DATALOGIC

EMPOWER YOUR VISION

Consolidated
Non-Financial Statement 2023

Prepared pursuant to Legislative Decree no. 254/2016

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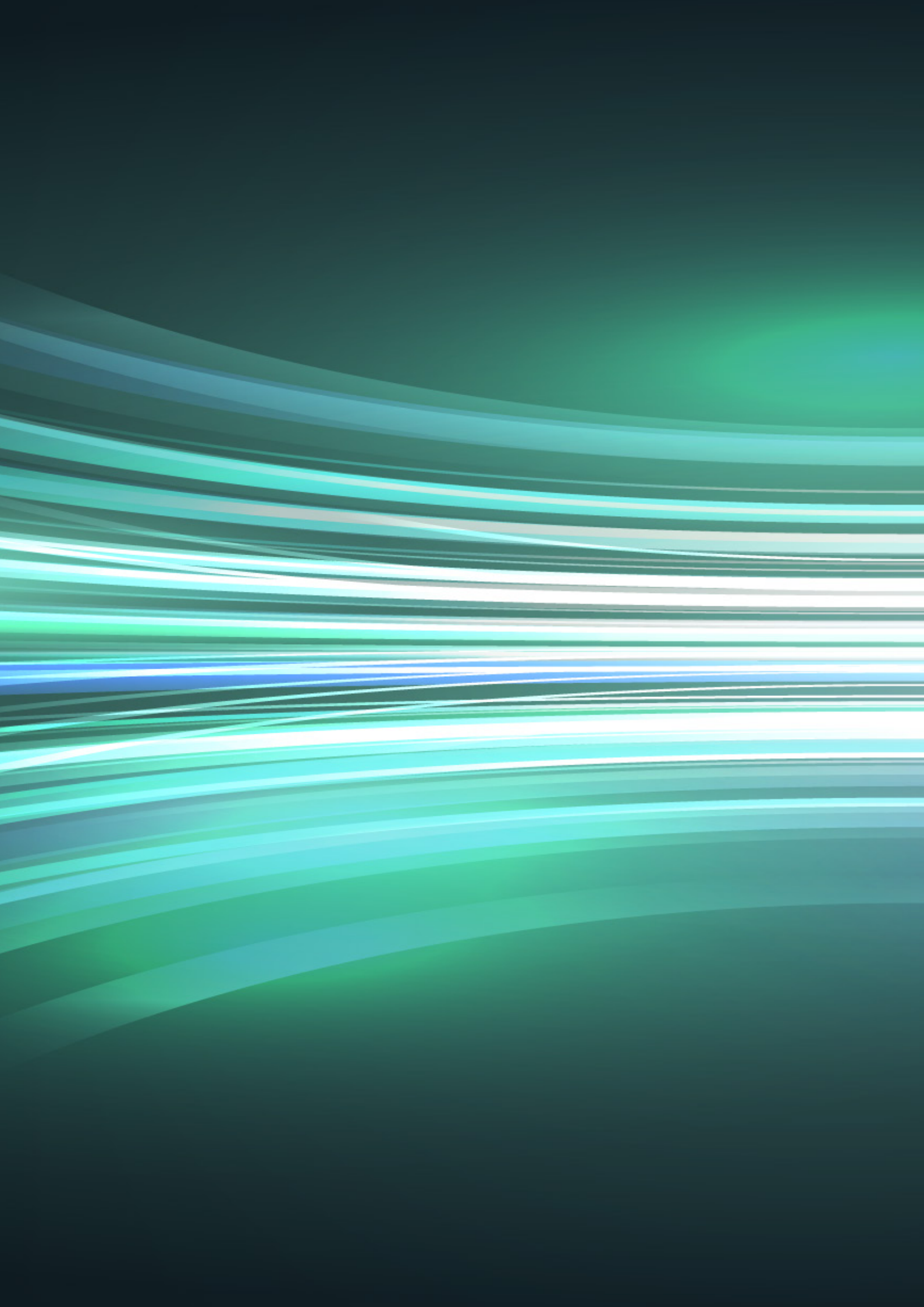
Dear Stakeholders,

2023 was a challenging year dominated by great uncertainty. The macroeconomic scenario was marked by persistent geopolitical tensions, high inflationary pressures and restrictive monetary policies, which dampened investment activities in our major markets. This consequently led to a drop in demand and orders for the Group.

Amidst these challenges, our dedication to sustainability has grown stronger. We redefined and improved the **Materiality Analysis** process, incorporating feedback from our key stakeholders in defining sustainability priorities and in identifying **10 material topics.** This has laid a solid foundation for the formulation of **strategic sustainability goals** in alignment with evolving Sustainability Reporting legislation.

We also implemented the principles of the **European Taxonomy on Sustainable Finance** (the first internationally unified classification system identifying sustainable economic activities). Anticipating certain regulatory obligations on a voluntary basis, we already disclosed this year the share of revenue, operating costs, and investments eligible and aligned with the 6 objectives of the Taxonomy.

Datalogic's activities continue to align with the path towards sustainable development, particularly regarding the transition to a **circular economy**. As evidence, **96% of our Group Revenue** is eligible and aligned with the objectives of the Taxonomy.

Research, development and innovation remain pivotal issues for our Group. Innovation continues to be a competitive lever for our success. In 2023, the total monetary costs for Research and Development *(R&D Cash Out)* amounted to **€66.7 million** with a percentage of revenue of 12.4%. The Vitality Index in 2023 stood at 7.4%.

Product Quality and Safety, along with **Customer Centricity**, represent our commitment to continually enhancing the Quality Management System. This ensures the delivery of high-quality, effective, and certified product offerings, with the primary objective of customer satisfaction, spanning from product use to after-sales service. We continuously monitor any product non-conformities, which, at December 31, 2023, were identified in approximately 0.8% of the total active stock. No instances of non-compliance with regulations or self-regulatory codes concerning the health and safety impacts of our products and services

were recorded. Additionally, from a customer safety perspective, there were no complaints regarding privacy violations or losses of customer data. We consistently monitor the customer experience by examining "Critical Customer Complaints" and ensuring timely feed-back. In 2023, 94.7% of responses were provided within one business day, while 92.6% of cases were concluded within 3 business days. **Net Promoter Score** (NPS), the main metric of customer satisfaction, was **65** in 2023 (10 points higher than in 2022).

Responsible supply chain - our direct supplier qualification process includes risk and financial sustainability assessments. Qualification procedures entail signing up to the Code of Ethics, which includes references to compliance with current regulations, including REACH and RoHS, for assessing environmental impacts and human rights. In 2023, 75% of new direct material suppliers were also evaluated based on ESG parameters.

Energy and emissions - while our processes are not particularly energy-intensive, we are actively involved in monitoring and reducing the environmental impact of our consumption. In 2023, total consumption was 68,473 GJ versus 76,964 GJ in 2022 (-11%).

Waste and packaging - at all our sites, waste is managed in accordance with current regulations, keeping track of the waste generated, distinguishing between hazardous and non-hazardous materials. The types of waste generated include materials from production processes, maintenance (routine and extraordinary) and laboratory activities, demolition if any, and office activities. In 2023, the Group's total waste amounted to 757.2 t versus 810.7 t in the prior year (-7%). Additionally, in the packaging area, we focused on utilising recyclable materials and reducing over-packaging. In 2023, 66% of the total value of the product boxes consisted of approximately 80% recycled material.

Material sustainability - in 2023, a number of material sustainability projects were launched; in addition to packaging, we launched a project aimed at increasing the use of recycled plastics instead of virgin plastics in the manufacturing of our products.

People well-being - people remain one of our priorities. In 2023, our commitment to listening to our employees continued. Following up on the Virtual Focus Groups held in 2022, we launched several initiatives (including increased working time flexibility, "kindergarten" and "book" bonuses, and a Smart Working Policy) in our main countries of operation. The focus on people growth is shown by the percentage of internal promotions to senior management positions of 58% in 2023.
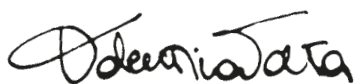
Worker Health and Safety - our Health and Safety Policy includes ongoing prevention in workplace health and safety, and environmental protection in compliance with applicable legislation. To this end, the implementation of the **ISO 45001** standard in the Group reached 60% coverage globally. In Italy, the system covers 100% of employees, ensuring full compliance with occupational health and safety standards. All Group companies routinely conduct information and training activities on health and safety issues. These activities are based on the results of risk assessments, internal or external monitoring, and critical events

such as near misses, accidents, or contextual circumstances. Courses are developed in accordance with current regulations in the relevant country. In 2023 there were 22 minor accidents, most of them due to accidental falls or collisions, with an annual accident frequency rate of 3.7.

The journey we have embarked on since 2017 in non-financial reporting, aligning with our aim of contributing to the Sustainable Development Goals of the United Nations 2030 Agenda, has led us to continuously enhance and refine the content of this document. This path will prepare us for the implementation of the Corporate Sustainability Reporting Directive (CSRD) starting next year.

Enjoy your reading!

Valentina Volta
Group CEO

Background

Challenges and opportunities for the automatic data capture and automation industry

In 2023, the global economy faced notable challenges, marked by a structural slowdown in the post-pandemic recovery. **Advanced economies experienced modest growth of 1.4%, while emerging economies boasted stronger performance with a 4.1% increase.** High inflation and tight monetary policy have held back investment in many sectors, while geopolitical tensions have contributed to global uncertainty[1].

This scenario negatively affected Datalogic's industry, which saw a **sharp drop in demand in 2023**[2].

Nevertheless, the industry's medium-to long-term **projections remain optimistic**. These forecasts are underpinned by structural growth trends in technological innovation and industrial automation, regardless of macroeconomic cycles and variables.

However, recent developments have opened up **new market prospects for the automatic data capture and automation industry**. This is primarily due to the increasing demand for automation and the need to restructure supply chains to enhance efficiency and minimise vulnerabilities. The shift toward **omni-channel** is also spurring investment in more advanced logistics infrastructure. In this context, the "*smart factories*", focusing on integration, automation, sustainability and flexibility, represent a significant opportunity for the industry. In fact, Automatic Identification and Data Capture (AIDC) technologies are key to achieving these goals, enabling improved **traceability, asset and industrial process management, and operational efficiency**, key elements for factories of the future that increasingly rely on IT, OT, and IoT to optimise processes and reduce costs[3].

Moreover, AIDC technologies are emerging as **pivotal tools to facilitate the transition to sustainable practices**. They enable companies to provide consumers with information on product provenance and comply with circular economy initiatives. The introduction of the Digital Product Passport (DPP) in the EU Strategy significantly strengthens their use, encouraging investment in AIDC to improve product transparency and traceability. This approach promotes more responsible and sustainable consumption, underscoring the sector's contribution to fostering a more responsible economy.

In this context, through the Green Deal, the European Union has set a goal of becoming the first continent in the world to achieve carbon neutrality by 2050. This has been further delineated into intermediate targets, as outlined in the "Fit for 55" climate package introduced in July 2021. These targets encompass a 55% reduction in greenhouse gas emissions from 1990 levels, a 40% increase in the share of energy from renewable sources in the European energy mix, and a 36% energy efficiency goal.

[1] International Monetary Fund.
[2] VDV Research, AutoID & data capture predictions, 2023.

[3] National ICT Business Association, The Digital Push Toward the Smart Factory

Sustainable finance plays a key role in achieving the goals under the European Green Deal. In 2018, the EU implemented a plan to channel capital towards sustainable investments, overseen by the European Commission through various mechanisms, one of which is the EU Taxonomy for Sustainable Finance. Additionally, the **Corporate Sustainability Reporting Directive (CSRD)**, effective January 5, 2023, will require environmental and social performance reporting for approximately 50,000 companies by 2028, according to the standards of the European Financial Reporting Advisory Group (EFRAG).

2023 at a glance

50+ years of history	**536.6** € million in revenue in 2023	**2,910** employees
29 countries of Datalogic operations	**13** manufacturing and repair plants (Italy, China, Slovakia, Hungary, USA, Australia, Vietnam)	**66.7** € million in R&D cash-out, accounting for 12.4% of revenue
11 research centres (USA, Italy, China, Vietnam)	**~1,200** number of patents	**7.4%** Vitality Index (new product sales revenue as a percentage of total revenue)

4

ISO certifications for environment, worker safety, quality and information security

65

Net Promoter Score
(10 points higher than in 2022)

75%

of the new direct material suppliers were also evaluated on ESG criteria

−11%

reduction of energy consumption with resulting reduction of emissions

66%

of the value
of packaging (product box)
is 80% recycled material

120

the estimated tons of virgin plastics that can be replaced with plastics containing recycled material

58%

% of internal promotions
to senior management roles

35%

of the new hires are young people under 30

SA8000

certifies respect for human rights and compliance with labour law (extended to an additional 2 Group companies in 2023)

About us

[GRI 2-1] [GRI 2-2]

Group Profile

Datalogic S.p.A., a company listed on the Euronext STAR Milan of Borsa Italiana S.p.A. since 2001, is a world leader in the fields of automatic data capture and industrial automation. Starting in 2023, Datalogic S.p.A. became part of Euronext Tech Leaders, a segment comprising over 120 European companies listed on Euronext's high-growth markets and recognised leaders in the technology sector.

The Group is specialised in the design and production of barcode readers, mobile computers, detection, measurement and safety sensors, vision and laser marking systems and RFID. Its pioneering solutions help increase the efficiency and quality of processes along the entire value chain in the Retail, Manufacturing, Transportation & Logistics and Healthcare segments.

Customer proximity and responsiveness to specific needs, coupled with ongoing technological innovation and the delivery of high-quality offerings, have been the cornerstones of Datalogic's success for over fifty years now.

With products used extensively in more than one-third of supermarkets and retail outlets worldwide, and in one-third of airports, transportation companies and postal services as well as in major manufacturing industries and hospital facilities globally, Datalogic offers its customers a wide range of solutions that meet all market needs.

The Group has also developed a **strong foothold in international markets** through acquisitions, with a presence in 29 countries in Europe, Asia Pacific, and the United States.

13 Manufacturing & Repair sites

11 R&D centres and 3 DL Labs

Offices in 29 countries
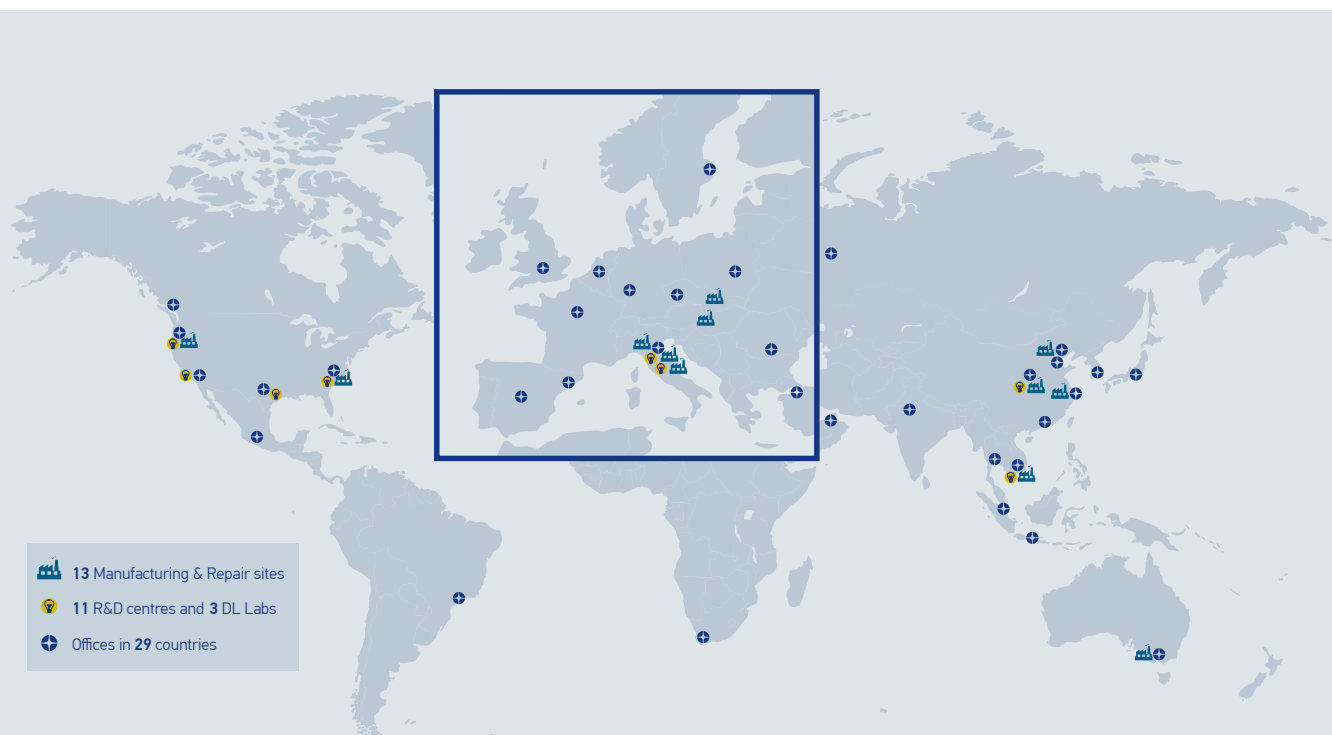
Vision

Shaping the future with intelligence and innovation.

Mission

We enable our customers to gain a competitive edge by offering the most advanced Data Capture and Industrial Automation products and solutions.

Company scope and shareholder base

[GRI 2-2]

The Datalogic Group's global expansion underscores its international bent and dedication to meeting the needs of customers worldwide, thanks to the quality of its products and investment in research and development, as well as acquisitions made over time. Today Datalogic has approximately 2,900 employees spread across 29 countries, with 13 manufacturing plants and repair centres located in the United States,
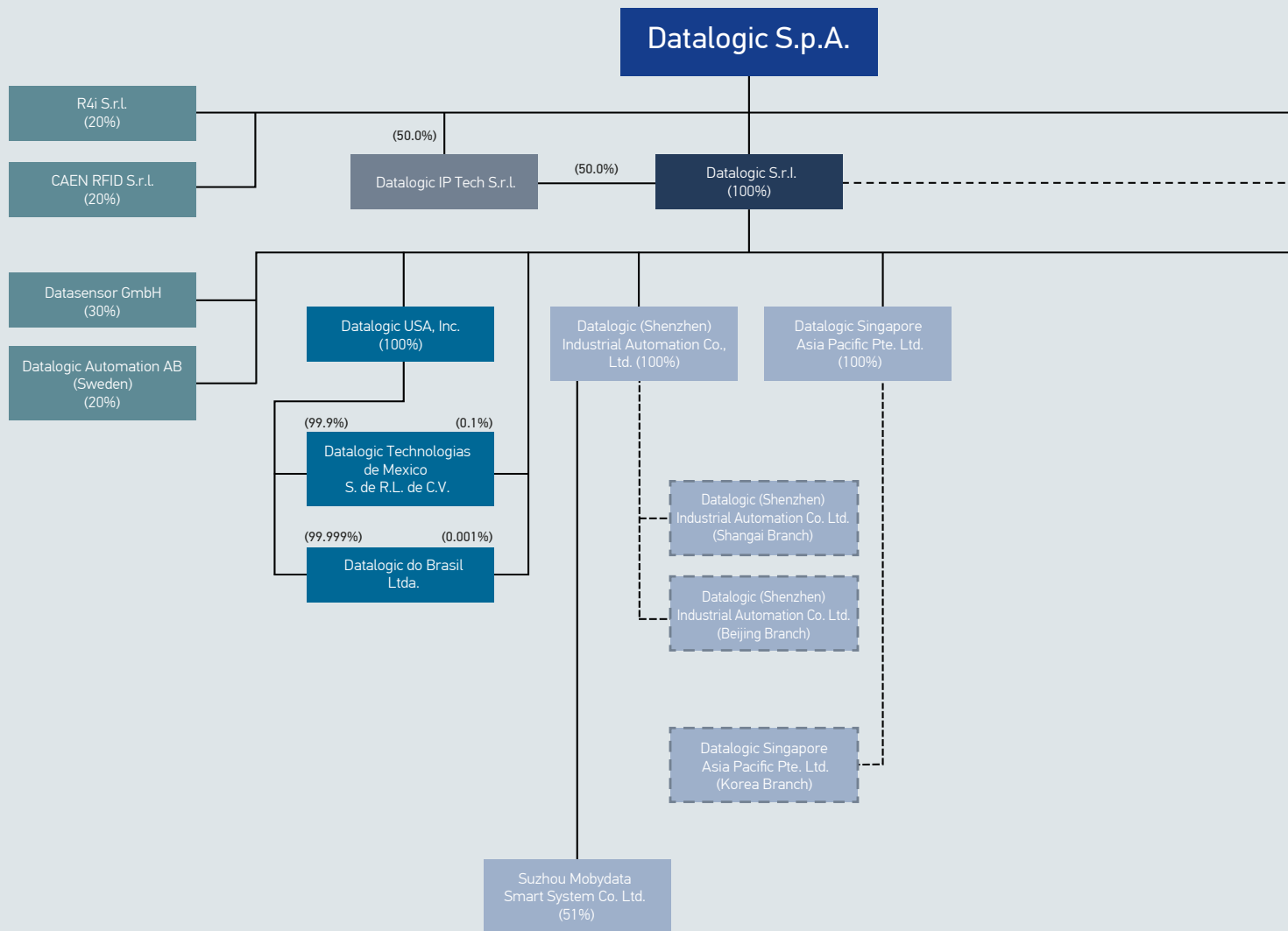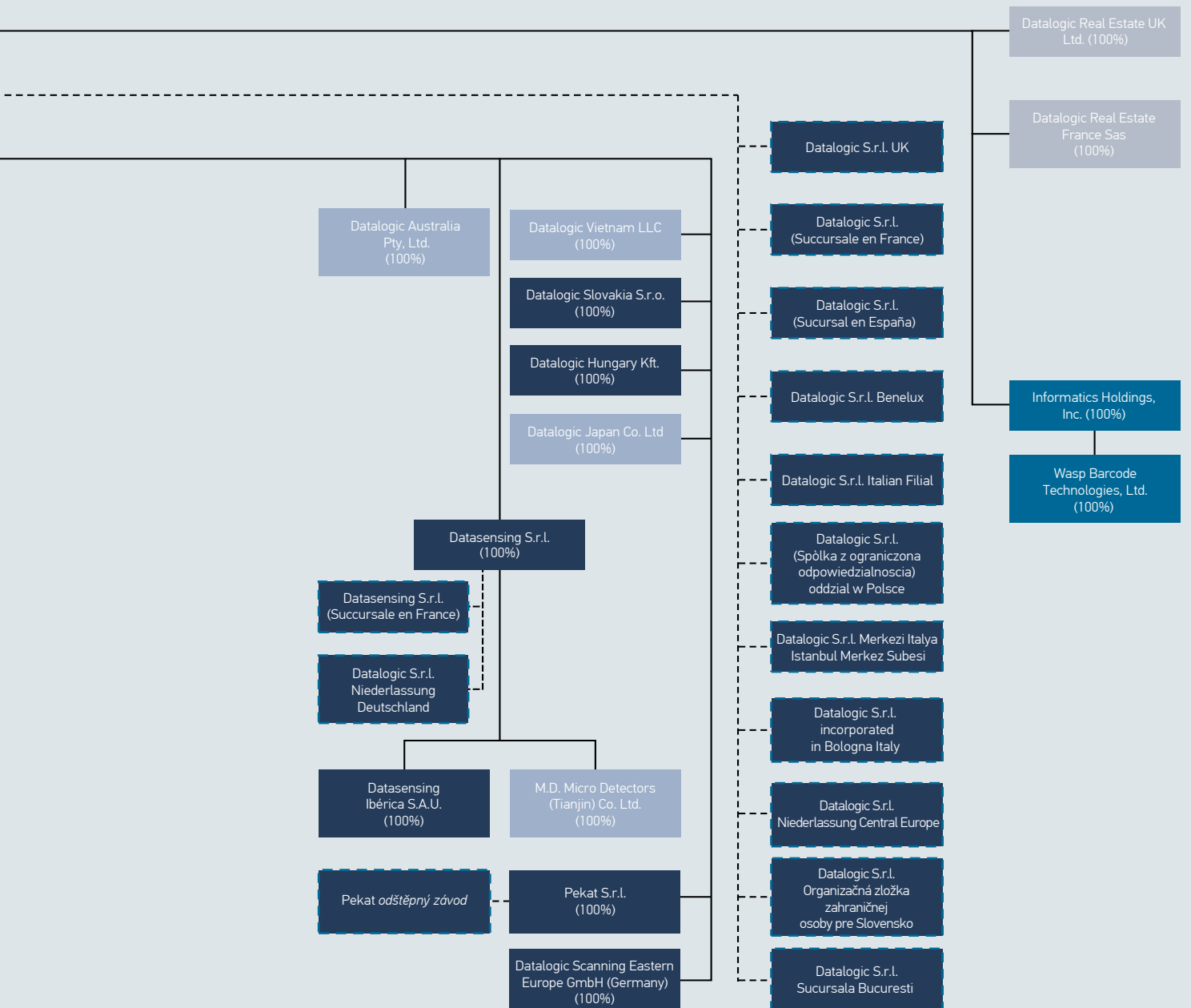
Hungary, Slovakia, Italy, China, Vietnam and Australia. The company's global presence highlights its capacity to operate on an international scale, providing innovative solutions and high-quality services worldwide.
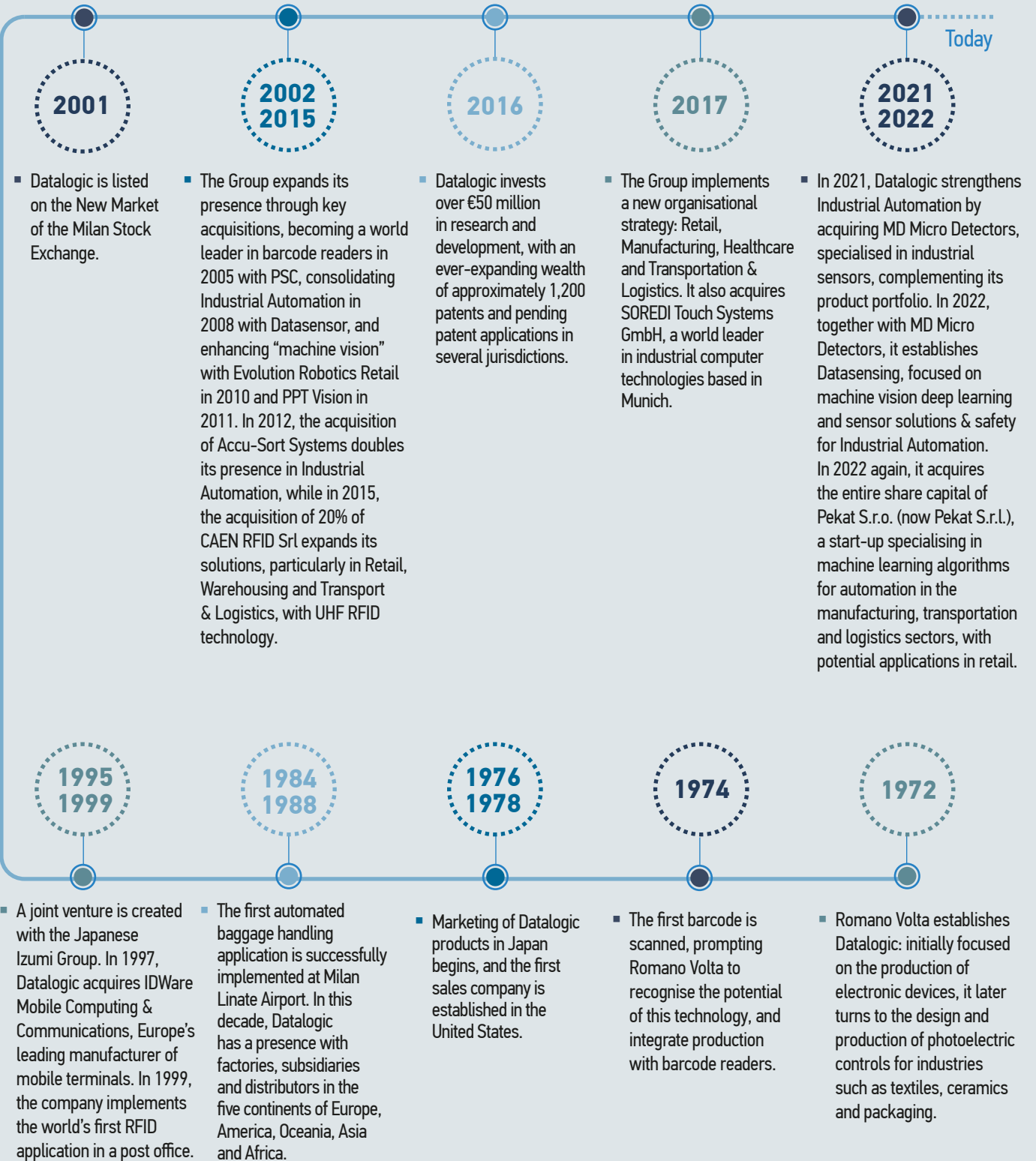
At December 31, 2023, the Group's shareholder base consisted mainly of Hydra S.p.A. (64.85% of the share capital), with the remaining share being on the stock market (35.15%).

Datalogic also holds treasury shares amounting to 8.2% of the share capital and 5.0% of voting rights having the Company adopted the so-called increased voting rights system.

Datalogic Real Estate UK Ltd. (100%)

Datalogic Real Estate France Sas (100%)

Datalogic S.r.l. UK

Datalogic Australia Pty, Ltd. (100%)

Datalogic Vietnam LLC (100%)

Datalogic S.r.l. (Succursale en France)

Datalogic Slovakia S.r.o. (100%)

Datalogic S.r.l. (Sucursal en España)

Datalogic Hungary Kft. (100%)

Datalogic S.r.l. Benelux

Informatics Holdings, Inc. (100%)

Datalogic Japan Co. Ltd (100%)

Datalogic S.r.l. Italian Filial

Wasp Barcode Technologies, Ltd. (100%)

Datasensing S.r.l. (100%)

Datalogic S.r.l. (Spòlka z ograniczona odpowiedzialnoscia) oddzial w Polsce

Datasensing S.r.l. (Succursale en France)

Datalogic S.r.l. Merkezi Italya Istanbul Merkez Subesi

Datalogic S.r.l. Niederlassung Deutschland

Datalogic S.r.l. incorporated in Bologna Italy

Datasensing Ibérica S.A.U. (100%)

M.D. Micro Detectors (Tianjin) Co. Ltd. (100%)

Datalogic S.r.l. Niederlassung Central Europe

Pekat *odštěpný závod*

Pekat S.r.l. (100%)

Datalogic S.r.l. Organizačná zložka zahraničnej osoby pre Slovensko

Datalogic Scanning Eastern Europe GmbH (Germany) (100%)

Datalogic S.r.l. Sucursala Bucuresti

Group History

2001
- Datalogic is listed on the New Market of the Milan Stock Exchange.

2002 2015
- The Group expands its presence through key acquisitions, becoming a world leader in barcode readers in 2005 with PSC, consolidating Industrial Automation in 2008 with Datasensor, and enhancing "machine vision" with Evolution Robotics Retail in 2010 and PPT Vision in 2011. In 2012, the acquisition of Accu-Sort Systems doubles its presence in Industrial Automation, while in 2015, the acquisition of 20% of CAEN RFID Srl expands its solutions, particularly in Retail, Warehousing and Transport & Logistics, with UHF RFID technology.

2016
- Datalogic invests over €50 million in research and development, with an ever-expanding wealth of approximately 1,200 patents and pending patent applications in several jurisdictions.

2017
- The Group implements a new organisational strategy: Retail, Manufacturing, Healthcare and Transportation & Logistics. It also acquires SOREDI Touch Systems GmbH, a world leader in industrial computer technologies based in Munich.

2021 2022
- In 2021, Datalogic strengthens Industrial Automation by acquiring MD Micro Detectors, specialised in industrial sensors, complementing its product portfolio. In 2022, together with MD Micro Detectors, it establishes Datasensing, focused on machine vision deep learning and sensor solutions & safety for Industrial Automation. In 2022 again, it acquires the entire share capital of Pekat S.r.o. (now Pekat S.r.l.), a start-up specialising in machine learning algorithms for automation in the manufacturing, transportation and logistics sectors, with potential applications in retail.

Today

1995 1999
- A joint venture is created with the Japanese Izumi Group. In 1997, Datalogic acquires IDWare Mobile Computing & Communications, Europe's leading manufacturer of mobile terminals. In 1999, the company implements the world's first RFID application in a post office.

1984 1988
- The first automated baggage handling application is successfully implemented at Milan Linate Airport. In this decade, Datalogic has a presence with factories, subsidiaries and distributors in the five continents of Europe, America, Oceania, Asia and Africa.

1976 1978
- Marketing of Datalogic products in Japan begins, and the first sales company is established in the United States.

1974
- The first barcode is scanned, prompting Romano Volta to recognise the potential of this technology, and integrate production with barcode readers.

1972
- Romano Volta establishes Datalogic: initially focused on the production of electronic devices, it later turns to the design and production of photoelectric controls for industries such as textiles, ceramics and packaging.

Portfolio and range of Datalogic Group products

Stationary retail scanners | solutions for checkout payment transactions in the retail sector.

Handheld scanners | handheld barcode readers for automatic data capture and process automation in industries such as retail, manufacturing, transportation logistics, and healthcare.

Mobile computing | handheld devices for data collection using barcodes. They integrate key components such as display, Wi-Fi system, keyboard, and professional scanning engine. Versatile for a multitude of applications including inventory management, price control, and assisted selling, these solutions provide capabilities for reading both 1D and 2D barcodes across diverse industries, improving the efficiency and reliability of tracing activities.

Laser marking systems | solutions for reliable traceability applications in industrial manufacturing and assembly that easily integrate into existing systems, interacting with MES and ERP for more flexible and efficient integrated manufacturing. Datalogic offers solutions for different applications on various materials, supporting laser technologies such as Fiber, DPSS, UV infrared, *Green* and CO_2.

Stationary industrial scanners | barcode readers for automated and unmanned applications and mounted inside various types of equipment (e.g., conveyors, packaging and sorting machines). Datalogic's versatile portfolio of stationary industrial scanners covers a wide range of barcode reading needs, including 1D and 2D codes, Direct Part Marking (DPM) and *Digimarc*™ packaging.

RFID devices | technology that reads multiple tags simultaneously, tracking and collecting data in real time while minimising human error, from production to post-sales. Datalogic provides high-frequency RFID devices, facilitating the unique tracking of each item and lowering operational costs across industries such as retail, transportation, logistics, manufacturing, and healthcare.

OEM barcode readers | OEM scan engines and scan modules solutions to integrate readers in various industries, offering different options for data capture and output via different interfaces. These devices ensure speed, accuracy and efficiency in data collection.

Machine Vision | intelligent devices for automatic factory inspection. Compact cameras and vision processors provide solutions for identification, defect detection, robotic guidance and production control. IMPACT software simplifies configuration with more than 120 instruments. Accessories include filters, lenses, lighting and cables.

Sensors | crucial in industrial automation, detecting objects, checking integrity, measuring sizes. Photoelectric sensors cover various sizes and surfaces, while inductive sensors are specific to metal parts. Capacitive sensors detect liquids or powders, while ultrasonic sensors are suitable for transparent objects. They are applied in industries such as automotive, electronics, food, pharmaceutical, wood, metals, textiles, ceramics, glass, stone and paper but are also used in logistics for automated handling such as conveyor belts, storage, picking, warehouses and distribution centres.

Security devices | optoelectronic instruments that include light barriers, grids and light beams to detect body parts. Safety laser scanners are invaluable for protecting configurable areas and dynamic applications, such as robotic cells and self-driving vehicles. They are applied in manufacturing (automotive equipment, electronics, food processing, pharmaceutical, chemical, etc.) and logistics (automated handling, conveyors, storage, picking, warehouses and AGVs, integrating Lidar and encoders for guidance, navigation and speed measurement).

Economic results and value generated and distributed

[GRI 201-1]

The Group ended December 31, 2023 with revenue of €536.6 million, down by 18.0% versus €654.6 million in 2022.

The decline in revenue is primarily attributed to reduced sales volumes across all geographical areas, stemming from weak demand and industry uncertainty throughout 2023.

In 2023, the value generated by the Group was approximately €519.1 million. 93.2% of the economic value produced by Datalogic was distributed to stakeholders, both internal and external, and the remaining 6.8% retained.

The distribution table of the economic value generated enables us to examine how it is allocated among the stakeholders who contributed in diverse ways to its generation.

The economic value generated and distributed (483.9 M/€)

	2023	2022	2021 Restated[4]
Consolidated Revenue	536,617	654,633	597,846
Change in inventory	(27,636)	(5,615)	55,803
Other components of directly generated economic value	10,147	1,384	4,995
Directly generated economic value	**519,128**	**650,402**	**658,644**
Reclassified Operating Costs	287,063	389,714	404,624
Payments to employees	179,571	186,499	173,622
Payments to lenders	3,713	3,451	3,022
Payments to shareholders[5]	6,438	17,610	17,561
Payments to the Community	53	53	154
Payments to the PA	7,112	12,417	7,203
Economic value distributed	**483,950**	**609,744**	**606,186**
Economic value retained	**35,178**	**40,657**	**51,858**

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[4] In 2021, the value generated and distributed was restated due to the acquisition of M.D. Microdetectors S.p.A..

[5] The profit attributable to the Group distributed is equal to the allocation of Datalogic S.p.A.'s profit for the year to dividends that the Board of Directors will propose to the Shareholders' Meeting convened for April 30, 2024
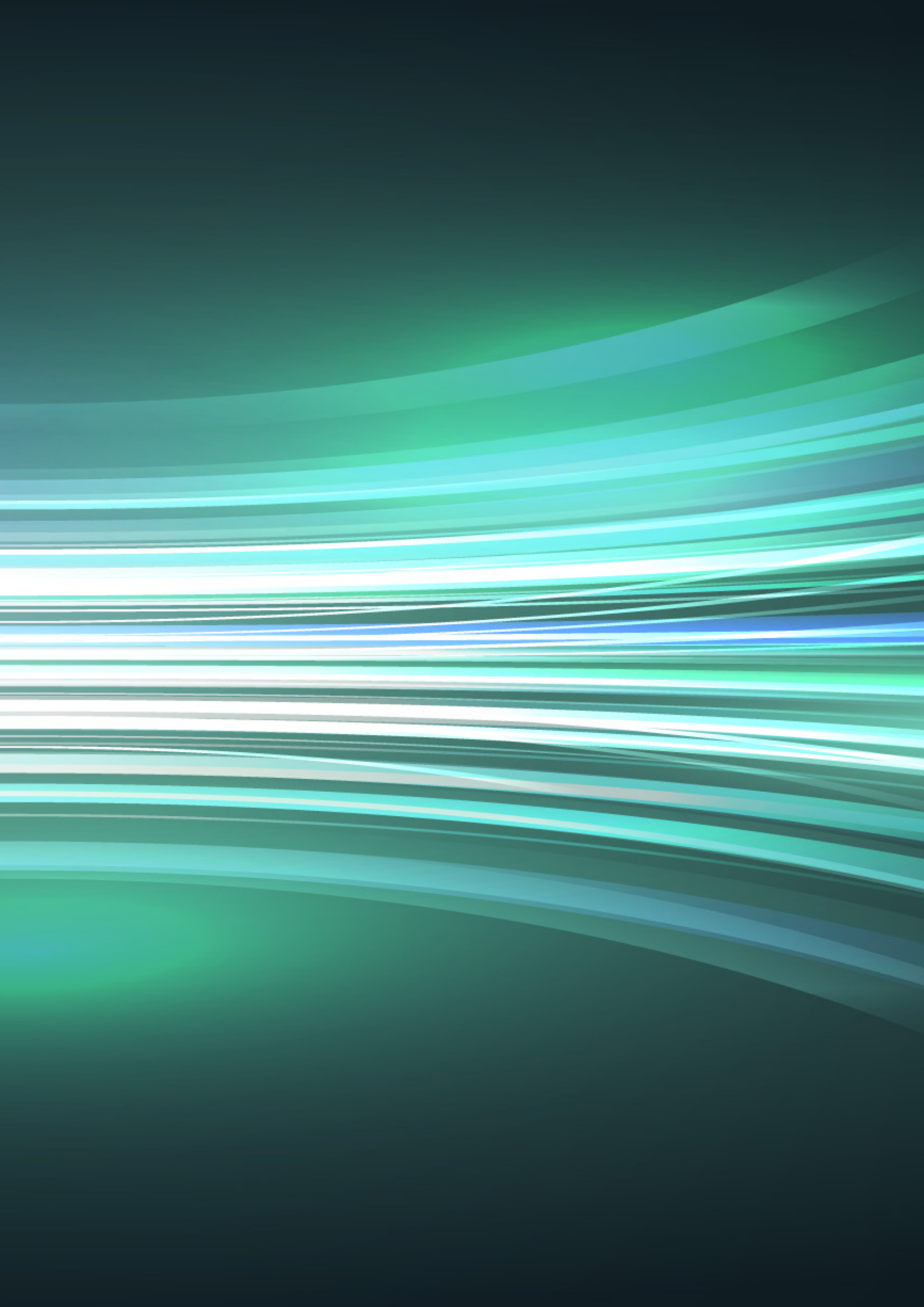
European Taxonomy

On June 18, 2020, the European Parliament approved the **European Taxonomy for Sustainable Finance** through EU Regulation 2020/852**, which represents the first ever international unified classification system aimed at identifying sustainable economic activities**. Its objective is to enhance transparency and consistency in classifying such activities while mitigating the risk of greenwashing.

The regulations outline the criteria for assessing whether an economic activity qualifies as environmentally sustainable, focusing on **six objectives**:

1. Climate change mitigation – CCM;
2. Climate change adaptation – CCA;
3. Sustainable use and protection of water and marine resources – WTR;
4. Transition to a circular economy – CE;
5. Pollution prevention and control – PPC;
6. Protection and restoration of biodiversity and ecosystems - BIO.

Delegated Acts identify the economic activities that are eligible for an environmental objective and the criteria to be assessed, so that each economic activity contributes substantially and does not significantly harm any of the other objectives. To date, the Commission has adopted the following delegated acts:

- The Climate Delegated Act (2021/2139 EU) on climate change mitigation and adaptation objectives (hereinafter also "the climate objectives"), applicable from the first year of reporting on the Taxonomy and supplemented by Delegated Act 2023/2485 EU of June 2023, introduced additional eligible activities with regard to these objectives, specifying their technical criteria for substantial contribution and DNSH;
- The Environmental Delegated Act (2023/2486 EU, June 2023) on the other four environmental objectives (hereinafter also "the environmental objectives"), which came into effect for Non-Financial Statements published after January 1, 2024.

Activities carried out by a company that match those listed by the Taxonomy are defined as eligible as they have the potential to make a substantial contribution to at least one of the six defined objectives. According to the Regulations**, an eligible activity can be considered sustainable, and thus aligned, if**:

- **it meets the technical screening criteria** that define the conditions under which an activity contributes significantly to the achievement of at least one of the six environmental objectives;
- **does no significant harm** ("*Do no significant harm*", DNSH) to the other five environmental objectives;
- **complies with minimum social safeguards**, understood as those policies that ensure compliance with a set of international principles on human and labour rights protection, anti-corruption, fair competition and taxation.

Datalogic Group's contribution

Eligibility

In accordance with the regulatory requirements of the Delegated Act on Disclosure (2021/2178 EU), for this third year of application, non-financial companies are required to verify whether their economic activities can be considered aligned with the first two environmental objectives (Climate Change Mitigation and Climate Change Adaptation) and eligible for the other four (sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems).

The analysis conducted showed that for 2023, **Datalogic has the following 6 eligible activities**.

Code	Activity	Objective	Description of eligibility
6.5	Transport by motorbikes, passenger cars and light commercial vehicles	CCM	Company car fleet
7.3	Installation, maintenance and repair of energy efficiency equipment	CCM	Replacement work on lighting fixtures and a central air conditioning system
1.2	Manufacture of electrical and electronic equipment	CE	Productions of devices for automatic data capture and industrial automation
4.1	Provision of IT/OT data-driven solutions and software	CE	Software development for remote monitoring and predictive maintenance
5.1	Repair, refurbishment and remanufacturing	CE	Datalogic offers repair service for its devices
5.2	Sale of spare parts	CE	Datalogic offers the service of selling spare parts

Referring to the previously mentioned eligible activities, the Group then carried out appropriate analyses to assess their alignment, not only in relation to climate objectives, but also (undertaken voluntarily and ahead of regulatory requirements) to the four environmental objectives (specifically, for the circular economy objective). The voluntary disclosure is presented in conjunction with the mandatory disclosure for 2023.

Substantial contribution

The Group checked the technical screening criteria for substantial contribution for all eligible activities. Specifically, with regard to the **core business activity *1.2 CE – Manufacture of electrical and electronic equipment***, it was verified that Datalogic Group products include a design conceived for a long service life, could be repaired under warranty, and were conducive to reuse, remanufacturing, dismantling, recyclability, and did not contain hazardous substances. Additionally, the Company provides customers with all the necessary information about the options of using, repurchasing, selling and recalling the product, and appropriately labels the product with symbols indicating separate collection for electrical and electronic equipment. Lastly, in terms of producer responsibility, Datalogic complies with the Waste Electrical and Electronic Equipment (WEEE) regulations for the management of waste electrical and electronic equipment in the European Union.

DNSH Criteria

For each eligible activity that met the criteria for substantial contribution to at least one of the six environmental objectives, an analysis was conducted to verify that the activity under review did not cause significant harm to the other objectives of the Taxonomy. This process involved the verification of both stringent criteria for each activity and objective and general criteria, which were elucidated within dedicated Appendices in the Delegated Acts.
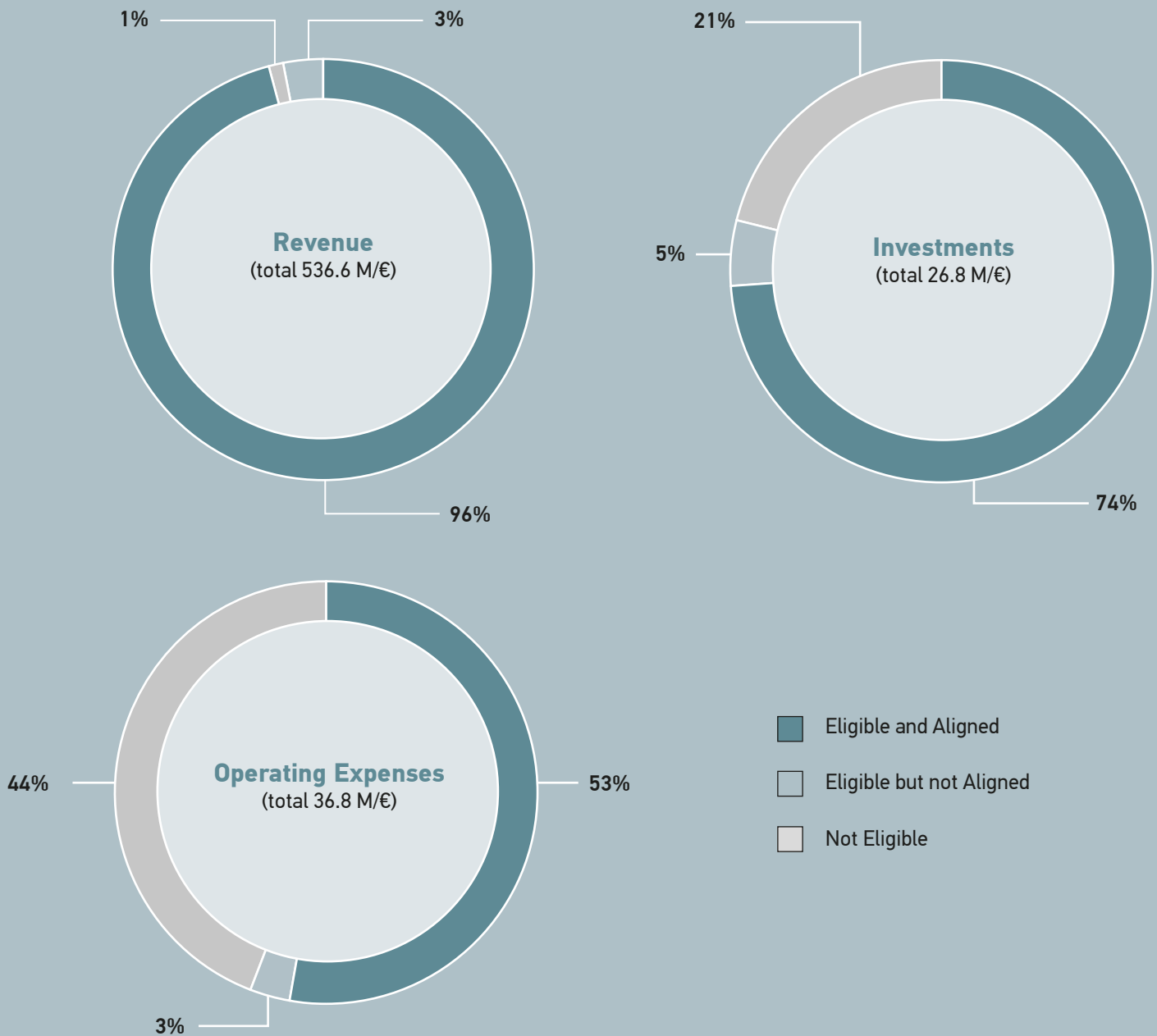
Minimum social safeguards

Datalogic is dedicated to upholding the fundamental human rights of all its stakeholders across the value chain: within operations, throughout the supply chain, and within the communities where the company is active. These rights are internationally recognised and enshrined in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the Convention on the Rights of the Child. Datalogic's commitment to human rights is illustrated in the Code of Conduct and Human Rights & Social Accountability Policy[6]. Additionally, Datalogic achieved SA8000 certification, the international standard for certifying certain aspects of corporate management regarding corporate social responsibility such as respect for human rights, respect for labour law, protection against child exploitation, and guarantees of safety and health in the workplace.

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[6] Datalogic has fitted itself with the "Direct Material Suppliers Search, Select and Qualification" procedure for supplier qualification; refer to the "Responsible Supply Chain" chapter for more details.

Economic KPIs

In line with the required disclosure requirements, Datalogic has calculated the economic KPIs required by the Regulations, to define the shares of revenue, investments (CapEx) and operating expense (OpEx) attributable to taxonomy eligible and aligned activities. In 2023, **97% of revenue are eligible and 96% aligned**. The share of **eligible investments is 79%** and the **aligned** share **74%**, while **56% of Operating Expenditure is eligible** and **53% aligned**.

Revenue
(total 536.6 M/€)

1%
3%
96%

Investments
(total 26.8 M/€)

21%
5%
74%

Operating Expenses
(total 36.8 M/€)

44%
53%
3%

■ Eligible and Aligned

☐ Eligible but not Aligned

☐ Not Eligible

Accounting Principles

The following is the qualitative information required by the Regulations on the construction of the economic-financial KPIs required by the Taxonomy. Specifically, it explains how the percentages of revenue, investments (CapEx) and operating expense (OpEx) related to the Group's eligible and aligned activities and defined based on the guidance in Annex 1 to Delegated Act 2178/2021 are established. The present data refer to the Group's performance for 2023, including all Companies included in the reporting scope of the Consolidated Financial Statements.

Revenue
- Numerator: revenue from sales and services obtained from products or services, including intangibles, associated with taxonomy-eligible and -aligned economic activities. Excluded is a minor share of revenue related mainly to revenue from installation of equipment at customer sites (field service) and some types of software.
- Denominator: all consolidated Group revenue (including the share of revenue considered ineligible for numerator) is provided.
  Revenue is measured at fair value of the amount collected or collectable from the sale of goods or provision of services within the scope of the Group's core operations. Revenue (in compliance with IFRS15) is shown net of value-added tax, returns, discounts and rebates.

Investments
- Numerator: taxonomy-eligible and -aligned investments.
- Denominator: total value of investments forming the Group's "total investments" item. Increases in tangible and intangible fixed assets in 2023 were included in the calculation. Regarding to IFRS 16, it should be noted that all period capitalisation on leased assets was included.

Operating expense

- Numerator: taxonomy-eligible and -aligned operating expense.
- Denominator: operating expense related to non-capitalised direct costs associated with research and development; building renovation measures; short-term leases; maintenance and repair; only the share of personnel expense related to employees dedicated to repairs; R&D consulting; quality certification expense.

The analyses were conducted based on the interpretations of the regulations provided by the Taxonomy available to date, also taking into account where possible the clarifications officially provided by the EU Commission regarding the practical application of the regulations, as well as the preparation of relevant disclosures. In this context, consistent with evolving interpretations and regulatory requirements, the information presented in this chapter may be subject to further updates and revisions. Lastly, the disclosure required by Article 8 (6) and (7) of EU Delegated Regulation 2021/2178 is not applicable, as the Group does not operate in nuclear energy/fossil gas related business sectors and therefore has not identified eligible/aligned activities in these areas.

Share of revenue derived from products or services associated with taxonomy-aligned economic activities

Financial year 2023				Substantial contribution criteria						
Economic activities	Activity code	Absolute revenu (€ thousands)	Share of Revenue	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	
Text		€	%	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	
A. Taxonomy-eligible activities										
A.1. Environmentally sustainable activities (taxonomy-aligned)										
Manufacture of electrical and electronic equipment	1.2 EC	481,377	90%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Provision of IT/OT data-driven solutions and software	4.1 EC	10,930	2%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Repair, Refurbishment and remanufacturing	5.1 EC	24,038	4%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Revenue from environmentally sustainable activities (taxonomy-aligned) (A.1)		516,346	96%	0%	0%	0%	0%	96%	0%	
Of which enabling		*10,930*	*2%*	*0%*	*0%*	*0%*	*0%*	*2%*	*0%*	
Of which transitional		*0*	*0%*	*0%*						
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)										
Transport by motorbikes, passenger cars and light commercial vehicles	6.5 CCM	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	
Sale of spare parts	5.2 EC	2,773	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	
Revenue from taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		2,773	0%	0%	0%	0%	0%	0%	0%	
Revenue from taxonomy-eligible activities (A.1+A.2)		519,119	96%	0%	0%	0%	0%	96%	0%	
B. Not taxonomy-eligible activities										
Revenue from not taxonomy-eligible activities		17,498	4%							
Total		**536,617**	**100%**							

	Share of revenue/total revenue	
	Taxonomy-aligned by Objective	Taxonomy-eligible by Objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	96%	97%
PPC	0%	0%
BIO	0%	0%

	DNSH (Do No Significant Harm) criteria					Minimum safeguards	Share of taxonomy-aligned or eligible revenue, year N-1	Enabling activity	Transition activities
Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity				
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
Y	Y	Y	Y	Y	Y	Y	0%	-	-
Y	Y	Y	Y	Y	Y	Y	0%	A	-
Y	Y	Y	Y	Y	Y	Y	0%	-	-
Y	Y	Y	Y	Y	Y	Y	0%		
Y	Y	Y	Y	Y	Y	Y	0%	A	
Y	Y	Y	Y	Y	Y	Y	0%		T
							0%		
							0%		
							0%		

Share of CapEx derived from products or services associated with taxonomy–aligned economic activities

Financial year 2023				Substantial contribution criteria						
Economic activities	Activity code	Absolute CapEx (€ thousands)	Share of CapEx	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	
Text		€	%	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	
A. Taxonomy-eligible activities										
A.1. Environmentally sustainable activities (taxonomy-aligned)										
Manufacture of electrical and electronic equipment	1.2 EC	19,128	71%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Provision of IT/OT data-driven solutions and software	4.1 EC	593	2%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Repair, refurbishment and remanufacturing	5.1 EC	22	0%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		19,806	19,743	74%	0%	0%	0%	74%	0%	
Of which enabling		*657*	*593*	*2%*	*0%*	*0%*	*0%*	*2%*	*0%*	
Of which transitional		*0*	*0*	*0%*						
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)										
Transport by motorbikes, passenger cars and light commercial vehicles	6.5 CCM	1,415	5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	
Installation, maintenance and repair of energy efficiency equipment	7.3 CCM	64	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		1,415	5%	5%	0%	0%	0%	0%	0%	
CapEx of taxonomy-eligible activities (A.1+A.2)		21,158	79%	5%	0%	0%	0%	74%	0%	
B. Not taxonomy-eligible activities										
CapEx of not taxonomy-eligible activities		5,624	21%							
Total		**26,782**	**100%**							

	Share of CapEx/Total CapEx	
	Taxonomy-aligned by Objective	Taxonomy-eligible by Objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	74%	79%
PPC	0%	0%
BIO	0%	0%

	DNSH (Do No Significant Harm) criteria						Minimum safeguards	Share of taxonomy-aligned or eligible CapEx, year N-1	Enabling activity	Transition activities
	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity				
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
	Y	Y	Y	Y	Y	Y	Y	0%	-	-
	Y	Y	Y	Y	Y	Y	Y	0%	A	-
	Y	Y	Y	Y	Y	Y	Y	0%	-	-
	Y	Y	Y	Y	Y	Y	Y	0%		
	Y	Y	Y	Y	Y	Y	Y	0%	A	
	Y	Y	Y	Y	Y	Y	Y	0%		T
								0%		
								0%		
								0%		
								0%		

Share of OpEx derived from products or services associated with taxonomy–aligned economic activities

Financial year 2023				Substantial contribution criteria						
Economic activities	Activity code	Absolute OpEx (€ thousands)	Share of OpEx	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	
Text		€	%	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	
A. Taxonomy-eligible activities										
A.1. Environmentally sustainable activities (taxonomy-aligned)										
Manufacture of electrical and electronic equipment	1.2 EC	6,803	18%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Provision of IT/OT data-driven solutions and software	4.1 EC	1,744	5%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
Repair, refurbishment and remanufacturing	5.1 EC	10,808	29%	N/EL	N/EL	N/EL	N/EL	Yes	N/EL	
OpEx from environmentally sustainable activities (taxonomy-aligned) (A.1)		19,403	53%	0%	0%	0%	0%	53%	0%	
Of which enabling		1,792	5%	0%	0%	0%	0%	5%	0%	
Of which transitional		0	0%	0%						
A.2. Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)										
Transport by motorbikes, passenger cars and light commercial vehicles	6.5 CCM	1,249	3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	
Installation, maintenance and repair of energy efficiency equipment	7.3 CCM	48	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	
OpEx from taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		1,249	3%	3%	0%	0%	0%	0%	0%	
OpEx from taxonomy-eligible activities (A.1+A.2)		20,604	56%	3%	0%	0%	0%	53%	0%	
B. Not taxonomy-eligible activities										
OpEx from non-taxonomy eligible activities		16,243	44%							
Total		**36,847**	**100%**							

	Share of OpEx/ Total OpEx	
	Taxonomy-aligned by Objective	Taxonomy-eligible by Objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	53%	56%
PPC	0%	0%
BIO	0%	0%

	DNSH (Do No Significant Harm) criteria						Minimum safeguards	Share of taxonomy-aligned or eligible OpEx, year N-1	Enabling activity	Transition activities
	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity				
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
	Y	Y	Y	Y	Y	Y	Y	0%	-	-
	Y	Y	Y	Y	Y	Y	Y	0%	A	-
	Y	Y	Y	Y	Y	Y	Y	0%	-	-
	Y	Y	Y	Y	Y	Y	Y	0%		
	Y	Y	Y	Y	Y	Y	Y	0%	A	
	Y	Y	Y	Y	Y	Y	Y	0%		T
								0%		
								0%		
								0%		
								0%		

Responsible business conduct

An ethical and transparent business

On November 12, 2020, Datalogic's Board of Directors adhered to the Corporate Governance Code, approved by the Corporate Governance 2020 Committee and published on the website of Borsa Italiana. Guided by principles of fairness and transparency in corporate management and public information, the Code underscores the importance of a continuous process to verify the actual implementation and effectiveness of these principles. It identifies "sustainable success" as the objective guiding the actions of the governing body. This involves creating long-term value for shareholders while also considering the interests of other relevant stakeholders.

Board of Directors and statutory bodies
[GRI 2-9] [GRI 2-10] [GRI 2-11] [GRI 2-12] [GRI 2-13] [GRI 2-14] [GRI 2-17] [GRI 2-18] [GRI 405-1]

Datalogic's Board of Directors (BOD) is responsible for the strategic guidance and oversight of the company's business. Specifically, the governing body reviews and approves the strategic, business, and financial plans of Datalogic and the Group, based also on the analysis of issues relevant to long-term value generation.

The Board presides over the Group's sustainability strategy with the goal of generating long-term value for the benefit of stakeholders and shareholders. Additionally, the Board annually reviews and approves the materiality analysis, which requires assessing the significance of environmental, economic, and social impacts arising from the conduct of business activities, separately and independently from the review and approval of the Non-Financial Statement. Moreover, the governing body sets guidelines for gradually integrating sustainability goals into the Business Plan, and also with a view to the pursuit of sustainable success, the governing body on November 11, 2021 approved a policy for managing dialogue with the shareholders in general to promote ongoing dialogue with shareholders and other stakeholders relevant to the Company. The Chairman and CEO of the Group have broad management powers. The Group CEO, in line with the Code of Corporate Governance, is responsible for establishing and maintaining the internal control and risk management system by governing, among other things, the organisation's impacts on the environment, people and the economy.

Most recently on April 29, 2021, the Board of Directors confirmed Romano Volta as Executive Chairman of Datalogic Group and Valentina Volta as Chief Executive Officer and Group Chief Executive Officer, giving both of them broad management powers. Based on the financial calendar prepared by the Company and the Board of Directors' resolution on delegated powers, the delegated bodies are required to provide quarterly reports to the Board of Directors on the exercise of their delegated powers.

Due to the granting of powers to the Company's Chairman, the Board of Directors on April 29, 2021, in accordance with the best practices of the Corporate Governance Code, appointed independent director Angelo Manaresi Lead Independent Director, assigning him duties and responsibilities as set forth in the Corporate Governance Code and the Board of Directors' Regulations.

The current Board of Directors was appointed by the Shareholders' Meeting on April 29, 2021, and will remain in office until the approval of the financial statements for 2023. Specifically, the Shareholders' Meeting of April 29, 2022 resolved to:

■ confirm as Independent Director Maria Grazia Filippini, co-opted by the Board of Directors on November 11, 2021, following the resignation of Director Mr. Pisa on October 29, 2021. Maria Grazia Filippini is part of the same list as Mr. Pisa submitted at the April 29, 2021 Shareholders' Meeting by a grouping of minority shareholders;

■ expand the number of members of the Board of Directors from 7 to 8 in order to improve its operation by enabling it to act more effectively in the ultimate interest of shareholders;

■ appoint Pietro Todescato as a director until the approval of the financial statements at December 31, 2023 by the Shareholders' Meeting.

At December 31, 2023, the Board of Directors consists of 8 members, including the Chairman, the CEO, and 6 non-executive directors, 4 of whom are independent.

Composition of the Board of Directors

Name	Role	Independence	Term	Gender
Romano Volta	Chairman	Executive (No)	2021-2023	M
Valentina Volta	Chief Executive Officer	Executive (No)	2021-2023	F
Angelo Manaresi	Independent Director	Non-Executive (Yes)	2021-2023	M
Chiara Giovannucci Orlandi	Independent Director	Non-Executive (Yes)	2021-2023	F
Filippo Maria Volta	Director	Non-Executive (No)	2021-2023	M
Vera Negri Zamagni	Independent Director	Non-Executive (Yes)	2021-2023	F
Maria Grazia Filippini	Independent Director	Non-Executive (Yes)	2021-2023	F
Pietro Todescato[7]	Director	Non-Executive (No)	2022-2023	M

Diversity in governance bodies

Information	2023			2022			2021		
By gender	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Members of governance bodies	50%	50%	100%	50%	50%	100%	43%	57%	100%
By age group	**< 30**	**30 – 50**	**> 50**	**< 30**	**30 – 50**	**> 50**	**< 30**	**30 – 50**	**> 50**
Members of governance bodies	0%	25%	75%	0%	25%	75%	0%	29%	71%

[7] On July 1, 2023, Mr. Todescato resigned from the executive positions he held within the Group due to age limits while retaining the position of Director.

All board members boast years of experience in the field of automatic data capture and industrial automation. The Group ensures that Directors receive appropriate training to enhance their knowledge of the industry in which the Company operates.

As part of the Board's self-assessment process conducted in application of the Corporate Governance Code Recommendations, the Board of Directors at its meeting on February 13, 2024, assessed the Board members' skills in sustainability issues as more than good, also with regard to the size of the Board and the Company's business.

In compliance with the Corporate Governance Code, the Company ensures diversity in the composition of the governing body. Indeed, since 2018, the Board of Directors has adopted a diversity policy on the composition of the governing, management, and supervisory bodies with regard to aspects such as age, gender composition, and educational and professional background. The Board of Directors adopted this policy after conducting an analysis on the composition of the Company's internal bodies in order to review their consistency with the regulatory, statutory and own requirements of the Corporate Governance Code, including compliance with the requirements of integrity, professionalism, technical expertise and independence of its members, as well as diversity profiles, in terms of gender, age and professional background.

Moreover, the Company, thanks to the Human Rights & Social Accountability Policy, applies diversity and inclusion criteria for the composition of corporate bodies.

In carrying out its duties, the Board of Directors, in accordance with the best practices of the Corporate Governance Code, is supported by the "Control, Risks, Remuneration and Appointments Committee", also referred to as the "Single Committee", with powers in the areas of appointments, remuneration, control and risks.

The Single Committee also has the task of supporting, through adequate preliminary activity, the Board's assessments and decisions regarding the adequacy of the internal control and risk management system and the definition of its guidelines. The Committee also evaluates the adequacy of non-financial information to accurately represent the Company's business model, strategies, the impact of its activities, and the performance achieved. This assessment includes an analysis of factors pertinent to long-term value generation. Additionally, the Committee reviews the content of the non-financial statement related to the internal control and risk management system. With regard to the 2023 NFS, the Committee on February 1, 2024 reviewed and approved the materiality analysis and proposed its approval by the Board of Directors. Subsequently, the Board approved the materiality analysis on 13 February 2024.

Additionally, the Committee is responsible for supporting the Board of Directors in the development of the remuneration policy and periodically assessing its overall consistency and the tangible application adopted by the Group.

Control, Risks, Remuneration and Appointments Committee

Name	Role	Gender
Angelo Manaresi	Chairman	M
Chiara Giovannucci Orlandi	Independent Director	F
Vera Negri Zamagni	Independent Director	F

The **Board of Statutory Auditors** is responsible for supervising compliance with the law and the bylaws, the adequacy of the administrative and accounting organisation, and the proper administration of the Company. The Board coincides with the Internal Control and Audit Committee (CCIRC), which oversees the financial reporting and statutory audit process.

Board of Statutory Auditors

Name	Role	Gender
Diana Rizzo	Chair	F
Elena Lancellotti	Standing Auditor	F
Roberto Santagostino	Standing Auditor	M
Giulia De Martino	Alternate Auditor	F
Eugenio Burani	Alternate Auditor	M
Patrizia Cornale	Alternate Auditor	F
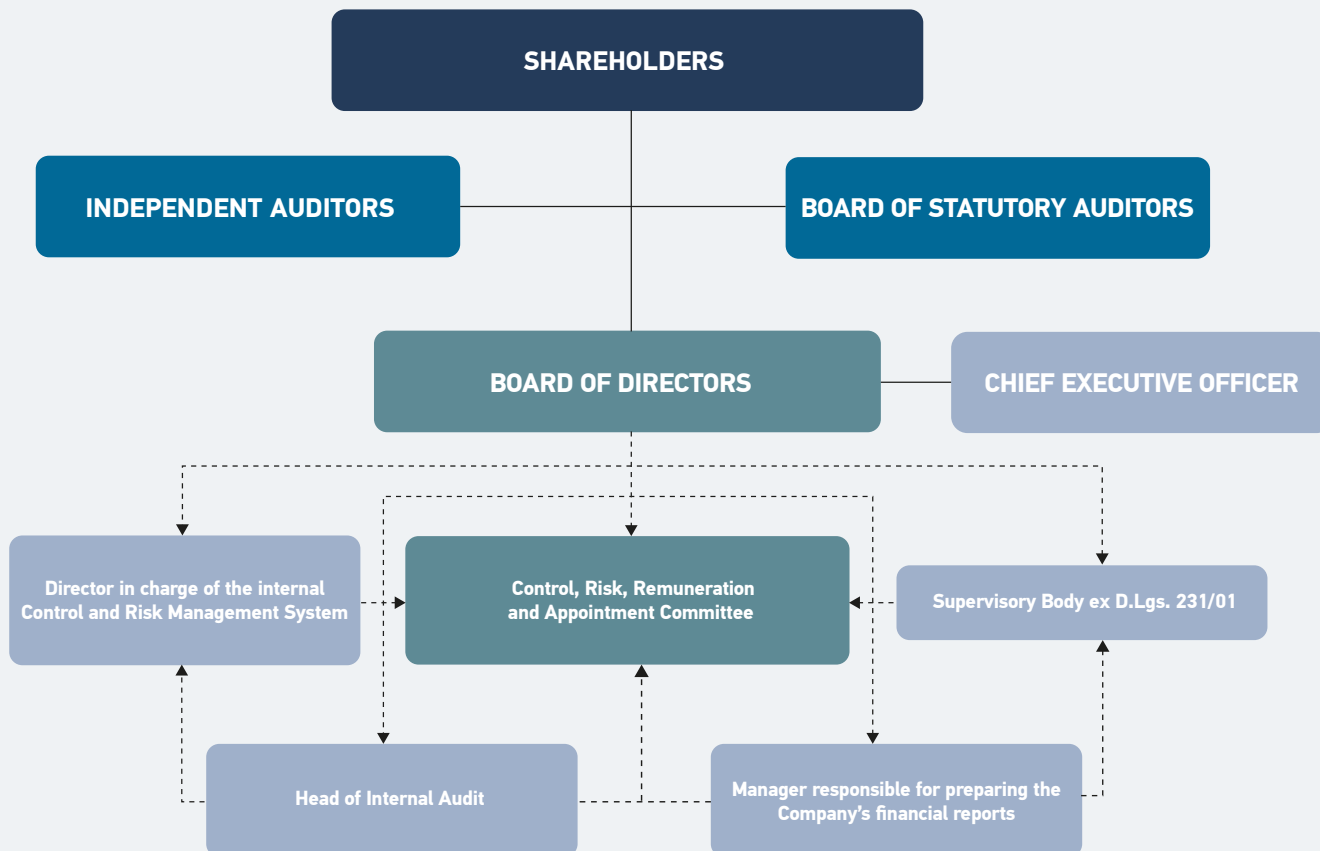
Remuneration Policy
[2-19] [2-20] [2-21]

Each year, the remuneration strategy and related policy are submitted to the Single Committee and the Board of Statutory Auditors, and then approved by the Board of Directors and the Shareholders' Meeting. The document includes the remuneration of the top senior executives and the overall Company Rewards strategy that is published on the Group's website.
https://www.datalogic.com/eng/company/corporate-governance/remuneration-irp-11547.html

In the three-year (2022-2024) "Performance Shares 2022-2024" plan, among the indicators is the percentage of female employees in management and clerical roles ("*White Collars*") at end 2024. The ratio of the annual total pay of the individual receiving the highest pay to the median annual total pay of all employees (excluding the above person) is 36.3 times[8]. The annual total pay of the highest paid individual showed no change in 2023 versus 2022[9].

Organisational management and control model
[GRI 2-16] [GRI 2-26] [GRI 205-2] [GRI 205-3]

To prevent the risk of unlawful behaviour or crimes by its employees and to promote the adoption of virtuous behaviour, **Datalogic has adopted,** for its Italian subsidiaries, **the Organisational, Management and Control Model pursuant to Legislative Decree. 231/2001 (OMCM).** The Model includes a specific assessment of risks associated with potential crimes, as well as the presence of internal controls to oversee and guard against such risks. Dissemination and awareness of the Model is promoted among all recipients - the Board, committees, employees and associates who are required to cooperate to ensure its effective implementation and immediately report any violations.

Datalogic S.p.A. and its Italian subsidiaries implement mandatory training programs to ensure that employees acquire knowledge of the Decree and the Model, including through the administration of evaluation questionnaires.

The adoption of the Model requires each company to establish a Supervisory Board (SB) responsible for monitoring the effectiveness of and compliance with the principles and rules contained within the OMCM.

To enable employees to communicate any reports anonymously, **Datalogic has established a "*whistleblowing*" channel**. Applicable globally for all Group companies, this system enables anonymous reporting through various channels, including voicemail, meetings with designated officials or through a dedicated platform on Datalogic's website. The Group is committed to protecting whistleblowers from possible retaliation and ensuring their confidentiality by concurrently providing those involved with the necessary elements during investigations, in compliance with legal requirements. The processing of information and personal data complies with applicable data protection laws, with detailed privacy notices available on Datalogic's website for all parties involved in the reporting process.

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[8] The median value (as in 2022) does not consider the pays of Suzhou Mobydata Smart System Co. Ltd.
[9] For the purpose of calculating indicator 2-21, target values, i.e., 100% of the achievable bonus, were considered for the variable part of remuneration. The three-year equity portion (long term incentive) was not included for either the highest paid individual (CEO) or the other beneficiaries of the above incentive plan, as it cannot be determined a priori in terms of result and share value.

The Board of Directors of Datalogic S.p.A., in order to ensure the proper management of corporate information, at the proposal of the Chairman of the Board in agreement with the Group CEO, has adopted a procedure for the internal management and external communication of documents and information concerning Datalogic, with particular regard to insider information, in order to ensure the full and timely information parity of shareholders and stakeholders in general. In application of this procedure, in the reporting period there were no market communications on critical concerns reviewed by the Board of Directors.

Code of Ethics
[GRI 205-3] [GRI 206-1]

The Group's Code of Ethics outlines and describes the guiding principles that Subsidiaries follow in conducting their activities and managing their relationships with parties acting on their behalf. The Code establishes ethical principles and rules of conduct, aiming to recommend, promote or prohibit certain behaviours in accordance with applicable laws and regulations.

The Code applies to members of corporate bodies, directors, employees, associates, external consultants and suppliers. Datalogic is committed to disseminating the Code, ensuring that it is kept up-to-date, providing training support, ensuring non-retaliation for reports of violations, and monitoring compliance with the principles. The Group is committed to making the Code available to all recipients, conducting periodic reviews and ensuring its effectiveness for Group companies as well. Collaboration and constructive contributions from employees and third parties are encouraged and welcomed.

In 2023, risk analysis related to corruption incidents was again carried out on 100% of Datalogic's organisational processes; there were no confirmed incidents of corruption, nor were there any pending or concluded legal actions regarding anti-competitive behaviour and violations of antitrust and monopolistic practice regulations in which the organisation was identified as a participant.

Risk assessment and management
[GRI 2-15] [GRI 2-25]

In conducting its business, Datalogic is exposed to several types of risk, including environmental, financial, operational, and competitive-regulatory risks.

Operational risks are identified and periodically reassessed by Group management, supported by the Single Committee and through the various Management Systems adopted. The Report on Operations provides an assessment of the Group's exposure to various types of risks, including financial and other risks that may affect the operating and financial situation.

Additionally, Datalogic implements measures to manage and mitigate conflicts of interest, through:
- the obligation of Directors to inform the other Directors and the Board of Statutory Auditors (on their own behalf or on behalf of third parties) of any interest they may have in certain transactions of the Company, and the obligation of Directors with delegated powers to refrain from carrying out transactions in the presence of interests by investing the Board of Directors as a collegial body at the decision-making level;

- the obligation of the Statutory Auditors under the Corporate Governance Code to inform the Board of any interest in certain transactions of the Company;
- the adoption of a procedure for the management of related-party transactions, the establishment within the Board of Directors of a committee for related-party transactions composed entirely of independent directors as well as the issuance of a periodic disclosure in aggregate form in the Company's financial report on related-party transactions conducted during the year;
- a report (provided for in the bylaws) to the Board of Statutory Auditors by the Board of Directors or the directors, on the activities carried out and on the transactions having a significant impact on the balance sheet, income statement and cash flows carried out by the Company or the companies belonging to the Group, with particular regard to the transactions in which they have an interest, on their own behalf or on behalf of third parties;
- the code of conduct, which dictates that directors, employees, associates and/or consultants in various capacities of the Company and Group companies must avoid any situation and refrain from any activity that may conflict with personal interests, whether direct or indirect, with those of the Company. This includes activities that may interfere with the ability to make impartial and objective decisions in the interest of the Company.

The Group identifies current and potential risks of a non-financial nature, with regard to those aspects considered to be of greatest significance, including in the context of materiality analysis for non-financial reporting purposes. These risks, which are included in internal analyses and assessments, include aspects related to personnel management, human rights and combating corruption.

Scope of risk	Main risks	Main management procedures
Aspects regarding corruption	Risks related to corruption and bribery were analysed as part of a risk assessment activity involving Datalogic Group management. The analysis considered the entirety of business processes, including: sales and purchasing, public financing and bidding, personnel recruitment, and system and product certification processes.	Regarding the management of risks detected in the area of bribery and corruption, the company has defined and adopted the Group Code of Conduct, which stipulates: ■ the ethical principles and behaviours to be followed by the recipients; ■ the adoption of Group procedures to cover most business processes exposed to risk; ■ the development and implementation of a proxy and power of attorney system, with a view to the Segregation of Duty; ■ the control system related to the Model under Legislative Decree 231/2001 to all Group companies; ■ the internal control system related to Legislative Decree 262/2005; ■ the development and adoption of appropriate Information Technology Tools to support all Group companies.
Aspects regarding worker protection and human rights	The main risks identified concerning the Group's personnel and human rights involve the lack of involvement of qualified personnel during selection and management, risks associated with worker health and safety, and non-compliance with human rights and gender diversity standards.	■ At the Group level, risk management concerning staff and human rights begins with the Welcome On Board stage. ■ On this occasion, the Datalogic Code of Conduct and procedures are shared with all new employees. ■ Among the relevant policies on social issues, the "Human Rights and Social Accountability" policy holds a special place, accompanied by a series of HR management tools, including Performance Review, training programs, corporate welfare system, and ongoing employee listening activities. ■ In the area of health and safety, there are specific procedures in accordance with the various ISO45001 certifications in place for several Group companies. ■ System controls related to the Model under Legislative Decree 231/2001 are partly extended to other Group companies. ■ Datalogic S.p.A. obtained SA8000 certification at end 2022.

Scope of risk	Main risks	Main management procedures
Environmental aspects	The analysis of Datalogic's production processes revealed the most significant risks to be: ■ failure to comply with environmental regulations. ■ risk related to climate change.	In order to mitigate risks related to environmental aspects, Datalogic has: ■ distributed to all group employees, and made available on the Datalogic website, for all internal and external stakeholders, the Environmental, Health & Safety Policy.[10] ■ maintained ISO14001 certification in all plants where a Management System and certification is in place. ■ extended ISO14001 certification to the Italian site at Castiglione Messer Raimondo (Datalogic Srl) in 2022. ■ included climate change risk within the corporate risk assessment model under Health Emergency and Disaster, assigning it the lowest value of the metrics related to the likelihood of occurrence. This assessment is updated periodically and is grounded in the type of activities carried out (basically components assembly) at the Group's factories, as well as in the maturity of the Environmental Management Systems implemented at all major manufacturing sites (Italy, Vietnam, Slovakia and Hungary). Mention should also be made that to date, the Group's manufacturing sites have never been affected or damaged by natural phenomena attributable to ongoing climate change. While the Group currently perceives a relatively low risk profile in relation to climate change, Datalogic endeavours to operate in alignment with the principles of Carbon Neutrality, striving to achieve a balance between carbon emissions and absorption whenever feasible. Datalogic has also taken measures to reduce greenhouse gas emissions from its operations, for example, by implementing energy efficiency measures in the buildings it uses and entering into agreements to procure energy from renewable sources. The gradual shift towards a low-carbon economy will not, in the Directors' view, have a material impact on the business, and the technological change that may ensue is not currently expected to have a significant effect on the core market.
Aspects related to innovation, data and information security, and Information Technology Business Continuity	The most significant risk concerning innovation is the inability to generate and implement innovative products and solutions, compounded by the risk of patent infringement.	In order to minimise the risk associated with the inability to generate innovative products and solutions and patent infringement, Datalogic has: ■ addressed the issue in its Quality Policy and has developed, and operationalised, a number of procedures (such as *New Product Development*, *Product Certification and Patent Marking*); ■ developed processes that help create value through ongoing engagement with its customers (such as *Voice of Customer*).
Aspects related to innovation, data and information security, and Information Technology Business Continuity	The primary risk is the breach of corporate information systems, which manage customer, supplier, and employee data, through cyberattacks.	Confidentiality, integrity and availability of data are the principles to guarantee which Datalogic has opted to define, implement and certify an *Information Security Management System* in accordance with the ISO27001 standard concerning Datalogic S.p.A., Datalogic Srl, Datalogic USA Inc and Datalogic Vietnam LLC. In addition to this Management System (comprising the *Information Security Policy* and various operational procedures), the risk of breaches to corporate information systems is mitigated by: ■ Group Code of Conduct; ■ ongoing IVS (*Internal Vulnerability Scan*) and EVS (*External Vulnerability Scan*) activities for early identification of new vulnerabilities; ■ adoption of continuous monitoring of the entire infrastructure (SOC); ■ Cybersecurity Committee and the "*Security Access Agreement*" in Vietnam, Italy and the United States. Datalogic also periodically provides training to employees on cybersecurity and GDPR issues.
Aspects related to strategic supply chain management aligned with sustainability principles	The main risks identified along the Group's supply chain are related to suppliers' violation of environmental, social and human rights regulations.	In managing risks attributable to the supply chain, Datalogic has developed several topics related to the environment and social responsibility within the following documents: ■ Group Code of Conduct; ■ Group Policy and Procedures related to supplier management (especially for direct material suppliers) and General Purchasing Conditions; ■ Framework contractual agreements signed with major suppliers.
Aspects related to customer relations	The main risk in this area appears to be the lack of regulatory compliance, safety and quality of products and services offered to customers.	To mitigate the risks listed herein, Datalogic: ■ ensures that all tests required by European directives and regulations of the countries where Datalogic markets its products are performed to ensure compliance and safety for the user and the installation environment; ■ implements high internal product-related quality standards by investing in additional voluntary certifications and marks for greater assurance on safety (e.g., UL, CSA, etc.). The third party ensures, through its own audits, compliance with security issues without conflicts of interest.

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[10] https://www.datalogic.com/eng/company/company-overview/iso-sa-management-systems-co-153.html

Certified Management Systems

Datalogic is committed every day to providing outstanding products and services while respecting the environment and ensuring the safety of workers and the protection of information. These values are the cornerstones of the Group's corporate policy and are constantly monitored, integrated into a systematic process aimed at continuous improvement.

The Group has obtained several certifications for quality, information security, environmental management, health and safety, and social responsibility.

Certification	Description	Companies included
ISO 9001	Identifies regulations and guidelines that define the requirements for a quality management system in an organisation	Datalogic Slovakia S.r.o., Datalogic S.p.A., Datalogic S.r.l., Datalogic S.r.l., Datalogic USA Inc., Datalogic Vietnam LLC
ISO 27001	Identifies the requirements for setting up and operating an information security management system	Datalogic S.p.A., Datalogic S.r.l., Datalogic USA Inc. e Datalogic Vietnam LLC
ISO 14001	Specifies the requirements of an environmental management system applicable to the organisation	Datalogic Slovakia S.r.o., Datalogic S.p.A., Datalogic S.r.l., Datalogic Vietnam LLC
ISO 45001	Establishes formal procedures for managing worker health and safety	Datalogic Slovakia S.r.o., Datalogic S.p.A., Datalogic S.r.l, Datalogic Vietnam LLC
SA 8000	Certifies certain aspects of corporate management relevant to corporate social responsibility: respect for human rights and compliance with labour law	Datalogic Group, Datalogic IP TECH S.r.l., Datalogic S.p.A., Datalogic S.r.l.

Fair tax practices
[GRI 2-27] [GRI 207-1] [GRI 207-2] [GRI 207-3] [GRI 207-4]

Datalogic has adopted a tax approach based on the balance between business activities and ethical, social and sustainable development values, in accordance with current regulations. The Group acts according to the principle of "*Corporate Responsibility",* promoting honesty and integrity in tax management in all countries where it operates. The main objectives of the Group's tax approach are: to contribute to public finances in accordance with regulations, to develop a positive corporate reputation with tax authorities, and to balance the efficiency of tax management to reduce the risks of tax litigation. The Group Tax Department, with a corporate area and several regional areas, is committed to tax compliance, ensuring compliance with reporting and communication obligations with tax authorities. Datalogic uses tools such as the Code of Conduct, policies related to the *Patent Box* and *Transfer Pricing*, as well as organisational methods to manage tax activities and monitor related risk. Evaluation of the effectiveness of tax management takes place through internal information flows and external bodies such as the Boards of Statutory Auditors and the Supervisory Board.

In 2023 too, there were no cases of non-compliance with laws and regulations globally during the reporting period.

Countries	Company Name	Activity	Employees	Revenue vs. third parties	Revenue vs. Group[11]	Profit/ (Loss) before tax[12]	Tangible Assets	Tax paid[13]	Accrued Tax[14]
Italy	Datalogic S.p.A./S.r.l./IP Tech S.r.l/Datasensing S.r.l.	Holding/Investment Company/Sub Holding/ Manufacturer	1,035	244,484	221,145	(21,470)	33,800	(2,007)	5,659
Vietnam	Datalogic Vietnam LLC	Manufacturer	527	3,643	128,110	4,178	13,026	(359)	(331)
USA	Datalogic USA Inc. / Informatics Holdings, Inc.	Sub Holding/ Manufacturer /Distributor	457	165,715	3,735	17,902	21,961	(1,139)	(5,543)
Hungary	Datalogic Hungary Kft	Manufacturer	241	554	36,769	2,091	7,144	(265)	(280)
Slovakia	Datalogic Slovakia S.r.o.	Manufacturer	204	1,892	74,890	2,696	3,012	(978)	(471)
China	Datalogic Shenzhen /M.D. Micro Detectors (Tianjin) CO, LTD/ Suzhou Mobydata	Sales Distributor	161	31,749	3,715	346	699	(222)	(139)
Germany	Datalogic Scanning Eastern Europe GmbH/ Niederlassung Central Europe / Datasensing S.r.l. Niederlassung Deutschland	Sales Distributor	60	25,873	9	1,941	8,185	465	420
Spain	Datalogic Espana/Datasensing Ibérica, S.A.U.	Sales Distributor	39	11,531	0	494	172	(143)	(114)
France	Datalogic France/ Datalogic Real Estate France/ Datasensing S.r.l. succursale en France	Sales Distributor/Real Estate	29	8,744	0	1,025	2,076	(391)	(333)
Holland	Datalogic S.r.l. Benelux	Sales Distributor	20	6,222	0	595	26	(52)	(68)
Czech Rep.	PEKAT S.r.o.	Services	21	425	33	(1,023)	6	0	0
United Kingdom	DL UK/Datalogic Real Estate UK/ WASP BARCODE	Distributor/real estate	22	5,451	0	994	3,694	0	(165)
Brazil	Datalogic do Brasil Ltda	Sales Distributor	16	34	0	260	23	0	(102)
Japan	Datalogic Japan Co., Ltd.	Sales Distributor	11	5,698	0	139	101	(88)	(114)
Australia	Datalogic Australia Pty Ltd.	Sales Distributor	16	5,671	4	168	52	(466)	(34)
Singapore	Datalogic Singapore Asia Pacific Pte Ltd.	Sub Holding/Sales Distributor	10	18,034	0	776	10	(163)	(153)
Mexico	Datalogic Technologias de Mexico S. de R.L. de C.V.	Sales Distributor	10	0	0	49	3	(63)	(59)
Korea	Datalogic Singapore Asia Pacific Pte Ltd (Korea Branch)	Sales Distributor	10	0	0	29	21	(12)	(1)
Sweden	Datalogic S.r.l. Sweden	Sales Distributor	6	899	0	152	8	(172)	(61)
Turkey	Datalogic S.r.l. Turkey	Services	5	0	0	(41)	6	0	(9)
Poland	Datalogic S.r.l. Poland	Services	5	0	0	19	14	0	(2)
South Africa	Datalogic S.r.l. South Africa	Sales Distributor	3	0	0	90	1	0	(27)
Romania	Datalogic S.r.l. Romania	Services	2	0	0	8	0	0	(4)
Total			**2,910**	**536,617**	**468,410**	**11,419**	**94,040**	**(6,052)**	**(1,933)**

Regarding the difference between the corporate income tax accrued on profit/loss, the tax due, and the statutory tax rate applied on pre-tax profit/loss, refer to the details in the Group's Consolidated Annual Financial Report.

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[11] The value of revenue for each jurisdiction does not include the value of Intercompany transactions carried out between entities in the same jurisdiction.

[12] The value of pre-tax profit/loss represents the value derived from the separate financial statements prepared by individual entities and includes consolidation adjustments.

[13] Transactions in the tax paid column are exclusively cash outflows for income tax payments by individual entities.

[14] The value of tax set aside represents the value of income tax derived from the separate financial statements prepared by individual entities and includes tax amounts related to consolidation adjustments.
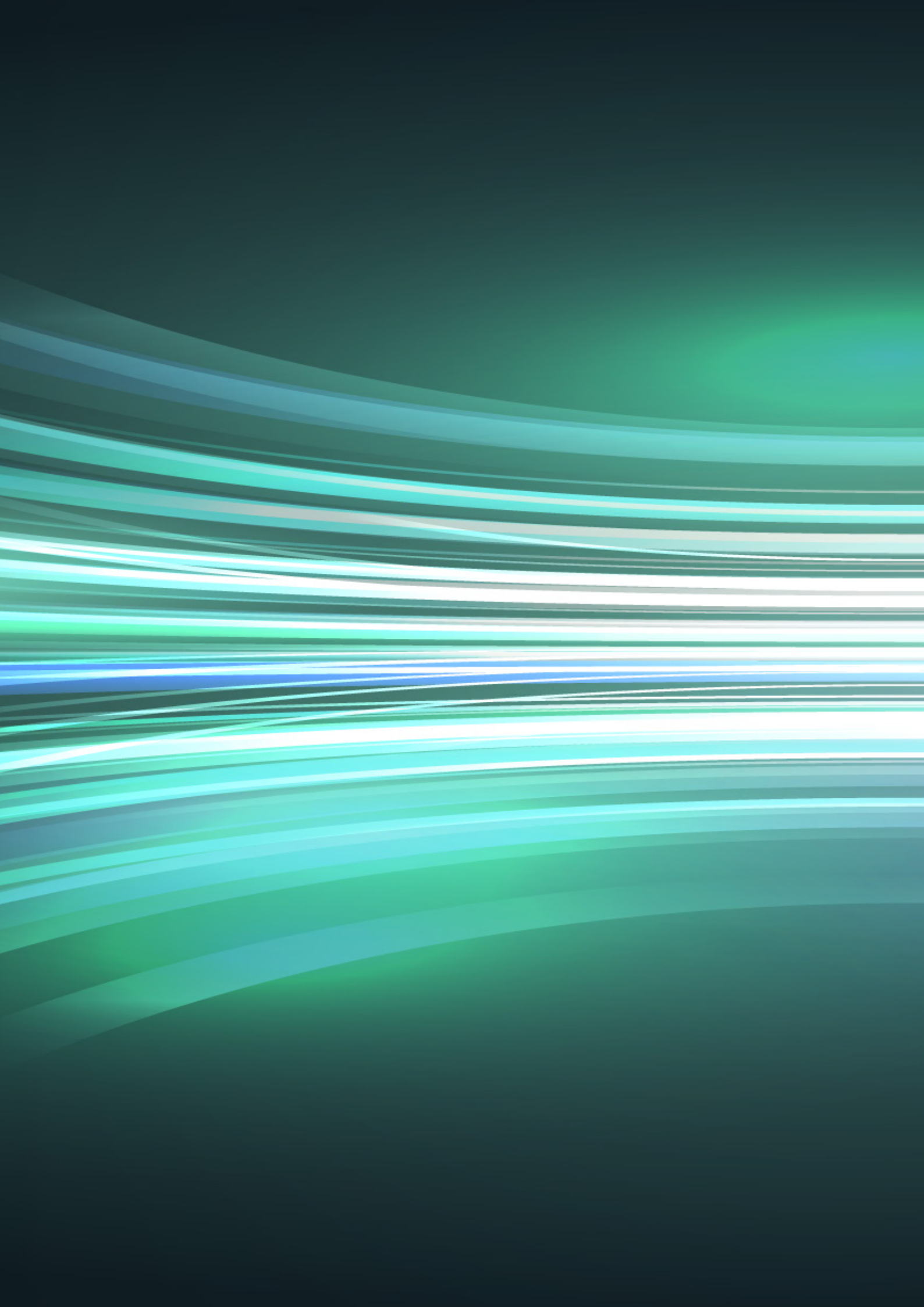
Materiality analysis

[GRI 2-29] [GRI 3-1] [GRI 3-2]

The materiality analysis enables the identification of the most significant issues for an organisation in its interactions with the environment, the economy, and people. Conducting such an analysis enables a comprehensive assessment of the sustainability context in which the Company operates and the interests of stakeholders potentially affected by business activities.

In 2023, Datalogic updated its material topics, based on the identification and assessment of impacts (positive and negative, current and potential), both of its activities and along the value chain, on the environment, economy and people in the contexts in which the Group operates. The analysis was conducted in line with the requirements of GRI Standard 2021, which takes into account the impacts generated on the external environment by Datalogic.

The result of this analysis, conducted by the Company, led to the definition of a shortlist of 17 topics, potentially relevant according to Datalogic's priorities. In line with the GRI Standards, this list of potentially material impacts and issues was shared with key stakeholders to test its completeness and relevance. This process enabled the Group to identify the **10 material topics** deemed to be of greatest significance, associated with their impacts. The materiality analysis thus defined was approved first by the Single Committee and then by the Board of Directors, with the favourable opinion of the Committee and after hearing the Board of Statutory Auditors, on February 13, 2024.

The views of external and internal stakeholders

Datalogic has adopted an approach that involves both external and internal stakeholders in order to ensure a comprehensive and balanced view. In terms of external involvement, interviews were conducted with 6 key stakeholders, including customers, banking institutions/investors, and business partners who not only made a short list but also made substantial and qualitative contributions to the analysis, for example, ensuring that all major topics for Datalogic were considered. Concurrently, Datalogic sent out 21 questionnaires to other stakeholders to gather their views on the Company's level of commitment to sustainability. The Sustainability Executive Committee compiled the list of key stakeholders for the Datalogic Group, to whom interviews or questionnaires would be conducted or sent.

Internally, the Company assessed the relevance of material topics and their impacts through 30 questionnaires to a selection of employees. This group, again chosen by the Sustainability Executive Committee, helped establish the internal priority order, thus providing their input into corporate decision-making to promote sustainability.

The result was a ranking according to 3 clusters: customers, banking institutions/others, and employees, summarised and submitted to the CEO for appropriate considerations and subsequent validation. It turned out that all clusters basically agreed upon the Datalogic priority.

The **10 material topics**, below, were approved by the Board of Directors.

The key topics

N.	Material topics	Impacts	Type	Status	Impact in the value chain			Type of involvement in the generation of the impacts
					Upstream	Datalogic	Downstream	
1°	Research, development and innovation	Technological innovation in line with the developments in the green economy	Positive	Potential		x		Through its activities
2°	Product quality and safety	Health and safety hazards inherent in Datalogic products	Negative	Potential		x	x	Through its activities and to which it contributes
3°	Responsible supply chain	Failure to respect Human Rights and social compliance along the supply chain	Negative	Potential	x			As a result of its business relations
		Violation of environmental regulations by suppliers	Negative	Potential	x			As a result of its business relations
4°	Responsible business conduct	Presence of corruption incidents in all countries where the organisation operates	Negative	Potential		x		Through its activities
		Non-compliance related to local tax and business regulations and lack of fair competitive practices in all countries where the organisation operates	Negative	Potential		x		Through its activities
		Violation of Human Rights of all Datalogic Employees	Negative	Potential		x		Through its activities
		Creating value for shareholders and stakeholders	Positive	Current		x		Through its activities
5°	Customer centricity	Lack in Datalogic's product offerings	Negative	Potential		x		Through its activities
		Implementation of strategies to monitor and increase customer satisfaction	Positive	Current		x	x	Through its activities and as a result of its business relations
6°	Sustainability of materials	Use of non-recyclable materials and harmful substances in production processes	Negative	Potential		x		Through its activities
		Use of recycled materials for packaging construction	Positive	Current		x		Through its activities
7°	Worker health and safety	Health and safety issues related to internal working conditions	Negative	Current		x		Through its activities
		Raising awareness of health and safety among workers and the younger generation	Positive	Current		x		Through its activities

N.	Material topics	Impacts	Type	Status	Impact in the value chain			Type of involvement in the generation of the impacts
					Upstream	Datalogic	Downstream	
8°	Energy and emissions	Corporate energy consumption	Negative	Current		x		Through its activities
		Direct (Scope 1) and indirect (Scope 2) GHG emissions generated by business operations	Negative	Current	x	x		Through its activities and as a result of its business relations
		Indirect emissions (Scope 3) from the value chain	Negative	Current	x	x	x	Through its activities, as a result of its business dealings and to which it contributes
9°	People well-being	Creating a peaceful and positive work climate for employees and associates	Positive	Current		x		Through its activities
10°	Waste and packaging	Generation of waste from production processes (possibly including hazardous materials)	Negative	Current		x		Through its activities
		Disposal of end-of-life products	Positive	Current		x	x	Through its activities and to which it contributes

The updated materiality analysis re-evaluated the importance of material topics, focusing on prioritising the most significant impacts generated by the Company.

In order to focus resources and avoid scattering efforts, governance topics *(Anti-corruption, Fair Tax Practices, Data and Information Security, Fair Competitive Practices, Economic & Financial Value creation and Growth Strategy)* were integrated into Responsible Business Conduct.

Additionally, the topics "*Energy Management*" and "*GHG Emissions*" were merged into the topic "Energy and Emissions"; the topics "*Waste Management*" and "*Management of Impacts related to Product Lifecycle*" were included in the topic "Waste and Packaging"; and the topics "*Welfare/Well-being*", "*Employee Training and Development*", and "*Equal Opportunities & Diversity*" were included in the topic "People Well-Being".

Lastly, for the reporting year 2023, downstream of the Stakeholder Engagement activity, the new material topic **"Sustainability of Materials"** was introduced.

Product and Supply Chain

Research, Development and Innovation

Innovation is a core part of Datalogic's corporate history and serves as a pivotal driver in addressing customer needs. This commitment translates into advanced technologies that optimise tracking and capture processes, ensuring efficiency, security and sustainability to best meet customer needs. It also represents a driver for the adoption of green economy principles, integrating eco-design solutions and product life cycle optimisation.

With 11 global research and development centres and more than 1,200 patents, Datalogic aims to simplify and optimise automatic capture and tracking processes using cutting-edge opto-mechatronic technologies, developing advanced artificial intelligence algorithms for edge computing platforms to ensure efficiency, speed, security, reliability and sustainability.

Research laboratories, known as "*Datalogic Labs*", drive the Company's innovation, renewing core technologies. In these labs, pivotal components of forthcoming products are conceptualised, such as *Edge Computing* platforms, connectivity modules, *Engine SW* based on traditional *Computer Vision* and Artificial Intelligence, as well as capabilities for cloud-based product management and supervision,.

The *Vitality Index* (i.e., sales revenue from new products launched in the past 24 months as a percentage of total revenue) stands at 7.4%.

Total cash costs (*R&D Cash-Out*) for R&D amounted to €66.7 million, accounting for 12.4% of revenue.

A portfolio of about **1,200** patents and patent applications

450+ Engineers in **11** R&D centers and **3** DL Labs in Italy, USA, Vietnam, and China

Eco-design of new products

Eco-design processes are established internationally according to ISO 14006:2011, which provides guidelines for implementing environmental management systems. Processes are considered to meet the standard when they meet six steps:
- specification of product functions
- environmental assessment
- improvement strategies
- environmental objectives
- product specifications
- technical solutions

To ensure dependable eco-design, adopting product life cycle assessment (LCA) is essential for quantifying the environmental impact.

Datalogic has initiated LCA screening on a number of existing products, such as the *Gryphon 4500* scanner. The analysis focused on data such as component weight, types of materials, final distribution destinations, energy consumption during use, emissions from energy production, and raw materials, as well as considering end-of-life scenarios such as collection and recycling.

Initial results on the *Gryphon 4500* scanner showed that the product's environmental impact focuses on two areas:
1. **Use phase**: electricity consumption was found to be the main cause of impact. Specifically, it was found that the standby mode is highly significant.
2. **Production phase**: electronic components were found to be the main source of impact, followed by plastics, cables and/or battery cells**.**

The insights that emerged are guiding the development of future product generations to improve the Eco Design of new models. This approach aims to identify and analyse eco-design options at the business model level, integrating additional environmental solutions. The LCA analysis on the new generation will highlight the improvements introduced by the development process.

Datalogic product lifecycle optimisation

For a company such as Datalogic, embracing the circular economy is crucial to optimising resource utilisation, minimising waste, and advancing environmental sustainability while fostering an efficient and responsible production cycle.

At end 2023, Datalogic initiated analysis activities in each Business Unit and in the Operations department to identify business processes and products for enhancing the adoption of circular economy solutions. The analyses aim to define the strategy and initiate a pilot program on the identified lines of solution to develop products that are increasingly easy to repair and refurbish.

When a customer returns a product, it undergoes a health check. If the device passes the health test, it undergoes a refurbishing process to restore it to an optimal state. Options from refurbishing include selling to new

customers, making the refurbished product available in the market, or assigning it to an exchange pool and sending it to the repair centre for further improvement.

On the other hand, if the product is found to be unsuitable for refurbishing, its working components are extracted for reuse through a recovery process. The recovered components are then sent to the repair centre for use in future processes. The non-recoverable part of the device is handled responsibly, with a distinction between electronic waste (WEEE) and non-WEEE, ensuring proper disposal of the residue.
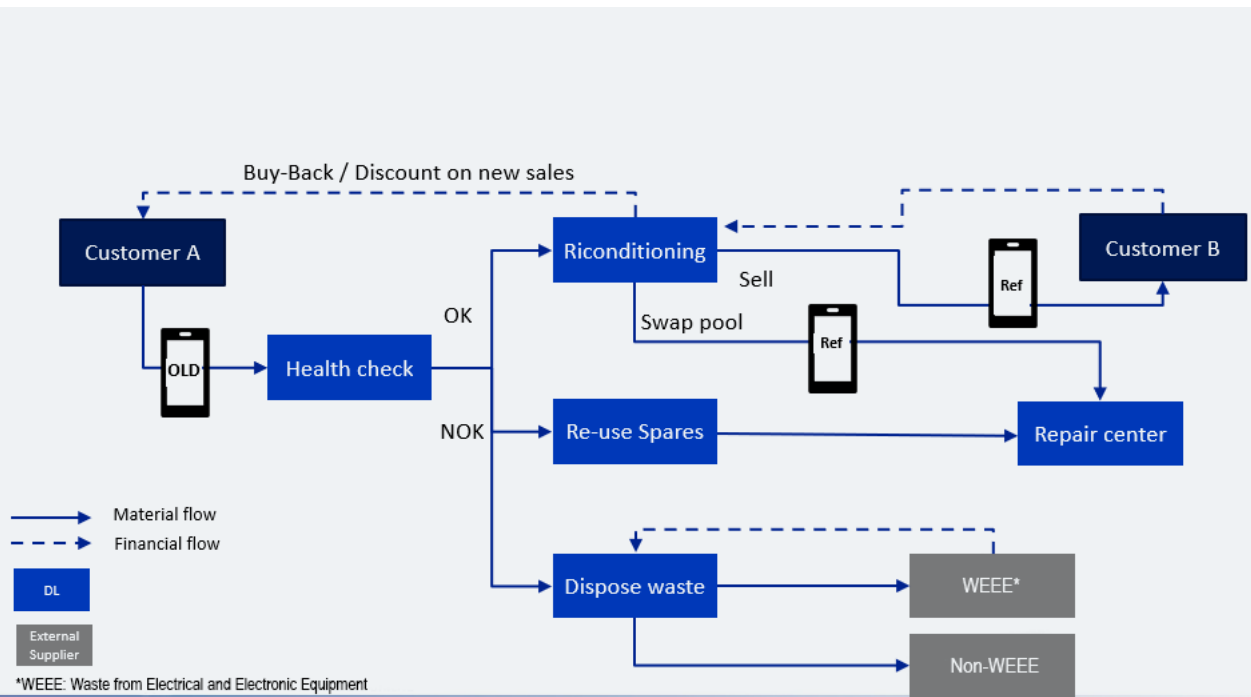
Datalogic Group's new products in 2023

The **Magellan 9600i and 9900i** scanners are a unique solution to make self-checkout lanes unmanned, addressing problems such as operational errors and theft. The Magellan 9600i and 9900i, boasting an innovative design, advanced ergonomics, and exceptional scanning performance (improving reading speed by 50% over 2D barcode products), also integrate AI capabilities aimed at improving the checkout process and preventing loss.

The QuickScan 2200 series is a 1D entry-level, corded barcode reader with optimal scanning performance. Ideal for retail point-of-sale checkouts, it excels at reading linear barcodes. It can also handle long barcodes found in utility bills, document processing, and packaging, overcoming the challenges posed by full-area imagers. Ergonomic and lightweight, it simplifies user tasks with its "laser-like" pointer and the "green-spot" that confirms in real time when the code is read correctly.

The **Memor™ 11** family of mobile computers offers unprecedented flexibility for a variety of applications. With a choice of Wi-Fi-only or Wi-Fi/Cellular models, this enterprise-ready device offers high scanning performance and efficiency. Thanks to the unique wireless charging, the device is always ready to use; additionally, the *SafeSwap* battery enables smart battery management by extending the battery life by up to 20% and slowing down the wear and tear process of the device. The 5-inch touch display, 2.3 GHz Octa-Core processor, and industrial-grade barcode scanner enhance user experience and reading performance. Certified as an *Android™ Enterprise Recommended* device, the *Memor* 11 family prioritises security and privacy.
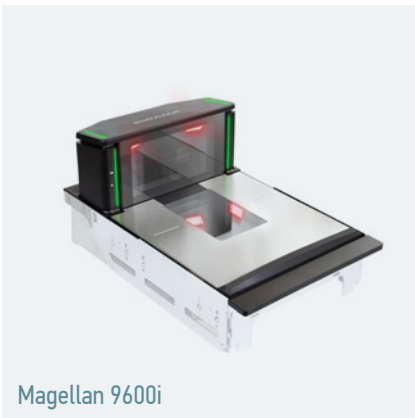
Magellan 9600i

QuickScan 2200

Memor 11 mobile computer

The stationary series **Gryphon 4500** is a versatile scanning device designed for self-service applications in retail, manufacturing, healthcare and transportation. Available in two versions, GFS4500 and GFE4500, it features a rugged design for outdoor use, a Megapixel sensor for efficient barcode scanning (1D, 2D and smartphone display), and connectivity options that include USB and RS-232.

PowerScan 9600 Auto Range is a handheld scanner designed for retail, manufacturing and transportation, offering efficient barcode reading up to 20 metres. With its robust design, wireless charging, and multiple communication options, it is a cost-effective solution for business needs. The series also includes **PowerScan™ 9600 DPX**, an industrial scanner for reading codes obtained from direct part marking (DPM) in critical industries such as automotive, electronics and healthcare. With DPX 4D self-learning technology, weather resistance and long battery life, the PowerScan DPX series promises greater efficiency, reduced downtime and cost of ownership, making it ideal for industries such as automotive, electronics, healthcare and tires.

The **Blade** series, including Blade 100 and Blade 200, is a compact 1D barcode reader designed for easy integration and low maintenance in logistics and distribution centres. It replaces the DS2X00 series, offering both greater reliability and longer life due to imager technology that eliminates any moving parts. *Blade* improves productivity by reading damaged or low-quality labels while maintaining a compact shape. The series stands out for its ease of use, solid-state design, and cost-effectiveness.

Gryphon 4500

PowerScan 9600 DPX

Blade series barcode readers

P3x Smart cameras offer higher performance with 5MP resolution models, twice the speed of the previous series, and full compatibility with accessories and support for the latest IMPACT 13.3.0 software release.

The **S3N** line includes miniature photoelectric sensors that offer state-of-the-art detection functions, solid mechanics, and cutting-edge parameterisation options such as Teach-in button and intelligent IO-Link. Featuring state-of-the-art mechanical features and superior optical performance, the S3N sensor is the perfect solution for a variety of industrial applications, from automotive to food and beverage packaging; in fact, it provides high adaptability to any format to be produced, decreasing production time and amount of waste in the line; but also saving materials such as paper and plastic in packaging. The S3N line is enhanced with T5x models for the detection of transparent objects, equipped with coaxial optical architecture, based on TIR (Total Internal Reflection) lens, and an innovative received signal processing system.

Smart-VS+ is an advanced vision sensor based on machine learning through artificial intelligence technology. With up to 20 learning dataset images, higher accuracy and faster response time, Smart-VS+ offers better machine learning assistance, increased speed, versatility and flexibility for various automation applications.

P3xSmart cameras

S3N sensor

Smart VS+ sensor

Open Innovation

Datalogic continues its innovation partnerships in 2023, focusing on developing resources, skills and technologies. The most significant include *Google*, *Qualcomm*, and other Asian manufacturers, through which it obtained "*Android Enterprise Recommended*" certification for rugged mobile computers.

Additionally, Datalogic is involved in the CRIT consortium for scientific and technical research and collaborates with start-ups specialising in machine learning and deep learning such as Pekat Vision, acquired in 2022. Collaboration with academic institutes is demonstrated by a partnership with the University of Bologna and Modena Reggio Emilia for research, development and innovation activities in the field of data capture and processing.

MUSE: Mobile computer & Scan Engine

Datalogic **was awarded a MIMIT** (Ministry of Enterprise and Made in Italy) **grant** to create a new generation of ground-breaking products with cross-cutting impact in key sectors such as Retail, Manufacturing, Transportation, Logistics, and Healthcare.

The technologies developed within this project are fully integrated into the national smart specialisation strategy "*Smart Factory*". As indicated by the target markets, these technologies also positively affect the "Agrifood" and "Life Sciences" supply chains.

The integration of advanced ICT solutions in new generations of Mobile Computers and Scan Engines introduces innovations in the collaborative, dynamic, and adaptive dimensions of the supply chains they are deployed in. They leverage the potential of data collection based on the IoT paradigm. The MUSE project involves the development of:

- A completely revamped **X5 Mobile Computing Platform (DATALOGIC SRL)** for the Personal Data Terminal market, based on the use of System-On-Module (SoM). These systems are built on a single printed circuit board, providing efficiency and flexibility.
- **A next-generation scan engine (DATALOGIC IPTECH)** developed with a focus on high-performance applications requiring significant read distances. Specifically, a mid-range reading platform will enable decoding of 1D/2D barcodes up to 4 metres away. Additionally, a platform for long-distance readings (Extra Long Range or XLR) will enable 1D/2D decoding up to 20 metres, opening up new possibilities for use in advanced industrial settings.

Leonardo Da Vinci – Best patent of the Year

In 2023, Datalogic celebrated the tenth anniversary of the **"Leonardo da Vinci – Best Patent of the Year"** award, a prestigious honour established by founder Romano Volta and CEO Valentina Volta. The award recognises the top inventor and patent granted during the reporting period, acknowledging Datalogic inventors for their role in conceiving and designing new products and solutions, contributing to the Company's long-term success. Award ceremonies held in Eugene, Bologna, and Ho Chi Minh City offered a chance to celebrate and express gratitude to all inventors from various locations worldwide for their contributions to the Company's advancement.

Product quality and safety and Customer centricity
[416-1] [416-2]

Datalogic is committed to continuous improvement of the Quality Management System and to meeting all applicable requirements to ensure a high-quality, effective and certified product offering. The goal is customer satisfaction, from product use to after-sales service.

With a view to customer security, there were no substantiated complaints regarding privacy breaches and losses of customer data in 2023.

Safe and quality products
Datalogic initiates risk identification and assessment at the specification stage of a new product, considering all relevant mandatory and optional regulations, with a particular focus on Product Safety. **This evaluation process is extended to 100% of Datalogic products**.

To ensure that the new product complies with identified regulations and internal standards, several tests are performed during the product life cycle:
- During the **development phase**, specific tests are conducted in internal or external laboratories;
- During the **production of the first batch**, the Manufacturing Validation Test is performed to validate the production process;
- During **mass production**, checks include: functional tests performed on all products according to specifications, On-going Reliability Test to ensure product reliability over time, and Product Audit, which consists of taking product samples from the warehouse to verify compliance.

Datalogic also conducts constant monitoring to prevent any product non-conformities. At December 31, 2023, product non-conformities were found on approximately 0.8% of the total active product base. No instances of non-compliance with regulations or self-regulatory codes concerning the health and safety impacts of products and services were recorded.

The ongoing improvement process is ensured through implementation of corrective actions such as monthly meetings with product business units for data analysis, weekly meetings with technical support to address any issues following a PDCA cycle (*Plan, Do, Check, Act*), which includes data analysis and request for defective samples, and physical analysis of samples with rigorous root cause investigation *(Root Cause Analysis)*.

Quality at the service of our customers
In 2023, Datalogic solidified processes aimed at collecting customer needs, perceptions, and suggestions at various touchpoints throughout the customer journey, to provide a tangible answer to their needs and enhance visibility across the various business functions.

Understanding and meeting customer expectations is pivotal for driving ongoing customer experience improvement initiatives, aimed also at aligning product and service offerings with what really matters to customers. Datalogic conducts annual monitoring of the experience offered to its Customers through:
- Customer Complaints | a critical analysis to identify any issues during order processing or other situations that affect the customer experience. Specifically, the review of "*Critical Customer Complaints*" allows for the identification of significant issues in the field and facilitates the prompt resolution of relevant technical prob-

lems in an efficient and transparent manner. This process enables detailed analysis of the root causes, facilitating the management of corrective actions with the oversight of the Quality department and the collaboration of all relevant business areas for each specific problem.

- **Supply Chain Management |** due to the shortage of electronic components that has hit the industrial automation industry over the past three years, Datalogic has implemented new processes to meet this market challenge. Initiatives comprise: daily analysis of customer requirements to pinpoint the most sought-after components and schedule their production accordingly; continuous evaluation of critical component availability for production to secure optimal deals from suppliers; and product redesign efforts to reduce reliance on critical components, thereby alleviating delays stemming from their limited availability.
- **Instant Survey |** Datalogic provides an opportunity for customers to give their assessment of the Customer Support service. This tool quickly measures customer satisfaction and enables prompt action in case of deviations from standards. In 2023, the average survey result was 4.9 out of 5, reflecting a high level of satisfaction. A notable achievement was also the response time success: 94.7% of responses were delivered within one business day, and 92.6% of cases were resolved within 3 business days.
- **"Net Promoter Score" (NPS) metric |** Datalogic has confirmed the Net Promoter Score (NPS) as a performance metric of customer satisfaction for 2023 as well. The year-on-year increase in this metric confirms Datalogic's strong commitment to ensuring the highest quality and efficiency for its customers.

Net Promoter Score

2023	2022	2021
65	55	45

SERVICE PROGRAM

Datalogic ensures excellence not only in products, but also in services. Datalogic's specialised teams are available to provide customers with support as quickly as possible to resolve any product-related issues. Through the *EASEOFCARE* program, managed directly by Datalogic, comprehensive support is provided to customers throughout the entire product life cycle. **Customised support includes facilitated maintenance and return options through the Support Team or web service**. Instead, 24/7 telephone support offers immediate access to experienced Group technicians. Lastly, Datalogic offers online or on-site training courses tailored to specific needs to make customers self-sufficient in using and maintaining the devices.

Responsible supply chain
[GRI 308-1] [GRI 414-1]

Over the past three years, Datalogic has faced a significant shortage of electronic components. This shortfall, caused by a combination of factors including the Covid-19 pandemic, heightened demand for electronic devices, and disruptions in supply chains (exacerbated by U.S.-China trade tensions) has had a major impact on the production of a wide range of technology products, leading to production delays and escalating prices. Despite a gradual economic improvement witnessed in the second half of 2023, the persistent fragility in global supply chains remains largely unchanged, underscoring the continued strategic importance of effectively managing them.

Datalogic categorises its suppliers into two main macro-areas: those from whom Datalogic directly acquires materials for production, and those who provide "indirect" goods and services, encompassing various purchases such as consulting, professional services, logistics, marketing and communications, and other types of material procurement.

Purchased value

Amounts in €/000	2023	
	Purchased	%
Direct suppliers	203,180.4	73%
Indirect suppliers	73,800.7	27%
Total suppliers	**276,981.7**	**100%**

Datalogic follows a meticulous qualification process for direct suppliers, which includes risk and financial viability assessments. Qualification procedures include signing the Code of Ethics and compliance audits. Included in the "Code of Conduct" are references to compliance with applicable regulations, including *REACH* and *RoHS*, for the assessment of environmental and human rights impacts, with special focus on minerals from conflict zones *(conflict minerals)*. Regarding "*conflict minerals*", the Company assures that it is not involved in activities that could in any way support armed groups responsible for terrorism or violence in the Democratic Republic of Congo. As an additional measure, Datalogic has required all suppliers to comply with the Electronic Industry Citizenship Coalition's (EICC) Code of Conduct, ensuring safe working conditions, respect for workers, and ethical and sustainable business activity.

The Company conducts quarterly analyses of inventories along the supply chain, monitors procurement targets, and engages in benchmarking activities with other companies. Additionally, through "*Denied Party Screening*", **Datalogic uses a computer system to periodically check whether potential trading partners are included in sanctioned or unauthorised party lists**, minimising the risk of incurring export regulation violations. This exclusion process is based on verifying that employees, customers, sellers, suppliers, transactions, and company data belong on sanctioned or unauthorised lists, with more than 1,300 global lists created by government authorities, agencies, and organisations to identify individuals at risk for corruption offenses, links to terrorist organisations, or threats to national security.

ESG assessment of suppliers

The introduction of new direct suppliers follows an **organised process called "*Direct Material Suppliers Search, Select and Qualification*"**. This process, focused on categories considered critical, includes from the earliest stages the **collection of information regarding the management of environmental and social aspects** through a self-assessment **questionnaire** called "*Supplier Self Evaluation & Supplier Quality Verification*". Gathering this information allows Datalogic to make an initial assessment and selection of potential suppliers.

If successful, Datalogic decides whether to proceed with a qualification audit aimed at verifying the statements in the self-assessment questionnaire and evaluating additional requirements.

In 2023, the list of the Group's suppliers receiving **ESG/SA8000 verification** questionnaires underwent a critical review. This review was **carried out with the aim of covering at least 90% of the total value of purchases** and obtaining at least 80% of responses throughout 2024. Analysis of the responses received will be the fundamental basis for making improvements in the allocation criteria for new projects.

Lastly, in 2023, Datalogic assessed environmental and social criteria for 75% of new direct material suppliers[15], administering the assessment questionnaire on sustainability issues *(Environment, Health & Safety)*[16].

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[15] Regarding 4 new direct material suppliers, 3 were also assessed with ESG criteria.

[16] Under the "*Direct Material Suppliers Search, Select and Qualification*" procedure, Datalogic suppliers who are scheduled to be administered the sustainability issues assessment questionnaire *(Environment, Health & Safety)* are those in certain categories considered relevant from the perspective of the criticality of the supplier (excluding for example brokers and distributors).

Environment

Monitoring environmental impacts is an issue of paramount importance to Datalogic. Through Environmental Management Systems implemented at each relevant site (in terms of the size of the site or the criticality of its processes), Datalogic carries out systematic management of the environmental impacts arising from the performance of office and/or manufacturing activities.

Management of the risks and potential impacts generated by environmental management activities is focused on the manufacturing plants, identified as the most significant areas of activity, both in terms of the type of activities carried out and the number of people working there.

In addition to impacts from the type of production activity, a number of Datalogic sites (specifically those in Italy) produce two additional impacts: atmospheric emissions and water discharges (not significant)[17] which are constantly monitored through periodic sampling. This timely supervision allows for monitoring the environmental impact and, consequently, minimising the risks associated with non-compliance with national laws. In 2023 too, the main area of environmental risk (which is nevertheless "unlikely") to which the plants are subject is identified as the potential spillage of chemicals that could pollute soil and water. In order to reduce impact and likelihood as much as possible, specific safeguards are defined in accordance with the ISO 14001 standard.

With regard to the 2023 reporting period, the environmental data collected and reported in this NFS refer to the following locations: Monte San Pietro - BO (Italy), Castiglion Messer Raimondo - TE (Italy), Modena (Italy), Lippo di Calderara - BO (Italy), Trnava (Slovakia), Balatonboglar (Hungary), Ho Chi Minh (Vietnam), Eugene (USA), Plano (USA), Hatfield (USA).

A Facility Manager is in charge of monitoring the environmental aspects associated with the manufacturing sites. Overall, taking into account the type of activities carried out at the Group's plants and the maturity of the Environmental Management Systems implemented at the sites, the level of environmental risk is assessed as low. There were no cases of non-compliance with environmental laws and regulations globally in 2023.

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[17] Refer to the Methodological Note.

Energy and emissions
[GRI 302-1] [GRI 305-1] [GRI 305-2]

Datalogic's manufacturing activities are mainly aimed at component assembly and do not include energy-intensive operations.

Given the low environmental risk profile of Datalogic's operations, energy consumption is the most significant aspect in terms of the environmental impact of the Group's plants and locations worldwide. While the Company's processes are not particularly energy intensive, **Datalogic is actively committed to monitoring and reducing the environmental impact of its consumption**, through constant research and implementation of innovative and energy-efficient solutions, as well as the use of energy sourcing from renewable sources.

The energy consumption is broken down into direct and indirect consumption. For direct consumption, natural gas for heating, diesel for heating and car fleet, LPG and petrol for car fleet are considered.

Indirect consumption, on the other hand, regards consumption resulting from the use of electricity.

Direct and indirect energy consumption (GJ)[18]

	2023	Δ% 23-22	2022	Δ% 22-21	2021
	GJ		GJ		GJ
Direct energy consumption from non-renewable sources	**18,246**	**-13%**	**20,862**	**-10%**	**23,121**
Natural gas	16,496	-13%	18,854	-9%	20,694
Diesel	23	53%	15	0%	15
LPG	1,727	-13%	1,993	-17%	2,412
Energy consumption of the car fleet	**575**	**-70%**	**1,890**	**6%**	**1,780**
Diesel	520	-69%	1,669	0%	1,677
Petrol	55	-75%	221	115%	103
Indirect energy consumption	**49,639**	**-8%**	**54,212**	**-4%**	**56,620**
Electricity purchased from non-renewable sources	44,969	-8%	49,112	-4%	51,143
Electricity purchased from renewable sources[19]	4,670	-8%	5,100	-7%	5,477
Total Energy consumption (no car fleet)	**67,885**	**-10%**	**75,074**	**-6%**	**79,741**
Total Energy consumption (with car fleet)	**68,460**	**-11%**	**76,964**	**-6%**	**81,521**

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[18] The following conversion factors were used to calculate energy consumption in GJ:
– Natural gas: 45.03 GJ/t (source: DEFRA 2021) for 2021; 45,195GJ/t (source: DEFRA 2022) for 2022; GJ/t (source: DEFRA 2023) for 2023;
– Diesel for heating: 42.57 GJ/t (source: DEFRA 2021) for 2021; 42.569 GJ/t (source: DEFRA 2022) for 2022;
– LPG: 45.94 GJ/t (source: DEFRA 2021) for 2021; 45.94 GJ/t (source: DEFRA 2022) for 2022;
– Electricity: constant of 0.0036 GJ/kWh (International System);
– Automotive diesel: 42.47 GJ/t (source: DEFRA 2021) for 2021; 42.60 GJ/t (source: DEFRA 2022) for 2022;
– Petrol: 43.8 GJ/t (source: DEFRA 2021) for 2021; 40.72 GJ/t (source: DEFRA 2022) for 2022.
[19] Purchase from photovoltaic system at the factory in Vietnam.

In 2023, total consumption was 68,460 GJ versus 76,964 GJ in 2022 (-11%). The reduced consumption can be attributable to seasonal reasons but also to lower production.

Electricity consumption is also the dominant share (72% of total energy consumption) in 2023.

2023 energy consumption

Consumption	2023	2022	2021
Electricity consumption	72%	70%	70%
Direct Consumption For Heating (Natural Gas, Diesel, LPG)	27%	27%	28%
Car Fleet Consumption (Diesel, Petrol)	1%	3%	2%

In terms of electricity consumption alone, the countries where consumption is highest are Italy, Vietnam and the U.S., countries where the main manufacturing sites are located.

Proportion of electricity consumption in 2023 by country

Country	2023	2022	2021
Italy	34%	34%	33%
Vietnam	34%	34%	34%
USA	19%	18%	18%
Hungary	10%	10%	12%
Slovakia	3%	4%	3%

Regarding the consumption of company fleets (diesel and petrol), only company fleet cars (excluding leased and mixed-use cars) were included in the reporting scope.

Direct (Scope 1) and indirect (Scope 2) CO_2 emissions for the whole Datalogic group, those related to direct and indirect energy consumption are reported, with details of emissions attributable to the car fleet. In 2023, emissions decreased due to reduced consumption resulting from lower production volumes.

In 2024, Datalogic will consider actions to be put in place regarding Scope 3 reporting.

Direct and indirect emissions (tons CO$_2$ e)[20]

	2023 TON CO$_2$ equivalent	Δ% 23–22	2022 TON CO$_2$ equivalent	Δ% 22–21	2021 TON CO$_2$ equivalent
Direct emissions (Scope 1) – no car fleet	**1,041**	**–12%**	**1,188**	**–10%**	**1,317**
Derived from Natural Gas	929	–12%	1,059	–9%	1,161
Derived from Diesel	2	100%	1	0%	1
Derived from LPG	110	–14%	128	–17%	154
Emissions – Car fleet	**41**	**201%**	**137**	**8%**	**127**
Derived from Diesel	37	–69%	119	2%	117
Derived from Petrol	4	200%	18	80%	10
Indirect Emissions (Scope 2) – Location-based	**6,799**	**–6%**	**7,261**	**–6%**	**7,740**
Indirect Emissions (Scope 2) – Market-based	**5,863**	**–11%**	**6,609**	**–7%**	**7,119**

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[20] The following emission factors were used to calculate Scope 1 emissions:

	2023	2022	2021	Source
Natural Gas (tCO$_2$e /m$_3$)	0.00204	0.00202	0.00202	Defra 2023
Gas/Diesel Oil (tCO$_2$e/l)	0.00276	0.00276	0.00276	
LPG (tCO$_2$e/l)	2.93936	2.93929	2.93929	
Oil Fuel (tCO$_2$e/l)	-	0.00318	0.00318	
Automotive petrol (tCO$_2$e/l)	0.00209	-	-	
Automotive diesel (tCO e/l)	0.00251	0.00256	0.00251	

For the calculation of Scope 2 emissions, in line with the GRI Standards, both calculation methodologies (Market-based and Location-based.

The Market-based method is based on CO$_2$ emissions from energy suppliers from which the organisation purchases electricity under an agreement, and can be calculated considering: Energy Guarantee of Origin certificates and direct agreements with suppliers, supplier-specific emission factors, emission factors related to the "residual mix", i.e. energy and emissions not monitored or claimed (methodology used, with source emission factor Residual Mix AIB 2022 for Italy, Hungary and Slovakia, with source emission factor IGES Grid emission factors v.11,3- Nov 2023 for Vietnam, and with source emission factor 2023 Green-e® Residual Mix Emission Rates (2021 Data) for USA (regional factors of the states where the sites are located, i.e., Texas (ERCT), Oregon (NWPP), Pennsylvania (RFCE) were considered.

The Location-based method is based on average emission factors related to energy generation for well-defined geographic boundaries, including local, subnational, or national boundaries (methodology used, with Terna 2019 source emission factor for Italy, Slovakia, Brazil, Hungary, and the U.S., and with IGES Grid emission factors v.11,3 - Nov. 2023 source emission factor for Vietnam)

Scope 2 emissions are shown in tons of CO$_2$; however, the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO$_2$ equivalent), as inferred from the relating technical literature.

Waste
[GRI 306-1] [GRI 306-2] [GRI 306-3]

Datalogic is committed to reducing waste generation by optimising business processes and promoting material reuse, with the goal of minimising landfilling and incineration, while complying with the laws and quality of its products.

At all Datalogic sites, waste is managed according to current regulations. Each Group site keeps track of the waste generated, distinguishing it between hazardous and non-hazardous, and manages the issue through processes in compliance with applicable laws. These processes cover the management of temporary waste storage, the management of disposal activities, and the management of the filing of all supporting record documents.

The types of waste generated include materials from production processes, maintenance (routine and extraordinary) and laboratory activities, demolition if any, and office activities.
In 2023, the Group's total waste amounted to 757.2 t versus 810.7 t in the prior year (-7%).

Waste by type and disposal method

Type of waste	Destination	2023 t	2022 t	2021 t
Hazardous waste	Reuse	0.0	0.0	0.0
	Recycling	0.6	0.6	1.0
	Composting	0.0	0.0	0.0
	Recovery, including energy recovery	0.8	2.2	0.5
	Incineration (mass burning)	16.7	20.7	20.1
	Landfill	1.0	2.0	1.8
	Total hazardous waste	**19.2**	**25.5**	**23.4**
Non-hazardous waste	Reuse	40.2	3.9	0.6
	Recycling	507.4	552.0	705.8
	Composting	0.8	0.8	0.8
	Recovery, including energy recovery	95.8	105.1	109.9
	Incineration (mass burning)	8.3	12.6	13.1
	Landfill	85.5	110.7	186.5
		738.0	**785.1**	**1,016.7**
Total waste generated		**757.2**	**810.6**	**1,040.1**

98% of the waste generated by the Group falls into the non-hazardous waste category, recording a 6% decrease.

The description of waste generated in 2023 by destination is described in the table below:

Destination of waste 2023	2023		2022		2021	
	t	%	t	%	t	%
Reuse	40.2	5.3%	3.9	0.5%	0.6	0.1%
Recycling	508.0	67.1%	552.7	68.2%	706.8	68.0%
Composting	0.8	0.1%	0.8	0.1%	0.8	0.1%
Recovery, including energy recovery	96.6	12.8%	107.2	13.2%	110.4	10.5%
Incineration (mass burning)	25.0	3.3%	33.3	4.1%	33.2	3.2%
Landfill	86.6	11.4%	112.7	13.9%	188.3	18.1%
Total	**757.2**	**100%**	**810.6**	**100%**	**1,040.1**	**100%**

Among the data provided, mention should be made of the increase in waste reused as a resource: in 2023, Datalogic implemented cardboard shredding machines in its warehouses, facilitating the reuse of cardboard for filler purposes in finished product packaging. This innovation has also led to a reduction in waste generation earmarked for recycling.

Datalogic complies with the *Waste Electrical and Electronic Equipment (WEEE)* Directive (2012/19/EU), which aims to promote the recycling and proper disposal of waste electrical and electronic equipment (WEEE) to minimise its environmental impact. Datalogic's equipment and batteries are marked WEEE, alerting users to the need to separate and return them for proper recycling at the end of their life cycle. Datalogic sends monthly sales data to *WEEE EUROPE*, a service partner, for statements on placing products on the market and annually to national registries for compliance. Regarding end-of-life product management, users are responsible for ensuring their proper disposal. Consumers can bring their devices to local collection centres, while companies are encouraged to coordinate with local Datalogic offices to arrange pickups.

Sustainability of materials
[GRI 301-1] [GRI 301-2]

In 2023, Datalogic adopted a proactive strategy toward sustainability of packaging materials, aiming to reduce environmental impact through innovation and responsibility. The Company has prioritised the use of recyclable materials and reduced over-packaging by opting for uncoloured cardboard packaging and minimising the use of labels. This approach has led to a significant reduction in the use of plastic bags.

Through eco-design and collaboration with suppliers to develop environmentally sustainable packaging solutions, Datalogic is committed to promoting environmentally responsible practices.

These efforts, along with detailed analysis of consumption and costs associated with packaging, reflect the Company's goal of continuously improving efficiency and sustainability, contributing positively to resource preservation and reducing the Group's environmental impact.

66% of the total value of packaging belonging to the *product box* category - equal to 3.4 million in total value - is made up of approximately 80% recycled material[21]. In 2024, Datalogic will consider the actions to be taken regarding reporting on the materials used.

Green Innovation: recycled plastics
As part of environmentally sustainable innovation, Datalogic's R&D department has launched a project **on the use of non-virgin plastics for specific mechanical products and handheld devices**. In 2023, the Group began preparations to use this technology firstly on scanners and later to HHS readers for the retail market. The Company has identified an estimated potential of 120 tons of virgin plastics that could be replaced with plastics with a high recycled content.

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[21] The data refer to the following legal entities: DL Inc, DL Slovakia, DL Vietnam, DL Teramo, DL Monte San Pietro, DL Hungary.
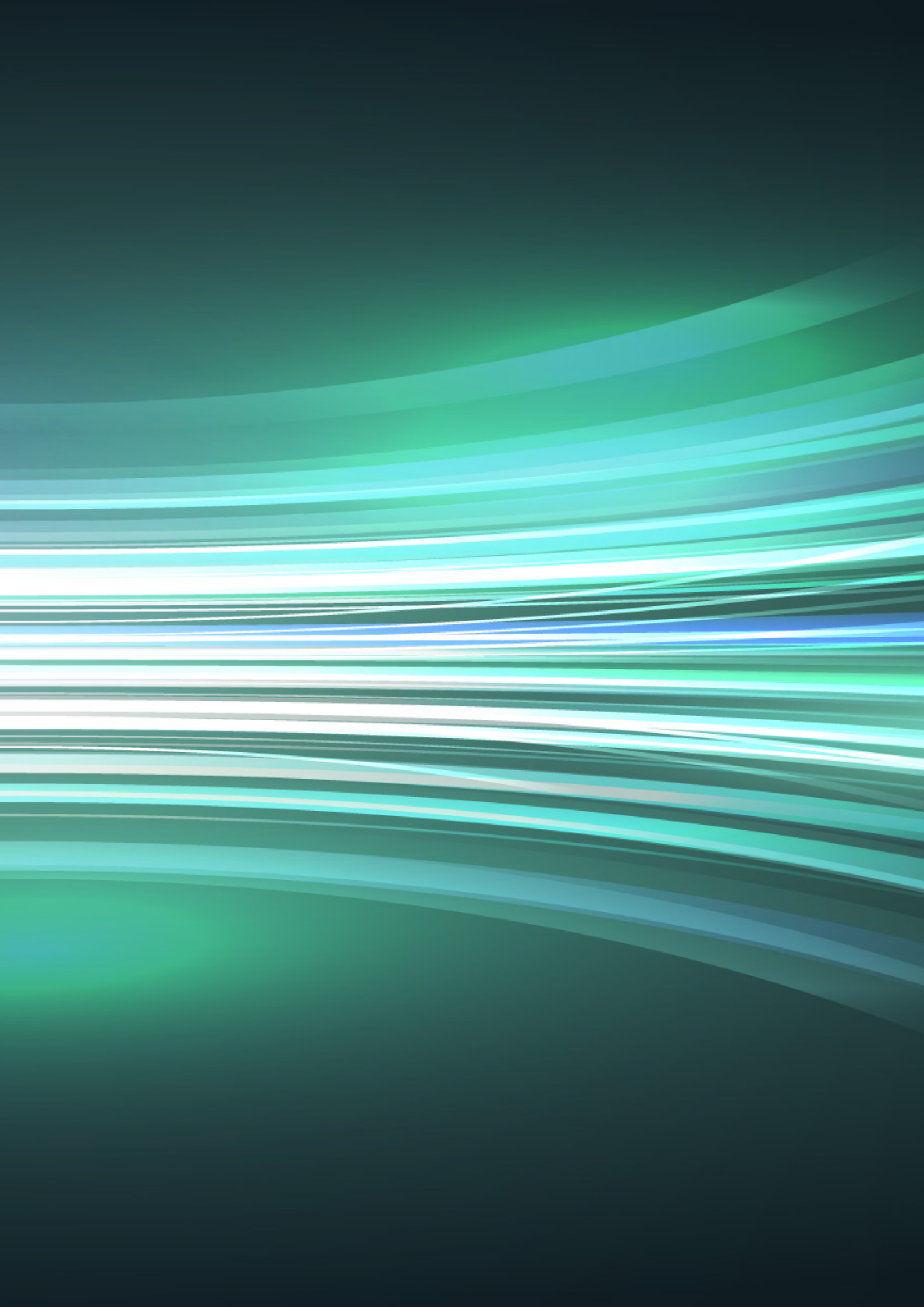
People

People well-being

Breakdown of staff
[GRI 2-7] [GRI 2-8] [GRI 2-30] [GRI 405-1] [GRI 406-1]

Datalogic recognises that the success of its products and services is the result of the daily commitment of its people. Therefore, the Group is dedicated to implementing personnel management policies founded on principles such as respecting moral integrity, safeguarding personal dignity, combatting discriminatory or harmful behaviour, and fostering the professional development and growth of employees. For Datalogic, employee well-being also includes meeting professional development and training needs, as well as the welfare tools available to employees and maintaining a positive work climate.

At December 31, 2023, **Datalogic counts a total of 2,910 people, 92.1% of whom on open-ended contracts and 97.7% full-time**. Datalogic does not employ any individuals under non-guaranteed hourly contracts, and thus no reporting is conducted in this regard within the organisation.

At the Group level, approximately 56.8% of employees are covered by a national collective agreement[22]. For employees not covered by collective bargaining agreements, Datalogic ensures that consistent standards are applied globally. This is achieved through the implementation of internal policies and the Code of Ethics, which take precedence over any less stringent legislation.

58.2% of Datalogic's employees work in the EMEA region, while 16.3% work in the Americas and the remaining 25.4% in APAC.

Total employees by region and gender (n)[23]

	2023						2022						2021					
	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%
EMEA	967	33.2%	728	25.0%	1,695	58.2%	1,002	32.6%	802	26.1%	1,804	58.8%	981	32.8%	768	25.7%	1,749	58.5%
APAC	446	15.3%	294	10.1%	740	25.4%	458	14.9%	307	10.0%	765	24.9%	442	14.8%	313	10.5%	755	25.3%
AMERICAS	376	12.9%	99	3.4%	475	16.3%	397	12.9%	103	3.4%	500	16.3%	374	12.5%	112	3.7%	486	16.3%
Total employees	1,789	61.5%	1,121	38.5%	2,910	100.0%	1,857	60.5	1,212	39.5%	3,069	100.0%	1,797	60.1%	1,193	39.9%	2,990	100.0%

[22] Where required by law, 100% of employees are covered by a national collective agreement.
[23] All employee data were accurately calculated at 31/12/2023, using the headcount at that date as the criterion. In contrast, due to the nature of their work, consultants' data were based on an annual average of hours worked, providing the final figure in FTE (full-time equivalent). In this regard, it should be noted that there was no significant fluctuation in their figures during the year.

Total employees by type of employment and gender

		2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Open-ended	N	1,639	1,040	2,679	1,660	1,074	2,734	1,626	1,072	2,698
	%	91.6%	92.8%	92.1%	89.4%	88.6%	89.1%	90.5%	89.9%	90.2%
Fixed-term	N	150	81	231	197	138	335	171	121	292
	%	8.4%	7.2%	7.9 %	10.6%	11.4%	10.9%	9.5%	10.1%	9.8%
Full time	N	1,776	1,066	2,842	1,837	1,093	2,930	1,791	1,137	2,928
	%	99.3%	95.1%	97.7%	98.9%	90.2%	95.5%	99.7%	95.3%	97.9%
Part time	N	13	55	68	20	119	139	6	56	62
	%	0.7%	4.9%	2.3%	1.1%	9.8%	4.5%	0.3%	4.7%	2.1%
Total	**N**	**1,789**	**1,121**	**2,910**	**1,857**	**1,212**	**3,069**	**1,797**	**1,193**	**2,990**

Total employees by type of employment and geographical area

		2023				2022				2021			
		EMEA	APAC	Americas	Total	EMEA	APAC	Americas	Total	EMEA	APAC	Americas	Total
Open-ended	N	1,681	523	475	2,679	1,747	487	500	2,734	1,705	507	486	2,698
	%	99.2%	70.7%	100.0%	92.1%	96.8%	63.7%	100.0%	89.1%	97.5%	67.2%	100.0%	90.2%
Fixed-term	N	14	217	-	231	57	278	-	335	44	248	-	292
		0.8%	29.3%	-	7.9%	3.2%	36.3%	0.0%	10.9%	2.5%	32.8%	-	9.8%
Full time	N	1,632	740	470	2,842	1,675	759	496	2,930	1,692	755	485	2,932
	%	96.3%	100.0%	98.9%	97.7%	92.8%	99.2%	99.2%	95.5%	96.7%	100.0%	99.8%	98.1%
Part time	N	63	0	5	68	129	6	4	139	57	-	1	58
	%	3.7%	0.0%	1.1%	2.3%	7.2%	0.8%	0.8%	4.5%	3.3%	-	0.2%	1.9%
Total	**N**	**1,695**	**740**	**475**	**2,910**	**1,804**	**765**	**500**	**3,069**	**1,749**	**755**	**486**	**2,990**

97.7% of employees have full-time contracts, while the utilisation of part-time employment forms fulfils the need for flexibility, due partly to emerging phenomena and personal or family needs observed in the post-pandemic period.

The category of non-employee workers employed in the Group are divided into temps and consultants. Temps are predominantly found in manufacturing (137 Blue Collars vs 43 White Collars).

Total non-employee workers by occupational category (n)[24]

	2023	2022
White collars	43	58
Blue collars	137	432
Total	**180**	**490**

Datalogic is committed to providing equal opportunities based on each employee's abilities and skills, avoiding discrimination in terms of hiring, training, compensation, promotion or transfer. In 2023, there were no reported cases of discrimination among employees.

To enhance Diversity and Inclusion in the Group, **Datalogic has included gender gap improvement goals in the Three-Year Long-Term Incentive Plan for executives, with particular regard to the percentage of female White Collars out of total white collars[25].** The Company also follows the principles of SA8000 Certification through its "*Human Rights and Social Accountability*" Policy, committing to identify, address and prevent risks related to Human Rights. Certification ensures a workplace free from violence, harassment and intimidation, respectful of worker privacy and dignity.

Total employees by occupational category and gender

	2023						2022						2021					
	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%
White collars	1,412	78.9%	538	48.0%	1,950	67.0%	1,435	77.3%	535	44.1%	1,970	64.2%	1,373	76.4%	516	43.3%	1,889	63.2%
Blue collars	377	21.1%	583	52.0%	960	33.0%	422	22.7%	677	55.9%	1,099	35.8%	424	23.6%	677	56.7%	1,101	36.8%
Total employees	**1,789**	**100.0%**	**1,121**	**100.0%**	**2,910**	**1,121**	**1,857**	**100.0%**	**1,212**	**100.0%**	**3,069**	**100.0%**	**1,797**	**100.0%**	**1,193**	**100.0%**	**2,990**	**100.0%**

Total employees by job category and age group

	2023						2022						2021					
	<30	%	30 - 50	%	>50	%	<30	%	30 - 50	%	>50	%	<30	%	30 - 50	%	>50	%
White collars	212	55.5%	1,085	64.9%	653	76.4%	211	44.4%	1,139	65.0%	620	73.6%	180	38.6%	1,119	65.1%	590	73.3%
Blue collars	170	44.5%	588	35.1%	202	23.6%	264	55.6%	613	35.0%	222	26.4%	286	61.4%	600	34.9%	215	26.7%
Total employees	**382**	**100.0%**	**1,673**	**100.0%**	**855**	**100.0%**	**475**	**100.0%**	**1,752**	**100.0%**	**842**	**100.0%**	**466**	**100.0%**	**1,719**	**100.0%**	**805**	**100.0%**

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[24] All temp data were accurately calculated at 31/12/2023, using the headcount at that date as the criterion. In contrast, due to the nature of their work, consultants data were based on an annual average of hours worked, providing the final figure in FTE (full-time equivalent). The decrease in the use of temps is explained by the reduced production.

[25] Refer to the remuneration policy published on the Corporate Website: https://www.datalogic.com/eng/company/corporate-governance/remuneration-irp-11547.html

In 2023, 67.0% of Datalogic's employees are white collars, i.e., office workers, recording a slight 1.0% decline versus the prior year. Additionally, women make up 27.6% of the total white collar workforce, while workers under 30 make up 10.9% of the total white collar workforce.

Total employees by gender, age group and geographical area

	2023								2022							
	EMEA		APAC		Americas		Total		EMEA		APAC		Americas		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total employees	1,695	100.0%	740	100.0%	475	100.0%	2,910	100.0%	1,804	100.0%	765	100.0%	500	100.0%	3,069	100.0%
Men	967	57.1%	446	60.3%	376	79.2%	1,789	61.5%	1,002	55.5%	458	59.9%	397	79.4%	1,857	60.5%
Women	728	42.9%	294	39.7%	99	20.8%	1,121	38.5%	802	44.5%	307	40.1%	103	20.6%	1,212	39.5%
Under 30	157	9.3%	170	23.0%	55	11.6%	382	13.1%	194	10.8%	225	29.4%	56	11.2%	475	15.5%
30 – 50	976	57.6%	530	71.6%	167	35.2%	1,673	57.5%	1,057	58.6%	507	66.3%	188	37.6%	1,752	57.1%
Over 50	562	33.2%	40	5.4%	253	53.3%	855	29.4%	553	30.7%	33	4.3%	256	51.2%	842	27.4%

Listening and well-being
[GRI 401-2]

By engaging its people and actively listening to employee feedback, Datalogic aims to create a positive work experience, enabling tangible initiatives that transform the Company. Bearing this in mind, Datalogic implemented Virtual Focus Groups (VFGs), "virtual rooms" where participants shared opinions anonymously, providing comments, suggestions and needs to improve the workplace. VFGs have played a crucial role in analysing and identifying staff needs, thus initiating initiatives aimed at improving their well-being in the Company.

The welfare system is applied to all types of employees (including employees on part-time or fixed-term contracts) and in all countries where Datalogic operates, adjusting its elements according to their relevance in each geography.

In Italy, more than 20 initiatives were evaluated based on feedback gathered during the VFGs. Priorities were assigned to different actions, focusing mainly on improving **work-life balance**. This has led to increased flexibility in work time and confirmation of a hybrid work approach, allowing employees to manage their lives more harmoniously. Further work in Italy focused on the benefits communication campaign, including health insurance, the welfare platform, additional paid leave, and a supplementary pension plan. In order to facilitate the management of personal responsibilities, "time-saving" services, such as the in-house parcel delivery point, were introduced.

In 2023, Datalogic expanded its parenting support offerings originally aimed at employees with younger children, with initiatives such as the Kindergarten Bonus and optional maternity supplement, and by introducing new grants such as the Book Bonus targeted specifically at school-age children. The Company also promoted socialisation activities to strengthen ties among employees, supporting volunteer associations such as Casa Santa Chiara - Società Cooperativa Sociale in Bologna.

In the United States, the focus was on the *Smart Working Policy*, the creation of new services, employee discounts, team building activities, and work environment development. These include outdoor games in Hatfield and Eugene, seasonal freshly fruits, and weekly yoga classes also in Eugene.

In China, the Company provided grants for schoolbooks, increased allowances for parental responsibilities, and local training initiatives. In Slovakia, smart work, change of food stamp supplier, a health day, and informal meetings with the Plant Manager were implemented. In Vietnam, Datalogic introduced smart working policies, employee wellness activities and local training initiatives.

Resource enhancement and internal growth
[GRI 401-1] [GRI 404-3]

In 2023, Datalogic paid special attention to the professional development and enhancement of its employees. In Italy, **a total of 26 employees reached new professional milestones and career advancements, while another 6 professionals were integrated into leadership teams,** leading to a 58% as the rate of internal promotions to senior management roles.

The internal advancement and development of leadership roles serve not only to offer professional growth prospects for internal talent but also to fortify the experience of the leadership team.

In R&D, for example, a professional growth path was designed starting from the role of Junior Engineer, the entry point into the organisation. By advancing to the role of engineer, individuals can take advantage of horizontal job rotation to expand their skill set and experience.

Upon reaching the Senior Engineer level, individuals have two pathways available: they can transition into managerial positions, guiding teams towards project success, or they can opt to enhance their expertise, becoming technical authorities within the organisation.

The transition to the Principal Engineer position involves a significant change in the role's mission and project engagement. Principal Engineers play a key role in innovation, offering support on specific technologies, promoting knowledge sharing and fostering a culture of continuous learning. They also ensure that core knowledge is adopted in various projects, thereby contributing to the overall growth and success of the Company.

In 2023, Datalogic recorded a hiring rate of 8.6%. Out of the 251 people placed, 34.3% are women and 35.1% are young people under 30. In 2023, the turnover rate declined to 14.1%, down versus 15.8% in 2022.

New hires and turnover by gender and geographical area[26]

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
EMEA									
Hires	89	63	152	184	175	359	126	114	240
Terminations	123	137	260	165	139	304	150	88	238
Hiring rate	9.2%	8.7%	9.0%	18.4%	21.8%	19.9%	12.8%	14.8%	13.7%
Turnover rate	12.7%	18.8%	15.3%	16.5%	17.3%	16.9%	15.3%	11.5%	13.6%
APAC									
Hires	47	13	60	70	39	109	51	37	88
Terminations	58	26	84	54	45	99	42	43	85
Hiring rate	10.5%	4.4%	8.1%	15.3%	12.7%	14.2%	11.5%	11.8%	11.7%
Turnover rate	13.0%	8.8%	11.4%	11.8%	14.7%	12.9%	9.5%	13.7%	11.3%
AMERICAS									
Hires	29	10	39	77	19	96	59	17	76
Terminations	51	14	65	56	26	82	89	25	114
Hiring rate	7.7%	10.1%	8.2%	19.4%	18.4%	19.2%	15.8%	15.2%	15.6%
Turnover rate	13.6%	14.1%	13.7%	14.1%	25.2%	16.4%	23.8%	22.3%	23.5%
Total hiring rate	**9.2%**	**7.7%**	**8.6%**	**17.8%**	**19.2%**	**18.4%**	**13.1%**	**14.1%**	**13.5%**
Total turnover rate	**13.0%**	**15.8%**	**14.1%**	**14.8%**	**17.3%**	**15.8%**	**15.6%**	**13.1%**	**14.6%**

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[26] The rate of new hires is calculated as the ratio of the total number of resources entered (total, by gender and age group) in 2023 to the total number of employees (total, by gender and age group) at 31/12/2023. The turnover rate is calculated as the ratio between the total number of resources who left (total, by gender and age group) in 2023, and the total number of employees (total, by gender and age group) at 31/12/2023.

New hires and turnover by age group and geographical area

	2023			2022			2021		
	<30	30 - 50	>50	<30	30 - 50	>50	<30	30 - 50	>50
EMEA									
Hires	55	79	18	125	195	39	85	126	29
Terminations	49	143	68	68	177	59	63	131	44
Hiring rate	35.0%	8.1%	3.2%	64.4%	18.4%	7.1%	45.0%	12.1%	5.6%
Turnover rate	31.2%	14.7%	12.1%	35.1%	16.7%	10.7%	33.3%	12.6%	8.4%
APAC									
Hires	21	38	1	62	45	2	41	46	1
Terminations	19	64	1	23	71	5	22	60	3
Hiring rate	12.4%	7.2%	2.4%	27.6%	8.9%	6.1%	17.6%	9.3%	4.0%
Turnover rate	11.2%	12.1%	2.4%	10.2%	14.0%	15.2%	9.4%	12.1%	12.0%
AMERICAS									
Hires	12	15	12	41	40	15	21	32	23
Terminations	9	34	22	17	34	31	12	46	56
Hiring rate	21.8%	8.8%	4.7%	73.2%	21.3%	5.9%	47.7%	17.5%	8.9%
Turnover rate	16.4%	19.9%	8.7%	30.4%	18.1%	12.1%	27.3%	25.1%	21.6%
Total hiring rate	**23.0%**	**7.9%**	**3.6%**	**48.0%**	**16.0%**	**6.7%**	**31.5%**	**11.9%**	**6.6%**
Total turnover rate	**20.2%**	**14.4%**	**10.6%**	**22.7%**	**16.1%**	**11.3%**	**20.8%**	**13.8%**	**12.8%**

The **performance evaluation process (*PMP- Performance Management Process*) based on a goal-oriented mindset and a culture of excellence** continued at Datalogic in 2023.

Percentage of employees receiving periodic performance and professional development evaluation by contract type and gender (of total eligible employees)

	2023					
	Men		Women		Total	
	Evaluated	Not evaluated	Evaluated	Not evaluated	Evaluated	Not evaluated
White collars	91.4%	8.6%	90.3%	9.7%	91.2%	8.8%

Percentage of employees receiving periodic performance and professional development evaluation by contract type and region (of total eligible employees)

	2023					
	EMEA		APAC		AMERICAS	
	Evaluated	Not evaluated	Evaluated	Not evaluated	Evaluated	Not evaluated
White collars	91.4%	8.6%	89.3%	10.7%	91.9%	8.1%

Periodic performance and professional development evaluation is provided to 91.1% of eligible employees at the Company.

The performance evaluation process is an important time for gathering people's professional aspirations and building individual development plans aimed at sustaining performance over time and professional growth.

Employees are evaluated on two aspects[27]: achievement of goals and compliance with the values promoted by the Company. This process has 6 steps: goal assignment, mid-year review, self-assessment, Manager's evaluation, evaluation calibration, and final feedback.

Goal setting follows a cascading approach in order to align individual goals with corporate priorities. In fact, employees can propose their own Goal Plan by defining 4 professional goals that they aim to achieve (one more than in 2022):
- 1 common Function/Organisation goal, the same for all employees;
- 2 quantitative individual goals, expressed with a specific metric, a measurable KPI;
- 1 qualitative individual goal related to the development of a soft skill of their choice.

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[27] The Performance Management Process is only applied to the Group's white collars.

In 2023, the notable emphasis is on enhancing communication on the process and its key steps, alongside training on key behaviours conducive to utilising evaluations as a developmental tool. This includes dedicated meetings through digital learning paths (such as bias in the evaluation process, giving and receiving feedback, etc.).

Skills development
[GRI 404-1] [GRI 401-2] [GRI 404-2]

Training hours increased in 2023. Specifically, an average of 11.8 hours of training per capita was delivered to employees.

Average hours of training per employee by gender and contract type

	2023	2022	2021
Men	13.4	12.9	5.9
Women	9.1	9.3	8.3

Average hours of annual training per employee by contract type

	2023	2022	2021
White collars	15.2	12.2	4.7
Blue collars	4.9	10.2	12.2

2023 was a year of consolidation of Datalogic's educational offerings, launched in 2022 and revolving around four key pillars: *Datalogic DNA, Talent & Leadership, Tech Fab and Soft Skills*.

Talent & Leadership. **The *Talent Program* was enhanced with two new editions**. The first, aimed at the EMEA region, saw the implementation of an EPI *(Elevating Personal Impact)* session aimed at talent at the beginning of their professional careers and an ELI *(Elevating Leadership Impact)* session aimed at managers who need to develop their impact as leaders. A total of 55 new talents participated in the program.

Elevating Personal Impact

Participants, after an analysis of their profile, take part in a two-day workshop that includes group exercises and simulations with colleagues to experience real-life situations and discuss areas for improvement.

Elevating Leadership Impact

During a two-day workshop, participants collaborate in teams through real-life simulations, facing situations to understand leadership decisions and trade-offs at critical moments.

Participants in both modules work virtually with a coach for a month, with 4 checkpoints with the talent team, and conclude the course with a customised action plan for their professional development.

The **second edition included the extension of the program to the APAC area**, marking the first participation of professionals from this region in this initiative. The program was implemented at the Ho Chi Minh headquarters, involving talent from all APAC locations, with editions specifically dedicated to both EPI and ELI.

Tech Fab. In the context of technical training, certification as a Project Manager was introduced in cooperation with the *Project Management Institute* (PMI). Sixteen Project Managers successfully completed the course. Also as part of technical training, an ESG training course was delivered to a small group of approximately 15 managers to prepare participants for the new challenges and perspectives related to sustainability.

Soft skills. In 2023, work continued on enhancing the digital library, an online platform open to all employees that contains more than 1,000 training resources provided by *CrossKnowledge*, a market leader in cross-cutting and management topics. Each employee has the opportunity to independently explore self-study content, follow their supervisor's suggestions or identify personal development needs in order to foster professional growth.

Focus on | Partnerships with Universities

In 2023, Datalogic expanded its presence in academia with **activities and projects in more than 15 universities**, present in Vietnam, Italy and the United States.

Factory Tour | 39 German Electrical and Electronic Engineering students from the Fresenius University MBA program (Germany) had a hands-on experience at the Datalogic factory in Vietnam where they were introduced to the Group's projects and products.
Another 30 economics students from *James Cook University* and *HCM Open University* and 18 economics students from the University of Tennessee and *Haslam College of Business* carried out similar activities.

Seminars | Datalogic held a seminar focused on the interconnection between Corporate Procurement activities and Sustainability at the Milan Polytechnic.
Additionally, the Company presented case uses at UniMore to share best practices and internship opportunities in *Computer Vision & AI*. Likewise, case uses were presented at UniBo for the specific areas of Artificial Intelligence and Mathematics, with the aim of offering internship projects. Datalogic also collaborates directly with students at the University of Bologna *(Junior Enterprise* Bologna) by organising business cases on the Company's reality. Concurrently, seminar ideas are being developed with engineering universities in the United States to identify potential partnerships and areas of common interest.

Career Days | Datalogic participated in the UniBo and UniFe *Job Fair* where it showcased the Company in a dedicated booth and workshop space to engage with participants.

Open Day | Datalogic opened its doors to 26 students from *Bologna Business School*, taking them inside the museum and to the Datalogic retail world to show even more closely how the Company stands out from companies in the area.

Networking events | Datalogic employees met with *OSU Career Development* staff to discuss upcoming collaboration opportunities between Datalogic and *Ohio State University* (USA) students. It is common practice for Datalogic to hold information sessions with interested faculty students. In 2023, 13 internships were opened in Italy, 9 in the U.S. and 11 in Vietnam, resulting in the placement of 4 new talents in Italy and 1 in the U.S.A. total of 57 internships were opened and 24 hires were made between 2022 and 2023.

Worker health and safety

[GRI 403-1] [GRI 403-2] [GRI 403-3] [GRI 403-4] [GRI 403-5] [GRI 403-6] [GRI 403-7] [GRI 403-8] [GRI 403-9]

Datalogic strives every day to protect the safety, health and mental and physical well-being of its staff and employees. The Group carefully assesses risks that may occur within the Company and recognises the need to keep this assessment constantly updated to reflect evolving processes, changes and new activities implemented.

Datalogic has a Health and Safety Policy in place that includes ongoing prevention in workplace health and safety, environmental protection in compliance with applicable legislation and other requirements which the organisation complies with. To this end, the implementation of the ISO 45001 standard at the company has reached 60% coverage globally. In Italy, the system covers 100% of employees, ensuring full compliance with occupational health and safety standards. Additionally, the system extends its protection to 125 outside workers, expanding the scope of health and safety management practices beyond the boundaries of the organisation.

Moreover, Datalogic requires all business partners to adhere to the *Electronic Industry Citizenship Coalition* (EICC) Code of Conduct, ensuring safe working conditions, respect for workers, and ethical and sustainable business activity.

Prevention and management of risks

Health and safety supervision is a priority for all Group Companies. The practices focus on reporting, statistical data analysis, and worker involvement with the goal of continuous performance improvement. Where required, contingency plans are drawn up to cover possible emergency scenarios; reporting of incidents is encouraged through communication channels open to the entire corporate population.

Datalogic's plants in Italy offer additional health services, disease prevention campaigns and access to medical consultations to contribute to employee well-being.

In addition to legally mandated health services, employees can take advantage of free medical care that covers medical consultations even if they are not work-related. All employees have access to a health care agreement that includes examinations and treatments for a variety of conditions, accessible through online portals.

Additionally, with the support of dedicated software, Datalogic analyses and manages risks by preparing a Risk Assessment Document (RAD) that complies with legal requirements and undergoes minimum six-monthly updates. Risk assessment documents are entirely drafted by the Health & Safety department and are signed by the Employer, the Workers' Safety Representative and the Medical Officer, who also manages health surveillance activities. Reports are handled by the Workers' Safety Representative, who is responsible for acknowledging and reporting all employee reports to the Health & Safety department, participating in risk assessment and taking part in periodic meetings on worker health and safety issues.

In any case, workers can always refer to their supervisor, who is responsible for monitoring their work and reporting any dangerous situation to the Head of the Prevention and Protection Service.

In regions where an Occupational Health and Safety Management System is not in place, Datalogic has established Health & Safety committees composed of members of the Human Resources and Operations departments

that share and evaluate aspects related to worker health and safety, as well as take measures to manage identified risks. They are also responsible for defining, implementing and monitoring actions to improve and manage any emergency situations at the national or international level.

In 2023, 22 minor accidents were recorded. Compared to 2022, therefore, the annual frequency rate increased and stands at 3.7. Most of the accidents occurred due to accidental falls or collisions.

Workplace accidents

	2023		2022		2021	
	Employees	External workers	Employees	External workers	Employees	External workers
Number of deaths	0	0	0	0	0	0
Number of serious accidents	0	0	0	0	0	0
Number of total accidents[28]	19	3	11	1	8	3
Total hours worked	5,363,160	622,925	5,501,434	957,586	5,300,135	835,461
Frequency rate of serious accidents	0.00	0.00	0.00	0.00	0.00	0.00
Total accident frequency rate[29]	3.5	4.8	2.00	1.0	1.5	3.6

The culture of safety

Attention to health and safety at Datalogic is critical to preserving the well-being of employees, but also to promoting a safe and productive work environment by reducing risks, ensuring business continuity, and consolidating a safety-oriented corporate culture.

All Group companies routinely conduct information and training activities on health and safety issues. These activities are based on the results of risk assessments, internal or external monitoring, and critical events such as near misses, accidents, or contextual circumstances. Courses are developed in accordance with current regulations in the relevant country.

Training programs are tailored to the level of risk associated with each job, providing an overview of Datalogic's operational risks, job-specific insights, knowledge of the rights and duties of workers, supervisors and managers, and procedures and measures for handling emergencies. Training takes place at the beginning of employment or when there is a change of job, during the introduction of new machinery or procedures, and is periodically updated.

Additionally, the Group organises specific courses on the use of Personal Protective Equipment and training initiatives dedicated to the use of particularly risky machinery, such as X-ray or laser machines.

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[28] As for Italy, commuting accidents are not included since they do not involve company-organized transportation.

[29] Accidents that generate: death, work incapacity (absolute or partial), limitations in transfers, medical treatment, first aid intervention are included, even if they do not generate days of absence from work. Commuting accidents with cars owned by the employee are excluded. Frequency rates for accident indices were calculated as follows: (Number of accidents/Number of hours worked) x 1,000,000.

Methodological Note

[GRI 2-1] [GRI 2-2] [GRI 2-3] [GRI 2-5] [GRI 2-29]

The Datalogic Group, in accordance with the **provisions of Article 5 (3) (b) of Legislative Decree 254/2016**, has prepared this Consolidated Non-Financial Statement, hereinafter NFS, which is a separate report from the Report on Operations.

The publication of the NFS is on an annual basis and includes a comparison with information provided in prior years, when meaningful. This NFS **refers to year 2023 (January 1, 2023 - December 31, 2023)**. When available, comparisons are made with key data from the previous two years (2022 and 2021) to provide an overview of Datalogic Group's performance over time. This NFS includes Datalogic S.p.A. (Parent Company) and all fully consolidated companies within the Consolidated Financial Statements (in the document, the terms "Datalogic Group", "Group", and "Datalogic" identify the entire consolidation scope).

Subsidiaries	Registered office	% ownership
Italy		
Datalogic S.p.A.	Bologna - Italy	Parent Company
Datalogic IP Tech S.r.l.	Bologna - Italy	100%
Datalogic S.r.l.	Bologna - Italy	100%
Datasensig S.r.l	Modena - Italy	100%
Pekat S.r.l.	Bologna - Italy	100%
Europe		
Datalogic Real Estate France Sas	Courtabeuf Cedex - France	100%
Datalogic Real Estate UK Ltd.	Redbourn - United Kingdom of Great Britain	100%
Wasp Barcode Technologies Ltd.	Redbourn - United Kingdom of Great Britain	100%
Datalogic Hungary Kft	Balatonboglar - Hungary	100%
Datalogic Slovakia S.r.o.	Trnava - Slovakia	100%
Datalogic Scanning Eastern Europe GmbH	Langen - Germany	100%
Datasensing Ibérica, S.A.U.	Barcelona - Spain	100%

Subsidiaries	Registered office	% ownership
Americas		
Informatics Holdings, Inc	Plano Texas - USA	100%
Datalogic USA Inc	Eugene OR - Usa	100%
Datalogic do Brazil Comercio de Equipamentos e Automacao Ltda	Sao Paulo - Brazil	100%
Datalogic Technologias de Mexico S. de R.L. de C. V.	Colonia Cuauhtemoc - Mexico	100%
Asia		
Datalogic (Shenzhen) Industrial Automation Co. Ltd.	Shenzhen - China	100%
Datalogic Vietnam LLC	Ho Chi Minh - Vietnam	100%
Datalogic Singapore Asia Pacific Pte Ltd.	Singapore	100%
M.D. Micro Detectors (Tianjin) Co. Ltd.	Tianjin - China	100%
Datalogic Japan Co., Ltd.	Tokyo - Japan	100%
Suzhou Mobydata Smart System Co. Ltd.	Suzhou, JiangSu - China	51%
Oceania		
Datalogic Australia Pty Ltd	Mount Waverley (Melbourne) - Australia	100%

The document was prepared in accordance with the *Global Reporting Initiatives (GRI) Standards*: *in accordance* option.

Additionally, the document contains disclosures related to the new business analysis requirements arising from the European Taxonomy on Sustainable Finance (EU Regulation 2020/852), applicable to the Datalogic Group in 2023.

Pursuant to Article 8 of EU Regulation 2020/852, the document reports the proportion of the Group's sales, investments and operating costs pertaining to eligible economic activities and aligned with regard to climate change mitigation and adaptation objectives. Voluntarily, and in conjunction with the mandatory reporting for 2023 concerning the environmental objectives outlined in Article 10 c.6 of EU Delegated Regulation 2021/2178, as stipulated in Regulation 2020/852, the Group has also disclosed in the NFS, in addition to eligibility, the alignment of its economic activities with these objectives.

It should also be noted that the disclosure required by Article 8 (6) and (7) of EU Delegated Regulation 2021/2178 is not applicable, as the Group does not operate in nuclear energy/fossil gas related business sectors and therefore has not identified eligible/aligned activities in these areas.

Moreover, the reporting scope for environmental data and information is annually determined through an evaluation of the sites' significance concerning their environmental impact. Sites that solely engage in office activities with minimal personnel presence are excluded from this assessment. The environmental data collected and reported in this NFS refer to the following locations:
- Monte San Pietro, BO (Italy);
- Castiglion Messer Raimondo, TE (Italy);
- Lippo di Calderara, BO (Italy);

- Trnava - Slovakia;
- Balatonboglár (Hungary);
- Ho Chi Minh (Vietnam);
- Eugene (USA);
- Hatfield (USA);
- Plano (USA);
- Modena (Italy).

It is also noted that Suzhou Mobydata Smart System Co. Ltd. (a 51% owned subsidiary) was included in the reporting scope only for the purposes of the indicators related to the workforce and worker health and safety, as it was not relevant to understanding the impacts of the Group's activities in relation to the other areas covered by Legislative Decree 254/2016 or in any case to the reporting of the issues identified as material for the purposes of this NFS[30].

Regarding the information mandated by Article 3, paragraph 2 of Legislative Decree 254/16, it is important to note that, considering the business sector, such details were deemed irrelevant for facilitating understanding of the business activity:

- group water consumption considering both offices and manufacturing sites since they do not involve significant water use;
- pollutant emissions other than greenhouse gas emissions as the generation of these emissions in the production cycle is negligible.

Datalogic has defined the relevant aspects in terms of impacts through a materiality analysis process outlined in the section "Materiality Analysis".

The materiality analysis and preparation of this document were coordinated and supervised by Datalogic's in-house sustainability working group. The collection of information and related data was performed in collaboration with all Group departments, each for the activities under its remit, forming a timely and comprehensive information flow that ensured the solidity of the reporting model.

The NFS is also subject to limited assurance engagement, according to the criteria indicated in ISAE 3000 Revised, by Deloitte & Touche S.p.A..

The limited review of this NFS carried out by the Independent Auditors Deloitte & Touche S.p.A. does not extend to the disclosure required by the regulations on the so-called "EU Taxonomy" (EU Regulation 2020/852 and its Delegated Regulations) - refer in this regard to the section "The European Taxonomy".

For further information or questions, please visit:
https://www.datalogic.com/eng/company/company-overview/sustainability-co-9697.html
or write to anna.pierangeli@datalogic.com

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[30] Compared to the 2021 NFS, the following companies have been brought into the reporting scope: PEKAT S.r.o. (now Pekat S.r.l), the acquisition of which was completed on March 21, 2022 through the subsidiary Datalogic S.r.l. and Datalogic Japan Co., Ltd. incorporated on December 6, 2021.

Approved by the Board of Directors on 14/03/2024
Knowledge Partner: The European House-Ambrosetti

GRI Table of Contents

Statement of Use	Datalogic has reported in accordance with GRI Standards for the period 01.01.2023-31.12.2023
GRI 1 used	GRI 1 - Foundation - 2021
Relevant GRI sector standards	Not applicable

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2 - General Disclosures - 2021	2-1 Organisational details	§ Group Profile				
	2-2 Entities included in the organisation's sustainability reporting	§ Methodological Note				
	2-3 Reporting period, frequency and contact point	§ Methodological Note				
	2-4 Restatements of information	§ No information restatements were made				
	2-5 External assurance	§ Assurance Letter				
	2-6 Activities, value chain and other business relationships	§ Group Profile				
	2-7 Employees	§ Breakdown of staff				
	2-8 Workers who are not employees	§ Breakdown of staff				
	2-9 Governance structure and composition	§ Board of Directors and statutory bodies				
	2-10 Nomination and selection of the highest governance body	§ Board of Directors and statutory bodies				
	2-11 Chair of the highest governance body	§ Board of Directors and statutory bodies				
	2-12 Role of the highest governance body in overseeing the management of impacts	§ Board of Directors and statutory bodies				
	2-13 Delegation of responsibility for managing impacts	§ Board of Directors and statutory bodies				

| GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
GRI 2 - General Disclosures - 2021	2-14 Role of the highest governance body in sustainability reporting	§ Board of Directors and statutory bodies				
	2-15 Conflicts of interest	§ Risk assessment and management				
	2-16 Communication of critical concerns	§ Organisational, management and control model				
	2-17 Collective knowledge of the highest governance body	§ Board of Directors and statutory bodies				
	2-18 Evaluation of the performance of the highest governance body	§ Board of Directors and statutory bodies				
	2-19 Remuneration policies	§ Remuneration policy				
	2-20 Process to determine remuneration	§ Remuneration policy				
	2-21 Annual total compensation ratio	§ Remuneration policy				
	2-22 Statement on sustainable development strategy	§ Letter to Stakeholders				
	2-23 Policy commitments	§ Responsible business conduct				
	2-24 Embedding policy commitments	§ Responsible business conduct; § Certified management systems				
	2-25 Processes to remediate negative impacts	§ Risk assessment and management				
	2-26 Mechanisms for seeking advice and raising concerns	§ Organisational, management and control model				
	2-27 Compliance with laws and regulations	§ Fair tax practices				
	2-28 Membership associations	Datalogic is a member of major industry organisations, including ANIE (Federation of National Electrical and Electronics Companies) and CNA (National Confederation of Craft and Small and Medium Companies), Confartigianato Area Nord, Confindustria and Assonime				
	2-29 Approach to stakeholder engagement	§ Materiality analysis				
	2-30 Collective bargaining agreements	§ Breakdown of staff				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
MATERIAL TOPICS						
GRI 3 - Material Topics - 2021	3-1 Guidance to determine material topics	§ Materiality analysis				
	3-2 List of material topics	§ Materiality analysis				
RESEARCH, DEVELOPMENT AND INNOVATION						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Research and innovation				N/A
PRODUCT QUALITY AND SAFETY						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Product quality and safety and Customer centricity				N/A
GRI 416 Customer health and safety - 2016	416-1 Assessment of the health and safety impacts of product and service categories	§ Product quality and safety and Customer centricity				N/A
GRI 416 - Customer health and safety - 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	§ Product quality and safety and Customer centricity				N/A
RESPONSIBLE SUPPLY CHAIN						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Responsible supply chain				N/A
GRI 308 - Supplier environmental assessment - 2016	308-1 New suppliers that were screened using environmental criteria	§ Responsible supply chain				N/A
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Responsible supply chain				N/A
GRI 414 - Supplier social assessment - 2016	414-1 New suppliers that were screened using social criteria	§ Responsible supply chain				N/A

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
RESPONSIBLE BUSINESS CONDUCT						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Responsible business conduct				N/A
GRI 201 - Economic Performance - 2016	201-1 Direct economic value generated and distributed	§ Economic results and value generated and distributed				N/A
GRI 205 - Anticorruption - 2016	205-3 Confirmed incidents of corruption and actions taken	§ Organisational, management and control model				N/A
GRI 206 - Anti-competitive behaviour - 2016	206-1 Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	§ Organisational, management and control model § Fair tax practices				N/A
GRI 207 - Tax - 2019	207-1 Approach to tax	§ Fair tax practices				N/A
	207-2 Tax governance, control and risk management	§ Fair tax practices				N/A
	207-3 Stakeholder engagement and management of concerns related to tax	§ Fair tax practices				N/A
	207-4 Country-by-country reporting	§ Fair tax practices				N/A
GRI 406 - Non-discrimination - 2016	406-1 Incidents of discrimination and corrective actions taken	§ Breakdown of staff				N/A
GRI 408 - Child labour - 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Based on the procedures and the the records relating to supplier management, no significant risk is reported on the use of child labour at the Group's main suppliers				N/A
GRI 409 - Forced or compulsory labour - 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Based on the procedures and records related to supplier management, no significant risk is reported on the use of forced or compulsory labour at the Group's main suppliers				N/A

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
CUSTOMER CENTRICITY						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Product quality and safety and Customer centricity				N/A
GRI 416 Customer health and safety - 2016	416-1 Assessment of the health and safety impacts of product and service categories	§ Product quality and safety and Customer centricity				N/A
GRI 416 - Customer health and safety - 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	§ Product quality and safety and Customer centricity				N/A
SUSTAINABILITY OF MATERIALS						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Sustainability of materials				N/A
GRI 300 - Materials - 2016	301-1 Materials used by weight or volume	§ Sustainability of materials	301-1a	Information not available	Data currently unavailable at Group level; in 2024, the Company will consider actions to be taken regarding reporting on materials used	N/A
	301-2 Recycled input materials used	§ Sustainability of materials	301-2a	Information not available	Data currently unavailable at Group level; in 2024, the Company will consider actions to be taken regarding reporting on materials used	N/A
WORKER HEALTH AND SAFETY						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Worker health and safety				N/A
GRI 403 - Occupational health and safety - 2018	403-1 Occupational health and safety management system	§ Worker health and safety				N/A
	403-2 Hazard identification, risk assessment and incident investigation	§ Worker health and safety				N/A

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
GRI 403 - Occupational health and safety - 2018	403-3 Occupational health services	§ Worker health and safety				N/A
	403-4 Worker participation, consultation, and communication on occupational health and safety	§ Worker health and safety				N/A
	403-5 Worker training on occupational health and safety	§ Worker health and safety				N/A
	403-6 Promotion of worker health	§ Worker health and safety				N/A
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	§ Worker health and safety				N/A
	403-8 Workers covered by an occupational health and safety management system	§ Worker health and safety				N/A
	403-9 Work-related injuries	§ Worker health and safety				N/A
ENERGY AND EMISSIONS						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Energy and emissions				N/A
GRI 302 - Energy - 2016	302-1 Energy consumption within the organisation	§ Energy and emissions				N/A
GRI 305 - Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	§ Energy and emissions				N/A
	305-2 Indirect (Scope 2) GHG Emissions	§ Energy and emissions				N/A
GRI 305 - Emissions - 2016	305-3 Other Indirect (Scope 3) GHG Emissions		305-3 a.; 305-3 b.; 305-3 c.; 305-3 d.; 305-3 e.; 305-3 f.; 305-3 g	Information not available	The information required to calculate indirect GHG emissions (Scope 3) is currently unavailable due to the complexity of the value chain. The Company will consider actions to be taken in 2024 regarding Scope 3 reporting.	N/A

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			OMISSION N. OF REF. GRI SECTOR STANDARD
			OMITTED REQUIREM.	REASON	EXPLANATION	
PEOPLE WELL-BEING						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ People well-being	-			N/A
GRI 401 - Employment - 2016	401-1 New employee hires and employee turnover	§ Enhancement and internal growth				N/A
	401-2 Benefits provided to full-time employees	§ Listening and well-being				N/A
GRI 404 -Training and Education - 2016	404-1 Average hours of training per year per employee	§ Skills development				N/A
	404-2 Programs for upgrading employee skills	§ Skills development				N/A
	404-3 Percentage of employees receiving regular performance and career development reviews	§ Skills development				N/A
GRI 405 - Diversity and equal opportunities - 2016	405-1 Diversity of Governance and employees	§ Board of Directors and statutory bodies; § Enhancement and internal growth				N/A
WASTE						
GRI 3 - Material topics - 2021	3-3 Management of material topics	§ Waste				N/A
GRI 306 - Waste - 2020	306-1 Waste generation and significant waste-related impacts	§ Waste				N/A
	306-2 Management of significant waste-related impacts	§ Waste				N/A
	306-3 Waste generated	§ Waste				N/A
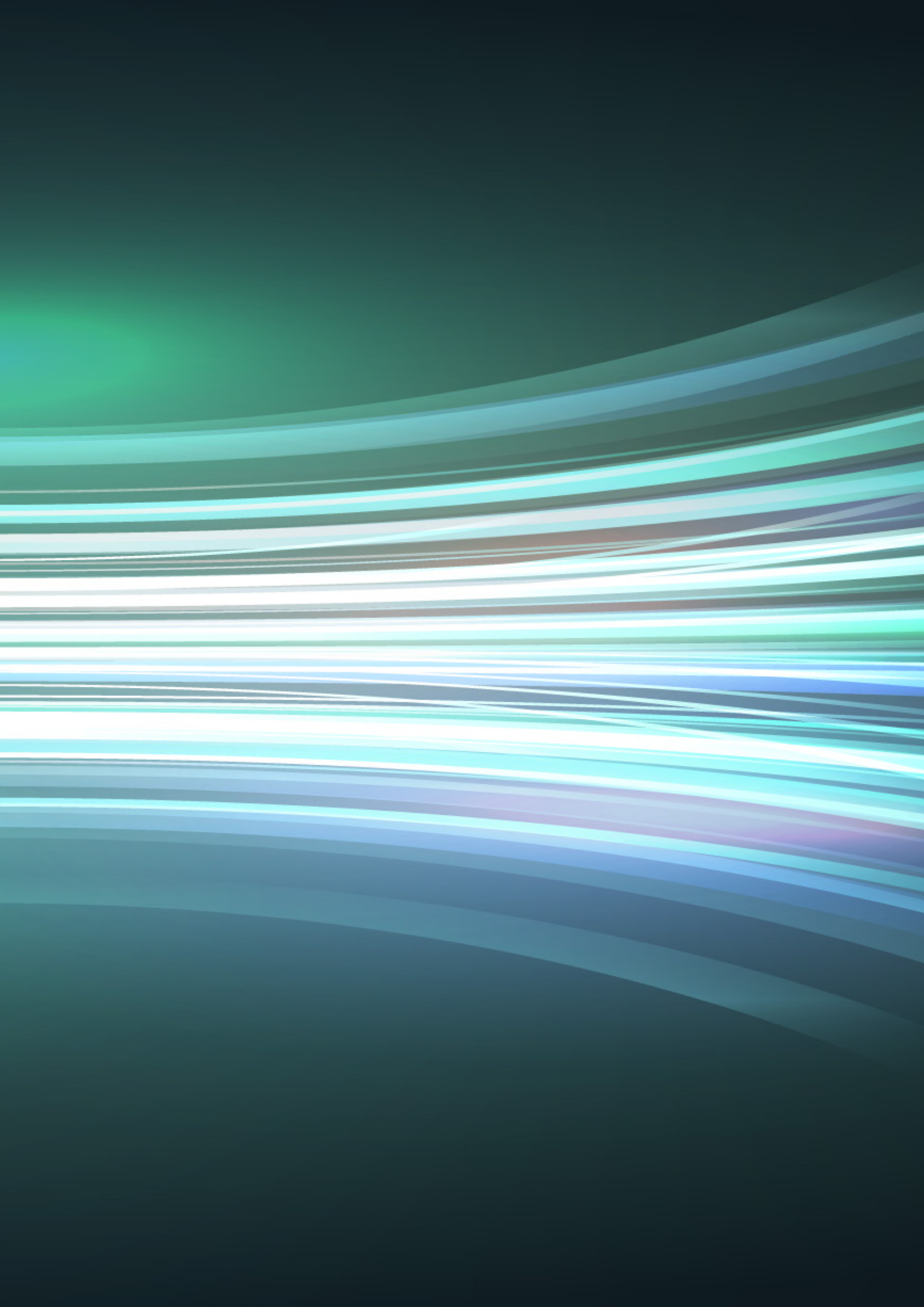
Independent Auditors Reports

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INDEPENDENT AUDITOR'S REPORT
ON THE CONSOLIDATED NON-FINANCIAL STATEMENT PURSUANT TO ARTICLE 3,
PARAGRAPH 10 OF LEGISLATIVE DECREE No. 254 OF DECEMBER 30, 2016, AND
ART. 5 OF CONSOB REGULATION N. 20267 OF JANUARY 2018

To the Board of Directors of
Datalogic S.p.A.

Pursuant to article 3, paragraph 10, of the Legislative Decree no. 254 of December 30, 2016 (hereinafter "Decree") and to article 5, paragraph 1, letter g) of the CONSOB Regulation n. 20267/2018, we have carried out a limited assurance engagement on the Consolidated Non-Financial Statement of Datalogic S.p.A. and its subsidiaries (hereinafter "Datalogic Group" or "Group") as of December 31, 2023 prepared on the basis of art. 4 of the Decree and approved by the Board of Directors on March 14, 2024 (hereinafter "NFS").

Our limited assurance engagement does not extend to the information required by art. 8 of the European Regulation 2020/852 included in the paragraph "European Taxonomy".

Responsibility of the Directors and the Board of Statutory Auditors for the NFS

The Directors are responsible for the preparation of the NFS in accordance with articles 3 and 4 of the Decree and the *"Global Reporting Initiative Sustainability Reporting Standards"* established by GRI - *Global Reporting Initiative* (hereinafter "GRI Standards"), which they have identified as reporting framework.

The Directors are also responsible, within the terms established by law, for such internal control as they determine is necessary to enable the preparation of NFS that is free from material misstatement, whether due to fraud or error.

The Directors are moreover responsible for defining the contents of the NFS, within the topics specified in article 3, paragraph 1, of the Decree, taking into account the activities and characteristics of the Group, and to the extent necessary in order to ensure the understanding of the Group's activities, its trends, performance and the related impacts.

Finally, the Directors are responsible for defining the business management model and the organisation of the Group's activities as well as, with reference to the topics detected and reported in the NFS, for the policies pursued by the Group and for identifying and managing the risks generated or undertaken by the Group.

The Board of Statutory Auditors is responsible for overseeing, within the terms established by law, the compliance with the provisions set out in the Decree.

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Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

During the year covered by this assurance engagement, our auditing firm applied *International Standard on Quality Control 1* (ISQC Italia 1) and, accordingly, maintained a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the NFS with the Decree and the GRI Standards. We conducted our work in accordance with the criteria established in the "*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "ISAE 3000 Revised"), issued by the *International Auditing and Assurance Standards Board* (IAASB) for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the NFS is free from material misstatement. Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on NFS are based on our professional judgement and included inquiries, primarily with company personnel responsible for the preparation of information included in the NFS, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

1. analysis of relevant topics with reference to the Group's activities and characteristics disclosed in the NFS, in order to assess the reasonableness of the selection process in place in light of the provisions of art.3 of the Decree and taking into account the adopted reporting standard;

2. analysis and assessment of the identification criteria of the consolidation area, in order to assess its compliance with the Decree;

3. comparison between the financial data and information included in the NFS with those included in the consolidated financial statements of the Datalogic Group;

4. understanding of the following matters:

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- policies adopted by the entity in connection with the topics specified by article 3 of the Decree, achieved results and related fundamental performance indicators;
- main risks, generated and/or undertaken, in connection with the topics specified by article 3 of the Decree.

Moreover, with reference to these matters, we carried out a comparison with the information contained in the NFS and the verifications described in the subsequent point 5, letter a);

5. understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the NFS.

In particular, we carried out interviews and discussions with the management of Datalogic S.p.A. and with the employees of Datalogic S.r.l., Datasensing S.r.l., Datalogic Hungary KFT and Datalogic Vietnam LLC and we carried out limited documentary verifications, in order to gather information about the processes and procedures which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the NFS.

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company's and subsidiaries' level:

  a) with regards to qualitative information included in the NFS, and specifically with reference to the business management model, policies applied and main risks, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
  b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;

- for the following companies and sites, Monte San Pietro (BO) production site for Datalogic S.r.l., Modena production site for Datasensing S.r.l., Balatonboglar (Hungary) production site for Datalogic Hungary KFT and Ho Chi Minh City (Vietnam) production site for Datalogic Vietnam LLC, which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out site visits or remote meetings, during which we have met their management and have gathered supporting documentation with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the NFS of the Datalogic Group as of December 31, 2023 is not prepared, in all material respects, in accordance with articles 3 and 4 of the Decree and the GRI Standards.

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Our conclusion on the NFS of the Datalogic Group does not extend to the information required by art. 8 of the European Regulation 2020/852 included in the paragraph "European Taxonomy".

DELOITTE & TOUCHE S.p.A.

Signed by
Silvia Dallai
Partner

Bologna, Italy
March 27, 2024

This report has been translated into the English language solely for the convenience of international readers.