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Eurac Research **Sustainability** **Review**

Sustainability progress,
with reference to the
Global Reporting Initiative
(GRI) standard – 2024



Eurac Research Sustainability Review

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with reference to the
Global Reporting Initiative
(GRI) standard – 2024

Reporting period:
01.01.2024–31.12.2024

Organization:
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The Sustainability Review was drafted with the support and consulting services of [Terra Institute](#) and [Ökoinstitut Südtirol/Alto Adige](#)

Acknowledgements

We extend our sincere thanks to everyone who contributed to the development of the Sustainability Review, generously sharing their time, insights, and commitment.

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Final edit 20 February 2026



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Preface

Sustainability is part of who we are – not just in our research, but in how we work every day. Mission Sustainability was launched in 2022 and has set clear goals for 2025–2027 around three priorities: caring for the environment, supporting people, and ensuring strong governance. We’re acting on these commitments: reducing emissions and waste, improving energy efficiency, and investing in renewable energy. We’re also building an inclusive, healthy workplace that values diversity and growth – our team spans more than 45 countries. And we’re embedding transparency and accountability into our processes, so sustainability becomes part of our culture. This first GRI-based report is our starting point. It shows where we are today and how we’ll track progress with clear actions and indicators. We’ll keep learning, listening, and improving—because sustainability isn’t a one-time effort, it’s a journey we share. Together, we can make a lasting impact.

Stephan Ortner
CEO of Eurac Research

Executive summary

Eurac Research's first GRI-based sustainability report marks an important step in the organization's commitment to responsible research and governance. GRI (Global Reporting Initiative) provides one of the world's most widely used standards for transparent and comparable sustainability reporting. Covering 2024, this report sets a transparent baseline for environmental, social, and governance (ESG) performance for Eurac Research.

Part I, Organizational Profile, introduces Eurac Research's mission, governance, and operational context. Readers will find an overview of the legal status, management bodies, and decision-making processes, as well as the approach to stakeholder engagement and policy commitments.

Part II, Approach to Sustainability, dives into the strategy and performance and explains how Eurac Research identified its ten material sustainability topics. Each topic is managed with targeted actions and measurable indicators, mapped to the United Nations SDGs.

Eurac Research made significant progress across all three pillars of sustainability:

- **Planet:** Eurac Research achieved a 23% reduction in total energy consumption and a 40% decrease in GHG emission intensity compared to 2019, despite a 32% increase in staff. These results stem from energy efficiency upgrades, a transition to less emitting fuels, and expanded use of renewables.
- **People:** Eurac Research fosters an inclusive workplace that supports diversity, professional growth, and well-being, reflected in positive employee feedback and comprehensive benefits. The organization maintains a balanced gender distribution and stable international representation, supporting a vibrant, multicultural environment.
- **Process:** The governance model is rooted in independence and stakeholder participation, supported by clear policies on ethics, non-discrimination, data protection, and quality management. Activities are monitored through measurable indicators, and progress is tracked using GRI standards.

Part II also highlights key trends shaping Eurac Research's sustainability journey. Notably, the organization has successfully decoupled organizational growth from environmental impact and mobility patterns show a shift toward sustainable transport, with increased use of trains and electric vehicles. Another example is the commitment to open science, which is reflected in internal policies and in the growing number of open access publications and datasets.

This report is based entirely on internal data and controls, covering all operations. While external assurance was not sought for this first cycle, Eurac Research is committed to enhancing reporting quality and considering external verification in the future. By embedding sustainability into its core mission, Eurac Research aims to amplify its impact, attract talent, and serve as a living laboratory for innovation. This report is both a reflection of achievements and a roadmap for continuous improvement, transparency, and stakeholder engagement as the organization moves forward.

Introduction and scope

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. GRI is an independent international organization that develops comprehensive sustainability reporting standards, enabling companies worldwide to measure and disclose their environmental, social, and governance impacts in a transparent, comparable, and credible manner.

As Eurac Research's first sustainability report, it establishes baseline disclosure of organizational profile, governance, stakeholder engagement, and material topics. The organization is committed to progressively enhancing reporting quality and coverage in future reporting cycles. For the same reason, no restatements of information from previous reports are applicable.

The report is aligned with the governance framework and monitoring processes defined in the Sustainability Strategy 2025-2027 and contributes to Eurac Research's commitment to transparency and accountability in its environmental, social, and governance performance.

Eurac Research is a legally independent association under Italian law with no subsidiary entities. The reporting boundary aligns with the organization's operational control. All activities, impacts, and data reported pertain to Eurac Research's direct operations during the reporting period.

This Sustainability Report covers all institutes, centers, and administrative departments of Eurac Research, including facilities at the headquarters, NOI Techpark locations, healthcare facilities in Merano/Meran and Silandro/Schlanders, and representation offices in Rome and Vienna.

No external assurance has been sought for this report; all data and disclosures are based on internal processes and controls. Eurac Research is committed to enhancing the credibility and transparency of its sustainability reporting and will consider external assurance for future reports as reporting practices develop and stakeholder expectations evolve.

Reporting period: 01.01.2024 – 31.12.2024

Publication date: February 2026

Reporting frequency: every three years

Quick facts

Address:

- **Headquarters:** Viale Druso/Drususallee 1, Bolzano/Bozen, Italy
- **Other locations:**
 - Via Volta/Voltastrasse 13/A & B, 21, Bolzano/Bozen (NOI Techpark);
 - Via Hypatia/Hypatiastrasse 2, Bolzano/Bozen (NOI Techpark);
 - Via Brida/Bridastrasse 4, Bolzano/Bozen (NOI Techpark);
 - Facilities hosted by the Merano/Meran and Silandro/Schlanders Hospitals.
- **Representation offices:** In Rome and Vienna.

Year of establishment: 1992

Structure: 18 Institutes and Centers, 13 administrative departments, 25 laboratories and facilities, 1 publicly accessible library.

Collaborators: around 700 people from over 45 countries (headcount as of 31.12.2024).

Partnerships: Over 1,500 active collaborations in more than 60 countries during 2024.

Budget: Total administered budget in 2024 exceeded €63.4 million, with 51% from provincial financing and 49% from third-party funding.

Research activities are concerned with three major themes:

- Regions fit for living in (climate change and transformation, Earth observation, renewable energy, sensing solutions, global mountain research in collaboration with the United Nations, alpine environment, regional development, public management).
- A healthy society (biomedicine, mountain emergency medicine, mummy studies).
- Diversity as a life-enhancing factor (federalism, autonomy and minorities; autonomy experience, diversity and migration, futurology, applied linguistics).



1.

Organizational
Profile

Activities and personnel

Founded in 1992, Eurac Research is an interdisciplinary, non-profit research center based in Bolzano/Bozen, Italy. It operates as a non-profit association recognized under Italian law and is governed by a multi-tiered structure. The organization is owned by its members, which include public institutions and private organizations, and maintains a close institutional relationship with the Autonomous Province of Bolzano/Bozen, one of its principal funding partners. The governance is further enriched by its members: twenty regular members and two contributing members who represent a diverse mix of public institutions, universities, business associations, cultural and private organizations, all of whom participate in the General Assembly. Eurac Research develops scientifically grounded solutions to societal, environmental, technological, and legal challenges. It operates according to principles of independence (working free from external influence), linguistic diversity (representation of South Tyrol's three language groups), non-profit orientation (all resources directed toward scientific activities, so that funding is dedicated to advancing research and knowledge), and transparency (annual balance sheets and reports available to members). Governance is based on statutes approved by the General Assembly. Strategic oversight is provided by the Board of Directors; scientific quality is supported by advisory boards.

Institute for Alpine Environment
 Institute for Applied Linguistics
 Institute for Biomedicine
 Institute for Comparative Federalism
 Institute for Earth Observation
 Institute for Minority Rights
 Institute of Mountain Emergency Medicine
 Institute for Mummy Studies
 Institute for Public Management
 Institute for Regional Development
 Institute for Renewable Energy
 Center for Advanced Studies
 Center for Autonomy Experience
 Center for Climate Change and Transformation
 Center for Global Mountain Safeguard Research
 Center for Migration and Societal Change
 Center for Sensing Solutions
 terraXcube

Communication
 Controlling & Accountancy
 Education & Training
 Facility Management
 Health, Safety & Environment
 Human Resources
 Information Technologies
 Legal Office
 Library
 Meeting Management
 Procurement
 Research Support Office
 Statistics Office
 Team Assistants

Institutes, Centers and Administrative
 Departments of Eurac Research

Eurac Research is a knowledge- and service-oriented research institution, active in a wide range of fields including health and biomedicine, environment, climate and energy, society and governance, as well as language, culture and technology. Our core activities are basic and applied research. Building on that foundation, we provide scientific consulting, training for professionals, and we support structured knowledge transfer.

We cover the full research cycle – from project design to data collection and analysis, laboratory and field work, ethical review, and data management – ensuring high standards of quality and transparency.

Understanding our value chain

The **value chain** describes how Eurac Research creates and shares knowledge – from the **inputs** that enable our work, through the **core processes** where research and innovation happen, to the **outputs and impacts** that reach society.

To make this transparent, our activities are presented in three stages:

- **Upstream:** what we rely on – the inputs and services that enable our work.
- **Core:** what we do – where value and knowledge are created.
- **Downstream:** what we produce and how it affects others – our outputs and impacts.

UPSTREAM: INPUTS AND SERVICES

To carry out its research and institutional activities, Eurac Research relies on a diverse set of inputs, ranging from energy and materials to specialized services. Understanding these resources and how they are managed provides insight into the organization's operational foundations.

Financial inputs. Our work is financed mainly through public funding from the Autonomous Province of Bolzano/Bozen–South Tyrol (50.9%) and competitively acquired third-party funds from European and national research programs (46%). Additional income sources include contributions from associates (1.5%), courses (0.6%), meeting management (0.5%), sponsorships (0.2%), and other minor sources (0.3%).

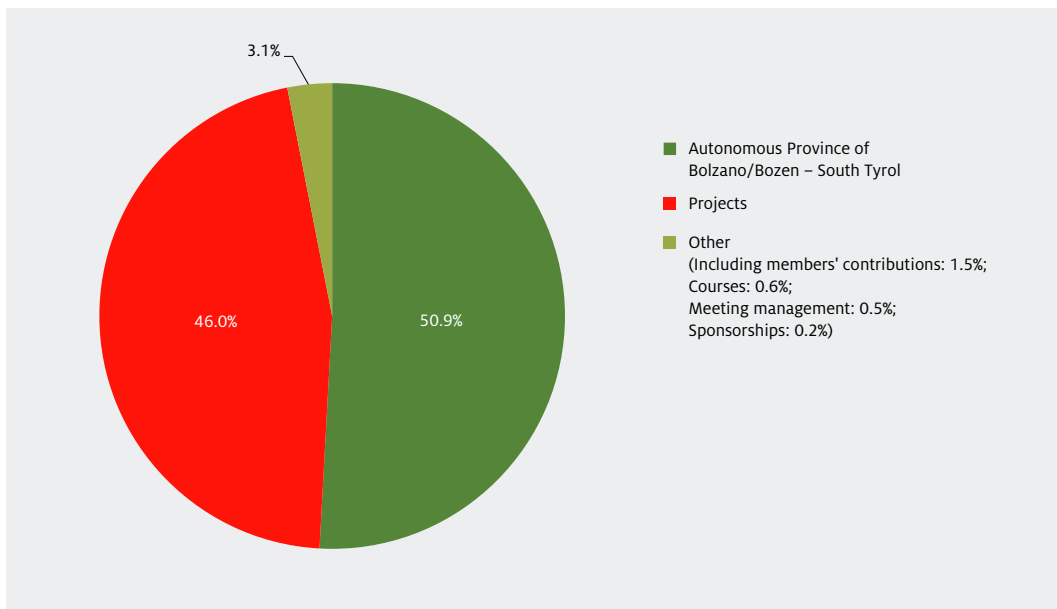


Figure 1: Sources of financing, 2024.

Natural resources. We use certified green electricity and district heating at our headquarters and NOI Techpark.

Material resources. Electronic devices, laboratory materials and equipment, office and IT infrastructure form the physical backbone of our activities. All procurement follows EU public procurement principles to ensure equal treatment and non-discrimination.

Services and mobility. Eurac Research relies on a range of services – from cleaning, consulting, insurance, and maintenance to catering, training, and childcare (available year-round at NOI Techpark and during summer at the Eurac Research headquarters). Mobility is a significant enabler of our work, supporting field trips, site visits, conferences, and international collaboration. Eurac Research maintains a progressively electrified vehicle fleet and a shared bike fleet. Staff commutes also represent a relevant aspect of our operational footprint.

CORE: VALUE CREATION

At the center of the value chain lies the core of Eurac Research: **the creation and exchange of knowledge**. These values are only possible thanks to our greatest asset: our team. Eurac Research counts a total of more than 700 collaborators (almost 600 employees, headcount as of 31/12/2024), with very diverse academic and cultural backgrounds. Disciplines covered span from the humanities to the hard sciences; the quota of international personnel remained stable over the years: in 2024, 75.3% come from Italy, 15.6% from other EU countries and 9.1% from outside the EU. In total, more than 45 nationalities are represented. This diversity fosters intercultural exchange and strengthens global networks.

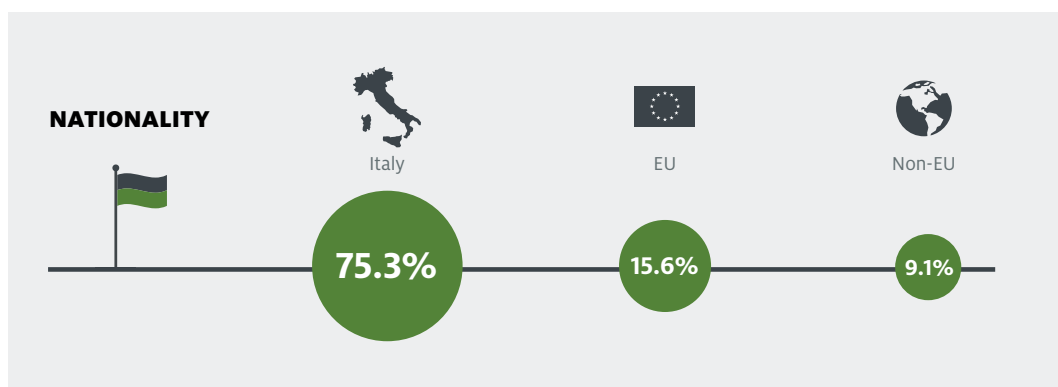


Figure 2: Nationality of employees, 2024.

Personnel is primarily composed of researchers (67.7%), supported by specialized administrative personnel (20.4%) and technical profiles (5.0%). Management roles amount to 6.9%. See the “Employment practices” section of this report for additional details about our team.

The work of our collaborators is structured according to the research approaches of our eighteen Institutes and Centers that work across disciplines, supported by more than ten administrative departments and by numerous specialized infrastructures, including:

- **Research facilities:** Eurac Research counts 25 laboratories and technical facilities, including the *terraXcube* extreme climate simulator, photovoltaic construction and testing laboratories, biobanks in Bolzano/Bozen and Merano/Meran, and various indoor and outdoor testing environments.
- **Data infrastructure:** advanced server environments ensuring information security.
- **Knowledge infrastructure:** public library, conference and events facilities.
- **Quality systems:** ISO 9001 for quality management; ISO 27001 for Information Security Management System; ISO 17025 for laboratory quality management, currently with 11 tests in the Institute for Renewable Energy and 4 in terraXcube accredited by Accredia – accreditation number 01546T. Accreditation, by meeting international standards, European regulations, and national measures, serves as a highly integrated system across markets and public policy, promoting the sharing of best practices and continuous improvement.

This is where ideas, data, and experiments are transformed into **new knowledge, innovation, and scientific expertise** – the foundation for consulting, training for professionals, and technology transfer.

+32.6%

Over the last few years, the total number of collaborators has grown steadily, rising by almost one third compared to 2019.

DOWNSTREAM: OUTPUTS AND IMPACTS

The downstream stage covers what Eurac Research produces and how these results contribute to science, policy, and society. While the activities primarily generate intangible outputs, they also have physical impacts related to our operations.

Positive outputs:

- Research projects results, scientific publications, open-access datasets, studies, and prototypes
- Scientific consulting, testing, and certification services
- Training programs for professionals, conferences, and public events
- Policy advice to public administrations and policymakers
- Innovation transfer to companies and communities
- Dissemination and awareness-raising initiatives

Environmental and operational impacts:

- **GHG emissions** from energy use, heating/cooling systems, business trips and commutes, F-gases and events
- **Waste streams** such as e-waste, metals, paper, plastics, and laboratory waste
- **Water discharge** from laboratory and catering activities
- **Air pollution** from business trips and commutes, F-gases in cooling systems and residual natural gas use
- **Resource consumption** of energy, water, and materials

Eurac Research continuously monitors these aspects to minimize its environmental footprint while maximizing scientific and societal benefits.

INSTITUTIONAL AND RESEARCH NETWORK

Eurac Research operates in a collaborative network that spans institutional, research, and regional partnerships. At the center of its institutional relationships is the Autonomous Province of Bolzano/Bozen, which serves as the principal funder.

On the research and funding front, Eurac Research actively engages with major European programs such as Horizon Europe, Interreg, and LIFE, as well as national Italian research initiatives. Its collaborative reach extends globally, with over 1,500 active partnerships in more than sixty countries, involving universities, research centers, and international organizations.

Regionally, Eurac Research is a member of the NOI Techpark consortium and maintains close ties with the Free University of Bolzano, as well as with local innovation and business networks. This interconnected ecosystem supports the organization's mission and amplifies its impact across multiple domains.

No significant changes in value chain structure or business relationships occurred during 2024.

+32.7%

The number of research partners has grown by about 100 per year from 2020 to 2024.

Governance

STRUCTURE

As defined in the bylaws, the organization's governance comprises five bodies:

- **General Assembly:** the top steering body, composed of all association members. Meeting at least annually, it appoints the Board of Directors and Supervisory Board, approves annual balance sheets and budgets, and decides on bylaw amendments and strategic matters. Only regular members have voting privilege (here the full list of the associates).
- **Board of Directors:** the Board of Directors is Eurac Research's highest governance body, overseeing strategic direction, impacts, and legal compliance. Elected by the General Assembly for four-year terms, the Board comprises five to nine external members with expertise in academia, public administration, and public institutions, ensuring diverse perspectives. Its work is supported by scientific advisory boards and regular reports from relevant actors. The President, elected by the General Assembly, serves as Chair, acts as the legal representative, and links strategic oversight with operational management. The Board handles administrative acts, approves plans and budgets, and integrates environmental, social, and economic impacts into decisions. It meets regularly to assess risks and progress, with the President authorized to make urgent decisions subject to later ratification. The Board receives regular reports from the CEO, Health and Safety Manager, scientific advisory boards, Ethics Review Board, and specific Institutes, Centers, or Departments. The General Assembly evaluates the Board's performance and actions. For sustainability reporting, the Board delegates responsibility but remains informed about the process and contents.
- **President and Vice-President:** the President serves as the legal representative, is elected by the General Assembly, sets guidelines for scientific activity, and chairs General Assembly meetings. The President may take urgent decisions on behalf of the Board (subject to ratification).
- **CEO and Deputy CEO:** are appointed by the Board of Directors and hold overall responsibility for professional management and implementation of scientific and management guidelines. They manage ordinary operations with delegated authority, report directly to the Board, and delegate executive powers in specific domains.
- **Statutory auditor:** provides independent oversight and is appointed by the General Assembly for four-year terms. Compliant with legal requirements (Civil Law, art. 2403), since 2020 it takes the form of a statutory auditor, who is responsible for ensuring compliance with applicable laws and regulations and verifying the accuracy of the financial statements. This role provides an independent assessment of the organization's operations and financial reporting, safeguarding transparency and accountability.
- **Supervisory Board:** (Organismo di Vigilanza) established pursuant to Italian Legislative Decree No. 231/2001, is an independent body with the necessary expertise to monitor the effectiveness and compliance with the organization's management and control mode. It is a collegiate body composed of two internal members and one external member.



Eurac Research CEO Stephan Ortner, Deputy CEO Roberta Bottarin and President Roland Psenner.

Additional governance elements include:

- **Research Institutes and Centers:** Eurac Research establishes research Institutes and Centers concerned with three major themes – regions fit for living in, a healthy society, diversity as a life-enhancing factor. Each of them is led by a Head responsible for scientific and technical management.
- **Scientific Advisory Councils:** each research Institute/Center can count on a Scientific Advisory Council composed of highly qualified external researchers and professionals elected by the Board for four-year terms (renewable twice). These councils elaborate scientific guidelines, propose and evaluate research programs, and advise the Board, President, and CEO.
- **Sustainability Board:** composed of top representatives of management as well as of key departments, it includes the Sustainability Manager. It meets regularly to decide upon matters related to the sustainable development strategy.
- **Ethics Review Board:** an independent body responsible for reviewing research projects and protocols to ensure ethical standards are met, with particular attention to protecting vulnerable groups. Other Institutes and Centers are also endowed with partially external ethics committees, which oversee aspects like dual-use technologies or sensitive data collection and access.

To ensure effective coordination, the CEO convenes monthly meetings with the management team and all Heads of Institutes, Centers and Departments to share updates, align activities and address cross-institutional issues. All governance bodies report to the General Assembly, as reported in the organizational structure.

DELEGATION OF RESPONSIBILITIES

Operational responsibility is delegated from Board of Directors through a structured framework at multiple levels. The CEO holds primary responsibility for managing day-to-day operations and coordinating impact management across the organization. Specific impact areas are delegated to specialized functions:

- **Legal compliance.** The Legal Office ensures compliance with laws and regulations (including GDPR, contracts, and legal risk). The Procurement and Accounting Offices guarantee adherence to procurement and financial standards, ensuring transparency and accountability.
- **Human Resources.** The HR department manages labor practices in accordance with labor law, diversity and inclusion (including language group representation), recruitment transparency, and employee wellbeing.
- **Research ethics.** Heads of Institutes ensure ethical research practices, data protection compliance, and scientific integrity within their respective areas, in alignment with the *Core Ethics and Integrity Principles*. They are supported in this by the Ethics Review Board.
- **Health, safety and environment (HSE).** The HSE department is responsible for managing workplace safety, occupational health, and environmental compliance. It oversees risk assessments, implements safety protocols, ensures regulatory compliance with health and environmental standards, and coordinates emergency response procedures across all facilities.
- **Sustainability.** The Sustainability Manager (integrated into the HSE department) coordinates the environmental initiatives, monitors performance, collects data, and prepares reports. The Sustainability Board supports strategic planning and execution.
- **Quality and information security management.** ICT ensures compliance with ISO 27001 by implementing, monitoring, and maintaining secure systems and processes that protect the confidentiality, integrity, and availability of information, support risk management, and enable rapid response to security incidents in line with the standard's requirements.

TRANSPARENCY AND COMPLIANCE

Eurac Research is committed to full compliance with all applicable national and European regulations, including labor law, occupational health and safety standards, data protection (GDPR), environmental requirements, and anti-corruption legislation. The prevention of conflicts of interest is governed by specific provisions in its Statute and reinforced through compliance with Italian legislative frameworks. The Statute foresees representation and voting restrictions, as well as the independence of the supervisory body (Statutory auditor) to prevent biased decision-making. For aspects not explicitly covered, the Statute refers to the Italian Civil Code, ensuring robust legal fallback and accountability mechanism.

As an association participated by the Autonomous Province of Bolzano/Bozen, Eurac Research is required to adopt an Organizational, Management and Control Model (Legislative Decree No. 231/2001), which defines internal procedures, codes of conduct, and a supervisory body for oversight and enforcement. The institution is also required to prepare a Three-Year Plan for the Prevention of Corruption and Transparency, appoint a Responsible Person for these areas, and fulfill transparency obligations as set out in Legislative Decree No. 33/2013, its own Statute, provincial guidelines, Legislative Decree No. 175/2016, and Resolution No. 1134/2017 with Annex 1. Together, these measures ensure integrity, accountability, and transparency in Eurac Research's operations and governance.

For the purposes of this report, Eurac Research considers an instance of non-compliance significant if it: results in monetary fines; leads to non-monetary sanctions (warnings, restrictions, license suspensions); poses material reputational, operational, or legal risk to the organization, or relates to fundamental rights, safety, or environmental protection. During the reporting period there were no instances of non-compliance and no reported incidents of corruption.

Policies and practices

EURAC RESEARCH'S COMMITMENTS

Eurac Research's policy commitments for responsible business conduct are anchored in its statute and in a suite of policies. Amongst others, Eurac Research is committed to:



Scientific integrity and independence, as stated in the statute, and reinforced by the Core Ethics and Integrity Principles. They ensure that research activities are conducted with integrity, transparency, and respect for individuals, society, and the environment. Amongst others, these principles require researchers to follow strict principles – such as honesty, rigor, and accountability – while complying with national and international laws, protecting personal data under GDPR, and safeguarding the dignity and rights of human participants through informed consent and responsible data management. An Ethics Review Board is set up to assess ethical questions arising from research projects.



Gender equality and non-discrimination, with a formal Gender Equality Plan that sets specific actions, measurable goals, assigns resources, and foresees to monitor progress in line with EU and UN frameworks.



Open access to knowledge, supporting the Berlin Declaration and requiring researchers to make outputs freely available, fostering transparency and public benefit (Open Access Policy, see the “Availability of research data” section of this report). To support this effort, Eurac Research also makes available a fund to expand the range of its publications that are disseminated in open access and sponsors scholarly works that do not have alternative sources for financing open access fees. In the current year the fund amounted to €60,000. At the same time, the Research Data Management Working Group works to ensure policy development, training and planning.



Environmental sustainability, until 2024 through a dedicated policy, from 2025 onwards through a comprehensive Sustainability strategy that integrates environmental management into daily operations and aligns with the UN SDGs.



Management of intellectual property, ensuring fair recognition, confidentiality, and avoidance of conflicts of interest in research collaborations and innovation activities (Regulations).



Prevention of conflicts of interest, through governance rules (e.g., voting restrictions, independent oversight, national transparency regulations) and explicit prohibitions in the intellectual property regulation.



Data protection: European regulations and the adherence to the ISO 27001 standard ensure that personal and organizational information is managed securely, risks are systematically assessed and mitigated, and data confidentiality, integrity, and availability are maintained through robust policies, controls, and continuous improvement processes.



Quality management: Adherence to the ISO 9001 standard ensures that organizational processes are systematically monitored, continuously improved, and aligned with international best practices to consistently deliver high-quality products and services.

These commitments are publicly available, regularly reviewed, and embedded in operational procedures. Oversight is provided by the executive management and dedicated departments. Eurac Research's policies are aligned with international standards, including the UN Global Compact, GRI Standards, and the European Code of Conduct for Research Integrity.

EMBEDDING COMMITMENTS

Eurac Research's policy commitments apply to all workers and activities across the organization and are rooted within its governance and management structure. These commitments are integrated into strategic planning, operational processes, and internal workflows. At the strategic level, the Board of Directors sets the overall direction and ensures adherence to the organization's principles and commitments. At the operational level, responsibilities for implementing these commitments are distributed across departments. All policies are publicly available in English and communicated internally. In addition to this, Eurac Research organizes targeted trainings and workshops, covering not only occupational health and safety but also non-discrimination, data protection, and open data practices. Such initiatives contribute to embedding the policy commitments into the organizational culture, strengthening organizational capacity and fostering a culture of responsibility and compliance.

Eurac Research has established a risk analysis framework for 2024-2026 that delegates responsibility for managing impacts related to conflicts of interest. A structured approach allows identification, assessment and mitigation of risks related to human resources management, procurement, financial operations, and project management. Specific responsibilities are delegated through defined workflows and control mechanisms. Through the adoption of the Organizational,

Management and Control Model and of the Sustainability Strategy in 2025, Eurac Research aims to further institutionalize its commitments, granting them stronger official recognition and expanding their scope.

CONCERN REPORTING AND REMEDIATION PROCESSES

Eurac Research provides formal channels for communicating critical concerns through its governance bodies, including the General Assembly, Board of Directors, President, CEO, and the statutory auditor. Significant issues can be raised by the respective members and addressed during scheduled or extraordinary meetings, ensuring that concerns related to compliance, ethics, or reputation are discussed transparently and resolved collectively. For critical or sensitive issues, Eurac Research operates a confidential and anonymous whistleblowing system. This mechanism allows anyone to report illicit behaviors. Reports are traceable for follow-up, ensuring that appropriate actions are taken and documented.

Given Eurac Research's collaborative and informal structure, the most common approach for raising concerns is through direct contact, either with a supervisor or with the relevant department. These points of contact offer clarification on workplace policies, compliance requirements, and ethical standards. Human Resources in particular is accessible to collaborators' inputs or concerns. It guarantees confidentiality in handling reported issues, encouraging individuals to seek support. Another set of informal mechanisms for seeking advice and raising concerns is through established thematic groups, which create non-hierarchical, collegial spaces where employees can discuss concerns, seek peer advice, and identify systemic issues. This approach offers an entry point for early dialogue and allows employees to contribute to policy development, complementing other reporting channels.

On the remediation side, Eurac Research has established processes to address and remediate negative impacts when they occur, ensuring that concerns are managed promptly, fairly, and confidentially. The organization encourages early dialogue through its open and collaborative structure, where employees can raise issues directly with their supervisors or the relevant department. When necessary, these cases are escalated to the Head Office for appropriate follow-up and resolution. At the same time, Human Resources plays a central role in managing workplace-related issues. Besides being accessible to individual hearings, it provides a range of services designed to prevent and resolve conflicts. These include a career development service, which supports professional growth and addresses concerns related to career progression, and a psychological support aimed at assessing and solving potential workplace issues.

As sustainability governance matures, Eurac Research recognizes the opportunity to formalize broader remediation processes that could engage stakeholder groups, establish procedures for impacts, track and report on remediation effectiveness. This development aligns with GRI Standards requirements and could be integrated into the organization policies and practices.

MEMBERSHIP ASSOCIATIONS

Eurac Research is an active member of a wide array of regional, national, and international associations that support its mission and aims. These memberships enable interdisciplinary collaboration, knowledge exchange, and participation in shaping research and innovation agendas, as

well as strengthening cooperation across scientific and societal stakeholders. Key memberships include, for instance:

- **European and international research networks:** Eurac Research is part of EARTO, EARMA, SolarPower Europe, and EUROHEAT & POWER, which connect research institutions and promote innovation across Europe.
- **Sustainability and climate engagement:** Through ICLEI, ASHRAE, EHPA, and Alternet, Eurac Research contributes to climate action, energy efficiency, and biodiversity policy.
- **Citizen science and public engagement:** Memberships in EUSEA and ECSA reflect Eurac Research's commitment to inclusive science communication and participatory research.
- **Data and knowledge infrastructure:** Affiliations with DATACITE, IDSA, and ORCID support open science, data governance, and researcher identification
- **Regional and national networks:** Eurac Research maintains strong ties with NOI Techpark, Standortagentur Tirol, and DISLIVELLI, fostering local innovation and mountain research.

STAKEHOLDER ENGAGEMENT

Eurac Research engages systematically with stakeholders to understand their perspectives, address concerns, and integrate their expectations into organizational decision-making. The engagement approach is tailored to each stakeholder group and interaction context. Eurac Research works with a broad range of stakeholders, both inside and outside the organization. Internally, employees, research teams, and management help guide decision-making through meetings, working groups, and feedback systems. Externally, partners such as public institutions, funders, universities, suppliers, civil society, and members play key roles. By engaging these groups through formal and informal channels, Eurac Research fosters transparency, participation, and flexible collaboration to support impactful research and organizational growth. Eurac Research engages its internal stakeholders using both formal and informal channels. Employees have various ways to connect and communicate, whether through direct interaction with supervisors, department heads, or the CEO, or by reaching out to Human Resources with employment and workplace issues. There are also informal groups, such as the Data Management Working Group, the Gender Dynamics Group, and the upcoming sustainability task forces, which encourage open dialogue. Regular monthly meetings between management and Heads, as well as institute-level team discussions and employee surveys, further support a transparent environment where staff can contribute to decision-making. This multi-faceted approach ensures that engagement is accessible and participatory across the organization.

When it comes to external stakeholders, Eurac Research relies on ongoing interactions built into its daily operations and collaborations. The organization remains flexible and responsive by engaging in a range of activities, from institutional exchanges at the general Assembly, to forming project-based partnerships throughout the research process. Formal agreements, such as Memoranda of Understanding, strengthen these collaborations. Scientific dialogue is promoted through conferences, workshops, and expert panels, while advisory input is sought via Scientific Advisory Councils and stakeholder consultations. Direct meetings, site visits, and continual communication create further opportunities for engagement. Public events and lectures, open days, and digital outreach ensure transparency, and dedicated reporting (especially through the annual Activity Report) keep stakeholders informed. Shared functions like ICT require ongoing coordination, and reciprocal representation in management bodies, such as the Assembly and

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Events organized by Eurac Research both in the headquarters and at the NOI Techpark. In 2024 more than 15,000 participants attended these events.

Board, as well as involvement of Eurac Research President and CEO in stakeholders' organizations, reinforces strong, ongoing relationships.

This approach recognizes that external engagement often occurs organically through Eurac Research's core activities—applied research, policy consultation, and knowledge transfer—leveraging the organization's position as a bridge between research and practice. The process to determine Eurac Research's Sustainability strategy involved an extensive and structured stakeholder engagement process, which is shortly outlined in the dedicated section of this report.

2.

Commitment to
Sustainable Progress

In 2022, Eurac Research undertook a structured process to determine its material topics, as a starting point to develop a sustainability strategy, while ensuring alignment with the Global Reporting Initiative (GRI) Standards and stakeholder expectations.

1. Context analysis and system design

The process began with an in-depth analysis of Eurac Research's current management of environmental, social, and governance issues. This assessment identified existing systems, stakeholder networks, internal structures, and relevant commitments, as well as areas for improvement to enhance sustainability performance.

2. Stakeholder engagement

Eurac Research actively identified and engaged a broad range of stakeholders—including employees, institutions, suppliers, academia, and shareholders—to identify, rank, and suggest sustainability topics. Key partners in this phase included the Autonomous Province of Bolzano/Bozen, BOKU University (Vienna), and the University of Innsbruck. Stakeholder input was gathered through workshops, consultations and surveys, ensuring diverse perspectives were considered.

3. Impact assessment

Workshops were conducted with expert employees and externals to evaluate the identified impacts. Participants assessed the scale, scope, remediability, and likelihood of impacts in accordance with the GRI 2021 guidelines. This step ensured that the materiality assessment was evidence-based and aligned with recognized standards.

4. Validation and prioritization

The input from stakeholder consultations and impact assessments was submitted to the Sustainability Board for validation and prioritization. The Board reviewed and approved the list of material topics, ensuring they reflected both stakeholder concerns and strategic priorities.

5. Strategy development and consultation

The validated material topics informed the development of the Sustainability Strategy, including the definition of strategic objectives, lines of action, and indicators for progress. Eight additional workshops were held, inviting almost 100 collaborators to provide insights and proposals for action, further refining the material topics and ensuring alignment with organizational goals. Exchanges with stakeholders in the Province of Bolzano/Bozen and the Free University of Bolzano helped shape this process.

6. Approval and reporting

Final adjustments to the strategy and material topics were made by the Sustainability Board, which approved and adopted the Strategy. Eurac Research pre-selected more than 50 GRI indicators to track progress on material topics. The organization commits to publishing periodic sustainability reports, detailing the status, impacts, and progress of its material topics and related actions.

Material topics

The process described above, allowed Eurac Research to identify ten material sustainability topics. They are structured under three strategic pillars and mapped against the relevant United Nations Sustainable Development Goals (SDGs). Each topic is equipped with a set of actions, aimed at bringing about change.



The management of material sustainability topics relies on a governance framework that combines strategic oversight with execution. At its highest level, the Sustainability Board provides strategic direction, validates decisions, reviews progress, and supports operational management. With a cross-functional makeup and organizational knowledge, the Board meets regularly to address challenges and ensure sustainability efforts align with evolving priorities and other initiatives.

Operational activities are handled by the Sustainability management function, which coordinates the implementation of the Sustainability Strategy, monitors performance, collects and analyzes data, and prepares reports. This function maintains regular communication with the Board to ensure alignment and address emerging issues promptly. To tackle increasing sustainability complexities, Eurac Research plans to establish specialized task forces for specific material topics, promoting cross-departmental collaboration and a sense of shared responsibility. These groups will report their work to the Board.

Each material topic is managed systematically: relevant policies and commitments are outlined in the Sustainability Strategy, concrete initiatives are implemented, and resources are allocated to support them. Monitoring relies on key performance indicators and GRI metrics, with regular updates provided to the Board for reflection and adjustment. While due diligence processes are still developing, there are plans to strengthen them for better identification and management of sustainability impacts. The governance structure is deliberately flexible, allowing for regular review and adaptation to new challenges. This ensures sustainability remains integrated in decision-making and management of material topics is robust and responsive to stakeholder needs. In the subsequent section, each material topic is presented with emphasis on current activities, assigned responsibilities, resource allocation, and pertinent data and indicators. Definitions and methodological details related to the indicators are outlined in the GRI index located at the end of this report.



1. Energy

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Energy management has always been a central focus of Eurac Research's sustainability efforts. Over the years, the organization has consistently sought to improve energy efficiency and reduce its environmental footprint, both through technical upgrades and strategic planning. A systematic process of measuring energy consumption has been initiated, with the dual aim of optimizing usage and replacing outdated equipment.

With an eye to the future, the installation of a new set of photovoltaic panels on the rooftop is foreseen, aiming for a production capacity of 90 kW, with a solar green roof. Additionally, a retrofit program coupled with an energy management approach for the headquarters is planned to identify and address specific areas of energy inefficiency and further reduce the buildings' environmental impact.

The management of energy at Eurac Research is a collaborative effort. The Facility Management department is primarily responsible for the technical aspects of energy use and infrastructure upgrades and provides the dedicated budget. At the same time, the HSE department hosts the energy manager function, which analyzes consumption trends and proposes corrective actions. The Institute for Renewable Energy provides ongoing advice and technical support, ensuring that the latest knowledge and innovations are integrated into operational decisions.

ENERGY CONSUMPTION

A systematic monitoring of energy consumption within the organization is available since 2019. The data presented below illustrates trends in energy use across various sources, including fuels (renewable and non-renewable), electricity (inclusive of cooling systems), natural gas, and steam utilized in the district heating system.

A significant reduction in energy consumption occurred between 2019 and 2020, primarily attributed to decreased electricity usage in facilities and laboratories during the COVID-19 pandemic. Notably, this lower level of consumption was sustained in subsequent years, despite a substantial increase in personnel numbers.

This overall reduction is largely the result of targeted energy management strategies, retrofitting efforts, and efficiency measures implemented at the headquarters (refer to next sections for

further details). In 2024, total energy consumption was reduced by 23.2% compared to the 2019 baseline.

	2019	2020	2021	2022	2023	2024
Fuels	243	177	188	201	273	307
Electricity	13,340	9,321	10,216	11,070	11,560	9,863
Natural gas	3,701	4,529	4,766	4,371	1,757	101
Steam	1,359	716	658	876	1,891	4,047
TOTAL	18,643	14,742	15,829	16,519	15,481	14,318

Table 1: Energy consumption at Eurac Research, 2019-2024, in gigajoules (GJ).

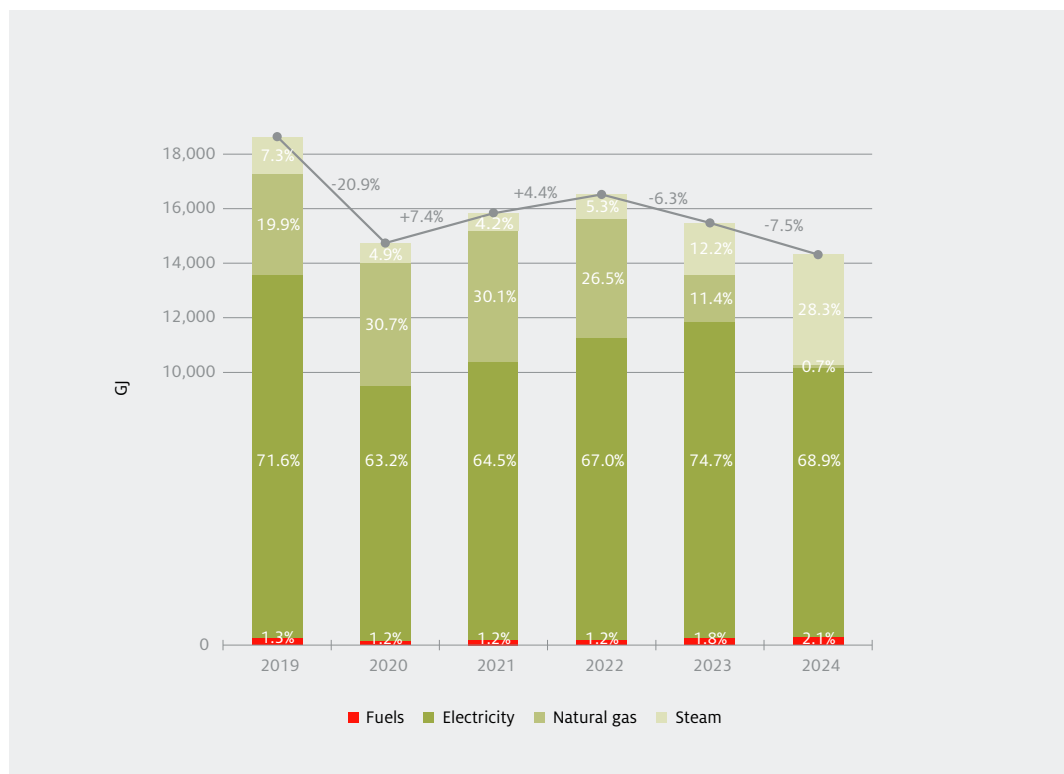


Figure 3: Breakdown of energy consumption at Eurac Research by product, 2019-2024, in GJ.

Electricity consumption trends differ by site. The headquarters has reduced its use year on year (see next sections). NOI Techpark’s total consumption has remained roughly constant; yet, because people and activities have been relocating there from external locations and from the headquarters, the underlying electricity intensity at NOI Techpark has likely decreased.

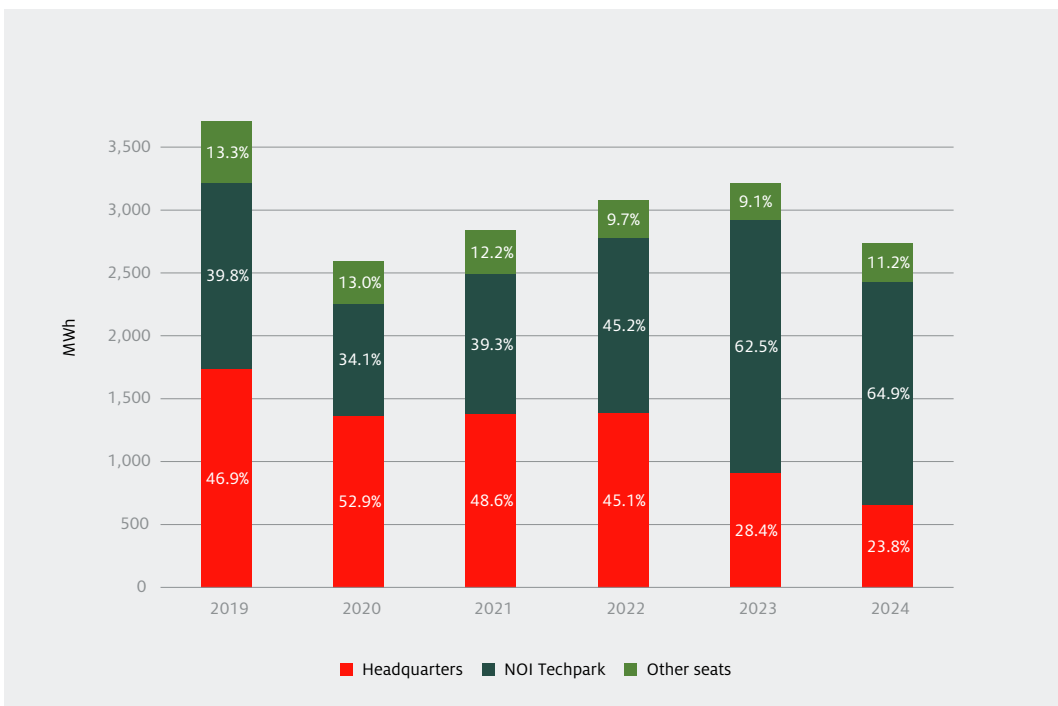


Figure 4: Breakdown of electricity consumption at Eurac Research by seat, 2019-2024, in MWh.

ENERGY INTENSITY

Over the years, Eurac Research has achieved a significant reduction in overall energy intensity, calculated per staff member: -42% between 2019 and 2024. This improvement is the result of comprehensive energy efficiency and conservation measures, which have led to a 23% decrease in total energy consumption since 2019. At the same time, the organization experienced a staff increase of over 30%, further lowering the intensity ratio. Despite this growth, energy consumption did not rise proportionally, indicating a decoupling of organizational expansion from energy demand.

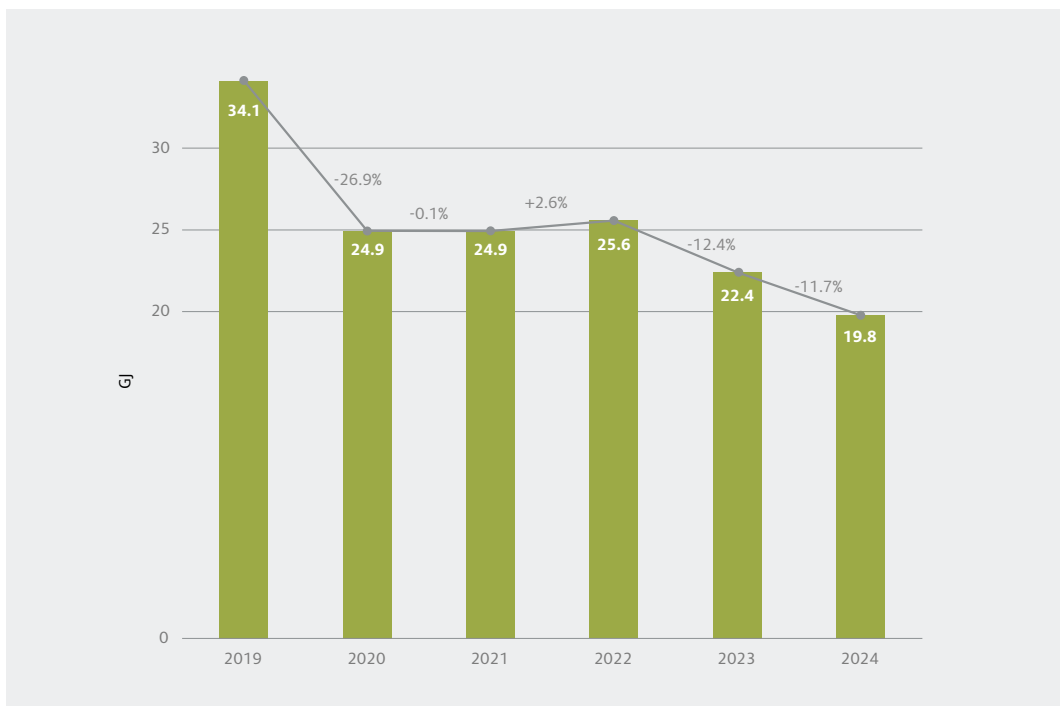


Figure 5: Energy intensity on personnel, 2019-2024, in GJ.

REDUCTION OF ENERGY CONSUMPTION

a) Reduction in absolute electricity consumption at the headquarters

A sharp reduction in energy consumption at Eurac Research headquarters can be attributed to a series of retrofit and energy efficiency measures. Notably, in 2022, the outdated cooling tower was decommissioned and replaced with a modern chiller. Concurrently, improved management of the pumps regulating the heating system led to substantial energy savings. Additionally, the transition from local servers to cloud-based storage systems externalized part of the organization's energy use. As a result of these combined efforts, direct energy consumption at the headquarters decreased by 62% between 2019 and 2024.

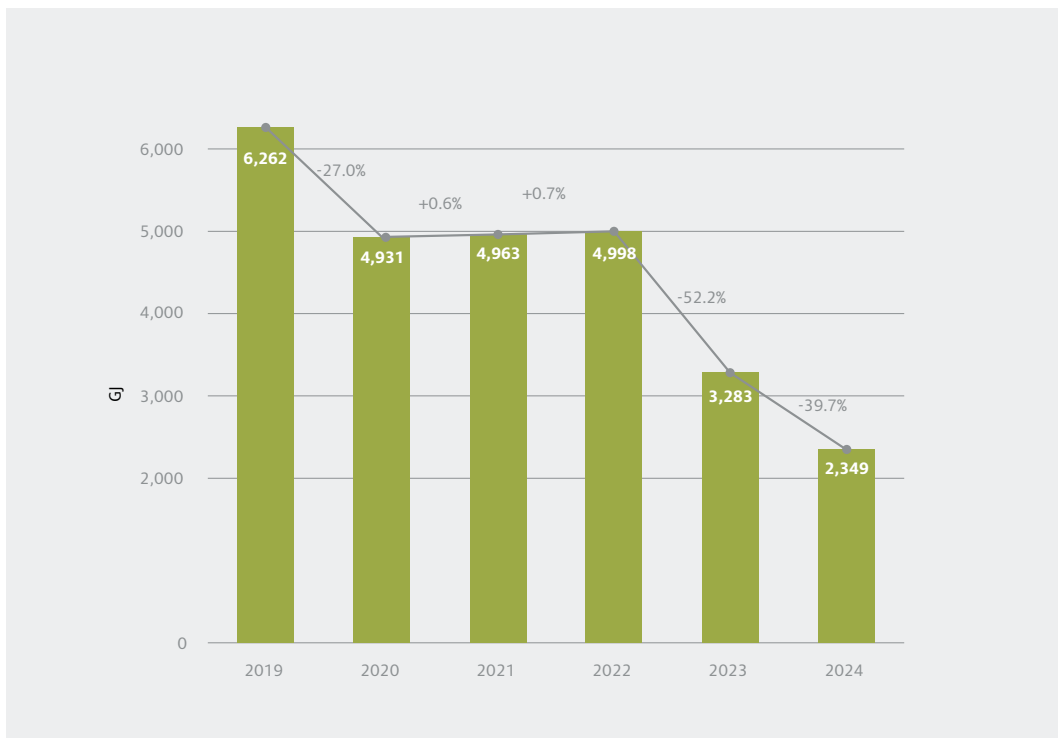


Figure 6: Reduction in absolute electricity consumption at the headquarters, 2019-2024, in GJ.

b) Reduction in absolute heating consumption at the headquarters

In November 2023, Eurac Research headquarters transitioned its heating system from natural gas to district heating. This shift significantly improved system efficiency, particularly due to the replacement of an outdated gas heater. The strong reduction in energy consumption between 2022 and 2023 can at least partially be attributed to the implementation of a stricter heating policy during the international energy crisis, when gas prices surged.

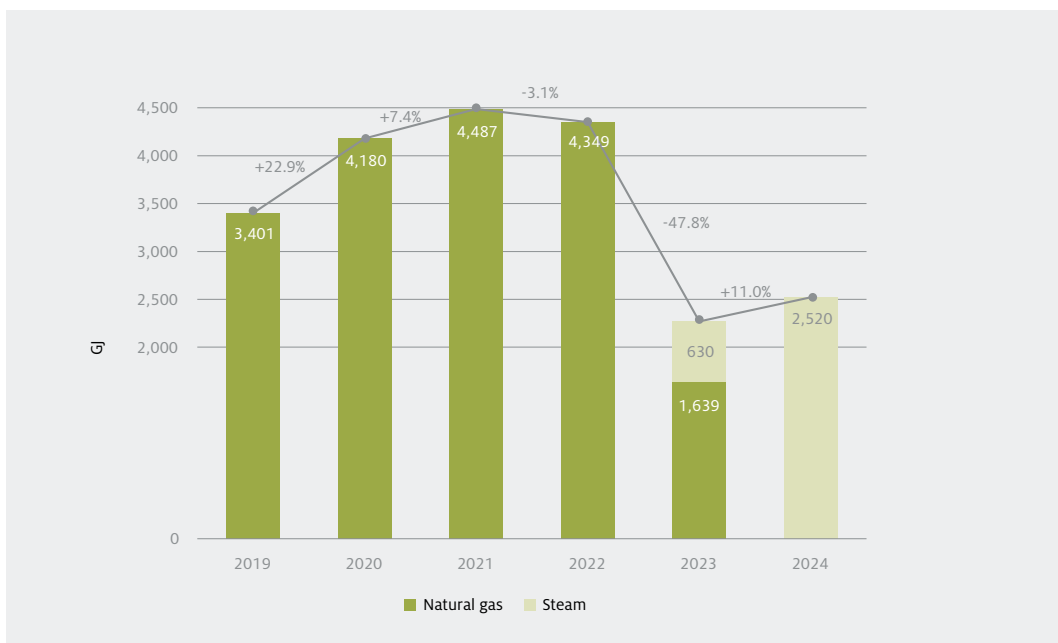


Figure 7: Reduction in absolute heating consumption at the headquarters, 2019-2024, in GJ.



2. GHG emissions

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Eurac Research's approach to the measurement of greenhouse gas (GHG) emissions started with the calculation of the emissions from business trips. Thanks to the cooperation with the Institute of Renewable Energy and Information Technologies, a more comprehensive approach has been adopted, with improved data collection and analysis. The new Sustainability Strategy sets out plans for a refined IT infrastructure to support emissions tracking and reporting. Besides measuring, efforts for gradually decarbonizing the activities of Eurac Research have been made over the last years. In particular, the mobility sector was addressed, together with the organization of events. The division of work described above will continue in the future. A dedicated task force will be established to address laboratory emissions and F-gases (fluorinated gases, i.e. synthetic greenhouse gases with an extremely high global warming potential, used in refrigeration, air conditioning, etc.), taking into account the diverse needs of different types of laboratories. Resources are being allocated, ensuring that GHG management becomes an integrated and proactive part of daily operations at Eurac Research.

MEASURING GHG EMISSIONS

Eurac Research calculates its greenhouse gas emissions according to the GHG Protocol, which distinguishes between Scope 1 (direct emissions from owned or controlled sources), Scope 2 (indirect emissions from purchased energy or steam), and Scope 3 (other indirect emissions across the value chain, such as travel, procurement, and waste).

Eurac Research's GHG emissions fell sharply from 2019 to 2020 due to the pandemic. The drop was driven mainly by Scope 3, reflecting the reduction in travel. Scope 1 stayed roughly unchanged because facilities still required heating, and Scope 2 decreased slightly with lower laboratory use. Since then, two trends are visible. Scope 3 rose strongly and exceeded 2019 levels, peaking in 2023 and driving the overall increase that year. At the same time, Scope 1 decreased significantly from 2022 to 2023 following the switch to district heating at the headquarters; part of these emissions shifted to Scope 2, but the combined level of Scopes 1 and 2 remained below the pre-change level.

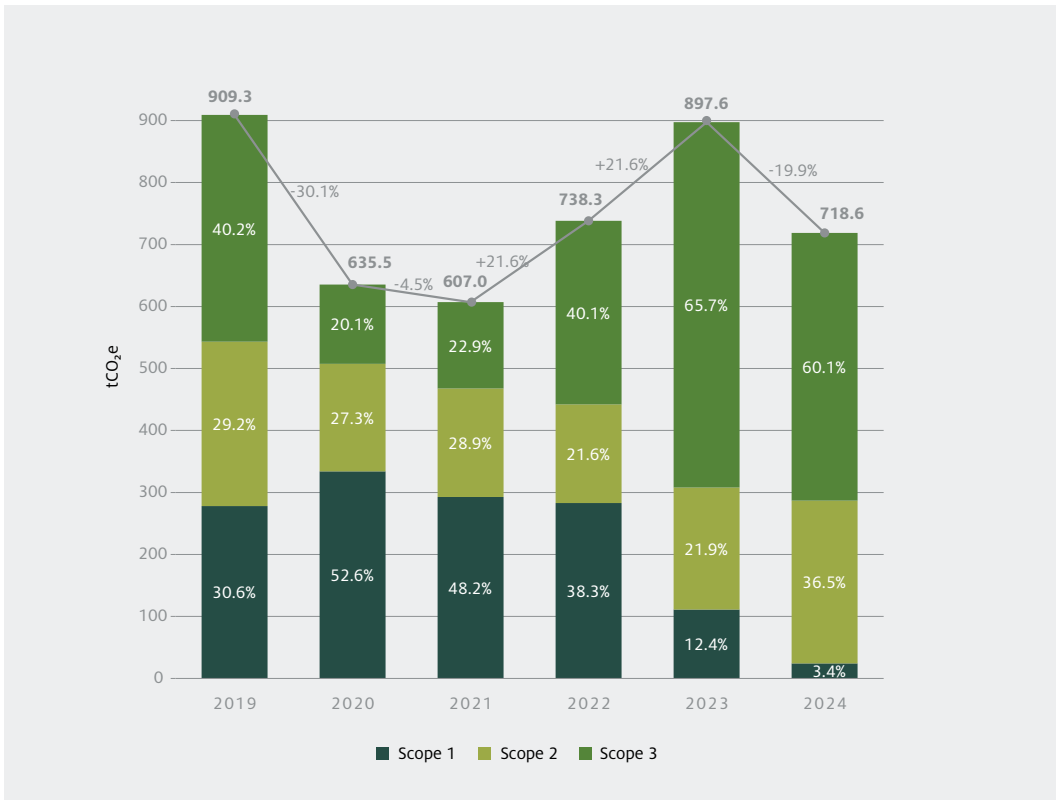


Figure 8: Greenhouse gases emissions by scope, 2019-2024, in tCO₂e (tonnes of CO₂ equivalent). Where not otherwise specified, the approach used is market-based. Between 2019 and 2024, emissions decreased by 20.1%.

The following graph shows the breakdown of all measured sources of emissions in 2024. Business travel is by the main source of emissions at Eurac Research, followed by the upstream emissions. Third source by size is the consumption of electricity, despite the market-based emission factors due to the use of green energy. These are the absolute figures, which do not take into consideration the growth of personnel (+32.6% from 2019).

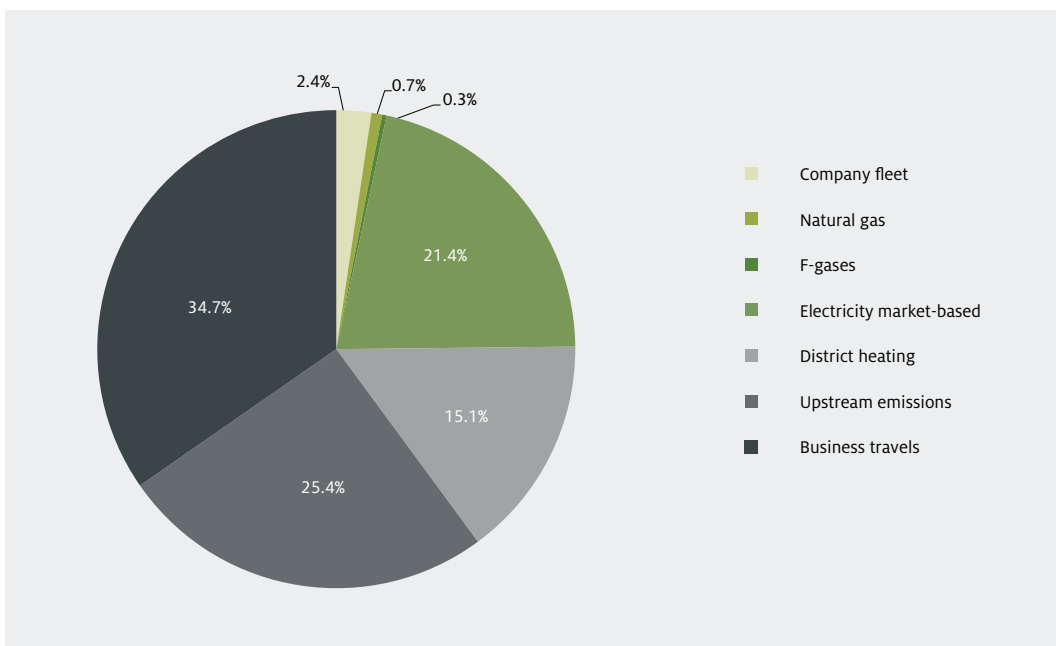


Figure 9: Breakdown of GHG emissions by source, 2024.

A comparison with the 2019 breakdown highlights the share of emissions that were due to natural gas. Emission intensity data based on the number of collaborators offer an interesting perspective too: they followed a similar pattern to the absolute emissions, but with more marked changes. Since 2019, they dropped by 40.4% in 2024.

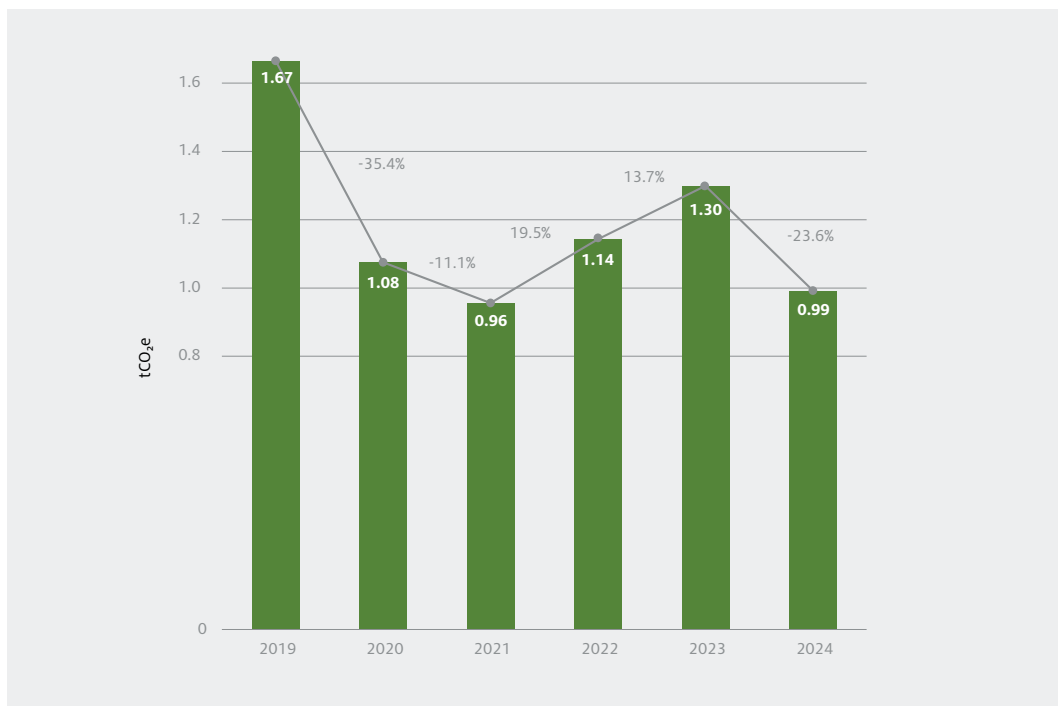


Figure 10: GHG emission intensity on collaborators, 2019-2024, in tCO₂e.

Scope 1

By looking into the Scope 1 breakdown, we see the significant reduction in emissions due to the dismissal of natural gas: in Scope 1, this reduction amounts to more than 90% compared to 2019; however, part of these emissions has been shifted under Scope 2. The emissions of F-gases, on the other hand, are not to be associated with specific initiatives: they are measured based on the amount of recharging required each year, therefore do not precisely reflect the actual trend over time.

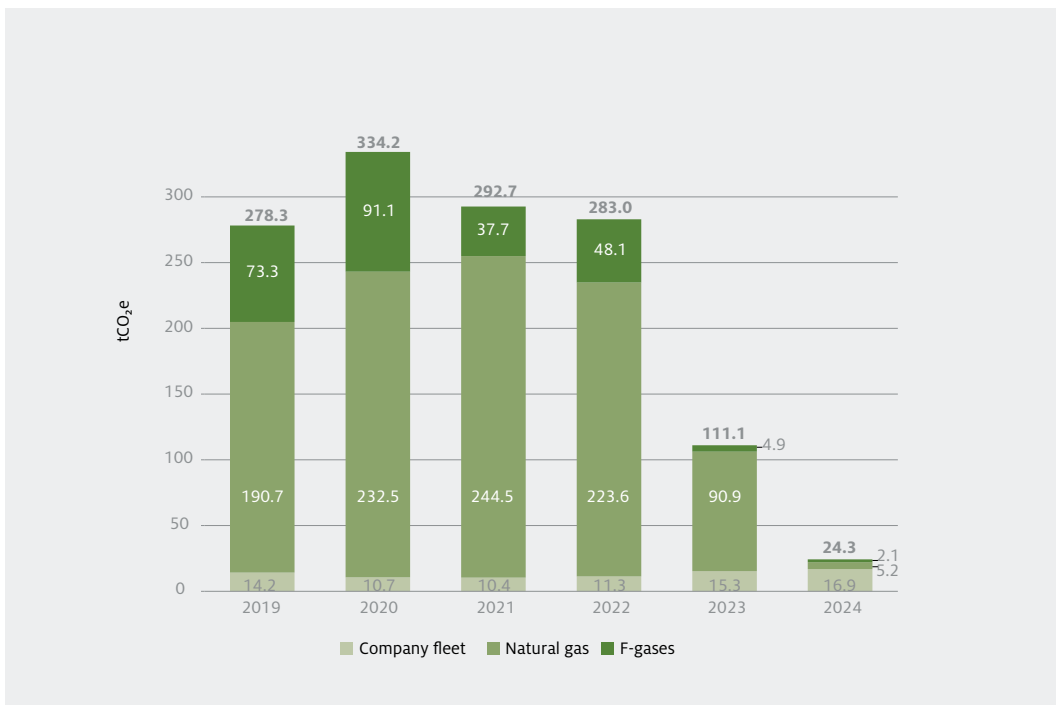


Figure 11: Breakdown of Scope 1 emissions, 2019-2024, in tCO₂e.

Scope 2

It is worth having a look into Scope 2, by comparing the market-based emissions with the location-based ones. The former take into account the so-called market instruments, i.e. the certificates for green energy and similar tools. The latter, on the other hand, are calculated using the emission factors linked to the national grid mix, which includes the generation of electricity through different sources, including coal and hydrocarbons. Eurac Research purchases green energy both in its headquarters and in the NOI Techpark, therefore it is unsurprising that the impact in term of emissions is significantly lower.

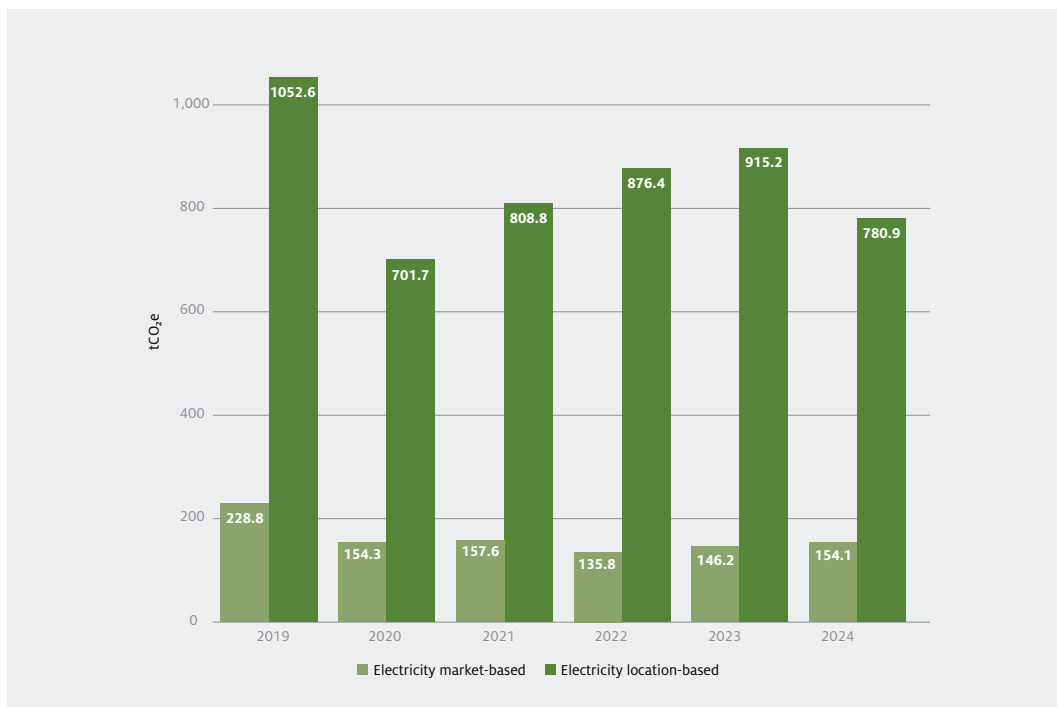


Figure 12: Market vs location-based emissions of purchased electricity, 2019-2024, in tCO₂e.

Scope 3

Eurac Research captures for the time being three categories of Scope 3 emissions: business trips, upstream emissions and , since 2023, commuting.

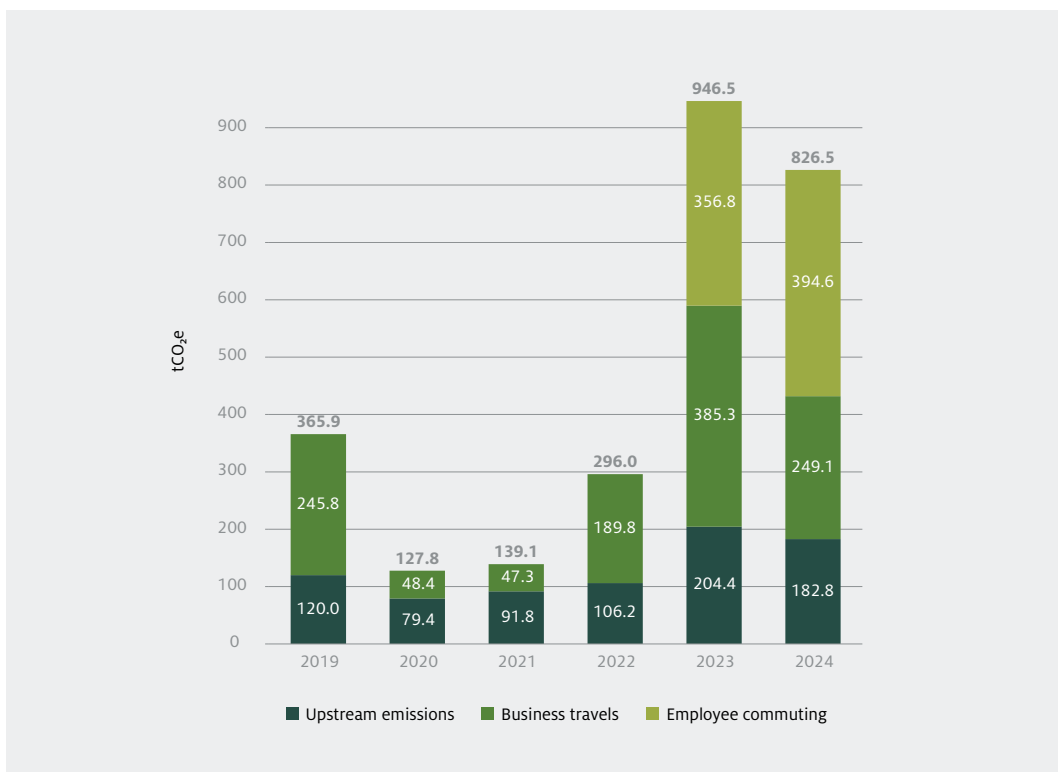


Figure 13: Breakdown of Scope 3 emissions, 2019-2024, in tCO₂e.

A detailed look into the emissions from business trips shows that planes are by far the greatest emitters with 73.5% of the total emissions, although they are used for 11.2% of the trips and for 52.6% of the distances (in 2024, see next sections). On the opposite side, trains are used for 24.9% of the distances and 35.1% of the trips, but only account for 7.2% of the emissions.

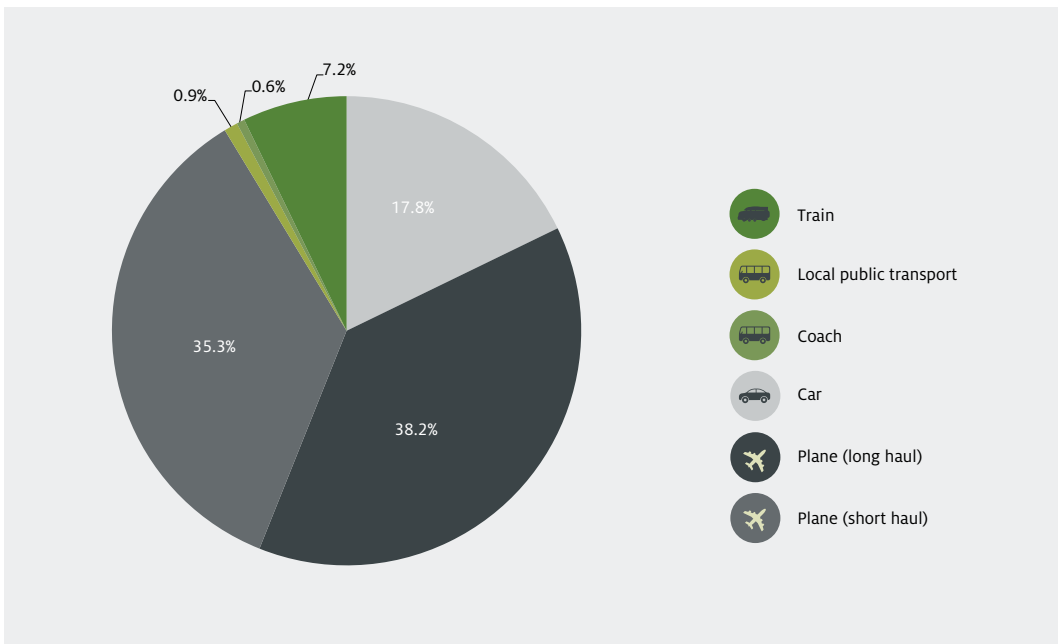


Figure 14: Breakdown of business trips emissions, by mode of transport, 2024 (life-cycle approach including upstream emissions).



3. Mobility

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Mobility has been a longstanding focus of Eurac Research's sustainability efforts, with a gradual shift from conventional to more sustainable modes of transport. In the past, the organization started transitioning its vehicle fleet from combustion engines to hydrogen and then to electric vehicles, supporting this shift with the installation of charging columns. To further encourage sustainable transportation within the city area, Eurac Research has established a bike fleet—including e-bikes and cargo bikes—alongside practical infrastructure such as changing rooms and a bike repair area, alongside the provision of public transport passes for business trips and inter-site travel.

Looking ahead, the Sustainability Strategy outlines further steps to enhance sustainable mobility. Planned initiatives include expanding the sustainable mobility infrastructure, developing guidelines for business trips and finding incentives to promote sustainable commute. These actions aim to further reduce the environmental impact of personnel and business travel while promoting a culture of sustainable mobility throughout the organization.

The management of mobility at Eurac Research involves the Facility Management and HSE departments. Facility Management oversees the technical and logistical aspects, such as vehicle procurement, charging infrastructure, and bike facilities. The HSE department supports the development and implementation of mobility policies, monitors usage trends, and proposes improvements in line with the organization's sustainability objectives. Resources are allocated for infrastructure upgrades, incentives, and awareness-raising activities.

Importantly, the creation of a dedicated task force is foreseen to draft comprehensive mobility guidelines, ensuring that future initiatives are well-coordinated and tailored to the organization's needs.

BUSINESS TRIPS

An analysis of business travel patterns shows that trains are the most frequently chosen mode of transport in terms of number of trips, and covering one quarter of the total distance traveled. Cars are also a popular choice, used for about 30% of trips in 2024, but they are mainly selected for shorter distances, representing only 17% of the overall distance traveled. In contrast, flights represent 11% of trips but make up almost 53% of the total distance (and more than 70% of the GHG emissions).

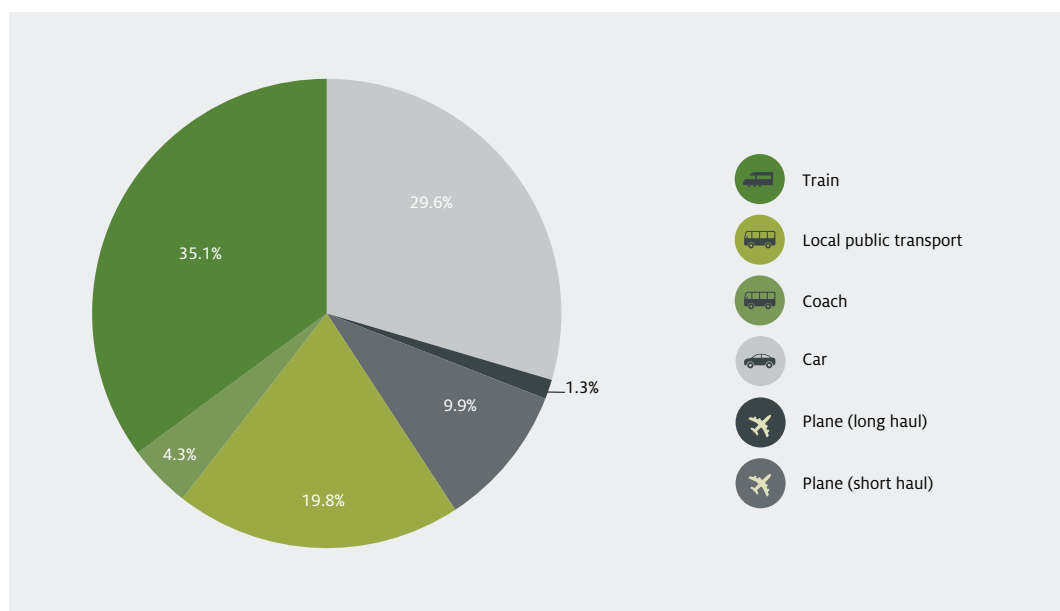


Figure 15: Business trips: number of trips by means of transport, 2024.

Mode of transports	2019	2020	2021	2022	2023	2024
Car	348,844	147,128	190,573	268,531	349,929	333,488
Plane (long haul)	551,062	87,349	120,678	570,097	1,086,219	523,476
Plane (short haul)	569,789	124,658	54,502	410,052	619,689	528,042
Local public transport	155,409	24,537	18,689	70,627	66,699	65,345
Coach	-	-	-	14,357	51,518	50,557
Train	641,488	106,907	95,510	345,500	516,211	497,549
Total	2,266,592	490,579	479,952	1,679,164	2,690,265	1,998,457

Table 2: Distance of business trips by modes of transport, 2019-2024, in km.

Over the years, the share of modes of transport did not change significantly, except during the pandemic years, when public transportation of any kind dropped in favor of private vehicles. 2023 is marked by an increase in business trips, especially by plane, but the situation seems to be coming back to the pre-pandemic equilibrium now.

COMMUTING

To accurately assess commuting patterns among staff, Eurac Research conducts a dedicated survey in collaboration with the internal Statistics Office. This survey is designed to gather information on the modes of transport used by personnel for commuting purposes. The data collected provides insights into mobility trends and supports informed decision-making. Train was in 2024 by far the most used mode of transport in commuting in terms of distance followed by cars. Soft mobility (biking and walking) amounted to more than 10% of the distances, which is a remarkable share.

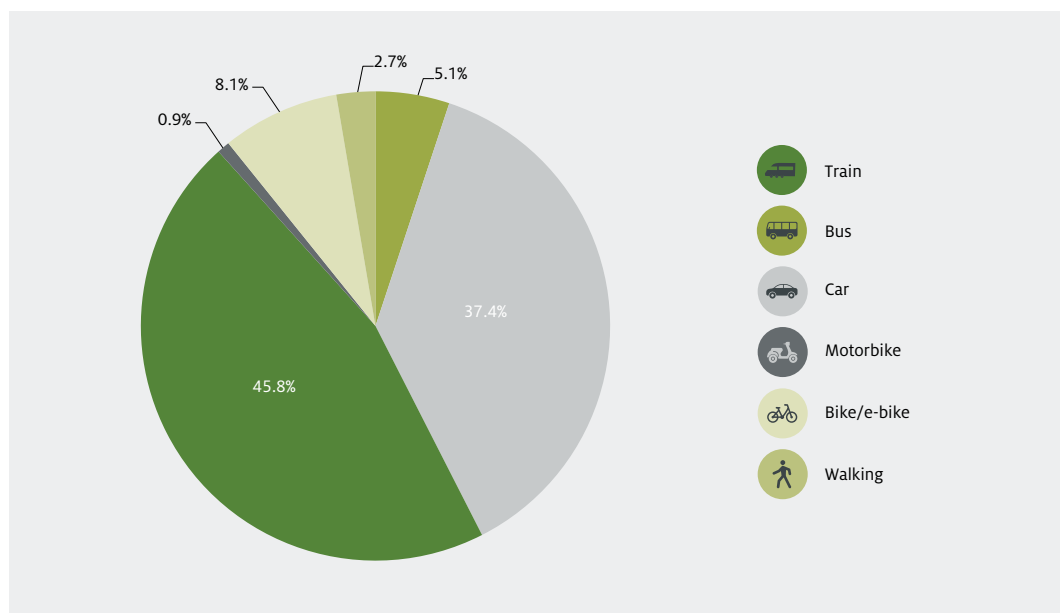


Figure 16: Breakdown of distances by means of transport in personnel commutes, 2024.

Concerning the fuels used by vehicles in commuting, data show that diesel engines were used for the longest distance (55% of the total), followed by petrol vehicles (18%). Full electric cars counted for only 3% of the kilometers.



4. Waste

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Eurac Research has made steady progress in improving waste management, with a strong focus on promoting waste differentiation and reducing unsorted waste. Key actions have included the introduction of clearly labeled bins and signage, the removal of undifferentiated waste bins from offices, and the collection of batteries at the reception area to ensure proper disposal. These efforts have been supported by ongoing awareness-raising among personnel. Looking ahead, the Sustainability Strategy sets out the next steps: a zero-waste pilot program will be launched to further minimize waste generation, a “repair café” will be introduced to promote the repair and reuse of items, and a “sharing corner” will be established to facilitate the exchange of surplus materials and resources among personnel.

Waste management at Eurac Research is a shared responsibility between the Facility Management and HSE departments, with Facility Management handling the practical aspects of waste collection and infrastructure, while HSE ensures that procedures align with legal requirements and sustainability objectives. Resources are allocated for infrastructure improvements, personnel training, and the development of new initiatives, ensuring that waste management remains effective and continues to evolve in line with best practices and organizational goals.

Data collection on waste is foreseen to be improved for future reporting cycles.



5. Employee health and well-being

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Eurac Research believes that both physical safety and overall quality of life are essential for a thriving workplace. Health and safety are managed through the Health, Safety, and Environment department, which implements a structured system for risk assessment, accident prevention, and compliance with legal requirements. This includes regular safety and emergencies training, workplace assessments, and protocols to ensure a safe working environment for all personnel. Well-being, on the other hand, is primarily supported by the Human Resources department, which has introduced a range of measures and benefits designed to enhance the daily lives of collaborators. These include flexible and smart working arrangements, family-oriented policies, support for work-life balance, and access to various employee assistance programs. The aim is to foster a supportive and inclusive culture where employees feel valued, engaged, and able to balance their professional and personal responsibilities.

The Sustainability strategy covers the aspects of employees well-being too and will focus on remote-work wellness, on offering additional possibilities for employees to help the local community and on a more efficient internal communication, to keep all collaborators on board.

Responsibility for employee health lies with the HSE department, which oversees all aspects of occupational safety and health management, ensuring compliance and continuous improvement. The Human Resources department, in close connection with the Head Office, is responsible for well-being initiatives, developing and managing programs that promote employee satisfaction. Both departments work in close coordination, with dedicated resources allocated for training, infrastructure, and support services, ensuring that health and well-being remain central to Eurac Research's organizational culture.

The [Sustainability Strategy](#) enhances employee support by focusing on remote-work wellness, community involvement, and better internal communication to foster an inclusive and connected culture.

THE HEALTH AND SAFETY OF COLLABORATORS

Eurac Research operates a structured internal system for managing occupational health and safety, in compliance with Italian legislation (D.Lgs 81/2008 and amendments). The system covers all personnel, including external collaborators, with measures scaled to activity-specific risks and workplace exposure.

Key components include:

- A dedicated Health, Safety & Environment (HSE) department with five personnel members responsible for risk assessment and preventive measures.
- A formal safety organization chart identifying trained and appointed managers and supervisors, supported by detailed role-specific guidelines.
- A risk-based classification of personnel and work areas, linked to modular training plans, specific regulations, and tailored health protocols.
- Access control systems to minimize exposure to hazards.
- A management software tracking each worker's health and safety status.
- Incidents are recorded and each case is investigated by HSE to establish the root causes and propose preventive actions.
- An online manual detailing procedures, rights, duties, and operational guidelines.
- Three elected Worker Safety Representatives (RLS), active in decision-making and supported by direct communication channels with HSE.
- A comprehensive emergency management system with trained personnel, equipment, and accessible procedures.
- All workers have access to occupational health services coordinated by the Competent Physician (*Medico Competente*) under D.Lgs 81/2008, including periodic medical examinations, job-specific health surveillance, vaccinations where relevant, and fitness-to-work assessments.
- Transparent supplier management, including pre-shared risk assessments and agreed preventive measures.

The system is continuously monitored and encourages active personnel participation in reporting issues and improving workplace conditions.

Across 2021-2024, five workplace injury events were recorded, resulting in 84 assigned sick-leave days, an average severity of 16.8 days per case over the period. Annual results vary with the small case numbers. For transparency, we also report commuting accidents, which are tracked separately: these totaled five events and 37 days over the period. The dataset is therefore characterized by low frequency and year-to-year variability, where single incidents can materially shift totals.

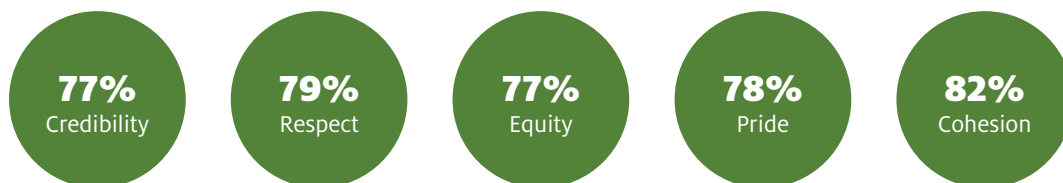
EDUCATION AND TRAINING

At Eurac Research, a dedicated department is responsible for organizing training courses for collaborators, who are actively encouraged to take part. Each year, a diverse course catalogue is offered, covering diverse topics. In 2024, Eurac Research offered 59 training courses on various topics, with a total of almost 800 participants, covering almost 600 hours and 82 days of training. The main areas of focus included project management, research methods, communication, health and well-being. Mandatory training covered occupational safety and data protection. Participation is higher among women (58%) than men (42%). The average number of hours of

training per employee is 0.98. Additionally, collaborators have the possibility to participate in language courses offered externally at a reduced rate.

WELL-BEING IN THE WORKPLACE

Eurac Research participates in the Great Place to Work initiative, an international certification program that evaluates organizational culture through employee feedback and independent assessment every three years. The survey explores dimensions such as trust in leadership, fairness, team spirit, professional development, and pride in belonging. Eurac Research consistent participation reflects a commitment to listening to employees and fostering a supportive, inclusive, and stimulating work environment. Over the years, the organization has achieved very positive results (see below some results from the last survey in 2023), ranking highly in several categories that highlight cooperation, respect, and opportunities for growth, confirming the effectiveness of its people-centered policies and the strong sense of community within the organization.





6. Employment practices

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Eurac Research is committed to creating and maintaining safe, inclusive, and attractive employment conditions. Currently, the organization promotes a healthy work–life balance and supports personnel through flexible and smart working arrangements, as well as family-oriented policies. There is a strong focus on talent retention and professional development, with regular training opportunities, career advancement options, and support for both vertical and horizontal mobility. The organization also conducts personalized development planning to ensure that employees can grow within Eurac Research.

The Human Resources (HR) department is primarily responsible for employment practices at Eurac Research. HR develops and manages policies and programs related to recruitment, professional development, salary policy, personnel regulations, performance evaluation, and employee well-being. The department works closely with management to ensure that employment practices are aligned with organizational objectives and sustainability goals. Resources are allocated for training, career development, and the ongoing review and improvement of employment frameworks, ensuring that Eurac Research remains an attractive and supportive workplace.

THE HR APPROACH, BENEFITS AND SERVICES

At Eurac Research, people are at the heart of the institution – their well-being, skills, and growth are key to its success.

All Eurac Research employees are covered by collective bargaining agreements in line with Italian labor law. Employment contracts follow the *Contratto Collettivo Nazionale del Commercio*: as of 31 December 2024, all employees were covered by this collective bargaining agreement.

In general, Eurac Research applies more generous economic conditions as foreseen by the collective agreements. In addition, internal agreements complement national provisions to ensure preferential treatment and address personal or organizational needs, including flexible working arrangements (smart working), training opportunities, occupational health and safety, and equal opportunity measures. More specifically, Eurac Research applies all treatments, benefits and services equally to all personnel, disregarding their contract status (employee or contractor) or working hours (part-time or full-time).

- **Most favored treatments.** Eurac Research offers enhanced working conditions that go beyond the basic standards set by the National Collective Bargaining Agreement. These include flexible working hours and smart working options, teleworking, and part-time arrangements. Employees benefit from salary increases upon obtaining new academic titles and based on project responsibilities or roles.
- **Benefits.** Eurac Research provides various benefits to enhance employee well-being. These include a daily lunch contribution, nursery school support, free tax declaration services, and additional health insurance. Health-related tools may be provided upon medical recommendation, and personal shipments can be arranged through reception. Mobility options include access to company car sharing. Financial perks include a 1.5% monthly contribution to individual pension funds and various employee discounts.
- **Services and initiatives for personnel and professional development.** A wide range of services are available to support employees' professional and personal needs. These include a Summer Kids Camp, and a Welcome Office that assists foreign personnel with residence permits, application for tax benefit, tax codes, health service registration, and housing. Three workplace psychologists offer counseling for stress and work-life balance issues (more than 132 hours of counselling offered during 2024, in Italian, German and English). A Career Center provides individual support for professional development, including during transitions into new positions or during exit paths. In 2024 the Career Center offered 42 career paths, including 10 for outgoing employees and 32 for improving professional well-being. These paths are mainly followed by women (71.4%). At the same time the Education and Training Department offers a full catalogue of in-house training modules. Social initiatives are organized several times per year to foster community through events and activities.

In general, Eurac Research implements family-friendly measures for its collaborators. In addition to flexible working arrangements, childcare support, and an on-site nursery at NOI Techpark, all employees are entitled to parental leave. In 2024, 74 employees took parental leave (52 women, 21 men, and 1 not disclosed), totaling more than 7,700 working days.

COLLABORATORS IN NUMBERS

Employees

Employees amounted to 595 people in December 2024 (82.2% of all personnel, which includes employees and contractors). About 86.9% of employees have a smart working contract (22.5% in 2019). The average age was 40.9 years, with a balanced gender distribution: 52.9% women and 47.1% men.

	2019		2020		2021		2022		2023		2024	
	Fixed term	Open-ended	Fixed term	Open-ended	Fixed term	Open-ended	Fixed term	Open-ended	Fixed term	Open-ended	Fixed term	Open-ended
Women	79	171	68	195	83	204	79	204	84	211	98	217
Men	70	127	80	145	84	157	72	168	81	187	78	202
Total	149	298	148	340	167	361	151	372	165	398	176	419
Overall total	447		488		528		523		563		595	

Table 3: Employees by gender and contract type, headcount, 2019-2024

Most employees held an open-ended contract (72.1%), without significant differences between man and women. This share was 66.7% in 2019.

	2019		2020		2021		2022		2023		2024	
	Full-time	part-time	Full-time	part-time	Full-time	part-time	Full-time	part-time	Full-time	part-time	Full-time	part-time
Women	127	123	138	125	169	118	162	121	170	125	183	132
Men	156	41	191	34	206	35	201	39	221	47	235	45
Total	283	164	329	159	375	153	363	160	391	172	418	177
Overall total	447		488		528		523		563		595	

Table 4: Employees by gender and working time, headcount, 2019-2024

The majority of employees work full-time; around 30% are part-time. Part-time is more common among women (41.9% against 16.1% of men).

Workers who are not employees

In Eurac Research, workers who are not employees fall under the *contractors* category. As of the reporting date, they amounted to 129 persons (17.8% of all personnel), equally divided between man and women. Contractors are often used when specific know-how is lacking internally; most of them are involved in research activities, often in third-party funded projects with short and clearly defined timeframes. Their involvement reflects international academic practice and enables flexible knowledge transfer. Although their number is smaller than that of employees, they form an essential part of Eurac Research's knowledge ecosystem.

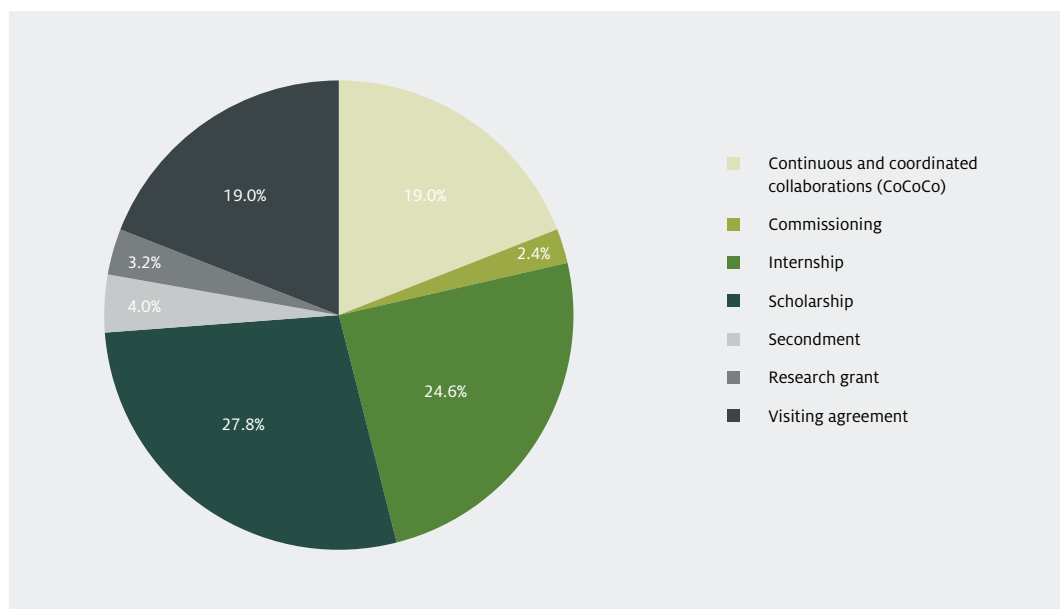


Figure 17: Categories of contractors, 2024.

NEW HIRES AND TURNOVER

In 2024, Eurac Research has grown by 30 collaborators as compared to the previous year. The organization is characterized by a high turnover of personnel, due to the number of short-term collaborations like internships, visiting agreements, scholarships: in 2024, more than 300 persons have started a collaboration with Eurac Research. This dynamic is typical for a research institution where many positions are project-based and fixed-term. The resulting alumni effect has beneficial consequences too: former staff carry their knowledge to universities, institutions and companies worldwide, promoting knowledge exchange and extending the collaborations and networks.

At the same time, Eurac Research makes all efforts to retain collaborators and to value their expertise. During 2024:

- **New hires:** 94 employees joined Eurac Research (almost one third of all 2024 contracts, and 15% of year end employees head count). Of these, about 56% were women and 44% men; concerning age, 45% were below 30 years of age, 54% between 30 and 50, and 1% above 50.
- **Retention:** 54 *employee* contracts were extended/renewed (ca. 9% of the total employees).
- **Stabilization:** 31 fixed-term contracts were converted to open-ended (more than 17% of the year end fixed-term employees head count), and 3 new open-ended contracts were signed, resulting in 34 new open-ended positions (8% of the year end open-ended employees head count).

Concerning turnover, during 2024, 52 employees left the organization. This amounts to 8.7% of the total employees. Reason for termination was the natural end of contract in 40% of the cases and resignation in 60%.

259

of our collaborators hold a PhD, while a further

58

have the status of PhD students.



7. Non-discrimination, diversity and equal opportunities

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Non-discrimination and equal opportunities are core topics for Eurac Research and a core feature of organizational culture. They also represent the approach to attract, develop and retain talents. Eurac Research is dedicated to ensuring that recruitment, compensation, professional growth, advancement, and access to benefits are exclusively determined by an individual's qualifications and employment performance. This commitment applies broadly to all possible discrimination and includes efforts to prevent discrimination, harassment, and retaliation in the workplace. This stance is embedded in our internal ethics and governance framework and complemented by our Gender Equality Plan, which sets measurable objectives and actions.

Responsibilities are shared. Human Resources leads institutional policies and procedures, covering recruitment and promotion standards, training on respectful conduct, and confidential case handling. The Research Support Office coordinates implementation of the Gender Equality Plan. Research on gender, inclusion, and equal opportunities is conducted across institutes and centers, feeding evidence back into practice. The Gender Dynamics Working Group offers an open forum to surface issues, exchange good practices, and propose improvements.

DIVERSITY OF EMPLOYEES

Concerning the diversity of employees in different functions, the following graphs describe the situation. Please note that some personnel (including management) has contractor status, therefore they do not appear in these statistics, which follow GRI standards and focus on employees only. "Executive management" refers to the top leadership of the organization; "Strategic management" to the Heads of Institutes, Centers and Administrative Departments; "Vice management" to the deputies and vice-Heads of management; "Middle management" to the group leaders and team coordinators; "Senior specialist" to the experienced non-managerial professionals; and "Specialist" to the junior professionals.

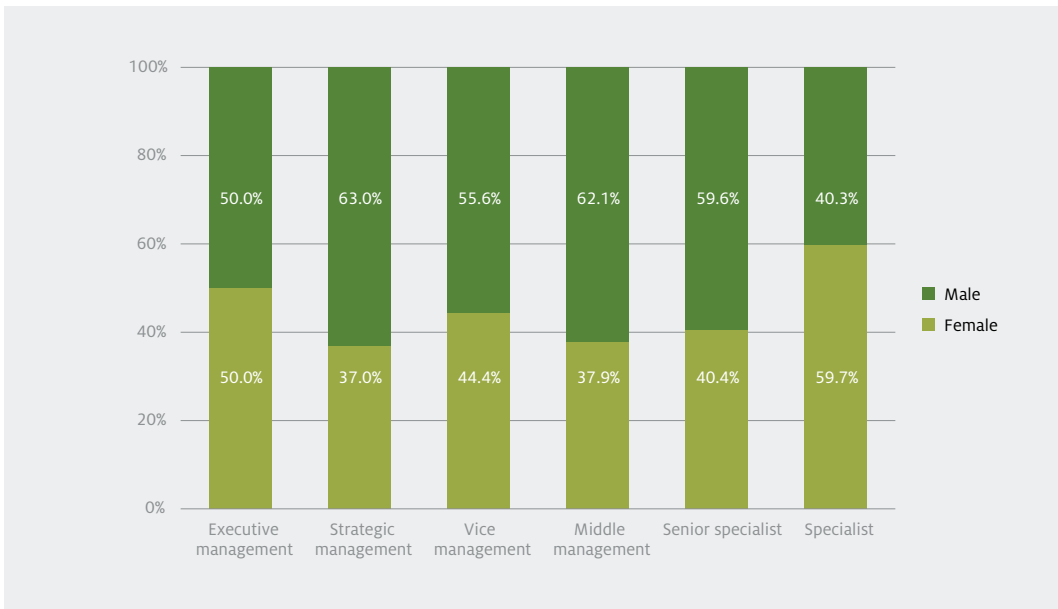


Figure 18: Employees' function by gender, 2024.

Men are the majority in most categories: strategic management (63%), vice management (55.6%), middle management (62.1%) and senior specialists (59.6%). Executive leadership is gender-balanced (50/50). Specialists are women-majority (59.7%)

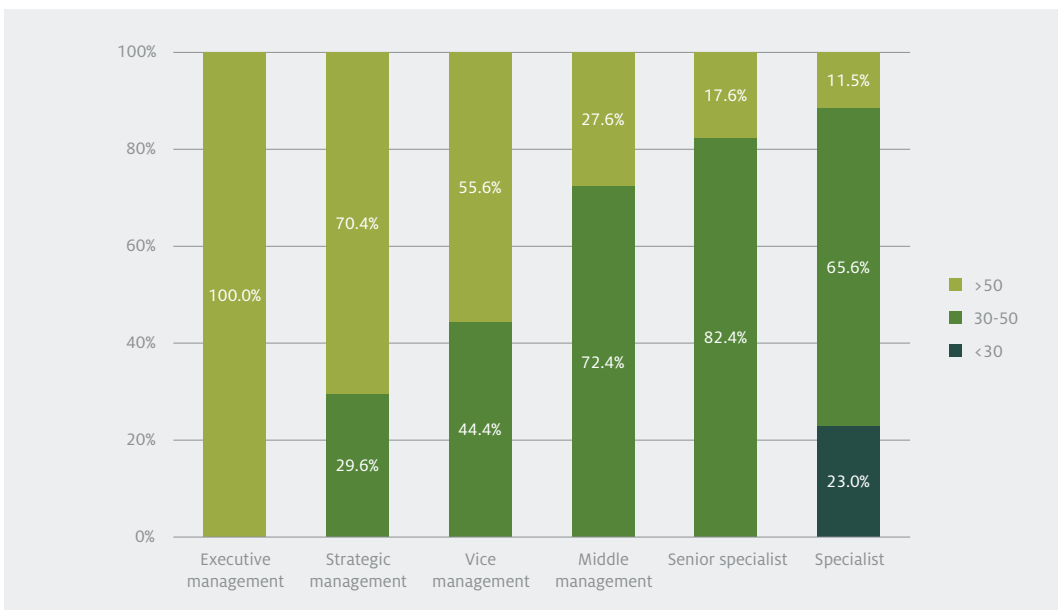


Figure 19: Employees' function by age, 2024.

Leadership is related to experience. All executive managers are over 50; strategic and vice management are predominantly 30-50 with a substantial share over 50 (about 30% and 44% respectively). Middle management is 72% in the 30-50 range and 28% over 50. Under-30 employees are concentrated among specialists (about 23%).

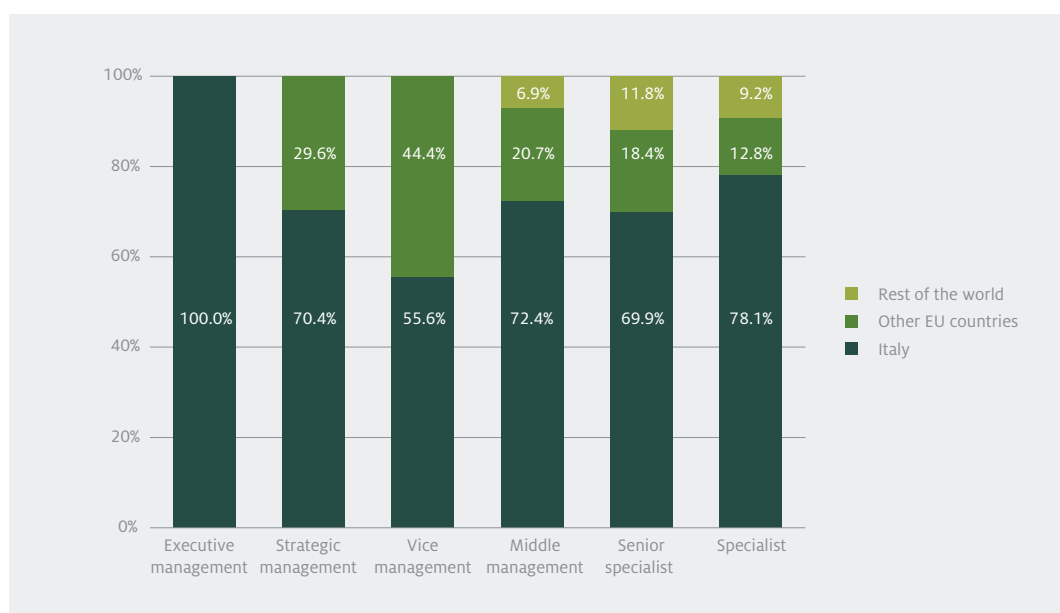


Figure 20: Employees' function by region, 2024.

Across all categories, most employees come from EU countries, with Italian nationals the largest group, and a smaller share comes from outside the EU. Executive management is entirely from Italy; strategic and vice management show higher Italian representation; specialist and senior-specialist roles are the most internationally diverse, with the largest (though still minority) shares of non-EU nationals.

These patterns provide a baseline for monitoring diversity, age structure and internationalization across the organization in future reporting cycles.

Governance bodies

Statistics on the diversity of governance bodies are available for the Board of Directors. Concerning age, two members are in the 30-50 category and three are above 50 years of age. As regards gender, one member is a woman and four are men.

REMUNERATION POLICIES

Remuneration policies for collaborators are based on a standardized framework that considers both educational background and professional experience. This system ensures that compensation fairly reflects each individual's skills and expertise, while also promoting equitable treatment to all collaborators across the organization. It is designed to prevent discrimination, and to

support transparency and fairness in compensation practices. The remuneration policy for the highest governance body is defined by the Statute. The General Assembly sets the remuneration of the President and the Vice-President by simple majority vote. Information on remuneration for other Board members and on the application of specific criteria or benchmarks is currently not available, future reports may provide further details.

ANNUAL TOTAL COMPENSATION RATIO

For the 2024 reporting year, the ratio of the highest annual total compensation to the median annual total compensation of all employees has been calculated using the following formula:

$$\text{Ratio} = \frac{\text{Highest annual total compensation}}{\text{(Median annual total compensation of all employees (except the highest paid))}}$$

Applying this formula, the ratio amounts to 5.47, meaning that the highest-paid individual earns approximately 5.5 times the median compensation within Eurac Research. This indicator provides insight into internal pay equity and supports transparency in remuneration practices.

GENDER PAY GAP

The following graphs describe the gender pay gap at Eurac Research as described by the difference in percentage in the remuneration of women to men. Data shows that there is still a pay gap in Eurac Research, with an average value of 4.5% on the whole organization. In the specialists category, women are paid more than their men counterparts. The situation changes in the other categories and in particular when looking at the upper part of the hierarchy, with salaries shifting more in favor of men.

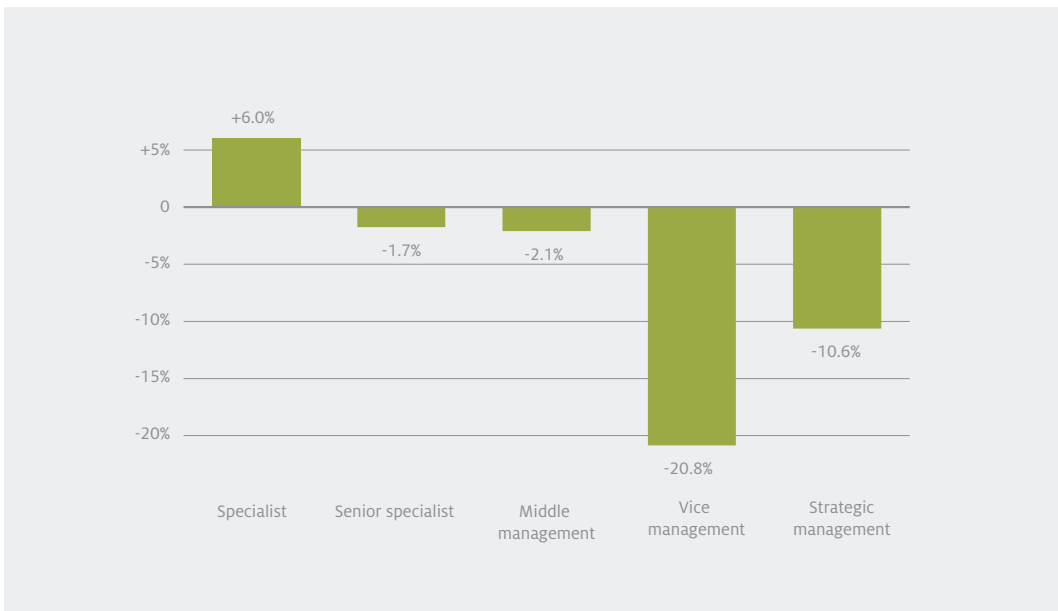
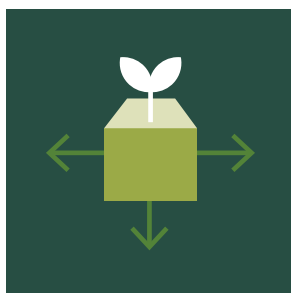


Figure 21: Women to men difference in remuneration, 2024.

4.5%

Gender pay gap
on the whole
organization



8. Sustainable management of the supply chain

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Eurac Research procures the goods, services, and works needed to run research and administrative operations, aiming to minimize environmental and social impacts throughout the purchasing cycle. In practice, this means progressively integrating sustainability criteria into technical specifications and award evaluations, favoring durable, energyefficient and certified products where possible, and encouraging circular approaches (e.g., reuse, repair, reduced packaging). For selected service contracts, sustainability is reflected through specific requirements: concrete examples in this are the choice for recycling printing, toilet paper and biodegradable cleaning agents.

All purchasing is carried out in line with EU public procurement principles – equal treatment, nondiscrimination, transparency – and the procedures applicable to Eurac Research as a body governed by public law. Tender opportunities and awards are published on the organization's dedicated transparency pages.

Procurement is led by the Procurement Office, which ensures that purchasing processes are conducted properly and comply with the applicable procurement regulations. Institute-specific purchase activities are carried out by dedicated personnel, in close collaboration with the Procurement office. The Sustainability Strategy foresees the creation of a task force working on procurement: it will be composed of members of personnel responsible for procurement in their departments, involve exchanges and trainings, and it will lead to the identification of practices tailored on Eurac Research to make purchases more sustainable.

In this first reporting cycle, Eurac Research is establishing the monitoring framework for this topic and plans to disclose indicators in the next report. Priority metrics under assessment include for example: share of tenders including sustainability criteria, spend share on ecolabelled/energyefficient categories, or the number of contracts with sustainability clauses or performance checks.



9. Availability of research data for re-use in the future

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Eurac Research advances the availability of research data through a coordinated Open Science setup. It encourages and supports FAIR data (findable, accessible, interoperable, reusable) by providing guidance on data and source-code management plans, advising on repository selection and metadata, and promoting open licenses where appropriate. Outputs are described and captured in institutional repositories to increase discoverability and long-term preservation. Financial and practical support for open access publication is provided via the Open Access Fund, complemented by FAQs, glossaries and policy guidance. A community program—including trainings and the biennial Open Research Award—raises awareness and showcases projects that exemplify excellent, FAIR-aligned practice, while acknowledging that access decisions must balance openness with ethical, legal, and contractual constraints.

The Research Support Office is the central point of contact for this topic. The Research Data Management Working Group serves as a cross-institute community of practice that co-develops guidance, shares solutions on FAIR implementation (data and code), and supports continuous improvement through peer exchange. The Library operates the institutional repository, ensuring the quality, preservation and visibility of research outputs and associated metadata. The Center for Sensing Solutions, the Institute for Earth Observation and the Center for Climate Change and Transformation play an active role in this context as they developed and maintain the Environmental Data Platform, which is an example of collaborative tool to support researchers and project partners to manage, process and share spatial datasets through open-source solutions and fostering FAIR data principles.

SUPPORTING THE OPEN ACCESS OF RESEARCH RESULTS

The following graph describes the number of open access and gold open access publications which are available via specific journals or publishers' websites. Gold open access means that the published article is immediately and freely available to everyone, with the publisher providing

64.6%

Almost two over three articles we published in 2024 were Open Access

open access, often for a fee, while standard open access can also include self-archiving or delayed access options.

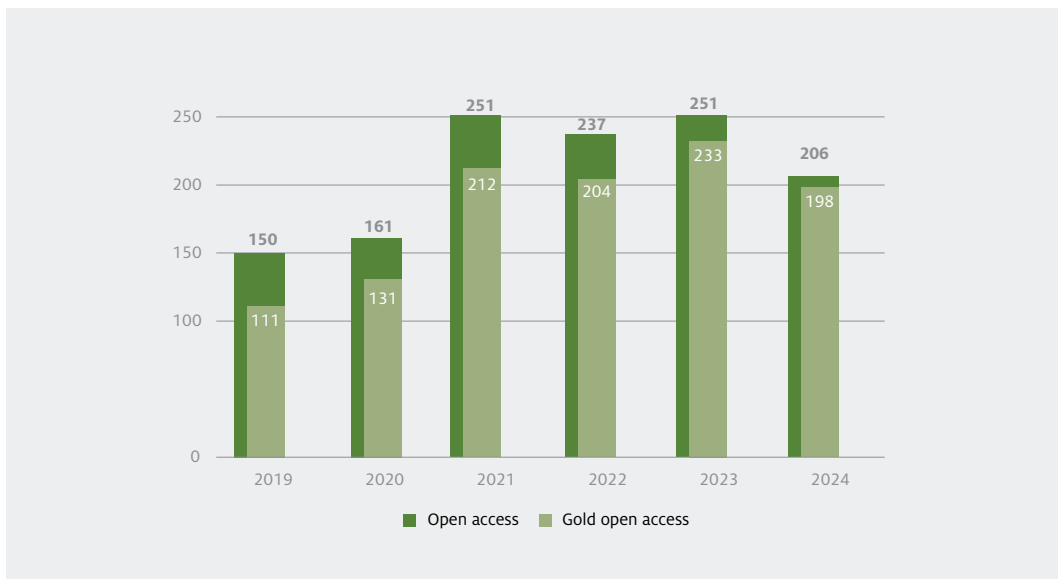


Figure 22: Open access publications, of which gold open access, 2019-2024.

As an example of the effort towards accessibility and integrating data into an open setting, below is the number of metadata published with open access format on the different repositories within the Environmental Data Platform for spatial data (MAPS, openEO, STAC and databases). Since 2025, these metadata automatically flow into the official EU data portal.

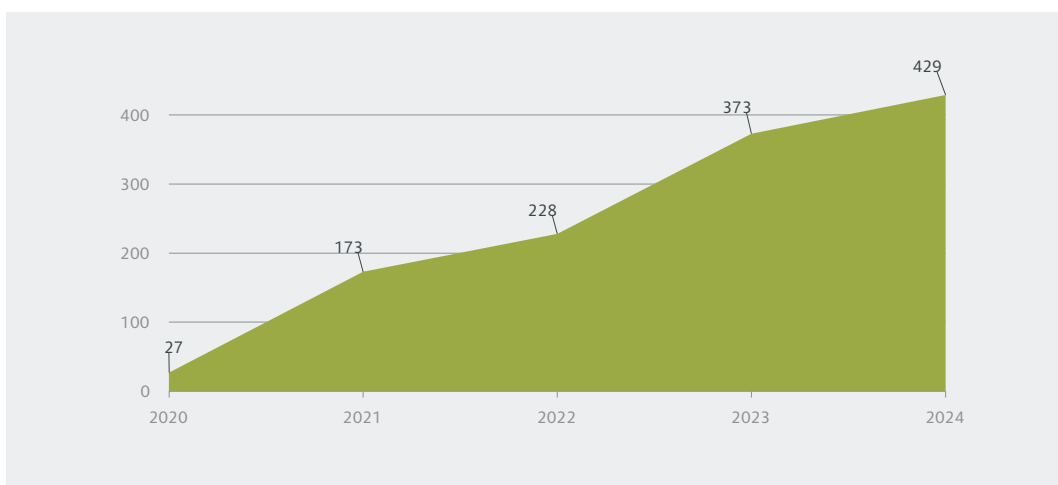
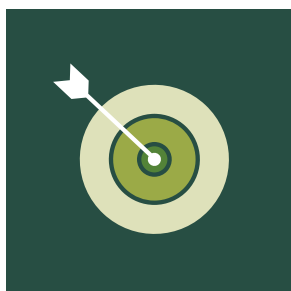


Figure 23: Number of spatial metadata published on the Environmental Data Platform, 2020-2024.



10. Culture and governance

ACTIVITIES, RESPONSIBILITIES AND RESOURCES

Culture is the fil rouge that connects Eurac Research's sustainability work: it's how people get involved, how ideas travel, and how governance takes shape. In practice, we nurture this culture through regular cross-institutional dialogue, participation, open channels for advice and concerns, and through dedicated events. Governance is deliberately treated as a "work in progress": the strategy foresees working-group-style task forces and a flexible, regularly reviewed set-up so structures can adapt as our learning grows.

Culture also has an outward-facing dimension: Eurac Research makes research outputs openly available to maximize public benefit. It shares knowledge through conferences, training, public events and targeted dissemination, and by providing scientific consulting and policy advice to administrations and partners. Eurac Research uses conventional communication formats (such as press releases, social media, newsletters, informational brochures, [digital magazine](#), [annual report](#), [Academia](#)), as well as further formats such as special awareness campaigns, edutainment programs and special events for citizens.

3.

GRI Content Index

GRI Content Index

Standard	Disclosures	Location and notes
Foundation		
GRI 1: Foundation 2021	Statement of use	Eurac Research has reported the information cited in this GRI content index for the period 1 January 2024 - 31 December 2024 with reference to the GRI Standards.
General Disclosures		
GRI 2: General Disclosures 2021	2-1: Organizational details	Page 11-12
	2-2: Entities included in the organization's sustainability reporting	Page 8
	2-3: Reporting period, frequency and contact point	Reporting period: 1 January 2024 - 31 December 2024, aligned with financial reporting. Publication date: 12/2025 Frequency: every 3 years Contact point: sustainability@eurac.edu
	2-4: Restatements of information	No restatements of information from previous reporting periods are applicable.
	2-5: External assurance	Page 8. No external assurance is provided for this report.
	2-6: Activities, value chain and other business relationships	Page 12-15
	2-7: Employees	Page 13-14; 50-51. We define employees all the collaborators with a subordinate work contract (part-time, full-time or apprenticeship). There are no non-guaranteed hours employees. We define 'region' as the location of employment (legal employer and primary workplace). For the reporting year, all employees were located in Italy. Figures are reported in head count as of 31/12/2024. Fluctuations: Employee and non-employee numbers remained broadly stable during the reporting period. Minor variations reflect normal project cycles and seasonal recruitment patterns and are consistent with historical trends; no significant structural changes occurred.
	2-8: Workers who are not employees	Page 13-14; 52-53. For Disclosure 2-8 we define 'workers who are not employees' as individuals who perform work for Eurac Research but are not employed under an open-ended, fixed-term or apprenticeship contract. For the reporting period, this includes interns, visiting researchers, research-grant and scholarship holders, co.co.co and commissioned professionals. Numbers are reported as headcount as of 31/12/2024. Outsourced vendor staff whose work we do not control are excluded.
	2-9: Governance structure and composition	Page 16-18

GRI 2: General Disclosures 2021	2-10: Nomination and selection of the highest governance body	Page 16
	2-11: Chair of the highest governance body	Page 16
	2-12: Role of the highest governance body in overseeing the management of impacts	Page 16-17
	2-13: Delegation of responsibility for managing impacts	Page 18
	2-14: Role of the highest governance body in sustainability reporting	Page 16-17
	2-15: Conflicts of interest	Page 18. https://www.eurac.edu/it/about-us-eurac-research/amministrazi-one-trasparente
	2-16: Communication of critical concerns	Page 21
	2-17: Collective knowledge of the highest governance body	Omitted for lack of information
	2-18: Evaluation of the performance of the highest governance body	No formal evaluation process for the highest governance body has been established, and therefore no related information is available for disclosure.
	2-19: Remuneration policies	Page 49-50; 55-56
	2-20: Process to determine remuneration	Page 55-56
	2-21: Annual total compensation ratio	Page 56. Retributions have been adapted to full-time. "Basic salary" is considered to be what is foreseen by the collective bargaining agreement, based on background and experience. "Actual salary" includes additional payments made by Eurac Research.
	2-22: Statement on sustainable development strategy	Page 6
	2-23: Policy commitments	Page 19-20
	2-24: Embedding policy commitments	Page 20-21
	2-25: Processes to remediate negative impacts	Page 21
	2-26: Mechanisms for seeking advice and raising concerns	Page 21
	2-27: Compliance with laws and regulations	Page 18-19
	2-28: Membership associations	Page 21-22
	2-29: Approach to stakeholder engagement	Page 22-23
2-30: Collective bargaining agreements	Page 49	

Material topics		
GRI 3: Material Topics 2021	3-1: Process to determine material topics	Page 25
	3-2: List of material topics	Page 26
	3-3: Management of material topics	Page 28; 34; 42; 45; 46; 49; 53; 58; 59; 61
Planet		
Energy		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 28
GRI 302: Energy 2016	302-1 : Energy consumption within the organization	<p>Page 28-33. For electricity, natural gas, and steam, the same data collection methodologies used in the organization's GHG accounting are applied (see GRI index for details). The organization does not purchase cooling energy, nor does it engage in self-generation of energy. Fuel consumption data includes some estimations. Conversion factors were sourced from multiple references to ensure accuracy and consistency across energy types: https://www.energy.gov/eere/fuelcells/hydrogen-properties, https://www.appropedia.org/Energy_content_of_fuels, https://www.fueleconomy.gov/feg/hybrid.jsp, https://natural-resources.canada.ca/, https://www.snam.it/it/i-nostri-business/convertitore.html</p> <p>Concerning energy intensity, the total personnel number was used as the denominator to calculate the ratio. All staff categories have been included in the calculation, also those with a limited presence during the year, such as visiting and trainees. The numerator includes the following energy sources: non-renewable and renewable fuels, electricity, and heating (natural gas and steam). The ratio reflects energy consumption within the organization. To collect activity data, the same methodology applied in the organization's GHG accounting was used.</p>
	302-3: Energy intensity	
	302-4: Reduction of energy consumption	
GHG		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 34
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	<p>Page 34-41. Where not otherwise indicated, the calculation approach is market-based and excludes commuting. Biogenic CO₂ emissions are not present. Base year is 2019, because it is the oldest when standardized data is available and just before the effects of the pandemic, therefore it is comparable with subsequent years. The total personnel number was used as the denominator to calculate the intensity ratio. Other standards, methodologies and assumptions are available at https://www.eurac.edu/en/about-us-eurac-research/mission-sustainability. Long haul flights are those >3,700 km</p>
	305-2: Energy indirect (Scope 2) GHG emissions	
	305-3: Other indirect (Scope 3) GHG emissions	
Mobility		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 42
	Distances by mode of transport of business trips	Page 43-44. Data collected through the travel application system. "Coach" option is available only since 2022. Different kind of vehicles (company cars, rental cars, taxis, private cars) are grouped under "Car".
	Distances by mode of transport of employees commuting	Page 44. Data collected through a survey.
Waste		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 45

People		
Employee health and well-being		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 46
GRI 403: Occupational Health and Safety 2018	403-1 : Occupational health and safety management system	Page 46-47
	403-2: Hazard identification, risk assessment, and incident investigation	Page 46-47
	403-3: Occupational health services	Page 46-47
	403-4: Worker participation, consultation, and communication on occupational health and safety	Page 46-47
	403-5: Worker training on occupational health and safety	Page 46-47
	403-6: Promotion of worker health	Page 46-48
	403-8: Workers covered by an occupational health and safety management system	Page 46-47
	403-9 : Work-related injuries	Page 46-47
GRI 404: Training and Education 2016	404-1 : Average hours of training per year per employee	Page 47. Relative to in-house education programs. Data collected does not cover the function of the collaborators.
	Positioning in the Great Place to Work ranking	Page 48
Employment practices		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 49
GRI 401: Employment 2016	401-1 : New employee hires and employee turnover	Page 52
	401-2: List of benefits	Page 49-50. Eurac Research provides the same benefit package to full-time and part-time employees.
	401-3: Parental leave	Page 49-50. Data for sections c, d and e of the disclosures were not available
	Career development reviews	Page 50
Non-discrimination, diversity and equal opportunities		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 53

GRI 405: Diversity and Equal Opportunity 2016	405-1 : Diversity of governance bodies and employees	Page 53-55
	405-2 : Ratio of basic salary and remuneration of women to men	Page 57. No general minimum wage rule applies in Italy, Eurac Research's only location of operations. As a reference, the minimum wage foreseen by the applicable collective agreement was used in this calculation (basic salary). Remote work arrangements exist but are not tracked by location and are not considered separate significant locations of operation. This approach is consistent with GRI guidance. Formula to calculate the indicator: women average remuneration for each category/men average remuneration for each category. Due to the small sample size (two persons) and to protect confidentiality, data for the Executive Management category are not disclosed. Ratio values: Basic salary: Strategic management: 0.96; Vice management: 1.01; Middle management: 0.99; Senior specialist: 1.00; Specialist: 1.01. Actual remuneration: Strategic management: 0.89; Vice management: 0.79; Middle management: 0.98; Senior specialist: 0.98; Specialist: 1.06.
GRI 205: Anti-corruption 2016	205-3: Confirmed incidents of corruption and actions taken	Page 19
Process		
Sustainable management of the supply chain		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 58
Availability of research data for re-use in the future		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 59
	Open access and gold open access publications	Page 59-60
	Number of spatial metadata published on the Environmental Data Platform	Page 60
Governance and culture		
GRI 3: Material Topics 2021	3-3: Management of material topics	Page 61

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