

Sustainability Report

2020



Policy
Environment
Energy
Research
Innovation
Renewables
Social sciences
Materials
Infrastructure
Excellence
Bioeconomy
Food Safety
Industrial technologies
Agriculture
Better society
Health
Growth
Ageing
Sustainability

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To the Stakeholders

Dear Stakeholder,

For years now, Fabrica SGR has been committed to make sustainability part of the company's culture. We are among the first players in the Italian real estate market and as such, we are aware of our responsibility on governance, social and environmental issues.

Fabrica is one of the first operators in Italy to have invested in high social impact operations – e.g. student accommodation, social housing and residential care homes- before these even became an actual asset class.

Aiming a significant share of investments towards asset classes supporting national welfare real estate, Fabrica has set out on a path approaching ESGs. Inspired by international best practices, the consolidation of this approach derives also from the ambition to enhance social impact. Fabrica's business model is founded on a strong social calling. With special interest on social housing, residential care homes and student accommodation investments, our skills and competences are at the service of real estate projects pursuant to the specific needs of these sectors.

These principles are reflected on our team: passionate and dedicated to the development of new solutions, which will lead to Fabrica's growth successfully and responsibly.

We are committed to respect international standards of employment rights, as well as contributing to the development of the local community by supporting cultural, educational and social initiatives.

In such a particular moment, where the world is facing an unexpected emergency, which has shaken the global economy and our daily routine, we have decided to double our commitment to a sustainable business, launching a series of initiatives to set our activities within quantifiable and qualifiable KPIs.

I am proud to present our first Sustainability Report. We tell our restless commitment to the business and our socially responsible core values: we are achieving a goal as well as setting precedence in our company. We are creating the conditions to diffuse the stakeholders' decisions, aiming to create awareness around and within the company.

The following Sustainability Report has been produced in accordance with Global Reporting Initiative Standards (GRI) and the sectors' best practice cases.

Fabrica Immobiliare SGR President

Fabrizio Caprara



NOI LAVORIAMO
NON PER INSEGUIRE
I NOSTRI CONCORRENTI
MA PER PORTARE
NUOVE SOLUZIONI

Highlights 2020

Our numbers



4.4 Bn
asset under management



15
real estate funds



1,7 M
sqm under management



214
assets in portfolio

Governance



Fight against corruption



No conflict of interest

Social



630 residences in social housing



2.200 beds in residential care homes



5.550 beds in student accommodation -PBSA-

Tenants



Shared technical board



Transparent communication

Company team



53 employees, out of which 98% on permanent contract



62% of female employees



Average age: 41 years old

Our environmental commitment



Paperless & Recycle
approach



11.700 kWh
Certified renewable energy

Fabrica SGR

Among the main players within the real estate sector in Italy, Fabrica today manages **15 funds** with **4.3 Bn Euro** assets under management.

Since 2005, after an initial focus on residential development followed by its fraction sale, Fabrica set out on a path of constant growth, based on strong values and principles shared with the **Gruppo Caltagirone** (major stakeholder of the company).

The two cornerstones, which have inspired the asset management initiative, are: the contribution to national real estate innovation and anticipating market trends.

As the first Italian SGR (fund management company) to explore the living compartment and its derivations: we identify an unexpressed demand for residences by specific targets, such as undergraduates, young adults, newlyweds, young families and seniors.

Up to date, here are the achievements within the residential asset class:

- **Student accommodation:** Fabrica has acted as a pioneer in Italy, having begun in 2007. Today's portfolio counts with 10 structures with over 5500 beds, within University Cities across the country. Fabrica is a major national institutional investor's asset management company
- **Residential care homes** (for self-sufficient and non-self-sufficient senior): having invested resources in this compartment since its origins, Fabrica holds today 14 residential care homes with about 2200 beds. At the moment, Fabrica is on the verge of launching a uniquely dedicated product to senior living.
- **Social housing:** the company manages two Funds dedicated to the development of social housing projects on national territory, out of which one dedicated solely to the *Mezzogiorno* (Southern Italy) initiatives. Together these Funds are implementing an investment plan of over 200 M Euro and have already set projects of about 600 new places.

Throughout the years Fabrica has earned the trust of national institutional investors and Pension funds in primis, which represent today over 90% of assets under management.

Our Values

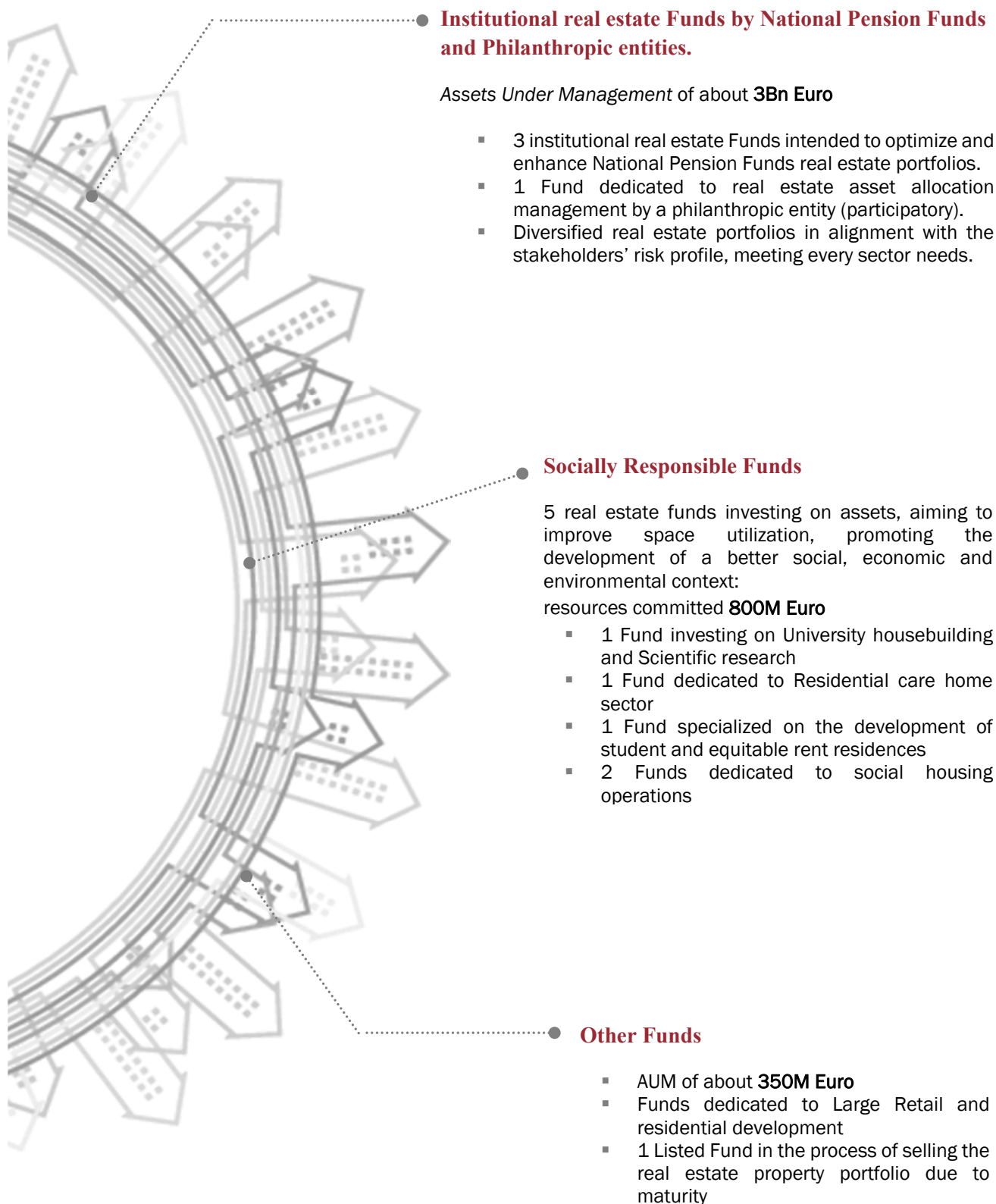
Fabrica's initiatives are built on solid values deriving from Gruppo Caltagirone and have been consolidated throughout the years:

- **Transparency:** the investment and disinvestment process, whereas the regular assessments and selection of outsourcers is coded in a systematic internal procedure, is monitored by control functions and in alignment with international best practice cases.
- **Independence:** Company management chooses the investment and disinvestment operations on a completely independent basis, in accordance with market criteria and expertise.
- **Expertise:** the Company is composed of a team of professional experts on all relevant disciplines who make use of tools and methodologies aligned with the best international standards.
- **Responsibility:** Fabrica is among the most active operators regarding real estate investments with social impact in Italy. With over 10 years of experience, it begun with a socially responsible Fund, set for the investment of INPS (Italian National Pension Fund) contribution in kind in real estate projects dedicated to Universities and Scientific research institutes. Overall Fabrica activated about 800 M Euro on social initiatives. It realized operations supporting welfare in geographic areas with significant infrastructural gaps, mainly addressing student accommodation and social housing both at equitable rent.

Fabrica's milestones

2005	Fabrica heads two institutional real estate Funds: one socially responsible, the first on national territory; dedicated to investing INPS (Italian National Pension Fund) capital. Referent shareholders: Gruppo Caltagirone and Banca Monte dei Paschi di Siena
2006 - 2007	The SGR consolidates its portfolio setting in motion 5 real estate Funds. Assets under management reach 2Bn Euro
2010 - 2012	Fabrica wins two major public tenders by National Pension Funds (Inarcassa - for Engineers and Architects- and Cassa Forense -for Lawyers-) thus, introducing to its portfolio two institutional real estate Funds. The SGR is also chosen by Enpap (National Pension Fund for Psychologists) to set up an institutional real estate Fund, and in partnership with CPDI SGR, starts the first Italian real estate Fund dedicated to student accommodation for undergraduates. Assets under management reach 2.5Bn Euro
2013 - 2015	The SGR introduces two real estate funds dedicated to social housing in partnership with CDPI SGR. With the contribution in kind by Inarcassa, is set up an institutional real estate fund. Assets under management reach 3.5Bn Euro
2016 - 2017	Having reached the funds maturity, Fabrica concludes the liquidation process of its first two original operations with an IRR respectively equal to 21,4% and 13,5%. The Gruppo Caltagirone consolidates its quota in share capital with Fabrica, to 49,99% previously held by Banca Monte dei Paschi di Siena
2018	The SGR wins a public tender by one on the main National Pension Funds and sets an institutional real estate Fund dedicated to the Residential care homes compartment
2019	Throughout the first semester of the year, the SGR invests about 250M Euro outside of national territory. Assets under management reach over 4Bn Euro
2020	Fabrica si aggiudica il Premio "Impresa d'eccellenza nel real estate", assegnato da Scenari Immobiliari alle imprese italiane che si sono distinte per i risultati raggiunti nel settore
2021	Fabrica continues to hold its commitment to the implementation of ESG initiatives. The company has adopted a Sustainability Plan and Policy through which it creates awareness and promotes social responsibility, governance, social and environmental principles. It upholds strategic choices regarding such principles through sustainable growth and transparency with reference to every stakeholder

Our Funds





Our Sustainability approach

Fabrica has always taken particular interest in sustainable issues: confident of the need to combine finance with a series of *intangible* drivers able to create awareness and shared values on environmental and social impact topics.

A pioneer in investing in niche markets - student accommodation and senior residences -, Fabrica's activities have been developed through a socially responsible Fund. Inspired not only by market needs, but committed to develop social impact, these activities foster national welfare and aim at bridging the gap between infrastructures and demand.

Fabrica's attention to social implications within investments in every portfolio, has been supported throughout the years by its investors' growing sensibility towards such relevant issues and consolidation of their trust in the company. Last but not least, the encouragement of institutional investors has contributed to the process of defining a systematic path and to set medium to long term goals.

As a result, throughout last year, the SGR has embarked on a concrete path to consolidate its commitment to sustainability by integrating the ESGs principles within its company culture and goals.

As through:

- The redaction of the Sustainability policy.
- The redaction of the Sustainability plan.
- Its participation to the Global Real Estate Sustainability Benchmark (GRESB).

Sustainability Policy

Aiming to promote a sustainable culture within the company, Fabrica launched in 2019 a path of progressive adjustment, identifying at first a Sustainability policy as main tool to advocate for company values, environmental awareness, honesty, equality and diversity, as well as to foster integrity and transparency:

The Policy intends to:

- Encourage, promote, and develop company's sustainable culture based on environmental, social and governance principles (ESG)
- Consolidate and pursue sustainable growth for both Fabrica SGR and its stakeholders
- Support and guide the SGR's strategic choices based on ESG principles

The Policy speaks to corporate, public and social entities, the company team as well as every other collaborator operating for and on behalf of Fabrica SGR.

Sustainability Plan

Aiming to integrate ESGs within company policy and procedures and to consolidate sustainable awareness, throughout last year there have been activities put in place predisposing a Sustainability plan. With the aim to further develop and intervene on the following SGR matters: Governance, employee's work-life, tenant relationship and asset management. A series of objectives have been defined in connection to the materiality topics on which the SGR shall address its own ESG initiatives -see paragraph *Sustainability goals*-.

The Sustainability plan accounts as a fundamental tool with which Fabrica shall endure on its path hand in hand with ESG initiatives, openly communicating with its stakeholders and creating awareness and shared values.

Global Real Estate Sustainability Benchmark (GRESB)

In the last years, the Real Estate sector and its financial market have been shaped by the increasing attention to ESGs, as has greater transparency expectation grown, towards the performance of the companies in the sector.

GRESB is one of the main international benchmarks regarding ESGs for infrastructures and real estate investments. A globally recognized standard on benchmarking and reporting ESGs within real estate companies, Funds, developers and investors.

GRESB allows the measurement of, with particular reference to the benchmark chosen as most adequate to the company, the sustainability level on two fronts: Management and Development performance. This system provides individual scores and a feedback based on a comparison of the various individual specificities resultantly form: Country, region, sector, investment type.

Being part of the GRESB favors the following:

- Identifying areas at risk, opportunities and portfolio impact
- Attracting new investors
- Investor-Tenant: better engagement practice
- Clear imaging on the ESGs performance
- Use of global standards to monitor and analyse of ESGs on the market.

On 2021 Funds participating at the GRESB are incremented.

SFDR Compliance

With the Sustainable Finance Disclosure Regulation starting on 2021 under the UE Regulation 2019/2088, Fabrica SGR has initiated a sustainable project in compliance with the ESGs set out in the SFDR and makes available on the website the disclosure on the matters as of *Entity* and *Product*.

Materiality analysis and Stakeholder engagement

Fabrica SGR is committed to guarantee the stakeholders participation in the decision making of their competence, to be diffused and conscious, promoting equal and complete information. There shall always be balance between every operation and its related economic, environmental and social impact

Such commitment is materialized by an implementation process, inspired by ESGs approach as well as by international best practice case studies. Last but not least Fabrica's commitment accounts for the stakeholders' interests and expectations, with whom dialog and dynamic interaction is constantly growing, being consolidated through open communication channels at their disposal.

Stakeholder interests and expectation by categories:



Employees and collaborators



Tenants



Investors



Suppliers and Business partners



Institutions



Equity holders



Legal community



Associations and Organizations



Schools, Universities and Research centers



Media

For our first Sustainability Report, our top management has run a materiality analysis defining the aspects which reflect economic, environmental and social impact.

26 relevant topics have been identified, and divided into 5 macro-categories:

- Governance responsibility
 - Business Ethics and Anti-corruption
 - Economic performance
 - Compliance and Risk management
 - Governance
- Responsibility to the Tenant:
 - Tenant engagement
 - Crisis management and emergency response
 - Data privacy and Cybersecurity
- Responsibility to the employees
 - Occupational health and safety
 - Brand identity
 - Diversity, inclusion and equality
 - Training and Development
 - Management and Retention
 - Welfare
 - Technological innovation and Digitization
- Social responsibility:
 - Student accommodation (undergraduates)
 - Social Housing
 - Support to local communities
 - Commitment towards business partners
 - Mobility solutions
 - Advanced services
- Environmental responsibility
 - Certified assets in portfolio
 - Urban regeneration
 - Energy consumption
 - Emissions and fighting climate change
 - Waste management and effective use of resources
 - Mindful water consumption

Sustainability Goals

Construct for the Sustainability Plan and defining Fabrica's strategy inspired by ESGs, following the sustainability goals:



Governance responsibility

To promote Ethics and integrity within every business action ♦ To favor dialog and open communication with stakeholders ♦ Implementation of ESGs in Risks evaluations



Responsibility to the Tenants

To consolidate Tenant's engagement ♦ To reduce assets' energy consumption



Responsibility to the Employees

To increase training hours, also individually ♦ To create awareness on Sustainability ♦ To guarantee an inclusive, equal and non-discriminatory environment ♦ To ensure occupational health and safety, favoring the wellbeing



Social Responsibility

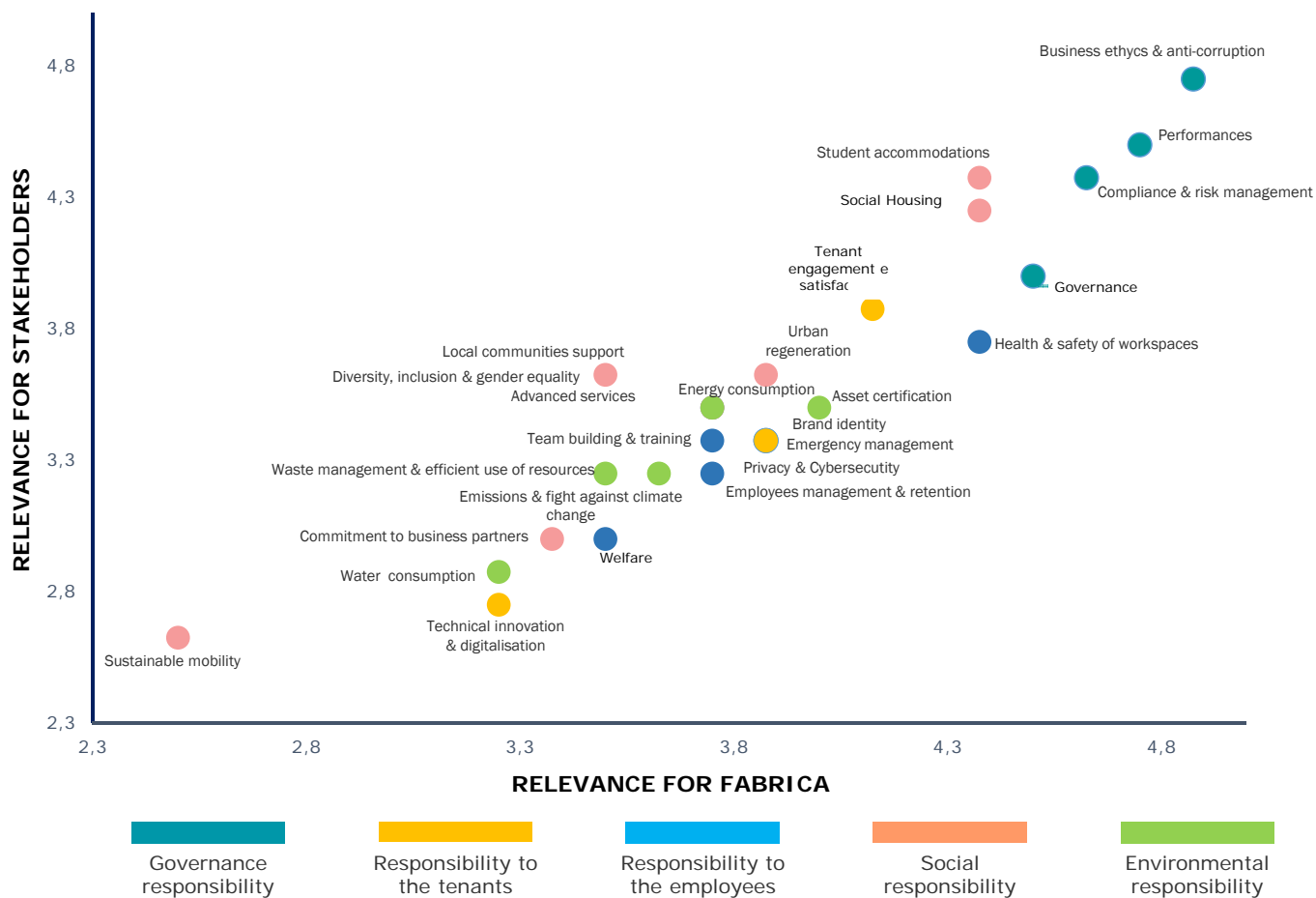
To support local communities ♦ To actively contribute on generating positive impacts on the community



Environmental Responsibility

To reduce energy consumption and gas emissions ♦ To promote energy efficiency ♦ To reduce unnecessary water consumption ♦ To create awareness on recycling

Materiality index 2020





Governance Responsibility

Business model and economic performance

Fabrica's asset management promotes, establishes and manages alternative mutual funds. The funds' heritage is invested in real estate assets, estate property rights, including the contracts of property leasing with sell-intent, property concessions, and shares in real estate companies and FIA (real estate alternative fund) both national and foreign. The company manages through its funds, the investors' contribution in kind and/or in equity. Our funds are diversified accordingly to risk and return profiles, and are addressed to either professional investors or public retail.

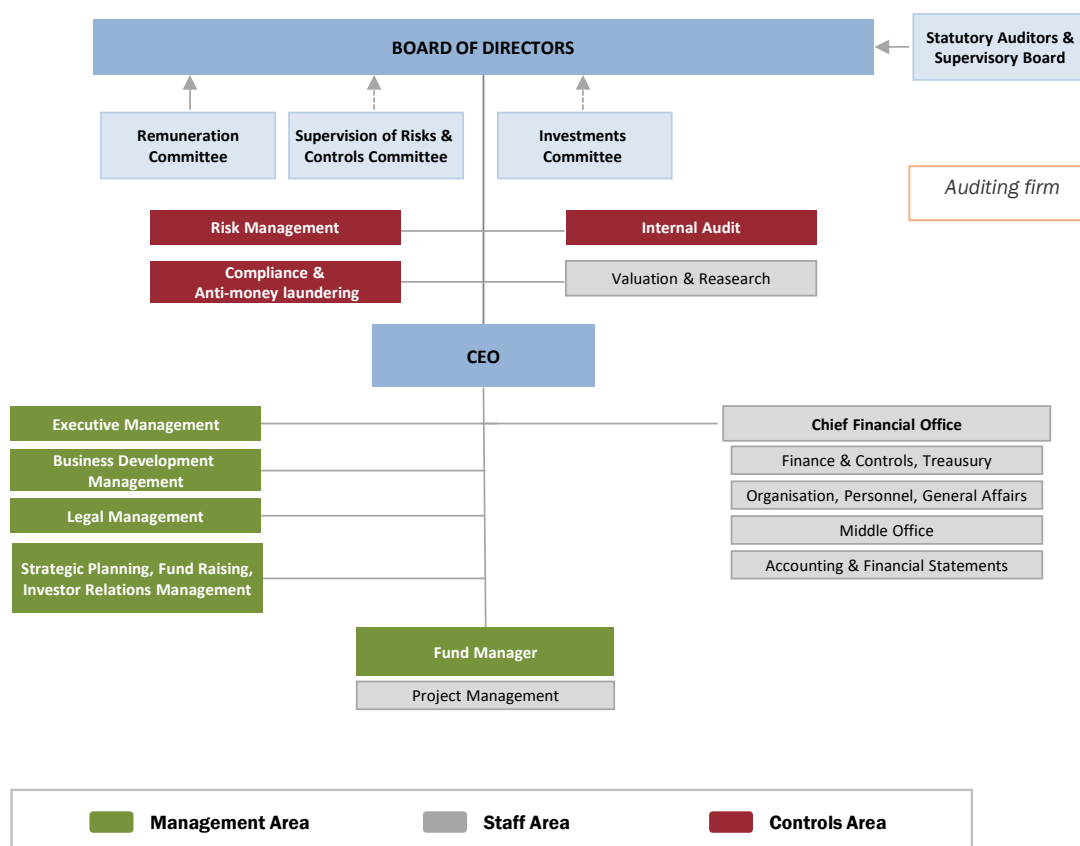
The company's model is meant to provide the necessary measures to protect investors. Fabrica's operations are run with efficiency, integrity and transparency, in the interest of the funds' investors and of the market, adopting an organizational model designed to avoid the risk of possible conflict of interests also on regard of the assets. To this end, Fabrica SGR guarantees support and development of instruments that are necessary to maintain and continuously improve the adequacy of resources and procedures, ensuring the efficacy of the service.

The business model is constructed under a sound System of internal Controls, in compliance with current legislation and audit regulations and in conformity with Assoimmobiliare (Italian real estate association). The company's controls model is performed through policies, procedures and organizational structures aiming to ensure the respect of the company's strategies, the efficacy of the procedures, protection of the company's heritage and best management practices of investments, reliability and integrity of the information regarding accountability and management as well as compliance with the law audit and self-regulation and internal disposition.

Governance and compliance

Fabrica SGR 's Governance enables the achievement of objectives by ensuring efficiency and efficacy on law and regulations compliance, maintaining the investors and the company's best interests at heart in conformity with the stakeholders.

Shown here is the Company's organization: at the top you will find the Board of Directors, to which the company's functions answer to.



Board of Directors

It decides the objectives and strategic choices of the company, it sets and defines investment/disinvestment strategic guidelines of the funds. To them is given a controlling activity, also overseeing the institution and development of new funds, as well as the management of existing ones. They are also responsible for the supervision of the goals' achievement.

The Board is responsible for structuring the company's organization, the assignment of operational functions and the adequacy and reliability of the IT system, while ensuring the respect of current Regulations and proceedings.

Within the Board of Directors there are two Independent Board Members with no executive roles, who do not have direct nor indirect economic dealings with the Company, as to not compromise their independent judgement and unbiased assessment.

Board of Statutory Auditors

It supervises compliance with the law and the articles of association, respect for the principles of proper management and in particular the adequacy of the organizational structure adopted by the company and its material implementation.

Supervisory Body

It oversees the organization's legal responsibility, concerning offences perpetrated in the interest of or to the advantage of Fabrica SGR, in accordance with the art. 6, comma 1, lett. b) of the d.lgs. 8 June 2001, n. 231. The Supervisory Body concurs with the Board of Statutory Auditors.

Investment Committee

It is composed by experts of the sector who, in acknowledgement of the funds' Business Plan analyses, evaluates and expresses its advisory opinion -which is compulsory but non-binding- on the matters regarding investment/disinvestment operations. Their aim is to provide further analysis on the investors' investments

and opportunities.

Supervisory Committee for Risks and Controls

It is composed by 5 members: Independent Directors and Compliance and Anti Money laundering Directors, Internal Audit and Risk management who maintain their personal prerogatives of functional autonomy in compliance with the current legislation and regulations. To the Supervisory Committee is invited the president of the Board of Statutory Auditors.

The Risk Committee assists the Board of Directors as such:

- i) Identifying potential conflicts of interest
- ii) Implementing strategies and policies regarding risk management, conformity control and internal auditing determined by the Board of Directors
- iii) Conduct further tasks assigned by the Board of Directors.

Compensation Committee

It is composed by 3 non-executive Advisors chosen by the CEO.

The Committee has the function to advise the Board of Directors on the regards of Remuneration Policies.

Our Remuneration policy is a fundamental tool on the support of medium to long term strategies intended to:

- Create value in time and pursue sustainable growth for the stakeholders, the employees and the investors
- Attract, motivate and further engage employees, fostering brand identity and a merit based corporate culture
- Promote sound and efficient risk management; discourage taking risks non-coherent with the risk profile and regulations of the funds
- Should it be necessary, assign the employees specific objectives coherent with corporate values and company's best interest while avoiding at all times conflicts of interest.

Model 231/2001

The SGR has adopted the Model 231 and a Code of Ethics. Grounded on the company's transparency, integrity and the respect of Human Rights. The model stipulates specific protocols for every single corporate activity equal with operative procedures inspired by the aforementioned corporate values.

Fabrica operates in adherence with all the applicable laws and regulations, anchored in corporate principles consolidated through the years: Honesty, respect, impartiality, reliability, integrity, transparency and good faith.

The company has adopted the whistleblowing protection policy which has an impact on every regulation, as mentioned in the Unified Finance Law. The policy stipulates and encourages staff and volunteers to come forward with credible information on illegal practices or violations of adopted policies or regulations of the Company, specifies that they will be protected from retaliation, and identifies those staff or board members or outside parties to whom such information can be reported. (Instructions to the form 990).

Code of Ethics

The Code of Ethics is the guide of principles designed to help professionals conduct business honestly and with integrity. Intended for the entire Company team and revisited as necessary in order to guarantee the correct application of the principles and criteria envisaged clearly and transparently by Fabrica's values and principles, which drive and inspire our every achievement. Fabrica SGR acknowledges ethic-social responsibility within business operations and corporate activities and undertakes to respect the legitimate interests of its stakeholders and the community in which it operates. Accordingly, every person or body in business with Fabrica is expected to respect the aforementioned Code.

The Code of Ethics is given to every new hire in the company, ensuring knowledge and promotion of values.

System of Internal Controls

The System of internal Controls is the policies combined with procedures created by management to protect the integrity of assets and ensure efficiency in operations. The System prevents losses and helps management maintain an effective means of performance. It identifies and measures risks inherent in investments and operations, facilitating management and monitoring promptly and efficiently. The System of Internal Controls is based on:

- Risk Manager: monitors a predefined series of risks, with particular focus on the Tenant
- Compliance and Internal Audit conduct periodic controls, independently, a system of coded procedures
- Every function ensures the efficacy of controls, with particular regard to anti-money laundering and monitoring conflicts of interest.



The Supervisory Committee for Risks and Controls assists the Board of Directors with:

- management of potential conflict of interest cases
- risk management and internal audit guidelines and management policies

Fabrica's **Management Control** is set to ensure the proper functioning and development of the company. Aimed to guarantee efficient and expeditious management, monitoring and reporting of the business and the company's heritage, also on a long-term perspective. The Board of Directors is committed to promote through the company's policies, the culture of internal audit: by communicating the company's values Fabrica's team is made aware and active in the application of regulations and policies.

The **Risk Manager**: determines the risk profile of every Fund coherently with international best practice cases. Verifies the Fund's risk profile to be coherent with the risk-return profile. Keeps an updated risk mapping, taking into consideration of course, also sustainability risks

Monitored risks to which a Fund is exposed:

Market risk: also known as systematic risk, refers to uncertainty associated with any investment decision. Regards fluctuations of the macroeconomic variables together with the specificities of each Fund's portfolio. The systematic risk is estimated for real estate assets and securities. The assessment is based on the portfolio specificities and stress tests which determine the IRR @ Market Risk of the Fund, incorporating the developments concerning macroeconomic variables and idiosyncratic risks.

Credit and counterparty risk: is the risk associated with the other party to a financial contract not meeting its obligations. The risk of losses deriving from the counterparty insolvency and or detriment of credit merit. Assessment based on external ratings and internal models appointing a default probability to the

counterparty. The credit risk evaluation is conducted under a risk oriented approach. Periodical monitoring also to credits late payment.

Liquidity risk: refers to the lack of marketability of a security or real estate asset, which cannot be sold or bought in time to prevent or minimize a loss. There are two main types of Liquidity risk:

- i) **Market:** it is the possibility that the market liquidity is poor, making it difficult to buy or sell. Based on the Fund's business plan, and assessment of internal and external stress (interest tax, CapEx, late payments...) Market liquidity risk can be measured by bid-ask spread, market depth, immediacy and resilience
- ii) **Funding:** lack of funding

Operational risk: relates to the risks resulting from failures in internal procedures, people and systems. (violation of regulations or policies, contractual or non-contractual disputes, outsourcing, among others) The risk manager periodically assesses operational risks by addressing internal and external functions. For both types of Liquidity risk, the Risk Manager determines, the IRR @ Risk, compared to the IRR of every Fund's Business Plan.

- Reporting to: Board of Directors, investors, Supervisory Board, Supervisory Body
- Implements hedging strategies should there needed, to mitigate the impact of the identified risks. Hedging strategies are under constant evaluation.

The **Compliance officer** ensures the company complies with its outside regulatory and legal requirements as well as internal policies and bylaws. Responsible for identifying and managing regulatory risk together with the company team:

- Periodically assesses the adequacy and effectiveness of the policies, measures and procedures put in place to address, should there be, any deficiencies in the company's compliance with its obligations.
- Provides consultancy ensuring the compliance with obligations of the employees outlined in the measures transposing in the 2011/61/UE regulation.
- Annual reporting on company compliance, together with each internal relevant function, and the actions taken.
- monitor and review whether the business is compliant to policies and deal with issues and concerns raised internally about concerns over compliance. train staff to be aware of the compliance regulations they have to abide by.

Internal Audit, with dedicated evaluation and reporting tools in line with the audit standards, produces a set of audited company accounts:

- preventively identifying risks
- Internal Control's monitoring and evaluation of adequacy (structure / resource – organization / process)
- Assessment of control: line controls, risk management controls, conformity checks
- Identifying strengths and weaknesses in every operation
- Identifying solutions. Problem solving
- Advises on modifications and monitoring over internal organizational interventions.



Social Responsibility

Fabrica SGR manages funds aimed at contributing to social transformation, which may be accessible to the entire local community. At the center of its activities, there are **Social Impact Investments**, which are various desiring of success interventions set to develop a concrete, positive social impact within local communities. Fabrica contributes to the augmentation of the local community's wellbeing with a sustainable approach, pursuing the greater goal of improving the social, economic and environmental conditions on national territory, therefore of every single person in its population.

Social Housing

Major share of investment is set on Social Housing: on December 31st, 2020, Fabrica SGR invests 44 M Euro on social housing. Two initiatives have been concluded, with about 290 accommodations with equitable rent. It is about to be concluded a project for over 115 accommodations by 2021. The company secures an additional 116 M Euro to be invested in social housing projects.

Fabrica manages 2 funds (CDP -prominent investment bank- as major investor) dedicated to: one, the realization of an urbanistic project in Cesena; the other to interventions throughout Southern Italy, co-invested with the Sicilian Region for the realization of a specific program on the island with a value of 60 M Euro.

Following are the completed and in-progress projects:



Cesena

342 flats
(in progress)



Bari

227 flats
(concluded 2020)



Matera

117 flats
(in progress)



Lecce

67 flats
(concluded 2019)

Social housing represents the opportunity to make out of the investments a positive impact on a social dimension, combining advanced services with communal places, all with equitable rent.

Social Housing interventions stand for:

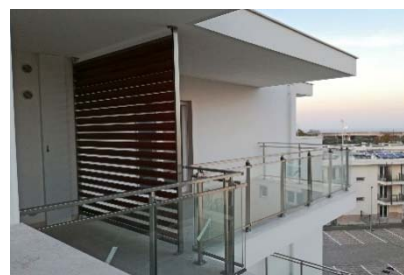
- Realization and investment aimed to guarantee **living comfort** and **social integration**. Support those who can't find the right answer to their housing needs on the market
- **mixed-use** intervention developments: besides the residential building, provide for **supporting initiatives** (es. Green areas, green gardens, parks...).



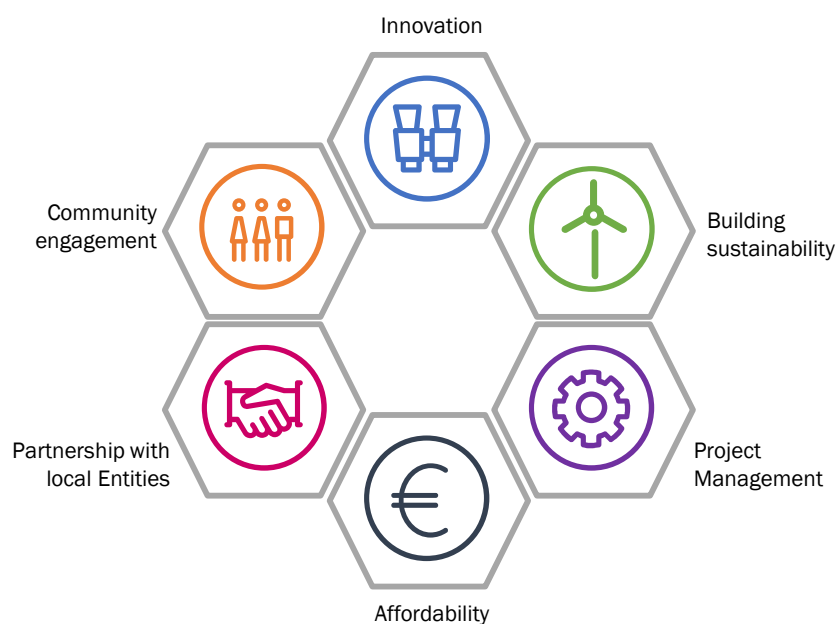


We define social housing by the strong attention set on the **integrated living dimension -participative and collaborative-**, where the beneficiaries are involved before, during and after in co-designing and piloting the practices and instruments of integrated living.

Additional to their social dimension, these projects aspire to requalify the surrounding **environment**. By integrating eco-compliant **sustainable solutions** such as energy consumption and any of environmental impact, are preferred urban areas in disuse to be requalified.



Main contents of social housing



Student accommodation -undergraduates- (RSU)

Concerning undergrads' accommodation, Italy is undergoing a significant gap between the demand and the offer of structured solutions: recent evidence suggests the offer covers less than 10% of potential demand, a rate that places Italy under the European average.

As a result, most of the students living outside the University cities go to the private market, which implies, especially in the cities with higher flow of undergraduates, high costs for the families to pay, for rooms or accommodation not always adequate, obsolete or low-quality.

Being able to provide undergraduates accommodation is of significant relevance to the competition and a great appeal to the universities and the cities they are located in.

To increase structured solutions, managed by professional operators and with equitable rent, means to invest in the future of new generations and to contribute to the optimization of the family's finance. We support the development of infrastructures which need our aid the most.

With over a decade of experience in the sector, Fabrica has been the first Italian company to invest in student accommodation through real estate funds.

Up to date we count on a portfolio with 10 structures, within the main University cities, with a total value of investment of about 235 M Euro, which have led the development of about 5.500 beds, mostly with equitable rent.

Fabrica's first project was the *Campus di Roma Tor Vergata*, concluded in 2010: this model pioneered a new concept in Italy, one able to combine accommodation offer and study and leisure service integration.

In 2012, the company specialized in the sector by setting up the first real estate Fund dedicated to the realization of student accommodation at equitable rent. By including the contribution in kind of CDP (prominent investment bank) and indirectly by INPS (Italian National Pension Fund), through the Aristotele Fund -managed by Fabrica-, the gap between demand and offer of student accommodation was significantly addressed in Torino, Bologna, Venezia, Padova: mayor University cities on national territory:

By December 31st, 2020, Fabrica holds over 50M Euro of resources to allocate in student accommodation projects.

Following the most relevant initiatives realized:



Roma

1.500
beds



Torino

560
beds



Venezia

640
beds



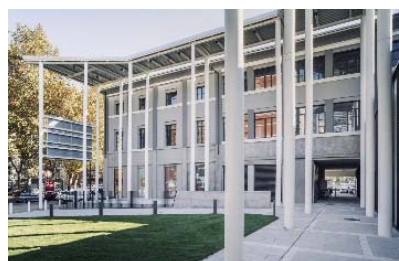
Padova

210
beds



Bologna

220
beds



Torino

330
beds

Main contents of student accommodation

The student accommodation projects are set to realize structures combining the students' demand with **common spaces integrational services**:

The services within the structures are designed to meet the students' needs facilitating its access to study and leisure services such as libraries or gyms



As for Social Housing, the student accommodation is also distinguished by the sense of community and collective use of spaces and services

Residential care homes

Promoting individual and collective wellbeing is one of the fundamental goals of the company's programs, as the removal of causes of inequality and discrimination, explicitly called for in our Constitution, art.3

The Italian crisis has shared the light on the inadequacy of residential care home infrastructures, today quantitatively scarce and qualitatively weak. One of the main objectives in the Piano Nazionale di Ripresa e Resilienza (national plan for recovery) 2021 guideline, is the improvement of residential care home infrastructures quality.

The issue becomes more urgent when looking into the demographic's dynamics which show a progressive tendency to aging population and general raising of the average age of the population.

Looking at other European countries with similar demographic trends, first France then Germany, Italy also experiences a significant delay in terms of residential care home structures in terms of availability to take in the elderly: endangering in the near future, the principle of assistance and inclusion of the more fragile population.

Fabrica has been among the first asset management companies in Italy to invest in the residential care homes. A decision which led Fabrica SGR to be among the first players in the market to combine social dimension with residential homes' advanced services.

Today the SGR has developed a significant *track record*, managing a portfolio with 14 structures with **2.200 beds** and a market value equal to about **215 M Euro**. Located mostly in central-north Italy by major specialized operators.

In 2018 Fabrica sets up a Fund solely dedicated to this asset class, acquiring 6 assets located by a mayor specialized operator.

Residential care homes are included in the company's investments, on which are developed activities of high social content, aimed to protect human dignity and improving the quality of life under every profile: cultural, health-related, work-related, recreational and social.

Our main goal is to combine innovative structures, comfort and quality health care assistance, which integrate dedicated services. These structures are recognized by local healthcare systems so to make available to the beneficiaries an integrated service, which facilitates their permanence in the structures, as may be:



Access to
treatment



Agreements with
local healthcare
structures



Advanced
services

Responsibility to the tenants

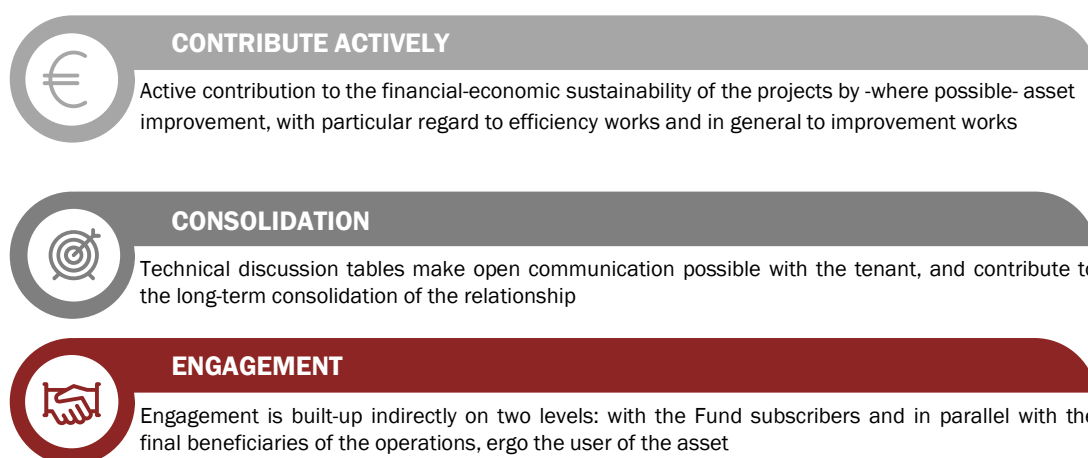
A transparent relationship

Fabrica SGR manages a portfolio primarily core, located by high standing tenants. Tenants are residents of the assets which implies a necessary continuous communication and alignment.

The SGR shall ensure when establishing a lease agreement, the tenant is held aware of the values and principles pursued by the Company. The tenants are to respect policies and procedures of the company, as may be the Code of Conduct.

The tenant figure plays an important role for Fabrica, as synergic relationships are built, the tenant is also as a source of innovation and renewal.

Under most tenants' request are set technical discussion tables, aimed to find synergic solutions where Fabrica aims to:



Such technical discussion tables are the means to improve assets by the request of a tenant, taking into consideration and respective the expectations and interests of Fabrica SGR's shareholders.

To be able to satisfy the requests of the tenants means for Fabrica SGR, to satisfy the tenant's clientele, therefore the market needs. As for Social Housing, the final users (the family) may have access to residences at sustainable prices, or undergraduates who have access to structures combining advanced services accordingly to their needs.

Among the ambitious goals which Fabrica intends to pursue, there is a growing interest in solidifying the relationship with the tenant through open communication, seeking to create ESG awareness.

On 2021, meetings have been set to share inputs on how to reduce environmental impact deriving from the usage of the spaces leased, and the ESG guideline so to promote a sustainable culture.

Service quality

In order to ensure successful quality service for all parties, Fabrica, by managing the funds, turns to the professional experience of the Property and the Facility Manager: a technical expert tasked with continuously monitoring and intermediating with the tenant. With particular reference to social housing, Fabrica turns also to the collaboration of social managers, who care for the leased asset's management and promote community initiatives and shared services, as a substantial *glue* within the local community.

The technical adviser is commissioned to:

- periodically inspect the assets under contract

- controlling compliance
- follow through the due diligence to ensure the respect of Fabrica SGR's high standards of conduct and quality
- first level support to the tenant.

Are also present open communication channels in order to facilitate the interaction with the tenant and maintain constant dialog.

Throughout 2021 Fabrica intends to launch a survey designed to monitor tenant's satisfaction, aiming to consolidate the relationship with these shareholders following the framework of continuous improvement.



Responsibility to the Employees

Our People

Fabrica 's management of employees is characterized by the workers' rights, named on the *Statuto dei Lavoratori* and under collective bargaining which are applied to all employees.



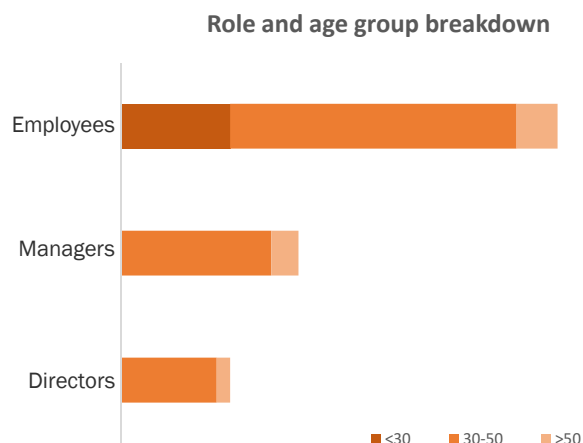
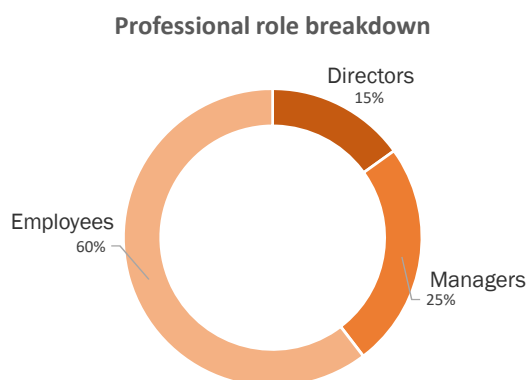
The importance of the matter drives Fabrica SGR to define always with more precision the values on which it takes inspiration from and the responsibilities it takes towards employees and external collaborators.

The team's observance of the Code of Conduct is fundamental for the good functioning, reliability and reputation of the SGR. By doing so, the employees play a decisive role in the company's success, therefore they have to:

- maintain conduct marked by the respect of fundamental principles such as: honesty, integrity, fairness, transparency, objectivity and respect for the individuals;
- apply the principles named under the Code of Conduct while pursuing the company goals: the engagement entrusted by the SGR, meaning the contractual relationship with the company; in each and every relationship with people and internal and external entities; the relationships with stakeholders;
- guarantee with one's conduct the respectability and reputation of the SGR, as well as to preserve the integrity of the company's assets.

Over half of Fabrica's team is made of employees, in line with market average. Employing under the principle of gender equality, the team is well integrated.

For every professional category, over half of the individuals is between 30 and 50 years of age.



Training & Retribution

Human Resources, together with control functions, every year envisages every employee to receive an adequate training, tailor-made to their role and the necessary skills. In this way is guaranteed constant alignment with regulations and know-how, ensuring the performance of every employee is carried under maximum awareness.

Training addresses many areas: general training for all employees on Human Rights, Anti-corruption; or it may be aimed at a specific concern accordingly to the professional role.

Specific training may concern: Regulatory specificities, Anti-money laundering, internal procedures and Model 231. These are designed for all the employees to have access to.

Business English training is also available for Managers and Directors, as part of their professional growth path within the company.

In 2020, among the organizational interventions and trainings was implemented the “Knowledge sharing”: a training system based on a combination of interventions by high professional profiles external to the company with the company’s team. It allowed for, as name suggests, sharing of information, points of view and know-how, allowing a space for open communication among colleagues.

About the newly hired, an induction is set-up to ensure the new company resource has at their disposal the knowledge and tools necessary also to develop their own skills.

Since 2019, every training area and the hours dedicated to each training have risen, in line with the SGR goal to amplify and advance the training and development of the team.



Fabrica SGR sets special attention to the research of new talents, establishing and maintaining relationships and partnerships with entities and Universities, so to cultivate a direct channel aimed to attract young resources.

With reference to the remuneration policies, the SGR is inspired by the following principles:

- alignment of the remuneration system with the company strategy and values, funds’ managers and the funds per se
- linkage of the remuneration system with the risk profile of the company, promoting a healthy and efficient management of the risks
- compatibility of the remuneration system with the profitability levels of the company and the Funds managed
- medium to long term goal-oriented remuneration policy
- respect of the Code of conduct
- conflicts of interest preventions
- identification of ESG goals in alignment with the company

The company’s Remuneration policy is a fundamental tool to support medium to long term strategies, and has been thought to:

- sustainable development: create value in time and pursue sustainable growth for the shareholders, the company team and the investors
- competitiveness: attract, motivate and retain personal. Creating a sense of identity and developing a culture of best performance and merit

- company strategy alignment: assign specific goals and tasks to the team coherent with the values and interests of the company and the investors of the fund, always on the look-out to prevent conflict of interest
- sustainability: favor the integration of the company's sustainable goals, under performance evaluation criteria, in compliance with national and supranational Regulations
- clear governance in compliance with the regulatory framework: the policy is coherent and in conformity with the referent regulatory framework

About sustainability: in line with the UE 2019/2088 (c.d. SFDR) Regulation and the principles under art. 5, Fabrica SGR has predisposed an incentives system which connects remuneration with specific sustainable goals on the regards of: (i) the environmental sphere (ii) the social sphere (iii) the governance sphere. Regarding the environmental sphere, specific goals have been defined on the regard of the assets in portfolio energy profile, urban regeneration and energy consumption. In relation to the social sphere, specific goals have been defined on the regard of investments on Social Housing, undergraduates' accommodations and care homes (assisted and non), support to local communities and Tenant engagement.

Last but not least, in respect to the governance sphere, specific goals have been defined on the regard of Business Ethics and Anti-corruption.

Occupational Health and Safety

The SGR constantly endeavors to sensitize its employees and collaborators to the culture of Safety; developing awareness on risk management and promoting responsible conduct, the company preserves, especially by preventive actions, health and safety.

Every employee and collaborator are required to scrupulously comply with the rules and obligations arising from the referent regulation of health, safety and environment, as well as to respect every measure required by internal procedures and policies. The employees and collaborators, as respects their roles, participate to the process of risk prevention, environmental protection and protection of their own health and safety, that of their colleagues and third parties.

To such end, in Fabrica continuous monitoring is guaranteed, of the risks which may impact the health and safety of the personal. In particular the individuation of risks consists of:

- the person responsible for the prevention and protection service together with the physician in charge, with prior notice to the employer, monitors the workplace:
 - single office or with more than one post with display screen equipment
 - rest or transit areas,
 - technical rooms, service rooms
 - mobile construction sites (transited only by persons responsible for the design and coordination of redevelopment work on buildings)
- components which determine risk conditions for occupational health and safety are analyzed:
 - workstation ergonomics including microclimatic and luxmetric parameters
 - working space dimensional requirements and other referred to requirements of the Title II of D. Lgs 81/08
 - hygiene of premises by visual inspection and microbiological monitoring of air and surface area of individual premises
- by means of the health surveillance protocol and the assessment of the specific risk to the health of workers (chemical, biological, physical risk, and any other risk under the *Testo Unico*), all risk factors to which workers may be exposed, are monitored.

In order to prevent any local anomalies or criticalities from escaping the company's safety management protocol the safety representative collects the reports of the employees or external collaborators and communicates to the person in charge. These reports then, feed into the periodic risk assessment together with the information gathered periodically by the prevention and protection officer, in order to maintain continuously updated the monitoring system.

In case of a critical event, the consequent corrective actions are carried out, so to guarantee the immediate resolution of the same ones.

Diversity & Non-discrimination

Diversity and inclusion are to Fabrica the *conditio sine qua non* for every work-related activity and the instauration of any professional relationship.

The assessment of the employee to be recruited is carried on the basis of the candidate's professional profile correspondingly to the company's needs, upholding the equality principle. The information required to the candidate are strictly connected to the verification of aspects foreseen by the professional and psychological profile, with full respect for the candidate's privacy and personal opinions.

In the management of hierarchical relationships, the authority is exercised with fairness and equality, averting every abuse of power.

Abuse of the position of authority constitutes requesting as an act due, benefits or personal favors and any other conduct in violation of the Code of Conduct. The SGR demands that work relations, both internal and external should not give rise to harassment, as by example:

- physical or psychological bullying and intimidation. Creating a hostile and intimidating work environment, isolating singles or a group
- unjustified interference with the performance of others' work
- obstacle to the individual job performance and prospects of others for reasons of personal competitiveness

The company upholds a Zero tolerance for sexual harassment policy: no conduct or comment may disturb one person's sensibility.

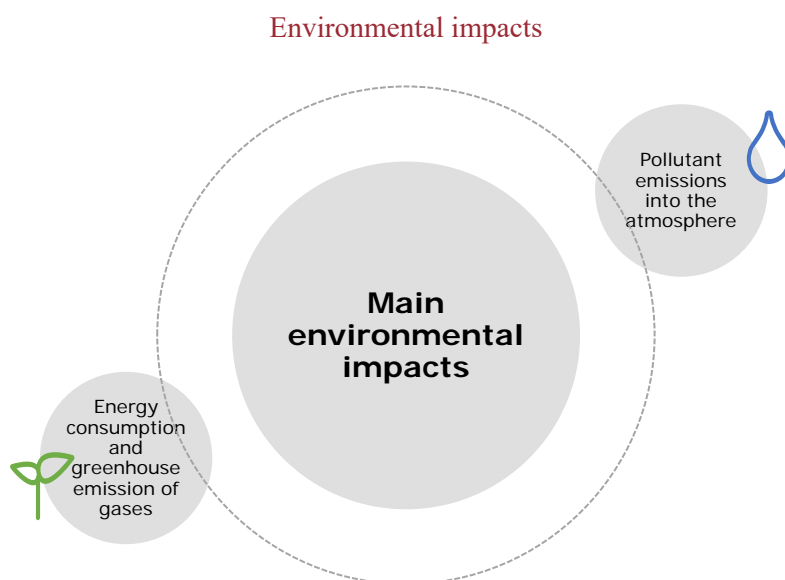
Fabrica safeguards gender-equality and has always under the principle of it as a source of human wealth and innovation. The percentage of female presence is clearly above the market trend.



Environmental Responsibility

Environmental impact

Fabrica SGR main impacts related to the operations are:



Fabrica SGR has always set particular attention to the environmental impacts generated at every step of its own activity throughout the operations, and is continuously involved in, not only respecting the growing legislative obligations national and local, but also researching and developing sustainable alternatives. In particular Fabrica monitors its energy consumption more frequently than required by current regulations and is regularly audit by external entities.

Fabrica SGR's quality system is certified **ISO 9001**.

In line with the main national and international reference standards, Fabrica SGR guarantees to consider, where possible, ESG principles in their investment choices. The company hopes to orient these choices towards assessments which take into account environmental criteria.

The implementation of such criteria represents, besides the requirement to maintain constant alignment with the referent regulation, the readiness to consider sustainable criteria in its strategic and operational choices.

This process is clearly reflected in the choices made by Fabrica SGR, and its managed funds: investing in sectors of high social impact, incorporating the environmental dimension, choosing where possible, operations of urban regeneration which join the use of renewable sources and energy efficiency in terms of environmental impact.

With regard to direct impacts, Fabrica SGR manages its assets with particular attention to:



ENERGY

Fabrica SGR engages in the monitoring energy consumption and CO2 emissions, contributing to the reduction of environmental impacts. The company tends to limit mission travel where possible, favoring smart working



WASTE

Fabrica SGR is sensible to waste management at the workplace: waste sorting and recycling



WATER RESOURCES

In 2020 Fabrica SGR installed water dispensers to reduce the use of plastic and also distributed reusable water bottles, pursuing not only a mindful water consumption but also a plastic free culture

The SGR is attentive to the indirect impacts generated by its activities, restoring ESG principles outside of the organization, hoping to create awareness into a virtuous shared conduct.

Trusting to involve the stakeholders and the tenants of the assets in this process of creating a bridge with local communities. The SGR is drafting specific guidelines for its tenants, which orient them towards actions compliant with ESG matters.

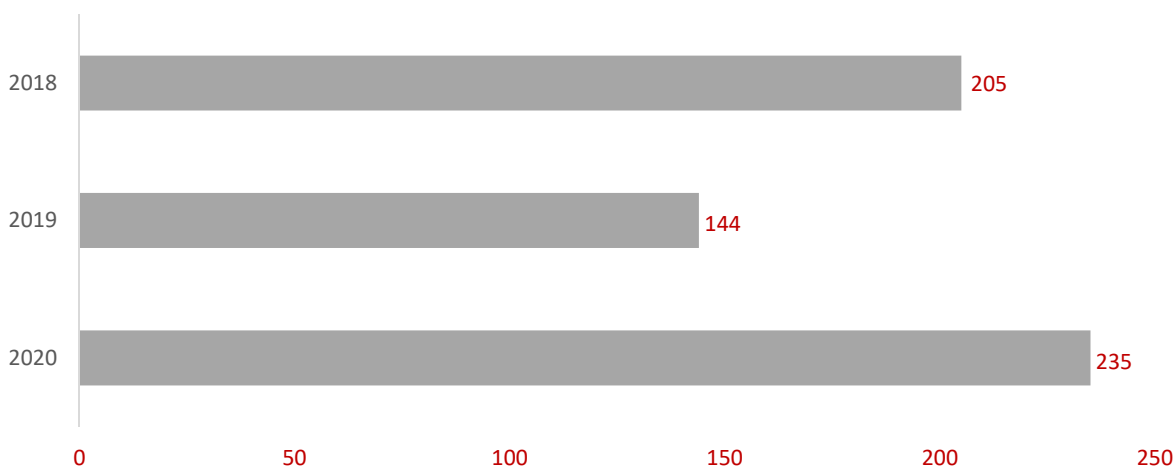
The integration of these parameters would also make it possible to optimize risk mitigation processes and to seize new opportunities, in line with the interests and expectations of all.

Energy Consumption

Fabrica SGR 's energy consumption is due to the electricity supply for office activities, namely for the operation of equipment and lighting. The consumption connected to heater are marginal.

The following table shows energy consumption from 2018 to 2020. As you may see, in the year 2020 there is a percentage increase (63%) compared to the previous year. This is due to the efficiency process of the data collection and reporting..

Energy consumption within the organization (GJ)



Fabrica pays constant attention to efficiency and consumption optimization in its offices, via an automatic energy saving system at night, approaching a *less-paper culture* intended to reduce and optimize paper consumption and the use of recycled paper, which impact directly waste production.

Fabrica SGR raises environmental issues as one of the main drivers of investment choices, and integrates them into its operations:

- all real estate development or regeneration operations in which the SGR is involved, foresee the upgrading the energy system of the asset and obtaining the related certification
- the SGR provides, in the case of new building developments, for preference to be given to urban regeneration operations, hoping to limit the consumption of new land, and contributing instead to the enhancement and value -add of pre-existent urban areas.

Emissions

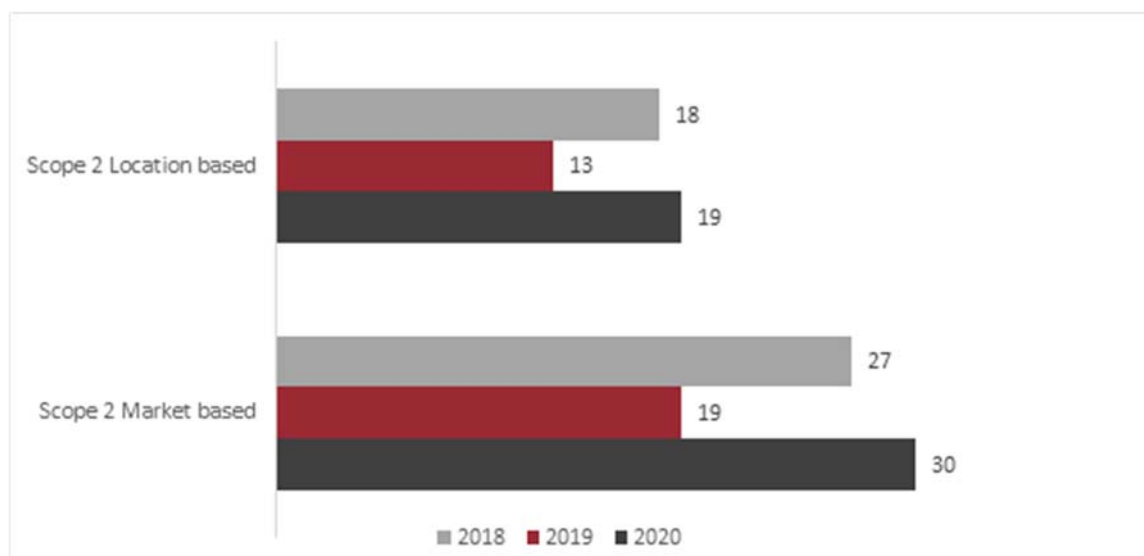
In pursuance of monitoring its environmental impact and implementing initiatives aimed at mitigating it, Fabrica SGR undertakes to quantify the greenhouse gas emissions associated directly and indirectly with its characteristic activities, monitoring and reporting its direct emissions (Scope 1) and indirect (Scope 2)¹ in this Report.

With regard to direct emissions, they attest zero as Fabrica SGR does not provide for company cars and does not use gas as an energy carrier. With respect to indirect emissions, ergo resulting from the consumption of purchased electricity, are provided two calculation methods²:

Market-based (scope 2) in which 2020 emissions attest 30 tCO₂, increasing compared to 2019 of about 30% (2019: 19 tCO₂e)

Location-based (Scope 2) in which 2020 emissions attest 19 tCO₂ increasing compared to 2019 of about 46%.

Scope 2 (tCO₂e) emissions



¹ GRI Sustainability Reporting Standards considers two emission calculation methodologies for Scope 2: Location-based method and Market-based method.

² For the Scope 2 calculation, in line with GRI Sustainability Reporting Standards, both methodologies have been used.

Market-based on the CO₂eq emissions by energy suppliers from which the company purchases electric energy by contract. It may be calculated by considering: energy Origin Guarantee certificates and direct contracts with suppliers, specific emission factors of the supplier, emission factor related to the "residual mix" or energy and emissions not monitored or claimed (methodology used with emission factor Italy 2020: 466 gCO₂eq/kWh - font: AIB - European Residual Mixes 2020). the Location-based method is based on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries (methodology used with emission factor 2020: 296,5 gCO₂/kWh - font: Guide-Line Abi Lab). Location-based Scope2 emissions are expressed in Tonnes of CO₂ equivalent.

Methodological note

The present document, which enacts Fabrica SGR's first Sustainability Report, aims to transparently communicate the sustainable strategies of the company (also named "Fabrica" or "SGR" across the report), with regard to the environmental, social and Governance performance of the year 2020 (from January 1st to December 31st, 2020).

Data relating to previous periods (2018-2019) is included in the Sustainability Report for comparative purposes, to favor the stakeholders' better evaluation of the activities in course throughout the years. In order to ensure the reliability of the data, the use of estimates has been limited as possible, which when present, is appropriately reported based on the best available methodologies

The annual Sustainability Report has been redacted in accordance with *Global Reporting Initiative Sustainability Reporting Standards*, defined by the Global Reporting Initiative ("GRI"). In appendix to the Report is present the "GRI Content Index" with details of the reported indicators.

In particular, the reported contents have been selected on the basis of the results of a first materiality analysis performed in the year 2020, allowing to identify the material aspects for Fabrica SGR and its stakeholders, as described in the "materiality analysis and stakeholder engagement".

The scope of economic data and information is the same as for Fabrica SGR's financial statements of 12.31.2020. as far as environmental, health and safety and personnel data are concerned, the data refers exclusively to the employees of Fabrica SGR in the offices of Milan and Rome.

In the year 2020 no significant changes are reported, related to the size, ownership structure nor supply chain e of the company.

Fabrica SGR's Board of Directors has approved the Sustainability Report as of March 31st 2021, in conjunction with the approval of the 2020 Financial Statement of the company.

For further information and suggestions regarding Fabrica SGR Sustainability Report, please contact through www.fabricasgr.com.

The document is also available on www.fabricasgr.com.

Attachments

GRI 102-8 Number of employees by type of contract (permanent contract, temporary contract, ...) and gender

Type of contract	2020			2019		
	Men	Women	Total	Men	Women	Total
Permanent contract	19	33	52	20	27	47
Temporary contract	1	0	1	1	3	4
Internship	0	0	0	0	0	0
Total number of Company employees	20	33	53	21	30	51
Interim staff	0	0	0	0	0	0
Stage	0	0	0	1	0	1
Other collaborators	0	0	0	0	0	0
External collaborator	0	0	0	1	0	1
Total number of employees	20	33	53	22	30	52

GRI 405-1 Total number of employees by gender and professional role

Professional role	2020			2019		
	Men	Women	Total	Men	Women	Total
Director	7	1	8	7	1	8
Manager	5	8	13	6	8	14
Employees	8	24	32	8	21	29
Total	20	33	53	21	30	51

GRI 102-8 Total number of employees by employment hours and gender

Employment hours	2020			2019		
	Men	Women	Total	Men	Women	Total
Full-time	20	29	49	21	26	47
Part-time	0	4	4	0	4	4
Total	20	33	53	21	30	51

GRI 401-1 Employment by age and gender

N° of employees	2020				2019			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	1	1	-	2	1	2	1	4
Women	-	2	1	3	3	3	-	6
Total	1	3	1	5	4	5	1	12

GRI 401-1 Employment rate by age and gender

Percentage	2020				2019			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	33%	6%	0%	10%	100%	11%	50%	19%
Women	0%	8%	25%	9%	75%	14%	0%	20%
Total	13%	8%	20%	9%	80%	13%	17%	20%

GRI 401-1 Exit by resignations

N° of employees	2020				2019			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	-	3	-	3	-	3	1	4
Women	-	1	-	1	-	5	-	5
Total	-	4	-	4	-	8	1	9

GRI 401-1 Exit rate by resignation

Percentage	2020				2019			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	0%	19%	0%	15%	0%	17%	50%	19%
Women	0%	4%	0%	3%	0%	23%	0%	17%
Total	0%	10%	0%	0%	0%	20%	17%	18%

GRI 102-41 Percentage of employees covered by Collective bargaining: Employees covered by National Employment Contracts

% of employees	2020	2019
Percentage	100%	100%

GRI 401-3 Parental leave

N° of employees	2020			2019		
	Men	Women	Total	Men	Women	Total
Number of employees who have had the opportunity to take parental leave	1	3	4	3	2	5
Number of employees who have taken parental leave	1	2	3	3	2	5
Number of employees who have come back to their position at the company after their parental leave	1	2	3	3	2	5
Number of employees who have come back to their position at the company after their parental leave and are still after 12 months have passed since	1	3	4	2	2	4

GRI 401-3 Return to work rate

N° of employees	2020			2019		
	Men	Women	Total	Men	Women	Total
Number of employees who should have come back to their position at the company after parental leave	1	3	4	3	2	5
Return to work rate	1	0,67	0,75	1	1	1

GRI 401-3 Retention rate

	2020			2019		
	Men	Women	Total	Men	Women	Total
Retention rate	1	1,5	1,33	0,7	1	0,8

GRI 404-3 Percentage of employees who have been assessed regularly on their performance and professional growth, by gender and role

N° of employees	2020					
	Men		Women		Total	
	Assessed	%	Assessed	%	Assessed	%
Director	7	100,00%	1	100,00%	5	100,00%
Manager	5	100,00%	6	75,00%	11	84,62%
Employees	-	-	-	-	-	-
Total	12	60,00%	7	21,21%	19	35,85%

N° of employees	2019					
	Men		Women		Total	
	Assessed	%	Assessed	Assessed	%	Assessed
Director	6	85,71%	1	100,00%	7	87,50%
Manager	6	100,00%	6	75,00%	12	85,71%
Employees	-	0,00%	-	0,00%	-	0,00%
Total	12	57,14%	7	23,33%	19	37,25%

GRI 405-1 Employees by role, gender and age

N° of employees	2020				2019			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
<i>Director</i>	-	7	1	8	-	6	2	8
Men	-	6	1	7	-	5	2	7
Women	-	1	-	1	-	1	-	1
<i>Manager</i>	-	11	2	13	-	12	2	14
Men	-	5	-	5	-	6	-	6
Women	-	6	2	8	-	6	2	8
<i>Employees</i>	8	21	3	32	6	21	2	29
Men	3	5	-	8	2	6	-	8
Women	5	16	3	24	4	15	2	21
Total	8	39	6	53	6	39	6	51
Men	3	16	1	20	2	17	2	21
Women	5	23	5	33	4	22	4	30

GRI 405-1 Percentage of employees by role, gender and age

%	2020				2019			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
<i>Director</i>	0%	14%	2%	16%	0%	12%	4%	16%
Men	0%	12%	2%	14%	0%	10%	4%	14%
Women	0%	2%	0%	2%	0%	2%	0%	2%
<i>Manager</i>	0%	22%	4%	25%	0%	24%	4%	27%
Men	0%	10%	0%	10%	0%	12%	0%	12%
Women	0%	12%	4%	16%	0%	12%	4%	16%
<i>Other</i>	16%	41%	6%	63%	12%	41%	4%	57%
Men	6%	10%	0%	16%	4%	12%	0%	16%
Women	10%	31%	6%	47%	8%	29%	4%	41%
Total	16%	76%	12%	104%	12%	76%	12%	100%
Men	6%	31%	2%	39%	4%	33%	4%	41%
Women	10%	45%	10%	65%	8%	43%	8%	59%

GRI 405-1 Governance by gender and age

N° of employees	2020					
	Men		Women		Total	
	N°	%	N°	%	N°	%
< 30	-	0	-	0	-	0
30-50	1	0,125	-	0	1	0,125
> 50	7	0,875	-	0	7	0,875
Total	8	1	-	0	8	1

N° of employees	2019					
	Men		Women		Total	
	N°	%	N°	%	N°	%
< 30	-	0	-	0	-	0
30-50	1	0,125	-	0	1	0,125
> 50	7	0,875	-	0	7	0,875
Total	8	1	-	0	8	1

GRI 405-1 Protected categories employees

N° of employees	2020			2019		
	Men	Women	Total	Men	Women	Total
Director	-	-	-	-	-	-
Manager	-	-	-	-	-	-
Other	-	1	1	-	1	1
Total	-	1	1	-	1	1

GRI 403-9 Occupational accidents

Number of occupational accidents	2020	2019
N° of deaths due to occupational accident	-	-
N° of occupational accidents with serious consequences (with the exception of death)	-	-
N° of occupational accidents	1	-

GRI 403-9 Occupational accidents rate

Occupational accidents rate	2020	2019
Rate of deaths due to occupational accident	-	-
Rate of work occupational accidents with serious consequences (with the exception of death)	-	-
Rate of occupational accidents	2,16	-
Occupational hours	92.405	89.752

GRI 404-1 Pro-capite training hours by role and gender

Training hours	2020								
	Men			Women			Total		
	Hours	N°	Man hours	Hours	N°	Man hours	Hours	N°	Man hours
Director	63	7	9,00	9	1	9,00	72	8	9,00
Manager	73	6	12,17	94	8	11,75	167	14	11,93
Employees	120	8	15,00	320	21	15,24	440	29	15,17
Total	256	20	12,19	423	33	14,10	679	53	13,31

Training hours	2019								
	Men			Donne			Men		
	Hours	N° dip.	Hours	Ore	Hours	Ore medie	Hours	N° dip.	Hours
Director	51	6	8,50	6	1	6,00	57	7	8,14
Manager	70	6	11,67	92	8	11,50	162	14	11,57
Employees	114	8	14,25	309	21	14,71	423	29	14,59
Interns	9	1	9,00	-	-	-	9	1	9,00
Total	235	20	11,75	407	30	13,57	642	50	12,84

GRI 412-2 Training on Policies and Procedures regarding Human Rights relevant to the activity

	2020			2019		
	N°	Total employees	%	N°	Total employees	%
N° of training hours	6			6		
Trained employees	50	53	94%	48	51	94%

GRI 205-2 Number and percentage of governance to who have been communicated policies and procedures regarding anti-corruption within the organization

N. governance members	2020			2019		
	N°	Total members	%	N°	Total members	%
Directors/ Executives	7	8	88%	7	8	88%

GRI 205-2 Number and percentage of employees who have had training on the regards of anti-corruption by role

N. of employees	2020			2019		
	N°	Total employees	%	N°	Total employees	%
Director	7	8	88%	7	8	88%
Manager	14	13	100%	14	14	100%
Employees	29	32	100%	28	29	97%
Total	50	53	98%	49	51	96%

GRI 302-1 Energy consumption within the organization

Energy	Measure unit	2020	2019
Total Energy consumption within the organization	GJ	235	144
Renewable energy	GJ	42	10
% Renewable energy over Total Energy consumption	%	18%	7%

GRI List of indicators

GRI Standard	Explanation	page/note N.	Omission
GRI 102 – General disclosure 2016)			
<i>Organizational Profile</i>			
102-1	Name of the organization	8	
102-2	Activity, trademark, products and services	8-9; 24-28	
102-3	Headquarter	65	
102-4	Place of business	8-10	
102-5	Ownership and legal form	8	
102-6	Relevant markets	8	
102-7	Size of the organization	7-8	
102-8	Information about employees and others	32-33; 42-48	
102-10	Relevant changes to the organization and supply chain	NA	
102-11	Precautionary principle	20	
102-12	External initiatives	13	
102-13	Memberships of associations	13	
<i>Strategy</i>			
102-14	Statement by senior executive	5	

GRI Standard	Explanation	page/note N.	Omission
<i>Ethics and Integrity</i>			
102-16	Principles, values standards and rules of conduct	8; 20-21	
<i>Governance</i>			
102-18	Governance structure	18-20	
<i>Stakeholder's engagement</i>			
102-40	List of Stakeholders	13-14	
102-41	National Industry general contract	32; 44	
102-42	Identification and selection of Stakeholders	13-14	
102-43	Stakeholder engagement modality	13-14	
102-44	Key matters and criticalities	13-14	
<i>Reporting</i>			
102-45	Companies within the consolidated financial statements	41	
102-46	Definition of reports and perimeter of all matters concerning	13-14	
102-47	List of material issues	13-14; 16	
102-48	Data audit	The hereby document is the first Sustainability Report of <i>Fabrics Immobiliare SGR</i>	
102-49	Changes in reporting	No changes have been made as the hereby document is the first Sustainability Report of <i>Fabrics Immobiliare SGR</i>	

GRI Standard	Explanation	page/note N.	Omission
102-50	Reporting period	41	
102-51	Date of most recent report	The hereby document is the first Sustainability Report of <i>Fabrica Immobiliare SGR</i>	
102-52	Reporting frequency	41	
102-53	Information regarding reports: who to contact	41	
102-54	Reporting statement in accordance with GRI Standards	41	
102-55	List of GRI contents	49-57	
TOPIC-SPECIFIC STANDARDS			
GRI 200 – ECONOMIC SERIES (2016)			
<i>Topic: Anti-corruption</i>			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 33-34	
103-2	Operating method and its elements	33-34; 48	
103-3	Assessment of the operating method	48	
GRI 205: Anti-corruption (2016)			
205-3	Verified corruption incidents and subsequent actions	Throughout the year 2020 there have been none	
<i>Topic: Anti-competitive behavior</i>			
GRI-103: operating method (2016)			

GRI Standard	Explanation	page/note N.	Omission
103-1	Explanation of the material issue and its scope	14; 16; 33-34	
103-2	Operating method and its elements	33-34; 48	
103-3	Assessment of the operating method	48	
GRI 206: Anti-competitive behavior (2016)			
206-1	Legal actions taken against anti-competitive behavior, antitrust and or monopolistic actions	Throughout the year 2020 there have been none of the aforementioned	
300 – ENVIRONMENTAL SERIES (2016)			
<i>Topic: Energy</i>			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 37-40	
103-2	Operating method and its elements	39-40	
103-3	Assessment of the operating method	39-40	
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	39; 49	
<i>Topic: power emissions</i>			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 40	
103-2	Operating method and its elements	40	

GRI Standard	Explanation	page/note N.	Omission
103-3	Assessment of the operating method	40	
GRI 305: Power emissions (2016)			
305-1	Direct emissions of GHG (Scope 1)	40	
305-2	Direct emissions of GHG by energy consumption (Scope 2)	40	
Topic: environmental compliance			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 21-22	
103-2	Operating method and its elements	21-22	
103-3	Assessment of the operating method	21-22	
GRI 307: Environmental compliance (2016)			
307-1	Non-compliance with environmental laws and regulations	Throughout the year 2020 there have been no environmental non-compliance whatsoever	
400 – SOCIAL SERIES (2016)			
Topic: occupation			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 32-34	
103-2	Operating method and its elements	33-34	
103-3	Assessment of the operating method	33-34	

GRI Standard	Explanation	page/note N.	Omission
GRI 401: occupation (2016)			
401-1	Recruiting and Exit by resignation	43	
<i>Topic: Occupational Health and safety</i>			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 34-35	
103-2	Operating method and its elements	34-35	
103-3	Assessment of the operating method	34-35	
GRI 403: Occupational health and safety (2018)			
403-1	Occupational health and safety management system	34-35	
403-2	Hazard identification, risks assessment and accident investigation	34	
403-3	Occupational health services	34	-
403-4	Participation and consultation of workers and communication on health and safety	34	
403-5	Training employees in occupational health and safety	34-35	
403-6	Promotion of employees' health	34	
403-7	Prevention and mitigation of occupational health and safety within trading	34-35	
403-9	Occupational accidents	47	
<i>Topic: Training</i>			

GRI Standard	Explanation	page/note N.	Omission
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 33-34	
103-2	Operating method and its elements	33-34	
103-3	Assessment of the operating method	33-34	
GRI 404: Training (2016)			
404-1	Average hours of annual training per employee	47	
404-3	Percentage of employees receiving regular performance and professional growth assessments	45	
<i>Topic: Diversity and equality</i>			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 35	
103-2	Operating method and its elements	35	
103-3	Assessment of the operating method	35	
GRI 405: diversity and equality (2016)			
405-1	Diversity and equality in governance and employees	46	
<i>Topic: Non-discrimination</i>			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	14; 16; 35	

GRI Standard	Explanation	page/note N.	Omission
103-2	Operating method and its elements	35	
103-3	Assessment of the operating method	35	
GRI 406: Non-discrimination (2016)			
406-1	Cases of discrimination and measures taken	Throughout the year 2020 there have been none	
Topic: Economic and social Compliance			
GRI-103: operating method (2016)			
103-1	Explanation of the material issue and its scope	21-22	
103-2	Operating method and its elements	21-22	
103-3	Assessment of the operating method	21-22	
GRI 419: Economic and social Compliance (2016)			
419-1	Non-compliance with economic and social laws and regulations	Throughout the year 2020 there have been none	
Topic: Economic performance			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	29-30	
103-2	Operating method and its elements	29-30	
103-3	Assessment of the operating method	29-30	
Topic: Governance			

GRI Standard	Explanation	page/note N.	Omission
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	14; 16; 29	
103-2	Operating method and its elements	29	
103-3	Assessment of the operating method	29	
<i>Topic: Tenant engagement</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	14; 16; 8; 24	
103-2	Operating method and its elements	8; 24	
103-3	Assessment of the operating method	8; 24	
<i>Topic: Emergency management and recovery</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16	
103-2	Operating method and its elements	13-16	
103-3	Assessment of the operating method	13-16	
<i>Topic: Data privacy and cybersecurity</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16	
103-2	Operating method and its elements	13-16	

GRI Standard	Explanation	page/note N.	Omission
103-3	Assessment of the operating method	13-16	
<i>Topic: Brand identity</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	8-9; 13-16	
103-2	Operating method and its elements	8-9; 13-16	
103-3	Assessment of the operating method	8-9; 13-16	
<i>Topic: Welfare</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16	
103-2	Operating method and its elements	13-16	
103-3	Assessment of the operating method	13-16	
<i>Topic: technological innovation and digitization</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16	
103-2	Operating method and its elements	13-16	
103-3	Assessment of the operating method	13-16	
<i>Topic: Student accommodation (PBSA)</i>			
GRI-103: operating method			

GRI Standard	Explanation	page/note N.	Omission
103-1	Explanation of the material issue and its scope	13-16; 26-27	
103-2	Operating method and its elements	13-16; 26-27	
103-3	Assessment of the operating method	13-16; 26-27	
<i>Topic: Social Housing</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16; 24-25	
103-2	Operating method and its elements	13-16; 24-25	
103-3	Assessment of the operating method	13-16; 24-25	
<i>Topic: Support to local community</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16; 24-28	
103-2	Operating method and its elements	13-16; 24-28	
103-3	Assessment of the operating method	13-16; 24-28	
<i>Topic: Commitment to business partners</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16	
103-2	Operating method and its elements	13-16	
103-3	Assessment of the operating method	13-16	

GRI Standard	Explanation	page/note N.	Omission
<i>Topic: New mobility solutions</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16	
103-2	Operating method and its elements	13-16	
103-3	Assessment of the operating method	13-16	
<i>Topic: Advanced services</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16; 24-28	
103-2	Operating method and its elements	13-16; 24-28	
103-3	Assessment of the operating method	13-16; 24-28	
<i>Topic: Urban regeneration</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16; 24-28	
103-2	Operating method and its elements	13-16; 24-28	
103-3	Assessment of the operating method	13-16; 24-28	
<i>Topic: Waste management and resource efficiency</i>			
GRI-103: operating method			
103-1	Explanation of the material issue and its scope	13-16; 38	

GRI Standard	Explanation	page/note N.	Omission
103-2	Operating method and its elements	13-16; 38	
103-3	Assessment of the operating method	13-16; 38	
<i>Topic: Water consumption</i>			
GRI-103: Water consumption			
103-1	Explanation of the material issue and its scope	13-16; 38	
103-2	Operating method and its elements	13-16; 38	
103-3	Assessment of the operating method	13-16; 38	

GRI standards benchmark

Topic	GRI Standard	Responsibility owners	Type of impact
Business ethics and anti-corruption	anti-corruption (205); anti-competitive behavior (206)	Fabrica SGR	By Fabrica SGR
Economic performance	-	Fabrica SGR	By Fabrica SGR
Risk management and Compliance	Economic and social compliance (419)	Fabrica SGR	By Fabrica SGR
Governance	-	Fabrica SGR	By Fabrica SGR
Tenant engagement	-	Fabrica SGR	By Fabrica SGR and to which Fabrica contributes
Emergency management and recovery	-	Fabrica SGR	By Fabrica SGR
Data privacy and Cybersecurity	-	Fabrica SGR	By Fabrica SGR
Occupational health and safety	Occupational health and safety (403)	Fabrica SGR	By Fabrica SGR
Brand identity	-	Fabrica SGR	By Fabrica SGR
Diversity, inclusion, equality	Occupation (401); diversity and equality (405). non-discrimination (406)	Fabrica SGR employees	By Fabrica SGR
Development and training of employees	Training (404)	Fabrica SGR employees	By Fabrica SGR
Management and retention of employees	Occupation (401)	Fabrica SGR employees	By Fabrica SGR
Welfare	-	Fabrica SGR employees	By Fabrica SGR
Technological innovation and digitization	-	Fabrica SGR	By Fabrica SGR
Student accommodation (undergraduates)	-	Fabrica SGR	By Fabrica SGR and directly connected through a business partnership
Social Housing	-	Fabrica SGR	By Fabrica SGR and directly connected through a business partnership
Support to local	-	Fabrica SGR	By Fabrica SGR

communities			
Commitment to business partners	-	Fabrica SGR e partner	By Fabrica SGR and directly connected through a business partnership
New mobility solution	-	Fabrica SGR	By Fabrica SGR
Advanced services	-	Fabrica SGR	By Fabrica SGR
Asset certifications in portfolio	-	Fabrica SGR	By Fabrica SGR
Urban regeneration	-	Fabrica SGR	By Fabrica SGR
Energy consumption	Energy (302)	Fabrica SGR and energy suppliers	By Fabrica SGR and directly connected through a business partnership
Emissions into the atmosphere and combating climate change	Emissions (305)	Fabrica SGR	By Fabrica SGR
Waste management and resource efficiency	-	Fabrica SGR	By Fabrica SGR
Water consumption	-	Fabrica SGR	By Fabrica SGR