

ECOPOL SUSTAINABILITY REPORT

2024
Annual Report

Dear Stakeholders

2024 was the year of consolidation and continuous growth.

As Ecolpol has evolved, our sustainability strategy also evolves with us, on a path of continuous improvement. We have committed to updating our sustainability report annually to incorporate the priorities of our internal and external stakeholders and the changes that are taking place increasingly rapidly in the world around us.

Over the course of 2024, senior leaders joined Ecolpol to help structure the organization and guide it toward further growth. We are confident that their background and experience will give Ecolpol new momentum to achieve increasingly ambitious results in the coming years, while keeping intact our commitment to sustainable development.

Creating value for our stakeholders and generating a positive impact on both business and society is one of Ecolpol's core objectives. We achieve this by combining skills and resources and by aligning business goals with the interests of people, communities, territories, and the environment.

Thanks to the trust of our customers and the talent of our people, we achieved important milestones. Our 2024 economic performance confirmed positive trends, with further growth in consolidated revenues. Results were driven by expansion in the Detergents and Solid Surfaces sectors, as well as entry into new markets such as India and Turkey.

2024 was marked by significant challenges arising from international tensions. The ongoing conflict between Russia and Ukraine, together with the outbreak of conflict in Palestine, impacted the global economy, logistics, and supply chains. Despite this, Ecolpol demonstrated remarkable resilience. Our procurement and supplier relationship strategy enabled us to mitigate risks linked to the geopolitical context while building relationships of trust with our suppliers.

Alongside geopolitical challenges, we also face increasingly urgent environmental issues such as climate change, resource consumption, and pollution. These make sustainable innovation essential to mitigate impacts, keep pace with societal change, and comply with evolving regulations. This is why we are committed to operating exclusively with renewable energy, mapping our emissions through GHG inventories, and implementing recycling and reuse initiatives to minimize waste from our production cycle. Our goal is to provide customers with products that have the lowest

possible environmental impact, without compromising product quality.

None of this would be possible without the people of Ecolpol. That is why we strive to provide our employees with a stimulating and supportive work environment, where individual needs are respected and talents are nurtured and cultivated, with the goal of growing together.

I would like to thank all Ecolpol people and stakeholders who, with dedication and commitment, contribute to our extraordinary growth—united by a shared business vision rooted in sustainable, long-term development. Care for people, the environment, and the communities where we operate are central to both our present and future. This approach enables us to fully integrate sustainability into our operations and to set and achieve concrete goals year after year.



Mauro Carbone
CEO Ecolpol

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ABOUT US

THE COMPANY: ECOPOL S.P.A.

Ecopol S.p.A. (hereinafter also “the Company” or “Ecopol”) is a company specialized in the production of water-soluble and biodegradable films based on polyvinyl alcohol. In the most recent three years, the Company has consolidated its leadership position in the sector, thanks to a distinctive technical know-how in the design of materials and a constant commitment to environmental sustainability.

Ecopol pursues a model of economic growth oriented towards the creation of shared value, contributing in a concrete way to social progress and environmental protection. The Company’s strategic objective is to promote sustainable development, capable of responding effectively to the needs of the contemporary market, without compromising the resources and opportunities of future generations.

The polymer solutions developed by Ecopol are produced in next-generation plants designed to minimize environmental impact. The company fosters an inclusive, multicultural workplace where results reflect the dedication and active participation of employees at every level.

Ecopol’s commitment takes the form of the production of water-soluble and biodegradable films, mainly intended for specialized uses such as the single-dose encapsulation of detergents, the use as a release agent in the manufacture of sheets for coatings and the encapsulation of reinforcing fibers for cementitious materials. At the same time, the Company promotes the adoption of circular economy models within its production processes, aimed at reducing waste and optimizing the use of raw materials.

Ecopol is also strongly committed to social issues, supporting the professional development of its human resources through dedicated training programmes and contributing to the generation of shared economic value, for the benefit of the organisation and the community.



VISION AND MISSION

Vision

To be the global leader in replacing traditional materials with advanced **biodegradable and water-soluble** solutions—embedding responsible operations and environmental stewardship in everything we do.

Mission

To design and deliver innovative **biodegradable and water-soluble** materials and delivery systems that exceed our customers' expectations while setting a new benchmark for environmental performance.

ECOPOL IN ITALY AND IN THE WORLD

Chiesina Uzzanese Headquarters

Ecopol S.p.A.'s headquarters is located in the heart of Tuscany, in Chiesina Uzzanese, surrounded by the region's picturesque countryside.

The production site is organized into two distinct operating units. The first focuses on the production of water-soluble films, primarily used for the single-dose encapsulation of dishwasher detergents. These films also serve secondary applications in the encapsulation of fibers and cement additives, as well as acting as a release agent in the production of solid surfaces such as quartz slabs for kitchen countertops.

The second unit is dedicated to the production of films using next-generation technology, designed mainly for the encapsulation of laundry detergents and cosmetic products.

Today, the site employs 158 people, representing a core part of Ecopol's human capital.

Griffin, Georgia United States

The Griffin facility, located in the State of Georgia (USA), was officially inaugurated in October 2023. This plant produces water-soluble films using the proven technology already established in Ecopol's European operations.

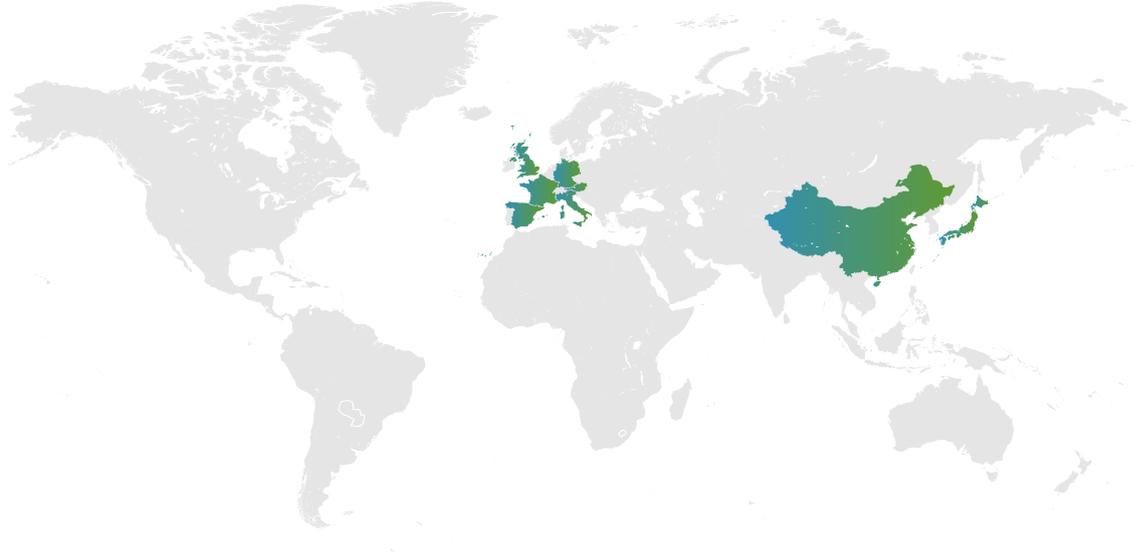
Opening this site represents a strategic step in reducing the environmental impact of logistics, thanks to its proximity to North American markets. It also strengthens Ecopol's commercial presence in the region, improving distribution efficiency and deepening relationships with local customers.

ECOPOL SUPPLIERS

Ecopol sources machinery, components, raw materials, and packaging primarily from suppliers in Italy and other European countries, Certain raw materials are sourced exclusively from Asia.

Ecopol's supplier geographical reach spans

Italy, Spain, Germany, United Kingdom, Belgium, Switzerland, China, Taiwan, Japan

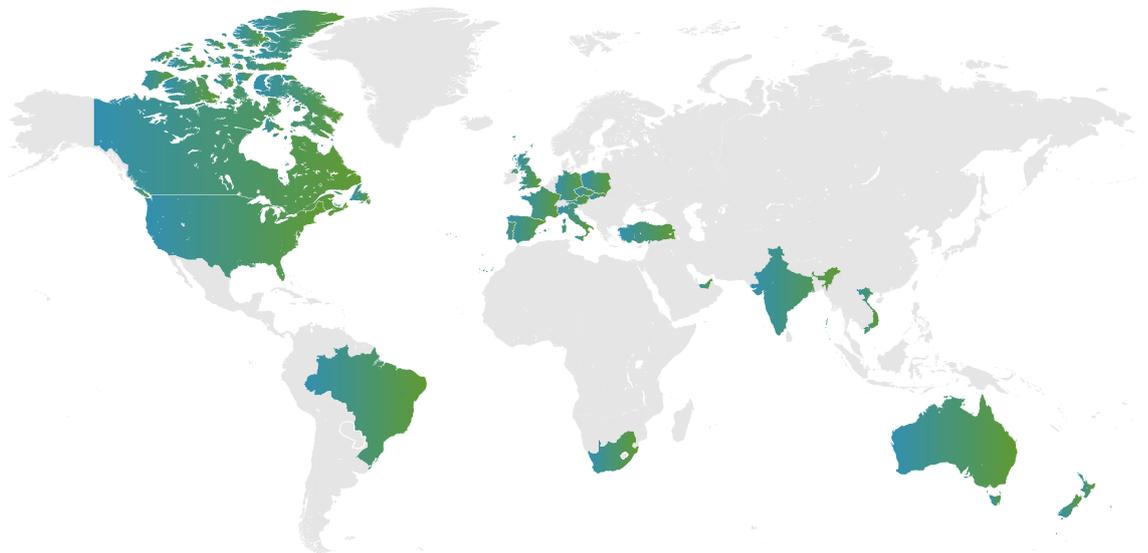


ECOPOL CUSTOMERS

Ecopol's customers are spread across the globe, reflecting the company's strong international presence. In Europe, our customer base includes Austria, Belgium, Denmark, Finland, Luxembourg, Switzerland, the Czech Republic, Germany, Spain, Portugal, France, Hungary, Italy, Malta, the Netherlands, Poland, Serbia, Slovenia, Turkey, and the United Kingdom.

Beyond Europe, we serve customers in Australia, India, Peru, Russia, the United States, Vietnam, and Canada.

The map below illustrates the geographical distribution of our customers across continents



OUR HISTORY

Ecopol was founded in 2009 by Professor Emo Chiellini of the University of Pisa, who saw the growth potential of the water-soluble film sector. By 2015, the company had annual revenues of approximately €2 million. Mauro Carbone was named CEO of Ecopol in 2016. His first move was to bring manufacturing back to the company's home Tuscany. Carbone developed a new business strategy, improved product quality and focused on attracting medium-sized clients.

In 2017, Ecopol recorded its first profit. In 2018 Carbone worked with a group of investors to purchase a majority stake in the company. In that same year, new employee benefits were introduced.

In 2020, the company moved to the new headquarters in **Chiesina Uzzanese**. In 2021 Ecopol expanded its manufacturing capabilities and reorganized to support the company's future growth. The French fund, Tikehau Capital, purchased 33 percent of the company's shares.

In 2022, the construction of a second production plant, based on a different technology, was started at the Chiesina Uzzanese site. At the same time, international expansion is planned with the construction of a new plant in the United States, which will be completed in 2023.

In July 2023, Mauro Carbone sold the majority stake to the US fund **SK Capital Partners**, maintaining a minority stake and continuing to hold the role of Chief Executive Officer. In October of the same year, the new production site in **Griffin**, in the State of Georgia (USA), was officially inaugurated, marking a further step in the Company's internationalization strategy.

Foundation of Ecopol SpA

Carraia (Lucca)
1200 m²
1 production line
10 employees

Change of ownership (CEO)

Mauro Carbone (current CEO) becomes the company's largest shareholder
1 production line
12 employees

Enlargement

2 production lines
40 employees

New plant construction

Chiesina Uzzanese (PT)
3400 m²
2 production lines
40 employees

Enlargement

2000 m²
4 production lines
98 employees

Inauguration of second production site

Chiesina Uzzanese (PT)
3800 m²
1 new production line with alternative technology
126 employees

Inauguration of third production site

Griffin Georgia USA
7500 m²
1 production line
29 employees (167 total)
Acquisition of a majority stake by the SK Capital fund

OUR BUSINESS MODEL AND RESULTS

Ecopol upholds the highest standards of ethics, responsibility, and sustainability across all operations. Every function of the business contributes to meeting stakeholder expectations, driving continuous improvement, and ensuring compliance with regulations such as the European Union's Corporate Sustainability Reporting Directive.

Ecopol's strong market position today is the result of strategic investment, active stakeholder engagement, and a collaborative spirit with business, financial, and community partners. We have embraced opportunities to work with industry peers, government agencies, and civil society to address shared challenges. Our reputation for transparency, partnership, and quality has strengthened supply chain resilience and deepened customer trust—even during times of uncertainty.

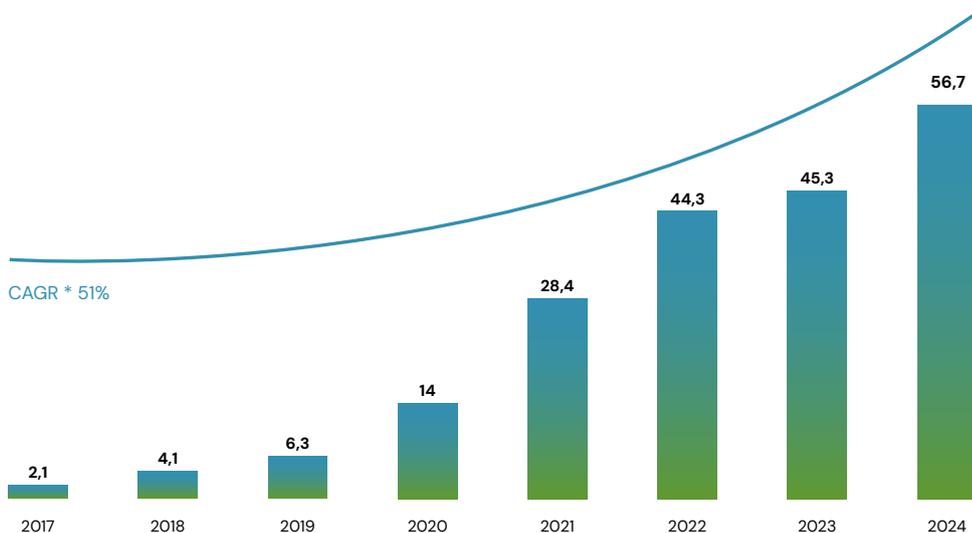
Today, Ecopol is the leading European producer and the second-largest global producer of biodegradable, water-soluble polyvinyl alcohol (PVOH) films. This success has been fueled by significant investments in capacity expansion and by the strong relationships we have built with stakeholders—from suppliers and customers to financial partners who have supported our growth.

Ecopol's participation in key industry associations, such as AISE (the International Association for Soaps, Detergents and Maintenance Products) and ACI (the American Cleaning Institute), together with collaborations with external laboratories and research institutions, enriches the Company's vision by helping to identify cross-cutting solutions to common sector challenges and to seize emerging opportunities. In addition, working with NGOs, civil society organizations, and local public authorities enables us to respond to the needs of the communities where we operate. Finally, close collaboration and dialogue with both suppliers and customers have driven Ecopol's strong growth in recent years, supported by shared values and principles that define our way of doing business. The reliability of a solid supply chain and the alignment of goals with our customers have established Ecopol as a proactive partner and consolidated our position in the market.

In 2024, we continued on our path of strong growth, further consolidating our market position and once again achieving an increase in turnover in line with recent years.

Earning from sales¹

Values in MEuro



¹ earnings refer to the entire Ecopol group

* CAGR - Compounded Average Growth Rate, indicates the average growth rate of the indicators considered over a defined period of time.

In 2024, Ecopol S.p.A. continued on its path of sustained growth, further consolidating its competitive position in key markets. Revenues increased by 20% compared to the previous year.

The steady expansion of recent years has reinforced the need to pursue the investment strategy launched in 2021. This strategy focuses on strengthening both organizational and production capabilities, ensuring that Ecopol can support higher production and sales volumes while placing particular emphasis on enhancing corporate governance.

By the end of 2024, the workforce had grown to 158 employees, up from 135 at year-end 2023. Over the course of the year, Ecopol invested significantly in reinforcing its management team with the appointments of a Chief Human Resources Officer (March 2024), a Vice President of Operations (October 2024), and a Vice President of R&D (November 2024). This strengthening of leadership was completed in January 2025 with the addition of a Vice President of Sales & Marketing.

In 2023, Ecopol also achieved two major milestones. The new production plant in Griffin, Georgia (USA), was completed and became operational at the end of the year, representing a pivotal step in the company's international expansion. In the same year, the company expanded its photovoltaic system at headquarters, installing an additional 5,700 m² of solar panels. With an annual production capacity of 642,298 kWh of self-generated energy, this investment further demonstrates Ecopol's commitment to the energy transition and sustainable operations.

OUR APPROACH TO SUSTAINABILITY

At Ecopol, sustainability goes beyond economic performance—it is about ensuring a future for generations to come. Across civil society, organizations, institutions, and citizens are increasingly committed to addressing the most pressing sustainability challenges.

Key themes such as the circular economy, climate change, the protection of natural resources and biodiversity, respect for human rights, and the fight against corruption have become central to the global agenda. For businesses, this means adopting an integrated approach to managing environmental, social, and economic impacts—balancing growth and continuity with the expectations of diverse stakeholders.

Guided by these principles, we have built a business model focused on achieving high levels of performance through the implementation of a sustainable development framework.

Since 2021, Ecopol has participated in the EcoVadis Assessment, an independent evaluation of corporate policies, actions, and results in four key areas: environment, labor and human rights, ethics, and sustainable procurement. The assessment methodology accounts for company size and sector characteristics, ensuring accuracy and relevance.

In 2024, Ecopol was awarded the EcoVadis Silver Medal in recognition of our sustainability achievements in the plastics manufacturing sector. We scored in the top 15% of companies evaluated in our category, with our performance in environment and labor/human rights rated as “advanced.” This recognition reinforces our commitment to communicating progress transparently to stakeholders, particularly customers, while enabling dialogue with international partners and highlighting areas for improvement.

The EcoVadis process also strengthens engagement across our supply chain. By encouraging our suppliers to participate, we generate a virtuous cycle of accountability and continuous improvement, demonstrating quality and compliance with ESG principles throughout our value chain.

STAKEHOLDERS, MATERIAL ISSUES AND IMPACTS

Ecopol actively promotes open and constructive dialogue with its stakeholders, recognizing engagement as a strategic driver of both sustainability objectives and long-term value creation. With an awareness of our role and the impacts of our activities, we have identified our primary stakeholders to better understand their expectations and define concrete actions in response.

This approach enables Ecopol to create shared value, anticipate market and consumer needs, and reinforce our position as a trusted sustainability partner. Our stakeholders include all parties who engage with the company across different levels of operations, both internally and externally.

Ecopol adopts a structured and differentiated approach to managing stakeholder relationships, tailoring communication methods to the nature and specific needs of each group.

To give substance to our commitment to an increasingly sustainable business model and to stakeholder dialogue, Ecopol has adopted a structured materiality analysis in preparing this Sustainability Report. This ensures the report reflects the company’s identity—its strategy, mission, values, and priorities in guiding social and environmental choices.

Ecopol’s **materiality analysis**, prepared in accordance with the **GRI Universal Standards 2021**, identifies the most significant current and potential impacts of our activities on the economy, the environment, and people, as well as Ecopol’s positive and negative contributions to sustainable development.

This analysis was carried out through the following phases:

- Understanding the organizational context
- Identifying current and potential impacts
- Assessing the importance of impacts through stakeholder involvement
- Prioritizing the most significant impacts to be reported

Through this process, and following assessment of available information, stakeholder input, and discussions with top management, Ecopol identified 38 impacts, categorized into environmental, social, and governance issues (impact materiality).

To determine their significance and priority, a questionnaire was distributed to internal stakeholders (employees, shareholders) and external stakeholders (banks, suppliers, customers). Stakeholders were asked to evaluate current impacts based on intensity and potential impacts based on likelihood. These responses informed the prioritization of material issues for reporting.

In the 2024 reporting year, Ecopol expanded its list of material topics to include water resource management, recognized as relevant to local environmental impacts. This addition increased the number of material topics from 10 to 11, reflecting Ecopol's growing attention to responsible natural resource management.

In identifying both current and potential impacts, Ecopol considered not only those generated directly by the company, but also those across the entire value chain—including processes, products, and services. Particular attention was paid to raw material procurement, with the goal of encouraging the use of bio-based materials and promoting recycling, recovery, and reuse in line with circular economy principles. Ecopol is also committed to safeguarding workers' rights throughout the supply chain, ensuring safe and healthy workplaces and protecting the well-being of all employees.

Below is a brief description of the prioritized material topics, reflecting the responses gathered through stakeholder questionnaires.

#	MATERIAL THEMES IDENTIFIED	DESCRIPTION
1	Health, safety and well-being at work	Ecopol is committed to offering safe, inclusive and comfortable work environments, recognizing the protection of the health and safety of its employees as a fundamental responsibility and a strategic priority of the company.
2	Energy efficiency and pollution management	Ecopol takes a responsible approach to the management of energy resources, carefully monitoring consumption and implementing solutions aimed at optimising energy efficiency at every stage of its operational activity.
3	Personal: Diversity, Inclusion & Development	Ecopol recognizes diversity and inclusion as fundamental pillars of its corporate strategy. For this reason, it is actively committed not only to ensuring compliance with current regulations, but also to fostering an organizational culture based on mutual respect and the promotion of equal opportunities for all its stakeholders.
4	Product: innovation, quality and safety	Per Ecopol, il prodotto non è solo il risultato di un processo industriale, ma l'espressione concreta di una visione orientata alla sostenibilità, all'eccellenza e alla responsabilità. Per questo motivo, risulta fondamentale investire in ricerca e sviluppo per anticipare le esigenze del mercato e offrire soluzioni all'avanguardia.
5	Ethical and responsible business	Ecopol places integrity at the heart of its leadership model, promoting ethical and responsible behaviour. The company ensures full compliance with current regulations, operating with transparency and fairness towards shareholders, stakeholders and the community in which it operates.
6	Support for the local community	Ecopol has always been committed to the implementation of initiatives and activities aimed at generating shared value for the territory in which it operates, actively involving children, young people, adults and families. Through the organization of dedicated events, Ecopol promotes social cohesion and contributes concretely to the well-being of the surrounding community.

7	Economic development and growth in new markets	The theme of economic development and growth in new markets represents a fundamental lever to strengthen the company's competitiveness, diversify the customer portfolio and consolidate its leadership in the water-soluble and biodegradable film sector.
8	Responsible supply chain	Ecopol adopts careful and responsible supply practices, with the aim of minimizing waste and promoting respect for human rights. The company requires its partners to adhere to the ethical principles and values expressed in the Code of Ethics, ensuring that every collaboration is based on transparency, fairness and sustainability.
9	Waste management and circular economy	Over the years, Ecopol has adopted responsible practices for the management and disposal of waste generated by its workshops, recognizing the enhancement of resources and the reduction of waste as an essential pillar for the promotion of a circular economy model.
10	Water resource management	The efficient management of water resources is an integral part of Ecopol's commitment to sustainability. The company carefully monitors consumption and adopts targeted solutions to reduce water withdrawal in production processes, contributing to environmental protection and the optimization of its activities.
11	Data privacy and cybersecurity	The protection and conscious management of company information is an essential element to protect the interests of stakeholders and consolidate the trust that Ecopol receives from customers, partners and collaborators.

As a result of the materiality analysis, 38 current and potential impacts were identified, associated with the 11 material issues indicated above.

Below is the list of impacts:

MATERIAL THEME	IMPACTS	IMPACT TYPE
Energy efficiency and pollution management	Design and construction of state-of-the-art production plants.	Current positive
	Contribution to climate change through the generation of greenhouse gas (GHG) emissions in the performance of its activities (Scope 1 and 2).	Current negative
	Production of emissions along the value chain (Scope 3), linked to both the production of raw materials and logistics (by sea, land and air).	Current negative
	Consumption of non-renewable natural resources.	Current negative
	Use of energy from renewable sources guaranteed by certificates of guarantee of origin.	Current positive
	Generation of pollutant emissions into the air, such as organic compounds (VOCs) and dust, released during the production process phases.	Current negative
	Emission of pollutants into water bodies due to an ineffective purification process along the value chain.	Potential negative
	Generation of substances of concern and very high concern during the production process at Ecopol suppliers.	Potential negative
	Adverse health and environmental effects caused by microplastic discharges from suppliers' activities in the upstream and downstream value chain.	Potential negative

Water resource management	Negative effects on water resources caused by excessive use of water in the production processes of raw materials (polyvinyl alcohol) upstream of the production process, especially in areas subject to water stress.	Potential negative
	Creation of new products, whose production process requires significant water withdrawals.	Potential negative
	Occurrence of environmental damage from spills during production activities and along the value chain.	Potential negative
Waste management and circular economy	Development of new bio-based technologies aimed at reducing the use of fossil-based raw materials.	Potential positive
	Use of non-renewable materials of fossil origin used as the main raw material in the production process	Current negative
	Use of non-biodegradable packaging for the purpose of maintaining the quality of the finished product	Current negative
	Promotion of the culture of recycling/recovery/reuse of (non-hazardous) waste with a view to circular economy and simultaneous reduction of raw material and production waste, with reintroduction of the same into the production process.	Current positive
	Generation of hazardous and non-hazardous waste in production and R&D activities, with possible negative repercussions on the environment.	Potential negative
Personal: Diversity, Inclusion & Development	Careful management of human capital, adherence to national legislation, in terms of collective bargaining of workers' rights, and involvement of workers' representatives in order to create positive working conditions.	Current positive
	Improvement of corporate well-being, through the development of initiatives, facilitations, benefits and welfare plans that promote work-life balance.	Current positive
	Increased workloads linked to business growth can generate organisational pressures leading to higher levels of turnover and absenteeism.	Current negative
	Enhancement of employees through the development of individual and professional skills, with appropriate training programs that include transversal, technical and on-the-job training, divided by task according to the peculiarities of the business.	Current positive
	Potential cases of discrimination against employees related to gender, age, political or sexual orientation, marital status, ...	Potential negative
Data privacy and cybersecurity	Potential negative impacts in terms of loss of sensitive data caused by inadequate management of employees' data, as well as loss of trust of employees in the Company.	Potential negative
	Inappropriate use of data relating to the workers of suppliers and business partners.	Potential negative
Health, safety and well-being at work	Potential for accidents, accidents at work and occupational diseases, also given by the use of raw materials and additives cataloged as 'dangerous' (e.g. irritants, biocides, bittering) in the production process, with possible negative impacts in terms of health and safety of the workforce.	Potential negative
Responsible supply chain	Suboptimal working conditions, unequal treatment and opportunities for all, given the lack of verification of the working conditions of workers along the value chain due to limited access to information due to the absence of framework agreements with the main suppliers .	Current negative
	Incidents of accidents, injuries and illnesses at work, with possible negative impacts on the health and safety of the workforce along the value chain.	Potential negative
	Possible human rights violations by companies operating in different geographies along the value chain.	Potential negative
	Sustainable supply chain based on collaborative relationships with suppliers, characterized by transparency in the accurate evaluation of their performance and collaboration with certified suppliers.	Potential positive

Support for the local community	Organization and promotion of events in support of solidarity issues and for the dissemination of sustainable behaviors and practices, with positive socio-economic impacts.	Current positive
	Development of the local production fabric through collaboration with local suppliers for the supply of storage material (e.g. pallets, cardboard...)	Current positive
Product: innovation, quality and safety	Access by end consumers to the information necessary for the correct use of the products through a transparent description.	Current positive
	Potential damage to the health of consumers related to products distributed on the market that are defective and/or do not comply with EU regulations	Potential negative
Ethical and responsible business	Collaboration with public bodies and authorities, and participation in industry associations for the promotion of financially and environmentally sustainable environmental and industrial policies and regulations.	Current positive
	Training activities and implementation of safeguards aimed at preventing and immediately identifying corruption, bribery, anti-competitive behaviour.	Current positive
	Episodes of corruption, bribery, anti-competitive behaviour, monopolistic practices and conflicts of interest with possible negative impacts (reputational and economic) on the stakeholders involved (e.g. suppliers, customers, partners, etc.)	Potential negative
Economic development and growth in new markets	Promotion of a culture oriented towards integrity and respect for the rules that encourages the reporting of wrongdoings by strengthening the transparency of governance.	Current positive
	Effectiveness of governance in disseminating corporate values, culture and ethical principles, with positive impacts in terms of increased trust of internal and external stakeholders.	Current positive

The following is a summary of the Company's stakeholders who interface with the Company at all levels during business operations:

01

Internal Stakeholder

- Employees
- Shareholder

02

Primary external Stakeholder

- Our customers
- Our suppliers of goods and services
- Banks and other financial intermediaries

03

Secondary external Stakeholder

- The authorities
- Universities
- The local community



Ecopol adopts a structured and differentiated approach to stakeholder engagement, adapting communication methods to the nature and specific needs of each group.



Customers and Suppliers

Communication takes place primarily through direct interaction with the sales and commercial teams via phone calls, email exchanges, and the sharing of technical and commercial documentation, including product characteristics, price lists, and certifications.



Financial Institutions

Relations with banks and financial intermediaries are managed mainly through written communications, particularly email, to handle financial transactions, supplemented by occasional in-person or remote meetings.



Ownership

Dialogue with shareholders is constant and structured, consisting of regular meetings (both in person and online) and a continuous exchange of information via email with different company functions.



Local Community

Engagement with the community is carried out mainly through initiatives and projects designed to benefit the local area. These are complemented by more limited direct contacts with institutional representatives and civil society leaders via phone and email.



Employees

Internal communication is ensured through formal, shared channels, including email updates, periodic meetings, and notices posted on company bulletin boards.

OUR CONTRIBUTION TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

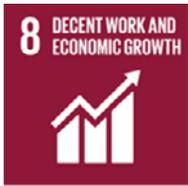
Ecopol has aligned its business practices with the United Nations Sustainable Development Goals (SDGs), using them as a guide for responsible growth. We have identified a selection of the 17 goals that are most consistent with our values and operations and have developed initiatives around them within the three ESG pillars.



Health insurance for all employees fully paid for by the company
Supply of fresh fruit for all employees



100% Energy from renewable sources (part self-produced by photovoltaic panels, the rest purchased certified with GO certificates)



Bonus for the birth/adoption of a child by an employee
 Solidarity holidays
 Participation and organization of volunteer events aimed at the local community and beyond
 Sponsorships of local youth sports teams
 Second-level contract with better conditions for employees than those of the national contract
 Two-year company training plan
 Smart working regulations
 Behavioral and disciplinary regulations
 Recruiting policy



All newly built production plants with a fleet of machines with less than 4 years of age



Circular Economy Project



Organization GHG Inventory
 ISO 14001 Company Certification, and RSPO Mass Balance Certification
 Silver Medal Ecovadis
 Certified water-based and compostable films (TUV's OK biodegradable WATER certification, and TUV's OK compost INDUSTRIAL certification)



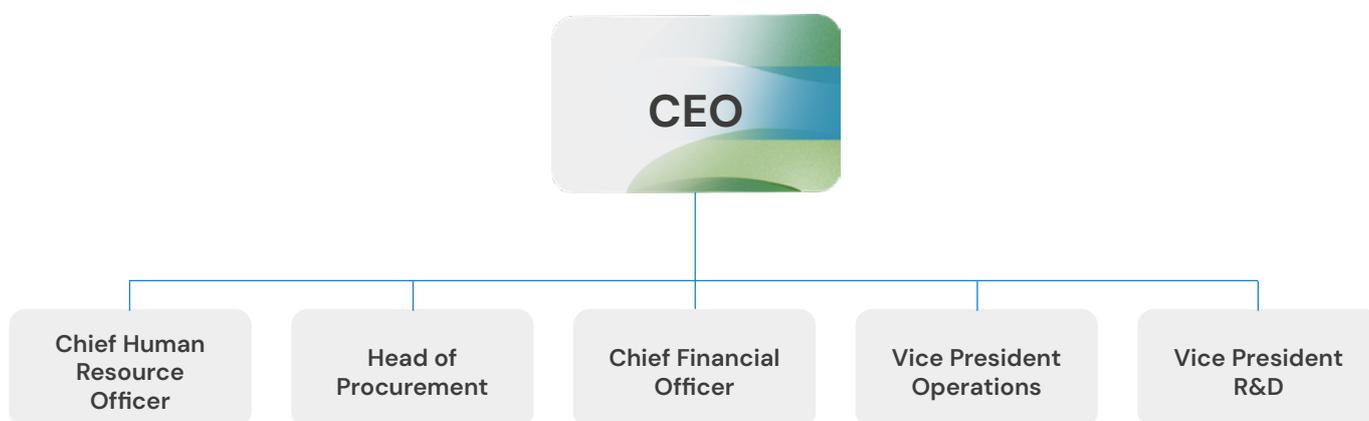
Organizational Model DLgs.231
 GDPR
 Regulations for the protection of know-how
 IT regulation
 Code of Ethics

OUR GOVERNANCE

THE GOVERNING BODIES

Ecopol's governance structure is led by the Board of Directors, the company's highest governing body. Members of the Board are appointed by the shareholders' meeting, and the Board currently consists of three members with active roles within the company. The Board is responsible for assigning powers to individual directors.

In 2024, Ecopol further strengthened its management structure by introducing new leadership roles filled by highly skilled professionals.



The CEO and executive team are responsible for defining, approving, and updating the organization's purpose, values, mission, strategies, policies, and sustainable development goals. Decisions regarding due diligence and processes for managing impacts on the economy, environment, and people are validated by management and communicated to relevant stakeholders through delegated offices within the organization.

While there is not yet a formal review of the effectiveness of all processes, key performance indicators (KPIs) have been introduced to measure implementation and outcomes. The company has also implemented an audit process in compliance with the regulations of its Integrated Management System (IMS).

An internal Sustainability Manager has been appointed to oversee and manage the organization's impacts across the economy, environment, and people, reporting directly to senior management. When required, the Board of Directors is also directly involved in deliberating on significant issues. Together with the CEO, the Board is responsible for reviewing and approving all reported information.

Composition of governing bodies by gender

	u.m.	2024			2023			2022		
		man	woman	Tot.	man	woman	Tot.	man	woman	Tot.
Members of the BoD	n.	3	-	3	3	-	3	8	-	8
Board Members		1	2	3	1	2	3	2	1	3
Total		4	2	6	4	2	6	10	1	11

Composition of governing bodies by gender in %

	u.m.	2024			2023			2022		
		man	woman	Tot.	man	woman	Tot.	man	woman	Tot.
Members of the BoD	%	100%	-	100,0%	100,0%	-	100,0%	100,0%	-	100,0%
Board Members		33,3%	66,7%	100,0%	33,3%	66,7%	100,0%	66,7%	33,3%	100,0%
total		66,7%	33,3%	100,0%	66,7%	33,3%	100,0%	90,9%	9,1%	100,0%

Composition of governing bodies by age group

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Members of the BoD	n.	-	2	1	3	-	2	1	3	-	7	-	7
Board Members		-	1	2	3	-	1	2	3	-	3	-	3
Total		-	3	3	6	-	3	3	6	-	10	-	10

Composition of governing bodies by age group in %

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Members of the BoD	%	-	66,7%	33,3%	100%	-	66,7%	33,3%	100,0%	-	100,0%	-	100,0%
Board Members		-	33,3%	66,7%	100%	-	33,3%	66,7%	100,0%	-	100,0%	-	100,0%
Total		-	50%	50%	100%	-	50,0%	50,0%	100,0%	-	100,0%	-	100,0%

There are no minorities or protected categories within the governing bodies.

The Total Compensation Ratio is shown below:

Total annual compensation for the highest-paid individual in the organization

= 12,23

Median annual total pay for all employees in the organization excluding the highest-paid individual

In addition, the ratio between the percentage increase in total annual compensation for the highest-paid individual in the organization and the median percentage increase in total annual compensation for all employees (excluding the highest-paid individual) is also reported, which turns out to be:

Percentage increase in total annual pay for the highest paid in the individual organization

= 0,28

Median percentage increase in total annual remuneration for all employee organisations excluding the highest-paid persona

THE SAFEGUARDS FOR THE MANAGEMENT OF AN ETHICAL AND RESPONSIBLE BUSINESS

Ecopol S.p.A. operates in full compliance with all applicable regulations, applying a rigorous approach to regulatory adherence across every stage of its activities. Within the organization, dedicated roles are in place to monitor compliance with product standards, business processes, and the ethical principles that guide our work.

Since November 2022, the company has adopted an Organization, Management and Control Model pursuant to Legislative Decree 231/2001. This model is a fundamental tool for preventing unlawful acts and exempting the company from administrative liability by establishing clear protocols that regulate organizational structures and govern processes deemed at risk.

In support of Model 231, a whistleblowing system has been introduced, accessible through a dedicated email account. This allows employees to report unlawful or irregular conduct anonymously, with full protection against retaliation.

Oversight of the model's implementation is entrusted to a Supervisory Body (SB) appointed by the Board of Directors and composed of external professionals specialized in corporate liability. Operating independently and autonomously, the SB conducts annual audits and receives periodic information flows from senior management.

During 2023–2024, no cases of corruption were identified and no public legal proceedings were initiated against the company.

In line with Model 231, Ecopol also adopted a Code of Ethics in 2022, which was distributed to all employees and partners. The Code defines the company's core values and establishes rules of conduct covering legality, responsible personnel management, workplace health and safety, the development of human capital, the prevention of conflicts of interest, and the prohibition of discrimination.

Ecopol also manages its processes according to the highest international standards through an Integrated Management System (IMS) certified by an independent third party in quality (ISO 9001), environment (ISO 14001), and occupational health and safety (ISO 45001):

ISO 9001 – Active since 2012; ensures optimized processes and continuous customer satisfaction. Renewed in November 2024, valid until November 2027.

ISO 14001 – Active since 2012; confirms Ecopol's commitment to monitoring and managing environmental impacts. Renewed in November 2024, valid until November 2027.

ISO 45001 – Active since 2012 (originally OHSAS 18001); ensures structured management of workplace health and safety. Renewed in November 2024, valid until November 2027.

Surveillance audits conducted in 2024 confirmed the system's effectiveness, with no non-conformities detected and all recommendations implemented. The Chiesina Uzzanese site is fully certified under these standards.

Since 2022, Ecopol has also introduced a structured Audit Management Procedure to monitor the effectiveness of the IMS and drive continuous improvement in ESG performance. The procedure defines methods for planning, conducting, and recording internal and external audits, including those at supplier facilities.

Audits serve as a strategic tool to:

- Verify compliance with company procedures
- Assess the effectiveness of activities performed
- Identify opportunities for improvement
- Monitor the impact of training and education

Audits are scheduled by the IMS Manager (RSGI) in collaboration with management and HSE, with at least one audit per process each year (including voluntary standards such as RSPO). Frequency may be increased in the event of non-compliance, complaints, organizational changes, or regulatory updates.

Audit teams are selected for competence and independence, in line with ISO 19011 standards, and audits follow three phases:

1. **Kick-off meeting** to confirm objectives and scope;
2. **Verification through observation**, document review, and evidence collection;
3. **Closing meeting** to present results, propose corrective actions, and assess compliance.

Findings are consolidated in a formal report that includes evidence, conclusions, and proposals for improvement. Reports are shared with relevant managers for corrective action and with the group RSGI for validation and systemic analysis. Audit results feed into the annual management review and inform the audit plan for the following year.

ORGANIZATION, MANAGEMENT AND CONTROL MODEL

Beyond certifications, Ecopol has built its strength on responsiveness and efficiency. A streamlined chain of command enables rapid decision-making, eliminating delays from lengthy communication procedures and allowing the company to meet personalized requests quickly.

At the core of every decision is the commitment to **business continuity**. This means preventing risks across the value chain, ensuring fast communication in the event of alerts, and responding effectively if adverse events occur.

Ecopol has implemented a suite of procedures to ensure resilience, focusing on data security, supply chain stability, and production continuity. Preventive data protection measures safeguard sensitive information, while continuity protocols ensure resilience in supply and manufacturing. For each strategic raw material, multiple qualified suppliers are used and safety stocks are maintained in inventory to mitigate supply chain risks. Supplier qualification processes include assessments of reliability, safety standards, and continuity of service.

In production, **standard operating procedures** have been formalized for the use of critical equipment, enabling operators to act independently even in uncertain conditions. On-demand technical support agreements with equipment suppliers ensure fast intervention and minimize downtime.

Ecopol also applies a **systematic approach to emergency management**, aimed at protecting worker safety, safeguarding business continuity, and minimizing the impact of critical events. The company holds a Fire Prevention Certificate, appoints designated fire safety managers, and organizes periodic meetings with employee representatives to monitor workplace well-being.

Training programs for firefighting and first-aid teams ensure effective emergency response. Responsibilities during alerts are clearly assigned, including technical, production, and commercial functions, as well as external stakeholders such as the Supervisory Body. Preventive measures are also in place to protect customers and ensure continuity of service.

If an adverse event occurs despite prevention measures, Ecopol has **restoration procedures** in place. These include switching to alternative suppliers and activating additional third-party capacity to minimize downtime and maintain production continuity.

DATA PRIVACY AND CYBERSECURITY

Ecopol recognizes potential risks relating to **GDPR compliance** and **cybersecurity**, including data loss or cyberattacks that could disrupt operations. While no incidents have occurred to date, such events could involve sensitive employee, customer, or supplier data, leading to financial or operational impacts.

Given these risks, all departments exposed to internet traffic are potentially vulnerable. Furthermore, to protect sensitive data relating to our products, at Ecopol we have always been very careful about protecting our data and therefore adopt various multi-level IT security systems. To mitigate them, Ecopol enforces **IT usage policies** for all employees, specifying safe practices for company devices (PCs, mobile phones, etc.).

Multiple layers of **IT security systems** are deployed, including firewalls, malware protection, and backup systems. Daily checks verify system performance, with automatic alerts sent to administrators in case of anomalies. These safeguards protect both company operations and sensitive product data, and ensure data recovery in the event of a breach.

To track the effectiveness of the actions taken in this regard, at Ecopol we ensure daily that the security systems we use, as described above, are functioning correctly, so that we can intervene promptly if something isn't working. Furthermore, any malfunctions or anomalies in the security systems are reported by the systems themselves via alert messages to the system administrator.

All stakeholders who requested it (shareholders, customers, suppliers) have been informed of our security systems, and none of them have ever expressed the need to further implement the ones we already use..

Training has been provided to all employees handling sensitive data to ensure compliance with GDPR requirements. In 2022, Ecopol engaged a law firm to conduct a cybersecurity assessment, which confirmed the company's infrastructure was in "good health." Recommendations included formalizing procedures, increasing compliance monitoring, and raising awareness of cyber risks across all employee levels.

Between 2022 and 2024, **no privacy breaches or violations** were reported.

THE ENVIRONMENT

Environmental protection is a cornerstone of Ecopol's business model and embedded within its corporate vision.

Sustainability begins with Ecopol's products themselves: water-soluble and biodegradable films that reduce environmental impact across their life cycle. This commitment extends to new-generation production sites, designed with energy efficiency in mind and equipped with advanced technologies to reduce resource consumption and emissions.

Since 2021, Ecopol has maintained a company-wide **Greenhouse Gas (GHG) Inventory**, monitoring emissions and supporting climate strategy. Independent third-party assessments, including the EcoVadis sustainability rating, further confirm the transparency and robustness of Ecopol's ESG approach.

Ecopol's development strategy is guided by the design of innovative, eco-compatible solutions that anticipate customer and market needs while respecting the environment. This includes a focus on circular economy principles—**Reduce and Recycle**—to minimize environmental impact and maximize resource efficiency.

Recycle

Ecopol reuses production waste such as trimmings, reprocessing them as secondary raw materials, while also ensuring proper collection and recycling of all company-generated waste.

Reduce

Ecopol's films encapsulate concentrated detergents that dissolve and biodegrade in water, reducing consumer packaging volumes and transport emissions. Because concentrated detergents contain far less water (10% vs. 70% in conventional detergents), they significantly cut product weight and transportation-related greenhouse gas emissions.

Since 2023, Ecopol has applied a structured **Environmental Aspects Assessment** procedure, evaluating direct and indirect environmental impacts across the entire product life cycle:

- Product design
- Raw material sourcing and use
- Production and packaging processes
- Inbound and outbound logistics
- Plant maintenance
- Product use and end-of-life

The assessment, led by the Environmental Manager in collaboration with the Sustainability Manager, evaluates normal, abnormal, and emergency operating conditions across 15 categories, including water and energy consumption, emissions, waste, noise, odors, traffic, and hazardous substances. Findings are consolidated into a regularly updated **Environmental Analysis**, a strategic tool for pollution prevention, resource stewardship, and continuous performance improvement.

ENERGY EFFICIENCY AND EMISSION CONTAINMENT

Energy efficiency and emission reduction are priority areas for Ecopol and its stakeholders. The main impacts identified are:

- GHG emissions from production activities**
- GHG emissions across the value chain**, including raw materials and logistics

These are negative, current impacts with long-term effects that can primarily impact the environment. The first impact is related to direct (scope 1) and indirect (scope 2) emissions; the second is linked to the value chain. Ecopol recognizes its responsibility for both direct and indirect emissions. To monitor and reduce them, the company launched a structured **carbon footprint program** in 2021, building an organizational-level GHG inventory. This inventory covers direct emissions (Scope 1), indirect energy-related emissions (Scope 2), and is progressively expanding to capture value chain emissions (Scope 3).

Analysis of the 2023 and 2024 inventories confirmed that the largest share of emissions originates from raw materials used in production. This finding provides a foundation for targeted mitigation strategies and supports Ecopol's ambition to promote a low-carbon development model.

Optimizing energy consumption in production has already resulted in a measurable decrease in GHG emissions, consistent with expectations.

Direct GHG emissions (scope 1)

Direct GHG emissions	u.m.	2024	2023	2022
CO2 emissions (offices and locations)	tCO2e	1.353	1.120	1.080
CO2 emissions (Diesel company cars)		47	32	25
Total		1400	1152	1105

Indirect GHG emissions (scope 2)

Indirect GHG emissions (location based)	u.m.	2024	2023	2022
Indirect CO2 emissions	tCO2e	2797,6	2.615	2.410
Indirect GHG emissions (market based)	u.m.	2024	2023	2022
Indirect CO2 emissions	tCO2e	128,7	231	463

Ecopol monitors atmospheric emissions on an annual basis in full compliance with environmental regulations. This monitoring is carried out with the support of specialized and certified external laboratories to ensure accurate and reliable analysis of air quality. This approach guarantees adherence to regulatory requirements and supports high environmental standards in our production processes.

Since 2021, Ecopol S.p.A. has implemented an **energy efficiency plan** through the installation of photovoltaic systems at its production sites. Over the past three years, this initiative has led to the development of dedicated photovoltaic fields, designed to increase the share of self-produced renewable energy and reduce the company's overall energy footprint.

Currently, the total area covered by photovoltaic panels is **12,450 m²**—larger than the footprint of our production plants—corresponding to an installed capacity of **1,158 kW**. The energy generated covers approximately **12–15% of total consumption** and is entirely used to power production activities.

Given that operations run continuously, 24 hours a day and 7 days a week, self-produced solar energy cannot be used at night. To ensure uninterrupted supply, Ecopol purchases the remaining share of electricity from certified renewable sources, verified through **Guarantees of Origin (GOs)**.

GOs are electronic certificates that confirm electricity fed into the grid has been generated by qualified renewable plants, in accordance with **Directive 2009/28/EC**. For every MWh of renewable electricity produced, the energy services operator (GSE) issues a GO title. These titles are issued, transferred, and cancelled electronically through the GSE portal and are valid for twelve months from the date of production (expiring no later than March 31 of the following year).

As the holder of GO certifications, Ecopol can demonstrate—through documentary evidence—that its energy consumption is entirely covered by renewable sources, a portion of which is self-produced.

Monitoring and Optimization

To ensure continuous improvement and optimize energy performance, Ecopol has implemented a **real-time monitoring system** for its photovoltaic plants. This system allows daily assessment of production efficiency, rapid detection of operational issues, and prompt corrective intervention in the event of malfunctions. It also enables performance analysis by plant sector, ensuring precise and targeted efficiency management.

Heating Energy Transition

Until August 2022, Ecopol's facility relied on diesel for space heating due to the absence of a **methane** gas network. Since September 2022, following connection to the gas grid, the company has transitioned to methane as its primary energy source for heating, further improving efficiency and reducing environmental impact.

Direct energy consumption (offices and plants)

Direct energy consumption (offices and plants)	u.m.	2024	2023	2022
Non-renewable	GJ	24.972	19.859	12.995
- Methane (space heating)		24.972	19.859	12.995
- Other (heating oil)		-	-	6.251
Renewable		4.737	4.385	481
Total		29.708	24.244	19.726

Transport Management

Ecopol distinguishes transport activities into three main areas:

- Distribution of finished products
- Transport of incoming materials from suppliers
- Mobility of Ecopol personnel

Distribution of Finished Products

Ecopol has assessed the adoption of rail transport as a lower-impact alternative for product distribution. However, current shipment volumes do not yet make this option economically sustainable.

At present, transport is managed by national and international logistics operators. While it has not yet been possible to exclusively select partners with hybrid or electric fleets, several of Ecopol's logistics providers employ modern low-emission vehicles (EURO 5/6) and adopt intermodal solutions that combine road and rail. In addition, most partners are certified to ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (Health & Safety), confirming their use of integrated, sustainability-oriented management systems.

Incoming Logistics

For inbound transport of purchased materials, carrier selection is currently managed directly by suppliers, limiting Ecopol's direct control. Looking ahead, the company intends to implement initiatives to engage and raise awareness among suppliers, promoting more sustainable transport practices across the supply chain.

Personnel Mobility

With regard to employee mobility, no formal restrictions are currently in place beyond criteria of efficiency and responsibility. A structured policy for the allocation of low-impact company vehicles has not yet been introduced. However, Ecopol plans to gradually transition its fleet to hybrid or electric vehicles as existing rental contracts expire, aligning corporate mobility with the company's environmental objectives.

Fuel consumption of company cars

Direct energy consumption (company cars)	u.m.	2024	2023	2022
- Diesel oil	GJ	633	417	377
Total direct energy consumption		633	417	377

Indirect energy consumption within the organization

Indirect energy consumption ¹	u.m.	2024	2023	2022
Electrical energy	GJ	46.261	39.780	32.650
<i>of which from renewable sources</i>		46.261	39.780	32.650
Total indirect energy consumption		46.261	39.780	32.650
Total indirect energy consumption from renewable sources		46.261	39.780	32.650

Total energy consumption within the organization

Total energy consumption	u.m.	2024	2023	2022
total direct energy consumption (offices and plants)	GJ	29.708	24.244	19.726
<i>Total indirect energy consumption</i>		46.261	39.780	32.650
Total energy sold		-	-	-
Total Power Consumption		76.602	64.441	52.753

¹ Indirect energy consumption is represented only by electricity, there is no consumption related to the following categories: heating, cooling and steam.

All mitigation initiatives undertaken in relation to the material issue of energy efficiency were promoted primarily at the instigation of Ecopol's management, demonstrating a strong corporate commitment to environmental sustainability. These actions were welcomed by our stakeholders, who expressed appreciation for the transparency and proactivity demonstrated.

Ecopol ensures stakeholders are kept informed of the measures implemented through multiple communication channels, including updates on LinkedIn and the corporate website. In specific cases—particularly in communications with customers—direct channels are used to provide timely and detailed information about the actions undertaken.

WATER RESOURCE MANAGEMENT²

Efficient and responsible management of water resources was identified as a material issue during Ecopol's **double materiality analysis** for the 2024 reporting period. In previous years (2022–2023), no significant environmental impacts were linked to water use, as consumption was limited solely to sanitation purposes.

This outcome was largely due to the technical configuration of Ecopol's production sites: one facility operates with a technology that does not require water in its processing phases, while the second—where water is an essential component of production—remained inactive during that two-year period.

In 2024, with the activation of production at the second facility, **advanced water treatment systems** were installed to maximize efficiency. These technologies enable recycling, purification, and reuse of a significant share of process water—estimated at around **80% during the design phase**. This approach substantially reduces water withdrawal and mitigates the environmental impact associated with production activities.

Total water withdrawal in cubic meters³

	u.m.	2024 All areas	2023 All areas	2022 All areas
Groundwater (total)		5442	3482	1178
Fresh water (<=1,000 mg/L total dissolved solids)	m ³	5442	3482	1178
Total water withdrawal		5442	3482	1178
Fresh water (<=1,000 mg/L total dissolved solids)		5442	3482	1178

Total water consumption in all areas in Megaliters

Water consumption	u.m.	2024	2023	2022
Total water consumption	ML	5,442	3,482	1,178

² Ecopol uses only fresh underground water from wells to carry out its activities.

³ Ecopol's plants are located in water-stress-free areas.

In 2022, Ecopol began constructing a new production plant equipped with **innovative technology** distinct from previously adopted methods. Production at this facility commenced in late 2023 and is currently in the start-up phase. Unlike traditional processes that do not require water, the new technology is based on an aqueous solution, leading to higher water consumption. This process also involves the use of certain raw materials classified as hazardous under the **REACH Regulation**, which are necessary to maintain solution stability.

The adoption of this new technology was essential to expand Ecopol's product portfolio, increase the application potential of its films, and enter a market segment where previous films did not comply with existing regulations.

To mitigate the potential environmental impacts, Ecopol has installed an **advanced water recovery and treatment system** along the production line. Wastewater undergoes biological treatments (activated sludge tanks) and chemical-physical treatments (filtration, demineralization, etc.), enabling the regeneration and reuse of approximately **80% of the process water**. This system significantly reduces groundwater withdrawals and liquid waste generation.

The water recovery system will become fully operational once the plant reaches full capacity. At that point, Ecopol will introduce a **Key Performance Indicator (KPI)** to monitor groundwater withdrawal and measure the ratio of recycled water to virgin water per kilogram of finished product. This KPI will be a critical tool in assessing water efficiency and guiding continuous improvement strategies in line with Ecopol's environmental sustainability objectives.

WASTE MANAGEMENT

Waste management is a strategic priority for Ecopol, carried out with responsibility and a forward-looking commitment to the circular economy. The analysis of waste impacts highlights two main areas of focus:

1. **Hazardous waste** – generated exclusively during maintenance activities (e.g., replacement of lubricating oils, use of spray cans). No hazardous raw materials are used during normal production, nor do production processes generate hazardous waste. Hazardous materials are collected in dedicated containers and delivered to authorized operators for compliant disposal.
2. **Non-hazardous waste** – managed through recycling, recovery, and reuse practices to minimize environmental impact and optimize resource use.

Ecopol has adopted **preventive measures** to minimize risks of accidental spills or improper waste management across the value chain. Operators responsible for waste management and disposal are selected according to strict criteria, including possession of required certifications and compliance with environmental standards. This ensures traceability, legal compliance, and sustainability across the supply chain.

Since 2022, Ecopol has introduced a separate collection system for industrial waste, complemented by investments in reprocessing technologies. Production scraps previously destined for disposal are now reintroduced into the production cycle, allowing the reuse of approximately **9% of total material**. This practice improves raw material efficiency and reduces waste volumes.

Where possible, Ecopol ensures waste is transformed into **secondary raw materials**: for example, polyethylene (PE) packaging is recycled into new PE, and wooden or iron pallets are returned to production circuits. This approach reflects Ecopol's corporate culture of circularity, reinforced by customer expectations expressed through questionnaires and direct engagement.

Ecopol also provides **end-of-life guidance** for its products. In their main application—water-soluble films for single-dose detergents—the films dissolve completely during use and biodegrade in wastewater treatment systems, leaving no solid waste. Less than 10% of production is used in applications requiring disposal; in such cases, due to technical characteristics, the material is non-recyclable.

All waste is managed in **full compliance** with regulations, with traceability ensured through the Waste Loading and Unloading Register and annual submission of the **MUD (Environmental Declaration Model)**. Waste is systematically monitored and classified under the **European Waste Catalogue (EWC)** codes, with the goal of progressively reducing non-recyclable or non-reusable fractions.

A KPI has been established to maintain disposal costs at no more than **0.4% of annual revenue**. Authorized operators are used exclusively, and their documentation is systematically verified by the Environmental Management System Manager (RSGA).

Waste storage areas are designed and managed for maximum environmental safety. Hazardous waste storage areas are paved with impermeable materials, fenced, protected from weather, and isolated from sewer discharges. Daily checks ensure compliance with requirements for cleanliness, labeling, and correct separation. Any non-conformities are promptly reported and addressed through corrective and preventive actions.

Waste management is governed by a **formalized procedure**, covering all stages from identification to disposal. The procedure assigns clear responsibilities:

- The Waste Management Manager maintains and updates the **Waste Management Model**.
- The Production Manager flags new types of waste for characterization by the Environmental Management System Manager (RSGA).
- The RSGA, with support from the Health & Safety Manager (RSPP), evaluates related risks and updates operating controls.
- External certified laboratories are engaged when necessary to analyze new or uncertain waste streams.

All documentation—including Waste Identification Forms (FIR)—is maintained by the RSGA in compliance with legal requirements, ensuring transparency, accountability, and full traceability of waste flows.

Ecopol's overarching priority is to maximize recovery and recycling while minimizing landfill or incineration. This approach directly supports the company's commitment to sustainability, environmental compliance, and the circular economy.

Total waste generated by category in Ton⁴

Composizione dei rifiuti		u.m.	2024 Plant 1			2024 Plant 2			2023 Plant 1			2023 Plant 2			2022		
Code EWC	Description		Waste produced	Recovered waste	Waste disposed	Waste produced	Recovered waste	Waste disposed	Waste produced	Recovered waste	Waste disposed	Waste produced	Recovered waste	Waste disposed	Waste produced	Recovered waste	Waste disposed
061302	Activated charcoal depleted (except 060702)								-	-	-	-	-	-	3,38	3,38	-
080318	Used printing toners, other than those referred to in 080317		0,01	0,01					0,02	0,02	-	-	-	-	0,02	0,02	-
080410	Waste adhesives and sealants other than those mentioned in 080409					121,97	109,97		-	-	-	65,19	65,19	-	-	-	-
120105	Fillings and shavings of plastic materials		798,77	788,83		201,16	204,76		695,35	704,43	-	10,36	6,76	-	381,76	372,68	-
130208*	Other motor, gear and lubrication oils								0,20	0,20	-	-	-	-	0,50	0,50	-
150102	Plastic packaging		37,44	37,44					43,12	43,12	-	-	-	-	31,02	31,02	-
150103	Wooden packaging		1,42	1,42					-	-	-	-	-	-	7,58	7,58	-
150106	Mixed- material packaging		47,76	48,64					132,87	131,75	-	-	-	-	166,96	165,20	-
150111*	Metallic packaging containing a hazardous solid porous matrix (for example asbestos), including empty pressure containers								0,04	0,04		-	-				
150202*	Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	Kg	2,37	2,37		0,38	0,38		0,98	0,98	-	-	-	-	1,66	1,66	-
160214	Discarded equipment other than those mentioned in 16 02 09 to 16 0213								0,13	0,13		-	-				
160506*	Laboratory chemicals consisting of or containing hazardous substances, including mixtures of laboratory chemicals		0,00	0,00													
160601*	Lead batteries								0,02	0,02	-	-	-	-	-	-	-
161001*	Aqueous liquid wastes containing hazardous substances								-	-	-	-	-	-	-	-	2,08
161002	Aqueous liquid wastes other than those mentioned in 16 10 01		738,27		726,03				665,26	-	665,26	-	-	-	255,44	-	255,44
170405	Iron and steel		49,44	49,44					34,49	34,49	-	-	-	-	59,69	59,69	-
170603*	Other insulation materials consisting of or containing hazardous substances								0,22	0,22		-	-	-	-	-	-
Total waste			1.675,48	928,15	726,03	323,51	315,13	-	1.572,71	915,41	665,26	75,55	71,95	-	908,01	641,73	257,52

Total waste generated divided into hazardous and non-hazardous in tonnes

Type of waste	u.m.	2024			2023			2022		
		Waste produced	Recovered waste	Waste disposed	Waste produced	Recovered waste	Waste disposed	Waste produced	Recovered waste	Waste disposed
Hazardous waste	Ton	2,76	2,76	-	1,47	1,47	-	2,16	2,16	2,08
Non-hazardous waste		1996,24	1240,51	726,03	1646,79	985,89	665,26	905,85	639,57	255,44
Total waste		1999	1243,27	726,03	1648,256	987,36	665,26	908,01	641,73	257,52

⁴In the reporting shown in the table below, there are cases of waste recovered in greater quantities than those produced, or waste produced in greater quantities than those recovered. This occurs if a waste is produced at the end of a calendar year, but its recovery is carried out in the new year. As reporting is done per calendar year, such discrepancies may occur.

THE PEOPLE OF ECOPOL*

At Ecopol, **human capital is a strategic asset** and a key competitive advantage in achieving corporate objectives. The company places great importance on the selection, management, and development of its people, fostering an inclusive and stimulating work environment where every employee can express their full potential.

To support this, Ecopol continuously invests in professional growth through high-quality training programs and initiatives designed to listen to and enhance individual needs. A key example is the implementation of the **two-year Company Training Plan**, which strengthens employee skills and promotes personal development.

Workforce Growth and Demographics

In 2024, Ecopol confirmed its trajectory of strong growth, ongoing since 2019. The workforce increased from **135 to 158 employees**. Reflecting the company's young and dynamic profile, **26% of employees are under 30 years old**, while **81% are under 50**.

The majority of staff are employed in **Central Italy**, particularly at the production plant in **Chiesina Uzzanese (LU)**, which serves as Ecopol's main operational hub.

Employment Relations

All employment relationships at Ecopol are governed by **collective bargaining agreements**, in line with national labor laws. This framework is further strengthened by a **second-level supplementary agreement**, which provides more favorable conditions than those established by the National Collective Labour Agreement (CCNL). Currently, **100% of employees** are covered by collective bargaining.

Every collaborator is hired through a regular employment contract and signs the **Company Regulations**, which require adherence to Ecopol's **Code of Ethics** and its principles of integrity, responsibility, and professionalism.

Recruitment and Selection

Personnel search and selection are primarily managed internally by the **Human Resources Department** to ensure strategic alignment between the skills acquired and the company's values. For highly specific or complex positions, Ecopol may rely on external recruitment firms, carefully selected for their reliability and professionalism.

The selection process follows a formalized internal recruiting policy designed to ensure transparency, effectiveness, and impartiality. It typically involves multiple interview stages:

- **First interview** – Assesses personality, interpersonal approach, and soft skills relevant to the role.
- **Second interview** – A technical evaluation conducted directly by the hiring manager to verify knowledge and competencies.
- **Third interview** – Reserved for strategic roles and may involve direct participation by the CEO.

This structured approach ensures a conscious and sustainable integration of new employees into the organization.

*The number of employees in the following tables includes all employees of Ecopol S.p.A. as of December 31, 2024, calculated according to the number of people.

Onboarding and Employee Communication

From the moment of hiring, each new employee is fully informed about:

- Their role and responsibilities
- Contract terms and conditions
- Company regulations and procedures
- The Code of Ethics and Conduct
- The incentive system
- Key provisions of the applicable CCNL

This ensures clarity, consistency, and alignment from the outset of the employment relationship.

Remuneration and Incentives

Ecopol's remuneration policy is designed to **recognize merit, reward skills, and ensure market competitiveness**. Salary adjustments follow transparent, fair, and shared criteria, fully communicated to employees. Incentive systems—both individual and collective—are linked to measurable objectives based on individual or team performance.

The policy is applied uniformly, with **no gender or other discrimination**, and is directly approved by the **CEO**. On average, Ecopol's minimum salary level is approximately **15% higher than that set by the CCNL**, thanks also to second-level bargaining that provides enhanced conditions compared to the national standard.

Total number of employees by contract and gender

Employees divided by contract	u.m.	2024			2023			2022		
		man	woman	Tot.	man	woman	Tot.	man	woman	Tot.
Permanent contract	n.	113	18	131	101	21	122	78	17	95
Fixed-term contract		22	5	27	10	3	13	27	2	29
Total		135	23	158	111	24	135	105	19	124

Total number of permanent employees by type and gender

Employees by type	u.m.	2024			2023			2022		
		man	woman	Tot.	man	woman	Tot.	man	woman	Tot.
Full-time	n.	133	23	156	100	20	120	78	16	94
Part-time		-	2	2	1	1	2	-	1	1
Total		133	25	158	101	21	122	78	17	95

Total number of workforce broken down by employees/ temporary workers and by gender

Workforce (employees and contractors)	u.m.	2024			2023			2022		
		man	woman	Tot.	man	woman	Tot.	man	woman	Tot.
Employees	n.	133	25	158	111	24	135	105	19	124
Administered				0	1	-	1	-	-	-
Other types of contracts				0	-	-	-	-	-	-
Total		133	25	158	112	24	136	105	19	124

Average age of employees

Average age	u.m.	2024	2023	2022
Average age	n.	39,3	38,6	38,5

Number of young people placed in internships in companies

Interns	u.m.	2024	2023	2022
Number of interns	n.	0	0	2

Total number of employees by educational qualification

Employees by educational qualification	u.m.	2024			2023			2022		
		man	woman	Tot.	man	woman	Tot.	man	woman	Tot.
Bachelor's degree/Master's degree	n.	16	15	31	16	14	30	15	11	26
High School Diploma/Qualification		83	10	93	61	10	71	56	8	64
Middle school diploma		34	-	34	34	-	34	34	-	34
Total		133	25	158	111	24	135	105	19	124

Employment Policy

Ecopol adopts an employment policy focused on **stability and quality of work**, favoring the direct recruitment of staff. The use of alternative contractual forms, such as administration or staff leasing, is limited to exceptional and specifically justified circumstances.

All employment relationships are regulated by the **National Collective Labour Agreement (CCNL) for the Rubber and Plastic Industry**, which Ecopol applies in a transparent and fully compliant manner.

Beyond the provisions of the CCNL, the company has introduced **second-level bargaining agreements** to further enhance the economic and contractual conditions of employees. These agreements include corporate welfare measures—described in previous sections—that contribute to employee well-being and strengthen the sense of belonging within the organization.

The promotion of **decent and stable work** is closely linked to full compliance with current regulations and to the active involvement of trade union representatives, particularly Workers' Representatives (RL), in the definition of labor policies.

All employees are hired under **fixed-term, permanent, or apprenticeship contracts**. Workforce monitoring is conducted systematically, with data collected and analyzed by gender and age group. Ecopol also maintains constant oversight of labor law compliance. In the 2023–2024 reporting period, **no legal disputes** were recorded, confirming the strength of industrial relations and the company's adherence to labor regulations.

Total number of employees hired during the year, broken down by age group

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Employees hired	n.	16	20	4	40	13	9	3	25	16	26	7	49

Total number of employees hired during the year, broken down by gender

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Employees hired	n.	31	9	40	19	6	25	44	5	49

Percentage of employees hired during the year, broken down by age group

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Employees hired	%	38,1%	23,0%	13,8%	25,3%	34,2%	12,3%	12,5%	18,5%	43,2%	36,1%	46,7%	39,5%

Percentage of employees hired during the year, broken down by gender

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Employees hired	%	23,3%	36,0%	25,3%	17,1%	25,0%	18,5%	41,9%	26,3%	39,5%

Workforce Expansion and Turnover

During the reporting period, Ecopol experienced significant expansion, marked by increased production capacity—particularly through the opening of a new plant with cast technology. This growth resulted in a substantial rise in hiring, both to **strengthen operational activities** (with the addition of line operators and laboratory technicians) and to reinforce the organizational structure (with the recruitment of managerial and professional roles).

As is typical in periods of rapid growth, the intensification of recruitment also led to a higher turnover rate, reflecting the natural phase of adjustment and integration for new employees. Ecopol closely monitors these dynamics through quantitative indicators, with the objective of stabilizing employment relationships and strengthening **retention policies**. These policies are supported by ongoing investments in training, development, and the enhancement of employee skills.

It should be noted that figures relating to **new hires and terminations** refer exclusively to Italy. Accordingly, percentages of employees hired during the year and the turnover rate reported for 2024 also apply only to the Italian workforce.

Total number of employees terminated during the year, broken down by age group

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Terminated employees	n.	4	11	2	17	8	6	-	14	8	11	2	21

Total number of employees terminated during the year, broken down by gender

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Terminated employees	n.	9	8	17	13	1	14	18	3	21

Total number of employees terminated during the year

	u.m.	2024		2023		2022	
		Tot.		Tot.		Tot.	
Terminated employees	n.	17		14		21	

Turnover rate by gender

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Turnover by gender	%	6,8%	32%	10,8%	11,7%	4,2%	10,4%	17,1%	15,8%	16,9%

Turnover rate by age group

	u.m.	2024				2023				2022			
		< 30	30 – 50	> 50	Tot.	< 30	30 – 50	> 50	Tot.	< 30	30 – 50	> 50	Tot.
Turnover by age group	%	9,5%	12,6%	6,9%	10,8%	21,1%	8,2%	0	10,4%	21,6%	15,3%	13,3%	16,9%

In 2024, Ecopol further strengthened its commitment to **enhancing human capital** by expanding the mapping of internal skills. As part of this initiative, **Job Descriptions** were developed for every role within the company, and individual performance evaluation forms were introduced. These tools represent essential instruments for ensuring transparent, merit-based management of resources.

At the same time, Ecopol activated collaborations with local **Employment Centres**, aimed at building a network of relationships that support social development and sustainable employment within the community. To improve recruitment efficiency, the company also adopted **digital selection tools**, reducing search times and improving the match between available professional profiles and organizational needs.

Ecopol also promotes a **responsible approach to outgoing workers**. In cases where employment ends—such as non-confirmation after a probationary period or non-renewal of a contract—the company works in collaboration with local employment services to support reintegration into the workforce.

In alignment with the principles of **equity and dignity at work**, Ecopol recognizes the importance of the right to parenthood. In compliance with national legislation, the company guarantees access to parental leave in the event of births or adoptions, helping employees balance professional responsibilities with family life. Data on employees who benefited from this measure during the two-year reporting period are presented below.

Workforce (employees and contractors)	2024			2023			2022		
	man	woman	Total	man	woman	Total	man	woman	Total
Total number of employees who were entitled to parental leave	2	3	5	2	3	5	3	2	5
Total number of employees who took parental leave	2	3	5	2	3	5	3	2	5
Total number of employees who returned to work during the reporting period after taking parental leave	2	2	4	2	3	5	3	2	5
Total number of employees who have returned to work after taking parental leave and who are still employees of the company in the 12 months following their return	2	2	4	2	3	5	2	2	4
Return to Work Rate	100	66.7	80	100	100	100	100	100	100
Rate of employees who have taken parental leave	1,00	1,00	1,00	1,00	1,00	1,00	0,67	1,00	0,80

HEALTH, SAFETY AND WELL-BEING AT WORK

As an industrial company, Ecopol places the **highest priority on protecting the health, safety, and well-being** of its employees. These principles are foundational pillars of company management and are enshrined in the **Integrated Policy**, visibly displayed on all company bulletin boards. This document sets out Ecopol's commitments in prevention, protection, and workplace well-being, including:

- Placing people—our most valuable asset—at the center of daily actions, recognizing their value, differences, and rights, and fostering skill development at all organizational levels through information and training.
- Ensuring that worker health and safety and environmental protection are treated as priorities equal to other primary business objectives.
- Providing products that fully comply with current legislation, safeguarding the health and safety of users and protecting the environment throughout the product life cycle.
- Controlling and continuously improving the most significant environmental aspects of operations—waste and water management, noise reduction, and energy efficiency—through technological renewal and the promotion of renewable energy sources.

Risk Assessment and Prevention Measures

Each year, Ecopol conducts a comprehensive **workplace risk assessment** to identify hazards and implement preventive and corrective measures. Key actions include:

- Supplying task-specific personal protective equipment (PPE)
- Defining controlled access procedures for production areas
- Establishing safe operating instructions for machinery and equipment

Mandatory training under Legislative Decree 81/08 is complemented by **additional courses and qualifications** tailored to specific roles. Training programs include:

- State-Regions Agreement (16 hours)
- Forklift license (12 hours)
- First Aid training (Category B companies) (12 hours)
- BLS training (5 Hours)
- Training for executives for safety purposes (16 hours)
- Fire Prevention (Level 2 companies)
- Supervisors course (8 hours)
- MEWP (Mobile Elevating Work Platforms) course (8 hours)
- Overhead crane qualification (10 hours)
- PES-PAV-PEI (electrical hazard qualifications) (16 hours)
- RLS (Workers' Safety Representative) training

Certificates are issued upon successful completion of training, verifying competencies.

Prevention and Protection Service (SPP)

Ecopol's **Prevention and Protection Service (SPP)** includes the Employer, the Prevention and Protection Service Manager (RSPP), an Officer (ASPP), the Competent Doctor, and elected Workers' Safety Representatives (RLS). This body meets regularly to inspect production areas, assess risks, and propose corrective actions.

In 2023, Ecopol formalized a **systematic procedure for hazard identification and risk assessment**, ensuring compliance with regulations and safe working conditions. The company operates under the **ISO 45001** occupational health and safety management system (certified since 2012), which promotes accident prevention and healthy working environments. Risk assessments (DVR) are reviewed promptly following organizational or process changes.

Worker Participation and Reporting Tools

Employees play an active role in the prevention system and are encouraged to report risks to their supervisors, who collaborate with the SPP to implement corrective measures. To strengthen this culture, Ecopol has introduced structured tools such as **safety alerts and near miss reports**, enabling workers to signal potential risks or incidents.

Reports are analyzed weekly, and corrective actions are tracked monthly. Responses may include equipment upgrades, revised signage, updated operating procedures, or improved PPE. Continuous dialogue is supported by **monthly meetings between the SPP and the RLS**, where progress and new proposals are reviewed.

Risk Factors and Controls

Recent analyses identified key risks as **noise exposure and dust**. To mitigate these:

- Sound-absorbing barriers have been installed around major noise sources.
- Filtration systems have been introduced in high-dust areas.
- Operators in such areas are required to wear respiratory PPE.

For risks related to **manual handling, vibrations, noise, and chemical exposure**, Ecopol engages **qualified external laboratories** for sampling and analysis. The results are monitored through specific performance indicators (KPIs) to maintain real-time oversight of risk levels.

Continuous Monitoring and Results

Ecopol tracks performance through KPIs monitoring safety alerts, near misses, and accidents, reinforcing a cycle of continuous improvement.

In 2024, **four low-severity accidents** were recorded at the Chiesina Uzzanese plant, primarily due to cuts, crushing, and impacts. Data on accidents recorded between 2022 and 2024 are provided in the following section.

The following are the data relating to the accidents recorded in the years 2022 – 2024:

Accidents occurred in 2024 for the Ecopol workforce

Injuries	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Total hours worked by employees	h.	216069	39568	255592	180.424	39.017	219.441	156.550	28.328	184.879
The number of accidents* at work	n.	4	-	4	6	-	6	5	-	5
Number of days of absence due to accidents	days	135	-	135	71	-	71	27	-	27
Deaths	n.	-	-	-	-	-	-	-	-	-
Number of employees	n.	133	25	158	111	24	135	105	19	124

Accident indices for 2024 for the Ecopol workforce

Indexes	2024			2023			2022		
	man	woman	Total	man	woman	Total	man	woman	Total
Rate for recordable occupational injuries	-	-	-	-	-	-	-	-	-
Rate for accidents at work with serious consequences (excluding fatalities)	18,51	-	15,65	33,25	-	27,34	31,94	-	27,04
Rate of deaths resulting from accidents at work	-	-	-	-	-	-	-	-	-

In 2024, the number of workplace accidents decreased compared to 2023, resulting in lower incidence and severity rates. Importantly, **no commuting accidents** were recorded between 2022 and 2024.

Health Surveillance

Ecopol employees undergo regular **health surveillance**, carried out annually or biennially depending on the tasks performed. These medical checks, conducted by the Competent Doctor, include:

- Haematological analysis and urine screening
- Medical examinations for fitness-for-work certification
- VDT (Video Display Terminal) assessments

Results are communicated exclusively to the individual employees, in strict compliance with privacy and personal data protection regulations. The **fitness-for-task certification**, issued by the Competent Doctor following scheduled visits, is transmitted to the **Prevention and Protection Service (SPP)** for operational management.

Employees may also **request additional medical examinations** at any time. Requests are submitted to the SPP, which coordinates the process with the Competent Doctor, ensuring a timely and efficient response.

Well-Being and Health Benefits

To further promote the **psycho-physical well-being** of employees, Ecopol provides a **fully funded supplementary health policy**. This policy offers access to specialist services, surgery, and diagnostic screenings, as well as reimbursement of eligible medical expenses.

If medical examinations identify any limitations or prescriptions, the Competent Doctor notifies the SPP, which in turn promptly informs the relevant departments. This ensures that all necessary measures are taken to safeguard the employee's health while maintaining operational continuity under safe conditions.

Non-Employee Staff

No accidents involving non-employee staff working at Ecopol were recorded in 2024.

WELL-BEING AND WELFARE

At Ecopol we recognize the strategic value of human capital, aware that the rapid positioning of the Company as the world's second largest producer of PVOH-based films has been possible, first of all, thanks to the commitment, competence and dedication of our people. For this reason, we constantly invest in improving organizational well-being and enhancing internal resources.

During 2023, a company climate survey was conducted, through the administration of an online questionnaire, in which 50% of staff participated. The aim was to measure the quality of the relationship between the Company and its employees, a relationship that proved to be solid and positive: over 75% of the participants said they were satisfied or very satisfied with their work and the relationship with colleagues.

The survey provided relevant indications for the orientation of future corporate welfare strategies, highlighting the interest of employees in extending health coverage and in the activation of specific training courses, with particular reference to English language courses and technical-specialist refresher courses.

Currently, Ecopol has a structured system of welfare initiatives, illustrated below:

- Restaurant tickets given to each employee for each day worked for more than 6 hours worth €7.
- A company-paid health policy provided to all permanent employees and apprentices (for a two-year period), covering specialist medical expenses, diagnostic tests, and surgical procedures.
- Baby bonus that is given in the paycheck to employees both following the birth and adoption of a child.
- Agreements with various commercial activities to allow Ecopol employees to use their services at a subsidized cost.
- Fresh seasonal fruit purchased from a local producer and distributed in the company canteen available to all employees.
- Distribution of water bottles to all employees to be able to use the water dispensers on the company premises.

- Distribution of Cup Kits to all employees to be able to take coffee from the vending machines at a subsidized cost, while eliminating waste due to the use of disposable cups.
- Distribution to all employees, on the occasion of the Christmas holiday, of a Christmas package (made by solidarity companies that employ people with various disabilities), and gifts for each child under the age of 12.

For the next few years, new initiatives and services to be introduced for the benefit of staff are being evaluated, with the aim of responding promptly to the needs that emerged from the survey carried out.

With this in mind, Ecopol has designed and intends to implement corporate welfare plans aimed at promoting a balanced work-life balance. Support for the personal and family sphere is one of the main drivers that inspire the concept of "Take Care" promoted within the organization.

TRAINING AT ECOPOL

The challenges Ecopol faces daily—driven by the **highly innovative and sustainable nature** of the sector—require a workforce equipped with continuously updated technical and transversal skills. To address this, the company has implemented a **two-year Company Training Plan**, designed around market developments, customer requirements, and the needs expressed directly by employees.

This plan encompasses a wide range of training initiatives, aimed at developing both **specialist expertise** and **behavioral skills**. All activities are carefully planned with dedicated financial coverage, ensuring that training is both effective and sustainable. The ultimate objective is to guarantee a path of **continuous professional growth**, aligned with the company's strategic goals and the broader principles of social sustainability.

Monitoring and Evaluation

The effectiveness of training is measured using specific **Key Performance Indicators (KPIs)**, including:

- **Satisfaction forms** completed by participants to evaluate the perceived quality of the course
- **Learning evaluation forms** to measure the actual transfer of knowledge and skills

In addition, Ecopol systematically records and reports the **annual number of training hours per employee**, along with the number of employees trained. Data is disaggregated by **professional category and gender**, ensuring transparency, fairness, and inclusiveness in development opportunities.

Average number of hours of training per employee by gender and job category

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Executives	h.	144	48	192	-	-	-	-	-	-
Managers		58	20	78	283	148	431	398	116	514
Employees		34	139	173	529	943	1.472	746	988	1.734
Workers		1028	16	1044	4.529	58	4.587	4.084	-	4.084
Total		1264	223	1487	5.341	1.149	6.490	5.228	1.104	6.332

Average number of hours of training per employee by gender and job category

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Executives	h.	48	48	48	-	-	-	-	-	-
Managers		7	10	9	26	74	50	50	58	54
Employees		3	8	5	48	47	48	50	58	54
Workers		9	4	7	51	29	40	50	-	25
Total		10	9	9	48	48	48	50	58	54

The decrease in **average training hours per employee** in 2024 reflects the conclusion of an extensive training program carried out during 2022–2023, which involved more than **80% of the workforce**. A new training plan is currently under development.

Over the last three years, Ecopol has conducted a detailed **training needs analysis**, which led to the definition of a structured Company Training Plan aligned with organizational goals and skill development requirements. This plan identified three primary areas of intervention:

1. **Compulsory training** (mandatory programs required by law)
2. **Technical training** (role-specific and process-related skills)
3. **Behavioral training** (soft skills, teamwork, leadership, etc.)

For each area, funding channels were mapped to ensure the **economic sustainability** of training activities and to maximize access to professional development opportunities.

Monitoring Training Effectiveness

To measure impact and **return on investment (ROI)**, Ecopol uses two key evaluation tools:

- **Learning sheets** – completed by participants to assess knowledge and skill acquisition
- **Satisfaction sheets** – capturing feedback on the quality of course content and training methods

These tools provide valuable data for the **continuous improvement** of training activities, ensuring alignment between business objectives and human capital development.

Updated Training Procedure

In 2024, Ecopol updated its **Training Procedure**, a strategic framework governing the management of human resources in the area of training and development.

The procedure ensures systematic identification of training needs, planning of interventions, and implementation of programs to update and expand employee skills.

The process begins with the **assessment of a candidate's skills** during recruitment to verify suitability for the role. If hired, an **individual training plan** is prepared, aligned with the relevant Job Description, and a personal file is activated. In cases of organizational changes, the HR Department, in collaboration with department managers, updates the company's overall training plan to reflect new operational requirements.

Training needs may also emerge from **performance evaluations** or other internal reviews. In such cases, department managers submit requests to HR, which consolidates and prioritizes them in consultation with managers. Based on this information, an **executive training** plan is drafted, including course design and related financial coverage.

Documentation and Tracking

At the conclusion of each training activity, the HR office (or responsible function) collects and archives all course documentation, including participation certificates issued by external institutions or prepared internally. These materials are stored in a **digital archive** and uploaded to the HR/HSE management system. When required, certificates are issued to employees in digital or paper format.

Below is the summary of **training expenditure, investment, and delivery methods** for the reporting period.

Expenditure and investment on training	u.m.	2024	2023	2022
Expenditure and investment on training	€	122.834	112.269	89.132

Training delivery methods	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Hours of e-learning training	h.	-	-	-	-	-	-	-	-	-
Hours of classroom training		1.264	223	1487	5.336	1.153	6.490	5.228	1.104	6.332

The Corporate Training Plan (PFA) is a strategic tool for planning and development, designed to respond flexibly and effectively to training needs identified within the organization. Its strength lies in a comprehensive needs analysis, carried out with attention to both individual employee requirements and the company's broader strategic objectives.

The process involves the active participation of all stakeholders—from the Executive Committee and Function Directors to the Mandatory Training Representatives—ensuring a shared and participatory approach supported by tools such as internal surveys.

The goal of the PFA is to foster a corporate culture of change, professional growth, and innovation, while strengthening both technical and transversal skills. In today's global and dynamic context, adaptability and continuous learning are decisive competitive factors.

Strategic Guidelines

The Training Plan is guided by the following priorities:

1. Prepare staff to effectively cover assigned roles
2. Strengthen awareness of individual contributions within an evolving organization

3. Update and enhance operational and management skills in line with corporate objectives
4. Support organizational development and the execution of strategic projects
5. Encourage the adoption of new technologies to optimize process management
6. Improve leadership and managerial skills to drive expected results

Planned training actions are designed to **support organizational change**, resource reallocation, role evolution, and the introduction of new functions. Training thus becomes a driver of growth, reinforcing employee knowledge and awareness while contributing to corporate governance objectives.

Ecopol also implements a **structured onboarding program** for new hires to ensure safe, informed, and value-aligned integration. These courses foster familiarity with corporate culture, sustainability principles, and responsible business practices.

In 2023–2024, Ecopol's training strategy emphasized the integrated development of **specialized technical skills, transversal competencies, and mandatory updates** required by law. This ensured that training remained aligned with organizational, technological, and environmental transformations.

Key Training Areas

The main areas of training included:

1. Administrative and legal updates, with focus on labor, economic, and environmental reforms
2. Corporate identity and vision-building workshops (Envisioning)
3. Training on green economy principles and sustainable production processes
4. Re-engineering of administrative procedures for efficiency
5. Digital and IT skills development
6. Training in e-Government and digital institutional communication
7. Innovation in plastics production processes
8. Strategic knowledge management
9. Occupational safety (OSH) and risk prevention
10. Implementation and updating of ISO certification systems
11. GDPR compliance training
12. Transversal skills development through the "Scuderia Ecopol" project
13. Training in HR management processes (digital and administrative)
14. Language training to support internationalization
15. Awareness of green procurement, circular economy, and sustainability reporting
16. Training to support corporate internationalization strategy
17. Digitization of business processes
18. Strengthening managerial skills in Lean and Operations Management

All training courses were designed to ensure **broad accessibility and inclusive participation**, engaging employees across all categories and professional profiles. Training remains a cornerstone for supporting organizational growth, fostering innovation, and advancing Ecopol's economic, social, and environmental sustainability goals.

DIVERSITY, INCLUSION & DEVELOPMENT

At Ecopol, **diversity is recognized as a strategic strength** that drives organizational growth and resilience. This diversity is reflected not only in the company's unique products, but also in the **heterogeneous composition of its workforce**. The presence of employees from different cultural, ethnic, and religious backgrounds enriches the company and fosters an inclusive, fair, and respectful workplace.

Inclusion is a **core value** of Ecopol's culture, confirmed by results from the latest anonymous internal survey. When asked about discriminatory behavior, **89% of respondents reported never having witnessed such episodes**, while 11% indicated they had encountered them only occasionally. These results confirm a generally positive work environment while also reinforcing Ecopol's commitment to **raising awareness and continuously improving inclusion practices**, ensuring equal respect and opportunity for all employees regardless of gender, age, cultural origin, or membership in protected categories.

Ongoing and Planned D&I Actions

Dialogue with international institutions and active involvement of management are shaping an **operational Diversity & Inclusion plan**. Planned actions include:

- Inclusive career development programs
- Performance recognition initiatives (e.g., Employee of the Month)
- Revised criteria for access to leadership roles to ensure equal opportunity

Notably, in the 2023–2024 reporting period, **no formal reports of discrimination** were recorded. This outcome reflects the effectiveness of Ecopol's inclusion policies and its dedication to building a respectful and collaborative work environment.

At the same time, Ecopol is conducting an **in-depth analysis of workforce composition**, assessing indicators such as gender, age, protected categories, and other diversity factors. Preliminary results highlight areas for improvement, which the company intends to address through partnerships with specialized institutions and organizations.

Ecopol firmly believes that **valuing diversity not only strengthens internal cohesion but also fuels innovation and long-term sustainability**.

Number of employees by position by gender

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Executives	h.	3	1	4	0	0	0	0	0	0
Managers		8	2	10	11	2	13	8	2	10
Employees		12	18	30	11	20	31	15	17	32
Workers		110	4	114	89	2	91	82	0	82
Total		133	25	158	111	24	135	105	19	124

% Labor Force by Qualification by Gender

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Executives	%	75,0%	25,0%	100,0%	-	-	-	-	-	-
Managers		80,0%	20,0%	100,0%	84,6%	15,4%	100,0%	80,0%	20,0%	100,0%
Employees		40,0%	60,0%	100,0%	35,5%	64,5%	100,0%	46,9%	53,1%	100,0%
Workers		96,5%	3,5%	100,0%	97,8%	2,2%	100,0%	100,0%	-	100,0%
Total		84,2%	15,8%	100,0%	82,2%	17,8%	100,0%	84,7%	15,3%	100,0%

Number of employees by position by age group

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Executives	n	-	1	3	4	0	0	0	0	0	0	0	0
Managers		-	7	3	10	0	9	4	13	0	9	1	10
Employees		7	19	4	30	8	20	3	31	12	18	2	32
Workers		35	60	19	114	30	44	17	91	25	45	12	82
Total		42	87	29	158	38	73	24	135	37	72	15	124

% Labor Force by Qualification by Age Group

	u.m.	2024				2023				2022			
		< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.	< 30	30 - 50	> 50	Tot.
Executives	%	0,0%	25,0%	75,0%	100,0%	-	-	-	-	-	-	-	-
Managers		0,0%	70,0%	30,0%	100,0%	-	69,2%	30,8%	100,0%	-	90,0%	10,0%	100,0%
Employees		23,3%	63,3%	13,3%	100,0%	25,8%	64,5%	9,7%	100,0%	37,5%	56,3%	6,3%	100,0%
Workers		30,7%	52,6%	16,7%	100,0%	33,0%	48,4%	18,7%	100,0%	30,5%	54,9%	14,6%	100,0%
Total		26,6%	55,1%	18,4%	100,00%	28,1%	54,1%	17,8%	100,0%	29,8%	58,1%	12,1%	100,0%

Number of employees by qualification belonging to minorities

	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Executives	%	-	-	-	-	-	-	-	-	-
Managers		-	1	1	-	1	1	-	-	-
Employees		-	-	-	-	-	-	-	1	1
Workers		3	-	-	3	-	3	2	-	2
Total		3	1	4	3	1	4	2	1	3

Within Ecopol, some **inequalities in workforce composition** persist, particularly in terms of gender distribution. The significantly higher presence of men compared to women is largely due to the **operational nature of production roles**—such as load handling and shift work—where no women are currently employed.

This has resulted in a **numerical imbalance** between male and female employees, especially in production departments. However, a more detailed analysis by functional area reveals an important insight: in **office-based roles**, the presence of women is higher than that of men. This represents a valuable foundation from which Ecopol can promote **greater equity and inclusion**, through targeted policies that encourage and support female talent across all areas of the company.

Gender Pay Gap

Another area identified for improvement is the **gender pay gap**. Although progress has been made in recent years, differences in wages between men and women remain. This disparity is partly explained by the **nature of roles performed**, even within the same contractual classification, where differing responsibilities and tasks can result in different salary levels.

Additionally, given that the majority of employees are men, it is statistically more likely that they hold **higher-responsibility positions** associated with higher pay. This contributes to sustaining a wage gap that Ecopol is committed to addressing through **transparent and targeted actions**.

Monitoring and Action

To this end, Ecopol has launched **systematic monitoring of salary ratios between men and women** across each professional category at the Chiesina Uzzanese headquarters. This initiative marks the **first step toward identifying critical issues** and implementing fairer, more inclusive remuneration policies.

Average salary of men and women

	u.m.	2024	2023	2022
		Woman/Male Ratio	Woman/Male Ratio	Woman/Male Ratio
Executives	%	99%	-	-
Managers		72%	69%	56%
Employees		86%	90%	70%
Workers		84%	80%	100%

Average remuneration of men and women

	u.m.	2024	2023	2022
		Woman/Male Ratio	Woman/Male Ratio	Woman/Male Ratio
Executives	%	104%	-	-
Managers		73%	69%	57%
Employees		86%	90%	72%
Workers		82%	78%	101%

TRANSPARENCY AND PERSONNEL EVALUATION OF PERSONNEL

The rapid expansion of Ecopol in recent years, accompanied by a steady increase in workforce size, has highlighted the need for **a structured system for monitoring and evaluating human resources**. The objective is to ensure transparency in career development and to support the professional growth of employees.

To address this, in 2022 Ecopol introduced the **Evaluation Forms tool**, designed to provide an **objective, consistent, and multi-level assessment** of individual performance. This system integrates **continuous feedback practices**, fostering ongoing and constructive dialogue between managers and their teams.

This approach allows the company not only to **recognize and reward merit**, but also to strengthen an organizational culture grounded in **responsibility, transparency, and shared growth**—all of which are essential for **sustainable and inclusive development**.

Number of employees evaluated on achievement and career development	u.m.	2024			2023			2022		
		man	woman	Total	man	woman	Total	man	woman	Total
Dirigenti	n.	3	1	4	-	-	-	-	-	-
Quadri		8	2	10	7	2	9	2	2	4
Impiegati		12	18	30	11	20	31	2	8	10
Operai		110	4	114	19	1	20	36	-	36
Totale		133	25	158	37	23	60	40	10	50

The introduction of **Performance Evaluation Forms (SV)** marked an important step toward a more structured and transparent management of human capital. This tool enables the identification of both strengths and areas for improvement, while also analyzing in detail the **technical and transversal skills** required for each role.

The objectivity of the process is ensured through a **multi-level evaluation system** that involves multiple stakeholders—including the direct manager, the area manager, and the HR team—reducing subjectivity and promoting a fair, balanced assessment.

Each form begins with a **detailed description of the employee's role**, including reporting lines, key activities, and the technical skills required. These are evaluated on a **five-point scale**, with an odd number of indicators to enhance accuracy. A subsequent section addresses **soft skills**, which are also rated on the same scale.

The overall assessment is provided jointly by the direct manager and the relevant area manager, ensuring an **integrated and holistic perspective**. The process concludes with an evaluation of strengths and improvement areas, supported by written observations from evaluators. Finally, a **feedback interview** is held between the employee, HR, and functional leads to foster constructive dialogue and support professional development.

PRODUCTS, MARKET AND VALUE CREATION

Ecopol's ability to achieve its environmental objectives is closely tied to **collaboration across the value chain**. The company plays a **central role in facilitating dialogue** among stakeholders, balancing their needs, and aligning with market demands.

By actively listening to customers—who increasingly seek **low environmental impact solutions**—Ecopol supports them in achieving their sustainability goals. This is accomplished through **co-design and joint development** of innovative, responsible solutions. The strength of this approach lies in the **quality of Ecopol's products, the robustness of its organizational structure, and constant collaboration with suppliers and customers** to respond quickly and effectively to evolving needs.

PRODUCTS: INNOVATION, QUALITY AND SAFETY

Ecopol's growth and success are rooted in a blend of **human capital, product excellence, and strategic market positioning**. This model generates value not only for Ecopol itself, but for the entire value chain.

Ecopol films are **not conventional plastics**—they are **water-soluble and biodegradable polymer-based materials** with distinctive technical and environmental properties, unmatched in the marketplace. These innovations are supported by rigorous testing and certifications from accredited laboratories, confirming their **environmental sustainability and compliance with strict international standards**.

- **OECD 301B CO2 Evolution Test:** confirmed rapid biodegradability.
- **ASTM D6691 Marine Biodegradability Test:** positive results in marine environments.
- **TÜV Austria OK Industrial COMPOST Certification:** one Ecopol film (Hydrolene LTF/LJ 39 micron) certified as both water-soluble and compostable in industrial settings.

These certifications guarantee a **low environmental impact**, even in the case of accidental dispersion, reinforcing Ecopol's commitment to a **responsible, circular production model**.

Product Development Process

Ecopol embeds sustainability at the design stage. A structured procedure governs the **development of Blown Film and Cast technologies**, including customer-specific compatibility testing, prototype development, laboratory and industrial trials, and validation with customer feedback. Based on the results of the tests and the customer's needs The R&D function define what to do.

Steps include:

- Developing or updating formulations
- Sourcing add-on materials
- Creating prototypes for testing
- Conducting lab and industrial trials

Validation triggers the issuance of final technical documents (data sheet, production sheet), ensuring **traceability and quality assurance**.

Compliance Management

To strengthen oversight, Ecopol introduced a **Compliance Obligations Management procedure (2023)** to regulate the issuance, review, and archiving of regulatory documents. This system ensures all functions operate in line with requirements, particularly in **HSE and product quality**, and updates are communicated promptly with relevant training delivered.

This initiative strengthens the organization's regulatory oversight, ensuring that all company functions operate in line with applicable requirements and contributing to the continuous improvement of processes with a view to sustainability and responsibility.

In the event of regulatory changes or significant changes for the organization, the competent function, in coordination with the Management, assesses the necessary interventions and updates the regulatory register, where applicable, with particular attention to HSE (Health, Safety and Environment) and product quality issues. With the support of the RSGI and the functions involved, the company documentation (procedures, operating instructions, forms) is also updated to ensure compliance with the new applicable requirements.

For the HSE and product quality areas, the regulatory register is integrated with reference to the topic covered, the applicable legislation, required obligations, the state of compliance and verification date, expected management methods and related records, the date of the next monitoring.

Each function responsible for regulatory updating also ensures:

- the timely communication of the relevant legislation to the functions concerned, by email or other appropriate channels;
- the carrying out of training activities aimed at the personnel involved, in order to ensure a correct understanding and application of the changes introduced.

These activities contribute to maintaining regulatory compliance, spreading a culture of sustainability and continuously improving business processes.

ENVIRONMENTAL IMPACT OF EMERGING TECHNOLOGIES

In 2022, Ecolpol began building a **new production plant** using an innovative technology, launched in late 2023. Unlike traditional processes, this new technology relies on an **aqueous solution**, requiring water use and raw materials classified as hazardous under the REACH Regulation.

To mitigate environmental impacts, Ecolpol has installed an **advanced water recovery and treatment system** combining biological and chemical-physical treatments. This enables the **regeneration and reuse of ~80% of water** used in production, significantly reducing groundwater withdrawal and liquid waste.

A new KPI will track the **ratio of recycled to virgin water per kilogram of finished product**, providing a basis for continuous improvement in **water efficiency and environmental performance**.

USE OF NON-BIODEGRADABLE PACKAGING

While Ecolpol's films are **innovative, biodegradable, and water-soluble**, their sensitivity to environmental factors—particularly humidity—requires protective packaging. Current packaging is designed to provide a **high moisture barrier**, ensuring product integrity during handling, storage, and logistics.

Ecolpol is actively researching **more sustainable packaging alternatives**, but only solutions that guarantee equivalent protection can be adopted. Until then, Ecolpol ensures **responsible packaging management** by providing customers with clear instructions for proper disposal and recycling.

In compliance with regulations introduced in January 2023, Ecolpol now includes **packaging identification codes** in its transport documentation, supporting traceability and **promoting sustainable waste management** among customers.

DEVELOPMENT AND GROWTH IN NEW MARKETS

Ecopol's rapid growth reflects rising global demand for **sustainable, innovative films**. Initially managed through extended shifts, production has now been expanded with **new facilities and lines**.

This process has led to the construction of new plants, designed not only to increase production capacity but also to expand the technological offering through the introduction of complementary solutions. Furthermore, the opening of a production site on another continent has allowed us to optimize distribution logistics, reducing transportation times and costs, with tangible benefits in terms of environmental sustainability and proximity to strategic markets.

In response to growing market demand for the innovative film developed by Ecopol, it became necessary to expand production capacity through new investments in industrial infrastructure. A new plant was built adjacent to the existing facility in Chiesina Uzzanese. This expansion not only increased overall production capacity, but also diversified the company's technological offerings.

Thanks to the introduction of this new production line, it is possible to begin producing films also for the single-dose washing machine sector, significantly expanding the application portfolio and strengthening Ecopol's presence in high-potential markets.

At the same time, a new production site was built in the United States, designed with the strategic goal of aligning production with the North American markets. This move has improved logistics efficiency, reduced delivery times, and minimized the environmental impact of intercontinental freight transportation.

Together, these investments—totaling **€42 million**—increase capacity, diversify technologies, create jobs, and support **energy-efficient infrastructure**. The result is both **economic prosperity in local communities** and **reduced environmental impact**.

INVESTMENTS IN RESEARCH AND DEVELOPMENT

R&D is the **engine of Ecopol's innovation**, where ideas become tangible solutions. Customers consistently value Ecopol's ability to deliver tailor-made technologies that respond to their needs.

To sustain this capability, Ecopol has invested significantly in R&D resources, facilities, and testing activities. Recent investments include:

	2024	2023	2022
Investments in laboratory equipment (€)	-	35.131	298.358
R&D Testing and Analysis (€)	27569	27.529	3.764

RESPONSIBLE SUPPLY CHAIN

Ecopol specializes in **biodegradable, water-soluble films** primarily for the detergents sector, with additional applications in **solid surfaces** and **cement additives**. Revenue distribution:

- **Detergents:** 75–85%
- **Solid surfaces:** 12–20%
- **Concrete reinforcement fibers:** 2–4%

Raw materials are sourced globally, with most suppliers in **Italy and Europe**. Ecopol works with ~25 suppliers under **long-term contracts**, while its **60+ B2B customers** are supported through continuous supply agreements.

Supplier Evaluation

Suppliers are evaluated annually on:

- **Quality** (complaints, punctuality, documentation, ISO 9001)
- **Safety & Environment** (accidents, ISO 14001, ISO 45001)
- **Economic sustainability** and delivery conditions

This system, integrated into Ecopol's **business continuity plan**, ensures quality, safety, and resilience across the supply chain.

Challenges in Responsible Sourcing

- Polyvinyl alcohol (PVOH), a core raw material, is currently fossil-based; renewable alternatives are not yet technically viable but remain a priority for Ecopol's transition strategy.
- Risks related to human rights in developing countries are mitigated through supplier self-assessment questionnaires, financial checks, and biennial reviews.

Ecopol is also increasing **local sourcing** to strengthen oversight, reduce risks, and promote compliance with higher labor standards.

Monitoring and Transparency

Procurement budgets are continuously analyzed by geography to identify concentration risks. Diversification strategies are adopted to ensure **supply chain resilience and continuity**.

Percentage of procurement budget spent by supplier geography

Total value of supplies of goods, services and work performance by geographical area	u.m.	2024	2023	2022
Italy	%	30%	30%	13%
Europe (excluding Italy)		4%	4%	66%
Asia		66%	66%	21%
America		-	-	-
Total		100%	100%	100%

At present, Ecopol has not formalized a specific commitment to prioritizing local suppliers, largely due to the **highly specialized nature of its raw materials**, which are produced by a limited number of international operators outside of Italy.

However, for **packaging materials**, Ecopol already relies on Italian suppliers, chosen partly for their **geographical proximity**. This approach helps optimize logistics and **reduce the environmental impact of transport**.

Updated Procurement Procedures

In 2024, Ecopol strengthened its procurement framework by updating its internal procedure to **clearly define the criteria for sourcing raw materials and services essential to operations**. The new system reinforces **supply chain resilience and business continuity**, even in times of instability.

For every strategic raw material or service, multiple suppliers are assessed and qualified, ensuring **diversification of supply sources** and reducing the risk of disruption. If issues arise, Ecopol activates a **non-compliance management procedure**, requiring the supplier to replace the material or issue a credit note. Each incident is documented in the supplier record within the company's management system, building a database to **continuously track and evaluate partner performance**.

Supplier Qualification and Pre-Assessment

All new suppliers undergo a **mandatory pre-assessment phase**, overseen by the procurement function. This includes:

- Verification of **technical conformity** of offered products
- Guarantees of compliance with **environmental and workplace safety standards**
- Review of internationally recognized certifications such as **ISO 9001 (quality)**, **ISO 14001 (environment)**, **ISO 45001 (health & safety)**, and, where applicable, **RSPO certification** for palm-oil products.

Successful suppliers are formally registered in the management system, with an overall assessment covering **product/service quality, economic competitiveness, and compliance with regulatory requirements**.

New Supplier Qualification and Monitoring

Recently, Ecopol qualified new suppliers to further strengthen supply chain resilience. Their selection was guided by a **structured process using self-assessment questionnaires**, confirming alignment with environmental and social standards, particularly **human rights protections**. No risks were identified, aided by the fact that most Ecopol suppliers are based in **Italy and Europe**, where regulations are especially strict.

Ecopol also conducts **ongoing monitoring** of supplier activities to ensure adherence to company standards. This includes reviewing technical and administrative documentation, participating directly in certain production phases, and observing operating practices with a focus on **OSH compliance and environmental protection**.

Monitoring activities also track **non-conformities and anomalies**, as well as the effectiveness of corrective actions taken. This vigilance reinforces Ecopol's commitment to **preventing pollution, protecting human rights, and ensuring supply chain accountability**.

The new suppliers subject to assessment according to environmental and social criteria are listed below.

New suppliers evaluated

Type of assessment	Region	2024		2023		2022	
		n.	% of total suppliers	n.	% of total suppliers	n.	% of total suppliers
New suppliers subjected to environmental assessment activities.	Italy	9	82%	9	82%	8	80%
	Europe (not Italy)	1	9%	2	18%	1	10%
	Asia	1	9%	-	-	1	10%
	America	-	-	-	-	-	-
Total	Total	11	100%	11	100%	10	100%

Of the new suppliers evaluated, 60% were found to have achieved the highest ISO certifications in the areas of quality (ISO 9001), environment (ISO 14001) and safety (ISO 45001). During 2022, 2023 and 2024 there were no disputes with suppliers.

Reporting requirements for environmental and social impacts

Supplier Evaluation	Region	2024		2023		2022	
		n.	% of total suppliers	n.	% of total suppliers	n.	% of total suppliers
Suppliers assessed for environmental impacts	Italy	85	88,5%	76	89%	67	91%
	Europe (not Italy)	7	7,3%	6	7%	4	5%
	Asia	4	4,2%	3	4%	3	4%
	America	0	0%	0	0%	0	0%
	Total	96	100%	85	100%	74	100%
Suppliers assessed for social impacts	Italy	85	88,5%	76	89%	67	91%
	Europe (not Italy)	7	7,3%	6	7%	4	5%
	Asia	4	4,2%	3	4%	3	4%
	America	0	0%	-	-	-	-
	Total	96	100%	85	100%	74	100%

Supplier Engagement on ESG Issues

For the two-year period 2023–2024, Ecopol is evaluating the adoption of new tools to **strengthen supplier involvement in environmental and social matters**. Among the solutions under consideration are **structured questionnaires, digital surveys, and ESG assessment platforms** already available on the market.

The goal is to achieve a more **systematic and in-depth evaluation of supply chain performance**, while also encouraging business partners to adopt **increasingly responsible and proactive practices** aligned with Ecopol's sustainability vision.

SUPPORT FOR LOCAL COMMUNITIES AND THE TERRITORY

Ecopol attaches great importance to the **local territory where its roots and operations are based**, and actively seeks to create value for the surrounding community.

The very presence of our production facilities has generated **positive economic and social impacts**, particularly through the creation of jobs and the stimulation of local economic growth. At the same time, we have sought to mitigate potential inconveniences associated with operating a 24/7 industrial site by collaborating closely with local institutions and organizations. Through this collaboration, we have engaged in **solidarity and community-building initiatives** aimed at promoting sustainable behaviors and enhancing overall well-being.

Ecopol is today among the **largest employers in the Chiesina Uzzanese area**, with steady and ongoing growth. The construction of a second production plant further reinforced this role, leading many residents to apply directly to the company for employment. While the HR department manages candidate selection to ensure the best fit for open positions, the strong interest highlights the company's importance as a local economic driver.

Community Initiatives

In keeping with our commitment to bring tangible benefits to the local community, Ecopol has supported a number of initiatives:

- **Donation of life-saving equipment:** We provided the citizens of Chiesina Uzzanese with a semi-automatic AED defibrillator, installed in the town's new sports facility for public use in case of emergency.
- **Support for families in need:** We made a financial donation to support the Municipality's initiative distributing prepaid credit cards to help families in difficulty purchase basic necessities from local shops.
- **Sponsorship of cultural and educational events:**
 - **Planet Earth Festival (Festival Pianeta Terra):** Ecopol organized and sponsored events dedicated to children, promoting **environmental education, inclusion, and respect for nature**. With the support of an environmental guide and in collaboration with the Talea Association, we taught participants about the importance of different plant and tree species, and donated trees to encourage active environmental stewardship.

These actions reflect Ecopol's **deep connection to the community** and its ongoing effort to contribute not only as an employer, but also as a **partner in social and environmental well-being**.

We sponsored

Festival Pianeta Terra

Participation in **Festival Pianeta Terra** with an event dedicated to children to promote inclusion, teach respect for the environment. We organized an event dedicated to respect for the environment and in particular for plants. Thanks to the presence of an environmental guide and the collaboration with the Talea association, we explained the differences and importance of the different plants and trees present in nature, and then we donated trees to the schools present at the event to be planted in the area.



Ecopol was among the first to believe in the success of the **Planet Earth Festival**, choosing to take a leading role as a sponsor in promoting this event, which addresses sustainability across multiple dimensions.

Beyond formal sponsorships, Ecopol—and especially our employees—have consistently stepped forward to organize **donations of essential goods** for populations facing crises. This included collections of clothing and supplies to support communities impacted by the war in Ukraine and the earthquake in Turkey, carried out in collaboration with **UNHCR, the Turkish Embassy, and the Order of Malta**.

As a gesture of gratitude and integration with the territory that hosts us, Ecopol has also contributed through:

- **Donations to Meyer Children's Hospital**, supporting pediatric healthcare.
- **Donations to Caritas Pistoia**, assisting families in severe hardship.
- **Sponsorship of the Montecarlo Calcio youth football team**, which involves children from the age of five and promotes the values of inclusion, teamwork, and community spirit.

While Ecopol does not currently monitor KPIs for community initiatives, an anonymous internal questionnaire was conducted to assess how employees perceived these efforts. The feedback has helped guide our **continuous improvement approach**, shaping future initiatives toward areas of greater community interest. For example, we identified a strong preference for **educational and play-based activities for children**, which now inform our program design.

Our volunteering and community support initiatives are carried out with the aim of creating **tangible value for local residents**, independent of stakeholder pressure. However, wherever possible, stakeholders have been directly involved, as in the case of the Planet Earth Festival event. To ensure transparency, all initiatives have been communicated through **news updates on our official website and LinkedIn posts**, reinforcing Ecopol's role as an active and responsible member of the community.

METHODOLOGICAL NOTE

This document represents the third **Sustainability Report prepared by Ecopol S.p.A.** (hereinafter also “Ecopol” or “the Company”), providing concrete evidence of our commitment to integrating sustainability into our corporate strategy and daily operations.

We would like to point out that in this Sustainability Report, unlike what was reported in the Annual Financial Report, the company Ecopol America Inc has been excluded. The reporting period corresponds to the **2024 financial year** (1 January – 31 December 2024). For comparability, data for 2023 and 2022 are also included where available.

The Sustainability Report has been prepared on a **voluntary basis**, as Ecopol is not currently subject to the Non-Financial Reporting obligations set out in Legislative Decree 254/2016. Nevertheless, Ecopol has chosen to apply the **GRI Standards (2021 update)** issued by the **Global Reporting Initiative (GRI)**, internationally recognized as the leading framework for non-financial reporting.

This Report covers the **material topics** most relevant to Ecopol—those reflecting our significant impacts on the economy, environment, and people, including human rights. By “impacts,” we refer to the actual or potential effects, both positive and negative, that Ecopol may generate within its sphere of operations. The methodology for identifying and prioritizing these topics, as well as stakeholder engagement practices, are detailed in the section “**Stakeholders, Material Issues and Impacts**”, in accordance with the GRI Standards.

At the end of the document, the **GRI Content Index** provides a correlation table that identifies the location of each material topic within the Report.

The Sustainability Report is made publicly available to all stakeholders through the Company’s institutional website: www.ecopol.com. For additional information, clarifications, or to share feedback, stakeholders may contact us at: **info@ecopol.com**.

GRI CONTENT INDEX

GRI Content Index- Ecopol S.p.A.

Declaration of use: Ecopol S.p.A. has submitted a report in accordance with the GRI standards for the period 01/01/2024 – 31/12/2024

Relevant GRI industry standards: N/A

GRI	Indicator	omissions/ Pages
1	Fundamentals - 2021 version	
INFORMATIVA GENERALE 2021		
2-1	Organizational details	pag. 18
2-2	Entities included in the organization's sustainability reporting	pag. 59
2-3	Reporting period, frequency and point of contact	pag. 1
2-4	Review of information	pag. N.A.
2-5	External Assurance	pag. N.A.
2-6	Activities, value chain and other business relationships	pag. 11 - 12 - 15 - 16
2-7	Employees	pag. 32, _ ,36
2-8	Non-employees	pag. 33
2-9	Governance structure and composition	pag. 18
2-10	Appointment and selection of the highest governing body	pag. 18
2-11	Chairman of the highest governing body	pag. 18
2-12	Role of the highest governance body in controlling impact management	pag. 18
2-13	Delegation of responsibility for the management of impacts	pag. N.A.
2-14	Role of the highest governance body in sustainability reporting	pag. 18
2-15	Conflicts of interest	pag. N.A.
2-16	Communication of critical issues	pag. 20
2-17	Collective knowledge of the highest governing body	pag. 18
2-18	Evaluation of the performance of the highest governance body	pag. 18
2-19	Rules on remuneration	pag. 33
2-20	Remuneration determination procedure	pag. 33
2-21	Annual Total Compensation Ratio	pag. 19
2-22	Statement on Sustainable Development Strategy	pag. 10 - 11 - 16 - 17
2-23	Policy commitment	pag. 20 - 21
2-24	Integration of policy commitments	pag. 20 - 21
2-25	Processes to remedy negative impacts	pag. 12 - 13
2-26	Mechanisms to request clarification and raise concerns	pag. 20, _ , 22
2-27	Compliance with laws and regulations	There were no cases of non-compliance with laws and regulations during the reporting period.

2-28	Membership in associations	pag. 9
2-29	Stakeholder engagement approach	pag. 11 – 12
2-30	Collective agreements	pag. 34
MATERIAL TOPICS 2021		
3-1	Material Theme Determination Process	pag. 12 – 13
3-2	List of material topics	pag. 12, _ , 15
ETHICAL AND RESPONSIBLE BUSINESS		
3-3	Management of material topics	pag. 20 – 21
205-3	Confirmed incidents of corruption and measures taken	There were no confirmed incidents of corruption during the reporting period.
DATA PRIVACY AND CYBERSECURITY		
3-3	Management of material topics	pag. 23
418-1	Justified complaints regarding breaches of customer privacy and loss of customer data	There were no incidents of breaches of customer privacy and loss of customer data during the reporting period.
PRODUCT: INNOVATION, QUALITY E SAFETY		
3-3	Management of material topics	pag. 49, _ , 51
416-2	Incidents of non-compliance with the health and safety impacts of products and services	There were no incidents of non-compliance with the health and safety impacts during the reporting period
RESPONSIBLE SUPPLY CHAIN		
3-3	Management of material topics	pag. 53, _ , 55
204-1	Proportion of expenditure made to local suppliers	pag. 53
308-1	New suppliers who have been selected using environmental criteria	pag. 55
414-1	New suppliers who have been selected using social criteria	pag. 55
DEVELOPMENT AND GROWTH IN NEW MARKETS		
3-3	Management of material topics	pag. 52
203-1	Investments in supported infrastructure and services	pag. 52
HEALTH, SAFETY AND WELL-BEING IN THE WORKPLACE		
3-3	Management of material topics	pag. 37, _ , 40
403-1	Occupational Health and Safety Management System	pag. 37, _ , 40
403-2	Hazard identification, risk assessment and accident investigation	pag. 37, _ , 39
403-3	Occupational health services	pag. 37, _ , 40
403-4	Participation and consultation of workers on occupational health and safety programmes and related communication	pag. 39
403-5	Occupational health and safety training for workers	pag. 37
403-6	Promotion of workers' health	pag. 38 – 39
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	pag. 37, _ , 40

PERSONNEL: DIVERSITY, INCLUSION AND DEVELOPMENT		
3-3	Management of material topics	pag. 45, _ , 47
401-1	New employee hiring and employee turnover	pag. 34, _ , 36
401-2	Full-time employee benefits that are not available to temporary or part-time employees	pag. 40
401-3	Parental leave	pag. 36
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404-3	Percentage of employees who receive periodic evaluations of their performance and professional development	pag. 48
405-1	Diversity in governance bodies and among employees	pag. 45 - 46
405-2	Ratio of basic salary and salary of women to men	pag. 47
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3-3	Management of material topics	pag. 56, _ , 58
413-1	Operations with the involvement of the local community, impact assessments and development programs	pag. 56 - 57
WASTE MANAGEMENT		
3-3	Management of material topics	pag. 30 - 31
306-1	Waste generation and significant waste-related impacts	pag. 30 - 31
306-2	Management of significant waste-related impacts	pag. 30 - 31
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