

STILISTI URBANI - MADE IN MILAN



ESG | 2021

Starting with a house,  
**to change a whole city.**

Just as the *sustainability* of our projects  
creates family-sized spaces and regenerated cities.

## Contents

Letter to our Stakeholders	8
<b>OUR Identity</b>	<b>9</b>
Abitare In - Who we are	11
#StilistiUrbani	11
Our sustainability model	13
Being a sustainable enterprise	13
Our ESG strategy	14
Stakeholder Involvement	16
Materiality Analysis	17
Method of Analysis	17
Highlights	19
Results of the materiality analysis	21
<b>OUR ESG Governance</b>	<b>23</b>
Our strategy	25
Regenerating the city, living in excellence	25
"Made in Milan" and tailor-made	25
Sustainability, first and foremost	25
Inspired by passion	26
Corporate Governance	27
We have developed a solid and well-structured corporate governance structure	27
Anti-corruption policy	29
A shared ethical model	29
Relations with shareholders	30
The listing process	30
Investors relations	31
A choice of transparency	31
Creating shared, sustainable value	33
Direct impacts	33
More value for stakeholders	33
Indirect impacts	34
More value to the city	34
<b>OUR IMPACT on the Environment</b>	<b>35</b>
Green Thinking. A new way of thinking architecture	37
The global context	37



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Urban regeneration	38
Outside green areas	39
Sustainable innovation: buildings tailor-made to the environment	39
Energy saving and energy from renewable sources	40
Water sustainability	41
Light pollution	41
Indoor pollution and external anti-smog coverings	41
Reducing plastic	42
Community. Together for the environment.	43
SeMiniAmo. Green areas in Milan.	43
Completed projects	44
Grow Up Together	46
Milano Green Week	46
4Ocean. Let's free the oceans from plastic	47
Importance of the oceans	47
Causes of pollution	47
Alarming data	47
<b>OUR IMPACT on People</b>	<b>49</b>
Work with us. "A place to be"	51
#clientialcentro. Relationship, harmony, environment.	54
Digitisation and e-commerce	55
Supply chain. More sustainable, together.	56
Our commitment for the community. #HumanCentricPhilosophy	57
City, art, architecture	57
AbitareIn +Art	57
Leonardo Horse Project	58
Communication campaigns and projects	59
Our social media	59
<b>SDGs</b>	<b>61</b>
The Sustainable Development Goals of the United Nations	62
AbitareIn's contribution to the Sustainable Development Goals	63
<b>NEVER TRIVIAL Projects</b>	<b>65</b>
Methodological note	107
Appendices	109



# Letter to our stakeholders



**Marco Claudio Grillo**  
Chief Executive Officer



**Luigi Francesco Gozzini**  
Chairman

Dear Shareholders,

the following pages provide a report on our approach to ESG issues as set out in our second Sustainability Report.

The latest events that have involved our entire Planet have made us focus even more on the importance of adopting responsible behaviour, for the protection of the environment and social well-being.

*“Humanity has the ability to make development sustainable to ensure that it meets the needs of the present without compromising the ability of future generations to meet their own needs”.* This remark, taken from the Burdland Report, describes most effectively the mission of Abitare In: meeting the needs of today's families, with a forward-looking vision that is committed to protecting future generations as well.

With our activities, we are committed to renovating abandoned building stock in our city and re-establishing its urban fabric, investing in projects of enormous value in terms of visual appeal,

the environment and social well-being. We also perform projects for urban regeneration, operating in the “affordable” segment, driven by our democratic view of living.

Efficiency, industrialisation and the creation of an identity brand are the foundations of a continuous and sustainable growth of our business model, which focuses on people and homes as an “aspirational” consumer product.

We have always been aware of the importance of adopting a proactive approach to sustainability, adopting policies and behaviours that go increasingly in that direction.

We are also aware that there are still countless opportunities for improvement, and we therefore undertake, in view of the coming years, to define new long-term strategies that can lead us to achieve increasingly challenging results in terms of sustainability.

# OUR Identity

## THE HOUSE a space for regeneration

*"He always designs a thing considering it in its larger context: a chair in a room, a room in a house, a house in the environment, the environment in the project of a city."*  
– ELIEL SAARINEN –

We believe in the house as a place for living and in living as a space for emotions, sharing time together, serenity, well-being and beauty.

We know that each house can only be a "house in and of the city", a model for the creation of a new urban fabric that is more inclusive, liveable and sustainable.

We have built our sustainability project on these values, to create spaces designed for the needs and aspirations of the people and communities who live inside them.

Spaces designed to regenerate confidence in the future we would like to live in.

# Abitare In - Who we are

## #StilistiUrbani

We were launched in 2015 by founding members Luigi Gozzini and Marco Grillo, with the aim of implementing an innovative project for the promotion of home culture in Milan.



We work on actions to renovate and regenerate areas occupied by abandoned buildings to give new value to the urban fabric of our city.



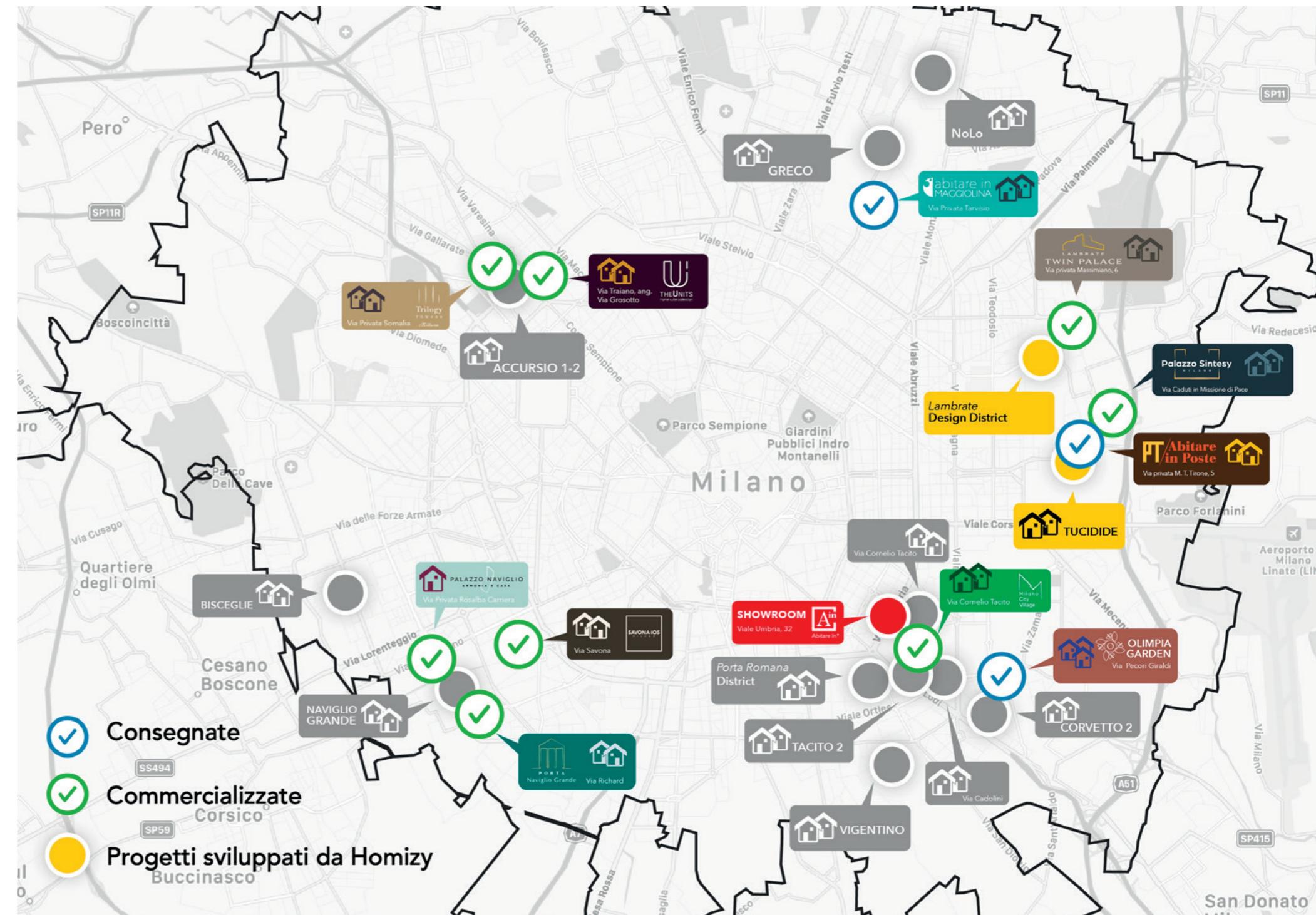
We design housing spaces inspired by new trends in the architecture of excellence, creating innovative, iconic and highly identitarian buildings, with a particular focus on the development of "green" areas



We create positive synergies between the supply of homes that are entirely tailor-made to the needs of each family and the economies of scale of an industrial production model, to ensure quality housing for an ever-increasing number of people.



We develop research and technologies to build our buildings according to the strictest standards of sustainability, environmental protection and residential well-being.



**22** projects under construction or marketing located in the areas of Milan with the highest growth rate

# Our sustainability model

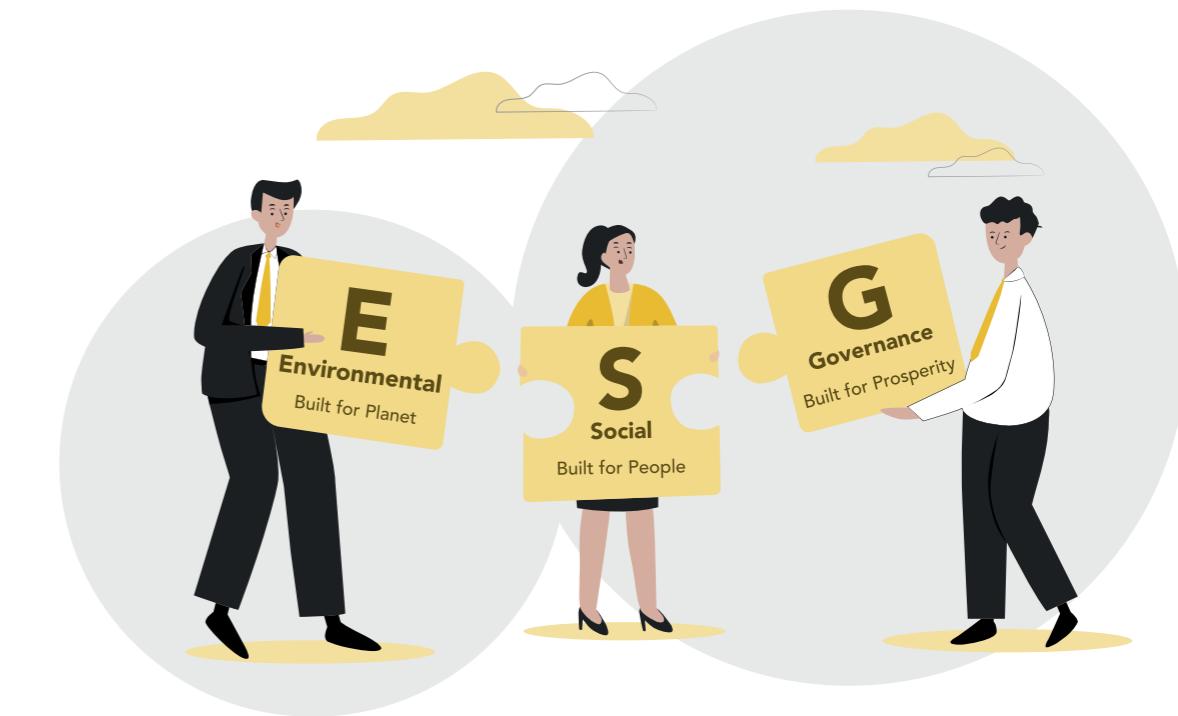
## Being a sustainable enterprise

We have a new interpretation of the business model. A business that makes sustainability its purpose and mission, to assist in building a better world today and for the next generations, even beyond its own institutional role as a business.

Our aim is to be a company that actively creates sustainability, safeguards the environment, respects and enhances the value of people, and creates cultural and economic value shared with all the entities that are part of our world and our city.



# Our ESG strategy



We inject life into our "sustainable enterprise" through three values:



### Sensitivity

We take care of our City and its residents: we make our designs respecting the surrounding architecture and environment, listening carefully to the needs of the people and carefully considering local dynamics.



### Ability

We offer professionalism and expertise to produce innovative and superior quality projects through the use of updated technologies, a careful selection of materials and highly specialised personnel.



### Foresight

Today we are thinking about tomorrow thanks to strategic vision and forward-looking plans. Our entrepreneurial vision focuses on scalable projects, driven by Responsibility, Transparency and Enhancement of the resources and local area.

# Our mission



Our aim is to satisfy the housing aspirations of today's families, starting from Milan - the most interesting market in Europe now - and to achieve this by adopting an innovative and scalable industrial business model.

# Our Stakeholders

We ask our stakeholders to share our sustainability goals in order to join with us in being key players in a major Sustainable Enterprise project open to the future.

We are committed to creating shared value for all of them, their families and the communities in which they live, to help them achieve their aspirations and life projects.



Customers



Employees



Shareholders



Suppliers



Institutions  
and local communities



Financial institutions and  
banks



Financial control bodies

# Materiality Analysis

To define the areas and issues of our sustainability commitment, we have carried out a **Materiality Analysis** that identifies the environmental, social and economic impacts considered most relevant to the company and its internal and external stakeholders.

## Method of analysis

The Materiality Analysis was carried out according to a structured process and was initiated with a preliminary analysis of the existing internal documentation to identify the significant issues, considering the organisation's business model, sector and scope of activity.

In particular, the following activities were carried out:

- analysis of public documents, articles, statistics and macro-trends at the level of reporting standards and international frameworks adopted in sustainability reporting;
- analysis of the characteristics of the sector to which it belongs;
- analysis of existing documentation (policies, practices, procedures, etc.).

The analysis involved the contact persons of the various corporate functions that have a supporting role in the preparation of this Sustainability Report. For each topic, each contact person had the task of expressing an opinion, based on their perception and sensitivity, in order to pinpoint the most significant issues for Abitare In and for its stakeholders.



# Our pillars of sustainability

## › Impact on the environment

*Built for Planet*

### Sensitivity

We take care of the planet and our city.

- Technological innovation
- Environmental certifications and combating climate change
- Optimisation of energy consumption
- Reduction in water consumption
- Urban regeneration and green spaces



## › Impact on people

*Built for People*

### Ability

We ensure customer satisfaction by developing sectorial skills and culture.

- Customer satisfaction and quality of service
- Project enhancement
- Accessibility and mobility
- Training and professional development of staff
- Supply Chain Enhancement
- Collaborations with cultural associations, schools and universities
- Urban regeneration and green spaces



## › ESG governance

*Built for Prosperity*

### Foresight

We seek responsible and transparent governance to create sustainable and shared value.

- Anti-corruption and compliance with laws and regulations
- Sustainability strategies integrated into the business
- Positive impact of building incentives
- Identification of stakeholders in decision-making processes
- Revaluation of urban areas
- Indirect economic impacts on society and territory



# Highlights

## › Governance

*Built for Prosperity*

MTA market listing - **STAR segment**

## Creating shared value



**About 127 million euro**

Total economic value generated by our activities in 2021



**About 1.10%**

Undistributed economic value dedicated to the growth and economic stability of the Company

**Over 125.5 million euro**

Added Value distributed to stakeholders and to the social and economic system



## Anti-corruption policy

Adoption of Model 231/2001

**ZERO**

(Actual or potential) cases of active or passive corruption occurred since the foundation of Abitare In

**100%**

Stakeholders who have received information on anti-corruption procedures (BoD, Executives, Middle Managers, Office Staff, Suppliers)

## › Environment

*Built for Planet*



**68%**

Area of our projects dedicated to green



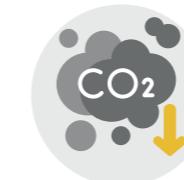
**136 tonnes**

CO2 emissions offset with the planting of new trees



**6,733 MWh/year**

Energy produced from renewable sources



**8,566 tonnes**

Reduction in CO2 emissions while using the properties



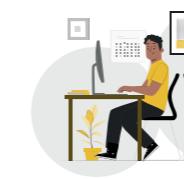
**24,452 MWh/year**

Energy saving

Energy performances provided by the projects during their development

## › People

*Built for People*



**40**

Employees in 2021 vs 35 in 2020



**95%**

With a permanent contract



**23**

Partner professionals +13% vs 2020



**Over 62%**  
women



**100%**

Employees who took advantage of training activities



**292**

Hours of training provided to employees in 2021 vs **73.6** in 2020 (+75%)  
Of which **200 hours** for women

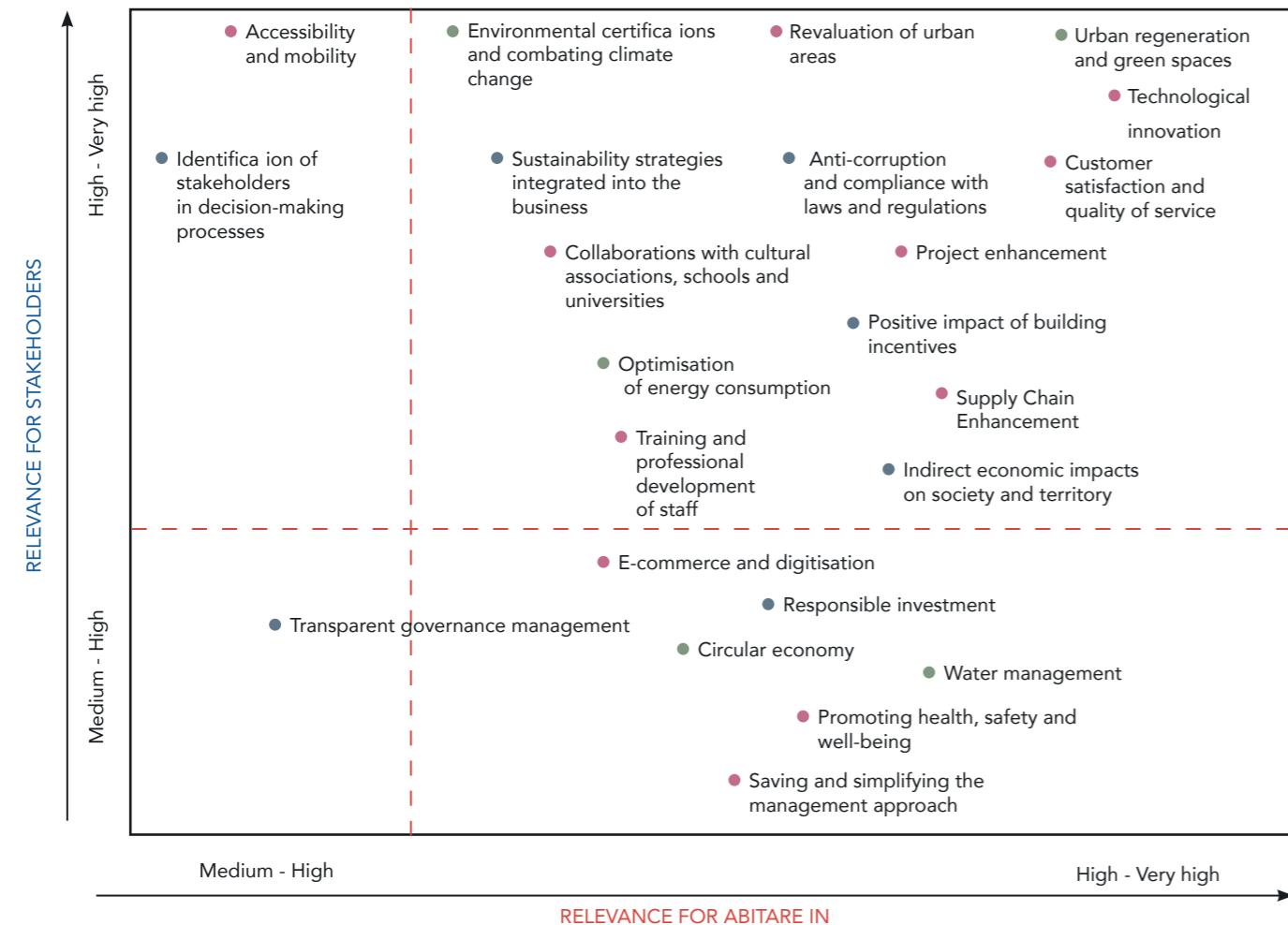


**159**

Hours of training provided to partner professionals in 2021

# Results of the materiality analysis

The table indicates the relevance of the various sustainability issues for the company and for stakeholders



Key:

- Impact on the environment - Built for Planet - Sensitivity
- Impact on People - Built for People - Ability
- ESG Governance - Built for Prosperity - Foresight

# OUR ESG Governance

**CREATING  
sustainable value**

*"Architecture is the learned game, correct and magnificent, of forms assembled in the light."*  
– Le Corbusier –

We have built our business model on the desire to create excellent, exclusive and surprising living spaces, designed to respect the environment and the dignity of man.

A choice that has allowed us to stand out in the crowd, to be a unique reality in the sector, consolidate our ability to create sustainable and shared value with the people and the communities we belong to.

A success that stems from a forward-looking vision that acts in the present and anticipates the future, and from Governance, inspired by the values of transparency, responsibility and expertise.

# Our strategy

## Regenerating the city, living in excellence



The extremely positive demographic trend seen in recent years has transformed Milan into a market that offers good returns in the "first-time buyer" sector.

In this context **we develop urban reconstruction and regeneration projects**, demolishing disused or abandoned buildings and improving the fabric of the city by building new family homes with a high aspirational value and a strong visual and architectural impact, combining style, comfort and functionality.

Activity is mainly concentrated in the semi-central areas of the city, transforming disused complexes into **innovative, advanced and elegant residential buildings** within a regenerated urban fabric.

Our real estate projects have always been enormously successful, even in the years of the financial crisis. We have developed and fine-tuned our product and marketing strategy through strong branding and the use of state-of-the-art marketing and Customer Relationship Management (CRM) tools.

## "Made in Milan" and tailor-made

Our strategy is based on the sale of properties that are always "tailor-made" to the needs of the market and individual households. An industrialised production model allows us to optimise costs by offering high levels of customisation to an increasing number of customers.

Leading players in the so-called affordable segment of the market, our projects are inspired by the latest design and technology trends, using state-of-the-art materials, offering higher quality products that meet housing needs and with a focus on sustainability, psychophysical well-being and privacy.



## Sustainability, first and foremost



Innovation and sustainability are essential factors for maintaining leadership and competitiveness in the market. The demand for houses is increasingly oriented towards buildings with high energy performance, characterised by responsible management of natural resources and with particular attention to the well-being of the people who live there.

Our investment strategy goes beyond the individual building and looks at the city's

neighbourhoods, integrating sustainability criteria in the redevelopment of the public spaces that house the residential units.

We select properties and areas that support increases in value over time and contribute positively to the lives of all the stakeholders, starting with the needs of those who actually use the city and its services.

## Inspired by passion

We believe that our uniqueness and our success also stem from the passion and objectives that inspire our business.



## → Ethics

To restore **dignity to the city** is to restore **dignity to its people**.

The centrality of **people**, and their expectations, needs and dreams, is of utmost importance and a founding element of all our past, present and future projects.

## → Innovation

We pursue continuous and constant social progress by embracing the challenges that research and studies reveal every day.

The desire to **improve** our business processes, corporate structure and projects provides the greatest drive enabling us to be both **forerunners** and **innovators**.

## → Regeneration

We strongly support and promote the importance of preserving and improving the environment around us.

We constantly strive to convey a conscientious message to **future generations**, so that they may continue to consider the environment as a fundamental asset to be protected.

## → Sustainability

We use all our knowledge and all our resources to protect **people and the environment**.

We believe in the importance of reviving degraded and abandoned areas, creating **innovative projects** that respect traditions. Conservation of the territory is a right and a duty, which we exercise and fulfil with **great foresight** and total dedication.

# Corporate Governance

## We have developed a solid and well-structured corporate governance structure

We firmly believe that an efficient corporate governance structure contributes to increasing the company's competitiveness and the sustainability of its development. In particular, the principles of Corporate Governance define the breakdown of functions and responsibilities, develop an adequate internal control system and guarantee the adoption of informed management choices through the effectiveness of the monitoring and management of business risks.

Powers within the company are well defined and balanced with well-defined managerial and operational groups that operate in three specific areas, guaranteeing synergy and the sharing of values.



Organisational and operational areas

The Company's organisational chart identifies different levels of responsibility:

### › Management

in direct contact with the members of the BoD.

### › Department managers

these report directly to the management and organise the work together with their coordinators.

### › Coordinators

they cooperate with the specialists in organising their operational activities.

The company adopts a "traditional system", which provides for the presence of a Board of Directors with administrative functions and a Board of Statutory Auditors with control functions over the administration, both appointed by the Shareholders' Meeting. The legal auditing of the company is entrusted to an independent third party entity.

#### BOARD OF DIRECTORS

Luigi Francesco Gozzini	Chairman and Chief Executive Office
Marco Claudio Grillo	Chief Executive Office
Mario Benito Mazzoleni	Independent Board member
Nicla Picchi	Independent Board member
Eleonora Reni	Board member
Giuseppe Vegas	Independent Board member

#### BOARD OF STATUTORY AUDITORS

Ivano Passoni	Chairman
Matteo Alfonso Ceravolo	Standing statutory auditor
Marco Dorizzi	Standing statutory auditor
Fanny Butera	Substitute statutory auditor
Mariateresa Giangreco	Substitute statutory auditor

# Anti-corruption policy

## A shared ethical model

*"To ensure fairness and transparency in the conduct of business and corporate activities, also from a prudential perspective, we decided in 2015 to adopt an Organisational, Management and Control Model envisaged under Italian Legislative Decree no. 231 of 8 June 2001."*

The Decree contains the "Rules on administrative liability of legal entities, companies and associations, including those without legal personality", pursuant to Article 11 of Law no. 300 of 29 September 2000.

To manage the correct application of the Decree, we have drawn up a **Code of Ethics** and established a **Supervisory Body**, organised in the form of a Board, responsible for monitoring and, where necessary, issuing penalties.

Through specific contractual clauses, we ask all our partners and suppliers to:

- refrain from engaging in any of the offences provided for under the Decree (and to ensure that their employees do likewise);
- comply (and ensure that their employees comply) with the rules contained in the Code of Ethics, by reviewing the contents thereof and declaring their awareness that violation of the provisions contained therein entitles the company to terminate the contractual relationship.

**ZERO**

**100%**

(Actual or potential) cases of active or passive corruption occurred since the foundation of Abitare In

Stakeholders who have received information on anti-corruption procedures (BoD, Executives, Middle Managers, Office Staff, Suppliers)

**33% - CdA  
50% - Directors  
60% - Managers  
85% - Employees**

# Relations with shareholders

## The listing process

Listing on the AIM  
Italiemarket

**2016**

Registration in the  
special "Innovative  
SMEs" section of the  
Register of Companies

**2018**

Listing on Euronext Milan, STAR  
Segment (and for this reason the  
cancellation of its registration  
in the Register of Innovative SMEs)

**1 March  
2021**

Registration was  
made possible by:

**4,5%**  
of the value  
of production invested in  
research and development

**60%**  
of employees  
and partners  
with a master's degree

Stakeholders who have received training  
on anti-corruption procedures

# Investor Relations

## A choice of transparency

*The choice to list our company also stems from the desire to guarantee the highest levels of transparency, credibility and proximity to the market for our stakeholders.*

The Investor Relations function within the company responds to this need through various activities aimed at giving the best and most faithful representation of our company, its business, its strategies and its value, with increasingly accurate and prompt information.

The activity of the Head of Investor Relations is supported by:

- › Chairman and Chief Executive Officer
- › Chief Financial Officer
- › Strategic Project Manager
- › General Manager
- › Legal Department



### Presentations and meetings

also one to one with investors, financial operators and sector experts with the participation of the Chairman, the CEO and the Head of Investor Relations.



### Independent researches

carried out by various corporate brokers with the aim of constantly updating the Company's performance and prospects.

## Activities of Investor Relations



### Half-yearly and annual financial statements

published on the site [abitareinspa.com](http://abitareinspa.com) promptly after their approval according to the financial calendar approved annually, and the voluntary disclosure of forecast data.



### Press releases

in Italian and English, to update all the main new developments and transactions of interest to the Group.  
**58** press releases published in 2021.



### A newsletter

published at least weekly, to share news on the Company and the reference market, articles, studies, interviews and research with those shareholders who subscribe to it.

# Creating shared, sustainable value

## Direct impacts

### More value for stakeholders

**We contribute to the economic growth of the social context and communities**

**we are part of by distributing**

**99% of the Economic Value Generated by our activities to our stakeholders.**

#### » About 127 million euro

The total Economic Value Generated by our activities in 2021

#### » Over 125.5 million euro

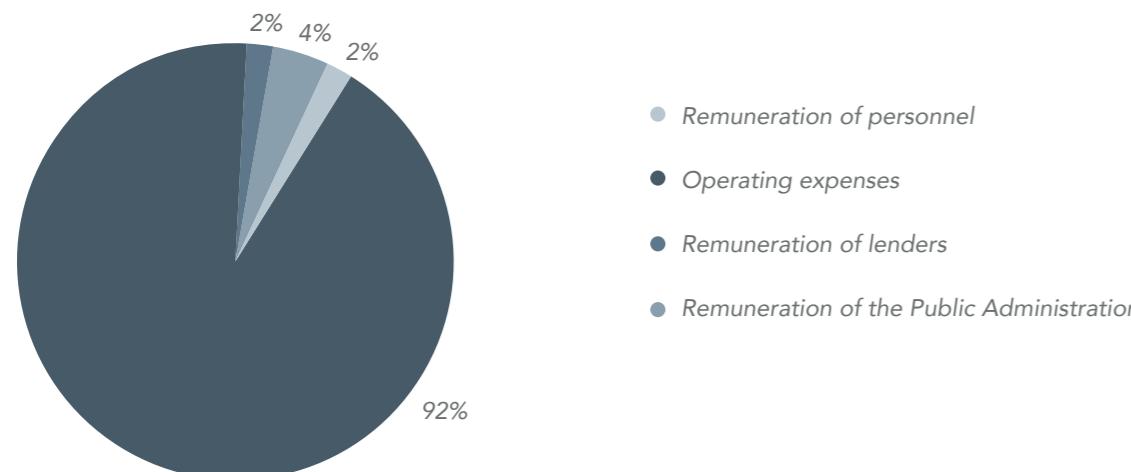
Added Value distributed to stakeholders and to the social and economic system:

- operating costs (suppliers)
- employee remuneration
- shareholders
- Public Administrations

#### » About 1.10%

Undistributed economic value dedicated to the growth and economic stability of the Company

Breakdown of economic value distributed



## Indirect impacts

### More value to the city

*The successful completion of our sustainable urban regeneration projects helps to create value for the city and its neighbourhoods.*

- » **The elimination of abandoned buildings in a dilapidated state** has the immediate consequence of the redevelopment not only of the space affected by the intervention but of the entire neighbourhood, with consequent growth in value of the surrounding properties.
- » **Housing projects** are frequently integrated with the construction of public works that the entire neighbourhood benefits from
- » **In the case of old properties affected by significant environmental issues**, the intervention also envisages ground clean-up operations, in addition to the removal and disposal of hazardous materials such as asbestos, thus benefiting the safety and well-being of all citizens.
- » **The construction of real estate complexes consisting of hundreds of apartments** leads to an increase in the local population and, therefore, an increase in the demand for services which translates into increased income for the neighbourhood's businesses and the birth of new ones.

# OUR Impact on the Environment

A SHARED  
sensitivity

*"You do not take delight in a city's seven or seventy wonders,  
but in the answer it gives to a question you ask."  
– Italo Calvino –*

We are aware of the urgent need to answer a question that arises from an increasingly shared sensitivity, from the will of a commitment that can no longer be deferred if we want to safeguard our planet.

A sensitivity that involves us, which we want to be active and responsible witnesses of so as to interpret home and urban spaces as places designed to meet the needs of an increasingly "small and nearby" world.

We know that taking care of the city and its inhabitants also, and above all, means creating architecture **of the** environment and **for** the environment, also as a form of respect for the local situation while relentlessly listening to the needs of people and families.

# Green Thinking. A new way of thinking architecture

## The global context

***“Climate change is a current and real threat which puts the future of the planet and the next generations at risk.”***

The increase in greenhouse gas emissions is set to cause an increase in global temperatures with consequent disastrous effects on the balance of the planet's ecosystem.

The international community of countries is now largely in agreement in the belief that these phenomena are attributable to human activities and has launched projects to limit their impact through decarbonisation programmes and towards the production of energy from renewable sources.

Initiatives such as the "United Nations Framework Convention on Climate Change", the "Kyoto Protocol" and the European Green Deal indicate the emission reduction objectives and the path towards a new sustainable development model.

In this context, we are committed to contributing to a common project, through construction technologies and solutions designed to reduce the environmental impact of our buildings and improve the urban environment.

This commitment is a fundamental aspect of our sustainability model, as part of a more general concept of environment as an area of wellbeing for people and communities.

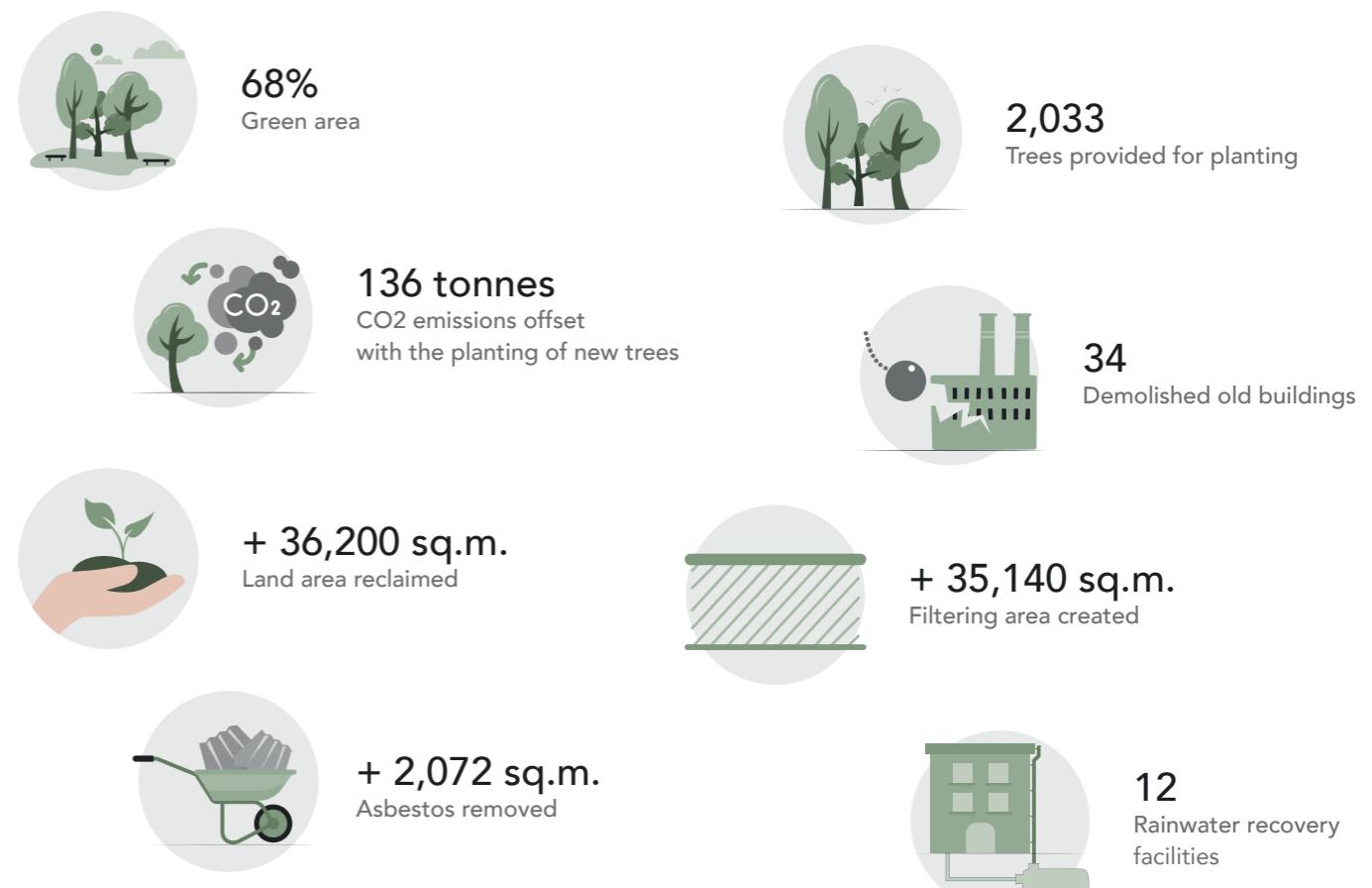
**For us all this is Green Thinking: a new way of thinking about sustainability in architecture, to create a perfect synergy between technological solutions and development of innovative social, economic and cultural models.**

## Urban regeneration

In addition to the positive economic and social impact, urban redevelopment contributes significantly to improving the environment and protecting natural resources.

Our real estate initiatives are always integrated with urban regeneration projects that allow us to:

- build new high-quality housing without increasing the built environment, but recovering abandoned areas and buildings;
- clean up areas and buildings for demolition from the materials and pollutant and hazardous substances (such as asbestos), avoiding hazardous emissions on the land, in the air and aquifers, also through strict disposal procedures;
- create large green areas (previously cemented) by improving air quality and contributing directly to reducing emissions and carbon in the atmosphere thanks to the activity of photosynthesis performed by the plants.



Cumulative data of the development pipeline

## Outside greenareas

We plan and develop areas outside our buildings with the utmost attention to sustainability aspects and respect for pre-existing habitats.

- › Use of local tree species
- › Choice of green areas according to their capacity to absorb polluting substances and regulate the microclimate
- › Maintenance of land permeability
- › Absence of harmful effects for health (allergies, urticants, etc.)
- › Limited need of water for watering and recovery of rainwater
- › External recreational areas, equipped with durable and resilient materials, coming from recovery and recycling activities



## Sustainable innovation: buildings tailor-made to the environment

We are constantly developing research for the use of increasingly innovative technologies and materials that enable us to continuously improve performance in reducing the environmental impact of our buildings.

In our eyes, sustainable innovation is not only fostering innovation in a more sustainable way, but turning innovation into a cutting-edge instrument in our sustainable enterprise.

A strategic choice that allows us to build class A or superior buildings, with the highest levels of energy performance, the saving of natural resources and residential well-being.

## Energy saving and energy from renewable sources

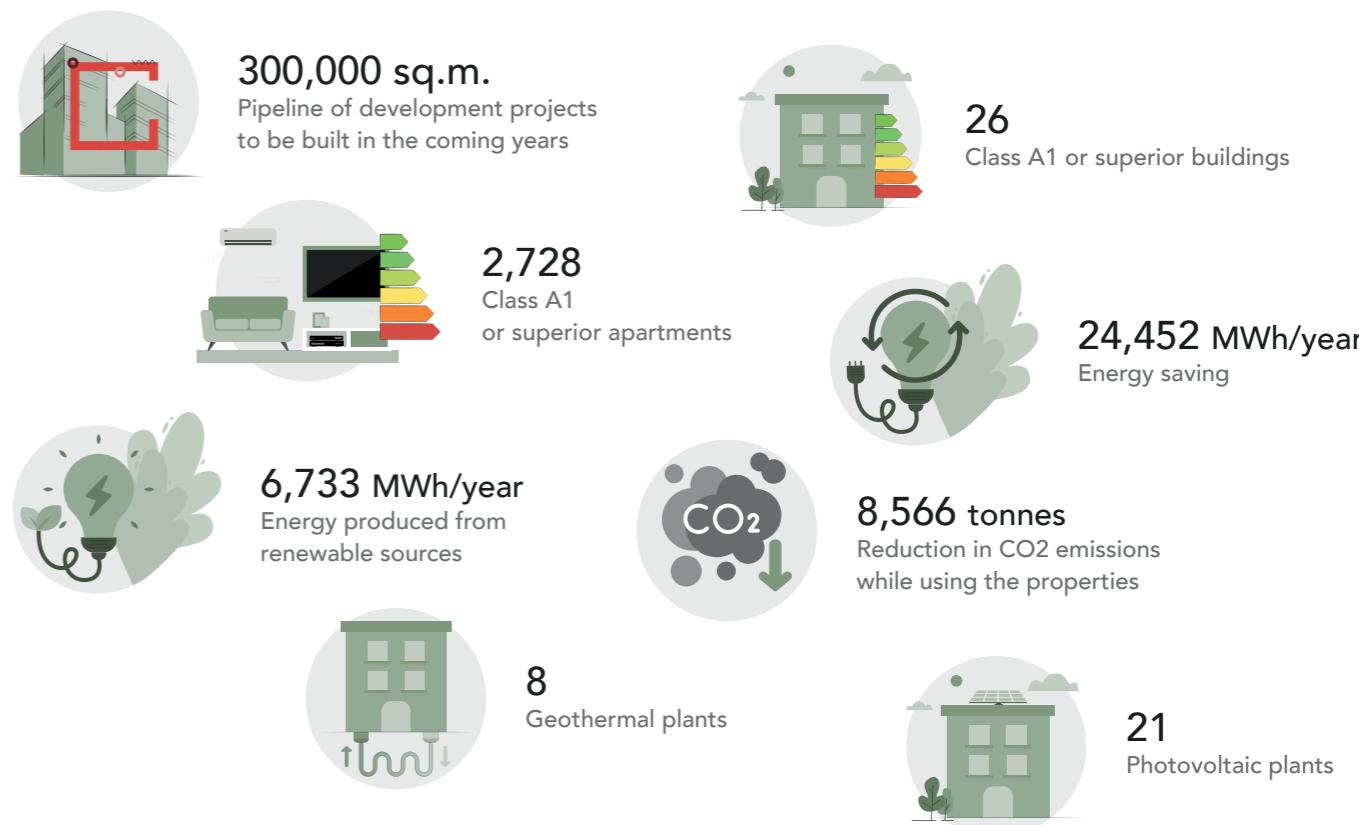
All our projects involve the use of energy from renewable sources, with low entalpia photovoltaic and geothermal plants, solar thermal collectors and heat pump systems, for the production of heat, domestic hot water and electricity.

In addition to the maximum exploitation of natural light, low consumption LED lamps are provided for lighting in both common and private areas.

When constructing the buildings, sunlight exposure is assessed and screens are used to mitigate heat islands and reduce the overheating of parts exposed to the sun, thus reducing the consumption of energy required for air conditioning in the hot seasons.

The project design is based on the creation of compressed volumes, in which full and empty spaces are aligned to minimise thermal bridges and thus optimise energy efficiency both in summer and winter.

For the controlled ventilation of interior spaces - now necessary in increasingly thermal-insulated homes - simple mechanical systems with low electricity consumption are used, placed in the mono-blocks of windows, with excellent performance as heat exchangers between output and input air. This prevents the use of centralised systems and limits the risk of contagion from viruses and bacteria among the various housing units.



## Water sustainability

The general engineering plant and the system of equipment installed in individual homes are designed to ensure maximum water savings:

- › reduced impact on the surface and groundwater system;
- › collection, purification and reuse of rainwater;
- › use of systems for flow reduction, flow control and water temperature control;
- › use of sanitary water purification systems.



## Light pollution



The orientation of external lighting of the common and private spaces is designed to minimise light pollution towards the sky. A phenomenon caused by the myriad of public and private light sources that alter natural night-time lighting, creating significant imbalances in the life cycle of some animal species (e.g. interference with migration flows) and humans (sleep disturbance, anxiety, etc.).

## Indoor pollution and external anti-smog coverings

For the interiors of homes, finishing materials for the walls are used, capable of absorbing and neutralising the so-called VOCs, Volatile Organic Compounds. A source of pollution in interior spaces derived from volatile chemical compounds (e.g. benzene, methane, formaldehyde) found in many common products (paints, cleaning products, insecticides, tobacco smoke, etc.), as well as in some furnishings.

In any case, the construction products and materials are certified to reduce emissions.

It is also possible to guarantee maximum reductions in indoor electromagnetic pollution.

In some projects, where external high-tech plasters are used, the combined action of light and an active ingredient included in the



material decomposes the polluting agents produced by traffic, production activities and domestic heating, providing better air quality.

## Reducing plastic

We perform sorted waste collection in our offices and we strongly discourage the use of disposable plastics, preferring the use of "crockery" in biodegradable materials and reusable flasks to replace plastic bottles and water distributors.



# Community. Together for the environment.

We share our commitment towards protecting the environment with the communities we are part of and with the institutions of our city, promoting and actively collaborating in initiatives to improve the environment and promote a culture of sustainability.

## SeMiniAmo. Green areas in Milan.

Devised by the communication agency Zack Goodman in collaboration with the Municipality of Milan, SeMiniAmo is the initiative promoted to redevelop the green areas of the city, with the aim of making Milan increasingly beautiful and liveable.

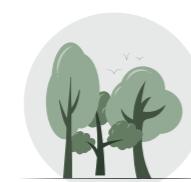
It provides us with the opportunity to be key players in a project that is fully in line with our urban regeneration model, contributing to the creation and enhancement of green areas, also for the public spaces in our city.

This commitment stems from the awareness that partnerships between public and private sectors are the right choice to create a more inclusive and sustainable city.

### The numbers of SeMiniAmo



6,500 sq.m.  
Redeveloped green  
areas



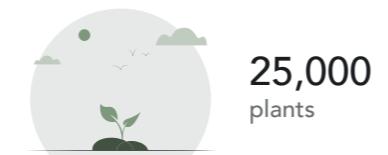
Over 80  
trees planted



Over 1,000  
shrubs



More than 25  
people involved in the care and  
supervision of the green areas in the  
project



25,000  
plants



1,700  
plants of 40 different species

### Completed projects

- » Redevelopment of the Gardens of Piazza Duca D'Aosta and Piazza della Scala



Gardens of Piazza Duca D'Aosta



Gardens of Piazza della Scala

- » Restructuring of the area for activities with dogs in Piazzale Accursio: installation of automatic drinking troughs to reduce water waste, building of a special buried irrigation system to ensure its integrity, planting of 8 new trees and creation of a frame of hedges to mark out, embellish and protect the space



► Redevelopment of the two roundabouts in Via Stephenson, the roundabout and flowerbeds in Via Giulio Natta and the roundabout in Via Ippodromo-Diomedea with a total of 41 trees.



Roundabout in Via Stephenson



Roundabout in Via Stephenson



Roundabout in and flowerbeds in Via Giulio Natta



Roundabout in Via Ippodromo-Diomedea

## Grow Up Together

In 2020, together with SeMiniAmo, we created Back To School 2020, an initiative dedicated to young students to raise awareness about the importance of environmental care.

The project was developed with an educational activity led by teachers and the distribution to all young people of the Grow Up Together botanical kit with everything necessary for planting Dahlia seeds and taking care of the growth of the plant.

In every school that supported the initiative, a tree was planted that will be managed by SeMiniAmo. A symbol of the common commitment by different generations to respect the environment.



## Milano Green Week

In 2019, we contributed to Milano Green Week, the event promoted by the City of Milan and organised together with all the entities, both public and private, which cooperate in the care and management of the city's green spaces.

Milano Green Week is a popular festival that involves anyone who wants to contribute to making the city greener and more sustainable through a rich schedule of events, meetings, workshops, walks, conferences, exhibitions and shows.

Participating in Milano Green Week means being citizens who are aware of the importance of environmental issues for livability in our city and of our planet.



# 4Ocean. Let's free the oceans from plastic

4Ocean is an international organisation active in the protection of oceans and, in particular, in the recovery of plastic that is increasingly present in the marine environment.

The organisation is financed through the sale of bracelets and other objects made from 100% recycled materials.

We contributed to 4Ocean's commitment by giving 300 bracelets to our customers as part of the marketing activities in our Milano City Village project.



Over 10,000 tonnes  
of plastic waste recovered  
from seas and coasts



2 bracelets =  
1 kg of collected plastic

## Importance of the oceans



70%  
breathed oxygen produced  
by marine plants



97%  
terrestrial water resources  
contained in the oceans



30%  
artificial CO2  
absorption rate



In 2007 2.12 billion  
tonnes of waste discharged in  
the oceans



In 2010 215 thousand  
tonnes of plastic in the seas  
and the oceans



# OUR Impact on People

enhancement  
GIVE VALUE TO ABILITIES,  
build relationships

*"Doing a house is so much harder than doing a skyscraper."*  
- Philip Johnson -

We give space and value to skills, in the sense of a set of professional abilities, passions, diversities and aspirations of people who, together with us, create ambitious projects on a daily basis.

We share with them our desire to be inspired by the dreams of those who rely on our expertise and creativity to see their "home for life" come to fruition.

We build relationships to open new horizons where technology, art, culture and sustainability come together in the perfect combination of architecture as an expression of well-being, beauty and collective value.

# Work with us. "A place to be"

We are aware that the people who work with us are our most important asset, the true protagonists of a success that stems from the ability to think and act as a "collective intelligence" and enriched with different abilities, skills and motivations.

Our work dynamics go beyond the fundamental aspects of professional skills, by opening up to a broader cultural vision that displays and uses the skills and experiences of personal life, emotions and the capacity to engage and share with colleagues.

For this reason, the creation of an ideal and stimulating working environment is an absolute priority for us. A model that we have called "A Place to be", a place where one can freely live one's way of being, have the opportunity to develop, discover how to give value to each person's individual personality in relationships and team work.

A commitment that translates into concrete actions and initiatives, led by a dedicated HR department:

→ **we create work spaces where working is wonderful:**

comfortable, safe, engaging, architecturally and aesthetically pleasing, friendly, developmental, efficient, where we can communicate and grow together;

→ **we develop a corporate culture aimed at sustainability and the well-being of employees and partners:**

- with offices where compliance with simple rules to protect the environment is strongly encouraged: elimination of disposable plastic, separate waste collection, attention to the use of heating and air conditioning, reusable water bottles to replace plastic bottles and water dispensers;



- offering free services available to employees such as fresh seasonal fruit, coffee, cooperation with catering services that offer healthy meals and drinks;



→ **we ensure stable jobs** with contracts in compliance with regulations and trade union agreements. A long-lasting relationship with a high level of satisfaction and loyalty confirmed by minimum turnover dynamics, as well as a constant increase in the recruitment trend;



**40**  
Employees in 2021  
vs 35 in 2020



**95%**  
With  
a permanent contract



**23**  
Partner professionals  
+13% vs 2020



**Over 62%**  
women

→ **we value diversity** and ensure the absolute absence of prejudices in relation to gender, religion, ethnicity, opinions and age, fostering a positive generational balance in terms of sharing skills and professionalism;

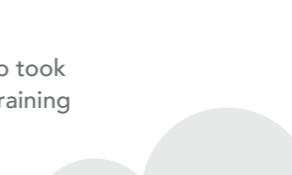


**39 years old**  
Average age of  
employees

→ **we run ongoing training activities**, offering real personal and professional development opportunities to employees and partners, through learning initiatives in the technical field, "Leadership & Coaching", "Onboarding", "Privacy and 231", "Effective Communication", "Negotiation Skills", "Project Manager", English language training, "Transversal Training for Apprentices", "REVIT Training";



Employees who took  
advantage of training  
activities



**292**  
Hours of training provided to  
employees in 2021 vs 73.6 in 2020  
(+75%)  
Of which **200 hours** for women



**159**  
Hours of training provided  
to partner professionals in 2021

→ we recognise talent and commitment through a performance evaluation system (MBO) that provides financial recognition and the assignment of Stock Grants upon achieving specific targets. Over the years, the management has frequently rewarded the value of individual employees and partners with one-off bonuses, promotions and salary increases;

→ we promote the health, safety and welfare of the company, by making every effort to ensure the healthy nature of work environments, constant training/information on safety issues to increase awareness of risks and welfare initiatives dedicated to creating shared well-being and value with our employees.



Accidents at work of all types involving employees and partners.



## #clientialcentro. Relations, harmony, environment.

*"The purpose of construction is to make things hold together; of architecture to move us."*

- LE CORBUSIER -

*The relationship between people, the environment and architecture is at the heart of our project thinking. Creating the perfect balance between these three players in a unique story is our mission. Well-being, peace of mind, safety, empathy, emotions are the words that inspire the choices of our customers and our ability to translate them into reality.*

*A humanistic approach to architecture that stems from the study of housing psychology before the design of its spaces, to discover the intimate relationships and sentiments that bind a person to their home.*

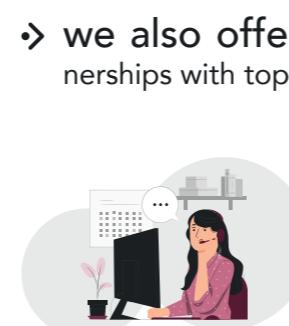
An industrial and scalable business model allows us to offer our customers constructive services and solutions with the highest levels of quality, maintaining economic investment within the so-called affordable price range, accessible to a wide range of people.

All our projects are developed through a process that allows customers to play a leading role in their home customisation choices and to follow all the phases of the construction process.

→ We provide each customer with a dedicated team that follows them throughout the entire design and construction process;



→ we make the choosing and purchasing experience something unique, also thanks to our project-related showroom, the "material display room" and the "tailoring shop" to get the feel of finishes, materials and furnishing solutions, the Media Room to "see live" the future home thanks to new Virtual Reality technologies, reducing the typical "information gap" when purchasing a property "on paper";



→ we also offer "turnkey" services for furniture through partnerships with top-level suppliers;



→ we ensure a post-delivery service that is precise and always available, through a dedicated Customer Care structure.



## Digitisation and e-commerce

Digitisation is a fundamental strategic choice in our customer relationship management model through cutting-edge IT systems that make their purchasing experience increasingly active and dynamic.

- » We are one of the very few companies in the sector to use **Salesforce** as a CRM solution for the management of all its marketing, sales and after-sales activities;

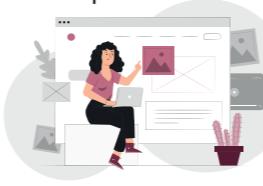


- » we have created "MyAI", a personal web page that is "delivered" to every buyer which offers numerous features designed to ensure maximum efficiency and simplicity: from the filing of contractual documentation, to the service for opening new requests, updates on the project and news about the real estate market;

- » we have created the first e-commerce platform for online sales of houses under construction.

A unique international reality thanks to the very high levels of User Experience, supported by Artificial Intelligence tools, which provides:

- a virtual assistant available 24/7
- an online configurator for apartments (just like those for cars)
- the chance to pay a virtual visit to our showrooms via virtual reality and make appointments via videoconference
- digitisation of all formalities linked to documents and contracts
- online payment tools and much more



Investments in Research & Development at 30 September 2021

## Supply chain. More sustainable, together.

We select the supply chain through evaluation criteria based on the sharing of values of transparency, fairness and attention to sustainability, together with aspects of quality, costs and services, with the aim of creating strategic relationships based on mutual trust and allowing us to maintain our performance towards the customer in economic terms and in terms of project quality.

We consider our suppliers' commitment to social and environmental issues as an integral part of our sustainability policies and we give preference to partners who:

- » can demonstrate the sustainability of their entire production chain and in particular the use of renewable energies and the use of certified materials from the point of view of environmental impact;
- » make production lines available, close to our construction sites, focusing in particular on companies with plants in Italy;
- » are committed to the development of human resource enhancement initiatives and policies, respect for rights, protection of workers' health and safety, attention to community needs, and compliance with the highest environmental and social and healthcare standards at both national and international level.

In general we do not maintain relationships with parties who carry out activities that are incompatible with our Code of Ethics, with contractors who do not comply with company and international standards in terms of worker protection and safety and with a reputation that may raise suspicions of non-compliance with current regulations on evasion of taxes, levies and contributions.

# Our commitment for the community.

## #HumanCentricPhilosophy

### City, art, architecture

*"The starting point is the tension towards beauty, towards art, so that surprise, astonishment and unexpected are also part of the architectural work."*  
- OSCAR NIEMEYER -

We are an active member of the community of a large city, an international reference point for fashion, design, architecture and a culture based on the values of beauty and art.

We take inspiration from this culture to create projects of iconic and unexpected urban regeneration, driven by the marvel of art that "moves the soul, touches the hearts of the spirit, opens the doors wide to profound and indelible emotional experiences".

### AbitareIn +Arte

Together with the Castello Pozzi Private Collection in Milan, we have created the AbitareIn +Arte initiative, transforming our showroom into a permanent exhibition space displaying reproductions of works of art, including some by Elio Fiorucci and Ottavio Missoni.

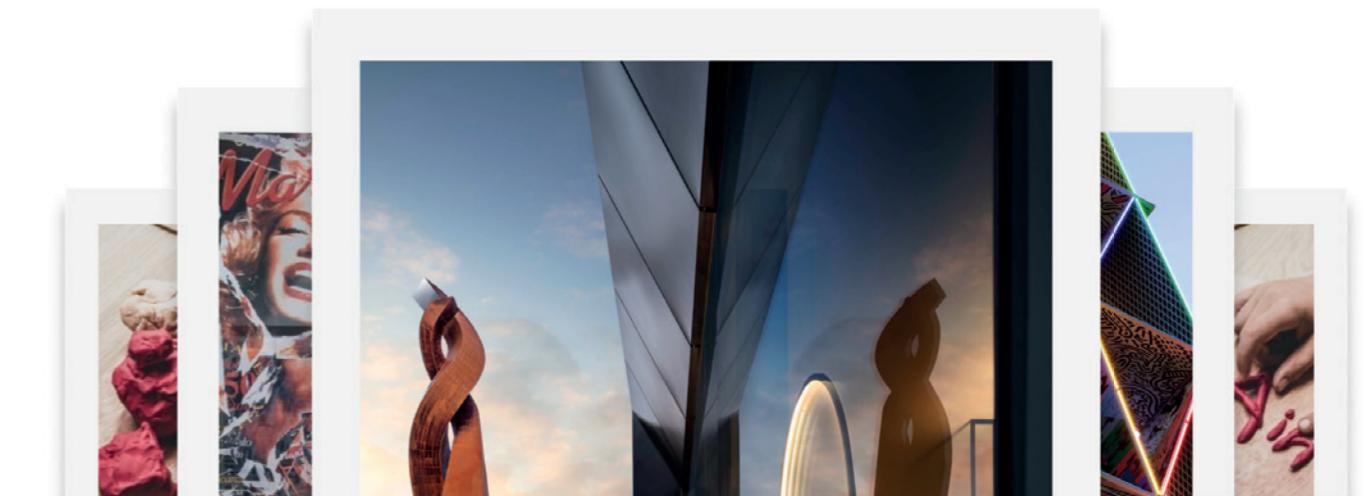


CASTELLO POZZI  
MILANO

Paintings, prints and sculptures have been contextualized within the space, with the aim of "bringing art closer to the citizens and daily life" to offer everyone the opportunity of enjoying art as a value, which enriches the spaces of modern living, improving the quality of life and the psychological and physical well-being of people.

The initiative was opened in November 2019, with the organisation of a presentation event to the public. For the occasion, the "Genius: the embrace" sculpture, created by the artist Antonio La Rosa, winner of the 2019 Leonardo Award, was put on display in the exhibition area of the Palazzo Naviglio project.

Since its opening, the initiative has continued to evolve and today the partnership envisages the installation of an artwork in each of the projects currently marketed, for the benefit of all buyers and the entire district.



### Leonardo Horse Project

Conceived by Snaitech, the Leonardo Horse Project has involved 13 artists, called upon to reinterpret, based on their own personal styles and on a smaller scale, the idea of Leonardo's Horse, the monumental sculpture that welcomes visitors at the park entrance to the Milan Racecourse. A work created by Snaitech also with our support.

In April 2019, on the occasion of the 58th edition of the Salone Internazionale del Mobile (the international furniture trade fair), the German designer Markus Benesch created his interpretation of Leonardo's Horse for us, entitled "Courage". The project reproposes the vigorous movement of the horse thanks to the coloured ribbons that represent both its agility and creativity.



# Communication campaigns and projects

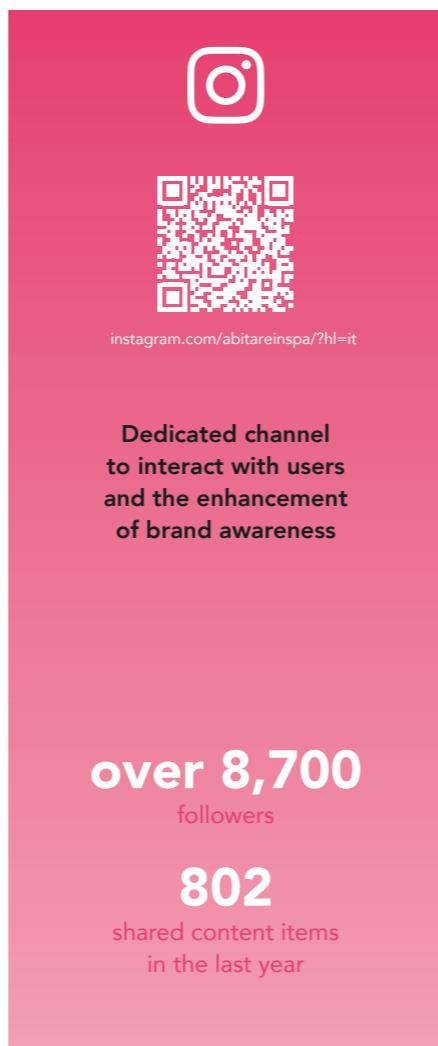
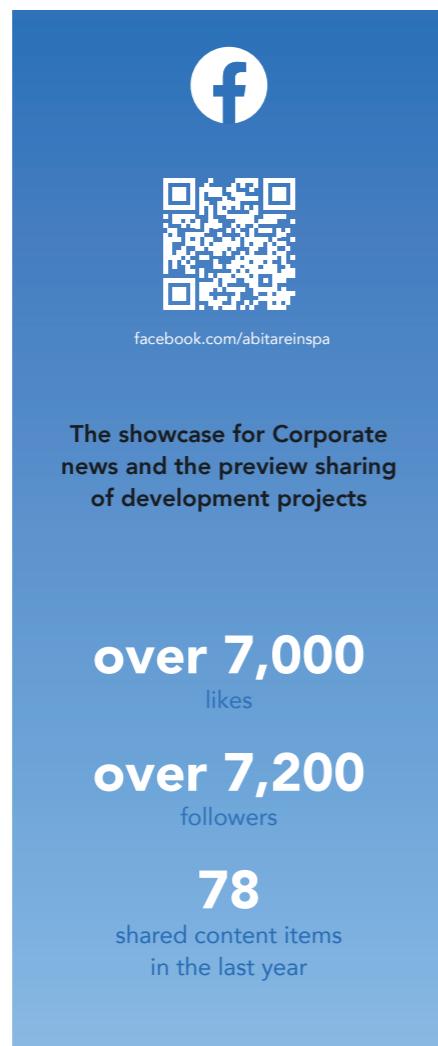
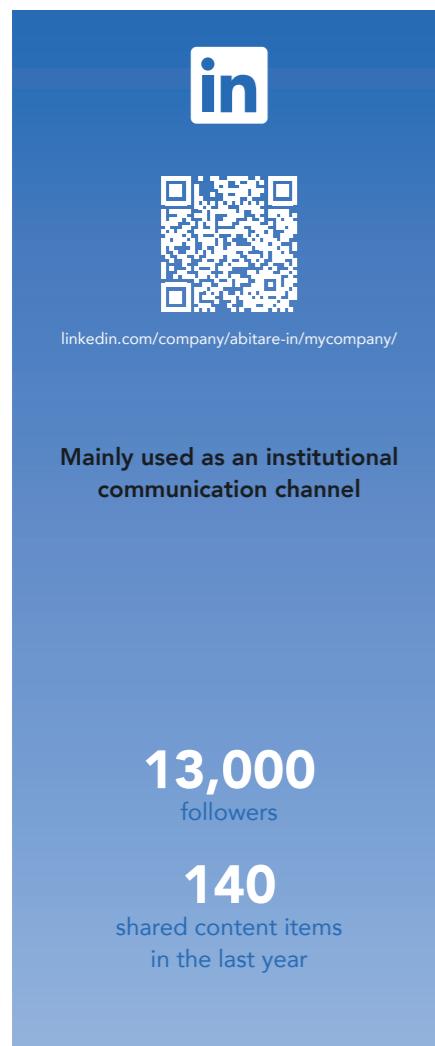


We keep in contact with all of our stakeholders, including through the most important social media channels (Facebook, Instagram, LinkedIn) to ensure that the widest possible audience can receive complete and transparent communications about the Company, the industry market and our residential initiatives.

An editorial plan for publishing content is developed for each social platform on a day-by-day basis. The Marketing and Communication team is committed to responding promptly to messages and comments to build up a constant relationship with stakeholders, to test and monitor advertising campaigns and content and to analyse the brand's performance.

The digitisation process has made it possible to completely eliminate paper communication tools with significant savings in terms of costs and paper consumption.

## Our social media



# SDGs

## The Sustainable Development Goals of the United Nations

On 25 September 2015, during the "Summit on Sustainable Development" among the leaders of the governments of the 193 member countries, the policy document for sustainable development was drawn up "Transforming our world. The 2030 Agenda for Sustainable Development", which determined the Sustainable Development Goals to be achieved by 2030.

The Sustainable Development Goals represent 17 global targets, split up into more than 160 specific targets, in an integrated vision of development, and are aimed not only at institutions but at a plurality of actors including businesses, representing a real call to action for everyone in relevant areas such as combating hunger and poverty, the production of clean energy, the protection and conservation of water resources, raising awareness of responsible and conscious consumption and promoting access to health and education.

*"The sustainable development goals (SDGs) are universally applicable, meaning that all countries must contribute to achieving them based on their capabilities."*



# Abitare In's contribution to the Sustainable Development Goals



In defining our sustainability model, we are committed to contributing to the achievement of the Sustainable Development Goals (SDGs), with particular attention to those indicated for the real estate sector:



Ensure access to reliable, sustainable and modern energy for all



Create resilient infrastructure for sustainable and innovative industrialisation



Promote long-term, inclusive and sustainable economic growth and the adoption of sustainable production models

In particular, with our PRODUCTS that are NEVER TRIVIAL:



## 3 GOOD HEALTH AND WELL-BEING

We contribute to improving people's health and well-being



## 7 AFFORDABLE AND CLEAN ENERGY

We design buildings that make use of renewable energy



## 8 DECENT WORK AND ECONOMIC GROWTH

We create new jobs and support the local economy



## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We encourage innovation and contribute to resilient infrastructure



## 11 SUSTAINABLE CITIES AND COMMUNITIES

We start with a house to change a whole city. With the sustainability of our projects, we create family-sized spaces and regenerated cities.



## 13 CLIMATE ACTION

We pay attention to the environmental impact of our projects with a view to supporting the fight against climate change



## 15 LIFE ON LAND

We support local biodiversity

NEVER TRIVIAL

# Projects

OUR PROJECTS,  
each one more iconic than  
the other

*"It isn't what we say or think  
that defines us, but what we do"*  
– Jane Austen –

The ability to give shape and substance to unique, exclusive projects stems from the set of values that inspire our sustainable enterprise.

Building for the planet and for people and creating shared value with communities is the commitment we refuse to give up.

We do this with Sensitivity, to lend an ear to the voice of a world that asks us for respect and protection.

With Ability, because we believe that well-being and beauty can only come from expertise and passion.

With Foresight, to start creating today the cities of the future.



Abitare In Maggiolina is the second project carried out by Abitare In, completed and delivered from 2020 onwards.

125 apartments distributed in the two buildings, Sky Tower and Maggiolina Gardens, originating from the complete regeneration of an abandoned and degraded area, which used to house the headquarters of the daily newspaper "Il Giorno".

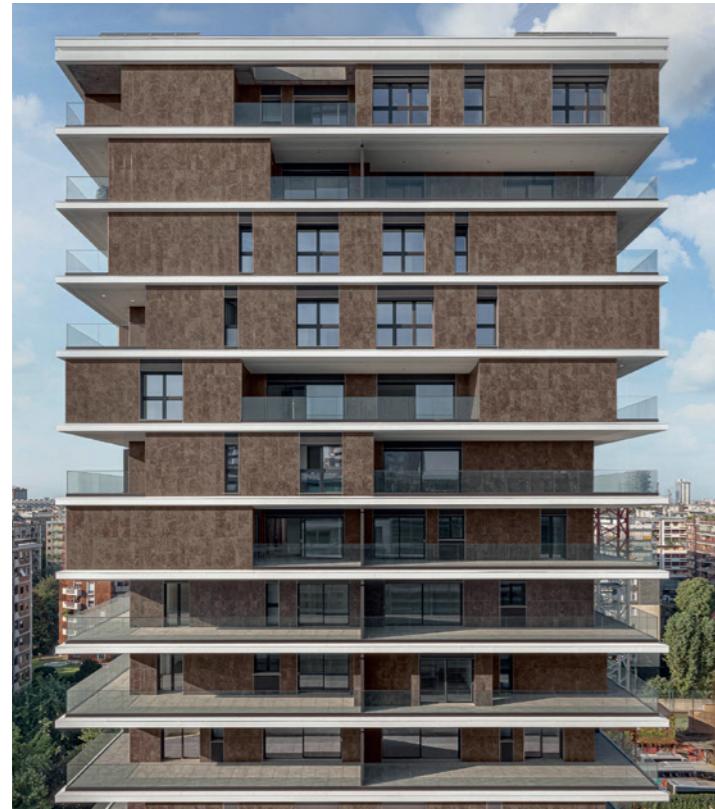
In the Abitare In Maggiolina project, architecture and nature merge and liaise to create a unique backdrop in the heart of the Maggiolina neighbourhood, known for its natural beauty spots on the Martesana and for its orchards and splendid villas.

The icon of the project is the system of suspended white floors, of an evident formal clarity, which rise one after the other, leaving free and flexible the space between them.

Each terrace becomes a supporting structure for nature to develop. A skilful alternation of hanging parapets gives a green tone to the outdoor private areas, transforming them into authentic high-rise gardens, irresistible features, corners of paradise to enjoy the Milan skyline from.

The materials used for the external cladding and the interiors also echo the effects and the forms of nature. All glazed components, from the generous openings to the parapets, soften the bulk of the two buildings - Sky Tower and Maggiolina Gardens - making them light and contemporary.

Linking the residential development to the city, an enormous park offering a completely immersive experience: lawned and paved areas, environments where a range of shrubbery creates a natural backdrop.



## Highlights of Abitare In Maggiolina



**125**  
Apartments in class A1  
or superior



**2,076 MWh/year**  
Annual  
energy saving



**353 MWh/year**  
Energy produced from  
renewable sources



**727 t/year**  
Reduction of CO2 emissions  
during use of the property



**176**  
Trees and shrubs  
planted



**30 t/year**  
CO2 emissions offset by  
new planted trees



**1,866 m<sup>2</sup>**  
Filtering area  
created



**497.72 m<sup>2</sup>**  
Land area reclaimed



**4,500 m<sup>2</sup>**  
Green areas



**€ 3.8 million**  
Costs



**3,500 m<sup>2</sup>**  
Redeveloped  
public areas



**Geothermal plants  
created**

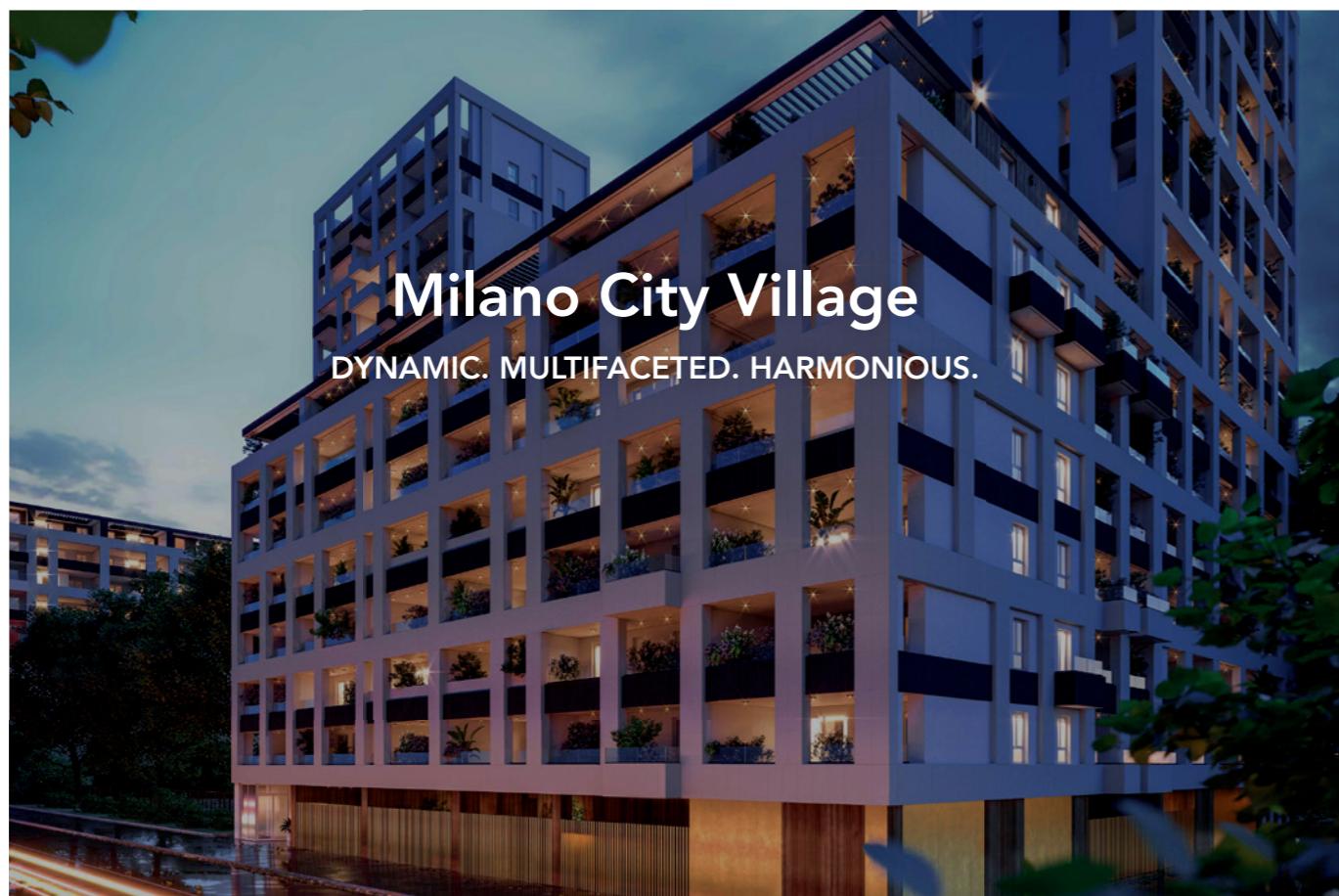


Photovoltaic plants  
created



Rainwater  
recovery facilities





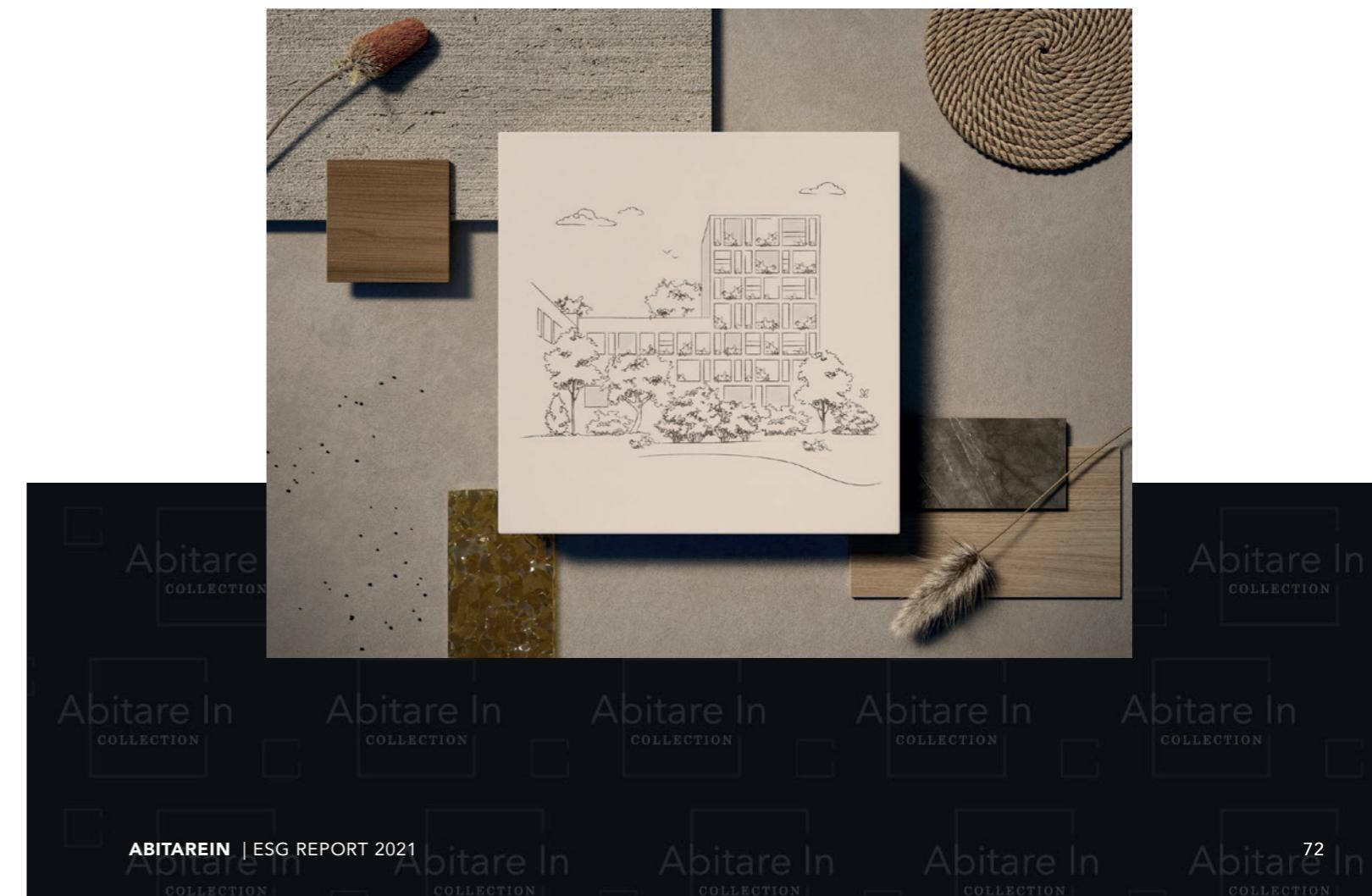
The former industrial site at via Tacito was a perfect example of urban void, which has finally been given a brand new lease of life with the Milano City Village project.

The design concept takes inspiration from the square, as a centralising element, a catalyst of social interaction and an accelerator of relationships, a space placed at the centre, metaphorically and physically, of the built complex.

In keeping with the style of the typical Milanese inner courtyards, Milano City Village has its own internal space, a place where one can rediscover the essence of the human dimension.

A courtyard that is a square, a meeting place, a place of passage but also a space to relax in, in which to rediscover a sense of communion with oneself and the community.

In Milano City Village the mosaic effect of the facade features ample, deep loggias, jutting out here and there like delightful suspended terraces. The contrast between solids and voids enlivens the facades and creates a new architectural landscape: an urban scenario that was not there before, mending the tear between the consolidated historical city and the new city in expansion.



## Highlights of Milano City Village



223

Apartments in class A1  
or superior

2,563 MWh/year

Annual  
energy saving

465 MWh/year

Energy produced from  
renewable sources

897 t/year

Reduction of CO2 emissions  
during use of the property

38

Trees and shrubs  
planted

16 t/year

CO2 emissions offset by  
new planted trees1,329 m<sup>2</sup>Filtering area  
created650 m<sup>2</sup>

Asbestos removed

4,500 m<sup>2</sup>

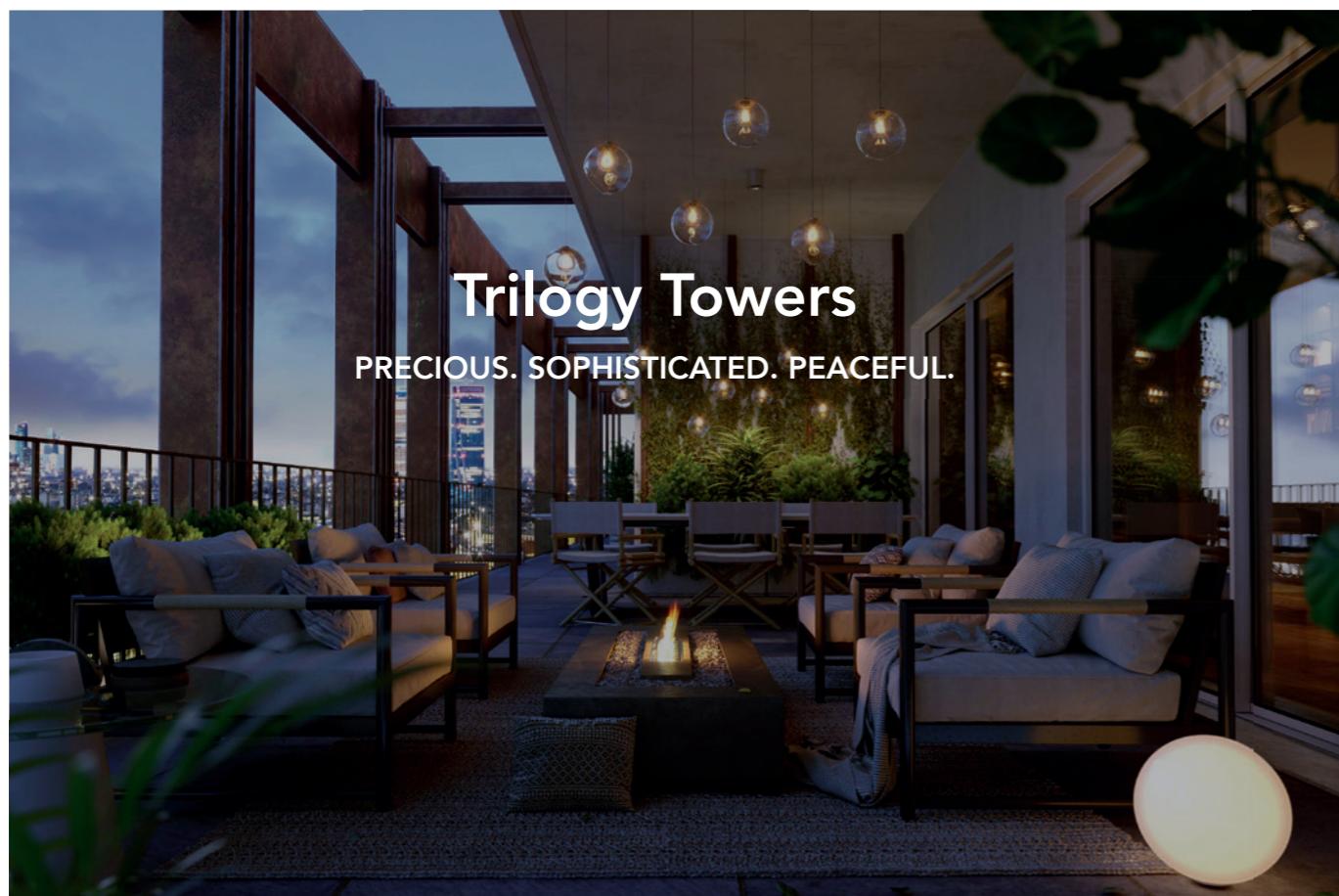
Green areas



€ 3.9 million

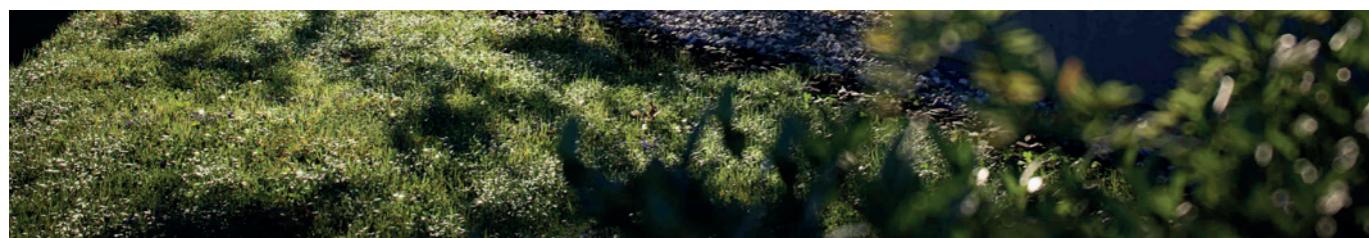
Costs

300 m<sup>2</sup>Redeveloped  
public areasGeothermal plants  
createdPhotovoltaic plants  
createdRainwater  
recovery facilities



## Trilogy Towers

PRECIOUS. SOPHISTICATED. PEACEFUL.



A residential complex of three towers with evocative names: Gold, Diamond and Platinum.

Trilogy Towers hands back a precious fragment of the city to the community in the form of a brand new residential complex, with architectural and compositional features that give renewed vitality to the local area.

The project is based at Via Gallarate, in the north-west area of Milan, which has been known as an experimental district from the early 20th century.

Once home to important industries, the area now offers enormous regeneration opportunities. It is no coincidence that the area is on axis with the City Life - Tre Torri and Portello projects, two major urbanisation initiatives that have recently transformed the face of the city of Milan.

Trilogy Towers is unique for the meticulous design of the facades, finely chiselled as if by the skilled hands of a goldsmith. Stylish metallic detailing makes the surfaces precious and iridescent. Like a jewel.

The interplay of solids and voids, the juxtaposition of different materials and the different depths of the elements convey movement and dynamism to the facade.



## Highlights of Trilogy Towers

**142**Apartments in class A1  
or superior**1,827 MWh/year**Annual  
energy saving**447 MWh/year**Energy produced from  
renewable sources**639 t/year**Reduction of CO2 emissions  
during use of the property**78**Trees and shrubs  
planted**18 t/year**CO2 emissions offset by  
new planted trees**1,785 m<sup>2</sup>**Filtering area  
created**1,748 m<sup>2</sup>**

Land area reclaimed

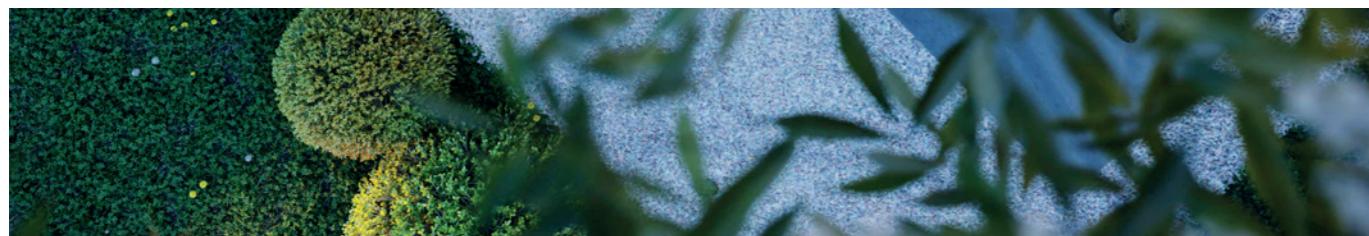
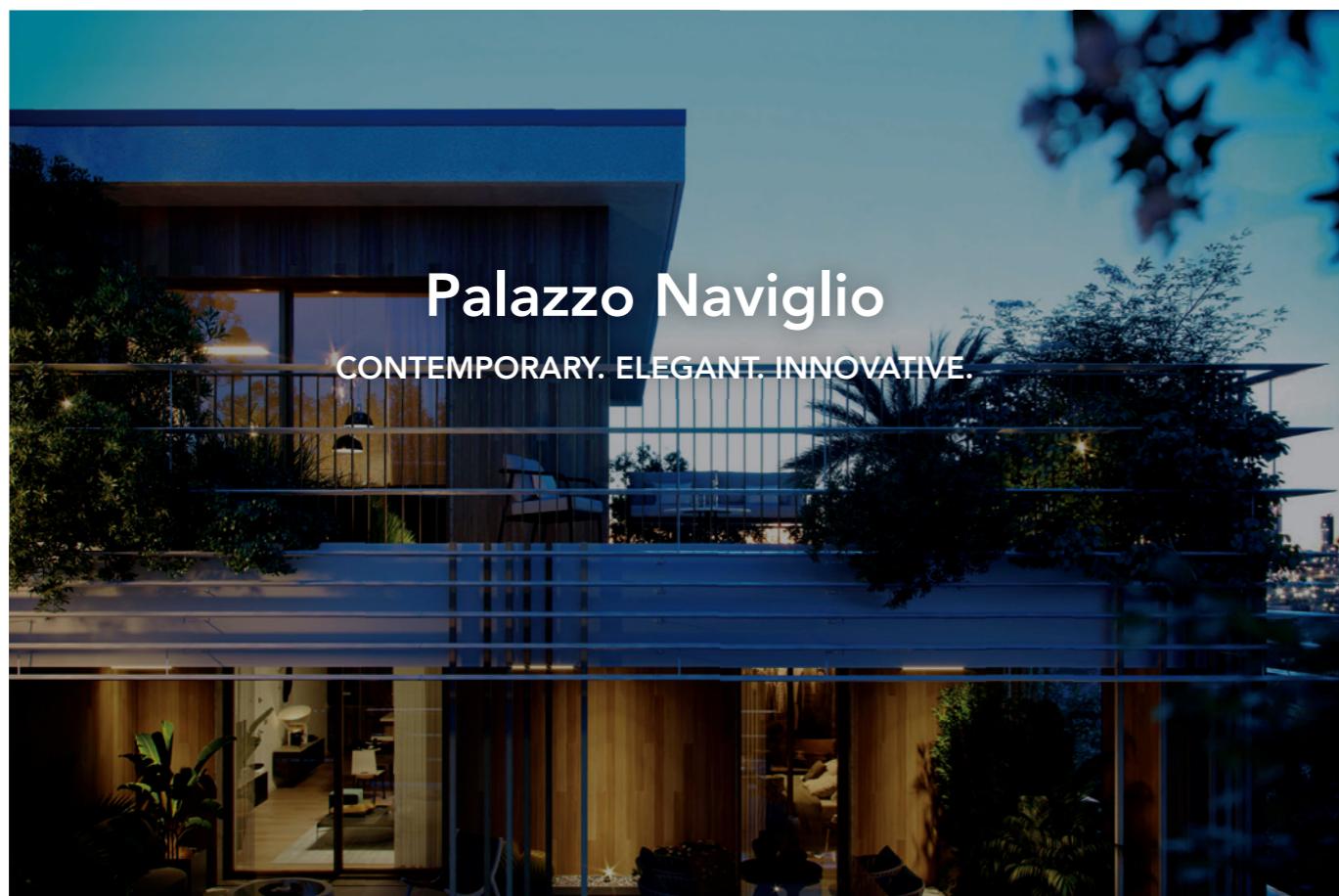
**4,580 m<sup>2</sup>**

Green areas

**€ 2.5 million**

Costs

Geothermal plants  
createdPhotovoltaic plants  
createdRainwater  
recovery facilities



Palazzo Naviglio steps into the Milanese panorama with a new approach to residential property design, introducing, in the historic Giambellino neighbourhood, a building with a very low environmental impact that promotes sustainability as a lifestyle in the broadest sense.

A contemporary building - two staggered structures with large loggias overlooking the city and the Naviglio canal. Light bamboo and metal slats enliven the facade, drawing sinuous profiles like branches.

Air, water, light, wood, green: the palette, in pastel tones, evokes the natural elements and narrates a deep and intimate relationship between man and nature, an expression of harmony and mutual well-being.

The bamboo wood covering, a material with a completely neutral ecological impact, creates a naturally warm and enveloping atmosphere.

From Nature for Nature.

Cutting-edge technology, very low emissions: from plaster that purifies the air, capturing pollutants, to the rainwater collection and organic waste management systems - expressions of a profound green philosophy.

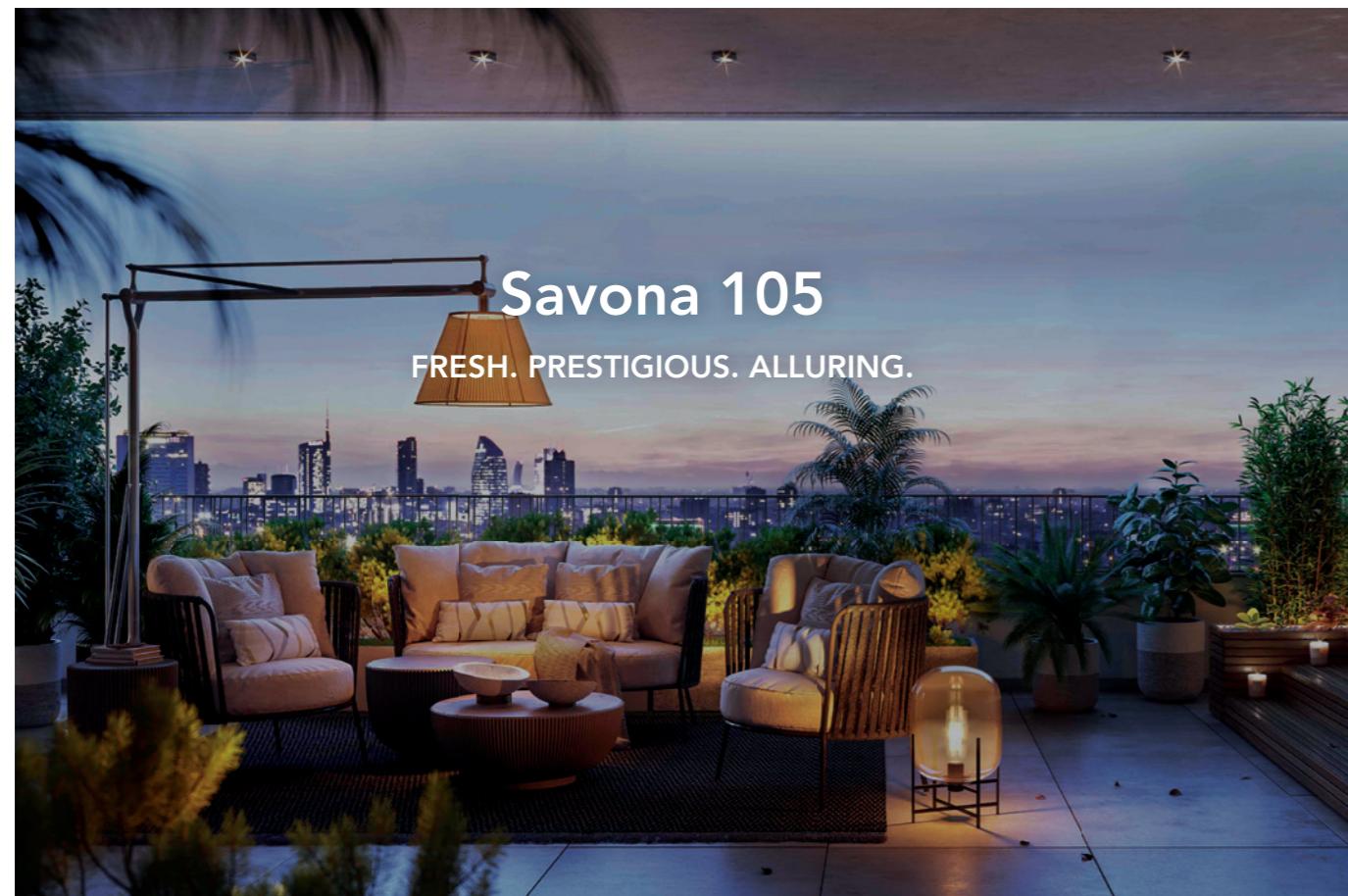


## Highlights of Palazzo Naviglio

**74**Apartments in class A1  
or superior**1,323 MWh/year**Annual  
energy saving**248 MWh/year**Energy produced from  
renewable sources**474 t/year**Reduction of CO2 emissions  
during use of the property**121**Trees and shrubs  
planted**24 t/year**CO2 emissions offset by  
new planted trees**677 m<sup>2</sup>**Filtering area  
created**€ 1.5 million**

Costs

Geothermal plants  
createdPhotovoltaic plants  
createdRainwater  
recovery facilities



# 105

Savona 105 underlines once again Abitare In's ability to identify strategic areas of intervention for Milan. After Palazzo Naviglio in the Giambellino neighbourhood, Abitare In has moved just a short distance to one of the areas with the highest level of great cultural ferment: Tortona. With a project designed as a tribute to the stimulating process of "creative regeneration": a project that gives new life to disused and abandoned material through culture, art, design.

Immersed in a park where green rooms alternate with paved areas, the ground floor of the building accommodates multiple services, taking inspiration from hotels and the smart city concept: the former so that each resident can feel like a welcome guest every day, the latter to improve the organisation of daily activities.

The internal amenities make it easier to organise everyday activities to leave more time for passions.

A way to achieve a better quality of life.



## Highlights of Savona 105



236

Apartments in class A1  
or superior

2,694 MWh/year

Annual  
energy saving

583 MWh/year

Energy produced from  
renewable sources

943 t/year

Reduction of CO2 emissions  
during use of the property

282

Trees and shrubs  
planted

25 t/year

CO2 emissions offset by  
new planted trees

4,672 m²

Filtering area  
created

1,410 m²

Green areas

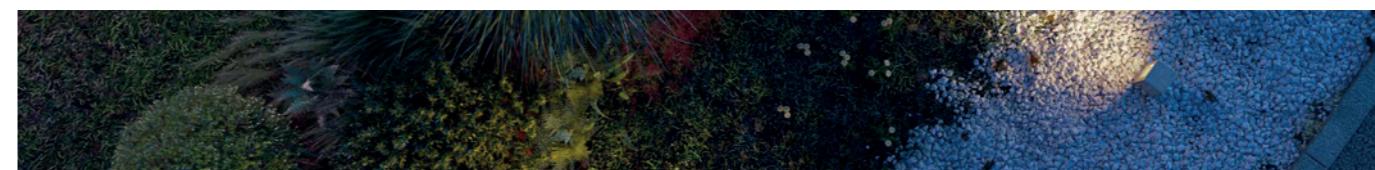


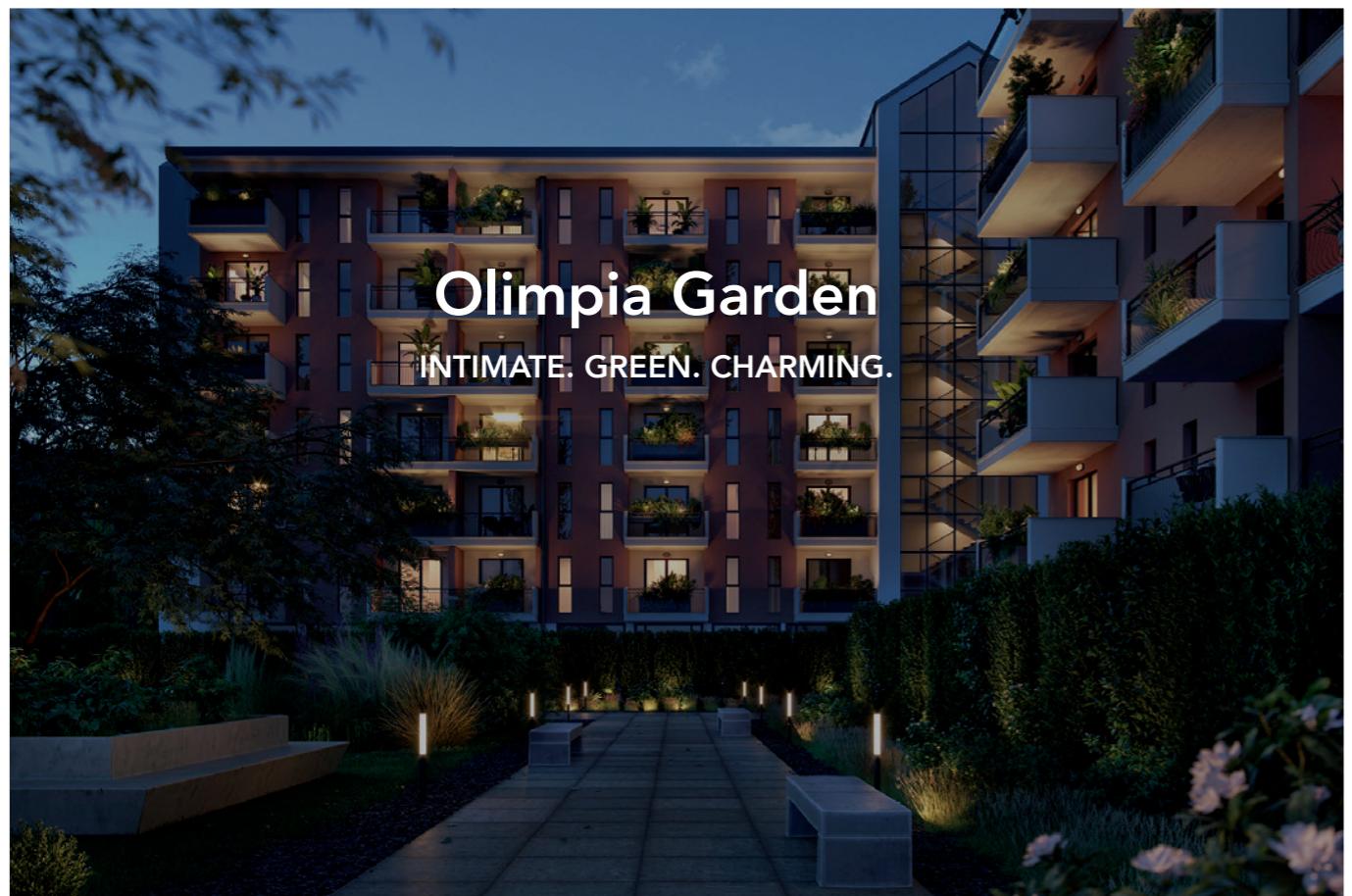
€ 1.5 million

Costs



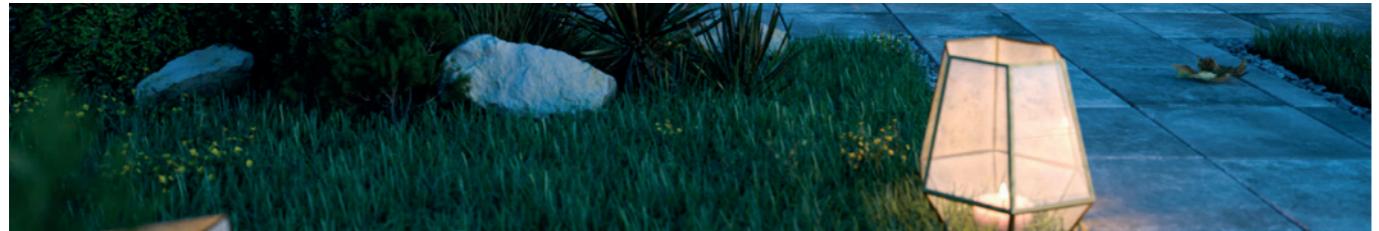
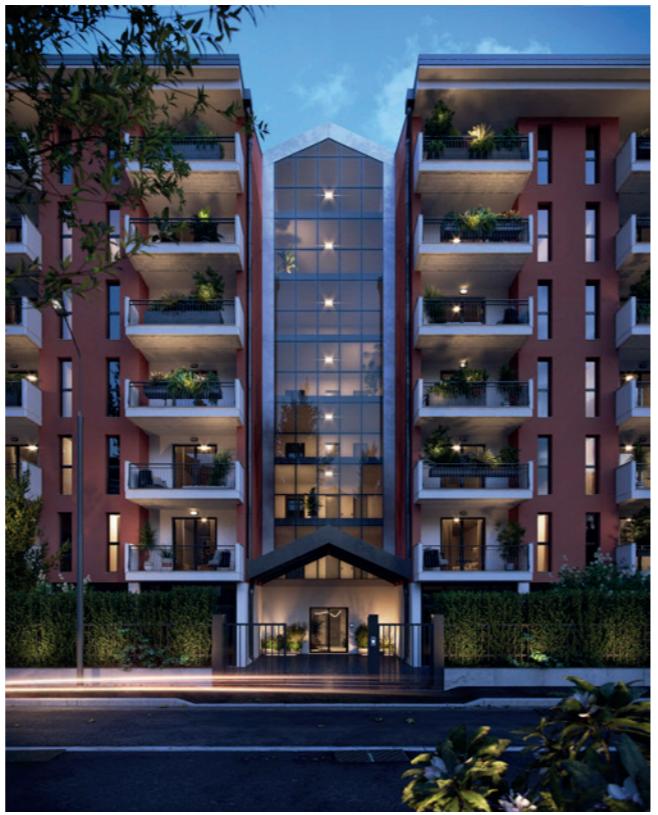
4,267 m²

Redeveloped  
public areasGeothermal plants  
createdPhotovoltaic plants  
created



## Olimpia Garden

INTIMATE. GREEN. CHARMING.



Just a short walk from the underground station, Olimpia Garden is Abitare In's new complex of 138 apartments across three buildings (two of which already built), with a large private park and a number of communal areas.

The complex consists of different types of apartments, all delivered "turnkey" including furniture packages designed specifically by Abitare In's Interior Designers to offer an efficient and stylish product.

The project is located in an urban context that is undergoing large-scale development and redevelopment, straddling the highway that will link the Olympic Village due to be built for the 2026 Winter Olympics and the new Milan Arena, Palaitalia, to be built in the Santa Giulia neighbourhood.

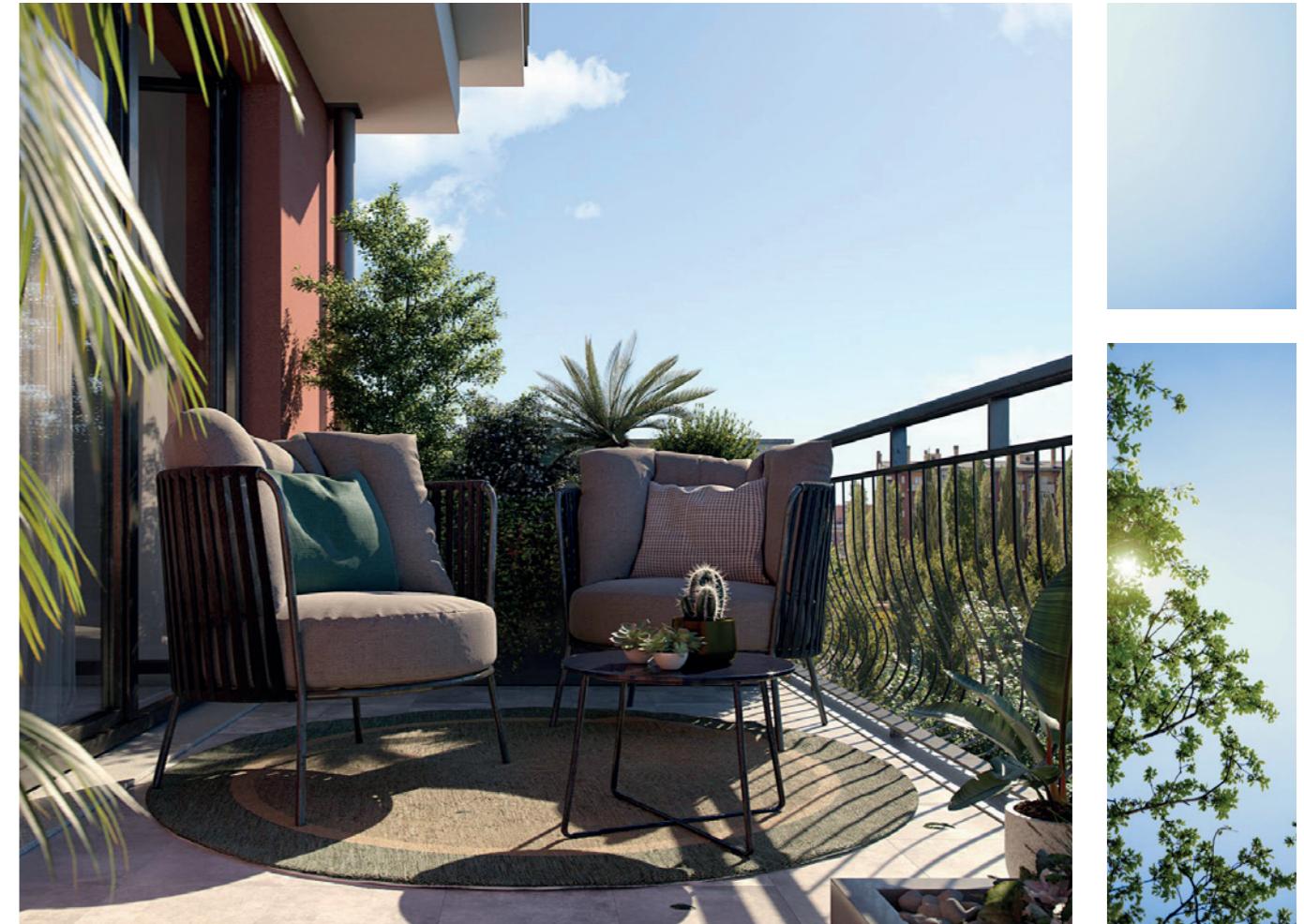


PRIME  
EDITION  
by AbitareIn®

## Highlights of Olimpia Garden

**161**Apartments in class A1  
or superior**1,430 MWh/year**Annual  
energy saving**169 MWh/year**Energy produced from  
renewable sources**627 t/year**Reduction of CO2 emissions  
during use of the property**162**Trees and shrubs  
planted**21 t/year**CO2 emissions offset by  
new planted trees**2,153 m<sup>2</sup>**Filtering area  
created**910 m<sup>2</sup>**

Land area reclaimed



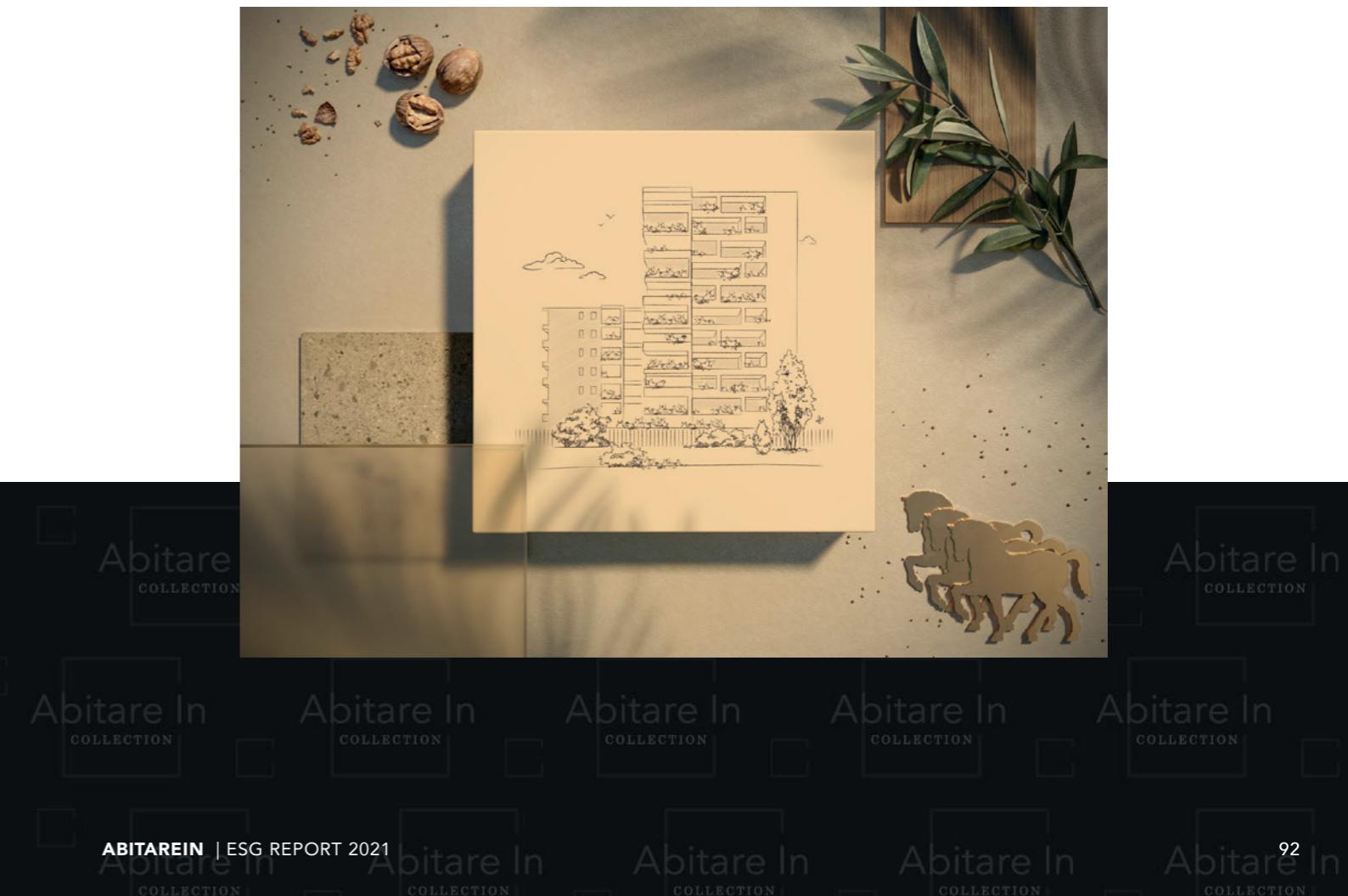


Abitare In has recently launched a new project in Milan on an area that has been clamouring to be developed for a long time now, between Piazzale Ohm and Via Richard and Via Faraday.

It will be an identity-making, modern and symbolic project, involving the creation of two buildings inspired by geometric architectural design and designer ceramics, for a continuous dialogue with the neighbourhood's history - past and future. Its name is Porta Naviglio Grande.

Abitare In makes its contribution to the city once again, to create additional added value for everyone, still maintaining the style that distinguishes it from the rest of the market. Because today more than ever, everyone needs beauty.

The Porta Naviglio Grande apartments have been designed according to criteria based on sustainability, functionality, comfort and design. All the apartments have been designed to respect the environment and save energy. The A1 energy class is a guarantee of reduced energy consumption due to the heating and cooling of indoor spaces. From photovoltaic panels that convert light into electricity, to large outdoor spaces to appreciate the benefits of fresh air and the magnificent roof that turns into a roof garden where you can see an urban garden bloom. But that's not all, the project hosts several services (Smart Work – Bike Lab – Delivery Room) that simplify people's days, by meeting various daily requirements.



## Highlights of Porta Naviglio Grande

**75**

Apartments in class A1 or superior

**1,140 MWh/year**

Annual energy saving

**215 MWh/year**

Energy produced from renewable sources

**407 t/year**

Reduction of CO2 emissions during use of the property

**256**

Trees and shrubs planted

**26 t/year**

CO2 emissions offset by new planted trees

**337 m<sup>2</sup>**

Filtering area created

**7,000 m<sup>2</sup>**

Land area reclaimed

**265 m<sup>2</sup>**

Green areas

**€ 1 million**

Costs

**3,373 m<sup>2</sup>**

Redeveloped public areas



Geothermal plants created

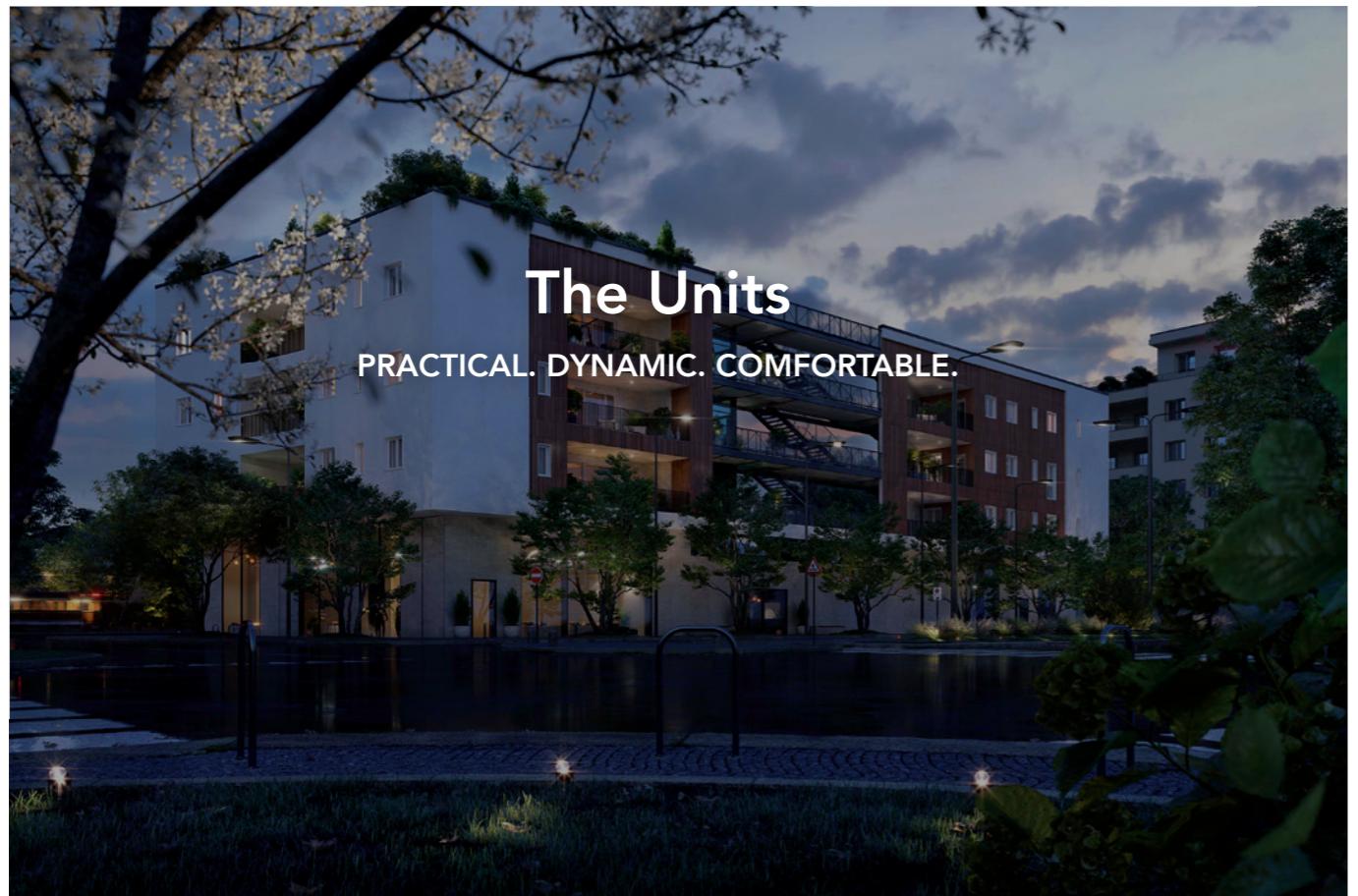


Photovoltaic plants created



Rainwater recovery facilities





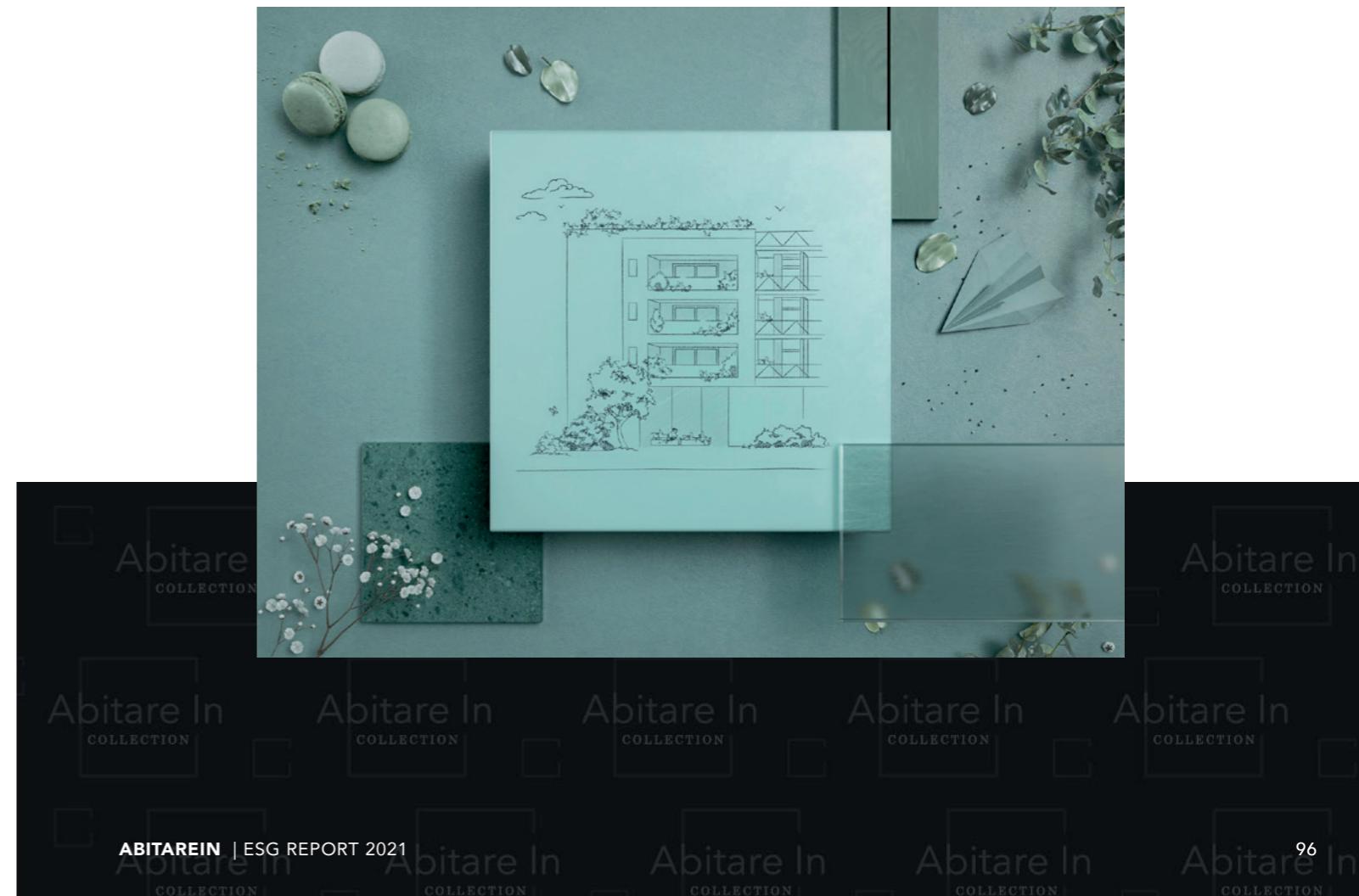
The Units (<https://theunits.it/>) is a residential complex overlooking Piazzale Accursio, a Milan area with a dynamic, fresh and innovative personality.

The proximity of Piazza Portello and City Life offers numerous possibilities for entertainment, places of interest and catering. In fact, the area is rich in contemporary architecture, shops and sculptures to discover just as an open-air museum.

Each apartment has an external private area to enjoy the open air and be in contact with nature, while remaining in one's home space. In addition, you can enjoy an exclusive view of the panoramic Rooftop Garden which offers moments of relaxation surrounded by green tubs containing trees and shrubs.

This natural dimension converses harmoniously with innovative and high-tech materials. The combined effect of stone and wood in the structure goes perfectly with the steel and glass of the stairwell structure in a composition that allows a mix of warm and natural nuances with high-tech transparency and style, providing the exclusive 12 apartments with a unique combination of tradition and innovation.

The daily needs of residents will be met by interiors designed for maximum comfort and thanks to smart systems that help to manage home expenses, times and functions. The revolutionary home automation system, Smart LivingNow by Bticino, makes it easy to control consumption and costs. The Twix material consists of regenerated hard woods, thus with a zero impact on deforestation; the Controlled Mechanical Ventilation system among the many advantages also ensures a change of air and the filtering out of bacteria and dusts.



## Highlights of The Units

**11**Apartments in class A1  
or superior**1,088 MWh/year**Annual  
energy saving**240 MWh/year**Energy produced from  
renewable sources**221 t/year**Reduction of CO2 emissions  
during use of the property**6**Trees and shrubs  
planted**13 t/year**CO2 emissions offset by  
new planted trees**67 m<sup>2</sup>**Filtering area  
created**7,000 m<sup>2</sup>**

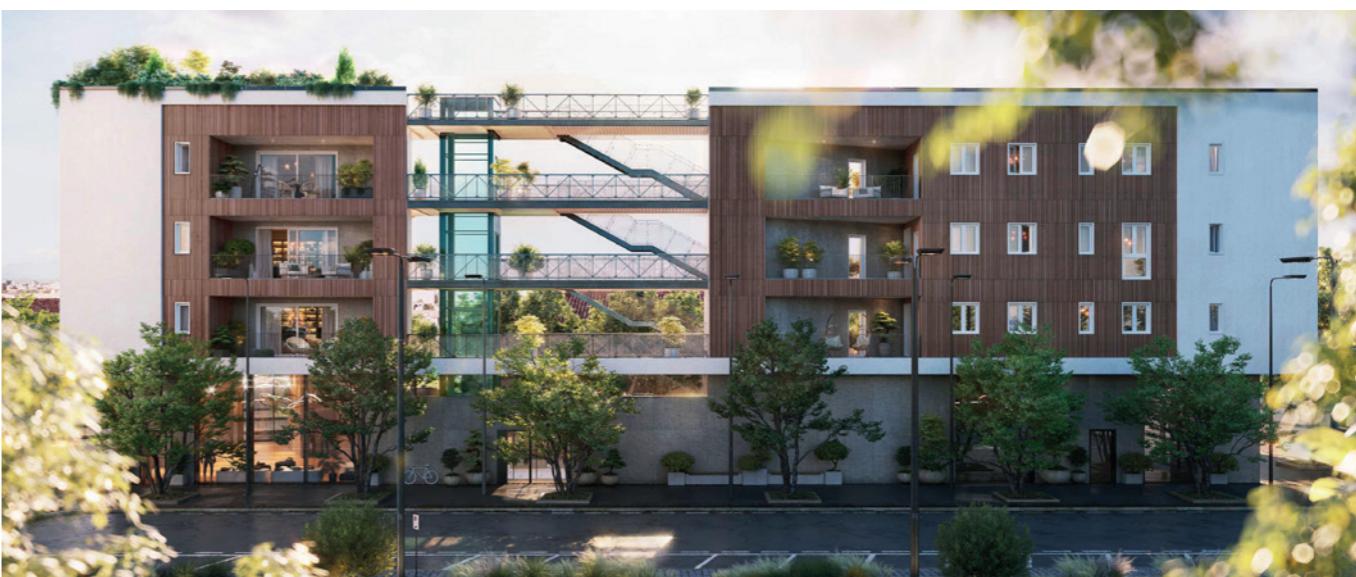
Land area reclaimed

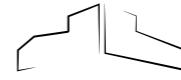
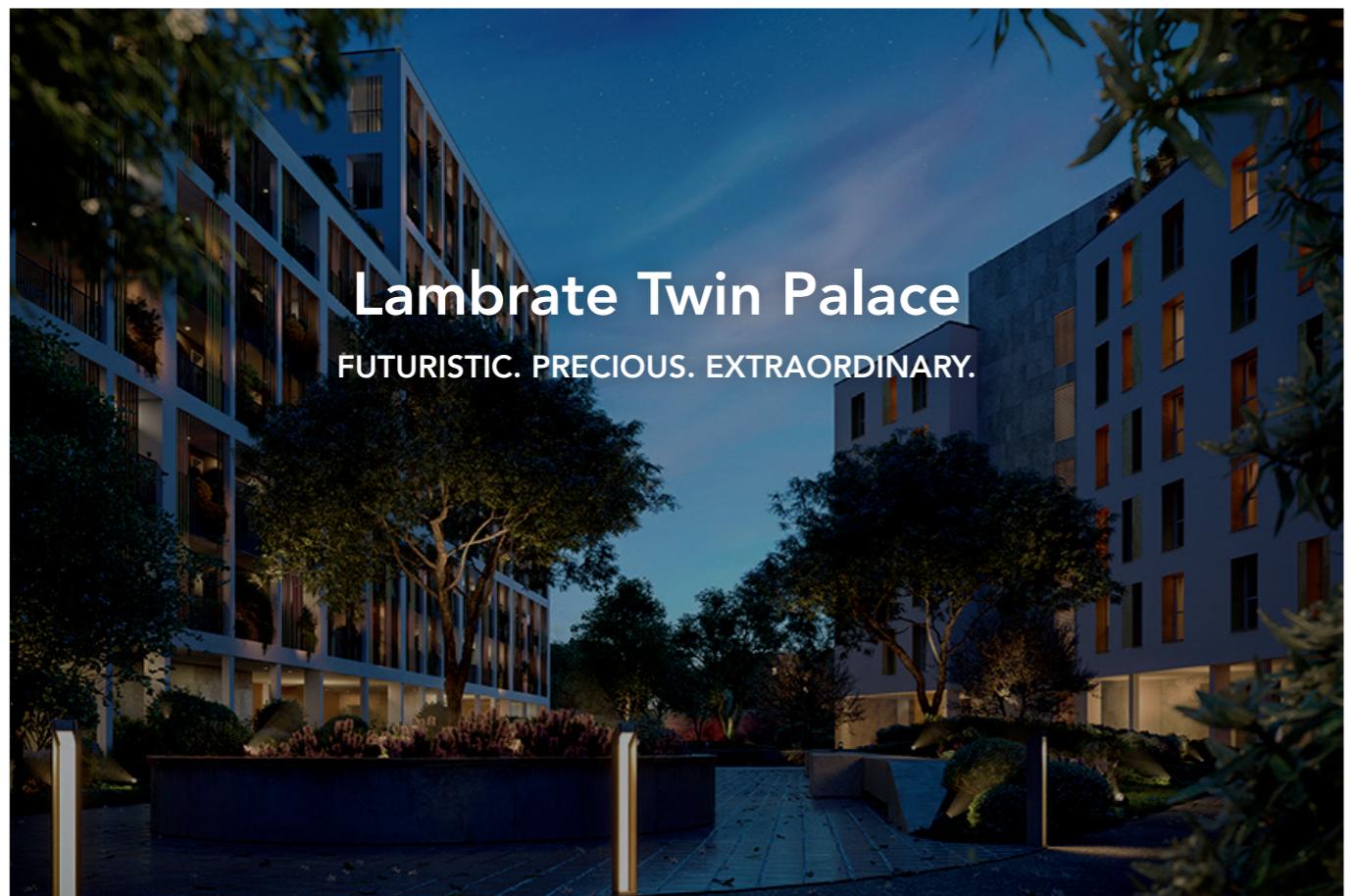
**82 m<sup>2</sup>**

Green areas

**€ 0.3 million**

Costs

Photovoltaic plants  
created

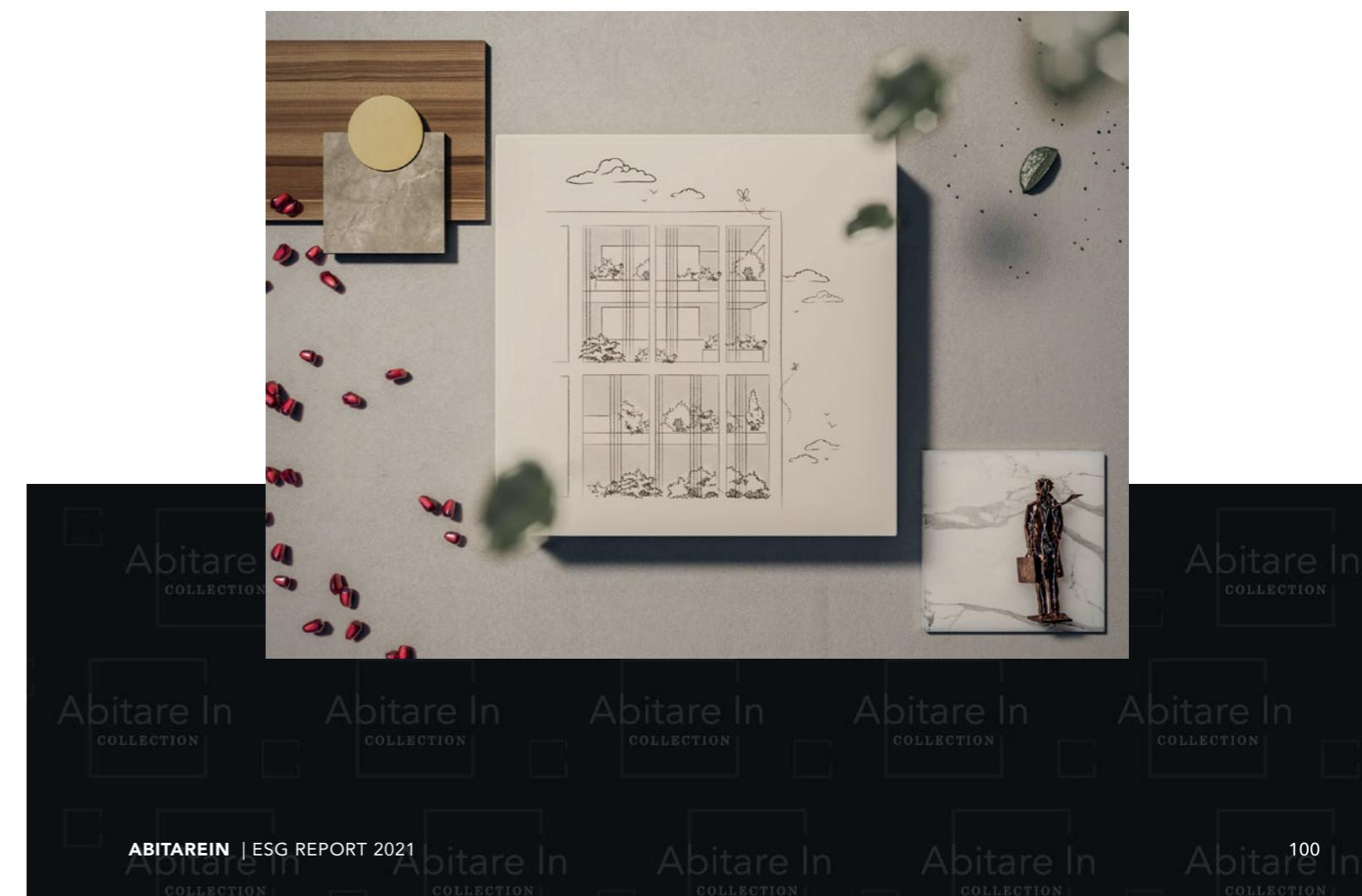


With a green area of 3,613 square metres and a total of 93 apartments, Lambrate Twin Palace (<https://lambratetwinpalace.com/>) provides space for creative regeneration within the urban context of Ventura Lambrate. It includes two buildings, Oro, overlooking Via Sbodio, and Ambra, overlooking Via Massimiano. The choice of exposure is also the result of the search for balance with nature: you can take real advantage of the natural light and the most exposed façades have parapets and brise-soleils that create a comfortable and elegant filter that increases shade and privacy.

The reception area will include a tribute to the artist Giampaolo Talani, keen on themes such as travel, movement and dreams. All the apartments have an external, yet reserved area, to enjoy the open air and a unique landscape view. The energy class A1 and superior is obtained thanks to the use of environmentally friendly technical and plant solutions: the heat of the Sun is absorbed and converted into clean electricity. The aim is to bring people closer to nature, but also to art and beauty.

In addition to art, this also means talking about community: the project has a porticoed courtyard that frames a suitably equipped green oasis, with aromatic plants, shrubs and small trees, offering a perfect natural scenario for relaxing moments.

In an area characterised by the joint presence of historical places, on one side, and innovative spaces dedicated to urban regeneration, on the other, Abitare In aims to enhance this duality, taking advantage of the possibilities offered by the present while looking forward towards future opportunities.



## Highlights of Lambrate Twin Palace

**99**

Apartments in class A1 or superior

**1,531 MWh/year**

Annual energy saving

**322 MWh/year**

Energy produced from renewable sources

**549 t/year**

Reduction of CO2 emissions during use of the property

**33**

Trees and shrubs planted

**15 t/year**

CO2 emissions offset by new planted trees

**1,287 m²**

Filtering area created

**3,563 m²**

Land area reclaimed

**10 m²**

Asbestos removed

**3,613 m²**

Green areas

**€ 3.5 million**

Costs



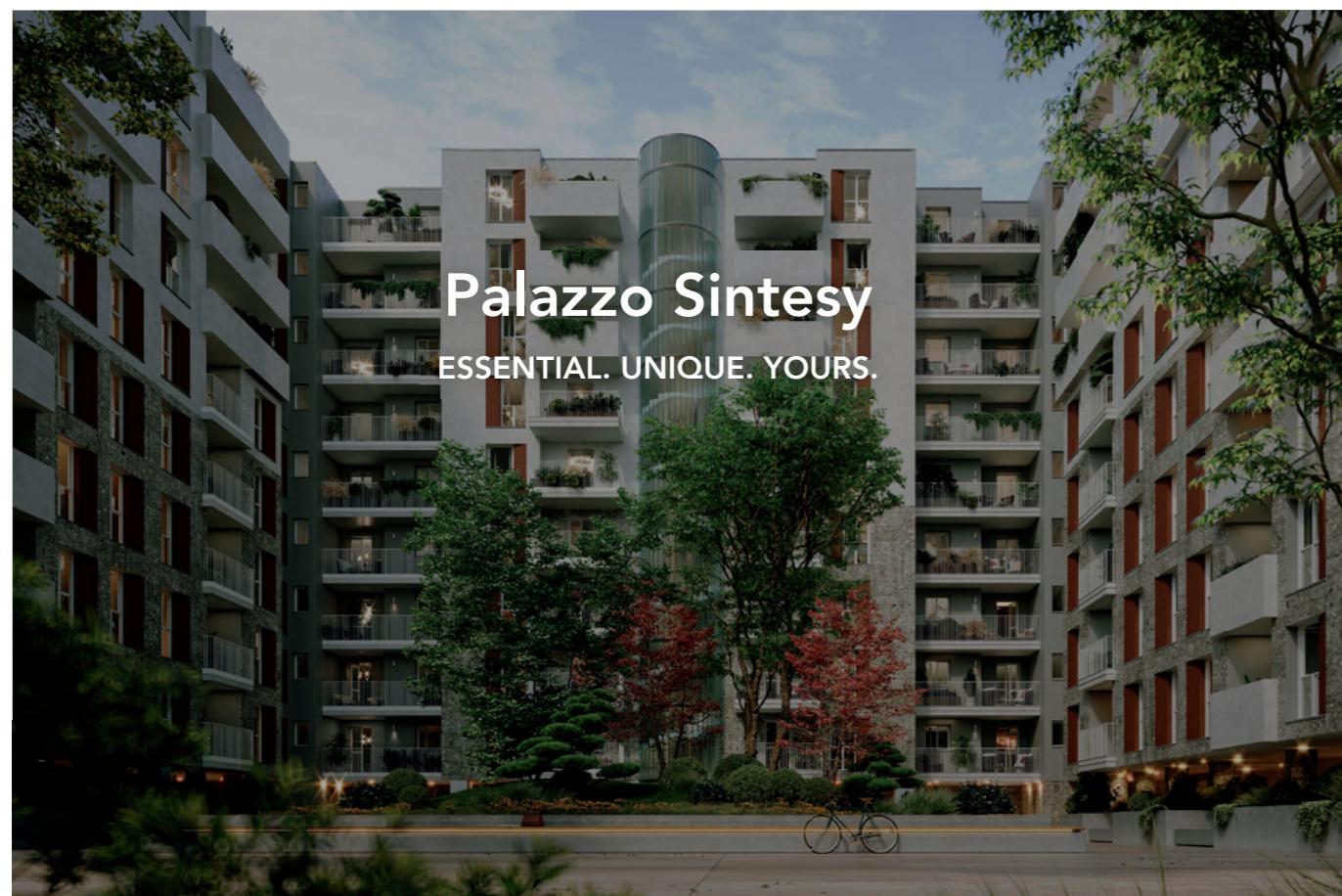
Geothermal plants created



Photovoltaic plants created



Rainwater recovery facilities



Palazzo Sintesy is the new project in the PRIME EDITION series by Abitare In that rises in Milan Lambrate, an area engaged in urban transformation thanks to innovative redevelopment projects focused on creating and preserving green areas and spaces intended for socialisation. The district has the Parco Lambro, so called because it was here that Innocenti, the manufacturer of the famous Lambretta, had its headquarters. The area is rich in both environmental and cultural stimuli thanks to its proximity to City Life, an area where innovation reigns, and to Ortica, a historic district that tells the story of Milan through great wall paintings.

The combination of simple, marked concept shapes with the pale, pure colours of the façade allows the structure to fit in perfectly with the surrounding context. The white plaster is in perfect contrast with the cladding of the base in Ceppo di Grè, a typical material used in Milan.

The apartments on the ground floor enjoy a private garden for their moments of relaxation. The balconies allow natural light to come in and embrace the rooms, lavishing a unique, warm atmosphere. There is also a condominium garden, completing the building. The interiors feature an all-Italian style: here visual appeal and everyday life are in perfect harmony.

The project was also designed with the aim of preserving the natural assets. In fact, there are spaces dedicated to the collection of rainwater, energy class A1, which allows residents to save on costs and an integrated air system that regulates heating and cooling in order to have optimum temperatures at all times. In addition to this many facilities, there is also a video surveillance and anti-intrusion service.

It is a project where aesthetics, safety, comfort and sustainability are in perfect harmony.



## Highlights of Palazzo Sintesy

**139**

Apartments in class A1 or superior

**376 MWh/year**

Annual energy saving

**83 MWh/year**

Energy produced from renewable sources

**181 t/year**

Reduction of CO2 emissions during use of the property

**15**

Trees and shrubs planted

**14 t/year**

CO2 emissions offset by new planted trees



Photovoltaic plants created



# Methodological note

This Sustainability Report is the second document produced by Abitare In S.p.A. to communicate the values, strategies and performances directly related to our economic, social and environmental impact in a transparent manner to all our stakeholders.

The preparation of this Report is entirely voluntary for our company, as it does not come under the category of large public interest entities, which are required to report on their non-financial performance pursuant to Legislative Decree 254/2016.

This Report concerns the financial year 1 October 2020 – 30 September 2021 and was prepared in accordance with the 2016 GRI Sustainability Reporting Standards (GRI Standards) Guidelines, according to the "Referenced" application level. For further details on the information required by the Standards and the reported indicators, reference should be made to the GRI table shown in this document.

As required by the GRI Standard, the sustainability reporting and choice of relevant themes was preceded in 2020 by the so-called "Materiality Analysis", an activity aimed at identifying significant issues for Abitare In and for its stakeholders, related to the economic, social and environmental area, which can influence the strategic choices of the organisation and its stakeholders.

The scope of the data and information relate to the Abitare In S.p.A. Group. Any limitations of the disclosure are set out in notes, as well as the use of estimates and approximations in the calculation of the indicators.

The drafting of this document has involved all the company departments across the board. The frequency of publication of the Report is set on an annual basis.

All feedback from stakeholders is welcome to help improve the Company's commitment to sustainability for future reporting. For any further information, please contact [ereni@abitareinspa.com](mailto:ereni@abitareinspa.com).

For additional insights, please visit the company website: [www.abitareinspa.com](http://www.abitareinspa.com)



# Appendices

## Staff composition and training details

### GRI 201-1 Direct economic value generated and distributed

	30/09/2021	30/09/2020
Revenue	120,788,041.00	70,495,842.00
Other income	4,029,629.00	2,580,491.00
Financial income	2,175,876.00	5,192,375.00
<b>Total economic value generated by the Group</b>	<b>126,993,546.00</b>	<b>78,268,708.00</b>
Operating expenses*	- 104,409,873.00	- 60,638,278.00
Remuneration of personnel	- 2,108,140.00	- 3,589,598.00
Remuneration of lenders	- 2,336,621.00	- 2,076,406.00
Remuneration of investors	- 12,162,202.00	- 9,182,128.00
Remuneration of the Public Administration*	- 4,540,687.00	- 2,028,550.00
External donations		
<b>Total economic value distributed by the Group</b>	<b>- 125,557,523.00</b>	<b>- 77,514,960.00</b>
Write-down of receivables		
Unrealised exchange differences		
Impairment losses on property and equipment and intangible assets		
Adjustments to financial assets and liabilities		
Depreciation/Amortisation	959,476.00	709,682.00
Accruals	476,547.00	44,066.00
Reserves		
<b>Economic value retained by the Group</b>	<b>1,436,023.00</b>	<b>753,748.00</b>

\*the remuneration of the Public Administration also includes deferred tax liabilities

GRI 102-8 Information on Employees and other Workers	as at 30.09.2021				as at 30.09.2020			
	< 30 years old	30 - 50 years old	>50 years old	Total	< 30 years old	30 - 50 years old	>50 years old	Total
Executives	0	0	2	2	0	0	2	2
Middle Management	0	4	0	4	0	4	0	4
Office worker	6	26	2	34	5	22	2	29
<b>Total</b>	<b>6</b>	<b>30</b>	<b>4</b>	<b>40</b>	<b>5</b>	<b>27</b>	<b>4</b>	<b>35</b>

GRI 405-1 Diversity among employees	as at 30.09.2021			as at 30.09.2020		
	Women	Men	Total	Women	Men	Total
Executives	0	2	2	0	2	2
Middle Management	2	2	4	1	3	4
Office worker	24	10	34	18	12	29
<b>Total</b>	<b>26</b>	<b>14</b>	<b>40</b>	<b>19</b>	<b>16</b>	<b>35</b>

### GRI 401-1 New employee hires and employee turnover

	Women				Men				Total
	< 30 years old	30 - 50 years old	>50 years old	Total women	< 30 years old	30 - 50 years old	>50 years old	Total men	
Number of employees as at 01.10.2020	3	14	2	19	2	12	2	16	35
Number of new hires	2	5	0	7	1	3	0	4	11
Number resigned	1	0	2	1	0	5	0	5	6

<b>GRI 401-1 Annual training hours per employee</b>		<b>at 30/09/2020 (h)</b>	<b>at 30/09/2021 (h)</b>
Executives		18	10
Middle Management		18	107
Office worker		60	175
<b>Total hours of training provided</b>		<b>96</b>	<b>292</b>
<b>GRI 401-1 Annual training hours per employee</b>		<b>at 30/09/2020 (h)</b>	<b>at 30/09/2021 (h)</b>
Women		58	200
Men		38	92
<b>Total hours of training provided</b>		<b>96</b>	<b>292</b>

**GRI CONTENT INDEX**

<b>GRI Standard Title</b>	<b>GRI Disclosure Number</b>	<b>GRI Disclosure Title</b>	<b>Page Number/Notes</b>
<b>GRI 102: General Disclosures 2016 - Organisational Profile</b>	102-1	Name of the organisation	<b>Cover</b>
	102-2	Activities, brands, products and services	11-12, 25-26
	102-3	Location of headquarters	12
	102-4	Location of operations	12
	102-5	Ownership and legal form	27-28
	102-6	Markets served	12
	102-7	Scale of the organisation	12, 33-34, 110
	102-8	Information of employees and other workers	52, 110
	102-9	Supply chain	56
<b>GRI 102: General Disclosures 2016 – Strategy</b>	102-14	Statement from senior decision-maker	8
	102-16	Values, principles, standards and norms of behaviour	13-20, 25-26
<b>GRI 102: General Disclosures 2016 - Governance</b>	102-18	Governance structure	27-28
	102-26	Role of highest governance body in setting purpose, values and strategies	27-28
<b>GRI 102: General Disclosures 2016 - Stakeholder engagement</b>	102-40	List of stakeholder groups	16
	102-41	Collective bargaining agreements	51-53
	102-42	Identifying and selecting stakeholders	16
	102-43	Approach to stakeholder engagement	16
	102-44	Key topics and concerns raised	18-21
<b>GRI 102: General Disclosures 2016 - Reporting practice</b>	102-45	Entities included in the consolidated financial statements	11-12
	102-46	Defining report content and topic boundaries	<b>Methodological note</b>
	102-47	List of material topics	21
	102-50	Reporting period	<b>Methodological note</b>
	102-51	Date of most recent report	<b>Methodological note</b>
	102-52	Reporting cycle	<b>Methodological note</b>
	102-53	Contact point for questions regarding the report	<b>Methodological note</b>
	102-54	Claims of reporting in accordance with the GRI Standards	<b>Methodological note</b>
	102-55	GRI content index	112-113

GRI 103: Management approach 2016	103-1	Explanation pf the material topic and its boundary	25-34, 37-47, 51-59
	103-2	The management approach and its components	25-34, 37-47, 51-59
	103-3	Evaluation of the management approach	25-34, 37-47, 51-59
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	33-34
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	29
	205-3	Confirmed incidents of corruption and actions taken	In 2021, no corruption episode was recorded
	401-1	New employee hires and employee turnover	52, 111
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	52-53
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	52, 111
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	28, 52, 110
GRI 418: Consumer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2021, there were no complaints related to privacy breaches



