

PRESS RELEASE

STAR7 PUBLISHES ITS 2023 SUSTAINABILITY REPORT

Valle San Bartolomeo (Alessandria, Italy), 5 July 2024 – **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 second **Sustainability Report**.

The Sustainability Report - **referring to the fiscal year 2023** - was prepared on a voluntary basis, since STAR7, as a company listed on the Euronext Growth Milan market, is not yet subject to the obligations of drafting a non-financial statement. The report was prepared according to the methodologies and principles set out 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 2023

Economic performance

In the 2023 financial year, the activities of the STAR7 Group generated **economic value** amounting to **105.3 million euros** with a **distributed value** of **93.9 million euros**. The most significant category of suppliers remains freelancers, including translators and interpreters, as well as suppliers for the purchase of production materials used in printing activities.

Social performance

As of December 31, 2023, STAR7 employees reached a total of **1,269 people** worldwide (**+70%** in the three-year period 2021-2023), representing **over 14 different nationalities**, a characteristic that confirms inclusion and multiculturalism as strengths both in terms of creativity and as a reinforcement of skills to develop new business opportunities in local markets.

38.8% of employees are female, a figure that has slightly decreased compared to last year, mainly due to the influx of skills from the engineering sector (branch leases from CAAR and STI), a field that historically sees low representation of this gender, although the trend has been improving in recent years.

There is also a strong focus on youth employment – with **31%** of the Group's employees under the age of 30 – and training, for which, in 2023, STAR7 dedicated an average of **32 hours** per **employee**, a figure that has doubled compared to last year.

Environmental performance

In terms of its environmental policy – governed by a specific Management System – the 2023 financial year stood out due to the **effective management** of **waste**. This comprised non-hazardous waste and



mainly consisted of paper and cardboard (208.2 tonnes), with the share of waste destined for **recovery** that remains at **99%**.

“Reaching the second edition of the Sustainability Report gives us the opportunity to start measuring, year after year, the progress made towards our sustainable development goals,” emphasizes **Lorenzo Mondo, CEO of STAR7**. “All these results reflect our dedication to sustainable and responsible growth, but there is still much to be done and we will continue to work to improve our performance because we are convinced that everyone must do their part to contribute to society and the environment.”, concludes **Lorenzo Mondo**.

The **Sustainability Report** is made available on the website company www.star-7.com/en/esg/sustainability-report.

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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