



REPORT  
STAKEHOLDER  
ENGAGEMENT

2023

Through Stakeholder Engagement, Buzzi Unicem liaises with its stakeholders to maintain efficient communication of ongoing initiatives and strategies pursued by the company in the short and medium term.

# DIALOGUE WITH THE LOCAL COMMUNITY



Through this report, let's look back together at the key moments that shaped our 2023 and made it possible for us to strengthen our relationships with some of our stakeholders.

There were two events in particular that involved several of the Group's plants, the CGreen Day and the Federbeton Open Doors. Opportunities to engage in dialogue and raise awareness of our production processes and the company's commitment to decarbonization.



**Direct beneficiaries**

**9412**

- HQ
- Cement Plants
- Grinding centers
- Built

2023

# MEETINGS WITH THE STAKEHOLDERS

The year 2023 provided more opportunities for discussion and engagement among different stakeholders. These meetings were the result of intensive engagement activities that fueled interest in the cement production cycle and climate change issues.

Stakeholder relations are developed through educational and informational meetings at our plants, at the headquarters of the various associations and/or schools, or in remote.



# WHO OUR STAKEHOLDERS ARE

The following chart sums up the main categories of internal and external stakeholders that are considered priorities for Buzzi Unicem in terms of influence and interest. Building trusting relationships with stakeholders means taking the time to get to know them, understand their expectations and concerns, listen to their requests, provide feedback and encourage their involvement during important events in the life of the company.

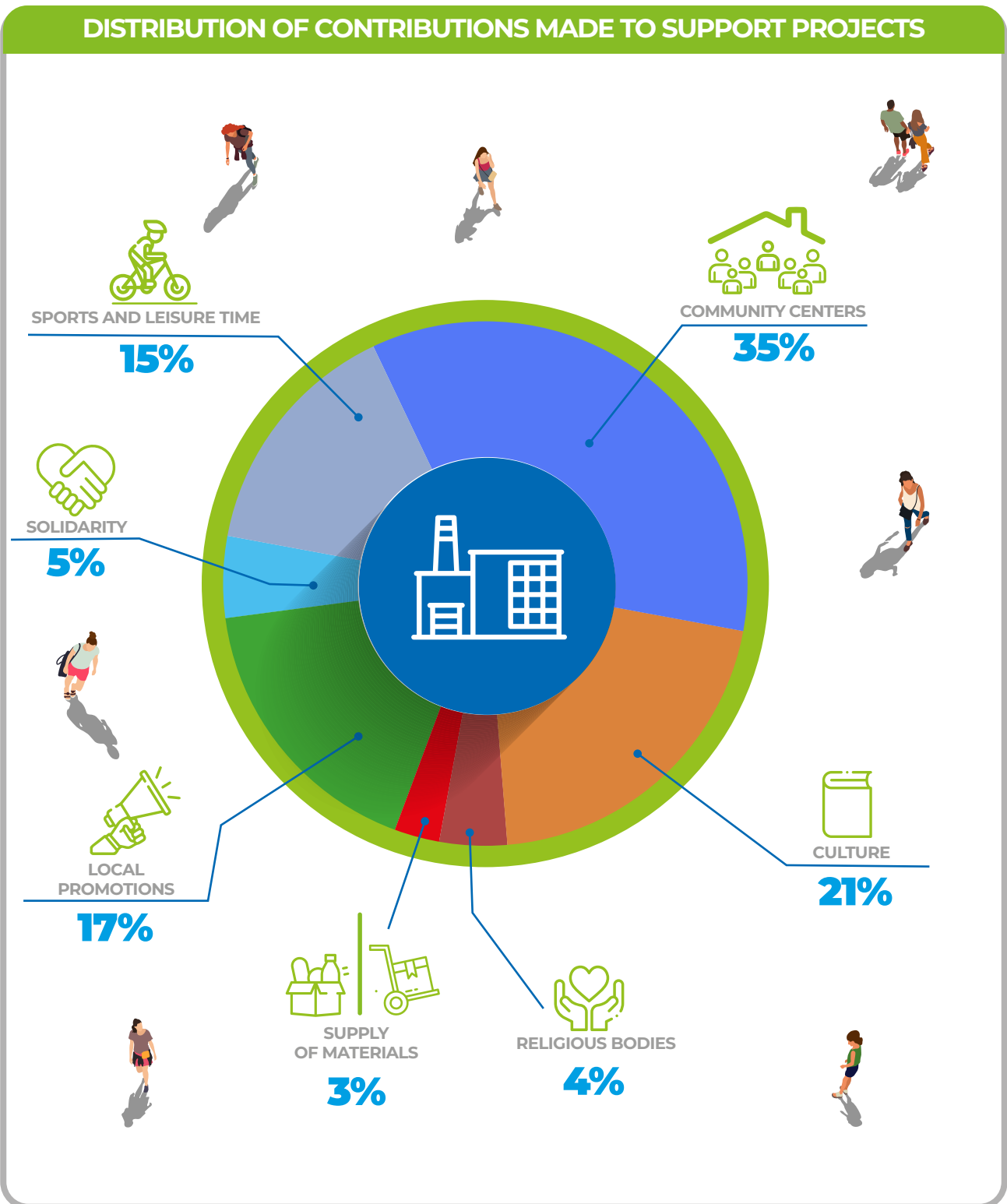




# OUR CONTRIBUTION

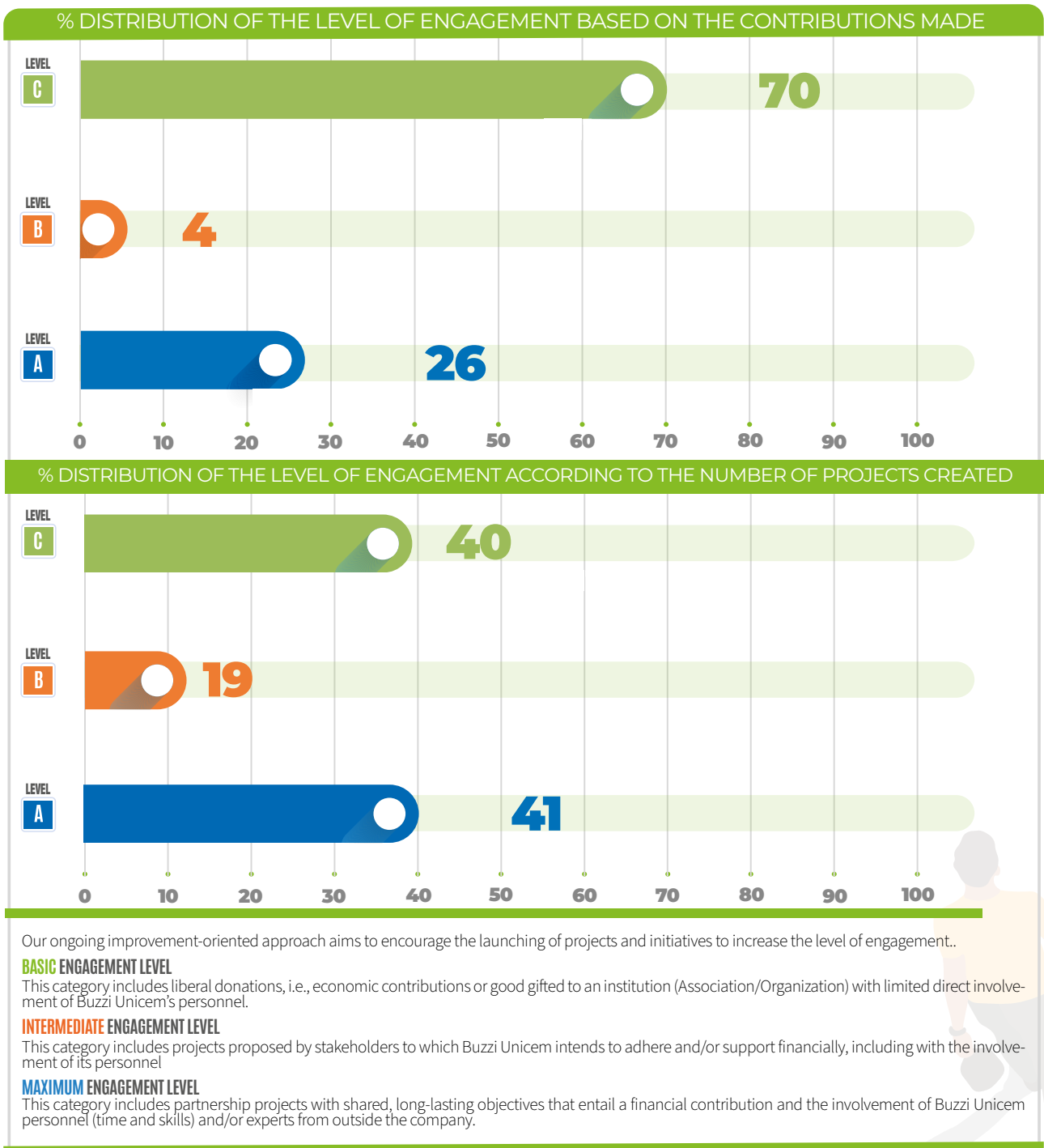
We constantly work to develop in detail dedicated projects that address the needs of stakeholders and partners whose vision and values we share.

## DISTRIBUTION OF CONTRIBUTIONS MADE TO SUPPORT PROJECTS



# LEVEL OF ENGAGEMENT

Stakeholder engagement activities are aimed at understanding the needs of key stakeholders and activating projects to generate shared value in the medium- and long-term. It is an ongoing effort geared toward the implementation of recurring actions with high economic, environmental and social impact. Partners in stakeholder engagement activities can be Employees, Suppliers, Businesses, Customers, Associations, Organizations that are well known, reliable and with excellent and long-standing reputation.



# PROJECTS AND SDGs

Sustainable development is, by definition, “the fulfillment of the needs of the current generation without compromising the ability of future generations to fulfill their own”. In order to achieve it, it is imperative to combine three basic elements: economic growth, social inclusion and environmental protection. The Sustainable Development Goals are 17 goals adopted in September 2015 by the governments of the 193 member countries of the United Nations General Assembly and set out the 2030 Agenda for Sustainable Development. For each project carried out in Italy, we report which goal related to sustainable development we were able to implement together with our stakeholders.



**1%**



**19%**



**32%**



**1%**



**2%**



**45%**



## Buzzi Unicem took part in Federbeton's "Open Doors"

The second edition of the event "Open Doors" promoted by Federbeton, the federation that represents the cement and concrete supply chain in Italy, was held this past May. The event was attended by several companies operating in the sector, including cement plants, concrete plants and precast plants. Buzzi Unicem joined the initiative, opening its doors to students to tell them about its operations, technological innovations and concern for the environment. By dedicating the "Open Doors" space to schools, Buzzi Unicem confirmed its commitment to young people, whose interest in issues related to sustainability is becoming more and more commonplace. This was a great opportunity to describe, through the voice and experience of people, the quality of Italian industry; we tried to describe the development of our activities, advances in technology and our commitment to the challenge of decarbonization. In the words of Antonio Buzzi: "Young people are our future. I believe that today, with today's communication systems, they have the ability to become disconnected from the background noise in their lives, and it is only right that they should be able to appreciate directly with their eyes and their questions a manufacturing company. We are here to provide them with all the answers they need and satiate their curiosity".

On May 14, the Monselice plant hosted 170 students from the third, fourth and fifth grade classes of several local high schools, escorted by their teachers. On May 20, it was the turn of the Barletta plant, with a visit by 200 students, from the third and fourth grade classes of two local institutes. Last but not least, on May 27 more than 100 students from local technical institutions visited the Siniscola plant. The initiative is part of a well-established stakeholder engagement program that entails opening our plants all year round. In the areas where Buzzi Unicem operates, the local communities are indeed given the opportunity to visit our plants. Since citizens are accustomed to seeing only the end result of cement plants like ours, with the "Visit a cement plant" initiative we want to give them the chance to learn about the production processes as well.



## “CGreen days”, a new formula for meeting customers

The Sales & Marketing Department has as its responsibility and objective the planning and implementation of business strategies and the management of customer relationships. It also plays, through ongoing discussions with customers, a leading role in identifying market trends and steering the company to provide externally strategic, technical and commercial solutions. This is in order to achieve the sales and marketing objectives defined by Top Management by addressing the main challenges posed by the market. In recent years, one of the goals provided by the company was to revolutionize the product portfolio; a shift from traditionally used cements to green cements, with lower clinker content. A well-defined Roadmap was drawn up involving all the Italian plants and the entire supply chain in an high-impact manner. This business need is in conflict with the desiderata of the customers, which are often resistant to change, especially when it comes to “changing cement.” The Sales & Marketing Department was therefore forced to take on a different role from its usual one and be proactive in order to bring about change on strictly technical issues. The CGreen days, which took place between April and September 2023, thus became an inspiring tour of Italy in stages: they involved the Vernasca (PC) plant with a visit to the Labyrinth of the Masone, the world’s largest existing labyrinth consisting entirely of bamboo plants, the Barletta (BT) plant with a guided tour in the historic center of the wonderful city of Trani, the Guidonia (RM) plant with a visit to the Ercole Vincitore Shrine dating back to the 2nd Century BC, the Robilante (CN) plant with a visit to the world’s largest elliptical dome at the Vicoforte Shrine, the Monselice (PD) plant and a visit to the Scrovegni Chapel, a Unesco heritage site, to admire Giotto’s frescoes, the Augusta (SR) plant with a boat trip and related visit to Fort Vittoria, and finally, the Siniscola (NU) plant with an experience at Su Gologone in touch with the nature and culture of a region that is truly one-of-a-kind. The presentations, given on each occasion by **Antonio Buzzi** (Buzzi Unicem CEO), **Emanuele Sandri** (Cemento Italia Sales and Commercial Operations Director) and **Massimo Veglia** (Quality Management - Technical Assistance), chronicled the company’s vision and commitments regarding environmental issues, CO2 reduction levers for the supply chain, the decarbonization roadmap and the new products launched in the market.





## Together for prevention

Every year, the company renews a number of important events aimed at spreading the culture of prevention, safety in the workplace, health protection and social inclusion. The Augusta, Fanna and Monselice plants held a three-day event dedicated to employees and citizens during which our partners were able to carry out prevention activities through blood glucose, cholesterol, oxygen saturation, blood pressure and heart rate tests, extremely useful for the prevention and definition of a person's risk level, thanks to the collaboration of volunteers from the Italian Red Cross South Padua Committee, the Italian Red Cross Maniago and the Syracuse Diabetics Association.



**221**  
Beneficiaries



Monselice (PD)  
Fanna (PN)  
Augusta (SR)



## October 4: AISM's apple

On Wednesday, October 4, 2023, at the Casale site and at the Barletta Plant, people were able to buy apples to support AISM, the Italian Multiple Sclerosis Association, the only organization in Italy that deals in a structured and organic way with all aspects related to multiple sclerosis, through an overall approach that embraces the issue of the rights of people affected by the disease, health and social services, and the promotion, guidance and funding of scientific research. The company provided all-day outlets where to buy the apples staffed by the association's volunteers.



**161**  
Beneficiari



Headquarters of  
Casale Monferrato (AL)  
Barletta (BT)  
Plant



## The smile game: together for Federico and Gabriele

On Sunday, February 2, at the fields of the Sporting Club in Augusta, a four-team soccer tournament was held, organized by the Association Teniamoci Per Mano Onlus in collaboration with the Buzzi Unicem Plant of Augusta, the Municipality and the Misericordia Association. Representing the cement plant was a team made up of a group of employees. Once again, sports and solidarity formed a winning combination, and our colleagues took to the field, showing great sensitivity and generosity. The proceeds will be added to the fundraising effort to help two little brothers from Augusta, Federico and Gabriele, ages 12 and 4, who both suffer from anchored marrow, a rare form of neurological condition affecting the bone marrow that can only be cured with a major and very expensive surgery.



**50**  
Beneficiari



Augusta (SR)  
Plant



## “Bocconi Alumni Community” enters the plant

On Saturday, May 6, the Augusta plant unveiled its new look, the result of a recently completed restyling, opening its doors to the Catania Chapter of the “Bocconi Alumni Community,” a group of professionals with Bocconian backgrounds who work in different fields and meet periodically for professional, social and cultural exchanges with the main objective of raising awareness and highlighting the excellent aspects of the area. With the support of Riccardo Parigi, ambassador of the En-ROADS program ([www.climateinteractive.org/en-roads/](http://www.climateinteractive.org/en-roads/)), several topics were discussed, examining in depth the company’s commitment to sustainability, our roadmap for reducing CO2 emissions, the Cleanker project, and the use of CSS (secondary solid fuel) in the production cycle.



**35**  
Beneficiari



Augusta (SR)  
Plant





## Solidarity in industries: the AVIS bloodmobile

An important event for the Barletta plant and AVIS was held once again in April. A day entirely dedicated to blood donation, during which doctors and nurses, as well as AVIS volunteers, using the bloodmobile made it possible for the volunteers to perform an important act of solidarity. The donation of whole blood is extremely important for public health management, in all countries throughout the world. With this significant gesture, the donor can tangibly help people who at some point in their lives require a transfusion and therefore need blood due to, for example, an accident, trauma or surgery.



**30**  
Beneficiaries



Barletta (BT)  
Plant



## Nasce il progetto 'Cemento creativo'

The Barletta plant was delighted to welcome the partnership forged with SCART-OFF and the ITET Cassandro-Fermi-Nervi of Barletta for the implementation of the "Creative Cement" project on the non-ordinary use of cement, aimed at bringing young high school students closer to the world of cement production and, at the same time, to the knowledge of a few manual techniques of eco-sustainable craftsmanship. The creative event was made even more special by the active participation of differently abled students, each one assisted by a pair of student tutors, an activity conceived and developed as a viable alternative to the traditional Paths for Cross-disciplinary Skills and Career Guidance Orientation (PCTO) already underway with the local schools. A unique and special experience, which was much more than just a crafts and creative recycling workshop: a meeting of trades, skills and creativity, to spread and "cement" environmental education and the coexistence of differences.



**22**  
Beneficiaries



Barletta (BT)  
Plant



## A special day at the plant: training with the Fire Department

Firefighters from the local Provincial Command had the opportunity to attend and watch all the maintenance phases of the ASYS analyzer carried out by U.S. technicians from ETI, Environmental Technology Inc., at the Barletta plant. The day kicked off with an initial briefing to present the main application purposes of the gamma-ray technology in use for the continuous analysis of raw materials and the details about the operation of the ASYS analyzer. This was a great opportunity for the local Fire Department, as the Firefighters were able to discuss all aspects related to the safe operation of such analyzing systems with the plant contact persons and with the American technicians who came to the plant to perform the maintenance activities.



10 Beneficiaries



Barletta (BT) Plant



## SKF's "Maintenance Truck" arrived in Barletta

On October 5, 2023, SKF's "Maintenance Truck," a traveling laboratory touring Italy, made its entrance at the Barletta Plant to showcase the newest technologies in the field of bearings and lubrication systems. This truck is not just a vehicle, but a "traveling showcase of precision engineering," as emphasized by Alessio Quarta, Account Manager at SKF, who, together with his team, pointed out the efficiency of the machinery at our industrial plants, proving how critical these technologies are to the growth of the cement industry. Hence, the joint meeting between the three companies highlighted the commitment to innovation and technological excellence.



20 Beneficiari



Barletta (BT) Plant





## Built welcomes the junior high schools of Vercelli

During the week dedicated to research, the Built laboratory, in partnership with the University of Eastern Piedmont, hosted 3 junior high school classes from Vercelli. In keeping with the play-and-learn activities of the “Built to play” project, a “CEMescape room” was set up in which the youngsters had to brainstorm, searching for clues and solving riddles in order to get past the four levels of the game and unravel the puzzle.

This challenge was designed to illustrate some of the actual steps in the study of cementitious materials and entailed the search of chemical elements in raw materials, the identification of minerals, the proportioning of concrete components and the putting together of the clues, up to the solution that allowed them to exit the escape room.



**22**  
Beneficiaries



Built  
Vercelli



## “Make the right choice” 2023 at Buzzi Unicem in Casale Monferrato

Buzzi Unicem took part in the second edition of “Make the right choice”, a day dedicated to meeting with the local production facilities for guidance in higher education organized by the Municipality of Casale Monferrato. a day dedicated to meeting with the local production facilities for guidance in higher education organized by the Municipality of Casale Monferrato.

The event featured several authoritative speeches on the topic of career orientation: in the morning, Mr. Giuseppe Ricci, General Manager of ENI’s Energy Evolution, opened the event, followed by the young musician Riccardo Marchese and the architect Paolo Scoglio. The highlight of the afternoon program was the speech delivered by Luigi Ballerini, a career counselor and writer as well as the promoter of the National Festival of Scholastic Innovation.



**70**  
Beneficiari



Headquarters of  
Casale Monferrato (AL)



## An educational workshop for the children of the Summer Center

The Buzzi Unicem Plant in Fanna welcomed 43 children from the Summer Center together with their entertainers to participate in a project carried out in collaboration with the Municipality of Fanna. For this event, Paola Ducci, an environmental and food education consultant, tackled, in a playful way, issues of global importance and of pressing concern such as healthy and proper nutrition, the fight against food waste and environmental sustainability. Various activities were carried out to raise the children's awareness on the topic of nutrition, focusing on the concept of food waste by using a shopping list and checking the expiry dates of the products. Using the food pyramid and through gameplay, the children chose which products to prioritize and which to cut down on for proper nutrition, paying close attention to the importance of consuming seasonal and possibly zero-kilometer products.



**45**  
Beneficiaries



Fanna (PN)  
Plant



## Cement plant a place of solidarity

The Fanna Plant is not only a workplace but also a space of gathering and solidarity for the community. This is the spirit that sealed the meeting between the company and ASLA, the association that for many years has been organizing sporting events in the area to raise awareness of the world of ALS and how important research is for this type of disease. Buzzi Unicem has fully embraced the intention of its President Michele Roveredo by carrying out a 1.2-km relay race at the plant with the participation of 160 visitors including athletes, citizens and many families. The athletes were able to run safely for two hours, with the best ones completing as many as 24 laps for the sole purpose of having fun and making a contribution to ASLA.



**160**  
Beneficiaries



Fanna (PN)  
Plant





## Experimental project “House of Civic Education”

The experimental project “House of Civic Education” was launched last year by the Guidonia cement plant and Saperambiente, a newspaper belonging to the Saperenetwork Group, which deals with environmental publications featuring a strong educational slant and a distinct focus on citizenship training ([www.sapereambiente.it](http://www.sapereambiente.it)).

Buzzi Unicem provided financial backing for the printed edition of the textbook published by Sapereambiente “Citizens of the Present. Paths of Civic Education for High Schools” and the latter has promoted its use at the two local schools, the Don Lorenzo Milani and Leonardo da Vinci Comprehensive Institutes, carrying out a collaborative planning campaign aimed at teachers who will use the book through in-person and remote meetings with the aim of training responsible and active citizens, promoting full and conscious participation in the activities being carried out locally.



**50**  
Beneficiaries



Guidonia (Rome)  
Plant



## A double sundial “The shadow of Light” project

The journey begun in 2020 in collaboration with St.Art|\_over, represented by the Architect Roberto Ianigro, a teacher at the IIS of Via Roma 298 in Guidonia, continues. Three “broken sundials” were created at the Guidonia cement plant and at the Institute.

In conjunction with the events for the centennial anniversary of the founding of the Italian Air Force, on Friday, September 15, the fourth sundial was inaugurated at the Guidonia Military Airport to commemorate a double anniversary: the first nonstop Italy-Brazil international flight record set by the pilots Arturo Ferrarin and Carlo Del Prete, who took off from the Guidonia Airport on July 3, 1928 at 6:51 pm, and the sighting of the Brazilian coast the following July 5 at 3 pm.



**195**  
Beneficiaries



Guidonia (Rome)  
Plant



## Mini Marathon and Walk

### S. Luigi 2023

10<sup>th</sup> Edition

Sunday, June 11 marked the return of the San Luigi Mini Marathon and Walk - 10.2 and 5 km respectively - now in its 10th edition. The event is traditionally held in June near the feast day of the cement plant's patron saint, San Luigi Gonzaga.

As done for several years now, the start and finish lines were positioned in the yard in front of the entrance, with part of the route inside the cement plant, where athletes and guests were able to marvel at our facilities and appreciate the olive grove that provides the backdrop. About 500 people signed up, with the involvement of a large representation of the three Guidonia Scout groups, who supported the marathon runners during the race.



Guidonia (Rome) Plant



## “Backyard the immortal”

An important sporting event took place in Monselice in collaboration with ASD Ultra Team Atlante, which worked hard to organize in the best possible way the 2<sup>nd</sup> Edition of “The Immortal”, a special endurance running race that this year was included in the Italian Backyard Championships. The race started from the base camp, organized inside the parking lots of the Buzzi Unicem plant in Monselice, where the areas dedicated to refreshments, restrooms, first aid and those intended for the athletes' self-management were set up. There was widespread participation, with over 100 athletes, tireless in the almost three days of competition. At the 42<sup>nd</sup> consecutive hour of running, “The Immortal” Christian Calabrese the only athlete still in the race, was the winner.



Monselice (PD) Plant





## “The plant, an alternative space for culture”

### Alidarte

The Buzzi Unicem Plant in Monselice has joined the artistic-cultural initiative “The Plant, an alternative space for culture.” This project was launched in 2021 by the cultural association ALIDARTE, which deals with the promotion and valorization of local artists in order to give visibility to previously unexploited spaces and stimulate artistic creativity. The Monselice plant opened its doors to artists, offering large exhibition spaces to support and promote creative expression in all art forms. Most noteworthy among the various exhibitions set up is the one inaugurated last November, open to the public until March 3, 2024, entitled “Inside of us, the artist’s room” created by painter and illustrator Mattia Bennici, curated by Silvia Greggio and the cultural association ALIDARTE. These projects represent the first steps of an ambitious initiative intended to promote art in all its forms, supporting the local art scene and the cultural enrichment of the area.



Monselice (PD)  
Plant



## Chemistry goes to the ITIS of Cuneo

The Robilante cement plant signed a three-year agreement with the ITIS (Industrial-Technical High School) Delpezzo of Cuneo - Course of studies in Chemistry and Materials, Fourth-year classes - which launched the “Chemistry Goes to School” project. Three meetings with different contents have been scheduled for each year. A simple but effective format was developed: it starts with an institutional presentation of Buzzi in the world and in Italy, technical information on cement performance and ISO Standards. A meeting will then be held at the school laboratory where students, split up into groups, will be required to form mixtures of the 5 types of cement produced at the Robilante plant in compliance with ISO 197/1, according to the indicated ranges of chemical analyses (target % SO<sub>3</sub>, % Cl and % CO<sub>2</sub>). Lastly, a tour of the cement plant to experience first-hand the cement production cycle, with a more in-depth visit to the laboratories where the cement samples made by the teams are analyzed.



Robilante (CN)  
Plant



## The Robilante cement plant turns pink

The 4<sup>th</sup> edition of the “Walk in Pink” of Robilante, organized by the ProLoco Association and the Luigi Buzzi Community Center with the collaboration of Buzzi Unicem, featured the participation of more than 200 people, including Patrizia Manassero, President of the LILT Association of Cuneo and the town’s Mayor. The goal was to raise funds in favor of the Cuneo Section of LILT (Italian League for the Fight against Tumors). The 5-kilometer walk wound its way through the green trails of Robilante, bordering the Vermenagna Creek and passing through the cement plant where, in the yard in front of the cement silos, a light buffet was set up. Continuing then through the narrow streets of the village, the walk ended back at the Luigi Buzzi Community Center, where the event ended with a delicious luncheon.

 **245**  
Beneficiaries



Robilante (CN) plant



## AgriGREST 2023: done!

The well-tested week at the farmstead, which has reached its 3rd edition, was once again a success. The 25 enrolled children were split up into four teams, which competed against each other to the tune of blueberry picking, team games, and discovering natural species to “study”. Nature took center stage during the week. The sunshine warmed everyone’s heart and soul, and the wonderful entertainers of the Between Heaven and Earth Association succeeded in teaching the richness of sharing and the value of friendship. The singing and music of the ever-present guitar added plenty mirth.

 **95**  
Beneficiaries



Trino (CN) Plant





## S.O.S. homework

Among the many activities aimed at helping the less fortunate, the San Vincenzo de' Paoli di Trino Association launched an ambitious new project called "S.O.S. homework." The Buzzi Unicem Plant in Trino supported the project by making available the hall of the Pietro and Antonio Buzzi Community Center, turning it into a large classroom where children could engage in after-school activities.

About 50 primary and secondary school children from non-Italian families had the opportunity to be tutored throughout the school year by volunteer teachers. This was a real godsend, as it allowed the children to follow the lessons with greater attention and concentration, thus making it easier for them to overcome some educational gaps and participate more actively in classroom activities.



Trino (VC) Plant



## Bike Camping in Robilante

On September 23 and 24, the Bike Camping event organized by the Robilante Plant took place, bringing together MTB enthusiasts from the different communities in which the company operates:

20 young boys came from Guidonia Montecelio, 16 from Lugagnano (Piacenza) and 23 from Trino. Several activities were held on the first day, including a warm-up run ahead of the next day, a soccer game, and after-dinner entertainment with music. On the following day, the cyclists embarked on three routes of different difficulty and length, with everyone stopping for a bread-and-Nutella snack. During the race, the athletes' chaperones were taken on a tour of the cement plant. At the end, prize-giving ceremonies and farewells were held, looking forward to seeing everyone again in 2024.



Robilante (CN) plant



## Cuneo Volley at the cement plant

In November, the Cuneo Volley team, of which Buzzi Unicem is a partner, visited the Robilante Plant. During the day, the guests attended a drilling and blasting in the quarry, thus experiencing firsthand the related technology and safety operations. Subsequently, after a brief presentation of the Group, they were given a tour of the plant's production facilities accompanied by an employee of the plant. The decision to enter into a partnership with Cuneo Volley originated from a common vision: in sports as well as at work, it is important to focus on teamwork, with everyone, according to their own experience, having the opportunity to contribute to each person's growth.

 **20**  
Beneficiaries



Robilante (CN)  
Plant



## The sports mural at the Luigi Buzzi Community Cente

Thanks to the three-year agreement with the local Comprehensive Institute, it was possible to paint a large mural on the wall of the Luigi Buzzi Community Center at the Robilante Cement Plant. As part of the project, starting in 2023 until 2025, third graders will be able to try their hand at mural painting and spray art techniques. The artists from MacchiaConForma, Enrica Savigliano and Andrea Mariani from Cuneo, will guide the students in learning, experimenting and practicing contemporary art techniques. During the first year of the project, featuring classroom lessons at school and meetings at the Community Center, the block with a mountain bike and judo theme was completed.

 **32**  
Beneficiaries



Robilante (CN)  
Plant





## Climate Change

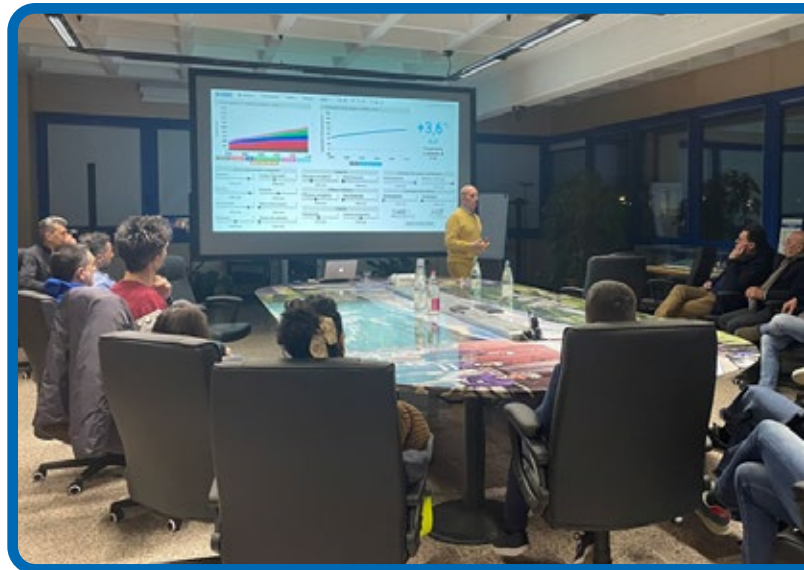
“My choices matter: three days of meetings with with the En-ROADS” simulator

Several meetings were held at the Buzzi Unicem cement plant in Vernasca to discuss the issue of climate change using the En-ROADS simulator with its Italian Ambassador Mr. Riccardo Parigi. This tool, designed to be used interactively with groups of people, provides the basis for initiating scientific and challenging discussions on how we need to approach such a complex topic. During the various meetings with students from the Lugagnano and Morfasso Comprehensive Institute and their teachers, local administrations and local associations, namely Lugagnano Off-road and ASD Vernasca Calcio, many thought-provoking ideas surfaced which confirmed the importance of the simulator in terms of expanding the ways with which to define the impact of good environmental practices.

 **100**  
Beneficiaries



Vernasca (PC)  
Plant



## A winning combination:

UTE (University of the Third Age) and Buzzi Unicem

Friday, June 9, in the meeting room of the Siniscola Cement Plant, the photography course held during the year at the University of the Third Age in Siniscola featuring lectures given by the architect Aldo Sardonì, came to a close. Last December, together with UTE, a musical concert was held to showcase local young artists. In the meantime, the partnership with Architect Sardonì originated from his request to hold a photographic project dedicated to the art and construction technique of the structures and facilities located at the Plant. Some of his many beautiful photographs can now be viewed at the permanent exhibition set up in the hallways of the office buildings.

 **265**  
Beneficiaries



Siniscola (NU)  
Plant

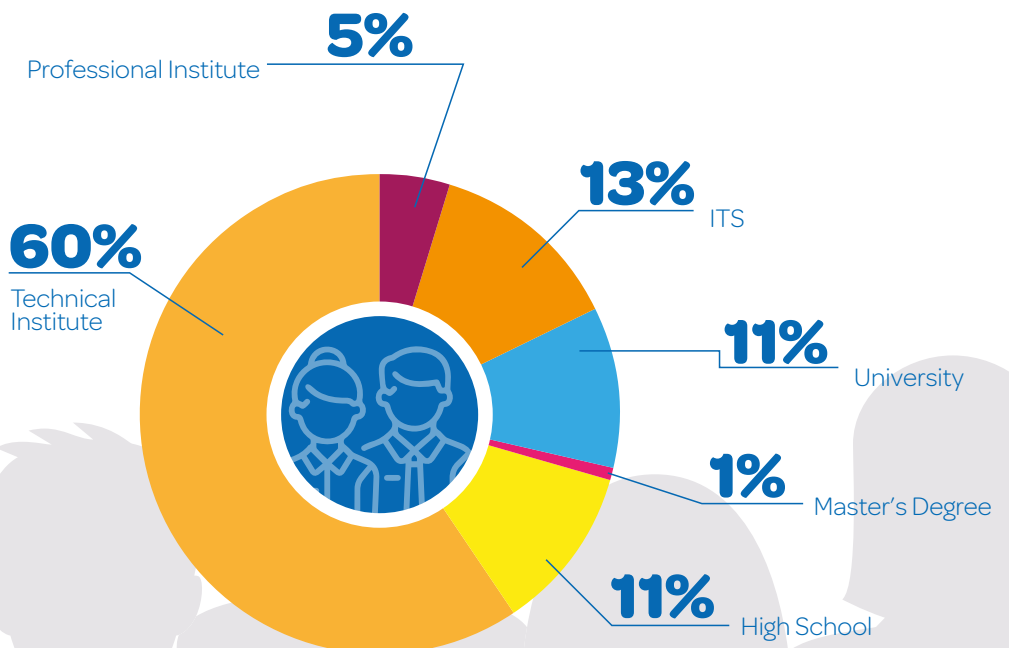


**1** Buzzi Unicem

# High<sup>5</sup>



Young people are the main engine of innovation, the key element in implementing the change that the current, and future, society requires. This is one of the reasons that prompted us to create an opportunity for younger people with the “High 5” project. The initiative allows students to live a training experience in a company, combining schooling and work following the logic of learning by doing, with the aim of developing their potential. Students have the opportunity to be paired with experts in the field with whom they can compare and acquire technical skills, for example through workshops, but also cross-cutting and behavioral skills, such as strategic thinking, reflective skills, and how to behave in work contexts.





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