



2024

Executive Summary – 2024 Sustainability Report

Contents

02 ESSECO GROUP

03 SUSTAINABILITY REPORT

09 1 ENVIRONMENT

10 1.1 CLIMATE CHANGE AND ENERGY

15 1.2 POLLUTION

19 1.3 WATER AND MARINE RESOURCES

22 1.4 BIODIVERSITY AND ECOSYSTEMS

25 1.5 RESOURCE USE AND CIRCULAR ECONOMY

28 2 PEOPLE

36 3 CORPORATE GOVERNANCE

Key Figures of the Esseco Group

INDUSTRIAL
DIVISION



ENOLOGY
DIVISION



4X SALES FIGURES
IN THE LAST
15 YEARS

70% CHEMICALS

WINEMAKING **30%**



1,255

Employees worldwide



16

Countries where it
operates



11

Production sites



56,634 tCO₂eq

Scope 1 emissions



34,105 tCO₂eq

Market-based Scope 2
emissions



654,076 tCO₂eq

Scope 3 emissions



515,691 MWh

Energy consumption

Our 2024 Sustainability Report

The Esseco Group is an international industrial group operating in the production and distribution of inorganic chemistry and winemaking products and solutions.

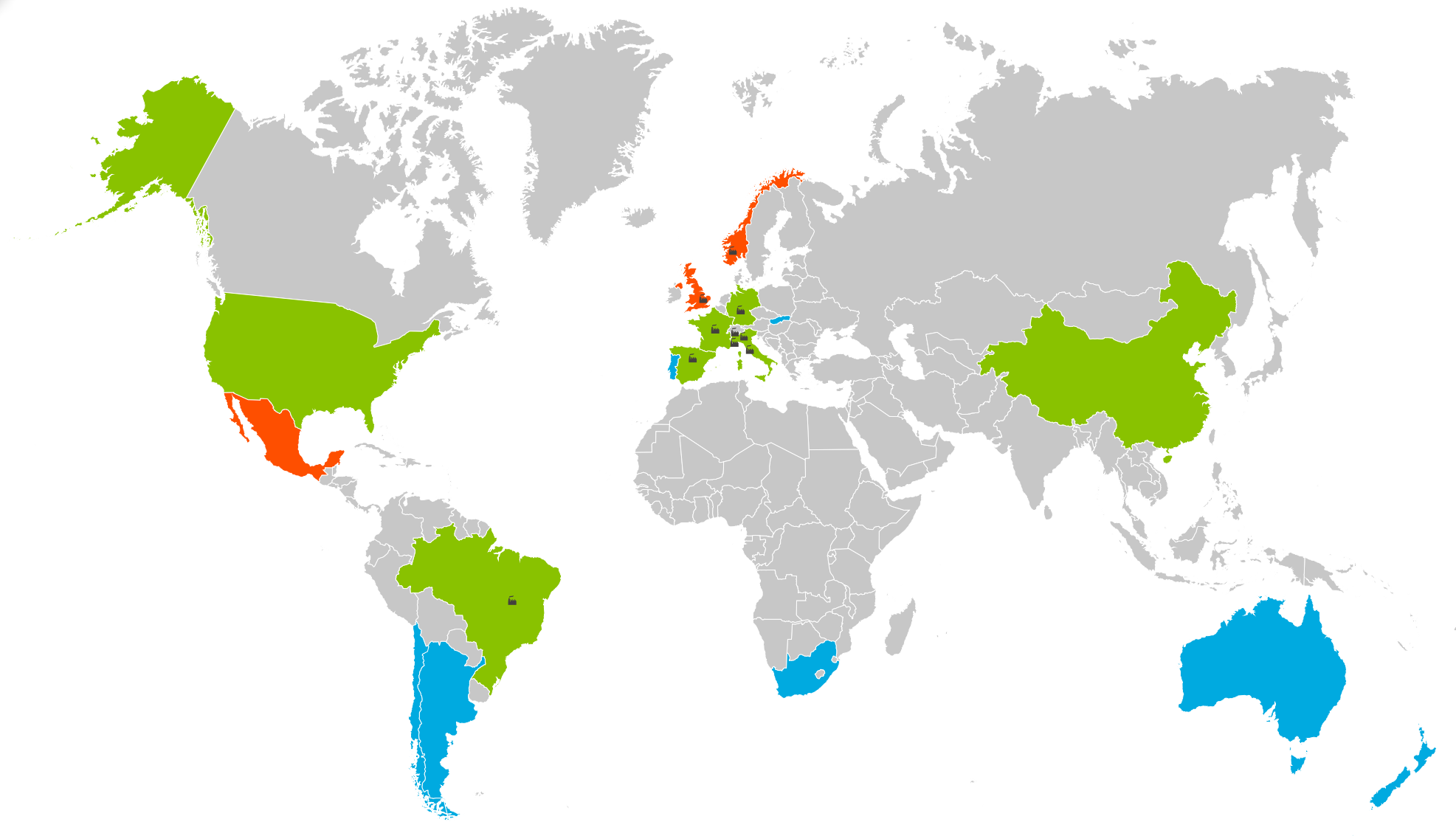
Through a diversified portfolio and a global network, the Group supplies high-quality, high-performance and safe materials and services to strategic sectors such as chemicals, pharmaceuticals, automotive, water treatment, agriculture, food and animal feed, textiles, rubber and other industrial sectors.

Production Sites – Business Sites – Chemical Division – Winemaking Division
Operating in such diverse and often highly regulated sectors requires a responsible and consistent approach.

For this reason, the Esseco Group does not only focus on product quality, but also on environmental protection, occupational health and safety and social responsibility.

These issues are especially significant in the food and wine sectors, where regulations are stringent and stakeholder expectations are constantly evolving.





 **Factories**

 **Winemaking commercial offices**

 **Chemical commercial offices**

  **Commercial offices for oenology and chemistry**

The certifications obtained by the Group's companies, listed in the table below, attest to compliance with the main quality, environmental, and occupational health and safety international standards, as well as sector-specific standards.

Certifications	ESSECO	ALTAIR CHEMICAL	ADDCOM NORDIC	ADDCOM GmbH	ESSECO ITALIA	ESSECO FERTILIZANTI	enartis	ever	GROUP SOFRALAB
ISO 9001:2015	✓	✓	✓	✓	✓	✓	—	✓	✓
UNI EN ISO 14001:2015	✓	✓	✓	✓	—	—	—	—	—
EMAS	—	✓	—	—	—	—	—	—	—
UNI EN ISO 45001:2023	✓	✓	—	—	—	—	—	—	—
UNI EN ISO 50001:2018	—	✓	—	✓	—	—	—	—	—
Food Safety System Certification ISO 22000:2018	✓	✓	✓	✓	—	—	—	✓	✓
NSF/ANSI 60	✓	—	—	—	—	—	—	—	—
Kosher	✓	✓	✓	✓	✓	—	✓	—	—
Halal	✓	✓	✓	✓	✓	—	—	—	—
ZDHC MRSL v3.1	✓	—	—	—	—	—	—	—	—
Assofertilizzanti Quality Label	✓	—	—	—	—	—	—	—	—
GMP+cat.B2 "Feed Certification Scheme"	—	✓	—	—	—	—	—	—	—
Biological Products - Enology	—	—	—	✓	—	—	✓	—	—
Global Organic Textile Standard (GOTS)	—	—	—	—	—	—	—	—	—
FAMI-QS (FEED)	—	—	✓	✓	—	—	—	—	—
Pastus + (FEED)	—	—	—	✓	—	—	—	—	—
A-futter (FEED)	—	—	—	✓	—	—	—	—	—
Q&S (FOOD)	—	—	—	✓	—	—	—	—	—
Nordic Ecolabel	—	—	✓	—	—	—	—	—	—
Agricert Certificate of Conformity	—	—	—	—	—	—	—	✓	✓
VLOG certification (food)	—	—	—	✓	—	—	—	—	—

Furthermore, in 2024, several Group companies applied for and obtained the **EcoVadis rating**, which assesses environmental, social, ethical and sustainable procurement performance against international standards.

Esseco S.r.l. received the **Platinum medal** for its San Martino di Trecate site and the **Gold medal** for its San Cipriano Po site; Altair Chemical was awarded the **Silver medal**, ranking within the top 15% companies being assessed. Altair Chemical S.r.l. and Esseco S.r.l. also achieved the **Legality Rating** from the Italian Competition and Market Authority, scoring two stars plus and three stars, respectively.

The Group also participates in the **Open-es** platform, which measures ESG maturity across the dimensions of planet, people, prosperity and governance. In 2024, Esseco S.r.l. achieved level 11 out of 12, whilst Altair Chemical achieved level 9 out of 12.



Double Materiality in the Esseco Group

In 2024, the Esseco Group conducted a **double materiality** assessment required by the CSRD and the ESRS. This analysis assessed both the impacts of the Group's operations on people and the environment, and the associated risks and opportunities across the entire value chain.

This process allowed pinpointing significant material issues relevant to sustainability reporting and the definition of the scope of information to be integrated into planning processes and governance activities. These assessments will lead a gradual adjustment of the Group's management practices to align with ESRS requirements.

Double Materiality in the Esseco Group

Impact Materiality	Highly significant		<ul style="list-style-type: none"> • Water consumption • Air pollution • Water pollution • Soil pollution • Direct exploitation • Energy 	
	Significant	<ul style="list-style-type: none"> • Adequate salaries • Diversity • Child labour and forced labour • Economic, social and cultural rights of communities • Access to quality information 	<ul style="list-style-type: none"> • Substances of concern • Water • Resource inflow • Health and safety • Training and skill development • Non-disclosure • Corporate culture • Active and passive corruption 	
	Not significant	<ul style="list-style-type: none"> • Soil degradation • Freedom of association 	<ul style="list-style-type: none"> • Adjustment to climate change • Mitigation of climate change 	
		Not significant	Significant	Highly significant
		Financial Materiality		

Reporting is a key transparency tool that supports the Group in assessing ongoing changes, anticipating challenges and identifying opportunities arising from the energy transition, market developments and innovation in production processes.

The Executive Summary of the 2024 Sustainability Report outlines the main contents of the Group's sustainability report, including:

- The **material issues** identified through double materiality analysis;
- The **policies and actions** adopted in accordance with ESRS requirements;
- The **targets** set for the coming financial years.

The section is organised around key topic areas set out by **ESRS** requirements (Environment, Social and Governance) and provides a brief overview of how impacts, risks and opportunities associated with the material issues are managed, together with the relevant performance indicators.

European sustainability Reporting Standards



1. Environment



1.1 Climate Change and Energy (ESRS E1)

Group Commitments

Against a backdrop of growing climate pressure, the 2024 double materiality analysis confirmed the significance of physical and transition risks for the Group, potentially affecting business continuity, asset integrity, the availability and costs of raw materials, demand in the agricultural and wine sectors, and compliance with future regulatory requirements. The analysis also pointed out the negative impact of emissions generated by production activities and energy consumption, both internally and throughout the supply chain.

At the same time, opportunities were identified, driven by the increased availability of renewable energy and the adoption of digital technologies and solutions to improve energy efficiency and reduce emissions. These factors have led the development of a step-by-step plan to streamline and improve the efficiency of energy consumption and reduce emissions.

Although it has not yet established a transition plan or specific targets relating to climate change mitigation within its management incentive policies, the Group has laid the foundations for its strategic development by introducing specific policies, strengthening energy management systems and launching initiatives aimed at improving efficiency and increasing the use of renewable sources.



Results

In 2024, direct greenhouse gas emissions (Scope 1) generated by the Group's activities amounted to 56,634 tonnes of CO₂ equivalent (tCO₂e).

Scope 2 emissions, calculated through a market-based approach¹, amounted to 32,651 tCO₂e.

During 2024, the Esseco Group also carried out its **first comprehensive Scope 3 emissions** inventory, in accordance with the Greenhouse Gas Protocol.

These emissions, which include upstream and downstream activities arising from the Group's operations, represent a significant proportion of the total, accounting for **88%** of the total emissions generated along the value chain. Overall, Scope 3 emissions amount to 654,076 tCO₂e, of which the industrial sector accounts for approximately 94%, whilst the winemaking sector contributes the remaining 6%.

The 2024 results confirm the positive impact of the initiatives launched by the Group to mitigate climate change and improve energy and environmental performance. During the year, the use of renewable energy sources at production sites increased and energy efficiency measures aimed at reducing emissions made progress.

Compared to 2023, the following changes are observed:



in **Scope 1 emissions** mainly attributable to a reduction in natural gas consumption.



in **Scope 2 market-based emissions**, owing to an increase in renewable energy, both self-generated and sourced via Renewable Energy Certificates.



renewable energy as a proportion of total company consumption.

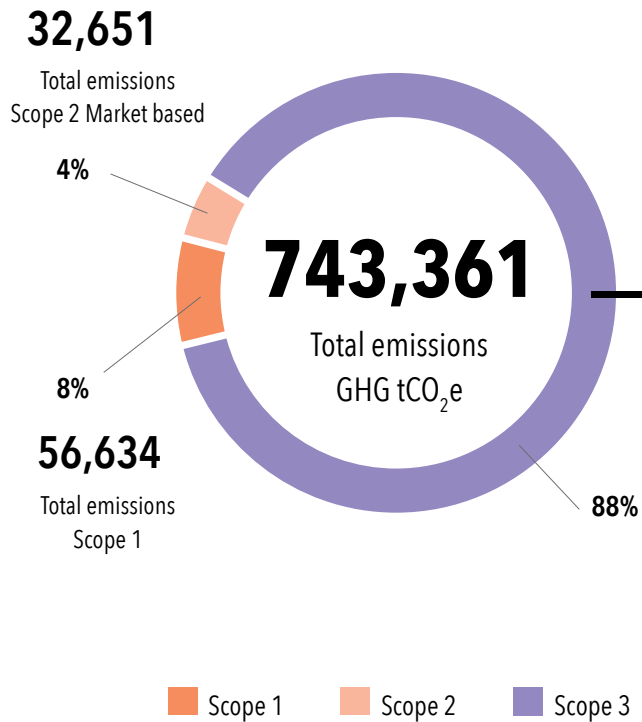


increase in self-generated renewable energy compared to 2023, mostly from hydroelectric sources.

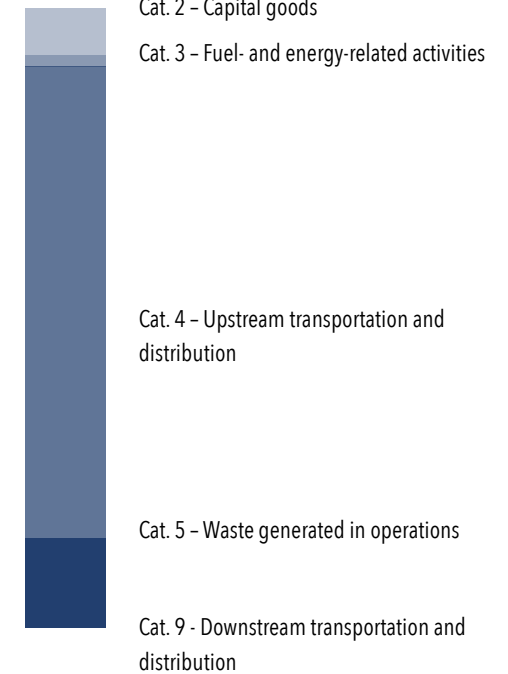
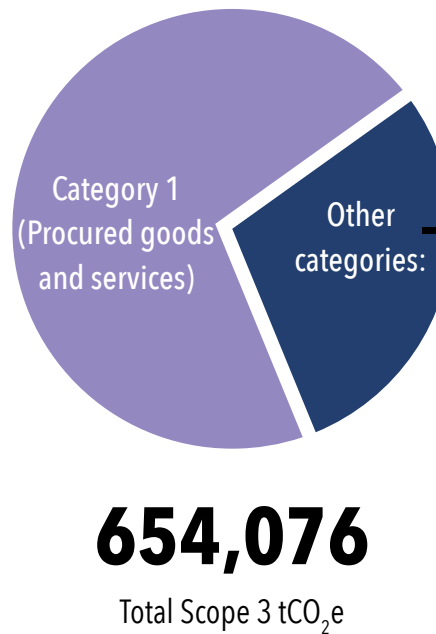
¹ Based on the specific features of energy supply contracts, such as the procurement of electricity provided with a Guarantee of Origin (GO) or other traceability systems.



Total GHG emissions (%)



Scope 3 GHG emissions (%)



Implemented Activities

In 2024, the Group made progress in its environmental performance, especially with a view to reducing its climate impact. During the year, the use of renewable sources increased: hydroelectric production from internal power stations grew, and the energy mix was further enhanced by renewable energy supplied under the PPA (Power Purchase Agreement) in place since 2022, as well as by the first contributions from off-site photovoltaic plants developed in collaboration with Renewability consortium.

At industrial scale, efficiency measures aimed at reducing consumption and emissions were implemented. Heat recovery, optimisation of steam production, the adoption of a closed-loop cooling system at Esseco S.r.l., and the revamping of the Altair Chemical cogeneration plant were among the most significant.

The reuse of CO₂ also continued – Esseco S.r.l. developed a production process that allows for the partial reuse of generated CO₂. CO₂ is combined with caustic potash to produce anhydrous KHCO₃ and K₂CO₃ salt solutions, and these products are subsequently sold.

A similar approach was also adopted by Altair Chemical, where flue gas from the gas turbine plant is employed in the potassium carbonate production process, enabling the capture and use of part of the CO₂ that would otherwise be released into the air, totalling 6,122 tonnes of CO₂ in 2024.

The expansion of sites provided with ISO 50001-certified energy management systems has contributed to the development of monitoring and continuous improvement processes. Altair Chemical also completed a feasibility study for the transition to electric-powered internal transport around the Trecate, Pieve Vergonte and Saline di Volterra plants, with operations expected to commence in 2025.



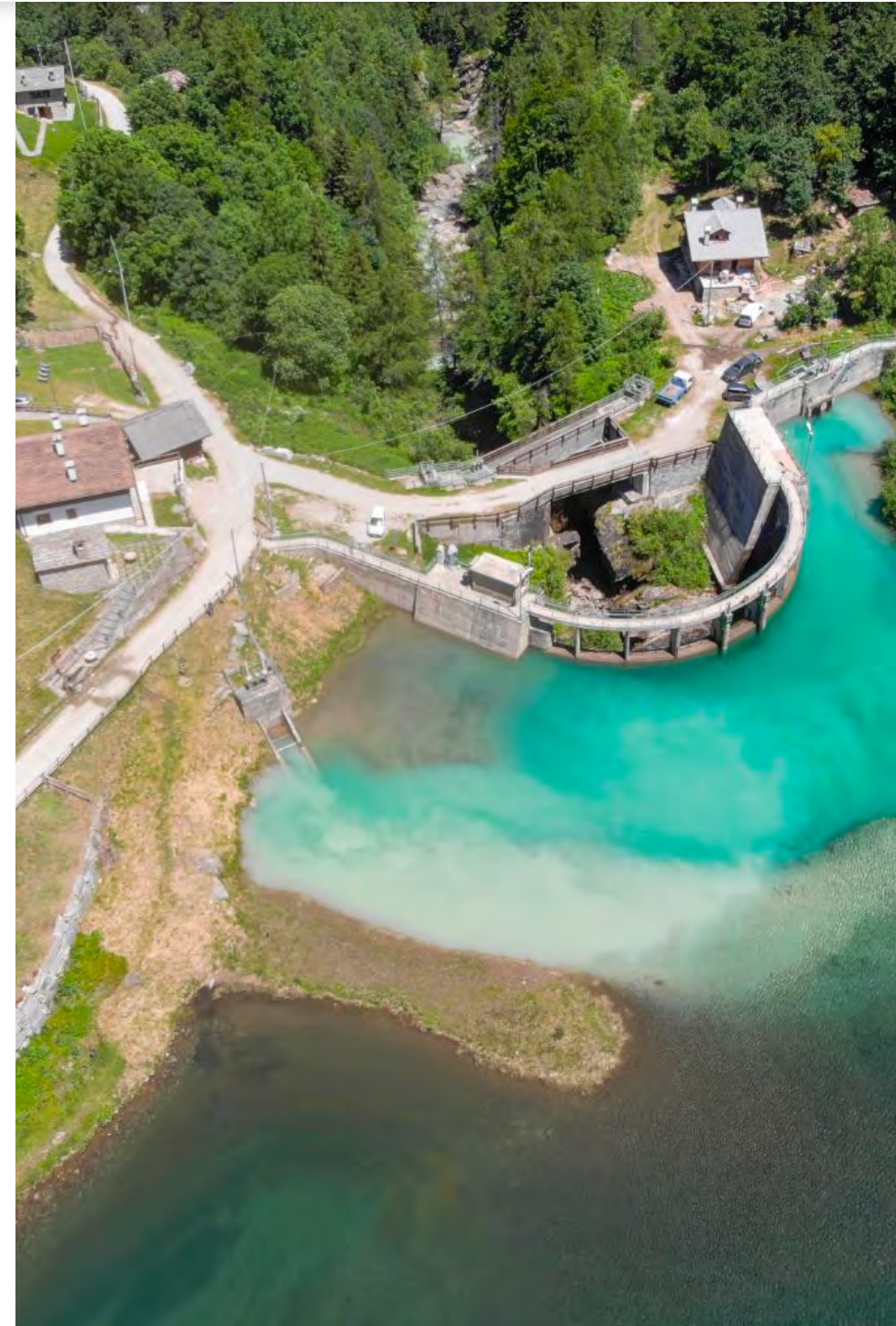
Looking Ahead

Over the coming years, the Group will assess how to systematically embed its decarbonisation strategy across its industrial planning and investment decisions, considering potential climate transition processes relating to Scope 1, 2 and 3 emissions, through the increased use of renewable energy, electrification projects and the adoption of technologies already established in the market.

Concurrently, the Group plans to gradually expand its assessment and monitoring activities of climate change-related factors, also in compliance with changes in regulatory requirements and European standards.

Further initiatives may also be considered, such as advanced CO₂ capture and reuse systems, new photovoltaic and hydroelectric plants, process digitalisation solutions and supplier-engagement plans in emissions reduction.

The aim is to strengthen the Group's long-term ability to manage climate and environmental impact, increase process efficiency and consolidate the organisation's overall resilience.



1.2 Pollution (ESRS E2)

Group Commitments

Pollution prevention and control are key elements of the Group's environmental management. In 2024, the process for assessing the impacts, risks and opportunities associated with pollution was consolidated, identifying potential effects on air, water and soil, as well as any risks associated with the release of hazardous substances and non-compliance with regulatory requirements.

All production sites hold the necessary environmental permits for their operations.

The larger plants – including Trecate, San Cipriano Po, Pieve Vergonte and Saline di Volterra – operate under an **Integrated Environmental Authorisation (Italian: AIA)**, whilst smaller sites hold a **Single Environmental Authorisation (Italian: AUA)**.

The production sites employ systems dedicated to managing channelled emissions and, where required by the permit or the nature of the process, any fugitive emissions as well, through periodic checks designed to ensure compliance with regulatory standards.

Internal and external checks confirm that emission levels are consistently below the threshold limits set out in the Monitoring and Control Plans.



Results

In 2024, the Group monitored the main pollutant emissions in accordance with the control plans defined with the competent authorities. The data show varying trends across the different parameters.



Air



Reduction in NO_x emissions (-11%) and PM (-5%), thanks to combustion system streamlining and the use of abatement technologies.

Increase in SO_x (+52%) and VOCs (+21%), mainly arising from increased production.



All values remain within regulatory limits.



Improvement in **wastewater quality parameters**, with a decrease in COD (-17%) and suspended solids (-10%), following work on the treatment systems.

Increase in total nitrogen (+54%) and ammonia nitrogen (+41%), again due to higher production volumes.



As above, all parameters comply with regulatory limits.



No direct emissions are detected.



There are no contaminated sites or ongoing remediation works.

Implemented Activities

The Group has implemented cross-cutting and site-specific measures to prevent and reduce pollution:

- Installation of sensors at key emission points (over 60 for fugitive emissions monitoring in Trecate) and the use of continuous monitoring systems (CMS)/periodic laboratory analyses, with internal and external audits.
- SO₂ and NO_x abatement measures through the use of BAT technologies, upgrade, combustion and revamping of relevant plants.
- Transition to electric- powered internal transport across the main production sites – in collaboration with Altair Chemical – to reduce emissions from road transport.
- Recovery and reuse of CO₂ in processes (e.g., K₂CO₃ synthesis), to support responsible production and reduce atmospheric emissions.
- Strengthening of organisational controls and assessment of a Group-wide environmental policy.
- Extension of the scope of Environmental Management System certification in accordance with the ISO 14001 standard, where not yet in place.



Looking Ahead

Over the coming year, the Group will assess further measures to adopt a more systematic approach to pollution management, considering three possible development pathways:

1. Governance and Policy

Assessment of the adoption of a Group-wide environmental policy and the alignment of planning and control processes with ESRS E2 requirements. Aspects under consideration include the definition of applicable metrics and indicators (air, water, hazardous substances) and the feasibility of a periodic monitoring system.

2. Continuous Improvement

Feasibility of the extension of ISO 14001 certification to a growing number of Group companies, analysis of further electrification measures and adoption of BAT techniques for the reduction of priority pollutants (NO_x , SO_x , VOCs, PM).

3. Substances of Concern

Further mapping of hazardous substances and SVHCs (substances of Very High Concern) in line with ESRS E2-5 requirements, with an assessment of opportunities to replace SVHCs where technically and operationally feasible.

The aim of these measures is to create the conditions for improving environmental impact management over time, strengthening regulatory compliance and increasing transparency towards stakeholders, by embedding pollution management into a more robust and systematic approach across the Group's industrial processes.

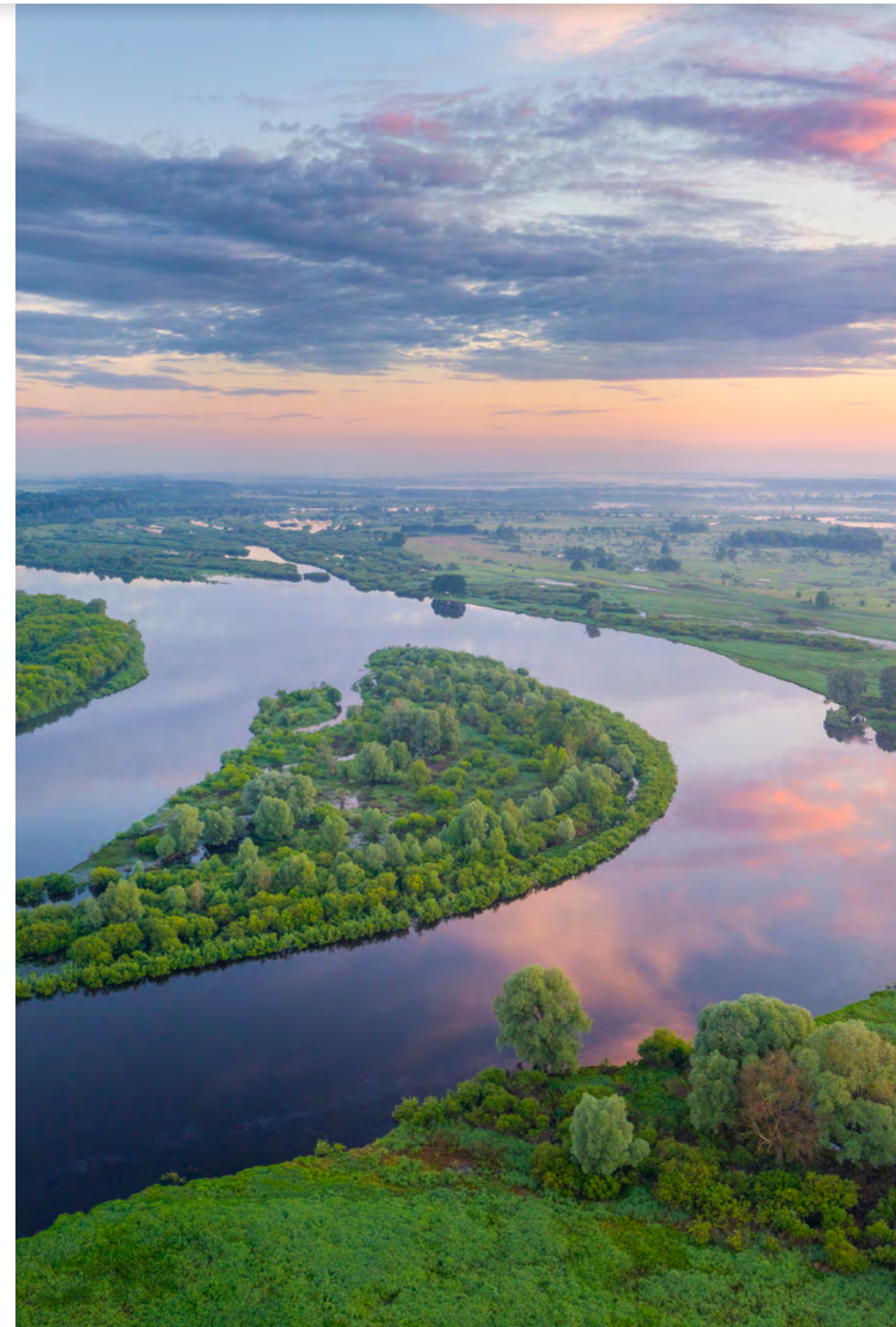


1.3 Water and Marine Resources (ESRS E3)

Group Commitments

Water is an essential resource for the Group throughout the entire value chain, from the extraction of raw materials to its use for civil and industrial purposes at our production sites, right through to its use by customers.

The double materiality analysis identified material impacts and risks arising from water resource depletion, especially in water-stressed areas, as well as potential effects on business continuity and costs along the supply chain.



Results

Overall, the Industrial Division accounts for the lion's share of water consumption, whilst the Winemaking Division operates on a much smaller scale but demonstrates the same commitment to water efficiency.

Water withdrawal



Total water withdrawal:

16,003,162 m³

Water consumption



Total consumption:

3,233,165 m³

Change compared to 2023:

-6.1%

(vs 3,444,845 m³)

Water discharge



Total volume:

12,769,997 m³

Recycling and water-stressed areas



Recycled/reused water:

1,000 m³

Consumption in potentially
water-stressed areas:

13,500 m³

*One site located in a
water-stressed area:
our production facility in Brazil.*

Implemented Activities

In addition to operating in compliance with the requirements set out in the **Integrated Environmental Authorisations (Italian: AIA)** and **Single Environmental Authorisations (Italian: AUA)**, Esseco Group companies constantly monitor water usage and adopt measures aimed at reducing the impact of water withdrawal.

Our main initiatives include:

- Esseco S.r.l.: Introduction of new closed-loop sulphur dioxide production processes, resulting in a reduction in water withdrawal from wells.
- Altair Chemical: Decommissioning of obsolete equipment and commencement of the design of a new chemical-physical wastewater treatment plant at the Saline di Volterra site.
- Plant Infrastructure: Streamlining measures to reduce water and energy consumption, including a cooling system for the office block in San Martino di Trecate, and initiation of further assessments to reduce water usage in sulphur dioxide production processes.

- RE-BORN Project: Conversion of a mercury-based electrolysis facility into a membrane-based facility with a lower environmental footprint, improving water use efficiency.

Looking Ahead

- The Group intends to continue reducing water consumption, paying special attention to sites located in highly water-stressed areas.
- As for Altair Chemical, the company's target is a 20% reduction in discharge volume and the completion of the revamping of the process water treatment plant.
- Measures to replace and upgrade systems and technical components are also being considered, in order to reduce water and energy consumption through a more efficient technological and infrastructure upgrade.

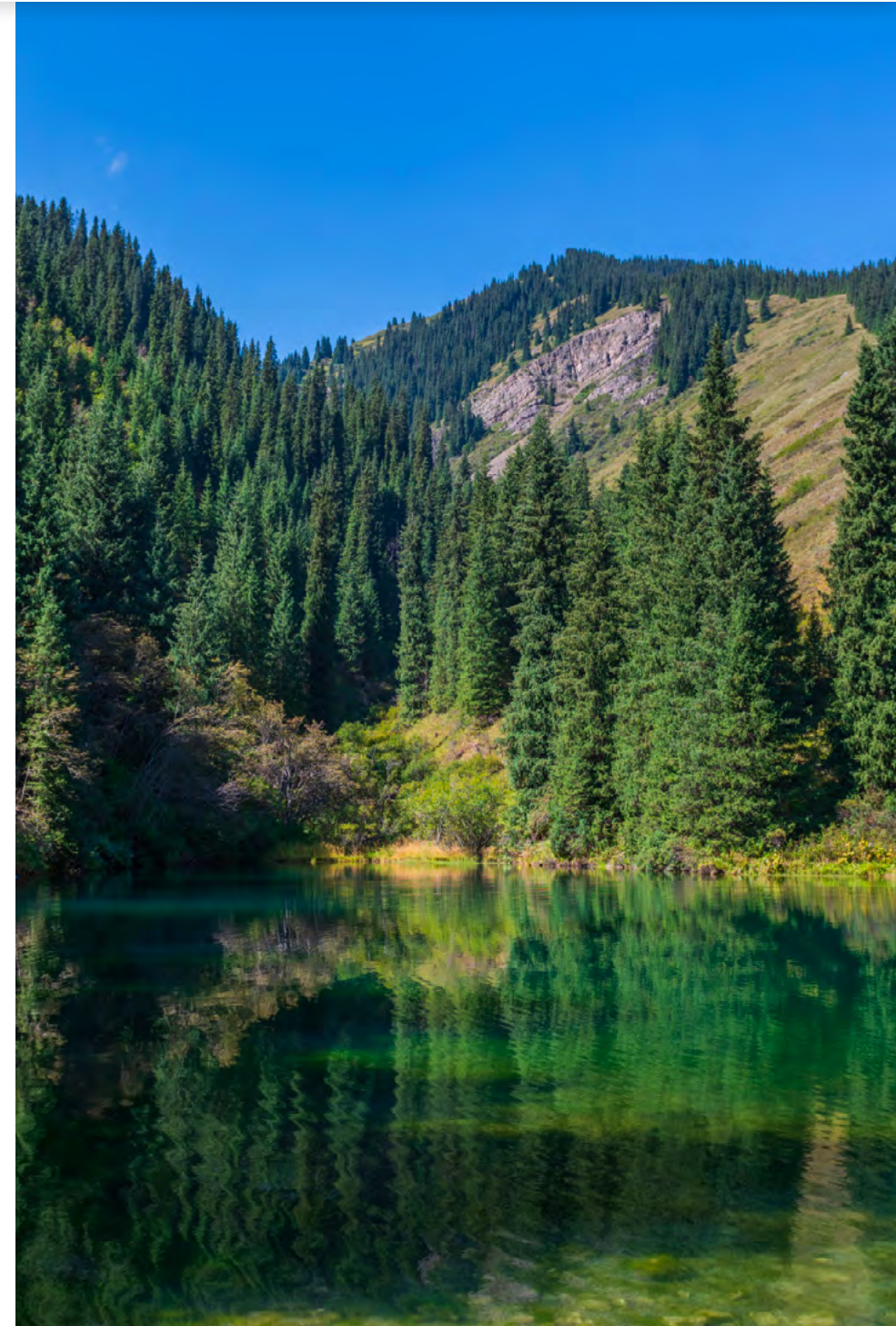
1.4 Biodiversity and Ecosystems (ESRS E4)

Group Commitments

The protection of biodiversity is an integral part of the Group's environmental management policy. The double materiality analysis has identified potential impacts on ecosystems arising from land use and emissions from production activities.

To reduce these effects, the Group applies a preventive approach based on the mitigation hierarchy (avoid, minimise, restore, offset) during the design and operational management phases.

Management of this issue is guided by the principles set out in the Company Policy, the Code of Ethics and the Supplier Code of Conduct, which require the adoption of certified environmental management systems and the use of the best available technologies to limit impacts on ecosystems.



Results

In 2024, the Group mapped its production sites in relation to the environmental sensitivity and constraints of the surrounding areas, with the aim of assessing their exposure to potential biodiversity hazards. The assessment identified four particularly significant cases:



Pieve Vergonte

The facility is located near Natura 2000 network and the Val Grande National Park. Checks carried out during the authorisation process, in collaboration with the relevant authorities, confirmed the absence of significant impacts on the protected areas.



Esseco S.r.l.

The production units are located a short distance from the Ticino Park. Flora and fauna monitoring campaigns conducted in earlier years have not revealed any significant effects; the authorities do not require any further investigation.



Esseco do Brasil

The site borders the Ribeirão do Colégio watercourse; the 30-metre strip along the bank falls within the Área de Preservação Permanente (APP). A perimeter wall encloses the area, preventing access and allowing native vegetation to regenerate.



Esseco UK, Wakefield

The site is located within 10 km of the Denby Grange Colliery Ponds Special Area of Conservation (SAC). Given the distance and low emission volume, the impact on the protected area was assessed as unlikely.

Implemented Activities

Embedding the protection of biodiversity and ecosystems into operational management involves adopting preventive measures and response actions proportionate to potential impacts.

In 2024, the Group implemented actions aimed at strengthening the monitoring of habitat pressure and reducing environmental risks, including:

Monitoring and Control Plans (MCPs)

Strengthening of MCPs related to routine impacts (air, water, noise), with periodic checks on compliance with regulatory limits. For non-routine events, such as accidental spills, emergency procedures and reporting obligations to the competent authorities remain in place.

Environmental Assessments and Techniques

Where required, application of Environmental Impact Assessments (EIA) and adoption of Best Available Techniques (BAT) to minimise pressures on habitats and environmental components, through measures to reduce noise, dust, odour emissions and potential ground fallout.

Supply Chain Engagement

Extension of ESG criteria to the supplier selection and assessment processes at Esseco S.r.l., Enartis S.r.l. and Altair Chemical S.r.l., through questionnaires on aspects such as environmental certifications (ISO 14001/EMAS), use of renewable energy, waste management and emissions, with the aim of strengthening the monitoring of environmental performance along the value chain.

Looking Ahead

Consistently with the mitigation hierarchy, the Group will continue to focus on actively monitoring impacts on ecosystems, so as to promptly identify any critical issues and define appropriate corrective measures.

With regard to research and development, Esseco S.r.l. is evaluating the use of alternative feedstock from food and industrial waste, for the formulation of plasticisers and additives with a lower environmental impact.

The aim is to promote scalable solutions, reducing the use of virgin resources and improving the environmental profile of products throughout their life cycle.

1.5 Resource Use and Circular Economy (ESRS E5)

Group Commitments

The efficient use of resources is key to the Group's transition towards more circular models.

The double materiality analysis identified impacts and risks linked to waste management and the availability of raw materials, with special attention to waste streams not directed to recovery.

Within this scope, the Group adopts measures aimed at reducing waste, increasing recovery and recycling rates, and improving the traceability of waste streams, consistently with the European waste hierarchy.



Results - Inputs

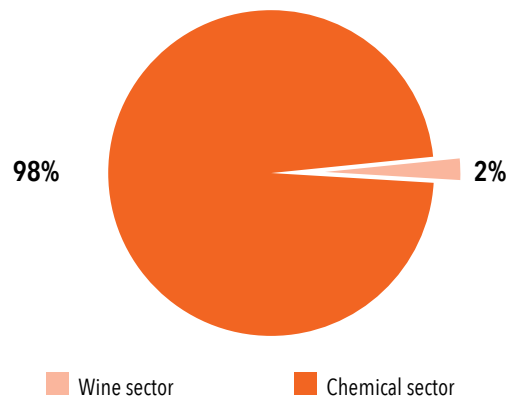
In 2024, the Group used a grand total of 485,182 tonnes of materials, of which 475,490 tonnes were used by the Chemical Division and 9,692 tonnes by the Winemaking Division.

Raw materials mainly include inorganic compounds and basic chemicals – such as salts, acids, oxides and iron, sodium and potassium derivatives – which are essential for industrial processes.

The Winemaking Division also uses bio-based and renewable materials, including sugar, yeast, vegetable oil, gum arabic and cellulose.

As for packaging, the Group favours recyclable or recycled materials, such as paper, cardboard, plastic, wood and metal.

Materials used by sector (%)

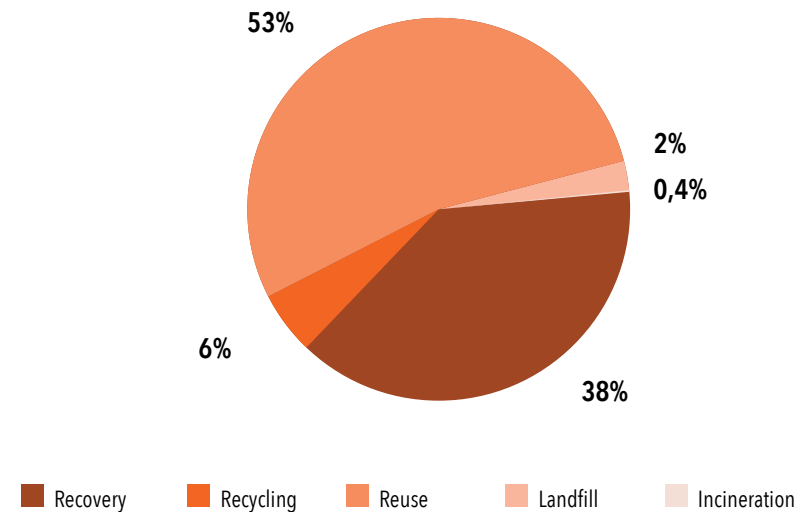


Results - Outputs

In 2024, the Group handled a total volume of approximately 5,900 tonnes of waste, 92% of which from the industrial sector, and most consisting of non-hazardous waste (approximately 3,536 tonnes).

Where possible, recovery and recycling were prioritised over landfill or incineration for all waste:

Disposal method (%)



Implemented Activities

In 2024, the Group implemented initiatives aimed at improving waste management and strengthening supplier assessment with a view to the efficient use of resources:

- **Review of the waste management system - Esseco S.r.l.**

A review of the waste management supply chain was initiated, involving a shift from a third-party-based model to direct management via multiple local suppliers and an increase in the proportion of waste directed to recovery. A more granular classification of waste types was also introduced, and software was adopted for advanced traceability of waste streams.

- **Prevention and reuse projects**

Roll-out of initiatives to reduce waste and reuse materials, including in house recovery of wooden pallets and purchase of recycled pallets.

- **Reverse logistics initiatives**

Development of packaging recovery systems at customer sites, such as the reuse of sulphite containers, reducing overall waste generation.

- **Supply chain engagement**

Adoption of the Esseco Group Supplier Code of Conduct, which includes requirements regarding environmental sustainability and responsible waste management. Esseco S.r.l. has also updated its supplier qualification tools by introducing ESG criteria and requesting information on packaging, recycled material percentages and applicable environmental certifications.

Looking Ahead

In 2024, the Group continued its activities aimed at reducing environmental impacts, with a growing focus on the responsible use of resources and circular economy principles.

At this stage, work is focused on establishing a solid operational foundation for a more structured approach: assessments of existing processes are underway, alongside the identification of high-impact areas and the assessment of opportunities for improvement across the entire value chain.

These activities underpin the development of quantitative targets and performance indicators to support more effective and measurable resource management.

2. People



Company Workforce (ESRS S1)

Group Commitments

The double materiality analysis pinpointed positive impacts related to training and skills development, alongside potential negative impacts concerning equal opportunities, diversity, health and safety, and fair pay. Risks were identified in relation to the Group's ability to attract and retain skilled staff, and compliance with health and safety regulatory requirements, as well as opportunities arising from workforce upskilling.

The Esseco Group adopts policies to ensure a fair and inclusive working environment, based on the Code of Ethics, which sets out the principles of conduct applicable to employees, directors, third parties and suppliers. The Code of Ethics Officer supervises the implementation of regulations and handles reports via a regulation-compliant whistleblowing channel, ensuring confidentiality and protection from retaliation.

Our people management approach is guided by merit- and competence-based criteria, and includes measures to support work-life balance and maternity protection, as well as an explicit commitment against discrimination, harassment and any behaviour that may undermine individual dignity. The rules of conduct are extended to the supply chain through specific clauses and codes of conduct.

Health and safety protection is based on a preventive approach, regular staff training and the adoption of technical and organisational protective measures. Some of our sites implement UNI EN ISO 45001-certified management systems and Seveso Directive requirements, where applicable.

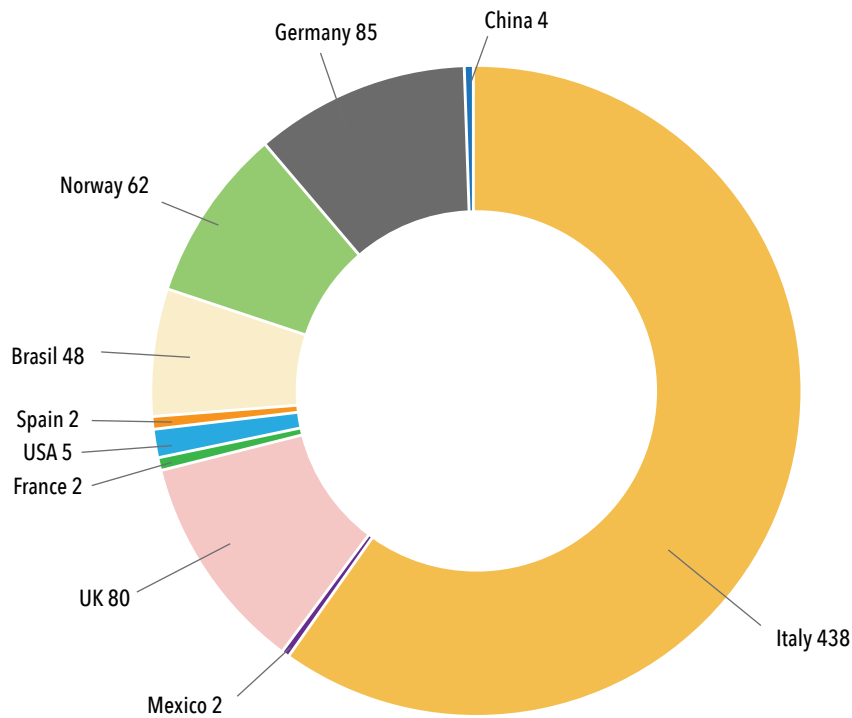


Results and Initiatives

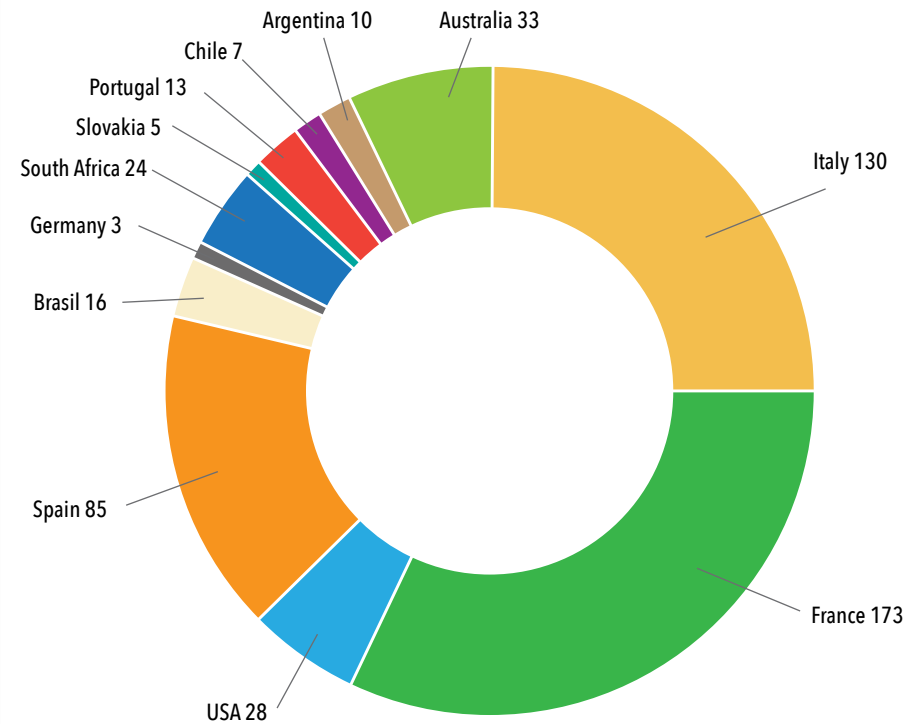
The Esseco Group has 1,255 employees. As of 2024, the workforce comprises 72% men and 28% women. The following pie charts also show the global distribution of employees broken down by geographical area and sector.



Chemicals



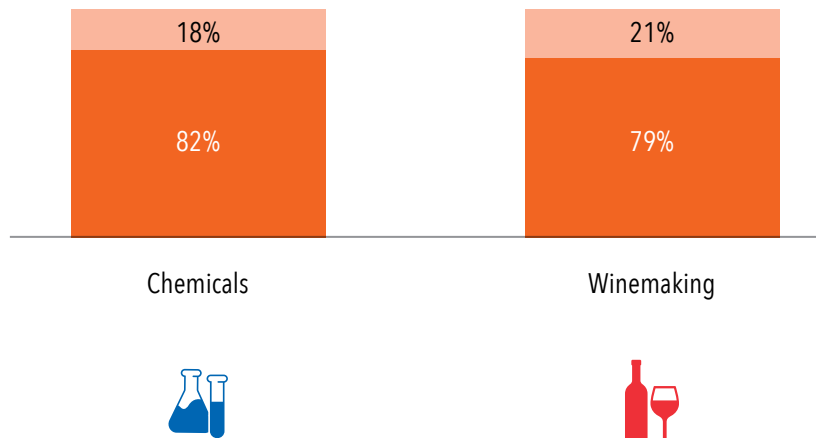

Winemaking



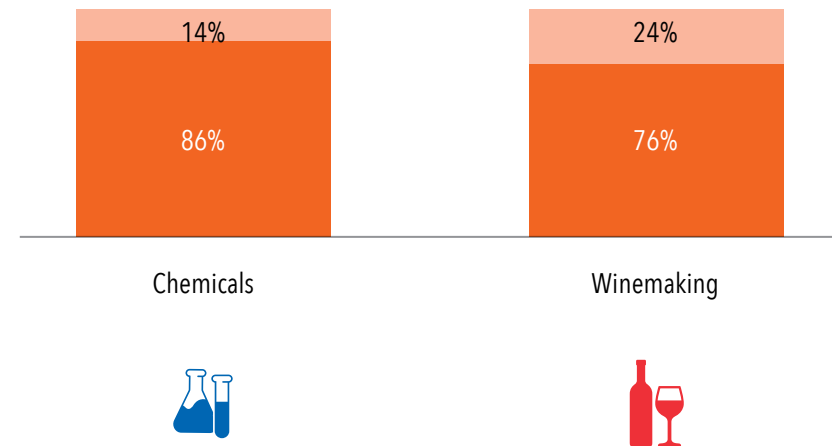
The Group's top executives are predominantly male, with women accounting for 20%. Although gender equality has not been achieved yet, the sector is nonetheless showing positive signs: in the chemical sector, women in senior management positions account for 14%, whilst in the winemaking sector they reach 24%, an increase from 21% in 2023.

Percentage breakdown of senior management

2023



2024



Men Women

The Group recognises the value of diversity, including gender diversity, as a factor contributing to the quality of processes and organisational development.

An analysis of the workforce composition in 2024 shows some difference between the two main business areas. In the Chemicals, there has been a reduction in staff in the 30–50 age group, while the Winemaking Division records balanced growth across the various age groups, which reflects a more stable structure and a significant presence of established expertise.

The proportion of **staff under 30** remains stable in the chemicals but is lower in the winemaking, which points out the need to improve the Group's ability to attract junior staff.

The Group's initiatives to facilitate the entry of young talent are part of this effort, including partnerships with educational institutions and technical training programmes.

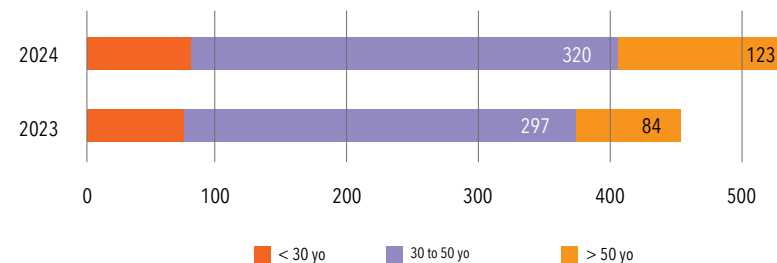
Esseco S.r.l. and Altair Chemical S.r.l. offer extracurricular internships lasting two to six months, while Enartis Sepsa has initiated a research project in collaboration with the University of Valencia to develop low-impact biocontrol solutions, contributing to the training of skilled technical staff.



Chemicals

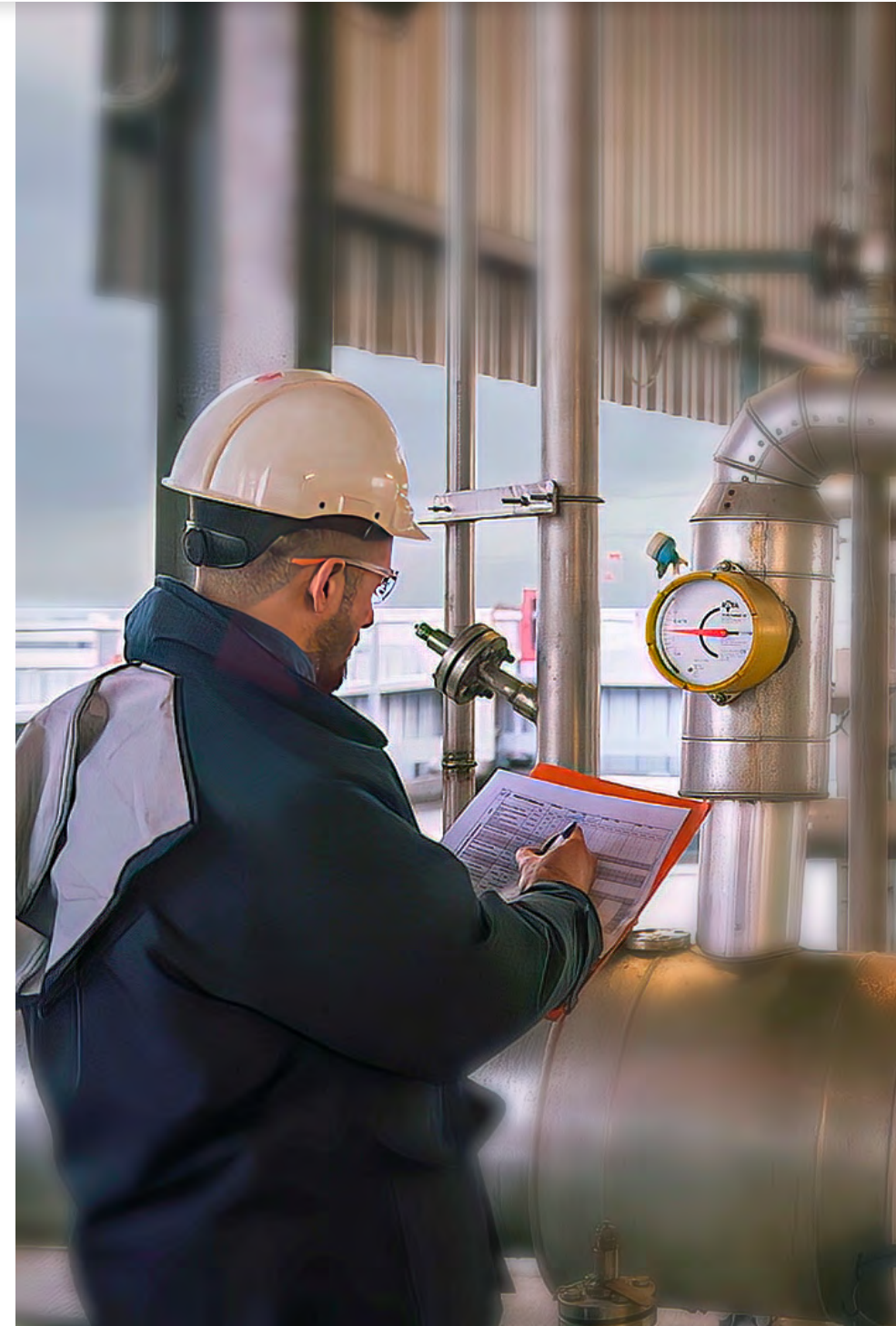



Winemaking



In 2024, the Esseco Group's workforce had a largely stable structure, with over 97% of **permanent** contracts across all sectors.

This employment structure contributes to strong job stability, despite differing trends across operational areas: the winemaking sector has showed an improvement in retention, with staff turnover falling from 19% to 14% and a lower turnover rate compared to the previous year, while the chemical sector shows a slight increase in both employees departures and the turnover rate (from 12% to 13%), though overall levels remain stable.

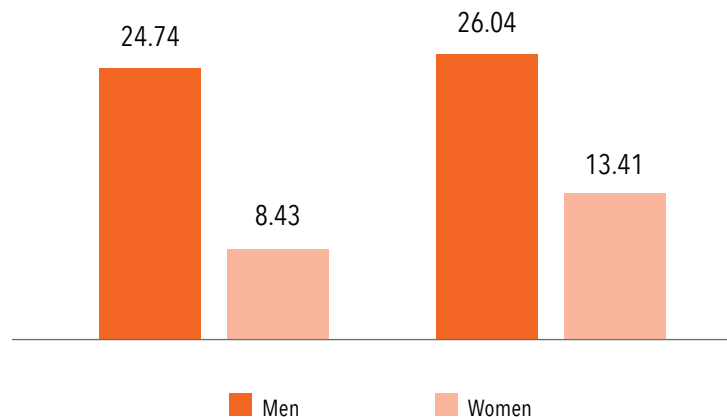


Training and Development

For the Group, training is a strategic pillar that underpins growth and development, ensuring constant skill update through technical, managerial and health&safety programmes designed to support people and foster their professional development.

In 2023–2024 two-year period, the Esseco Group maintained a consistent commitment to staff training, averaging 25 hours for male employees in both years. As for female employees, a significant increase from 9 hours in 2023 to 14 hours in 2024 was recorded.

Training hours per person - Esseco Group



In 2024, the Group consolidated its commitment to the professional development of its employees, with initiatives including:

- **The Esseco Academy**, established in partnership with OMAR Vocational Secondary School, which offered structured technical retraining courses for facility personnel.
- **Management and organisational development programmes**, which involved first- and second-line managers on topics such as teamwork, communication and coaching, alongside specific courses on digital and language skills.
- **Periodic performance reviews** involving 369 employees, a key tool for monitoring career progression, identifying areas for growth and defining tailor-made development plans. Altogether, these initiatives contribute to strengthening internal skills, nurturing talent and supporting the development of the Group's human capital.

Health and Safety

In 2024, recordable employee injuries showed an improvement: the chemical sector reduced its **injury frequency rate by 37%**, from 8 to 5, whilst the winemaking sector recorded a **81% decrease** from 27 to 5. In the chemical sector, there were no injuries involving non-employees, whilst in the winemaking sector there was a single incident, resulting in an injury frequency rate of 19.

The Esseco Group strengthened its HSE management through three key actions:

- The integrated adoption of Seveso and ISO 45001 management systems in facilities at risk of major accidents, ensuring a structured approach to the prevention of risks associated with hazardous substances, and the protection of workers.
- An advanced risk assessment and control plan, combining the Risk Assessment Report (RAR), emergency plans, periodic audits and methods such as HAZOP (HAZard and OPerability Analysis) to identify key operational issues and define targeted measures.
- Training and emergency preparedness activities, with monthly simulations of accident scenarios and health surveillance protocols based on specific risks, actively involving the Health and Safety Representative (Italian: RSL), the occupational health doctor and the Health and Safety Manager (Italian: RSPP).

Adequate Wages and Remuneration

In 2024, the Group reported remuneration metrics for the first time, with the aim of gradually strengthening remuneration data collection and assessment systems. All staff received remuneration above the applicable fair wage level, set in compliance with national collective bargaining agreements, where applicable, or the prevailing median wage in countries where collective agreements do not apply.

The Group's **overall Gender Pay Gap** narrowed from 33% to 29% (-13%). When broken down by sector, the chemical sector recorded a slight decrease (-4%), whereas the winemaking sector showed the most significant improvement (-26%).

Looking Ahead

The Group will continue to strengthen its policies for the protection and development of its people, consolidating the initiatives launched in the areas of health and safety, well-being, inclusion and professional growth.

Objectives related to the management of impacts, risks and opportunities in line with the CSRD are currently being defined, following a phased approach based on double materiality. The effectiveness of the actions being taken will be monitored through indicators such as injury reduction rate, participation in training programmes and personnel satisfaction levels.

3. Corporate Governance

Business Conduct (ESRS G1)

Group Commitments

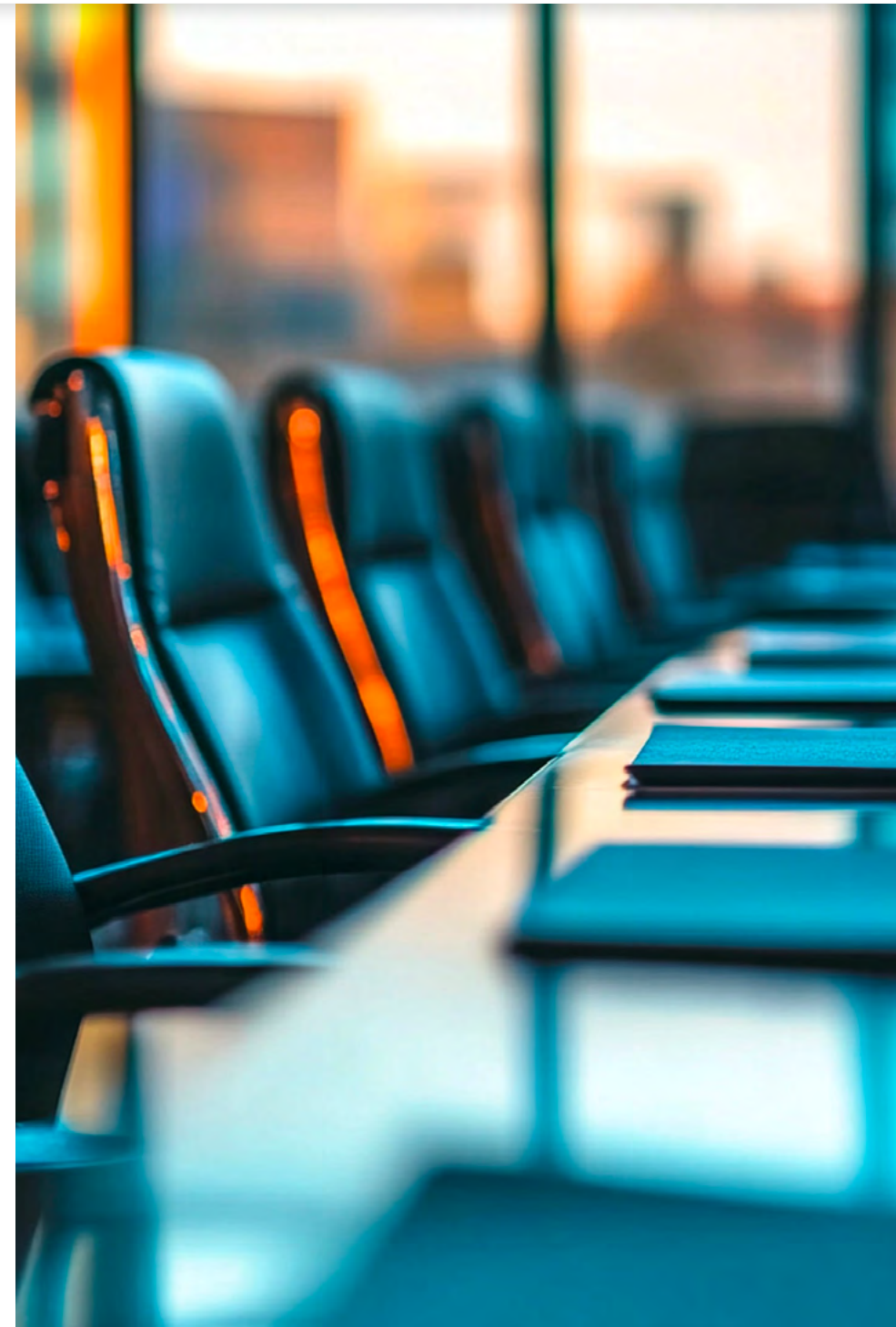
Solid, transparent and responsible governance underpins the Group's management model. In 2024, this framework was further strengthened by more systematically embedding principles of ethics, integrity and sustainability into decision-making processes and department management.

The double materiality analysis confirmed the strategic importance of issues related to corporate culture, the ethical management of supplier relationships and anti-corruption policies, while pinpointing company standing, regulatory and transition risks in a scope characterised by rapidly evolving ESG regulations.

Opportunities also arose, associated with the promotion of responsible behaviour, the enhancement of transparency and the adoption of technological solutions in quality, safety and sustainability processes.

To manage these areas, the Group adopts a comprehensive governance system based on the **Code of Ethics, the Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001**, and a **whistleblowing procedure** which complies with European standards and regulations.

These tools define the rules of conduct, manage compliance risks and support the promotion of a corporate culture based on integrity, responsibility and people protection.



Results and Initiatives

In 2024, the Esseco Group strengthened and expanded the tools and practices that govern corporate conduct:

Whistleblowing and transparency

Our whistleblowing procedure, based on a certified digital platform and advanced encryption systems, guarantees the confidentiality and protection of whistleblowers, as required by Directive (EU) 2019/1937.

The system allows for anonymous written and oral reports via a dedicated voicemail box, with a response expected within 3 months. **No reports were recorded** during 2024, which attests to the robustness of internal controls and the effectiveness of our prevention system.

At the same time, staff awareness has been strengthened through internal communications, intranet updates and training sessions for new recruits, as well as refresher courses on security and compliance.

Responsible management of supplier relationships

In 2024, Esseco Industrial published its **Supplier Code of Conduct**, which sets out clear requirements regarding regulatory compliance, environmental protection, health & safety, human rights and working conditions.

A structured process for the pre-assessment and approval of key suppliers was also introduced, incorporating ESG criteria and performing due diligence on financial viability and compliance with the Group's standards.

Prevention of corruption

The Group's commitment to combating corruption is based on **Model 231** and targeted training programmes, which are updated periodically and tailored to different risk levels.

In 2024, there were no ongoing proceedings related to cases of corruption or extortion. Training activities for employees, managers, new recruits and strategic suppliers also continued, with the aim of improving awareness of risks and the controls in place.

Looking Ahead

Over the coming years, the Group plans to make its governance model increasingly structured and integrated. Our current roadmap is built around three core pillars:

- **Strengthening the culture of ethics and transparency** through enhanced training programmes, greater dissemination and accessibility of reporting tools, and awareness-raising initiatives on responsible behaviour.
- **Embedding ESG principles into decision-making processes** by strengthening non-financial risk governance, updating Group policies and extending supply chain assessment tools.
- **Enhancement of anti-corruption and compliance controls** through periodic audits, updates to Model 231 and increasing digitalisation of monitoring and traceability processes.

In a rapidly evolving regulatory environment, the Group will continue to invest in upholding integrity, accountability and transparency, while ensuring that governance effectively supports business development and value creation for stakeholders.





For information and further details: www.essecogroup.com