

ENGO-ICE.COM



# 2024 SUSTAINABILITY 2025 REPORT

# INDEX

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Markus Profanter

## Dear stakeholders,

We at Enjo are proud to be at the forefront of sustainable business practices and are dedicated to minimizing our impact on the environment while maximizing our positive impact on society. We believe that sustainability is not only the right thing to do, but it is also the smart thing to do.

We recognize that as a company, we have a responsibility to not only operate sustainably, but to also educate and inspire others to do the same. That's why we are proud to share with you some of the steps we are taking to further our sustainability efforts.

One of the most significant ways we are working towards sustainability is through our commitment to reducing our carbon footprint. We have implemented a number of energy-saving measures in our operations, including the use of renewable energy sources, such as wind and solar power, as well as implementing energy-efficient technologies and equipment.

In addition, we are actively working to minimize our waste and promote recycling through our supply chain. We are also taking steps to promote sustainable sourcing and responsible sourcing practices, to ensure that the materials we use are obtained in an environmentally responsible manner.

We also recognize the importance of educating and empowering our employees, as well as our customers, to be more sustainable in their daily lives. To that end, we are investing in training and resources to help our employees live more sustainable lifestyles and we are also providing educational materials and resources to our customers to help them make more sustainable choices.

Finally, we are committed to transparency and accountability in our sustainability efforts. That's why we are proud to release regular sustainability reports, so that our stakeholders can see the progress we are making and hold us accountable for our commitments.

We believe that sustainability is not a destination, but a journey. We are committed to continuously improving our sustainability efforts and making a positive impact on the world. We are grateful for your support and look forward to working together to create a more sustainable future.

Sincerely,

Markus Profanter - CEO



## NOTE ON METHODOLOGY

This document is the first Sustainability Report of the company Engo Srl (hereinafter 'Engo').

It contains information on economic, environmental and social aspects, useful to ensure understanding of Engo's activities, performance, results and the overall from the undertaking generated impact.

The Sustainability Report has been prepared by reporting a selection of the "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI), as indicated in the GRI Content Index of this document, according to the reporting option "with reference". This Sustainability Report is drawn up on a voluntary basis and does not represent a Non-Financial Statement.

The general principles applied in drafting the Sustainability Report are those established by GRI standards. For the definition of the report content, the principles of stakeholder inclusiveness, sustainability context, materiality and completeness were considered. To define the quality of the report, the principles of accuracy, balance, clarity, comparability, timeliness and verifiability were considered.

The performance indicators selected are those envisaged by the reporting standards adopted, representative of the specific areas of sustainability analyzed and consistent with the activity carried out by the company and with reference to the impacts it generates.

These indicators were selected on the basis of an analysis of their relevance, as described in the following section.

The reporting scope of the qualitative and quantitative data and information refers to the performance of Engo from 1st May 2021 to 30 April 2022.

The company scope is defined by Engo. The document, revised on a two-yearly basis, represents the first edition of the company's Sustainability Report.

The process of drawing up the sustainability report involved the heads of the various departments of the company.

The Sustainability Report was approved by the Board of Directors of Engo on 06/04/2023 and was not audited by an independent auditor.

The Sustainability Report is published on the company's website at the following address [www.engo-ice.com](http://www.engo-ice.com). For further information, please contact: [ethic@engo-ice.com](mailto:ethic@engo-ice.com).

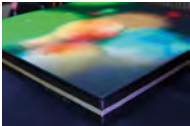


engo ice arena equipment

# CORPORATE STRUCTURE

## TECHNOALPIN HOLDING

In 1990, Georg Eisath, Walter Rieder and Erich Gummerer founded the company TechnoAlpin. They had a clear goal in mind: they wanted to guarantee ski resorts the best snow quality and offer it worldwide. It was clear to the founders right from the start - if you want to be successful in a niche market, you have to operate worldwide. Today TechnoAlpin is part of TechnoAlpin Holding, which comprises a total of 6 companies from various sectors. All the companies in the group are characterized by high-tech products of the highest quality offered on a niche market





## TECHNOALPIN

TechnoAlpin has been designing and building turnkey snowmaking systems for ski areas around the world since 1990. A love of snow and a passion for innovation have made the company a leader in the industry. The product range is constantly being expanded in order to produce the highest quality snow with maximum energy efficiency and the least expenditure of resources. TechnoAlpin's headquarters are located in Italy, in Bolzano, where the main production site and welding workshop are also located. There is also an office in Trento, Italy, where mainly activities similar to those of the main office are carried out, but by a limited number of employees (less than 10 people). The Trento office is composed located within This document represents Sustainability Reports of all TechnoAlpin SpA offices located in the municipality of Bolzano. Over the next few years, reporting will also extend to the other companies and subsidiaries of the group that are part of the consolidated financial statements.

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## E-POWERTRAC

The company E-Powertrac was founded in 2019 as a start-up in Bolzano with the aim of producing electric utility vehicles. After intensive development work, the first vehicle in the Dust Cat line was completed and sold in 2022. It went to a mine in Sweden and was equipped with a dust binder from EmiControls. Since the end of 2022, E-Powertrac has been 100% owned by TechnoAlpin Holding. The goal is to offer reliable electric utility vehicles for various applications. The company currently employs 10 people.

## EMICONTROLS

EmiControls was founded in 2008 as TechnoAlpin pro air solutions and became independent in 2011. EmiControls uses its expertise in mechanical engineering and especially in water atomization to offer solutions for protection against fires, dust and odors. For each of these areas, there are dedicated products that use water mist in different ways. The turbines are used permanently installed for fire protection and support firefighting as a mobile crawler. For dust binding, the technology is mainly used in demolition work. The odor-binding machines are used, for example, in composting plants. To bind the dust, the technology is mainly used in demolition work, mines, ports, heavy industry and open-cast mining.

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## LANATEC

The company Lanatec produces lithium batteries for various applications such as agricultural, municipal, earthmoving and special machinery. The power spectrum of the batteries ranges from 5 kWh to 1,000 kWh. In 2022 Lanatec was acquired by TechnoAlpin Holding.

## ENGO

The Engo company has been a reliable contact and supplier for ice stadiums for 40 years and has been part of the TechnoAlpin Group since 2018. The company develops and produces electrically operated ice resurfacers and flexible, force-reducing rink systems. The product range is rounded off by a wide range of accessories. Engo's products set standards in terms of safety and impress with their innovative, particularly user-friendly technology. Ice rinks all over the world up to the Olympic Games are among the customers who trust in Engo's quality.

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## TECHNOALPIN HOLDING IN NUMBERS

- **3.500 CLIENTS**
- **24 SUBSIDIARY COMPANIES**
- **701 EMPLOYEES**
- **302 MILION € REVENUE**



**We are a producer and supplier of high-quality ice arena equipment with over 40 years of experience.**

We develop and produce various models of electric ice resurfacers, and innovative, flexible dasher boards. The product range also covers a comprehensive range of arena accessories. Engo's products set standards in terms of user safety, innovative technology, and particularly in user-friendly operating systems. Engo has been developing and building ice resurfacing machines since 1979.

In 1990 we reacted to the environmental changes offering emission-free electric machines. In 1998 and 2002 we invented and patented two revolutionary maintenance systems – the fast blade change and the auger washout system – which both help to reduce the work effort and increase the safety for the staff.

All of our products conform to the CE marking. CE (= Conformité Européenne) is a special certification that indicates conformity with health, safety, and environmental protection standards for products sold within the European Economic Area. Engo is also ISO certified. To meet the ISO 9001:2015 standards, we evaluated all of our processes using detailed metrics, and we implemented a quality management system according to international standards.





## VALUES

At our core, we believe in the power of social responsibility and the importance of making a positive impact in our community. We approach our work with a deep passion for creating meaningful and sustainable change, always striving for excellence in everything we do. We hold ourselves to the highest standards of integrity and transparency, valuing honesty and accountability in all of our interactions. We believe in the importance of appreciation, recognizing the contributions of our team members and partners, and fostering a culture of gratitude. We embrace openness and diversity, recognizing that our differences make us stronger and more innovative. Finally, we are committed to a sustainable future, working to ensure that our actions today leave a positive legacy for generations to come.

## VISION

Our vision is to provide the ultimate ice sports experience to athletes and enthusiasts worldwide through our high-quality products. We are committed to offering perfect conditions for ice sports, whether it is for recreational or competitive purposes. We strive to innovate and create cutting-edge solutions that meet the unique needs of our customers, including in this process a deep attention to the main sustainability issues of interest both on a global scale and relative to our target sector. Our goal is to empower athletes to achieve their full potential by providing safe and reliable equipment that allows them to perform at their best. We believe that ice sports have the power to inspire and unite people across the globe, and we are dedicated to promoting this passion by making our products accessible and affordable to everyone.

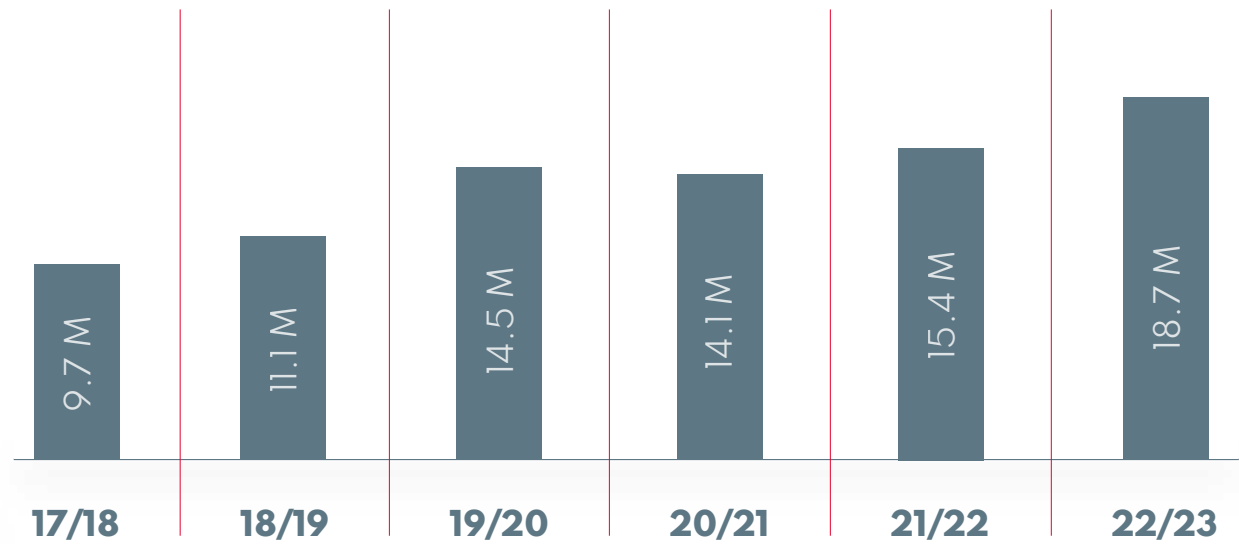
## MISSION

Our mission is to provide high-quality products that exceed our customers' expectations. We are committed to offering products with a high longevity and superior service support without compromising on our values. We believe that our products should not only meet but exceed the needs of our customers. We want to be the provider of complete ice arena equipment solutions, now and in the future to ensure that ice rinks can be places of intercultural communication an equality both in competitive and recreational settings.



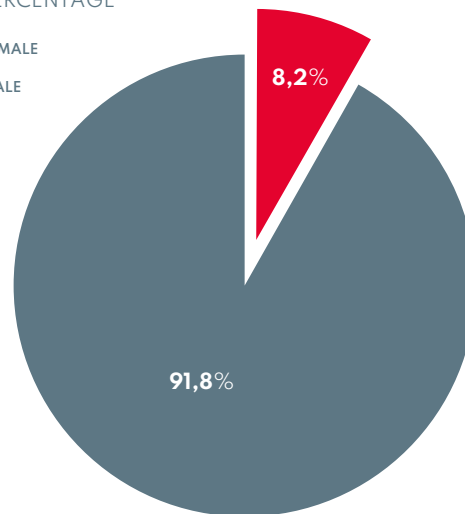
**TOTAL NR.  
EMPLOYEES: 49\***

YEARLY REVENUE IN EURO(€)



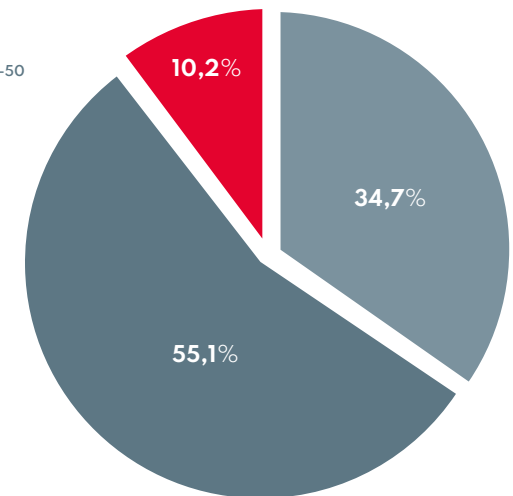
EMPLOYEES BY GENDER  
AS PERCENTAGE

- FEMALE
- MALE

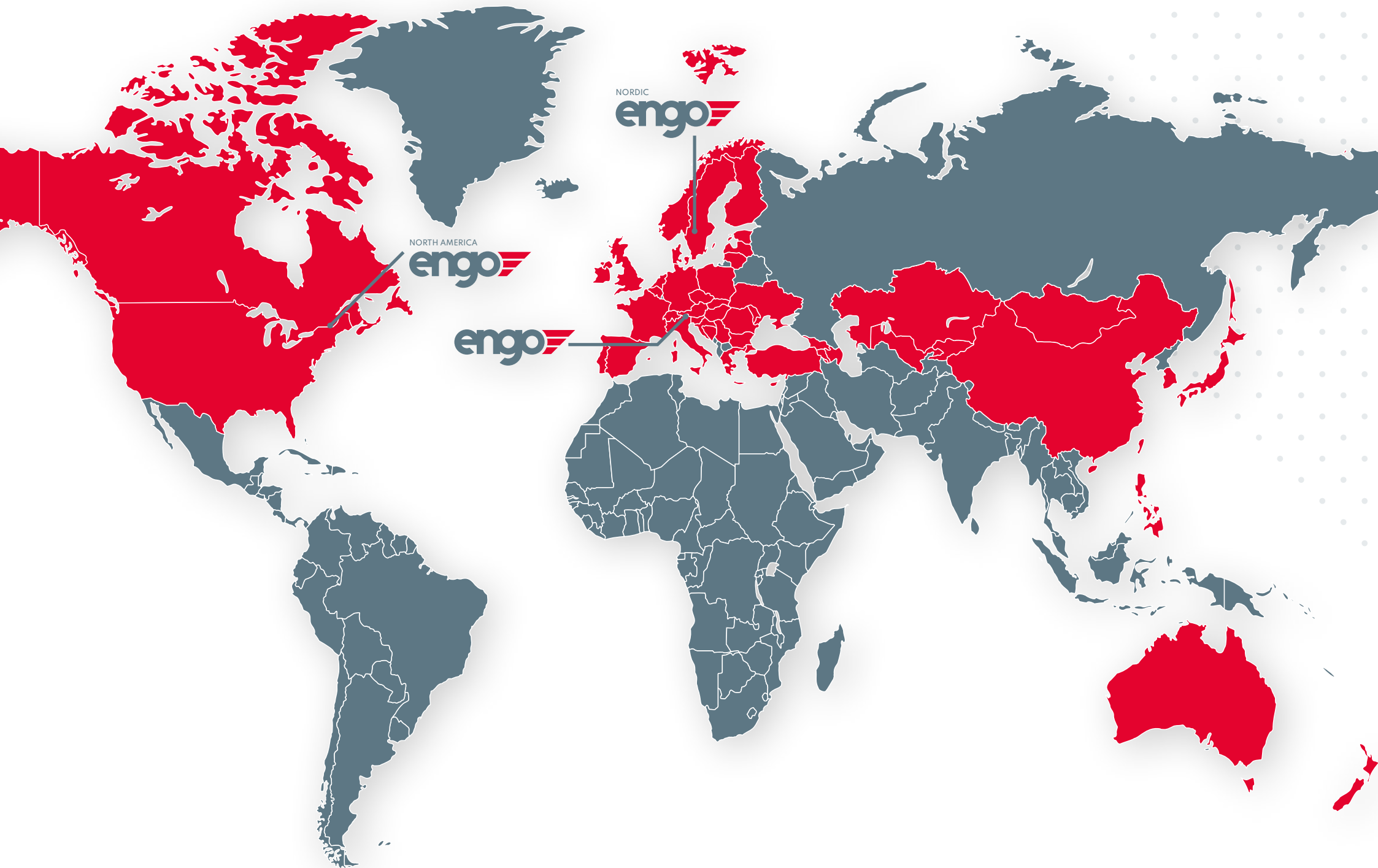


EMPLOYEES BY AGE  
AS PERCENTAGE

- OVER 50
- BETWEEN 30-50
- UNDER 30



\*Only employees of Engo italy counted.



NORDIC  
engo

NORTH AMERICA  
engo

engo

# HISTORY



**1979**

We started as a small machine shop and engineering services provider in Terenten in the Puster Valley



**1980**

We started a revolutionary activity in the sector of ice sport. At first, an ice facer was developed and produced in Italy. At the same time, the production of a durable GRP-board (glass-fibre reinforced plastic) for the ice sport was initiated.



**1984**

propeller snow guns covered the ski slopes of South Tyrol with artificial snow - once again, a product of Engo was the first Italian product of this type. A year later, the motors of bigger ice resurfacers ignited, these machines were developed especially for ice speed skating.



**1986**

in 1986 our product range was extended by accessories for professional ice sport.



**1987**

We started shipping to Switzerland, Germany, Austria and Scandinavia for the first time. There, the first products were transported to Sweden and Finland



**1990**

the development of machines with electrical motors was started. The machines were meant as an alternative to petrol and diesel powered motors. The reason for this long planned improvement was the purposive protection of guests and athletes in closed ice rinks.



**1995**

the CE- and ISO 9001 product certifications followed, this acknowledges the introduction of quality management. During the following 3 years, the markets in Spain, Portugal, France, and Eastern bloc states and also in China were opened up.



**2001**

At the start of the new millenium, we started to work in our newly rebuilt headquarters in Terento, South Tyrol (Italy).



## 2003

Has established a wide selection of ice resurfacers, dasher boards and ice sports accessories. This includes a long portfolio of proprietary technologies aimed at improving drivers comfort and safety.



## 2006

the company could supply several boards and various accessories at once for the XX Winter Olympic Games in Turin.



## 2009

We developed an ice resurfacer with fully electrically automated tasks for ease of use.



## 2012

We developed its first flexible dasher board system called FlexBoard PPS. This board system allowed for up to 80% energy absorption on impact and thus greatly increases player safety.



## 2018

We became a part of the TechnoAlpin Holding group and also finds a new home in Vahrn, South tyrol near Brixen. This new facility allowed for a higher production output and growth. This year was also the first to see the new QuickAdapt technology used in a dasher board system.



## 2020

Motion technology was invented. This technology allows for integration of fully customizable LED-Strips into the board system. All for a better spectator experience.



## 2021

In 2021 we added the first of many automated technologies to come, into its production process. This highly modern CNC-Robot cutting machine helps reduce costs and production complexities.



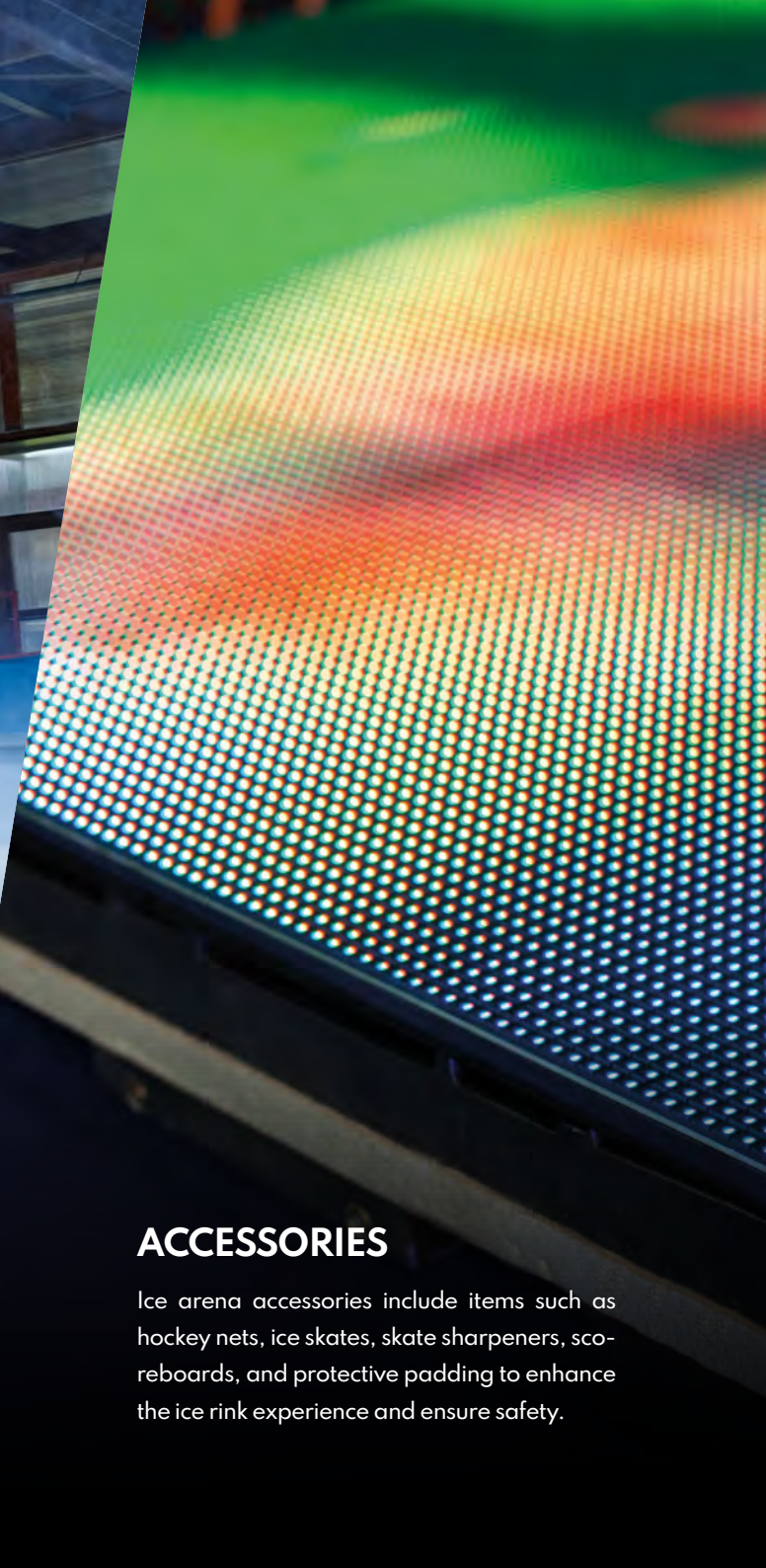
## 2022

Engo has a worldwide network of resellers, service partners and more. Engo stands for ice quality and safety everywhere.



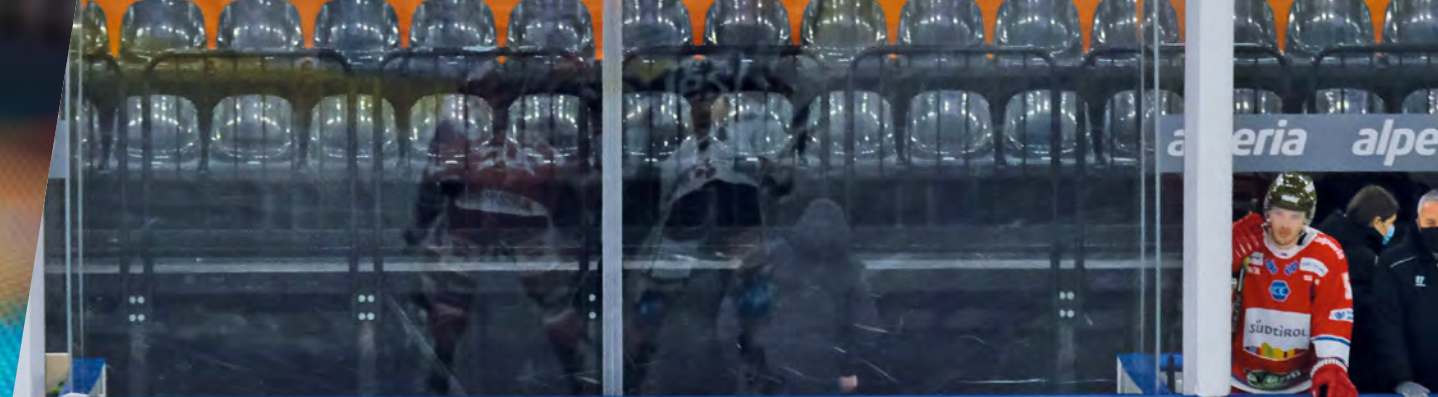
## ICE RESURFACERS

An ice resurfacer is a vehicle used to smooth and clean ice surfaces in ice rinks by scraping, washing, and flooding.



## ACCESSORIES

Ice arena accessories include items such as hockey nets, ice skates, skate sharpeners, scoreboards, and protective padding to enhance the ice rink experience and ensure safety.



**SPARKASSE**  
CASSA DI RISPARMIO



## DASHER BOARDS

Hockey boards are barriers that surround the ice rink, usually made of wood or plastic, to contain the puck and provide safety for players.

# VALUE CHAIN



## ENGINEERING AND R&D

Sustainable R&D practices involve incorporating environmental, social, and economic considerations into research and development processes. This includes using eco-friendly materials and technologies, minimizing waste and energy consumption, and considering the long-term viability of products and processes. It also involves ethical considerations such as ensuring the well-being of workers and stakeholders.

### STAKEHOLDERS

- BUSINESS PARTNERS
- ASSOCIATIONS
- CLIENTS
- EMPLOYEES



## PROCUREMENT

We work closely with suppliers to ensure that our raw materials used, are as sustainable as possible. Equitable, climate neutral and socially sustainable are the key objectives for our material sourcing.

### STAKEHOLDERS

- SUPPLIERS



## PRODUCTION

The social and environmental impact of our company are some of the highest priorities and influence the decision making within the company by examining how our production processes affect our employees and the communities that come into contact with our products.

### STAKEHOLDERS

- COMMUNITIES
- CLIENTS



## PACKAGING

By using recycled materials and limiting usage of actual packaging we can achieve a small but significant impact that is more cost efficient and environmentally friendly.

### STAKEHOLDERS

- SUPPLIERS





## SALES

Sustainable sales practices focus on building long-term customer relationships through ethical behavior while promoting environmental responsibility for a healthier future.

### STAKEHOLDERS

- BUSINESS PARTNERS
- ASSOCIATIONS
- CLIENTS
- SUPPLIERS



## DISTRIBUTION

Sustainable distribution practices involve reducing carbon emissions, minimizing waste, and optimizing logistics to ensure efficient and environmentally-friendly delivery of goods.

### STAKEHOLDERS

- BUSINESS PARTNERS
- ASSOCIATIONS
- SUPPLIERS



## LOGISTICS

By investing in electric mobility and optimizing shipping processes we are able to significantly improve our impact and lessen costs which can be passed on to customers and employees alike.

### STAKEHOLDERS

- BUSINESS PARTNERS



## SERVICES

Throughout the life cycle of Engo products we provide warranties and extended tutoring and courses to optimize the ice maintenance and safety conditions for every client. Our company provides refurbishing and exchange or recycling programs that allow for prolonged use of older products. These programs minimize the environmental impact and provides more cost-effective alternatives for smaller communities.

### STAKEHOLDERS

- BUSINESS PARTNERS
- ASSOCIATIONS
- COMMUNITIES

## GOVERNANCE AT ENGO

Engo operates under a traditional corporate governance model, being owned by TechnoAlpin Holding SpA. The company is guided by its Shareholders' Meeting, Board of Directors, Executive Chairman, and CEO, who work together to align projects and initiatives with the company's long-term strategic objectives, promoting transparency and effective communication with stakeholders.

The Board of Directors comprises the Executive Chairman, Mr. Erich Gummerer, who also owns the TechnoAlpin Group, the CEO, Mr. Markus Profanter, and Mr. Patrick Danielsson. The Board is regularly assessed to ensure a suitable balance of knowledge, skills, and expertise and proactive contribution from all members to achieve the company's goals. The Executive Chairman, Mr. Gummerer, sets the Group's long-term direction and strategy in line with company culture and values. Meanwhile, the CEO, Mr. Profanter, focuses on realizing the short- and mid-term results in accordance with the Executive Chairman's long-term vision.

The Board of Directors is appointed by the Shareholders' Meeting and has a limited term of three years. Board members must exercise independent judgment, free from influence or conflicts of interest, and possess competencies in strategic management and knowledge of the company's sectors and products.

The Executive Chairman, Mr. Erich Gummerer, has no role as an executive manager within the company.

The Board of Directors is responsible for developing, approving, and updating the organization's purpose, values, strategies, policies, and sustainability goals.

A strong sustainability governance framework guarantees the establishment of a company sustainability strategy that aligns with significant sustainability trends. The board bears the responsibility of incorporating sustainability considerations into the company's strategies, policies, and procedures and provides the necessary support to all business units to execute plans and monitor sustainability efforts, with a particular emphasis on monitoring crucial social and environmental sustainability initiatives.

We established in the year 2022 a specific task force to deal with sustainability issues. The internal sustainability task force plays a crucial role in promoting sustainability within a company. To achieve this, the task force must follow several key steps.

First, the task force defined the scope of the sustainability report. This involved deciding which sustainability impacts to include in the report, based on the environmental, economic and social dimensions, as the GRI process envisages. The task force conducted a materiality assessment to identify the most important sustainability issues for the company and its stakeholders. This process involved prioritizing sustainability issues for inclusion in the report based on stakeholder expectations and concerns. After identifying the sustainability issues to address, the task force gathered data and information related to these issues.

This data included energy and water usage, greenhouse gas emissions, supply chain transparency, employee wellbeing, and community involvement. The task force then analyzed and interpreted the data to identify trends, opportunities, and areas for improvement. This information could be used to set targets and goals for future sustainability efforts. Using the information gathered and analyzed, the task force wrote the sustainability report. It was crucial to make sure the report was clear, concise, and accessible to all stakeholders.

To promote sustainability within the company, the task force used various communication channels such as intranet, email newsletters, and internal social media to share success stories, best practices, and ways to get involved. This could encourage employee engagement and foster a culture of sustainability within the company. Finally, the task force measured and reported progress against targets and goals regularly to stakeholders. By doing so, the task force could track the success of sustainability efforts and identify areas for improvement.

In conclusion, following these steps helped the internal sustainability task force effectively write the sustainability report and promote sustainability within the company. In the coming years it will be responsible for verifying the implementation of the defined strategy, monitoring the results achieved and making any revisions with the full involvement of the board along all the consequent.



# MATERIALITY ANALYSIS

The materiality analysis is the fundamental process for identifying the sustainability issues to be taken into greater consideration within a corporate sustainability strategy. Sustainability topics characterized by this relevance are called material topics.

These material issues are those aspects that reflect the significant economic, environmental and social impacts of a company. Also, those aspects that substantially influence the assessments and decisions of its stakeholders.

The definition of Engo's material topics was done according to a multi-step process with a multi-stakeholder approach consistent with the model proposed by the GRI Standards:

- **Identification and mapping of stakeholders;**
- **Context analysis of the company and its reference scenario (legislative and market developments, physical and transition risks linked to economic transition and the climate crisis);**
- **Analysis of the company system and its value chain according to the extended supply chain concept;**
- **Identification of relevant impacts and their grouping into possible material issues for the company;**
- **Validation of impacts, possible material themes and level of priority by Engo top management.** This phase led to the definition of 15 possible material themes\*

## \*AVAILABLE TOPICS

1. **Climate Adaptation:** taking action to prepare for and adjust to both the current effects of climate change and the predicted impacts in the future while minimising the impacts on global warming;
2. **Transparent Supply Chain:** increasing transparency and oversight over the social and environmental impacts in the supply chain;
3. **People Wellbeing:** supporting a multidimensional wellbeing of people (both employees and community) by enhancing connectivity, continuous learning and a healthy lifestyle;
4. **Circular Economy:** Designing products and services to promote the sharing, leasing, reusing, repairing, refurbishing and recycling of existing materials and products as long as possible. Reducing the waste from packing and production;
5. **Water:** Reducing the water footprint in the production process and promoting water reuse by the end users;
6. **Safety:** Assuring products and company safety to protect our collaborators, users, athletes and audience;
7. **Energy Efficiency:** Minimising the use of energy and fuel in our production, infrastructure and products. Increasing the use of renewable energy sources while implementing policies to reduce the CO2 emissions in our production and products;

8. **Innovation:** Developing products and solutions for the ice rinks of the future;
9. **Mobility:** Designing smart mobility solutions to reduce unnecessary logistics & travel costs and emissions;
10. **Fair Wage:** Ensuring all collaborators have access to a minimum income to cover the basic needs;
11. **Gender Equality:** Implementing inclusive policies to promote the participation of women in the company;
12. **Fiscal Responsibility:** Supporting our clients by promoting transparency and accountability making sure our code of conduct is respected throughout our processes;
13. **Job Creation:** Creating exciting job opportunities for the local community;
14. **Ice Rink's Sustainability:** Developing interdisciplinary teams to work collectively in the design and promotion of sustainable ice rinks;
15. **Product and Service Quality:** Applying processes and technology to ensure the highest quality of products and services.

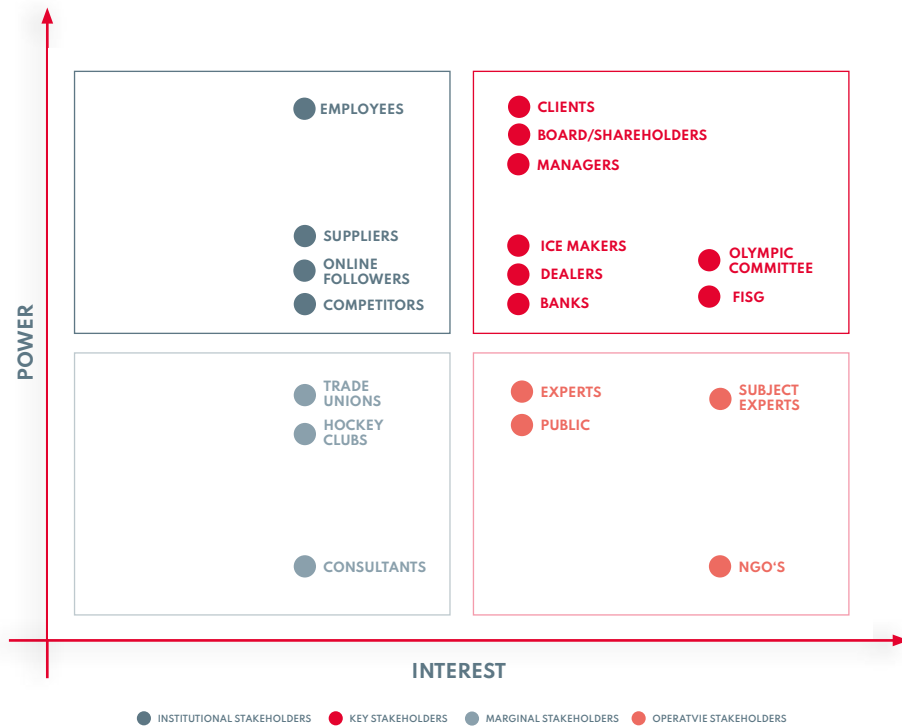


- Evaluation and validation of impacts, possible material themes and level of priority by relevant stakeholders (stakeholder engagement process);
- Consolidation of information and definition of final material themes. The final material topics are those that have crossed, from both company and stakeholder perspectives, the so-called materiality threshold. In this case, the materiality threshold was defined by the first five topics in order of importance to the company. In particular, the customer perspective showed the presence of interesting material themes (Water and People Wellbeing). The Board felt that these themes should be considered in addition to the top 5. In conclusion, the list of final materials reported in this report:

The sustainability strategy was then built on 6 material topics: 3 environmental topics, 1 social topic and 2 innovation topics. The topics are closely linked to each other: the topics of innovation, product and service quality and ice rink's sustainability, in particular, are also considered as enabling pillars of Engo's sustainability strategy as they run across all the other topics facilitating the achievement of the strategic goals. Finally, the Board decided that the topic Product and Service Quality will be dealt with within each material topic and not as a separate one.

For each theme, strategic goals, the action plan and main KPIs for measuring the effectiveness of the strategy were identified according to the GRI standard.

The following table shows, for each identified material topic, the reasons for the relevance of the topic itself and the related GRIs that have been reported.



-  1. ENERGY EFFICIENCY
-  2. WATER
-  3. PEOPLE WELLBEING
-  4. CIRCULAR ECONOMY
-  5. INNOVATION
-  6. ICE RINK'S SUSTAINABILITY
-  7. PRODUCT AND SERVICE QUALITY  
(INCLUDED IN INNOVATION)



# ENERGY EFFICIENCY

## VISION

We recognize the pressing issue of climate change, and we are dedicated to addressing it. We focus on sustainability through a range of initiatives aimed at promoting resource efficiency and minimizing energy consumption. We have incorporated emission reduction targets into our objectives, placing strong emphasis on measurement and reporting. Although we do not presently disclose our emissions, we are actively engaged in collecting this data and will openly communicate our progress. Furthermore, we continually innovate our products to minimize their environmental footprint, invest in energy-efficient machinery, and educate our customers on energy conservation practices. Our ultimate aim is to foster a sustainable culture and contribute to a greener future, in light of the challenges posed by climate change.

7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



## MANAGEMENT APPROACH

We recognize the pressing issue of climate change, and we are dedicated to addressing it. We focus on sustainability through a range of initiatives aimed at promoting resource efficiency and minimizing energy consumption. We have incorporated emission reduction targets into our objectives, placing strong emphasis on measurement and reporting. Although we do not presently disclose our emissions, we are actively engaged in collecting this data and will openly communicate our progress. Furthermore, we continually innovate our products to minimize their environmental footprint, invest in energy-efficient machinery, and educate our customers on energy conservation practices. Our ultimate aim is to foster a sustainable culture and contribute to a greener future, in light of the challenges posed by climate change.

## PROJECTS AND PROCESSES

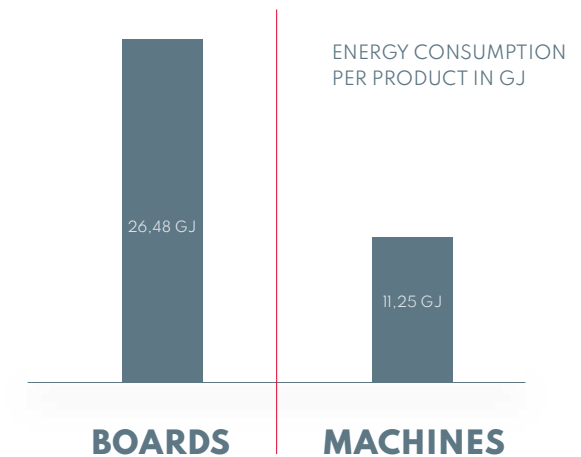
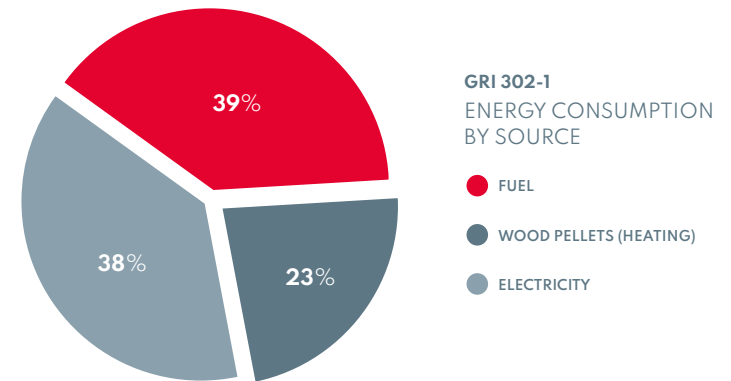
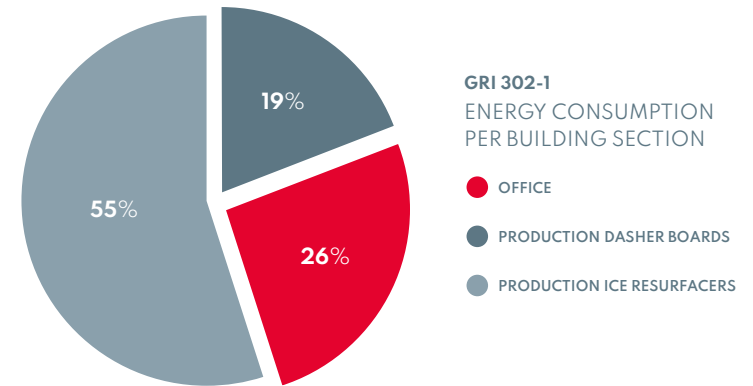
As part of our commitment to sustainability, we have already taken significant steps to reduce our carbon footprint. By differentiating between the direct and indirect impacts of our operations and products, we have been able to identify areas where we can have the greatest impact in reducing our environmental footprint. We are continuously striving to minimize our direct and indirect impacts on the environment.

### Direct impacts

- 90% of facilities have LED lighting with manual switch off, automated at night for efficient energy use.
- Introduction of electric cars to reduce the environmental and climate impact of our fleet.
- Shuttles for employees
- sensitization of employees to save energy with our Ethical Code
- Optimization of our logistics
- We are using Green Energy (increased our use of electricity from renewable energy sources from 8.36% to 100%)

### Indirect impacts

- Training and awareness of customers on the correct use of the machines and ice making
- Investment in more efficient products and technologies including development and innovation





## GOALS AND ACTION TO 2025

As a forward-thinking company, we are taking steps not only to reduce our own carbon footprint but also to encourage our customers to use our products in an effective and sustainable way. We are investing in research and development to create more eco-friendly products and are exploring new ways to reduce the environmental impacts of our existing products. We are also providing our customers with information and resources to help them make sustainable choices and use our products in a way that minimizes their environmental impacts. By working together with our customers, we believe we can create a more sustainable future for all.

### **INDIRECT I** - Sensibilization action for customers

- 2023 I**
  - Measure the CO<sup>2</sup> footprint of Engo Srl
  - Create emission reduction plan for Engo Srl
  - Development of energy-saving ice resurfacing machine
- 2023-24 I** - ISO 14000
  - Increased support for employee mobility
- 2024 I**
  - Measure the Co<sup>2</sup> Footprint of Engo Group
  - Revision emission reduction plan
- 2025 I**
  - Engo Value chain Measure Co<sup>2</sup> Footprint
  - Revision Emission reduction plan along the whole value chain







## WATER & WASTEWATER

### VISION

Water is becoming an increasingly scarce resource, and its depletion is a growing concern for the future. Through our efforts, we strive to reduce our water usage, promote responsible water management practices, and invest in innovative solutions that help ensure access to safe and clean water for all.

6 CLEAN WATER AND SANITATION



## MANAGEMENT APPROACH

As a company, it is important to recognize our responsibility to minimize our water usage and to actively promote water conservation practices. By reducing our water consumption and promoting water re-use practices wherever possible, we can not only save money, but also contribute to the sustainability of our environment.

Furthermore, by sensitizing our customers to this issue, we can help raise awareness and encourage them to adopt more sustainable practices in their own lives. This can have a ripple effect that goes beyond our company and can contribute to a larger movement towards sustainable water management.

Although our domestic water consumption is not profoundly impactful, we feel a duty to address this issue identified as valuable and important by our stakeholders, raising awareness and developing new possibilities and technologies of value all along our value chain.

## PROJECTS AND PROCESSES

With one of our projects the ice arrangement process gets significantly more efficient, using less water compared to traditional methods. This project allows us to help our customers reduce their water consumptions within the ice rink. With another technological fineness, we efficiently help our clients to regulate the amount of water needed when resurfacing their ice, this way the machine only uses as less water as needed without building unnecessary thick ice.

## GOALS AND ACTIONS TO 2025

The company will take efforts in reducing our water consumption with these future steps:

- 2023-25 |** - Develop and launch awareness-raising actions for customers, including collecting and sharing best practices for water re-use, such as ice collection, melting, and re-use of resulting water. This will involve creating a marketing campaign, newsletter, and publications
  - Foster a culture of responsible water use and sustainability by engaging with customers and other stakeholders to promote collective action towards preserving this vital resource
- 2025 |** - Implementing water conservation measures for the production process, such as storing and reusing water during machine testing and reducing the amount of water needed for testing, resulting in a projected savings of approximately 100,000 liters per year



GRI 303 - 5

0,975 Megaliter/year\*

The company's total water consumption for the full financial year 2021-2022\* is approx. 975.000 liter = 0,975 megaliter for all areas. It is not possible to calculate the water consumption for each water-stressed area, as there are none. Additionally, no water storage has been used in this period.



## PEOPLE WELLBEING

### VISION

We recognize that supporting the wellbeing of our people is crucial not just for our success, but for the success of our community as a whole. That is why we are committed to a multidimensional approach to wellbeing, with a focus on enhancing connectivity, continuous learning, and healthy lifestyles for both our employees and the wider community.



## MANAGEMENT APPROACH

We are committed to offering secure jobs to our employees while strengthening the local economy. We invest in our employees' personal and professional development, promote equal rights and diversity, and strive to create a rewarding and fulfilling work environment. By focusing on key areas such as attractiveness, retention, welfare policies, diversity and inclusion, and sustainability, we aim to become a top employer. Our vision is to contribute positively to society, valuing the wellbeing and success of our employees and the wider community.

The company already introduced an ethical codex and necessary safety precautions for all our employees, to guarantee their safety and wellbeing internally. Additionally, the ISO 9001:2015 is made every year.



## PROJECTS AND PROCESSES

We have developed a Code of Conduct and Code of Ethics, which provide clear guidelines on the ethical and professional behavior expected of our employees. To make sure that our employees are heard and can tell us their opinions and eventual problems freely, we created an email address for ethical topics, named [ethics@engo-ice.com](mailto:ethics@engo-ice.com). Additionally, all employees have the possibility to organize a consultation appointment with our Human Resources Manager, if they want to speak about their concerns and issues confidentially.

Additionally, we are proud to hold ISO 9001 certification, which demonstrates our commitment to quality management systems. We are planning to attain the ISO 14000 environmental certification next year to further enhance our environmental management practices.

The company follows the legal requirements for an occupational health and safety management system with courses for both high and low risk works, occupational accidents notifications, special clothing for safety measures in the production area as well as a working fire protection system. There are responsible employees within the company that take courses for first aid accidents and possible fire accidents, they are the contact persons to call in case of emergency. Furthermore, the company organizes a crucial test at least once a year to make sure that the employees don't forget the steps they have to take if a real fire ignites. All new employees get instructions on where to go in case of an incident or fire and whom to talk to about occurred accidents. The responsible people will take necessary measures on how to further proceed. Every year at least once a crucial test will be made.

In addition to these legal requirements, the company also tries to lower the accident rate as

much as possible. Therefore, not only real accidents are taken into account, but also near accidents are taken into consideration to find possible hazards and risks for employees. If possible, they will be eliminated or at least decreased, for example by organizing a course for the concerned employees, by providing better safety precautions or by reorganizing the hazardous place.

In our employee handbook, we provide comprehensive information about the company, its values, and the benefits available to our employees. We believe that open and transparent communication is vital for building a positive and supportive work environment.

Furthermore, the company has implemented various initiatives to promote work-life balance and employee wellbeing. These include a free Friday afternoon for production employees, flexible starting times with an eight-hour constraint, and smart working for those with laptops. There are also options for overtime pay and part-time work for women returning from maternity leave. The company is compliant with the CCNL, and employee development plans are in place for both hard and soft skills. Other benefits include paid lunches, company events, and supplementary assistance packages.

The employees are able to attend different types of advanced educations and training to improve both their hard and soft skills necessary for their work. The company also promotes equal treatment for all employees, including the 8,2% who are women. We have also developed a patent for maintenance systems that reduce operator strain and the risk of injury for our employees and our clients. In the years 2020-21 and 2021-22 no incidents of discrimination and therefore no corrective actions were taken. Also for the future we strive to maintain the goal of a non-discriminating environment for all employees.

Firmato digitalmente da:  
**PROFANTER MARKUS**  
 Firmato il 2022/05/23 14:17  
 Validato dal 16/01/2020 al 15/01/2025  
 ArubaPEC S.p.A. NG CA 3

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**TEST REPORT**  
**RAPPORTO DI PROVA**

**IMPACT TEST ON HOCKEY BARRIER Mod. G2440 Zb h=160cm**  
**TEST DI IMPATTO SU BARRIERE DA HOCKEY G2440 Zb h=160cm**

Customer (Richiedente):  
 Dept./Firm (Ente/Società): ENGO s.r.l.  
 Mr./Mrs (Sig./Sig.ra.): Dott. Ing. Gianfranco Sasso  
 Address (Indirizzo): Zona Artigianale 7, Terento (BZ)

Test Request Form no.: Modulo Richiesta Prova n.: VIBP\_13\_177  
 Test Report sent to: Rapporto inviato a: Dott. Ing. Gianfranco Sasso

Name and Signature of the test engineer: Nome e Firma esecutore prova: Christian Mondino  
 Name and Signature of the Sector Manager: Nome e Firma del Responsabile di Settore: Maurizio Dosio

Date of test samples receipt: Data ricevimento campioni: 09/08/2013  
 Date of test execution: Data esecuzione prove: 08/11/2013

Site of test execution (if different from the address in the footer): Località esecuzione prove (se diversa dal piè pagina):  
 Witness to the test: Presenti alle prove: Dott. Ing. Gianfranco Sasso

The test results contained in this Test report relate to the tested samples only.  
 I risultati del presente rapporto di prova si riferiscono esclusivamente al campione sottoposto a prova.  
 The integral reproduction of the present Test report is allowed; the partial reproduction must be authorized in writing by the Lab.  
 È ammessa la riproduzione integrale del presente Rapporto di prova da parte del Richiedente; la riproduzione parziale deve essere autorizzata per iscritto dal laboratorio.

File: ITA\_E\_26.015 (Rev.1) - August 29, 2013  
 Test report: VIBP\_13\_177  
 Revision: 0  
 Document name: VIBP\_13\_177\_G2440\_Hockey barrier.doc

Printed manager: Maurizio Christian  
 Issue date: 13/11/2013

Phone: +39 075 636911  
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 E-mail: test@tuv.it

TUV Italia SRL  
 Divisione P5-PTSCOM  
 Via Montebello 4  
 I-10128 Sesto San Pietro (TO) Italy

**intertek**  
 Total Quality Assured

**CERTIFICATE OF REGISTRATION**

This is to certify that the management system of:

**ENGO S.r.l.**

Main Site: Via Forch, 9 – 39040 Varna (BZ)/Italy

has been assessed and registered by Intertek as conforming to the requirements of:

**ISO 9001:2015**

Certificate Number: 0312130  
 Initial Certification Date: 18<sup>th</sup> July 2003  
 Certification Decision Date: 15<sup>th</sup> October 2021  
 Certificate Issue Date: 15<sup>th</sup> October 2021  
 Certificate Expiry Date: 16<sup>th</sup> October 2024

is assessed in accordance with the provisions of Technical Regulation "ISO 9001" for the field of application related to code IAF 28

The quality management system is applicable to: engineering, manufacture and installation of dasher boards and accessories for inline and ice-hockey/ice resurfacing machines.

IAF: 23c – 28 – 18

present certification refers to management issues of the company overall and it is used for the certification of construction companies in accordance with article 24 of Law Decree 50/2016 (and subsequent additions and amendments) and the applicable ANAC Guidelines".

The validity of this certificate is subject to periodic surveillances

intertek Italia S.p.A. è autorizzata/recognized by Accredited and authorized function. Valido dal 16/01/2020 al 15/01/2025. ArubaPEC S.p.A. NG CA 3.

ACCREDIA  
 ISO 9001  
 SSO N° 0444  
 Membro degli Accordi di Mutual Riconoscimento RA, IAF e ILAC  
 Signatory of RA, IAF and ILAC Mutual Recognition Agreements

intertek  
 Calin Moldovean  
 President, Business Assurance  
 Intertek Italia S.p.A.  
 Via Miglioli, 2/A  
 20063 Cernusco sul Naviglio (MI)  
 ITALY

engob GmbH  
 Via Forch 9  
 I-39040 Varna (BZ) - ITALY  
 14  
 2451-CPR-EN1090-2015 0334.004  
 EN 1090-1+A1:2011

**engob**  
 ice arena equipment

**ClassicBoard**  
 2451

Geometrischen Toleranzen: Tolleranze geometriche: Geometric tolerances: Geometrisches допуска:	EN 1090-2/-3
Schweißnaht: Saldabilità: Weldability: Плотность сварки:	S275JR nach EN 10025-2
Bruchzähigkeit: Resistenza alla frattura: Fracture toughness: Вязкость разрывания:	27 J bei RT
Brandverhalten: Reazione al fuoco: Fire performance: Поведение при пожаре:	Material in Klasse A1 eingestuft
Freisetzung von Cadmium: Rilascio di Cadmio: Release of cadmium: Освобождение кадмия:	NPD
Freisetzung von radioaktiver Strahlung: Emissione di radioattività: Release of radioactive radiation: Выпуск радиоактивного излучения:	NPD
Dauerhaftigkeit: Durability: Durability: Долговечность:	nach EN 1090-2, Vorbereitungsgrad P1
Stückverschnitt nach: Zincatura secondo: galvanized according to: Оцинкованная деталь в соответствии с:	DIN EN ISO 1461
Tragfähigkeitsmerkmale - Caratteristiche strutturali - Load capacity characteristics - Грузоподъемность характеристики:	
Bemessung: Progettazione Dimensioning: Определение размера:	IIFH Rule Boock 2018-2022 & DIN 18036
Herstellung nach der Bauteilspezifikation: Produzione secondo la specifica del componente: Production according to the component specification: Производство согласно спецификации компонентов:	Order Nr° ..... from ..... Production Order Nr° .....
Ausführungsklasse: Classe di esecuzione: Execution class: Класс исполнения:	EXC2 - e EN 1090-2
<p>engob</p> <p>I-39040 VARNVA VARNVA (BZ)          Forchstraße 9 Via Forch 9          Tel: +39 075 636911          Email: info@engob.it</p> <p>Date: Varna, 14.02.2021</p>	



## GOALS AND ACTIONS TO 2025

### **2023** | Wellbeing/HR-Survey

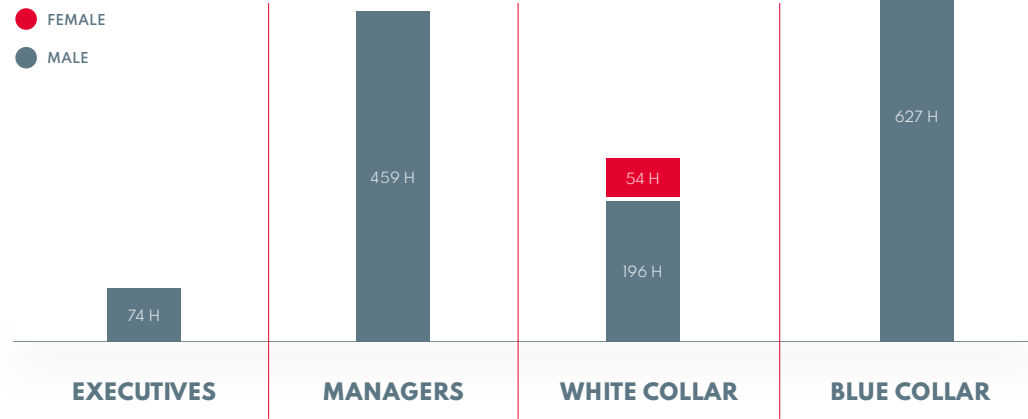
- Development and career plans in performance reviews into 2024
- Internal suggestion system to encourage participation

### **2024** | Introduction of training programs for managers and employees (communications, feedback, performance)

### **2025** | Extend budget for work-life balance betterment and corporate welfare



**GRI 404 - 1**  
HOURS OF TRAINING  
BY SENIORITY

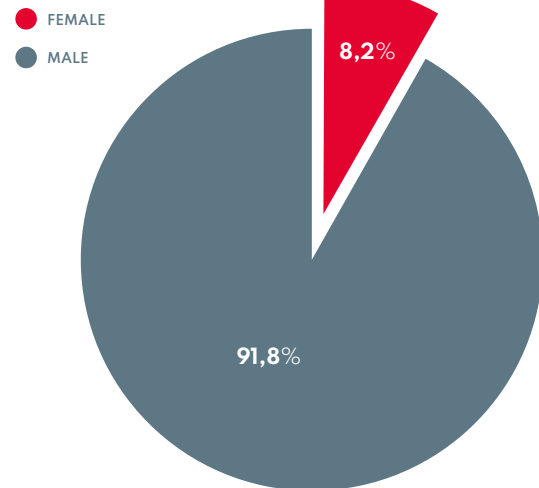


**GRI 401 - 2**

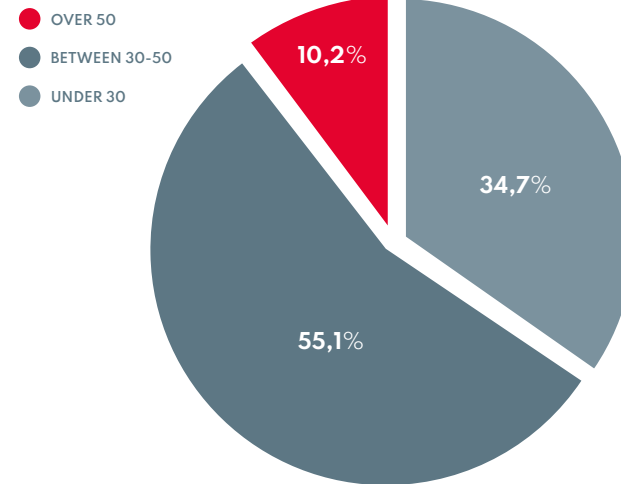
**EMPLOYEE BENEFITS**

- ADDITIONAL HEALTHCARE INSURANCE (MUTUALHELP)
- PARTIAL LIFE INSURANCE (MUTUALHELP)
- PARTIAL DISABILITY INSURANCE (MUTUALHELP)
- PARENTAL LEAVE PROVISION (AS GOVERNMENT MANDATED)
- FULLY PAID LUNCH
- RETIREMENT FUND MATCHING
- HOME OFFICE
- TEAMBUILDING EVENTS AND EDUCATIONAL FUND

**GRI 401 - 1**  
EMPLOYEES BY GENDER  
AS PERCENTAGE



**GRI 401 - 1**  
EMPLOYEES BY AGE  
AS PERCENTAGE



**GRI 401 - 1**  
NEW HIRES AND EXITS  
OF THE COMPANY





# CIRCULAR ECONOMY

## VISION

As natural resources on earth are scarce, the careful use of resources is very important. We want to extend the life cycles of our products (also through new business models) and reduce the amount of waste.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## MANAGEMENT APPROACH

As an organization, we embrace the principles of the circular economy as a proactive management approach. We are committed to minimizing our resource consumption and waste generation while maximizing the value we derive from products and materials. By strategically extending the lifespan of materials, ensuring proper disposal at end of life, and integrating circular thinking into all our operations, we aim to reduce our environmental impact, achieve cost savings, and improve overall efficiency. Through this approach, we optimize our resource utilization, minimize waste, and capitalize on the economic and environmental benefits of a circular system.



## PROJECTS AND PROCESSES

We are actively working towards increasing the lifecycle of our machines and components through dedicated projects and optimized purchasing processes to minimize excesses. However, we recognize that there is an area for improvement in our supplier selection process, and we are exploring the inclusion of sustainability criteria.

We have already introduced a platform that features several models of ice-resurfacing machines. This platform has allowed us to standardize many parts, resulting in significant material savings, reduced storage space requirements, and saved time.

By standardizing the parts across multiple models, we can optimize our production process and reduce the need for additional inventory. This not only helps us save resources but also allows us to offer our customers a wider range of products in a shorter amount of time.

We have expanded our used machinery market in recent years. Our goal is to repair and refurbish old machines whenever possible and resell them to customers at favorable conditions. We believe that this approach not only helps us generate revenue but also promotes sustainability by reducing waste and contributing to the circular economy.

We have also significantly increased the number of machines and dasher boards we rent out to customers. By doing so, we aim to provide affordable solutions while extending the life cycle of our products. Renting out our machines also gives our customers the opportunity to try them before making a commitment to purchase, which we believe can ultimately lead to more sales.

Overall, we are committed to providing value to our customers while also promoting sustainable practices in our industry. We will continue to explore new ways to improve our business and contribute to a more sustainable future. We are also committed to reducing waste and have implemented various measures such as using and returning incoming packaging materials, implementing circular use of packaging, and using recycled materials for components. We are also exploring ways to increase the percentage of machines that can be reused, such as offering trade-in options and refurbishment services. In addition, we are exploring the use of renewable energy sources and implementing sustainable transportation practices to reduce our carbon footprint. We believe that sustainability will become an integral part of our business strategy, and we are continuously tracking and reporting sustainability metrics to identify areas of improvement and track progress towards sustainability goals.

We are also raising awareness among our employees and suppliers to use recyclable packaging materials, separate waste, and reduce the use of plastic bottles, coffee cups, and paper. We provide reusable bottles to our employees and will implement additional measures to minimize waste. Overall, we are committed to taking positive steps towards increasing sustainability and reducing waste, and we will continue to explore opportunities for improvement in these areas.



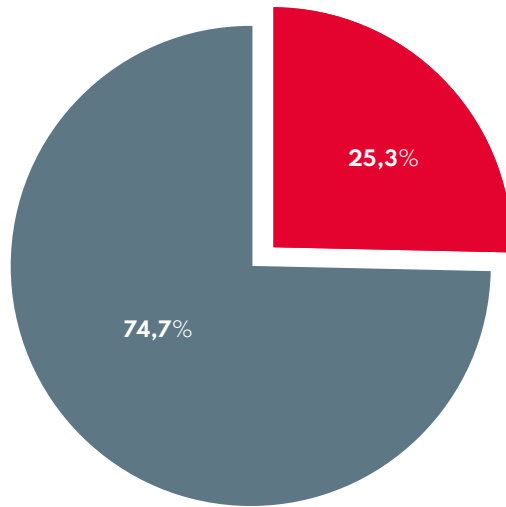
## GOALS AND ACTIONS TO 2025

Overall, the company is committed to increasing sustainability and reducing waste through various initiatives, including supplier selection based on sustainability criteria, increased use of recycled materials, new business models, waste reduction, and internal recycling projects.

- 2023 |** - The company also plans to increase its second-hand business
- 2023-24 |** - An internal project will be initiated to evaluate internal recycling and identify opportunities for improvement
- 2024 |** - To improve supplier selection, the company plans to take sustainability criteria into account, including local inspections and possibly implementing new internal processes
- 2023-25 |** - The company aims to increase the share of recycled materials in its products.  
A baseline will be defined, and the potential for development will be assessed.
- 2025 |** - Extend budget for work-life balance betterment and corporate welfare  
- Expanding the business model: 100% refurbishment of end-of-life machines (on customers already in portfolio - both sales and rental) >> development of refurbishing concept (both technical and sales)
- 2023-25 |** - To reduce waste, the company will introduce new packaging materials. Waste separation will be implemented, and internal awareness raising will take place to encourage employees to separate waste



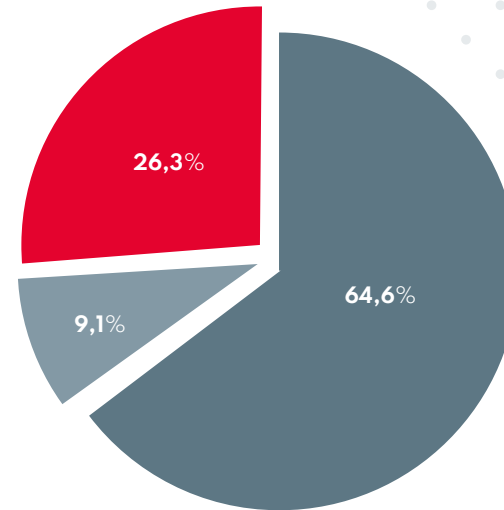
## WASTE COMPOSITION



**GRI 301 - 2**  
AMOUNT OF  
HAZARDOUS WASTE

Total: 348 kg

- HAZARDOUS COMPONENTS REMOVED FROM CARS
- PACKAGING CONTAINING RESIDUAL OF HAZARDOUS COMPOUNDS



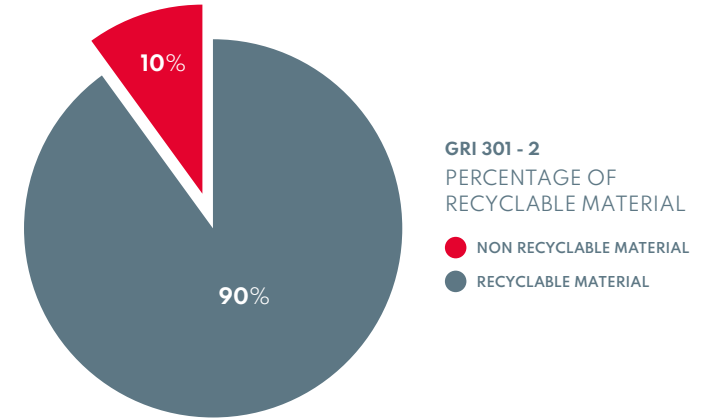
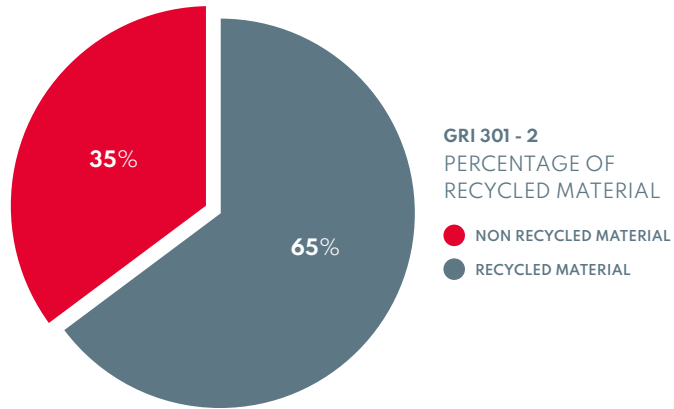
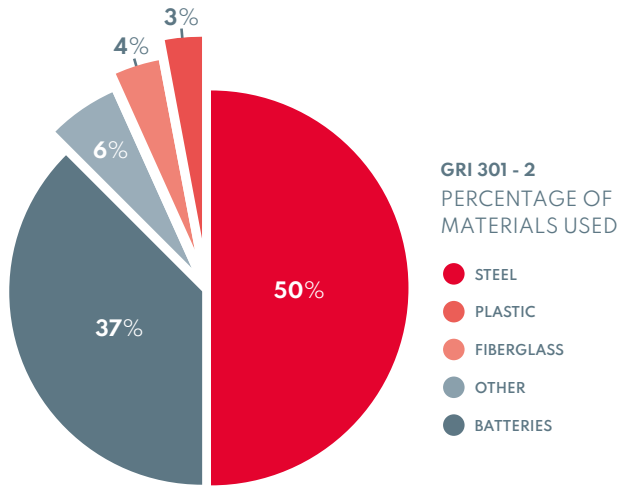
**GRI 301 - 2**  
AMOUNT OF NON-  
HAZARDOUS WASTE

Total: 38.260 kg

- PAPER AND CARDBOARD
- TIMBER
- MIXED

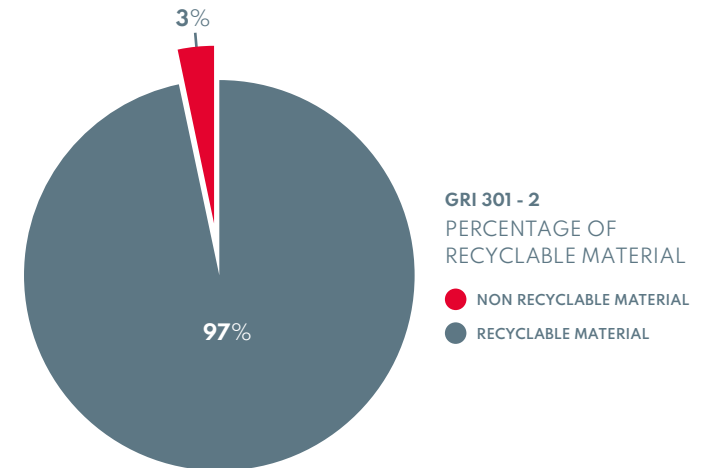
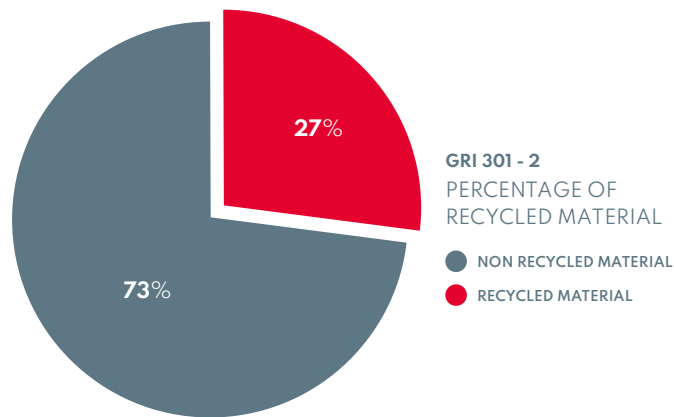
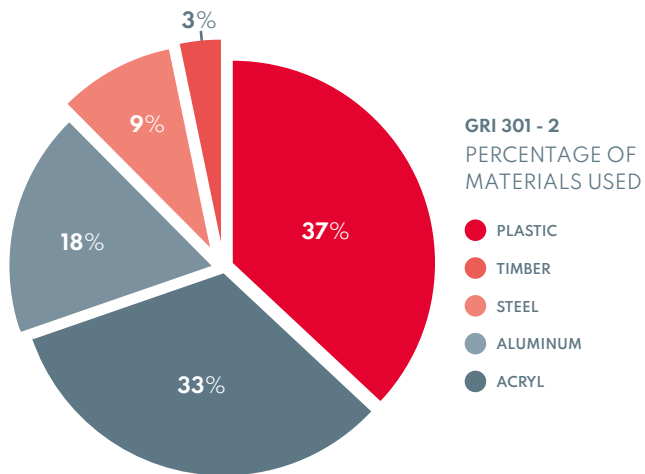
## ICE RESURFACERS

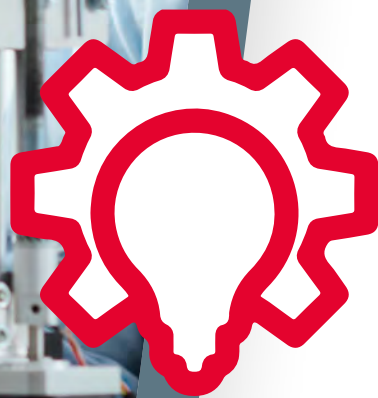
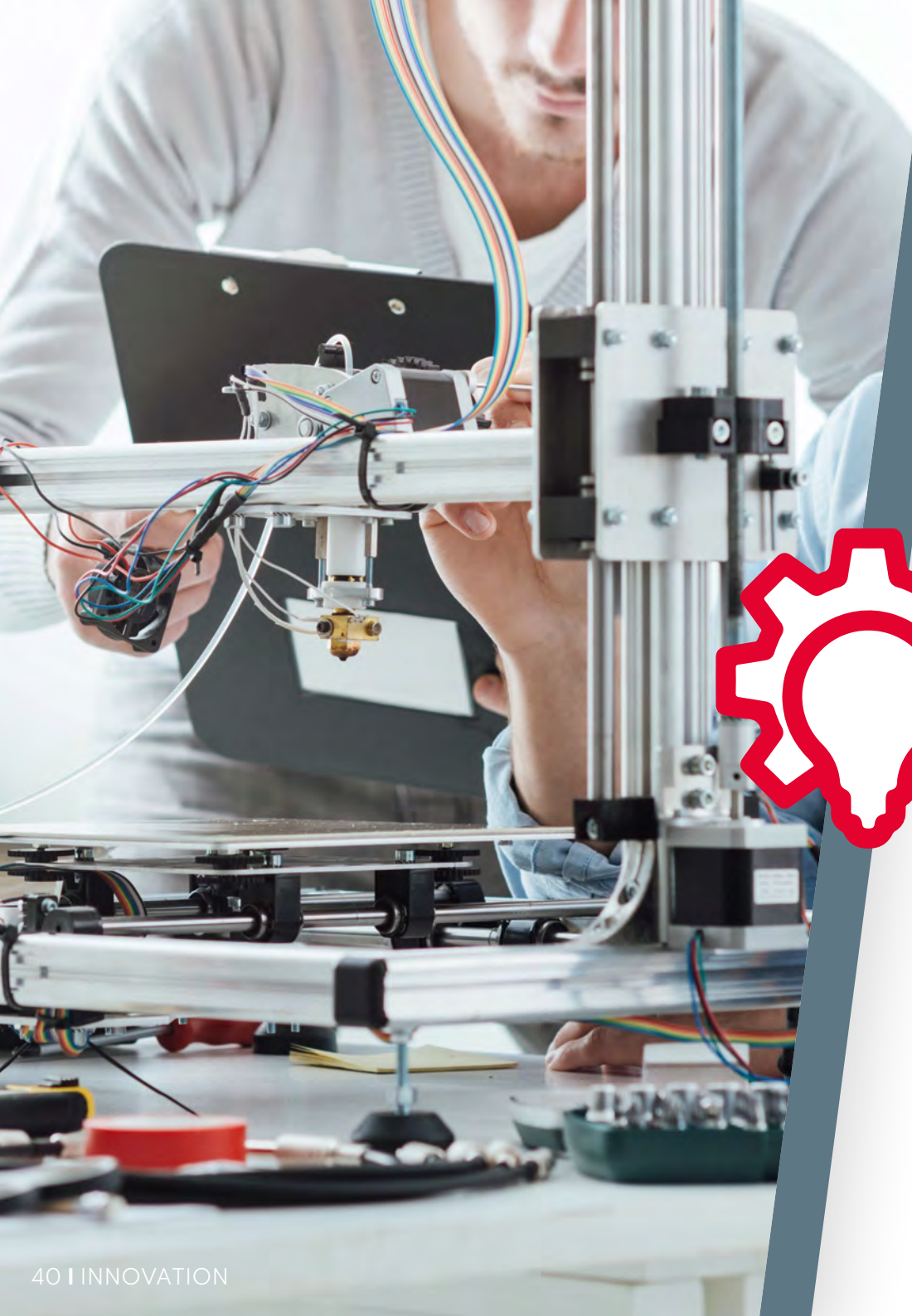
Tot. Materials used: Steel 267,5 Tons, Batteries 200,0 Tons, Other 32,1 Tons, Fiberglass 21,4 Tons, Plastic 16,0 Tons



## DASHER BOARDS

Tot. Materials used, Plastic 90,13 Tons, Acryl 80,0 Tons, Aluminum 43,3 Tons, Steel 22,4 Tons, Timber 8,0 Tons





## INNOVATION

### VISION

As the world undergoes significant changes, the development of sustainable products will be crucial. Customers will increasingly demand solutions that minimize resource consumption and promote environmental preservation. Leveraging our expertise and network, we aim to offer such solutions to our customers. By 2025, we plan to establish a process or governance for innovation within our company to further advance our sustainability objectives.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



9 INDUSTRY INNOVATION AND INFRASTRUCTURE





## MANAGEMENT APPROACH

Our management approach prioritizes investments in research and development (R&D) to support our corporate strategy of achieving technological leadership in net-zero ice rinks. We have entered into a partnership with the Italian Ice Sports Federation (FISG) and the International Association for Sports and Leisure Facilities (IAKS) to collaborate and achieve our goal. We believe that this partnership will strengthen our capabilities in promoting sustainable practices in ice rink construction and operation, while also providing a platform for continued learning and innovation in this area. We have also reserved a 5% of revenue to be reinvested specifically into the innovation of our products.

## PROJECTS AND PROCESSES

As a company, we recognize the importance of innovation in driving sustainable growth and are committed to ensuring that our operations align with this objective:

- Collaboration with other entities for sustainable research and innovation (Universities, Research Centers, e.g., Technical University of Dresden)
- Partnership with FISG and IAKS
- we are a part of an Ice Rink's expert circle Product innovations
- Solid Ice: is a high-end water spraying system for an extra fast and efficient water application applies the water through nozzles instead of the traditional wiping cloth.
- Ice washing: cleans the scores on the ice precisely and removes trace of snow before the ice build-up. The washing water is applied to the ice through a pressure pump and via a spray bar with nozzles. The absorbed dirty water is filtered and pumped into the snow tank. With this system the machine is able to make faster a high-quality ice.
- The laser system on the machine functions as a sensor to level the ice on the surface, resulting in improved surface quality and optimized ice thickness distribution.
- The disassembly system has been optimized for multi-purpose halls to facilitate faster and easier assembly and disassembly of the dasher boards.

## GOALS AND ACTIONS TO 2025

Innovation can present challenges, but it also provides tremendous opportunities to achieve positive change. We are committed to maintaining our focus on sustainability and will continue to invest in innovative practices that support our long-term goals.

- 2023** | - We file a new patent every three years
  - Development of a new ice resurfacing machine with energy-saving electric motor
- 2025** | - Structure a process/governance for innovation within





# SUSTAINABLE ICE RINK

## VISION

Sustainability of the ice rinks is important, as operators have to face new challenges due to global warming or the shift towards renewable energy. The ice rinks must consume fewer resources (energy, water) and still maintain the acceptance of the population. We want to create synergies to overcome these major challenges with our stakeholders. Our Vision is to create a 3-model variant of a sustainable ice rink that can be used as a blueprint for future sports venues to achieve a net-zero target, which is crucial not only for the survival of the ice sports community but for the sports community as a whole. This will be achieved through networking of major players within the sports equipment sector.

- 13 CLIMATE ACTION
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

## MANAGEMENT APPROACH

Engo will set aside resources for the development of new and innovative ice rink solutions to provide clients and the industry with a fully integrated and sustainable solution. These concepts will be achieved through the collaboration of the company with other experts within the industry and the consultation of the affected communities. In the pursuit of realizing this sustainable ice rink concept, we will be working on these key factors:

**“Net-Zero-Rink”** – Achieving an autonomous state of the rink by offsetting the generated carbon on-site by reusing the heat that is generated by cooling the rink and having a complete solution for all related carbon offsets.

**Sustainable waste** – It is important for a high level of autonomy to create an effective waste management strategy that minimizes non-recyclables and makes reusability of waste products a priority.

**Sustainable mobility** – The management of people’s mobility and wellbeing of the community is a high priority. This approach to the reach of the sports facility ensures inclusivity within the surrounding community and promotes wellbeing and health.

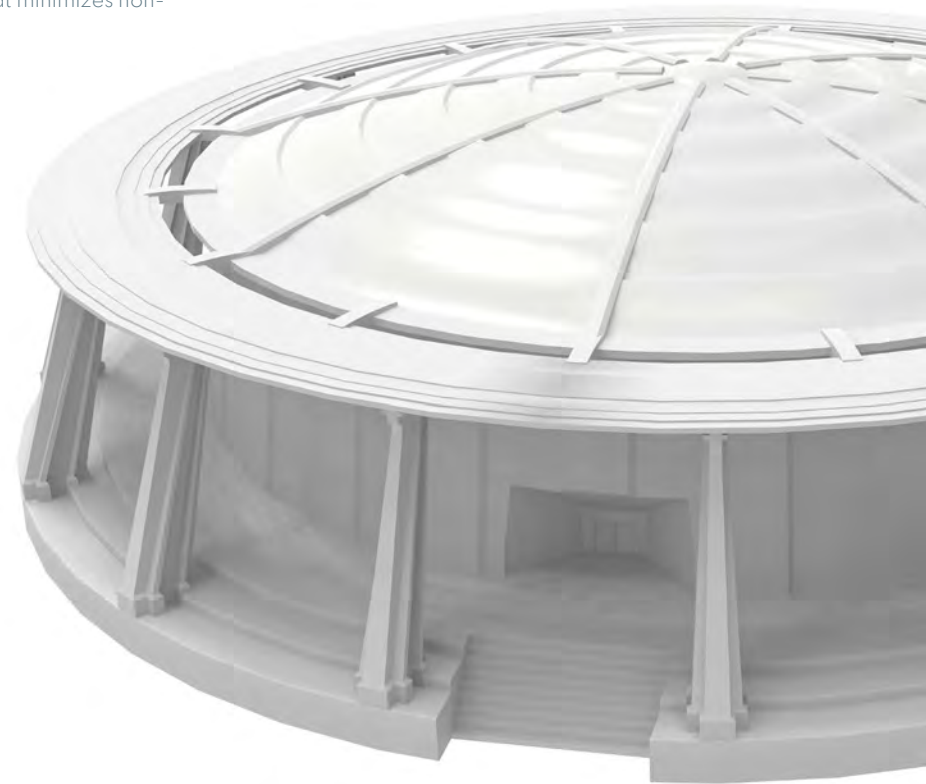
**Sustainable food** – Offering local and sustainable food products in the facility that avoid excessive carbon production through short transport and that support local communities financially.

**Ice rink as a community** – The ice rink facility should function as a social and at times economic hub for the surrounding community. Creating opportunities and through a strong local bond with the people.

These Topics will determine the first draft of our sustainable rink concept and its feasibility. We will then improve on this concept and then adapt it to fit different sizes and populations. The first draft is expected to be completed within the next 2 years and will be presented with the accompanying data in the next edition of this report.

## GOALS AND ACTIONS TO 2025

Within the first year of the plan, we want to engage in discussions with engineers and industry leaders. We would like to explore all possibilities, both internal and external, and find possible partners to realize a first concept within the next few years. This will be achieved through the creation of an internal interdisciplinary taskforce that will be tasked with gathering relevant data on the provided key themes. The first step will be to determine the scope of this initial model and the needed information which will lead to the assignment of the topics to the relevant taskforce members. The second step in this information gathering will be conducting an internal analysis of their effects, which will then be followed up by a survey of internal and external stakeholders about the key topics and possible solutions to these topics. Once these steps are completed, we will begin with the interpretation and modelling of the provided data, which will lead to a rough outline of the model. This rough model will then once again be scrutinized thanks to experts to determine feasibility, and then reworked to make a starting point for further research.



# GRI INDEX

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4		<a href="#">2-4 Restatements of information</a>
4		<a href="#">2-5 External assurance</a>
16		<a href="#">2-6 Activities, value chain and other business relationships</a>
10		<a href="#">2-7 Employees</a>
18		<a href="#">2-9 Governance structure and composition</a>
18		<a href="#">2-10 Nomination and selection of the highest governance body</a>
18		<a href="#">2-11 Chair of the highest governance body</a>
18		<a href="#">2-12 Role of the highest governance body in overseeing the management impacts</a>
18		<a href="#">2-13 Delegation of responsibility for managing impacts</a>
18		<a href="#">2-14 Role of the highest governance body in sustainability reporting</a>
18		<a href="#">2-17 Collective knowledge of the highest governance body</a>
3		<a href="#">2-22 Statement on sustainable development strategy</a>
21	<a href="#">2-29 Approach to stakeholder engagement</a>	
20	<b>GRI 3</b>	<a href="#">3-1 Process to determine material topics</a>
21		<a href="#">3-2 List of material topics</a>
18		<a href="#">3-3 Management of material topics</a>
39	<b>GRI 301</b>	<a href="#">301-2 Recycled input materials used</a>
23	<b>GRI 302</b>	<a href="#">302-1 Energy consumption within the organization</a>
		<a href="#">302-2 Energy consumption outside of the organization</a>
27	<b>GRI 303</b>	<a href="#">303-5 Water consumption</a>
33	<b>GRI 401</b>	<a href="#">401-1 New employee hires and employee turnover</a>
33		<a href="#">401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</a>
30		<a href="#">401-3 Parental leave</a>



30	<b>GRI 403</b>	403-1 Occupational health and safety management system
30		403-2 Hazard identification, risk assessment, and incident investigation
30		403-5 Worker training on occupational health and safety
30		403-6 Promotion of worker health
30		403-8 Workers covered by an occupational health and safety management system
33	<b>GRI 404</b>	404-1 Average hours of training per year per employee
33		404-2 Programs for upgrading employee skills and transition assistance programs
33		404-3 Percentage of employees receiving regular performance and career development reviews



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