



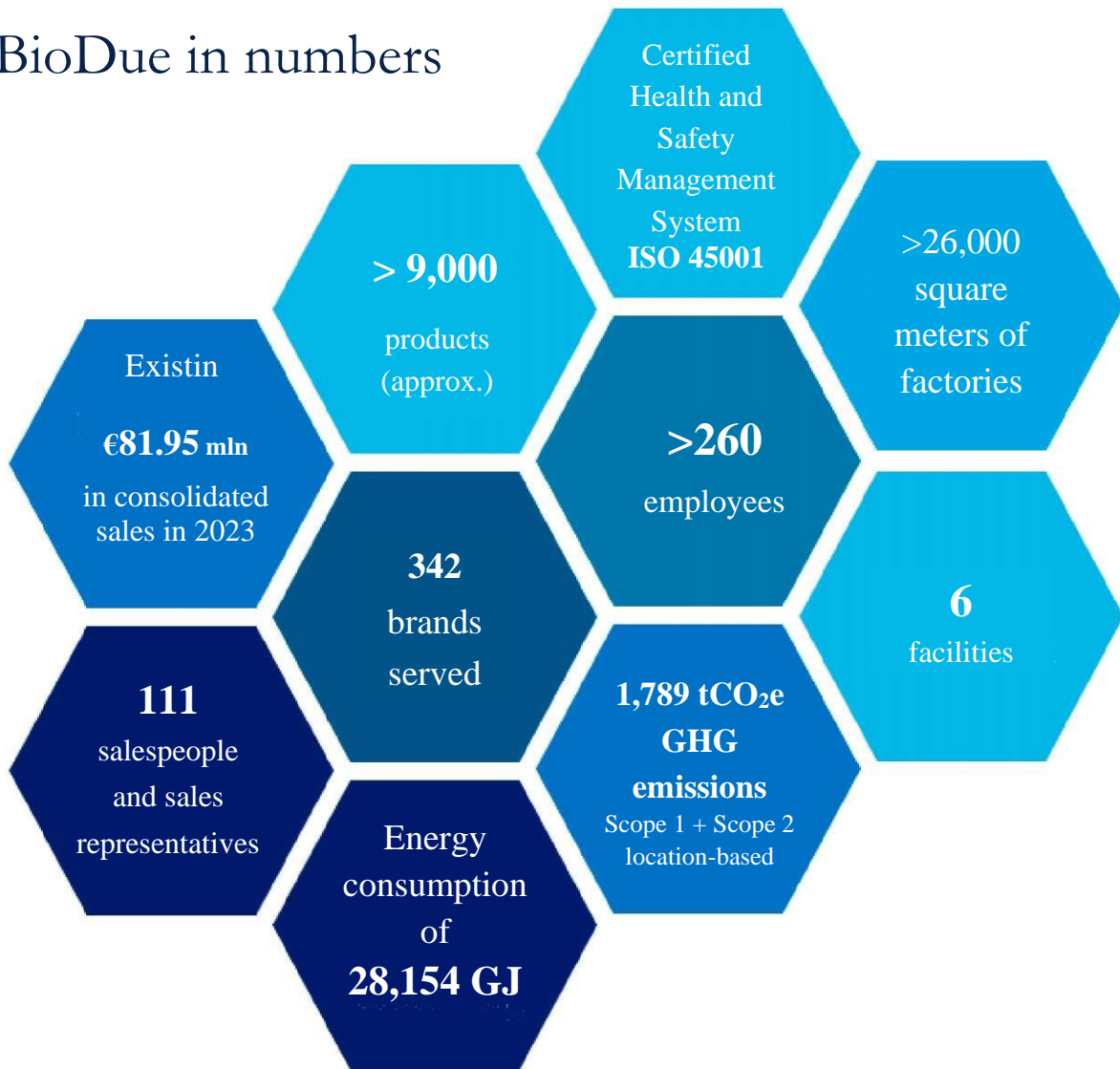
# SUSTAINABILITY REPORT 2023

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## HIGHLIGHT

### BioDue in numbers



## Letter to Stakeholders

Dear Stakeholders,

With great enthusiasm, I would like to share with you our first Sustainability Report – an important step in our mission to be a responsible, sustainable company. In this document, you will find a detailed overview of our efforts towards promoting environmental, social and economic sustainability.

Sustainability is an important element in the development of our business and, as a group, we aim to follow a development path that is intended to lead us to be recognized not only for the quality and reliability of the products we make and supply to our customers, but also for our ability to generate positive economic, social and environmental impacts. We therefore have a duty to consider these factors in our daily choices, knowing that they can represent a significant risk and at the same time a great opportunity for development.

Economically and financially, 2023 was a positive year, thanks to the strategies implemented by the Company, despite increases in raw material, energy, and transportation costs that affected purchase costs. In parallel, we implemented several initiatives aimed at reducing our environmental footprint, improving working conditions and contributing to the growth of the community in which we operate.

In 2023, the Group joined the EcoVadis community – among the most trusted sustainability assessment providers in the world. For the first time, we underwent a sustainability assessment in order to deepen our management of key issues related to the environment, labor practices and human rights, ethics and sustainable procurement in order to improve and accelerate our sustainable development journey.

In terms of the environment, we reduced greenhouse gas emissions by adopting renewable energy sources that led us to achieve important milestones, but also made us equally aware of the road ahead. As evidence of this, there are plans to expand the photovoltaic park at the Group's various locations through interventions that are estimated to bring the power of the installed systems to a total of about 750 kWp. On the social side, we have invested in training our employees, promoting an inclusive corporate culture and supporting social responsibility initiatives. We recognize the importance of people in our success and will continue to invest in their abilities and well-being.

Regarding the issues of health and safety of our employees, during 2023 for the Sambuca Val di Pesa office, we achieved certification of the safety management system according to the UNI ISO 45001 standard.

This Sustainability Report is just the beginning of our journey toward greater corporate responsibility. We welcome your feedback and suggestions, as we believe that stakeholder engagement is essential to guide our future sustainable initiatives.

**Vanni Benedetti**

*Chief Executive Officer*

# The Group



## 1.1 Group profile and activities

Founded in 1986 in Sambuca Val di Pesa, in the municipality of Barberino Tavarnelle (FI), the BioDue Group is an industrial and commercial organization focused on the research, development, production and marketing of:

1. Food supplements
2. Cosmetic products
3. Medical devices
4. Foods for special medical purposes.



The Group, which operates mainly in Italy, is organized into two divisions with specific competencies:

- **Contact Manufacturing**  
a division totally devoted to the production of food supplements, liquids and solids, cosmetics and medical devices.
- **Brand Owner**  
a division dedicated to the marketing of dermatological and cosmetic, ophthalmic, phytotherapeutic and nutraceutical, gynecological and orthopedic products under proprietary brands: Pharcos, Biofta, Italian Phytopreparatori Italiani, River Pharma, IP Farma and Agex Beauty.

BIODUE is the strategic partner and reference point for many **national** and **international** brands when it comes to developing their products and driving them forward. The company uses suppliers to procure raw materials such as enzymes and essential extracts, as well as materials used for packaging and labeling. Downstream of the organization are major wholesalers in the target market and the distribution chain of pharmacies, herbalists, parapharmacies, and to a small extent, directly from end consumers.

The corporate **organizational structure** is a complex, integrated system of functions and processes that effectively and efficiently govern the Group's Divisions, which can thus enjoy competence units dedicated to the different lines of business: R&D/Pharmaceutical Technology, Marketing, Logistics, Regulatory, Graphics Division, Finance and Administration, Scheduling, Control and Quality Assurance, and Sales.

## Mission and Vision

Be "partner of choice" for the innovation and evolution of leading companies and brands in the fields of dermocosmetics, medical devices, and specialty foods – to improve people's quality of life and the quality of their business.

Focus on new technologies and know-how to stay one step ahead in the development of increasingly high-performance and competitive integrated solutions.

Continuous research and development and constant attention to quality issues that result in tangible results for our customers.

## Our Values



**Flexibility:** highly evolved production organization, focused on the customer and open to all types of projects



**Innovation:** constant search for the best solutions to develop excellent products



**Trust:** long presence in the market with steady growth, thanks to the reliability shown over the years to our partners



**Transparency:** transparency to all



**Passion and determination:** devoted to the satisfaction of our customers



**Sustainability:** aimed at environmental protection, valuing people and respecting human rights.



## Group Companies

PHARCOMed

**Pharcomed Srl** owns major medical devices, cosmetics and food supplements. The company specializes in research and development activities on new products, as well as regulatory and analytical activities for third-party customers.

FARCODERMA

**Farcoderma** is the company dedicated to the production of food supplements, medical devices and cosmetics with production facilities in the province of Bergamo.

## Our Brands

PHARCOS  
Innovazione  
& Dermatologia

The pursuit of quality and innovation in dermatology specialty products. **PHARCOS** was the first in Italy to develop the application of molecules now widely used such as omega-6 essential fatty acids, glycolic acid, beta-sitosterin, kojic acid, and melatonin. The remarkable innovativeness of its formulations and the achievement of ever-higher quality standards have enabled PHARCOS to establish itself nationwide and spread beyond national borders.

Fitopreparatori  
Italiani

**Fitopreparatori Italiani** has for years been a brand guaranteeing quality, efficacy and safety in the field of phytotherapeutic and nutraceuticals, natural supplements and natural cosmetics. Fitopreparatori Italiani was founded with the mission of bringing the natural product to an increasingly high level of therapeutic efficacy while supporting the retail professional through specific and professional training courses. These products are distributed in pharmacies, parapharmacies and herbalist shops nationwide.

BIOFTA  
SOLUZIONI OTTALMICHE

**Biofta** has been synonymous with cutting-edge R&D in innovative products for ophthalmology since 2007. Technology and advanced research to produce products for eye comfort, dietary supplementation targeted on each eye segment, and ophthalmic cosmetics.

AGEX  
BEAUTY

**Agex** is a brand of Pharcos that specializes in aesthetic medicine. After launching Agex Fill, the first line of dermal fillers with Ialobilayer® technology, it has expanded its offerings to include dietary supplements and cosmetics.

The brand is designed for a clientele of dermatologists and plastic surgeons. A line of products made in Italy, respecting the environment and using extremely pure ingredients.



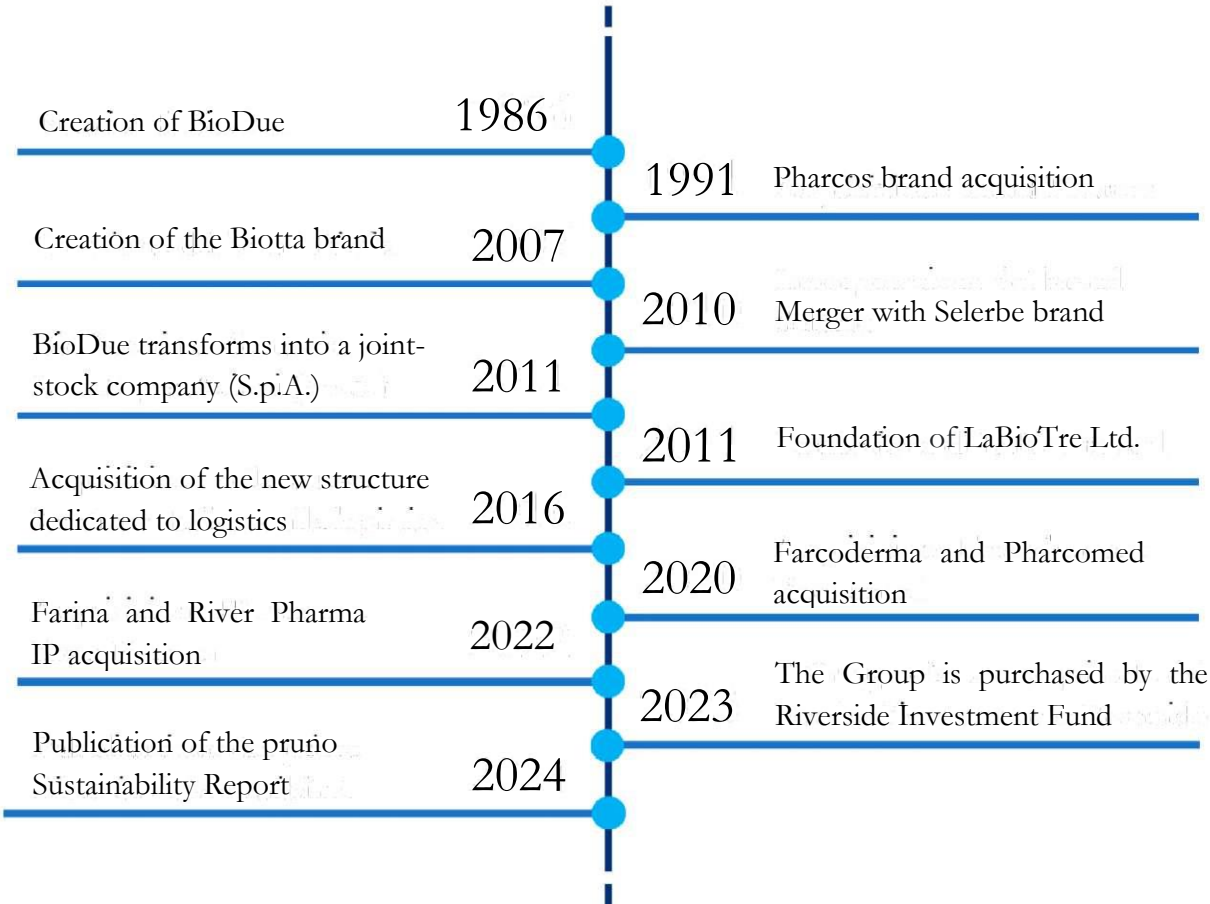
**River Pharma** is present in the market for supplements and medical devices in the orthopedic field, with a focus on formulative completeness, bioavailability and efficacy of the active ingredients in its products. The soul of the Company is based on the constant search for innovation to develop a pharmaceutical project in the supplements sector. This project is structured through protocols that impose scientific and methodological rigor.



**IP Farma** specializes in the marketing of Class I, IIA and IIB medical devices, cosmetic products and dietary supplements for gynecology, urology, pediatrics and otolaryngology.

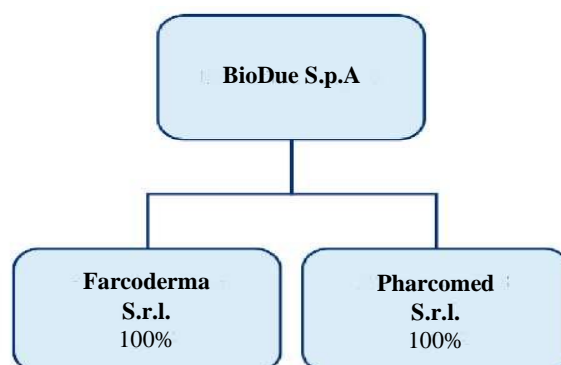
## 1.2 History and core business

BioDue S.p.A. was founded in 1986 by Sion Fulvio Benedetti, who from the very beginning, with foresight and expertise, laid a solid foundation for what would become one of the most innovative and cutting-edge businesses in Italy. BioDue's vision and ability to create innovative solutions for medical devices, dermocosmetic products and dietary supplements (solid and liquid) from the very beginning has enabled it to achieve a highly successful business performance.



## 1.3 Our governance

### The organization



Biodue SpA is the operating parent company held through the two sub-holdings (Dietary Bidco S.p.A. and Probiotic MidCo S.p.A.) held by Holding Finanziaria Wellbeing Holdco S.r.l., the latter of which is 78% owned by the RiverSide Investment Fund.

### Shareholders

The Group is held by the Riverside Fund and considers the bond price listed on the Vienna Stock Exchange.

### Board of Directors

The governance structure of the Group follows the traditional model by providing among the corporate bodies: the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors in addition to the company in charge of the statutory audit. In line with the recommendations on corporate governance contained in the Corporate Governance Code of the Italian Stock Exchange, it is "Dietary Bidco S.p.A." as the Sole Shareholder holding 100% of the shares of the share capital that appoints the Board of Directors, which was elected in March 2023 and will remain in office until the approval of the financial statements as of December 31, 2025. For the reporting period of this document, the Board of Directors is composed as follows:

Composition of the Board of Directors		
Member	Position	Executive / Non-Executive
Gaudin Damien	Chairman of the Board of Directors	Non-executive
Benedetti Vanni	Chief Executive Officer	Executive
Russo Enrico	Chief Executive Officer	Executive
Sforazzini Luca	Managing Director	Executive

The Board of Directors is composed as follows: 100% men; 25% of directors are over 50 years old, while 75% are in the 30-50 age group.

The Board, through regular meetings, elects the Chairman and appoints the Managing Directors, who are vested with all powers of ordinary administration. The chairman of the Board of Directors does not serve as CEO. There is currently no remuneration committee and no formalized processes for determining the remuneration of board members.

The Group is a member of Confindustria, as well as of other industry associations, such as Cosmetica Italia and Integratori e Salute.

## The Board of Statutory Auditors

The Board of Statutory Auditors consists of three Standing Auditors and two Alternate Auditors. It is responsible for conducting legal compliance checks on corporate operations and supervising compliance with the law and Articles of Association, as well as the adequacy and functioning of the Company's organizational, administrative and accounting structures. The Board of Statutory Auditors is also responsible for the prevention and mitigation of possible conflicts of interest, as well as monitoring the management and control relationship between the Subsidiary Company by the Parent Company.

Membership in any other boards is known and monitored at the collegial level by the entire BOD. There is currently a controlling shareholder represented by the financial sub-holding "Dietary Bidco S.p.A." (indirectly held by the Riverside Investment Fund). The Group discloses in its Consolidated Financial Statements all information regarding its dealings with its related parties (mainly suppliers).

The Board of Directors is in charge of appointing the Supervisory Body, which consists of a single-member body composed of a member from outside the Company who is an expert in internal audits and Legislative Decree 231/2001.

## Sustainability Governance

There are no committees responsible for decision-making and oversight of the management of ESG impacts. The Board of Directors identifies the Managing Director, albeit not through a formalized procedure, as an expert in environmental, social and governance (ESG) sustainability issues, naming him or her as the person responsible for the process of managing impacts and risks related to the economy, environment and people.

The Board of Directors defines, as an executive body, the values, goals and objectives related to sustainable development and grants the Director all the powers and tools necessary for the purpose of achieving the defined objectives, constantly monitoring the related sustainable development processes through periodic meetings. During these meetings, any critical issues are reported to the highest governing body.

There is currently no formalized procedure for reporting such critical issues, and no reports were made during the reporting period. The highest governing body is thus responsible for approving and reviewing sustainability information. There is currently no formalized procedure for evaluating the performance of the highest governing body in oversight regarding the management of ESG impacts. There are no remuneration policies related to sustainability issues.

The Board of Directors reviews and approves this document, and also sets medium-to-long-term sustainability goals for the Group.

## 1.4 Business Ethics

### Code of Ethics

The Code of Ethics governs the rules of conduct to be applied in daily work, with which all the Group's stakeholders must comply in terms of legality, fairness, conflicts of interest, transparency, people-centricity, honesty, privacy protection, impartiality and equal opportunity.

Its application and spread promote a culture of responsibility and respect capable of guiding BioDue to achieving its goals in line with the values by which the company's activities have always been oriented and by carrying out all activities with the utmost professional commitment, moral rigor and managerial correctness.

Senior management, statutory auditors and independent auditors, personnel of all Group companies and third-party addressees are therefore required to comply with the principles of conduct set forth in the Code of Ethics. The Group supports gender equality and inclusion to build a better society; it therefore disavows and repudiates all principles of discrimination by sex, race, religious belief, political opinion, age or health status. In order to foster gender equality, the Company is committed to equal pay for comparable job roles and tasks and ensure equal opportunities for professional growth.

### Organization, Management and Control System Per Legislative Decree 231/01

Biodue has adopted an Organization, Management and Control Model pursuant to the Supervisory Body, in accordance with Legislative Decree 231/2001. The Organizational Model is a set of principles, rules, procedures and controls designed to prevent the commission of the predicate offenses based on the assessment and management of the risks present.

The Model promotes and monitors training initiatives on the principles of the Code of Ethics, protects the right to whistleblowing function, and ensures a system of rules to enable the prevention of unlawful behavior by monitoring risk areas ensuring ethical management of its activities.

## Internal Reporting

BioDue adopts a process for receiving, analyzing, and processing reports concerning the Company or persons in the Group. This reporting (whistleblowing) procedure makes it possible to report, anonymously and without retaliation, any conduct harmful to the Group or its employees and is designed to properly handle the reporting of any violations and irregularities regarding the Organizational Model or the Code of Ethics, commission of crimes and other possible serious ethical and professional violations. This process complies with current regulations force<sup>1</sup>. Reports are collected and managed directly by the Supervisory Body through a dedicated IT platform, which is a preferred channel for handling the issue<sup>2</sup>. The Supervisory Body reports periodically to the directors. Following any reports, BioDue takes action through its bodies to reconstruct the facts and take appropriate action.

During 2023, there were no cases of non-compliance with laws and regulations, and thus no financial or non-financial penalties. In addition, there are no pending or concluded lawsuits regarding anticompetitive behavior or established incidents of corruption and violations of antitrust and monopolistic practice regulations.

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<sup>1</sup> Legislative Decree No. 24 of March 10, 2023 implementing Directive (EU) 2019/1937 of the European Parliament and the Council of October 23, 2019.

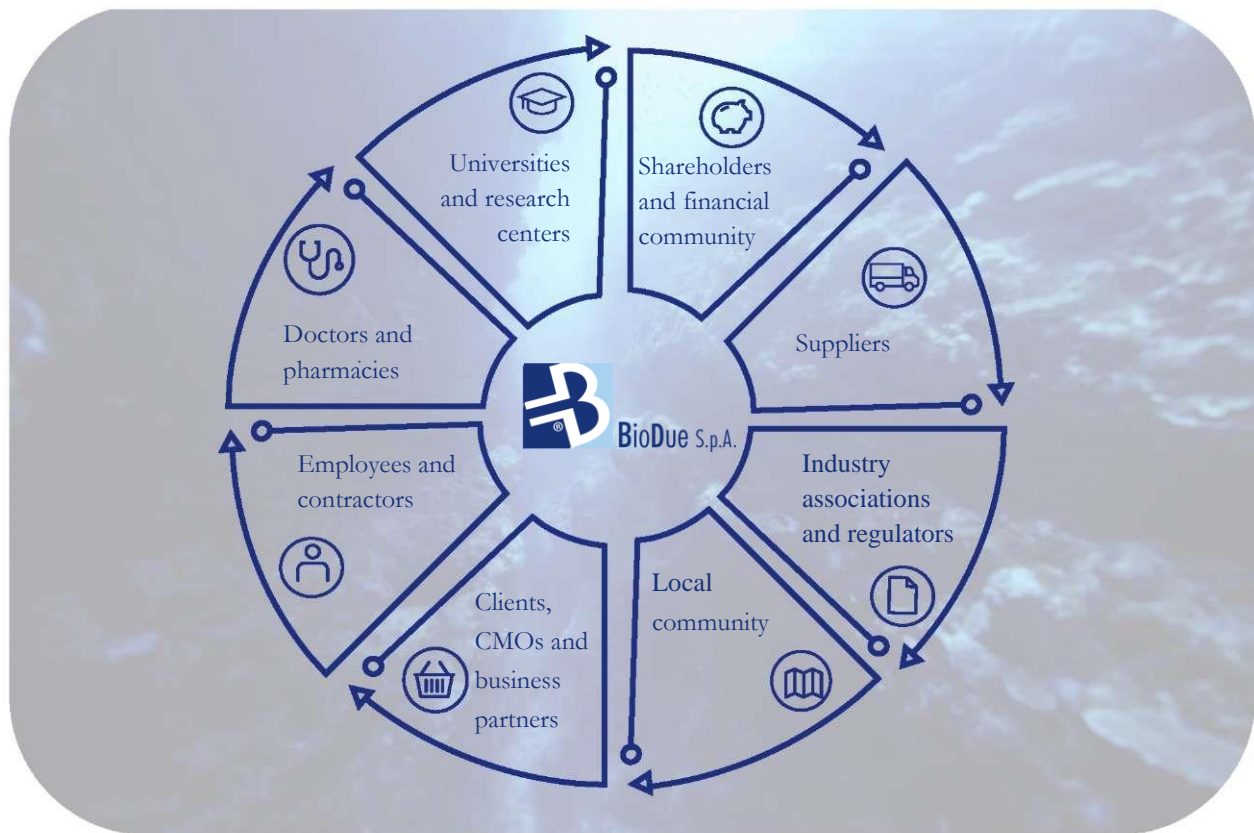
<sup>2</sup> To submit reports to the BioDue Group, contact the Supervisory Body by email to [odv@BioDue.com](mailto:odv@BioDue.com).

## 1.5 Approach to Sustainability

### The Stakeholders

In 2023, the BioDue Group initiated a process of identifying its stakeholders to determine the main parties with whom there are active relationships, involve them in its choices and include them in its business processes. It is precisely an effective stakeholder engagement procedure that enables companies to enrich and make their strategic decisions more "sustainable" in order to steer social, environmental and economic performance toward a single direction of growth.

Through a benchmark analysis, BioDue mapped the main trends in place at major competitors and national and international best practices and conducted an internal analysis that led to the identification of the main categories of stakeholders with whom it interfaces in carrying out its activities.





## Materiality Analysis

In accordance with the reporting standards adopted, during 2023 the Group undertook a materiality analysis to identify relevant issues, which was carried out through the involvement of top management and stakeholders in order to identify and assess the Group's current and potential positive and negative impacts on the economy, the environment, and people within its business activities and relationships. These impacts were identified through analysis of the context and characteristics of the Group, benchmark analysis on a panel of companies, and analysis of publications from a number of authoritative sources such as, for example, the Sustainability Accounting Standards Board (SASB), Sustainability Reporting Standards (GRI standards), S&P Global Yearbook, and UNEP FI's Impact Radar. The assessment of the significance of the impacts was then carried out primarily with the involvement of top management, who gave their scores in consideration of the following three parameters: scale, scope and likelihood. In addition, in order to determine the relevance of impacts to stakeholders, a sample of employees were surveyed and expressed their opinions on the assessment of the most significant impacts through the same parameters. Next, the impacts were aggregated into relevant themes as shown in the table.

IMPACTS	THEMES
Ability to attract and retain talent	Employee attraction and development
Training and growth of workers	
Employee satisfaction and well-being	Staff diversity and well-being
Fair remuneration of employees	
Discrimination and non-inclusive practices in the workplace	
Technological innovation of processes and products	Research and development
Generation and distribution of economic value	Long-term value creation
Use of raw materials for packaging	Management of raw materials
Unsustainable sourcing of products and materials used in production	
Non-compliance with laws, regulations, and standards	Business ethics
Unethical business conduct	

IMPACTS	THEMES
Energy consumption	Energy and emissions
Generation of direct and indirect energy GHG emissions (Scope 1 and 2)	
Generation of indirect GHG emissions (Scope 3) <sup>3</sup>	
Impacts on consumer health	Product quality and safety
Reduction in the quality of manufactured products	
Failure to manage ESG issues in its supply chain	Supply chain
Water consumption	Water resource management
Workplace accidents	Occupational health and safety
Failure to recycle and reuse waste	Waste management and circular economy
Generation of waste	
Support and community relations	Supporting the local community

**ECOVADIS**

The Group's participation in the initiative proposed by EcoVadis is intended as a further step toward greater attribution of sustainability value to the supply chain. To improve its score, BioDue is conducting specific observations in the four strategic areas of analysis and assessed through the questionnaire, specifically: environment, labor and human rights, ethics and sustainable sourcing. Specific actions are being set up to concretely develop the ESG objectives deemed most significant.

<sup>3</sup> The BioDue Group is committed to reporting on the generation of indirect GHG emissions (Scope 3) in fiscal year 2024.

Considering material issues and related impacts, the Group is identifying policies and commitments to prevent and mitigate its potential negative impacts. BioDue is also committed to developing actions to improve current and potential positive impacts.

MATERIAL TOPICS	IMPACT MANAGEMENT
Employee attraction and development	Carry out education, information and training of employees in order to equip them with knowledge that enhances their skills. Create an attractive work environment in the areas of remuneration and staff satisfaction.
Staff diversity and well-being	Consideration of the principles of equity and inclusiveness as foundational aspects of its work ethic and motivation of its employees. Promote people's well-being and quality of life through initiatives dedicated to them.
Research and development	Supervision, through a dedicated Research and Development (R&D) team, engaged in various areas of activity related to both product and production process
Long-term value creation	Generate economic value while ensuring balanced distribution to its stakeholders and interested parties (employees, suppliers, customers, etc.).
Management of raw materials	Responsible sourcing of ingredients that are controlled and of high quality are essential to ensure product quality and stakeholder safety and satisfaction. It also helps to ensure high quality, reduce risk and stimulate innovation.
Business ethics	Operate with integrity, complying not only with applicable laws and applicable regulations, but also inalienable principles such as fairness, honesty and respect.
Energy and emissions	Improve energy efficiency in all places where consumption is closely monitored. Implement energy-saving solutions, such as photovoltaic systems, and continue their expansion.
Product quality and safety	Managing aspects of quality, product safety and consumer protection are top priorities for BioDue. An ironclad approach is taken to ensure maximum safety and satisfaction of end consumers, with the utmost attention paid to improving the quality of ingredients used.
Supply chain	The Group plans to develop initiatives to minimize emissions from transportation by making it a criterion for selecting new suppliers, which, along with criteria for selecting the quality of raw materials, and respect for human rights, complement their responsibility with respect to ESG impacts caused

MATERIAL TOPICS	IMPACT MANAGEMENT
Water resource management	Monitor and improve water consumption within production processes, including through the optimization of sanitization and cleaning processes of production lines. Responsibly manage both the water sources used and the wastewater pathway.
Occupational health and safety	Adoption of an occupational health and safety management system aimed at reducing the risk of serious accidents, increasing prevention and control at work by reducing the number of accidents and improving the business climate. The health and safety management system is certified according to the UNI EN ISO 4500 standard <sup>4</sup> .
Waste management and circular economy	These impacts occur both in activities managed directly by the company and in the context of its business relationships (transportation services managed by third parties or consumption of the water resource used for production).
Supporting the local community	Development of projects and actions, enabling the local community to participate by demonstrating their sense of responsibility and belonging. Product donations to nonprofits and nonprofit organizations operating nationally and internationally.

<sup>4</sup> For the Sambuca Val di Pesa location.



# Prosperity

## 2.1 Long-term value creation

Group revenues in 2023 amounted to 81.9 million (in the previous year they amounted to 69.9 million). The difference of 12 million is mainly attributable to the growth in the Group's business volume. The cost of production is around 45.5 million, where the most significant cost is the purchase of raw material for about 38 million. The increase noted over the previous year is physiologically proportional to the increase in sales recorded.

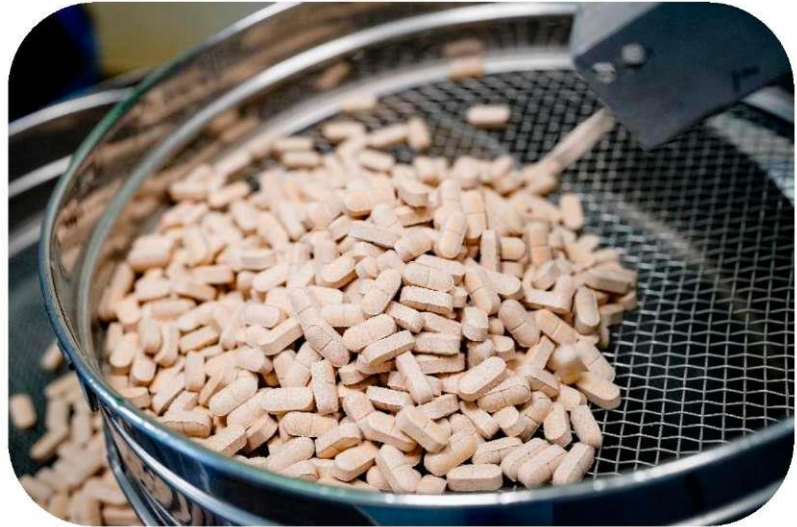
Costs for services amounted to about 23 million and mainly refer to commissions and other costs related to the sales network, advertising and marketing expenses, compensation of corporate bodies, expenses for administrative, financial and miscellaneous consulting services, maintenance costs and other expenses for services related to ordinary production operations.

Consider also that the higher costs for services incurred by the Group during 2023 appear to be preparatory to and related to the acquisition in March of that year by the Riverside Investment Fund through the three Financial Holding Companies Welbeing Holdco Srl, Probiotic Midco Srl and Dietary Bidco SPA.

## 2.2 Research and Development of New Products

BioDue is one of the very few Italian companies to **vertically integrate almost the entire production process**, also making use of subsidiary, investee and related companies and putting great effort into researching and developing solutions, formulations and processes in order to offer the best products.

Through its **in-house laboratories** and **staff with specific skills** dedicated to the development and finalization of research projects, BioDue positions itself as **an innovative, constantly evolving company**.



Its integrated service offerings begin with the definition, alongside the customer, of the specifications of the new product to be manufactured – a stage that makes

use of the R&D laboratory. It is **through the continuous search and selection of quality raw materials**, the analysis and study of suitable packaging and innovative graphic solutions that products with high quality standards are assured. BioDue's technical and regulatory staff puts its expertise at the complete disposal of customers in order to best implement projects and products according to different needs.

The new product development phase begins with a need that prompts **researchers at BioDue** or a customer to develop the idea for a new solution, the **R&D laboratory** proceeds with theoretical formulation and checking compliance with legal requirements. Then the **pilot model** is developed, and the product goes through the accelerated stability phase, where it is placed in hot-cold cycles to test the strength capacity. This step is used to calculate shelf life, and, if the commercial offering is met, the **production phase** goes forward.

The production process, based on strong **technological know-how**, makes it possible to optimize the different stages of production, and, divided according to the type of product, has different **production lines** based on the type of industrial process:

- **Medical Devices** - BOV and strep nasal sprays, cleansers, vaginal douches, ovules and suppositories, gels, creams, topicals and oral products.
- **Dermo-cosmetics** - Cleansers, gels, creams, topicals and sprays.
- **Dietary supplements** - Dietary supplements (solid and liquid) in the forms of oral solutions, drops, sprays, sachets, tablets, capsules, monophasic and biphasic vials and granules.

The Group also manufactures products in the ophthalmic category through outsourcing activities with other business partners.

## Trademarks and patents

The BioDue Group **recognizes the value of research and the development of new brands and patents.**

The company holds **10 patents** and produces for:

- **64** brands in the world excluding South America
- **79** brands registered in South America
- **199** national brands

### 2.3 Product Quality and Safety

BioDue's production facilities make use of the most sophisticated technologies available today in order to guarantee the high-quality levels required by production processes.

In order to ensure high levels of quality, BioDue has developed a **Standard Operating Procedure**, which in addition to the **micro-biological analyses** required by law, includes **chemical-physical and biological analyses** and **quality and safety conformity checks of products along each stage of production**. Specifically, incoming product batches are subjected to specific in-house analyses or, for all those products destined for third-party brands, to analyses requested directly by the customer.

**Controls and analyses are carried out** by BioDue on a daily basis thanks to the microbiological laboratory at the Bergamo facility (Accredia-accredited), the physicochemical laboratories in the Sambuca Val di Pesa office and several affiliated external laboratories. BioDue also periodically undergoes checks and audits by external companies.

During the course of analysis, products undergo quality checks to ensure the high standard that distinguishes BioDue, until they are **approved by the Quality Control office**, which is responsible for reporting any cases of nonconformity. Any cases reported throughout the production process, together with the reports received from customers and end consumers, are directly handled **by the Quality Assurance department**, which is responsible for conducting specific internal audits and any additional specific extraordinary checks designed to investigate the reported cases.



Product formulas are very strict. The possible substitution of a raw material used in a given formulation is a complex process subject to thorough control by **BioDue's internal regulator**, tasked with comparing and analyzing the technical data sheet of the products and raw materials, evaluating their specific characteristics and the possibility of substituting a certain raw material according to any affinity.



In fact, the regulator can **provide advice on the production and marketing of finished products**, verifying that guidelines, requirements and standards are met before the product is launched on the market.

The Group is also equipped with an **integrated automated communication and management system**, which, implemented directly within BioDue, considers a structured network capable of connecting the various production plants and the Group logistics unit together. This allows the entire production flow to be monitored by considering its related processes in order also to be able to make improvements and efficiency enhancements.

### Labeling, reporting and complaints

The Group is committed to making **transparent, truthful information** available to all its consumers, thereby reducing the possible impacts associated with misleading communications to customers and end consumers.

The definition of the label content for each brand is managed by the **Commercial Manager in collaboration with the Regulatory department**, which ensures compliance with the relevant regulations. The correctness of sensitive information in the label is verified daily during the production phase more than 15 times a day.

Developing safe products that offer the highest quality to customers and consumers is a key goal for BioDue, which takes seriously possible reports received from end consumers and customers such as distributors and pharmacies. If a report is received regarding a product, **the Quality Control office** must conduct thorough research in order to determine the nature of the product.

Part of the reports concern aesthetic or integrity nonconformities of the outer packaging, most often caused by the transportation and distribution phase; in these cases, the products, being still in excellent condition, are returned to BioDue through a special return procedure. Over the years, the Group has been able to **adopt useful solutions for the reuse of these types of products considering donations to local associations as its main initiative**. Approximately 50 reports or complaints are received each year, and to date there have never been any reports of labeling noncompliance.

### **Certifications**

BioDue holds the following certifications:

- **Certiquality Certificate of Inspection** to verify the application of Good Manufacturing Practice (GMP) of dietary supplements;
- **GMP declaration for the manufacture of cosmetic products**, which certifies the Group in accordance with the guidelines;
- **Halal certification** for some products;
- **ISO 13485:2016** for medical device quality management system;
- **FDA certification** for the sale of BioDue dietary supplement products in the US.

## 2.4 Value Chain

BioDue's strength and distinctive characteristic is **its ability to vertically manage a large part of the production chain**: from raw materials to research and formula development and the production and marketing of products worldwide.

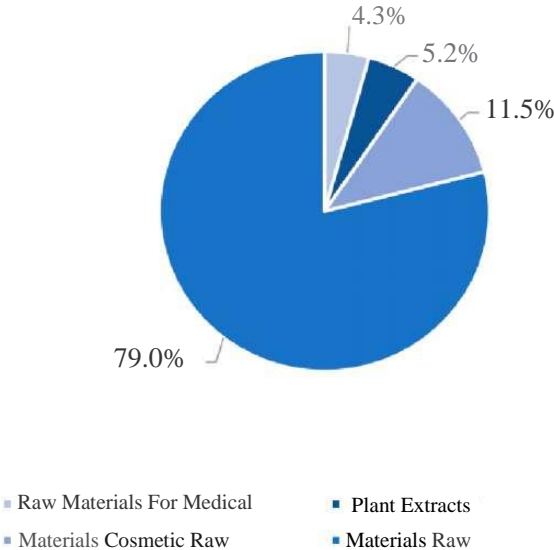
Upstream in the Group's value chain are the **distributors**, partner companies that are responsible for supplying BioDue with **key raw materials**. The Group's direct suppliers are located mainly in Europe, while the raw materials used are produced by other companies located in America, Asia and the Middle East. Through the pursuit of **lasting partnerships based on shared values**, BioDue ensures product quality, safety and customer satisfaction.

**Raw material suppliers** are selected and classified directly **by the R&D department** on the basis of various parameters, such as the technical characteristics of the raw material to be purchased, its uniqueness, the type of source (natural or synthetic), the level of innovation and quality, and, in cooperation with the Purchasing department, the supplier's reliability in economic and financial terms.

**Relations with suppliers are guided by the principles contained in the company's Code of Ethics** and are subject to constant, careful monitoring. The Group only uses suppliers who operate in accordance with current regulations, thus considering adherence to general terms and conditions of supply. The selection of suppliers is not tied to environmental and social criteria; therefore, there are no new suppliers evaluated according to these criteria. This assessment will be one of the main goals in 2024.

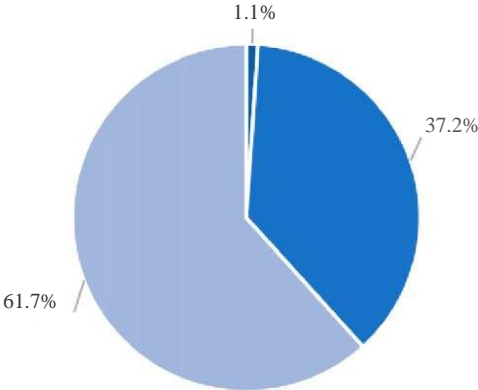
The **main raw materials** needed to manufacture its products are plant extracts, cosmetic raw materials and food raw materials (such as *Lactobacillus*).

Raw materials purchased by product (%)



Other types of materials procured by the Group are related to the **packaging** of marketed products.

**Raw materials purchased for packaging (%)**

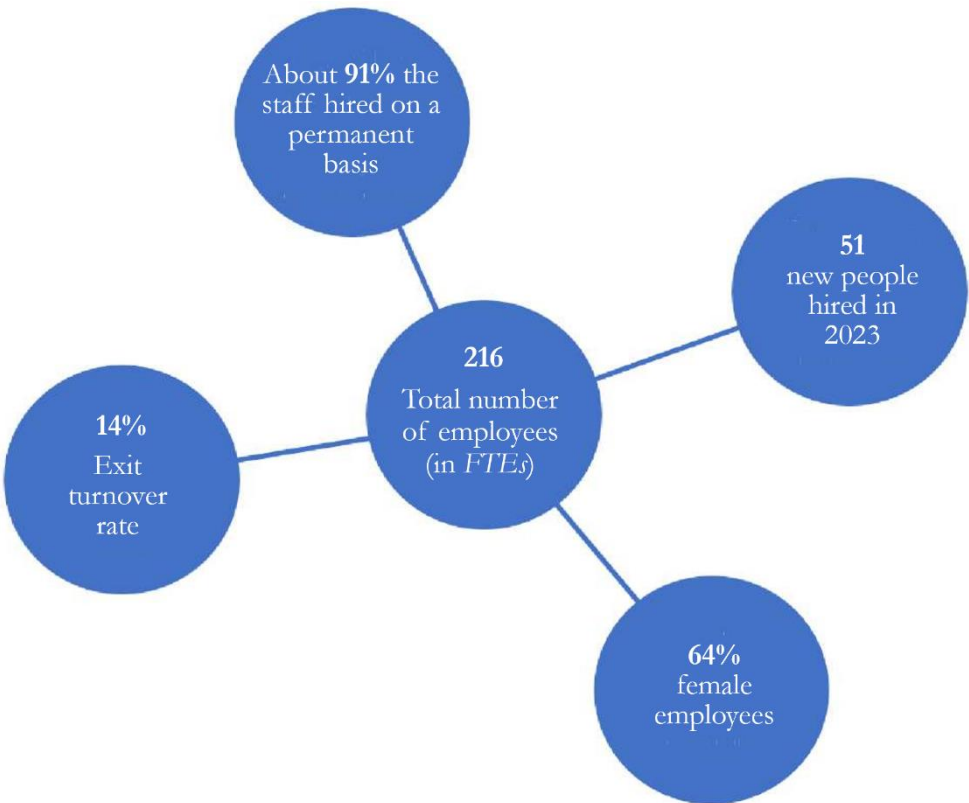


- Aluminum (of which also Packets)
- Paper (Envelopes, Labels, Sheets, Clothes, Boxes, Packaging Boards)
- Plastic (Bottles, Monodose Packets, PVC, Silkscreens)

# People

A blue-tinted photograph of a scientist in a laboratory. The scientist is wearing safety glasses and a lab coat. They are holding a test tube in their gloved hand and a pipette is positioned above it. The background is filled with out-of-focus laboratory equipment, creating a bokeh effect. The overall mood is professional and scientific.

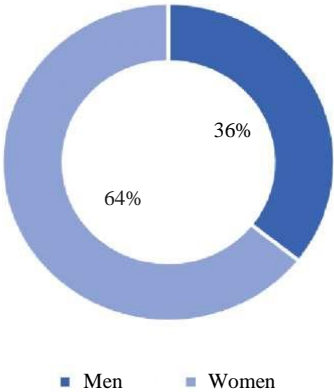
### 3.1 Our People



The average presence during the year (in *FTEs*) was **216 people**, all located in Italy, which, as of December 31, 2023, translates into a total Group workforce of **219 people** (in terms of headcount), up about 9% from the previous year. Employees are joined by **49 people** identified as **temps** and one as an **intern**.

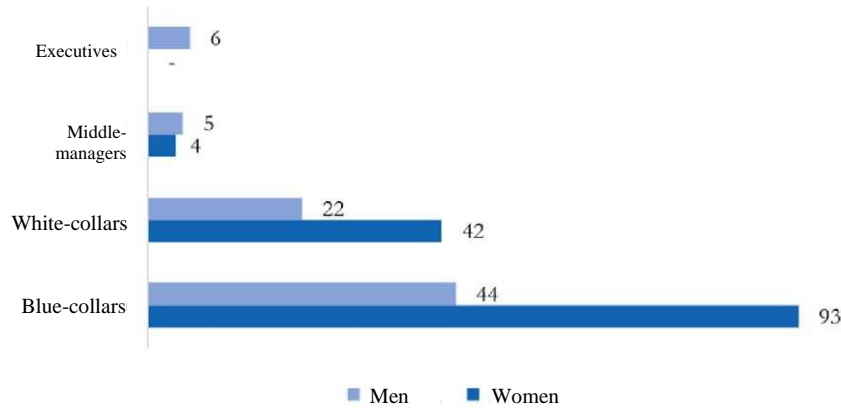
The **presence of women** during the year was considerable, accounting for **64.3%** of the total number of employees (139 people), in line with previous years.

**Percentage of employees by gender**



Considering the distribution of the workforce by professional category, **about 63% of employees, or 137, fall into the "Blue Collar" category**. This represents a slight increase of about 6% over the previous year. **White-collar workers make up 29.7% of the workforce, or 64 people**, while the **remaining 7% (or 15 people) are middle managers and executives**.

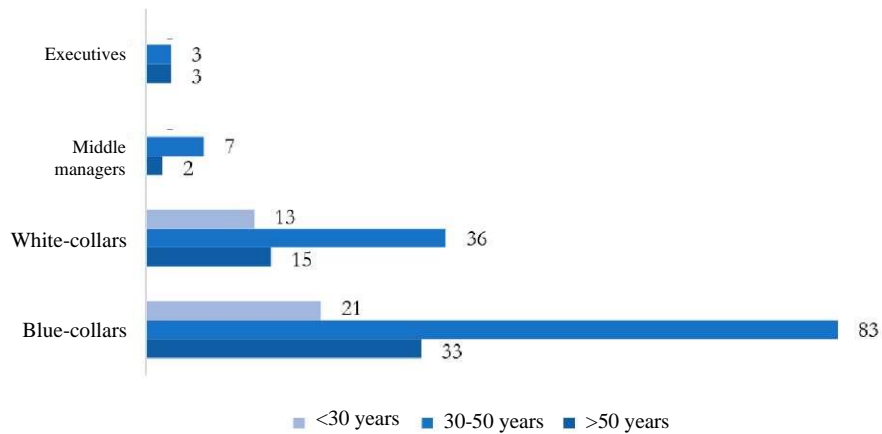
### Employees by classification and gender



As of December 31, 2023, **permanent contracts** are the main contract type, equal to **91.3%** (200 employees). Of employees, **97.2%**, or 210 people, are reported to be employed **full-time**, and only **6 employees are employed part-time**.

By age group, **60% of employees fall in the 30-50 age group** (129 people); **25% of staff are over 50 years old** (53 people) and **16% fall in the under-30 age group** (34 employees). There are 40 members of protected categories, including 8 white-collar and 32 blue-collar workers, a sharp increase from the previous year.

### Employees by classification and age



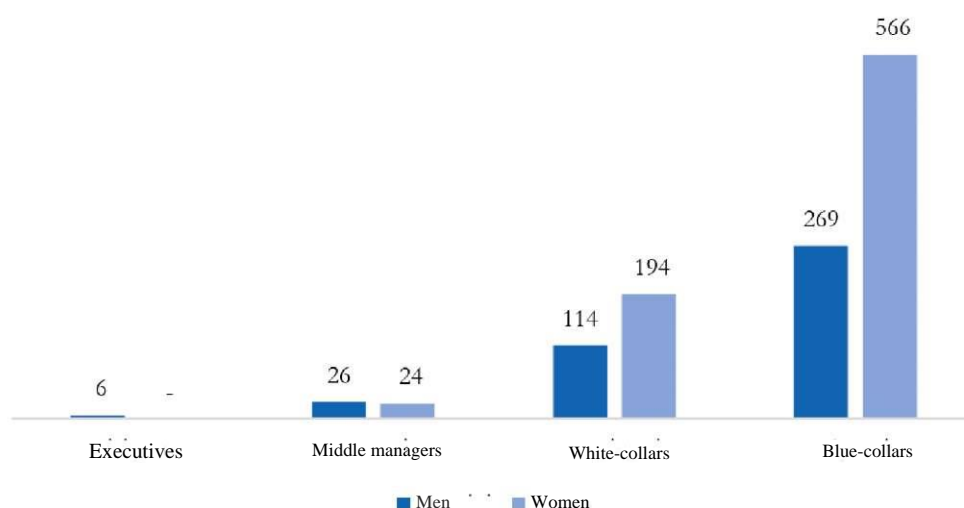
In 2023 there continued to be relative growth in the number of staff hires, both fixed-term and permanent, as a result of the **growth the Group** experienced in the recent period. In fact, during 2023 **51 new employees**, mainly women in the 30-50 age group, were hired (during 2022 there were 44 new hires), while **exits amounted to 30 people** (32 during 2022).

## Training and development of people

BioDue identifies human resources as a fundamental and indispensable factor for business development and aims to foster/support their professional growth and development. The Group is committed to fostering the **equitable development of its staff**, following principles of meritocracy and avoiding any form of patronage and nepotism; therefore, salary increases and access to positions of greater responsibility are based on **evaluation of the performances of** individual employees.

For BioDue, staff training is central, and new employees of the Group are offered **specific** training and then undergo a period of **training** and **shadowing** calibrated to their task.

Total hours of training by classification and gender



## Corporate Welfare

With the collaboration of an external company, BioDue has begun to conduct an initial analysis aimed at defining specific company initiatives that will aim to **improve the well-being of its employees**. Activities already underway include: **hourly flexibility** for the white-collar professional category, an increase in the value of meal vouchers, and the **hour bank**, in which hours can be accumulated throughout the year for both the white-collar and blue-collar categories.

The Group, with a view to implementing new initiatives related to the well-being of its employees, held a **business climate analysis survey** aimed at identifying opportunities for improvement.



## Work-related Stress Assessment

During the 2021-2022 period, in collaboration with "**PERLAB**" (a spin-off of the University of Florence in partnership with the Yale Center for Emotional Intelligence), BioDue carried out the follow-up of the **risk factor** assessment to identify corporate strengths and strategic improvement actions to promote well-being and effectiveness at work.



The project was developed in order to clearly and directly analyze **the working environment within the Group** from the perspective of employees to identify corporate strengths and strategic improvement actions to promote well-being and efficiency at work.

During the project, the Group also surveyed the opinions of its employees regarding initiatives/actions to be developed to improve the work environment.

The results of the survey showed a good level of satisfaction and identified the main issues on which the Group's attention should focus.

Through this project, the Group aims to develop initiatives to improve the well-being of its employees in the coming years.

### 3.2 Health and Safety

Since 2023, BioDue has had an **Occupational Health and Safety Management System compliant with ISO 45001:2018** for the plant in Sambuca Val di Pesa. The Group aims to expand this certification to all Group plants, starting with the Farcoderma plant planned for 2024.

In accordance with current regulations, BioDue carries out **periodic health and safety risk assessment activities** through the **Risk Assessment Document (DVR)**, which is consequently periodically updated. Consequently, prevention and protection measures are also identified on the basis of internal and external audits.

A **Plan of Measures for Improvement** is also established. It defines the set improvement goals, and with the appropriate job description takes care of detailing the requirements in terms of skills, training and professional experience of the staff in charge.

In accordance with **the provisions of Legislative Decree 81/08**, employees participate in the relevant training courses considering a widespread approach involvement at all levels (departmental supervisors, HSE, etc.) that enables a **shared safety culture**.

As part of the management system, the **company doctor**, present at all Group offices, provides the company with the Annual Report on the results of health monitoring by conducting regular examinations and assessments of employees.

Occupational Health and Safety training courses were part of the approximately 1,200 hours of total training BioDue provided to its employees during 2023. Training plans are cyclical and are opened and closed by BioDue as needed; in detail, new employees are required to take Health and Safety training courses within the first 60 days of hiring due to legal requirements.

Over the past few years, BioDue has been involved in organizing **training on topics not strictly related to legal requirements** by addressing **issues related to alcohol and psychotropic substance addiction** by providing these initiatives to all warehouse operators. Courses on posture were offered for secondary packaging workers who work standing.

No verified occupational diseases were reported in 2023, in line with 2022 data.

During 2023, the Group recorded a total of two minor injuries to its employees, marking a decrease of about 50% from 2022. There were also two injuries recorded to outside workers, which increased from the one injury that occurred in 2022.

### 3.3 Supporting the Local Community

For BioDue, social responsibility also means supporting the community in which it operates: the city and the area in which it has now been present for many years. The Group has developed numerous **actions** and **projects** that have allowed it to get the local community involved, showing its sense of responsibility and belonging.

For several years, BioDue has been pursuing social engagement, resulting in numerous **support initiatives that have seen the donation of products to nonprofits and nonprofit organizations that operate nationally and internationally** and play a key role in supporting the neediest populations. The various initiatives have an important impact both socially and environmentally, in fact allowing for greater accessibility of certain therapies, while also reducing possible waste.

Through such initiatives, the Group has the opportunity to breathe new life into products that, due to minor flaws, for example at the packaging level, it would otherwise send for disposal. The main activities undertaken and entities with which BioDue collaborates are listed below.

- ❖ Lviv, Ukraine, to help and make more effective the medical services provided by local parishes;
- ❖ Hospital de Pneumotisiologia "Raoul Follereau" in Guiné-Bissau, which mainly treats the neediest people in the area;
- ❖ St. Joseph Institute Orphanage in Madagascar, which takes in children with histories of extreme poverty, deep hardship and neglect;
- ❖ Hopital de Kiyela/Tshela in Congo, a country with very fragile humanitarian areas;
- ❖ Kilifi Orphanage in Kenya, which takes in the neediest children in the area.





### **Misericordia di Barberino Tavernelle**

This is the first association with which projects with social welfare facilities were launched in 2019, mainly in Italy.



### **Centro Missionario Medicinali**

CMM is a volunteer association founded in Florence to collect and sending medicines and medical-surgical supplies to health workers and missionaries working in countries in the Global South and Eastern Europe. CMM also supports several charitable facilities in Italy and particularly in the Florence area; since 2020, BioDue has had fruitful collaboration with this organization in support of the most fragile individuals.



### **Fondazione Aviralia**

Fondazione Aviralia is a socially beneficial non-profit organization dedicated to promoting and developing medical and scientific research (in Italy and worldwide) in the field of human diseases of viral origin. BioDue has been cooperating with the foundation for several years.



### **La Racchetta - Protezione Civile**

More recent but no less important is the partnership formed with the volunteer association *La Racchetta della Protezione Civile*, active in forest firefighting, civil defense and utilities and currently focusing on the Ukraine emergency.



### **Arciconfraternita della Misericordia di Prato O.d.v.**

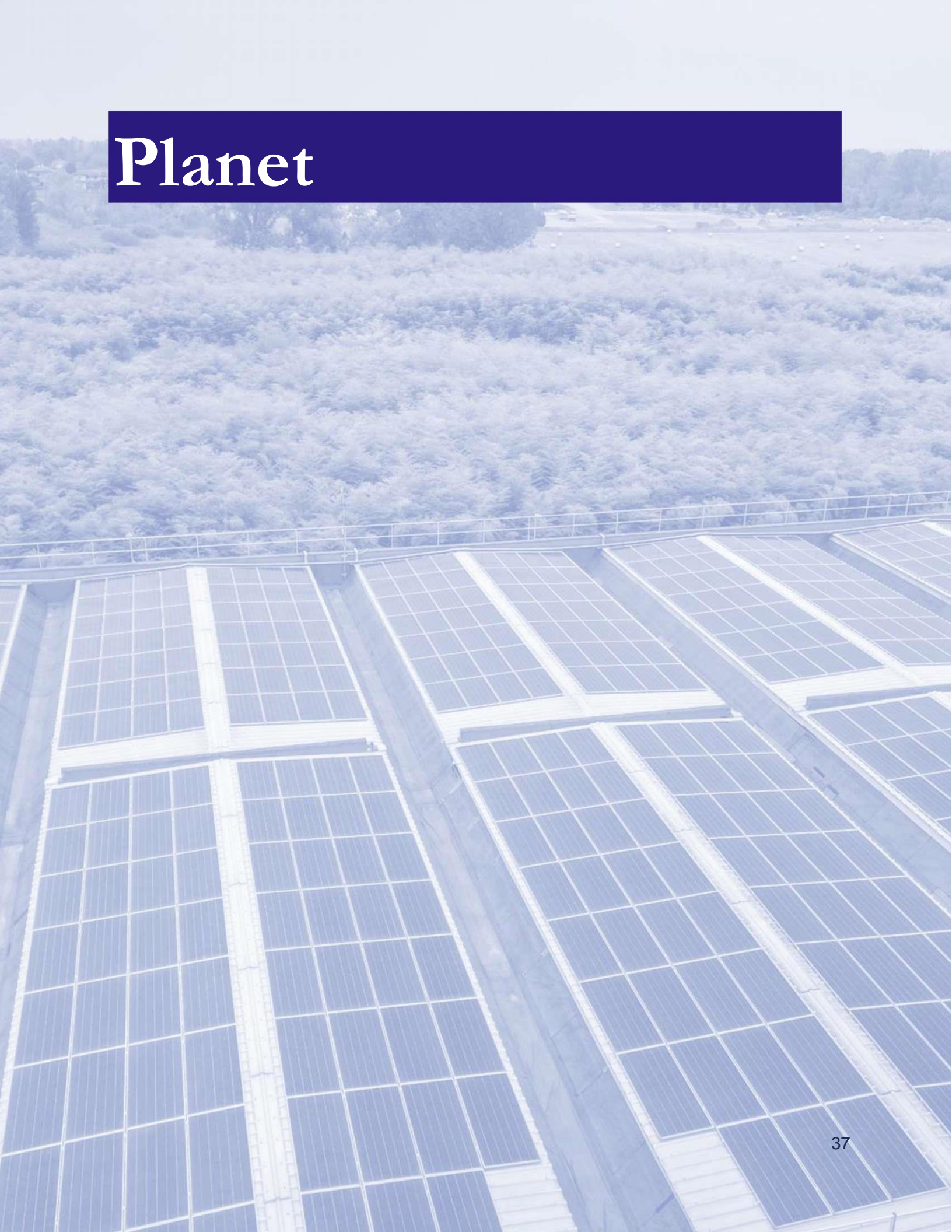
Founded in 1588, this volunteer organization has around 25,000 members. Volunteers carry out activities in the areas of socio-medical transportation, emergency dispatch services, feedback collection and civil defense.



### **Emporio della Solidarietà di Prato**

Since 2023 BioDue has been collaborating with this association, established to set up an emporium to which all citizens in disadvantaged social and economic conditions can turn for free basic necessities.

# Planet



BioDue recognizes the importance of proactively managing the environmental impacts of its production, towards both the communities in which it operates and future generations, with a view to sustainability in the medium to long term, committing to the development of sustainable products that can have a lesser impact on the environment.

## Facilities

The heart of the production area is strategically located in central Italy, at one of Tuscany's most important industrial hubs. There is an additional production site equipped with a major research and development laboratory in the province of Bergamo.



The production system consists of a production area of 26,000 m<sup>2</sup> over five factories with related production sites and more than **80 production lines**, one site dedicated entirely to **logistics**, one **R&D** laboratory and one **quality control laboratory**.

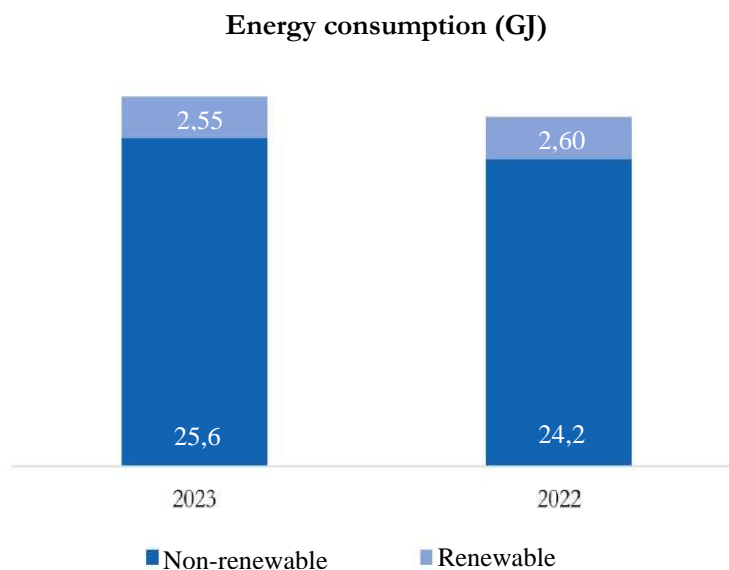
As a reminder, until November 2023, Riverpharma's production site was also active. It ceased operations following the company's merger into the parent company. The data presented in the following chapter also includes that for the above location.

## 4.1 Energy Consumption and Emissions

### Energy

To conduct its operations and production processes, and keep its plants running, BioDue uses mainly natural gas and electricity. Natural gas, in the production process, is used only for the dehumidifiers in Farcoderma and accounts for about 26% of the Group's energy consumption, while electricity is used for all other machinery involved in production, accounting for 70% of the Group's energy consumption. The remaining 4% of corporate energy consumption is diesel fuel and gasoline used for corporate vehicles.

In 2023 the Group consumed 28,174 GJ of energy, in line with 2022 consumption (26,873 GJ).



During 2023 BioDue also began monitoring **its energy intensity index** to calculate its turnover in relation to the energy consumed by the Group in order to produce it: for the current year, this value is **344 GJ/€m**.



Part of the electricity consumed is now self-generated by the photovoltaic systems the Group has set up its plants in Sambuca Val di Pesa and Bergamo, which have a total area of about **38,000 m<sup>2</sup>**.

The total electricity produced during 2023 by these plants was 2,764 GJ (2,744 GJ in 2022), **covering 9% of the Group's electricity demand**.

BioDue also plans to **expand the photovoltaic park** on all the roofing surfaces of the Group's offices through an initiative that will increase the power of the present systems by about 15 kWp to a **total of 757 kWp**.

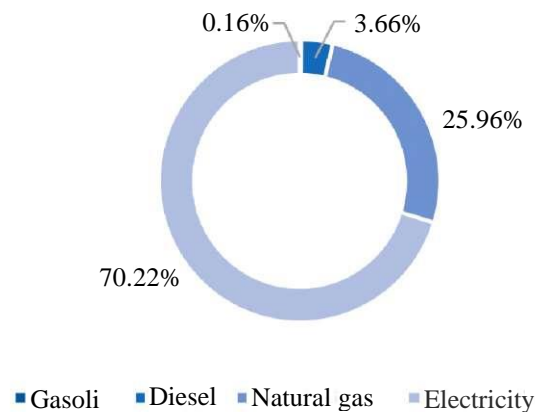


Given the importance of innovation, BioDue also implemented targeted energy efficiency actions in 2023. This involved **installation of LED lights** and the **gradual inclusion of electric vehicles** in the company's fleet.

## Emissions

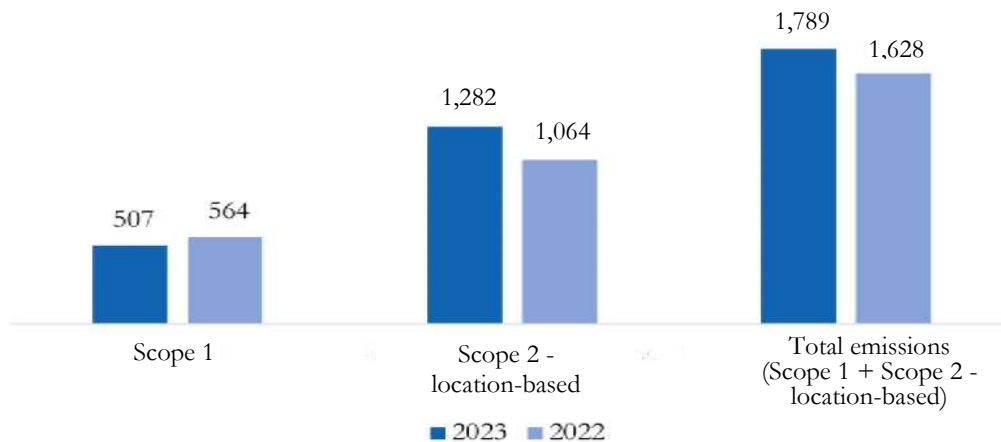
The BioDue Group recognizes the importance of reducing its greenhouse gas (GHG) emissions, even during periods of business expansion. During 2023, the Group's total emissions, calculated using location-based methodology, amount to **1,789 tons of CO<sub>2</sub>**, up about 10% from the previous year's emissions (1,627.83 tCO<sub>2</sub> in 2022). This figure includes **direct emissions (Scope 1)** of about 507 tCO<sub>2</sub>e. These emissions are mainly produced by the combustion of natural gas and underwent a significant reduction of about 10% compared to the FY2022 figures. **Indirect emissions**, associated with electricity consumption (**Scope 2 location-based**) increased by about 21% on 2022, reaching 1,282 tCO<sub>2</sub> for FY2023. **Scope 2** emissions calculated using **market-based** methodology, amount to 2,187 tCO<sub>2</sub>, also up about 17% from the previous year (1,872 tCO<sub>2</sub> in 2022).

Energy consumed within the organization in 2023 (GJ)





### GHG emissions (tCO<sub>2</sub>e)

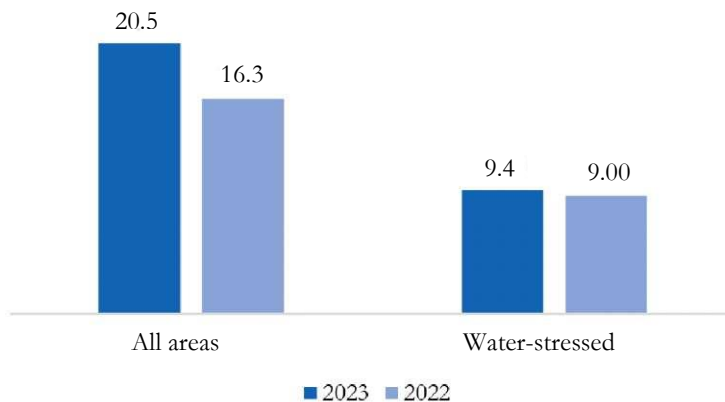


During 2023 BioDue also began monitoring **the emission intensity index** to calculate its turnover in relation to the emissions generated by the Group in order to produce it: for the current year, this value is **21.8 tCO<sub>2</sub>/€ m<sup>5</sup>**.

## 4.2 Water Resource Management

To meet the demand for water needed for production, BioDue uses the municipal water main as its primary source of supply. In 2023, the **total water withdrawals were 20.57 megaliters**, up about 26% from the previous year (16.32 Ml). In 2023, 46 percent of the total withdrawals occurred in areas defined as water-stressed, i.e., areas where there is a condition of perennial water shortage or shortage only in certain months of the year<sup>6</sup> – a percentage figure that is down from 2022 (55%).

### Water withdrawals (megaliters)



<sup>5</sup> Considering the sum of Scope 1 and Scope 2 – location-based emissions.

<sup>6</sup> Water-stressed areas have been identified using the Acqueduct software, developed by the World Resources Institute and available from the following link: <https://www.wri.org/aqueduct>.

Alongside water withdrawals, **water discharges**, which amounted to **0.64 MI** in 2023, also increased on 2022 (when they amounted to 0.17 MI), due to the increase in production volumes. Such water contains a total amount of dissolved solids exceeding 1000 mg/L and therefore is not categorized as freshwater. The Group voluntarily and conservatively classifies wastewater from washing its machinery (used for the production of cosmetics) as hazardous waste.

Washing water from food plants has special organoleptic characteristics and, together with organic food waste substances and processing dust, is disposed of with the support of third-party companies that manage it through biogas production.

The Group's **water consumption**<sup>7</sup> in 2023 was **19.94 megaliters**<sup>8</sup>, corresponding to about 97% of the water withdrawn, up 22% from the previous year (16.32 MI). This increase is directly related to the increase in the company's sales, as for BioDue water is a raw material used in the formulation of its products. Ninety percent of water consumption is due to the use of water in the formulation of its products while, the remaining ten percent is used for washing equipment.

In 2023 BioDue invested in machinery that considers not only energy efficiency but also takes into account the reduction of water consumption. Machines have been purchased that consider steam for cleaning and sanitizing surfaces.

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<sup>7</sup> "Water consumption" means the amount of water withdrawn and used in products, to grow crops, turned into waste, evaporated, perspired or consumed by people or livestock, or that is polluted to an extent that it cannot be used and that therefore cannot be discharged into surface water or groundwater or transferred to a third party during the reporting period. It is distinct from water withdrawals, which refer to the sum of all water withdrawn from various sources (surface layers, aquifers, the sea and third parties) for any use during the reporting period.

<sup>8</sup> This figure could not be directly measured due to a lack of specific meters measuring water consumption. The figure presented in the Report has been calculated according to the following formula: Water consumption = Total water withdrawal — Total water discharge.

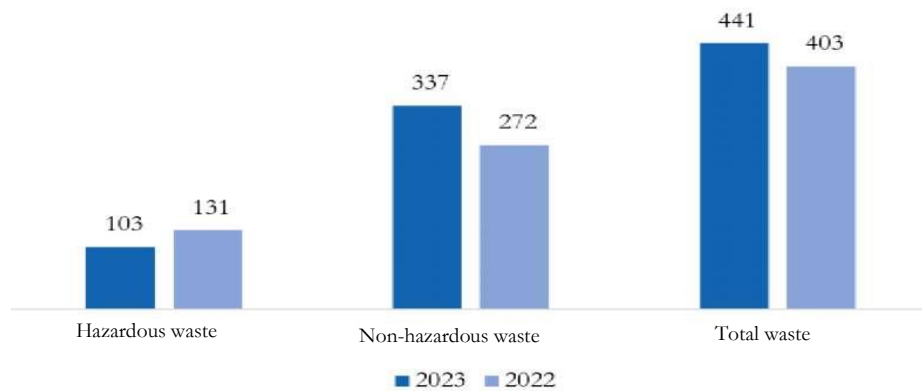
### 4.3 Waste Management and Circular Economy

#### Waste

Biodue is attentive to how waste is managed and disposed of, in full compliance with current environmental regulations and public health. The Group **manages its waste and incoming and outgoing records through a centralized system.**

In 2023 BioDue generated a total of **441 tons of waste**, a 9% increase over 2022 (403 tons). **Twenty-three percent of the waste generated is classified as hazardous** and consists mostly of water solutions from washing, organic waste, and packaging contaminated with residues of hazardous substances.

Trend in waste generated (tons)



Most of the waste generated (77%) is sent for **recovery** or **recycling** processes, while the remaining 23%, by nature of its composition, is sent for disposal (93 tons of hazardous waste and 8 tons of nonhazardous waste).

Total waste, broken down by hazardousness and disposal (tons)



BioDue has launched several initiatives inspired by the principles of the circular economy to begin to transition to an increasingly sustainable production model with fewer negative impacts. The main actions undertaken – to be gradually expanded in the coming years – include **optimization of waste management** at all stages of the production process and in logistics management, **delivery to a biogas plant of by-products** eligible for this treatment, **use of recycled materials** and **development of 100% plant-based products**.

Over the years, the Group has also **almost completely reduced the use of glass and aluminum in primary packaging** to facilitate its recyclability while, in **secondary packaging, it has implemented solutions based entirely on certified recycled paper**.

In confirmation of the validity of its actions and concrete direction, **BioDue was awarded a CONAI contract for the ecodesign of a line of shampoos with a bottle made of 98% recycled material** that is **100% recyclable**.

In 2023 BioDue, in collaboration with Confindustria Florence and the Scuola Superiore Sant'Anna in Pisa, participated in the **Circularity at the Company** project, which aims to provide an initial **measurement of** an organization's **circularity performance** based on an approach that looks at all stages of the value chain.

The assessment is based on an evaluation that considers responses to both quantitative and qualitative-normative questions organized into six different stages:

- **Procurement:** activities required to obtain all raw materials, the search and selection of suppliers, and the procurement of goods, services, and water and energy resources;
- **Design:** designing the product, its parts and packaging, evaluating collaboration with other agencies or companies, choosing specific properties and characteristics, and implementing strategies;
- **Production:** actual processing of raw materials to produce the product designed through specific technologies or implementations with a related use of energy and possibly water resources;

- **Distribution:** logistics operations, which may include warehouse management, delivery to the end user, definition of the distribution network and related transportation;
- **Use:** i.e. how the product is used and consumed by the consumer;
- **Waste prevention and management:** i.e., how to dispose or recover packaging and product parts at the end of life.

Based on the responses given, Biodue's circularity performance identified as **Concerned** was calculated, a result representative of a company that has taken a clear path toward integrating economics principles into its production processes. Aware of its potential, BioDue aims to implement circular practices within its sites also by identifying cutting-edge technological solutions that can improve all aspects considered by the project.

## Methodological Note

This document – the first Sustainability Report of the BioDue Group (also referred to as "Group" or "BioDue" in the document) – aims to transparently communicate the Group's sustainability approach and its performance in the areas of environmental, social, and economic sustainability with respect to the fiscal year 2023 (January 1, 2023 to December 31, 2023).

In order to enable the comparability of data over time and the evaluation of the Company's business performance, a comparison with data for fiscal year 2022 (January 1, 2022 to December 31, 2022) is also shown. To ensure the reliability of the data, the use of estimates has been limited as much as possible, and where they have been used, they are appropriately reported in the document.

The BioDue Group Sustainability Report is prepared in accordance with the requirements of the 2021 update of the "GRI Sustainability Reporting Standards" defined by the Global Reporting Initiative (GRI). As required by the GRI Standards, the Group has identified sustainability issues deemed relevant through a Materiality Analysis, described in section "1.6 Approach to Sustainability" of this document.

The scope of economic and social data and information appears to be the same as in the Consolidated Financial Statements of BioDue Group as of 12/31/2023. With reference to environmental data and information, the reporting boundary includes the production sites of BioDue S.p.A and Farcoderma S.r.l. Also included is the River Pharma S.r.l. site, which, although no longer active as of 12/31/2023 following the company's merger into the parent company, was nonetheless relevant during the reporting year in terms of impacts related to environmental issues. Any boundary limitations with regard to individual topics or indicators are explicitly made explicit in the text.

In FY2023, there was a significant change in the business scope due to the process of merger by absorption of River Pharma S.r.l. and IP Farma into BioDue S.p.A; there were no further significant changes related to the Group's business sector, business relations, and value chain.

This document is prepared annually and was submitted for approval by the Board of Directors of BioDue S.p.A. on June 3, 2024. The document is not subject to external assurance.

For more information and suggestions regarding the BioDue Group Sustainability Report, you can write to [info@biodue.com](mailto:info@biodue.com). The document is also available on BioDue's website: [biodue.com](http://biodue.com).

## Performance Indicators

### Social Responsibility

#### DISCLOSURE 2-7 Employees

EMPLOYEES BY GENDER AND GEOGRAPHICAL AREA (FTEs)						
	as of December 31, 2023			as of June 30, 2022		
	Men	Women	Total	Men	Women	Total
Total Group Employees (Italy)	77	139	216	66	133	199

EMPLOYEES BY CONTRACT TYPE AND GENDER (FTEs)						
Contract type	as of December 31, 2023			as of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Indefinite	70	127	196	61	123	183
Definite	7	13	20	5	10	15
Total	77	139	216	66	133	198

EMPLOYEES BY EMPLOYMENT TYPE AND GENDER (FTEs)						
Type of employment	as of December 31, 2023			as of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Full-time	75	135	210	64	128	192
Part-time	2	4	6	2	5	6
Total	77	139	216	66	133	198

#### DISCLOSURE 2-8 Workers who are not employees

WORKERS WHO ARE NOT EMPLOYEES BY GENDER AND PROFESSIONAL CATEGORY (Headcount)						
Professional category	as of December 31, 2023			as of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Temps	11	38	49	5	48	53
Interns	-	1	1	2	1	3
Total	11	39	50	7	49	56

DISCLOSURE 2-21 Ratio of annual remuneration paid

RATIO OF ANNUAL REMUNERATION PAID <sup>9</sup>	
Rate	as of December 31, 2023
Percentage change in total annual salary of the highest-paid person	-61.15%
Percentage change in median value of salary, annual total of all employees (excluding the highest-paid person)	14.46%
Pay ratio	11.04
Ratio of annual percentage change	4.23

DISCLOSURE 2-30 Collective bargaining agreements

COLLECTIVE AGREEMENTS <sup>10</sup>	
	as of December 31, 2023
Employees covered by collective bargaining agreements	100%

DISCLOSURE 401-1 New employee hires and employee turnover

NUMBER, HIRING RATE AND TURNOVER BY AGE GROUP (FTEs)								
	as of December 31, 2023				as of December 31, 2022			
	Incoming		Outgoing		Incoming		Outgoing	
	No.	%	No.	%	No.	%	No.	%
<30	15	29%	7	23.5%	19	42.5%	11	34.3%
30-50	31	61%	16	53%	23	52%	18	56.3%
>50	5	10%	7	23.5%	2	0.5%	3	9.4%
<b>Total</b>	<b>51</b>	<b>100%</b>	<b>30</b>	<b>100%</b>	<b>44</b>	<b>100%</b>	<b>32</b>	<b>100%</b>

NUMBER, HIRING RATE AND TURNOVER BY AGE GROUP (FTEs)								
	as of December 31, 2023				as of December 31, 2022			
	Incoming		Outgoing		Incoming		Outgoing	
	No.	%	No.	%	No.	%	No.	%
Men	17	33%	9	30%	15	34%	14	42%
Women	34	67%	21	70%	29	66%	19	58%
<b>Total</b>	<b>51</b>	<b>100%</b>	<b>30</b>	<b>100%</b>	<b>44</b>	<b>100%</b>	<b>32</b>	<b>100%</b>

<sup>9</sup> Total annual remuneration includes the base salary in the form of gross annual remuneration, annualized as of June 30, and expected bonuses. Overtime and other components tied to non-structural remuneration factors are excluded.

<sup>10</sup> Collective bargaining agreements for small and medium chemical companies and collective bargaining agreements for executives of industrial companies.



DISCLOSURE 403-9 Work-related injuries

<b>WORK-RELATED INJURIES</b>		
<b>Number of injuries</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Total number of recordable work-related injuries	2	4
of which serious injuries <sup>11</sup>	0	0
Total number of deaths due to work-related injuries	0	0
<b>MAIN TYPES OF WORK-RELATED INJURIES</b>		
<b>Types</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Trauma	2	4
<b>TIME DATA</b>		
<b>Hours</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Hours worked	364,859	328,310
Multiplier for calculation	200,000	200,000
<b>EMPLOYEE DEATH AND INJURY RATES</b>		
<b>Rates</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Rate of recordable work-related injuries <sup>12</sup>	1.1	2.44
Rate of serious work-related injuries	0	0
Rate of deaths due to work-related injuries	0	0

DISCLOSURE 403-9 Work-related injuries of outside workers

<b>WORK-RELATED INJURIES</b>		
<b>Number of injuries</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Total number of recordable work-related injuries	2	1
of which serious injuries <sup>13</sup>	0	0
Total number of deaths due to work-related injuries	0	0
<b>MAIN TYPES OF WORK-RELATED INJURIES</b>		
<b>Types</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Trauma	1	-
Crushing/cutting of limbs	1	1

<sup>11</sup> Work-related injuries from which the worker cannot recover, does not recover or is not realistically expected to recover completely, returning to the state of health prior to the accident within six months.

<sup>12</sup> The injury rate was calculated as the ratio of the total number of injuries to total hours worked, using a multiplication factor of 200,000. The figure only includes commuting injuries where the organization was responsible for transportation.

<sup>13</sup> Work-related injuries from which the worker cannot recover, does not recover or is not realistically expected to recover completely, returning to the state of health prior to the accident within six months.

<b>TIME DATA</b>		
<b>Hours</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Hours worked	66,998	54,699
Multiplier for calculation	200,000	200,000
<b>DEATH AND INJURY RATES OF OUTSIDE WORKERS</b>		
<b>Rates</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Rate of recordable work-related injuries	5.97	3.66
Rate of serious work-related injuries	0	0
Rate of deaths due to work-related injuries	0	0

**DISCLOSURE 404-1 Average Number of Training Hours Per Capita Per Year by Gender and Classification**

<b>TOTAL MANDATORY TRAINING HOURS BY OCCUPATIONAL CATEGORY AND GENDER</b>						
<b>Professional category</b>	<b>as of December 31, 2023</b>					
	<b>No. Hours Men</b>	<b>Average Hours Men</b>	<b>No. Hours Women</b>	<b>Average Hours Women</b>	<b>No. Hours Total</b>	<b>Average Hours Total</b>
Executives	6	1.0	-	-	6	1.0
Middle managers	26	5.2	24	6	50	5.6
White-collars	114	5.2	194	4.6	308	4.8
Blue-collars	269	6.1	566	6.1	835	6.1
<b>Total</b>	<b>415</b>	<b>5.4</b>	<b>784</b>	<b>5.6</b>	<b>1,199</b>	<b>5.6</b>
<b>Professional category</b>	<b>as of December 31, 2022</b>					
	<b>No. Hours Men</b>	<b>Average Hours Men</b>	<b>No. Hours Women</b>	<b>Average Hours Women</b>	<b>No. Hours Total</b>	<b>Average Hours Total</b>
Executives	4	0.8	-	-	4	0.8
Middle managers	-	-	-	-	-	-
White-collars	27	1.8	20	0.5	47	1.1
Blue-collars	187	4.6	399	4.5	586	5.5
<b>Total</b>	<b>377</b>	<b>5.4</b>	<b>419</b>	<b>3.2</b>	<b>774</b>	<b>4.8</b>

DISCLOSURE 405-1 Diversity of governance bodies and employees

<b>EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER (Percentage)</b>						
Professional category	as of December 31, 2023			as of December 31, 2022		
	Men	Women	Total	Men	Women	Total
Executives	8%	-	3%	8%	-	3%
Middle managers	6%	3%	4%	8%	2%	4%
White-collars	29%	30%	30%	23%	32%	29%
Blue-collars	57%	67%	63%	66%	66%	65%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

<b>EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE RANGES (Percentage)</b>								
Professional category	as of December 31, 2023				as of December 31, 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	-	2%	6%	3%	-	3%	4%	3%
Middle managers	-	5%	4%	4%	-	4%	5%	4%
White-collars	38%	28%	28%	30%	34%	21%	23%	29%
Blue-collars	62%	64%	62%	63%	66%	63%	68%	65%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

<b>EMPLOYEES IN PROTECTED CATEGORIES BY CATEGORY PROFESSIONAL AND GENDER (Percentage)</b>						
Professional category	as of December 31, 2023			as of December 31, 2023		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Middle managers	-	-	-	-	-	-
White-collars	38%	2%	20%	56%	12%	27%
Blue-collars	63%	92%	80%	44%	88%	73%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

DISCLOSURE 405-2 Ratio of basic salary and remuneration of women to men

<b>RATIO OF FEMALE TO MALE BASE SALARY</b>	
Professional category	as of December 31, 2023
	Ratio of Women to Men
Executives	-
Middle managers	0.75
White-collars	0.72

<b>RATIO OF FEMALE TO MALE BASE SALARY</b>	
<b>Professional category</b>	<b>as of December 31, 2023</b>
	<b>Ratio of Women to Men</b>
Blue-collars	1.03

<b>RATIO OF FEMALE TO MALE TOTAL SALARY</b>	
<b>Professional category</b>	<b>as of December 31, 2023</b>
	<b>Ratio of Women to Men</b>
Executives	-
Middle managers	0.69
White-collars	0.68
Blue-collars	0.86

**GRI 416-1 Assessment of Health and Safety Impacts by Product and Service Categories**

<b>SIGNIFICANT PRODUCT AND SERVICE CATEGORIES IN RELATION TO WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED WITH A VIEW TO IMPROVEMENT</b>		
	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Total number of significant product and service categories	3	3
Number of significant product and service categories in relation to which health and safety impacts are assessed with a view to improvement	3	3
Percentage of significant product and service categories for which health and safety impacts are evaluated with a view to improvement.	100%	100%

## Environmental Responsibility

### DISCLOSURE 301-1 Materials used by weight or volume

<b>RENEWABLE MATERIALS PURCHASED BY WEIGHT OR VOLUME<sup>14</sup></b>			
<b>Type of consumption</b>	<b>Unit of measure</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Paper (Labels, cartons and various packaging)	ton	382.3	372.3
Office paper	ton	0.6	2.0
Plant extracts	ton	38.0	33.0
Food raw materials	ton	582.0	468.0
Cosmetic raw materials	ton	85.0	103.0
Raw materials for medical devices	ton	32.0	29.0
Pallets (wood)	ton	294.0	254.0
<b>Total renewable materials</b>	<b>ton</b>	<b>1,413.9</b>	<b>1,261.3</b>

<b>NONRENEWABLE MATERIALS PURCHASED BY WEIGHT OR VOLUME<sup>15</sup></b>			
<b>Type of consumption</b>	<b>Unit of measure</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
Plastics (bottles, packets, PVC, screen-printing)	ton	633.0	464.0
Aluminum (including packets)	ton	11.0	12.8
<b>Total non-renewable materials</b>	<b>ton</b>	<b>644.0</b>	<b>477.8</b>

<sup>14</sup> "Renewable materials" are materials deriving from abundant resources that are rapidly replenished through ecological cycles or agricultural processes, so that the services provided by them or by other related resources are not compromised and remain available for future generations.

<sup>15</sup> "Nonrenewable materials" mean resources that are not rapidly regenerated. Examples of nonrenewable resources include minerals, metals, oil, gas and coal.

DISCLOSURE 301-2 Recycled input materials used

<b>RENEWABLE MATERIALS PURCHASED BY WEIGHT OR VOLUME</b>			
Type of consumption	Unit of measure	as of December 31, 2023	as of December 31, 2022
Paper (labels, packaging boards, sheets, wrappers, cases)	ton	382.3	372.3
<i>of which recycled</i>	ton	4.0	4.0
Office paper	ton	0.6	2.0
<i>of which recycled</i>	ton	0.6	2.0
Plant extracts	ton	38.0	33.0
<i>of which recycled</i>	ton	-	-
Food raw materials	ton	582.0	468.0
<i>of which recycled</i>	ton	-	-
Cosmetic raw materials	ton	85.0	103.0
<i>of which recycled</i>	ton	-	-
Raw materials for medical devices	ton	32.0	29.0
<i>of which recycled</i>	ton	-	-
Pallets (wood)	ton	294.0	254.0
<i>of which recycled</i>	ton	-	-
<b>Total renewable materials</b>	<b>ton</b>	<b>1,413.9</b>	<b>1,261.3</b>
<i>of which recycled</i>	<i>ton</i>	5	6
<i>Percentage of recycled input materials used</i>	<i>%</i>	<i>0.4%</i>	<i>0.5%</i>

<b>NON-RENEWABLE MATERIALS PURCHASED BY WEIGHT OR VOLUME</b>			
Type of consumption	Unit of measure	as of December 31, 2023	as of December 31, 2022
Plastics (bottles, packets, PVC, screen-printing)	ton	633.00	464.00
<i>of which recycled</i>	ton	4.00	4.00
Aluminum (including packets)	ton	11.0	12.8

NON-RENEWABLE MATERIALS PURCHASED BY WEIGHT OR VOLUME			
Type of consumption	Unit of measure	as of December 31, 2023	as of December 31, 2022
<i>of which recycled</i>	ton	-	-
<b>Total non-renewable materials</b>	<b>ton</b>	<b>664.0</b>	<b>476.8</b>
<i>of which recycled</i>	ton	1.0	2.0
<i>Percentage of recycled input materials used</i>	%	0.2%	0.4%

#### DISCLOSURE 302-1 Energy Consumed Within the Organization

ENERGY CONSUMPTION WITHIN THE ORGANIZATION					
Type of consumption	Unit of measure	as of December 31, 2023		as of December 31, 2022	
		Total	Total GJ <sup>16</sup>	Total	Total GJ
Natural gas	m <sup>3</sup>	213,316	7,314	256,897	8,809
Diesel (for company-owned or long-term leased vehicles)	liters	28,650	1,031	18,704	637
Gasoline (for company-owned or long-term leased vehicles)	liters	1,443	46	1,222	39
<b>Sources of fuels</b>	<b>GJ</b>		<b>8,391</b>		<b>9,521</b>
<b>Electricity</b>					
<b>Self-generated energy</b>	<b>kWh</b>	<b>767,762</b>	<b>2,764</b>	<b>762,154</b>	<b>2,744</b>
<i>of which from renewable sources</i>	<b>kWh</b>	767,762	2,764	762,154	2,744
<b>Energy sold</b>	<b>kWh</b>	<b>59,028</b>	<b>213</b>	<b>37,770</b>	<b>136</b>
<i>of which from renewable sources</i>	<b>kWh</b>	59,028	213	37,770	136
<b>Electricity purchased from the national grid</b>	<b>kWh</b>	<b>4,786,397</b>	<b>17,231</b>	<b>4,095,497</b>	<b>14,744</b>
<b>Total electricity consumed</b>	<b>kWh</b>	<b>5,495,131</b>	<b>19,782</b>	<b>4,819,881</b>	<b>17,352</b>
<b>Total energy consumption within the organization</b>					
<i>Energy consumption</i>	GJ	28,174		26,873	
<i>Renewable energy</i>	GJ	2,551		2,698	
<b>Renewable energy out of total</b>	<b>%</b>	<b>9%</b>		<b>10%</b>	

<sup>16</sup> The conversion factors of the following sources were used to calculate energy consumption in GJ:

- Gas Natural gas: NIR 2023 and 2022;
- Diesel fuel: NIR 2023 and 2022 and Energy Manager Guidelines 2018 - Version 2.1 (FIRE);
- Gasoline: NIR 2023 and 2022 and Energy Manager Guidelines 2018 - Version 2.1 (FIRE).

### ELECTRICITY USED FROM RENEWABLE SOURCES

Unit of measure	as of December 31, 2023	as of December 31, 2022
kWh	708,734	724,384

### CONVERSION FACTORS

Starting unit	Unit of conversion	2023	2022	Source
<i>1 kWh</i>	<i>GJ</i>	<i>0.0036</i>	<i>0.0036</i>	<i>Constant</i>
<i>1m<sup>3</sup> Natural Gas</i>	<i>GJ</i>	<i>0.0359</i>	<i>0.0359</i>	<i>NIR 2023 and 2022 and Guidelines Energy Manager 2018 - Version 2.1 (FIRE)</i>
<i>1 liter LPG</i>	<i>GJ</i>	<i>0.0243</i>	<i>0.0243</i>	
<i>1 kg CNG (Natural Gas)</i>	<i>GJ</i>	<i>0.0452</i>	<i>0.0452</i>	
<i>1 liter Diesel fuel</i>	<i>GJ</i>	<i>0.0360</i>	<i>0.0360</i>	
<i>1 liter Diesel (average biofuel blend)</i>	<i>GJ</i>	<i>0.0359</i>	<i>0.0359</i>	
<i>1 liter gasoline (100% mineral gasoline)</i>	<i>GJ</i>	<i>0.0331</i>	<i>0.0331</i>	
<i>1 liter gasoline (average biofuel blend)</i>	<i>GJ</i>	<i>0.0325</i>	<i>0.0325</i>	

#### DISCLOSURE 302-3 Energy Intensity

### ENERGY INTENSITY WITHIN THE ORGANIZATION

Fuel type	Unit of measure	2023
Turnover	€mln	81.95
Energy consumed within the organization	GJ	28,174
Energy intensity	GJ/€mln	343.79



#### GRI 305-1 - Direct GHG Emissions (Scope 1)

#### GRI 305-2 - Indirect GHG Emissions From Energy Consumption (Scope 2)

<b>SCOPE 1 AND SCOPE 2 EMISSIONS (tCO<sub>2</sub>e)<sup>17</sup></b>		
<b>Energy source</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
<b>Scope 1</b>	<b>506.66</b>	<b>563.82</b>
Methane gas (Natural gas)	427.29	511.48
Diesel (for company vehicles)	75.81	49.49
Gasoline (for company vehicles)	3.36	2.85
<b>Scope 2</b>		
Electricity - Location-based	1,282.28	1,064.01
Electricity - Market-based	2,187.38	1,871.64
<b>Total emissions (Scope 1 + Scope 2 - Location-based)</b>	<b>1,788.95</b>	<b>1,627.83</b>
<b>Total emissions (Scope 1 + Scope 2 - Market-based)</b>	<b>2,694.06</b>	<b>2,435.47</b>

#### GRI 305-4 - Intensity of Greenhouse Gas (GHG) Emissions

<b>ENERGY INTENSITY WITHIN THE ORGANIZATION</b>		
<b>Fuel type</b>	<b>Unit of measure</b>	<b>2023</b>
Turnover	€mln	81.95
Total emissions (Scope 1 + Scope 2 - Location-based)	tCO <sub>2</sub> e	1,789
Energy intensity	tCO <sub>2</sub> e/€mln	21.83

<sup>17</sup> The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method." To calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. Market-based is based on the CO<sub>2</sub> emissions by the energy suppliers from whom the organization purchases electricity under contract and can be calculated by considering supplier-specific emission factors, emission factors related to the "residual mix," i.e., energy and unmonitored or unclaimed emissions (source: AIB - European Residual Mixes). The location-based method is based on average emission factors related to power generation for well-defined geographic boundaries, including local, subnational or national boundaries (source: Terna Confronti Internazionali). Scope 2 emissions calculated by the location-based and market-based methods are expressed in tons of CO<sub>2</sub>. However, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO<sub>2</sub> equivalents) as inferred from the relevant technical literature.

DISCLOSURE 303-3 Water Withdrawals

WATER WITHDRAWALS <sup>18</sup>					
Source of withdrawal	Unit of measure	as of December 31, 2023		as of December 31, 2022	
		All areas	Of which, water-stressed areas	All areas	Of which, water-stressed areas
<b>Third-party water resources (total)</b>	<b>Megaliters</b>	<b>20.57</b>	<b>9.44</b>	<b>16.32</b>	<b>9.00</b>
Fresh water (<1,000 mg/l dissolved solids total)	Megaliters	20.57	9.44	16.32	9.00
<b>Total water withdrawals</b>	<b>Megaliters</b>	<b>20.57</b>	<b>9.44</b>	<b>16.32</b>	<b>9.00</b>

DISCLOSURE 303-4 Water Discharges

WATER DISCHARGES					
Type of discharges	Unit of measure	as of December 31, 2023		as of December 31, 2022	
		All areas	Of which, water-stressed areas	All areas	Of which, water-stressed areas
<b>Third-party water resources (total)</b>	<b>Megaliters</b>	<b>0.64</b>	<b>-</b>	<b>0.17</b>	<b>-</b>
Other types of water (>1,000 mg/l of total dissolved solids)	Megaliters	0.64	-	0.17	-
<b>Total water discharges</b>	<b>Megaliters</b>	<b>0.64</b>	<b>-</b>	<b>0.17</b>	<b>-</b>

DISCLOSURE 303-5 Water Consumption

WATER CONSUMPTION					
Type of discharges	Unit of measure	as of December 31, 2023		as of December 31, 2022	
		All areas	Of which, water-stressed areas	All areas	Of which, water-stressed areas
<b>Total water consumption</b>	<b>Megaliters</b>	<b>19.94</b>	<b>9.44</b>	<b>16.32</b>	<b>9.00</b>

<sup>18</sup> Aqueduct, the WRI tool, is available online at the following webpage, was used to define water-stressed areas: <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results shown in the "baseline water stress" column were taken into account, including classes at or above the "Medium-High Risk" level.

DISCLOSURE 306-3 Waste Generated

<b>WASTE GENERATED</b>			
<b>Type of waste</b>	<b>Unit of measure</b>	<b>as of December 31, 2023</b>	<b>as of December 31, 2022</b>
<b>Hazardous waste</b>			
Packaging contaminated with or containing residues of hazardous substances (EWC 150110)	ton	9.42	7.30
Discarded equipment containing hazardous components other than those specified in items 160209, 160212 (EWC 160213)	ton	0.01	-
Inorganic waste containing hazardous substances (EWC 160303)	ton	2.03	2.10
Organic waste containing hazardous substances (EWC 160305)	ton	11.05	-
Gases in pressure vessels (including halons) containing hazardous substances (ERC 160504)	ton	-	3.70
Fluorescent tubes and other waste containing mercury (EWC 200121)	ton	-	0.05
Aqueous washing solutions and mother liquors (EWC 070601)	ton	78.01	116.00
Discarded equipment, containing chlorofluorocarbons, HCFCs, HCFs (EWC 160211)	ton	0.30	-
Hazardous components removed from discarded equipment (EWC 160215)	ton	0.02	-
Laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals (EWC 160506)	ton	1.29	0.81
Waste that must be collected and disposed of applying special precautions to avoid infections (EWC 180103)	ton	1.30	1.02
<b>Total hazardous waste</b>	<b>ton</b>	<b>103.42</b>	<b>130.98</b>
<b>Non-hazardous waste</b>			
Paper and cardboard packaging (EWC 150101)	ton	123.93	119.57
Plastic packaging (EWC 150102)	ton	9.53	6.17
Wood packaging (EWC 150103)	ton	-	4.50
Mixed material packaging (EWC 150106)	ton	121.07	82.71
Inorganic waste, other than those in item 160303 (EWC160304)	ton	7.96	6.30

WASTE GENERATED			
Type of waste	Unit of measure	as of December 31, 2023	as of December 31, 2022
Waste chemical substances other than those under items 160506, 160507, 160508 (EWC 160509)	ton	-	0.80
Waste aqueous solutions, other than those in item 161001 (EWC 161002)	ton	8.26	18.64
Iron and steel (EWC 170405)	ton	-	0.7
Absorbents, filter materials, wiping cloths and protective clothing other than those in item 150202 (EWC 150203)	ton	5.25	2.60
Waste unusable for consumption or processing (EWC 020304)	ton	53.39	23.40
Spent printer toner, other than that in item 080317 (EWC 080318)	ton	0.46	0.42
Mixed metals (EWC 170407)	ton	2.18	4.50
Gypsum-based building materials other than those in item 170801 (EWC 170802)	ton	3.03	1.60
Discarded equipment, other than that mentioned in items 16 02 09 to 16 02 13 (EWC 160214)	ton	0.11	-
Glass packaging (EWC 150107)	ton	0.76	-
Metal packaging (EWC 150104)	ton	1.28	-
<b>Total non-hazardous waste</b>	<b>ton</b>	<b>337.20</b>	<b>271.91</b>
<b>Percentage of hazardous waste of total</b>	<b>%</b>	<b>23%</b>	<b>33%</b>
<b>TOTAL waste generated</b>	<b>ton</b>	<b>440.621</b>	<b>402.89</b>

#### DISCLOSURE 306-4 Waste diverted from disposal

WASTE DIVERTED FROM DISPOSAL							
Disposal method (t)	Drive of measure	as of December 31, 2023			as of December 31, 2022		
		On site	At an external site	Total	On site	At an external site	Total
<b>Hazardous waste</b>							
Recovery	ton	-	10.71	10.71	-	11.00	11.00
<b>Total</b>	<b>ton</b>	<b>-</b>	<b>10.71</b>	<b>10.71</b>	<b>-</b>	<b>11.00</b>	<b>11.00</b>
<b>Non-hazardous waste</b>							

WASTE DIVERTED FROM DISPOSAL							
Recovery	ton	-	249.22	249.22	-	123.30	123.30
Recycling	ton	-	79.72	79.72	-	-	-
<b>Total</b>	<b>ton</b>	<b>-</b>	<b>328.94</b>	<b>328.94</b>	<b>-</b>	<b>123.30</b>	<b>123.30</b>
<b>Total waste diverted from disposal</b>	<b>ton</b>	<b>-</b>	<b>339.64</b>	<b>339.64</b>	<b>-</b>	<b>134.30</b>	<b>134.30</b>

DISCLOSURE 306-5 Waste for Disposal

WASTE FOR DISPOSAL							
Disposal method (t)	Unit of measure	as of December 31, 2023			as of December 31, 2022		
		On site	External site	Total	On site	External site	Total
<b>Hazardous waste</b>							
Incineration (with energy recovery)	ton	-	92.99	92.99	-	116	116
<b>Total</b>	<b>ton</b>	<b>-</b>	<b>92.99</b>	<b>92.99</b>	<b>-</b>	<b>116</b>	<b>116</b>
<b>Non-hazardous waste</b>							
Incineration (with energy recovery)	ton	-	-	-	-	20.00	20.00
Incineration (without energy recovery)	ton	-	8.26	8.26	-	-	-
<b>Total</b>	<b>ton</b>	<b>-</b>	<b>8.26</b>	<b>8.26</b>	<b>-</b>	<b>20.00</b>	<b>20.00</b>
<b>Total waste generated for disposal</b>	<b>ton</b>	<b>-</b>	<b>101.25</b>	<b>101.25</b>	<b>-</b>	<b>136.00</b>	<b>136.00</b>

## Analysis of impacts and material topics

The following table shows the topics that have been defined as material, the impacts related to them, and the BioDue Group's relative involvement in the conduct of its activities or within its business relationships.

The detailed description of each impact is given within the reference paragraphs of each material topic listed. Please refer to the GRI Content Index for the location of these paragraphs within the document.

MATERIAL TOPICS FOR THE BIODUE GROUP	IMPACTS	NATURE	BIODUE GROUP INVOLVEMENT
<b>EMPLOYEE ATTRACTION AND DEVELOPMENT</b>	Ability to attract and retain talent	Positive / Potential	Caused by BioDue Group
	Training and growth of workers	Positive / Current	
<b>STAFF DIVERSITY AND WELL-BEING</b>	Employee satisfaction and well-being	Positive / Potential	Caused by BioDue Group
	Fair remuneration of employees	Positive / Potential	
	Discrimination and non-inclusive practices in the workplace	Negative / Potential	
<b>RESEARCH AND DEVELOPMENT</b>	Technological innovation of processes and products	Positive / Current	Caused by BioDue Group
<b>MANAGEMENT OF RAW MATERIALS</b>	Use of raw materials for packaging	Negative / Current	Caused by the BioDue Group and related to the Group through its business relationships
	Unsustainable sourcing of products and materials used in production	Negative / Current	
<b>BUSINESS ETHICS</b>	Non-compliance with laws, regulations, and standards	Negative / Potential	Caused by BioDue Group
	Unethical business conduct	Negative / Potential	

<b>MATERIAL TOPICS FOR THE BIODUE GROUP</b>	<b>IMPACTS</b>	<b>NATURE</b>	<b>BIODUE GROUP INVOLVEMENT</b>
<b>ENERGY AND EMISSIONS</b>	Energy consumption	Negative / Current	Caused by the BioDue Group and related to the Group through its business relationships
	Generation of direct and indirect energy GHG emissions (Scope 1 and 2)	Negative / Current	
	Generation of indirect GHG emissions (Scope 3)	Negative / Current	
<b>QUALITY, PRODUCT SAFETY</b>	Impacts on consumer health	Negative / Potential	Caused by BioDue Group
	Reduction in the quality of manufactured products	Negative / Potential	
<b>SUPPLY CHAIN</b>	Failure to manage ESG issues in its supply chain	Negative / Potential	Caused by BioDue Group
<b>WATER RESOURCE MANAGEMENT</b>	Water consumption	Negative / Current	Caused by BioDue Group
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	Workplace accidents	Negative / Potential	Caused by BioDue Group
<b>WASTE MANAGEMENT AND CIRCULAR ECONOMY</b>	Failure to recycle and reuse waste	Negative / Current	Caused by BioDue Group
	Generation of waste	Negative / Current	
<b>SUPPORT FOR THE LOCAL COMMUNITY</b>	Support and community relations	Positive / Current	Caused by BioDue Group

## GRI Content Index

Statement of Use	The BioDue Group has produced this Sustainability Report in accordance with GRI Standards for the period from January 1, 2023 to December 31, 2023
GRI 1 used	GRI 1: Reporting Principles (2021)
Applicable GRI Sectoral Standards	N/A

GRI Standard	Disclosure	Page	Omission
<b>GENERAL DISCLOSURES</b>			
	2-1 Details about the organization	7 - 10	
	2-2 Subjects included in the organization's sustainability report	9; 12; 46	
	2-3 Reporting period, frequency of reporting, and contacts to request information regarding the report	46	
	2-4 Review of information	46	
	2-5 External assurance	46	
	2-6 Activities, value chain and other business relationships	9-10; 27-28; 38	
	2-7 Employees	3; 30; 47	
	2-8 Workers who are not employees	30; 47	
<b>GRI 2: General Disclosure (2021)</b>	2-9 Structure and composition of governance	12-14	
	2-10 Appointment and selection of the highest governing body	12-13	
	2-11 Chair of the highest governing body	12	
	2-12 Role of the highest governing body in overseeing impact management	12-13	
	2-13 Delegation of responsibility for impact management	13	
	2-14 Role of the highest governing body in sustainability reporting	13-14	
	2-15 Conflicts of interest	13	
	2-16 Communication of critical issues	14-15	
	2-17 Collective knowledge of the highest governing body	12-13	
	2-18 Performance evaluations of the highest governing body	12-13	



GRI Standard	Disclosure	Page	Omission
	2-19 Remuneration policies	13	
	2-20 Process for determining remuneration	13	
	2-21 Ratio of annual remuneration paid	48	
	2-22 Statement on sustainable development strategy	4-5	
	2-23 Policy commitments	14-15	
	2-24 Embedding policy commitments	14-15	
	2-25 Processes to remediate negative impacts	19-20	
	2-26 Mechanisms for seeking advice and raising concerns	15	
	2-27 Compliance with laws and regulations	There were no significant fines or penalties for non-compliance with laws and regulations during FY2023.	
	2-28 Membership in associations	BioDue S.p.A. is a member of Confindustria.	
	2-29 Approach to stakeholder engagement	17-18	
	2-30 Collective bargaining agreements	48	
<b>MATERIAL TOPICS</b>			
<b>GRI 3: Material Topics (2021)</b>	3-1 Process to determine material topics	17-18	
	3-2 List of material topics	17-18	
<b>Employee attraction and development</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	30-32	
<b>GRI 401: Employment (2016)</b>	401-1 New employee hires and employee turnover	31; 48	
<b>GRI 404: Training and Education (2016)</b>	404-1 Average hours of training per year per employee	32, 50	

GRI Standard	Disclosure	Page	Omission
<b>Staff diversity and well-being</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	30-31	
<b>GRI 405: Diversity and Equal Opportunity (2016)</b>	405-1 Diversity of governance bodies and employees	51	
	405-2 Ratio of basic salary and remuneration of women to men	51-52	
<b>GRI 406: Non-Discrimination (2016)</b>	406-1 Incidents of discrimination and corrective actions taken	During FY2023, there were no incidents of discrimination within the company.	
<b>Management of raw materials</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	27-28	
<b>GRI 301: Materials (2016)</b>	301-1 Materials used by weight or volume	53	
	301-2 Recycled input materials used	54-55	
<b>Business ethics</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	14-15	
<b>GRI 205: Anti-corruption (2016)</b>	205-3 Confirmed incidents of corruption and actions taken	During FY2023, there were no cases of corruption and/or reports of corruption.	
<b>GRI 206: Anti-competitive Behavior (2016)</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During FY2023, there were no legal actions against the Group with reference to anti-competitive practices and/or violations of antitrust regulations and monopolistic practices.	

GRI Standard	Disclosure	Page	Omission
<b>Energy and emissions</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	39-41	
<b>GRI 302: Energy (2016)</b>	302-1 Energy consumed within the organization	39-41; 55-56	
	302-3 Energy intensity	39-41; 56	
<b>GRI 305: Emissions (2016)</b>	305-1 Direct GHG emissions (Scope 1)	39-41; 57	
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	39-41; 57	
	305-4 Intensity of greenhouse gas (GHG) emissions	39-41; 57	
<b>Product quality and safety</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	24-26	
<b>GRI 416: Customer health and safety (2016)</b>	416-1 Assessment of the health and safety impacts of product and service categories	52	
	416-2 Assessment of the health and safety impacts of product and service categories	There were no instances of noncompliance regarding health and safety impacts of products and services during FY2023	
<b>Supply chain</b>			
<b>GRI 3: Material Topics (2021)</b>	3-3 Management of material topics	27-28	
<b>GRI 308: Supplier Environmental Assessment (2016)</b>	308-1 - New suppliers that were screened using environmental criteria	27	
<b>GRI 414: Supplier Social Assessment (2016)</b>	414-1 - New suppliers that were screened using social criteria	27	

GRI Standard	Disclosure	Page	Omission
<b>Water resource management</b>			
GRI 3: Material Topics (2021)	3-3 Management of material topics	41-42	
GRI 303: Water and Effluents (2018)	303-3 Water withdrawal	41-42; 58	
	303-4 Water discharge	41-42; 58	
	303-5 Water consumption	41-42; 58	
<b>Occupational health and safety</b>			
GRI 3: Material Topics (2021)	3-3 Management of material topics	33-34	
GRI 306: Occupational Health and Safety (2018)	403-9 Work-related injuries	33-34; 49-50	
	403-10 Work-related illness	34	
<b>Waste management and circular economy</b>			
GRI 3: Material Topics (2021)	3-3 Management of material topics	43-45	
GRI 306: Waste (2020)	306-1 - Waste generation and significant waste-related impacts	43	
	306-2 - Waste by type and disposal method	43	
	306-3 - Waste generated	43, 59-60	
	306-4 - Waste diverted from disposal	43, 60-61	
	306-5 - Waste for disposal	43, 61	