



GREEN ENERGY

2022 Sustainability report

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LETTER TO OUR STAKEHOLDERS



Undertaking a project to produce a Sustainability Report comes from afar: in fact, it was one of the ideas contained in the topic of my engineering thesis in the last millennium, I considered the idea of doing an industrial project that would primarily assess its sustainability on the social and economic development of an area. But the time was not right; companies were only evaluated for profit, capital, etc.

It is therefore with great satisfaction that I present this first Sustainability Report.

A text, therefore, that is not 'self-referential', which not only provides an exhaustive picture of the 'reality' of FERA and its evolution over the period in question, but it also makes significant evaluations of the activities carried out available to governing bodies, also with regard to the territory in question.

In this sense, it is also a useful means of verifying strategic guidelines, capable of functioning both as a support in decision-making processes as well as promoting the development of an internal culture of evaluation and recognition of merit.

The Sustainability Report that we present in this volume is, in short, the result of a complex and demanding project and, as such, is the result of teamwork which required the contribution of all those who work in various capacities within FERA.

It also allows us to monitor whether the company remains true to its mission and its deepest values, which have inspired this company from day one.

Over the next three years, this report will be refined more and more to highlight, in ever greater detail, the extra-budgetary values we pursue.

Cesare Fera
President FERA

METHODOLOGICAL BASIS

In the English version, euro amounts have been converted into Australian dollars, as FERA is also present in Australia. The exchange rate used was correct as of 30th December 2022 according to Banca d'Italia.

The FERA Group's Sustainability Report 2022 has been prepared using GRI Standards* - 2021 as a reference, and is a first for the Group. This is a voluntary choice and not a legal obligation.

It is a decision which was driven by the Group's desire to consolidate its path of environmental and social responsibility and to improve the company's strategic approach.

It is, in fact, a useful tool to better define ESG (an acronym for Environmental, Social, Governance) policies. It represents the three dimensions of sustainability.

The reporting boundary for this Report includes fifteen companies within the Group: ten operating in the wind power generation sector, two in the biogas power generation sector, one managing personnel in the wind power sector, one developing electric vehicle charging systems and one holding company in Australia.

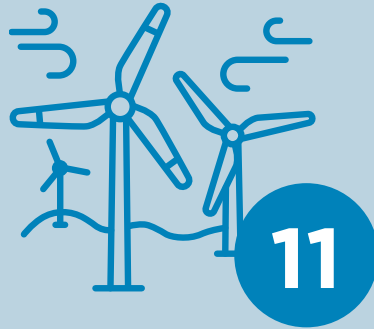
Inside the document are the main facts and figures relating to the three ESG pillars: environmental, social and governance aspects.

Materiality was approached through an analysis involving the front lines to select those topics considered material, which will also be submitted to stakeholders in the future to build a comprehensive materiality analysis.

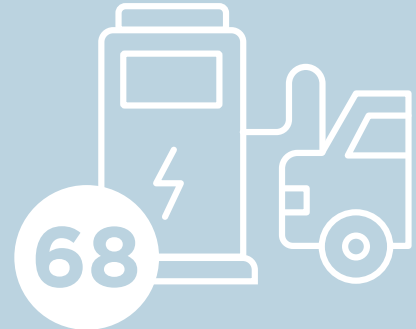
To ensure the reliability of this information, directly measurable quantities have been included, limiting the use of estimates as much as possible. Data refers to the period between 1 January and 31 December 2022. However, data for the financial year 2021 are also shown in order to allow a comparison of their performance.

* The Global Reporting Initiative (GRI) Standards are a set of global guidelines for sustainability reporting developed by an international non-profit organisation. They serve to provide a reporting structure to ensure that a company comprehensively communicates its economic, social and environmental performance.

FERA GROUP'S MAIN DATA IN 2022



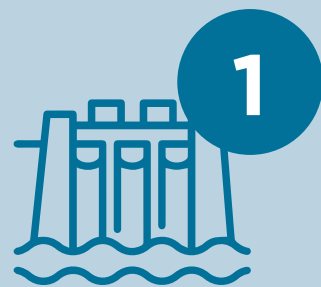
**WIND
FARMS**
operational



Electric vehicle
recharging
COLUMNS



**BIOGAS
PLANTS**



**HYDROELECTRIC
PLANT**

41 EMPLOYEES



0 ACCIDENTS



1,639

HOURS COMMITTED
TO TRAINING STAFF



230 thousand

MWh PRODUCED BY FERA

61,900 tonnes
OF CO₂ AVOIDED

127,000 tonnes

BIOMASS TO PRODUCE ENERGY

15,980

ELECTRIC VEHICLE CHARGES

1,171,500 km

OF ELECTRIC CHARGED JOURNEYS

63 million euro
(approx 98 million AUS)

IN REVENUE

2.7 million euro
(approx 4.2 million AUS)

VALUE DISTRIBUTED TO STAFF

843 thousand euro
(approx 1.3 million AUS)

DISTRIBUTED TO LOCAL COMMUNITIES



Vento di Zeri
Wind Farm

1. WHO **WE ARE**



11

Wind power
plants

3

Biogas plants

1

Mini-
hydroelectric
plant

WHO WE ARE

Operating since 2001, the FERA Group – Fabbrica Energie Rinovabili Alternative – has designed, developed, and built plants for more than 200 MW of energy, from renewable sources with both a stakeholder centered and local approach.

Considered among the first developers of wind energy in Italy in terms of MW installed, the Group supplies “clean” electricity into the electric grid, exclusively from wind, hydroelectric and biogas plants.

It currently produces electricity from 11 wind power plants with an installed capacity of 112.6 MW located in Liguria, Tuscany, Abruzzo and Sicily, from 3 biogas plants in Sardinia with an installed capacity of 2.97 MW and a mini-hydroelectric plant in Lombardy with a capacity of 100 kW.

The FERA Group is also active in the supply, installation and management of charging stations for electric vehicles, with the company Ricarica.

The FERA Group's Values

What FERA ‘puts its name to’: the evaluation of a project for a new plant begins with an in depth knowledge of the area and the creation of relationships with local stakeholders. The needs of the people living in the area are listened to in order to balance the company’s development with the interests of its host location.



Initiative

*Sponsoring
new ideas
and supporting
proactivity*



Innovation

*Finding
alternatives
to conventional
methods*



Concrete

*Realising what
you say is what
you'll do*



Responsibility

*Supporting
everything that
helps to limit
climate change*

History

Set up to develop, design and build wind farms, in just a few years the Group has established itself as a major player on the national landscape, adopting a very stakeholder- and territory-oriented approach whilst achieving important results.

For a number of years, the FERA Group has been involved in the research and technological development into concentrated solar power (CSP, Concentrated Solar Power). In 2009, FERA was among the founding members of ANEST – Associazione Nazionale Energia Solare Termodynamica (National Solar Thermal Energy Association) and Cesare Fera was its first president.

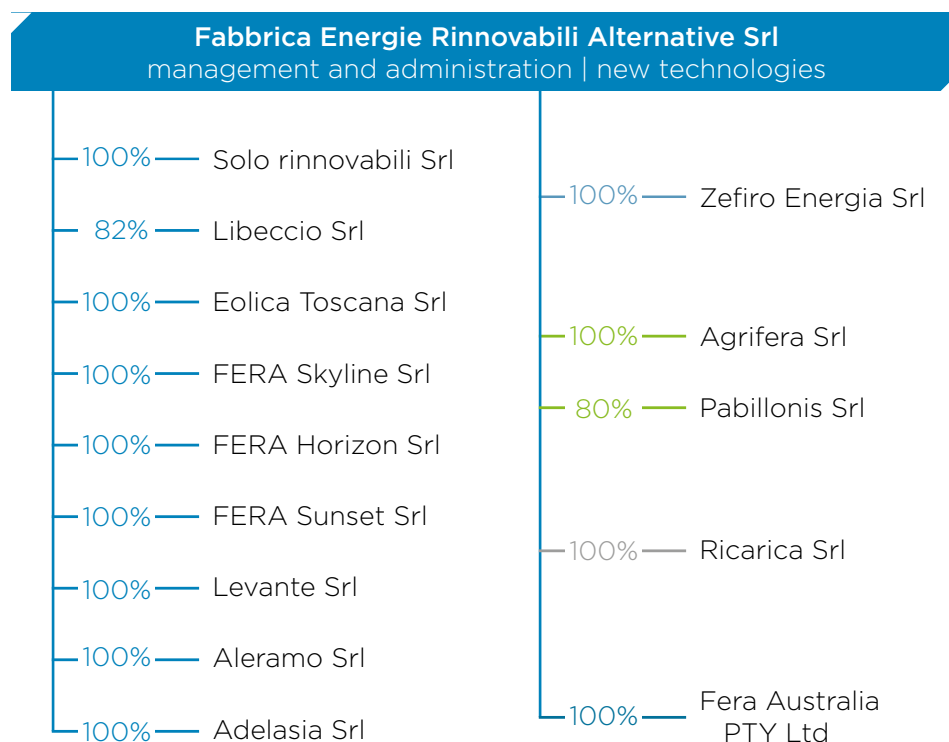
Concentrated solar power (CSP) systems convert solar energy into thermal energy by using the reflection of the sun’s rays through reflective surfaces (mirrors) to concentrate the sun’s heat onto a small receiver containing a carrier fluid. The high-temperature carrier fluid generates steam that drives a turbine to produce electricity.

In 2002 the first anemometers were installed in Liguria, and in 2007 the first wind turbines went into production in Liguria and Abruzzo, with a total installed capacity of 4 MW. Over the years, growth has been continuous and progressive when the eleventh wind farm was built, with 25 MW of installed power, and went into production at the end of 2022. FERA has built 14 wind farms over the years, but three ('Giarratana' in Sicily, 'Santa Luce Wind Farm' and 'Foce di Cornia' in Tuscany) have been sold. Since 2012, it has been developing biogas plants in Sardinia for energy production by feeding them with by-products of agro-food processing (liquid manure, poultry manure, milk whey, olive pomace, etc.) and agricultural residues (maize, barley, triticale), involving local farmers, thus creating a perfect example of a circular economy and collaboration between businesses and farmers, who are guaranteed the organic fertiliser produced by anaerobic digestion. The short-term goal is to increase the use of by-products compared to cultivated biomass.

In 2016, with a view to contributing more and more to the energy transition, the FERA Group set up RICARICA. Created after the decision to convert the entire company fleet to electric vehicles, the company is dedicated to advanced services and solutions for sustainable mobility, both for companies and public administration bodies. Today, RICARICA has installed 68 electric vehicle charging stations in five regions.

FERA is one of the founding members of ANEV - Associazione Nazionale Energia del Vento, and is associated with Italia Solare.

Corporate structure



The FERA Group is today structured into 15 companies:

- 10 companies in the wind sector (including FERA SRL) managing 11 wind farms and a hydroelectric plant
- 2 Companies in the biogas sector managing 3 plants

- 1 Company that manages staff of all the companies in the wind sector and it is responsible for engineering, territory scouting and the process for obtaining Single Authorisation for projects that, once self-propelled, are transferred to a vehicle company to finance and manage the plants once built
- 1 Company that installs and manages electric vehicle charging stations
- 1 Holding company in Australia

Governance

For more than 10 years, the FERA Group has had an Organisation, Management and Control Model compliant with Legislative Decree 231/01 on the administrative liability of entities, which is part of the company's broader corporate responsibility policy and consists of the construction of a structured and organic system of procedures and control activities. This model is a valid tool for raising awareness among all those who work on behalf of the Group, so that they adopt the correct behaviour to prevent the risk of offences being committed.

Corporate bodies that make up the FERA Group's governance system are the Board of Directors and the Board of Statutory Auditors.

Members of the Board of Directors

Cesare Fera
President

Raimondo Riccio Cobucci
CEO

Luigi Pennisi
CEO

Charlotte Stelling
Director

Sebastiano Falesi
Director

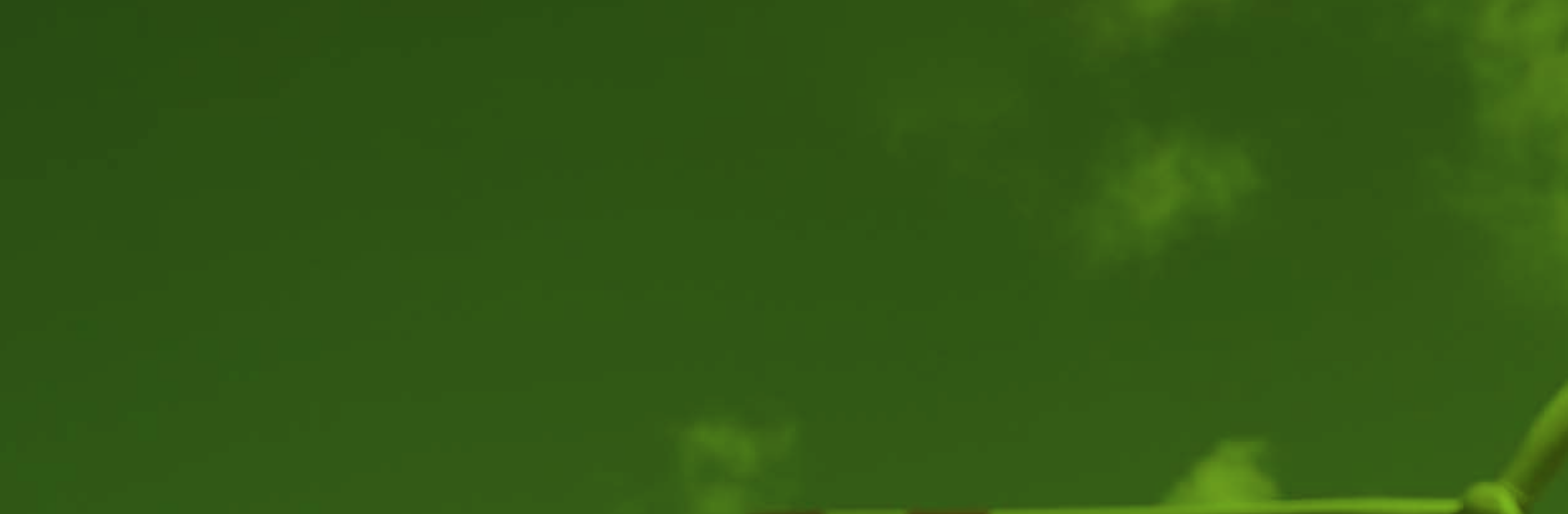
Sandro Brambilla
Director

Bernardo Rucellai
Director

Attilio Franchi
Director and chairman of the supervisory board



**Naso di Gatto
Wind Farm**

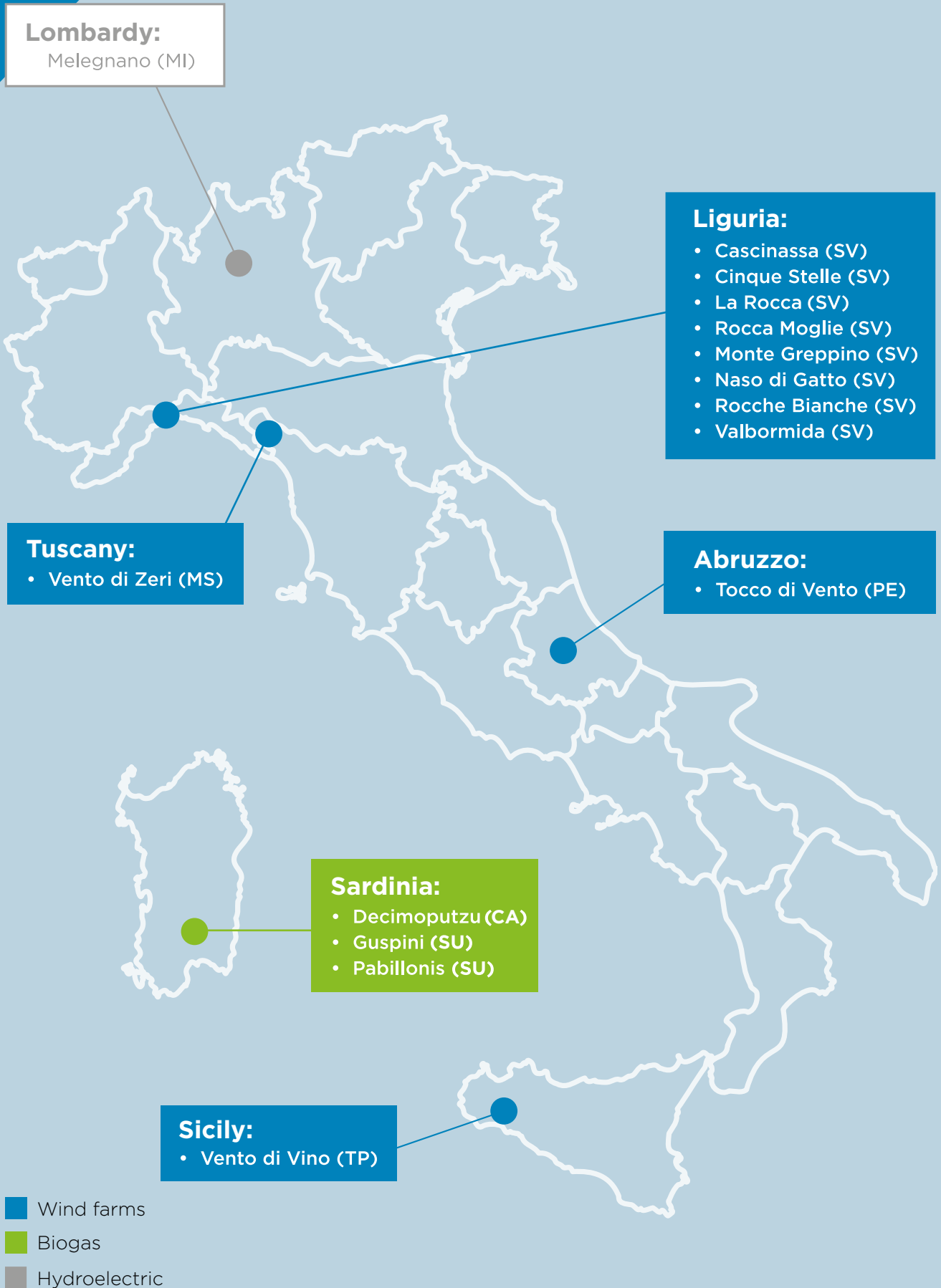


Vento di Vino
Wind Farm



2. OUR PLANTS

OUR PLANTS



Wind Farms

Wind Farms	Park name	Year production started	Installed power	Number of turbines
Cinque Stelle	Stella (SV)	2007	3.2 MW	4
Tocco di Vento	Tocco da Casauria (PE)	2007	3.2 MW	4
La Rocca	Pontinvrea (SV)	2009	3.2 MW	4
Valbormida	Cairo Montenotte (SV)	2009	4.8 MW	6
Vento di Vino	Mazara del Vallo (TP)	2011	23.8 MW	7
Naso di gatto	Savona, Cairo Montenotte, Albisola Superiore (SV)	2012	9.2 MW	4
Vento di Zeri	Zeri (MS)	2013	10 MW	5
Rocche Bianche	Quiliano, Vado Ligure (SV)	2020	9.2 MW	4
Cascinassa	Cairo Montenotte (SV)	2021	20 MW	5
Rocca Moglie	Stella (SV)	2021	0.8 MW	1
Monte Greppino	Cairo Montenotte, Pontinvrea, Stella (SV)	2022	25.2 MW	6

Fera has designed and built additional wind farms over the years, with an installed capacity of around 90 MW, which were subsequently sold to shareholders. These include a 46.5 MW plant in Sicily and two in Tuscany with a total capacity of 43.2 MW.

In 2007, the municipalities of Tocco da Casauria (Pescara) and Stella (Savona) won an ex-aequo PIMBY (Please In My Back Yard) award for helping to demonstrate how infrastructure and environmental protection can be reconciled when special consideration is given to environmental balance and a harmonious landscape.

In 2008, the municipality of Stella won an 'I live sustainably' award and a prestigious Klimaenergy Award, as its wind farm provides an exemplary example of sustainable energy, and the local population was actively involved in the decision-making process for the construction of the plant.

The Cinque Stelle, Tocco di Vento, La Rocca, Valbormida, Naso di Gatto, Vento di Vino, Vento di Zeri and Rocche Bianche wind farms have been included in Legambiente's 'Tourist Guide to Wind Farms' (parchidivento.it). Published in 2021, it aims to help people discover territories that are often excluded from the most popular tourist routes, these have been made accessible by unpaved roads used to build the plants.

RECHARGING
COLUMNS

10
Lazio

7
Liguria

1
Lombardy

11
Sardinia

39
Tuscany

Biogas plants

Region	Year of production	Installed power	Electric energy generated
Guspini (SU)	2012	0.99 MW	8,000 MWh
Pabillonis (SU)	2012	0.99 MW	8,000 MWh
Decimoputzu (CA)	2013	0.99 MW	8,000 MWh

All biogas power plants utilise short chain agricultural biomass (maize, barley, triticale) and agro-food biomass, such as the by-products of local dairy processing, oil mills, wineries, and the tomato processing industry **in perfect balance between a circular economy and green energy production**. In Decimoputzu, the plant supplies electricity to the AGRIFERA agricultural company, which supplies it with the necessary agricultural biomasses, feeding electricity which is not self-consumed into a distribution network.

Electric vehicle charging stations

Via the company RICARICA, which supplies and installs charging systems for electric vehicles, the Group has now installed 68 charging stations in five regions: Lazio (10), Liguria (7), Lombardy (1), Sardinia (11) and Tuscany (39).





**Biogas plant
Guspini**



**Rocche Bianche
Wind Farm**

3. SUSTAINABILITY P O L I C I E S



SUSTAINABILITY POLICIES

The topic of using renewable sources as an alternative to fossil fuels to produce energy, reduce carbon dioxide emissions into the atmosphere and combat climate change was raised by scientists during the final decades of the last century.

With the **Kyoto Protocol** in December 1997, many countries, including Italy, pledged to reduce greenhouse gas emissions to prevent climate change, but only in September **2004**, with Russia's ratification, did this Protocol become **operational**. Since then, numerous international initiatives have prompted governments to take the path of decarbonisation. It is in this vein that **the philosophy** behind **the birth of FERA** lies: the **production of clean energy**, without greenhouse gas emissions, through continuous dialogue and discussion with stakeholders.

Right from a project's inception, we identify the most effective ways to avoid any significant impact on the environment and we initiate a dialogue with local stakeholders in order to share project ideas in addition to re-conceptualising any potential concerns. FERA's plants are all built using this approach: construction will not start unless a consensus is reached and agreed with local stakeholders.



Vento di Vino
Wind Farm

In addition to complying with the necessary laws and regulations, the FERA Group has **voluntarily adhered to a PMI Business Integrity Toolkit**, created by Transparency International the Business Integrity Forum of Transparency International Italia, which works in collaboration with some of Italy's most important companies, who are active on the issues of legality and accountability, and it has adopted its own Code of Ethics for more than 10 years, which details the commitments and ethical responsibilities of those who, in various capacities, work with the FERA Group.

Furthermore, as a **founding member of ANEV** - Associazione Nazionale Energia dal Vento (National Wind Energy Association), the FERA Group **adheres to a self-regulatory code of ethics adopted by ANEV**.

FERA has also obtained certification for its Quality Management System according to **UNI EN ISO 9001:2015**.

2030 Agenda: Sustainable Development Goals

The 2030 Agenda for Sustainable Development is an action programme regarding people, the planet and wealth which was signed in September 2015 by the governments of 193 UN member states.

It includes **17 Sustainable Development Goals - SDGs** - contained in a vast action programme, with a total of 169 'targets' or goals.

These Sustainable Development Goals were formally adopted after the Paris Agreements of 2015, and today guide companies, governments and institutions on the not-so-easy path to achieving the 2030 sustainability goals.

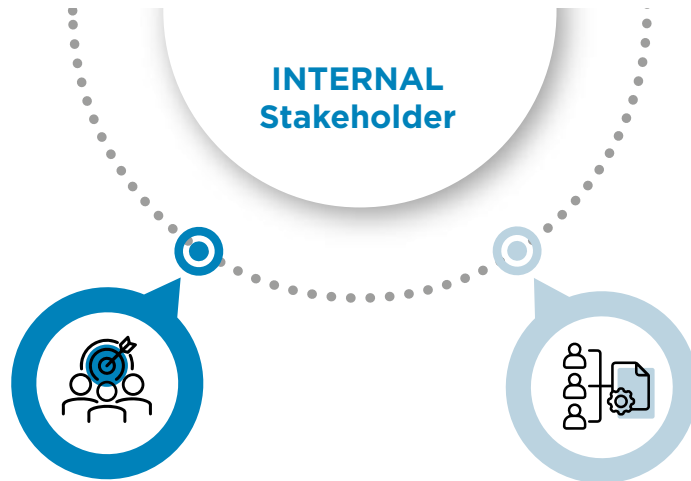
SDGs for the FERA Group

The Group's activities overlap with some of the Goals included within the 2030 Agenda.

	<p>Ensuring health and well-being for all and all ages</p>		<p>Creating cities and human environments that are inclusive, safe, long-lasting and sustainable</p>
	<p>Achieving gender equality and empowerment (increased strength, self-esteem and awareness) of all women and girls</p>		<p>Ensuring sustainable patterns of production and consumption</p>
	<p>Ensuring access to affordable, reliable, sustainable and modern energy systems for all</p>		<p>Promoting action, at all levels to combat climate change</p>
	<p>Promoting sustainable, inclusive economic growth, full and productive employment and decent work for all</p>		<p>To protect, restore and promote sustainable use of the Earth's ecosystem</p>
	<p>Building an infrastructure that is resilient, promotes innovation in addition to equitable and sustainable industrialisation</p>		<p>To promote peaceful and inclusive societies geared towards sustainable development, ensuring access to justice for all and building effective, accountable and inclusive Institutions at all levels</p>
	<p>Building an infrastructure that is resilient, promotes innovation in addition to equitable and sustainable industrialisation</p>		<p>Strengthening the means of implementation to renew a partnership for sustainable development</p>

Our stakeholder

The FERA Group identifies its stakeholders as being all those who, for various reasons, contribute to the Group's activities or are influenced by them. Thus our stakeholder map therefore represents the Group's main stakeholders, identified through sector analysis and internal comparison.



Staff

All those who participate, in various capacities towards the achievement of corporate objectives.

Co-investors

Companies with which the FERA Group shares ownership of some of its projects.

Monte Greppino
Wind Farm



Public Authorities

Public bodies which manage the local territory (municipalities, provinces and Regions).

Local Communities

Groups of citizens who share specific interests in the host territory.

Territorial organisations and Environmental Associations

Organisations and associations that promote information initiatives and protect the territory, countryside and the environment, both locally and nationally.



School

Educational institutions operating in catchment areas where a Group plant is located.

Universities, Research Centres and Masters Degrees

Universities, institutes of higher education and institutional centres dedicated to the development of scientific projects and new technology, as well as organisations which offer training for employment in the field of renewable energy.

Trade associations






Associations that promote relations between central institutions, media relations and the distribution of good practice among their members.







Materiality issues for the FERA Group

Within the current definition of GRI Standards - which have been used as a reference for drafting this document - significant materiality issues reflect at least one of the following: the organisation's significant economic, environmental and social impact or substantial influence on stakeholders' assessments and decisions.

For this Report, the FERA Group approached materiality from an internal front line, looking forward to consolidating the materiality path by including stakeholders as well.

Selected topics were identified on the basis of an analysis of its own materials and documents and a benchmark analysis with competitors, and are referred to the UN SDGs to 2030.

Material themes	SDGs
<p>Combating and adapting to climate change</p> <ul style="list-style-type: none"> To design, develop, build and operate plants for the production of energy from renewable sources. Promoting the use of electric mobility. Adapt the car fleet to electric vehicles. 	
<p>Environmental management and protection</p> <ul style="list-style-type: none"> Designing plants which respect the relevant environmental contexts. To provide restoration measures, after the construction of a wind farm and/or to accelerate the evolution of habitats to an optimum condition in already degraded areas. 	
<p>Taking care of the countryside</p> <ul style="list-style-type: none"> Paying special attention to creating those facilities that best fit within the natural or cultural/artistic elements of the landscape. 	
<p>Health and safety of workers</p> <ul style="list-style-type: none"> To provide its employees and collaborators with adequate health and safety standards to ensure the best possible conditions. Also involving suppliers in the management of all aspects of health and safety. Adopting corporate welfare measures to ensure the general well-being of employees. 	
<p>Staff training and growth</p> <ul style="list-style-type: none"> To encourage the growth of its staff also through individual training and development paths. Promote internal communication. 	

Material themes	SDGs
<p>Trust and reputation among stakeholders</p> <ul style="list-style-type: none"> To create a climate of trust with all stakeholders by using transparent communication and adopting accountable procedures with public bodies. 	
<p>Relationship with local communities</p> <ul style="list-style-type: none"> To show a close relationship and support with local communities in the territories where the Group's plants are planned from the earliest stages. To contribute to developing socio-environmental activities that benefit the local community in the vicinity of the Group's wind farms. 	
<p>Ethics and integrity in business management</p> <ul style="list-style-type: none"> To demonstrate constant attention to rules which regulate the sector and, in particular those aimed at protecting the principles of legality and fairness. To adopt practices in compliance with its Code of Ethics. 	
<p>Creating value over time</p> <ul style="list-style-type: none"> To ensure long-term economic results. To increase the Group's ability to respond to the needs required by the energy transition. 	
<p>Solid and transparent governance</p> <ul style="list-style-type: none"> To engage in continuous improvement of its corporate governance to ensure an open and productive dialogue with stakeholders. 	 



**Vento di Zeri
Wind Farm**

4. ENVIRONMENTAL RESPONSIBILITY



ENVIRONMENTAL RESPONSIBILITY

Context

The context of national and international energy in 2022 was strongly influenced by a price increase that started in the second half of 2021 and then spiked due to the Russian-Ukrainian war. The consequence was a surge in the cost of gas on the international markets and a related increase in the cost of electricity. In March 2022, the average electricity price rose by 411% compared to the value for the same month in 2021.

Following the invasion of Ukraine, in early **March 2022**, the European Commission launched the '**REPowerEU**' plan to diversify the energy supply of EU countries, in order to save energy and produce clean energy.

This context has led many countries to strengthen their energy transition strategies, accelerating actions contained within their policies and industrial plans. Italy, in particular, planned to increase energy production from renewable sources, in line with the objectives of its National Energy Plan.



Decimoputzu
Biogas Plant

Energy transition was already one of the pillars of the 'Next Generation EU' project of May 2020, with measures the EU enacted to help member states in the wake of Covid-19 pandemic losses. Subsequently, the European Climate Act (EU Regulation 2021/1119, which came into force at the end of July 2021) established the goal of achieving climate neutrality ('net zero') by 2050 and the intermediate target of reducing greenhouse gas (GHG) emissions by at least 55% by 2030 compared to 1990 levels - the so-called 'Fit-For-55', which is part of the 'European Green Deal' launched in 2019.

Previously, in December 2019 Italy had adopted, in line with previous EU guidelines, the 'Piano Nazionale Integrato per l'energia e il Clima' (PNIEC), which defined national de-carbonisation targets for 2030.

The European Green Deal

A strategy which is articulated in a series of action plans, aimed at realising Europe's commitment to achieving climate neutrality.

The European Green Deal builds on the UN 2030 Agenda, of which it is an integral part, but identifies a number of ambitious targets including reducing greenhouse gas emissions by 55% by 2030, compared to 1990 levels.

RED II Directive

The so-called Red II Directive, i.e. the EU Directive 2018/2001 on the promotion of the use of energy from renewable sources, entered the national legislative body on 30 November 2021 with the publication of Legislative Decree No. 199 of 8 November 2021 in the Official Journal.

The Decree puts in place several changes necessary to achieve the emission reduction target of the European Green Deal. In particular, regulation allows for the simplification of bureaucracy in order to catch up with a significant delay accumulated by our country in the transition towards the 2030 targets, to unblock investments, and to install 70 GW of new renewable plants envisaged by the Green Deal.

The Red II Directive requires Member States to ensure that in 2030 the share of energy from renewable sources in gross final energy consumption is at least 32 per cent.

Integrated National Energy and Climate Plan (INECP)

The INECP published in 2020, is the fundamental instrument to change our country's energy and environmental policy to orient it towards decarbonisation.

The Plan is structured in five action points, which will be developed in an interconnected way: decarbonisation; efficiency; energy security; development of the internal energy market; research, innovation and competitiveness. As far as decarbonisation is concerned, INECP envisages a phase-out from coal by 2025 and the regulation of renewable energy sources, especially in the electricity sector. By 2030, significant growth is expected in photovoltaics, whose production is expected to triple, and in wind power, whose production is expected to more than double.

Producing zero-emission renewable energy

Sun, wind, water, biomass. Producing renewable energy means using these natural elements to generate electricity. An energy that, compared to that produced by conventional sources (gas, coal, oil), is able to drastically reduce the level of climate-changing emissions into the atmosphere and allows us to move towards a decarbonised world.

Since 2001, the FERA Group has built and produced renewable energy from wind and biomass sources.

In total, **in 2022 the FERA Group produced more than 230,000 MWh of electricity**, of which about **89% from wind power**, and about 11% **from biogas plants**.

Renewable energy produced

	Units of Measurement - UdM	2022	2021
Wind energy produced	MWh	204,860	155,614
Biogas produced energy	MWh	25,447	24,668
Biogas self-consumed energy	MWh	1,848	1,840
Energy fed into the biogas grid*	MWh	23,586	22,891
Energy consumed wind power	MWh	557	315
Energy consumed biogas	MWh	26	31
CO ₂ emitted from electricity consumption (scope 2)	t	162	96
Total energy produced by FERA	MWh	230,307	180,282
Increase in production 22 out of 21	%	27.7	-

* net losses

The 2022 production from renewable sources of 230,307 MWh saved 61,860 tonnes¹ of CO₂.

With regard to the three biogas plants in Sardinia, in 2022 about 80 per cent of them were fuelled by local by-products from processing in the dairy industry, oil mills, wine cellars and with slurry from stables, and about 20 per cent by agricultural residues (maize, barley, triticale), all coming from an area of no more than 60/80 km from the plants. Approximately 127,000 tonnes of biomass produced in Sardinia was therefore used. It should be noted that the percentage quantity may vary from year to year, depending on agricultural production. A total of about 36 tonnes of differentiated waste (paper, plastic, undifferentiated waste and used oil) were produced in the biogas plants in 2022, and about 26,000 litres of diesel were used for matrix handling and transport logistics.

¹ "Efficiency and decarbonization indicators for total energy consumption and power sector. Comparison among Italy and the biggest European countries" (ISPRA, 2021): Italia 0,2686 t CO₂/MWh.

Digestate produced by the bio digestion of agricultural products is used in fields restoring the right amount of nitrate and potassium nutrients, enhancing and improving soil texture.



Biogas plant management

Monte Greppino
Wind Farm

	Units of Measurement - UdM	2022	2021
Biogas biomass feedstock	t	127,000	109,910
Diesel fuel for biomass handling	t	26,737	17,518
CO ₂ emitted from diesel consumption (scope 1)	t	69.5	45.5
Total waste	kg	36,360	23,177
<i>Non-hazardous waste</i>	<i>kg</i>	<i>26,054</i>	<i>17,377</i>
<i>Hazardous waste</i>	<i>kg</i>	<i>10,306</i>	<i>5,800</i>
<i>Waste for recycling/recovery</i>	<i>kg</i>	<i>26,206</i>	<i>22,647</i>
<i>Waste for disposal</i>	<i>kg</i>	<i>4,009</i>	<i>530</i>

There are public charging stations for electric vehicles at the biogas plants.

Building an environmentally friendly plant

Respect for the environment and the protection of biodiversity are among the FERA Group's strategic objectives. Therefore, attention to the environment of these plants is of primary importance and is studied right from when the countryside where the project is to be built is identified, and then during the design and authorisation phases, which continues during the life of the plant.

Once the land where the wind farm to be developed has been identified, monitoring activities are carried out, for at least one year, of avifauna and chiropterofauna as well as ecosystem surveys. The location of individual wind turbine plots is assessed on the basis of surveys to choose the most open areas with the fewest trees, in order to avoid cutting tall trees. Different locations are considered for each wind turbine, both to make the best use of the wind and to minimise intervention in the existing natural environment.

Based on today's technology, it is possible to install fewer blades to achieve the same power due to their greater efficiency. Reducing the number of wind turbines reduces their impact on the environment and landscape.

During the plant construction phase, the greatest impact on the environment occurs, even though minimally invasive intervention techniques are used (such as the use of special vehicles to transport the wind turbine

An example of how to build a wind farm: Monte Greppino

The Monte Greppino wind farm, located in Liguria in the municipalities of Cairo Montenotte, Pontinvrea and Stella in the province of Savona, is FERA's latest wind farm (having come into operation at the end of 2022). The Park, consisting of 6 wind turbines with a power of 4.2 MW each, is located on a ridge in an area characterised by beech forests where coppicing, hiking, foliage and mushroom picking are practised. Energy produced by individual wind turbines is transported via underground cables to the power substation. The wind farm is controlled by means of programmable automatic systems.

The configuration of the plant was evaluated in the design phase to minimise the impact on the land and the environment, while maintaining significant energy production. In fact, much attention was paid to identifying the location of the wind turbines, trying to position them in clearings or in areas with sparse trees near existing white roads, so as to limit and almost avoid the construction of new stretches of road, considerably reducing the impact on any existing vegetation and land movement. Added to this is the offsetting of a reduction in habitat by the reforestation of an equal area of deforested land.

For the access road, natural engineering techniques were applied to limit any impact, to strengthen the soil and prevent weather-related flooding. In order to achieve the best results, an environmental restoration project was started early in the construction phase in order to reduce any effects on the natural environment over time, consistent with technical requirements. The wind turbine foundation consists of a concrete base with a diameter of approximately 20 m and a height of approximately 3 m, where the wind turbine base is bolted.

The wind turbine's assembly area provides a manoeuvring space for cranes

components, such as blade lifters for the blades) and environmental restoration and engineering methods are applied.

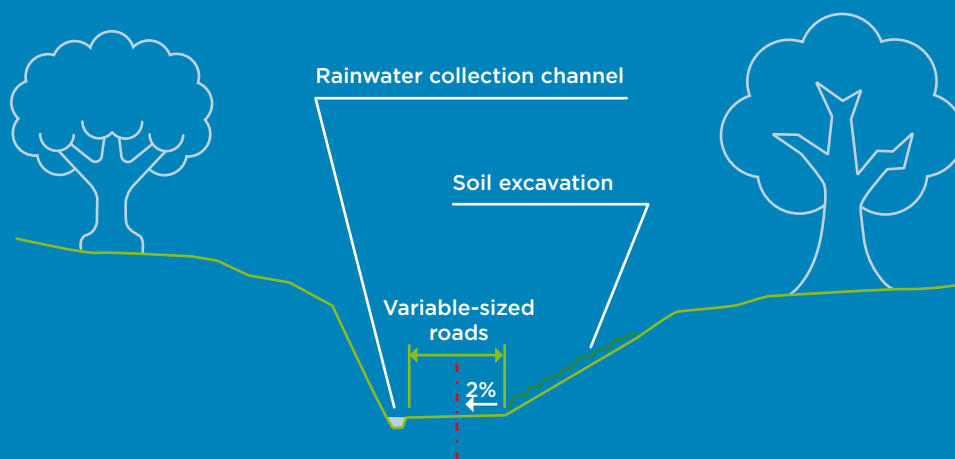
In particular, for access roads to the sites, efforts are being made to use the existing road system, adapting it to the transit of heavy vehicles, without asphaltting the tracks and leaving the area with unpaved roads that can be used for other activities even after the construction of the plant. For the construction phase, the FERA Group relies on a general contractor to build the wind farm according to the company's design.



Monte Greppino
Wind Farm

to assemble various components and temporarily store them. Sites were also constructed with the utmost respect for the surrounding environment. Connection cables between the wind turbine and electrical substation were buried and laid along an access road to the wind turbines.

An example of implementation



Materials used for the construction of Monte Greppino Wind Farm



3,487 mc
concrete



452.8 t
iron



12,707 mc
quarry material



32 km
three-core cables

Electric mobility

Since its inception, FERA has been committed to sustainability in all its activities. More than ten years ago, it was among the first companies to introduce electric company vehicles. Faced with a shortage of charging infrastructures, this pioneering attitude was later translated into the founding of RICARICA in 2016, a company which provides charging services to electric vehicles, with energy obtained mainly from renewable sources. The company operates throughout the country with 68 electric charging stations, mainly where the Group's plants are located: Liguria, Lombardy, Tuscany, Abruzzo and Sardinia. An additional 100 charging points are planned to be installed over the next two years. RICARICA has signed important partnerships with a number of companies for the distribution of electric charging stations, including Tesla, Coop Tirreno, Coop Amiatina, Autogrill Italia and Cagliari Airport.

	UoM - UdM	2022	2021	Difference 22/21
Number of recharges	n	15,980	6,944	+130%
Energy delivered	MWh	213	95.2	+123%
Kilometres travelled	km	1,171,500	523,607	+124%
CO ₂ saved*	t	126.3	56.4	+124%

* https://annuario.isprambiente.it/sys_ind/report/html/906

FERA Group's fleet, with the exception of vehicles which handle agricultural biomass in the Sardinian plants, is 81% electric, with the aim of reaching 100% in the near future.

The Vado Ligure recharging station

With just over 171,000* electric cars in 2023, Italy is still far behind many other European countries, also due to the lack of a refuelling infrastructure. RICARICA has given a boost to its development plan by building a service station for recharging electric vehicles in Vado Ligure, adjacent to the Autostrada dei Fiori motorway, which is frequented by numerous electric cars with foreign number plates. The uniqueness of this project lies in the fact that the energy provided comes directly from the 'Rocche Bianche' wind farm located nearby and from solar panels, which will be installed on the roofs of the commercial area. The project, in fact, envisages two phases: the first will be completed in July 2022 with the installation of Fast and Ultra Fast charging columns for electric vehicles, branded RICARICA and Tesla Superchargers; the second, currently in the planning stage, envisages the construction of a commercial area, with a carbon neutral, green building construction, with services for electric vehicle drivers: refreshment points, relaxation areas and commercial activities such as dealerships, rental, test areas, etc..

*source Motus-e



**Electric vehicle
charging columns**



**Vento di Vino
Wind Farm**

An aerial photograph of a vast agricultural landscape, showing various types of crops and fields. The image is overlaid with a large green triangle on the left side and a blue horizontal band across the top. The text '5. SOCIAL RESPONSIBILITY' is centered in the blue band.

5. SOCIAL RESPONSIBILITY

SOCIAL RESPONSIBILITY

Context of reference

Increasingly, sustainability is a game that is played by integrating three pillars: Environmental, Social and Governance.

The union of environmental ('E' for *environmental*), social ('S' for *social*) and *governance* ('G') characteristics within one's corporate strategy is indispensable for a company which is committed to the transition towards a more sustainable economy.

Even in a business such as the FERA Group, which is specifically dedicated to environmental issues, it is also essential to pay attention to social aspects. This is because environmental and social dimensions increasingly overlap. Just think of the impact of the climate emergency on public health, as shown in the 2021 Lancet Countdown Report on climate and health².

The development of renewable technology, investment in sustainable projects and the application of a circular economy represent an extraordinary opportunity for the economy, with the creation of new professional figures and the development of new business models, to which are added substantial benefits for society as a whole.

Our people

FERA Group's people are all those who participate, in various ways, in achieving the company's development plans. The success of our work is based on the contribution of each employee, thanks to a wealth of highly technical and professional skills, as well as personal aptitudes. We work towards objectives and promote training on soft and hard skills at all levels to enhance professionalism and to stimulate shared and structured, specific and recognisable know-how.

Since effectiveness depends on a high level of integration, FERA encourages interpersonal cooperation with team-building activities aimed at promoting a climate of trust and cohesion between group members. Management pays increasing attention to cultural diversity as a source of inspiration and synergy. Six different nationalities are currently represented in the workforce, and this will increase in the near future.

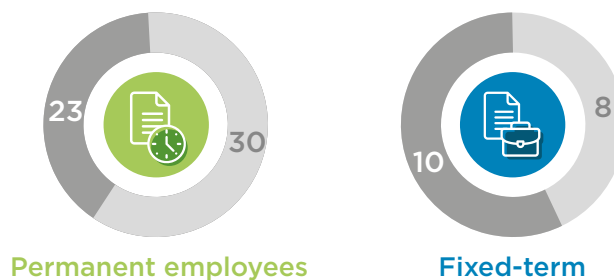
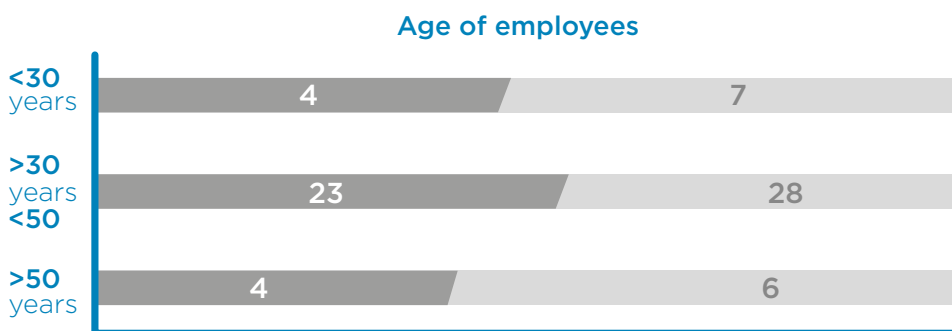
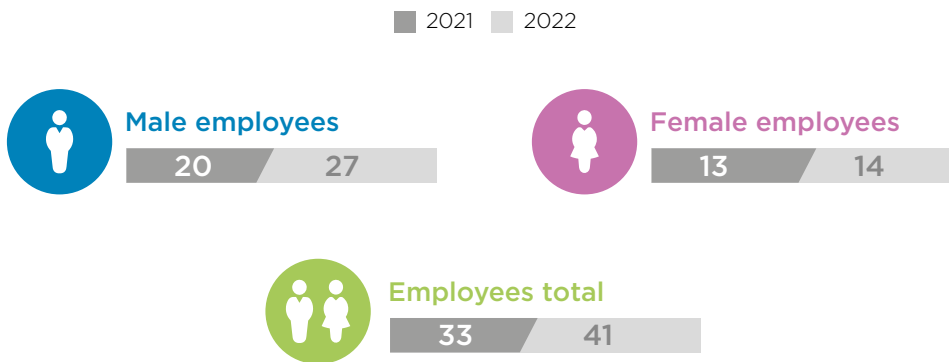
Group numbers

In 2022, the number of people in the, group including the Australian team, was 41. During the year, 7 employees were hired, 2 of which were women. While in the biogas sector, 6 workers joined and 7 left, due to the seasonal nature of the industry. It can be seen that over the years the turnover rate at FERA has been very low. The Group is moving towards obtaining certifications on gender equality as well as for inclusion and diversity (ISO 30415 and PDR UNI 125:2022): within the Group there is an openness towards the multiculturalism of people with nationalities and origins different to Italian (already today there are staff of 6 different nationalities), with a strong openness towards those who may have disabilities, including those that are not visible.

2 <https://www.lancetcountdown.org/2022-report/>

13

new employees in 2022



Health and safety at work

The FERA Group's safety procedures have been integrated into its Quality Management System.

A risk assessment was carried out in accordance with the Legislative Decree 81/08 - Safety Consolidation Act, in consultation with all employees. In particular, during the pandemic, a number of procedures were adopted to identify dangers, such as the daily compilation of the entry and exit register, incoming temperature checks for employees and external personnel, Green Pass checks, and the handing out of individual protection devices (surgical mask and FFP2), as well as hand gel dispensers were placed at the entrance and in every office. Smart working was also implemented and specific training sessions were held.

Anti-Covid protocol also included a section on how to behave in the event of meetings with third parties outside the Group.

During 2022, no accidents were recorded among employees, while in 2021 only one, minor accident occurred.

Operating instructions describing the lockout/tagout (LOTO) procedure have been implemented. This procedure is considered to be the most reliable procedure for safely isolating a machine's power supply source and allows a higher level of maintenance safety, both routine and non-routine,

0

registered accidents in 2022

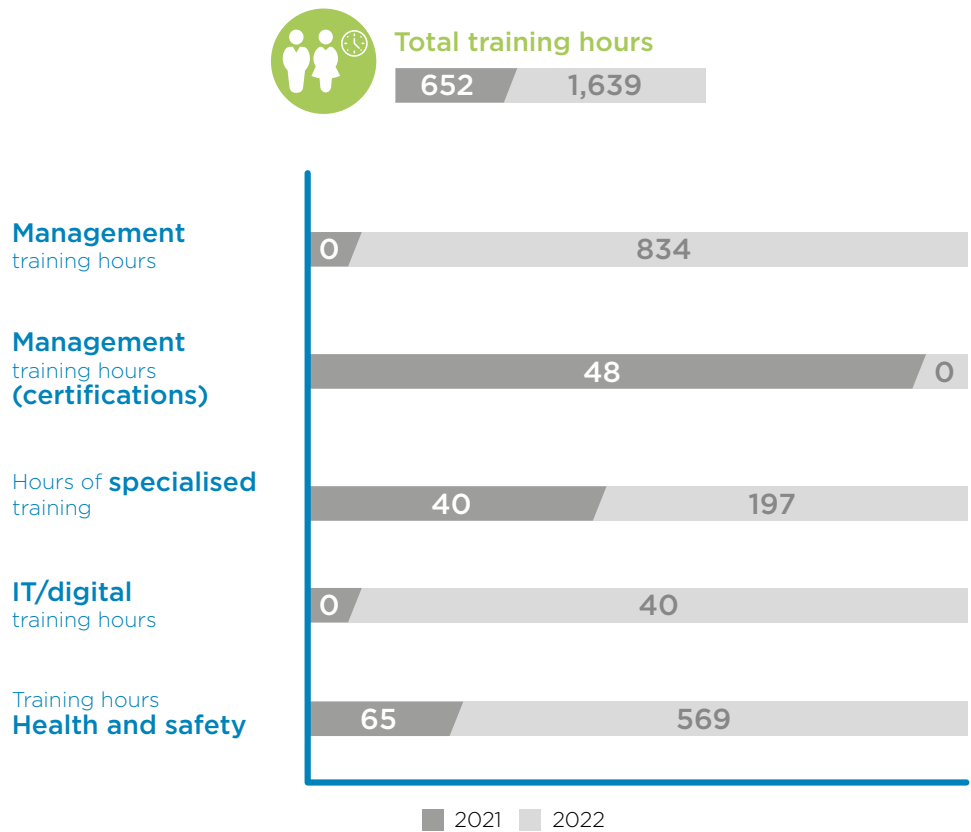
by controlling hazardous energy. In principle, the lockout/tagout procedure requires that a machine or plant is secured according to a prearranged procedure to implement isolation and 'lockout' devices.

In addition, **accident and 'near miss' reporting forms** were in place to monitor and prevent harmful incidents that could result in injuries to workers. These measures are important in order to obtain the necessary information to plan prevention and protection measures to be taken for resolving non-conformities.

With regard to risk assessment, regular meetings are held with all workers.

Training

The FERA Group believes that the growth of its people is an essential component in guaranteeing a high level of quality in its operations. For the Group, continuous and individual learning, within a healthy working environment, is a fundamental element of its work policy.




Among these training courses, we also highlight those which relate to wildlife, for personnel who carry out site analysis for the installation of plants.

Benefits

The FERA Group has launched a series of initiatives aimed at the wellbeing of its employees, by setting up individual smart working agreements based on flexible work management, designed to increase levels of effectiveness in work performance, as well as through initiatives such as a **birth bonus** to support its employees in the most important moments of their lives, such as the birth of children, by providing economic support with the sum of 3,000 euro (approx 4,700 AUS) for the third child and 5,000 euro (approx 7,800 AUS) for the fourth. An increase in economic support under the Category Health Plan in 2022 has provided a solution to the expectations of workers' needs by offering health benefits supplementary to the National Health Service.

Community and local territories

By its very nature, the FERA Group's business is closely linked to the local territories in which its plants are developed. This link is created right from the initial design stage and then grows with their construction and operation.

OBJECTIVES 	HOW?
<p>+ AWARENESS of wind energy</p>	<p>By developing 'school tourism' projects involving students and families.</p>
<p>+ AWARENESS of the energy issue of combating climate change</p>	

One of the most established links is with **schools**. In fact, the Group supports **educational projects dedicated to wind energy**. The aim is to bring the youngest children (primary and secondary) closer to understanding wind energy and to help them become aware of the central role of energy in the fight against climate change.

School tourism' projects have been developed, they involve taking classes which are then followed by a visit to a wind farm, thus involving students and families.

The project consists of two stages: in-class training and a visit to the plant. In the classroom, topics are discussed in depth, which are then contextualised during the visit to the wind farm. The more general topic of climate change is also addressed. As a result of this field trip, students have an opportunity to see wind turbines and the natural environment in which they are installed, up close. They can hear the sound of the wind, see the blades in motion and link their first-hand experience with the theory of energy transformation (from kinetic to electrical) and wind farm design.

In addition to relations with young people, the **FERA Group cultivates relationships with the entire community**. An example of this is the recovery of an **unused blade** that, in the locality of Cascinassa (in the Municipality of Cairo Montenotte in the Province of Savona), will be **transformed into a piece of street furniture**.

Among its activities for local communities, in addition to schools, the FERA Group has launched many initiatives to enhance areas affected by wind farms: for example, the restoration of paths or monuments in the vicinity of the installations, as well as the promotion of tourist activities that are often considered to be on the fringes.

The FERA Group, in addition to signing agreements with municipalities which include environmental and landscape compensation, related to the construction of wind farms, also sponsors initiatives aimed at enhancing and possibly solving problems in the area. Contributions to local organisations for cultural and sporting events, to local associations for activities which promote cultural and sporting activities and for wind farm trail maintenance.



Here are some examples:

- in Quiliano, the Valleggia stream in Via Pola was adapted in order for it to cope with heavy rainfall;
- at the proto Romanesque archaeological site of San Pietro in Carpignano, various archaeological and countryside conservation protection work was carried out in agreement with the 'Soprintendenza Archeologia, Belle Arti e Paesaggio' (Archaeology, Fine Arts and Landscape Department)
- at the 'Rocche Bianche' wind farm, historical Partisan paths were restored and a playground area was created, to make the place truly accessible to families;
- in Cairo Montenotte, the roof of the Red Cross headquarters was cleared of asbestos
- maintenance work was carried out on the Monte-notte cemetery;
- a mobile telephone transmitter was installed, on the instructions of the municipalities of Pontinvrea and Cairo Montenotte, to ensure the safety of the many hikers who use the woods in the Adelasia Park
- an area for camper vans in the municipality of Pontinvrea, which was destroyed after the 4 October flood, was restored
- a new football facility in the municipality of Stella is under construction
- public lighting along Via Vernetta in Pontinvrea was built.



Another example of the valorisation of wind farms, with an aim to enhance and maintain the territory is 'Parchi del Vento', a tourist guide to Italian wind farms published by Legambiente. It includes 8 out of the 11 wind farms owned by the FERA Group: Cinque Stelle, Tocco di Vento, La Rocca, Valbormida, Naso di Gatto, Vento di Vino, Vento di Zeri and Rocche Bianche. The Guide is now in its second edition. A total of eighteen wind farms were chosen by Legambiente, demonstrating how these challenges can be tackled, with the consensus of communities and thus find innovative ways of utilising local resources.

This journey through the countryside can be made on foot, by bicycle or on horseback, along dirt tracks, sheep-tracks and local roads. Already today, tourists, sportsmen, Italians, foreigners, and school groups can be found along these routes. It is a fascination with these large, modern machines which produce energy from the wind, set in the midst of nature, where grazing animals can be encountered and vantage points from which to observe incredible views ranging from the sea to the mountains.

The pages of the guide contain all the information you need on how to get to various locations and organise a weekend, as well as features of the wind farms and the routes and paths through them. There is advice on where to eat, where to sleep, the more or less well-known places to discover, together with stories and anecdotes in the narrative of these territories written by Giuliano Malatesta. Lots of ideas for an excursion or even going to discover the town where Sandro Pertini was born ("Cinque Stelle" in Stella) or the wind farm that made the front page of the New York Times ("Tocco di Vento" in Tocco da Casauria), one of the most famous land art monuments in the world, paths that pass through places that are symbols of the Resistance or the Gothic Line.

Monte Greppino Wind Farm



The Fera Group's Wind Farms



Vento di Zeri
Wind Farm

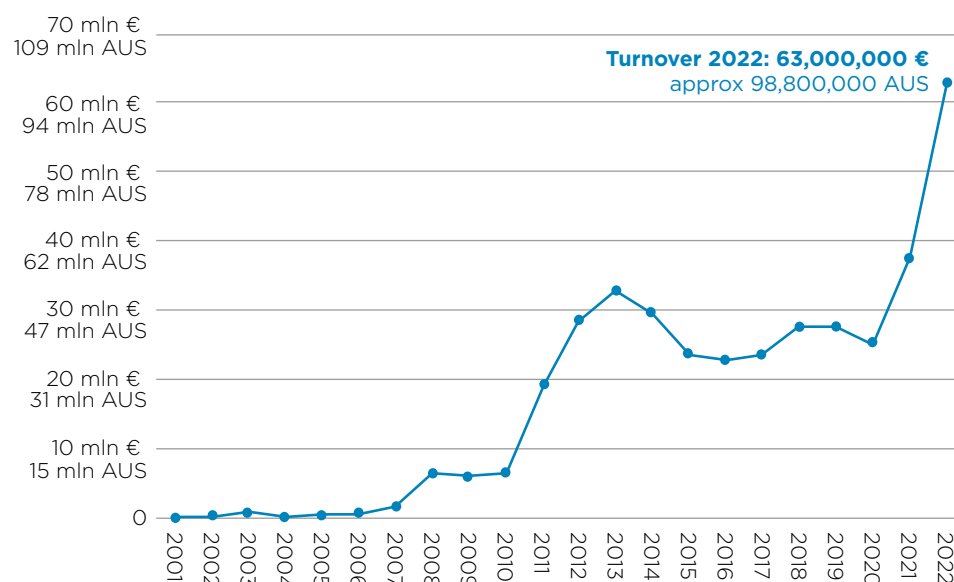
The image features a large white wind turbine in the foreground, set against a backdrop of rolling green hills. The sky is a vibrant blue with scattered white clouds. A red and white striped tower is visible in the distance. The scene is overlaid with semi-transparent geometric shapes: a green triangle on the left, a blue horizontal band across the middle, and a dark green triangle at the bottom right. The text '6. ECONOMIC RESPONSIBILITY' is centered in the blue band.

6. ECONOMIC RESPONSIBILITY

ECONOMIC RESPONSIBILITY

The FERA Group's business model, which complies with Legislative Decree 231/01, aims to ensure economic sustainability combined with generating social and environmental value: our projects are linked to opportunities with stakeholders and the territories in which we operate.

Turnover trend since inception



Economic value generated

	2022	2021	Difference 22/21
Revenue	63,056,944 € 98,955,262 AUS	37,563,174 € 58,947,889 AUS	+68%
Ebitda	41,149,327 € 64,575,639 AUS	22,052,157 € 34,606,450 AUS	+87%
Ebit	33,463,637 € 52,514,486 AUS	16,085,723 € 25,243,325 AUS	+108%
Ebt	29,674,195 € 46,567,714 AUS	13,128,992 € 20,603,327 AUS	+126%
Profit	12,412,928 € 19,479,608 AUS	8,442,853 € 13,249,369 AUS	+47%
Investments	30,249,190 € 47,470,054 AUS	25,131,294 € 39,438,540 AUS	+20%
Shareholders' equity	60,333,422 € 94,681,239 AUS	50,813,360 € 79,741,406 AUS	+19%

It should be noted that in 2021, the Fera Group was not required to prepare consolidated financial statements. This obligation arose with the 2022 financial statements. Balance sheet figures of the two years, 2022 and 2021, are therefore constructed according to a different logic and are not fully comparable: 2021 figures refer to an aggregated balance sheet that has eliminated intra-group revenues and costs but without other consolidation entries, especially on the balance sheet, which are instead present in the 2022 consolidated balance sheet.

The 2022 balance sheet closed with a Production Value of over 63 million euro (approx 98.8 million AUS), which has never been achieved in the history of the FERA Group. This result is mainly due to two factors: the first is certainly the extraordinarily high level of electricity prices, the second thanks to the full year's energy production in 2022 of the 'Cascinassa' wind farm (20 MW) as well as entry into production at the end of the year of the 'Monte Greppino' wind farm (25.2 MW), projects that have been planned in the pipeline for some time.

Consolidated gross profit was almost 29.7 million euro (approx 46.6 million AUS), which corresponds to more than 47% of production value. Net profit is 12.4 million euro (approx 19.4 million AUS) (19.4% of Production Value), while the group result is almost 12 million euro (approx 19 million AUS). Taxes of more than 17 million euro (approx 26.6 million AUS) include not only ordinary taxes but also 7.7 million euro (approx 12 million AUS) of 'extra profit', which was decided by legislators for the renewable sector. It should also be noted that the former Green Certificate incentive tariff for 2023 will be zero.

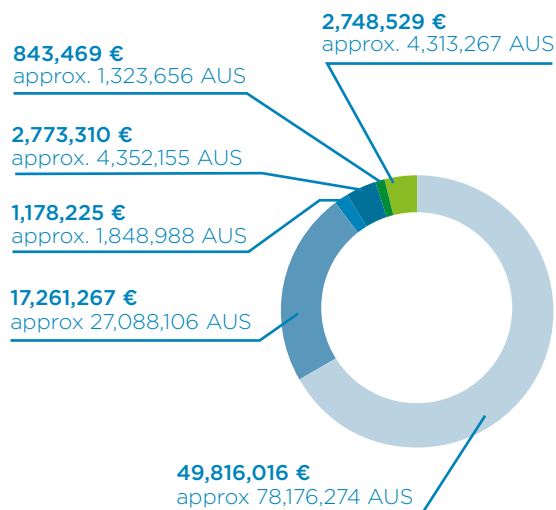
With regard to development activities, in February 2022 a single authorisation was issued for the wind farm in the municipality of Isola del Cantone in Liguria with a capacity of approximately 14 MW.

The FERA Group recognises the importance of a balanced distribution of value generated by its activities to its stakeholders, a value that they, directly or indirectly, contribute to producing.

By analysing generated and distributed economic value, the company highlights the flow of resources to its stakeholders - employees, suppliers of goods and services, public administration, shareholders, lenders and the community - as well as resources reinvested into the company to secure its future.

Value Distributed

- Value Distributed to Suppliers
- Value distributed to public administration
- Value distributed to shareholders
- Value distributed to lenders
- Value distributed to the community
- Value distributed to staff



With a breakdown of the distributed value to various stakeholders, it is possible to define what the FERA Group's contribution to its stakeholders was, economically speaking, during the year in question.

In 2022, the total economic value generated by the FERA Group amounted to more than 60 million euro (approx 94 million AUS), and the graph illustrates the value for each stakeholder group.

During the last two years, there have been no incidents of non-compliance with legal, environmental, social or economic regulations, apart from a dispute with an employee in 2021 that was resolved by a settlement agreement.

Value distributed to local suppliers

In addition to the overall value distributed to suppliers, a special reasoning has to be made for the distribution of value to **local** suppliers. In this case, the direct economic impact on the local environment is of particular importance to the FERA Group, in terms of added value.

A higher figure for biogas plants is due to costs relating to the procurement of raw material (agricultural biomass, agricultural and agri-food by-products) and for biological and plant maintenance contracts.



2,449,575€

approx **3,844,118** AUS

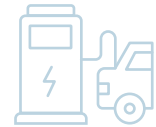
Wind plants



3,503,126€

approx **5,497,455** AUS

Biogas plants



52,015€

approx **81,627** AUS

Ricarica

Biogas Plant
Pabillonis





**Valbormida
Wind Farm**





7. OUR **FUTURE** COMMITMENTS

OUR FUTURE COMMITMENTS

The FERA Group's commitment to sustainability is constant and ongoing. Below are our economic, environmental and social commitments for the future. The Group believes that in order to achieve the objectives defined by the PNIEC (Piano Nazionale Energia e Clima /National Energy and Climate Plan) and European Climate Law, it is essential to **accelerate the construction of new RES** (Renewable Energy Source) plants, overcoming bureaucratic obstacles that currently slow down the authorisation process, always in full compliance with environmental restrictions and with the participation of local stakeholders. In this sphere, **the Group has always collaborated with local communities**, engaging in how to find new solutions and tools to meet the needs of the territory, beyond legal stipulations.

By continuing to contribute to **Italy's energy transition** and **decarbonisation**, the Group is pursuing an ambitious plan to develop new initiatives in the renewable energy sector, mainly new wind farms. The goal, over the next five years, is to connect new plants powered by renewable sources, especially **wind farms**, to the grid.

At the same time, new photovoltaic plant initiatives are being studied, which will be operational within the next three years, in order to further diversify energy sources.

On the subject of biogas plants, the company is working on optimising the diet fed to the plants and using more waste material from agricultural and agro-food processing.

The **Ricarica** Company has an ambitious programme to install new electric vehicle charging stations over the next three years. Having already grown in 2022, new agreements were started in 2023, also in view of the expansion of this type of mobility.

Furthermore, considering the location of the Group's plants, new initiatives are being studied that envisage powering the RICARICA charging stations directly from the group's wind farms, as was done for the Vado Ligure station, where the charging columns are directly connected to the 'Rocche Bianche' wind farm. In Vado Ligure, the second phase of designing the recharging station is currently being undertaken, which envisages a carbon-neutral green building.

The Group's growth can also be reflected in the upgrading of its offices: after Livorno, as of 2023 the Milan office also has new premises equipped to house staff in more functional premises, with larger spaces and communal facilities aimed at enhancing employees' well-being.

In 2019, the Group started a process of **internationalisation**, in an attempt to identify a country where it could make the greatest contribution to safeguarding and protecting the environment, as well as reducing the effects of climate change.

After evaluating many countries, **Australia** was chosen. Data collected revealed an energy-intensive country, a large user of fossil fuels (especially coal), with a healthy economy and the possibility to invest in the development of renewable energy given the vast areas of land available to host wind farms, and above all, a high level of wind power. In addition, the Australian government has initiated an '**Australia Superpower**' project, which envisages that the country will become a renewable energy superpower, and aims to convert this energy into hydrogen, to become a supplier of clean energy to all those countries that for various reasons are unable to meet the targets set in the Paris Climate Agreement.



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