

## The corporate sustainability due diligence directive has been published in the OJ

We set out below the key dates when the obligations for companies will come into force in the member states:

Start date for fulfillment	Annual statement (*)
07/26/2027	01/01/2028
<p><b>Company (or parent company of a group)</b></p> <ul style="list-style-type: none"> <li>EU companies with: <ul style="list-style-type: none"> <li>more than 5,000 employees on average; and</li> <li>a net worldwide turnover of more than € 1.5 billion in the last fiscal year.</li> </ul> </li> <li>Companies formed in accordance with the legislation of a third country and that had a net turnover of more than € 1.5 billion.</li> </ul>	
Start date for fulfillment	Annual statement (*)
07/26/2028	01/01/2029
<p><b>Company (or parent company of a group)</b></p> <ul style="list-style-type: none"> <li>EU companies with: <ul style="list-style-type: none"> <li>more than 3,000 employees on average; and</li> <li>a net worldwide turnover of more than € 900 million.</li> </ul> </li> <li>Companies formed in accordance with the legislation of a third country and that had a net turnover of more than € 900 million.</li> </ul>	
Annual statement (*)	Start date for fulfillment
01/01/2029	07/26/2029
<p><b>Company (or parent company of a group)</b></p> <ul style="list-style-type: none"> <li>EU companies with: <ul style="list-style-type: none"> <li>more than 1,000 employees on average; and</li> <li>a net worldwide turnover of more than € 450 million.</li> </ul> </li> <li>Companies formed in accordance with the legislation of a third country and that had a net worldwide turnover of more than € 450 million in the last fiscal year preceding the specified date.</li> <li>Companies that have entered into franchising or licensing agreements and where the following requirements are met: <ul style="list-style-type: none"> <li>the agreements ensure a common identity, a common business concept and the application of uniform business methods;</li> <li>the royalties amounted to more than €22.5 million; and</li> <li>provided that they generated a net worldwide turnover of more than € 80 million.</li> </ul> </li> </ul>	

(\*) Applicable in relation to fiscal years commencing on or after the specified dates.