ESSECO

2025

SUSTAINABILITY REPORT







ESSECO INDUSTRIAL

Table of Contents

Cover Letter 3

Highlights 2025 5

1 Company Profile 8

1.1 The Esseco Group and the Industrial Holding Company 9
1.2 Esseco's industrial presence 12
1.3 Historical background and business culture 14
1.4 Corporate governance 16
1.5 Products and sectors of operation 18
1.6 Double materiality and relevant stakeholders 20
1.7 Sustainability integrated into corporate strategy 23
1.8 ESG Ratings and Certifications 24
1.9 Our goals 25

2 Supply chain, product quality and innovation 34

2.1 Supply chain and responsible sourcing 35
2.2 Product quality and safety 37
2.3 Innovation, research, development and products 39

3 Environment 42

3.1 Our commitment to the environment 43
3.2 Energy and climate change 44
3.3 Energy efficiency 46
3.4 Emissions 52
3.5 Pollution prevention and control 56
3.6 Water resource management 58
3.7 Resource use and waste 60

4 People and community 63

4.1 Growth and wellbeing of people 64
4.2 Health and safety in the workplace 70
4.3 Our commitment to the territory and local communities 73

Methodological note 76

Appendix 81

Cover Letter

Dear Stakeholders,

With our 2025 Sustainability Report, we build on the voluntary reporting process initiated in previous years, with the aim of providing information on the activities carried out and the main environmental, social and governance issues related to our work.

2025 is part of an ongoing phase of organisational development for Esseco Group and the industrial holding company Esseco Industrial S.p.A., established during the year as a reference company for the Group's industrial activities. Within this structure, Esseco S.r.l. continues to operate in the field of inorganic sulphur chemicals and their derivatives, in its San Martino di Trecate and San Cipriano Po production sites and through the related logistics infrastructure to support corporate activities.

This Report has been prepared considering the European Sustainability Reporting Standards (ESRS) and the results of a double materiality analysis, used to identify the main impacts, risks and opportunities associated with our activities and value chain. This approach serves as the basis for defining the reported contents and representing the issues considered most relevant.

During the year, we continued to monitor and manage all aspects related to the use of energy and water resources, greenhouse gas emissions, product quality and safety, supply chain management and production processes. The Report describes the development of these issues and the main quantitative and qualitative information available as of the reporting date.

We also continued the collection and analysis of environmental data, including Scope 1, Scope 2 and Scope 3 emissions, as well as technical assessments of products and processes. This also includes research and development activities and studies carried out on various production lines to support environmental assessments.

People are an essential component of our organisation. During 2025 we continued to work on training and occupational health and safety issues, as well as skills development and relations with the territory, while maintaining engagement with the key stakeholders involved in our activities.

Regarding governance, we continued to monitor regulatory compliance, risk management and ESG



issues through the tools and systems adopted.

We are aware that sustainability reporting requires the gradual consolidation of the processes for collecting, managing and monitoring information. For this reason, we continue to develop tools, methodologies and processes to support data quality and the integration of ESG information into corporate activities.

With this Report, we intend to provide a representation of the activities carried out in 2025 and the key issues relevant to our work, providing stakeholders with useful information to understand the scope of our operations and how we manage the relevant aspects for the company.

Enjoy the reading.



FRANCESCO NULLI
Chief Executive Officer of Esseco Group



ROBERTO VAGHEGGI
General Manager of Esseco Industrial

Highlights 2025 ENVIRONMENTAL



>40%
Renewable electricity

Renewable energy from the
Renewability project
+73% in 2025 vs 2024

ECOChem Innovations
Research and development project

ADR transport project using electric trucks
E-Truck

Fincantieri Turbine
Electrical refurbishment

Waste
+12% sent for recovery
-13% sent to landfill

Highlights 2025 SOCIAL



99.6%
of employees
on permanent contracts

First company
Welfare Day

Training
over 14,000 hours / +62%

Inclusive Gym Project
Former "Pala Dal Lago" swimming pool in Novara

WHP Award
Workplace Health Promotion

Support for the
MAD 63 AirGuardians project

Highlights 2025 GOVERNANCE

Esseco Industrial S.p.A.
becomes the holding company

ESG Committee
formally established

EcoVadis
Platinum top 1%

Open-es
10/12

Legality Rating
★★★



Company profile



1

1.1 The Esseco Group and the Industrial Holding Company

Esseco Group is an international group operating in 18 countries, that develops products for the winemaking and inorganic chemistry sectors intended for various applications, including the chemical, pharmaceutical, agriculture, food, automotive and textile industries.

In July 2025, the Group completed a corporate reorganisation that led to the establishment of an industrial holding company called Esseco Industrial S.p.A., a 100% subsidiary of Esseco Group S.p.A. As a result, the main companies in the chemical business merged under Esseco Industrial S.p.A., which holds the investments in the operating companies of the sector. The group operates through two main business areas: the Industrial Division, accounting for about 70% of the total business, and the Winemaking Division, which contributes the remaining 30%.

Industrial Holding Company

The industrial holding company Esseco Industrial S.p.A., which includes Esseco S.r.l., has developed its international presence through organic growth and acquisitions, with the gradual inclusion of production sites in Europe and the Americas. The product portfolio has expanded while maintaining a specialisation in sulphur and sulphite derivatives. The acquisitions of Altair Chimica (2011) and Hydrochem Italia (2019) have strengthened the group's presence in the chlor-alkali sector, with a particular focus on caustic potash and inorganic potassium derivatives. In July 2022, the merger by incorporation of Zolfindustria S.r.l. into Esseco S.r.l. was also completed. The acquisition of Addcon, with plants in Germany and Norway, further extended the geographical presence of the industrial holding company and marked its entry into the animal feed sector.

The main products of the industrial holding company include:

- **Sulphur-based chemicals:** sulphites and thiosulphates in crystalline and solution form, liquid sulphur dioxide, sodium hydrosulphite, sulphuric acid and oleum;
- **Chlor-alkali products and derivatives:** caustic potash, potassium carbonate, chlorinated derivatives, caustic soda and chlorinated aromatic compounds;
- **Sulphur production and distribution:** ground sulphur and oil-based sulphur for industrial and agricultural applications;
- **Organic acids and formates:** chemicals for the food, animal feed, de-icing and oil industries.

Operational coordination between plants and the shared management of operational flows are key features of our industrial holding model. This coordination enables a more integrated management of supply and distribution flows, promoting more efficient logistics planning that is consistent with the operational needs of the plants. In addition, sharing knowledge and expertise, particularly in the chemical processes that make up the technical assets of the holding company, fosters the dissemination of best practices. This approach supports the application of common procedures and safeguards in the scope of quality, health, safety and the environment, promoting coordinated management of the main business processes.

Winemaking Division

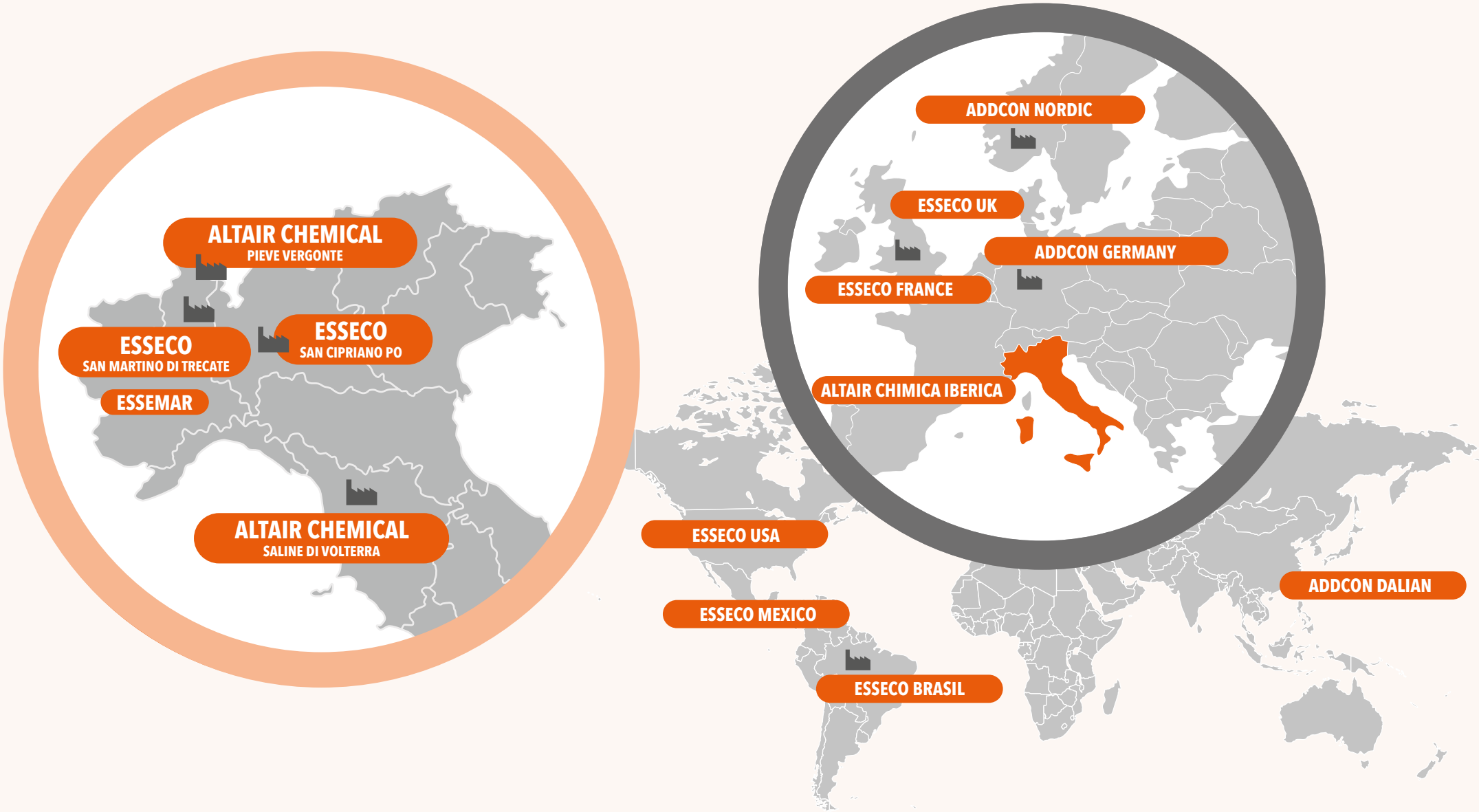
The Winemaking Division operates globally in the field of biotechnological additives and adjuvants for the wine industry. Since the 1990s, the Division has embarked on a process of international expansion, consolidating its presence in the main wine markets through dedicated brands and a network of local branches.
The product offer includes:

- **Winemaking products**: fermentation activators, malolactic bacteria, clarifiers, detergents,

enzymes, filtration materials, solutions for hobbyists and small wineries, test kits, alternative wood materials, yeasts, mannoproteins and polysaccharides, sulphites, stabilisers, tannins and specific treatments;

- **Winemaking services**: research activities, laboratory analysis, technical advisory services and on-site operational support for wineries.




ALTAIR CHEMICAL
PIEVE VERGONTE
ESSECO
SAN MARTINO DI TRECATE
ESSECO
SAN CIPRIANO PO
ESSEMAR
ALTAIR CHEMICAL
SALINE DI VOLTERRA
ADDCON NORDIC
ESSECO UK
ADDCON GERMANY
ESSECO FRANCE
ALTAIR CHIMICA IBERICA
ESSECO USA
ESSECO MEXICO
ESSECO BRASIL
ADDCON DALIAN

1.2 Esseco's industrial presence

Esseco S.r.l., hereinafter also "Esseco" or the "Company", is an Italian company belonging to the industrial holding company of Esseco Group, headed by Esseco Industrial S.p.A. The Company operates in the production of sulphur-based compounds and relevant derivatives.
The industrial holding company's portfolio includes materials and solutions for various application areas, including the chemical, pharmaceutical, automotive, water treatment, agriculture, food, animal feed, textile and rubber industries.

There are two main production plants:

- **San Martino di Trecate (NO)**: located in the heart of the province of Novara, it covers an area of over 16 hectares and represents an integrated centre for chemical production in Italy. The site houses both offices and plants, divided into two areas dedicated to the processing of products for the industrial and winemaking sectors, respectively. The Trecate industrial site also includes a plant specialised in the production of sulphuric acid and oleum, owned by Essemar S.p.A., also owned by Esseco Industrial.

- **San Cipriano Po (PV)**: located in the province of Pavia, it is a production site with an area of 1.6 hectares and is specialised in the chemical



and physical processing of sulphur to manufacture products marketed in various markets.

In addition to these two production sites, there are the storage and logistics sites of **Assemini-Macchiareddu (CA)**, whose position supports distribution on a national and international scale. Specifically, the Assemini site benefits from the possibility of receiving sulphur by ship, thus representing an important logistics node for the supply of raw materials.

The industrial and competitive scope

Esseco operates in the chemical sector in a setting characterised by the evolution of reference markets, energy costs, the regulatory framework and supply conditions. The production processes of the industrial holding company require the use of energy, raw materials, industrial plants and logistics services, elements that influence the conduct of operations and the methods of business management.
The management of the plants and the coordination of operational activities are key aspects of our industrial model and involve the various countries where we are present.



1.3 Historical background and business culture

The history of the Group is closely linked to the Nulli family, now in its fourth generation at the helm of the company. The origins of the company date back to the first post-war period in Milan, where the first core of the business was born, which subsequently grew and consolidated over time.



Milan, the 1920s

We began our journey in the national chemical scene with a company specialising in refrigeration systems



The 1960s

We bought the first land in San Martino di Trecate (NO) in 1963, in what is now the industrial hub where our main production plant stands, and we started the first production line of Sulphur dioxide from pyrite, in 1969. Until the 1990s, production investments led to the expansion of sulphite production and the gradual growth of the Company's presence as a national player, also in the Winemaking sector.

The 1990s

We launched an acquisition strategy from which the core of the current Esseco Group was born.
Growth in Italy was accompanied by a strategic expansion operation also outside national and European borders, remaining focused on two core businesses: inorganic chemicals and winemaking.

2003

Enartis was born, a brand that distinguishes the Group's activity in the world market of excellent products for wine production.

"Our history is marked by a constant path of growth, innovation, strategic investments and a clear vision of the future, which has allowed us to grow from a small entrepreneurial venture into an international industrial group. The solid and recognised identity today in the chemical sector, however, has always maintained the legacy of the founding values, summarised in our vision: "We want to progress every day with passion, responsibility and openness to be the reference solution that gives value to the work of our customers, helping the world to have products of greater quality and safety".

2004

Following the growing acquisitions in Italy and abroad, the Esseco Group holding company was established.

2022

The large number of companies and production facilities located around the world prompted a corporate reorganisation and the creation of the Esseco Industrial Division, of which we are part. Through the merger of Zolfindustria S.r.l. into Esseco S.r.l., the San Cipriano Po plant was brought within our corporate structure, while the spin-off of Enartis into the Winemaking Division was initiated.

2024

With the split between Esseco S.r.l. and Enartis S.r.l., our industrial path was strengthened by a new organizational structure focused on production processes. Consequently, the Enartis brand became an independent company, within the Winemaking Division together with the other companies of the Esseco Group: Ever, Sofralab Groupe and Italiana Biotecnologie dell'enologia.

2025

Establishment of Esseco Industrial S.p.A. as the industrial holding company of reference for the industrial activities of the Esseco Group.

1.4 Corporate governance

Our corporate organization is headed by Esseco Industrial S.p.A., the industrial holding company of the Esseco Group, which manages and coordinates activities over the subsidiaries and holds 100% of Esseco S.r.l. **The Board of Directors (BoD)** of Esseco S.r.l. is appointed by the shareholders' meeting of the holding company and is in office for three financial years. The Board of Directors consists of five members, four of whom are men and one woman, and includes a Chairperson, Chief Executive Officer, Executive Director and two Directors, ensuring supervision of strategic choices and the overall performance of the Company.

The work of the Board of Directors is monitored on a regular basis through monthly reports, quarterly evaluations and annual reporting on the occasion of the financial statements, to support the monitoring of the main operational and economic dynamics.
Alongside the governing body, the control system is complemented by dedicated oversight bodies responsible for ensuring integrity and transparency in processes. The Board of **Statutory Auditors**, consisting of three members, ensures legality control, while auditing is entrusted to an external auditing firm, strengthening the reliability of control processes.

In line with the Organisational Model 231, a **Supervisory Body** (SB) consisting of three members

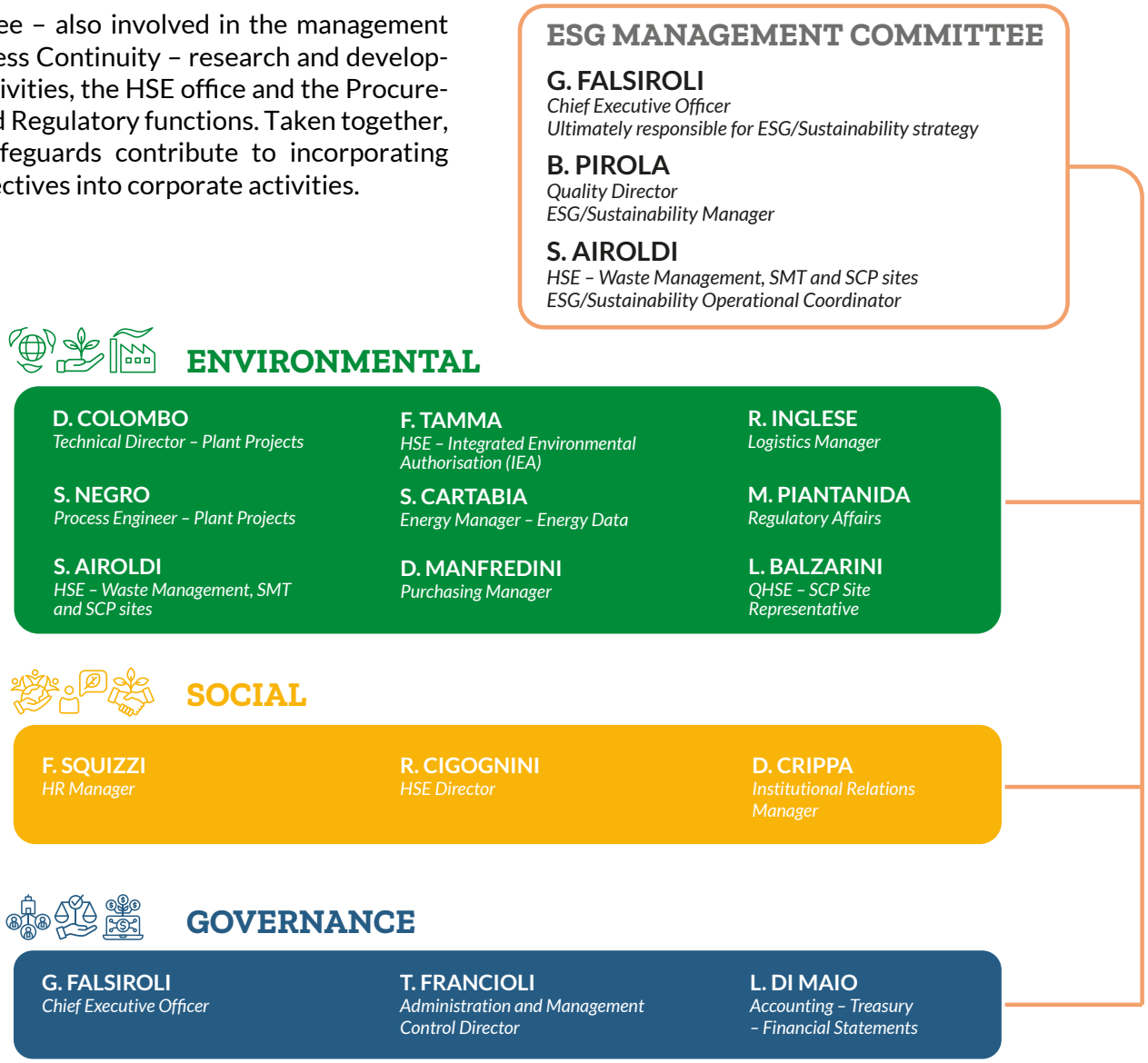


operates, with the task of monitoring the operation, effectiveness and compliance with **Model 231** and the corporate **Code of Ethics**.
The management board, consisting of the General Manager and representatives of all company departments, meets twice a week to discuss various operational and economic aspects.

Sustainability is integrated into our governance system through the involvement of the management and control bodies in the definition of ESG (environmental, social, governance) objectives and in the monitoring of their progress. In fact, during 2025, Esseco S.r.l. formally established a ESG Management Committee[1], with the aim of strengthening the coordination and supervision of sustainability initiatives. The Committee, represented in the organization chart below, plays a role of coordination and discussion on ESG issues, promoting the connection between the various corporate functions involved and supporting the monitoring of the priorities defined by the Company.

The management of ESG issues is incorporated into the corporate systems relating to quality, food safety, the environment and health and safety at work, which provide for defined roles and responsibilities to oversee the most relevant areas.

This includes, among others, the product protection group, the HACCP group, the crisis committee – also involved in the management of Business Continuity – research and development activities, the HSE office and the Procurement and Regulatory functions. Taken together, these safeguards contribute to incorporating ESG objectives into corporate activities.



[1]Composition of the ESG Management Committee as of December 31, 2025.

1.5 Products and sectors of operation

Esseco's value chain:

LOGISTICS

EXTRACTION AND PROCESSING OF RAW MATERIALS	PRODUCTION	SALES AND DISTRIBUTION	USE AND END OF LIFE OF PRODUCTS
Our main raw material is sulphur, which mainly comes from the recovery processes carried out in refineries during oil refining. The recovered sulphur is subsequently treated through specific industrial processes and used as a high-purity secondary raw material in the Group's production processes.	In our facilities, sulphur is used as a raw material in chemical processing and formulation processes that allow us to obtain a wide range of products for the chemical, food, winemaking, and industrial and water treatment markets. Our finished products are then packaged, labelled and prepared for shipment according to the applicable specifications.	Following quality controls, the finished products are distributed to customers across national and international markets through different means of transport.	**Usage** Chemicals are used by companies and end consumers in various application areas. **End of life of products** At the end of their life cycle, the products are sent for disposal, recovery or recycling processes.
Upstream	**Core**		**Downstream**

The upstream phase includes the preliminary activities related to the procurement of raw materials required for our production processes. This phase includes mining, the supply of hydrocarbons and electricity, as well as the production and distribution of solids and liquids used as inputs to chemical processes. These resources are the basis for Esseco S.r.l. production activities and for the development of products for the various sectors supplied by the company.
The core phase is represented by the actual production process, which includes the design, development and processing of chemical compounds. The products obtained are then marketed, to end customers or through retailers and distributors specialised in the destination sectors.
Finally, the downstream phase concerns the use of products by client companies and end consumers. This phase also includes the end-of-life management of products.
Our main raw material is sulphur, largely coming from the recovery processes carried out in refineries during oil refining. The recovered sulphur is then treated through specific industrial processes and used as a high-purity secondary raw material in our production processes.

Our products

Our offer is focused on the chemistry of sulphur and its derivatives, particularly including sulphites and products related to the production of sulphur dioxide (SO_2) and derivatives, with formulations developed to meet the performance and safety requirements of the various supply chains. The production and distribution cycle follows an end-to-end logic: after quality controls, the products are labelled and packaged in the factories and distributed on international markets.

Our products are used in a **wide range of industries**, including:

- Agriculture
- Foodstuffs
- Paper mills
- Chemicals
- Leather tanning
- Pharmaceuticals
- Photography
- Electroplating
- Rubber industry
- Feed
- Metalworking
- Wood panels
- Drilling
- Textile
- Water treatment
- Glassworks
- Winemaking



1.6 Double materiality and relevant stakeholders

To define the most relevant areas related to sustainability where to develop policies, initiatives and set improvement objectives, we referred to the **double materiality assessment** conducted by the Group, supplementing it with an in-depth analysis of our operating scope and the expectations of our stakeholders.

In this process, stakeholder engagement has played a key role. We have carried out stakeholder engagement activities following the *AA1000 Stakeholder Engagement* standard (AA1000SES:2015), identifying the most relevant stakeholders based on criteria such as accountability, influence, proximity, dependency and representativeness. The involvement of top management and heads of the main business areas has also allowed us to define the main categories of stakeholders, which are listed below:

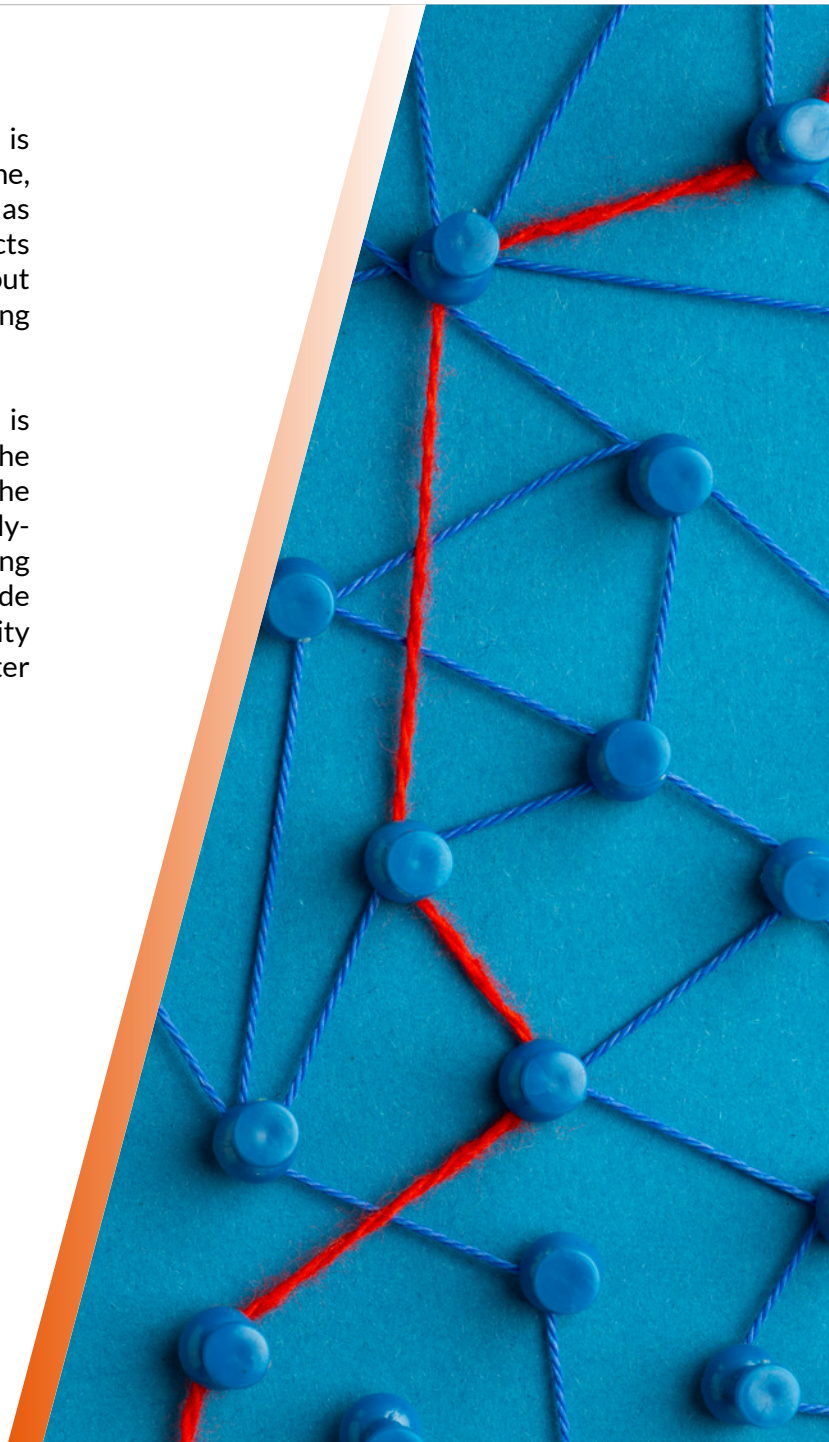
Our stakeholders	
Workers	All the people who work for us, as employees or collaborators, including their representatives.
Raw material suppliers	Entities who make raw materials and materials available to the Company.
Service providers	Entities who make solutions and/or technologies available to us.
Customers	Persons or organisations who purchase and use our products, including any associations representing consumers.
Society and local communities	The whole of the social and territorial setting where we operate and which can influence our activities.
Institutions	Public authorities and bodies (e.g., regional, provincial and municipal authorities where the sites are located, Universities) that may directly or indirectly affect our activities.
Financial institutions	Banks and other credit entities that can support us through funding or financial instruments.
Associations	Private non-profit organisations that operate in areas that can directly or indirectly influence our activities (e.g., environmental, animal, sector, etc.).
Competitors	Competing companies represent a key element in the market setting, since their strategies, initiatives and operational choices may directly or indirectly affect the decisions and competitive positioning of the Company.
Media & Press	International, national and local media (including print, television, radio and digital channels) can directly or indirectly influence the company's reputation, stakeholder perception and the setting where the Company operates.

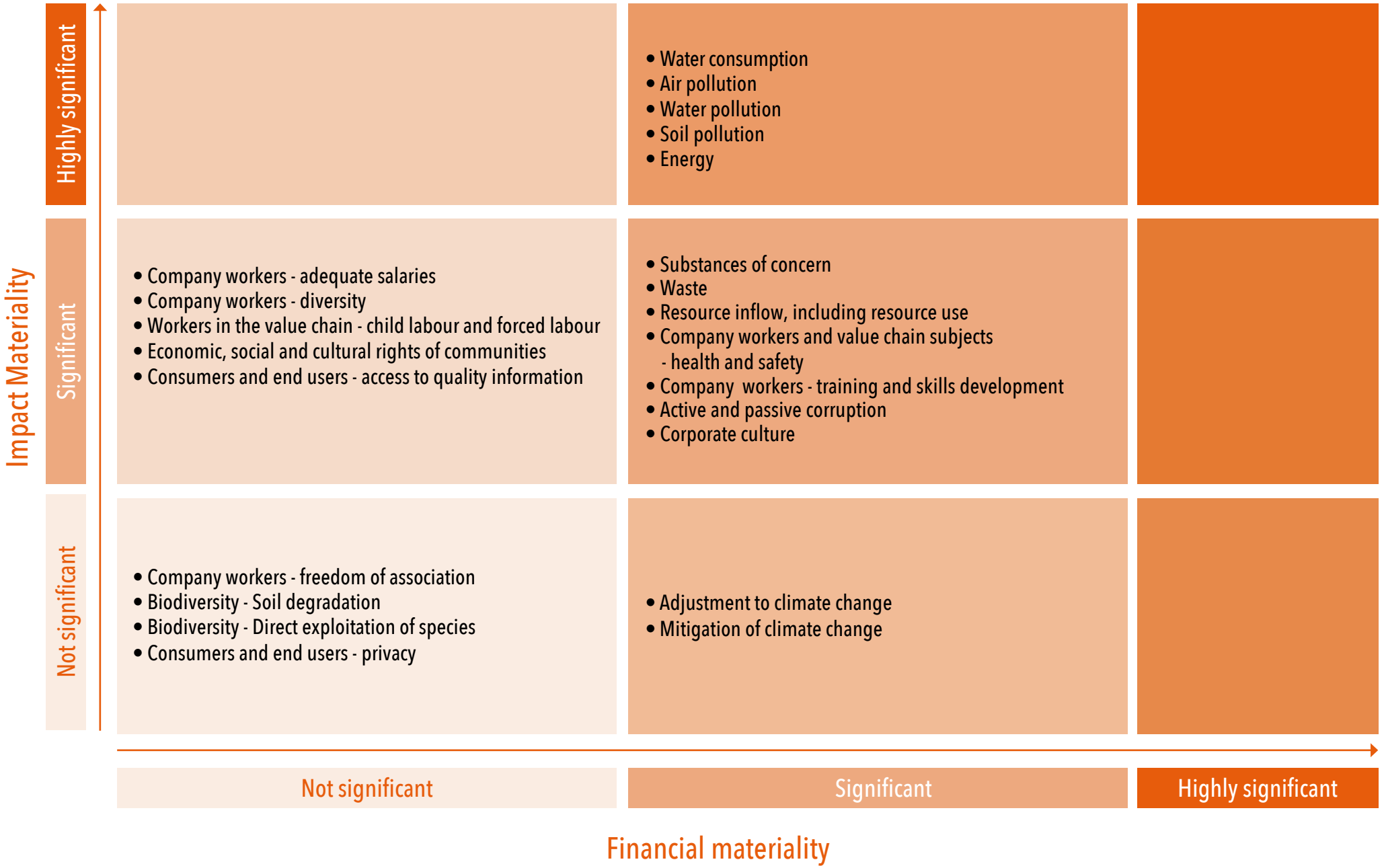
Stakeholder expectations were considered through an indirect stakeholder engagement process, based on an assessment of the available documentation and reporting. This activity enabled us to compare the priorities arising from the available documentation with those identified internally by the Company. In line with the European Sustainability Reporting Standards (ESRS), a materiality analysis of sustainability issues was conducted according to the principle of double materiality, which requires the joint consideration of the impacts generated by the company on the environment and society and the effects that ESG factors may have on the economic and financial position of the company. In the coming years, a gradual development of the engagement process is expected, with the aim of further structuring the engagement methods and considering the perspectives of stakeholders more systematically when defining future objectives.

The ESRS standard states that a sustainability issue is considered material if it is relevant from either or both of the following perspectives:

- **Impact materiality (inside-out)**: an issue is material when it concerns actual or potential, positive or negative, impacts that the company generates on people and the environment in the short, medium and long term. These impacts can arise either from the activities under the direct control of the company or from those along its value chain.
- **Financial materiality (outside-in)**: an issue is material if it determines, or may determine, significant financial effects for the company as to risks or opportunities. Again, these effects can arise either from the activities carried out directly by the company or from those along the value chain.

Within this framework, a sustainability issue is reported when it is material in at least one of the two dimensions considered, as illustrated in the double materiality box below. Based on this analysis, the main priority topics and sub-topics along the value chain have been identified, which guide our commitment to improving sustainability performance and are expounded on in greater detail in the dedicated sections of this Report.




Impact Materiality
Highly significant
Significant
Not significant
• Water consumption
• Air pollution
• Water pollution
• Soil pollution
• Energy
• Company workers - adequate salaries
• Company workers - diversity
• Workers in the value chain - child labour and forced labour
• Economic, social and cultural rights of communities
• Consumers and end users - access to quality information
• Substances of concern
• Waste
• Resource inflow, including resource use
• Company workers and value chain subjects - health and safety
• Company workers - training and skills development
• Active and passive corruption
• Corporate culture
• Company workers - freedom of association
• Biodiversity - Soil degradation
• Biodiversity - Direct exploitation of species
• Consumers and end users - privacy
• Adjustment to climate change
• Mitigation of climate change
Not significant
Significant
Highly significant
Financial materiality

1.7 Sustainability integrated into corporate strategy

Downstream of the double materiality process, we incorporate sustainability into our strategy, focusing on the most relevant issues for our activities and stakeholders. This approach is formally established in Esseco Industrial Policy, which identifies sustainability among the elements considered in the orientation of business decisions and the management of business operations.

The Policy identifies three priority action areas:



ENVIRONMENT

- We promote the energy efficiency of processes;
- We encourage the gradual use of energy from renewable sources;
- We develop initiatives aimed at a more efficient use of resources, in line with circular economy principles.



PEOPLE AND COMMUNITIES

- We promote a work environment based on respect for people;
- We encourage the development and enhancement of skills through training activities;
- We carry out initiatives aimed at the territories and local communities where we operate.



GOVERNANCE

- We operate in compliance with the principles of integrity, transparency and fairness;
- We adopt safeguards and practices geared towards preventing corruption and regulatory compliance.

Esseco Industrial's Integrated Policy implements these strategic guidelines in an operating model that guides the day-to-day management of ESG issues through procedures, responsibilities and dedicated resources. Within this scope, top management is committed to supporting the continuous improvement of certified management systems and defining objectives consistently with corporate priorities.
The approach adopted is also based on the systematic assessment of the risks and opportunities associated with activities and plants, in order to identify action priorities and define appropriate prevention and mitigation measures. In this perspective, sustainability is considered as part of business processes and supports the definition of operation priorities, operational management and performance monitoring.

The framework is completed by the **Code of Ethics**, which establishes the principles of conduct as to compliance with the law, confidentiality and protection of health, safety and the environment, and by the presence of communication channels with the Supervisory Body. These are accompanied by the **whistleblowing channel**, accessible to all stakeholders, which allows illegal or potential conduct to be reported, even anonymously, ensuring the confidentiality of the whistleblower and the management of reports through a well-structured and traceable process until any corrective measures are taken.

The channel may be referred to at the following link: *https://esseco.segnalazioni.net/*.

In 2025, consistently with the previous year, no evidence of incidents attributable to corrupt or discriminatory practices was found. We did not receive any significant reports through the whistleblowing system, nor were any cases of corruption or incidents related to information security confirmed. In the same period, there were also no significant penalties for violations of environmental, social or economic laws and regulations.

1.8 ESG Ratings and Certifications

As part of a path where sustainability is an integral part of our corporate strategy, we combine our internal safeguards with independent ratings and certifications. These tools support the measurement and monitoring of certain ESG aspects, helping to make structured and comparable information available to customers and stakeholders.



ECOVADIS
PLATINUM - TOP 1%

EcoVadis: An international sustainability assessment platform that analyses corporate performance in the fields of environment, labour and human rights, ethics and sustainable procurement. In 2025, we participated in the assessment process by obtaining a Platinum medal for the San Martino di Trecate site and a Silver medal for the San Cipriano Po site. These awards represent the outcome of the EcoVadis assessment process and provide an indication of the positioning of the evaluated sites compared to the companies analysed by the platform, placing San Martino di Trecate in the top 1% and San Cipriano Po in the top 15%.

Open-es
ecosystem sustainability

Open-es: A collaborative digital platform dedicated to measuring, monitoring and improving sustainability performance along the supply chain. In 2025, as Esseco S.r.l., we participated in the assessment process obtaining a score of 10/12. This result returns a positive assessment as part of the Open-es assessment model, with reference to the ESG information reported on the platform.

AGCM AUTORITÀ GARANTE DELLA CONCORRENZA E DEL MERCATO
LEGALITY RATING
★★★

Rating di legalità (AGCM): A recognition issued by the Italian Competition Authority (AGCM) which assesses the level of adoption of principles of legality, transparency and proper business management by companies. In 2025, Esseco S.r.l. obtained the top score of 3 stars (★★★). The result refers to the criteria provided for by the relevant regulations and the information considered in the award process.

1.9 Our goals

The corporate objectives are established in accordance with the main areas of impact of our industrial activities and the priorities identified through the analysis of the issues relevant to the business. Their implementation is supported by operational initiatives and investment projects, monitored through specific indicators, where available.

2025 also represents the conclusion of the planning cycle for the 2022-2025 period. Over the next few years, new actions and initiatives will be defined based on the priorities identified through the double materiality analysis, the results achieved and the development of the operational and regulatory scope.

Over time, the objectives and related actions are adjusted according to the development of industrial processes, the results achieved and changes in the regulatory and market environment. The key actions taken and their current status are outlined below.

Progress towards 2025 objectives

✓ Objective achieved ◯ Objective *on going*

Topic	Objectives	Actions	Current status
Energy	Increasing the share of energy produced from renewable sources and improving energy efficiency.	Covering at least 45% of the electricity purchased from the grid with renewable energy.	✓ 100% coverage of electricity purchased from the grid from renewable sources was achieved through Guarantees of Origin in 2025[2].
		Installing photovoltaic panels on site.	◯ The installation of photovoltaic systems is currently underway at the San Martino di Trecate site, while the project is scheduled to start in 2026 for the San Cipriano Po site.
		Increasing the production of electricity from steam (SOG).	◯ The analysis and design activities were conducted during 2025-2026, with the executive phase planned for 2027-2028.
		Replacing the KKK[3] with a steam turbine with greater energy efficiency.	

[2] Participation in the Energy Release 2.0 mechanism in 2025, which provides access to energy made available by the GSE in exchange for a commitment to develop new renewable energy generation capacity.
[3] KKK Turbine: A 1,575 kW back-pressure steam turbine used to generate electricity by recovering energy from high-pressure steam. The replacement is intended to improve the overall energy efficiency of the system.

Topic	Objectives	Actions	Current status
Circular economy	Reducing the end-of-life impact of our products and packaging.	Acquisition of information on the environmental impact, through life cycle analysis, of primary packaging, with reference to the use of mono-materials designed to promote their recyclability in the applicable collection and treatment systems, in order to define a reduction target.	All products at the San Cipriano Po plant have been subjected to Life Cycle Assessment (LCA) studies. This activity is also being extended to the San Martino site.
		Implementation of good practices for the recycling of plastic material (e.g., PPE) and definition of an improvement target.	All potentially recyclable material from the management of Personal Protective Equipment (PPE) used has been sent for recycling.
		Measuring the Product Carbon Footprint (CFP) of the main products and define an improvement target.	The calculations of the Product Carbon Footprint (CFP) of Esseco's main products are being completed. In 2026, the analysis is expected to be extended to other products.
		Launching a feasibility study of a project to recover the CO_2 emitted in the plants.	In 2025, the production of KCS (potassium carbonate in solution) was started at the San Martino di Trecate site. Starting in 2026, the project will provide for the use of the CO_2 developed in the SA1 plant, enhancing it as a production input and promoting a more efficient use of resources.

Topic	Objectives	Actions	Current status
Emissions	Applying the technologies considered most effective for the treatment and abatement of emissions into the atmosphere.	Reduction of volatile organic compounds (VOCs) in emissions conveyed into the atmosphere (application for upgrade at the S. Martino di Trecate site).	✓ Goal achieved.
	Reducing greenhouse gas (GHG) emissions	Defining Scope 1 and 2 emission reduction targets.	✓ Goal achieved in 2024.
		Evaluation of projects for the reduction of direct emissions (Scope 1).	✓ The gradual electrification and diversification of the company fleet and handling equipment continue through the gradual introduction of electric and hybrid vehicles and the replacement of fossil fuel-powered vehicles. In 2025, emissions from diesel consumption amounted to 55 tCO_2e, compared to 38 tCO_2e in 2024. Although there was an increase compared to the previous year, the contribution of diesel to overall Scope 1 emissions remained residual and associated with specific operational needs that arose during the year. In 2025, the company car fleet consisted of 10 vehicles, 10% of which were electric and 30% plug-in hybrids. Project activities are also underway for the installation of e-charging infrastructure at company sites to support the gradual development of the fleet.

Topic	Objectives	Actions	Current status
		Reduction of at least 20% in emissions from grid energy supply (Scope 2 location-based).	✓ Scope 2 emissions according to the location-based approach decreased by 22% in 2025 compared to 2022.
		Development and improvement of indirect emissions reporting along the value chain (Scope 3). Extension of the number of categories included in the calculation of Scope 3 indirect emissions, with the aim of further expanding their coverage. Currently, the following categories are considered: Category 1, Category 2, Category 3, Category 4/9 and Category 5.	✓ Esseco's Scope 3 inventory (categories 1-2-3-4-5-9) started being calculated in 2024. For the year 2026, we have also planned to integrate categories 6 – business trips and 7 – employee home-work trips, according to the classification defined by the GHG Protocol.
		Conducting a feasibility study for the use of electric trucks for the transport of raw materials between Pieve Vergonte and San Martino Trecate.	✓ The project will be launched at the San Martino di Trecate site in 2026 and is aimed at streamlining the logistics of the vehicles used in the transport of sodium hydroxide and potassium hydroxide.
		Conducting a feasibility study for rail freight transport.	◯ Discussions are underway with the State Railways for the adjustment of the railway network within the site.

Topic	Objectives	Actions	Current status
Water resources	Managing water resources in an increasingly effective way, avoiding waste and reusing it in production processes as much as possible.	Reduction of water withdrawals by at least 15% compared to 2022, considering the tons produced.	The water withdrawal figure was reduced by 13% compared to 2022.
		Reusing processing residues (e.g., resination water).	The resination water reuse project has been successfully completed and further developments relating to the recovery of processing residues are being evaluated.
Health and safety	Ensuring a safe and healthy workplace for our employees.	Implementation of the occupational health and safety policy, through the allocation of dedicated investments, with the following purposes: • gradual reduction of accidents, with a focus on a zero-accident goal; • prevention of occupational diseases, keeping their occurrence at zero.	The policy is constantly pursued, and further safeguards and monitoring were introduced in 2025.
	Overseeing the safety of the territory.	In line with the Seveso Directive, installing sensors for the detection of SO2 within the boundaries of the San Martino di Trecate plant.	Goal achieved.

Topic	Objectives	Actions	Current status
Local communities	Supporting cultural and charitable initiatives in the area.	Development of the project activities for an accessible and inclusive gym, which can also be used by people with disabilities, for the benefit of the community in the Novara area.	✓ The project was completed in 2025.
		Maintaining support to cultural, sporting and social initiatives in the area. Continuing collaborations and contributions to local projects, including the inclusive gym, sports sponsorships and other social initiatives, ensuring a level of contribution above the minimum threshold of 0.25% of the profit expected internally.	✓ In 2025, support activities continued for the territories where we operate, for a total value of approximately €932k. The activities included support for an inclusive gym, sports initiatives and other projects of local interest, among others. The resources allocated to these initiatives account for approximately 7.35% of the profit for the year, a higher value than the minimum level defined by the Company.
Employee wellbeing	Promoting an inclusive and respectful work environment, ensuring equal opportunities for employees and encouraging the development of skills through training activities and professional growth paths.	Promotion of the psycho-physical wellbeing of workers through the activation of a company psychological desk (e.g., WHP Project).	✓ The desk has been kept active and, by joining the WHP Piedmont network, the company has obtained recognition as a "Workplace that promotes health".
		Continuous implementation of an Academy aimed at developing technical and soft skills among production operators. Maintain the target of 30 training hours per employee per year.	✓ The Esseco Academy project was launched in 2024 in collaboration with the OMAR Technical Institute in Novara and continues as a path dedicated to the development of technical skills for production operators. The second module took place from February to May 2025, with the participation of about 12 people; the third module is scheduled for 2026. In 2025, the average number of training hours per employee was 58, exceeding the target.

Topic	Objectives	Actions	Current status
		Collaborating with the Omar Institute of Novara for work-based learning programmes.	✓ Collaborations with the OMAR Technical Institute of Novara continued as part of work-based learning programmes, offering students opportunities for contact with the company and the activities of the industrial sector.
		Launching an analysis of the corporate climate to identify satisfaction and any critical issues expressed by our employees.	✓ The analysis of the corporate climate was carried out in 2025, and the department managers were committed to identifying improvement initiatives.
Ethics, Compliance & Integrity	Communication to all stakeholders and enhancement of the methods of conducting business we adopted, ensuring transparency, ethics and both mandatory and voluntary compliance with applicable regulations.	Drafting and communicating an integrated Sustainability Policy to all stakeholders at the holding level.	✓ Sustainability issues have been incorporated into the Quality and HSE policies of Esseco S.r.l. and the policy of the industrial holding company has been published, which places sustainability at the core of the corporate strategy.

Topic	Objectives	Actions	Current status
Innovation and quality	Development of product processes, with the aim of overseeing safety standards and evaluating innovative solutions by using technologies consistently with operational and production needs.	Application of new technologies in the sector: new management software (MES) for data collection and installation of new tools to improve automation and production efficiency, in compliance with the provisions of Industry 4.0 and the best available technologies (BAT).	The MES software, acquired in 2023 and started during 2024, entered a phase of stable use and continuous improvement. In 2025, functional consolidation activities continued, with the aim of increasing the reliability of production data, strengthening integration with ERP, improving the control of consumption and reconciliations, and supporting management and sustainability analyses based on structured data. In 2026, the extension of the system with the new LIMS / CPP–Laboratory module, incorporated into the Eascon MES, aimed at digitizing laboratory processes, was planned.
		Participation in research and development calls for sustainability-related projects. Continue investments in research, development and innovation, including through energy efficiency projects and participation in calls dedicated to sustainability, maintaining the commitment to R&D projects, consistently with the company's industrial and environmental priorities.	The project continued in 2025. Specifically, R&D activities continued with reference to the energy efficiency project of the SOG3 plant and the ECOChem Innovations project funded by the SWIch Call. The total value of the projects related to the call amounts to €4.445 million, with an expected contribution of 40% of the expenditure.
		Continuing investments in R&D and industrial innovation on projects with a high energy, environmental and production impact.	In 2025, R&D activities continued, with a focus on energy efficiency of the SOG3 plant and ECOChem Innovations.

Topic	Objectives	Actions	Current status
Business continuity	Medium-long term business continuity and maintenance of the conditions required for the performance of corporate activities and economic relations with stakeholders.	With reference to the industrial holding company, increasing turnover by 4% in 2024 compared to 2023, and a further 5% in 2025, compared to 2024.	In 2025, in a scope characterised by customs duties, rising sulphur costs and still significant energy costs, the company prioritised maintaining profitability over volume growth. The coordinated management of production and sales, the reduction of the inventory buffer and the control of operating expenses made it possible to preserve higher value-added sales and achieve an overall profitability of more than 15% of EBITDA.
End-user protection	Ensuring the safety and protection of end users.	Protection of safety and end users throughout the entire product use cycle.	The management of traceability, including at an IT level, of the primary packaging of the products was launched. In 2025, this IT traceability was also extended to the San Cipriano Po site, with reference to the activities of analysis, issuance of certificates and issuance of batches.
Responsible supply chain	Incorporation of sustainability criteria and requirements into supply chain management and assessment processes.	Including ESG issues in the supplier qualification procedure.	The assessment of suppliers has been supplemented with elements of environmental, social and governance (ESG) sustainability.
		Publication of a Supplier Code of Conduct that includes ESG aspects.	The Industrial Holding Company's Supplier Code of Conduct was published in 2024 and includes ESG principles and requirements relevant to supply chain management.

Supply chain, product quality and innovation

2

2.1 Supply chain and responsible sourcing

To carry out its activities, Esseco procures raw materials and materials, including sulphur, ammonia, soda ash and packaging materials, through a network of suppliers located in different geographical areas.

The availability of raw materials, the dynamics of supply markets and the organization of logistics activities are elements that affect the planning and management of the company's production activities.

Supply chain management

Supply chain management is an integral part of our operating model and supports the monitoring of product quality, continuity of production activities and risks along the value chain. In a setting characterised by complex and highly integrated industrial processes, we adopt a structured approach to procurement aimed at supporting the reliability of supplies, operational efficiency and the management of sustainability aspects.

The sulphur used by Esseco mainly results from desulphurisation processes in refineries and is subsequently used as a raw material in the Group's production processes. This arrangement is based on the use of a material originating from a different industrial process.

Supplier selection and management

We manage the procurement of raw materials, materials and services through formally established processes of selection, qualification and monitoring of suppliers, defined at the level of industrial holding companies. Our procedures apply to various categories of partners, including suppliers of raw materials, intermediates, finished products and packaging materials, suppliers of critical materials and service providers.

In 2024, we introduced the Code of Conduct for Suppliers, adopted at the level of industrial holding companies, with the aim of strengthening the alignment of our supply chain with environmental, social and governance (ESG) principles and promoting shared standards throughout the supply chain.

The selection of suppliers is based on objective and multidimensional criteria, which include technical specifications, quality of supplies, service level, economic competitiveness and, increasingly, also attention to environmental and social impacts. Within this scope, we pay special attention to ESG issues, in line with regulatory developments and the expectations of our stakeholders.

The outcome of the process flows into a structured system of information that allows an overall assessment of each supplier that may be updated over time, based on elements such as reliability, operational capacity and consistency with the required standards.

Once qualified, suppliers are subject to continuous monitoring aimed at verifying that the required standards are maintained over time. This oversight allows us to constantly monitor the quality of the raw materials and services purchased, compliance with applicable regulations and product safety along all stages of the supply chain. In the selection of suppliers, where possible, geographical proximity to the operating sites is also considered.

In fact, most of our supplies come from Italy and, in some cases, from areas close to our plants. This is the case, for example, of the supplies of sulphur for the San Martino di Trecate site, coming from a refinery located a few kilometres away, or soda ash – the second largest raw material as to volume – for the Trecate site, mainly purchased from producers in Northern Italy.

Our supply chain management system is based on continuous monitoring activities, aimed at overseeing quality, compliance and safety throughout the entire procurement process. The integration between the procurement, quality and production functions allows us to promptly intercept any critical issues and take effective corrective measures.

During 2025, we did not identify any significant critical issues in human rights or working conditions along the supply chain. Instead, we faced some challenges in the availability and price volatility of specific key raw materials, including sulphur and gum arabic, managed through strategies to diversify supply sources and optimise inventories. Business Continuity Management activities pointed out how the availability of critical raw materials, dependence on specific logistics and maritime routes, geopolitical and extreme weather events may affect the resilience of the supply chain. For this reason, Esseco adopts supplier diversification strategies, monitors supply risks and maintains safety stocks in order to manage the continuity of operations and supplies.

The approach we adopt is aimed at managing risks along the supply chain and business continuity in the medium to long term.

In 2025, we paid undisputed invoices in accordance with the terms and timelines agreed with suppliers, helping maintain balanced relationships along the supply chain. Payment methods vary depending on the type of purchase and the applicable contractual arrangements. Overall, the terms applied are aligned with the conditions agreed upon with suppliers and general market practices.



2.2 Product quality and safety

Products

Our main raw material is sulphur, both in liquid and solid form, coming almost exclusively from oil refineries, where it is separated as an impurity in the desulphurisation process. In our factories, sulphur is subjected to industrial chemical processes that include melting, purification, oxidation and subsequent reaction with other reagents. These processes allow us to produce different sulphur-based compounds, intended for specific industrial applications.

At the San Martino di Trecate site, we also use sulphur as a fuel in production processes, contributing to the internal generation of thermal energy necessary for the operation of the plants.

We manage all the phases following production internally: both liquid and solid products undergo quality controls, are labelled and packaged according to standardised procedures, in order to oversee compliance with technical specifications and applicable regulations.

At the end of the production cycle, we carry out analytical checks to verify the chemical and physical characteristics of the products. Once validated, we distribute them on national and international markets, for use in various industrial sectors depending on the required properties.

Management systems and certifications

We oversee the quality and safety of our products through an integrated management system based on recognised international standards. This approach allows us to oversee the control and consistency of activities throughout all stages of the process, from the selection of raw materials to delivery to the end customer.
We apply rigorous controls at every stage of the value chain: from supplier qualification and verification of incoming raw materials, to research and development activities, to the different stages of the production process, up to the final checks carried out on the products before they are placed on the market.
All activities are managed systematically through collaboration among different company departments, including process engineering, production personnel, Quality Control laboratory, Quality Assurance and HSE function. This integrated approach allows us to continuously oversee technical, regulatory and operational requirements.
The design, production and distribution of our products are carried out in compliance with the principles and objectives defined by the company policies and management systems adopted, with a focus on quality, environmental protection, work-

Certification	Description	Scope of certification
UNI EN ISO 9001:2015	International standard for quality management systems, which helps organisations improve their performance, meet customer expectations, and demonstrate their commitment to quality.	San Martino di Trecate San Cipriano Po
UNI EN ISO 14001:2015	International standard that defines the requirements for an environmental management system, with reference to the identification of environmental aspects, management of compliance obligations, definition of objectives and system improvement.	San Martino di Trecate San Cipriano Po Assemini-Macchiareddu
UNI EN ISO 45001:2024	International Standard for Health and Safety Management Systems, which provides organisations with a framework for managing risks and improving health and safety performance, preventing injuries and health issues.	San Martino di Trecate San Cipriano Po Assemini-Macchiareddu
FSSC 22000 (Food Safety System Certification 22000)	International standard for food safety management systems, developed by the Foundation for Food Safety Certification. It is based on ISO 22000 and supplemented with industry-specific prerequisite programmes and additional requirements, in order to oversee risk control along the entire food supply chain.	San Martino di Trecate

[4]Certifications - Esseco

ers' health and safety, food safety, where applicable, and the prevention of major accidents. These commitments are expressed in the Integrated Quality, Environment, Health and Safety Policy and in the Policy for the Prevention of Major Accidents[4].

During 2025, Esseco S.r.l. maintained and renewed the existing certifications. The system is supported by periodic internal and external audits, aimed at monitoring performance and identifying any process improvement actions.

Product safety and customer information

For Esseco, product safety management is carried out in compliance with the European legislation applicable to the chemical sector and through internal procedures dedicated to the management of technical and safety information. We prepare and regularly update safety data sheets and technical data sheets, providing customers with information on the characteristics of the products, how to use them and the relevant precautions. The products are also accompanied by labels that comply with current legislation, in order to ensure their correct classification and management along the supply chain.
These activities are overseen by personnel with specific skills, including qualified professionals for the transport of dangerous goods (ADR), who verify the consistency of information and compliance with regulatory obligations. Technical support is also provided to customers for aspects related to the use of the products and the safety measures to be taken.
The products are subjected to controls throughout the production cycle, with the aim of verifying their compliance with safety requirements for people and the environment. This system allows for the continuous update of information and a structured management of customer requests and regulatory adjustments. During the reporting period, no significant non-conformities were identified as to product health and safety or critical issues related to labelling or the information provided.
The activity is also oriented towards improving the quality characteristics of the products. An example is sodium thiosulphate pentahydrate, initially obtained as a co-product of the production of sodium hydrosulphite (SHS) and subsequently exploited through the development of a dedicated process, which has allowed it to be processed into a finished product intended for marketing, also suitable for specific applications, including some uses in the biological field.
In addition to management systems, some of the products have specific certifications that attest to their suitability for applications in regulated areas. In addition, we adopt internationally recognised standards to promote responsible chemical management and verify the compliance of products with the requirements of the reference sectors. Within this scope, we uphold the principles of **Zero Discharge of Hazardous Chemicals (ZDHC)**, an initiative that supports the gradual reduction of restricted substances in production processes and greater transparency along the value chain.
The scope of application for Esseco concerns specific products assessed against the ZDHC Manufacturing Restricted Substances List (MRSL) and published on the ZDHC Gateway. In 2025, the products ALBITE A, ALBITE AF, ALBITE E, ALBITE EF, Sodium metabisulphite, anhydrous Sodium sulphite and penta SH Sodium thiosulphate fell within this scope, subject to verification against the requirements of the programme.
We also participate in the Responsible Care programme, a voluntary global initiative promoted by the chemical industry, which supports companies in continuously improving performance in terms of safety, health and the environment, while promoting transparent and meaningful engagement with stakeholders.

Certification	Description	Scope of certification
Halal certification	It certifies that products and processes comply with the requirements of Islamic law, guaranteeing the absence of prohibited substances and compliance with the requirements throughout the supply chain.	San Martino di Trecate
Kosher Certification	It certifies the compliance of products with Jewish food standards, verifying ingredients, production processes and plants.	San Martino di Trecate
NSF/ANSI 60	Standard relating to the evaluation of chemical products used in the treatment of water intended for human consumption, with reference to the requirements and limits provided for by the certification scheme.	San Martino di Trecate

2.3 Innovation, research, development and products

How we innovate: integration of research, production and sustainability

We consider innovation one of the main drivers of our industrial model and we have been investing in research and development activities for years, with the aim of developing solutions to improve process efficiency and assess the relevant environmental impacts.

In addition, we incorporate R&D activities within production processes, working both on streamlining existing technologies and developing new products. Our laboratories play a key role in research activities, and also in quality control and technical support to customers, contributing to the development of customised application solutions according to specific needs.

Investments and projects 2025

Over time, we have consolidated expertise in sulphur chemistry and developed additional product lines based on different raw materials. Specifically, we produce bicarbonate and potassium carbonate through the recovery of CO_2 generated in the sodium metabisulphite production processes, integrating various production steps. This production approach helps optimise internal flows and improve the overall efficiency of the plants.

In 2025, we completed several technological improvement and efficiency operations. Among the main ones, we completed heat recovery projects, including condensate recovery, and operations on existing plants aimed at reducing downtime and improving energy performance. We also increased production capacity in specific lines, as in bisulphite for the food sector, by strengthening dedicated systems.
During the year, we also completed the construction of a plant for the production of demineralised water by electrodeionisation, to support the supply of boilers, and revamping operations on energy generation systems, including a turbine, with the aim of improving the reliability and efficiency of internal energy production.
Investments in energy and infrastructure continued, with the installation of charging systems for electric vehicles for internal logistics and the launch of initiatives to produce energy from renewable sources. Namely, the project for the construction of a photovoltaic system on the roof was launched in 2025 and is expected to be completed in 2026, while the feasibility assessment of a photovoltaic park on owned areas is underway.
The operations started in 2025, and still underway in 2026, include the construction of a new plant for the dissolution of sodium thiosulphate pentahydrate (NTS penta) and optimization activities on specific process units.
At the same time, we continue to develop process



innovation projects already started in previous years, including:

- Streamlining sulphur combustion and associated energy recovery;
- The introduction of closed-circuit systems for the production of sulphur dioxide, with a reduction in water consumption;
- The improvement of raw material treatment processes, including sulphur neutralisation and filtration systems.

Product development and research projects

Over time, we have developed a diversified product range, partly from process by-products, through the recovery and enhancement of internal flows.

A significant example is sodium thiosulphate pentahydrate, initially generated as a co-product of the production of sodium hydrosulphite and subsequently developed into a finished product through a dedicated process. This step has extended its possible applications, making it also suitable for use in regulated areas.

At the same time, we have consolidated our expertise not only in sulphur chemistry, but also in the development of products from alternative raw materials, such as potassium bicarbonate and potassium carbonate solution. These products result from the recovery of carbon dioxide generated during the production of sodium metabisulphite, making it possible to obtain potassium bicarbonate, a product of high commercial interest, among other products. This process integration helps exploit internal CO_2 flows as a production input, contributing to a more efficient management of resources within the site.

Within this scope, we have conducted **Life Cycle Assessment (LCA) analyses**, according to the **UNI EN ISO 14044:2018** standard, and **Product Carbon Footprint (CFP)**, in accordance with **the UNI EN ISO 14067:2018** standard, on different types of products. These include sulphites — Sodium hydrosulphite (SHS), Sodium sulphite (NS) and Sodium metabisulphite (NPS) — and Gamma Zenith stabilisers for winemaking.

Similar analyses were also carried out on products made at the San Martino di Trecate plant, namely:

- Ammonium thiosulphate solution (ATS), mainly used in agriculture as a fertiliser and in the photographic industry in fixing baths;
- Ammonium bisulphite solution (BAS), used in various industrial sectors, including the chemical, mining, photographic, electroplating and sugar production industries.

These activities have also been extended to sulphur compounds produced at the San Cipriano Po plant, with the aim of expanding the information base and supporting the continuous improvement of process efficiency.



[5] Further project details are provided in the environmental section of Esseco's 2025 Sustainability Report.

In greater detail, the studies conducted include:

- **Product Carbon Footprint (CFP):**
  - Sulphites: Sodium hydrosulfite (SHS), Sodium sulfite (NS), Sodium metabisulfite (NPS)
  - Ammonium thiosulphate solution (ATS), Ammonium bisulphite solution (BAS)
  - Zenith Range (Winemaking)

- **Life Cycle Assessment (LCA):**
  - Sulphur, ground
  - Solid sulphur
  - Sulphur, oil 1–2%
  - Sulphur, oil 1% with silica 0.3%
  - Sulphur, soy oil 0.5–1–2%

The incorporation of LCA and CFP into decision-making processes provides quantitative data on environmental impacts, which can be used to compare alternative technical solutions, evaluate process changes and guide product development activities.

Collaborations and research projects

Innovation activities are supported by ongoing collaborations with universities and research centres, as well as participation in funded tenders. The main projects include *ECOChem Innovations*, aimed at energy efficiency and the reduction of water consumption in production processes.
In 2025, collaborations with the academic world continued, especially with the University of Turin and the Polytechnic University of Turin, through consultancy agreements and joint participation in various research projects. The company also collaborates with the Eastern Piedmont University and local technical secondary schools, including through orientation and work-based learning programmes aimed at bringing students closer to the industrial setting.

This also includes the support provided to the Omar Technical Secondary School in Novara, which allowed a group of students to participate in an international competition held in Japan. The project they submitted obtained awards in the categories indicated in paragraph 4.3, *Our commitment to the territory and local communities*.



Environment

3

3.1 Our commitment to the environment

The management of environmental aspects is an integral part of our operational activities and results in the adoption of technical measures and solutions applied to production processes and products, where applicable.

Our environmental activities focus on the main impact areas associated with the Group's operations, including energy consumption, atmospheric emissions, water use, material and waste management, soil protection and local environmental impact management.

With reference to energy consumption and emissions, we carry out operations aimed at process efficiency and monitor the emissions generated by our activities, including climate-changing emissions. Similarly, the management of water resources is supported by withdrawal and discharge control activities, in compliance with applicable authorizations and current regulatory requirements.

Regarding the use of materials and waste management, we adopt procedures aimed at promoting the recovery of resources, where technically and economically feasible, and oversee waste management in compliance with applicable regulations.
Our operational activities also include measures to prevent and control potential impacts on soil and subsoil, as well as operations aimed at managing local environmental impacts, including those associated with noise emissions.

The management of environmental aspects is supported by monitoring activities, operational control systems and procedures for the management of environmental emergencies, aimed at ensuring regulatory compliance and monitoring of the main environmental risks associated with our activities.

This approach is supported by a certified environmental management system, which defines roles, responsibilities, procedures and tools for monitoring environmental performance.



3.2 Energy and climate change

The main environmental aspects relating to our activities include energy management and the containment of GHG emissions into the atmosphere. Energy is managed through consumption monitoring, the identification of the most relevant uses and the definition of performance indicators, in a process of gradual alignment with the principles of ISO 50001 standard.

Energy aspects are considered throughout all operational phases, from design to plant management, including maintenance activities and procurement choices, with the aim of optimising the use of resources. Our main action lines concern the recovery of energy from production processes, the development of self-production solutions from renewable sources and the operational efficiency of plants and logistics activities.

In 2025, operations consistent with these guidelines were carried out, whose results are monitored through internal management and reporting systems. Management and planning activities in the energy sector are supported by monitoring energy performance, greenhouse gas emissions and the contribution of renewable sources.

Information on energy consumption and emissions must be read by considering the characteristics of the production processes and the operating setting where we operate. The production of sulphur-based compounds and derivatives is based on highly integrated processes from an energy and plant engineering point of view. The trend in energy consumption and GHG emissions may therefore be affected by the measures adopted on the processes, and also by factors such as the availability of raw materials, production volumes, system configuration, planning of production campaigns, the availability of energy and steam recovered internally and the methods of energy supply. Specifically, variations in the availability of high-pressure steam from the integrated plants on the site may affect the share of self-produced electricity and, consequently, the use of energy purchased from the grid.

The trend in energy consumption and greenhouse gas emissions is not only influenced by the efficiency measures adopted by the company, but also by variables related to production activities and business development.

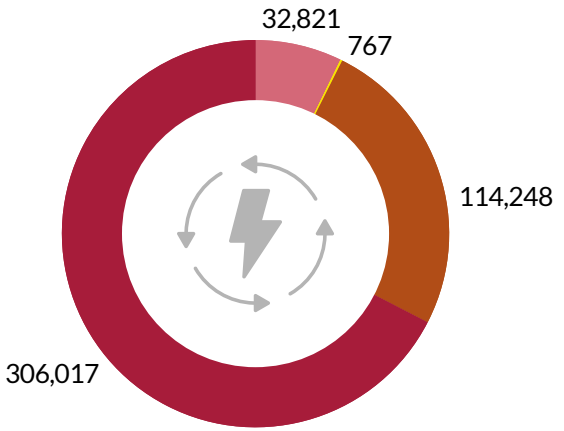


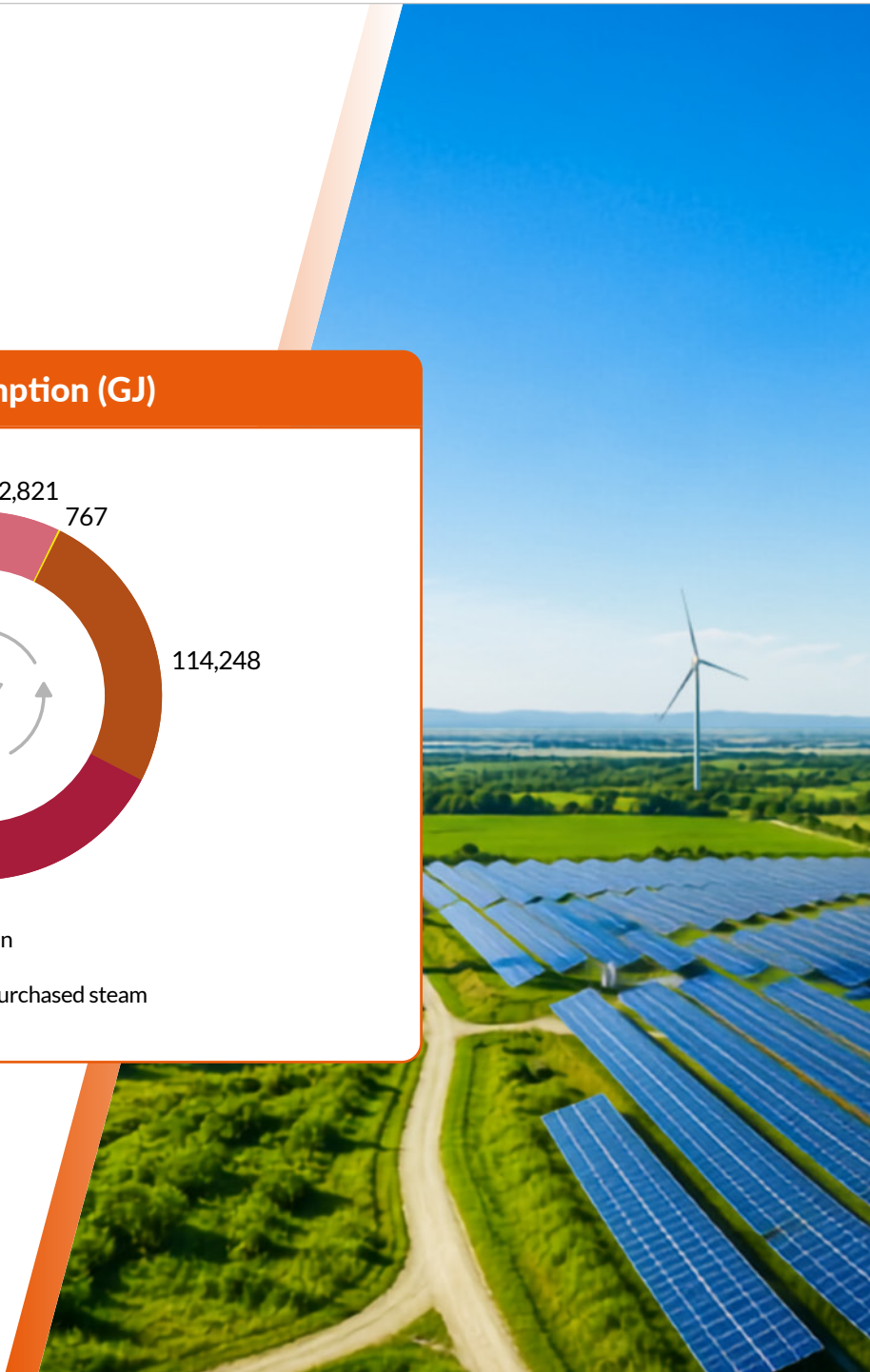
The main factors affecting the annual results include:

- availability of raw materials;
- market demand trends;
- system configuration;
- planning of production campaigns;
- changes in the share of self-produced electricity;
- energy supply;
- needs for business continuity and industrial competitiveness.

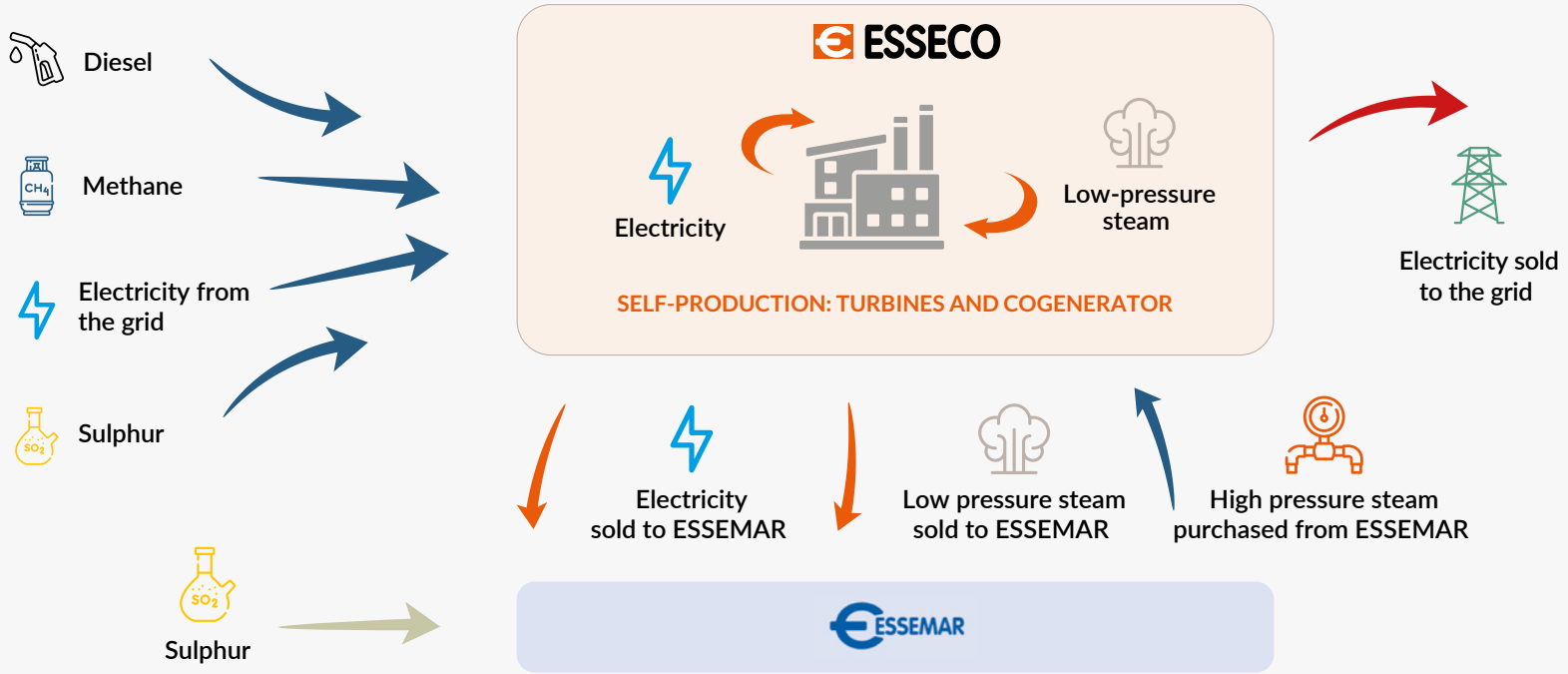
In the period considered, total energy consumption amounted to 453,852 GJ. The distribution of consumption shows that the main contribution is represented by purchased steam, which is required for production processes. Natural gas is the second most important source and is mainly used to produce electricity for production processes, as well as heating; both are generated by a single cogeneration system. The consumption of electricity withdrawn from the grid is lower, although it maintains a significant weight on the total, while diesel has a marginal impact, limited to specific uses.

Energy Consumption (GJ)





3.3 Energy efficiency

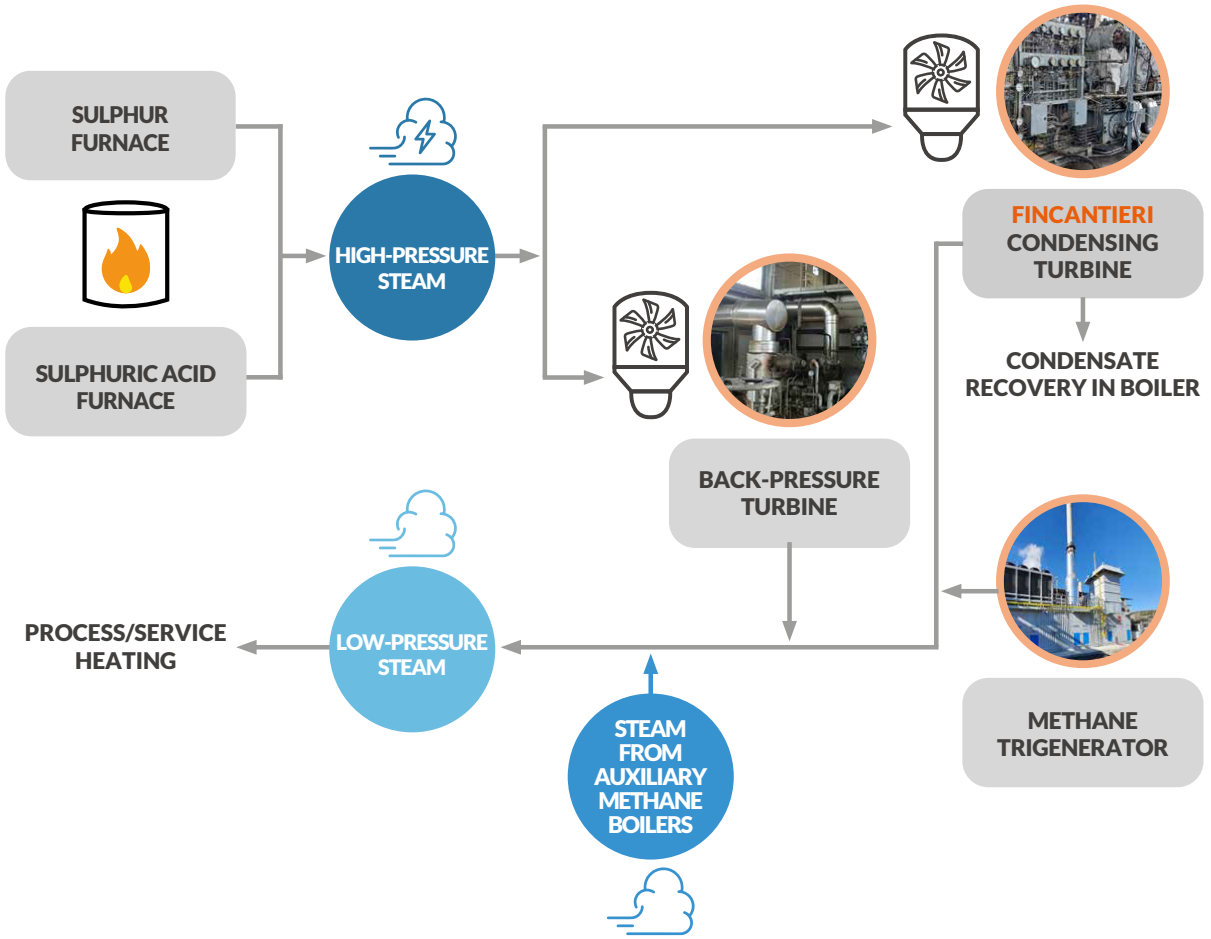


- The energy consumed by Esseco is calculated as the sum of the input energy carriers from which the energy associated with the output energy carriers is subtracted.
- The energy carriers entering the Esseco company are: diesel, methane, electricity from the grid, high-pressure steam purchased from Essemar and sulphur as a raw material.
- The energy carriers leaving Esseco are: electricity sold to Essemar, low-pressure steam sold to Essemar and electricity sold to the grid.
- Essemar receives sulphur as an input energy carrier.
- The self-production of energy, internal to the Esseco company, is not used for the calculation of the energy consumed. The values of self-produced and consumed energy are also available.
- In this representation there are two energy carriers "internal" to the Esseco company: self-generated electricity and low-pressure steam because they are mentioned in the table, but they have no impact on the calculation of the energy consumed by Esseco, calculated as per item 1.

Steam

Our first steam recovery turbine was installed in 1987; since then, we have been committed to maximising the self-production of our energy needs by recovering the heat generated by the combustion of sulphur and using it for the production of steam also intended for the generation of electricity through turbines. At the San Martino di Trecate site, indeed, we invest in a model of energy self-production incorporated into the production process, through two **high-pressure steam turbines** that process the thermal energy generated by the exothermic production process for sulphur-based products (sulphur combustion) into electricity. Through a system of recovery of the heat generated by the production process, high-pressure steam is produced, which is subsequently used to generate electricity by means of turboalternators. The generation of electricity takes place without resorting to additional fossil fuels and, therefore, without generating additional direct CO_2 emissions compared to those associated with the production process from which the heat is recovered.

The sulphur combustion system owned by Esseco makes it possible to generate about 2.6 tons of high-pressure steam for every ton of sulphur treated. The steam produced is used both to power the turbines to produce electricity and meet the thermal demand of the site, including the thermal power system serving the offices.



The site also includes the Essemar Joint Venture, dedicated to the production of sulphuric acid and oleum through an exothermic process. The plant generates about 3.8 tons of high-pressure steam for every ton of sulphur burned. This steam is an important source of waste heat that is recovered and valorised on-site; in fact, a share is also purchased and used by Esseco, contributing to the efficiency of the integrated energy system.

In 2025, the electric revamping of the Fincantieri turbine has improved its reliability thanks to the renewed ability to generate electricity through steam.

In addition, a project to improve furnace efficiency is underway, carried out in collaboration with the Polytechnic University of Turin, with the aim of increasing heat recovery from sulphur combustion processes. Greater recovery of thermal energy will allow us to increase steam production, increasing the share of self-produced energy and limiting the use of fossil fuels.

Cogeneration

In 2018 we introduced a methane trigenerator with a 1.2 MW power. The trigenerator exploits the principle of high-efficiency cogeneration by recovering the heat produced by the combustion of methane, which is used both for thermal processes and to produce chilled water through absorption units.

The system allows the combined production of electricity, heat and cold from a single energy source, exploiting the energy contained in the fuel in an integrated way. This configuration makes it possible to recover heat for productive uses and reduce dispersion compared to non-integrated systems, with greater overall efficiency.

Renewable energy

In order to transparently represent the share of Esseco's electricity demand covered by renewable sources, the following tables show the data according to two different methodological approaches. The former is the market-based approach of the GHG Protocol, used in accounting for indirect Scope 2 emissions associated with the electricity purchased. The latter follows the criteria applicable to companies with high energy consumption and subject to the control of the GSE, *Gestore dei Servizi Energetici*, the Italian Energy Services Operator.

The two tables separately show the results obtained according to each approach, since the relevant percentages respond to different purposes and calculation criteria and are therefore not directly overlapping.



Renewable energy according to GHG Protocol

Esseco has gradually increased the coverage of its energy needs through energy from renewable sources, through investments, participation in shared initiatives, the use of schemes for energy-intensive companies and the development of self-production projects at its sites.
In 2025, the share of coverage of electricity needs from renewable sources was 28%.

Electricity consumption	MWh	2025 *in percentage*
Electricity from the renewable grid (100% from GO)	9,117	28.0%
Total renewable electricity	**9,117**	**28.0%**
Non-renewable self-produced energy	23,481	72.0%
Total non-renewable electricity	**23,481**	**72.0%**
Total electricity consumption	**32,598**	**100.0%**

Renewable energy according to GSE

The coverage of electricity demand was also determined according to the methodology applicable to energy-intensive companies and subject to the control of the GSE - the Italian Energy Services Operator - so as to provide a complementary perspective to that of the GHG Protocol. The calculation considers self-produced and self-consumed renewable electricity, as well as the Guarantees of Origin associated with the various procurement tools adopted by Esseco, including Renewability and Energy Release 2.0. In 2025, according to this methodology, the share of coverage of electricity demand was 41.8%.

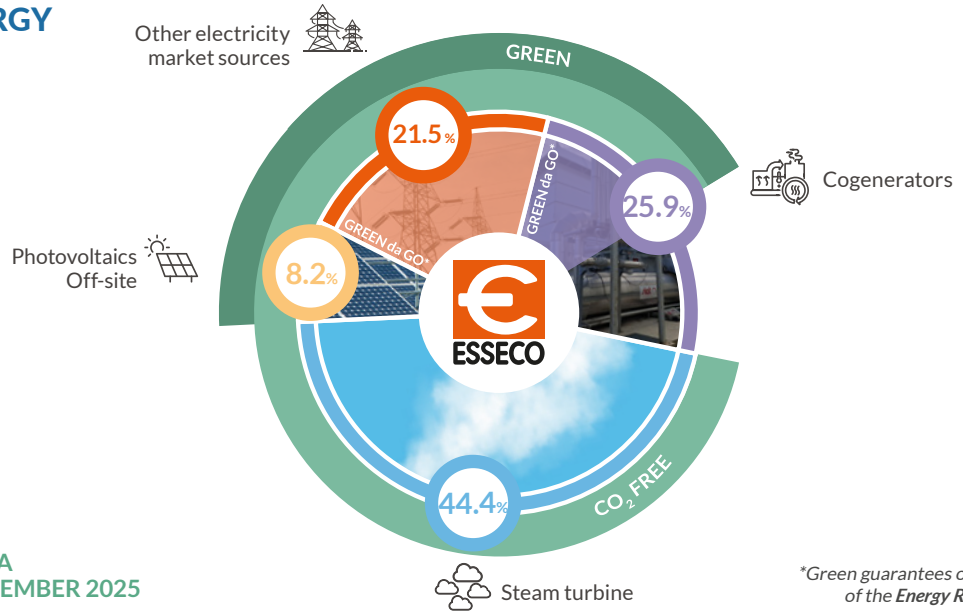
Electricity consumption	MWh	2025 *in percentage*
Total renewable electricity (coverage from GO)	13,641	41.8%
Total non-renewable electricity	**18,957**	**58.2%**
Total electricity consumption	**32,598**	**100.0%**

Among the initiatives mentioned above, Renewability is an energy community consortium that brings together some industrial companies with the aim of operating as prosumers, combining energy production and consumption. Launched in 2022 with an investment of €10.9 million by Altair Chemical, the project involved the construction of a first batch of photovoltaic systems in the Lazio and Abruzzo regions, which has already started operation. Esseco joined the project in 2023 by participating with an investment of €2.3 million for the construction of systems in Sicily that started operation in 2024.

In 2024, the Renewability systems only contributed to consumption for a limited part of the year, as they started operation in the past few months. In 2025, full operation made it possible to record a higher energy production from renewable sources than in the previous year.

With reference to Energy Release 2.0, already mentioned among the tools adopted by Esseco, the scheme, governed by Ministerial Decree no. 268 of 23 July 2024, is aimed at promoting the development of new renewable energy generation capacity for energy-intensive companies. The mechanism provides for a 36-month advance period, when the Italian Energy Services Operator (GSE) sells the available energy to member companies, in exchange for a commitment to build systems powered by renewable sources, through which the energy released in advance will be returned over the following twenty years. At the same time, projects are underway, aimed at increasing self-production from renewable sources and reducing energy dependence on external sources. These include the project to install a photovoltaic system on the roof of a building on the Trecate site, currently under construction. The installation of a photovoltaic system at the San Cipriano Po plant is also planned for 2026.

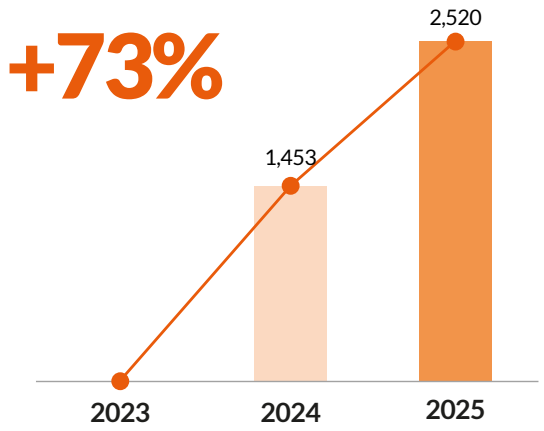
OUR ENERGY



ENERGY DATA
AS OF 31 DECEMBER 2025

*Green guarantees of origin as a result of the ***Energy Release mechanism***

Renewable energy purchased from Renewability (MWh)



The renewable energy produced and attributed to the project is equal to over 2.5 GWh in 2025, as shown in the figure below.

Transport

As part of the activities aimed at managing energy consumption and GHG and pollutant emissions related to logistics, Esseco S.r.l. has launched a process of adaptation of the internal railway network of the San Martino di Trecate site, aimed at evaluating a gradual transfer of some goods movements from road to rail, where technically and operationally feasible. The initiative considers the emission relevance of the transport of raw materials and products and provides for discussions with the State Railways for the necessary adjustments.

In addition, together with Altair Chemical, a company within the Esseco Industrial Holding, a project was launched to evaluate the use of electric vehicles for the transport of potassium hydroxide and sodium hydroxide between the sites of Trecate, Pieve Vergonte and Saline di Volterra. After a feasibility study, the project entered the executive phase and includes the first electric vehicles and charging infrastructures dedicated to the transfer of intercompany products. The initiative will make it possible to gradually monitor the contribution of electric vehicles on the most recurring operational routes. With reference to company vehicles, as of 31 December 2025, the car fleet consisted of 10 vehicles, of which 10% electric and 30% plug-in hybrids, while the remaining 60% were vehicles powered by internal combustion engines. During the year, the evaluation and implementation of charging infrastructure to support the company fleet also continued.











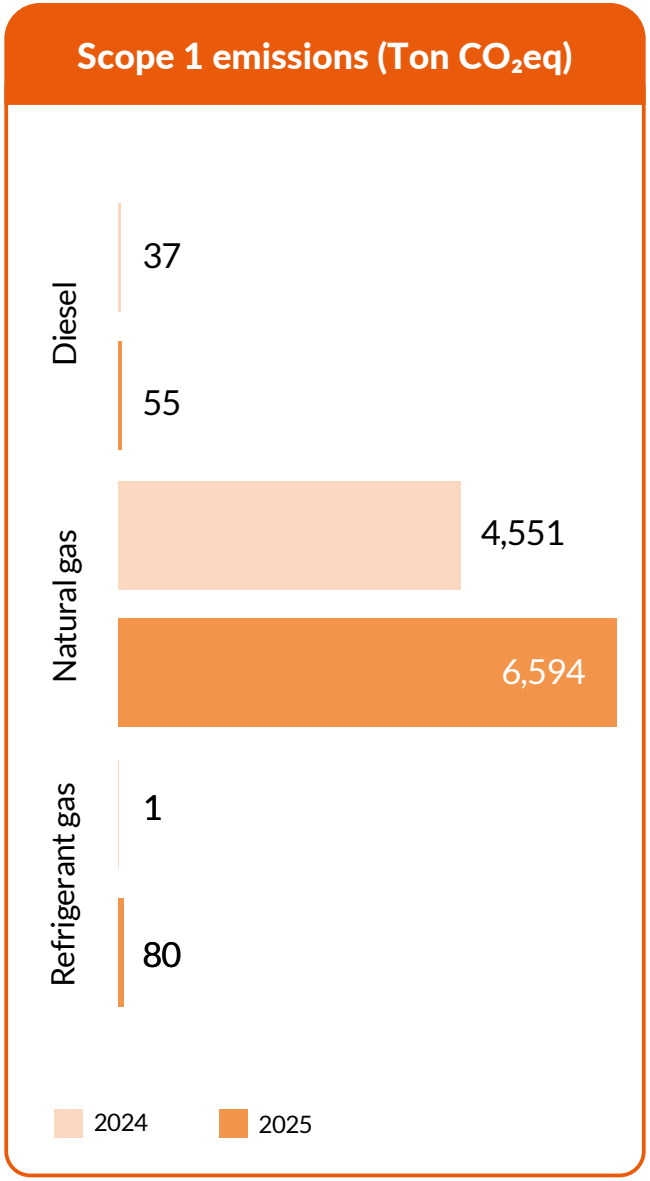
3.4 Emissions

We have gradually consolidated a system for monitoring and reporting greenhouse gas (GHG) emissions generated by our activities, defining a calculation perimeter that includes direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2) and the main categories of indirect emissions along the value chain (Scope 3), in line with the GHG Protocol[6].

Scope 1

During 2025, direct emissions (Scope 1) amounted to a total of **6,729 tCO_2e**, with a predominant contribution due to the combustion of natural gas, equal to 6,594 tCO_2e. A less significant part is attributable to the combustion of diesel for internal operational and logistics activities (55 tCO_2e) and to refrigerant gas leaks (80 tCO_2e).

The trend in Scope 1 emissions, mainly driven by natural gas consumption, shows a variability directly related to the availability of steam recovered from the integrated industrial processes present at the site. In 2025, the increase in natural gas consumption was affected by the lower availability of high-pressure steam generated by sulphuric acid production plants, making it necessary to make greater use of boilers and the natural gas cogeneration system.



Scope 2

Scope 2 **emissions** include indirect greenhouse gas emissions associated with electricity production, as well as any energy carriers purchased such as heat, steam or cooling and subsequently consumed by the organization.

In line with the GHG Protocol, these emissions can be calculated according to two different methodological approaches:

- *Location-based*, which reflects the average energy mix of the electricity grid of the country or geographical area where consumption takes place;
- *Market-based*, which considers the specific energy supply methods adopted, based on contractual instruments including supplies from renewable sources certified through Guarantees of Origin (GO) or equivalent instruments.

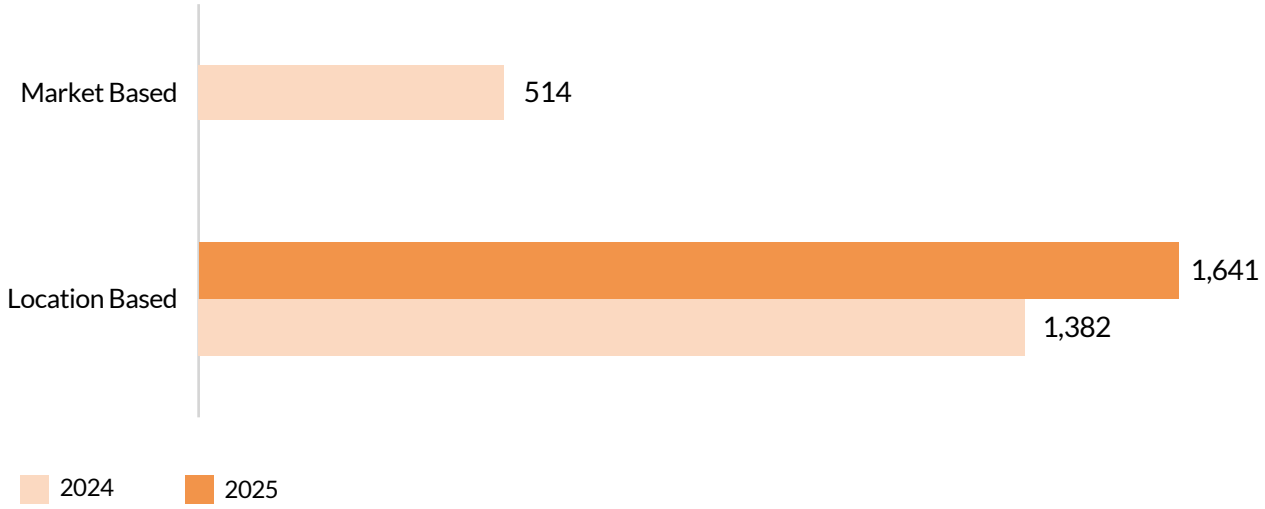
[6]International Accounting Reference Standard for Greenhouse Gas Emissions

In 2025, indirect emissions associated with the consumption of electricity drawn from the national grid amounted to **1,641 tCO_2e** according to the **location-based** approach, an increase compared to 2024.

The increase compared to the previous year is due to a higher withdrawal of electricity from the national grid, which became necessary for operational reasons of the industrial site as a whole. Indeed, compared to 2024, there was lower availability of high-pressure steam from the Essemar site, produced through the recovery of the energy developed during the sulphuric acid production process. Production in 2025 was lower than the previous year, resulting in lower availability of steam and thus making it necessary to draw more electricity from the grid to meet the energy needs of Esseco S.r.l.'s production processes.

With reference to the **market-based** method, emissions are **0 tCO_2e**, by virtue of the full coverage of the consumption of electricity not self-produced from renewable sources through the purchase and cancellation of Guarantees of Origin.

Scope 2 emissions (Ton CO_2eq)



Energy Release 2.0

The Guarantees of Origin referred to here are associated with the **Energy Release 2.0** scheme, already mentioned among the measures adopted by Esseco. Governed by Ministerial Decree No. 268 of 23 July 2024, the scheme aims to promote the development of new renewable energy generation capacity for energy-intensive companies. It provides for a 36-month advance period, during which the Italian Energy Services Operator (GSE) makes electricity available to participating companies in return for their commitment to develop new renewable energy generation facilities. The electricity supplied in advance is subsequently returned over the following 20 years through these facilities.

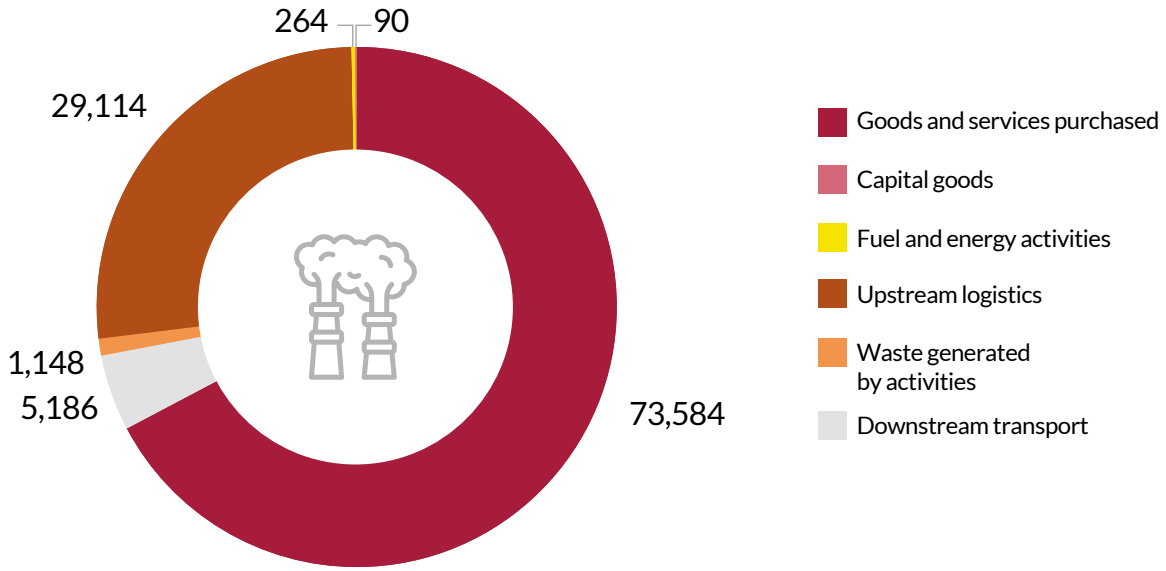
Scope 3

For the second consecutive year, we still calculated indirect emissions along the value chain (Scope 3) as part of the company's system for quantifying and monitoring greenhouse gas emissions, gradually consolidating both the extent and the detail level of the analyses. Concurrently, we pursued a gradual improvement process for our data collection and management procedures, aimed at increasing the coverage and accuracy of the information made available. In line with the GHG Protocol, Scope 3 emissions include all indirect emissions that occur upstream and downstream of the company's activities along the entire value chain, excluding those already reported as Scope 1 and Scope 2.

Measuring and monitoring the emissions generated not only by our direct activities, but also by those related to the value chain, allows us to gradually expand the scope of assessment and in-depth analysis to identify the main contributions and the best activities to reduce these emissions. The calculations of these emissions were conducted in line with the international standard provided by the GHG Protocol. For some upstream Scope 3 categories, emissions are closely related to procurement methods and the structure of the supply chain. Factors such as the type and origin of the raw materials purchased, the geographical distribution of suppliers and the logistics solutions adopted can significantly influence the emissions reported, leading to variations even with the same production volumes.

[7]The overall trend of logistics activities includes both upstream and downstream transport, predominantly in Category 4.

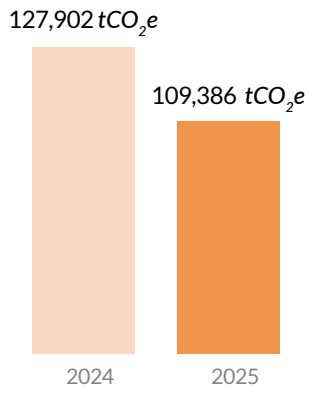
Scope 3 emissions (tCO_2e)



The table below shows a breakdown of Scope 3 emissions by category, pointing out the comparison between 2024 and 2025[7]:

Scope 3 categories	tCO_2e	2024	2025
Goods and services purchased		94,891	73,584
Capital goods		4,825	5,186
Fuel and energy activities		758	1,148
Upstream logistics		27,090	29,114
Waste generated by activities		290	264
Downstream transport		48	90

Total Scope 3



Calculated Scope 3 GHG emissions categories[8]	Description	
1 - Goods and services purchased	Emissions from the production of all goods and services purchased or acquired by the organisation in the reporting period, including materials, components, and services used in operational processes.	In 2025, Category 1 – *Purchased Goods and Services* emissions stood at 73,584 tCO_2e, decreasing compared to 2024 (94,891 tCO_2e, -22%). The reduction is mainly attributable to a decrease in the quantities of raw materials purchased, also due to the use of inventories and the procurement management methods adopted during the year.
2 - Capital goods	Emissions associated with the production of durable goods acquired by the organisation, such as plant, machinery, buildings, and equipment, used for multiple reporting periods.	In 2025, Category 2 – *Capital Goods* emissions amounted to 5,186 tCO_2e, increasing compared to 2024 (4,825 tCO_2e, +7%). The increase reflects a higher level of capitalised investments during the year, related to revamping activities and operations on production plants.
3 - Fuel and energy activities	Indirect emissions related to the production and distribution of fuels and energy purchased and consumed by the organisation, not already included in Scope 1 and Scope 2 emissions. They include, among others, emissions from the extraction, production and transport of fuels and electricity grid losses.	In 2025, emissions from Category 3 – *Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2* – stood at 1,148 tCO_2e, increasing compared to 2024. The increase is mainly attributable to an increase in consumption of natural gas, used for production activities.
4 - Upstream logistics	Emissions from the transportation and distribution of purchased goods and materials between suppliers and the organisation's operating sites, including outsourced logistics services.	In 2025, emissions associated with Category 4 – *Upstream Transportation and Distribution* – amounted to 29,114 tCO_2e, up from 2024 (27,090 tCO_2e).
5 - Waste generated by activities	Emissions associated with the treatment and disposal of waste from the organisation's operations, managed by third parties.	In 2025, Category 5 – *Waste Generated in Operations* – emissions stood at 264 tCO_2e, slightly lower than in the previous year. The change reflects the waste quantities reported, their composition and the treatment methods considered in the calculation.
9 - Downstream transport	Emissions from the transport and distribution of products sold by the reporting company as part of the performance of activities for the end consumer (if not paid for by the company itself).	On the other hand, emissions from Category 9 – *Downstream Transportation and Distribution*, stood at 90 tCO_2e, compared to 48 tCO_2e in 2024. The overall increase is attributable to a greater intensity of logistics activities, in terms of volumes handled and distances travelled, related to inflows and outflows along the value chain.

[8]The Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard – Revised edition. The categories reported represent those currently assessed as the most relevant and supported by adequate data. The scope of calculation will be gradually extended as part of the process of refining the Scope 3 emissions inventory.

3.5 Pollution prevention and control

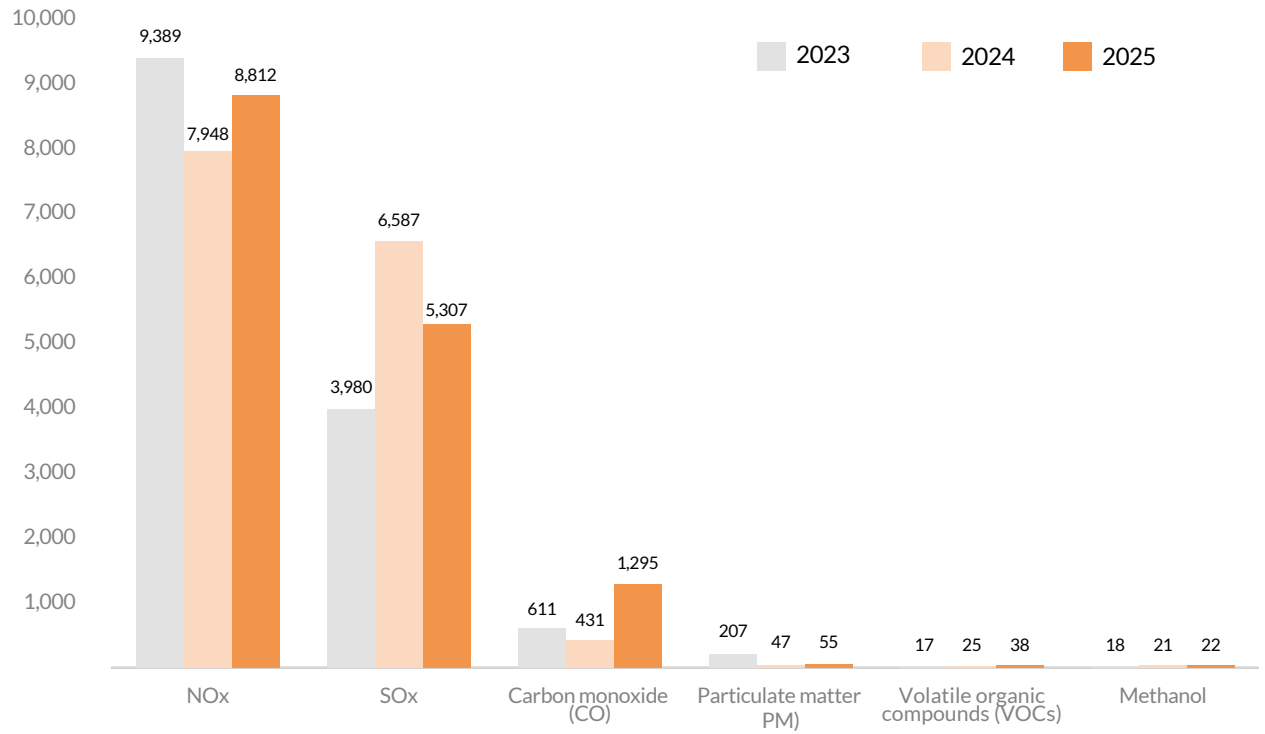
Pollution prevention and control are managed through monitoring activities of the main environmental matrices, defined according to the timing and methods provided for by the monitoring and control plans contained in the environmental authorisations of the production sites. This system enables the company to verify compliance with the applicable requirements and monitor the risk of any deviations or exceedances.

Emissions to Air

As far as emissions into the atmosphere are concerned, we constantly control the main pollutants through monitoring systems and periodic checks, supported by using the best available technologies for emission abatement. At the San Martino di Trecate site there is a sensor network for the timely detection of abnormal release of substances and fugitive emissions, to support prevention, emergency management and continuous environmental and safety performance improvement.

The following graph shows the trend in air emissions in 2025, reporting a decrease in sulphur oxides (SOx) compared to 2024, and an increase in nitrogen oxides (NOx) and carbon monoxide (CO), in any event below the legal limits. Emissions of dust, VOCs and methanol continue to represent a residual share of the total, confirming a limited contribution of these pollutants to the overall emission profile of the site.

Atmospheric emissions by pollutant type (Kg)



Emissions to Water

For wastewater management, we use chemical-physical treatment plants that treat industrial wastewater through neutralisation and oxidation processes before being released into public sewers or surface waters, in compliance with the applicable authorisation requirements. The monitored parameters show a clear predominance of sulphates, which represent the main component of pollutants managed by the site. The other parameters analysed, including COD, suspended solids, total nitrogen, inorganic nitrogen, ammoniacal nitrogen and total phosphorus, show significantly lower quantities, substantially stable over the three-year period being considered.

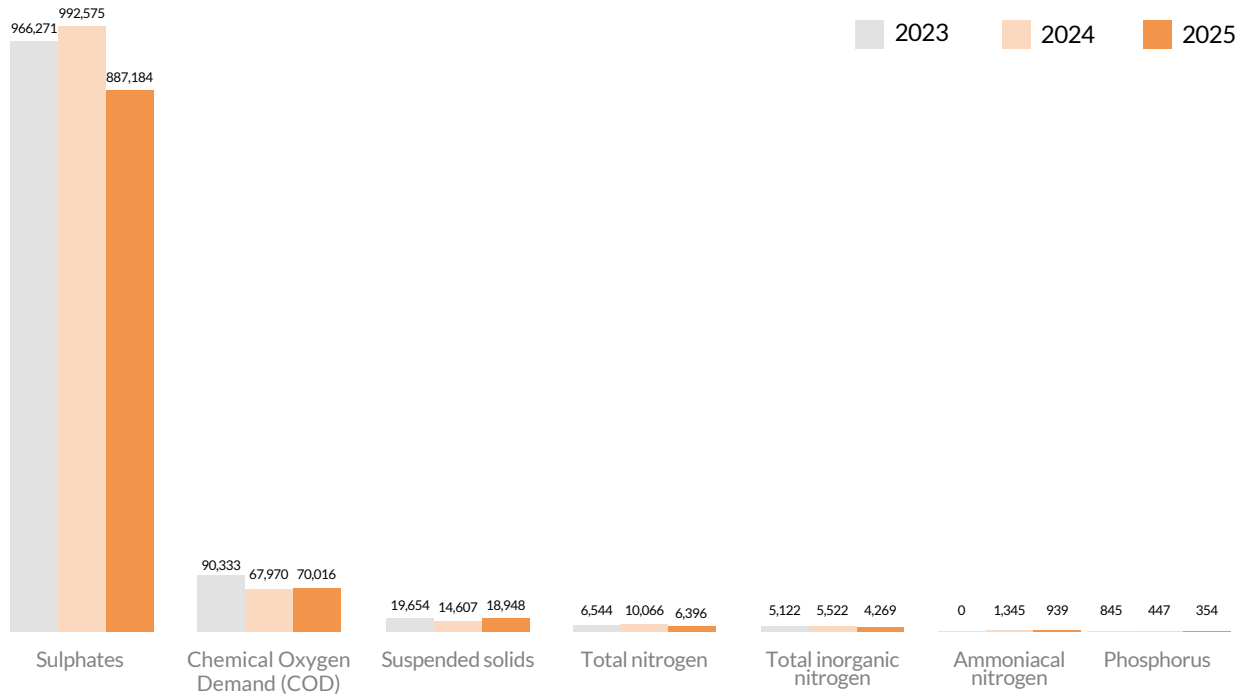
Noise Emissions

The noise emissions generated by production activities are managed and monitored as part of the Environmental Management System, the requirements contained in the Integrated Environmental Authorization (IEA) and the Monitoring and Control Plan. Through periodic monitoring campaigns and the management of the main sound sources present in the plants, Esseco verifies compliance with the applicable limits and adopts measures aimed at preventing and mitigating any impacts on the territory and local communities.

Emissions to Soil

To limit impacts and protect the soil and subsoil, we adopt a preventive approach based on the containment of hazardous substances, controlled management of storage areas and prevention of any accidental spills. These aspects are incorporated into the environmental management systems we adopt, which govern the relevant operating methods and controls. We also carry out periodic monitoring to verify the state of the environmental matrices and there was no evidence of contamination attributed to the activities of the sites considered in the reporting year.

Pollutants discharged into water bodies by type (kg)

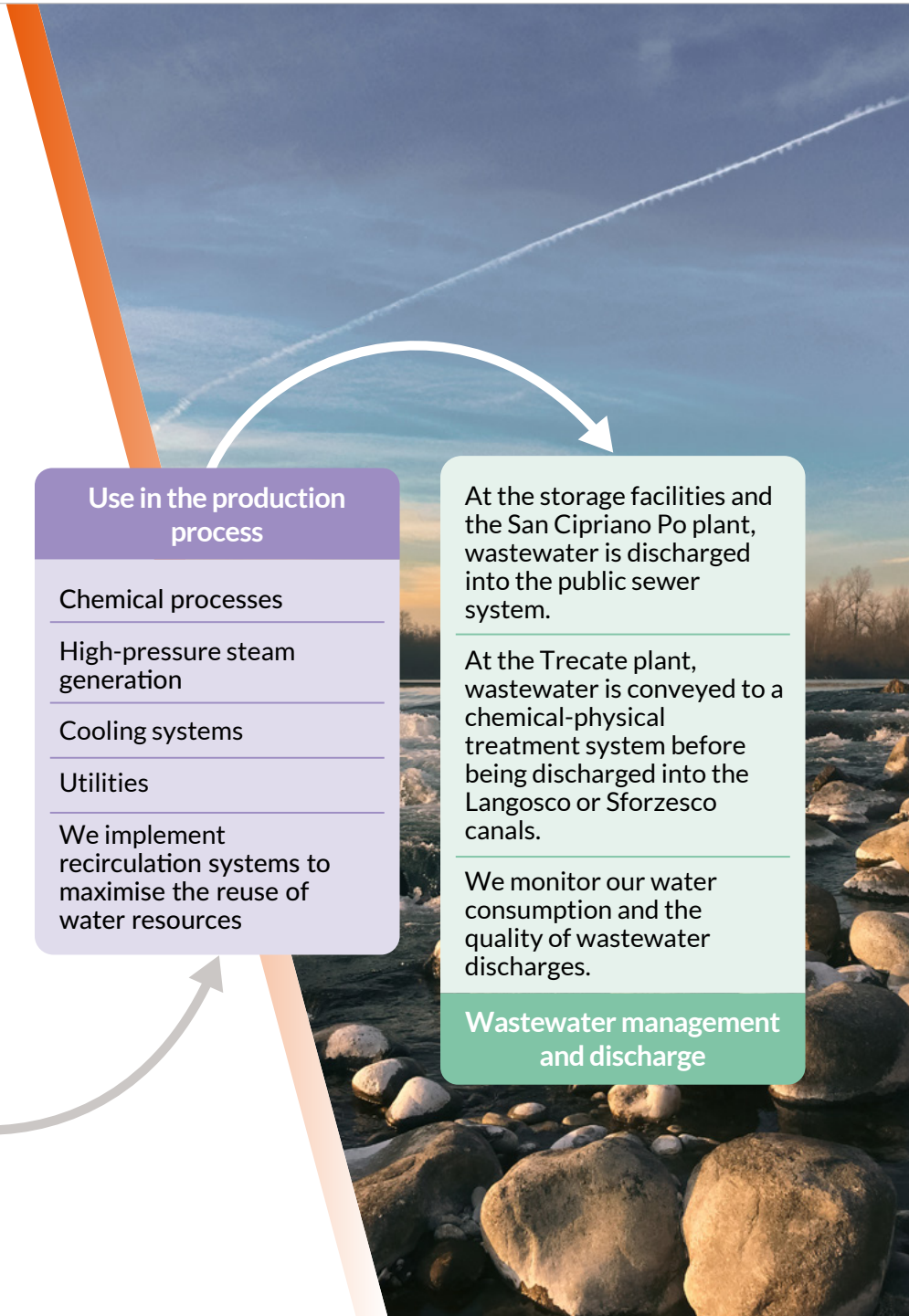


3.6 Water resource management

We manage the water resource following a structured process that covers all its stages, from procurement to treatment and discharge. As illustrated below, we take water from different sources according to production needs and use it in chemical processes and plant services, adopting recirculation solutions to optimise consumption. At the end of the cycle, we treat and monitor wastewater to ensure regulatory compliance and reduce environmental impact, with a view to an efficient and responsible use of the resource.

The management of water resources plays a key role in operational processes. We monitor withdrawals, discharges and consumption and evaluate operations aimed at limiting water demand and increasing recirculation in processes where technically feasible. Indeed, to limit water withdrawal, we have implemented recycling systems, especially in applications where water is used as a cooling fluid. The main initiatives taken to further reduce water consumption include the installation of a demineralised water production plant based on electrodeionisation technology, completed in 2025.

This system enables us to obtain high-purity water without the use of chemical reagents, thus eliminating the need for regeneration and the production of process eluates. The installation of the plant does not lead to a reduction in overall water needs,



Water sourcing

- The San Martino di Trecate site uses 5 wells to supply water for production processes, cooling systems, the production of liquid sulphur dioxide and demineralised water, and steam generation
- The San Cipriano Po plant uses two wells for cooling and fire-fighting water supply
- We use mains water for drinking and sanitary purposes

Use in the production process

- Chemical processes
- High-pressure steam generation
- Cooling systems
- Utilities
- We implement recirculation systems to maximise the reuse of water resources

Wastewater management and discharge

- At the storage facilities and the San Cipriano Po plant, wastewater is discharged into the public sewer system.
- At the Trecate plant, wastewater is conveyed to a chemical-physical treatment system before being discharged into the Langosco or Sforzesco canals.
- We monitor our water consumption and the quality of wastewater discharges.

but a different composition of the supply sources – as a matter of fact, the use of higher quality water, such as drinking water, is reduced and the volume of wastewater to be managed decreases at the same time.

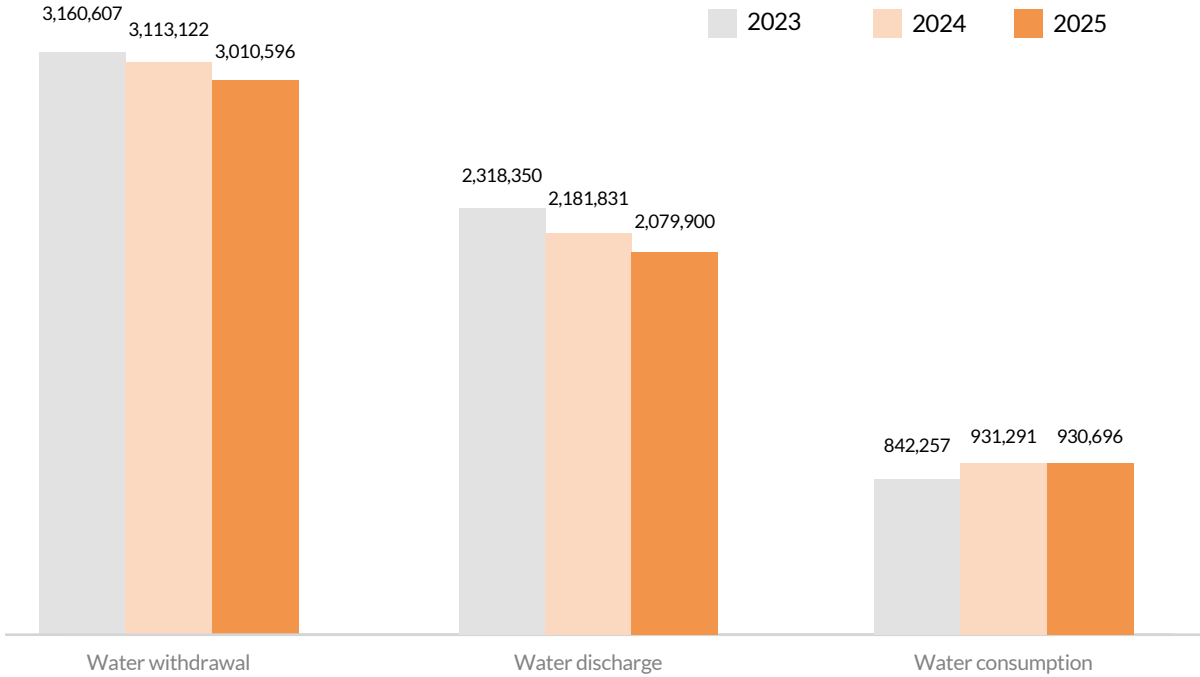
In 2025, the **San Martino di Trecate** plant obtained funding under the **SWIch tender** for the development of a project aimed at the closed-circuit production of **sulphur dioxide (SO_2)**. Currently, SO_2 is produced using process water, used as cooling water after its use in the production process, before being sent to treatment tanks. The project involves the relevant internal water recirculation, with the aim of reducing water demand, particularly well water, increasing the efficiency of the water cycle. Research and development activities will start in 2026, while construction is expected around 2027 and 2028. Once completed, the project will also be evaluated with reference to the potential contribution to the management of water needs and operational continuity of the site in conditions of lower availability of the resource.

The following graph illustrates the trend in water withdrawals, discharges and consumption over the 2023-2025 three-year period. In the period being considered, a gradual reduction in the overall withdrawn and discharged volume is recorded.

Specifically, water withdrawal shows a slight but constant reduction, mainly attributable to the lower use of groundwater, while water volume withdrawn from the water supply network remains substantially stable, albeit with a slight increase in 2025. Water discharge follows a decreasing trend, consistent with the reduction in the volume managed and the optimisation of treatment processes.

On the other hand, after an increase recorded in 2024, associated with the greater use of three-shift systems and the water demand of boilers for steam production, water consumption will remain at substantially similar levels in 2025.

Water balance (m^3)



3.7 Resource use and waste

Incoming materials

We e integrate circular economy principles into our operations, with the aim of optimising the use of resources throughout the entire production cycle. Our operational processes are characterised by a high integration among the various production steps, which allows us to recover and enhance material and energy flows, limiting waste and improving the overall efficiency of the system.

We adopt solutions that promote process flow circularity, maximising the value of by-products and internal resources.

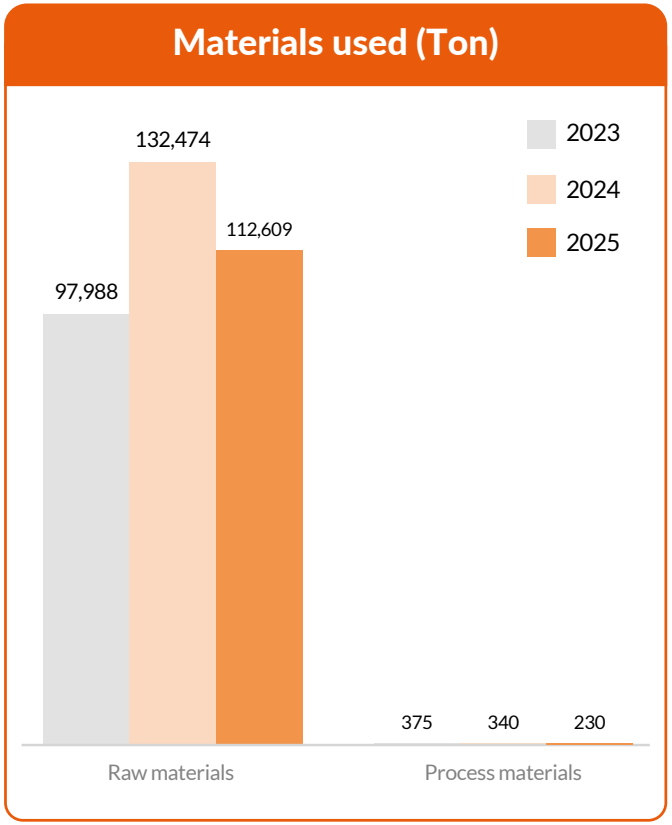
- A distinctive element of our model is the use of sulphur, which we use both as a raw material and an energy carrier. The sulphur we use largely comes from refineries, where it is a by-product of desulphurisation processes. Its use in our processes allows us to exploit a resource already available within other industrial supply chains.

- In addition, we use the carbon dioxide generated by the production of sodium metabisulphite in the synthesis of other products, including ammonium bicarbonate and potassium bicarbonate. This integrated system makes it possible to recover an internal resource, limit the use of external raw materials and improve the efficiency of processes.

- We promote the recirculation of water resources, particularly in cooling systems, through closed-loop configurations that limit withdrawals and reduce waste.

With the aim of gradually considering sustainability aspects in the selection of materials and products purchased, we adopt selection criteria in supplier management that also incorporate environmental aspects, as well as those of quality and safety. Namely, we request detailed information on packaging specifications, the recycled material percentage used and any environmental certifications, in order to incorporate these elements into the evaluation and selection processes of suppliers along the supply chain[9].

The following graph illustrates the trend of materials used over the 2023-2025 three-year period, pointing out the major contribution of raw materials compared to process materials. Indeed, raw materials represent the vast majority share of total volumes, showing an increase in 2024 and a subsequent slight reduction in 2025 while remaining at high levels, consistently with the intensity of production activities.
The reduction is mainly attributable to the lower purchase of raw materials, favoured by more efficient management of warehouse stocks. The use of available stocks has enabled us to optimise consumption and limit the use of new supplies during the year.



[9]For further details, please refer to Section 2, *Supply chain, product quality and innovation*

Output materials

In 2024 we started a process of reorganisation of waste management, further consolidated during 2025 through the adoption of a more direct model aimed at strengthening transparency, traceability and control along the entire supply chain.

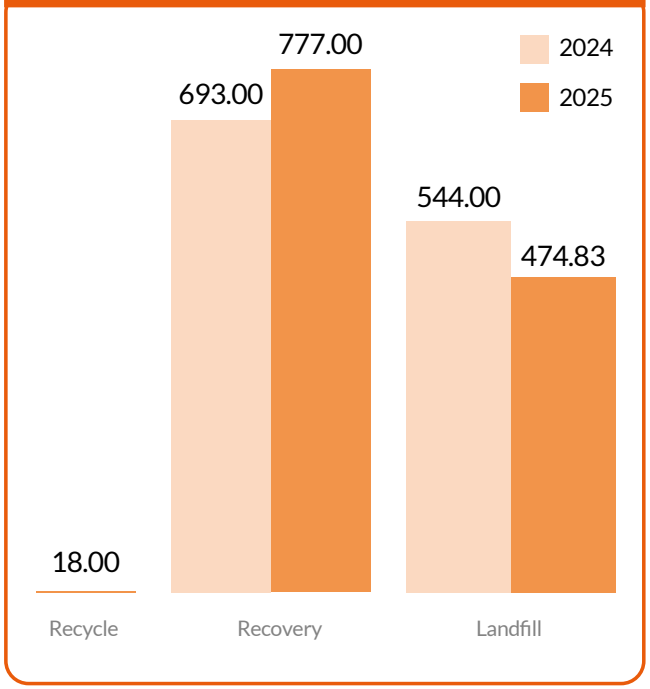
In line with circular economy principles and ESRS E5 requirements on the efficient use of resources, the company has gradually oriented flows towards recovery operations, favouring solutions that allow the valorisation of materials rather than final disposal. At the same time, actions aimed at preventing waste generation have been introduced, through the analysis of production processes and the assessment of the internal reuse of materials and processing residues, where technically feasible.

During 2025, the classification system was further developed, increasing the level of detail (e.g., in the segregation of different types of PPE and absorbent materials), with the aim of improving data quality and identifying further opportunities for optimisation. At the same time, the development of management tools has contributed to improving traceability and operational control.

The data for the 2024-2025 two-year period show a change in waste destination, with a reduction in the share sent for disposal and an increase in the quantities sent for recovery, also thanks to specific streamlining actions and greater segregation of flows.

The composition of waste confirms a prevalence of non-hazardous waste. In 2025, hazardous waste amounted to approximately 284 tonnes, compared to approximately 330 tonnes in 2024. Based on the information currently available, the Report does not attribute this change to a specific operational cause.

Waste generated by disposal method (Ton)



WASTE SENT FOR RECOVERY

+12%

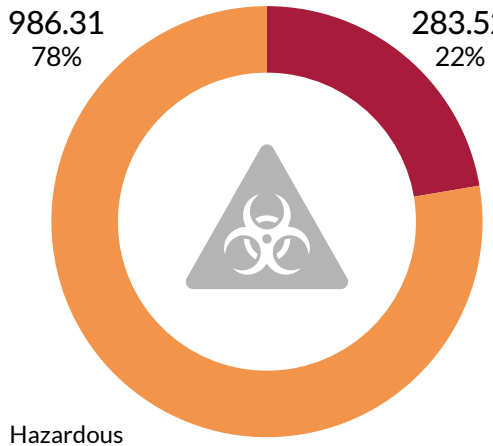
+84 tonnes compared to 2024

WASTE SENT TO LANDFILL

-13%

−69.17 tonnes compared to 2024

Waste generated by type, 2025 (t)



Sustainability, competitiveness and industrial resilience

For Esseco, environmental sustainability, economic competitiveness and industrial resilience are interconnected aspects. Within this scope, energy efficiency, material and energy recovery, the use of renewable sources, procurement management and technological innovation are key elements for the management of the environmental impacts associated with the Group's activities and maintaining business continuity and long-term competitiveness.



People and community



4

4.1 Growth and wellbeing of people

People are a key resource for our organisation. The initiatives adopted concern the development of skills, health, wellbeing and participation. Our employment model is based on stability and is aimed at ensuring equal opportunities, inclusion and no discrimination, both within the organisation and in relations with suppliers.

The workforce consists of 247 employees and has a heterogeneous composition in terms of age, gender and skills, which reflects the evolution of the organisation and the different professional experiences available. With reference to the distribution by gender, an overall reduction in the workforce is recorded in the period considered, more marked in the female component which, after a decline in 2023 and 2024, tends to stabilise. The reduction recorded in 2023 and 2024 is also influenced by the spin-off of Enartis, which involved 44 employees. Considering this change in the scope of consolidation, the number of employees is substantially aligned in 2024 and 2025. The male component remains predominant in the overall composition of the workforce (85%).

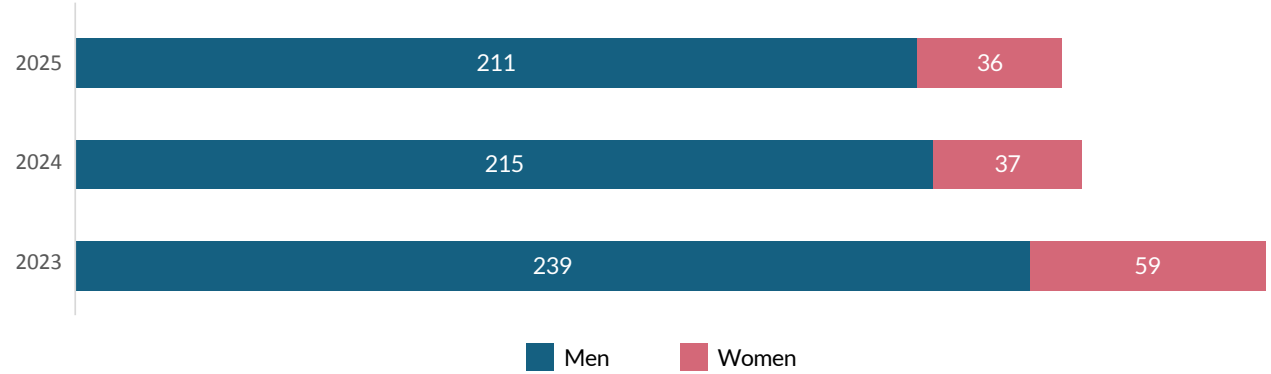
With reference to the top levels of the organization, the presence of women in top management is 33.33%. Even in a setting characterised by a prevalence of men in the overall workforce, this figure shows that female representation in roles of responsibility is higher than their incidence on the total workforce.

We are aware of the structural challenge that characterises our industrial sector, which is why we actively promote inclusion and gender rebalancing also through orientation and approach initiatives to the world of work. Namely, we participate in several Career Days at technical secondary schools and universities in the area, with the aim of attracting young talent and driving a greater presence of women in STEM fields.

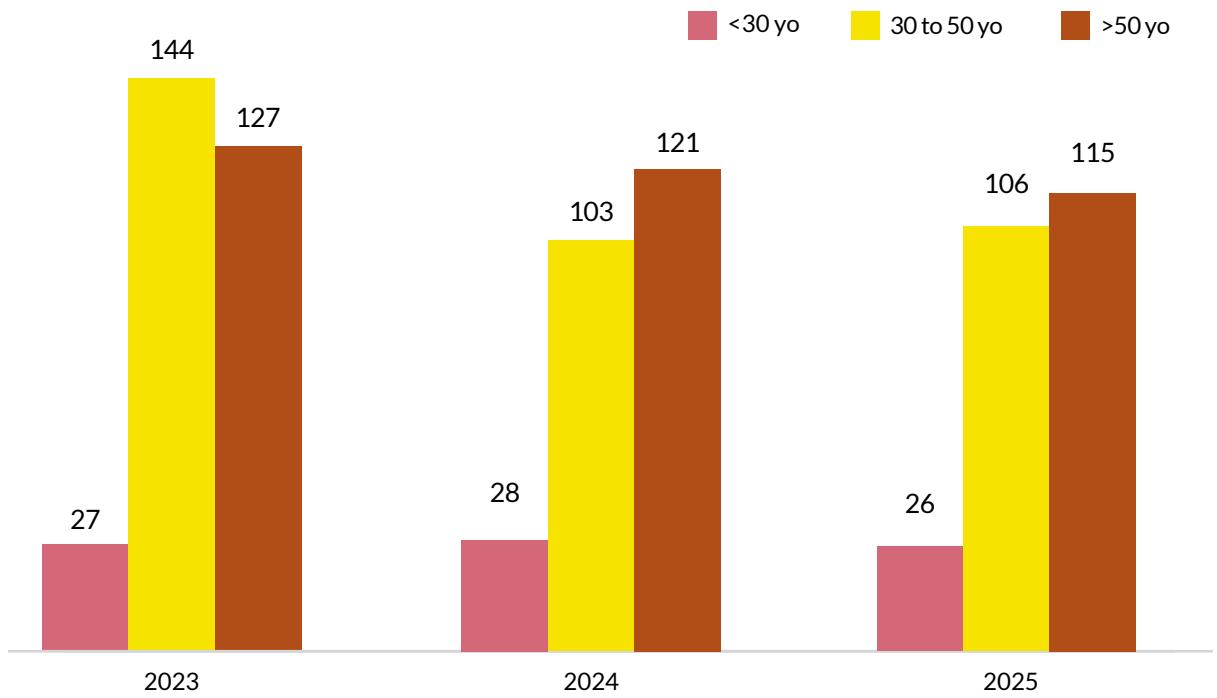
Over the three-year period analysed, an overall stable age structure is recorded, in line with the data found at the management level, where no significant trends were reported in terms of hires and terminations and the workforce remained substantially unchanged. The 30-50 age group, while remaining the main operating pool, shows a reduction compared to 2023, and then stabilised in the following years, while the over-50 component remains at high levels, with a slight reduction over time. The under-30 group, on the other hand, remains low and stable, consistent with a gradual generational turnover.

The workforce is made up almost entirely of staff with full-time contracts, with a very limited presence of part-time employees, marginal in the

Employees by gender (n°)



Employees by age (Headcount)



three-year period. This figure reflects the approach adopted by the company in terms of human resources management and development, aimed at promoting employment continuity and professional growth paths. The prevalence of permanent contracts describes an employment structure characterised by high contractual stability.

In 2025 we confirmed an employment structure characterised by high contractual stability, as also evidenced by the distribution shown in the graph.

Indeed, permanent contracts are confirmed as the clearly predominant type.

Over the three-year period, we observed a gradual reduction in the use of temporary contracts, until a marginal presence of this type was recorded in 2025. This trend reflects a consistent choice with the objective of consolidating the workforce and promoting more stable forms of employment.



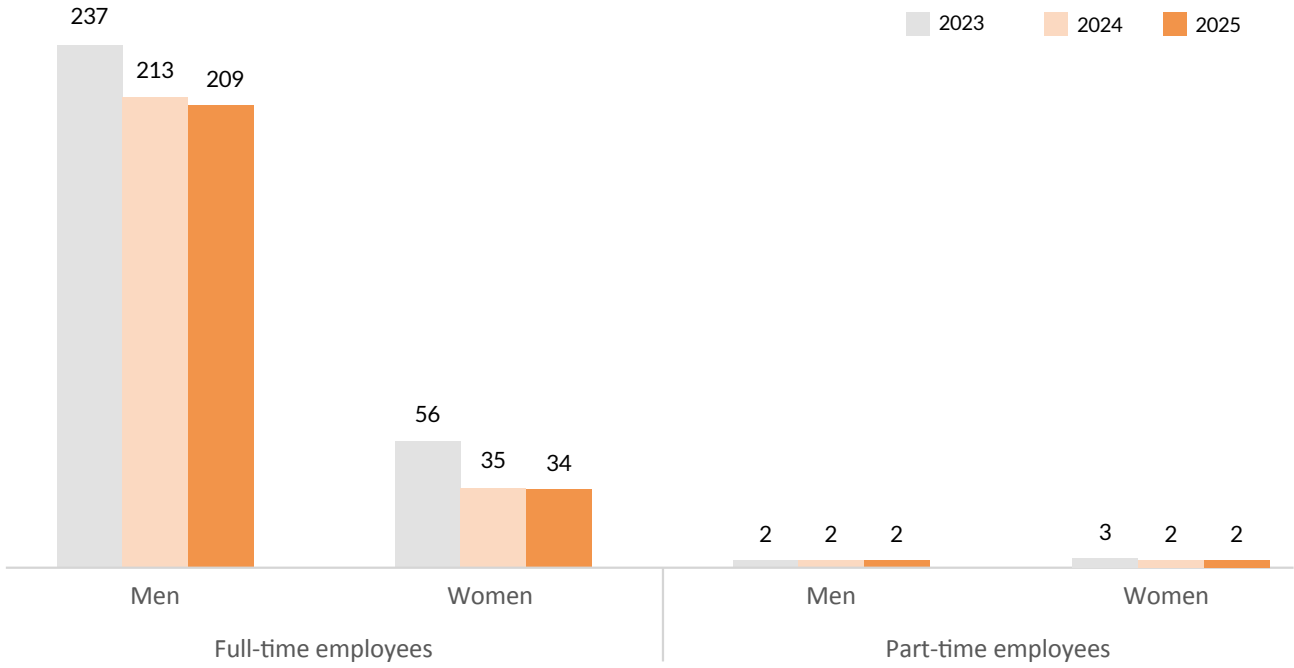
People's wellbeing

We pay attention to people's wellbeing through tools and initiatives aimed at supporting the quality of work and personal life. 2025 represented the first year of use of the new welfare platform, which recorded an increase in the participation rate, from about 10% to almost 50%. This trend was also favoured by holding a Welfare Day, aimed at informing employees about the features and opportunities offered by the platform.

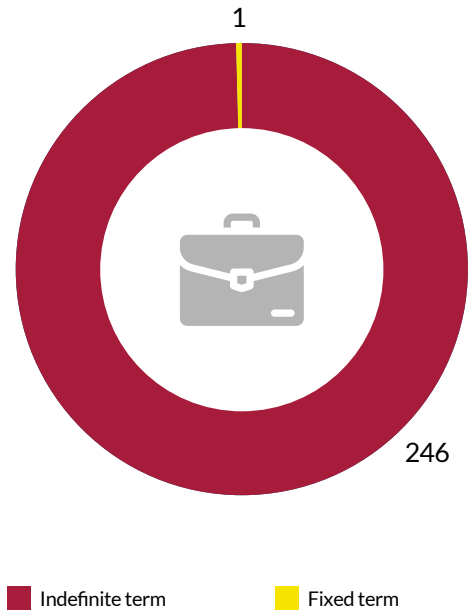
The platform includes a range of benefits, including:

- Supplementary healthcare that facilitates access to quality health services, offering support to employees and their families in case of medical needs;
- Offer of tools and contributions for building up a supplementary pension scheme, to support the financial security of employees in the long term;
- Support for the care of family members for

Employees by gender and contract type (HC)



Contract type, 2025



99.6%

permanent contracts

expenses related to the assistance of elderly or non-self-sufficient family members, both at home and in dedicated facilities;
- Reimbursements for educational and school expenses, such as nursery schools, canteens, textbooks, summer camps and training activities;
- Wellness and leisure services, including cultural activities and training courses, with the aim of promoting work-life balance;
- Contributions for the use of public transport, promoting access to public transport and reducing dependence on individual car journeys;
- Tools to support daily shopping such as shopping vouchers that can be used for basic necessities.

Alongside welfare initiatives, we promote the well-being and involvement of people through internal communication tools aimed at strengthening the sharing of information and participation in corporate life. Within this scope, the company newsletter represents a consolidated channel of engagement and update to share initiatives, projects, results and news of interest to the company population. The tool also contributes to the dissemination of the occupational health and safety culture, raising awareness on the issues of prevention, environmental protection and management of risks relevant to company activities among our employees.

Training and professional growth

The development of the regulatory, technological and competitive scope that characterises the chemical sector requires a continuous adjustment of professional and organizational skills. Within this scope, in 2025 we expanded the development initiatives dedicated to quality, health and safety, sustainability, cybersecurity, technological innovation, digitization of processes and energy efficiency. These activities support the professional growth of people, encourage the adoption of new tools and accompany the evolution of the organization in a constantly changing industrial setting.

Over the year 2025, we also consolidated the training management system, acting on the planning and monitoring processes of activities. Training courses are now defined according to more structured criteria aligned with the needs of the various company roles, contributing to the development of the knowledge required to carry out activities and maintain quality and safety standards.

During the year, a process of reorganization and centralization of training was also completed, now coordinated by the HR Department, with the involvement of the other company areas. This has allowed greater consistency in the planning, content management and traceability of training activities.

As part of the courses provided in 2025, training activities dedicated to corporate ethics policies were also included, involving the entire company



population. As of 31 December 2025, the percentage of employees trained on these issues was 100%.

Starting in March 2025, a new internal procedure for the management of the training process was introduced, which regulates all phases, from the analysis of needs to the verification of effectiveness. This initiative has helped consolidate the training management system, improving its monitoring, traceability and alignment with the applicable regulatory requirements. Finally, the recording of training hours has been improved, which are now monitored more promptly and systematically, overcoming the critical issues identified in previous years and allowing more effective control of training courses.

The training offered to our employees is not limited to the mandatory areas but also includes soft skills development initiatives. Specifically, the path started in 2022 and 2023 in collaboration with Profexa, focused on the development of communication and teamwork skills, aimed at second and third lines, clerical staff and operational assistants, continued.

A typical element of our investment in the training and professional growth of people is represented by the Esseco Academy.

Esseco Academy

The Esseco Academy is a training project developed in collaboration with the OMAR Industry-oriented Vocational Secondary School in Novara, designed to strengthen the skills of our employees through a balance between theoretical content and practical activities in the field. This programme is divided into educational modules created with the contribution of teachers from the OMAR institute and with the involvement of Esseco managers.

Our goal is to convey an innovative culture based on responsibility, safety and innovation. Between February and May 2025, the second module of the Academy was carried out, structured in 12 lessons in which 13 technicians participated. **The project will continue with a third module scheduled for 2026 and will be further developed through the introduction of new training content in the coming years.**

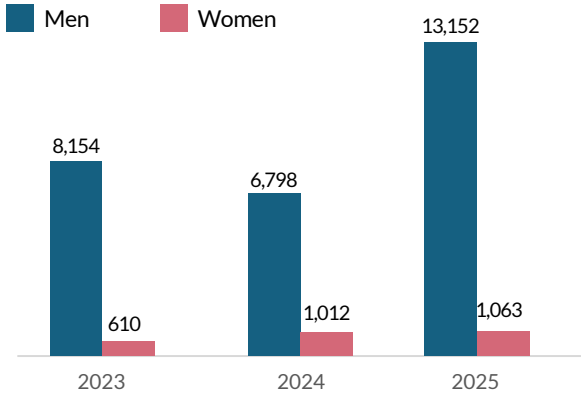


Specifically, 2025 showed a significant increase, attributable both to the greater number of initiatives activated and the gradual strengthening and structuring of training courses. Total training hours recorded a significant increase over the three-year period, from approximately 8,800 hours in 2023 to approximately 14,200 hours in 2025. This growth mainly concerns male staff, which in 2025 totalled 13,152 hours of training, in line with the composition of the workforce and the distribution of professional roles present in Esseco. The female component also showed an increase compared to previous years, reaching approximately 1,063 hours in 2025 and confirming the continuation of training activities. The differences in the overall volume and average hours of training between men and women are mainly attributable to the different distribution of personnel between functions, professional levels and tasks, which involve different training needs.

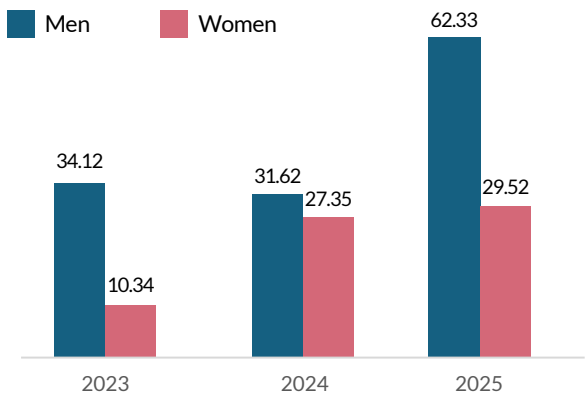
In 2025, we continued and strengthened the initiatives for the management and development of our people, introducing periodic meetings for discussion on performance and professional growth paths. A total of 57 employees were involved during the year, including 38 men and 19 women, a significant increase compared to 2024, when there were 15 participants.

The extension of these initiatives led to a significant growth in coverage: in 2025, 23% of the company population participated, compared to 6% recorded in the previous year.

Total training hours by gender (No.)



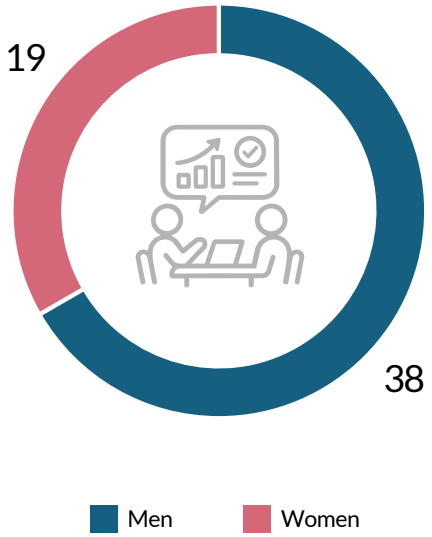
Average training hours by gender (No.)



14,215 hours
of training

+62.2%
compared to 2023

Participation in regular performance and professional development reviews



4.2 Health and safety in the workplace

We place the protection of personal health and safety among our daily priorities, through a management system certified according to UNI EN ISO 45001 standard, integrated with environmental policies and aligned with the main applicable regulatory references, including Legislative Decree 81/2008 and the legislation on major accidents (Legislative Decree no. 105/2015). During 2025 we confirmed the certification of the system for all the company's sites.

The system covers all company activities, from storage to production to the sale and marketing of chemical products, and is supported by a structured set of procedures, operating instructions and control measures consistent with the most stringent regulatory requirements.

Safety management is based on a structured approach to risk identification, assessment and prevention, which includes in-depth technical analyses, such as the Hazard & Operability (HAZOP) methodology, and the drafting and continuous updating of the Risk Assessment Document and the Safety Report, through which we clearly define roles, responsibilities and improvement actions. The entire process is based on a preventive risk assessment and the definition of appropriate prevention and protection measures and is overseen by an articulated organisational structure that involves various company figures with specific skills, ensuring continuous monitoring of activities and processes.

We also promote the active participation of workers, involving them in periodic meetings for discussion and dedicated training activities, with the aim of strengthening individual awareness and responsibility on the behaviour to be adopted. Health and safety training is provided from the start of employment and is updated over time according to the role and specific risks; these initiatives are also extended to visitors and contractors.

We systematically monitor and analyse accidents, near-misses and faults, to promptly identify their causes and define targeted both corrective and preventive operations. This approach allows us to gradually improve our performance in the health and safety field and to reduce the risk of recurrence of critical issues, with the aim of pursuing a zero-accident goal.

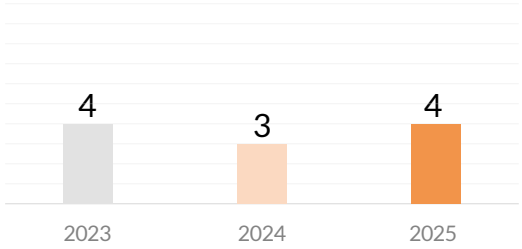
To achieve this goal, we constantly invest in information, education and training, supported by staff awareness activities and continuous process improvement. We thus promote a widespread and participatory culture of prevention at all levels of the organisation, inspired by the principles of the Responsible Care programme, which guide our commitment towards increasingly higher standards in terms of health, safety and environmental



responsibility. In fact, we define training courses for all workers, accompanied by sessions dedicated to new hires, with the aim of providing a shared knowledge base on health and safety isses.
These initiatives are accompanied by targeted training operations, calibrated according to the tasks, specific risks and any organizational, structural or plant changes.

Special attention is also paid to contractors and visitors, who are adequately informed about the potential risks present on site, the prevention measures and the behaviour to be adopted during their visit to the facilities. The effectiveness of the activities aimed at visitors is verified through final tests.
In the three-year period analysed, the number of accidents remained essentially stable, showing continuity in the company's risk profile. The reported trend should also be read in the light of an organisational scope that did not record any significant changes in terms of staff or operating processes.

Recorded injuries (No.)



With reference to the severity of events, in 2025 the number of days lost due to work-related injuries, illnesses and accidents is 30, down from 78 days recorded in 2024. No work-related fatalities were recorded.

Alongside the prevention of physical hazards, we pay increasing attention to people's psycho-physical wellbeing. Within this scope, we continue our commitment to the three-year Workplace Health Promotion (WHP) programme, through which we promote healthy lifestyles and conscious behaviour. The main initiatives include Essecorriamo, the project aimed at encouraging physical activity and reducing sedentary lifestyles, and the company psychological desk, designed to offer employees a space for listening and professional support. We also promote participation in social and sporting initiatives in the area, such as the StraWoman 2025, an event dedicated to running and the promotion of healthy lifestyles, which has seen a wide participation of staff.

In 2025, the offer of discounts for sports and gyms was extended. Also, as part of the WHP programme, we combine initiatives dedicated to the promotion of healthy lifestyles with moments of awareness on social issues of particular importance. Among these, we took part in "Addictions on stage", a theatrical performance promoted by the WHP Piedmont network in collaboration with Confindustria Novara Vercelli Valsesia, Novara LHU and other partners in the area, dedicated to





the prevention of tobacco smoking and additive behaviours. The initiative addressed complex issues such as addictions and personal fragility, offering participants an opportunity for in-depth study and discussion. For our corporate community, it also represented a moment of sharing, thanks to the participation of one of our employees among the actors on stage.

Through these initiatives, we encourage participation in sports events and support the expansion of agreements with local sports facilities, which allow our employees to access opportunities related to wellness and physical activity more easily.





4.3 Our commitment to the territory and local communities

In addition to our people, we recognise the role we play in the territories where we operate and we are committed to building a link between business and community, strengthening a dialogue of trust and responsibility. Guided by our values, we develop our social commitment with the aim of supporting local initiatives in the social, cultural, educational and sports fields, in line with Esseco's role in the territories where it operates.



In addition to the Esseco Academy, we promote training courses, work-based learning programmes and internships in collaboration with local institutes, also supporting initiatives developed in schools. These include the technical project dedicated to the reduction of PFAS pollutants, carried out by the students of the OMAR Technical Secondary School in Novara.

The project, focused on the development of solutions for the treatment of perfluoroalkyl substances, represented an important opportunity for the practical application of scientific skills. The results achieved led to our participation in the *International Exhibition for Young Inventors* competition at Expo 2025 in Osaka, where the *MAD 63 AirGuardians* project was awarded gold in the *Best Inventor Award* category and bronze in the *Visionary Technology* category.

By supporting these initiatives, we contribute to enhancing the talent of the new generations and promoting the development of skills oriented towards innovation and sustainability.



Our commitment to local communities is also reflected in investments in support of sport, with particular attention to projects capable of promoting participation, inclusion and aggregation in the area. This includes support for various local sports realities, including Igor Volley Novara[10], of which we are Main Sponsor, the consortium of youth volleyball clubs ISSA, San Giacomo, Scurato and San Rocco, ASD In Volley Chieri and ASD Trecate Calcio.

In particular, the sports and social project of Igor Volley Novara represents one of the main initiatives supported in the area. The support for the team goes hand in hand with the development of a youth sector that involves over 200 girls, and which promotes such values as friendship, joy, commitment and loyalty alongside sports practice. In Novara, moreover, the support for the consortium between the four youth volleyball clubs ISSA, San Giacomo, Scurato and San Rocco, which has over 500 registered girls, helps to strengthen the collaboration between local sports realities and to support initiatives also aimed at elementary and middle schools, with activities aimed at promoting sport and the principles of citisenship.

Among the initiatives supported there is also support for the Polisportiva San Giacomo and the project for the refurbishment of the former swimming pool of the Pala Dal Lago in Novara, intended to become a multipurpose, accessible and multidisciplinary gym, designed in particular to accommodate sports activities dedicated to people with disabilities. The operation involves an existing public building; the technical and performance characteristics of the structure will be reported based on the available design documentation.

For Esseco, accompanying these projects means recognizing sport as a tool for relationships, personal growth and inclusion, strengthening the link with a territory where we have been operating for over forty years.







[10] Over the years, Igor Volley Novara has obtained important sporting awards at national and international level, including the Serie A2 Scudetto in the 2012-2013 season, the Italian Cup in the 2014-2015, 2017-2018 and 2018-2019 seasons, the Serie A1 Scudetto in the 2016-2017 season, the Super Cup in the 2017-2018 season, the CEV Champions League in the 2018-2019 season, the Wevza Cup and the Challenge Cup in the 2023-2024 season and the CEV Cup in the 2024-2025 season.



Finally, we promote access to culture and sport by supporting local initiatives and encouraging the participation of our employees in moments capable of enhancing the territory and strengthening the sense of corporate community.

During the year we have accompanied cultural projects, including the exhibition "The Italy of the first Italians" hosted at the Castle of Novara, supported by Esseco as an opportunity to enhance the artistic heritage and the link between culture, territory and community.



Methodological note



This Sustainability Report reports information and data relating to Esseco S.r.l. for the period from 1 January to 31 December 2025, coinciding with the financial year. The document provides a representation of the Company's sustainability performance, including, where available, comparative data on a three-year basis, in continuity with the non-financial reporting process launched in 2022.

The Report has not been audited by an external company and has been prepared in accordance with the European Sustainability Reporting Standards (ESRS), in the applicable version as of the preparation date. Although Esseco S.r.l. is not subject to the sustainability reporting obligations provided for by current legislation, the Company has chosen to voluntarily continue its disclosure process, gradually adapting to the requirements introduced by the Corporate Sustainability Reporting Directive (CSRD).

This approach is part of the broader path undertaken by the Esseco Group to strengthen alignment with European Union regulations on sustainability reporting and consolidate transparency towards its stakeholders.

The Report does not include classified information or information relating to intellectual property, know-how or innovation results that would require omissions under the ESRS provisions. Similarly, no exemptions were made from the disclosure of information regarding upcoming developments or issues under negotiation.



Managing impacts, risks and opportunities

As part of the process of gradual alignment with the European Sustainability Reporting Standards (ESRS), Esseco S.r.l. has launched a structured process aimed at identifying and assessing significant impacts, risks and opportunities in the field of sustainability. The activity has been developed by enhancing the analyses carried out at group level and adapting them to the scope and specificities of the Italian company, according to an approach consistent with the principle of double materiality.

As a first step, this process included the analysis of the internal and external scope, through the examination of company documentation, operating practices and sector information sources. This activity made it possible to identify the main areas potentially relevant with respect to the impacts generated by the Company, as well as the risks and opportunities associated with the environment where it operates.

Subsequently, with the involvement of the Management and the main company representatives, a preliminary assessment of the impacts, risks and opportunities was carried out. In particular, the actual or potential effects that the Company's activities may generate on the environment and people were analysed, considering the criteria set out in the ESRS. Based on this evidence, the relevant risks and opportunities for the Company were also identified, both directly related to the impacts identified and attributable to other sustainability factors.

A quantitative score was then assigned to each impact, risk and opportunity, defined based on criteria consistent with the ESRS framework. For the materiality of the impact, parameters such as magnitude, scope, irremediability and probability of occurrence were considered; for financial materiality, the assessment concerned the severity of the potential economic and financial effects and the relative probability of manifestation.

The selection of material aspects was carried out through the definition of a materiality threshold, determined considering the company's priorities, the characteristics of the sector and the assessments carried out as part of the process. This threshold is the reference for identifying the impacts, risks and opportunities to be considered relevant for reporting purposes and will be updated periodically, to reflect the evolution of the operating setting and the Company's sustainability priorities.
The results of the analysis made it possible to identify the material sustainability aspects for Esseco S.r.l., with reference to the relevant ESRS themes and sub-themes along the value chain. The process showed substantial consistency between the priorities that emerged at the level of the Italian company and those identified at the group level. The main differences concern the issues of biodiversity protection and privacy, which, as part of the analysis conducted on the perimeter of Esseco S.r.l., were not material.

Overall, the results confirm the alignment between the Company's sustainability path and that of the Esseco Group, strengthening the consistency of the approach adopted and the sharing of strategic priorities for future years.

Methodological note for the calculation of the greenhouse gas emission inventory

Esseco S.r.l.'s greenhouse gas (GHG) emissions inventory has been prepared in accordance with the principles and requirements of the GHG Protocol Corporate Accounting and Reporting Standard – Revised Edition.

This document describes:
- the scope of reporting;
- the emission categories included in the inventory;
- the calculation methodologies adopted;
- the data sources used.

The reporting period covers the span from 1 January 2025 to 31 December 2025.

Emissions are expressed in tonnes of carbon dioxide equivalent (tCO_2e). Unless otherwise stated, an oxidation factor of 1 has been assumed.

The inventory includes:
- **Scope 1** – direct emissions from sources owned or controlled by Esseco S.r.l.;
- **Scope 2** – indirect emissions associated with energy purchased and consumed;
- **Scope 3** – other indirect emissions generated along the value chain.

The inventory has not been externally verified.

Scope 1

Scope 1 emissions include direct emissions from sources owned or controlled by Esseco S.r.l.

The main emission sources considered include:
- combustion of natural gas;
- combustion of diesel used in operational activities.
- fugitive emissions from refrigerant gas leaks.

Emissions were calculated from activity data on energy consumption recorded in the reporting period.

Emission factors published by the Department for Environment, Food & Rural Affairs (DEFRA), 2025 edition, were used to quantify emissions.

Scope 2

Scope 2 emissions include indirect emissions associated with the generation of electricity purchased and consumed by Esseco S.r.l.

In accordance with the Scope 2 Guidance of the GHG Protocol, emissions have been quantified according to both approaches:

- Location-based approach: the location-based approach uses emission factors that are representative of the national electricity system of the country where electricity consumption takes place. Location-based Scope 2 emissions were calculated using the emission factors published by the European Environment Agency (EEA).

- Market-based approach: the market-based approach uses the information deriving from the contractual instruments associated with the energy purchased. For energy covered by Guarantees of Origin (GO) or equivalent instruments, the emission factors provided for by the GHG Protocol methodology were applied. For the residual portion of energy purchased, the emission factors of the Residual Mix published by the Association of Issuing Bodies (AIB) were used.

Scope 3

The Scope 3 categories included in the inventory are:

- **Category 1** – Purchased Goods and Services;
- **Category 2** – Capital Goods;
- **Category 3** – Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2);
- **Category 4** – Upstream Transportation and Distribution;
- **Category 5** – Waste Generated in Operations;
- **Category 9** – Downstream Transportation and Distribution.

Scope 3 emissions were calculated according to the methodological approach provided for by the GHG Protocol, considering the categories considered relevant to the organization's activities and for which sufficient data were available for quantification.

For **Category 1** – ***Purchased Goods and Services***, the emissions relating to the materials purchased were determined starting from the quantities actually purchased in the reporting period, associating each material with the emission factor considered most representative. In cases where a specific emission factor was not available for the raw material purchased, a proxy factor selected based on the physical characteristics and composition of the material was applied. Emissions relating to the services purchased were instead estimated using a *spend-based* approach, applying emission factors based on the expenditure incurred.

For **Category 2** – ***Capital Goods***, the emissions associated with capitalised capital goods were calculated using a spend-based approach, considering the amounts incurred during 2025 and applying emission factors representative of the type of asset or investment considered.

For **Category 3** – ***Fuel- and Energy-Related Activities not included in Scope 1 or Scope 2***, the calculation included upstream emissions associated with the extraction, production, transport and distribution of fuels and energy purchased and consumed by the organization, not already included in the Scope 1 and Scope 2 inventories.

For **Categories 4 and 9** – ***Upstream and Downstream Transportation and Distribution***, emissions were estimated considering the routes identified, the distances traveled, the quantities transported and the mode of transport used. For road transport, dedicated shipments were allocated entirely to the organization, including, where applicable, also the vehicle's empty return journey. In the case of groupage, emissions were allocated to the portion of goods attributable to the organization. For air routes, the classification was made by distinguishing between short and long-haul flights, in order to apply emission factors consistent with the distance travelled.

For **Category 5** – ***Waste Generated in Operations***, emissions were estimated based on the quantities of waste generated and the related treatment methods. The flows were classified according to the type of waste and the recovery or disposal operation applied, associating the most appropriate emission factor for each case.

Appendix



Environmental data

Category	UoM	2023	2024	2025		
				Trecate	San Cipriano	Total
Consumption of fuels from non-renewable sources						
Diesel	*litres*	25,095	15,309	9,500	12,000	**21,500**
Natural Gas	*Sm³*	3,294,022	2,224,751	3,022,254	168,146	**3,190,400**
Electricity purchased from the grid	*MWh*	5,994	6,143	7,822	1,295	**9,117**
of which covered by guarantees of origin	*MWh*	0	11,956	7,822	1,295	**9,117**
Self-generated electricity from renewable sources	*MWh*	0	404	0	0	**0**
Self-consumption	*MWh*	0	404	0	0	**0**
Reintroduced to the network	*MWh*	0	0	0	0	**0**
Self-produced electricity from NON-renewable sources	*MWh*	31,010	36,373	29,211	0	**29,211**
Self-consumption	*MWh*	25,978	28,226	23,481	0	**23,481**
Reintroduced to the network	*MWh*	5,032	8,150	5,730	0	**5,730**
Self-produced and sold energy						
Electricity	*MWh*	5,032	8,150	5,730	0	**5,730**
Steam	*t*	5,695	6,132	4,793	0	**4,793**

Category	UoM	2023	2024	2025		
				Trecate	San Cipriano	Total
Direct emissions (Scope 1)	*t CO2eq*	6,642	4,591	6,350	379	**6,729**
Diesel	*t CO2eq*	67	37	25	30	**55**
Natural Gas	*t CO2eq*	6,575	4,551	6,246	347	**6,594**
F- gas (R-134A)	*t CO2eq*		1	80	0	**80**
Indirect emissions from location-based energy consumption (Scope 2)	*t CO2eq*	1,679	1,382	1,408	233	**1,641**
Market-based indirect emissions from energy consumption (Scope 2)	*t CO2eq*	2,418	514	0	0	**0**

Pollutant	UoM	2023		2024		2025			
						Trecate		*San Cipriano*	
		Air	Water	Air	Water	Air	Water	Air	Water
NOx	*Kg*	9,389	0	7,948	0	8,812	0	0	0
SOx	*Kg*	3,980	0	6,587	0	5,307	0	0	0
Persistent Organic Pollutants (POP)	*Kg*	0	0	0	0	0	0	0	0
Volatile Organic Compounds (VOCs)	*Kg*	17	0	25	0	38	0	0	0
CO	*Kg*	611	0	431	0	1,295	0	0	0
Powders	*Kg*	207	0	47	0	41	0	14	0
CH_3OH	*Kg*	18	0	21	0	22	0	0	0
COD	*Kg*	0	90,333	0	67,970	0	70,016	0	0
SUSPENDED SOLIDS	*Kg*	0	19,654	0	14,607	0	18,948	0	0
TOTAL PHOSPHORUS	*Kg*	0	845	0	447	0	354	0	0
TOT. NITROGEN (TN)	*Kg*	0	6,544	0	10,066	0	6,396	0	0
Inorg. TOT. NITROGEN	*Kg*	0	5,122	0	5,522	0	4,269	0	0
SULPHATES	*Kg*	0	966,271	0	992,575	0	885,648	0	1,536
AMMONIA NITROGEN	*Kg*	0	0	0	1,345	0	939	0	0
Total	*Kg*	**14,222**	**1,089,726**	**15,059**	**1,092,532**	**15,515**	**986,570**	**14**	**1,536**

Category	UoM	2023	2024	2025		
				Trecate	*San Cipriano*	***Total***
Total water withdrawal	m^3	**3,160,607**	**3,113,122**	**2,996,298**	**14,298**	**3,010,596**
Withdrawal from third-party water sources (e.g. water supply network)	m^3	26,148	26,502	23,324	5,695	29,019
Withdrawal from groundwater (e.g. wells)	m^3	3,134,459	3,086,620	2,972,974	8,603	2,981,577
Total water discharge	m^3	2,318,350	2,181,831	2,069,934	9,966	2,079,900
of which discharged into surface water	m^3	2,312,278	2,174,050	2,069,934	0	2,069,934
of which discharged into public sewers	m^3	6,072	7,781	0	9,966	9,966
Total water consumption	m^3	842,257	931,291	926,364	4,332	930,696
Total water consumption in water-hazardous areas, including those with high water stress	m^3	0	0	0	0	0
Total volume of recycled and reused water	m^3	0	0	0	0	0
Total volume of water stored and its variations	m^3	0	0	0	0	0
Materials used	*t*	**98,363**	**132,814**	**95,954**	**16,886**	**112,840**
Raw materials used	*t*	97,988	132,474	95,725	16,885	**112,609**
Materials associated with the production process	*t*	375	340	229	1	**230**
Semi-finished products or components, including all forms of materials and components other than raw materials that are part of the final product	*t*	0	0	0	0	**0**
Packaging materials, which include paper, cardboard, and plastic	*t*	0	0	0	0	**0**

Waste produced by hazard and destination	UoM	2023	2024	2025		
				Trecate	*San Cipriano*	***Total***
Hazardous	***t***	**463**	**330**	**267**	**16**	**283.52**
Recycling	*t*	0	0	0	3	**3**
Recovery	*t*	118	167	208	13	**221**
Landfill	*t*	345	163	59	0.52	**59.52**
Other disposal operations	*t*	0	0	0	0	**0**
Non-hazardous	***t***	**720**	**908**	**979**	**7**	**986.31**
Recycling	*t*	0	0	15	0.012	**15**
Recovery	*t*	478	526	549	7	**556**
Landfill	*t*	242	381	415.31	0	**415.31**
Other disposal operations	*t*	0	0	0	0	**0**
Total	***t***	**1,183**	**1,237**	**1,246**	**23**	**1,269.83**

Employees	Uom	2023	2024	2025
Men	*HC*	239	215	211
Women	*HC*	59	37	36
Other	*HC*	0	0	0
Total	***H***	**298**	**252**	**247**

Occupational characteristics	Gender	UoM	2023	2024	2025
Permanent employees	Men	*HC*	233	212	210
	Women	*HC*	59	37	36
	Other	*HC*	0	0	0
Temporary employees	Men	*HC*	6	3	1
	Women	*HC*	0	0	0
	Other	*HC*	0	0	0
Employees with non-guaranteed working hours	Men	*HC*	-	-	0
	Women	*HC*	-	-	0
	Other	*HC*	-	-	0
Total		***HC***	**298**	**252**	**247**
Full-time employees	Men	*HC*	237	213	209
	Women	*HC*	56	35	34
	Other	*HC*	0	0	0
Part-time employees	Men	*HC*	2	2	2
	Women	*HC*	3	2	2
	Other	*HC*	0	0	0
Total		***HC***	**298**	**252**	**247**

Non-employees	UoM	2023	2024	2025
Non-employees - Self-employed	*HC*	0	2	0
Non-employees - Persons provided by companies mainly active in "personnel search, selection and supply activities"	*HC*	0	0	0
	HC	0	0	0
Total non-employees	***HC***	**0**	**2**	**0**

Collective bargaining coverage	UoM	2023	2024	2025
Number of employees covered by collective labour agreements	*HC*	298	252	247
Total number of employees	*HC*	298	252	247
Percentage of total employees covered by collective labour agreements	***%***	***100%***	***100%***	***100%***

Occupational features	Gender	UoM	2023	2024	2025
Composition of senior management	Men	*HC*	8	8	6
	Women	*HC*	4	2	3
	Other	*HC*	0	0	0
Percentage of top management composition	Men	*%*	*67%*	*80%*	*66.67%*
	Women	*%*	*33%*	*20%*	*33.33%*
	Other	*%*	*0%*	*0%*	*0%*
Total		***HC***	**12**	**10**	**9**

Age	UoM	2023	2024	2025
< 30 years old	*HC*	27	28	26
30 to 50 years old	*HC*	144	103	106
> 50 years old	*HC*	127	121	115
Total	***HC***	**298**	**252**	**247**

	Employee category	UoM	Gender	2023	2024	2025
Total number of hours of training by employee gender and category	All employees	*Hours/h*	Men	8,154	6,798	13,152
			Women	610	1,012	1,063
			Other	0	0	0
Average number of training hours by employee gender and category			Men	34	32	62
			Women	10	27	29
			Other	0	0	-
TOTAL				**8,764**	**7,810**	**14,215**

	Gender	UoM	2023	2024	2025
Employees entitled to family leave	Men	*n.*	239	215	211
	Women	*n.*	59	37	36
	Other	*n.*	0	0	0
	Total	***n.***	**298**	**252**	**247**
Eligible employees who have taken leaves for family reasons	Men	*n.*	9	7	38
	Women	*n.*	5	4	13
	Other	*n.*	0	0	0
	Total	***n.***	**14**	**11**	**51**

	UoM	2023	2024	2025
Number of employees who left the company during the reporting period	*HC.*	27	22	19
Turnover rate	*%*	*8%*	*9%*	*8%*

	Employee category	2023	2024	2025
Number of fatalities due to occupational injuries and diseases	Employees	-	-	-
	Non-employees	-	-	-
	Value chain workers working at the company sites	-	-	-
Number of work-related injuries that may be recorded for its workforce	Employees	4	3	4
	Non-employees	0	0	0
Rate of injuries and hours worked by its workforce	Total hours worked – employees	507,448	425,054	417,593.75
	Workplace injury rate - employees	7.90	7.10	9.58
	Total hours worked - non-employees	2,014	6,287	0
	Occupational injury rate - non-employees	-	-	-
Number of cases of recordable occupational disease	Employees	-	-	0
Number of days lost due to occupational injuries and fatalities from occupational injuries, occupational diseases and fatalities from occupational diseases	Employees	52	78	30



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Company subject
to the direction and coordination
of Esseco Industrial S.p.A.

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