *GRI Sustainability Reporting Standards*, which represent up to today the most widespread and recognised standard at international level about non-financial information reporting. In particular, it was adopted the *GRI-Referenced* option expected by the "Global Reporting Initiative Sustainability Reporting Standard" (from now on GRI Standards), by utilising such reporting standards following the Reporting Principles defined by "GRI Standards: 10 Foundation". The sustainability information presented refers to the "Topic specific standards" listed in the table reported in the related paragraph (GRI Content Index).

The reporting boundary and time reference of the data and the qualitative and quantitative information contained in the sustainability report by Energica are shown for the different aspects that are dealt with. Where available, data from the previous fiscal year are presented for comparative purpose.

The performance indicators utilised are the ones expected by the adopted reporting standards, which are representatives of the different areas of sustainability and coherent with the activities carried out and the impact made by such activities. In particular, the choice of such indicators was made based on a preliminary study of materiality (relevancy). The quantitative information for which estimates were used are directly shown in this chapter.

A SUSTAINABLE BUSINESS MODEL

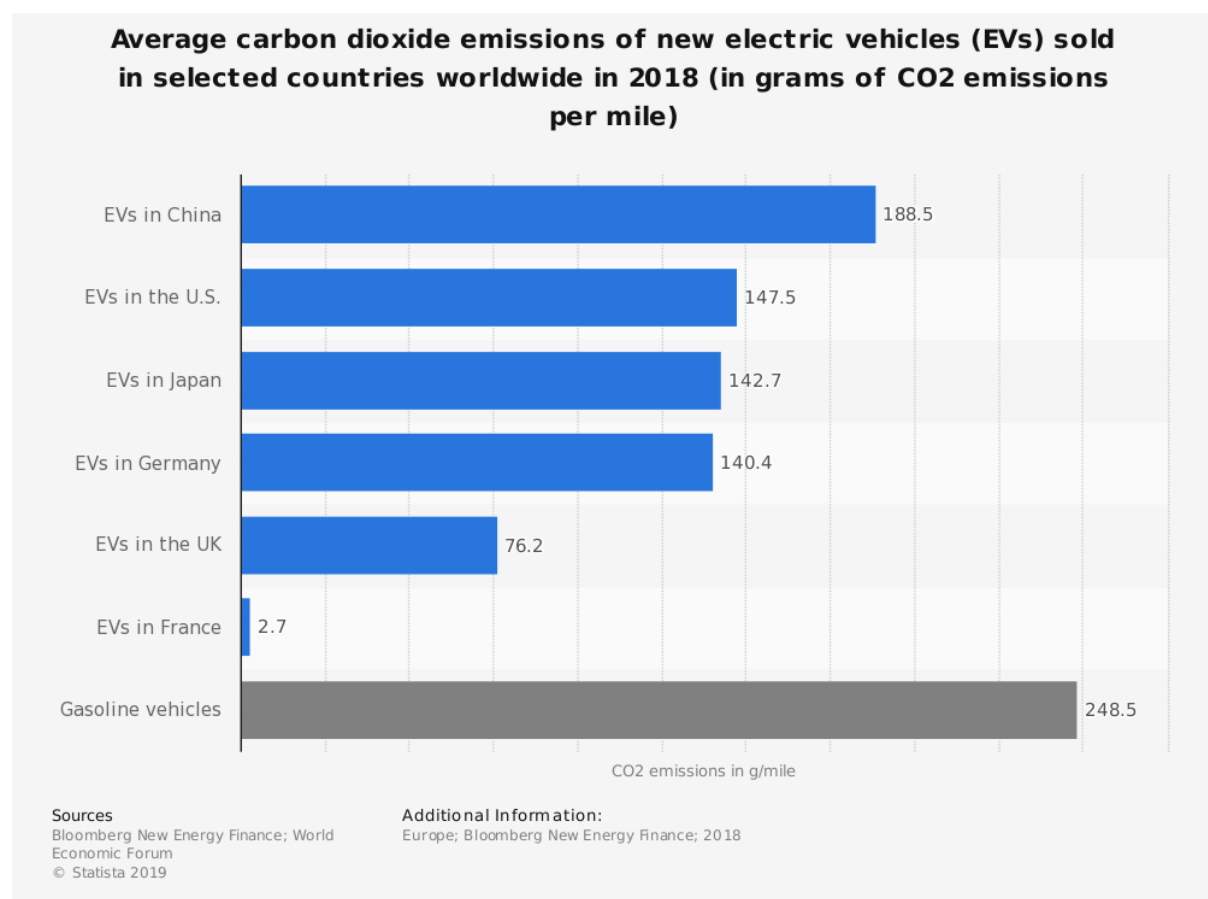
Sustainable mobility – The role of electric vehicles (EVs)

The electric vehicles

Electric vehicles (EVs) – which include electric motorcycles – play an important role for achieving the goal of mitigating the effects of climate change. This contribution refers especially to the fact that EVs do not produce **direct** greenhouse gas emissions.

The volume of **indirect emissions** is thought to be lower during the life cycle compared to conventional vehicles (internal combustion engine). Indirect emissions are originated by the energy production necessary for the manufacture of the EVs – in particular of the battery pack – and the energy utilised for the charging of the vehicle.

The ongoing energy transition towards a bigger use of renewable and low-CO₂ emission sources triggers also a virtuous circle which all sectors can benefit from, while also reducing the indirect emission quota connected to the manufacturing and charging processes of electric motorcycles.



The advantages of electric motorcycles: environmental sustainability



II Green Deal of the European Union – Sustainable mobility

The European Green Deal, which was presented in January 2020, established a series of plans and actions with the goal of making Europe climate neutral and protect the natural habitat, much to the benefit of the people, the planet and the economy.

To become the first continent with zero environmental impact represents the biggest challenge and opportunity of our time. The European regulations on climate will mark, for the first time, the goal of climate neutrality of the EU within 2050. This means to emit less carbon dioxide and to eliminate the one that is already present in the atmosphere.

Sustainable mobility, which means to promote more sustainable transportation, represents one of the areas for action. Transportation contribute for one fourth of greenhouse gas emissions in the European Union, and the Green Deal aims at a 90% reduction of such emissions within 2050. The plan of the European Union has the goal to increase the offer of alternative and sustainable energy sources for transportation: within 2025 1 million public charging and supply stations will be needed for the 13 million low or zero-emission vehicles that are expected to circulate on European roads.

Energica Motor Company - Profile

Energica Motor Company S.p.A. is the **first and only manufacturer of high-performing motorcycles**: innovation combines with the authentic engineering tradition of Italy.

Energica was founded In 2014 as a spin-off of the CRP Group, an excellence of the high-tech sector with headquarters in Italy which operates – with almost 50 years of history – in Formula 1, motorsport and aerospace. Since January 2016, Energica is listed in the stock market “AIM Italia”.

After testing and homologation, Energica motorcycles are available for sale all over the world, thanks to a distribution network of more than 50 dealers. In the fiscal year 2019, the total revenue amounted at 3.25 million Euro.

The Energica customer is a motorcyclist, who wants to purchase a different and exclusive model, or an ex motorcyclist looking for new motivation to ride a bike. The electric vehicle meets in both cases the desire to not pollute, not even during a moment of leisure such as the use of a sporting motorcycle.

Energica is able to attract young customers, who are very sensitive to climate change and refrain to invest on the purchase of a traditional motorcycle. The Energica motorcycles, on top of the technical advantages in terms of performance and technological offer, also contribute to the goal of a more sustainable form of transportation, with regards to zero harmful emissions and noise pollution (especially in urban centres).

Energica's business model is based on a supplier network that is mostly Italian and local, with 80% of the overall volume of components used of national origin.

Energica internally controls all of the main stages of the value chain: from the purchase of components and the selection of suppliers to the design and assembly, as well as the R&D, quality testing, distribution and marketing. The assembly of the parts takes place at the production line of the main factor in Modena, in the heart of Italy's Motor Valley. At the moment it is organised based on the current production needs, but with the possibility to get to a production capacity of 5000 motorcycles per year.

From 2019, Energica was selected by Dorna as single manufacturer of the FIM Enel MotoE™ World Cup.

STRATEGY – INNOVATION AND PARTNERSHIP

The plan of development, creation and distribution of value is based on some main *drivers*:



Innovation: technology, research and development - patents

The core activity of Energica – R&D – aims at acquiring knowledge to design new products and improve the ones already on sale. The development programs, in particular, are directed at

- Reducing the overall weight of the vehicles
- Improving aerodynamics
- Research new technical solutions

Energica Motor can already count on **three patents which have been granted or are currently in the granting process:**

- Braking system (International Patent)
- Battery Pack (International Patent))
- Electronic components (International Patent)

VCU Vehicle Control Unit – Energica's battery, charger and ABS are constantly monitored and managed by a single vehicle control unit, the VCU, which is fully designed and developed by Energica. This system implements a multimap adaptive energy and an algorithm for the power management of the electric bike that allows the monitoring process and power adjustment directly from the handle based on the use of the accelerator. The Energica software has reached 1.1 million lines of code (645'000 only for the VCU), 200'000 more than a Space Shuttle.

The VCU also manages the regenerative engine brake system by interfacing with the anti-lock system of the wheels. This guarantees a high efficiency rate in the use of energy and the full functionality of the battery throughout the vehicle's life cycle – as well as great rideability.

eABS. The latest generation eABS installed on the Energica motorcycle is able to limit the maximum regenerative torque in the event of slippery conditions. In particular, the system checks the presence of conditions of friction, and in the event of slippery conditions, it limits the maximum regenerative torque.

Charging system: Energica is the only electric-bike manufacturer to supply riders with the DC Fast Charging Technology, based on the CCS Combo standard – with full charge in less than 30 minutes (Energica's main competitors such as Zero Motorcycle do not own the fast-charge technology, while Harley Davidson has not yet begun delivering in Europe).

F1 and aerospace backgrounds: Energica benefits from the tight relationship and consultancy with CRP Group – a leading institution in Formula 1 and aerospace industry. CRP has decades of experience in the field of high-precision mechanical processing, specialised in the use of special material such as titanium, aluminium alloys and also a wealth of experience in 3D printing, through the use of laser sintering.

R&D: Energica Software with 1.1m lines of code (645.000 for the VCU, 200.000 more than a Space Shuttle).

Development of new products: the 2020 range of Energica motorcycles will sport a new 21.5 kWh lithium polymer battery, the biggest and more powerful battery ever installed on a production electric bike. Thanks to the new electric unit, the bikes get an improved torque: : 200 Nm for the Eva EsseEsse9, 215 Nm for the Ego and Eva Ribelle models. The new bikes also weight 5% less and have a 60% higher riding range compared to previous models.

Partnerships

Dell'Orto SpA – Energica has reached an agreement with Dell'Orto, historical producer of fuel-injection electronic systems, for the development and production of a new type of power units for small-size (power range 4/11kW) and mid-size (power range up to 30kW) electric motorcycles).

The partnership with Dell'Orto is of utmost importance as it allows Energica to bring its know-how in a market with relevant volumes. The strategic goal is to give a solid contribution to transform urban mobility (scooter) in a model of sustainable electric mobility, also for the Asian markets.

TAPPS Programme - Energica Motor takes part in European research programmes like the TAPPS Programme. Started in 2015, the "TAPPS2 Project "TAPPS" Project (Trusted Application for Open Cyber Physical System) is financed by the European Commission in the context of the Horizon 2020 Framework and aims at the development of a series of application for Cyber Physical Systems able to guarantee a high level of reliability and therefore able to manage several critical aspects of human safety on a vast range of products.

The strong partnership between research centres and technological providers – all part of the TAPPS consortium – will lead to the creation of innovative application to be tested on Energica's electric motorcycles (Ego and Eva models).

The TAPPS project goes beyond the traditional safety and reliability solutions. Thanks to the activities carried out in the context of the TAPPS project, Energica Motor Company is working on building a series of after-sale services based on reliable and ahead-of-time technology, which is able to offer advanced connectivity functionalities for the motorcycle combined with high safety standards for the rider.

CharIN association - Energica Motor Company S.p.A. has joined the CharIN e.v. association (with headquarters in Berlin), which was founded by big manufacturers of vehicles and by the biggest companies of products for the electric automotive industry.

To date, Energica is the only electric motorcycle manufacturer that joined the CharIN e.v. association, which has three goals:

- To develop and set the combined charging system (CCS) as standard for the energy supply of electric vehicles
- To elaborate the requirements for the evolution of charging standards and developing a certification system for the use of the CCS by the manufacturers
- To promote the CCS standard around the world

Since its design stage, Energica believed in the combined charging system as a standard and because of that is therefore the only electric motorcycle manufacturer to integrate the CCS Combo-based, DC quick charging technology in its products.

GOVERNANCE

In order to ensure perfect coherence between strategy and conduct, Energica Motor Company has created a system of internal regulations that sets a model of Corporate Governance based on the distribution of responsibility and on a balance between management and control:

- Slate voting system for the election of the CDA and board of auditors
- Female quotas
- Investor Relations
- Adoption of procedures for the operation management with related parties for the management of informational fulfilments with regards to internal dealing and for the information management.

Corporate bodies

Board of directors

Franco Cevolini	President
Livia Cevolini	CEO
Giampiero Testoni	Adviser
Andrea Vezzani	Adviser
Gian Carlo Minardi	Independent Director

Board of auditors

Stefano Selmi	President
Mario Tonioni	Statutory Auditor
Massimo Tonioni	Statutory Auditor

Diversity in the governing body – Board of Directors

	2019		
	female	male	total
Members of the governing body per gender	1	4	5
<i>Gender percentage compared to total</i>	20%	80%	100%
Members of the governing body for age group			
Up to 29 years old	-	-	-
Between 30 and 50 years old	1	2	3
More than 50 years old	-	2	2
Total	1	4	5

Organisation chart – Main functions



Human Resources are currently under direct responsibility of Energica's Chief Financial Officer.

THE RELATIONSHIP WITH THE CUSTOMER - QUALITY AND SAFETY

The Energica motorcycle

In the segment where Energica operates, the choice of electric must also come with excellency in the product and its performance.



Core Technology

KEY FEATURES OF ENERGICA MOTORCYCLES

DC FAST CHARGE EXCLUSIVE
400 km (249 miles) city range (40 min charging up 80% SOC); or Level 2 charging at 67 km (41.5 miles) per hour

VEHICLE CONTROL UNIT PATENTED
Battery, inverter, charger, motor and controls constantly monitored and managed by VCU with 1.1 million total lines of code: completely designed/developed by Energica

MOTOR EXCLUSIVE
Permanent Magnet AC Oil-Cooled, 3-Phase
Straight-cut gears generate distinctive jet-turbine sound
Oil-cooled motor means no overheating, so top speed and max torque can be fully sustained (unlike air-cooled motors)

BATTERY PACK
Lithium-polymer
Capacity: 11.7 kWh nominal, 13.4 kWh max
18.9 kWh nominal, 21.5 kWh max
Designed and engineered with strategically placed sensors, to insure not only optimal performance, but also provide maximum safety.

KEY FEATURES MY2020
Top Speed Limited: 240km/h Ego+, 200 km/h Eva Ribelle & Eva EsseEsse9+
Torque: 215 Nm Ego+ & Eva Ribelle / 200 Nm Eva EsseEsse9+
Horsepower: 145 HP Ego+ & Eva Ribelle / 109 HP Eva EsseEsse9+
Supply Unit: 21.5 kWh

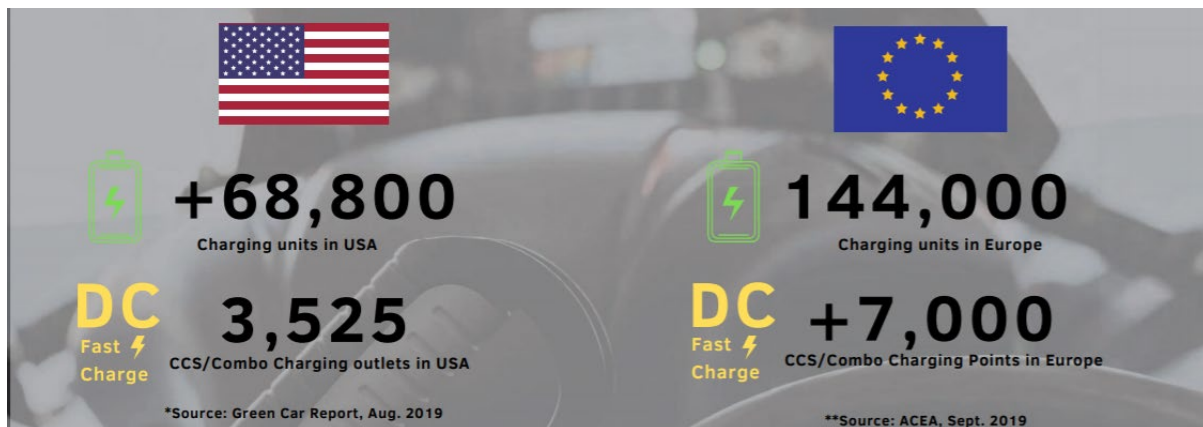
eABS PATENTED
Energica e-ABS

RIDE-BY-WIRE
Ensures perfect riding experience with 4 Engine maps, 4 Regenerative brake settings, 6 Traction control presets plus Cruise Control

New ENERGICA CONNECTED RIDE
New long range connectivity developed with Octo Telematics

The most recent models by Energica feature a 21.5kWh battery pack (11.6 kWh models are also available for sale), which allows a full charge during the night through a simple home socket. The presence of the fast-charge technology allows the use of charging stations, the number and spread of which is rapidly growing – and that allow a full charge in slightly more than half hour.

The upward trend of charging stations in EU and USA in 2019



The amount of home charging sockets would already allow the use of electric motorcycles without further investment and/or land use. The opportunity to use fast charging technology, however, is pointing towards an increase of the number charging stations on the territories.

Maintenance

The researches carried out highlight how the use of an electric bike brings significant benefits and a positive contribution to environmental sustainability, in terms of maintenance intervention and subsequent use of resources, raw material and components. The following data have been re-elaborated by Energica based on the different sources and user manuals available.

Maintenance interval	Energica vehicles			Combustion motorcycle		
	Motor oil (l)	Filters	Coolant	Motor oil (l)	Filters	Coolant
1,000 km/600 mi/ - 12 months	0,1	-	-	3,5	Motor oil	-
10,000 km/6,000 mi/ - 24 months	1,9	-	0,5	3,5	Motor oil	1,5
20,000 km/12,000 mi/ - 36 months	1,9	-	0,5	3,5	Motor oil	-
30,000 km/18,000 mi/ - 48 months -	1,9	-	0,5	3,5	Motor oil - Motor air Spark plugs - Transmission belts	1,5
40,000 km/24,000 mi/ - 60 months	1,9	-	0,5	3,5	Motor oil	-
50,000 km/31,000 mi/ - 72 months	1,9	-	0,5	3,5	Motor oil	1,5
60,000 km/37,000 mi/ - 84 months	1,9	-	0,5	3,5	Motor oil - Motor air Spark plugs - Transmission belts	-
Totals	11,5	-	3	24,5	13 pieces	4,5

International standards and homologations

Safety, along with a coherent and transparent communication with the customer, represent key aspects in the sector. To date, there has not been any non-conformity episode regarding the safety of products and services, as there has not been any case of non-conformity related to marketing communication.

Homologation Energica motorcycles are the only series-production high-performing two-wheeled electric vehicles which are fully homologated and approved by competent authorities both in Europe and United States.

Safety – Energica motorcycles feature a high-energy-density lithium polymer battery pack (Li-NCM). The battery pack is inserted in a hermetic housing containing the cells as well as the Battery Management System (BMS) and all the devices needed to guarantee the full safety of the vehicle. This solution allows to keep all high-voltage components isolated, making improbable any exposure to any risk of accidental damage.

The battery pack is therefore a smart device, provided with tens of sensors and electromechanical devices that constitute a closed and autonomous subsystem able to guarantee maximum performance for the vehicle and, at the same time, the highest level of safety for the rider in any environmental condition. To avoid battery overheating, Energica has designed a battery-pack cooling system which, thanks to specific ventilation paths, allows to limit the battery stress with a remarkable benefit both in terms of the vehicle performance and the longevity of the battery packs. **Energica's battery case was designed to avoid overheating.** The case features an aluminium cooling plate and several holes leading to the outside, which go through the cooling plate. Energica is the only electric motorcycle manufacturer to adopt this type of technology.

The latest-generation **ABS by BOSCH** mounted on the Energica bikes not only avoids wheel lock up but also features a lift-up mitigation system for the rear wheel, which prevents rollovers during emergency braking manoeuvres.

International standards – Energica complies with the CCS (Combined Charging System) international standards and their bikes are the first and only ones able to perform fast charging, courtesy of the CCS standard (Type 1 and 2). Thanks to the on-board connector, charging is possible at the DC Fast Charge stations and through AC chargers. When a DC Fast Charge station is used, the motorcycle can charge at 20 kW up to 80/85% of the SOC (state of charge) in around 20 minutes. This guarantees a driving range of 120km in less than half hour. When an AC charger is used, the bike can be fully charged in around 3.5 hours by utilising the 3 kW OBC (On Board Charger).

Customer support – Training, monitoring and improving

Dealer training – The Energica clients are the dealers, with whom there is a continuing relationship, for both sale and management of the aspects and services connected to the after-sales. In order to guarantee an adequate service of assistance for the final customer, Energica organises regularly free training courses for the dealers' technicians.

The performance monitoring – Energica collaborates with **Omoove (Octo Telematics)**, the main supplier of global telematics services and data analysis for the automotive insurance sector: all electric motorcycles by Energica will feature – as standard equipment – a system that enables remote connectivity. This new technology allows to increase the amount of information already present on the Energica motorcycles, thanks to the existing short-range local connectivity based on Bluetooth technology. The on-board telematic device (ProShare XT) by Omoove, which is installed on the Energica motorcycles, will allow real-time monitoring of the bike performance through an app, allowing a complete transmission of information regarding the motorcycle status and smart warning messages to the rider regarding possible charging interruptions and unexpected movements of the bike. The same system allows an immediate geo-localisation of the bike and the share of route and riding data.

Single manufacturer of the FIM Enel MotoE™ World Cup – The technical development connected to the championship supply aims at the improvement of the road vehicles. The company has the unique opportunity to make the most of the best riders in the world, which get to race on different tracks – with weather and temperatures likely different from venue to venue – with close racing that ensure important data and results for components that are put to the test in race conditions.

THE SUPPLY CHAIN

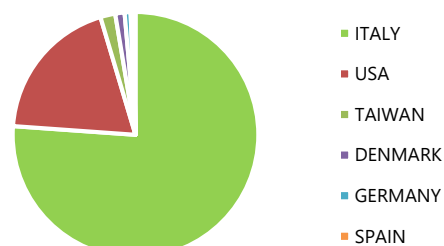
The model of creation and distribution of value by Energica is based also on a local and Italian supply chain, with a supplier selection policy that helps support the economy of the territory.

Aside from some important components such engines, batteries and inverters, the suppliers are in fact mostly Italian (80% of the volume of components are of Italian origin).

Distribution of 90% of purchase turnover

ITALY	76,1%
USA	19,3%
TAIWAN	2,0%
DENMARK	1,2%
GERMANY	0,8%
SPAIN	0,3%
PRC	0,3%

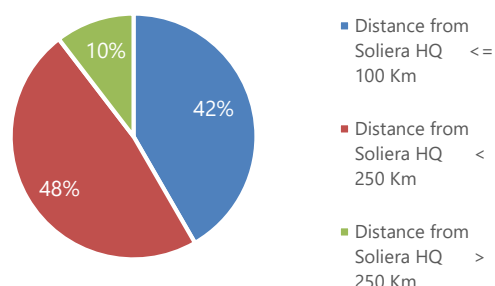
Geographic distribution of Suppliers - 90% Purchase turnover



Distanze dei fornitori Italia compresi nel 90% dalla sede

	%
Distance from Soliera HQ <= 100 Km	41,7%
Distance from Soliera HQ < 250 Km	47,9%
Distance from Soliera HQ > 250 Km	10,4%

%



RELATIONS WITH STAKEHOLDERS – COMMUNICATION AND SOCIAL RESPONSIBILITY

Energica maintains an open channel of communication with shareholders and investors. By being listed at the AIM, has activated a dedicated mailbox and newsletter to inform on the arrangement of periodic events of result presentation and meetings with investors.

Customers, suppliers and banks are often invited to the events organised for the investors, and they are still informed via recurring newsletters. The Energica management is often invited at those events in the capacity of speakers.

Energica has joined the "Favola" project for the prevention and treatment of the mental health condition of abused children, with the purchase of charitable Easter Eggs that are given to employees and

collaborators. Energica's donation to Admo (Bone Marrow Donors Association) completes the pictures of the activities for the community.

THE ENVIRONMENT

Energy

Energica è member of C.E.E. s.c.r.l. - Consorzio Esperienza Energia, a company that offers services of energy management to more than 800 companies – which has received the ESCo (Energy Service Company) certification from the GSE – Energetic Services Manager.

<https://www.consorzioesperienzaenergia.it/it/home>.

Energia consumed	Unit	2017	2018	2019
Electric energy	kWh	110.908	125.987	140.751
	GJ	399	454	507
Company vehicles diesel fuel	litres	13.521	12.437	10.003
	Gj	518	476	383
Methane gas heating	mc	34.509	35.501	29.628
	Gj	1.360	1.399	1.167
Total	Gj	2.277	2.329	2.057

The current energy supply contact does not contemplate in a specific manner the use of renewable sources but is based on a supply mix in which prevails the use of natural gas. The amount of energy consumed coming from renewable sources is not significant.

The company car fleet is made of 12 vehicles, 5 of which are electric and 1 hybrid. The purchase policy of electric vehicles has allowed a reduction of fuel consumption (diesel fuel).

The use of methane gas for heating has been influenced by climate dynamics in the reference years.

It should be noted that the energy utilised by the motorcycles of the MotoE World Cup is provided by ENEL, and that it fully originates from renewable sources.

The water resource

The use of water does not represent a relevant aspect for the production process of Energica. The water withdrawal in 2019 amounted to 456mc, in the face of a 476mc consumption in 2018.

Waste management

Waste management contemplates the use of separate collection. The non-dangerous/special recyclable material delivered to the municipal landfill directly or through the door-to-door collection service is currently not weighed, as it is charged with a contractual fixed fee in the waste bill. The packages from the purchased material are reutilised or disposed of following what expected by the regulations regarding separate collection.

Regarding out of use tyres and other special industrial waste, a qualified third-party operator is used. During the three-year period 2017-2019, various materials were transferred to a specialised company, SEAM ITALIA SRL, for proper disposal. The company possesses the quality ISO 9001:2015 and environmental ISO 14001:2015 certifications.

Waste (Kg)	Destined to	2017	2018	2019
Dangerous waste		-	-	-
Non dangerous waste				
Out of use tyres	Recovery	100	560	460
Filtering and absorbing media (including oil filters otherwise not specified), rags and protective clothing contaminated by dangerous substances	Recovery	38	71	301
Packages containing or contaminated by residuals of dangerous substances	Recovery	-	85	-
Ferrous metals	Recovery	-	280	410
Metal filings and chips of plastic materials	Disposal	-	83	-
Other waste transferred		65	40	68
		203	1.119	1.239
Total		203	1.119	1.239

THE PEOPLE

Human resources management policies

Hiring and brand appeal

The company size of Energica has until now allowed simple and flexible policies of human resources management: each function manager is in charge of managing the resources of their own structure. The Human Resources function is limited to the activities related to administration.

Energica began its activity in 2014 as innovative start-up (today it is listed in the book of innovative SMEs). In order to carry out the project along with the ordinary working activity, several recruiting initiatives were introduced – whether direct, through portal or through specialised agencies. The appeal connected to the Energica brand was supported by a series of innovative initiatives, such as smart-working policies: remote working in one or more days during a week (in the vent of physical or parental difficulties), the opportunity to work from different locations due to the project and part-time working (both horizontal and vertical).

The welfare system

Rewards have also been introduced, initially only through payment of Energica warrants and afterwards with an agreement reached between the board of Directors and the employees. This agreement takes into consideration some objective parameters such as the distance from the workplace, the family composition (number of children) and the length of service. The goal is to promote a sense of belonging

within the employees to the company institution, throughout the recognition of the personal dynamics of each resource.

Energica has joined the welfare management platform "Double You" <https://www.double-you.it/>. This platform offers educational services, refund for loans and mortgages, refund of assistance expenses for elders and children, refund for public transportation, healthcare service, increase of social security funds, online vouchers of all sorts, fuel vouchers, house services and home repairs, travel expenses, wellness and sporting expenses, editorial and cultural expenses including study trips, refund for school expenses and much more.

Each employee is offered the chance to use a cafeteria service, with daily allowance and no charge; this service can be used at the CIR points in Modena and around the province.

Support to youth employment

Energica joins an E-talent project, in collaboration with a training agency, for the development of a business project connected to the distribution of motorbikes in the Far East. Though this initiative it is expected to add further resources to the staff.

Thanks to the partnership with several technical universities of the Emilia territory, Learning collaborations for students have been promoted; during these stages, several agreements have been reached with the same universities for curricular internships connected to masters' degrees. In 80% of the cases, these paths drew to a close with the hiring of the student.

The tool of the extra-curricular internship was also use, with contract signing, under the control of the Emilia-Romagna region, for the training of a young designer who will soon finish their internship.

The Energica management often takes part in events connected to the territory, in order to make schools closer to the productive life: this presence includes speeches in technical and professional high schools in Modena. The technical department also takes part in projects carried out by foreign universities like the University of Economy of London.

Equal opportunity and gender diversity

Hiring obligations of differently abled personnel have been fulfilment, with the hiring of a resource and the yearly agreement reached with Modena's employment centre for the research of a further resource.

Parental leaving is followed by the book: one employee who had used the maternity leave period has returned and at the moment – for a better balance between personal and professional lives – has asked and obtained the use of smart working. To date, another Energica employee is on maternity leave and two more have been granted the part-time work option.

Collaborators

The organisational chart of Energica, taking into account the current scale-up stage, includes several collaborators overseeing the following specific functions: Chief Financial Officer - Finance accounting - HR manager – Technical manager- Sponsorship Manager - Sport Department Press Office - Area Sales Manager Europe.

Collaborators have the chance to work in the way they consider best for the carrying out of their activities and are an integral part of the Energica team, sharing with them some rewarding activities as contemplated for the employees.

Health and safety

Each employee receives from the beginning of their activity all the information related to safety by taking part to specifically organised courses; they have to undertake a preventive medical check, during which the company doctor, based of their list of duties, presents a check list or performs an actual medical check, which is established in advance based on the risk assessment and in collaboration with the RSPP and the board of directors.

Those resources who carry out road and track tests receive specifically designed protective material for their testing and riding activities, which include airbag, leathers, helmets and gloves.

On a proposal by the Asl of Modena, from 2020 Energica will take part in a project of health promotion within the company, with informative and support activities aimed at knowing the employees' health condition.

Training

The employees working in the production department have taken part in training courses, both at the company HQ and at training institutions; the administrative employees have undertaken courses connected to their own field of expertise; some employees take part in one-on-one English classes, in order to better undertake their activities at European level.

Energica takes part in a tender by Fondirigenti which should allow specific training in the field of Supply Chain management, which will involve the following functions: supply management, purchase, Production, commerce, Quality and administrative management, for a total of 144 hours of activity, 56 of which in class and 88 of project working.

Human resources – the data

The data related to the personnel refer to the consistency of the organisational charts at the end of each period (Head Count)

	2017			2018			2019		
	female	male	total	female	male	totale	female	male	total
	7	22	29	8	31	39	9	37	46
Employees by category / gender									
Directors	-	1	1	-	1	1		1	1
Managers	-	1	1	-	1	1		2	2
Office worker	7	12	19	8	16	24	9	16	25
Labourers	-	8	8	-	13	13		18	18
Total	7	22	29	8	31	39	9	37	46
Employees per contract type / gender									

Permanent contract	6	20	26	8	27	35	7	28	35
Fixed-time contract	1	2	3	-	4	4	2	9	11
Total	7	22	29	8	31	39	9	37	46
Employees for job type / gender									
Full-time	7	21	28	8	30	38	8	36	44
Part-time	-	1	1	-	1	1	1	1	2
Total	7	22	29	8	31	39	9	37	46
Dipendenti for age group /gender									
Up to 29 years old		9	9	-	12	12		17	17
Between 30 and 50 years old	7	12	19	8	17	25	8	18	26
Above 50 years of age		1	1	-	2	2	1	2	3
Totale	7	22	29	8	31	39	9	37	46

The subject matters connected to equal opportunity see an almost equal male/female ratio, in particular with regards to officer work positions.

Turnover

	2017			2018			2019		
	female	male	total	female	male	totale	female	male	total
Hiring									
Up to 29 years old	-	3	3	-	5	5	-	8	8
Between 30 and 50 years old	3	4	7	2	5	7	1	5	6
Above 50 years of age	-	-	-	-	1	1	1	-	1
Total	3	7	10	2	11	13	2	13	15
Termination									
Up to 29 years old	-	-	-	-	-	-		5	5
Between 30 and 50 years old	3	4	7	1	2	3	1	1	2
Above 50 years of age	1	-	1	-	-	-		1	1
Total	4	4	8	1	2	3	1	7	8
Reason for termination									
Voluntary exit	1	2	3	-	-	-	1	3	4
Retiring	-	-	-	-	-	-			-
Dismissal	-	1	1	1	1	2		2	2
Other (i.e. end of a fixed-time contract)	3	1	4	-	1	1		2	2
Total	4	4	8	1	2	3	1	7	8

Health and safety at the workplace

During the three-year period 2017-2019 there have been no particularly relevant incidents, and not a single case of occupational illness was recorded.

	2017	2018	2019
Work accidents			
Fatal	-	-	-
Serious accidents	-	-	-
Other type of accidents	2	2	1
Total of accidents recorded	2	2	1
<i>Of which commuting accidents</i>	<i>1</i>	<i>1</i>	<i>1</i>
Hours -Days			
Days of absence due to injury	38	33	40
Total days of absence	1.119	1.143	1.626
Work number of hours	48.240	60.617	70.176
Total of workable hours	56.060	68.489	81.537
Injury frequency rate (# injury / 1 million hours worked)	36	29	12
Injury severity rate (days of absence due to injury / workable hours)	32,84	28,06	24,01
<i>Average number of days lost due to injury for 1000 worked days</i>			
Injury-average duration			
<i>Average duration of injuries in calendar days (total days lost, including festivities)</i>	19,0	16,5	40,0
Injuries while commuting (%)	50,0%	50,0%	100,0%

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102-4	Activities location	A sustainable business model
102-6	Markets served	A sustainable business model Strategy: innovation and partnership The relationship with the customer: quality and safety
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MARKETING AND LABELLING		
417-2	Non-conformity episodes connected to information and labelling of products and services	Strategy: innovation and partnership The relationship with the customer: quality and safety
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