

An aerial photograph of a town nestled in a valley, with snow-capped mountains in the background. The town consists of numerous houses and buildings, some with red-tiled roofs. The mountains are rugged and partially covered in snow. The sky is clear and blue.

Sustainability Report

Farmol

2024

Farmol S.P.A
Comun Nuovo (BG)
Berlingo (BS)

Farmol Health Care
Valmadrera (LC)

Farmol Slovakia s.r.o.
Levice, Slovakia

Farmol Hungary K.F.T.
Nyírbátor, Hungary

Farmol Tunisie S.A.R.L.
Sfax, Tunisie

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LETTER TO THE STAKEHOLDERS

Dear Stakeholders,

We are proud to present our first Sustainability Report. This document represents a voluntary reporting process that summarises our commitment to promoting and enhancing a sustainable business approach.

The need to ensure a more livable planet for future generations compels organisations to actively participate in change. For a company like ours, committed to improving people's quality of life, it is also essential to reflect on and address the issues that impact health.

We wanted to strengthen our commitment to key sustainability issues by defining an ESG (Environmental, Social and Governance) strategy aimed at achieving the internationally established sustainable development goals, based on the 17 Sustainable Development Goals of the United Nations' 2030 Agenda. Thanks to innovation and attention to people's well-being, which has always been the beating heart around which ideas, projects, products, and development processes revolve, we are continuing on a path of awareness and improvement to make our business more environmentally and socially sustainable, serving people, businesses, communities and local areas.

The preparation of the Sustainability Report is part of this journey. It represents not only an important opportunity to present economic, social, and environmental results, but also to highlight medium- to long-term strategic guidelines and their consistency with sustainable development.

The results we are achieving are the fruit of the daily commitment of all personnel and the support of shareholders and stakeholders, whose involvement contributes to the company's sustainable growth.

Going forward, Farmol will continue to seek new, innovative solutions to further improve its corporate sustainability performance, maintaining an open and transparent dialogue with all stakeholders and strengthening dialogue and trust in the community in which it operates.

A handwritten signature in blue ink, appearing to read 'Roberto Rusticelli'.

Roberto Rusticelli
CEO

METHODOLOGICAL NOTE

This document is Farmol S.p.A.'s first Sustainability Report, prepared voluntarily and in accordance with the provisions of Legislative Decree No. 125 of September 6, 2024, implementing Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive, or "CSRD").

The document has been drafted to the extent necessary to ensure the comprehensibility of the information relating to the Company's activities, as well as the other qualitative characteristics of the company referred to in ESRS 1, Appendix B, of the aforementioned European Directive.

The reporting scope concerns the Farmol Group, and the information covers the period from January 1, 2024, to December 31, 2024. Specifically, for quantitative data only, the reporting scope is limited to the Italian company Farmol S.p.A. Any deviations from the scope are indicated next to the relevant data and tables. In compliance with the principle of data comparability, where possible, a comparison with the previous year has been included.

Finally, the data and information presented are derived from direct surveys; where data were not available, estimates were made, which are clearly indicated in the text.

This Sustainability Report does not include information required by other regulations containing sustainability reporting requirements or by generally accepted sustainability provisions. Given the voluntary reporting regime still in place, this Report currently covers only a portion of the value chain. Farmol intends to continue its commitment in the coming financial years to take due account, as required by law, of the entire value chain when conducting the double materiality assessment, including information deriving from its direct and indirect commercial relationships along the value chain.

Farmol has not availed itself of the option to omit specific information relating to intellectual property, know-how, or innovation results, nor has it opted out of disclosing information regarding upcoming developments or matters under negotiation.

Farmol has also included some entity-specific disclosures in this sustainability report. These additional disclosures are duly identified in the Table of Contents (for further details, please refer to "Appendix A").

DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES



This document is distributed to all Company stakeholders through publication on its corporate website at the following address: Sostenibilità - Farmol S.p.A.

In accordance with the requirements of Appendix C of ESRS 1, this Sustainability Report has been divided into four main sections:

- **GENERAL INFORMATION**
- **ENVIRONMENTAL INFORMATION**
- **SOCIAL INFORMATION**
- **GOVERNANCE INFORMATION**

These chapters are preceded at the beginning by the Letter to the Stakeholders.

The qualitative and quantitative information collected is derived from direct surveys. Where estimates were used, these are duly disclosed within the text. For this reporting exercise, no information or metrics relating to the Group's value chain, including indirect emissions generated along the Group's value chain (so-called Scope 3 emissions), were included.

HIGHLIGHTS

| Highlights | 2024 | |
|--|---|--------|
| Processes and certifications | | |
| Management system | The Group adopts the ISO 9001 management system. The ISO 50001 management system has been implemented at the Comun Nuovo plant in Italy and at Farmol Hungary. Farmol Hungary and Farmol Slovakia have adopted the ISO 45001 and ISO 14001 management systems. | |
| Good Manufacturing Practices | The Group applies GMP for cosmetics according to the ISO 22716 standard. | |
| Product certification | Certification according to COSMOS standards for Comun Nuovo, Farmol Hungary and Farmol Slovakia. | |
| Environment | | |
| Total energy consumption | MWh | 18.126 |
| Electricity consumption | % | 42% |
| Natural gas consumption | % | 58% |
| Direct GHG Scope 1 + indirect Scope 2 emissions (Location Based) | tCO ₂ e | 4.086 |
| Direct GHG Scope 1 + indirect Scope 2 emissions (Market Based) | tCO ₂ e | 5.489 |
| Own workforce | | |
| Gender equality | Gender equality certification according to UNI/PdR 125:2022 adopted by Farmol S.p.A. | |
| Employees | Nr | 211 |
| Female employees | % | 49% |
| Employees with a permanent contract | % | 99% |
| Training hours provided to employees | Nr | 1.496 |
| Health and safety at work: accidents | Nr | 12 |

1. GENERAL INFORMATION

THE FARMOL GROUP

Since 1946, Farmol has been helping clients realise their ideas through excellent contract manufacturing services in the personal, home, and pharmaceutical care sectors, leveraging cutting-edge technologies and an attentive, dedicated team. Thanks to its ongoing commitment and resources, Farmol is now one of Europe's leading contract manufacturers in terms of production capacity, collaborating with some of Europe's largest FMCG groups.

THE GROUP'S COMPANIES

The Farmol Group is an international company with production facilities in Italy and abroad.

FARMOL S.P.A.

The Farmol Group's headquarters is located in Comun Nuovo, in the province of Bergamo. This is also where the company's main production plant, the heart of its operations, is located. The facility specialises in the development and contract manufacturing of aerosol and liquid products for the cosmetics personal care, and home care sectors.

Another plant of the parent company, Farmol S.p.A., is located in Berlingo, in the province of Brescia. This plant primarily produces liquid home care products. This site is classified as a SEVESO Category A1 facility, capable of safely handling chemicals subject to environmental and industrial restrictions.

FARMOL HEALTH CARE

The group's pharmaceutical division, Farmol Health Care, is based in Valmadrera, in the province of Lecco. The facility operates according to GMP (Good Manufacturing Practice) regulations and also produces topical liquids, hormones, and sterile products.

FARMOL HUNGARY

In Hungary, Farmol operates through Farmol Hungary Kft., located in Nyírbátor. This modern and highly specialised facility is primarily dedicated to the production of high-end cosmetics, representing a key pillar of the group's international production capacity.

FARMOL SLOVAKIA

The group's Slovakian headquarters is located in Levice, where Farmol Slovakia s.r.o. produces high-viscosity emulsions, particularly for specific hair treatments, and stands out for the technical quality of its formulations and production lines.

FARMOL TUNISIE

Farmol Tunisie S.A.R.L., a strategic plant for the Mediterranean region, operates in Sfax, Tunisia. Its operations focus on the production of deodorants and insecticides.

GEOGRAPHICAL PRESENCE



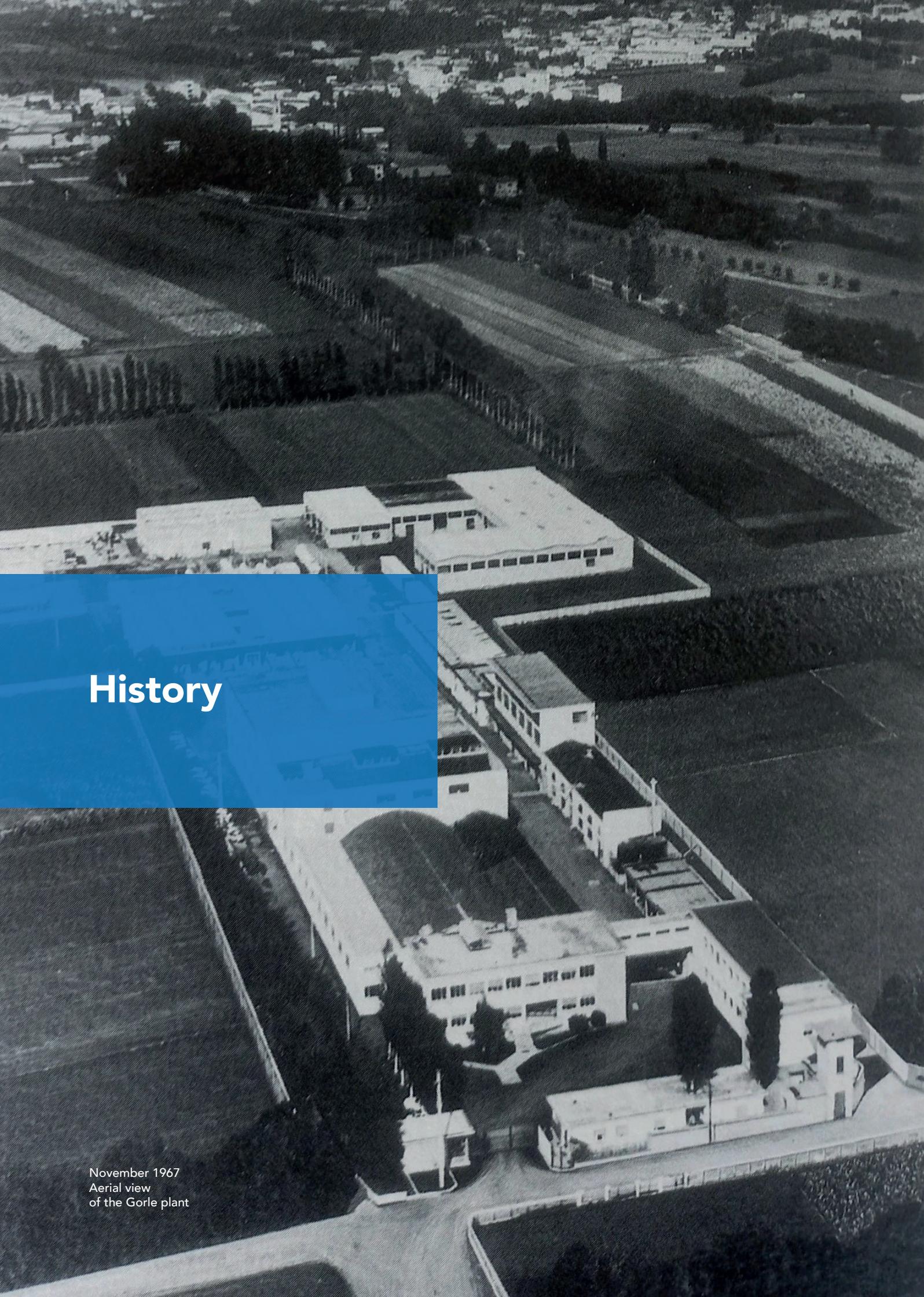
Farmol Tunisie S.A.R.L.
Sfax, Tunisie

Farmol S.p.A.
Comun Nuovo, Italy
Berlingo, Italy

Farmol Health Care
Valmadrera, Italy

Farmol Hungary Kft.
Nyírbátor, Hungary

Farmol Slovakia s.r.o.
Levice, Slovakia

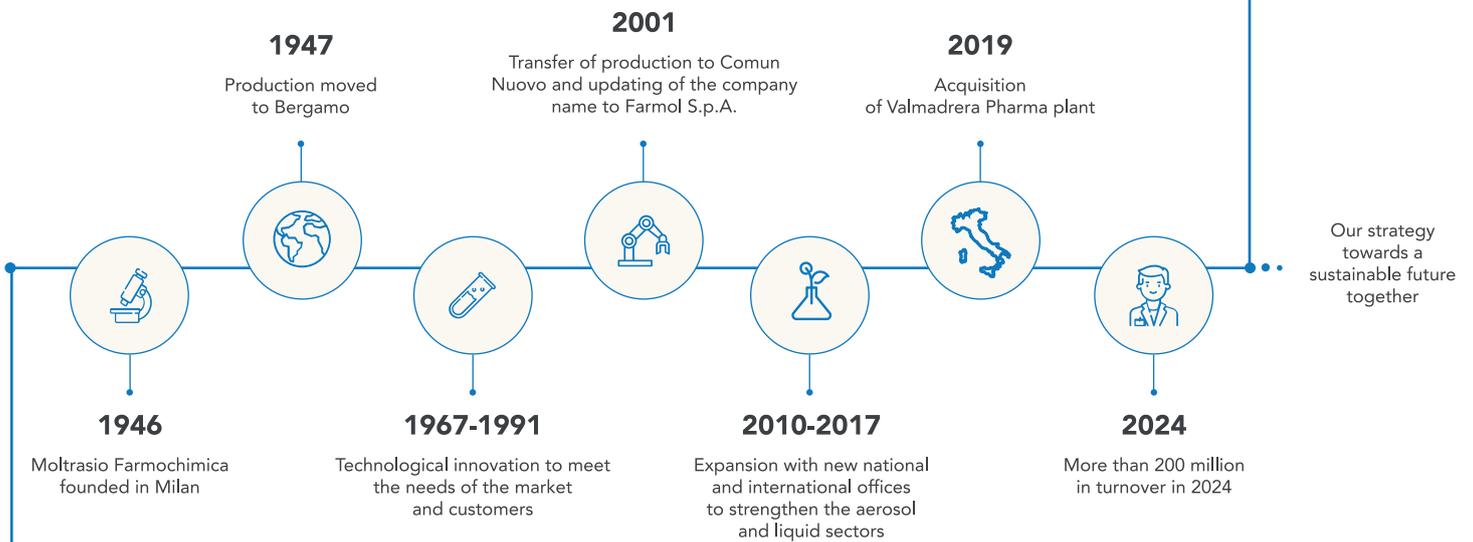


History

November 1967
Aerial view
of the Gorle plant



Over the years, the Group has developed a distinctive and effective customer approach to ensure continuous, comprehensive support throughout the entire production process





WHEN EXCELLENCE BECOMES REALITY

VISION, MISSION AND VALUES

The Group's goal is to consolidate its leadership in the packaging of products designed by customers in the Personal, Home and Pharma care sectors, offering cutting-edge technological solutions, high standards of service, maximum flexibility and a strong commitment to ensuring sustainability at excellent levels.

○ **RELIABILITY**

thanks to its strong experience, Farmol pursues the same goals as its customers with responsiveness and flexibility, always striving to exceed their expectations.

○ **INNOVATION AND COLLABORATION**

together with its customers, Farmol seeks to build lasting partnerships where transparency, trust, and dialogue enable improvement and the creation of high-performance solutions, investing in advanced technologies and training professionals capable of managing them.

○ **SUSTAINABLE PRODUCTION**

every decision actively contributes to building the future of our planet, which is why Farmol is committed to sustainable practices, promoting environmental protection while ensuring a high standard of safety

○ **CONSTRUCTIVE AND DYNAMIC WORK ENVIRONMENT**

Farmol aspires to create a work environment where employees feel supported and motivated to grow, having the opportunity to develop their skills in an environment that fosters freedom and innovation.

COMPANY ORGANIZATION

Farmol S.p.A.'s organizational structure is designed to ensure effective, transparent corporate governance, oriented toward responsible and sustainable long-term growth, with a view to creating value for all stakeholders. The corporate structure is characterized by a traditional management system that includes:

- a **BOARD OF DIRECTORS**, responsible for the strategic and operational management of the company
- a **BOARD OF STATUTORY AUDITORS**, responsible for overseeing compliance with the law, the bylaws, and the principles of good governance.

The Board of Directors is the apex body for governance and strategic direction. It is composed of members with proven managerial and industrial expertise, and operates in a collegial and autonomous manner. The Board approves strategic guidelines, business plans, and major corporate transactions, ensuring that the company's activities are geared toward long-term value creation, with particular attention to environmental, social, and economic impacts.

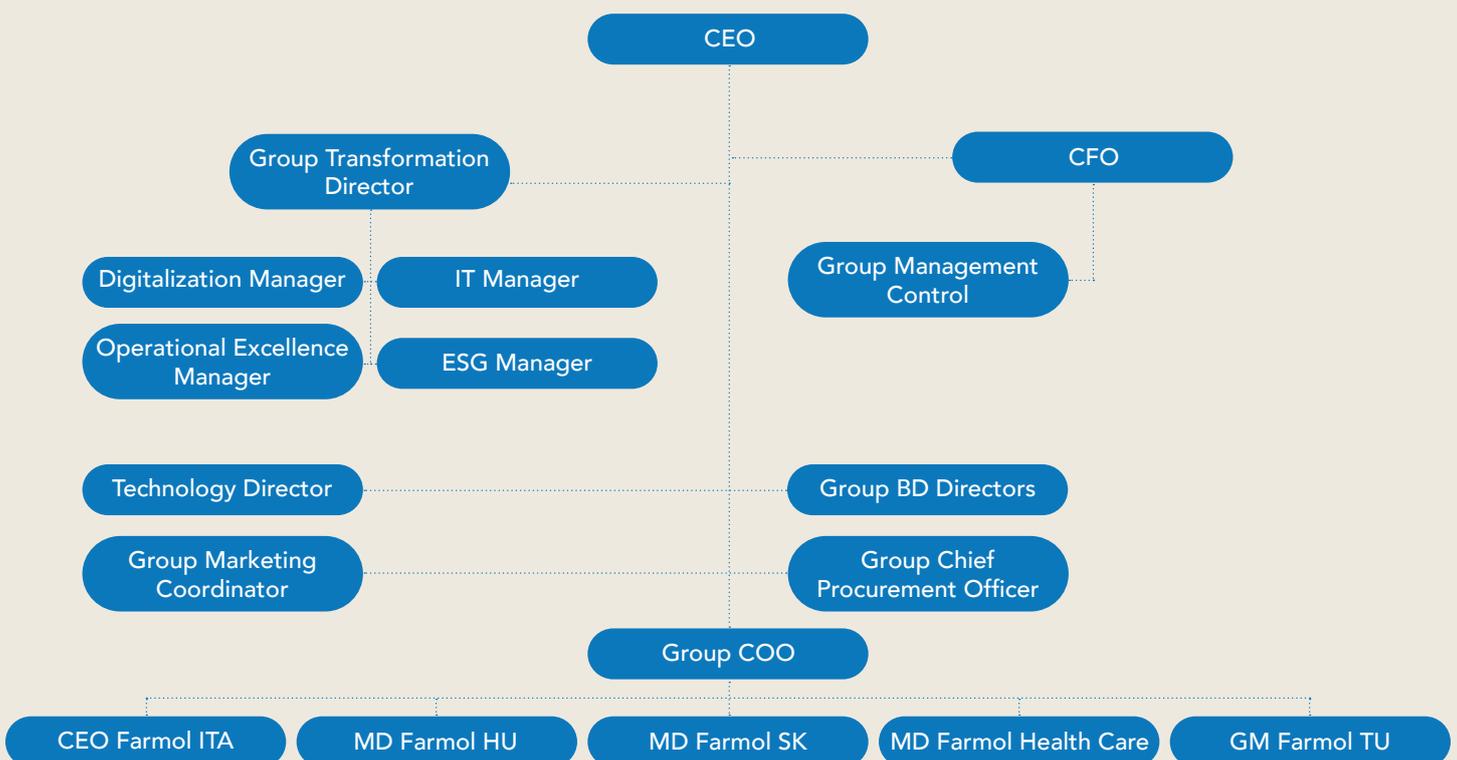
The Board of Statutory Auditors supervises the correctness of administrative, accounting, and internal control procedures, ensures the reliability of financial information, and verifies the adequacy of the company's organizational, administrative, and accounting structure.

The following chart details the composition and diversity of the Company's governance, administrative, and control bodies.

| Governance bodies by gender as of 31.12.2024 | Woman | Man | Total |
|---|------------|-------------|------------|
| Board of Directors | - | 5 | 5 |
| Board of Statutory Auditors | 1 | 2 | 3 |
| TOTAL | 1 | 7 | 8 |
| PERCENTAGE | 12% | 88% | 100% |
| Governance bodies by age group as of 31.12.2024 | < 30 years | 30-50 years | > 50 years |
| Board of Directors | - | 2 | 3 |
| Board of Statutory Auditors | - | 2 | 1 |
| TOTAL | - | 4 | 4 |
| PERCENTAGE | - | 50% | 50% |

The Board of Directors does not directly oversee the impacts, risks, and opportunities associated with sustainability, but there is an ESG Manager who monitors and manages sustainability topics. This manager supports the Board in analysing key environmental, social, and governance topics and in developing related strategies, ensuring that decisions are based on a careful and adequate assessment of risks and impacts.

Farmol S.p.A.'s organisational structure, as shown in the chart below, is structured as a functional management structure supporting an integrated and comprehensive business model, operating internationally in the contract manufacturing of aerosol and liquid products. Governance is led by the CEO, who directly oversees the main strategic functions, with a particular focus on digitalisation, operational excellence, sustainability (ESG), technological innovation, and business transformation. The presence of these cross-functional areas demonstrates the company's commitment to integrating the principles of sustainability, efficiency, and innovation into its decision-making and operational processes. At the same time, financial levers, purchasing, commercial development, and sales are carefully monitored, confirming its solidity and long-term vision. Operational management is centralised at the parent company Farmol S.p.A., and divided into production sites in Tunisia, Hungary, Slovakia, and Italy. Each plant has clear responsibilities, ensuring effective management of the value chain and compliance with quality and environmental standards. The organisational architecture reflects the evolution of a growing company that has equipped itself with a structure capable of addressing global challenges, leveraging synergies between functions and fostering an integrated approach to sustainability.



BUSINESS MODEL

The Farmol Group specialises in the contract manufacturing of personal care products, medical devices, and home care solutions, both in liquid and aerosol form. Specifically, through the Group's companies, business activities focus on the production of:

- **PERSONAL CARE:** deodorants, shaving foams, creams, shampoos, hair products, etc.
- **HOME CARE:** fabric detergents, fabric softeners, washing machine additives, all-purpose cleaners, degreasers, dishwashing liquids, insecticides, insect repellants, etc.
- **MEDICAL DEVICES:** professional and speciality products.



The Group's business model, which synergistically involves all its companies, is based on the ability to offer an **integrated and customised service**, ranging from the research and development of innovative formulations to the production, packaging, and distribution of finished products.

The companies operate in a highly regulated and competitive supply chain, where **reliability, quality and safety** are distinctive strategic assets.

The heart of the production process revolves around two main lines: liquid processing and aerosol processing. The liquid processing line begins with the mixing phase, where raw materials are dosed and combined according to precise recipes, in controlled environments supported by climate control and water treatment systems, essential for ensuring batch quality.

The mixing process is followed by packaging, which involves packing in suitable containers according to customer specifications. Meanwhile, aerosol production is carried out via conveyor belt packaging lines, powered by pumping and LPG systems, and integrated with automated quality control processes.

Both lines flow into the storage phase, where the finished products are collected and prepared for shipping.

Farmol's clients include multinationals and international brands in the personal care, pharmaceutical, and home care retail sectors, requiring high levels of customisation, reliability, and regulatory compliance. The ability to rapidly adapt to the needs of global customers, offering flexible and technologically advanced solutions, is a key competitive advantage. Farmol works closely with its partners from the early stages of product development, contributing its technical and regulatory expertise to the creation of innovative formulations that comply with market requirements. Continuous collaboration with long-term customers allows the company to strengthen relationships based on trust.



STRATEGY AND SUSTAINABILITY

Farmol’s strategy is based on an **integrated and flexible industrial model**, capable of rapidly adapting to customer needs and global market trends in the health and beauty sectors. Central to this vision is an unwavering commitment to quality, product safety, and the ability to innovate, anticipating the needs of partner brands.

In this context, sustainability represents a key element of the company’s strategy, serving as a concrete lever for strengthening competitiveness and generating long-term value. For Farmol, sustainability translates into an approach focused on energy efficiency, social responsibility, and the optimisation of production processes.

Innovation, understood as continuous improvement and the development of advanced technological solutions, is the driving force behind an evolutionary path that integrates environmental, economic, and social objectives. From this perspective, Farmol has embarked on a sustainability journey aimed at promoting the following corporate objectives—drivers:



- i 4 Service Quality
Product and process innovation to offer less impactful formulations and packaging.
- i 4 Environment
Environmental efficiency, through consumption control and reduction of emissions and waste.
- i 4 People
Enhancing people by investing in the training, well-being, and safety of our employees.
- i 4 Community
Engaging with the local community through dialogue initiatives and positive impact.
- i 4 Clients & Customer
Customer-centricity, ensuring high standards of service, operational flexibility and transparent communications.

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Farmol pursues a development model that embraces the principles of sustainability, transparency, and quality, making concrete commitments and adopting specific management and organisational structures. Its goal is to create shared value for all its stakeholders, its people, the community, and the local area, all while respecting the environment.



Specifically, the company's strategic approach is based on the sustainability journey it has undertaken through the progressive integration of the Sustainable Development Goals (SDGs), part of the United Nations 2030 Agenda. In confirmation of this commitment, in 2025, Farmol's CEO officially signed the United Nations Global Compact (UNGC), strengthening the Group's commitment to the ten fundamental principles of human rights, labour, the environment, and the fight against corruption.

The current context and ongoing megatrends require companies to commit to pursuing economic objectives that can generate positive environmental and social impacts. Implementing a sustainable development policy by companies is a key driver for achieving the SDGs, complemented by specific projects and initiatives.

In this context, Farmol has identified the SDGs most relevant to its operations, presented in the following chart.

| SDG | Description | Actions by Farmol |
|---|---|--|
|  <p>SDG 4 QUALITY EDUCATION</p> | Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all. | <ul style="list-style-type: none"> • Continuous training for employees and collaborators • Collaborations with schools and universities for internships and subsequent placement in the Company (Legami coValenti initiative). |
|  <p>SDG 5 GENDER EQUALITY</p> | Achieving gender equality and the empowerment of all women and girls. | <ul style="list-style-type: none"> • Achievement of UNI/PdR 125:2022 certification on gender equality • Development of Policy on Diversity, Equity and Inclusion (DE&I). |
|  <p>SDG 8 DECENT WORK AND ECONOMIC GROWTH</p> | Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. | <ul style="list-style-type: none"> • Local job creation • Investments in personnel training • Policies of corporate welfare and skills development |
|  <p>SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | Building resilient infrastructure, promoting sustainable industrialisation and innovation. | <ul style="list-style-type: none"> • Investments in process innovation and automation • Development of more effective production strategies. |

| SDG | Description | Actions by Farmol |
|---|---|--|
|  <p>SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> | Guaranteeing sustainable consumption and production models. | <ul style="list-style-type: none"> • Adoption of low-environmental impact production processes • Use of recycled and recyclable materials in packaging • Effective resource management and waste reduction. |
|  <p>SDG 13 FIGHT AGAINST CLIMATE CHANGE</p> | Adopting compelling measures to fight climate change and its consequences | <ul style="list-style-type: none"> • Action for the reduction of CO2 emissions • Energy efficiency of plants • Monitoring environmental performance |
|  <p>SDG 16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> | Fostering peaceful and more inclusive societies for sustainable development; providing access to justice for all; building effective, accountable and inclusive institutions at all levels. | <ul style="list-style-type: none"> • Transparency in the relationship with the Stakeholders • Respect for ESG regulations • Promotion of corporate ethics and responsible governance practices. |
|  <p>SDG 17 PARTNERSHIP FOR THE GOALS</p> | Strengthening the means of implementation and renewing the global partnership for sustainable development. | <ul style="list-style-type: none"> • Collaboration with customers, suppliers and local stakeholders to promote sustainable practices along the value chain. |

THE RELATIONSHIP WITH THE STAKEHOLDERS

Stakeholders are individuals or groups who express diverse interests in a company and with whom a company interacts in the conduct of its business. Engaging and discussing with stakeholders (the so-called stakeholder engagement) not only allows a company to understand their needs, expectations, and assessments, but also allows it to better define its business strategies and objectives, assessing change, risks, and opportunities.

Farmol’s relationships with its stakeholders include differentiated tools and channels for dialogue for different stakeholder categories, consistent with their level of interdependence and influence on the organisation.

Farmol recognises the importance of transparent and ongoing dialogue with its stakeholders as an essential element for responsible business management and for creating long-term shared value.

| Stakeholder category | Main dialogue tools | Purpose of engagement |
|---|---|--|
| Employees and Collaborators | <ul style="list-style-type: none"> • Company's intranet • Internal communications by the company's management • Periodic meetings and gatherings • Professional training and refresher courses • Collective bargaining agreements • Reserved channel for 231 reports and whistleblowing • DE&I committee | <ul style="list-style-type: none"> • Information on company performance • Spreading a culture based on sharing corporate values • Personal and professional growth support • Clear and transparent communication on working conditions • Reduction of turnover |
| Final customers | <ul style="list-style-type: none"> • Satisfaction surveys • Contact center • Website • Social media and app | <ul style="list-style-type: none"> • Understanding needs and expectations • Improving services and user experience • Customer loyalty |
| Suppliers | <ul style="list-style-type: none"> • Stipulation of contracts • Website • Periodic meetings | <ul style="list-style-type: none"> • Improving the quality of the services offered • Sharing best practices from an ESG perspective |
| Local community and area | <ul style="list-style-type: none"> • Social responsibility projects • Public events • Social initiatives • Website | <ul style="list-style-type: none"> • Creation of shared value • Strengthening local presence • Promotion of culture and legality |
| Banks and financial institutions | <ul style="list-style-type: none"> • Institutional meetings • Financial reports • Dedicated platforms • Website | <ul style="list-style-type: none"> • Attracting funding to support business projects • Improving the relationship of trust with credit institutions • Information on the economic and financial trends |
| Public institutions and supervisory authorities | <ul style="list-style-type: none"> • Institutional meetings • Checks and inspections • Daily discussion (verbal, via normal and certified e-mail, etc.) with the relevant organizational structures | <ul style="list-style-type: none"> • Guarantee of regulatory compliance • Timely and accurate compliance with regulatory obligations or any requests • Establishment of transparent and collaborative relationships with the authorities • Sharing of goals and projects |
| Media | <ul style="list-style-type: none"> • Press office • Press releases and interviews • Website • Social networks | <ul style="list-style-type: none"> • Communication of results and commitments • Development of the Group's values |

DOUBLE MATERIALITY ASSESSMENT

DESCRIPTION OF THE PROCESS TO DETECT AND ASSESS MATERIAL IROs

Materiality assessment is the cornerstone of Farmol’s sustainability strategy, helping to ensure the Group’s efforts remain focused on the areas with the greatest impact and to ensure appropriate stakeholder engagement.

Over the past two years, several standard-setting and regulatory bodies have begun to refine the concept of sustainability materiality. In particular, the Corporate Sustainability Reporting Directive (CSRD), adopted by the European Union, has adopted the so-called “double materiality.”

For this first edition of sustainability reporting, Farmol has launched a first double-materiality assessment exercise inspired by the mandatory requirements of the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG), providing information necessary to understand its impact on society and the environment and vice versa, i.e. how ESG topics, referring to material sustainability topics, influence its Enterprise Value.

According to this approach, in fact, a sustainability topic is material if it is a priority from the perspective of impact materiality, financial materiality or both.

A sustainability topic is impactful when it concerns the significant effects of the company—negative or positive, actual or potential—on people or the environment in the short, medium, or long term. Impacts include those related to the company’s own operations and the upstream and downstream value chain, including its products and services and its commercial relationships. Commercial relationships include those within the company’s value chain, both upstream and downstream, and are not limited to direct contractual relationships.

A sustainability topic is financially material if it entails, or can reasonably be expected to entail, significant financial effects on the company. This occurs when a sustainability topic generates risks or opportunities that have, or can reasonably be expected to have, a significant impact on the company’s development, financial position, results of operations, cash flows, access to financing, or the cost of capital in the short, medium, or long term. Risks and opportunities may arise from past or future events. The financial materiality of a sustainability topic is not limited to aspects under the company’s control, but includes information on significant risks and opportunities attributable to business relationships that are outside the scope of consolidation used in preparing the Sustainability Report.

CONTEXT ANALYSIS

The materiality assessment was carried out starting from a preliminary analysis of the context in which the Group operates, which included an assessment of internal documents, policies, management systems and the risk control system, as well as a series of interviews with management to complement the document analysis.

Subsequently, a benchmark analysis was conducted to identify sustainability topics potentially material to the sector. The benchmark analysis considered the list of sustainability topics covered in the thematic ESRSs, broken down into themes, sub-themes, and sub-sub-themes (RA 16 ESRS 1 of Delegated Regulation (EU) 2023/2772).

For the impact materiality analysis, nine of Farmol's competitors and comparable companies were identified and assessed with respect to the topics identified as material in the 2023 and 2024 Sustainability Reports.

For the financial materiality analysis, the benchmark analysed industry-leading ESG reporting frameworks (TCFD, TNFD, SASB), observatories, and research on ESG topics (Global Risk Report 2024, Business & Human Rights Research Centre, Encore).

Following this initial analysis, 19 sustainability topics potentially material to Farmol emerged. These confirmed the Group's areas of interest and constituted the areas to focus on with respect to the themes, sub-themes, and sub-sub-themes listed by the standard itself and associated with the ESRS Topical Standards. Additionally, the Group identified several entity-specific topics, based on which it then developed specific disclosures for its entity regarding material impacts, risk and opportunities. For each entity-specific topic not covered by the ESRS disclosure requirements, all minimum disclosure requirements were reported within the respective sections, drawing on the provisions of ESRS 2 with reference to specific policies, actions and objectives.

The 19 topics emerging from the benchmark analysis were then linked to impacts, risks and opportunities (IROs) directly attributable to the Group's activities and subsequently assessed.

Because it is still voluntary, the assessment was conducted by an internal working group composed of the Sustainability Managers and the CFO, with the active support of the relevant functions. The analysis focused primarily on identifying the impacts, risks and opportunities relevant to Farmol, without a specific focus on its value chain, but taking into account stakeholder expectations.

¹ A platform recognized by the European Commission and promoted by the UN, aimed at identifying impacts and dependencies on natural and social resources for financial institutions and businesses. The platform allows for the selection of the type of sector, subsector, and activity to narrow the scope of analysis and identify specific dependencies for a particular business. Please note that ENCORE only lists the dependencies and potential direct impacts of production processes on ecosystem services and natural capital, excluding dependencies and impacts that occur through the supply chain.

IMPACT MATERIALITY

Regarding impact assessment, a specific tool with a numerical rating scale was submitted to the Working Group. This tool required an assessment of severity, understood as a concept that encompasses the magnitude, scope, and irremediable nature of the impact, and the probability of occurrence of both negative and positive impacts.

| SEVERITY rating scale | | |
|-----------------------|----------------|--|
| 1 | Low | Insignificant impact |
| 2 | Average | Moderate impact, with minor harms/benefits |
| 3 | Average - High | Significant impact, with clear harms/benefits |
| 4 | High | Significant impact, with widespread harms/benefits |
| 5 | Very High | Very significant impact |

| PROBABILITY OF OCCURRENCE rating scale | | |
|--|----------------|----------------|
| 1 | Low | Rare event |
| 2 | Average | Unlikely event |
| 3 | Average - High | Possible event |
| 4 | High | Probable event |
| 5 | Very High | Frequent event |

FINANCIAL MATERIALITY

Regarding risks and opportunities, the magnitude of the potential financial impacts and the probability of the risk/opportunity occurring were assessed using the same numerical rating scale mentioned above.

Specifically, magnitude was used to assess the extent to which the risk or opportunity significantly impacts the organisation's development, financial position, results, cash flows, access to financing, or the cost of capital in the short, medium, or long term. For risks, inherent risk is considered in assessing materiality.

| MAGNITUDE rating scale | | |
|------------------------|--------------------------------|---------------------------------------|
| 1 | Insignificant Risk/Opportunity | Negligible harms/benefits |
| 2 | Moderate Risk/Opportunity | Mild harms/benefits |
| 3 | Significant Risk/Opportunity | Moderately significant harms/benefits |
| 4 | High Risk/Opportunity | Significant harms/benefits |
| 5 | Maximum Risk/Opportunity | Very significant harms/benefits |

| PROBABILITY OF OCCURRENCE rating scale | | |
|--|----------------|----------------|
| 1 | Low | Rare event |
| 2 | Average | Unlikely event |
| 3 | Average - High | Possible event |
| 4 | High | Probable event |
| 5 | Very High | Frequent event |

ASSESSMENT RESULTS

Each IRO category has been assigned a specific materiality threshold, which is set close to the value obtained by calculating the average of the “overall scores” achieved by the IROs belonging to that category. Any IRO with an “overall score” above this threshold is considered material, and any sustainability topic with at least one impact, risk, or opportunity considered material is also considered material.

Following the assessment, of the 19 potentially material topics identified by the benchmark analysis, **17 were deemed material**, for which the Group discloses information in accordance with the corresponding disclosure requirements of the relevant thematic ESRS.

Please refer to “Appendix A” for tables describing, for each material topic, the related impacts (positive and negative), risks, and opportunities that exceeded the materiality threshold and therefore made the issue material.

The final stage of the double materiality assessment determined which qualitative and quantitative information relating to the material topics should be reported in this Consolidated Sustainability Report. To this end, the Group followed the procedures set forth in ESRS 1 (including Appendix E), the Implementation Guidance “EFRAG IG 1 - Materiality Assessment,” and the additional paper “Links between AR16 and disclosure requirements.”

Please note that in-depth information regarding the policies and commitments made with respect to material sustainability topics, the actions undertaken to manage them, and the monitoring activities regarding the effectiveness of the actions undertaken, through metrics and objectives, is covered within each chapter corresponding to the thematic ESRS.



| Topic | Material Topic |
|---------------------------------|---|
| E1 – Climate Change | Fight against climate change |
| | Sustainable energy management |
| E3 – Water and marine resources | Water resources management |
| E5 – Circular economy | Materials management and waste reduction |
| Other environment topics | Sustainable packaging |
| S1 – Own workforce | Employee well-being and corporate welfare |
| | Protection of health and safety at work |
| | Personnel training and development |
| S3 – Communities involved | Impact of the local Community and area |
| S4 – Consumers and end-users | Consumer health and safety |
| Other social topics | Respect for Human Rights |
| G1 – Business conduct | Business culture |
| | Fight against corruption |
| | Responsible supplier relationships management |
| Other governance topics | Quality and safety of products |
| | Data privacy & Cybersecurity |
| | Technological development and innovation |



2. ENVIRONMENTAL INFORMATION

Fight against climate change

Farmol recognises the growing urgency of climate change challenges and the role of businesses in contributing to the transition to a low-carbon economy. To date, Farmol has not formalised a Group-wide policy detailing its commitments to climate change mitigation and adaptation. However, the Group is committed to improving its environmental performance by strengthening its management tools, aiming to align with current regulatory and strategic requirements. In this context, company-wide tools and practices have been developed, representing the first steps toward a more structured and comprehensive governance of environmental issues across the entire consolidated perimeter.

Specifically, the Hungarian and Slovakian companies have achieved ISO 14001:2015 certification, adopting an Environmental Management System aimed at monitoring and continuously improving environmental performance. This management system systematically monitors and manages the environmental impacts of operational activities, including energy consumption, atmospheric emissions, and waste production. The goal is to extend the certified environmental management system to the parent company, Farmol S.p.A., with a view to harmonising environmental controls and formalising continuous improvement processes, disseminating structured practices for managing environmental impacts.



Farmol S.p.A., at its Comun Nuovo production site, has implemented an Energy Management System compliant with ISO 50001:2018, with the aim of implementing, maintaining, and continuously improving energy efficiency, leading to cost reductions and a consequent reduction in environmental impact. The foreign Hungarian company has also adopted and implemented an energy management system with the same energy efficiency objective.

To support the Group’s efforts to improve its energy footprint, Farmol S.p.A. carried out an energy audit to understand its energy consumption profile and identify and quantify energy savings opportunities. In this context, the Company has strengthened its contribution to climate change mitigation through the implementation of actions aimed at improving energy efficiency. These include revamping activities aimed at reducing natural gas consumption and Scope 1 emissions, as well as building lighting improvements, including the replacement of old light fixtures with energy-efficient LED lamps. These measures are complemented by additional structural and technological interventions, including the installation of heat recovery systems in compressed air production processes, the implementation of advanced systems for monitoring and controlling energy consumption, the launch of a program to insulate tanks and pipes, and the gradual replacement of obsolete machinery with new, lower-energy-impact devices.

ENERGY CONSUMPTION AND ENERGY MIX

Farmol's main energy consumption is due to natural gas and electricity. Natural gas is used primarily within the plants for the production process, but also for space heating and domestic hot water production. Specifically, the steam generated during the production process is used for the mixing phase and, to a lesser extent, for labelling the metal cans. Furthermore, the steam is also used to heat water, which is then used for air conditioning.

Electricity consumption is related to the company's production activities, namely the use of machinery installed in the production plants, primarily for packaging and, to a lesser extent, for blending. Energy consumption is also significant for the activities included in Farmol's ancillary services, driven primarily by the energy absorbed to produce compressed air. Regarding electricity used for general services, the main consumption is related to summer air conditioning and lighting.

The following table summarises Farmol S.p.A.'s energy consumption.

| Energy consumption and energy mix (MWh) ² | 2023 | 2024 |
|---|---------------|---------------|
| Fuel consumption from coal and coal products | - | - |
| Fuel consumption from crude oil and petroleum products | 45 | 48 |
| Fuel consumption from natural gas | 8.984 | 10.474 |
| Fuel consumption from other non-renewable sources | - | - |
| Consumption of electricity, heat, steam and cooling from fossil fuels, purchased or acquired | 7.225 | 7.604 |
| Total energy consumption from fossil fuels | 16.254 | 18.126 |
| Share of fossil fuels in total energy consumption | 99,9% | 99,9% |
| Total energy consumption from nuclear sources | - | - |
| Share of nuclear sources in total energy consumption | - | - |
| Fuels consumption from renewable sources, including biomass | - | - |
| Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired | - | - |
| Consumption of self-produced renewable energy without resorting to fuels | 19 | 11 |
| Total energy consumption from renewable sources | 19 | 11 |
| Share of renewable sources in total energy consumption | 0,1% | 0,1% |
| TOTAL ENERGY CONSUMPTION | 16.273 | 18.137 |

² The conversion factors used to transform the different energy quantities into MWh are taken from the DEFRA 2024 database (UK Department for Environment, Food and Rural Affairs).

An analysis of energy consumption data for the two years 2023-2024 highlights an increase in overall energy demand of approximately 11%.

Specifically, the company's energy mix is composed almost entirely of non-renewable sources. Electricity consumption will increase slightly by approximately 5% in 2024, but will remain stable at 44% of total energy consumption. Natural gas consumption increased approximately 17% compared to the previous year. The specific use of natural gas is consistent with the needs of the industry, which requires controlled thermal processes for the production of cosmetics and personal care products, steam generation for sterilisation and sanitisation activities, and industrial heating for formulation and mixing processes.

The Company also has an 11.55 kW **photovoltaic system**, installed in 2021, which has enabled the self-production and direct consumption of a portion of its energy, contributing to the reduction of indirect emissions resulting from the purchase of electricity from non-renewable sources. As part of its drive to reduce its carbon footprint, starting from January 1, 2025, the Farmol S.p.A. plants located in Comun Nuovo and Berlingo, along with the Farmol Health Care and Farmol Hungary production sites, will receive electricity entirely from renewable sources certified by **Guarantees of Origin**, strengthening the Group's commitment to decarbonising its energy consumption.





SCOPE 1 AND 2 GHG EMISSIONS

Greenhouse gas (GHG) emissions related to company activities can be divided into direct and indirect emissions. Direct emissions (Scope 1) arise from the direct combustion of fossil fuels for electricity and heat generation, for fueling vehicles, or from the dispersion of fluorinated gases used for refrigeration, air conditioning, and heat pump operation. With reference to Farmol, these types of emissions are mainly produced by the stationary combustion of natural gas.

Indirect emissions (Scope 2) refer to the electricity purchased and consumed by the organisation mainly for lighting and cooling company facilities, as well as for the operation of equipment used in the production phase.

| Gross GHG Emissions (tCO ₂ eq) | 2023 | 2024 |
|---|--------------|--------------|
| Scope 1 gross GHG emissions ³ | 1.828 | 2.134 |
| Scope 2 gross GHG location-based emissions ⁴ | 1.854 | 1.951 |
| Scope 2 gross GHG 2 market-based emissions ⁵ | 3.617 | 3.355 |
| Total GHG location-based emissions (Scope 1 + Scope 2) | 3.682 | 4.086 |
| Total GHG market-based emissions (Scope 1 + Scope 2) | 5.445 | 5.489 |

³ The emission factors used to calculate Scope 1 tCO₂e are taken from the UK Government GHG Conversion Factors for Company Reporting (2024 version), published by the UK Department for Energy Security and Net Zero. There are no Scope 1 GHG emission allowances covered by regulated emissions trading systems (ETS).

⁴ The emission factors used to calculate Scope 2 tCO₂eq according to the location-based approach are taken from Report 404/2024 published by ISPRA (2024). The data made available by ISPRA are expressed exclusively in CO₂ and do not include other greenhouse gases in the carbon dioxide equivalent (CO₂eq).

⁵ The emission factors used to calculate Scope 2 tCO₂eq according to the market-based approach are taken from AIB's European Residual Mixes (2025). It should be noted that the data made available by AIB are expressed exclusively in CO₂ and do not include other greenhouse gases in the carbon dioxide equivalent (CO₂eq).

RESPONSIBLE MANAGEMENT OF WATER RESOURCES

Water is a strategic resource in Farmol’s production process. Used in multiple phases—from the formulation of liquid and aerosol products to the sanitisation of systems—water is essential for ensuring product quality and safety. In fact, all water used in production processes is subjected to rigorous quality controls. Specifically, the following tests are performed regularly:

- **CHEMICAL CONTROL ANALYSES**, to verify compliance with the parameters required for industrial and pharmaceutical use;
- **MICROBIOLOGICAL ANALYSES**, essential to guarantee sterility and the absence of contamination, especially in products intended for medical use (Pharma division).

These tests are performed according to validated internal protocols and in compliance with current regulations, to protect the safety of end consumers and the quality of the product.

The management of wastewater also follows strict criteria. Farmol has a **Single Environmental Authorisation** (AUA, according to the Italian acronym), one for each Italian plant, which regulates the monitoring of water discharges and requires periodic checks on a series of chemical, physical, and microbiological parameters. The analyses are conducted at a frequency established by the competent authority and documented to ensure transparency and traceability.

As part of its strategy, Farmol participates in international initiatives such as **Manufacture 2030**, aimed at reducing energy and water consumption and promoting greater efficiency in production processes. Indeed, the company has implemented a continuous monitoring system for water withdrawals and consumption to quantify and optimise the use of the resource. Details on the quantity of water withdrawn and consumed by Farmol S.p.A. are provided below, in the two-year period considered.

In particular, in 2024, there was a significant reduction in overall water consumption compared to the previous year, mainly attributable to changes in the composition of the production mix, which substantially influenced the overall water volumes used.

| WATER RESOURCES (m ³) | 2023 | 2024 |
|-----------------------------------|---------------|---------------|
| Total water withdrawal | 145.771 | 121.704 |
| Total water discharge | 90.532 | 92.682 |
| Total water consumption | 55.239 | 29.022 |

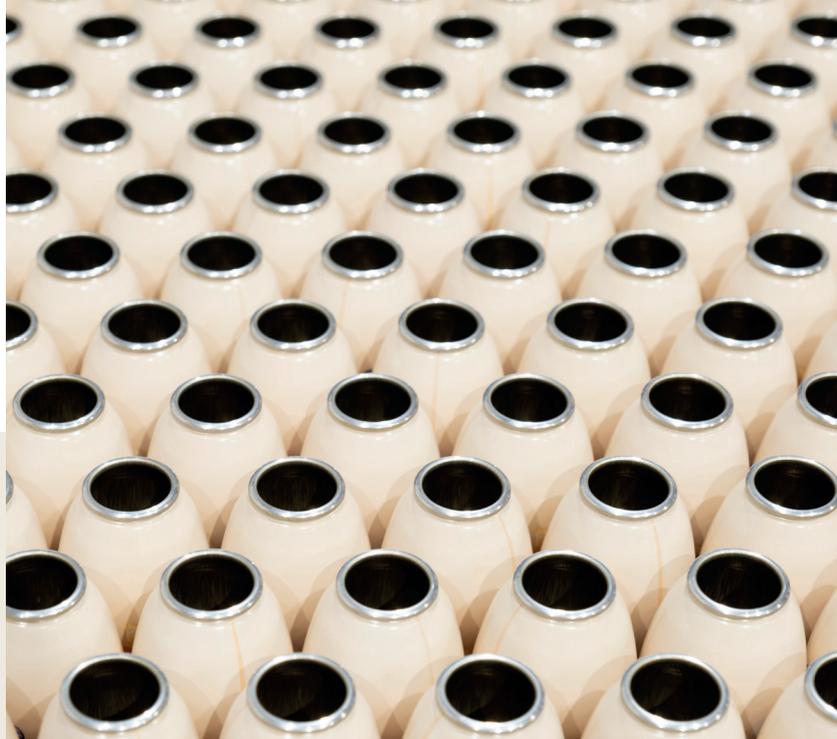
MANAGEMENT OF RESOURCES AND CIRCULAR ECONOMY

The Farmol Group has not currently adopted a formalised and independent policy dedicated to managing the impacts, risks, and opportunities associated with resource use and the circular economy. However, Farmol S.p.A. has developed an integrated policy for safety, environment and energy, coupled with the implementation of the relevant management systems. The primary objective of the policy is, first and foremost, to ensure respect for the environment through compliance with laws and regulations regarding pollution prevention and environmental protection, such as Legislative Decree 152/06 (the so-called Consolidated Environmental Act) and Legislative Decree 105/2015 (the so-called Seveso III), as well as to inform and train all personnel regarding major accidents. The Legal Representative is responsible for implementing this policy. Farmol S.p.A. makes the policy available to all company personnel by posting it on company noticeboards and disseminating it via the company intranet.

At the same time, the Company has launched a series of actions and initiatives consistent with the principles expressed in its circular economy policy, such as consumption optimisation, waste tracking and monitoring, and resource efficiency. Farmol S.p.A. is committed to initiatives aimed at reducing waste along the production line and in packaging processes, including through the use of recycled materials where possible and the adoption of circular packaging solutions. Furthermore, the Company has been monitoring resource and waste flows for years, periodically collecting environmental data on resource consumption, waste production, and the characteristics of the packaging used. Regarding waste, Farmol S.p.A. works to verify industrial waste flows, distinguishing between waste destined for disposal and recovery, and preparing internal management reports.

As a Group, in 2025, a **Responsible Procurement Policy** was adopted. This policy considers the principles of the circular economy as an integral part of responsible environmental management and is taken into account in supplier evaluations, promoting practices aimed at the efficient use of resources, waste reduction, and the reuse and recycling of materials. Through this approach, the Farmol Group intends to strengthen its commitment to a sustainable production model, promoting the adoption of virtuous behaviours throughout the entire supply chain.





INCOMING RESOURCE FLOWS

Farmol uses a variety of carefully selected materials and ingredients to ensure the quality, safety, and efficacy of its finished products, fully complying with the standards required by the cosmetics, pharmaceutical, and personal care industries. Environmental considerations and social responsibility also guide the Group's upstream decisions, starting with the raw materials used.

Packaging materials, both primary and secondary, are chosen based on their suitability for product contact, their recyclability, and, where possible, their provenance from renewable or recycled sources. Likewise, the ingredients used in the formulations are selected to meet the highest quality and safety requirements, with a constant commitment to innovation and the use of effective and sustainable components.

The Farmol Group uses a wide variety of incoming materials, divided primarily into two macro-categories: packaging materials (PM) and raw materials (RM).

Packaging materials include:

- **CANS:** essential components for aerosol products, which constitute a significant portion of the production portfolio.
- **BOTTLES:** used primarily for liquid and cosmetic solutions.
- **SECONDARY PACKAGING:** such as cases, boxes, and other materials intended for the protection and presentation of the final product.
- **VALVES AND ACTUATORS:** essential technical elements in dispensing systems, particularly for aerosols and dispensers.
- **CLOSURES:** caps, capsules, and sealing systems compatible with various containers.
- **OTHER PACKAGING MATERIALS:** including accessory components and auxiliary materials.

Raw materials include:

Base raw materials: functional or supporting ingredients used in cosmetic, pharmaceutical, or home care formulations.

Propellands: used in aerosol products to ensure proper dispensing of the contents.

Fragrances: essential components that give products distinctive olfactory characteristics.

Alcohol: present in numerous formulations, particularly disinfectants, deodorants and cosmetics.

| MATERIAL GROUP | QUANTITY | % ON TOTAL |
|----------------------------|--------------------|-------------|
| Packaging materials | 85.020.357 | 60% |
| Cans | 33.691.411 | 24% |
| Bottles | 14.299.164 | 10% |
| Secondary Packaging | 13.418.494 | 9% |
| Valves and actuators | 13.252.691 | 9% |
| Closures | 7.409.372 | 5% |
| Other packaging materials | 2.949.224 | 2% |
| Raw materials | 57.251.061 | 40% |
| Base war materials | 29.853.626 | 21% |
| Propellents | 11.307.318 | 8% |
| Fragrances | 10.997.264 | 8% |
| Alcohol | 5.092.852 | 4% |
| Total | 142.271.418 | 100% |

With the aim of contributing to improving environmental sustainability and promoting responsible resource management, Farmol has undertaken a structured process to certify its production processes. In 2025, the Farmol S.p.A. plant in Comun Nuovo achieved the **ISCC+ (International Sustainability and Carbon Certification PLUS) certification**, an internationally recognised standard that certifies sustainability and traceability throughout the materials supply chain, with particular reference to the management of plastic components. The certification is based on the mass balance approach, a method that allows the use of plastics from renewable or recycled sources to be traced and certified within production processes that also involve conventional materials. Although not physically distinguishable in the finished product, the share of sustainable material is accounted for and allocated proportionally, according to criteria verified by independent bodies. This achievement allows the Company to concretely demonstrate its commitment to reducing environmental impact and increasing transparency in the management of plastic raw materials.

SUSTAINABLE PACKAGING

Packaging is a strategic element of Farmol's offering, as it plays a key role in product protection, consumer communication, and lifecycle impact. In a context of growing environmental concern, adopting responsible packaging solutions is not only a lever for reducing environmental impact but also a key factor in competitiveness and reputation.

Farmol recognises that a lack of innovation in sustainable packaging can represent a real risk, potentially impacting the company's ability to meet the expectations of customers and consumers, who are increasingly oriented toward eco-friendly, recyclable, or reusable solutions. An insufficient response to these needs could result in a loss of market share, especially in sectors that are more attentive to ESG criteria and circular economy principles.

Precisely for this reason, Farmol has launched a structured research and development program dedicated to eco-friendly packaging design, integrating environmental criteria from the initial design stages. The goal is to reduce the use of virgin materials, promote single-material production, improve recyclability, and, where possible, introduce alternative materials with a lower environmental impact. Packaging is also assessed based on safety and product compatibility criteria to ensure long-term integrity, quality and functionality.

The opportunities associated with sustainable packaging are significant: adopting responsible solutions helps strengthen the company's image, positioning Farmol as an innovative and conscious player, in line with customer and end-consumer expectations. This approach generates reputational value and market differentiation, improving brand perception even in international contexts increasingly sensitive to environmental sustainability.



OUTGOING RESOURCE FLOWS

Below is the total waste produced by Farmol S.p.A. in the two-year period 2023-2024, broken down into hazardous and non-hazardous waste and detailing its destination for recovery or disposal.

| WASTE GENERATED (KG) | 2023 | | 2024 | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | of which desti- ned for recovery | of which desti- ned for disposal | of which desti- ned for recovery | of which desti- ned for disposal |
| HAZARDOUS WASTE | | | | |
| 060204* - Sodium and potassium hydroxide | - | 34.020 | - | - |
| 070601* - Aqueous washing solutions and mother liquors | - | 902.400 | 209.760 | 1.534.600 |
| 070608* - Other grounds and reaction residues | 2.897 | - | 20.056 | - |
| 130113* - Other oils for hydraulic circuits | - | 920 | - | - |
| 150110* - Packaging containing residues of hazardous substances or contaminated by such substances | 267.100 | - | 289.896 | - |
| 150202* - Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances | - | 320 | - | - |
| 160303* - Inorganic waste containing hazardous substances | - | 2.017 | - | 540 |
| 160305* - Organic waste containing hazardous substances | - | 17.974 | 871 | 97.910 |
| 160504* Gases in pressure containers (including halons), containing hazardous substances | - | 174.690 | 45.285 | 264.780 |
| 160601* - Lead acid batteries | - | 305 | - | - |
| 160602* - Nickel-cadmium batteries | - | 14 | - | - |
| 161001* Aqueous liquid waste containing hazardous substances | - | 1.840 | - | 18.420 |
| 200121* - Fluorescent tubes and other mercury-containing waste | - | 147 | - | - |
| 160211* - Discarded equipment containing chlorofluorocarbons, HCFCs, HFCs | - | - | 189 | - |
| 160213* - Discarded equipment containing hazardous components other than those referred to in items 160209 and 160212 | - | - | 224 | - |
| NON-HAZARDOUS WASTE | | | | |
| 070213 - Plastic waste | - | - | - | - |
| 080318 - Used printer toners, other than those mentioned in item 080317 | - | - | - | - |
| 150101 - Paper and cardboard packaging | 803.110 | - | 904.000 | - |
| 150102 - Plastic packaging | 95.250 | - | 62.210 | - |
| 150103 - Wooden packaging | 32.780 | - | 72.720 | - |
| 150104 - Metal packaging | 71.084 | - | 71.995 | - |
| 150106 - Mixed materials packaging | 267.110 | - | 336.245 | - |
| 160306 - Organic wastes, other than those mentioned in item 160305 | - | 9.850 | 970 | 16.550 |
| 170405 - Iron and steel | 11.120 | - | 20.790 | - |

| WASTE GENERATED (KG) | 2023 | | 2024 | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | of which desti- ned for recovery | of which desti- ned for disposal | of which desti- ned for recovery | of which desti- ned for disposal |
| 160214 - Discarded equipment, other than that mentioned in items from 160209 to 160213 | 17.440 | - | 3.801 | - |
| 161002 - Aqueous liquid wastes, other than those mentioned in item 161001 | - | - | 55.820 | 6.170 |
| 170203 - Plastic | - | - | 4.860 | - |
| 170604 - Insulating materials, other than tho- se mentioned in items 170601 and 170603 | 70 | - | - | - |
| 170411 - Cables, other than those mentioned in item 170410 | - | - | 530 | - |
| 200303 - Street cleaning residues | - | - | 680 | - |
| 200307 - Bulky waste | - | - | 180 | - |
| TOTAL WASTE PRODUCED (Kg) | 1.584.987 | 1.144.497 | 2.107.322 | 1.938.970 |
| PERCENTAGE WASTE PRODUCED | 58% | 42% | 52% | 48% |

In 2024, the total amount of waste produced increased by approximately 48%. However, excluding the contribution of the “aqueous washing solutions and mother liquors” waste type, whose production is not linearly linked to production volumes but is affected by the scheduling of production changes, it can be noted that, despite the increase in industrial production and the resulting waste generation, the percentage of waste sent for recovery remains above 80%.

3. SOCIAL INFORMATION

Personnel management policies

Farmol adopts a human resources management model based on equity, inclusion, respect for diversity, and the valorisation of individual skills. The goal is to create a work environment where each person feels recognised, protected, and empowered to fully realise their potential, contributing to the organisation’s sustainable development.



In 2024, Farmol S.p.A. obtained the **UNI/PdR 125:2022 certification on gender equality**, which represents not only formal recognition but also concrete evidence of Farmol’s ongoing commitment to building a fair, collaborative, and discrimination-free professional environment. This achievement is the result of a thorough review of internal processes and company policies, part of a broader program of social and cultural responsibility.

This approach is based on a clear commitment to the principles of the Code of Ethics, the valorisation of professionalism, respect for dignity, and the promotion of an organisational climate based on reciprocity and fairness. Personnel is hired in full compliance with applicable regulations and collective bargaining agreements, with decent wages and regular contracts.

Consistent with its values, Farmol S.p.A. promotes a culture of ethical and responsible work that rejects all forms of exploitation, including child or forced labour. This commitment also extends to its network of partners and stakeholders, to ensure working conditions that respect fundamental human rights throughout the value chain.

To support this vision, a **Diversity, Equity, and Inclusion (DE&I) Policy** has been adopted, which defines the guiding principles for a multicultural, respectful, and meritocratic environment. This policy values the diversity of experiences and identities—including gender, age, disability, ethnicity, sexual orientation, gender identity, social or religious background—to guarantee equal opportunities and combat any form of exclusion, marginalisation, or prejudice.

The DE&I Policy is inspired by nationally and internationally recognised references, such as the Universal Declaration of Human Rights, the UN 2030 Agenda, the Principles of the Global Compact, ILO conventions, and Italian legislation on gender equality, workplace safety, and worker dignity, to prevent all forms of discrimination and valorise the uniqueness of each individual.

The values of **diversity, equity, and inclusion** are applied in all processes involving the human resources lifecycle. Specifically, Farmol S.p.A. is committed to:

- adopting transparent and objective criteria in selection and recruitment processes;
- increasing the diversity of applicants through employer branding activities and collaborations with schools and universities;
- fostering the professional growth of individuals by enhancing their skills and aptitudes;
- supporting inclusive leadership and female empowerment through targeted training and coaching;
- ensuring fair pay, preventing issues such as the gender pay gap;
- encouraging respectful and inclusive language in every corporate environment;
- investing in corporate welfare and work-life balance solutions;
- promoting responsible internal and external communication that respects diversity;
- disseminating a culture of equal opportunities and the appreciation of individual uniqueness throughout the local community.

These commitments are accompanied by the desire to guarantee a safe, welcoming and barrier-free working environment, where each person can feel listened to, valued and motivated to actively contribute to the organisation's objectives.



I DIPENDENTI

In the two years 2023-2024, Farmol S.p.A. recorded significant employment growth. The total number of employees increased from 188 in 2023 to 211 in 2024, a 12% increase, confirming the company's increasing trend. Specifically, in 2024, the workforce consisted of 103 women and 108 men, all working in Italy. Compared to 2023, this represents an increase of 14 women and 9 men, also highlighting an improvement in gender balance.

In 2024, almost all existing contracts are permanent (210 out of 211), while part-time contracts, predominantly assigned to women (15 women out of 18 total), represent a response to the need for work-life balance.

| EMPLOYEES BY CONTRACT TYPE, DIVIDED BY GENDER AND REGION | 2023 | | |
|--|-----------|-----------|------------|
| | Woman | Man | Total |
| Permanent contract | 86 | 96 | 182 |
| Fixed-term contract | 3 | 3 | 6 |
| TOTAL | 89 | 99 | 188 |
| Full-time contract | 77 | 97 | 174 |
| Part-time contract | 12 | 2 | 14 |
| Contract with variable hours | - | - | - |
| TOTAL | 89 | 99 | 188 |

| EMPLOYEES BY CONTRACT TYPE, DIVIDED BY GENDER AND REGION | 2024 | | |
|--|------------|------------|------------|
| | Woman | Man | Total |
| Permanent contract | 102 | 108 | 210 |
| Fixed-term contract | 1 | - | 1 |
| TOTAL | 103 | 108 | 211 |
| Full-time contract | 88 | 105 | 193 |
| Part-time contract | 15 | 3 | 18 |
| Contract with variable hours | - | - | - |
| TOTAL | 103 | 108 | 211 |

In 2024, there is an increase in employees across all age groups, with particularly significant growth among those under 30 (from 32 to 46), a sign of effective generational turnover and the attraction of young talent.

| EMPLOYEES BY AGE GROUP | 2023 | | | | 2024 | | | |
|------------------------|------------|-------------|------------|------------|------------|-------------|------------|------------|
| | < 30 years | 30-50 years | > 50 years | Total | < 30 years | 30-50 years | > 50 years | Total |
| Total employees | 32 | 111 | 45 | 188 | 46 | 116 | 49 | 211 |

Regarding gender diversity in senior management, the Company has 22 positions in total, with a stable composition compared to the previous year: 18% are women and 82% are men.

| SENIOR MANAGEMENT BY GENDER | 2023 | | | 2024 | | |
|-----------------------------|------------|------------|-------------|------------|------------|-------------|
| | Woman | Man | Total | Woman | Man | Total |
| Managers | 1 | 4 | 5 | 1 | 5 | 6 |
| Middle Managers | 2 | 8 | 10 | 3 | 13 | 6 |
| TOTAL | 3 | 12 | 15 | 4 | 18 | 22 |
| PERCENTAGE | 20% | 80% | 100% | 18% | 82% | 100% |

Five percent of employees belong to protected categories, with 8% of women and 2% of men with disabilities.

| PERCENTAGE OF PROTECTED CATEGORIES BY GENDER | 2023 | | | 2024 | | |
|--|-----------|-----------|------------|-----------|-----------|------------|
| | Woman | Man | Total | Woman | Man | Total |
| Total employees | 89 | 99 | 188 | 103 | 108 | 211 |
| Employees with disabilities | 8 | 2 | 10 | 8 | 2 | 10 |
| TOTAL | 9% | 2% | 5% | 8% | 2% | 5% |

In 2024, the Company hired 50 new employees and recorded 27 terminations, with a positive turnover of 24% and a negative turnover of 13%. Compared to 2023, there has been an improvement in both the ability to attract and retain employees, confirming the effectiveness of its personnel management policies.

| NEW HIRES AND TURNOVER | 2023 | | | | |
|------------------------|---------------|---------------|------------------|------------------------|------------------------|
| | No. employees | No. new hires | No. terminations | Positive turnover rate | Negative turnover rate |
| | 188 | 42 | 30 | 22% | 16% |

| NEW HIRES AND TURNOVER | 2024 | | | | |
|------------------------|---------------|---------------|------------------|------------------------|------------------------|
| | No. employees | No. new hires | No. terminations | Positive turnover rate | Negative turnover rate |
| | 211 | 50 | 27 | 24% | 13% |

Farmol S.p.A. also employs independent workers to support its operational activities. In 2024, the total number of independent workers increased by approximately 23% compared to 2023, from 113 to 139. This increase is primarily due to the growth in agency workers, typically employed in production units within plants during peak workloads. In the two years under review, independent workers were relatively evenly distributed between genders, with a female predominance: approximately 60% were women and 40% were men.

CORPORATE WELL-BEING AND WELFARE

For the 2023-2024 two-year period, 100% of Farmol S.p.A. employees were covered by a National Collective Bargaining Agreement (CCNL, according to the Italian acronym), confirming the Company's commitment to ensuring fair, transparent, and legally compliant contractual conditions. This regulatory framework is complemented by a set of supplementary measures developed by the company to promote employee well-being and enhance internal resources. In keeping with their roles, a **flexible working model** has been introduced for office personnel, allowing them to work remotely two days a week.

The reward system includes an annual production bonus, with the option for employees to convert it, in whole or in part, into welfare benefits, such as vouchers for goods and services for themselves and their families.

The company also guarantees access to the company canteen, with employees contributing one-third of the actual cost of the meal. These measures are complemented by additional financial benefits, including a fourteenth-month salary and fixed amounts in addition to the minimum wage, established based on the employee's level of employment.

Farmol S.p.A. also recognises the importance of a work-life balance, guaranteeing parental leave to 100% of its employees. Of those eligible, 7% actually took advantage of the leave, with participation slightly higher among men (6%) compared to 5% in 2023.

| PARENTAL LEAVE | 2023 | | | 2024 | | |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| | Woman | Man | Total | Woman | Man | Total |
| No. Employees | 89 | 99 | 188 | 103 | 108 | 211 |
| Employees entitled to parental leave | 89 | 99 | 188 | 103 | 108 | 211 |
| Percentage of employees entitled to parental leave | 100% | 100% | 100% | 100% | 100% | 100% |
| Eligible employees who have taken parental leave for family reasons | 12 | 5 | 17 | 9 | 6 | 15 |
| Percentage of eligible employees who have taken parental leave | 13% | 5% | 9% | 9% | 6% | 7% |

PROGETTO ASCOLTO

Farmol S.p.A. has completed the first phase of the “Progetto Ascolto” (Listening Project in Italian), an initiative aimed at gathering opinions, experiences and reflections from the team. Through focus groups and workshops, internal perceptions of the work environment were explored and opportunities for improvement were identified.

The Company recognises the value of every contribution, knowing that diverse thinking enriches the overall vision. The second phase has now begun, which involves transforming the feedback collected into concrete actions to foster a more stimulating, inclusive, and participatory work environment.

In early 2025, the initiative was extended to the Hungarian and Slovakian plants.



TRAINING AND SKILLS DEVELOPMENT

In 2024, Farmol continued to invest in the growth and development of its personnel's skills, providing a total of 1,496 hours of training. Particular attention was paid to managers, with a significant increase in average training hours, demonstrating the Company's commitment to strengthening managerial and leadership skills.

Training involved all company categories, with particular attention to the specific needs of each role, ensuring targeted and personalised courses. This ongoing commitment to training reflects Farmol's desire to foster a dynamic, up-to-date work environment capable of effectively responding to market challenges.

Over the years, the company has implemented various types of training, including mandatory training for apprentices and occupational health and safety courses, including periodic refresher courses and specific modules, such as the course for steam generator operators.

In 2023, a course on ISO 9001 certification was organised for Quality Department staff to deepen their knowledge of the regulations and requirements related to quality management systems. In the same year, several colleagues from various company departments participated in an English language course, aimed at strengthening their language skills in an increasingly international context.

In 2024, training continued with the provision of a specialised microbiology course, aimed specifically at technical staff, and an in-depth course on Microsoft Excel, aimed at improving operational efficiency and autonomy in data analysis and management. Additionally, as part of the UNI/PdR 125:2022 certification process, a course dedicated to Diversity, Equity & Inclusion was organised.

| TRAINING HOURS | 2023 | | | 2024 | | |
|-----------------|------------|------------|--------------|------------|------------|--------------|
| | Woman | Man | Total | Woman | Man | Total |
| Managers | - | 16 | 16 | - | 14 | 14 |
| Middle managers | 5 | 42 | 47 | 12 | 100 | 112 |
| Office workers | 256 | 172 | 428 | 158 | 266 | 424 |
| Factory workers | 377 | 671 | 1.048 | 425 | 521 | 946 |
| TOTAL | 638 | 901 | 1.539 | 595 | 901 | 1.496 |

| AVERAGE TRAINING HOURS | 2023 | | | 2024 | | |
|------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Woman | Man | Total | Woman | Man | Total |
| Managers | - | 4,00 | 3,20 | - | 2,80 | 2,33 |
| Middle managers | 5,00 | 6,00 | 5,88 | 12,00 | 11,11 | 11,20 |
| Office workers | 8,00 | 11,47 | 9,11 | 4,39 | 14,00 | 7,71 |
| Factory workers | 6,85 | 9,19 | 8,19 | 6,54 | 6,95 | 6,76 |
| TOTAL | 7,17 | 9,10 | 8,19 | 5,78 | 8,34 | 7,09 |



HEALTH AND SAFETY AT WORK

Farmol places the protection of the health and safety of its workers as a fundamental value, committing to manage all activities in full compliance with current prevention and protection regulations. The primary objective is the continuous improvement of workplace health and safety conditions, with particular attention to reducing the number and consequences of accidents through technological investments and ongoing, targeted staff training.

All recipients of the Code of Ethics are actively involved, within the scope of their duties, in the risk prevention process and in protecting the health and safety of themselves, their colleagues, and third parties.

Farmol Hungary and Farmol Slovakia have obtained the **ISO 45001 certification** for their occupational health and safety management systems. The Farmol Group’s goal is to extend the scope of the certification to the Farmol S.p.A. plants, with the aim of strengthening the culture of prevention and worker well-being consistently across all Group locations by standardising procedures, improving process control, and consolidating best practices in workplace safety.

The recordable **injury rate** improved from 19.42 to 15.90 per 100,000 hours worked, a sign of effective risk management and prevention. Over the past two years, no accident-related deaths or occupational diseases have been recorded.

| INJURIES AT WORK | 2023 | 2024 |
|---|--------------|--------------|
| Number of deaths due to work-related injuries and illnesses | - | - |
| Number of recordable injuries at work | 12 | 12 |
| Number of hours worked | 617.856 | 754.641 |
| Recordable injuries at work rate | 19,42 | 15,09 |

RELATIONSHIPS WITH THE LOCAL AREAS

Farmol maintains a strong and responsible relationship with the communities in which it operates, founded on the values of social inclusion and local economic development. Specifically, Farmol S.p.A.'s presence in the Comun Nuovo and Berlingo areas translates not only into employment opportunities but also into a concrete commitment to collective well-being and environmental protection.

Over time, Farmol S.p.A. has demonstrated its ability to combine industrial growth with a focus on social issues through projects that promote an inclusive and collaborative work culture. One example of this is the acquisition and revitalisation of the former Aerosol Service site in Valmadrera, where the company has continued its production operations while safeguarding employment levels, thus contributing to the area's economic stability.

Starting in 2023, Farmol will participate in the Legàmi coValenti initiative, promoted by Confindustria Bergamo to strengthen the connection between schools and businesses, enhance human capital and create regional synergies. The project, aimed at students at local technical and vocational schools, has involved over 60 companies that have offered to host young people in orientation and training programs. Through this initiative, Farmol has helped introduce young people to manufacturing and technical professions, offering firsthand in-company experience and fostering a concrete approach to the world of work.

Furthermore, the Company cultivates an ongoing dialogue with the local community, supporting social and cultural initiatives and fostering a climate of collaboration and openness. The company positions itself as a conscious player in the economic and social fabric, actively contributing to the construction of a more resilient, innovative, and responsible region.





PROTECTION OF CONSUMER HEALTH AND SAFETY

Consumer health and safety are a top priority for Farmol, which focuses every stage of the production process on protecting the end consumer. The company adopts a rigorous approach to risk prevention, toxicological assessment, and compliance with specific regulations regarding cosmetic safety.

Farmol has not currently developed a policy aimed at managing the significant impacts of its products and services on consumers. However, it operates in full compliance with **Regulation (EC) No. 1223/2009** on cosmetic products, which represents the European regulatory framework for consumer health protection. All products are subject to a safety assessment by a qualified expert, with the preparation of a Product Information File (PIF) and notification to the Cosmetic Products Notification Portal (CPNP), available to the competent authorities. Additionally, the company applies stringent criteria for ingredient selection, compliance with authorised concentrations, and the absence of prohibited substances. Farmol actively collaborates with accredited external laboratories and scientific institutions to conduct clinical trials, microbiological analyses, and tolerability studies. Validated methods are adopted to ensure the safety of the product in use, such as:

- skin compatibility and non-irritation tests;
- challenge tests to evaluate the efficacy of preservatives;
- potential microbial contamination studies;
- specific evaluations on sun products (e.g. SPF determination).

Particular attention is paid to the traceability of raw materials and finished products, the compliance of contact materials, and the **transparency of labelling**, which must provide clear, understandable and complete information to consumers. Farmol also designs packaging with safety in mind, ensuring product integrity and preventing contamination risks during use.

While operating primarily as a contract manufacturer for major international players in the sector, Farmol actively promotes indirect consumer engagement. This occurs through ongoing dialogue with its customers, who collect market feedback, reports, and post-marketing data, which is then shared to optimise formulations, improve safety, and respond to emerging needs.

In the event that negative impacts associated with products placed on the market are identified, Farmol has established structured procedures for managing non-compliance, which include:

- complete traceability of products manufactured and sold;
- technical evaluation of the complaint or reported event;
- corrective and preventive actions;
- active collaboration with customers for product recalls or replacements, where necessary.

In an ever-evolving market, Farmol is committed to maintaining high standards of responsibility, actively contributing to the protection of public health through safe, sustainable, and transparent products.



QUALITY AND RELIABILITY OF PRODUCTS

Quality is a core value for Farmol, integrated into every company process and activity. Its consolidated manufacturing experience, combined with a structured quality management system, makes Farmol a leading partner for the development, production, and continuous improvement of innovative, high-performance and sustainable cosmetic products.

All production sites operate in compliance with the ISO 9001:2015 standard, which ensures a systematic, controlled, and documented approach to managing company processes. Compliance with Good Manufacturing Practices (GMP) for cosmetics, according to the ISO 22716 standard, allows for rigorous control of all production phases, from receiving raw materials to packaging the finished product, with particular attention to defect prevention, traceability, and final quality.

The Farmol S.p.A. plant located in Comun Nuovo, as well as its facilities in Hungary and Slovakia, is certified according to the COSMOS standard, which guarantees the adoption of rigorous criteria for the production of natural and organic cosmetics, with a strong commitment to the environment, responsible use of resources, and sustainable formulations.

Research & Development plays a central role in defining product quality and reliability: each site has a dedicated R&D team that oversees the entire product life cycle, from formulation to industrialisation. The solutions developed meet the criteria of efficacy, stability, and sustainability, thanks to:

- performance testing and functionality validation;
- stability and packaging/formulation compatibility studies;
- objective and instrumental efficacy testing;
- comparative analyses and benchmarking.

SISTEMA DI GESTIONE
QUALITÀ CERTIFICATO

CQY
CERTIQUALITY

UNI EN ISO **9001:2015**

APPLICAZIONE DELLE GMP
NEL SETTORE COSMETICO

CQY
CERTIQUALITY

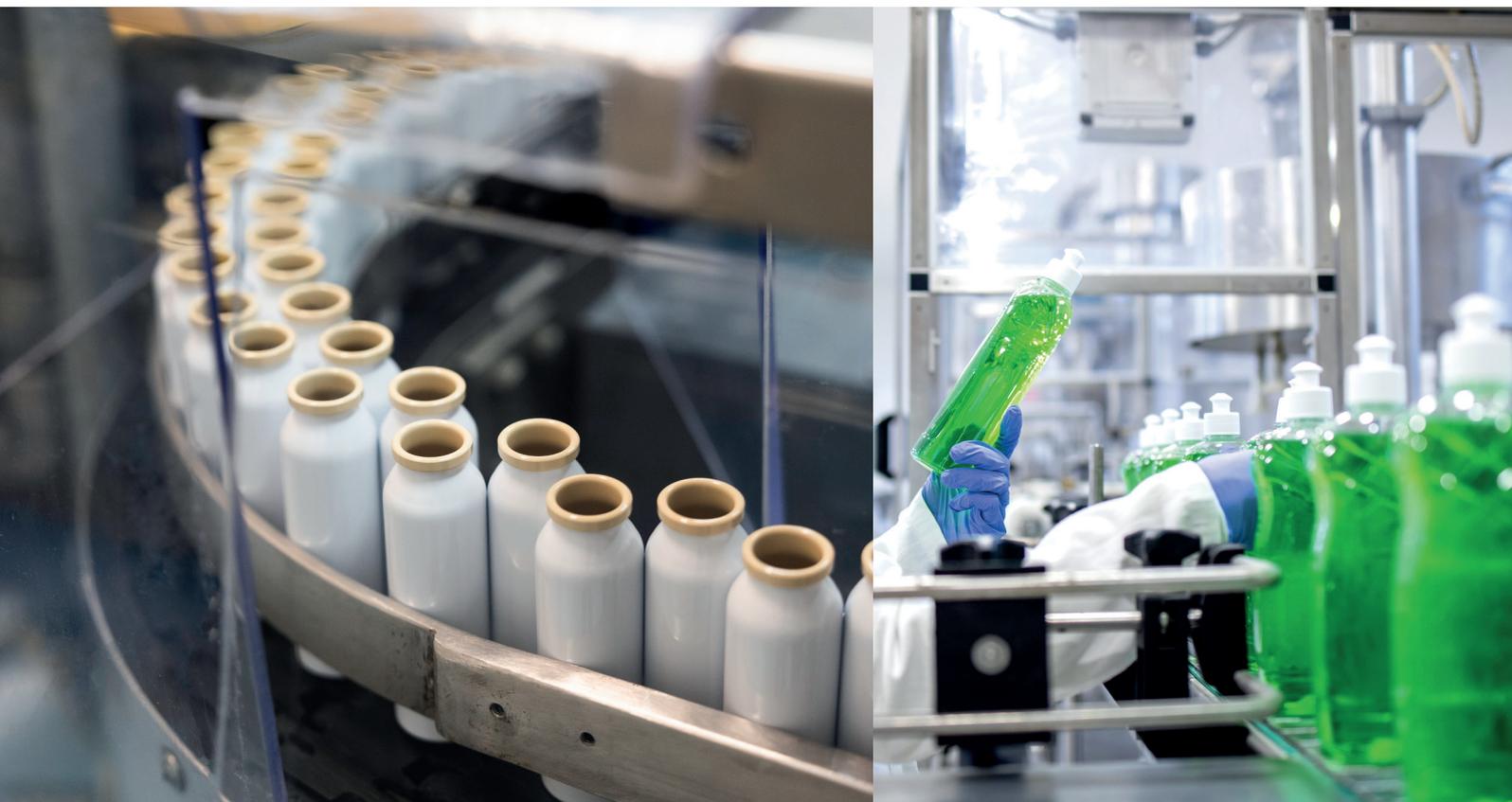
ISO **22716:2007**



Farmol applies advanced quality control and microbiological safety standards, leveraging its extensive experience working with multinational clients. International best practices are integrated into the production system to ensure consistent quality and batch-to-batch consistency, ensuring that each product meets the required specifications and market expectations.

Operational flexibility, responsiveness, and customisation capabilities are distinctive strengths. Farmol offers technical support throughout all stages of the supply chain, assisting clients in defining requirements, optimising processes, and launching production.

Finally, the company fosters continuous innovation through investments in digitalisation, automation, and energy savings, as well as promoting strategic collaborations with schools and industry associations and co-development activities.



4. INFORMATION ON GOVERNANCE

Responsible business management

The Board of Directors is the central body of the Farmol Group's corporate governance system and plays a key role in defining operational strategies and overseeing corporate activities. In this guiding role, the Board establishes the principles and behaviours that guide the daily operations of all Group companies, both in Italy and abroad, to generate sustainable and lasting value for all stakeholders.

The approach to responsible management is based on a corporate culture characterised by ethics, legality, and responsibility, integrated across operational, commercial, and interpersonal activities. The primary tools supporting this culture are the **Code of Ethics** and, for Italian companies, the **Organisational Model pursuant to Legislative Decree 231/2001**.

In Italy, Farmol S.p.A. has adopted and periodically updates its Model 231, which also serves as an internal regulation and integrates ethical principles, rules of conduct, control procedures, and reporting systems, in line with current regulations. The effectiveness of the model is ensured by the Supervisory Board (**OdV, according to the Italian acronym**), which is responsible for monitoring its implementation, recommending updates, and verifying its consistency with any regulatory or organisational changes. Training and information activities for personnel are documented and managed under the supervision of the SB.

The **Code of Ethics**, applicable to all employees, managers, members of the Board of Directors and the Board of Statutory Auditors, as well as external collaborators and partners, also represents a fundamental pillar for the dissemination of corporate culture, clearly defining the Company's core values and ethical and social responsibilities.

At the international level, the Farmol Group has initiated a process of cultural and regulatory harmonisation among its various operating locations. In this context, the Hungarian office has introduced a Code of Ethics accessible to all personnel, which defines principles of integrity and standards of professional conduct. The Slovakian office has formalised both a Code of Ethics and a Code of Conduct, both distributed internally, in line with the Group's ethical standards. Farmol Tunisia has also adopted its own Code of Conduct, aimed at governing expected behaviour and individual responsibilities within the organisation. Although at different stages in implementing their respective compliance systems, all foreign companies operate in accordance with shared ethical values and are participating in a gradual process of alignment with common corporate policies.

ANTI-CORRUPTION

The Farmol Group recognises integrity and transparency as key elements of its sustainability strategy and adopts a structured approach to preventing and combating corruption. In Italy, its commitment to preventing corruption is reflected in the adoption of the Organisational Model 231, which represents the primary tool for ensuring compliance with the principles of legality and transparency. The model is based on a structured system for identifying and managing crime risks, internal control procedures, the implementation of a **whistleblowing channel** compliant with applicable regulations, and the work of an independent Supervisory Board, responsible for monitoring the effectiveness of the system and proposing any updates.

Farmol S.p.A. guarantees that the reporting channel is accessible to employees and stakeholders, ensuring the confidentiality and protection of the whistleblower in the event of communications regarding illegal or unethical conduct. The procedures set forth in Model 231 apply to all company areas potentially exposed to the risk of corruption and are supported by periodic training and awareness-raising initiatives aimed at all personnel.

Even at the international level, Group companies have adopted specific tools to manage corruption risks, in compliance with local regulatory frameworks and consistent with the Group's values. The Hungarian office has regulated anti-corruption issues within its Code of Ethics, supported by a secure reporting channel for any non-compliant behaviour. Farmol Slovakia has introduced a specific anti-corruption policy, supported by its Code of Ethics and Code of Conduct, and has a system for collecting and tracking reports relating to corporate conduct. Farmol Tunisia has also adopted an anti-corruption policy and activated an ethics reporting channel, although it does not yet have a formal Code of Ethics.

No incidents of corruption were recorded during the reporting period, nor are there any ongoing legal proceedings related to these issues within the Group.



SUPPLY CHAIN MANAGEMENT

The Farmol Group recognises the central role of the supply chain in ensuring product quality, operational continuity, and compliance with ethical and regulatory standards. Specifically, the supply chain is a strategic component of the business model, where collaboration with reliable partners is key to creating shared value.

In numerous production contexts, the Group’s customers play a direct and decisive role in selecting and approving strategic suppliers, with specific requirements and qualification standards. This configuration influences supply chain management, making ESG assessments partially shared with clients.

In 2024, the number of active suppliers at the Group level stood at 300.

Despite the lack of systematic mapping of the supply chain from an environmental, social, and governance perspective, Farmol adopts consolidated quality control, traceability, and regulatory compliance practices for raw and incoming materials. These activities ensure compliance with technical specifications and requirements, helping to maintain high standards of reliability throughout the production process.

To progressively strengthen its focus on ESG topics throughout the value chain, in 2025, the Group developed its Responsible Procurement Policy. Specifically, this document defines the general principles to be followed in selecting and managing suppliers, promoting:

- respect for human rights and labour regulations;
- adoption of ethical and transparent behaviour;
- attention to environmental sustainability in procurement processes;
- legal and qualitative compliance of the products and services provided.

The adoption and progressive dissemination of the Responsible Procurement Policy will be accompanied by internal awareness-raising activities and the engagement of strategic partners, with a view to collaboration and continuous improvement.

To support the implementation of these principles, the Supplier Code of Conduct was also developed in 2025. This represents an operational tool through which the Group intends to clearly express its expectations regarding environmental, social, and ethical responsibility towards its partners along the supply chain.

TECHNOLOGICAL DEVELOPMENT AND INNOVATION

Farmol places innovation and technology at the heart of its strategy, successfully combining the flexibility typical of a contract manufacturing partner with high standards of quality, safety, and sustainability. The heart of this approach lies in the modern Research & Development departments located at each company site, dedicated to product formulation, analytical development, stabilisation, and efficacy, with particular attention to environmental criteria in both formulation and packaging.

Farmol’s policies and procedures include the adoption of international best practices acquired through collaborations with multinational companies, universities, and accredited laboratories. This allows the company to maintain high levels of microbiological, chemical, and regulatory controls, also guaranteed by GMP certification for the production of pressurised preparations, topical liquids, sterile products, and medical devices in the pharmaceutical industry.

Among the main actions and initiatives carried out:

- **TURNKEY PROJECTS:** Farmol develops complete formulations, manages sampling, and tests product stability, efficacy, safety, compatibility, and sustainability, supporting the customer at every stage of the process..
- **TECHNICAL AND REGULATORY SUPPORT:** drafting technical notes, safety reports, product information files (PIF), CPNP portal notifications, and specific consulting for cosmetics and aerosols to ensure regulatory compliance.
- **SPEED AND RELIABILITY:** the “Technology” team ensures an average time-to-market of approximately two months thanks to optimised processes, digital automation, KPI monitoring, and rapid adaptation to customer feedback.
- **ENERGY EFFICIENCY AND SUSTAINABILITY:** The company focuses on efficient energy solutions and has achieved ISO 50001 certification for its Comun Nuovo site, reducing consumption and emissions and introducing digital technologies to support production.

Farmol also implements an internal culture based on continuous training, professional development, and collaboration within a solid network (suppliers, universities, research institutions, and trade associations), all elements that strengthen its ability to introduce advanced and sustainable technological solutions.

Farmol’s technological development is based on a dual objective: to offer customers tailored, reliable, and regulatory-compliant solutions, while simultaneously adopting an integrated environmental sustainability strategy (formulation, process, and packaging), in line with the Group’s commitments and growing market demands.

CYBERSECURITY AND DATA PROTECTION

In an increasingly digitalised industrial environment, Farmol recognises the importance of cybersecurity and data protection. The company has adopted a proactive approach to cybersecurity, developing a protection system based on technical, organisational, and cultural measures aimed at ensuring the confidentiality, integrity, and availability of information. Specifically, cybersecurity governance is based on structured protocols, updated in compliance with national and European regulations, particularly the General Data Protection Regulation (GDPR). The protection of both internal and customer personal data is an integral part of company policies and subject to periodic monitoring.

In addition to technological tools, Farmol invests in personnel training, promoting a culture of security and awareness of cyber risks. Regular refresher courses are organised for employees to reinforce proper behaviour in managing digital information and preventing potential cyber attacks.

Throughout 2024, Farmol continued to strengthen its cybersecurity measures and responsibly manage digital risks. Specifically, it achieved the **CyberVadis rating**, a recognition that certifies the adequacy of its cybersecurity practices in line with international standards, confirming its ongoing commitment to maintaining high security standards.



APPENDIX A

| LIST OF MATERIAL TOPICS AND RELEVANT MATERIAL IROs | | | | |
|--|--|---|---|--|
| TOPIC | MATERIAL TOPIC | MATERIAL IMPACTS | MATERIAL RISKS | MATERIAL OPPORTUNITIES |
| E1 – Climate change | Fight against climate change | Generation of indirect emissions along the value chain, such as those resulting from the purchase of raw materials, as well as emissions produced during the production and logistics phases. | Rising costs for the transition to low-emission technologies. | |
| | | Reducing dependence on fossil fuels, which contributes to decarbonization, through the adoption of solutions such as the installation of photovoltaic panels. | Extreme weather events that can compromise operational continuity and the quality of products/services, leading to damage, malfunctions, or interruptions to the operation of production plants and logistics and distribution systems. | |
| | Sustainable energy management | Reducing the energy footprint through efficiency initiatives and conversion to renewable sources. | Rising energy prices resulting in increasing production costs. | |
| E3 – Water and marine resources | Water resources management | Contamination of water resources due to inadequate management of industrial waste (e.g. solvents or propellants used in the production of aerosols). | | |
| E5 – Circular economy | Materials management and waste reduction | Reducing environmental impact along the supply chain through the purchase and use of recycled/reused materials. | Fluctuations in the price of Farmol's strategic raw materials or shortages thereof, resulting in increased procurement costs. | Use of recycled raw materials, resulting in reduced costs associated with the procurement of virgin raw materials and mitigation of risks associated with potential supply crises. |
| | | Increased raw material efficiency and waste elimination through efficient use of production scraps and unused materials. | | |
| Other environmental topics | Sustainable packaging | | Loss of market share due to the lack of innovative solutions in terms of responsible packaging. | Strengthening the company's image as a responsible and innovative player, improving brand perception. |

LIST OF MATERIAL TOPICS AND RELEVANT MATERIAL IROs

| TOPIC | MATERIAL TOPIC | MATERIAL IMPACTS | MATERIAL RISKS | MATERIAL OPPORTUNITIES |
|------------------------------|--|--|---|---|
| S1 – Own workforce | Employee well-being and corporate welfare | | Unsatisfactory and/or uncompetitive welfare offering compared to market opportunities, resulting in difficulty attracting and retaining personnel. | Improved employee well-being through improved work-life balance and increased productivity and efficiency. Increased employee attraction and retention and decreased absenteeism thanks to company policies that promote flexible working hours, remote and part-time work, the right to disconnect, parental and paid leave |
| | Protection of health and safety at work | Greater safety in the workplace thanks to the correct implementation of health and safety regulations, effective employee training and subsequent rigorous management of safety devices. | Damage to reputation and slowdowns in productivity due to a high rate of occupational illnesses and injuries. The emergence of sanctions and disciplinary measures (e.g., suspension of production activities) due to inadequate management of worker health and safety systems. | Reduced exposure to fines and litigation thanks to the correct implementation of health and safety systems. |
| | Personnel training and development | Employee satisfaction, greater career advancement opportunities, and long-term employability through investments in ongoing training and professional development. | | |
| S3 - Communities involved | Impact on the Community and the local area | | | Social commitment initiatives in the area where Farmol operates and partnership opportunities resulting in increased stakeholder trust and a stronger reputation. |
| S4 – Consumers and end-users | Consumer health and safety | Consumers can use products consciously and safely through clear and comprehensive labelling (for example, with instructions for safe use, warnings, and environmental information). | Incurring significant costs for recalling products from the market, including communication, logistics, and replacement costs, in the case of products posing risks to consumer health and safety. | |
| | | | Risk of lawsuits and claims for compensation, resulting in financial and reputational losses, due to damage to consumer health. | |
| Other social topics | Respect for Human Rights | Ensuring and promoting respect for employees’ human rights through the adoption of anti-exploitation measures and practices, in compliance with international standards on the subject. | Incidents of human rights violations attributable to the company and its entire supply chain, and resulting disruption of supply. | Reduced exposure to sanctions and litigation and increased stakeholder trust, thanks to the guarantee of respect for human rights in relationships with employees. |

LIST OF MATERIAL TOPICS AND RELEVANT MATERIAL IROs

| TOPIC | MATERIAL TOPIC | MATERIAL IMPACTS | MATERIAL RISKS | MATERIAL OPPORTUNITIES |
|-------------------------|--|--|--|---|
| G1 – Business conduct | Business Culture | Failure to comply with applicable laws and regulations (including voluntary ones), including tax regulations. | Risk of sanctions for failure to comply with applicable laws and regulations (including voluntary ones). | Integrating sustainability topics into corporate strategy and improving information and procedural flows, resulting in reduced operational and decision-making inefficiencies that waste time and investment. |
| | | Farmol promotes the dissemination of solid ethical and sustainability principles throughout its value chain for the benefit of the environment, workers, and communities through a corporate culture that integrates ESG criteria. | | |
| | Fight against corruption | Protecting legality and preventing illicit behaviour (e.g., the reinvestment of profits from illicit activities, incidents of extortion, etc.) through corruption prevention and detection systems. | | Adoption of anti-corruption systems and consequent reduction in exposure to sanctions and legal liability, while improving the company's image. |
| | Responsible supplier relationship management | Promoting sustainability throughout the supply chain, reducing overall environmental impact through the adoption of responsible supplier selection practices. | Contract terminations by suppliers, with no alternative solutions available in the short term, resulting in disruptions to business operations and delays in production and distribution activities. | Supplier diversification results in reduced exposure to supply chain disruptions. |
| Other governance topics | Quality and safety of products | Improving product quality through rigorous controls and the adoption of high-quality standards and certified manufacturing processes, helping to reduce manufacturing defects and ensuring that the product meets regulatory requirements and remains safe for its intended use over time. | Termination of long-term contracts and strategic business relationships for the supply of products to third-party brands (private labels) due to failure to meet quality expectations. | Reduce non-compliance management costs thanks to efficient process and product quality control. |
| | Data protection & cybersecurity | | Damaged customer and stakeholder trust following a data breach or cyberattack. | |
| | Technological development and innovation | Optimising internal processes and streamlining business operations through the adoption of new technologies. | Poor use of innovation in the processes, materials, and technologies used, leading to increased costs and poor competitiveness. | Streamlining business methods results in reduced operating and monitoring costs. |

APPENDIX B

Below is the **EU Datapoint Table**, a chart of all information elements derived from other EU legislation listed in Appendix B of the ESRS 2 reporting requirement (“General Information”) of Delegated Regulation (EU) 2023/2772.

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|--------|------------------------|--|-------------------------------------|--|--|---|--|------|
| ESRS 2 | GOV-1, 21 (d) | Gender diversity in the board | Annexe I, table 1, indicator no. 13 | | Commission delegated regulation (EU) 2020/1816 , annexe II | | Reported. | 12 |
| ESRS 2 | GOV-1, 21 (e) | iPercentage of independent members of the board of directors | | | Commission delegated regulation (EU) 2020/1816, annexe II | | Reported. | 12 |
| ESRS 2 | GOV-4, 30 | Due diligence statement | Annexe I, table 3, indicator no. 10 | | | | Not reported. | - |
| ESRS 2 | SBM-1, 40 (d.i) | Involvement in activities related to the fossil fuel sector | Annexe I, table 1, indicator no. 4 | Article 449 bis (EU) regulation no. 575/2013; Commission implementing regulation (EU) 2022/2453 , table 1 – quality information on environmental risk and table 2 - quality information on social risk | Commission delegated regulation (EU) 2020/1816, annexe II | | Farmol does not operate in the fossil fuels sector | - |

⁶ Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019 on sustainability-related disclosures in the financial services sector (SFDR) (OJ L 317, 9.12.2019, p. 1).

⁷ Regulation (EU) No 575/2013 of the European Parliament and of the Council of June 26, 2013 on prudential requirements for credit institutions and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation) (OJ L 176, 27.6.2013, p. 1).

⁸ Regulation (EU) 2016/1011 of the European Parliament and of the Council of June 8, 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

⁹ Regulation (EU) 2021/1119 of the European Parliament and of the Council of June 30, 2021 establishing the framework for achieving climate neutrality, and amending Regulation (EC) No 401/2009 and Regulation (EU) 2018/1999 (‘European Climate Law’) (OJ L 243, 9.7.2021, p. 1).

¹⁰ Commission Delegated Regulation (EU) 2020/1816 of July 17, 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

¹¹ Commission Implementing Regulation (EU) 2022/2453 of November 30, 2022 amending the implementing technical standards set out in Implementing Regulation (EU) 2021/637 with regard to disclosures on environmental, social and governance risks (OJ L 324, 19.12.2022, p. 1).

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|---------|------------------------|--|-------------------------------------|---|---|--|---|------|
| ESRS 2 | SBM-1, 40 (d.ii) | Involvement in activities related to the production of chemical substances | Annexe I, table 2, indicator no. 9 | | Commission delegated regulation (EU) 2020/1816, annexe II | | Farmol does not operate in the chemical manufacturing sector. | |
| ESRS 2 | SBM-1, 40 (d.iii) | Participation in activities related to controversial weapons | Annexe I, table 1, indicator no. 14 | | Article 12 paragraph 1, of delegated regulation (EU) 2020/1818 and annexe II of delegated regulation (EU) 2020/1816 | | Farmol does not operate in the controversial weapons sectors. | |
| ESRS 2 | SBM-1, 40 (d.iv) | Involvement in activities related to tobacco cultivation and production | | | | | Farmol does not operate in the tobacco cultivation and production sector. | |
| ESRS E1 | E1-1, 14 | Transition plan to achieve climate neutrality by 2050 | | | | Article 2, paragraph 1, of regulation (EU) 2021/1119 | Not reported. | |
| ESRS E1 | E1-1, 16 (g) | Companies excluded from Paris-aligned benchmarks | | Article 449 bis (EU) regulation no. 575/2013; Commission implementing regulation (EU) 2022/2453, model 1: Banking portfolio - Indicators of potential transition risk associated with climate change: Credit quality of exposures by sector, issuance and residual duration | Article 12, paragraph 1, letters d) to g), and paragraph 2, of delegated regulation (EU) 2020/1818 | | Not reported. | |
| ESRS E1 | E1-4, 34 | GHG emission reduction targets | Annexe I, table 2, indicator no. 4 | Article 449 bis (EU) regulation no. 575/2013; Commission implementing regulation (EU) 2022/2453, model 3: Banking portfolio - | Article 6 of delegated regulation (EU) 2020/1818 | | Not reported. | |

¹² Commission Delegated Regulation (EU) 2020/1818 of July 17, 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council with regard to minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|---------|------------------------|--|---|---|--|--|------------------------------|------|
| | | | | Indicators of potential transition risk associated with climate change: alignment metrics | | | | |
| ESRS E1 | E1-5, 38 | Fossil fuel energy consumption disaggregated by source (sectors with high climate impact only) | Annexe I, table 1, indicator no. 5 and annexe, table 2, indicator no. 5 | | | | Not reported. | - |
| ESRS E1 | E1-5, 37 | Energy consumption and energy mix | Annexe I, table 1, indicator no. 5 | | | | Reported. | 26 |
| ESRS E1 | E1-5, 40-43 | Energy intensity associated with activities in sectors with high climate impact | Annexe I, table 1, indicators no. 1 and 2 | | | | Not reported. | - |
| ESRS E1 | E1-6, 44 | Gross Scope 1, 2, 3 emissions and total GHG emissions | Allegato I, tabella 1, indicatori nn. 1 e 2 | Article 449 bis (EU) regulation no. 575/2013; Commission implementing regulation (EU) 2022/2453, model 1: Banking portfolio - Indicators of potential transition risk associated with climate change: Credit quality of exposures by sector, issuance and residual duration | Article 5, paragraph 1, Article 6 and Article 8, paragraph 1, of delegated regulation (EU) 2020/1818 | | Reported. | 28 |
| ESRS E1 | E1-6, 53-55 | Intensity of gross GHG emissions | Annexe I, table 1, indicator no. 3 | Article 449 bis (EU) regulation no. 575/2013; Commission implementing regulation (EU) 2022/2453, model 3: Banking portfolio - Indicators of potential transition risk associated with climate change: alignment metrics | Article 8, paragraph 1, of delegated regulation (EU) 2020/1818 | | Not reported. | - |
| ESRS E1 | E1-7, 56 | Assorbimenti GHG absorptions and carbon credits | | | | Article 2, paragraph 1, of regulation (EU) 2021/1119 | Not reported. | - |

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|---------|------------------------|---|---|--|--|---|------------------------------|------|
| ESRS E1 | E1-9, 66 | Esposizione Exposure of the benchmark portfolio to climate-related physical risks | | | Annexe II of delegated regulation (EU) 2020/1818 and annex II of delegated regulation (EU) 2020/1816 | | Not reported. | - |
| ESRS E1 | E1-9, 66 (a), 66 (c) | Breakdown of monetary amounts by acute and chronic physical risk Location of significant physical risk assets | | Article 449 bis of regulation (EU) no. 575/2013; points 46 and 47 of Commission implementing regulation (EU) 2022/2453; model 5: Banking portfolio - Indicators of potential transition risk associated with climate change: exposure to physical risk | | | Not reported. | - |
| ESRS E1 | E1-9, 67 (c) | Breakdown of Breakdown of the book value of own real estate assets by energy efficiency class | | Article 449 bis of regulation (EU) no. 575/2013; point 34 of Commission implementing regulation (EU) 2022/2453; Model 2: Banking portfolio - Indicators of potential transition risk associated with climate change: Real Estate-Ba real estate-backed loans - Energy efficiency of collateral | | | Non rendicontato. | - |
| ESRS E1 | E1-9, 69 | Degree of portfolio exposure to climate-related opportunities | | | Annexe II of delegated regulation (EU) 2020/1818 | | Non rendicontato. | - |
| ESRS E2 | E2-4, 28 | Quantity of each pollutant listed in Annexe II of the E-PRTR (European Pollutant Release and Transfer Register) Regulation emitted into air, water and land | Annex I, table 1, indicator no. 8; annexe I, table 2, indicator no. 2; annexe 1, table 2, indicator no. 1; annexe I, table 2, indicator np. 3 | | | | Non rendicontato. | - |

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|---------|------------------------|--|---|-------------------------------------|--|---|---|------|
| ESRS 2 | SBM-3 – E4, 16 (a.i) | | Annex I, table 1, | | | | Not reported. | - |
| ESRS 2 | SBM-3 – E4, 16 (b) | | Annexe I, table 2, | | | | Not reported. | - |
| ESRS 2 | SBM-3 – E4, 16 (c) | | Annexe I, table 2, | | | | Not reported. | - |
| ESRS E3 | E3-1, 9 | Water and marine resources | Annexe I, table 2, indicator no. 7 | | | | Not reported. | - |
| ESRS E3 | E3-1, 13 | Dedicated policy | Annexe I, table 2, indicator no. 8 | | | | Not reported. | - |
| ESRS E3 | E3-1, 14 | Oceans and seas' sustainability | Annexe I, table 2, indicator no. 12 | | | | Not reported. | - |
| ESRS E3 | E3-4, 28 (c) | Total recycled and reused water | Annexe I, table 2, indicator no. 6.2 | | | | Not reported. | - |
| ESRS E3 | E3-4, 29 | Total water consumption in m3 compared to net revenues from own operations | Annexe I, table 2, indicator no. 6.1 | | | | Not reported. | - |
| ESRS E4 | E4-2, 24 (b) | Sustainable agricultural/land use policies or practices | Annexe I, table 2, indicator no. 11 | | | | Not reported. | - |
| ESRS E4 | E4-2, 24 (c) | Sustainable sea/ocean use practices or policies | Annexe I, table 2, indicator no. 12 | | | | Not reported. | - |
| ESRS E4 | E4-2, 24 (d) | Policies to address deforestation | Annexe I, table 2, indicator no. 15 | | | | Not reported. | - |
| ESRS E5 | E5-5, 37 (d) | Non-recycled waste | Annexe I, table 2, indicator no. 13 | | | | Reported. | 34 |
| ESRS E5 | E5-5, 39 | Hazardous and radioactive waste | Annexe I, table 1, indicator no. 9 | | | | Reported. | 34 |
| ESRS 2 | SBM3 – S1, 14 (f) | Risk of forced labour | Annexe I, table 3, indicator no. 13 | | | | No operations involving serious risk of forced or compulsory labour were found. | - |
| ESRS 2 | SBM3 – S1, 14 (g) | Risk of child labour | Annexe I, table 3, indicator no. 12 | | | | No operations involving serious risk of child labour were found. | - |
| ESRS S1 | S1-1, 20 | Political commitments on human rights | Annexe I, table 3, indicator no. 9 and annex I, table 1, indicator no. 11 | | | | Not reported. | - |

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|---------|------------------------|---|---|-------------------------------------|--|---|--|------|
| ESRS S1 | S1-1, 21 | Due diligence policies on matters covered by core conventions 1 to 8 of the International Labour Organisation | | | Commission delegated regulation (EU) 2020/1816, annexe II | | Not reported. | - |
| ESRS S1 | S1-1, 22 | Procedures and measures to prevent human trafficking | Annexe I, table 3, indicator no. 11 | | | | Reported. | 67 |
| ESRS S1 | S1-1, 23 | Prevention policy or management system for workplace injuries | Annexe I, table 3, indicator no. 1 | | | | Reported. | 44 |
| ESRS S1 | S1-3, 32 (c) | Complaints/charges management mechanisms | Annexe I, table 3, indicator no. 5 | | | | Reported. | 36 |
| ESRS S1 | S1-14, 88 (b), (c) | Number of fatalities and number and rate of work-related injuries | Annexe I, table 3, indicator no. 2 | | Commission delegated regulation (EU) 2020/1816, annexe II | | Reported. | 44 |
| ESRS S1 | S1-14, 88 (e) | Number of days lost due to wounds, injuries, fatalities or illnesses | Annexe I, table 3, indicator no. 3 | | | | Not reported. | - |
| ESRS S1 | S1-16, 97 (a) | Uncorrected gender pay gap | Annexe I, table 1, indicator no. 12 | | Commission delegated regulation (EU) 2020/1816, annexe II | | Not reported. | - |
| ESRS S1 | S1-16, 97 (b) | Excess of pay gap in favour of the Chief Executive Officer | Annexe I, table 3, indicator no. 8 | | | | Not reported. | - |
| ESRS S1 | S1-17, 103 (a) | Incidents related to discrimination | Annexe I, table 3, indicator no. 7 | | | | Not reported. | - |
| ESRS S1 | S1-17, 104 (a) | Failure to comply with the United Nations guiding principles on business and human rights and the OECD Guidelines | Annexe I, table 1, indicator no. 10 and annexe I, table 3, indicator no. 14 | | Annexe II of delegated regulation (EU) 2020/1816 and article 12, paragraph 1, of delegated regulation (EU) 2020/1818 | | Not reported. | - |
| ESRS 2 | SBM-3 – S2, 11 (b) | Serious risk of child labour or forced labour in the labour chain | Annexe I, table 3, indicators no. 12 and 13 | | | | No geographical areas with significant risk of child, forced or compulsory labour among workers were found in the company's value chain. | - |
| ESRS 2 | S2-1, 17 | Political commitments on human rights | Annexe I, table 3, indicator no. 9 and annexe I, table 1, indicator no. 11 | | | | Not reported. | - |

| ESRS | Disclosure requirement | Disclosure requirement description | SFDR ⁶ Reference | Third pillar reference ⁷ | Reference to the benchmark regulation ⁸ | EU climate legislation reference ⁹ | Reference requirement status | Page |
|---------|------------------------|---|--|-------------------------------------|--|---|------------------------------|------|
| ESRS S2 | S2-1, 18 | Worker-related policies in the value chain | Annexe I, table 3, indicators no. 11 and 4 | | | | Not reported. | - |
| ESRS S2 | S2-1, 19 | Failure to comply with the United Nations guiding principles on business and human rights and the OECD Guidelines | Annexe I, table 1, indicator no. 10 | | Annexe II of delegated regulation (EU) 2020/1816 and article 12, paragraph 1, of delegated regulation (EU) 2020/1818 | | Not reported. | - |
| ESRS S2 | S2-1, 19 | Due diligence policies on matters covered by core conventions 1 to 8 of the International Labour Organisation | | | Commission delegated regulation (EU) 2020/1816, annex II | | Not reported. | - |
| ESRS S2 | S2-4, 36 | Human rights issues and incidents in own upstream and downstream value chain | Annec I, table 3, indicator no. 14 | | | | Not reported. | - |
| ESRS S3 | S3-1, 16 | Political commitments on human rights | Annexe I, table 3, indicator no. 9 and annexe I, table 1, indicator no. 11 | | | | Not reported. | - |
| ESRS S3 | S3-1, 17 | Failure to comply with the United Nations Guiding Principles on Business and Human Rights, ILO principles, or OECD guidelines | Annexe I, table 1, indicator no. 10 | | Annexe II of delegated regulation (EU) 2020/1816 and article 12, paragraph 1, of delegated regulation (EU) 2020/1818 | | Not reported. | - |
| ESRS S3 | S3-4, 36 | Human rights issues and incidents | Annexe I, table 3, indicator no. 14 | | | | Not reported. | - |
| ESRS S4 | S4-1, 16 | Policies related to consumers and end-users | Annexe I, table 3, indicator no. 9 and annexe I, table 1, indicator no. 11 | | | | Reported. | 46 |
| ESRS S4 | S4-1, 17 | Failure to comply with the United Nations guiding principles on business and human rights and the OECD Guidelines | Annexe I, table 1, indicator no. 10 | | Annexe II of delegated regulation (EU) 2020/1816 and article 12, paragraph 1, of delegated regulation (EU) 2020/1818 | | Not reported. | - |
| ESRS S4 | S4-4, 35 | Human rights issues and incidents | Annexe I, table 3, indicator no. 14 | | | | Not reported. | - |
| ESRS G1 | G1-1, 10 (b) | United Nations Convention against corruption | Annexe I, table 3, indicator no. 15 | | | | Reported. | 51 |
| ESRS G1 | G1-1, 10 (d) | Whistleblower protection | Annexe I, table 3, indicator no. 6 | | | | Reported. | 51 |
| ESRS G1 | G1-4, 24 (a) | Fines imposed for violations of laws against active and passive corruption | Annexe I, table 3, indicator no. 17 | | Annexe II of delegated regulation (EU) 2020/1816 | | Reported. | 51 |
| ESRS G1 | G1-4, 24 (b) | Rules for the fight against active and passive corruption | Annexe I, table 3, indicator no. 16 | | | | Reported. | 51 |

ESRS CONTENT INDEX

Below is the ESRS Content Index, a list of the disclosure requirements the Group has fulfilled in preparing the Sustainability Statement, based on the results of the materiality assessment:

| DISCLOSURE REQUIREMENT | DISCLOSURE REQUIREMENT DESCRIPTION | PARAGRAPH |
|-------------------------------------|--|--|
| ESRS 2 - GENERAL INFORMATION | | |
| BP-1 | General criteria for drafting sustainability statements | Methodological note |
| BP-2 | Disclosure relating to specific circumstances | Methodological note |
| GOV-1 | Role of the administration, management and control bodies | Company organization |
| GOV-2 | Information provided to the company's administration, management and control bodies and sustainability topics addressed by them | Company organization |
| SBM-1 | Strategy, business model and value chain | Business model Strategy and Sustainability |
| SBM-2 | Interests and opinions of the stakeholders | Stakeholder relationship |
| IRO-1 | Description of the processes for identifying and assessing the relevant impacts, risks and opportunities associated with resource use and the circular economy | Double materiality assessment |
| IRO-2 | ESRS disclosure requirements covered by the corporate sustainability statement | Double materiality assessment |
| MDR-P | Policies adopted in order to manage key sustainability topics | Please refer to the MDR-Ps disclosed in the Topical Standards below. |
| MDR-A | Actions and resources related to relevant sustainability topics | Please refer to the MDR-As disclosed in the Topical Standards below. |
| MDR-M | Metrics related to relevant sustainability topics | Please refer to the MDR-Ms disclosed in the Topical Standards below. |
| MDR-T | Monitoring the effectiveness of policies and actions through objectives | Please refer to the MDR-Ts disclosed in the Topical Standards below. |

| DISCLOSURE REQUIREMENT | DISCLOSURE REQUIREMENT DESCRIPTION | PARAGRAPH |
|--|--|--|
| ESRS 1 - CLIMATE CHANGE | | |
| ESRS 2 IRO-1 | Description of the processes for identifying and assessing relevant climate-related impacts, risks and opportunities | Double materiality assessment |
| E1-2 | Policies related to climate change mitigation and adaptation | Fight against climate change |
| E1-3 | Climate change policy actions and resources | Fight against climate change |
| E1-5 | Energy consumption and energy mix | Energy consumption and energy mix |
| E1-6 | Gross GHG Scope 1, 2, 3 emissions and total GHF emissions | GHG Scope 1 and 2 emissions |
| ESRS E3 – WATER AND MARINE RESOURCES | | |
| ESRS 2 IRO-1 | Description of the processes for identifying and assessing significant impacts, risks and opportunities related to water and marine resources | Double materiality assessment |
| E3-2 | Actions and resources related to water and marine resources | Responsible water resource management |
| E3-4 | Water consumption | Responsible water resource management |
| ESRS E5 – USE OF RESOURCES AND CIRCULAR ECONOMY | | |
| ESRS 2 IRO-1 | Description of the processes for identifying and assessing the relevant impacts, risks and opportunities associated with resource use and circular economy | Double materiality assessment |
| E5-1 | Policies related to the use of resources and the circular economy | Resource management and circular economy |
| E5-2 | Actions and resources related to the use of resources and the circular economy | Resource management and circular economy |
| E5-4 | Incoming resource flows | Incoming resource flows |
| E5-5 | Outcoming resource flows | Outcoming resource flows |
| ESRS E5 – SUSTAINABLE PACKAGING | | |
| MDR-P | Policies adopted to manage relevant sustainability topics | The Group has not currently defined a specific policy for managing the impacts, risks and opportunities associated with sustainable packaging. |
| MDR-A | Actions and resources related to relevant sustainability topics | Resource management and circular economy |

| DISCLOSURE REQUIREMENT | DISCLOSURE REQUIREMENT DESCRIPTION | PARAGRAPH |
|---------------------------------------|---|--|
| ESRS S1 – OWN WORKFORCE | | |
| ESRS 2 SBM-2 | Interests and opinions of the stakeholders | Stakeholder relationship |
| ESRS 2 SBM-3 | Significant impacts, risks and opportunities and their interaction with the business strategy and model | The positive impacts identified relate to personnel management activities, extending to employees at all levels and to non-employees. No operations with a serious risk of forced or compulsory labour, or child labour, were identified. |
| S1-1 | Policies related to the own workforce | Personnel management policies |
| S1-2 | Processes for involving own workers and workers' representatives regarding impacts | Personnel management policies |
| S1-3 | Processes to remediate negative impacts and channels for workers to raise concerns | Personnel management policies |
| S1-6 | Characteristics of the company's employees | Employees |
| S1-7 | Characteristics of non-employee workers in the company's own workforce | Employees |
| S1-8 | Coverage of collective bargaining and social dialogue | Corporate well-being and welfare |
| S1-9 | Diversity metrics | Employees |
| S1-12 | People with disabilities | Employees |
| S1-13 | Training and skills development metrics | Training and skills development |
| S1-14 | Health and safety metrics | Health and safety at work |
| S1-15 | Work-life balance metrics | Corporate well-being and welfare |
| S1-17 | Serious human rights incidents, complaints and impacts | Farmol is committed to respecting and promoting human rights, as they are a key element in creating a respectful and inclusive work environment, essential for employee well-being and the long-term success of the entire organisation. Therefore, should any confirmed incidents of discrimination occur, they will be challenged and subject to disciplinary action. Farmol declares that in 2024, there were no incidents or complaints of discrimination, nor any serious human rights incidents. |
| ESRS S1 – COMMUNITIES INVOLVED | | |
| ESRS 2 SBM-2 | Interests and opinions of the stakeholders | Stakeholder relationship |
| S3-2 | Processes for engaging communities involved in impacts | Relationships with the local areas |

| DISCLOSURE REQUIREMENT | DISCLOSURE REQUIREMENT DESCRIPTION | PARAGRAPH |
|--|---|--|
| ESRS S4 – CONSUMERS AND END-USERS | | |
| ESRS 2 SBM-2 | Interests and opinions of the stakeholders | Stakeholder relationship |
| S4-1 | Policies related to consumers and end-users | Consumer health and safety protection |
| S4-2 | Processes for engaging consumers and final-users regarding impacts | Consumer health and safety protection |
| S4-3 | Processes to address negative impacts and channels for consumers and end-users to express concerns | Consumer health and safety protection |
| ESRS G1 – BUSINESS CONDUCT | | |
| ESRS 2 GOV-1 | Role of the administration, management and control bodies | Responsible business management |
| ESRS 2 IRO-1 | Description of the processes for identifying and assessing the material impacts, risks and opportunities associated with the business conduct | Double materiality assessment |
| G1-1 | Policies on corporate culture and business conduct | Responsible business management |
| G1-2 | Supplier relationship management | Responsible business management |
| G1-3 | Prevention and detection of active and passive corruption | Anti-corruption |
| G1-4 | Confirmed cases of active or passive corruption | Anti-corruption |
| ESRS ENTITY SPECIFIC – QUALITY AND SAFETY OF PRODUCTS | | |
| MDR-P | Policies adopted to manage material sustainability topics | Quality and reliability of products |
| MDR-A | Actions and resources related to material sustainability topics | Quality and reliability of products |
| ESRS ENTITY SPECIFIC – DATA PRIVACY & CYBERSECURITY | | |
| MDR-P | Policies adopted to manage material sustainability topics | Cybersecurity and data protection |
| MDR-A | Actions and resources related to material sustainability topics | Cybersecurity and data protection |
| ESRS ENTITY SPECIFIC – TECHNOLOGICAL DEVELOPMENT AND INNOVATION | | |
| MDR-P | Policies adopted to manage material sustainability topics | Technological development and innovation |
| MDR-A | Actions and resources related to material sustainability topics | Technological development and innovation |

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