

PRESS RELEASE

STAR7 publishes its first Sustainability Report

FIRST VOLUNTARY STAGE OF AN ALREADY EXISTING PROCESS, WITH GOALS DEFINED FOR THE 2023-2025 PERIOD

Valle San Bartolomeo (Alessandria, Italy), 22 June 2023 – **STAR7** (EGM: ticker STAR7) – which provides an integrated range of product-information services, from product and process engineering support to the creation and management of technical and marketing content, translation, printing and virtual experience – today publishes its first **Sustainability Report**.

The Report – for the **2022 financial year** – marks the formal commencement of a process that STAR7 embarked on some time ago. As of this year, it will become an **annual commitment**.

The Sustainability Report was prepared on a voluntary basis (as STAR7 is listed on the Euronext Growth Milan market and therefore not subject to the obligations of non-financial reporting) and follows the methodology and principles established by the GRI Sustainability Reporting Standards.

STAR7 has adopted as a point of reference and guidance the United Nations 2030 Agenda and **Sustainable Development Goals (SDGs)** to establish its commitment and contribution to sustainable development through its business solutions.

The Report's main purpose is to foster an **understanding** and **evaluation** of the STAR7 Group's activities, business model, results and positive impacts on the **economy**, on the **environment** and on **people**, as well as presenting its **sustainability goals** for the **2023-2025** period.

Sustainability performance in 2022

Economic performance

In 2022, the STAR7 Group's activities generated **economic value** of **€84.8 million** with a **distributed value** of **€72.6 million**. 53.9% of this was allocated to suppliers and, in particular, to **translators** and **interpreters** – who have always played a key role within Global Content services – as well as to providers of production material for printing activities.

Social performance

At 31 December 2022, there were **859 STAR7 employees** worldwide (+ **60%** in the 2020-2022 period). This figure comprised **14 different nationalities**, helping to promote **inclusion** and **multiculturalism** as strengths relating both to creativity and to boosting skills for developing new business opportunities in local markets.

Female employees accounted for **45%** of the total and occupy 29% of the managerial positions across the group's entire workforce.

There is also a strong focus on employment for the young – with **58%** of Group employees **under the age of 30** – and **training**. In 2022 STAR7 dedicated an average of **16 hours per employee** to the latter activity, in line with its aim of continually promoting the professional development of its people.

Environmental performance

In terms of its environmental policy – governed by a specific Management System – the 2022 financial year stood out due to the **effective management** of waste. This comprised non-hazardous waste and mainly consisted of paper and cardboard (207.8 tonnes), with the share of waste destined for **recovery** hitting **99%**.

Sustainability goals for the 2023-2025 period

The first STAR7 Sustainability Report represents an opportunity to set out the **sustainability goals** that the Group intends to achieve over the **2023-2025** period across the three **ESG** areas (environment, social and governance).

The Sustainability Report establishes and sets out 13 goals for each topic identified as material and a priority based on the Group's activities and characteristics. Among its commitments in the **social field** – which has always been a particular focus for STAR7 – are not only initiatives for employees, such as further improving the company's welfare offering and internal training processes, but also the commitment to maintaining the high quality of services and products it offers, the protection of data confidentiality and the continuous investment in R&D activities to develop innovative solutions that can improve its services and their ability to generate positive social and environmental impacts.

*"Today, we are particularly proud to present our first Sustainability Report, which formalises a process that STAR7 embarked on some time ago and is an integral part of our business model," underlines **Lorenzo Mondo, CEO** of **STAR7**. "By taking this fundamental step, which is even more significant as it is entirely voluntary, we aim to demonstrate our strong commitment to making STAR7 a company that is increasingly aware of its economic, environmental and social positioning and of the goals for improvement we have set ourselves, building on those foundations – such as the centrality of people and customers and the effectiveness of the organisation – that have always defined how we operate and the spirit of our business," concludes **Lorenzo Mondo**.*

The **Sustainability Report** is made available on the website company www.star-7.com (ESG section).

STAR7

For more than 20 years, STAR7 has served its customers as a leader in the product information sector. Support for product and process engineering, creating and managing technical content, as well as marketing, translation, printing and virtual experience: STAR7's range of services means it can assist its customers throughout the product life-cycle – from design to aftersales.

The hallmark of STAR7 has always been an approach capable of combining specific know-how, technology and a holistic vision to offer the best possible solutions to the needs of customers and the global market. This approach has seen STAR7 strike major partnerships with leading international companies, establishing it as a reliable and credible global partner.

STAR7 is part of the STAR Group network.

www.star-7.com.



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