



2024

Sustainability Report



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Cover letter

Dear Stakeholders,

With this edition we are pleased to present our third Sustainability Report, marking the conclusion of the first three-year cycle, when the objectives and targets set for the period 2022-2024 have been fully achieved. This result is a testimony to the tangible commitment of our companies to ESG (Environmental, Social, Governance) principles, strengthening our journey towards increasingly responsible and sustainable growth.

Although the Group we are part of is already preparing a *Sustainability Report* in compliance with the new European ESRS standards, we have chosen to continue voluntarily publishing this report at the company level.

We believe it is essential to share our vision through a structured analysis of our sustainability priorities, thereby concretely demonstrating our commitment to measuring and progressively reducing the impact of our processes and products. Now widely used in national and international markets, they represent the result of the synergistic strategy of our Industrial Division, focused on innovation and continuous improvement.

Our path, outlined on several levels within our organization, starts from Esseco Group and extends to our *Esseco Industrial Division* up to the individual legal entities. It stems from the belief that sustainability is not just an accessory element but is the very drive to long-term success.

Although operating in an "energy-intensive" sector par excellence and considered "hard to abate", our Group has always believed that chemistry is capable of paying increasing attention to the principles of sustainability. Forty years ago, we began to take the first steps in this direction, combining the growth strategy of our chemical companies with the development of a corporate culture based on shared principles, concrete commitments and good practices of social responsibility. This commitment has materialized over time through significant research and innovation projects, anticipating the adoption of best practices well before the introduction of regulatory obligations. It has also made us promoters of decarbonisation strategies, with a growing commitment to the self-production of *CO₂-free* energy, the integration of renewable energy sources, and a constant process of optimising our processes and products to improve their energy efficiency and the circularity of resources. Our values are clear and deeply rooted in our DNA: Passion, Responsibility and Openness.



PASSION for efficiency, commitment and quality. We believe that a job well done must be carried out with foresight and continuity, combining wisdom and competence to generate added value.

RESPONSIBILITY meant as careful and dynamic care. We are aware and attentive to the impact that each of our actions has on the entire territory and the world regarding the environment, safety and quality of life. Responsibility starts with the individual: each of us in the company receives something and must guard it with prudence and courage, like a good family man.

OPENNESS to constant progress. Our tradition is a pillar that supports us, but not a limit to growth. We cultivate curiosity and encourage the emergence of the best ideas, transforming every challenge into an opportunity for development. If we continue to progress, it is because we know how to offer the opportunity for expression to the best energies and skills, enhancing everyone's skills and transforming mistakes into opportunities for growth.

These values allow us to face current challenges with determination, building the necessary conditions to meet the needs of present and future generations and actively contributing to the objectives of the European Green Deal, aiming for 100% CO₂-free to cover our electricity needs.

We are committed to advancing truly sustainable chemistry, ready to strengthen our contribution in the context where we operate, with constant vigilance on and attention to our stakeholders and, above all, to our workers, always investing to provide them with a safe and successful work environment.

Enjoy the reading!



Francesco Nulli

Esseco Group CEO



Roberto Vagheggi

Esseco Industrial General Manager



Highlights 2024

ENVIRONMENTAL



Cut in greenhouse gas emissions:

-29%

of direct emissions (Scope 1)



-35%

of indirect emissions from purchased energy (Scope 2 location-based) compared to 2022



-85%

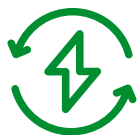
of indirect emissions from purchased energy (Scope 2 market-based) compared to 2022



Responsible waste management:

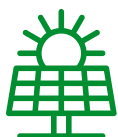
-51%

in the production of hazardous waste compared to 2022



+53%

of energy fed into the grid compared to 2022.



Self-produced and shared energy:

+13%

of self-produced electricity



Responsible use of water resources:

-10%

in water withdrawals compared to 2022, thanks to recovery and reuse strategies

Highlights 2024

SOCIAL



99%

11 99% of our employees
are hired on a permanent basis



31 ore

hours of annual training
per capita, supporting
everyone's growth



The link between school and
business has been strengthened:
launch of our **Esseco Academy**
and participation in career days
in technical secondary schools
and universities



Esseco's first Open Day
at the San Martino di Trecate
plant, which welcomed 400
visitors!



5%

+5% Contractual increase
on the new chemical-pharmaceutical contract
to support the purchasing power of our em-
ployees



Obtaining recognition **as a "workplace that**
promotes health" as part of the WHP
(Workplace Health Promotion) program with
initiatives aimed at promoting a
healthy lifestyle, such as the **Essecorriamo**
project

Highlights 2024

GOVERNANCE



EcoVadis

Platinum medal for San Martino di Trecate and Gold for San Cipriano Po



Rating ESG Open-es:

achievement of the score
11/12



Responsible Care

Joining the voluntary **Responsible Care** program, to promote sustainable development in the chemical industry worldwide



Industrial Division

Publication **of our Industrial Division's** Policy that enshrines **Sustainability at the heart of the strategy**



Legality rating

The highest score confirmed



Code of conduct

Introduction of the new **Supplier Code of Conduct** to strengthen our control over our supply chain

1 About us

We are Esseco S.r.l., an Italian company of the industrial division of Esseco Group S.p.A., a leader in the chemical production of sulphur and its derivatives.

Quality, safety and continuous innovation form the foundations of all our products, guaranteeing reliable and technologically advanced solutions for a wide range of industrial sectors.

Thanks to innovative projects and a forward-looking vision, we continue to grow by fostering the solid and responsible development of our company, grounded in concrete actions for environmental protection and in virtuous relationships with all our *stakeholders*.



1.1 The Esseco Group and our Industrial Division

The Esseco Group is our holding company, and through its companies, today it operates in 18 countries around the world, thanks to constant growth, supported by strategic vision, targeted investments and acquisitions. This strategy has led to the onset of two core businesses within the Group:

The **Winemaking Division**, one of the main players in the market of winemaking products and in technical assistance that has now reached a significant size, occupying a leadership position in the niche of biotechnological additives and adjuvants for the winemaking industry. The offer of the Winemaking Division is based on innovative products and solutions, the result of intense research and development. These solutions are marketed through several proprietary brands, with Enartis¹ acting as the central hub for distribution.

The **Industrial Division** we are part of has maintained and increased its presence in the historical business of sulphur and sulphite derivatives and, thanks to the acquisitions of Altair Chimica² (2011) and Hydrochem Italia² (2019), has become one of the main European players in the chlorine alkali sector, with a particular focus on caustic potash and all the chemistry of inorganic potassium derivatives. The acquisition of Addcon (2019), with its production facilities in Germany, Norway and China, further expanded geographical and product boundaries.



¹ Enartis was a brand of our company Esseco S.r.l. until 31/12/2023.

² Companies now merged into Altair Chemical S.r.l.

Currently, the Industrial Division has several production sites around the world including the following companies and facilities:





Within the Group dynamics, as an Esseco company, we have always pursued the goal of efficient integration between our production units and those of the other companies in the Industrial Division. In fact, through strategic coordination among plants, we optimize supply and distribution flows, reducing the distances traveled and abating the subsequent emissions, thus contributing to greater operational sustainability. A key element of this synergy is the sharing of our company know-how, especially of the chemical processes that make up our genetic and strategic heritage.

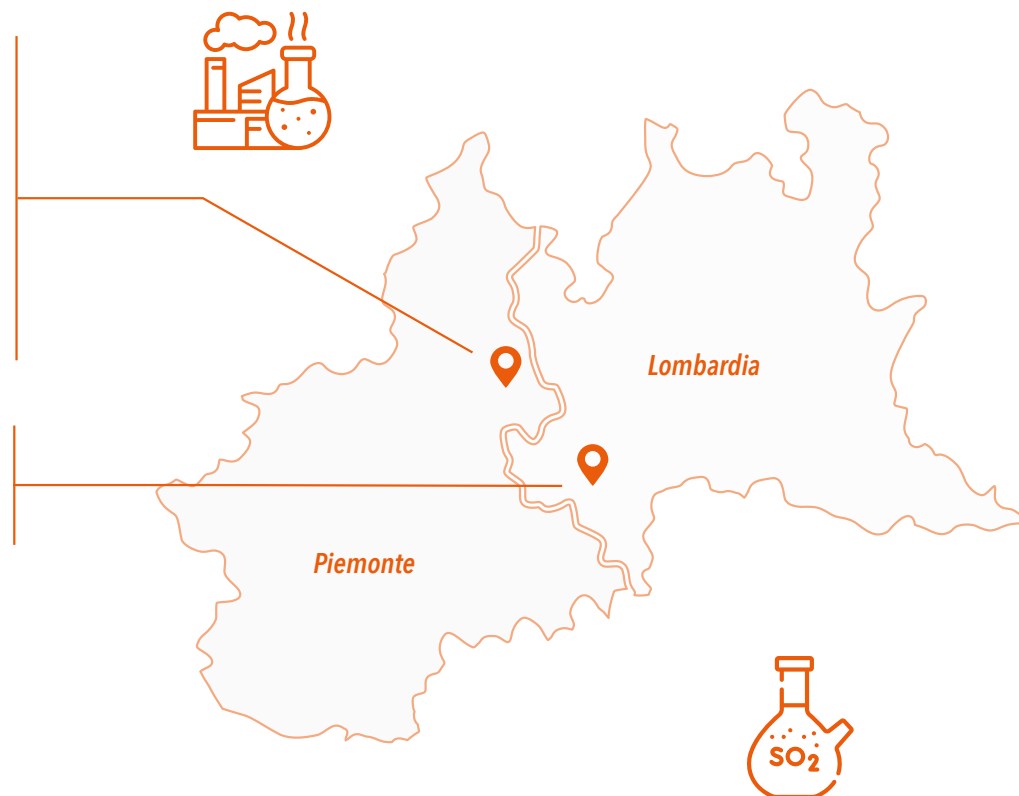
The transmission of knowledge and skills makes it possible to standardise production methods, guaranteeing high standards of quality, health, safety and the environment anywhere within the Group. In addition, the dissemination of best practices fosters innovation and continuous improvement, consolidating our technological leadership in the sector. This integrated strategy does not only consolidate our competitiveness, but also represents a concrete step towards a more responsible production model, consistent with the future challenges that we have been facing for years with determination and strategic vision.

1.2 Our company's assets

There are two main production plants:

- **San Martino di Trecate (NO):** located in the heart of the province of Novara, it covers an area of over 16 hectares and represents an integrated centre of excellence in chemical production in Italy. The site houses both offices and plants, divided into two areas dedicated to the processing of products for the industrial and winemaking sectors, respectively. The Trecate industrial site also includes a plant specialized in the production of sulphuric acid and oleum, owned by Essemar S.p.A.³, also part of the Esseco Group.
- **San Cipriano Po (PV):** located in the province of Pavia, it is a production site⁴ with an area of 1.6 hectares and is specialized in the chemical and physical transformation of sulphur to give rise to various products marketed in various markets.

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



³ Essemar was founded in 2004 as a joint venture (50/50) between Esseco Group and Marchi Industriale within the perimeter of San Martino di Trecate. The industrial synergy between Essemar and Esseco has a double advantage: on the one hand, it favours the use of the raw material (sulphur) as an energy source for the plant through advanced technologies and, on the other hand, the integral management of environmental and safety aspects, based on the mandatory requirements of Integrated Environmental Authorization (IEA) no. 416 of 13/10/2021 and subsequent amendments and additions, issued by the Ministry of Ecological Transition.

⁴ The San Cipriano Po site is authorized with AUA 02/2021 Authorization and subsequent amendments and additions by the Pavia province.

1.3 History and values

Our history is a testimony to family success, deeply linked with the Nulli family, which still continues to lead the company with dedication and vision, with its fourth generation. The roots of this company lie in the first Italian post-war period, in Milan, where the foundation of a business destined to grow, evolve and consolidate over time, was laid.



We set off on our journey in the national scope of chemicals with a company specialising in refrigeration systems.

Milan, the 1920s



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

The 1960s



The 1990s

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



2003

Enartis was set up, a brand which is our feather in the cap, establishing Esseco on the worldwide market of excellent winemaking products.



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

2004

The broad range of companies and production plants located around the world led to the start of a corporate reorganization with the creation of the Esseco Industrial Division we are part of. Through the merger by incorporation of Zolfindustria S.r.l into Esseco Srl, we included the San Cipriano Po plant in our corporate scope and the spin-off of Enartis in the Winemaking Division was started.

2022

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

2024

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

1.4 The products and sectors where we operate

Our products are born from a structured process, which can be summarized in the following phases:



Sourcing - Our main raw material is both liquid and solid sulphur, which almost entirely comes from refineries, as main impurity to be removed during the oil refining process. Sulphur removal is essential because it is one of the main impurities to be removed to produce low-sulphur fuels and, consequently, reduce emissions of sulphur dioxide, an air pollutant which is toxic to human health and the environment.

Instead of being disposed of by refineries, sulphur is used by us as a valuable raw material. In this way, we fully exploit its potential, making it the protagonist of our production processes and implementing a responsible and sustainable use of resources⁵.



Production - In our factories, sulphur is subjected to cutting-edge transformations and chemical additives with other reagents that allow us to develop a wide range of innovative products for multiple industrial sectors. At the San Martino di Trecate site, sulphur also takes on the role of an energy carrier, contributing to our self-production of energy. Our finished products, whether solid or liquid, are carefully labeled and packaged directly in our factories, ensuring maximum quality and traceability.

⁵ For more information on the application of our circular economy model, see chapter 2.4





Distribution - After rigorous quality controls, our products are distributed to national and international markets, providing tailor-made solutions to meet the needs of different industries. Our distribution network, structured to ensure a widespread presence, ensures a timely and effective response to customer requests in a wide variety of sectors, including:



Agriculture



Foodstuffs



Feed



Paper mills



Photography



Electroplating



Chemicals



Leather tanning



Pharmaceuticals



Wood panels



Textile



Water treatment



Drilling



Rubber industry



Vinicolo



Glasswork



Metalworking

1.5 Certified production

We guarantee the highest level of quality and safety for all our products, through rigorous controls at every stage of our value chain.

From the careful selection of suppliers and raw materials, to continuous research and development, going through all stages of production, up to the final checks before sale.

Each step is managed with extreme care and competence, thanks to the close collaboration among our process engineers, plant technicians, chemists in our Quality Control laboratory and the supervision of Quality Assurance and the HSE department.

We create, produce and place on the market following strict standards and criteria of quality, environment, health and safety in the workplace and food safety, which include aspects of sustainability, as stated in the Company Policy and the Integrated Quality, Sustainability and Food Safety Policy available on our company website: <https://www.esseco.com/en/quality-and-innovation/>

In addition to the system certifications shown in the summary box, we certify our products with specific certifications for the sector they belong to, consistent with the needs of the reference markets⁶.



UNI EN ISO 14001:2015
Environmental system management certification
Applicable to San Martino di Trecate, San Cipriano Po and Assemini sites



UNI EN ISO 9001:2015
Quality system management certification
Applicable to San Martino di Trecate and San Cipriano Po sites



FSSC 22000
Food safety management system certification, based on ISO 22000
Applicable to San Martino di Trecate site



UNI EN ISO 45001:2023
Occupational health and safety management system certification
Applicable to San Martino di Trecate, San Cipriano Po and Assemini sites

1.6 Innovation, research and development

We have always invested in research and innovation, believing that technological progress must go hand in hand with sustainable growth.

In our laboratories we are dedicated to research and development but also to quality control and product safety, while offering technical and scientific assistance to customers.

This commitment fosters strategic collaborations for the creation of innovative application solutions and customized projects, contributing to the growth of our skills.

Over time, we have refined our expertise not only in sulphur chemistry, but also in the development of new products from different raw materials, such as potassium bicarbonate and potassium carbonate in solution. These arise from the recovery of carbon dioxide generated in the sodium metabisulphite production process, concurrently giving life to bicarbonate, a product of great commercial interest.

This interconnection between our processes promotes efficiency, the circularity of the production system and the reduction of climate-changing emissions, concretely strengthening our commitment to sustainability.

In 2023, we joined the SWIch call and, after receiving confirmation of admission in 2024, we launched the ***“ECOChem Innovations”*** project. This project aims to improve the energy efficiency of the sulphur combustion furnace and optimise the production methods of liquid sulphur dioxide, with reduced consumption of well water.



In 2024, we also completed the new production plant for potassium polyaspartate-based solutions for the wine industry, marking a significant step forward in terms of production capacity.

Again in 2024, we made innovations and plant improvements that generated benefits both at a production and organizational level, as well as in terms of sustainability. Among the various operations, we would like to point out the following projects, which are nearing completion and scheduled to start operating in 2025:

- The upgrade of the sulphur smelting plant with the introduction of an acid neutralisation treatment. This process involves neutralising the acidity of solid sulphur by means of a lime dosing system, followed by filtration with a self-cleaning filter, which allows excess lime to be separated without the need for operator involvement. Downstream of filtration, the booster tank is no longer required, as the filtered sulphur will be sent directly to storage.
- The purchase of a cartridge filter dedicated to the filtration of batches of non-finalized sodium hydrosulphite, which allows the in-line recovery of mother liquor even from products that do not comply with the specifications.



1.7 Our sustainability priorities

Our sustainability priorities have been identified with the crucial process of double materiality, which highlights the areas that are most relevant to our organization and guides the development of our policies and initiatives, as well as setting improvement targets. Notably, guided by the results of the Esseco Group's double materiality analysis and an in-depth analysis of our context and stakeholders, we identified and then assessed the main current or potential impacts related to the activities we carry out with reference to the three dimensions of sustainability: economic, social and environmental (three areas often indicated by the acronym ESG).

In order to better address and manage emerging issues, in addition to considering both the positive and negative impacts that we generate or can generate, we have also worked to identify and evaluate the financial risks and opportunities related to our activities with quantitative scoring. This dual assessment, identified as *double materiality* under the *European Sustainability Reporting Standards* (ESRS) introduced by the *Corporate Sustainability Reporting Directive* (CSRD), has allowed us to clearly outline our priorities.

In the overall analysis, we have only considered impacts, risks and opportunities that have exceeded a predetermined threshold value to be relevant. With this approach, we have identified the relevant aspects, i.e., the areas of sustainability that we consider to be priorities, both in terms of issues and sub-issues, along the entire value chain, as illustrated below.



Our double materiality

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

Financial Materiality

The issues and sub-issues identified guide the disclosures we will report on and direct our future efforts towards our most relevant sustainability issues⁷.

2 Responsible to our home planet

Our attention to the environment drives us to research and develop increasingly innovative solutions, both in terms of products and processes. This commitment is widespread in all our operations and focuses on four key topics:

- Responsible use of energy and combating climate change,
- Pollution prevention,
- Protection of water resources,
- Circularity of resources.

In the development of these aspects, we follow the principles of the circular economy, adopt the most advanced technologies in the sector and apply a rigorous environmental management system, certified for years, to ensure the highest level of efficiency and environmental protection.



2.1 Our approach to climate change

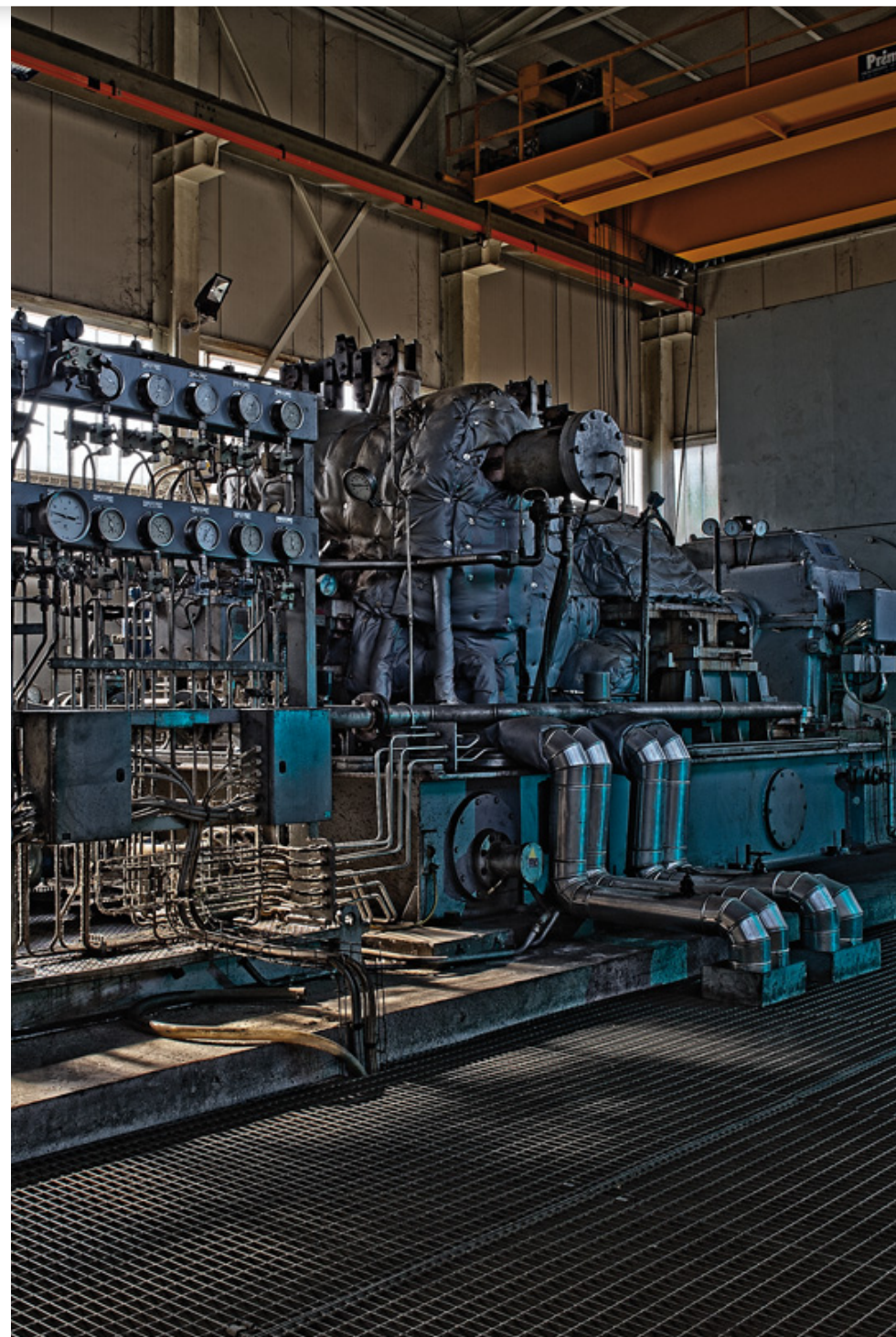
Following our Group's guidelines, we have defined a sustainable energy strategy with the aim of reducing dependence on fossil fuels and external supplies, while reducing our emissions into the atmosphere.

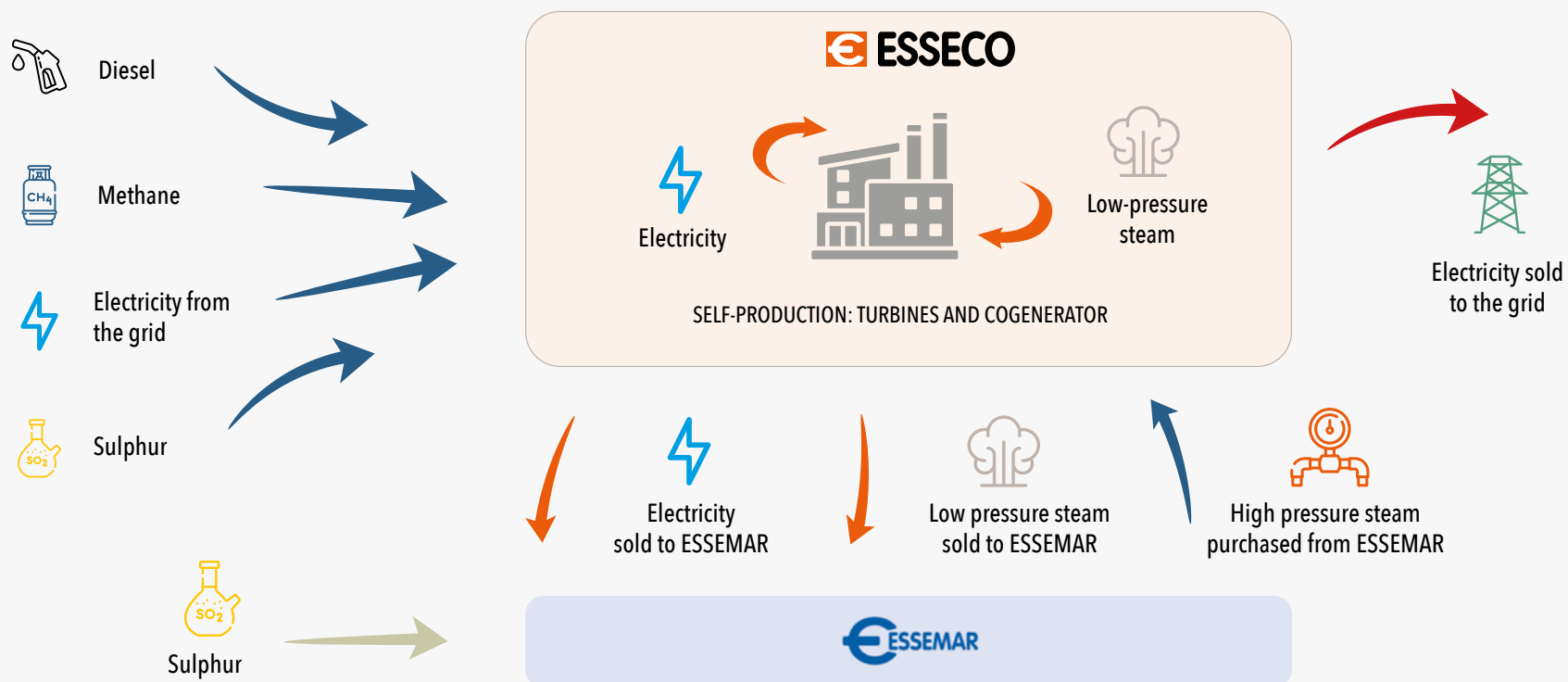
In the San Martino di Trecate plant we have long invested resources to generate energy independently. Here, in fact, we exploit the recovery of thermal energy from sulphur combustion processes and the enthalpy of its chemical transformations, thus limiting the use of fuels from climate-changing sources.

We self-produce about two-thirds of the electricity consumed, starting from the sulphur used in our production processes, with two distinct but interconnected plants⁸:

- One owned by Essemar that generates 3.8 tons of high-pressure steam for every ton of sulphur burned;
- One owned by Esseco that generates 2.6 tons of high-pressure steam for every ton of sulphur burned.

⁸ Within the Trecate production site there is a sulfur combustion plant for the production of sulfuric acid and oleum owned by the Essemar Company, part of the Esseco Group, and authorized with the same Ministerial AIA no. 416 of 13/10/2021 and subsequent amendments and additions.





- ▶ The energy consumed by Esseco is calculated as the sum of the input energy carriers from which the energy associated with the output energy carriers is subtracted.
- ▶ The energy carriers entering the Esseco company are: diesel, methane, electricity from the grid, high-pressure steam purchased from Essemar and sulphur as a raw material.

- ▶ The energy carriers leaving Esseco are: electricity sold to Essemar, low-pressure steam sold to Essemar and electricity sold to the grid.
- ▶ Essemar receives sulphur as an input energy carrier.
- ▶ The self-production of energy, internal to the Esseco company, is not used for the calculation of the energy consumed. The values of self-produced and consumed energy are also available.

- ▶ In this representation there are two energy carriers "internal" to the Esseco company: self-produced EE and BP steam because they are mentioned in the table, but they have no impact on the calculation of the energy consumed by Esseco, calculated as per item 1.

OUR ENERGY

ENERGY DATA 2024

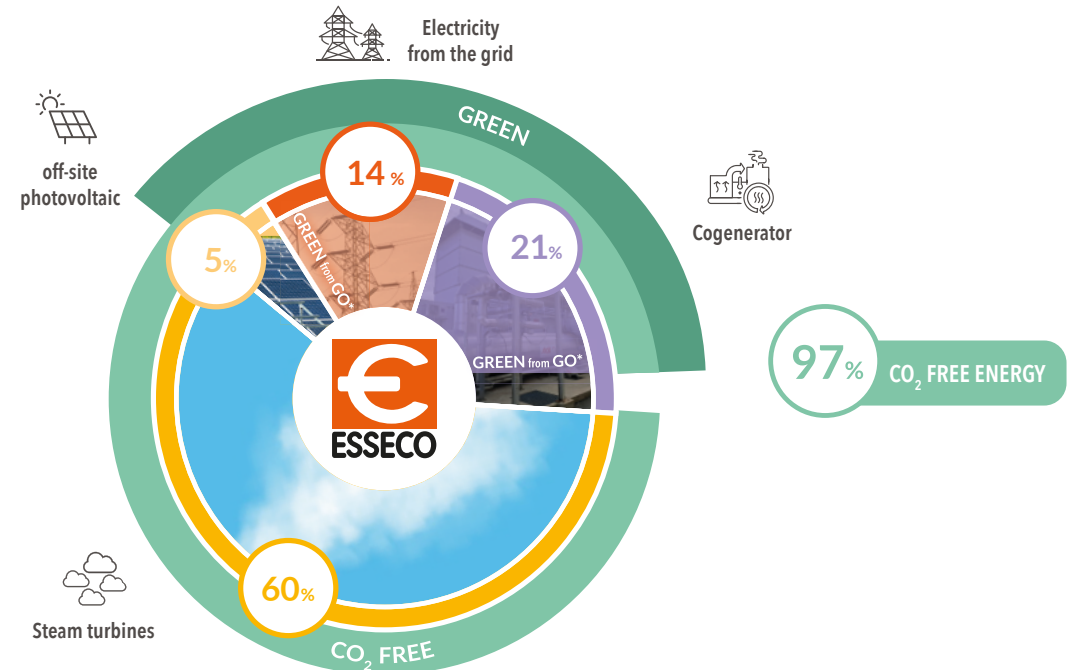
We transform the thermal energy from the combustion of sulphur for the production of sulphur dioxide (SO₂) and its derivatives into CO₂-free electricity by means of turbo-alternators.

Downstream of the production process, we rely on a single emission point constantly controlled (the so-called SME plant) by automatic analyzers and equipped with the most advanced technologies for the abatement of gaseous effluents.

As part of improving the efficiency of the San Martino di Trecate plant, we also feature a trigeneration system connected to the energy self-production network, capable of producing electricity, heat and cooling simultaneously from the combustion of methane gas. The Energy Services Manager (GSE – the Italian Energy Services Operator) has validated the performance of the trigeneration system for the issuance of white certificates, confirming the energy savings achieved in end-use applications.

We have also increased the use of electric forklifts for in-company carriage and handling purposes with the aim of significantly reducing diesel consumption.

In 2024, we continued our commitment not only to reducing energy consumption but also to transitioning to greater use of renewable sources. To encourage a significant development in the scope of renewable energy, we have invested in a new photovoltaic system for the San Martino di Trecate plant.



The system, which will be installed on the roofs of our facilities, will come into operation in autumn 2025. In addition, in 2026 we plan to further expand our commitment, investing in a new photovoltaic system for the San Cipriano Po plant. In addition to these initiatives, there are investments in photovoltaic plants in Sicily, carried out as part of the *Renewability* project.

In addition, as an energy-intensive company, we committed to participating in the mechanism called Energy release 2.0, governed by Ministerial Decree no. 268 of 23 July 2024. This mechanism is intended to promote the installation of new electricity generation capacity from renewable sources for energy-intensive companies.

This measure provides for an advance period of 36 months, when GSE sells the available energy to energy-intensive companies, in exchange for the commitment to build renewable plants through which the energy will be returned in the following twenty years.

After the production processes, the transport of raw materials and products also represents an important emission category that we are committed to reducing. For this reason, we are working to upgrade the railway network present at our site in San Martino di Trecate, in order to have it operational again, and thus favour the use of rail carriage for incoming and outgoing goods, and reduce road carriage and the environmental and social impact it causes.

Together with Altair Chemical, which supplies some of our raw materials, we also started an EV-conversion project for our vehicles carrying goods among Trecate, Pieve Vergonte and Saline di Volterra sites. After successfully completing a feasibility study on electric-drive vehicles and the installation of EV feeder pillars, we are now proceeding to the next project implementation steps.

Renewability, the first corporate-oriented energy community

The *Renewability* consortium includes three industrial companies that decided to invest in the construction of large renewable energy plants outside their production sites. The consortium was created with the aim of making the companies that are part of it "prosumers", i.e., energy producers as well as consumers. Launched in 2022 with a €10.9m investment by Altair Chemical, the project involved the construction of a first batch of photovoltaic plants in the Lazio and Abruzzo regions, which have already started up operation. Esseco joined the project in 2023 by contributing a €2.3m investment for the construction of plants in Sicily that started up operation in 2024.



2.1.1 Our commitment to the climate in figures

Starting from the consumption values of fossil fuels and electricity from the grid of the reference year, we have updated the calculations of our greenhouse gas (GHG), direct (Scope 1) and indirect emissions from imported energy (Scope 2), expressing them in tons of CO₂ equivalent, following the principles and methodological requirements of the GHG Protocol and ISO 14064-1 standard for the calculation of the organization's Carbon Footprint.

OUR RESULTS IN 2024 COMPARED TO 2022



-47%

reduction in **diesel**
consumption



-31%

reduction in methane
gas consumption



-35%

of indirect GHG emissions
(Scope 2) from energy consumption
with location-based calculation



+53%

increase in the energy supplied
to the grid



-20%

reduction in our need for
energy purchased from the
grid



+13%

increase in our self-produced
electricity



-29%

of direct GHG emissions
(Scope 1)



-85%

of indirect GHG emissions from
energy consumption with a
market-based approach¹⁰

⁹ Location-Based Approach: it is based on the use of emission factors referring to the national average energy mix of the country where the organization operates. The data used comes from official sources, such as government agencies or national energy bodies.

¹⁰ Market-Based Approach: it involves the use of specific emission factors that reflect the company's contractual choices regarding the supply of electricity from the grid, including electricity from renewable sources. For the share of non-certified electricity, the emission factor corresponding to the national residual mix is applied, which represents the average mix of electricity supply sources not covered by certificates of origin (or other reliable tracking methods, such as RECS, PPA).

Details of our consumption can be found in the Appendix and are mainly attributable to the production activities of San Martino di Trecate and San Cipriano Po. Warehouse units, in fact, record marginal values.

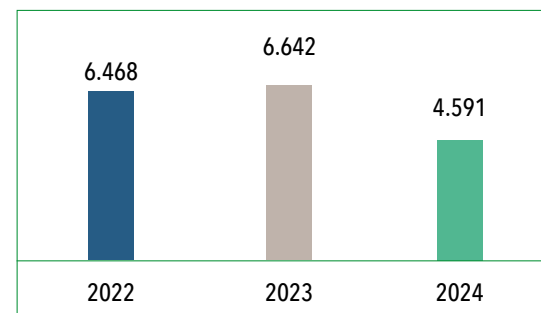
We have excluded sulphur from the calculations: although involved in our industrial operations, this raw material does not generate climate-changing gas emissions. The following table shows the intensity of greenhouse gas emissions, calculated as the ratio between total CO₂eq emissions and net revenues for the reference period, which amounted to €137,605,771.

The net revenues considered for the calculation are expressed in millions of Euros and can be reconciled with the relevant items in the financial statements.

GHG emissions intensity	UdM	2024
Net revenues	Millions	137,61
Total location-based GHG emissions- to-net revenue ratio	tCO ₂ eq/€mln	43
Total market-based GHG emissions-to-net revenue ratio	tCO ₂ eq/€mln	37

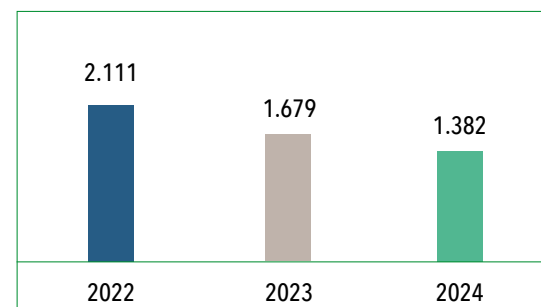
In this reporting year, we took another key step in our climate strategy: for the first time, we calculated our greenhouse gas (GHG) emissions inventory, in accordance with UNI EN ISO 14064-1:2019, also including indirect **Scope 3** emissions related to our value chain.

Scope 1 GHG emissions (tCO₂eq)



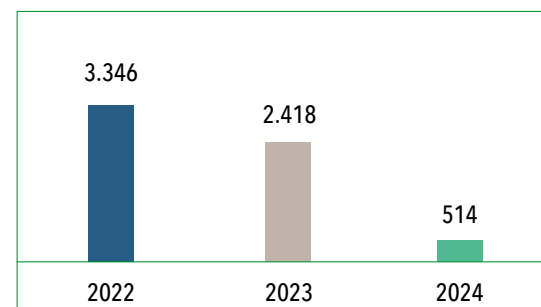
-29%

Scope 2 location-based GHG emissions (tCO₂eq)



-35%

Scope 2 market-based GHG emissions (tCO₂eq)



-85%

2.2 Pollution prevention

Pollution prevention across all environmental media - water, air and soil - is at the heart of our strategies, supported by rigorous monitoring systems and procedures.

Each of our activities and processes is carried out with the help of cutting-edge detection technologies, which allow us to identify and manage potential critical issues, taking proactive measures to preserve the quality of the environment and the safety of the communities where we operate.

Through specific analyses and constant monitoring, we guarantee compliance with our authorizations, environmental regulations and the transparency of our processes.

For emissions into the atmosphere, within the San Martino di Trecate plant, there are 13 emission points conveyed into the atmosphere, identified and authorized by AIA Decree no. 416 of 13/10/2021 and subsequent amendments and additions. Moreover, to ensure constant control of air quality, we installed about 60 continuous detection sensors, capable of identifying any diffuse or fugitive emissions. The integration of these sensors represents a virtuous example of best practice adopted by us.

The San Cipriano Po plant is also subject to strict control and monitoring of atmospheric emissions, ensuring compliance with environmental regulations and AUA no. 2/2021, and subsequent amendments and additions, of the province of Pavia. Specifically, three conveyed emission points are identified and monitored, whose gaseous effluents are appropriately treated and abated in the dedicated plants.

All atmospheric emissions from our sites are controlled and verified at specific intervals, including by accredited third parties. Some pollutants, such as sulphur oxides, are continuously monitored using EMS technology, with instant updating with the environmental control authority: ARPA Piemonte.

Nitrogen oxides (NO_x), sulphur oxides (SO_x), total suspended particulates (TSPs), volatile organic compounds (VOCs), carbon monoxide (CO) and methanol (CH₃OH) are among the most relevant substances being monitored. In no cases were the detected emission limits exceeded¹¹.

The protection of soil and subsoil quality is also guaranteed through regular monitoring plans on specific analytes, to ensure the utmost prevention. In 2024, no contamination or alterations of the environmental media attributable to our activities were found.

¹¹ For further information on the analytical data of our emissions into the atmosphere, please refer to the "Environmental data" Appendix.

2.3 Protection of water resources

Water is an essential resource for our production processes and we are constantly committed to researching technological solutions to reduce its consumption and preserve its quality.

The San Martino di Trecate plant has five pumping wells: two deep and three superficial, which provide the water required for the production of liquid sulphur dioxide and for the generation of demineralised water, used in liquid intermediates and in the production of high-pressure steam.

A smaller share is used for the replenishment of evaporative towers and in cooling services. The water intended for drinking use, on the other hand, comes from the aqueduct.

At the San Cipriano Po site, on the other hand, two wells are used: the former provides water for cooling services, while the latter is maintained as a reserve for replenishing water for the fire-fighting network.

In addition to the water management measures, the site is also equipped with a lamination tank, which allows it to easily deal even with extreme weather events, ensuring efficient and safe management of rainwater.

After their use, the water is managed with specific solutions depending on the production site: in the storage centers and at the San Cipriano Po plant, the water is released into the public sewer.



At the Trecate plant, all wastewater is conveyed into a chemical-physical treatment system, before being sent to the Langosco or Sforzesco canals through a collection system that is about 2 km long, whereas the second rain waters are collected in a dispersion basin and flow to the ground.

We carefully monitor water consumption by means of meters set and calibrated periodically, ensuring continuous control over the volumes used. In addition, wastewater is tested both quantitatively and qualitatively in accordance with our licensing regulations.

To limit water withdrawal, we have implemented recycling systems, especially in applications where the water resource is used as a cooling fluid. These systems make it possible to reduce waste and maximize water reuse, contributing to a circular production model.

Thanks to these initiatives, we have been able to reduce water consumption, minimize waste and ensure responsible management of water resources.



Future projects

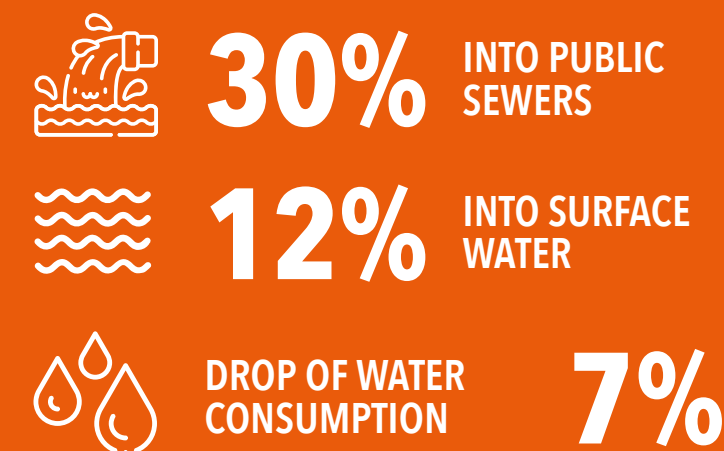
SOG/SL water savings: Reduction of well water withdrawal through the installation of a refrigeration unit combined with a pre-cooling air cooler in the San Martino di Trecate plant.

Our water commitment in figures

Compared to our 2022 baseline, we have taken significant steps towards more responsible and sustainable consumption in 2024:



REDUCTION OF DISCHARGES:

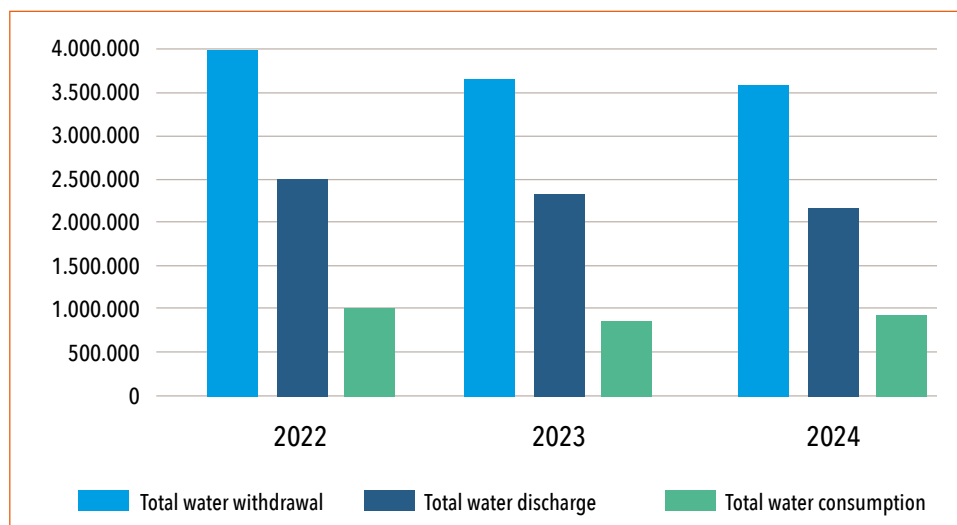


These results are concrete proof of our commitment to protecting an essential resource such as water. In addition to quantitative improvements, we pay great attention to the quality of the water we release, ensuring strict control through constant monitoring of the key parameters required by our authorizations and environmental legislation.

Reference pollutants subject to weekly monitoring include: Dissolved Organic Carbon (DOC), suspended solids, total phosphorus, total nitrogen and total inorganic nitrogen. As far as sulphates are concerned, control takes place indirectly and continuously, through the detection of electrical conductivity and weekly analyses.

All the results, referred to in the Appendix, show a trend of full compliance with the authorization limits, confirming the effectiveness of the measures adopted and the solidity of our approach to water management.

Water resource use (m³)



2.4 Resource use and circular economy

Our circular approach to production is tangible in the renewal of operational processes and the development of new products with connections and integrations between the various departments. The principles of the circular economy are applied in various processes, including:

 **Energy generation integrated into the production process:** one of our distinctive features is the use of sulphur not only as a raw material but also as an energy carrier. This allows us to avoid generating climate-changing gas emissions, unlike conventional methods for energy production.

 **The sulphur we use comes largely from refineries:** it is one of the main impurities to be eliminated in the oil refining process. This process is crucial for obtaining low-sulphur fuels, while complying with environmental regulations that aim to reduce sulphur dioxide emissions. By recovering this sulphur, it takes on the value of a raw material, reducing the need to extract new resources and contributing to the principles of the circular economy.

 **Recovered CO₂:** the carbon dioxide generated by the production of Sodium Metabisulfite is used in the synthesis of other products, such as ammonium bicarbonate and potassium bicarbonate. In this way, we do not only prevent CO₂ from being released into the environment, but we transform it into a valuable resource, reducing the need for virgin raw materials and closing the production cycle with the goal of circular economy.

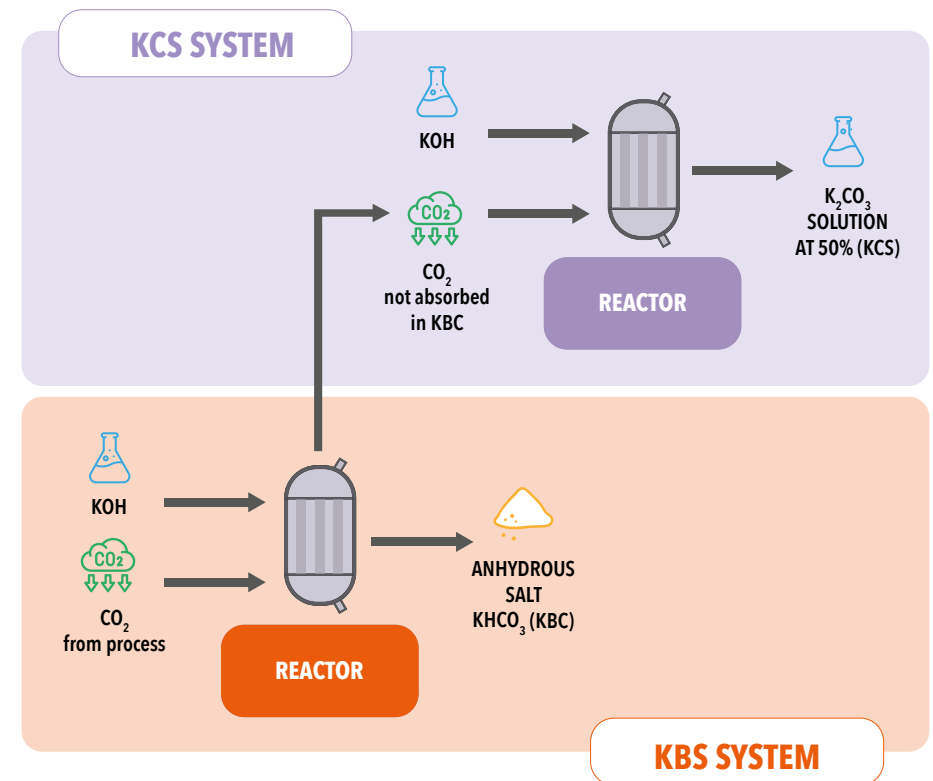
 **Integration among facilities:** the close interconnection between our systems optimizes thermal and electrical flows, reducing waste and improving overall efficiency.

 **The recovery and recirculation of water** from cooling processes minimizes pumping from wells and reduces the impact on water resources.



CIRCULAR ECONOMY

Derived from Caustic Potash with CO₂ capture



As our stakeholders increasingly focus on circular economy issues, we are increasingly receiving requests for information on the Life Cycle Assessments (LCAs) of our products.

For this reason, in addition to calculating the company's carbon footprint (Scope 3), we analyze and monitor the impact of greenhouse gas (GHG) emissions from the raw materials used in the production of our chemicals and the processes carried out.

This allows us to identify the most critical phases of the life cycle with regard to emissions, allowing us to plan targeted actions to reduce them.

Within this scope, we conducted LCA and Carbon Footprint analysis on Sulfites (SHS, NPS, NS) and Gamma Zenith stabilizers (Winemaking).

In addition, we conducted similar studies on two compounds produced at the San Martino di Trecate plant:



ATS (Ammonium thiosulphate solution), mainly used in agriculture as a fertilizer and in photography in X-ray fixing baths;



BAS (Ammonium bisulphite solution), used in various industries, including chemical, mining, photography, electroplating, and sugar production.

We also focused on the sulphur compounds produced at the San Cipriano Po plant, with a view to expanding our knowledge and continuously improving the environmental efficiency of our processes.

List of Product Carbon Footprint (CFP) Studies and Life Cycle Assessment (LCA) on some of our products:

CFP :

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

LCA:

- *Sulphur, ground*
- *Solid sulphur*
- *Sulphur, oil 1-2%*
- *Sulphur, oil 1% with silica 0,3%*
- *Sulphur, soy oil 0,5-1-2%*

We are working for



CFP, SHS, NPS, NS, ATS, BAS,
and KPA-based oenological stabilizers



Sulfur-based
products

The responsible management of raw materials and packaging are fundamental pillars to ensure an efficient use of resources, reduce waste and contain the environmental impact throughout the life cycle of our products.

In 2024, the consumption of raw materials for our production¹² amounted to 132,473 tons, a 7% increase compared to 2022. This is directly related to our production growth.

In contrast, ancillary process materials – those needed for production but which do not end up in the final product, such as lubricating oils, corrosion inhibitors and emission treatment reagents – decreased by 19% compared to 2022. Their reduction reflects the improvement in our operational efficiency.

As far as packaging is concerned, we are considering starting both quantitative and qualitative systematic monitoring, aimed at containing the environmental impact in the end-of-life phase. This is why we are acting on suppliers, favoring in the selection phases, those who most use highly recyclable materials that guarantee traceability and sustainability along the supply chain.

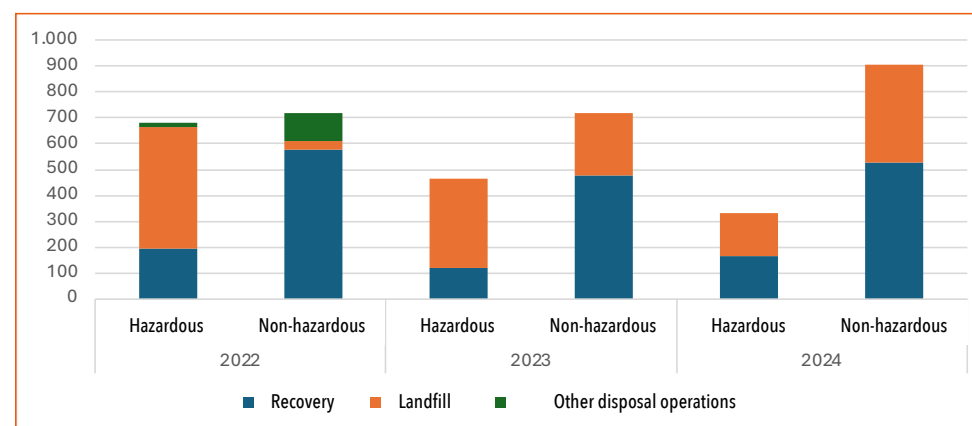
Waste management is equally important and, in this area too, we made significant progress in 2024: we decided to manage waste independently, resorting to intermediaries solely when essential. This choice has not only allowed us to achieve an economic advantage, but also greater transparency

and control over the supply chain. Thanks to a more direct approach, we have been able to select suppliers who share our philosophy, favoring recovery over disposal.

In 2024, in addition to reducing the volumes and costs associated with disposal, the R/W (recycled/waste) ratio increased from 97% in 2023 to 125% in 2024. Waste prevention, meant as the set of measures taken to reduce waste formation before substances or products become waste, is also key to our approach.

This allows us to optimise the use of resources and already achieve a tangible reduction in our impact: in 2024 we responsibly managed the production of 1,237 tons of industrial waste equivalent to 13% less than in 2022, including: packaging, organic and inorganic residues, waste solutions and materials, residues from extraordinary maintenance.

Waste management by category and treatment (t)



We have found interesting commercial outlets at the San Cipriano Po site for some production scraps, previously disposed of as waste "06.06.02" – waste containing hazardous sulphides and "15.01.03 – wooden packaging" and we have started the separation of uncontaminated packaging from contaminated packaging to reduce the share of the latter as much as possible.

In addition, all wooden pallets are reused; this best practice, which already started on the San Martino di Trecate site in 2024, will be the goal for the whole year 2025.

Aware of the impact that waste has on the environment and the importance of acting proactively, we have completely abolished the spread of disposable bottles in the company canteen, installing drinking water dispensers.

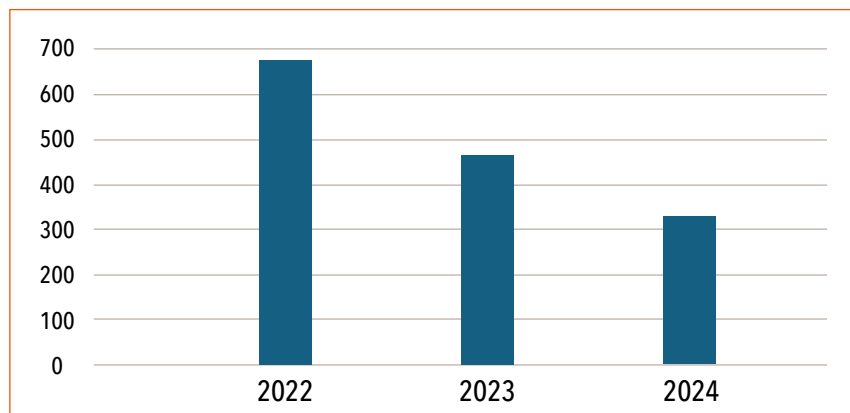
Consistently with this commitment, we are considering removing them entirely from our company premises as well.

Another particularly significant fact concerns the classification of waste: as many as 73% of waste has been identified as non-hazardous, a result that reflects the significant improvement in the management and control of our processes.

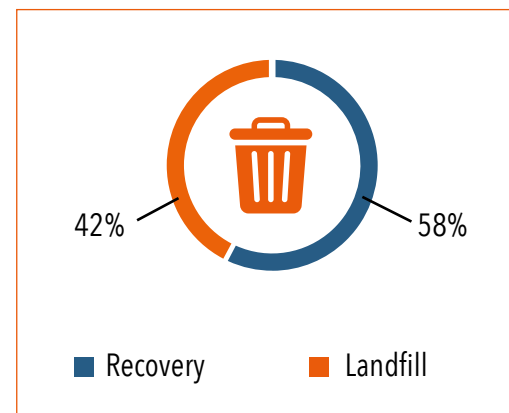
The **reduction of hazardous waste** is even more important: we recorded a 51% decrease compared to 2022, a milestone that confirms our commitment to safer and greener management.

A particularly significant initiative is implementing a PPE collection and recycling service, starting from safety shoes and protective helmets, for the recovery and production of secondary raw materials, concretely contributing to a more circular management that diverts waste from landfill to a virtuous recycling process.

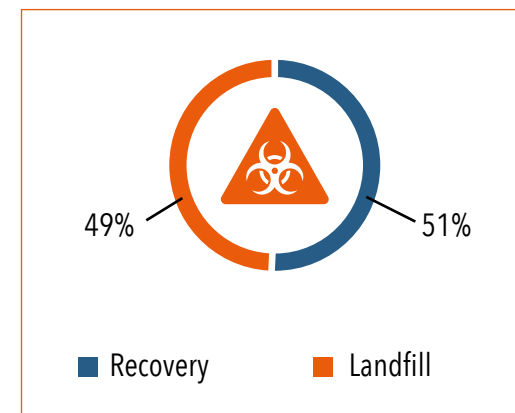
Hazardous waste production (t)



Non-hazardous waste disposal (2024)



Hazardous waste disposal (2024)



3 Attention to people

We have always based business choices and business strategies on values of individual and social responsibility. This is why today we stand out for our responsibility, expertise and financial stability, focused on the prosperity of our ecosystem of shareholders, customers, collaborators and local communities.

We consider workers to be the main resource for our success and their well-being our first priority. For us, customers and downstream users are not just buyers, but partners whose safety is paramount and to whom we wish to offer quality and innovation.

In addition, we actively promote the social and economic growth of the communities where we operate, recognizing the importance of contributing to the development of territories.



3.1 Each of us

At the end of the reporting year, our workforce has 252 direct employees, 99% of whom are employed on permanent and full-time contracts¹³.

These figures are particularly significant because they clearly reflect the company vision to:

- **Ensure employee safety and stability:** The prevalence of permanent contracts provides greater peace of mind and long-term career prospects, contributing to a positive work environment and staff retention.
- **Promote a high level of engagement and productivity:** Full-time employees with stable contracts tend to be more engaged and productive, as they feel they are an integral part of the organization and are more likely to invest their energy and skills into achieving company goals.
- **Reduce staff turnover:** Investing in long-term contracts decreases the need for frequent selection and training processes, optimizing costs and maintaining a wealth of internal knowledge and skills.
- **Convey the company's long-term vision:** The choice to employ almost the entire workforce with permanent contracts suggests that the company plans its growth and development on a solid and lasting basis, with a strong confidence in its future and its ability to deliver on the commitments made to employees.



Further emphasizing our commitment to the quality of work, it is important to highlight that all our employees are framed by the National Collective Labor Agreement (CCNL) for industrial chemists.

This means that each member of our team enjoys the guarantees and protections provided by one of the most structured collective agreements on the national scene, ensuring fair working conditions and pay that comply with industry standards.

During the year, we also collaborated with two self-employed workers, demonstrating our flexibility to integrate external skills when needed.

It is significant to note that we have not recorded on-call contracts or occasional collaborations, a figure that further strengthens our employment model based on continuity and stability. These figures clearly reflect the coherence of our employment policy.

Compared to the 2022 baseline, there was a 15% reduction in the overall number of employees, mainly as a result of the spin-off of Enartis S.r.l. which brought with it 44 collaborators.

The termination rate, calculated as the ratio between the number of annual terminations and the total number of employees, stands at 8.73%, consistent with the values of the previous two years: confirming a stable employment dynamic within our organization.

In our relationship with our collaborators, we are committed to avoiding any form of discrimination based on factors such as age, gender, sexual orientation, health, ethnicity, nationality, political opinions and religious beliefs.



We are aware that the main contribution to the full enhancement of human resources comes from respect for diversity and the tension towards equal opportunities and we pay special attention to these aspects precisely because of the nature of some tasks (for example in the production, packaging, maintenance, internal logistics departments), which are currently unattractive to women.

85% of our employees are male, a similar percentage (80%) is also found among management positions.

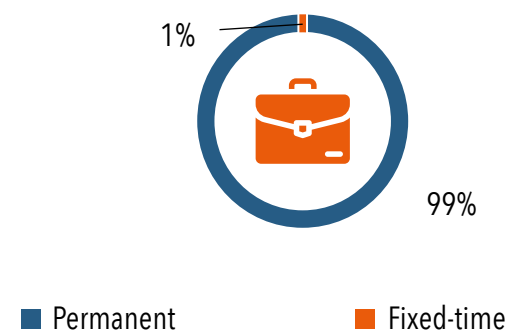
These data confirm the structural challenge that characterizes our industrial sector: the low representation of women.

We are aware of this and we are working with determination to promote a cultural and organizational change that makes our work environment increasingly inclusive.

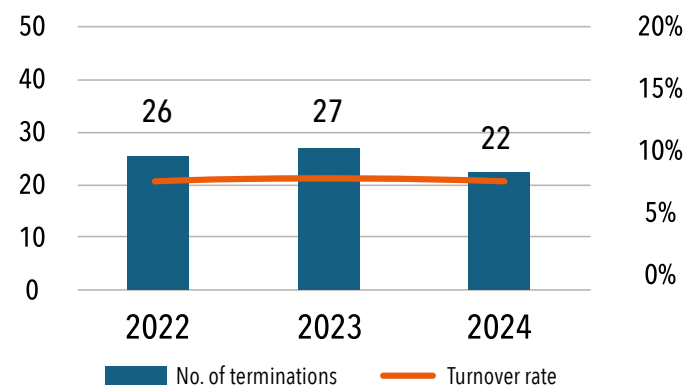
Among the actions already undertaken, we point out our involvement in orientation days such as the “*Career Days*” and in projects promoted in collaboration with high schools and universities.

The objective is twofold: to bring young female students closer to technical-scientific careers and, in a general sense, to attract new talent.

Contract type



Termination rate trend



Our commitment to enhancing young talents

We are completely sure that innovation and research, the cornerstones of our daily activities, are impossible without investing in young people. This is why we firmly believe that the involvement of the new generations, starting from schools and universities, can inspire innovation and vision to a sector such as chemistry that involves the daily life of each of us, and which is increasingly becoming a key factor of the ecological and energy transition.

In order to apply these principles, we signed a partnership with Omar Institute in Novara with the aim of launching sandwich course projects, as well as maintaining various agreements for curricular internships to be carried out at our Trecate plant. There are numerous orientation initiatives we are involved in, including the Career Day of the ITI Faccio Institute in Vercelli (Chemistry-oriented), in which we participated in May 2024.

In November, we also took part in the Career Day at Eastern Piedmont University, where some of our collaborators shared their professional experience, illustrating how a course of study may turn into a stimulating career within Esseco. On that occasion, we met a dozen students about to finish their studies, with whom we started cognitive interviews for potential job opportunities at our Trecate plant.

The following month we also presented the company and our approach to ESG issues to students of the Eastern Piedmont University in Vercelli. We showed the students that an industrial reality such as Esseco, belonging to a sector with high energy consumption and defined as "hard to abate", is tangibly committed to sustainability, not only on a financial level, but also by contributing to social and environmental wellbeing. The entire investment program of our Esseco Industrial division is based on these pillars, and we are immensely proud of that.



Our company takes a dynamic approach to the remuneration of its employees, going beyond the simple basic salary to enhance their contribution. We focus on a system that includes incentives and rewards aimed at recognizing and rewarding individual and collective performance. For salespeople and executives, we have implemented specific incentive schemes designed to reward challenging goals and strategic leadership. For the rest of the workforce, however, there are production bonuses, linked to the efficiency and quality of the work done. A key element of our compensation strategy is the company participation bonus. This year, we are pleased to announce its renewal for the three-year period 2024-2026, an initiative that proves our commitment to sharing our business success with those who make it possible. Compared to the previous bonus, this new agreement provides an increase from 10% to 15% in the share of additional bonuses for those who convert at least half of the bonus into corporate welfare, a tangible sign of the value we attribute to everyone's involvement and productivity. In addition, starting from January 2023 and throughout 2024, we allocated part of our resources to salary increases for our employees, equal to 5% on top of the national chemical-pharmaceutical collective agreement, as a measure to counter the effects of the increase in the cost of living. To complement all this, we provide our employees with a range of additional benefits and protections that go far beyond what is required by standard legislation.

A Complete Welfare Package for Employee Wellness

In addition to direct incentive mechanisms, we have invested significantly in a new welfare platform, designed to offer an even wider range of benefits to our employees. This platform represents a step forward in our vision of supporting people's overall well-being, to offer:

- *Supplementary healthcare: to facilitate access to quality care and support in case of medical need for employees and their families.*
- *Contributions to supplementary pensions: to contribute to the construction of a more serene future after a working career.*
- *Reimbursement of care expenses for elderly and/or non-self-sufficient family members (home care, care facilities): to support employees who need assistance for their loved ones.*
- *Reimbursements for education and instruction expenses (nurseries, school fees, canteen services, study holidays, textbooks, summer camps, school buses): to contribute to the training and education of employees and their families.*
- *Services for education, instruction, recreation and socio-health purposes (sport, culture, leisure, baby-sitting and caregiver services, medical check-ups, training courses): to contribute to the improvement of the quality of life of employees and their families.*
- *Reimbursement of public transport passes: to contribute to the well-being of employees and their families and to promote sustainable mobility.*
- *Purchase cards (e.g., supermarket vouchers): to support employees and their families in their daily lives, helping to improve their standard of living.*



To ensure transparency and constantly monitor salary trends, we adopt an indicator that measures the percentage ratio between the highest pay and the average pay within the company. In 2024, this value stood at 85.5% and increased by 1% compared to the previous year. This result represents a positive sign of pay fairness, demonstrating a balanced wage distribution consistent with our principles.

Another indicator we use to monitor any pay disparities is the gender pay gap, which measures the difference between the average earnings of male and female workers. In 2024, we found a gender pay gap¹⁴ of -5% on gross pay and -20% on basic salary, indicative of a higher average pay for women than men, which brings us back to **a gender gap reversal result compared to what is often found elsewhere.**

We also find good equity in terms of age, with a balanced distribution of the different age groups within our organization.

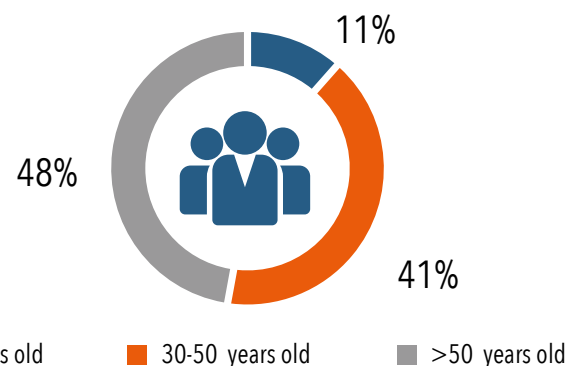
Another tool related to equal opportunities is the guarantee of parental leave, to which 100% of our employees were entitled in 2024. Specifically, 4.4% of eligible employees took advantage of it with a distribution of 2.8% among men and 1.6% among women.

Training is a key element for our growth: it promotes the personal and professional development of all employees, providing them with the necessary tools and skills to achieve company objectives.

To this end, we organise various training courses, mostly in the following subject areas:

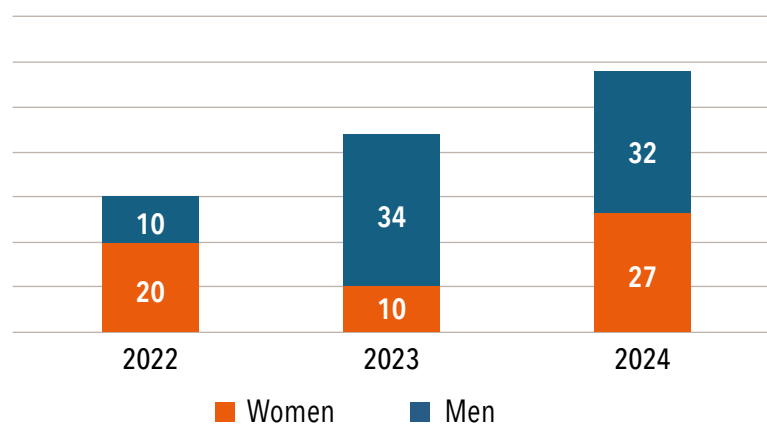
- Quality assurance, food safety and product protection
- Health, safety and environment
- Administrative and tax
- Languages
- Code of ethics, whistleblowing, privacy.
- Sustainability
- Communication
- Management courses.

Employees by age



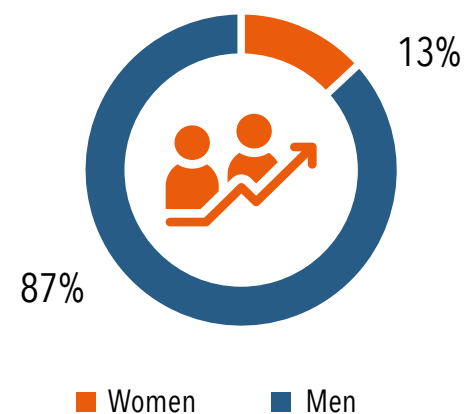
In addition, to ensure that our employees have growth opportunities consistent with their professional and personal expectations, we conducted a Group-wide climate survey. The goal was to identify the most suitable training courses more precisely and fully enhance internal skills.

Average training hours by employee, divided into men and women



We have also launched dedicated monitoring, with periodic performance and professional development reviews: in 2024, 15 employees (13 men, 2 women) were involved.

Participation in periodic career performance and development reviews



Thanks to our constant attention and commitment, in 2024 – as in the previous two years – there were no incidents, complaints or significant impacts on human rights.

Esseco Academy: a different training path

We entered into an agreement with the Omar Industry-oriented Vocational Secondary School (ITI) of Novara, to develop a training course that fully meets our needs for improved personnel skills.

The project addresses Esseco S.r.l. plant equipment operators and involves 20-hour annual training courses, whose schedule includes theory and practice lessons, delivered by Omar ITI teachers.

Thanks to this important partnership with the Omar ITI School, we hope to increase awareness and a sense of responsibility in our collaborators towards the tasks they perform on a daily basis, while strengthening the rewarding synergies established with the school.



3.2 Personal health and safety

We devote considerable energy and investments to the protection of the health and safety of workers.

We adopt a policy for the prevention of major accidents, safety and protection of health, the environment and energy: the document establishes the guiding principles according to which the safe operation of our plants is guaranteed by management criteria pursued by integrating the objectives of worker protection provided for by Legislative Decree no. 81/2008 with those provided for by the regulatory provisions on environmental matters, sanctioned by Legislative Decree no. 152/2006.

We have confirmed the certification of our health and safety management system pursuant to the UNI EN ISO 45001:2023 standard, that we have had for the San Martino site since 2015 and for the San Cipriano Po site since 2020.

The system covers all activities relating to our sites, which concern the storage, production, sale and marketing of chemical products and is strengthened by a set of procedures, instructions and safeguards in compliance with the most stringent legislation on the subject of major accident risk, known as "Seveso III" Directive.

The risk identification and assessment process, on the other hand, is based on the Hazard & Operability (HAZOP) analysis and complies with the provisions of Legislative Decrees no. 81/2008 and no. 105/2015, whereby

we conduct a preventive workplace assessment to identify any sources of risk and associated hazards.

The analysis is followed by an estimate of risk severity and establishing preventive and protective measures. The risk assessment report (DVR, Legislative Decree no. 81/2008) and safety report (RdS, Legislative Decree no. 105/2015) report the findings of these processes, governing risk mapping and management and establishing roles, responsibilities and tasks, as well as targeted improvement plans.

The DVR is drawn up and updated by the Employer in collaboration with various key figures, including the Prevention and Protection Service Manager (PPSM), the company doctor and the Workers' Representatives for Health, Safety and the Environment (in Italian, RLSSA).

Our Sustainability Report is reviewed and updated by the Manager in accordance with Legislative Decree no. 105/15 and subsequent amendments and additions; it is useful to identify the scenarios that could lead to major accidents at the San Martino di Trecate site (top-tier production plant, pursuant to art. 3, sub. 1, para. E) of Legislative Decree no. 105/15), in order to implement prevention and protection systems suitable for preventing major accidents.

Our organizational structure within the scope of health and safety also includes: managers pursuant to Legislative Decree no. 81/2008, supervisors, firefighting and first aid team personnel, REACH experts, a qualified expert on the subject of radiation protection and a qualified DGSA for dangerous goods. This elaborate system involves about seventy highly qualified and trained people.

We subject all workers to the health surveillance required by Legislative Decree 81/08 which consists of medical examinations, clinical examinations and specialist investigations to assess the worker's suitability for the job and prevent occupational diseases.

The Health, Safety and Environment (HSE) communication, participation and consultation procedure involves a series of internal meetings focusing on strategies to ensure maximum safety in the workplace and the appropriate dissemination of relevant information to all staff. To strengthen communication activities, periodically, through L'Esseco newsletter, all workers are informed about the main activities in progress and on specific issues relating to health, safety and the environment.

We involve workers in the process of developing, implementing and evaluating the health and safety management system by inviting them to meetings at least quarterly and periodic training sessions where they can express their opinions and suggestions. Also on this issue, all resources undergo training upon hiring and, depending on the task, benefit from subsequent compulsory and additional training with the contribution of accredited training bodies. Periodically, we carry out internal audits to verify skills in the field and the possible planning of new training activities. The program is updated at least annually in agreement with Workers' Health & Safety Representatives (RLSSA) or during quarterly meetings to accommodate any needs reported by department managers.

We also train and inform visitors, including contractors, about the risks and hazards they face, and the procedures and behaviors they need to follow when they first access our main facilities. Again, we always evaluate the effectiveness of the training using final tests.

We examine and manage accidents, near misses and injuries with the aim of precisely defining the responsibilities and operating methods adopted to detect, analyze and treat events such as accidents, near misses, faults, failures and nonconformities – whether actual or potential. Specifically, our procedure involves identifying the corrective actions (CAs) to be taken and planning the most appropriate preventive actions (PAs), so that they are proportionate to the actual or potential effects of the events being detected.





In addition to the protections provided by the relevant National Labour Agreement, we support facilitated access to private health insurance from FASCHIM and FASI, the FONCHIM supplementary pension fund and special services and programs in the field of corporate welfare.

We continued our participation in the voluntary WHP (*Workplace Health Promotion*) program promoted by the Piedmont Region in collaboration with the Workplace Prevention and Safety Service (Spresal) of the Novara LHS for the protection of the health and well-being of workers, making our plants favorable places for the adoption of a healthy lifestyle and encouraging organizational and behavioral actions and changes. In April 2024, our commitment was recognized by the Novara LHS so much so that we were awarded as a **"workplace that promotes health"**.

As part of the same program, in autumn 2024, with the participation of some of our collaborators at the Strawwoman in Novara, we also formalized **"Essecorriamo"**, a project to combat sedentary lifestyle and promote physical activity as a daily habit.

With the aim of also protecting the scope of mental health of the individual, we have also implemented a psychological desk to which all our employees can turn for support. In 2024 we recorded three non-serious accidents, with a rate of 7.1¹⁵, down from the previous year.

Although partial, this decrease confirms the effectiveness of the measures taken and reinforces our commitment, enshrined in the company Health and Safety Policy, to pursue a zero-accident goal with determination.



¹⁵The accident rate for the ESRS standards, corresponding to the frequency index for INAIL, is calculated as: number of accidents/hours worked multiplied by one million.

To achieve this, we constantly invest in information, education and training, staff awareness and continuous process improvement, promoting a deeply-rooted and participatory culture of prevention at every level of the organization.

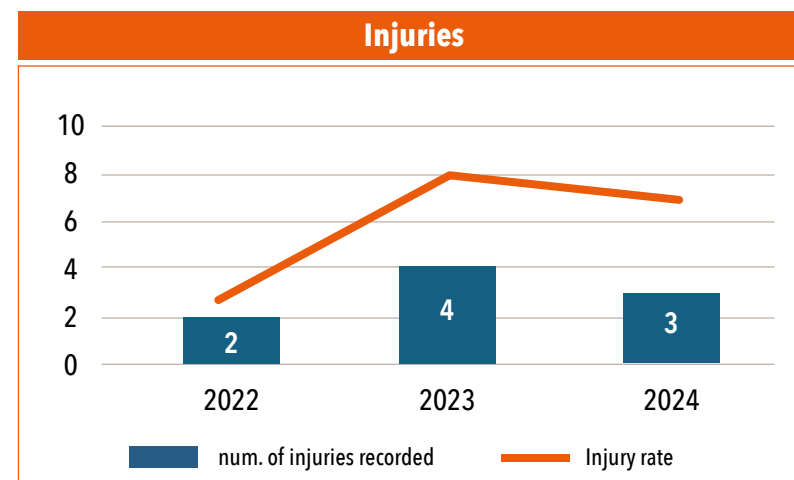
With this in mind, we are confronted with the principles of the *Responsible Care*¹⁶ program, from which we are actively inspired. In 2024, the hours of health and safety training per capita at Esseco were 11.6, a value now fully aligned with the Responsible Care benchmark of 11.9 hours.

In general, all accidents, as well as near misses, regardless of their outcome, are analyzed with the utmost attention through a structured and documented process, according to INAIL (the Italian

National Institution for Workplace Accident Insurance) guidelines and the highest health and safety management systems.

The results of the investigations are regularly reviewed by the Management and shared in meetings with the competent doctor and key health and safety figures.

As far as occupational diseases are concerned, we are pleased to confirm that no complaints were received or cases recorded in 2024, as in the previous two years.



¹⁶ *Responsible Care* is a voluntary international program promoted by the chemical industry to continuously improve health, safety and environmental performance. In Italy it is coordinated by Federchimica and represents a concrete commitment to sustainable development, transparency and corporate social responsibility.

3.3 Support to the local community

As a large industrial reality, we are aware of the fact that the mere existence of our factories generates effects on the territory that surrounds us.

For this reason, we try to consciously interact with local realities, limiting negative impacts and supporting positive ones.

As required by the management system procedures, we identify and evaluate the risk factors and opportunities arising from the performance of our activities in order to understand the internal and external context where we operate.

For the study of the external context, we analyse various factors such as environmental, economic, cultural and political aspects, and also values, needs and expectations of all stakeholders, including the network of relationships and influences between stakeholders.



OPEN DAY

The preparation of a sustainability report is also an opportunity to assess the expectations and requests of our stakeholders, including local communities, through the activities that are carried out for the purpose of updating the materiality analysis: the aim is to establish a mutual and constructive dialogue and collect requests from the context.

During the reporting period, we received no complaints from the local community.

Indeed, we strengthened direct communication, by welcoming about 400 visitors to the first **Open Day** in the San Martino di Trecate plant, on 26 October 2024.

The event was attended by our collaborators and their families, as well as citizens, local entrepreneurs and institutional representatives.



Covenant For Piedmont Sustainable Development

In November, together with the other companies of Esseco Industrial, we attended the presentation event of the Covenant For Piedmont Sustainable Development. This initiative, promoted by the regional authority, aims to promote a sustainable transition through collaboration among institutions, businesses and the territory, consistent with the United Nations 2030 Agenda.

During the event we had the opportunity to illustrate the results achieved regarding sustainability and innovation.



Sports and Social Initiatives

For years we have been carrying out initiatives to support projects for social, cultural and sporting initiatives functional to the enrichment of the economic and social fabric of the community around us. In 2024 we renewed our support to the Igor Volley Novara and Polisportiva San Giacomo sports clubs, the Teatro Coccia Foundation and the Novara Castle to support the cultural and artistic activities scheduled, and the non-profit Comunità Novarese Foundation to encourage social welfare and social health initiatives.



In addition to these, we support *I bambini delle Fate Foundation*, a social enterprise that, since 2005, has been providing economic aid to social inclusion projects for the benefit of families with autism and other disabilities.



3.4 Attention to customers and users

Our dedication to quality is a promise kept, validated by a robust system of certifications that attest to our operational excellence and the compliance of our products.

We are proud to have been operating under **UN EN ISO 9001:2015 certified Quality Management System for several years.**

This certification is not a simple certificate, but the fundamental guarantee that every phase of our work – from research and development to production, from logistics to customer service – is meticulously managed to ensure excellence, maximize customer satisfaction and pursue constant improvement.

It is our daily commitment to efficiency and quality in everything we do. In addition to system certifications, a wide range of our products have **specific certifications**, which validate their suitability and compliance for applications in highly specialized and regulated industries.

These certifications are the result of rigorous tests and controls, and allow us to offer safe and effective solutions, significantly expanding their field of application.

Our main product certifications include:

- ✓ **Kosher:** Many of our products are Kosher certified, which means that they comply with the stringent dietary rules of the Jewish religion, making them suitable for a specific clientele.
- ✓ **Halal:** Similarly, we have Halal certifications for products that comply with the dietary rules of the Islamic religion, further expanding our ability to serve diversified markets.
- ✓ **GOTS (Global Organic Textile Standard) and ZDHC (Zero Discharge of Hazardous Chemicals):** In the textile industry, these certifications confirm our commitment to sustainability and the reduction of hazardous chemicals, offering products that meet the highest environmental and safety standards.
- ✓ **NSF/ANSI 60:** This certification of conformity for use in drinking water treatment ensures that our drinking water treatment products are safe and effective, contributing to public health.

All our products are subjected to rigorous controls that guarantee their safety for people and the environment, in compliance with both the specific regulations of the destination sectors (e.g., for the food sector and with the legislation applicable to the chemical sector¹⁷).

We aim for continuous growth in the quality of the products we supply to the market. An example is our *Sodium thiosulfate pentahydrate* which, starting from a co-product of the production of *Sodium hydrosulfite* (SHS) and through an innovative production process developed by us, has become a final product ready for marketing that can now also be used in organic farming.

The labelling of the products and the accompanying specifications and safety data sheets give our customers all the necessary information on chemical and physical characteristics, qualitative properties, packaging, main uses and any precautions to be followed in use and disposal after use. Officers, including experts for the transport of dangerous goods (DGSAs), ensure the control and consistency of information and labels with current legislation.

We have also launched impact analyses of several of our products with the life-cycle objective (*Life Cycle Assessment and Product Carbon Footprint* ¹⁸) to monitor and reduce the impact that our products may generate along the entire value chain.

¹⁷The main applicable legislation refers to the EU Regulations: REACH, concerning the registration, evaluation, authorization and restriction of chemicals; CLP, relating to the classification, labelling and packaging of chemicals and their mixtures; ADR for the requirements relating to the transport of dangerous goods by road in the territory of the European Community.

¹⁸For further information on Product Carbon Footprint (CFP) and Life Cycle Assessment (LCA) analyses, please refer to the environmental chapter, paragraph 2.4.



4. Strong and responsible governance

We have integrated sustainability into our daily operational management with an ever deeper commitment, transforming it from a guiding principle to a real engine of our decision-making and strategic processes.

In the following paragraphs, we are pleased to outline our organizational model and its main actors, who operate according to clear rules and established practices to ensure effective and accountable governance.

Internal control systems, risk and opportunity management are essential tools to guide our decisions and monitor our priority aspects.

Among these, the selection of suppliers plays a key role: a crucial process to guarantee quality products and a responsible approach, already in the early stages of our value chain.



4.1 Our Governance

Our corporate organization is headed by the holding company **Esseco Group S.p.A.**, which performs direction and control activities over the various entities of the Group and holds 100% of our company.

The Board of Directors (BoD) governing our company includes a Chair, a Chief Executive Officer and three Directors. The Board of Directors is appointed by the Esseco Group Members' meeting and remains in office for three financial years. It currently includes four men and one woman, aged between 50 and 60.

Monthly reporting, a quarterly evaluation and an annual financial report on the occasion of the financial statements are the tools adopted to examine the work of the governing body. The supervisory body is a three-member board of statutory auditors, while the audit is entrusted to an external auditing firm.

The management committee, made up of the General Manager and representatives of all company departments, meets twice a week to discuss various operational and economic aspects.

The members of the management and control bodies also participate in the definition of sustainability objectives, as well as in the evaluation of progress in achieving them.

Composizione del CdA di Esseco S.r.l

Francesco Nulli <i>Chairperson</i> <i>Other positions: Esseco Group CEO</i>	<i>BSc in Chemical Engineering</i>
Giuseppe Falsiroli <i>CEO</i> <i>Other positions: Employer, Site Manager and General Manager of the Chemicals Industrial Division</i>	<i>BSc in Chemical Engineering</i>
Andrea Volontè <i>Managing Director</i> <i>Other positions: San Martino SpA Director</i>	<i>Secondary School Diploma</i>
Tania Francioli <i>Director</i> <i>Other positions: Esseco S.r.l. CFO</i>	<i>Bachelor's degree in Economics and Commerce</i>
Roberto Vagheggi <i>Director</i> <i>Other positions: Esseco Group Director; Esseco Industrial General Manager; Altair Chemical CEO</i>	<i>BSc in Electronic Engineering</i>

Within the scope of this organisational structure, we identify a cascade of top management functions with special powers of attorney in each operational site with specific responsibilities and powers of representation towards the Public Administration and control bodies.

As required by our management systems dedicated to quality, food safety, the environment and health and safety in the workplace, we define roles and responsibilities in clear organizational charts characterized by the presence of highly qualified internal organizational units competent in the control of particularly critical areas. A few examples are:

- the product protection group,
- The HACCP Group,
- the crisis committee, also involved in the management of business continuity,
- the research and development activity, conducted by our specialized figures,
- the Health, Safety, Environment (HSE) office,
- the Procurement and Regulatory Departments.

In accordance with Organizational Model 231 and UNI EN ISO 45001: 2023 certification, the control of a Supervisory Body (SB) is also provided, which includes three members called upon to monitor the operation, effectiveness and compliance with the organizational model and the corporate code of ethics in an impartial manner; the SB is also in charge of a procedure aimed at bringing to light any critical issues within the Company.

In compliance with the organizational model, the code of ethics and the current legislation on the protection of privacy, we give the opportunity to report alleged illegal conduct. Employees and internal and external collaborators may submit a report relating to relevant conduct pursuant to Legislative Decree no. 231/2001 (e.g., corporate, environmental, health and safety crimes) and/or concerning the reasonable/likely existence of illegal situations, even if only potential, such as, for example, conflicts of interest.

To facilitate reporting, we set up a specific communication channel with the SB, accessible online anonymously and in compliance with current whistleblowing legislation, which can be accessed at the following link: <https://essecosegnalazioni.net/>.

In general, all stakeholders may report any critical issues through the official channels accessible in the contact section of our website and/or via direct communication with the contact persons of the individual areas.

As required by company procedures, we process all reports by recording the dates of opening, response and closing, and any corrective actions taken.

In 2024, we did not detect any events related to corruption and discrimination, nor did we record significant penalties¹⁹ for violations of environmental, social or economic laws and/or regulations.

4.2 Sustainability is key to our strategy

We operate in a varied and complex context, which is why we have clearly defined the set of values that we recognize, accept and share. This commitment results in an approach based on transparency, integrity and sustainability, key elements for our growth and our impact on the territory



*To ensure compliance with our principles, we have set out our commitment in key documents that shape all our actions and decisions:
Esseco Industrial policy, Code of Ethics and Organizational Model.*

The **Shared Policy within our Industrial Division**, published on 10 May 2024, defines the areas of our focus and growth objectives by putting "SUSTAINABILITY AT THE CORE OF OUR STRATEGY" and giving a key role to our ESG approach. Specifically, we are committed to:

- Optimising energy efficiency, favouring supply from renewable sources and promoting circular economy projects;
- Ensuring an inclusive and serene work environment, investing in the training of Collaborators and supporting valuable initiatives for local communities;
- Adopting principles of integrity, transparency and legality, ensuring impartiality, anti-corruption and compliance with rules and regulations, both mandatory and voluntary.

In addition to the Division Policy, we have dedicated policies for our certified management systems, which consolidate and strengthen our commitment to a responsible development model, fully aligned with the international standards of reference.

The Code of Ethics sets out our guidelines in relation to essential aspects such as:

- loyalty, fairness, efficiency and openness to the market;
- obligation of confidentiality of company information;
- transparency of accounting and internal controls;
- compliance with the law;
- value of human resources;
- protection of personal health and safety;

The **Organisational Model** complies with the provisions of Legislative Decree no. 231/2001, which introduced a unique form of liability defined as "administrative liability of the entity" in the Italian legal framework.

This liability occurs when predicate crimes occur, including those relating to conflicts of interest in the performance of business activities and in the corporate interest.

We ensure the utmost disclosure of the contents of our key documents to internal and external stakeholders and we are committed to ensuring that the relevant guidelines are adhered to by employees and suppliers. We present the company principles and a statement on the procedures to be followed by new hires, and we verify their understanding by subjecting them to a test: this is the starting point of the training and awareness activity aimed at our employees. In this way, both the governing body and all our employees are properly trained and informed about our policies and procedures to follow.

The constant commitment to the promotion of business ethics has guaranteed the absence of episodes of active or passive corruption. In addition, in accordance with the principles of transparency and independence, no lobbying or political influence has been undertaken. To concretely demonstrate our commitment, we have chosen to undergo several independent assessments:



EcoVadis Rating – In 2022 we joined the EcoVadis rating, a prestigious agency that analyzes the sustainability performance of companies considering four key areas: environment, labour practices and human rights, ethics and sustainable procurement. Thanks to our concrete commitment, the San Martino di Trecate site was awarded the Platinum medal, the highest recognition awarded to only 1% of the companies evaluated. The San Cipriano Po plant, on the other hand, won the Gold medal, further confirming the quality of our actions.



Open-es Rating – We have also chosen to measure ourselves with Open-es, an ESG rating platform that assesses the sustainability of companies based on four fundamental pillars: attention to the planet, people, economic prosperity and corporate governance principles. In 2024, we reached Level 11/12, consolidating our concrete approach to sustainability.



Legality Rating – Our attention to stringent principles of ethics and transparency translates into tangible results: in 2024, we have confirmed the maximum score, i.e., 3 stars, in the legality rating, a recognition certified by the Italian Competition Authority.

To strengthen collaboration with companies in our sector and spread our approach to sustainability, we are associated with **Federchimica** (National Federation of the Chemical Industry) – Confindustria and joined **Responsible Care**²⁰.

Riccardo Cigognini, our HSE Manager, is a member of the *Responsible Care* Board of Directors, actively contributing to the definition of strategies and initiatives for increasingly responsible chemistry.

²⁰ Responsible Care is the voluntary program to promote the sustainable development of the global chemical industry. The signatory companies are committed to strengthening their activities to protect the environment, ensure safety, protect health, better manage logistics and production and share business best practices.
To view the latest report issued and more information about the program: <https://www.federchimica.it/servizi/sviluppo-sostenibile/responsible-care>.

4.3 Responsible sourcing

We guarantee quality, sustainability and safety along the entire supply chain, ensuring that the principles enshrined in our Policy are pursued both inside and outside the Company.

The procurement of raw materials and materials required for the production and sale of our products follows structured selection processes and evaluations, based on a **Code of Conduct for suppliers**, published in 2024 and issued at the Esseco Industrial level. This choice reflects the desire to harmonize processes within the Industrial Division and consolidate a coherent, transparent and shared governance model throughout the value chain.

It also allows us to collaborate with partners who share our commitments and who are willing to take the same steps as us towards responsible excellence.

For this reason, we adopt a **supplier qualification and monitoring procedure** that defines our requirements, responsibilities and operating methods to manage and supervise all the steps for the initial qualification, classification, continuous monitoring and periodic evaluation of suppliers of goods and services that may affect quality, regulatory compliance and safety of the finished product.

The goal is to maintain a list of qualified, reliable suppliers capable of constantly providing materials and services that comply with the standards set by the Management Systems, company policies and applicable regulations in force.



The procedure applies to the following categories of suppliers:

- suppliers of raw materials, intermediates, finished products and packaging materials;
- suppliers of other critical materials;
- service providers.

The selection of suppliers is based on objective criteria, including technical specifications, quality, services, prices, environmental and social impact, with particular attention to ESG issues.

To ensure compliance, we periodically ask suppliers to complete an assessment questionnaire and, to get to know new suppliers, we carry out inspections at their factories, ascertaining their ability to meet the agreed requirements.

Audits are carried out at least every three years.

The outcome of this process is not restricted to a list of qualified suppliers, but represents a structured dataset that allows us to classify them into different categories: unqualified, suspended, occasional, conditionally qualified and potential.

In procurement we almost exclusively rely on local businesses.

In fact, our supplies come mainly from Italy and, sometimes, even from municipalities adjacent to our facilities: an example is the procurement

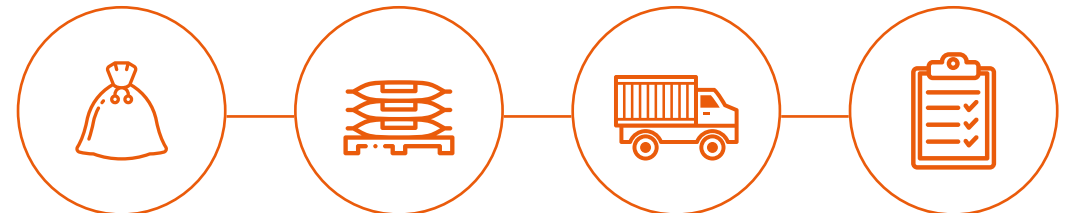
of sulphur from a refinery a few kilometers from the San Martino di Trecate plant, as well as the supplies of sodium carbonate (second raw material as for volume) for the Trecate site, which are mainly from Italian plants in Northern Italy.

This responsible approach is also reflected in the strict compliance with deadlines and contractual agreements.

In 2024, all undisputed invoices were paid on time, ensuring a balanced relationship with suppliers and minimizing any financial impacts along the supply chain.

Payment times vary according to the type of purchase. On average, invoices are paid about 10 days after the due date, while some categories of suppliers receive payment exactly when they are due, in accordance with established agreements.

Overall, the standard payment terms we apply are aligned with industry practices and agreements with suppliers, ensuring transparency and accountability in our transactions.



5. Methodological note

This Sustainability Report presents information and data referring to Esseco S.r.l., in the period between 1 January and 31 December 2024, in the same year as the financial statements. It provides a representation of our Company's results also by reporting *sustainability performance* on a three-year trend, in consideration of the fact that non-financial reporting activities were launched starting from the 2022 fiscal year.

The document is not subject to audit by an external company and was prepared in accordance with the *European Sustainability Reporting Standards* (ESRS) in their December 2024 edition. In fact, although we are not subject to sustainability reporting obligations, we have chosen to continue communicating these aspects by adapting to the requirements of the new *Corporate Sustainability Reporting Directive* (CSRD).

This alignment supports the Esseco Group's journey to comply with European Union regulations on non-financial reporting.

The report does not contain classified or related information related to intellectual property, know-how or innovation results that require omissions under the ESRS guidelines. Similarly, no exemptions were used for the provision of information regarding upcoming developments or issues under negotiation.



5.1 Managing impacts, risks and opportunities

As the first year of reporting to ESRS standards, we introduced the Impact, Risk and Opportunity Assessment (IRO) process in the areas of sustainability. Specifically, the analysis was developed starting from the assessments carried out at Group level and was structured in five phases, applied to both impact and financial materiality:

I. Context analysis

It was implemented through a review of company records and operating practices, supplemented by external sources, to map the areas of impact and risk relevant to our industry.

II. Preliminary impact and risk assessment

It took place thanks to the active participation of the management and the main top management and allowed us to first focus on the most significant impacts that our activities can have on the planet and on people; as required by the ESRS criteria, the assessment was conducted based on two criteria, severity and probability. After the impacts, we then identified any associated risks and opportunities, as well as other unrelated ones.

III. Scoring and evaluation

We assigned a quantitative score to each impact, risk and opportunity

governed by the ESRS criteria: as for the materiality of the impact, we therefore assessed the magnitude, scope, irremediable nature and probability. As for risks and opportunities, we focused on the severity and probability of occurrence.

IV. Determination of materiality threshold

The fourth phase of the process defined the materiality threshold, based on our business priorities and industry standards, for selecting material impacts, risks and opportunities. This value will be reassessed annually to ensure that it always and accurately reflects our priority sustainability issues.

V. Results of double materiality

For the overall analysis, we only considered relevant the impacts, risks and opportunities that exceeded the identified threshold value. This made it possible to identify the list of sustainability aspects²¹ that are relevant to us, both in terms of issues and sub-issues, throughout the value chain.

Through this process, we confirmed a substantial consistency between the double materiality of our Italian company and that of the Group. The only differences we found concern the issues of biodiversity protection and privacy, which our analysis found to be irrelevant. This result further confirms the shared vision and common goals we have set for ourselves, guiding us with even more determination in the years to come.

²¹ A list of issues and sub-issues relevant to us is given in Section 1.4.

5.2 Interests and opinions of stakeholders

In a path of corporate sustainability, a process of listening and involvement dedicated to stakeholders, implemented with stakeholder engagement activities, is unavoidable.

Our process was conducted following the AA1000 Stakeholder engagement standard (AA1000SES: 2015), the most widely used framework worldwide.

We started by identifying the most relevant stakeholders for our company, based on the following principles.

1. Accountability: stakeholders to whom we have, or may have, legal, financial, and operational responsibilities in the form of regulations, contracts, policies, or codes of conduct.
2. Influence: stakeholders with influence or decision-making power on our business operations.
3. Closeness/Proximity: the stakeholders with whom we interact the most.
4. Dependence: the stakeholders who depend on the activities and operations of the organization in economic and financial terms.
5. Representativeness: stakeholders who, through regulation or by custom and culture, can legitimately become the spokesperson for an instance.

As with the identification and evaluation of IROs, top management and managers of key business areas were involved in this phase. Thanks to their input, we have identified our significant stakeholder categories, sorted by increasing priority:

Category	Definition
Workers	Those who work for or on behalf of the company, including their representatives (e.g., trade unions)
Suppliers	Those who provide the company with raw materials, materials, services or technology
Customers	Users of the company's products, including consumer associations
Local companies and communities	The social context of the territories where the company is located and which may directly or indirectly influence its activities
Institutions	The set of institutions that can directly or indirectly influence the activities of the company (e.g.: Region, Province, Municipality where the sites are located, University)
Financial institutions	Banks and credit institutions that can contribute to financing the company's activities
Associations	Private, non-profit associations and organizations that may act in areas that directly or indirectly influence the company's activities (e.g., environmental, human nutrition, animal rights associations, sector associations, etc.)

For each of the following categories, we identified key representatives, with whom we conducted indirect *stakeholder engagement*, i.e., reviewing documentation and reporting that allows us to understand their expectations regarding sustainability.

Stakeholder engagement activities have allowed us to obtain results that acquire value in terms of direction and orientation. In general, the priorities of the *stakeholders* are broadly consistent with those of the company for most of the issues and sub-issues, confirming that we have correctly intercepted key issues for our stakeholders.

As we continue our journey towards increasing sustainability, we plan to expand our engagement by initiating more structured interactions with *stakeholders* in order to broaden our perspective and identify their expectations in more detail and incorporate them into our future goals.



Goals



Colour Key - Progress of the goals up to 2024

	Achieved goal
	Goal in progress
	Not achieved goal

Issue	Long term goal	2025 Target	Progress in 2024
Responsible energy consumption.	Increasing the share of energy produced from renewable sources and improve energy efficiency.	Coverage of at least 45% of electricity imported from the grid with renewable energy. Installation of photovoltaic panels on site. Launch of an efficiency project to increase the production of electricity from steam (SOG). Design and replacement of the KKK with a steam turbine with higher efficiency.	 The imported electricity is 100% covered by renewable sources, certified through Guarantees of Origin (GO).  The photovoltaic system has been purchased and is expected to be installed by the end of 2025.  The project is in the research and development phase.  The turbine will be replaced at the end of the energy efficiency project, currently underway.
Process and product circularity.	Reducing the end-of-life impact of our packaging.	Acquisition of information on the environmental impact, through life cycle analysis, of primary packaging, with particular reference to the use of fully recyclable single-materials, in order to define a reduction target. Implementation of good practices for the recycling of plastic material (e.g., PPE) and definition of an improvement target. Measurement of the Carbon Footprint (CF) of all the main Esseco industrial products and definition of improvement targets. Launch of a feasibility study of a project for the recovery of CO₂ emitted within the plant.	 During 2024, all products at the San Cipriano Po plant underwent life cycle studies (LCA). The validation of these studies by a third party is expected in 2025. Similarly, LCA analysis processes were launched at the San Martino di Trecate site, with the aim of progressively extending the assessment to the entire company production.  All possible materials from Personal Protective Equipment (PPE) were sent for recovery  Carbon Footprint (CF) studies were launched and substantially completed on all the main products. A gradual expansion of the analysis is planned with the integration of additional products.  The feasibility study was successfully concluded and the production of potassium bicarbonate began using the CO₂ emitted and captured by the SA3 plant. Authorization process has also been started to produce potassium carbonate solution.

Issue	Long term goal	2025 Target	Progress in 2024
Emissions into the atmosphere.	Applying the best technologies for the treatment and abatement of emissions into the atmosphere.	Reduction of volatile organic compounds (VOCs) in emissions conveyed into the atmosphere (application for modification of the S. Martino di Trecate site).	 The VOC reduction target was achieved with improved compound abatement.
	Reducing greenhouse gas (GHG) emissions.	Definition of Scope 1 and 2 emission reduction targets Evaluation of projects for the reduction of direct emissions (Scope 1) Reduction of at least 20% of emissions from grid energy supply (Scope 2) Launch of a project to calculate the organisation's indirect emissions (Scope 3), for the purpose of monitoring and reducing them Feasibility study for rail freight transport. Feasibility study for the use of electric trucks between Pieve Vergonte and San Martino Trecate for the transport of raw materials.	 Scope 1 and Scope 2 emissions were regularly monitored and, compared to the 2022 baseline, the 20% reduction target for both types of GHG emissions was achieved.  Achieved reduction in direct diesel emissions (-47% from 2022 to 2024), thanks to the gradual replacement of forklifts with electric models.  Scope 2 emissions saw a reduction of -23% compared to 2022 data (location-based approach).  The project has been launched.  Practices are underway with Ferrovie dello Stato for the adaptation of the railway network on site, which will benefit the entire industrial hub.  The feasibility study has been completed and the project has been launched.

Issue	Long term goal	2025 Target	Progress in 2024
Responsible use of water resources.	Managing water resources in an increasingly effective way, avoiding waste and reusing it as much as possible in production processes.	Reduction of water withdrawals by at least 15% compared to 2022, considering the tons produced. Reuse of processing residues (e.g., resin water).	  The water withdrawal figure in relation to production fell by 14.4% compared to 2022. The resination water reuse project has been successfully completed and further developments relating to the recovery of processing residues are being evaluated.

Health and safety.	Ensuring a safe and healthy workplace for our employees.	Continue the security policy aimed at ensuring, through dedicated investments: •The goal of “zero accidents” •maintaining the level of occupational diseases at zero.	 The security policy is constantly pursued. In 2024, controls and monitoring were strengthened, with the introduction of dedicated company KPIs.
	Ensuring the security of the territory.	Integration of sensors for the detection of SO2 along the boundaries of the S. Martino di Trecate plant (for the purpose of compliance with the Seveso Directive).	 The sensors were integrated as planned.
Relations with local communities.	Supporting cultural and charitable initiatives in the area.	Launch of the project for the construction of a gym also accessible to the disabled for the Novara community. Maintain all the support initiatives, already in place, for the territory and local communities with a minimum spending target of 0.25% on profit.	  The project has been launched. Spending for the benefit of local communities represents about 1.5% of 2024 profit.
Employee well-being.	Ensuring well-being in the workplace for all our employees without any discrimination, guaranteeing training and resources to improve professional development.	Promotion of the psycho-physical well-being of workers through the activation of a company psychological desk (e.g. WHP Project). Launch of an Academy for the development of specific and transversal skills among production operators.	  The desk was implemented with membership of the WHP Piedmont network, obtaining recognition as a “workplace that promotes health”. The project was launched and in 2024 the Esseco-OMAR Academy lessons were held. Synergies with local schools for continuous training have been strengthened.

Issue	Long term goal	2025 Target		Progress in 2024
		Ensure that a target of 30 hours of training per capita per year is maintained. Collaboration with the Omar Institute of Novara to launch school-work alternation projects. Launch of an analysis of the corporate climate to understand the level of employee satisfaction and identify any critical issues.	  	The hours of training per capita in 2024 are 31. The project was launched and in 2024 the students of the OMAR institute were hosted. In addition, other projects with local schools have been integrated (e.g. internship with the Institute of Biotechnology of Eastern Piedmont). The survey was carried out and in 2024 the results were processed, with discussion with the function managers and identification of appropriate improvement initiatives.
Compliance and business integrity.	Communicating and enhancing to all stakeholders the choice to conduct their business, in a transparent and ethical way, in compliance with mandatory and voluntary regulations.	Drafting and communicating to all stakeholders an integrated, Group-wide Sustainability Policy.		The policies of the Quality and HSE area of Esseco Srl have been integrated with sustainability issues. The Policy of our Industrial Division was also published, which envisages sustainability at the heart of the strategy.
Innovation.	Pursuing continuous improvement in the development of innovative and safe products, made with advanced technologies.	Application of new technologies in the sector: new management software (MES) for data collection and installation of new instrumentation to improve automation and production efficiency, in compliance with the precepts of Industry 4.0 and the best available technologies (BAT). Participation in research and development calls for projects related to Sustainability. Invest at least 2.5% of annual profit, understood as EAT (Earnings After Taxes), in research and development (R&D) projects.	  	The software was acquired in 2023 and implemented in 2024. Functional assessments aimed at data extraction and integration are currently underway, with the aim of supporting analyses and studies relating to corporate sustainability in a structured way. In 2024 we won the SWIch call - Support for CSR activities and the economic enhancement of innovation and participated in the Energy Efficiency and Renewable Energy call, aimed at the installation of photovoltaic systems and promoted by Finpiemonte. 2023 R&D investment: 4.4% of EAT R&D investment 2024: 0.97% of EAT: reduction due to the postponement of some projects and the start of activities at the end of the year.
Company soundness.	Ensuring the continuity of our business over time to fuel positive economic impacts on stakeholders and the territory in which we operate.	With reference to the industrial division: Increase turnover by 4% in 2024 compared to 2023 and by a further 5% in 2025, compared to 2024.	 NA	The monitoring of the indicator will be possible starting from the next reporting year.

Issue	Long term goal	2025 Target	Progress in 2024	
Responsible production process.	Ensuring the safety and protection of the end user.	Continue to ensure the traceability and traceability of the materials used and the finished product throughout the food supply chain.		The management of traceability, also at an IT level, of the primary packaging of our products has begun.
		Include ESG issues in the supplier qualification procedure.		The assessment of suppliers has been supplemented with elements of environmental, social and governance (ESG) sustainability.
Responsible supply chain.	Supporting compliance with sustainability principles within its supply chain	Publication of a Supplier Code of Conduct that includes ESG aspects.		The Industrial Division's Code of Conduct for Suppliers was published in 2024, with the inclusion of ESG principles and requirements, confirming the organization's commitment to a responsible and sustainable supply chain.

Appendix



Environmental data

Energy		Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Consumption of fuels from non-renewable sources	Diesel oil ²²	litres	28,981	25,095	15,309	-47%
	Natural gas	m ³	3,201,319	3,294,022	2,224,751	-31%
Electricity purchased from the grid		MWh	7,657	5,994	6,143	-20%
Covered by guarantees of origin		MWh	0	0	11,956	-
Self-produced electricity from renewable sources and self-consumed		MWh	0	0	404	-
Steam purchased		t	112,612	103,798	156,821	39%
Self-produced energy	Electricity	MWh	32,241	31,010	36,376	13%
	self-consumed	MWh	26,929	25,978	28,226	5%
	reintroduced on the network	MWh	5,312	5,032	8,150	53%
Energia autoprodotta e venduta	Electricity	KWh	5,312	5,032	8,146	53%
	BP Steam	t	5,746	5,695	6,132	7%

Greenhouse gas emissions		Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Direct emissions (Scope 1) ²³	Diesel oil	t CO ₂ eq	77	67	41	-47%
	F- gas (R-407C)	t CO ₂ eq	0	0	2	-
	Natural gas	t CO ₂ eq	6,390	6,575	4,590	-28%
Total direct emissions (Scope 1) ²³		t CO ₂ eq	6,468	6,642	4,591	-29%
Indirect emissions from location-based energy consumption (Scope 2) ²⁴		t CO ₂ eq	2,111	1,679	1,382	-35%
Market-based indirect <i>emissions from energy consumption (Scope 2)</i>		t CO ₂ eq	3,346	2,418	514	-85%
Direct emissions (Scope 3)	Category 3.1: Purchased goods and services				94,891	-
	Category 3.2: Capital goods				4,825	-
	Category 3.3: Fuel and energy related activities (not included in Scope 1 or 2)				758	-
	Category 3.4: Upstream transport and distribution				27,090	-
	Category 3.5: Waste generated by the company's operations				290	-
	Category 3.9: Downstream transport and distribution				48	-
	Total Scope 3 indirect emissions				127,903	-
Total location-based Scope 1, 2 and 3 GHG emissions					133,876	-
Total market-based Scope 1, 2 and 3 GHG emissions					133,008	-

²² The data relating to diesel consumption in 2022 and 2023 have been adjusted compared to what was originally reported in the 2023 Sustainability Report. As a result, the calculation of Scope 1 emissions has also been updated based on the new data.

²³ Source for Scope 1: DEFRA, UK Government GHG Conversion Factors for Company Reporting, 2024.

²⁴ Sources for Scope 2 and Scope 3: Ecoinvent 3.11 and DEFRA, UK Government GHG Conversion Factors for Company Reporting, 2024.

GHG emissions intensity versus revenue	Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Revenues	€mln	233	177	138	-41% ²⁵
GHG emissions intensity (Scope 1+2 location based)	t CO ₂ eq/€min	37	47	43	18%
GHG emissions intensity (Scope 1+2 market based)	t CO ₂ eq/€min	42	51	37	-12%
GHG emissions intensity (Scope 1, 2 and 3 location-based)	t CO ₂ eq/€min			973	-
GHG emissions intensity (Scope 1, 2 and 3 market-based)	t CO ₂ eq/€min			967	-

Emissions into the atmosphere	Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Nitrogen oxides (NOx)	kg	10,212	9,389	7,948	-22%
Sulphur oxides (SOx)	kg	1,634	3,980	6,587	303% ²⁶
Volatile Organic Compounds (VOCs)	kg	33	17	25	-25%
Carbon monoxide (CO)	kg	459	611	431	-6%
Powders	kg	130	207	47	-64%
Methanol (CH ₃ OH)	kg	3	18	21	600% ²⁶

Water	Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Levies	m ³	3,474,896	3,160,607	3,113,122	-10%
	<i>From surface water</i>	0	0	0	-
	<i>From groundwater</i>	3,450,700	3,134,459	3,086,620	-11%
	<i>From aqueduct</i>	24,196	26,148	26,502	10%
Drains	m ³	2,468,629	2,318,350	2,181,831	-12%
	<i>In surface water</i>	2,457,576	2,312,278	2,174,050	-12%
	<i>In the sewer</i>	11,053	6,072	7,781	-30%
	<i>Consumption</i>	1,006,267	842,257	931,291	-7%

Emissions to water	Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Dissolved Organic Carbon (DOC)	kg	30,228	90,333	67,970	125% ²⁶
Suspended solids	kg	16,466	19,654	14,607	-11%
Total phosphorus	kg	609	845	447	-27%
Total Nitrogen (TN)	kg	7,520	6,544	10,066	34%
Total inorganic nitrogen	kg	5,099	5,122	5,522	8%
Sulphates	kg	1,017,246	966,271	992,575	-2%
Ammonia nitrogen	kg	319	957	1,345	321% ²⁶

²⁵ The decrease in revenues compared to previous years is attributable to the spin-off of the company Enartis, currently included in the Group's Winemaking Division. Until 2023, Enartis was in fact an integral part of Esseco S.r.l. The operating performance of our company and the overall business of our Division continued to grow strongly.

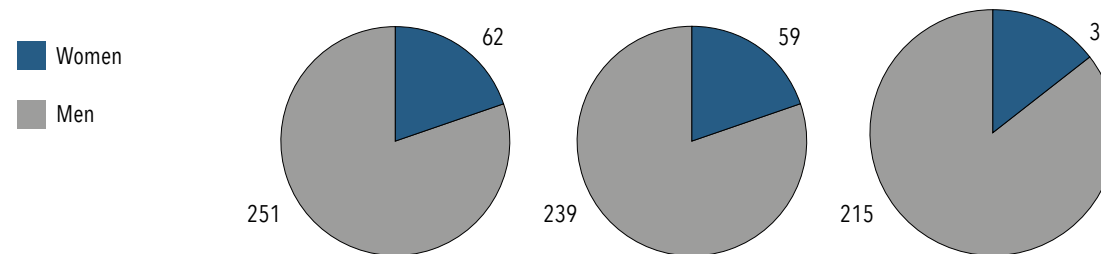
²⁶ The increase is justified by technical and operational factors, closely related to the increase in production. It should be noted, in any case, that the results of the monitored parameters are below the authorization limits.

Materials used	Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Raw materials used for conversion into products	t	123,423	97,988	132,473	7%
Associated process materials (i.e., necessary for the manufacturing process but not part of the final product)	t	421	375	340	-19%
Total	t	123,844 ²⁷	98,36327	132,814	7%

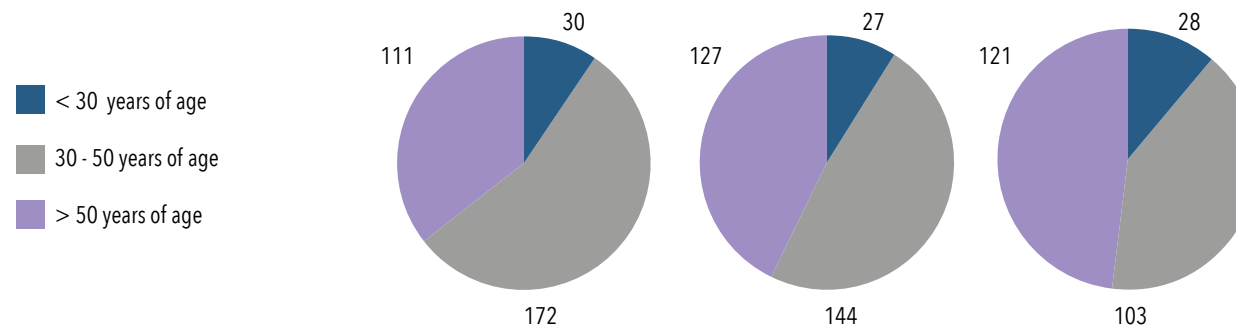
Waste produced by hazard and destination	Units of Measurement	2022 (baseline)	2023	2024	2022-2024 Trends
Hazardous	t	680.02	463.22	329.96	-51%
Recovery	t	194.32	118.34	167.13	-14%
Landfill	t	468.43	344.88	162.83	-65%
Other disposal operations	t	17.27	0.00	0.00	-100%
Non-hazardous	t	716.82	719.99	907.58	27%
Recovery	t	575.05	477.67	526.55	-8%
Landfill	t	34.60	242.32	381.03	-
Other disposal operations	t	107.16	0.00	0.00	-100%
Total	t	1,396.84	1,183.21	1,237.54	-11%

Social data

Distribution of employees by gender	2022 (baseline)	2023	2024
Women	62	59	37
Men	251	239	215
Total	313	298	252



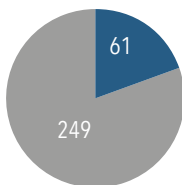
Distribution of employees by age	2022 (baseline)	2023	2024
< 30 years of age	30	27	28
30 - 50 years of age	172	144	103
> 50 years of age	111	127	121
Total	313	298	252



Distribution of employees by type of contract		2022 (baseline)	2023	2024
Permanent	Women	61	59	37
	Men	249	233	212
	Total	310	292	249
Fixed-term	Women	1	0	0
	Men	2	6	3
	Total	3	6	3
Full-time	Women	60	56	35
	Men	249	237	213
	Total	309	293	248
Part-time	Women	2	3	2
	Men	2	2	2
	Total	4	5	4

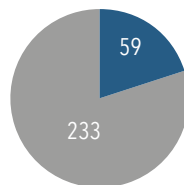
Permanent 2022

■ Women
■ Men



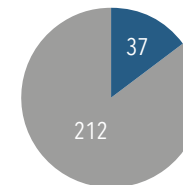
Permanent 2023

■ Women
■ Men



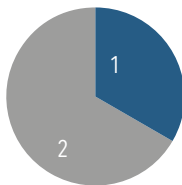
Permanent 2024

■ Women
■ Men



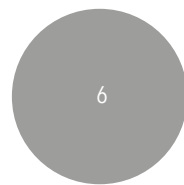
Fixed-term 2022

■ Women
■ Men



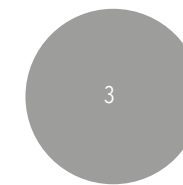
Fixed-term 2023

■ Women
■ Men



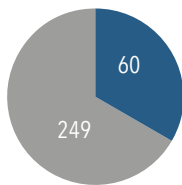
Fixed-term 2024

■ Women
■ Men



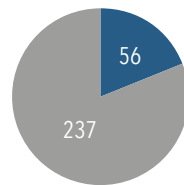
Full time 2022

■ Women
■ Men



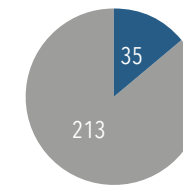
Full time 2023

■ Women
■ Men



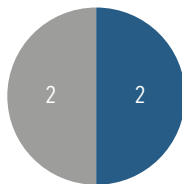
Full time 2024

■ Women
■ Men



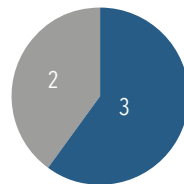
Part-time 2022

■ Women
■ Men



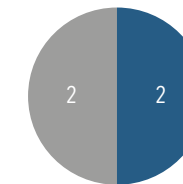
Part-time 2023

■ Women
■ Men



Part-time 2024

■ Women
■ Men



Parental leave		2022 (baseline)	2023	2024
Employees who were entitled to it	Women	62	59	37
	Men	251	239	215
	Total	313	298	252
Employees who have benefited from it	Women	9	9	4
	Men	7	5	7
	Total	16	14	11

Distribution of Senior Management by Gender		2022 (baseline)	2023	2024
Executives	Women	3	4	2
	Men	11	8	8
	Total	14	12	10
Percentage of managers	Women	21%	33%	20%
	Men	79%	67%	80%

Employees who participated in regular performance and career development reviews		2023	2024
Women		3	2
Men		15	13
Total		18	15

Gender pay gap		2023 ²⁸	2024	2022-2024 Trends
Basic salary (€)	Men	39,104	41,552	6%
	Women	45,630	49,818	9%
Average levels of gross salary (€)	Men	46,133	49,103	6%
	Women	48,773	51,484	6%
Difference in base salary (men vs women)		-17%	-20%	19%
Difference in average gross pay (men vs women)		-6%	-5%	-15%

Remuneration Metrics		2023	2024	2022-2024 Trends
Ratio of the highest earner's pay to the average pay of all other employees.		84,6%	85,5%	1%

Employee training hours by gender		2022 (baseline)	2023	2024	2022-2024 Trends
Training hours	Women	1,262	610	1,012	-
	Men	2,563	8,154	6,798	-
	Total	3,824	8,764	7,810	-
Average hours of training	Women	20	10	27	34%
	Men	10	34	32	210%
	Total	12	29	31	154%

Termination rate		2022 (baseline)	2023	2024	2022-2024 Trends
Terminations		26	27	22	-15%
Turnover rate		8,31%	8,73%	8,72%	5,10%

Accidents at work		2022 (baseline)	2023	2024	2022-2024 Trends
Employees	Total hours worked	509,946	507,448	425,054	-
	Recorded injuries	2	4	3	-
	Serious injuries	0	0	0	-
	Fatalities	0	0	0	-
	Injury rate	3.9	7.9	7.1	80%
Non-employees	Total hours worked	55,787	2,014	6,287	-
	Recorded injuries	0	0	0	-
	Serious injuries	0	0	0	-
	Fatalities	0	0	0	-
	Injury rate	0.0	0.0	0.0	-

ESRS Disclosures

The tables below list all the disclosure obligations provided for by ESRS 2 and the issue standards deemed relevant for Esseco S.r.l., and guided the preparation of the Sustainability Report. For each information, the Section and/or paragraph where it is referred to is provided.

Information	Section/Paragraph
BP-1 General Criteria for Preparing the Sustainability Statement	Sect. 5
BP-2 Disclosure in Relation to Specific Circumstances	4.1
GOV-1 Role of administrative, management and control bodies	Par. 4.1
GOV-2 Information provided to the administrative, management and supervisory bodies of the company and sustainability issues addressed by them	Par. 4.1
GOV-3 Integration of sustainability benefits into incentive systems	Par. 4.1
GOV-4 Due Diligence Statement	Par. 5.1
GOV-5 Risk Management and Internal Controls on Sustainability Reporting	Par. 4.1
SBM-1 Strategy, Business Model and Value Chain	Cap. 1
SBM-2 Interests and Views of Stakeholders	Par. 5.2
SBM-3 Relevant impacts, risks and opportunities and their interaction with the strategy and business model	Par. 5.1
IRO-1 Description of processes for identifying and assessing relevant impacts, risks and opportunities	Par. 5.1
IRO-2 Disclosure requirements of ESRS covered by the corporate sustainability statement	Par. 5.1
MDR-P Policies adopted to manage material sustainability issues	Sect. 6

ESRS E1 Climate Change

Information	Section/Paragraph
E1. GOV-3 Integration of sustainability performance into incentive systems	Sect. 2
E1-1 Climate Change Mitigation Transition Plan	Sect. 6
E1. SBM-3 Relevant impacts, risks and opportunities and their interaction with the strategy and business model	Par. 5.1
E1. IRO-1 Description of processes for identifying and assessing relevant climate-related impacts, risks and opportunities	Par. 5.1
E1-2 (MDR-P) Policies related to climate change mitigation and adaptation	Sect. 2
E1-3 (MDR-A) Climate Change Policy Actions and Resources	Sect. 2
E1-4 (MDR-T) Climate Change Mitigation and Adaptation Targets	Sect. 6
E1-5 Power Consumption and Energy Mix	Par. 2.1
E1-6 Scope 1, 2, 3 gross GHG emissions and total GHG emissions	Par. 2.1

ESRS E2 Pollution

Information	Section/Paragraph
E2-1 (MDR-P) Pollution Policies	Sect. 2
E2-2 (MDR-A) Pollution-Related Actions and Resources	Par. 2.2
E2-4 (MDR-T) Pollution Targets	Par. 2.2
E2-4 Air pollution	Par. 2.2

ESRS E3 Water and Marine Resources

Information	Section/Paragraph
E3-1 (MDR-P) Water-Related Policies	Sect. 2
E3-2 (MDR-A) Water-related actions and resources	Par. 2.3
E3-3 (MDR-T) Water-related targets	Sect. 6
E3-4 Water Consumption	Par. 2.3

ESRS E5 Resource Use and Circular Economy

Disclosure obligation	Section/Paragraph
E5. IRO-1 Description of processes for identifying and assessing relevant impacts, risks and opportunities related to resource use and the circular economy	Par. 5.1
E5-1 (MDR-P) Policies related to the use of resources and the circular economy	Par. 2.4
E5-2 (MDR-A) Actions and resources related to resource use and the circular economy	Par. 2.4
E5-3 (MDR-T) Objectives related to resource use and circular economy	Sect. 6
E5-4 Inbound Resource Flows	Par. 2.4
E5-5 Outbound Resource Flows	Par. 2.4

ESRS S1 Own Workforce

Disclosure obligation	Section/Paragraph
S1. SBM-2 Stakeholder interests and views	Par. 5.2
S1. SBM-3 Relevant impacts, risks and opportunities and their interaction with the strategy and business model	Par. 5.1
S1-1 (MDR-P) Own Workforce Policies	Sect. 3
S1-2 Processes for the involvement of own workers and workers' representatives regarding impacts	Par. 3.2
S1-3 Processes to Remedy Negative Impacts and Channels for Workers to Raise Concerns	Par. 3.2
S1-4 (MDR-A) Interventions on material impacts for the own workforce and approaches for the mitigation of material risks and the pursuit of material opportunities in relation to the own workforce, as well as effectiveness of such actions	Par. 3.1
S1-5 (MDR-T) Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities	Sect. 6
S1-6 Characteristics of the Employees of the Enterprise	Par. 3.1
S1-7 Characteristics of non-employees in the firm's own workforce	Par. 3.1
S1-8 Collective bargaining coverage and social dialogue	Par. 3.1
S1-9 Diversity Metrics	Par. 3.1
S1-10 Adjusted Wages	Par. 3.1
S1-11 Social protection	Par. 3.1
S1-13 Training and Skills Development Metrics	Par. 3.1
S1-14 Health and Safety Metrics	Par. 3.2
S1-15 Work-Life Balance Metrics	Par. 3.1
S1-16 Compensation Metrics (Pay Gap vs. Total Pay)	Par. 3.1
S1-17 Human Rights Incidents, Complaints, and Serious Impacts	Par. 3.1

ESRS S3 Communities concerned

Disclosure obligation	Section/Paragraph
S3. SBM-2 Stakeholder interests and views	Par. 5.2
S3. SBM-3 Relevant impacts, risks and opportunities and their interaction with the strategy and business model	Par. 1.6; 5.1
S3-1 (MDR-P) Policies Relating to Affected Communities	Par. 3.3
S3-2 Affected Community Engagement Processes on Impacts	Par. 3.3
S3-3 Processes to Remediate Negative Impacts and Channels for Affected Communities to Express Concerns	Par. 3.3
S3-4 (MDR-A) Interventions on material impacts on affected communities and approaches to manage material risks and achieve relevant opportunities for affected communities, as well as effectiveness of such actions	Par. 3.3
S3-5 (MDR-T) Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities	Sect. 6

ESRS S4 Consumers and End Users

Disclosure obligation	Section/Paragraph
S4. SBM-2 Stakeholder interests and views	Par. 5.2
S4. SBM-3 Relevant impacts, risks and opportunities and their interaction with the strategy and business model	Par. 5.1
S4-1 (MDR-P) Consumer and end-user policies	Par. 3.4
S4-2 Consumer and end-user engagement processes on impacts	Par. 3.4
S4-3 Processes to Remedy Negative Impacts and Channels for Consumers and End-Users to Express Concerns	Par. 3.4
S4-4 (MDR-A) Interventions on material impacts for consumers and end-users and approaches for the mitigation of material risks and the achievement of relevant opportunities in relation to consumers and end-users, as well as the effectiveness of such actions	Par. 3.4
S4-5 (MDR-T) Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities	Sect. 6

ESRS G1 Business conduct

Disclosure obligation	Section/Paragraph
G1. GOV-1 Role of administrative, management and control bodies	Par. 4.1
G1. IRO-1 Description of processes for identifying and assessing relevant impacts, risks and opportunities	Par. 5.1.
G1-1 (MDR-P) Policies on Business Culture and Business Conduct	Sect. 4
G1-2 Supplier Relationship Management	Par. 4.3
G1-3 Prevention and detection of bribery and corruption	Par. 4.2
G1-4 (MDR-A) Established cases of active or passive corruption	Par. 4.2
G1-5 Political influence and lobbying	Par. 4.2
G1-6 Payment Practices	Par. 4.3



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

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