

SUSTAINABILITY

REPORT

2023



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LETTER TO STAKEHOLDERS



Dear Stakeholders,

Esseco Group has developed a corporate culture based on principles of social responsibility.

As concerns the Industrial Division, despite operating in an energy-intensive sector, the Group has always believed that the chemical industry is capable of paying increasing attention to sustainability principles, anticipating environmental best practices even before regulatory obligations.

In the Oenological Division, moreover, quality management has always been a key element of the development strategy, with particular attention to quality requirements, food safety, and compliance with regulatory standards.

Esseco Group is now presenting its first consolidated sustainability report, illustrating its vision and its approach to sustainable development, focused on environmental, social and governance (ESG) issues.

For about forty years the Group has been mitigating the environmental impacts accelerated by the post-pandemic context. The company interprets stakeholder sensitivity as an opportunity for growth and innovation and is driven by values of passion, responsibility and openness. Passion is reflected in efficiency and quality, responsibility in dynamic management and openness in continuous progress.

These values allow us to determinedly address the current demanding geopolitical challenges, in a context of great instability, while aiming to achieve the Sustainable Development Goals (SDGs) indicated by the United Nations by integrating environmental, social and governance issues into our business activities.

Esseco Group offers products and services for a responsible transition and consciously manages the aspects related to people's lives, the quality of the environment and the corporate governance system.

Publishing the sustainability report is a crucial step to promote the initiatives undertaken and to define the sustainable development strategy for the future. This report represents a concrete commitment to transparency and communication of the actions taken, demonstrating how the Esseco Group intends to continue growing in a sustainable and responsible way. The Group's long-term vision is to create added value not only for shareholders, but also for the community and the environment, contributing to a better future for all.

We would like to thank you for your continued support and we are committed to pursuing these goals with dedication.

Regards,

Francesco Nulli,
Chief Executive Officer Esseco Group



ESSECO GROUP IN NUMBERS



THE ESSECO GROUP

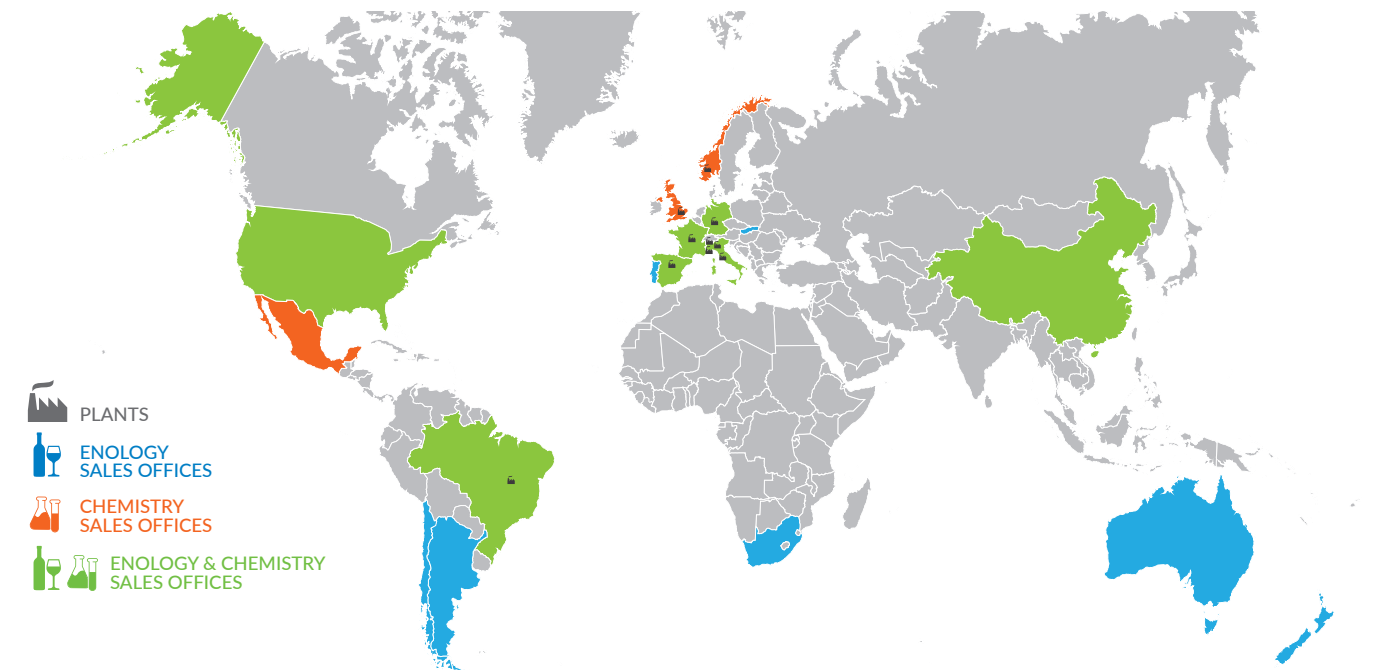
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The Esseco Group

1.1 THE PROFILE OF ESSECO GROUP

The Esseco Group is an international industrial group that offers products and services for the inorganic chemistry and oenological industries worldwide. The high quality, performance and safety of the products are guaranteed by our collaboration with companies operating in different fields, such as chemistry, pharmaceuticals, rubber industry, automotive, water treatment, oenology, agriculture, food, animal feed, textiles, etc. The Group is active in many countries around the world and operates in both chemical and oenological sectors:



- PLANTS
- ENOLOGY SALES OFFICES
- CHEMISTRY SALES OFFICES
- ENOLOGY & CHEMISTRY SALES OFFICES



THE FOLLOWING GROUP COMPANIES ARE PART OF THE CHEMICAL SECTOR:



Esseco S.r.l. operates in the field of Sulphur chemistry and its derivatives, in synergy with the other companies of the Group: Esseco Chemicals de Mexico SA, Esseco UK Ltd, Esseco France SAS, Esseco USA LLC, Esseco do Brasil Ltda



Altair Chimica S.p.A. and Hydrochem Italia S.r.l., companies of the Group's Chlor-Alkali Division that merged in January 2024



Addcon GmbH, together with Addcon Europe GmbH, Addcon Nordic AS and Addcon Asia Ltd comprising Addcon Dalian Co. and Addcon Asia Co. Ltd., specialise in the production of chemical additives for various sectors, including animal feed, food preservatives, raising agents and airport and industrial de-icing products



Essemar S.p.A.¹, a company operating in the production and sale of Sulphuric Acid, jointly owned (50%) by Esseco Group and Marchi Industriale.

¹ Essemar S.p.A. is not reported within the scope of the 2023 Sustainability Report.



ON THE OTHER HAND, THE FOLLOWING COMPANIES BELONG TO THE OENOLOGICAL SECTOR:

enartis

Enartis, headquartered in Italy, specialises in offering oenological products and in the provision of technical support to improve the efficiency of wineries and the quality of wine; it is active in various international markets also through its subsidiaries: Enartis SEPSA SAU, Enartis Portugal LDA, Enartis South Africa (Pty) Ltd, Enartis Chile Ltda, Enartis Argentina SA, Enartis Pacific Pty Ltd, Enartis Central Europe S.r.o., Enartis USA Inc.

ITALIANA BIOTECNOLOGIE

Italiana Biotecnologie S.r.l. is a center of excellence for biotechnological research and the development of products and services in the oenological field (biochemical and molecular analysis for producing yeasts and bacteria required for wine fermentation), supplying the companies of the Group.

ever

Ever S.r.l. produces and markets oenological processing aids and biotechnologies, operating internationally also through its subsidiaries: Ever Brasil Industria e Comercio Ltda, Ever Deutschland GmbH, Ever France Sasu, Ever Solutions (Pty) Ltd, Ever Trade S.r.o., Bluagri S.r.l. and Ltda, Enologica Friulana S.r.l., and BluAgri Brasil.

GROUPE SOFRALAB

Sofralab SAS, specialised in the development of products for winemaking, technical consulting, and innovation, also consolidates the activities of the following companies: SBO SAS, Petite Suisse SARL, Sofralab Unipessoal LDA, Oenovisions SAS, Oceania SAS, OenoFrance Chile S.p.A.

enartis

ever

ITALIANA BIOTECNOLOGIE

GROUPE SOFRALAB

**STATION
GENOTECHNIQUE
DE CHAMPAGNE**

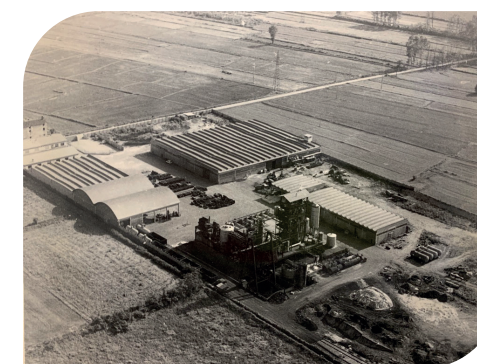
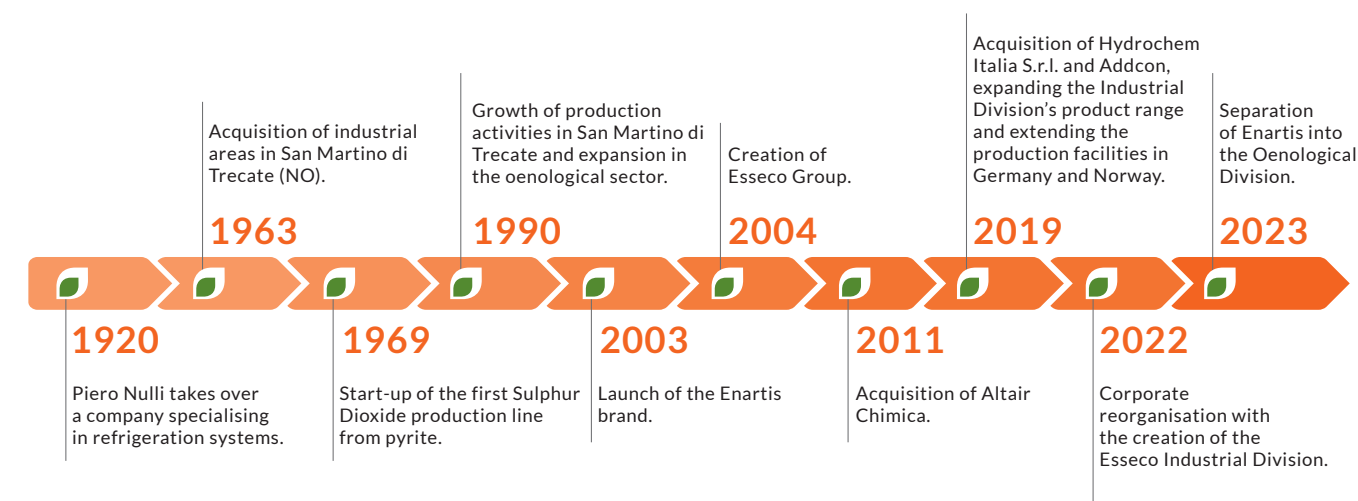
**MARTIN
VIALATTE**

OENOFRANCE

The Group pursues a strategy, launched in the 1920s by Esseco S.r.l., of forward-looking investments also from the point of view of the energy transition, aimed at diversifying the energy mix and promoting the reduction of consumption, favouring renewable energy sources. This commitment allows the Group to maintain a transparent and virtuous relationship with its customers and suppliers and to respect the dignity of all employees who contribute to the success of Esseco Group.



THE BIRTH AND ESTABLISHMENT OF THE GROUP



The history of Esseco Group began in the 1920s when Pietro Nulli establishes a company specialising in refrigeration systems. In 1963, the company expanded by acquiring the industrial area of San Martino di Trecate (NO), where today the main plant of Esseco S.r.l. is located. In 1969, the first production line of Sulphur Dioxide from pyrite was started.

In the 1990s, as a result of various investments, the production activities in San Martino di Trecate grew, allowing the expansion of the production of Sulphites and consolidating the company's presence in the national market, including in the oenological sector. Growth in Italy is followed by a strategy of international expansion, focused on two main sectors: inorganic chemicals and oenology.

In 2003, the Enartis brand was launched, operating in the global market of products for wine production.

The following year, the company was restructured through the creation of the Esseco Group, a holding company that consolidates all production and commercial entities worldwide.



In 2022, the extensive network of companies and production plants led to a company reorganisation, with the formal establishment of the Industrial Division and the Enartis spin-off from Esseco S.r.l. into the Oenological Division.

With regard to the Industrial Division, in particular, to improve governance rationalisation, Zolfindustria S.r.l. was merged into Esseco S.r.l. in 2022 and, in 2023, Altair Chimica S.p.A. into Hydrochem S.r.l., now called Altair Chemical S.r.l.



Through internal growth and acquisitions, the Industrial Division manages numerous production sites in Europe and the Americas, consolidating its position in the Sulphur derivatives, Sulphites, and Chlor-Alkali sectors.

Its most relevant acquisitions have included Altair Chimica in 2011 and Hydrochem Italia S.r.l. in 2019, both specialised in the production of derivatives from the electrolysis of Potassium and Sodium Chloride. Still in 2019, Addcon was also acquired, with plants in Germany and Norway, which further expanded the geographical scope and products of the Esseco Group Industrial Division, integrating the presence of de-icers² for airport runways, products for the food, feed and oil sectors.

The Oenological Division has also achieved a leading position in the market of biotechnological additives and adjuvants for the oenological industry at an international level, with a direct presence in all the world's main wine markets.

1.2 THE GOVERNANCE MODEL

The Corporate Governance model of the Esseco Group is designed to manage corporate integrity within the complexity of the sector, the corporate structure and the international environment in which it operates and includes:

- A Board of Directors (BoD) composed of five members that ensures the ordinary and extraordinary management of the Group including the definition of organizational, control, and strategic guidelines;
- A Board of Statutory Auditors composed of three members with executive roles, which ensures legal compliance, evaluates risk management processes and implements rules of governance.



The Board of Directors, appointed on the basis of the experience and professionalism of its members, remains in office for three years.

Each member of the governing body is required to operate with complete decision-making autonomy and full awareness of their duties and rights, aiming at a careful and responsible management of the company in compliance with the laws in force. Most members of the Board do not hold significant positions outside the Group, with the exception of one member who holds other external positions, which, however,

² De-icing products.

do not entail any conflict of interest. Furthermore, the governance structure does not include any represented social groups nor any that represent the stakeholders.

In particular, the Board of Directors is responsible for the organisation and strategy of the Group, for defining the sustainable development objectives, approving the internal policies and drafting the Sustainability Report. Responsibility for managing impacts on the economy, the environment and people lies with the reference functions of the individual companies.

The Group companies, committed to strengthening technological innovation and production capacity in the sector, are active members of several Category Associations, such as Confindustria, Federchimica (Esseco S.r.l., Altair Chemical), Alliance for Chemical Distribution (Esseco USA), Confederation of Norwegian Enterprise (Addcon Nordic). Some oenologists in the company Sofralab SAS are instead members of the regional councils of “*Union Française des Oenologues*”, a body that represents the oenologists of the regions. Italian and Spanish oenologists, as well as some employees, also take part in regional technical committees.

1.3 BUSINESS ETHICS AND INTEGRITY

To confirm the company's management will to put in place a solid governance structure that allows the Group to act responsibly and in full compliance with current regulations, Esseco Group has implemented the “*Organisation, Management and Control Model*” in accordance with Legislative Decree 231/2001, commonly called Model 231. This organisational framework aims to mitigate the risk of unlawful acts and to strengthen transparency within the company based on the detailed analysis of the so-called “sensitive activities”, i.e. the areas where the risk of committing the crimes provided for by the Decree is highest, on the establishment of the Supervisory Body, with the task of monitoring the effectiveness and correctness of the Model, on the rigorous verification of the documentation of every significant operation and on the adoption of the principle of separation of functions, which prevents the autonomous management of an entire process by a single individual. The Model also provides for the continuous review of the corporate behaviour and for the assessment of the efficiency of the Model itself, which is periodically updated. Finally, it emphasises the need to disseminate and involve all levels of the company in applying the rules of conduct, procedures and company policies, thus ensuring a collective commitment to the principles of compliance and integrity.



The Esseco Group has adopted a **Code of Ethics**, approved by the Board of Directors, which contains the values and fundamental principles underlying all its activities.

The Code of Ethics, an integral part of the **Model 231**, is a document designed to promote the principles governing the Group's work such as loyalty, fairness, transparency, efficiency and openness to the market. Specifically, it establishes the behavioural guidelines that must be followed not only by the members of the Board of Directors and by the employees, but also by all those who work towards achieving the Group's objectives. The figure of the Guarantor ensures the Code of

Ethics is updated and promoted among employees and partners by providing tools for its understanding, assistance in the interpretation and application of its rules and potentially by conducting investigations in the event of whistleblowing. In addition, the Group undertakes to evaluate and adopt the necessary disciplinary measures in the event of non-compliance with the Code, ensuring that there are no negative consequences for whistleblowers. Ultimately, the Code of Ethics is an important tool for the Esseco Group, as it defines the framework of the company's ethical and social responsibilities, ensuring that every action is guided by the highest standards of managerial integrity, the completeness and transparency of information, formal and substantive legality, and clarity and truthfulness in accounting records, in accordance with current regulations and internal procedures.

In addition, during 2023, Industrial Division defined the **Supplier Code of Conduct**, published in 2024. This Code sets out clear and rigorous guidelines for business practices, including aspects such as legal compliance, respect for human rights, protection of the environment and the promotion of safe and dignified working conditions. Through this initiative, Esseco is committed to building a responsible and sustainable supply chain, thus strengthening its governance and positively contributing to the overall sustainability of the sector.

Finally, the Group has adopted a **whistleblowing procedure** designed as a mechanism for reporting suspected illegal activities, playing a crucial role in the identification and prevention of risks and situations harmful to the organisation and, by extension, to the wider public interest. The company procedure defines the specific phases of reception, analysis, evaluation and processing of the reports and has established an anonymous channel for reporting non-conformities and irregularities, in order to actively combat illegality and promote an ethical and compliant working environment. The channel, set up to comply with regulatory requirements, ensures the highest standards of security and protection of personal data and is accessible to all employees and third parties, encouraging responsible participation in detecting and reporting any offences.

Thanks to the solid management of compliance aspects, in 2023 the Group did not record any proven cases of corruption, nor legal actions for anti-competition, antitrust and monopolistic practices, ensuring full compliance with the laws and regulations on social and economic matters.

1.4 MATERIALITY ANALYSIS

This Sustainability Report has been prepared in accordance with the requirements of the 2021 GRI Standard, according to the “*with reference*” option.

The contents of the Sustainability information described in the “GRI Content Index” of this document have been defined on the basis of the results of the materiality analysis: according to this procedure, the Esseco Group has taken into account the provisions of the GRI Standard 2021 reporting framework, conducting the analysis according to the following work phases:

- 1. Understanding the Group's context:** at this stage, an analysis was carried out to obtain a complete picture of the Esseco Group's sector, studying its regulatory and competitive landscape, taking into consideration sources internal and external to the Group;

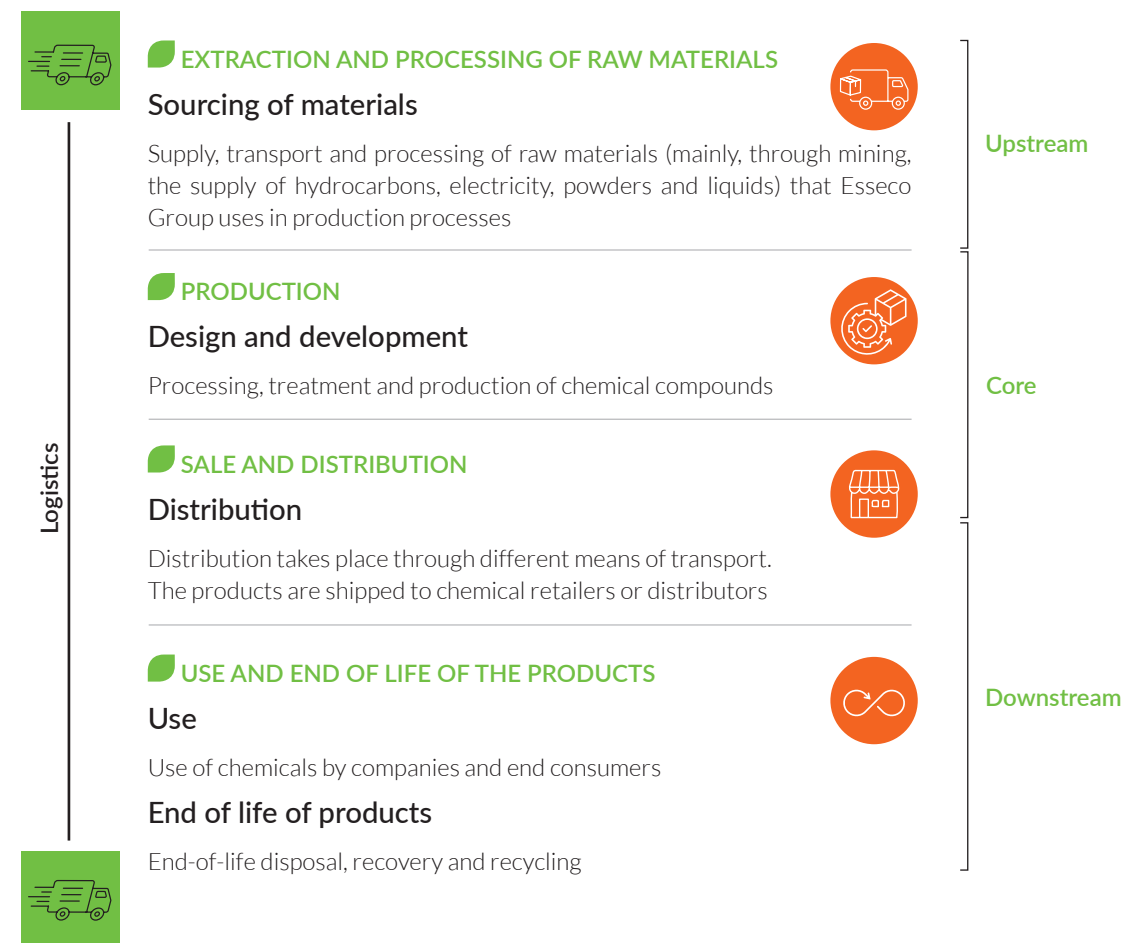
- 2. Identifying the actual and potential impacts** generated along the entire value chain on the economy, environment, and people, taking into account any human rights violations as concerns the negative impacts, and assessing the contribution to sustainable development as concerns the positive impacts. With regard to the assessment of potential negative impacts, all the policies, procedures and activities adopted and implemented by the Group have been taken into consideration in order to prevent and mitigate the identified negative impact.
- 3. Assessing the significance of the identified impacts and prioritisation:** the material topics for reporting were determined. At the methodological level, the main negative and positive impacts identified were prioritised and evaluated respectively according to their degree of severity and the likelihood of occurrence. Indeed, while the relevance of an actual negative impact is determined by its severity, the relevance of a potential negative impact is determined by the severity and likelihood of the impact. In particular, the severity of an impact was assessed by taking into account three aspects:
 - **Scale:** how severe the impact is and the external context in which the impact occurs (which also includes the geographical context);
 - **Scope:** how widespread the impact is and how much it can be measured in terms of impact on the value chain;
 - **Irremediable character:** how difficult it is to remedy the damage generated by the impact.

This methodology has allowed defining an inventory of the relevant topics, assessing the entire spectrum of impacts, current, future, negative and positive, that occur along the entire value chain of the Esseco Group. This includes not only the Group's own operations but also extends its scope to the previous (upstream) and subsequent (downstream) phases.

Below is a schematic representation of the value chain of the chemical and oenological sectors in which the Group operates.



THE VALUE CHAIN OF THE CHEMICAL INDUSTRY



The upstream phase of the value chain of the Group's chemical sector consists of the extraction and processing activities of the raw materials used in the production processes. This phase mainly includes mining and the supply of hydrocarbons, electricity, powders and liquids used as raw materials in production processes.

The next core phase is that of manufacturing, which includes the design, development and processing of chemical compounds. Once produced, the chemical compounds are sold directly or through retailers and distributors.

Finally, the downstream phase includes the use of the products by companies and end consumers, and the end of life of the products that includes the disposal or recovery and recycling phases.



THE VALUE CHAIN OF THE OENOLOGICAL SECTOR



The value chain of the Esseco Group's Oenological Division begins with the upstream supply phase of raw materials, which includes the supply, transport and processing of the raw materials necessary to produce adjuvants and additives for oenology.

Production takes place in the core phase. This includes the design, development, processing and treatment of products. These are then sold either directly or through retailers and distributors. This phase also includes the provision of services for oenology, including research and analysis of wine in the laboratory, consultancy and direct support for cellar production. Finally, the downstream phase includes the use of the products by oenological producers, the consumption of the wine produced by the end consumers and the end-of-life of the products, which includes the phases of disposal or recovery and recycling of the packaging.

This organisation, for the two lines, industrial and oenological, allows Esseco Group to maintain strict control over its operations, guaranteeing high quality at every stage and at the same time promoting aspects of sustainability and constant innovation.

The Esseco Group directs its spending towards national suppliers, with the aim of supporting the economy and the local social and entrepreneurial fabric. In 2023, the proportion of expenditure allocated to national suppliers was 70%, an increase of 5% compared to the previous year.



THE MATERIAL TOPICS OF ESSECO GROUP:

The materiality analysis led to identifying the following material topics:



The table below lists the material topics that represent the impacts (negative and positive) associated with the activities along the value chain of the Esseco Group companies. With regard to the reporting scope, please refer to the “Methodological note” section of this Report.

Material topic	Description	Associated impacts
 Protection of biodiversity	Land use and potential pollutant emissions from extraction and production activities can have negative effects on local ecosystems. The most significant impacts of the Group’s operations can occur in waste management, especially as concerns the use and disposal of chemicals, such as dyes, pigments and paint solvents, which can be highly toxic to health and persistent in the environment. Inadequate management of water resources and the discharge of hazardous substances can result in contamination of soil and groundwater, as well as of surface water basins. Some hazardous substances may also be released into the environment during the downstream phases of use of the product.	Effects on ecosystems deriving from land use and pollutant emissions from mining and production activities Pollution of water resources and soil due to inadequate management and spillage of hazardous substances into the environment
 Climate change mitigation	The production activity of the chemical industry requires considerable energy expenditure and involves the emission of climate-altering gases into the atmosphere along the entire value chain, contributing to climate change. Greenhouse gas emissions can also derive from the transport of raw materials used in production, contributing to climate change and to altering natural balances.	Consequences on climate change deriving from the emission of greenhouse gases due to production activities and energy consumption
 Impacts of production plants on the community	Production activities cause noise, visual and olfactory pollution in the surrounding areas, negatively impacting local communities. In addition, the settlement of industrial structures alters the aesthetics of the surrounding landscape, disrupting the balance of natural ecosystems.	Acoustic, visual, and odour-related impacts associated with emissions from production activities
 Waste management	The activities of the Esseco Group produce waste that requires proper and effective disposal, recycling and recovery to prevent damage to biodiversity. In addition, an inadequate management of hazardous waste, if not properly treated, can lead to the release of toxic substances that contaminate air, water and soil, with harmful consequences for human health and the integrity of ecosystems.	Damage to environmental matrices caused by the production of hazardous waste not intended for recovery
 Responsible use of raw materials	The chemical industry makes intensive use of water, used mainly for cooling, steam generation and raw material processing. Efficient water management therefore becomes crucial. In addition, the scarcity of essential raw materials, such as Sulphur, raises similar concerns. The industry must therefore expand its focus to include reducing the use of virgin materials and exploring sustainable alternatives. Through innovation and the adoption of circular economy practices, it can decrease its dependence on natural resources and mitigate its ecological impact.	Depletion of natural resources, ecosystem services and water resources and reduction in the availability of raw materials as a result of their intensive use in business processes
 Responsible value chain management	The supply of the raw materials necessary to produce the components required by the company can cause negative effects on the ecosystem, as well as the possible exploitation of local communities in terms of the violation of human rights to the detriment of workers. A company can contribute to developing a sustainable supply chain through the selection and evaluation of its suppliers; such involvement would progressively push the suppliers themselves to adopt the best available practices, reducing their environmental impact.	Impacts from unsustainable purchasing practices Promotion, implementation and dissemination of sustainable purchasing practices

Material topic	Description	Associated impacts
 Creation and distribution of economic value	The Esseco Group contributes to the development and growth of the context in which it is active. In addition, the Group sponsors projects and initiatives in the territorial contexts in which it operates, building a strong bond with the community and supporting sustainable development initiatives; in particular, it promotes projects and sponsorships for social, cultural and sports initiatives aimed at enriching the social-economic fabric of the community.	Creation and distribution of economic value on the territory
 Worker well-being	It is in a company's interest to constantly invest to generate a positive impact on its employees in terms of well-being, introducing appropriate welfare measures to ensure an optimal balance between work and personal life. One of the priorities of a company that values its employees is also the continuous contribution to the growth of their skills and abilities thanks to investments in specific training and development programmes. These commitments ensure a virtuous work environment, with tangible benefits in terms of attracting and retaining talent, as well as of sharing added value with the community.	Improving worker well-being through corporate welfare and skills development initiatives
 Research, development and innovation	Infrastructure innovation through research and development projects is a fundamental driver for technological progress in the sector. This contributes to improving the effectiveness of safety systems and to increasing operational efficiency, also contributing to reducing the environmental impact during the life cycle of the products; additionally promoting less impactful design methods and the use of sustainable raw materials. Thanks to research and development, the optimisation of production processes improves the quality of the finished products and strengthens the ESG (Environmental, Social, Governance) sustainability of the sector, highlighting a tangible commitment to more environmentally friendly and socially responsible practices.	Contribution to the development of sustainability and health and safety thanks to technological innovation
		Contribution to the improvement of sector techniques deriving from research and development activities
 Protection of health and human rights	Along the value chain, which extends on a large scale and across different geographical areas, there are significant risks of negative impacts on workers, including the violation of their human and civil rights. The complexity of the global network of suppliers requires constant monitoring to ensure that human rights are respected during the procurement phases. In addition, daily working conditions, especially those involving the use of chemicals, can put the health of workers and, potentially, that of end consumers at risk. Failure to comply with specific regulations, such as food and oenological regulations, and good production practices, can have harmful consequences for the health and safety of consumers, also compromising the expected quality standards.	Failure to respect human rights
		Adverse effects on the health and safety of workers due to occupational accidents and diseases, as well as health and safety risks related to the use of dangerous products
 Business Integrity	Given the extension of the value chain of companies operating in the sector, combined with the difficulty of overseeing all phases, it is possible that incidents of unfair business practices may occur, linked to corruption and anti-competitive behaviour, which can lead to important consequences.	Damage to the health and safety of the consumer due to non-compliance with food and oenological standards
		Negative impacts on the social and economic system due to corruption and conflicts of interest

The materiality analysis has allowed the Group to acquire in-depth knowledge of sustainability issues, facilitating the definition of objectives that are in line with the corporate values and the operating context. The following chapters of this Report describe the actions taken by the Esseco Group to reduce and limit the negative effects identified, as well as to enhance and increase the positive impacts.

1.5 GROUP STAKEHOLDERS

For Esseco Group, interaction with stakeholders is important to identify key sustainability issues. In fact, drafting the first Group Sustainability Report embodies the desire to report and share the activities undertaken with its stakeholders and to establish a constructive and transparent dialogue with them.

As it operates in a global environment, the Group interacts with a wide range of stakeholders, who can influence or be influenced by the policies and actions of the companies that are part of it. For this reason, Esseco Group is committed to protecting and developing the economic and social fabric of the communities with which it interacts, by promoting projects and sponsorships for social, cultural and sports initiatives.

The most important initiatives included the creation in 2021, based on the initiative of Esseco S.r.l., of a disbursement fund at the Fondazione Comunità Novarese Onlus with several social objectives: to encourage social welfare and social-health initiatives, including through cooperation with the Italian Red Cross, to support people suffering from social hardship, to promote the recovery and enhancement of the historical and artistic heritage of the territory.

 **In addition, our companies promote numerous technical and cultural events related to the wine-growing territory in which they operate.**

Finally, Esseco Group enhances cooperation with local universities, research centres and schools, through agreements and the involvement of students in dual learning and working activities with high schools in the area, university internships, research work for theses and doctorates. The most significant examples include Altair's partnership with the National Research Council (CNR) and its constant collaboration with the Universities of Pisa and Florence, with which numerous research and development projects are active, as well as the commitment of Italiana Biotecnologie which over the years has built an actual network with the local area by employing high school students during the summer (agricultural and chemical-biotechnological institute) and by hosting students from the University of Padua for undergraduate and doctoral theses.



1.6 CUSTOMER HEALTH AND SAFETY PROTECTION

One of the values of the Esseco Group is the commitment to quality, a key pillar for the success and reputation of a company, especially for products intended for the food and oenological sector, which is highly focused on, both at the regulatory level and by consumers.

For the Esseco Group, therefore, quality is fundamental and permeates every aspect of the company's activity, from research and development to after-sales service, with the aim of ensuring maximum satisfaction and safety for the consumer.

In view of this, the Group focuses on the selection of raw materials, production processes and technologies used, as well as on compliance with regulations, guaranteeing its products and services are compliant. The main regulatory areas relevant to the Group are:

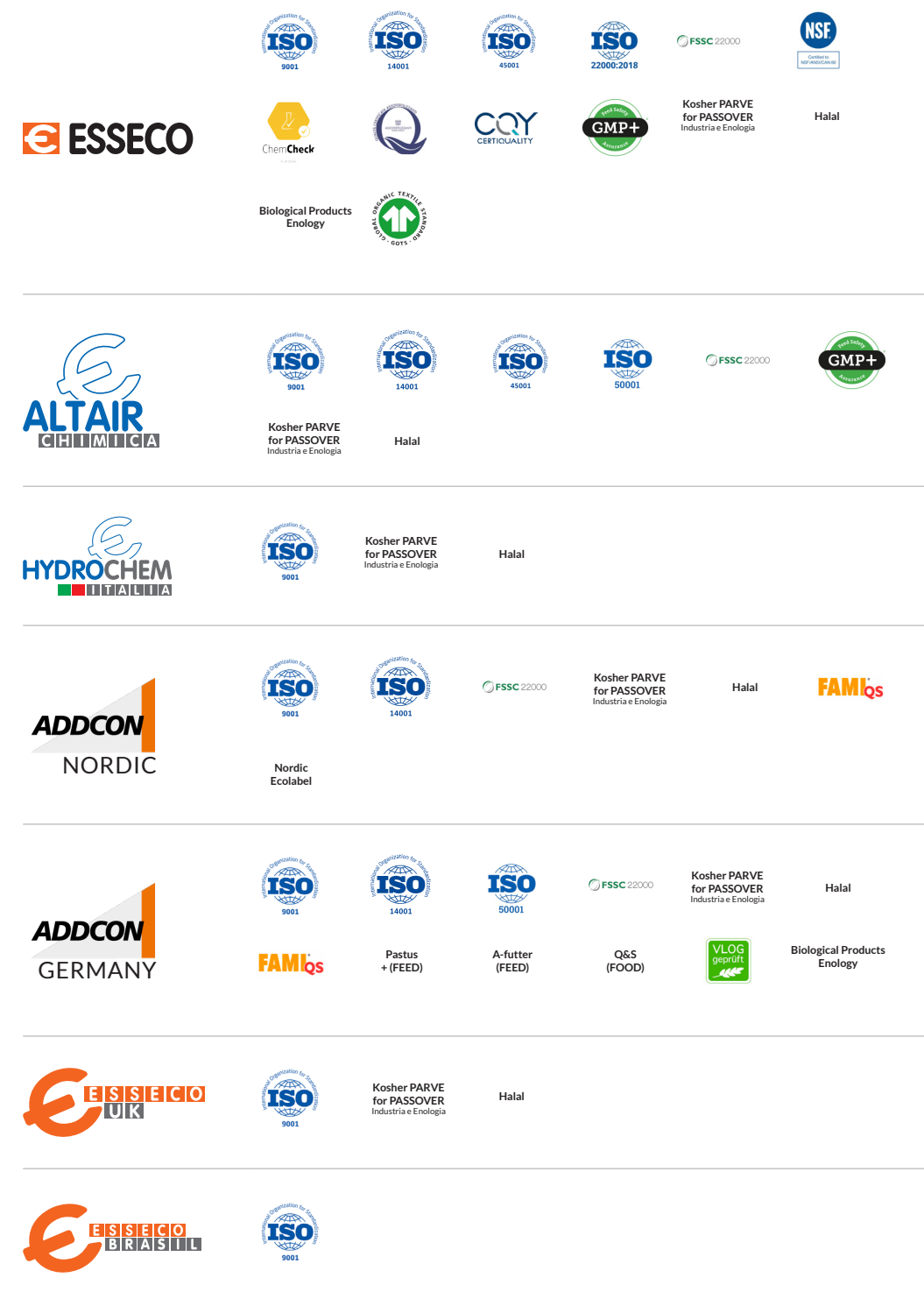
- 1. Food Safety:** Food safety regulations, both mandatory and voluntary, protect consumers from contaminated or dangerous foods; in this regard, the Esseco Group pays attention to:
 - Hygiene controls and production procedures.
 - Use of food additives, preservatives and processing aids.
 - Management and traceability of raw materials.
 - Limits for contaminants and pesticide residues.
- 2. Labelling and Consumer Information:** Food and beverage labels must provide accurate and complete information, including:
 - Ingredients and allergens.
 - Nutritional information.
 - Origin of the product.
 - Instructions for use and storage.
- 3. Quality Standards:** Quality standards may include specifications for product composition, production methods, and sensory characteristics. For wine, this may include:
 - Protected Designations of Origin (PDOs) and Protected Geographical Indications (PGIs).
 - Authorised oenological practices.
 - Alcohol, sugar and acid levels.
- 4. Sustainability and Environment:** Regulations may also concern the environmental impact of food and wine production, such as:
 - Sustainable use of resources.
 - Reduction of waste and packaging.
 - Organic and biodynamic certifications.
- 5. Consumer Protection and Business Practices:** This includes laws against misleading advertising, counterfeiting and other unfair business practices.

Therefore, Esseco Group is committed to ensuring the highest standards of product quality and to meeting the expectations of consumers who are increasingly informed and aware of the implications of food production on health and the environment, strengthening their trust in the brand and protecting public health. The objective of guaranteeing high quality products that meet or exceed the reasonable expectations and needs of the customer, periodically monitoring their perceived quality, is

assumed and formalised in the code of ethics at Group level; it also includes the commitment to provide accurate and comprehensive information about products and services so that the customer can make informed decisions.

In this context, the Esseco Group companies ensure an effective communication system with their stakeholders in relation to the production methods of the products supplied, the obligations assumed for maintaining high quality standards and the certifications achieved.

The certifications are shown below:



Kosher PARVE
for PASSOVER
Industry and Oenology

Biological Products
Enology

Enartis, in 2023 part of Esseco s.r.l., adopted a food quality and safety policy, which guarantees that organic and oenological products do not come from processes that use genetic modification techniques and do not pose a risk to the health and safety of consumers. Enartis also implements traceability programs, from materials to products sold, as required by Regulation 178/2002³. The communications are translated into Italian, English, Spanish and Portuguese, to ensure maximum dissemination.

Enartis has developed a guide for choosing its products in order to satisfy the needs of consumers, made public on the company website⁴.



FINING AGENTS	Wine for vegetarians	Wine for vegans
Plantis L	✓	✓
Plantis PQ	✓	✓
Pluxbenton N	✓	✓
Pluxcompact	✓	✓
Protoclar	✓	X
Protomix AF	✓	✓
Protomix G	✓	X
Pulviclar S	X	X
Revelarom	✓	✓
Sil Floc	✓	✓
Stabyl	✓	✓
Stabyl G	✓	✓
Stabyl Met	✓	✓

Excerpt: Guide to choosing Enartis products suitable for producing wines for vegetarians and vegans.



The **Sofralab Group's** laboratory for the physicochemical analysis of wines is accredited by **Cofrac** (Comité Français d'Accréditation) according to ISO/CEI 17025, which aims to ensure nationally and internationally recognised quality standards, thus strengthening consumer confidence.



Oenoterris® was born in Sofralab with the aim of responding more effectively to the needs of consumers in a context of profound natural changes caused mainly by the rise in temperatures and the frequency of extreme climatic events; this causes the instability of the natural balance of wine crops and the alteration of the acid-alcoholic properties of wines. The project is based on the concept of reasoned agro-oenology, which seeks to provide a better analysis and understanding of the issues described above to promote the adaptation of the wine production process, constantly monitoring each phase of the winemaking process and thus preserving the quality of the final product.

³ Regulation (EC) no.178/2002 of the European Parliament and of the Council laying down the general principles and requirements of food law, establishing the European Food Safety Authority and laying down procedures in matters of food safety.

⁴ <https://www.enartis.com/en-uk/declarations/>



In 2015, Italiana Biotecnologie and Ever started the Y-TEAM (YEAST – Total Enhancement Advanced Method)⁵ project, an initiative for the analysis and molecular characterisation of the yeasts used in winemaking. This project aims to support wine producers by providing recommendations on the most suitable yeast strains and protocols to achieve the desired results. In addition, Y-TEAM provides support to companies, developing customised solutions such as protocols for the rehydration, fermentation and management of fermentations complicated by unfavourable conditions. The goal is to offer services that are always up-to-date and in line with consumers' needs.



Furthermore, the Group's oenological companies actively participate in **Oenoppia**⁶. With a global presence, the association plays an active role in oenological research and supports the competitive development of the wine trade, adhering to a code of ethics that reflects its commitment to responsible winemaking.

The commitment of the Esseco Group to maintain high quality standards has ensured the year 2023 closed without any non-conformities in terms of product labelling and without significant violations relating to the health and safety of consumers.

⁵ Y-TEAM – Integrated Yeast Management System, Italiana Biotecnologie and Ever S.r.l.

⁶ A non-profit association established in 2009 that promotes sustainable practices that respect consumer health.

1.7 ECONOMIC PERFORMANCE AND MAIN INVESTMENTS

The main market of Esseco Group’s Industrial Division is Europe, which represents 89% of total sales, led by Italy (57% of the European market), followed by the United Kingdom and Germany (both 7%). In 2023, the Industrial Division recorded an overall decrease of 11% in sales volumes compared to the previous year. Chlorine derivatives and ammonium salts showed the most significant declines, while trading products and de-icers saw a slight increase. De-icers, used for defrosting airport runways and public roads, had an 8% increase in volumes, supported by favourable weather conditions in the first four months of the year. Despite a total turnover reduced by 25% and a lower profitability compared to 2022, the year ended with a good margin, thanks to the management of sales prices and volumes in a shrinking market.

During 2023, the Industrial Division made investments totalling around 34 million euros, pursuing an investment strategy that prioritises the use of energy from renewable sources and decarbonisation to significantly reduce CO₂ emissions and increase energy efficiency.

Altair Chimica S.p.A. has pursued a strategy of diversification of the energy mix aimed at integrating renewable energies, taking part in the Renewability consortium. Through Renewability, it has invested directly in the construction of large photovoltaic plants located in Lazio and Abruzzo, thus becoming a producer/consumer. The plants came into operation between the end of 2023 and the beginning of 2024. Esseco S.r.l. later took part in the same initiative, financing the construction of photovoltaic parks in Sicily.

Esseco S.r.l. has improved the Sodium Hydrosulphite packaging system and enhanced the one used for Potassium Polyaspartate in the Trecate plant, intended for the oenological sector. Finally, Esseco UK Ltd expanded the Sulphur combustion furnace at the Wakefield plant to increase Bisulphite production.

As for the Oenological Division, in 2023 world wine production suffered a decline, due to adverse weather conditions in the main producing countries. Enartis faced a slight economic contraction for the first time in its history, influenced by the reduced harvest and the decline in red wine consumption, in addition to the increase in raw material costs that began in 2021.

Ever nearly reached its projected budget thanks to a direct marketing strategy and to innovative “in-winery” offerings, despite customers’ reduced spending capacity and low production levels. Ever continued to invest in research and development, achieving the FSSC 22000 food safety certification.

Finally, Sofralab, with its main market in France, had a year driven by a particularly prosperous harvest in Champagne, a harvest aligned with the forecasts in the northern French regions and with a poor harvest in the southern regions. The “Oenoterris” approach remains central to Sofralab’s strategy. The company expanded by opening a commercial branch in Chile and reinforcing its presence in Portugal, resulting in a significant increase in sales volumes.

In 2023, the Esseco Group generated a total economic value of 695 million euros, down 25% compared to 2022. The income statement reclassified according to GRI 201-1 criteria shows the distribution of the value generated: 66% (approximately 459 million euros) was allocated to suppliers for the purchase of raw materials and services, while 17% (116 million euros) was reinvested in the company to strengthen

the Group’s assets, through amortisation and provisions. 13% (87 million euros) remunerated the workforce, covering salaries, social security charges and severance indemnities. 3% of the value generated was allocated to the Public Administration, 1% to capital providers and finally, 0.3% was allocated to the community.

GENERATED VALUE	Data in thousands of euros	
	2022	2023
Production value	925,141	694,153
Income from shareholdings and other financial income	298	1,237
Total value generated	925,439	695,390
DISTRIBUTED VALUE		
Value to suppliers	572,049	459,395
Value to employees	87,812	86,814
Value to the Public Administration	53,454	22,639
Value to capital providers	2,906	8,297
Value to the community	2,205	2,404
Total distributed value	718,426	579,549
RETAINED VALUE		
Profit/loss for the year	156,723	66,707
Amortisation, depreciation, provisions and write-downs	50,290	49,135
Deferred taxes	-	-
Total retained value	207,013	115,841

THE ENVIRONMENT

02

The environment

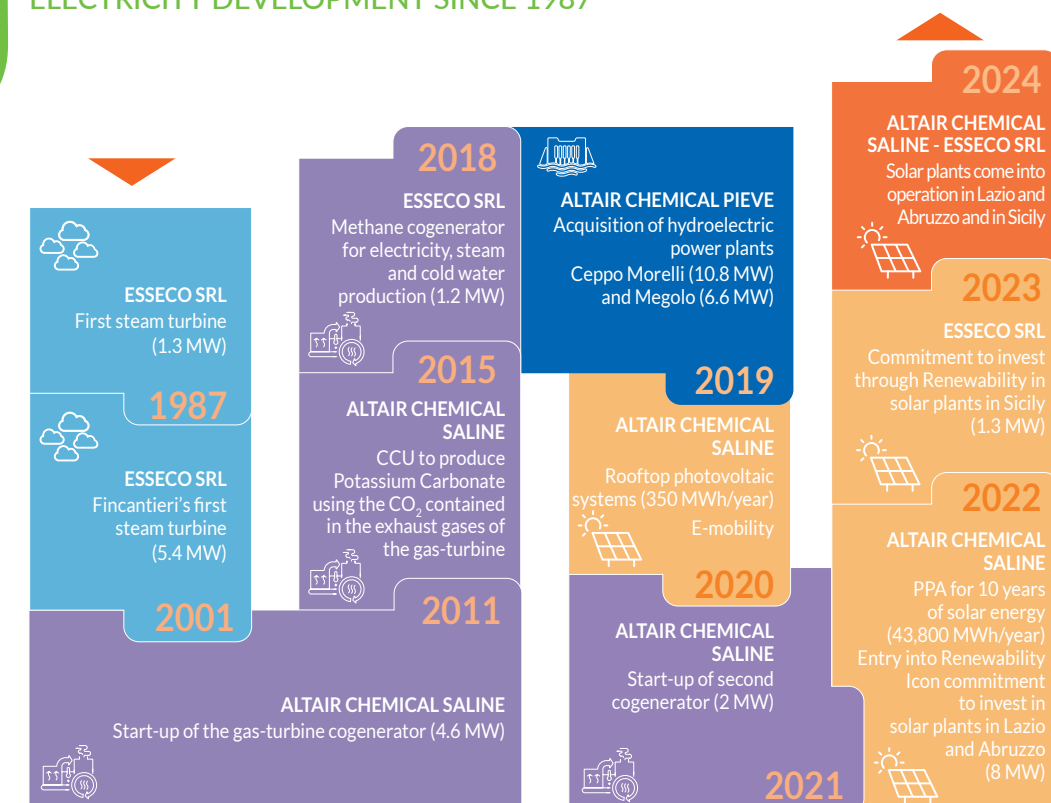
2.1 THE IMPACT ON CLIMATE CHANGE

In recent years, there has been a significant increase in awareness of the importance of environmental protection, stimulated by advances in regulations that promote energy efficiency and care for the environment, and by the emergence of numerous voluntary certification programmes for companies. The Esseco Group understands that investing in sustainability goes beyond mere regulatory compliance; it is the foundation of a global and advanced strategy which aims to respond to the pressing issues related to climate change and other environmental and social issues. In fact, it places particular emphasis on maintaining constant transparency in operations and on scrupulously adhering to all applicable environmental and energy regulations, including site-specific laws and permits.

A fundamental element in the Group's energy sustainability strategy and in the reduction of greenhouse gas emissions is its commitment to integrating renewable energies into the energy mix.



ELECTRICITY DEVELOPMENT SINCE 1987





1987 was the year in which the first steam turbine was installed at the Esseco plant; this can be deemed the first precocious step taken by the Group along its sustainability path. The first steam turbine, followed by the installation of the second in 2001, made it possible to start producing electricity to cover the plant's needs. The steam used in the turbines is generated through heat recovery, specifically from the combustion of Sulphur, the core of Esseco's production process.

This was followed by the installation, at the production sites, of high-efficiency cogeneration plants, which thanks to the efficient and simultaneous production of electricity, steam and hot or cold water have made it possible to efficiently cover most of the needs of the production sites. The cogeneration plants were installed in 2011, 2018 and 2021 and were all recognised as awardable by the GSE energy efficiency certificates mechanism (white certificates).

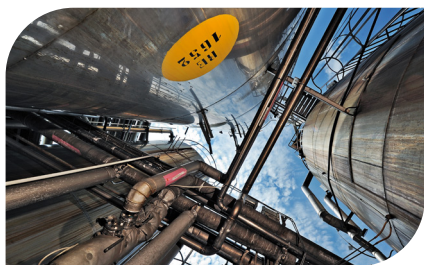
A major investment made in 2015 for one of the cogeneration plants enabled capturing a portion of the CO₂ emitted in the flue gases, which is then recovered to produce Potassium Carbonate. This made energy self-generation even more sustainable, as it is partially free of CO₂ emissions.

Since 2019, the Group has successfully begun integrating renewable sources into its energy mix.

First hydroelectric power which, thanks to two hydroelectric power plants owned by the company, covers most of the needs of the Pieve Vergonte site through green energy, then solar energy which, thanks to direct investments and purchase contracts, is today the second renewable source of the Group. In fact, investments have been made in photovoltaic systems positioned on the rooftops; a ten-year power purchase agreement (PPA) was signed, one of the first in Italy, and a major investment in off-site photovoltaic systems was made through the Renewability consortium.

These choices allowed achieving a percentage of coverage of the Group's electricity needs through certified renewable energy of about 37% in 2023, a result exceeding the minimum share required by law for energy-intensive companies, set at 30%.

Another important Group commitment concerns the acquisition of certifications for energy management (ISO 50001 – Energy Management System), as the energy



efficiency of the Group's production processes is considered one of the main drivers for reducing GHG emissions. ISO 50001 certification has already been obtained for the Saline di Volterra (Altair) and the Addcon Germany plants, while the production site in Pieve Vergonte and Esseco S.r.l. are also expected to be certified by 2026.



The Group's sustainability path continues with further planned investments in renewables, energy efficiency interventions and with the installation at the Esseco UK site of a Sulphur combustion furnace capable of recovering heat to produce steam and electricity without CO₂ emissions.

2.1.1 Energy consumption

Most of the Group's energy consumption is related to production processes, both in the chemical and the winemaking sectors. In line with the Group's strategy of optimising consumption and reducing greenhouse gas emissions (hereinafter "GHG emissions"), the company is implementing actions aimed at ensuring energy efficiency, increasing the production of renewable energy for self-consumption and recovering the surplus energy generated by chemical production processes in its plants.

With regard to the use of the residual energy from the production processes, the Esseco S.r.l. plant in Trecate is able to recover thermal energy from the Sulphur combustion processes and the enthalpy of its chemical transformations. This energy is used both to produce steam, used in production processes, and to produce electricity through turbines powered by steam produced from recovered heat, thus limiting the use of fossil fuels. The plant also has a methane trigeneration plant capable of producing electricity, heat and cooling energy in a combined manner from the combustion of natural gas. In addition, in order both to contain GHG emissions and to optimise energy and environmental performance, inverters have been installed inside the plant on the most energy-intensive machinery. These regulate consumption on the basis of actual need and, consequently, ensure an efficient operation.



In the production sites of Altair Chemical Saline in Volterra and Pieve Vergonte, residual hydrogen, a by-product of the electrolysis plants not used in other processes such as the production of Hydrochloric Acid, is used to generate steam. Saline di Volterra has two cogeneration plants that allow the combined production of electricity, heat and hot water. Pieve Vergonte has historically benefited from hydroelectric power, thanks to directly owned plants connected to the site, which meet much of the energy requirement through renewable sources.

Another intervention to improve energy efficiency will concern the installation of a combustion furnace with heat recovery, which will be finalised in 2024 at the Esseco UK plant. This modification of the production process will guarantee a modernisation of the machinery, allowing a reduction in energy consumption and a consequent reduction in the associated GHG emissions. These types of efficiency measures have been identified in the Group's strategy as common practice actions to be replicated, where possible, at all Group operating sites.

The Ever Company has also undertaken a process of modernisation of the plants, with the aim of optimising consumption and improving energy efficiency. In particular, the company operates photovoltaic systems that allow it to reduce its energy needs from the grid by 75%. The interventions also involved installing LED lighting in the

warehouses, with lower energy consumption, reprogramming the loading of forklifts for a better coordinated use of energy with operational activities, and installing newer and more efficient machinery.

ENERGY CONSUMED

Energy consumed by the Group	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Electricity	GJ	1,012,113	5,236	969,967	4,999
Diesel	GJ	5,426	7,258	2,796	6,748
Petrol	GJ	214	211	200	239
Natural gas	GJ	1,140,650	2,653	1,183,880	1,668
Steam consumption purchased	GJ	350,142	-	320,673	-
Total energy consumption by sector	GJ	2,508,545	15,358	2,477,517	13,654
Total energy consumption of the Group	GJ	2,523,904		2,491,170	

The share of electricity consumed by the Group includes both energy drawn from the power grid and self-generated energy. At the Esseco s.r.l site, the self-produced electricity is generated partly by a recovery steam turbine and partly by a tri-generator. At the Saline di Volterra site, the self-produced electricity comes from two cogenerators and two photovoltaic systems installed on the roof. In addition, for the Saline di Volterra site, a long-term green electricity purchase contract (PPA) increases the share of green electricity consumed. For the Pieve Vergonte site, electricity is self-produced thanks to two hydroelectric plants, which cover most of the site's energy needs.

During 2023, the share of electricity self-produced from renewable sources accounted for 25.3% of the total electricity consumed by the Group's chemical sector. Overall, the amount of electricity of renewable origin consumed by the Group's chemical sector is approximately 40%.

In the two-year reporting period, the Group's energy consumption overall decreased by 1.3%. This result is due to the contribution of the chemical sector, down 1.2% from 2022 to 2023, which represents 99.5% of the Group's total consumption. The oenological sector, however, confirms the downward trend with a decrease in energy consumption of 11.2% from 2022 to 2023.

Most (47.8% of the total) of the energy consumed by the Group's chemical sector derives from the combustion of natural gas, used both in production processes and in cogeneration and trigeneration plants; electricity covers 39.2% of the total energy used.

As for the oenological sector, the most used energy source (49.4% of the total energy used) is diesel, followed by electricity (36.6% of the total energy used) and natural gas (12.2% of the total energy used).

ELECTRICITY CONSUMED AND SOLD

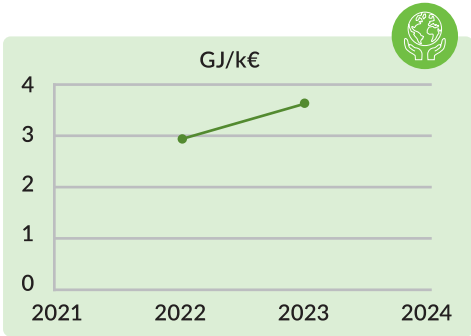
Electricity consumption	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Electricity purchased from the grid	GJ	529,122	4,813	471,247	4,638
of which, energy from certified renewable sources	GJ	75,953	-	174,248	-
Self-produced electricity from renewable sources	GJ	237,176	781	256,525	629
of which, sold	GJ	27,329	358	40,379	268
of which, consumed	GJ	209,847	423	216,145	361
Self-produced electricity from non-renewable sources	GJ	277,115	-	287,468	-
of which, sold	GJ	19,329	-	19,408	-
of which, consumed	GJ	257,786	-	268,059	-

The energy efficiency actions of the plants and the increase in the self-production of electricity have contributed to the overall reduction in the consumption of electricity purchased from the network by the Group between 2022 and 2023, both for the chemical sector and the oenological sector.

In the two-year reporting period, the self-production of energy from renewable sources increased with regard to the chemical sector, going from 237,176 GJ to 256,525 GJ. Excluding the minority quota of renewable electricity self-produced and sold to the grid, electricity self-production covered 22.6% of the Group's electricity.

The slight decrease in the production of electricity from renewable sources recorded for the oenological sector is largely due to the damage to a photovoltaic plant of Ever S.r.l., which caused an interruption in electricity production for two months.

The Group's energy intensity, due to the decline in sales revenues, has increased overall, from 2.88 GJ/k€ in 2022 to 3.63 GJ/k€ in 2023.



2.1.2 GHG emissions

Alongside energy efficiency, the Group's strategy to reduce emissions of climate-altering gases in the production processes is focused on increasing the self-production of electricity from renewable sources.

In line with the Group's commitments to reduce GHG emissions, in 2022 Altair signed a 10-year Power Purchase Agreement for the supply of 43,800 MWh of renewable energy produced by photovoltaic plants located in Lazio. In 2023, Altair also committed to the "Renewability" project, focused on installing photovoltaic systems that aim to cover part of the energy needs of Altair and Esseco S.r.l. In addition, at the Saline di Volterra site, a portion of CO₂ present in the exhaust fumes of the cogeneration plants is captured and used to produce Potassium Carbonate, both in liquid and solid form.

In 2023, Altair installed photovoltaic systems on 2 roofs of the plant. Esseco UK has also installed some photovoltaic panels, in line with the commitment to reduce the environmental impact of its plants, while Ever, between 2011 and 2024, installed a total of four photovoltaic systems, capable of totalling a power of 195 kW, simultaneously setting up a connection between the different plants in order to make the most of any production surpluses.

The GHG Scope 1 emissions presented below include direct emissions, from sources controlled or owned by the organisation, such as combustion from fuels for use of the company vehicles and for industrial processes.

SCOPE 1 EMISSIONS

Direct GHG emissions	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Diesel	tCO ₂ eq	385	515	197	476
Petrol	tCO ₂ eq	14	14	13	16
Natural gas	tCO ₂ eq	64,086	149	66,647	94
Refrigerant gases	tCO ₂ eq	317	-	274	-
Total Direct GHG emissions (Scope 1) by Sector	tCO₂eq	64,802	678	67,131	586
Direct Group GHG emissions (Scope 1)	tCO₂eq	65,479		67,717	

The main source of direct emissions of climate-altering gases of the organisation is to be attributed to the combustion of compressed natural gas, used both in the production processes and to operate the trigeneration and cogeneration systems. These emissions registered a slight increase in 2023 as concerns the chemical sector (4.0%), and a significant decrease in the oenological sector (-37.0%). The increase in emissions from natural gas in the chemical sector strongly influenced the Group's Scope 1 emissions, which overall recorded an increase of 3.4%.

Instead, the emissions from diesel combustion, mainly due to the consumption by the company's fleet, are less impacting and are falling both in the chemical and oenological sectors, as are the emissions due to the leakage of refrigerant gases.

The drop in diesel consumption is due to the reduction in fuel consumption by the Group's sales staff and to decommissioning a diesel generator for the Ammonium Carbonate plant in the Esseco UK plant.

SCOPE 2 EMISSIONS – LOCATION BASED

Indirect GHG emissions location-based	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Electricity purchased from the grid	tCO ₂ eq	43,429	229	38,685	229
Purchased Steam	tCO ₂ eq	18,808	-	16,001	-
Total indirect GHG emissions (scope 2 – location based) by sector	tCO₂eq	62,237	229	54,687	229
Total indirect GHG emissions (scope 2 – location based) of the Group	tCO₂eq	62,466		54,916	

The Group's indirect GHG emissions are composed of a share of emissions deriving from electricity purchased from the grid and of a share deriving from the purchase of thermal energy, in the form of steam used for production processes.

Interventions to improve energy efficiency and increase the self-production of electricity from renewable sources have allowed reducing:

- emissions from the purchase of electricity for the chemical sector by 10.9%.
- indirect Scope 2 location-based emissions for the Group.

On the other hand, the contribution of emissions of the electricity purchased from the grid, which is much lower overall, has remained constant for the oenological sector.

Finally, the emission contribution deriving from the purchase of thermal energy in the form of steam for the chemical sector decreased overall in 2023 by 14.9%.

SCOPE 2 EMISSIONS – MARKET BASED

Indirect GHG emissions market-based	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Electricity purchased from the grid	tCO ₂ eq	57,773	297	41,371	227
Purchased Steam	tCO ₂ eq	18,808	-	16,001	-
Total indirect GHG emissions (scope 2 – market-based) by sector	tCO₂eq	76,581	297	57,372	227
Total indirect GHG emissions (scope 2 – market-based) of the Group	tCO₂eq	76,878		57,599	

The trend of indirect emissions calculated with the market-based method reflects the trend of indirect emissions calculated with the location-based⁷. However, the quantity of emissions calculated with this method is greater, as the Group's emission reduction strategy does not prioritise purchasing electricity from renewable sources certified by Guarantees of Origin.

⁷ The *location-based* approach reflects the average emission intensity of the networks in which the energy consumption takes place; while the *market-based* approach reflects the emissions of the electricity source that the company has chosen.

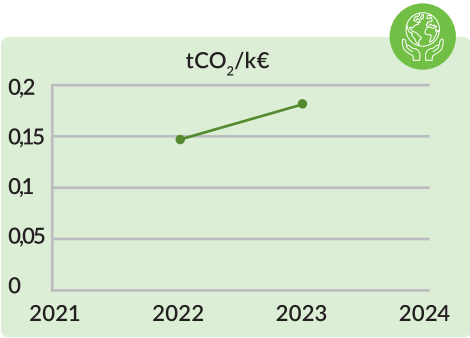
TOTAL EMISSIONS

Total emissions	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Scope 1 and 2 emissions (location-based) by sector	tCO ₂ eq	127,039	907	121,817	815
Scope 1 and 2 emissions (location-based) of the Group	tCO ₂ eq	127,946		122,632	
Scope 1 and 2 emissions (market-based) by sector	tCO ₂ eq	141,382	975	124,503	813
Scope 1 and 2 emissions (market-based) of the Group	tCO ₂ eq	142,357		125,316	

Between 2022 and 2023, the Group's total scope 1 and 2 location-based emissions recorded a 4% decrease. In detail, the chemical sector recorded a reduction of 4%, while the oenological sector decreased by 10.1%. Regarding the total emissions of the market-based scope 1 and 2, the Group reported a reduction of 12.0%. In the chemical sector, the decrease was 11.9%, and in the oenological sector a reduction of 16.6% was noted.

These percentages show a tendency towards a reduction of emissions in both sectors, with a greater decrease recorded in the oenological sector, in any case overall small, compared to the chemical sector.

The Group's emission intensity, obtained by adding together the direct and indirect emissions calculated with the location-based method with respect to sales and performance revenues, during the reporting period went from 0.146 tCO₂/k€ recorded in 2022 to 0.179 tCO₂/k€, registering an overall increase of 22.1%. This change is due to a significant decline in revenue driven by the decreasing of sales prices in the Industrial Division.



2.2 RAW MATERIALS AND EMISSIONS MANAGEMENT

2.2.1 The materials

The Esseco Group is aware that the sector in which it operates requires the use of large quantities of raw materials and that the production of industrial chemicals is significantly dependent on natural resources. For this reason, several Group companies are committed to implementing R&D projects in order to reduce the negative impact on the ecosystem, seeking solutions to reduce the consumption of virgin or non-renewable natural materials. Altair, for example, is carrying out several research projects for formulas of products that can privilege the use of biological raw materials derived from industrial food waste to replace those derived from petroleum, while maintaining compatibility with industrial processes. In addition, during production activities, in order to optimise the use of resources, the Group adopts an approach that minimises the waste of materials and maximises their recovery and reuse. In the Group's Chemical Division, for example, several good practices are followed in terms of recovery and reuse. One such case is Altair, which recovers mill scale from iron processing to produce Ferric Chloride, which is then sold.

In the Oenology Division, our companies stand out thanks to their search for recyclable or low environmental impact packaging.

MATERIALS USED BY WEIGHT

Materials used by weight	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Raw materials	tons	180,749	4,148	155,064	4,430
Auxiliary materials	tons	421	0	375	0
Goods or semi-finished parts	tons	143,625	0	95,861	0
Packaging materials	tons	820	31	676	32
Total material use by sector	tons	324,795	4,179	251,976	4,462
Total use of Group materials	tons	328,974		256,438	

Most of the raw materials used by the companies of the Esseco Group are resources that have not undergone significant processing. Specifically, the main raw materials purchased are chemical compounds such as Ammonia, Carbonates, Oxides and Acids, mainly used by the companies operating in the Group's chemical sector, but also cellulose and activated carbon, yeasts and oils used mainly in the Oenological Division. Some of these materials have renewable characteristics – approximately 7% of the raw materials used in the chemical sector, around 28% in the winemaking sector, and nearly 50% of packaging materials across both sectors. These include wheat bran, gum arabic, sugars, and oils among the raw materials, as well as wood and cardboard packaging materials. It should be noted that the Group is committed to increasingly using regenerated or reused packaging, in particular IBS (Intermediate Bulk Containers), the main containers used for the storage, transport and handling of both liquid and dry bulk materials, and which represent sustainable solutions that help reduce waste and conserve resources, offering an economic and ecological alternative to new containers.

During 2023, the use of Group raw materials decreased (by about 14%) compared to the previous year, consistent with the slight decrease in production. The annual fluctuations in the quantities of materials used are in fact due to the large portfolio of projects developed by the Group companies, whose technical and qualitative characteristics are variable.

Auxiliary materials are those at the service of the process, i.e. necessary for the production process, but not part of the final product, such as machinery lubricants used for maintenance and semi-finished components, which have undergone a certain level of processing or production before being incorporated into the final product. This category, present only in the chemical sector and not in the oenological one, is also characterised by a slight decrease (about -11%) in 2023 compared to the previous year.

2.2.2 Water resource management



Water is a fundamental resource for the Group’s activities and for the sectors in which it operates. Responsible and sustainable management of water resources is of fundamental importance for the Group, which is constantly committed to monitoring its withdrawals and discharges and to implementing internal practices to reduce consumption, thanks also to collection and recovery systems for process water.

Esseco S.r.l. and Altair, responsible for a total of 80% of the Group’s water withdrawals, are engaged in the recovery of condensate water deriving from production processes to reuse it in other industrial activities, promoting a circular use of water resources, minimising the environmental impact and, above all, the withdrawal of drinking water from aqueducts or groundwater.

The data relating to withdrawals, consumption and water discharges presented were calculated from the readings of the relevant meters.

WATER CONSUMPTION

Water consumption	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Water withdrawal by sector	m³	5,146,072	5,619	4,740,598	6,485
Water discharge by sector	m³	4,638,782	3,977	4,523,115	4,790
Water consumption by sector	m³	507,290	1,642	217,483	1,695
Total withdrawals	m³	5,151,691		4,747,083	
Total discharges	m³	4,642,759		4,527,905	
Total water consumption	m³	508,932		219,178	

Water consumption is mainly linked to production processes, such as the production of liquid Sulphur Dioxide or the generation of high-pressure steam, but also to ancillary activities such as cooling services or the cleaning of plants. TIT (Total Inorganic Turbidity) is then normally collected in special storage tanks and subsequently disposed of. In all Group companies, water withdrawals are monitored using periodically calibrated meters.

In 2023, the Esseco Group’s water consumption amounted to 219,178 m³, lower than in 2022. In 2023, on the other hand, the Group’s total water withdrawals amounted to 4,747,083 m³, down by about 8% compared to 2022, related to the decreasing trend of the companies belonging to the Group’s chemical sector which, as can be seen from the table above, provide for a significantly higher use in their plants, compared to companies operating in the oenological sector. Water discharges also recorded a slight decrease (about -2.5%), once again attributable to companies operating in the chemical sector.

WATER WITHDRAWALS

Water withdrawals	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Withdrawal from groundwater (e.g. wells)	m³	4,097,391	0	3,734,542	0
Withdrawal from third parties (e.g. aqueducts)	m³	1,048,681	5,619	1,006,056	6,485
Total withdrawals by sector	m³	5,146,072	5,619	4,740,598	6,485
Total Group withdrawals	m³	5,151,691		4,747,083	

In addition, the Group companies undertake to constantly monitor their withdrawals, through wells or aqueducts, of drinking and non-drinking water, used for processes, toilets but also secondary activities (for example fire tests), adopting practices that minimise the impact on local water resources, specifically those with a high quality. The various companies, in fact, collaborate with the local communities and authorities to ensure that their activities do not compromise the availability of water in the area. One of the simplest and most virtuous practices is the collection of rain water after the first flush, collected inside special dispersion tanks that are then conveyed to the ground. In other cases, however, as in the Hydrochem plant, discharged water including wastewater, industrial and rainwater, is conveyed to the surface through a collection and treatment system. In addition, Esseco S.r.l.’s discharged water, which includes industrial wastewater and rainwater, is treated and subsequently conveyed into irrigation canals.

The reduction in the water flow of the chemical plants is led by the Esseco S.r.l. companies (-9%).

WATER DISCHARGES

Water discharges	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
In surface water (fresh water)	m³	3,614,230	0	3,539,766	0
In surface water (salt water)	m³	970,391	0	923,009	0
In public sewerage	m³	54,161	3,977	60,340	4,790
Total discharges by sector	m³	4,638,782	3,977	4,523,115	4,790
Total Group discharges	m³	4,642,759		4,527,905	

The chemical industry requires large quantities of water which, in turn, produce significant volumes of industrial discharges, which are appropriately collected and managed internally at the sites according to their chemical-physical characteristics. These discharges are conveyed either into the sewage system or into receiving bodies of water, and the quantity and quality of the wastewater are strictly monitored and verified against the emission limits defined in the specific environmental permits. The discharge points regularly undergo sampling and analysis, to allow the checks required by the monitoring plans established by the control procedures available to the different companies and to ascertain that the substances present in the wastewater comply with the limits indicated in the specific environmental authorisations, which define the operating conditions and standards to be respected.

It should be noted that, in many Group sites, discharges are mainly composed of rainwater, non-contact industrial water and treated domestic wastewater. For example, Altair is equipped with a biological purification plant that includes an Imhoff pit and an anaerobic percolator filter.

Over the last year, several initiatives have been implemented to optimise the use of water in processes, purifying and improving the quality of the discharges. At Esseco S.r.l., for example, first rainwater is collected in dedicated tanks before being directed to a final treatment system. Additionally, cooling water is routed to a recovery tank to be reused as cooling water in other applications.

As can be seen from the table above, discharges into surface water bodies, a practice that characterises companies operating in the chemical sector, decreased during 2023 compared to the previous year (about -2% for freshwater bodies and almost -5% for saltwater bodies), with a slight increase in discharges into public sewers (about +11% for the chemical sector and about +20% for the oenological sector).



2.2.3 Waste

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

Waste produced within the Esseco Group plants, whether liquid or solid, is generated both by production processes under normal operating conditions and by maintenance activities.

All waste is stored in a controlled manner within designated areas suitable for the various types of waste produced. Each waste type is identified with a corresponding code based on the legislation of the relevant country, and the most appropriate disposal providers are selected for each category. Companies operating in Europe, in particular, are equipped with a waste loading and unloading register and annually fill out the Single Environmental Declaration Model (MUD); the production, classification, temporary storage and disposal of waste are constantly monitored with these tools, ensuring compliance with environmental regulations. It is the responsibility of the Group to constantly verify that the companies in charge of transporting the waste produced by the plants are always authorised to manage it based on the specific type, whether it is municipal or special and hazardous or non-hazardous waste and that they comply with all applicable regulations.

Companies operating in the oenological sector are also characterised by the presence of bacterial waste, from laboratories, of the GRS (generally recognised safe) type, i.e. non-pathogenic substances, i.e. that exclude biological risks. These are appropriately managed through specific procedures in compliance with the relevant requirements in order to eliminate the related risks.

WASTE MANAGEMENT

Responsible waste management is a relevant issue for Esseco Group, which undertakes to take all necessary measures to ensure compliance with the provisions of current legislation and to prioritise the recovery of the waste produced over disposal. Altair Chimica, for example, is registered in the Register of Companies that carry out waste recovery activities pursuant to Article 216 of L. Decree no. 152/2006 and subsequent amendments, therefore it annually records in its monitoring and control report the amount of waste recovered, distinguishing it by type and recovery activity. This includes, for example, the recovery of acids used for cleaning and removing oxides, contaminants, and scale from metal surfaces, as well as the recovery of mill scale, Ferrous Sulphate solutions, Ferrous Chloride, and acidic wastewater containing Chloride ions. Esseco S.r.l., on the other hand, has progressively reduced the impact of end-of-life packaging, gradually replacing plastic with recycled materials.

Below is the amount of waste produced by the Group, classified by type of waste and disposal methods.

WASTE PRODUCED

Type of waste	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Hazardous	tons	730	3	582	2
Non-hazardous	tons	717	22	720	20
Total waste by sector	tons	1,447	25	1,302	22
of which: sent for recycling	tons	566	1	590	1
of which: sent for recovery	tons	194	0	0	0
of which: incinerated	tons	42	23	31	22
of which: sent to landfill	tons	644	0	613	0
Total Group waste	tons	1,472		1,324	

In 2023, the total amount of waste produced by the Esseco Group amounted to 1,324 tons, down by almost 10% compared to 2022. This decrease has characterised both sectors in which the Group operates. In particular, the reduction of hazardous waste is due to the continuous improvement of its management, thanks to a more careful separation and classification process.

A significant fraction of the waste production attributable to the Group companies operating in the chemical sector is still sent to landfill (45% of the total in 2022 and 50% in 2023) because it is hazardous waste or because it has non-recyclable features, such as sludge, aqueous liquid waste or used toner for printers, followed in terms of quantity by those sent for recycling (39% in 2022 and 48% in 2023), while those produced by the oenological sector are almost totally sent for incineration or the residual extent sent for recycling, given that it is hazardous waste (11% of the total) and the remaining part is packaging (mixed materials or plastic packaging).

Hazardous and non-hazardous waste are managed according to specific safety protocols. Hazardous waste is routed to specialised treatment facilities, where it is safely neutralised or disposed of. It is essential to emphasise that all waste, regardless of its classification, is entrusted to authorised treatment plants, capable of disposing of or recycling it in compliance with current regulations. This ensures that disposal or recovery processes do not cause harm to the environment or public health.

2.3 BIODIVERSITY

Protecting our natural heritage and biodiversity and mitigating the risk of soil degradation are among the main challenges of the Group, which monitors its production activities through periodic environmental analyses. Within the Group, the company for which this issue is most relevant is Esseco S.r.l., due to the location of the plants and the production processes carried out, and it is in this organisation that most of the actions and measures to mitigate the negative impacts on biodiversity are concentrated and that specific monitoring measures have been adopted.

The production plants of Esseco S.r.l. are located a few kilometres away from the Ticino Park. Given the proximity to areas that are sensitive in terms of biodiversity, monitoring analyses on local flora and fauna have been carried out for several years, as instructed by the competent authorities. However, due to the absence of significant impacts from the production facilities, these analyses have not been recently required or updated.



The Esseco UK site, in Wakefield, England, features an installation that is located within 10 km of a Special Conservation Area (SAC) called Denby Grange Colliery Ponds, which is home to a colony of crested newts. However, considering this distance and given the nature and small volume of emissions of the installation, the company has assessed that to date any effect on the protected area is unlikely.

2.4 THE LOCAL IMPACT OF THE PLANTS

As part of its ongoing commitment to sustainability, the Esseco Group recognises the importance of monitoring and managing the direct environmental impacts arising from its activities. In this regard, several Group companies have prepared Monitoring and Control Plans, preventive environmental impact assessment procedures (e.g. Environmental Impact Assessment - EIA) and evaluated the use of best available techniques (BAT) to best mitigate impacts. All these monitoring and verification activities of the impacts on the environmental matrices of the company's activities allow assessing the environmental effects, through the systematic control of compliance with the regulatory emission limits. Noise emissions, accidental spills, soil and subsoil contamination, as well as exceptional or fugitive emissions into the

atmosphere, represent potential environmental impacts that the plants can have on the surrounding areas. However, by implementing Monitoring and Control Plans (MCP) and the Environmental Impact Assessment (EIA), it is possible to effectively manage and monitor emissions that occur during normal plant operating conditions.

Extraordinary events, such as accidental spills or exceptional emissions, if they occur, require immediate management and timely reporting to the competent authorities. The PMC, therefore, focuses on the control of routine emissions, while emergency procedures are activated to address and mitigate exceptional events, ensuring that all necessary measures are taken to limit the environmental impact and ensure public safety.

2.4.1 Emissions into the atmosphere

The Group pays the utmost attention to the responsible management of emissions from production processes. As expressly indicated in its environmental policies, it



has in fact evaluated and adopted the best technical plant, management and control solutions, able to guarantee not only strict compliance with the authorised limits, but very low emission values and far from those provided for by said environmental legislation. The values of the plant emissions into the atmosphere are regularly acquired and recorded through an innovative and automatic

system. To ensure their correct detection, numerous redundant measuring instruments have also been adopted.

The Trecate plant of Esseco S.r.l., for example, is equipped with a single emission point that is continuously monitored by automatic analysers and fitted with the most advanced technologies for reducing gaseous pollutants. These include a scrubber with alkaline treatment integrated in the Sodium Bisulphite production for the removal of SO_x , thermal oxidation using the Sulphur combustion furnace to reduce VOC emissions, and filtration through bag filters for treating dust-containing emissions. Having identified the risk of diffuse and fugitive emissions as significant due to the nature of the production processes, the facility is equipped with over 60 sensors along its perimeter to detect any potential fugitive emissions.

Altair Chemical's attention to emissions management is also proven by their constant monitoring and control, so that they comply with the authorisation limits in all plants. Odour emissions are also monitored and periodically compared with the environmental reference values and the olfactory threshold. In the plants, the emission points into the atmosphere are included in the monitoring and control plan, as indicated in the site-specific environmental permit. Emissions monitoring

has been defined in such a way as to allow periodic verification of compliance with the regulatory limits for relevant pollutants.

It should be noted that during the reporting period there were no instances of exceeding the thresholds established by the permits and that the plants do not emit “Ozone-depleting substances” (ODS), i.e. chemical compounds that contribute to the destruction of the ozone layer in the stratosphere.

OTHER SIGNIFICANT EMISSIONS

Other significant emissions	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
NO _x	Kg	43,211	0	48,721	0
SO _x	Kg	4,498	0	4,758	0
Volatile Organic Compounds (VOC)	Kg	57	0	40	0
Particulate Matter (PM)	Kg	8	77	8	83
Ammonia	Kg	2,371	0	1,084	0
Total Carbon	Kg	34	0	34	0
Dusts	Kg	2,899	0	6,170	0
Chlorine	Kg	0	0	20	0
Hydrochloric Acid	Kg	0	0	216	0
CO	Kg	459	0	8,016	0
COT	Kg	0	0	3	0

With regard to the chemical sector, the quantitatively significant emissions are those of NO_x, CO, SO_x, Ammonia and dust. These emissions come from the plants of Esseco S.r.l., Altair and Addcon.

Esseco S.r.l. monitors the concentrations of these pollutants through periodic laboratory analyses and the continuous monitoring system (SME). These emissions originate from the tri-generator (NO_x, CO), the operation of the scrubbers used to remove Sulphur Oxides from exhaust gases before their release into the atmosphere, the sulphitation process, the venting during cylinder and tank filling (SO_x), CO₂ purification (VOCs), and from the grinding, packaging, and mixing lines for inert materials (dust). Esseco UK, on the other hand, monitors Ammonia emissions resulting from its production processes.

Altair monitors concentrations of NO_x, SO_x, dust, heavy metals, Chlorine, Hydrochloric Acid, CO, and TOC in the flue gases by sampling the emission points of these substances.

Addcon’s potential emissions measured by direct sampling, come from the wet scrubber tower⁸ and include VOCs and Carbon-containing organic and inorganic matter, deriving from the washing process of acid vapours, particulate matter from

⁸ The Wet Scrubber is a wet abatement scrubber that uses water to reduce process-derived substances. It is the emission point where the Authorities measure the data once every five years. These measurements are the subject of a specific report.

the final stage of dust collection from solid mixers; and Ammonia from the scrubbing vapours generated during the loading process of the storage tank.

The Group’s oenological sector instead is only responsible for the emission of particulate matter - PM. In particular, Ever, in the two Pramaggiore production plants, monitors the PM emission by estimating the emissions from the dust extraction system emitted during the mixing and packaging processes.

THE PEOPLE

03



The people

3.1 THE ESSECO GROUP WORKFORCE

The Esseco Group integrates innovation and research into its business strategy, underlining the importance of investments in human capital. This emphasis translates into ongoing employee training programmes, youth support initiatives and partnerships with local communities. The competence and commitment of employees are considered essential factors to achieve the Group’s business objectives. Through these practices, the Esseco Group aims to develop a working environment that enhances and promotes human potential as a key to continuous innovation.

At 31 December 2023, the Esseco Group had 1,132 employees, down 2% compared to 2022, and 279 non-employees, mainly represented by temporary workers (56%), up 3% compared to the previous year. The residual part consists of interns, service contractors (e.g. canteen and security), agents and dealers.

The company workforce is divided as follows:

WORKERS	Unit of measurement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Employees	no.	764	386	742	390
Non-employees	no.	73	199	72	207
Total	no.	837	585	814	597

The decrease in the total company workforce is partly due to outsourcing various activities.

As it recognises the value and potential of young resources, the Esseco Group places great emphasis on their development and integration into the world of work; many of the Group’s companies, each within their own region, offer extracurricular internships to students from various local educational institutions. This initiative aims to enrich and develop professional skills and to facilitate the insertion, or reintegration, into work. Internships last between two and six months with a minimum of twenty hours per week. In 2023, the number of students welcomed at the company’s premises was 21, up from 13 in 2022, for a total of about 10,700 hours of training provided, compared to about 4,000 the previous year.

In the wine sector, the Esseco Group invests in training activities, both internal and external, on issues related to hard and soft skills. The result of these interventions is an extremely low turnover of personnel, which allows not wasting the training costs incurred and the accumulated know-how, in particular on oenological practices.

The Esseco Group has a majority of male staff, in particular among workers, who represent about 89% of the category. In 2023, women prevail in office worker positions where they constitute 66% of the Group’s total female employment. The data is in line with the previous year.

WORKERS BY CLASSIFICATION	Unit of measu- rement	2022				2023			
		Chemical sector		Oenological sector		Chemical sector		Oenological sector	
		Women	Men	Women	Men	Women	Men	Women	Men
Executives	no.	5	33	6	23	5	28	6	24
Managers	no.	13	76	16	44	15	78	19	41
White-collar workers	no.	104	158	102	60	101	143	91	55
Blue-collar workers	no.	12	363	32	103	11	361	44	110
Total	no.	134	630	156	230	132	610	160	230

The majority of workers is between the ages of 30 and 50 (53%) and over the age of fifty (34%); these figures are in line with 2022.

WORKERS BY CLASSIFICATION	Unit of measu- rement	2022					
		Chemical sector			Oenological sector		
		<30 years	Between 30 and 50 years old	>50 years	<30 years	Between 30 and 50 years old	>50 years
Executives	no.	0	16	22	0	21	8
Managers	no.	2	41	46	1	36	23
White-collar workers	no.	27	141	94	32	101	29
Blue-collar workers	no.	57	176	142	25	88	22
Total	no.	86	374	304	58	246	82

	Unit of measu- rement	2023					
		Chemical sector			Oenological sector		
		<30 years	Between 30 and 50 years old	>50 years	<30 years	Between 30 and 50 years old	>50 years
Executives	no.	0	13	20	0	21	9
Managers	no.	1	37	55	1	38	21
White-collar workers	no.	24	124	96	32	90	24
Blue-collar workers	no.	61	173	138	21	106	27
Total	no.	86	347	309	54	255	81

At 31 December 2023, the number of workers at Group level covered by collective bargaining agreements amounted to 925, equal to 82% of the total – in line with 2022; workers at European level are all covered by collective bargaining.

The fact that 97% of Esseco Group staff are hired indefinitely in the two-year period indicates a prevalence of permanent employment contracts within the organisation. This data indicates a commitment to job stability and is considered an aspect of the HR management strategy aimed at employee retention.

⁹ Standards to manage safety and health in workplaces that use hazardous substances, with the aim of developing preventive and corrective actions to improve the safety and reliability of the organisation.

3.2 OCCUPATIONAL HEALTH AND SAFETY

The Esseco Group is aware of the responsibilities arising from operating in compliance with mandatory and voluntary national and international regulatory requirements; therefore, the utmost attention is paid to the health and safety of workers, especially in view of the fact that some of the Group’s production sites fall into the category of plants at risk of a major accident, such as Esseco S.r.l. and Altair Chimica S.r.l.

Below is a brief indication of the main regulatory precepts relevant for Group companies.

Country	Reference standard	Type (Voluntary/Mandatory)	Description
Italy	Legislative Decree 81/2008	Mandatory	Consolidated Law on Health and Safety at Work, which constitutes the main Italian legislation on health and safety in the workplace and imposes an obligation on employers to guarantee the safety and health of workers through risk assessment, training, information and the adoption of appropriate technical and organisational measures.
	Legislative Decree 105/2015	Mandatory	Consolidated text on the safety of industrial activities at risk of a major accident, which transposes the European Seveso directive, focused on the prevention of major accidents associated with dangerous substances and on limiting the consequences of such accidents for human health and the environment.
European	Directive 2012/18/EU (Seveso III Directive)	Mandatory	The directive lays down strict requirements for the control of accident risks associated with hazardous substances, including land use planning, safety management and the preparation of emergency plans.
International	ISO 45001:2018	Voluntary	International standard for occupational health and safety management systems, which helps organisations reduce accidents and improve working conditions. The certification has been obtained by Esseco S.r.l., Altair Chemical and Enartis.

In this context, therefore, it is essential to identify risks and analyse events through different approaches and recognised methods, including those provided for by mandatory regulations, periodic audits, the application of methodologies such as HAZOP⁹ (HAZard and OPerability analysys). The main risks typical of the activities carried out by the Esseco Group are summarised in the following table.

⁹ Standards to manage safety and health in workplaces that use hazardous substances, with the aim of developing preventive and corrective actions to improve the safety and reliability of the organisation.

Risk factor	Associated risk (s)
Use of hazardous substances	■ Burns or skin irritations; ■ Fires; ■ Onset of airway disorders following prolonged inhalation; ■ Onset of diseases; ■ Spills in the work area.
Exposure to physical agents	■ Noise; ■ Optical radiation; ■ Electromagnetic fields; ■ Vibrations.
Dusts	■ Onset of airway disorders following prolonged inhalation.
Working in confined spaces or suspected pollution	■ Bruises or impacts due to awkward movements; ■ Asphyxiation and intoxication.
Use of machinery	■ Bruising (crushing) or impact; ■ Dragging, due to contact with moving mechanical parts; ■ Hearing loss.
Manual handling of loads	■ Bruising; ■ Onset of musculoskeletal problems.

The results of these analyses feed into drafting specific risk assessment and management documents, such as the DVR (Risk Assessment Document), the Safety Report and the Emergency Plan, which establish the roles, responsibilities and duties of the parties in charge of health and safety management, as well as indicate initiatives and improvement plans: a concrete example of such initiatives



includes the implementation of emergency scenario simulations, such as fires or toxic gas spills, on at least a monthly basis; at the end of the exercise, a report is drawn up that records the times of intervention, the behaviour of the operators (for example, the verification of the use of PPE by workers) and the causes of the incident. In particular, in 2023 the Saline di Volterra plant of Altair Chimica S.r.l., pursuant to the Seveso directive, was affected by an

unscheduled simulation with external personnel: on that occasion the Fire Brigade of the Pisa Command requested the simulation of live scenarios involving the spilling of a mixture of Hydrochloric Acid and Chlorinated Paraffins.

Also worth mentioning is Esseco S.r.l.’s guiding principle “Zero accidents” which aims to minimise the number of accidents and occupational diseases in the workplace.

To ensure compliance with legal obligations and to reduce or eliminate the risks associated with the aforementioned scenarios, specific corrective measures have been implemented. These include confining the use of hazardous chemicals to specially designated areas, from which no leakage is possible. In addition, continuous monitoring of the proper operation of the safety measures has been established. This includes the installation of emergency switches along the conveyor belts, in order to minimise the risk of dragging and crushing. These interventions are essential to guarantee the health and safety of workers, in accordance with current regulations. In any case, workers, even during periodic training sessions, are instructed to stop

their activities and leave the work area when any danger that puts their safety at risk may arise.

In general, the effectiveness of the actions taken, as well as the competence of the designated personnel and the commitment shown by the staff, are constantly monitored through regular internal audits and with the support of external partners. The results are analysed and discussed during periodic safety meetings and management reviews, which in Italy, in particular, involve key figures such as the Workers’ Safety Representative (RLS) and the occupational physician, among others.

Workers, the main recipients of the management system and the central figures of health and safety initiatives, are actively involved in the risk recognition, assessment and control process through various channels, among which the role of representative figures such as the occupational physician, the Workers’ Safety Representative (RLS) and the Head of the Prevention and Protection Service (RSPP) stands out. The existence of these systems and their operating methods are communicated to workers during dedicated training sessions. Workers also undergo periodic health surveillance through the occupational physician, who ascertains their state of health and their suitability to perform the tasks to which they are assigned; extraordinary visits are also provided at the request of the worker. A health protocol is drawn up by the occupational physicians of the company sites according to the hazards and risks present in the workplace. Based on the results, a specific health protocol is defined that provides for periodic visits provided through specialised centres in the area or through nursing staff within the company. The results of the visits are periodically analysed by the occupational physicians, who promptly inform the employer if critical issues are found.



HEALTH ALSO DEPENDS ON NUTRITION AND MOVEMENT

In 2023, Esseco S.r.l. continued its collaboration with the Novara Local Health Authority, which, in collaboration with Confindustria, had launched the WHP (Workplace Health Promotion) project, with the aim of promoting, on the one hand, a correct and healthy diet and, on the other, physical activity initiatives in the company. The activities will continue during 2024 with a predominant focus on the promotion of physical activity.



Finally, a further way of involving workers is given by communicating with them on health and safety in the company through the Esseco S.r.l. newspaper, a quarterly publication of HSE information distributed to all stakeholders, which reports the news and important updates about WHP initiatives.

Training is essential for correctly implementing the safeguards established in the various health and safety policies and for achieving the objectives of continuous improvement of the health and safety management system. Participation in the courses is mandatory and is monitored by drawing up documentation in both paper and digital formats.

Training is provided by internal HSE staff or through external teachers and associations, including a portal that allows taking advantage of training in different areas. The training programme is periodically reviewed, including based on events that have occurred, reports, the iterative risk assessment process, and periodic refresher courses are provided.

The commitment made by the Group allowed closing 2023 with a lower number of accidents affecting employees than the previous year. No injuries to non-employee workers were recorded in the two-year period.

CATEGORY OF ACCIDENT TO EMPLOYEES	Unit of measu- rement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Hours worked	no.	1,100,176	467,798	1,040,476	447,580
Number of recordable accidents	no.	11	18	9	12
<i>of which accidents on the way to work</i>	no.	0	0	0	1
<i>of which accidents with serious consequences</i>	no.	0	1	0	0
<i>of which fatalities</i>	no.	0	0	0	0
Recordable accident rate	%	10.00	38.48	8.65	26.81
Rate of accidents with serious consequences	%	0	2.14	0	0
Fatality rate	%	0	0	0	0

CATEGORY OF ACCIDENT TO NON-EMPLOYEE WORKERS	Unit of measu- rement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Hours worked	no.	88,185	50,805	80,806	59,402
Number of recordable accidents	no.	0	0	0	0
<i>of which accidents on the way to work</i>	no.	0	0	0	0
<i>of which accidents with serious consequences</i>	no.	0	0	0	0
<i>of which fatalities</i>	no.	0	0	0	0
Recordable accident rate	%	0	0	0	0
Rate of accidents with serious consequences	%	0	0	0	0
Fatality rate	%	0	0	0	0

The main factors that caused the accidents were burns due to contact with dangerous substances, such as Sodium Nitrite or bruises of various kinds, while there were no reports of occupational diseases.

Pursuant to ISO 45001, incidental events, including near-misses, are analysed in detail in order to determine the triggering causes, thus allowing corrective measures to be taken to avoid their recurrence.

As it operates in a sector at significant risk, Esseco Group also provides information sessions to third parties who enter the workplace; on these occasions too, a course is provided for. This lasts a few minutes and summarises the main risks to which people are exposed and the provisions regarding the use of PPE when transiting in the production sites. There is a test at the end of the video course, which automatically issues a digital certificate that allows access to the workplace.

3.3 WELL-BEING AND PROFESSIONAL DEVELOPMENT

In a constantly evolving business context, monitoring recruitment and terminations becomes a key indicator to understand the dynamics of the workforce at Group level and the level of staff loyalty.

During 2023, the Esseco Group recorded the recruitment of 131 new resources and the termination of 149 resources, broken down as follows:

NEW HIRES

Gender	Age group	Unit of measurement	2022		2023	
			Chemical sector	Oenological sector	Chemical sector	Oenological sector
Women	<30 years	no.	6	15	2	9
	Between 30 and 50 years old	no.	5	11	7	10
	>50 years	no.	2	1	2	5
Total women hired		no.	13	27	11	24
Men	<30 years	no.	21	15	18	20
	Between 30 and 50 years old	no.	25	23	23	25
	>50 years	no.	11	4	6	4
Total men hired		no.	57	42	47	49
Unspecified	<30 years	no.	0	0	0	0
	Between 30 and 50 years old	no.	0	0	0	0
	>50 years	no.	0	0	0	0
Total employees whose gender is not specified		no.	0	0	0	0
Total		no.	70	69	58	73

TERMINATIONS

Gender	Age group	Unit of measurement	2022		2023	
			Chemical sector	Oenological sector	Chemical sector	Oenological sector
Women	<30 years	no.	1	4	2	8
	Between 30 and 50 years old	no.	14	15	7	9
	>50 years	no.	4	2	5	5
Total women hired		no.	19	21	14	22
Men	<30 years	no.	13	8	12	16
	Between 30 and 50 years old	no.	32	23	24	19
	>50 years	no.	20	6	30	12
Total men hired		no.	65	37	66	47
Unspecified	<30 years	no.	0	0	0	0
	Between 30 and 50 years old	no.	0	0	0	0
	>50 years	no.	0	0	0	0
Total employees whose gender is not specified		no.	0	0	0	0
Total		no.	84	58	80	69

In 2023, the Esseco Group recorded an increase in recruitment, a factor that generally reflects a positive response to favourable market conditions and to the implementation of company growth strategies. On the termination front, the 10% increase – mainly in the oenological sector – is primarily due to natural turnover and retirements.

The recruitment and termination trend is a key indicator to evaluate the effectiveness of inclusion and diversity management strategies within the work environment: in fact, in relations with its employees, the Esseco Group is firmly committed to maintaining a work environment free from discrimination, ensuring that no one is subject to prejudice or discrimination based on age, gender, sexual orientation, health conditions, ethnicity, nationality, political beliefs or religious beliefs. The Group recognises respect for diversity and commitment to equal employment opportunities as fundamental factors for fully enhancing human capital.

These principles are formalised within the Code of Ethics that the Group has adopted; this also states Esseco Group’s commitment to hire its collaborators through a regular employment contract, refusing any form of forced, compulsory or child labour.

The Code of Ethics clarifies everyone’s right to make anonymous reports (“Whistleblowing”) when faced with conduct that is contrary to the principles of equality, equal opportunities and non-discrimination, while ensuring the protection of the whistleblower from any retaliation or disciplinary action.

The Esseco Group promotes the well-being of its workers through welfare initiatives: in particular, the Group’s Italian companies, in addition to the protections provided by the collective labour agreement of reference, promote access to private health care services through FASCHIM, FASI and FONCHIM. Other benefits provided at Group level are represented by recognising health insurance in favour of the various job classification levels.

Abroad, Esseco UK takes part in the *We Care* programme, a free health and psychological care programme with a 24/7 hotline for its workers.

In addition, starting from January 2023, the Group has allocated part of its resources to salary increases for its employees, as a measure to counteract the effects of the increase in the cost of living. The initiative is set to continue in 2024.

Being close to our workers and their families is a fundamental prerogative for us. For this reason, we strongly believe in continuing to support them to face this period of generalised inflation that creates a difficult situation. Thanks to the forward-looking investment policies on the energy front [...], we can keep the salary increase of 5 percent unchanged, in addition to the agreements signed at national level [...].



Piero Nulli,
President of Esseco Group

For the Esseco Group, staff training is a key pillar in the company’s growth and development strategy. Investing in continuing education programmes is essential to maintaining a high standard of competence and professionalism among employees, ensuring they are always up to date on the latest industry innovations and practices. Training is not limited to health and safety but extends to a wide range of technical and managerial skills, with the aim of enhancing individual skills and of promoting professional growth. Thus, the Esseco Group not only ensures compliance with current regulations, but also strives to enhance human capital, considered a strategic asset for the company’s long-term success and competitiveness.

In this regard, during 2023, 22,673 hours of training were provided to Group personnel, about double those of the previous year, which amounted to 12,699; the training is divided as follows:

NUMBER OF TRAINING HOURS PER CATEGORY OF WORKERS	Unit of measu- rement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Executives	h	550	148	435	165
Managers	h	863	814	1,132	1,023
White-collar workers	h	3,856	1,078	4,340	1,318
Blue-collar workers	h	3,955	1,435	12,809	1,452
Total	h	9,224	3,475	18,715	3,958



The significant increase in training hours is mainly attributable to the fact that during 2023 numerous courses were held to obtain first and second level certifications to operate steam generators, as well as specific task training sessions, in order to increase the versatility of workers and ensure an effective transition between generations. 63% of the total training was used by the category of workers and 85% by male personnel: this figure can be assessed through the preponderance of male workers in the category (equal to 92%), justified by the type of tasks carried out within the Group’s production sites.

AVERAGE HOURS OF TRAINING BY GENDER	Unit of measu- rement	2022		2023	
		Chemical sector	Oenological sector	Chemical sector	Oenological sector
Women	h	13.42	10.97	11.42	12.14
Men	h	12.97	7.66	30.99	8.76
Average hours per worker	h	13.05	9.00	27.44	10.15

METHODOLOGICAL NOTE



This document is the first Sustainability Report of the Esseco Group (hereinafter also “the Group”) and contains information relating to economic, environmental and social issues with the aim of providing useful information to ensure an understanding of the activities carried out by the Group, its progress, performance and the resulting impacts in terms of sustainability.

In accordance with the reporting principles defined by the 2021 GRI Standards, the 2023 Sustainability Report of the Esseco Group adheres to the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. Compliance with the requirements of the 2021 GRI Standards allows the Group to ensure a correct representation of the information, with a high degree of the detail and quality of the data reported, thus allowing readers to objectively evaluate the Group’s performance and contributions to sustainable development.

This Sustainability Report is not subject to external review.

REPORTING SCOPE

The data relating to environmental, social and governance issues concern the production companies Esseco S.r.l., Esseco UK Limited, Addcon GmbH, Addcon Nordic AS, Altair Chimica S.p.A. (with the exception of the GRI 205 “Anti-corruption”, 304 “Biodiversity”, 306 “Waste”, 417 “Marketing and labelling”, and the GRI 406 “Non-discrimination” and 416 “Customer health and safety” indicators reported only for the Pieve Vergonte site), Hydrochem Italia S.r.l. (with the exception of the GRI 301 “Materials”, GRI 303 “Water” and GRI 306 “Waste” indicators), Altair Chimica Iberica SL, Ever S.r.l., Ever Brasil Industria e Comercio Ltda, Italiana Biotecnologie S.r.l. and Sofralab Sas (with the exception of the 301 “Materials”, 306 “Waste” indicators).

The data relating to the social and governance indicators concern the production companies mentioned above and the commercial companies of the Esseco Chemicals de Mexico Group, Esseco France Sas, Esseco USA Llc, Addcon (Dalian) Environmental Products Limited, Addcon Asia Ltd., Altair Chimica Iberica SL (with the exception of indicators 403 “Health and safety at work”, 406 “Non-discrimination”, 416 “Customer health and safety”), Ever Deutschland GmbH, Ever France Sasu, Ever Solution (PTY) Ltd, Ever Trade Sro, Bluagri S.r.l., Bluagri Ltda, Enologica Friulana S.r.l., Enartis Sepsa Sau, Enartis Portugal Ltda, Enartis South Africa Ltd (with the exception of indicator 403-10 “Occupational diseases”), Enartis Chile Ltda, Enartis Argentina SA., Enartis Pacific PTY Ltd., Enartis USA (with the exception of indicator 2-8 “Non-employee workers”).

The scope of the financial data only (GRI 201-1), in line with the Consolidated Financial Statements for the tax years 2022 and 2023, in addition to the companies mentioned above, also includes the companies Esseco do Brasil, Enartis S.r.l., Enartis Central Europe s.r.o., SBO Sas, Petite Suisse sarl, Sofralab Unipessoal LDA, Oenovisions SAS, Oceania SAS, OenoFrance Chile S.p.A., OenoFrance Italia S.r.l..

REFERENCE PERIOD

This document contains a description of the initiatives and activities carried out from 1 January to 31 December 2023, as well as the related performance indicators for the Esseco Group submitted for the period 2022-2023, where available. The data collection process and the publication activities of the report are structured on an annual basis.

REPORTING STANDARDS

The Financial Statements are prepared in accordance with the GRI Sustainability Reporting Standards (hereinafter also “GRI Standards”), published by the GRI – Global Reporting Initiative, according to the “with reference” option. The Financial Statements report the issues that emerged from the materiality analysis carried out according to the Impact Materiality methodology, i.e. those issues that have a strong influence in terms of economic, social and environmental impacts on the environment and on the people with whom the Group interacts. The indicators of the GRI Standards to be used for reporting have been identified based on the results of this analysis. The indicators used are listed within the GRI Content Index.

CALCULATION METHODOLOGY

The methodology and assumptions used to calculate the indicators in this Report are described below:

- The data relating to accidents refer to employees and collaborators of the Group. Accidents while on the move, when the employee/collaborator has used his/her own means of transport, and first aid cases, as per the indications of the GRI Standards, are not included;
- the recordable occupational accident rate was calculated as the total number of accidents divided by the total number of hours worked in the reference period and multiplied by 1,000,000.

The following table shows the conversion factors used to calculate and estimate the energy consumption:

TYPE	U.o.M.	Source
Fuel density	-	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2022, 2023
Net CV	GJ/t	UK Department for Environment, Food & Rural Affairs (DEFRA), Fuel properties – Full set 2022, 2023

Scope 1 emissions were calculated as follows:

GHG EMISSIONS – SCOPE 1			
Source	Activity data	Emission factor	GWP
Petrol	Fuel consumption	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set 2022, 2023	CO ₂ equivalent
Diesel	Fuel consumption	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2022, 2023	CO ₂ equivalent
Natural gas	Fuel consumption	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2022, 2023	CO ₂ equivalent
F-gas	Leakages (kg)	UK Department for Environment, Food & Rural Affairs (DEFRA), Refrigerant & other – Full set, 2022, 2023 Sixth Assessment Report (AR6) - IPCC	CO ₂ equivalent Global Warming Potential

Scope 2 emissions resulting from the consumption of electricity purchased from the national grid are calculated according to two different methodologies: the location-based approach reflects the average intensity of emissions by the networks in which energy consumption takes place; the market-based approach reflects emissions from the electricity source that the company has chosen.

Scope 2 emissions are calculated as follows:

GHG EMISSIONS – SCOPE 2			
Source	Activity data	Emission factor	GWP
Electricity purchased from the national grid (location-based)	Electricity consumption	European Environmental Agency (EEA) 2022	CO ₂ equivalent
		UK Department for Environment, Food & Rural Affairs (DEFRA) - UK electricity – Full set 2022, 2023	
		UNFCCC Harmonized IFI Default Grid Factors	
Electricity purchased from the national grid (market-based)	Electricity consumption	AIB, European Residual Mixes 2022, 2023	CO ₂ equivalent
		UNFCCC Harmonized IFI Default Grid Factors	
District heating and steam	Steam consumption purchased	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set 2022, 2023	CO ₂ equivalent

CONTENT INDEX

CONTENT INDEX

The following table shows the GRI Standards reported in the Sustainability Report, the related information, the reference chapter and any omissions, in accordance with the provisions of the GRI Standards 2021 – *with reference*.

GRI STANDARD	INFORMATION	REFERENCE	NOTES
The organisation and its reporting practices			
	2-1 Organisational details	1.1 – The Essecoco Group Methodological note	
	2-2 Entities included in the organisation's sustainability reporting	Methodological note	
	2-3 Reporting period, frequency and contacts	Methodological note	The reporting period for financial reporting is the same as for the Sustainability Report
	2-4 Information review		No adjustment was made during the period considered
	2-5 External assurance		The Report is not subject to external assurance
	2-6 Assets, value chain and other business relationships	– Materiality analysis	
	2-7 Employees	4.1 – The Essecoco Group workforce	
	2-8 Non-employee workers	4.1 – The Essecoco Group workforce	
	2-9 Structure and composition of the organisation's governance	1.2 – Our governance model	
	2-10 Appointment and selection of the highest governance body	1.2 – Our governance model	
GRI 2 – General Disclosures	2-11 Chairman of the highest governance body	1.2 – Our governance model	
	2-12 Role of the highest governance body in controlling impact management	1.2 – Our governance model	
	2-13 Delegation of responsibility for impact management	1.2 – Our governance model	
	2-14 Role of the highest governance body in sustainability reporting	1.2 – Our governance model	
	2-22 Declaration on the Sustainable Development Strategy	Letter to Stakeholders	
	2-23 Policy commitment	1.3 – Business ethics and integrity	
	2-24 Integration of policy commitments	1.3 – Business ethics and integrity	
	2-25 Processes aimed at remedying negative impacts	1.2 – Our governance model	
	2-26 Mechanisms for requesting clarification and raising concerns	1.3 – Business ethics and integrity	
	2-27 Compliance with laws and regulations	1.3 – Business ethics and integrity	
	2-28 Membership of associations	1.2 – Our governance model	
	2-29 Approach used for stakeholder engagement	1.5 – The Group's stakeholders	
	2-30 Collective agreements	4.1 – The Essecoco Group workforce	

GRI STANDARD	INFORMATION	REFERENCE	NOTES
Information on material topics			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 3 – Material topics	3-2 List of material topics	1.4 – Materiality analysis Methodological note	
Responsible value chain management			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 204 – Procurement practices	204-1 Proportion of expenditure towards local suppliers	1.4 – Materiality analysis	
Climate change mitigation			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 302 – Energy	302-1 Energy consumed within the organisation	2.1 – The impact on climate change	
GRI 302 – Energy	302-3 Energy intensity	2.1 – The impact on climate change	
GRI 305 – Emissions	305-1 Direct GHG emissions (Scope 1)	2.1 – The impact on climate change	
GRI 305 – Emissions	305-2 Indirect GHG emissions from energy consumption (Scope 2)	2.1 – The impact on climate change	
GRI 305 – Emissions	305-4 Intensity of GHG emissions	2.1 – The impact on climate change	
Responsible use of raw materials			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 301 – Materials	301-1 Materials used by weight or volume	2.2 – Raw material management	
GRI 303 – Water and water discharges	303-1 Interactions with water as a shared resource	2.2 – Raw material management	
GRI 303 – Water and water discharges	303-2 Management of impacts related to water discharge	2.2 – Raw material management	
GRI 303 – Water and water discharges	303-3 Water withdrawal	2.2 – Raw material management	
GRI 303 – Water and water discharges	303-4 Water Discharge	2.2 – Raw material management	
GRI 303 – Water and water discharges	303-5 Water consumption	2.2 – Raw material management	
Waste management			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 306 – Waste	306-1 Waste generation and significant waste-related impacts	2.2 – Raw material management	
GRI 306 – Waste	306-2 Management of significant waste-related impacts	2.2 – Raw material management	
GRI 306 – Waste	306-3 Waste produced	2.2 – Raw material management	
GRI 306 – Waste	306-4 Waste not destined for disposal	2.2 – Raw material management	
GRI 306 – Waste	306-5 Waste for disposal	2.2 – Raw material management	
Protection of biodiversity			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	

GRI STANDARD	INFORMATION	REFERENCE	NOTES
GRI 304 – Biodiversity	304-1 Operational sites owned, leased, managed in (or adjacent to) protected areas and areas with high biodiversity value outside protected areas	2.3 – Biodiversity	
GRI 304 – Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	2.3 – Biodiversity	
Impacts of production plants on the community			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 305 – Emissions	305-6 Ozone-depleting substances (ODS) emissions	2.4 – The local impact of the plants	
GRI 305 – Emissions	305-7 Nitrogen oxides (NO _x), Sulphur oxides (SO _x) and other significant emissions	2.4 – The local impact of the plants	
Creation and distribution of economic value			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 201 – Economic performance	201-1 Directly generated and distributed economic value	1.7 – Economic performance and main investments	
Worker well-being			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 401 – Employment	401-1 New hires and turnover	4.3 – Well-being and professional development	
	401-2 Benefits for full-time employees, but not for part-time or fixed-term employees	4.3 – Well-being and professional development	
GRI 404 – Training and education	404-1 Average annual training hours per employee	4.3 – Well-being and professional development	
Research, development and innovation			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
Non-GRI Topic			
Protection of health and human rights			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 403 – Occupational health and safety	403-1 Occupational health and safety	4.2 – Occupational health and safety	
	403-2 Hazard identification, risk assessment and accident investigation	4.2 – Occupational health and safety	
	403-3 Occupational health services	4.2 – Occupational health and safety	
	403-4 Worker participation and consultation and communication on occupational health and safety	4.2 – Occupational health and safety	
	403-5 Occupational health and safety training for workers	4.2 – Occupational health and safety	

GRI STANDARD	INFORMATION	REFERENCE	NOTES
GRI 403 – Occupational health and safety	403-6 Promotion of workers’ health	4.2 – Occupational health and safety	
	403-7 Prevention and mitigation of occupational health and safety impacts within business relationships	4.2 – Occupational health and safety	
	403-9 Accidents at work	4.2 – Occupational health and safety	
	403-10 Occupational diseases	4.2 – Occupational health and safety	
GRI 405 – Diversity and equal opportunities	405-1 Diversity and equal opportunities	4.1 – The Esseco Group workforce	
GRI 406 – Non-discrimination	406-1 Incidents of discrimination and corrective measures taken	4.2 – Occupational health and safety	Two cases of discrimination have been reported, still under investigation
GRI 416 – Customer Health and Safety	416-2 Incidents of non-conformity concerning health and safety impacts of products and services	1.8 – Customer health and safety protection	No cases of non-compliance were recorded during 2023
GRI 417 – Marketing and labelling	417-2 Incidents of non-compliance concerning product and service information and labelling	1.8 – Customer health and safety protection	No significant non-compliance incidents were recorded during 2023
	417-3 Cases of non-conformity concerning marketing communications	1.8 – Customer health and safety protection	No significant non-compliance incidents were recorded during 2023
Business Integrity			
GRI 3 – Material topics	3-1 Material topic determination process	1.4 – Materiality analysis	
GRI 205 - Anti-corruption	205-3 Corruption incidents ascertained and actions taken	1.3 – Business ethics and integrity	



For information and further details:
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