




Benefit Corporation Impact Report



Drawn up pursuant to Article 1, paragraph 382 of
Italian Law 208/2015
Financial Statements and Notes to the Financial
Statements
Financial year from 01/01/2022 to 12/31/2022



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Dear Shareholders,

Again this year, we are pleased to share with all of you the positive results that the Company pursued in 2022 as a Benefit Corporation.

The desire to strongly and visibly express, through our mission and vision, our intention to share a new social and economic model with other companies in Italy and throughout the world lead us to formalize our commitment to people, the community and the environment, through the amendment to our Articles of Association in the previous year.

In the sustainability process that DOXEE SpA SB decided to voluntarily undertake, we enthusiastically continue to implement choices aimed at generating benefits for the collectivity through a business model that we believe can create new opportunities for the well-being of people, which takes account of the limited resources of the planet and is concerned about the equilibrium between those situations.

This second year of reporting intends to provide an orderly continuation and an update on the commitments taken in 2021, with transparency and honesty, and traces the route that the Company intends to commit to over the years ahead, pursuing the challenges that it has decided to take on, in line with its daily actions.

The Internal Impact Officer

Simona Sassatelli

1. Letter from the chairman

There is always a better way to do things, and we believe that, now more than ever, the extreme social and environmental challenges of our time require a new role and a new commitment by all companies. Last year we decided to implement a concrete change, in line with our mission, to contribute to “creating value for a better world” to live in. For this reason, we decided to operate as a Company to work in an increasingly more incisive way, starting from our governance and reaching all the way to our workforce, the community, the environment and our customers and suppliers, in the most transparent manner possible.

The road ahead is certainly still long, but we are committed to continuing to work with a strong focus on the concept of a Common Benefit, bringing together the forces of all the companies that decided to transform into Benefit Corporations so that, thanks to a shared commitment, even the most seemingly insurmountable obstacles become surmountable. At Doxee, we strongly believe that the major social and environmental challenges of our time require the commitment of all those who can really make a difference with their daily actions. The positive example we are able to set can also lead others to act along the same lines, to work together to move forward toward milestones that even the United Nations has promoted through the 17 Sustainable Development Goals.

The path we’ve taken is only at the beginning, but this second Impact Report intends to express our contribution and our commitment to ensure that our employees feel good in the workplace, that the social ecosystem in which we operate is content with our presence, and that young people in our territory can hope for an ever better future that offers more technology and well-being, but above all an environment in which everyone is able to best express their abilities.

The Chairman,

Paolo Cavicchioli

2. Introduction

Corporate social responsibility

Doxee is an innovative and sustainable Company with over 20 years of experience on the market and active throughout the Italian territory thanks to its digitization services. We are a leading multinational Hi-Tech Company offering products in the Customer Communications Management (CCM), Paperless and Digital Customer Experience areas, with the aim of transforming the Customer Experience through the adoption of digital technologies that enable companies to communicate with their customers in an innovative and engaging way.

The ever-increasing attention to sustainability and corporate social responsibility, which has always characterized us, has led Company Management to become a Benefit Corporation (“Società Benefit” in Italian) as of July 28, 2021. As such, in exercising its economic activities, in addition to the search for profit, today the Company pursues some specific Public Benefit Purposes, operating in a responsible, sustainable and transparent manner towards its territory and its communities.

This transformation is the natural development of a path that starts way back and that represents the result of the company's concrete effort to achieve true sustainable development. In today's society, social commitment is a prerogative that no Company should ignore. This is especially true for companies like ours, which operate in a system of real interdependence with the social and environmental context where they do business. For Doxee, the desire to help protect the surrounding environment is part of the natural way of placing itself within the market, in that if the surrounding system itself is “healthy” the company also has the opportunity to thrive and grow.

The Company's commitment to social and environmental well-being is expressed in different spheres, each of which corresponds to specific Public Benefit Purposes. The main areas of action, of course, are those closest to the Company's core business. As evidence of the utmost commitment and seriousness of Doxee's social commitment project, the Company is also publishing its second Sustainability Report alongside this Impact Report.

Doxee's efforts to constantly improve, however, does not end with its becoming a Benefit Corporation. This important step does not constitute a mere point of arrival, but rather a starting point towards further developments and challenges that, ever year, will be re-proposed or modified according to the evolution of the unprecedentedly difficult historical period that humanity as a whole is currently experiencing.



Benefit corporation: an evolving phenomenon

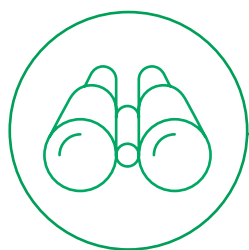
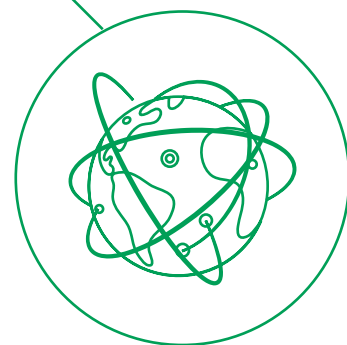
Benefit Corporations are for-profit companies which, in pursuing the maximization of their profit are, at the same time, committed to “creating and returning value” to the surrounding environment. Therefore, a Benefit Corporation voluntarily aims to generate a positive impact on the environment and on the greater community, setting itself the important goal of balancing the interests of stakeholders and shareholders.

It is an extremely advanced model of positive social and environmental impact, which today is enabling an increasing number of companies to become truly sustainable, without this word becoming a mere tick-box exercise for companies.

By entering the so-called perspective B, in fact, companies embark on a committed path which, by also putting themselves in an “upward” competition with competitors, leads them to evolve and measure themselves, not only following the traditional tools of economic profit, but also evaluating the positive impact on the entire ecosystem.

The legal form of the Benefit Corporation was introduced in Italy in 2016, as the first country in the world after the United States. This legal form has the additional impact of revolutionizing the organization and processes within companies, for example giving rise to the new role of Impact Officer. The Impact Officer is entrusted with the task of ensuring that, in carrying out its activities, the Company is equally committed to generating a positive impact for employees, society and the environment, pursuing the Public Benefit Purposes defined in its Articles of Association. Benefit Corporations do not enjoy any type of economic or tax incentive and, although this limitation may appear negative, actually this legal form ensures that there is no burden for taxpayers, as well as representing an added value for the company.

To establish themselves according to the new legal form of Benefit Corporations, companies are required to comply with the following:



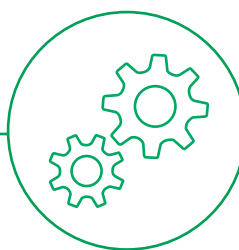
1. Goal

To make clear and evident within the company's Articles of Association not only the purpose for which the Company exists, but also to explain the way in which the interest of shareholders is balanced with that of all other stakeholders.



2. Measurement of the impacts

Every year, to carry out a specific and comprehensive measurement of its impacts on the environment and on society, communicating the results with honesty and transparency through a report that integrates with the Company's traditional reporting (Impact Report).



3. Governance

To adopt an internal governance model that allows the Company to act as a real vehicle of sustainability and innovation within the social and environmental context in which it operates (reference ecosystem).

3. DOXEE SpA SB

Articles of Association

As of July 2021, Doxee has become a Benefit Corporation, by including in Article 2 of its Articles of Association a number of specific Public Benefit Purposes that the Company intends to pursue in exercising its business activity.

As a Benefit Corporation, the Company will therefore pursue the following Public Benefit Purposes:

- *create innovative IT tools designed to simplify the everyday actions of users and/or beneficiaries of these systems, while at the same time leading to environmental improvements;*
- *disseminate and/or promote the culture of technological and digital innovation, the use of digital communication systems designed to simplify the everyday actions of users and/or beneficiaries of these systems and at the same time to generate environmental improvements, through communication, awareness-raising and engagement activities aimed at stakeholders (e.g. the organization of or participation in conferences, seminars, webinars, etc.; participation in working groups or in observatories of a public or private nature; initiatives to disseminate the results achieved through the Company's research activities; design and testing of innovative solutions in the public benefit areas identified; participation in research and innovation programs, including through the use of Community, national and regional funds; collaborations with non-profit organizations, foundations and similar entities whose purpose is aligned and synergistic with that of the Company, to contribute to their development and expand the positive impact of their work);*
- *disseminate and/or promote the culture of eco-sustainable development, including eco-sustainable mobility, and/or circular economy metrics, within the technological innovation and digitalization services offered by the Company and/or the Company's social inclusion programs and/or its awareness-raising policies aimed at employees and collaborators and/or aimed at the community in which the Company operates;*
- *design and implement, on an annual basis, internal training courses on technological and digital innovation, as well as on the use of digital communication systems, also in relation to eco-sustainable development and mobility and/or circular economy metrics;*
- *promote, within the work environment, a culture of gender equality and pursue the well-being of human resources, creating a work environment suitable for nurturing skills and fostering the adoption of work-life balance policies for employees and collaborators and/or implementing corporate policies aimed at sustainable mobility plans;*

- *promote the importance of both technical and scientific training in schools and/or universities and/or post-graduate schools and the reduction of the gender gap present in the choice of, or in the access to, these disciplines, implementing, by way of example, internships, student placements or carrying out teaching activities. [...]*

Below, we will illustrate in detail the Company's Public Benefit Purposes and, for each of them, the specific targets set for 2021 and for subsequent years.

Corporate Governance

The administration and development of Doxee are entrusted to a Board of persons sensitive to the issues identified as Public Benefit Purposes. For this reason, many of these individuals are directly involved as Officers in charge of the actions to be implemented.

Board of Directors	
Paolo Cavicchioli	Chairman and Chief Executive Officer
Sergio Muratori Casali	Vice Chairman and Chief Executive Officer
Giuseppe Dal Cin	Director
Pier Luigi Morara	Director
Paola Leoni	Director
Board of Statutory Auditors (control over administration)	
Gianluca Riccardi	Chairman
Marcello Braglia	Standing Auditor
Vincenzo Tardini	Standing Auditor

4. Specific public benefit purposes

Impact and Purpose Officers

As mentioned above, in addition to profit, in carrying out their business activities, Benefit Corporations also voluntarily pursue one or more **Public Benefit Purposes**.

Since its establishment as a Benefit Corporation, Doxee has therefore incorporated into its Articles of Association, in addition to the purpose of sharing the profits of its economic activity, also the pursuit of these Purposes. This amendment to the Articles of Association ensures that the Company's work is always carried out in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders, directly or indirectly involved in its business activity, in order to achieve one or more public benefits.

The management of Benefit Corporations requires its Directors to balance the interest of Shareholders and that of the community. Therefore, they must appoint, first of all, a contact person who shall be entrusted with the functions and tasks aimed at pursuing social goals. This person becomes, to all intents and purposes, responsible for the Company's impact, committing to transparent and comprehensive reporting of the relative activities through an Annual Impact Report, which outlines the main actions undertaken and the commitments for the future. On September 22, 2021, Doxee SpA SB resolved to appoint Simona Sassatelli to cover this role.

Specifically, as reported in the Articles of Association, the Company has undertaken to pursue the following **6 specific Public Benefit Purposes**, for which it has identified the following Officers as direct contacts.

1. Create innovative IT tools designed to simplify the everyday actions of users and/or beneficiaries of these systems, while at the same time leading to environmental improvements.
Officer: Enrico Celotto
2. Disseminate and/or promote the culture of technological and digital innovation, the use of digital communication systems designed to simplify the everyday actions of users and/or beneficiaries of these systems and at the same time to generate environmental improvements, through communication, awareness-raising and engagement activities aimed at stakeholders.
Officer: Enrico Celotto
3. Disseminate and/or promote the culture of eco-sustainable development, including eco-sustainable mobility, and/or circular economy metrics, within the technological innovation and digitalization services offered by the Company and/or the Company's social inclusion programs.
Officer: Guido Spagnoli

4. Design and implement, on an annual basis, internal training courses on technological and digital innovation, as well as on the use of digital communication systems, also in relation to eco-sustainable development and mobility and/or circular economy metrics.
Officer: Simona Sassatelli
5. Promote, within the work environment, a culture of gender equality and pursue the well-being of human resources, creating a work environment suitable for nurturing skills and fostering the adoption of work-life balance policies for employees and collaborators and/or implementing corporate policies aimed at sustainable mobility plans.
Officer: Simona Sassatelli
6. Promote the importance of both technical and scientific training in schools and/or universities and/or post-graduate schools and the reduction of the gender gap present in the choice of, or in the access to, these disciplines, implementing, by way of example, internships, student placements or carrying out teaching activities.
Officer: Simona Sassatelli

Purposes and challenges

In the sections of this Report that follow, the **goals**, **actions** and **targets** of each of the aforementioned specific Public Benefit Purposes will be presented, in order to explain, in a transparent manner, the social impact that the Company intends to pursue.

Each of the 6 Public Benefit Purposes has been carefully chosen because it aims to contribute to the achievement of at least one of the 17 Sustainable Development Goals (or **SDGs**) defined by the United Nations in its 2030 Agenda.

For each Public Benefit Purpose, the internal (indicated in **red**) and the external (indicated in **green**) **challenges** that Doxee undertakes to achieve will also be reported. Each challenge, considered within the perspective of the same SDGs, represents a long-term goal, a dream/vision that the individual company could even only contribute to achieving, but for which the contribution made can be fundamental.

Finally, each action is associated with specific **indicators**, both internal and from internationally recognized and accredited sources, which make it possible to measure the progress of the implementation of the actions in a rigorous, verifiable and transparent manner¹.

¹ Methodological note. Each indicator that makes reference to the total number of employees refers only to the employees of Doxee's Italian offices (159 employees); the employees working at the Group's foreign offices are not taken into consideration

First Specific Common Benefit Purpose

Create innovative IT tools designed to simplify the everyday actions of users and/or beneficiaries of these systems, while at the same time leading to environmental improvements.



SDG 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Challenges set

CHALLENGE	CHALLENGE
<ul style="list-style-type: none"> Reduction of environmental impacts produced (CO2 emissions) 	<ul style="list-style-type: none"> Paperless documents and processes Zero effort and smart technologies for citizens and users

Implemented/planned actions

ACTIVITY	INDICATOR (source)	TARGET	DESCRIPTION/ STATUS 2021	DESCRIPTION/ STATUS 2022
Digital media to help reduce the use of paper	Trees saved / CO2 saved (IRIS Taxonomy ID OI6041)	150,000 trees saved/200,000 tons of CO2 (2024 target)	Correct Data 2021 ² : 28.183 trees saved/ 42.261 t CO2 ³	36.335 trees saved/ 47.813 t CO2
Video communications to simplify the user/beneficiary experience	Number of annual pVideo and pWeb communications for citizens and users (Internal indicator)	100 million communications produced per year/25% downloads (2025 target)	41.303.995 comunicazioni /17,7% download	56.187.871 communications/ 19,3% downloads

² The target and data reported in 2021 were corrected and adjusted in relation to the calculation method and the current monitoring of the internal indicator considered.

³ Calculation methodology: see <https://www.focus.it/ambiente/natura/quantifogli-di-carta-si-ricavano-da-un-albero281217-1147>.

DoxeeCarbonTool

The dematerialization of documents and the digitalization of processes have always been at the center of Doxee's strategy. To actively contribute to reducing environmental impacts, Doxee has set up a tool that allows clients to calculate the consumption of paper and the CO₂ emissions of their products and services, and to quantify the savings that it is possible to obtain by digitizing documents, for the purpose of raising clients' awareness about adopting digitized solutions.

Second Specific Common Benefit Purpose

Disseminate and/or promote the culture of technological and digital innovation, the use of digital communication systems designed to simplify the everyday actions of users and/or beneficiaries of these systems and at the same time to generate environmental improvements, through communication, awareness-raising and engagement activities aimed at stakeholders.



SDG 9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

Sfide prefissate

CHALLENGE

Doxee is a national reference point in the field of technological and digital innovation culture

Implemented/planned actions

ACTIVITY	INDICATOR (source)	TARGET	DESCRIPTION/STATUS 2021	DESCRIPTION/ STATUS 2022
Editorial publications for the dissemination of the technological and digital innovation culture	Number of initiatives per year (internal indicator)	130	122 (of which 90 blog posts, 11 eBooks, 11 infographics and 10 reports/whitepapers)	129 (of which 93 blog posts, 17 eBooks, 11 infographics and 8 reports/whitepapers)

Interactive external events for the dissemination of the technological and digital innovation culture	Number of participants in the Doxee Digital Club Live Talk (internal indicator)	700 (biennial target)	542	Indicator status: 731 participants (259 participants in 2022)
	Number of events organized per year	15 (biennial target)	9	Indicator status: 15 events (6 events in 2022)
Research initiatives on technological and digital innovation	Innovation expenditure on turnover (Assiteca and Politecnico di Milano)	≥ 13% (annual target)	13%	16 %

Doxee Live Talk

Live Talks are a part of the **Doxee Digital Club** initiative, which consists of fully digital programming, with webinars and podcasts annually hosting experts in the most innovative issues linked to digital marketing, such as data-telling, unconventional marketing, media, video marketing and many more trending topics linked to the world of communications.

During 2022, six Doxee Digital Club Live Talks were organized:

1. Digital (and other) publishers in 2022: a talk with Adnkronos -
2. How to transform data into business opportunities: Michele Caruso's point of view
3. The future is not like the old days: e-commerce past, present and future.
4. AI and the managing unstructured data
5. Online video between evolution and disruption
6. How to do marketing during a recession

Research projects on technological and digital innovation

The research initiatives on technological and digital innovation in 2022 included the following projects, for a total of: Euro 4,004,640:

- **DPX Project:** research and experimental development to build a Digital Experience Platform
- **EDD Project:** research and experimental development of Event-Driven architecture in the platform
- **TETI Project:** design and creation of an innovative cloud-based digital storage system for documents based on homomorphic encryption and blockchain technology
- **UX Project:** research and development of functionalities of the Doxee Platform to improve the user experience.

- **E-commerce Project:** development of e-commerce for SMEs in foreign countries (Doxee e-commerce)
- **CT Project:** definition and strategy, framework set up and preliminary adoption of Continuous Testing tools and practices in the development processes
- **BII Project:** research and development of prototypes for an Internal Business Intelligence System

Third Specific Common Benefit Purpose

Disseminate and/or promote the culture of eco-sustainable development, including eco-sustainable mobility, and/or circular economy metrics, within the technological innovation and digitalization services offered by the Company and/or the Company's social inclusion programs.

	<p>SDG 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix.</p>
	<p>SDG 11.2: By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.</p>

Challenges set

CHALLENGE	CHALLENGE
100% eco-sustainable Company	Doxee is a reference player in Italy in the field of social inclusion



Implemented/planned actions

ACTIVITY	INDICATOR (source)	TARGET	DESCRIPTION/ STATUS 2021	DESCRIPTION/ STATUS 2022
Improvement of the Company's internal legality procedures	Legality rating (AGCM – Italian Competition Authority)	Maintenance Legality rating of 3 (2024 target)	2++	3
Separate waste collection in Modena offices	% of separate waste collection (UNEP – United Nations Environment Program)	50% (2023 target)	19%	49% ⁴
Electricity supply from renewable sources	% of energy from renewable sources (UN SDGs – indicator 7.2.1)	Maintain 100% certified supply	100%	100%
Company fleet consisting of hybrid/ electric vehicles	% electric cars on the total fleet (UN SDGs – indicator 7.2.1)	80% (2027 target)	18%	30%
Donations to non-profit and third-sector organizations	Value of total donations compared to turnover (Dynamo Academy – Business for the Common Good)	0.1%	0.05%	0.05%
	Amount of giving per year (€)	10,000 €	€ 9,464	€ 12,000

Raising top management's awareness of environmental and social issues	Number of managers formally involved in at least 1 event per year (internal indicator)	8	3	3
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⁴ Exact calculation by the cleaning company in relation to the separation of recyclable waste (paper, plastic and organic waste).

Events for ESG disclosure and awareness-raising

During 2022, three members of the top management actively participated in the following events to raise awareness of environmental and social issues:

- **ESG Investor Day**, organized by IT Top Consulting and V-Finance in partnership with Borsa Italiana (July 20, 2022)
- **“Why should companies care about sustainability?”** – webinar in partnership with Forrester, as part of the Milan Digital Week (April 7, 2022)
- **“Integrating ESG criteria in SMEs: picture of a sustainable company”** (June 28, 2022)

Fourth Specific Common Benefit Purpose

Design and implement, on an annual basis, internal training courses on technological and digital innovation, as well as on the use of digital communication systems, also in relation to eco-sustainable development and mobility and/or circular economy metrics.



SDG 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

Challenges set

CHALLENGE

Technological and digital training for 100% of employees

Implemented/planned actions

ACTIVITY	INDICATOR (source)	TARGET	DESCRIPTION/ STATUS 2021	DESCRIPTION/ STATUS 2022
ESG training	Average hours of training per year per employee (GRI Standard 404-1)	2	1,65	3,2
Training on technological innovation issues	Average hours of training per year per employee (GRI Standard 404-1)	25 (2024 target)	28,24 ⁵	16,68
Internal newsletters for the promotion of the technological and digital innovation culture	Number of newsletters issued per year/employee opening rate (internal indicator)	12 / > 50%	15 ⁶ / 49,2%	13/48%

⁵ During 2021, specific training activities were developed following the adoption of new technologies and IT tools.

⁶ During 2021, the internal newsletters for the promotion of the technological and digital innovation culture were complemented by those issued by the HR department. Starting in 2022, the newsletters will be unified and the target remains to issue one newsletter per month.

Fifth Specific Common Benefit Purpose

Promote, within the work environment, a culture of gender equality and pursue the well-being of human resources, creating a work environment suitable for nurturing skills and fostering the adoption of work-life balance policies for employees and collaborators and/or implementing corporate policies aimed at sustainable mobility plans.



SDG 5.5: *Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.*

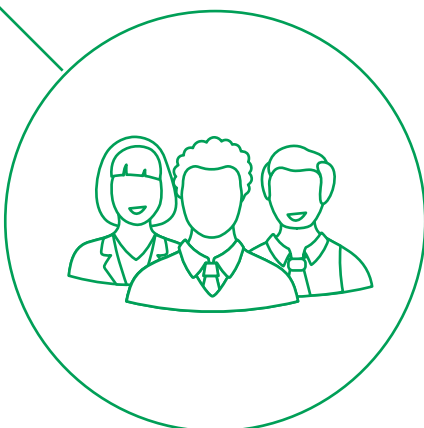


SDG 8.8: *Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.*

Challenges set

CHALLENGE

Doxee is a model for employee well-being in the workplace



Implemented/planned actions

ACTIVITY	INDICATOR (source)	TARGET	DESCRIPTION/ STATUS 2021	DESCRIPTION/ STATUS 2022
Remote working for employees	Remote work adoption rate (EU Parliament - Policy Department for Economic, Scientific and Quality of Life Policies)	≥ 50% under “ordinary” regime	100%	100%
Team building for employees	Number of activities organized per year/employee participation rate (internal indicator)	16 / 95%	12 / 90%	13/ 92%
Insurance policies for employees	Average policy value per employee (GRI Standard 401-2, adapted)	€200	€ 261.37 ⁷	€202, 69
Service agreements for employees	Rate of subscription to the service platform (internal indicator)	100%	89.8%	91%
Comfortable workstations	Average investment in workspaces per employee (internal indicator)	€ 300	€ 571 ⁸	€ 441 ⁹
Female presence in the Company	% of female employees (World Bank WDI, adapted)	30%	27%	29.5%

⁷ This amount also includes the Covid-19 insurance policy which, unless the pandemic continues, will not be confirmed in subsequent years.

⁸ This amount includes extraordinary maintenance for the structuring of the Modena site, amounting to €50,823.

⁹ That amount includes the completion of the extraordinary maintenance of the offices of the Modena site, the Amazon voucher to set up a remote workstation and the purchase of new headphones for all employees.

Sixth Specific Common Benefit Purpose

Promote the importance of both technical and scientific training in schools and/or universities and/or post-graduate schools and the reduction of the gender gap present in the choice of, or in the access to, these disciplines, implementing, by way of example, internships, student placements or carrying out teaching activities.

	<p>SDG 9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.</p>
	<p>SDG 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>

Challenges set

CHALLENGE
<p>Doxee is a recognized partner in the field of academic research and school promotion of technical and scientific disciplines</p>

Implemented/planned actions

ACTIVITY	INDICATOR (source)	TARGET	DESCRIPTION/ STATUS 2021	DESCRIPTION/ STATUS 2022
Participation in technical-scientific committees and observatories	Number of active partnerships (internal indicator)	6 (2024 target)	3	4
Informative events and career days	Number of event participations (internal indicator)	8 (2024 target)	5	6
Activation of internships and student placements	Conversion rate of trainees into employees (ANPAL – National Agency for Active Labor Policies)	≥ 30%	43,5% ¹⁰	33,33% ¹¹

¹⁰ 10 trainees out of 23 internships activated in 2022.

¹¹ 4 trainees out of 12 internships activated in 2022.