SUSTAINABILITY REPORT

2025



Italchimica

Italchimica

SUSTAINABILITY REPORT 2025



Sustainability as a driver of change,

Responsibility as a conscious choice of values,

Innovation as our vocation.

A Letter to Our Stakeholders

Dear Stakeholders,

I am proud to present Italchimica's seventh Sustainability Report.

For this reporting year, we have strengthened our commitment by supplementing our established reporting in accordance with the GRI Standards with a separate report aligned with the CSRD* and the ESRS** European directive. This carefully considered decision allows us to maintain clear and accessible communication with our entire community in this report, while simultaneously incorporating the institutional and financial rigour of the new reporting framework required by European standards in a separate, parallel report.

This is an entirely voluntary initiative. Although we are not yet subject to mandatory requirements, we wanted to embrace their underlying principles ahead of time. We have therefore chosen to include the findings of our double materiality assessment in this GRI report, firmly believing that rigorous transparency is not merely a compliance requirement, but a strategic tool for managing change.

Our journey is built on measurable foundations: from calculating our carbon footprint in accordance with the ISO 14064-1 standard and improving resource efficiency, to our commitment to the local community and the central role we place on our people. Today, Double Materiality brings together the established GRI approach (inside-out), focused on external impacts, and the new financial perspective (outside-in), which examines how ESG factors affect business continuity and our economic value.

At Italchimica, sustainability is embedded in our production and research activities. It is a journey guided by the principles of frugal innovation and operational streamlining: optimising processes, eliminating what is unnecessary, and focusing industrial and formulation investments on clean, efficient, high-quality solutions that deliver maximum value with minimum impact.

This document sets out the framework for our future decisions. We will continue to create value through a practical, verifiable approach consistent with our manufacturing expertise.

Thank you for your trust and for joining us on this journey towards the future of responsible chemistry.

Yours sincerely,

Alessandro Fioretto
CEO, Italchimica



* (CSRD) = Corporate Sustainability Reporting Directive
** (ESRS) = European Sustainability Reporting Standards

Contents

Methodological Note 06

01
CORPORATE IDENTITY

Our History 10
Governance and Code of Ethics 12
Our Values 15
Italchimica's Sites 17
Our Brand Portfolio 18
Product Development Value Chain 20
Production Process and Product Quality 22
2025 Revenue Breakdown 24

02
STAKEHOLDER ENGAGEMENT

Stakeholders 28
Evolution of our engagement process 31
Methodological evolution: double materiality 31

03
ENVIRONMENTAL RESPONSIBILITY

Global Goals 36
Environmental Policy 40
Environmental Management 40
Biodiversity 41
Formulations 42
Packaging 43
Energy 44
Water 46
Emissions 48
Waste 52

04
SOCIAL RESPONSIBILITY

- Global Goals 58
- Human Capital 60
- Gender Equality 61
- Workforce Stability and Trends 62
- Well-being and Employee Benefits 62
- Occupational Health and Safety 63
- Training and Skills Development 63
- Italchimica and the Community 64

05
ECONOMIC RESPONSIBILITY

- Global Goals 68
- Economic Impact 68
- Value Added 70
- Our Supply Chain 72

- GRI Content Index 74

Methodological Note

Italchimica S.r.l.'s seventh Sustainability Report, covering the 2025 financial year, has been prepared in accordance with the GRI Sustainability Reporting Standards updated to 2023.

In parallel, to meet the requirements of the European CSRD, the company has developed its own CSRD Technical Report, based on the ESRS Standards. To ensure full alignment between the two documents, this GRI report incorporates the methodology and findings of the double materiality assessment (discussed in detail in Chapter 2).

Standards, Scope and Principles

The document reports on environmental, social and governance (ESG) impacts, adopting the dual perspectives of impact materiality (inside-out) and financial materiality (outside-in). The appendix contains the GRI Content Index, supplemented by a cross-reference table to the ESRS disclosure requirements.

Reporting period	1 January – 31 December 2025.
Reporting scope	Administrative and production site (Riviera Maestri del Lavoro 10, Padua) and logistics hub (Corso Spagna 2, Padua).
Transparency	Balanced presentation of the positive and negative impacts of operations and the value chain.
Materiality (double materiality)	Focus on topics exceeding the materiality thresholds established by the CSRD/ESRS model.
Sustainability context	Alignment of performance with the SDGs and the challenges facing the chemical industry.
Comparability	Data compared with the previous two-year period (2023–2024), with estimates kept to a minimum.
Accuracy	Information flows based on direct measurements and verified internal management systems.

Process and Assurance

Coordination	Data collection managed by the Sustainability Department, with the involvement of company functions and under the supervision of the Board of Directors.
Assurance	External assurance of this voluntary GRI report is not planned for this year; any independent formal checks and verification of double materiality will instead form part of the audit process for the parallel CSRD Technical Report (Management Report), where applicable.



01
CORPORATE IDENTITY



A company making a significant contribution to the local area

We are an Italian-owned company, headquartered in Padua, specialising in the production and distribution of detergents, cosmetics and disinfectants for both professional and consumer markets worldwide, with an established presence in 60 countries across Europe and beyond.

Thanks to the ongoing commitment and passion demonstrated at every level of the organisation, Italchimica has achieved steady growth in recent years. Today, with a workforce of over 200 employees, the company continues to play an important role in supporting the local area, generating economic activity throughout its supply chain and creating employment opportunities.

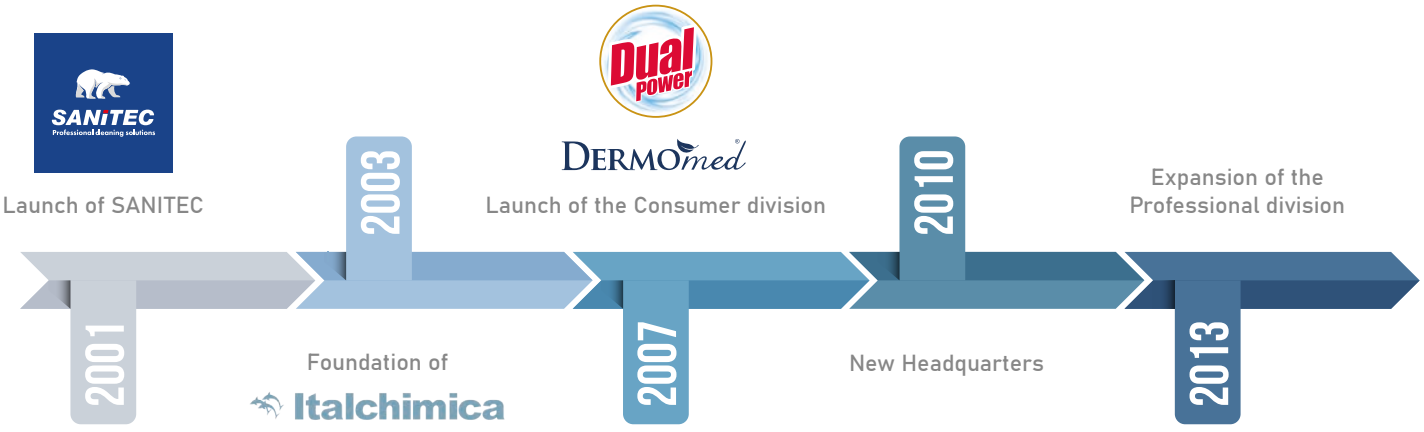


Our History

It all began in 2001 with the launch of Sanitec, a product range dedicated to professional cleaning.

The company is headquartered in Padua, an area whose technical and scientific expertise, together with its industrial and logistical strengths, provided the ideal conditions for a small business focused on the professional cleaning market to grow. Over the course of just twenty years, Italchimica evolved into a leading player in the cleaning and cosmetics sectors.

The commercial success of Sanitec, a product range dedicated to professional cleaning, led Alessandro Fioretto to establish Italchimica in 2003, together with his brothers Fabrizio and Marco, and his father Nunzio.





2018

Expansion of the Consumer division

2020

Sustainability Programme

2023

Launch of BOX RICARICA™

20 Years of Italchimica

Rebranding of my moment DERMO med

2024

Rebranding of DOMINA EXCLUSIVE POWER

Launch of Dual power orizon Il pulito che respira

2025

Launch of Beauty Escape, the hotel amenities range

Governance and Code of Ethics

A robust and evolving governance system, together with the implementation of a Code of Ethics, enables us to integrate sustainability into the company's business model.

Italchimica, part of the Fioretto family's NFH Holding Group, is a single-member limited liability company operating under a traditional governance model.

The Board of Directors defines the company's strategies and financial objectives.
Family ownership and governance are supported by a management team that drives the company's growth and development over the medium and long term.

Employee conduct is governed by an integrated organisational and management system covering quality, health and safety, the environment and administrative liability, supported by ongoing employee training. Compliance with procedures is monitored by an external supervisory body, which operates in accordance with Italian Legislative Decree No. 231/2001, promoting transparency and providing a channel for reporting conduct that does not comply with the company's culture and values.

The company shares its Code of Ethics with all stakeholders. The Code sets out the principles of conduct and values underpinning the corporate culture, guiding the day-to-day actions of everyone within the organisation.

The Code is given maximum visibility through its publication on the company's noticeboard and website, **www.italchimica.it.** It sets out a firm commitment to protecting individuals and ensuring business integrity, with particular emphasis on combating corruption, maintaining quality standards, rejecting forced and child labour, preventing discrimination, ensuring fair treatment in the workplace, upholding freedom of association, protecting occupational health and safety, and safeguarding the environment.

This integrated approach ensures that the company's practices are consistent with its ethical values and applicable legislation, fostering a transparent and responsible working environment.





Cav. Nunzio Fioretto

Honorary Chairman and
Strategic and
Executive Adviser



Alessandro Fioretto

CEO,
Chief Executive Officer

- ADMINISTRATION AND FINANCE
- MANAGEMENT CONTROL
- LEGAL AFFAIRS
- HUMAN RESOURCES
- MARKETING AND COMMUNICATIONS
- INFORMATION TECHNOLOGY
- SUSTAINABILITY TEAM



Fabrizio Fioretto

Chief Executive Officer
Sales Networks

- PROFESSIONAL SALES NETWORK
  - ITALY
  - INTERNATIONAL
  - TECHNICAL SUPPORT
- CONSUMER SALES NETWORK
  - ITALY
  - INTERNATIONAL
- SUSTAINABILITY TEAM



Marco Fioretto

Chief Executive Officer
R&D, Safety and Operations

- PURCHASING
- RESEARCH AND DEVELOPMENT
- PLANNING AND PRODUCTION
- QUALITY, HEALTH, SAFETY AND ENVIRONMENT
- LOGISTICS AND SHIPPING
- SUSTAINABILITY TEAM

Sustainability Structure

In 2019, Italchimica began laying the foundations for a dedicated sustainability function. Its objectives are to define key sustainability topics, monitor ESG indicators, assess the impacts arising from the company's operations and provide support to internal departments.

Over the years, a dedicated working group has been established to prepare the annual Sustainability Report and promote ESG awareness both within and beyond the company. In 2024, the need emerged to introduce a Sustainability Team: a group of sustainability ambassadors representing the company's various departments. The team is responsible for strengthening stakeholder engagement and monitoring sustainability projects and initiatives.

Working in close collaboration with the company's management team, the Sustainability Team aims to promote a culture of sustainability at every level of the organisation.

The current reporting year marks a significant strategic development in Italchimica's governance. Alongside its traditional GRI reporting, the company has begun preparing documentation in accordance with the CSRD and ESRS.

This process has involved the active and ongoing participation of senior management, the board and the main heads of function (QHSE, research and development, regulatory affairs, administration and management control), who have been directly involved in technical working groups to identify and validate impacts, risks and opportunities (iros) and calibrate the numerical double materiality thresholds.

This strong management involvement and alignment with stringent european metrics lay the foundations for future organisational developments. Over the next three years, italchimica's board of directors aims to formally establish a sustainability committee comprising members of the management team. The Committee will have investigative, advisory and consultative responsibilities, and will be tasked with assessing the company's position and coordinating all activities required to achieve its strategic sustainability objectives, while ensuring the robustness of the information flows and internal controls required under the new regulatory framework.

Our Values

TRANSPARENCY

We communicate openly and **transparently** about the way we operate, our formulations and claims, and our development objectives.

AGILITY

We combine an innovative mindset with rigour and professionalism **to respond promptly** to the needs of our customers, partners and the wider community.

CREATIVITY

We are curious and open to change, with the ability **to achieve great things**. Our professionalism, technical expertise and innovative spirit set us apart, enabling us to make continuous progress and innovate while remaining highly adaptable.



TRADE ASSOCIATIONS

With the aim of staying up to date and contributing to the development of the cleaning industry, Italchimica works closely with various trade associations, drawing on their expertise and actively participating in dedicated working groups.

afidamp
ASSOCIAZIONE FABBRICANTI E FORNITORI ITALIANI ATTREZZATURE MACCHINE PRODOTTI E SERVIZI PER LA PULIZIA PROFESSIONALE

FEDERCHIMICA
CONFINDUSTRIA

ASSINDUSTRIA
VENETOCENTRO
IMPRENDITORI PADOVA TREVISO

FEDERCHIMICA
ASSOCASA
Associazione nazionale detergenti e specialità per l'industria e per la casa

SYSTEM CERTIFICATIONS

CO_2 VERIFIED ISO 14064

TÜV SÜD ISO 9001

TÜV SÜD ISO 45001

TÜV SÜD ISO 14001

BRCGS CERTIFICATED

PDR 125:2022
Gender Equality Management System

PRODUCT CERTIFICATIONS

The continuous improvement of our formulations and our commitment to developing highly sustainable products have enabled us to obtain recognised product certifications.

PRESIDIO MEDICO - CHIRURGICO
Italian certification for disinfectant products

NSF

H.A.C.C.P.

EU Ecolabel
www.ecolabel.eu

Italchimica's Sites

Italchimica operates from two separate sites, both located in the industrial area of Padua. The headquarters, situated in Riviera Maestri del Lavoro, houses the company's registered office, administrative offices and production facilities, while the logistics hub is located in Corso Spagna.

The main site covers an area of 25,000 m^2 and comprises the office building and the production plant, which also handles inbound logistics operations, namely the procurement and storage of raw materials.

The entire manufacturing process is managed in-house, from product design and the production of bottles and formulations through to filling and dispatch.

Italchimica's 20,000 m^2 logistics hub manages outbound logistics operations, including the storage of finished products and distribution for both business divisions. The logistics hub operates 24 hours a day, 7 days a week (24/7), with a current capacity of 20,000 pallet spaces.



234
Employees

25,000
m^2 Total operational site area

20,000
m^2 Total logistics hub area

20,000
Pallet spaces

30
Loading and unloading bays

Our Brand Portfolio

Driven by an innovative mindset and creative capabilities, Italchimica develops and markets effective, safe and sustainable cleaning and personal care products for both professional and consumer markets, operating with transparency and building trust with all its stakeholders.

CONSUMER

Cleaning, disinfectant and cosmetic formulations for home and personal care are distributed through the consumer channel under the Dual Power and Dermomed brands.





PROFESSIONAL

For the professional channel, Italchimica offers the Sanitec, Domina and Matrix brands, catering to the needs of cleaning companies, the HoReCa sector, hotels, industry, laundries, care facilities and healthcare institutions.

SANITEC
Professional cleaning solutions



DOMINA
EXCLUSIVE POWER



Matrix
PROFESSIONAL



Product Development Value Chain

1

Information Technology

The SAP HANA ERP system enables all business functions to be coordinated, helping to optimise production management and operations across all company sites.

2

Research, Development and Regulatory Affairs

The research and development (R&D) department brings together a team of experts in quality, formulation, regulatory affairs and sustainability, who research and develop state-of-the-art formulations.

3

Marketing and Sales

The marketing and sales departments identify and address customer needs and expectations by developing improved and innovative solutions. they also ensure that each product has all the features required to succeed in the market.

4

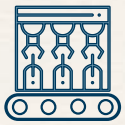
Graphic Design and Communications

The Communications Department is responsible for creating original visual concepts, developing graphic layouts and producing product content for external communications.

5

Raw Material Procurement and Management

Once approved by the R&D department and purchased by the purchasing department, raw materials are delivered to the warehouse, where they are appropriately stored before being sent for processing and mixing to produce the formulations.



Blow Moulding

The blow moulding department is responsible for producing bottles in a range of sizes and formats. Different processing techniques, including extrusion and stretch blow moulding, are used to manufacture containers from recycled HDPE and PET plastic.

7

8



Mixing

The mixing department works in accordance with production planning requirements, preparing the mixtures and managing the related process documentation.



Production Planning and Development

The production department plans, monitors and coordinates manufacturing activities, with the aim of optimising the use of human, financial and technological resources.

6

9



Filling and packaging

The resulting formulations are then sent to the filling and packaging department, where they are transferred into packaging containers of various sizes and formats.



Finished Product Management and logistics

Finished and packaged products are transferred to the warehouse. The Logistics Department is responsible for storing the goods and arranging their transportation through the distribution network.

11

10



Quality Control

Quality control is carried out throughout the entire process to identify and monitor the quality standards of the products manufactured.

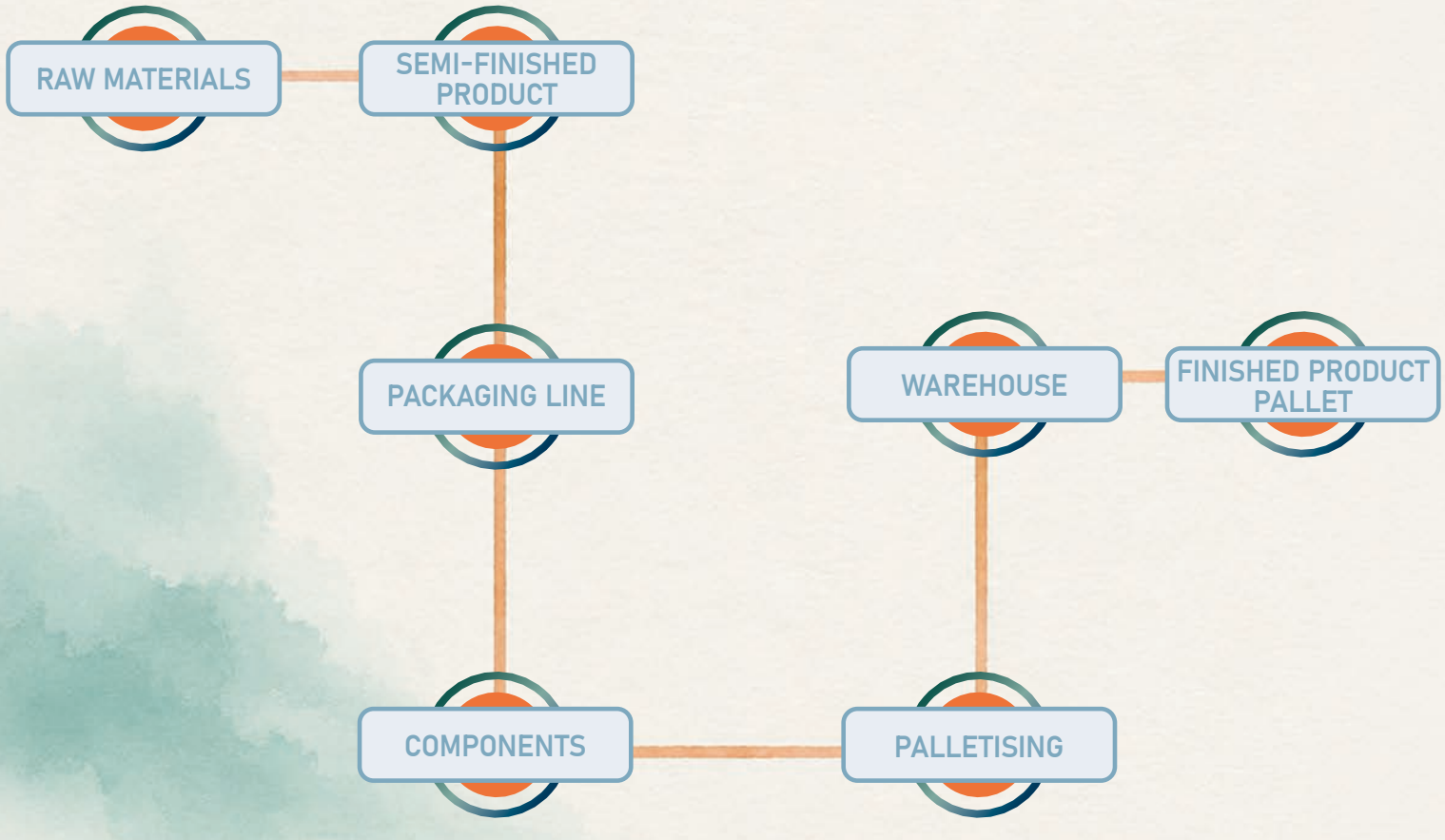
Production Process and Product Quality

Thanks to a significant investment programme implemented in recent years across its key departments, Italchimica manages the entire product development and manufacturing process in-house, from bottle blow moulding and product mixing through to dispatch.

The SAP HANA ERP system enables all business functions to be coordinated, helping to optimise production management and operations across all company sites.

Italchimica's achievements are the result of many years of work, during which the company has consistently maintained high quality standards in compliance with applicable regulations.

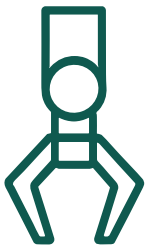
At every stage of production, Italchimica uses dedicated quality control systems to ensure that finished products meet high standards of quality in terms of reproducibility, completeness and accuracy.





FIFO

Italchimica uses the FIFO (First In, First Out) and FEFO (First Expiry, First Out) inventory management systems. These systems ensure that the materials received first, or those with the earliest expiry dates, are the first to be issued or used. This approach helps prevent inventory obsolescence.



HEDOSY

An automatic raw material dosing system for IBCs that creates a closed system between raw material storage and the mixer. It is used to ensure highly accurate dosing of raw materials classified as high chemical risk, with a maximum margin of error of 50 g for production batches of 25,000 kg.



HOLESS

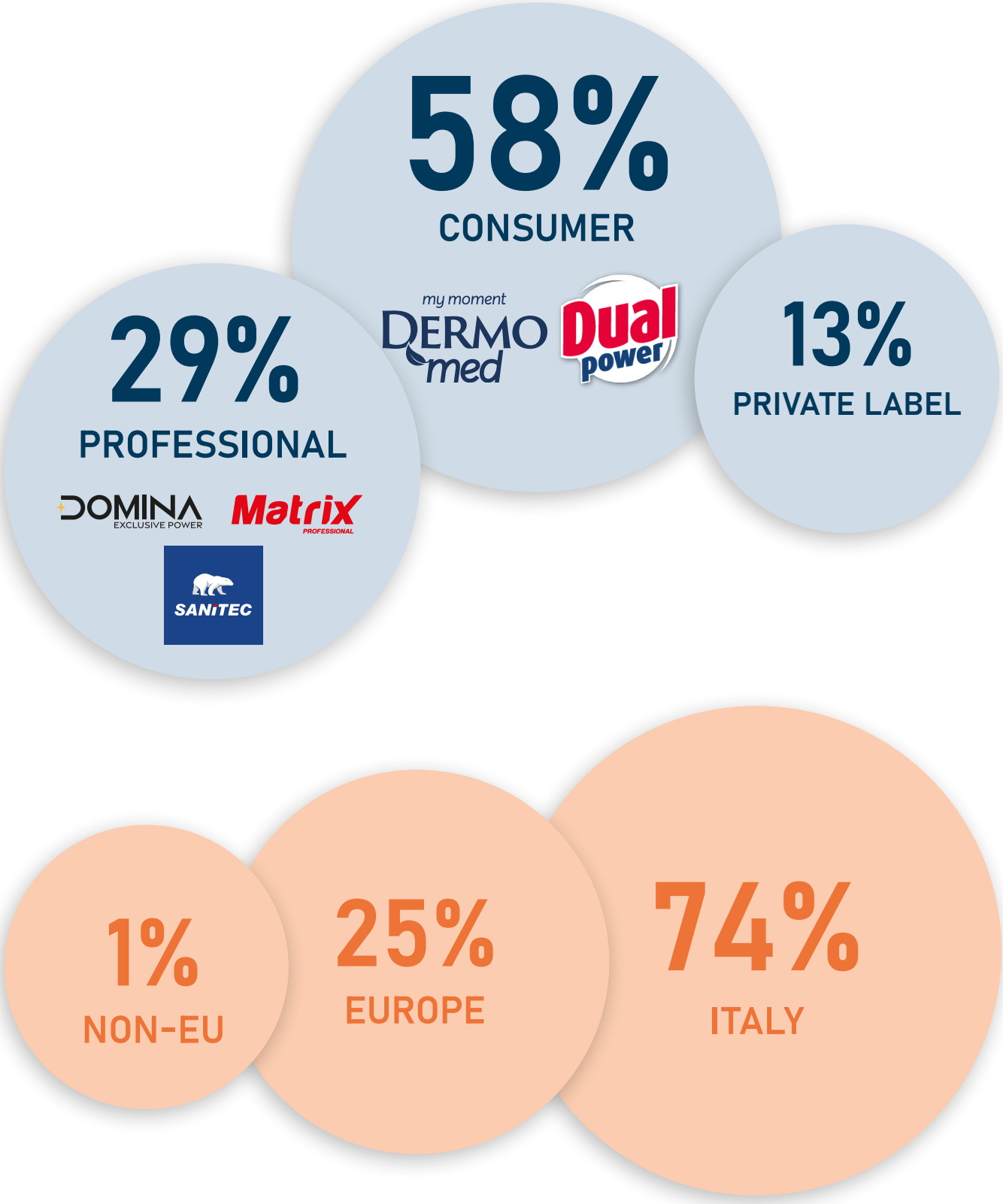
During the bottle manufacturing process, an automated system uses air injection to detect defects in the bottle walls. If a defect is detected, the system automatically rejects the bottle.



CTRL EYES

This system uses digital image capture during the filling process to verify that the product meets the required aesthetic and quality standards. These include checking that the information on the label and packaging is present and correctly positioned.

2025 Revenue Breakdown



BASED ON MANAGEMENT ACCOUNTING DATA

56.6 million
UNITS SOLD

2025 COMPANY REVENUE
83.87 million

OWN BRANDS 6

10 **FILLING AND** PACKAGING LINES

EXPORT MARKETS 60

13 **IN-HOUSE BOTTLE PRODUCTION SYSTEMS**

92,000
PALLETS/YEAR

100,000 tonnes/year
PRODUCTION CAPACITY

02
STAKEHOLDER ENGAGEMENT

Engaging with stakeholders is essential to Italchimica's development, fostering innovation, risk management and the adaptation of its strategy to changing circumstances.

The company integrates sustainability into its operations through ongoing listening and dialogue with employees, suppliers, financial institutions, public authorities and customers. Actively engaging with these stakeholder groups enables Italchimica to address their needs and anticipate potential issues.

The process involves using a range of communication channels to ensure effective interaction and foster long-term relationships. Monitoring stakeholder expectations helps guide the evolution of the company's strategies, optimise its actions and contribute to effective risk management.



Stakeholders

	CHANNELS OF ENGAGEMENT
EMPLOYEES	Ongoing dialogue with the Human Resources Department
	Annual meetings to discuss career development, set personal objectives and review performance appraisals
	Meetings with employees to share company results and future objectives
	Meetings to raise awareness and provide information on sustainability, inclusion and well-being
	Onboarding programmes for new employees
	Company social media channels and newsletters
	Training sessions and online courses
SUPPLIERS, FINANCIAL INSTITUTIONS, PUBLIC AUTHORITIES AND TRADE ASSOCIATIONS	Day-to-day interactions
	Institutional meetings
	Dedicated workshops
	Definition and sharing of standards
	Social media and newsletters
CUSTOMERS	Direct and ongoing contact with the sales team
	Customer service
	Communication by telephone, post, email and social media
	Market research and focus groups
	Systematic collection and analysis of customer feedback

STAKEHOLDER EXPECTATIONS
Information on the company's strategies and results
Clear objectives and performance-related reward systems
Training and professional development
A safe and stimulating working environment
Equal opportunities, diversity and inclusion
Involvement in company life and projects
Promotion of well-being, health and safety
Continuity of supply
Compliance with contractual terms and conditions
Involvement in defining supply standards, including social and environmental criteria, and timely communication of new requirements
A collaborative relationship and support in managing any production-related issues
Product quality, safety and durability
Products manufactured with respect for the environment, people and animals
Style, uniqueness, innovation and a comprehensive product offering
Ongoing monitoring and improvement of service quality during and after sales
Competent, professional and empathetic sales staff
Personalised purchasing and interaction experiences
Product quality and innovation
Safety and transparency regarding sustainability aspects throughout the supply chain
Brand reputation



2.1
The evolution of our stakeholder engagement process

The stakeholder consultation and engagement activities carried out in 2026 form part of an established process at Italchimica, which included extensive quantitative surveys over the previous two years to measure awareness of ESG issues across the value chain.

While previous surveys provided a historical knowledge base on how employees, customers, suppliers and end consumers perceive sustainability, stakeholder engagement evolved in 2026 to address new reporting requirements. Dialogue was deepened through targeted questionnaires administered to employees and external market stakeholders, designed not merely to gather general opinions but to systematically validate impacts, risks and financial opportunities. This methodological shift enabled stakeholder feedback to be integrated directly into the company's new assessment.

2.2
Methodological evolution: double materiality

In line with the voluntary reporting journey undertaken this year, Italchimica has chosen to enhance its established GRI-based materiality assessment by incorporating the core principles of the CSRD and ESRS. At the heart of this transition is the introduction of double materiality, which examines corporate sustainability from two distinct but complementary perspectives:

- **Our impacts on people and the environment (impact materiality – inside-out perspective):** this perspective addresses the question, "How do Italchimica's activities affect people and the surrounding environment, positively or negatively?" This approach is a direct evolution of the company's established GRI reporting.

- **Effects on our business (financial materiality – outside-in perspective):** this perspective addresses the question, "How might external sustainability-related changes (e.g. new legislation, resource scarcity and climate risks) translate into financial risks or development opportunities for Italchimica's business?"

The preliminary phase established an overview of the operating context and value chain, mapping internal activities (research and development, production, blow moulding, mixing, filling, packaging, quality control and logistics) and upstream and downstream external relationships. The process incorporated evidence from the questionnaires administered in 2026, involving a total of 107 stakeholders, 52 internal and 55 external, combining their responses with the company's technical documentation and operational matrices.

Identification and assessment of impacts and financial effects

For each topic, positive and negative impacts were assessed by weighting criteria such as scale, scope, irremediable character (for negative impacts) and likelihood of occurrence. In parallel, financial materiality was quantified by calculating the expected value of the effects (physical risks, transition risks and opportunities), multiplying magnitude by likelihood and applying differentiated time-based weights for the short (1.50), medium (1.00) and long term (0.50). Applying these methodologies produced the following summary results for each broad area:

- **Environmental:** Climate Change (E1) and Resource Use and Circular Economy (E5) were found to be material from both an impact and a financial perspective. Pollution (E2), Water and Marine Resources (E3), and Biodiversity and Ecosystems (E4) were found to be material from an impact perspective only, falling below the threshold for financial materiality.

- **Social:** The key topic of Own Workforce (S1) is material from both perspectives, with all 10 impacts identified as material and 7 out of 8 financial effects assessed as material. The topic of Consumers and End-users (S4) is also fully material from both perspectives. Affected Communities (S3) remains material from an impact perspective only. The topic of Workers in the Value Chain (S2) was excluded from the scope of the assessment.

- **Governance and entity-specific topics:** both Business Conduct (G1) and the entity-specific topic of Innovation and Research & Development are confirmed as material from both an impact and a financial perspective.

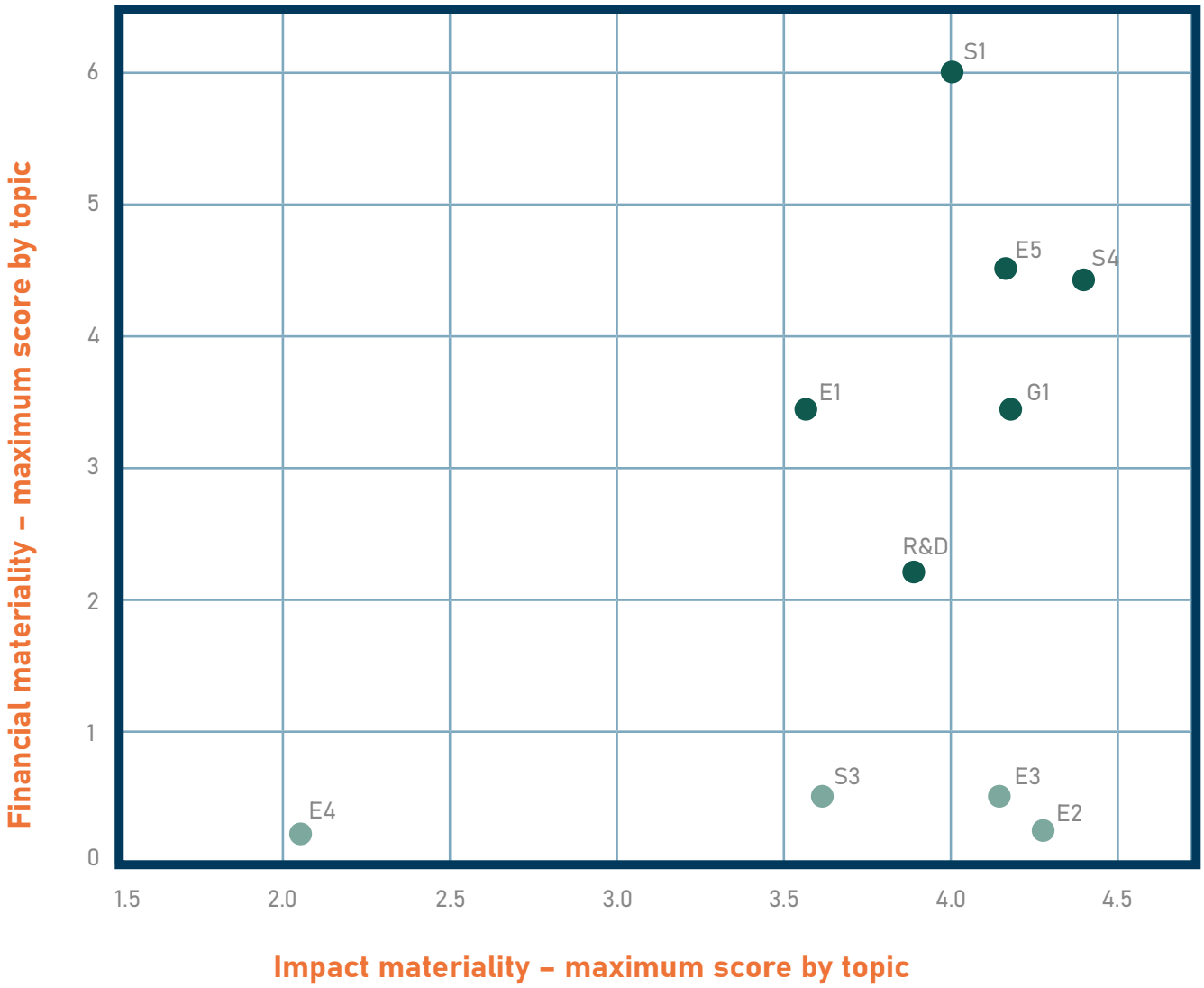
Overall, the assessment identified 37 material impacts out of 38 and 24 material financial effects out of 38. Financial materiality was particularly concentrated in opportunities relating to employee benefits and well-being initiatives, employee retention, the development of sustainable packaging through ecodesign, and consumer satisfaction and safety.

The following table provides an operational overview of the results from both perspectives and establishes the logical structure of the subsequent thematic chapters of the report:

AREA	ESRS / ENTITY-SPECIFIC TOPIC	IMPACT MATERIALITY (no. of material impacts/ total no. of impacts)	FINANCIAL MATERIALITY (no. of material effects/ total no. of effects)	DESCRIPTION
Environmental	ESRS E1 Climate Change	YES (5/5)	YES (9/11)	Energy, emissions, logistics, transition risk and opportunities to reduce consumption and emissions.
Environmental	ESRS E2 Pollution	YES (4/4)	NO (0/2)	Chemical substances, microplastics, air and water quality, and compliance management.
Environmental	ESRS E3 Water and Marine Resources	YES (3/3)	NO (0/3)	Responsible and efficient use of water resources.
Environmental	ESRS E4 Biodiversity and Ecosystems	YES (1/1)	NO (0/1)	Topic mainly linked to the local context and the prevention of impacts on operational sites.
Environmental	ESRS E5 Resource Use and Circular Economy	YES (4/4)	YES (4/6)	Packaging, recycled/ recyclable materials, waste, recovery of plastic waste and concentrated formulations.
Social	ESRS S1 Own Workforce	YES (10/10)	YES (7/8)	Health and safety, well-being, training, employee retention, equality and human capital development.
Social	ESRS S3 Affected Communities	YES (2/2)	NO (0/2)	Relations with the local area and communities, local initiatives and perceived environmental impacts.
Social	ESRS S4 Consumers and End-users	YES (2/2)	YES (1/1)	Financial effects relating to end-consumer satisfaction, safety and purchasing preferences.
Governance	ESRS G1 Business Conduct	YES (4/4)	YES (2/3)	Ethics, transparency, anti-corruption, whistleblowing, suppliers and payment practices.
Governance	Entity-specific topic – Innovation and R&D	YES (2/3)	YES (1/1)	Formulation innovation, product and packaging research, ability to respond to market developments and regulatory requirements.

Overview of double materiality

The overall mapping of the broad topics is summarised visually in the chart below.



The chart provides a concise visual representation of the maximum impact materiality score and the maximum financial materiality score identified for each topic. Its purpose is to support a comparative reading of the two dimensions, without replacing the detailed analysis contained in the operational matrices, which remain the primary reference source. To provide a transparent and prudent presentation, the visual representation adopts the "peak value" (worst-case/best-opportunity) approach on both axes. This means that, for each overarching topic, the chart displays the single highest score identified in the analysis, rather than a mathematical average of the scores. This methodological choice is essential: it prevents a highly significant risk or a strategically important opportunity for the company from being diluted through averaging or concealed by other factors with lower scores. It therefore ensures that actual critical issues and the most significant levers for transition remain clearly visible and highlighted.

03
ENVIRONMENTAL RESPONSIBILITY



Italchimica's sustainability journey is set against a macroeconomic and environmental context shaped by climate change:

- **Accelerated warming:** according to the European State of the Climate report, Europe has experienced the fastest rate of warming globally over the past two years.
- **Hydrological extremes:** High temperatures have intensified evaporation and rainfall intensity, resulting in the most widespread flooding since 2013 in 2024. Almost one-third of the river network exceeded the "high" flood threshold, with dramatic events such as Storm Boris in September, which also affected Italy, and the floods in Valencia at the end of October, which claimed more than 230 lives.
- **Extreme drought:** 2025 ranked among the driest years since 1992 in terms of soil moisture, with 70% of European rivers recording flows below their historical averages.

The European Environment Agency (EEA) warns that, without immediate action, most risks relating to water and food security, financial stability and public health will reach catastrophic levels by the end of the century.

Against this backdrop, the company is pursuing a tangible environmental transition guided by the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, structured around three strategic priorities:

- **Circular economy:** a focus on ecodesign.
- **Environmental protection:** reducing the carbon footprint through low-impact technologies.
- **Efficiency:** optimising internal processes, purchasing and generating renewable energy, and embracing frugal innovation.

Decarbonisation requires cross-sector partnerships. Italchimica is one of the companies that have signed the **Climate City Contract**, a framework agreement aimed at achieving net-zero emissions across the urban area of Padua.

As part of this agreement, the company is actively involved in the PADOVAxCHANGE pilot project.

The initiative involves developing a digital energy twin of the city, a digital tool capable of simulating consumption scenarios in real time to achieve the following key objectives:

- Decarbonise urban districts through the analysis of real-world data.
- Develop a positive energy district in line with the city's targets.
- Optimise the planning and use of renewable energy through simulation.
- Actively engage businesses in Padua's industrial area in the green transition.

HIGHLIGHTS 2025

GLOBAL GOALS 2030 AGENDA

Energy and emissions

- 35% of electricity demand met by renewable energy:
  - 7% of electricity demand met by self-generated renewable energy.
  - 28% of electricity demand met by purchased renewable energy.



AFFORDABLE AND CLEAN ENERGY

Goal 7: Invest in clean energy technologies.

Energy and emissions

- –30% in Scope 2 emissions compared with 2023.
- +13% in Scope 1 emissions compared with 2023.[4]
- Maintaining the organisation's carbon footprint certification (ISO 14064).
- PADOVA XCHANGE (decarbonisation scenarios for the Padua industrial area completed).



CLIMATE ACTION

Goal 13: Contribute to improving air quality for health and well-being at all levels.

Packaging – process innovation

- 98% efficiency in the HDPE bottle production process thanks to the integration of an automatic recovery system.
- –48% internal HDPE plastic waste compared with 2024.
- 97% efficiency in the PET bottle manufacturing process.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Goal 12: Reduce waste generation through prevention, reduction, recycling, recovery and reuse.

Packaging – product innovation

- Extension of predominantly cellulose-based packaging to cleaning product lines.
- Contribution to the PRS Green Label certified supply chain through the management of reusable pallets.

Packaging – product innovation

- 100% of the bottles used (with a capacity of less than 5 litres) contain at least 30% recycled material.

STRATEGY
FOR THE NEXT THREE YEARS (2025–2027)

- 40% of electricity demand met by renewable energy.[3]

- –40% in Scope 2 emissions.[5]
- –25% in Scope 1 emissions.
- Implementation of product carbon footprint assessments (ISO 14067) on dedicated product lines by 2027.
- Padova Climate City Contract.
- Document digitalisation.

- >97% efficiency in the HDPE manufacturing process.

- Extension of predominantly cellulose-based packaging to new product lines.

- More than 30% recycled plastic in our bottles.

KEY

★ The star indicates that a target set in previous reporting years has been achieved.

➡ ↗ The direction of the arrow indicates progress towards the target compared with the previous reporting year. No trend is shown for actions reported for the first time.

3 Target increased from 20% to 40% following the full achievement of the original target two years ahead of schedule.

4 The 13% increase is attributable exclusively to the greater use of the company fleet (+42.1%). Consumption by the site's heating plant, on the other hand, decreased by 8% compared with 2023 (with improved efficiency relative to production), while F-gas leaks were eliminated (–100%).

5 Target increased from -25% to -40% following the full achievement of the original target two years ahead of schedule.

6 Target revised, with the timeline extended by one year to align with production requirements.

HIGHLIGHTS 2025

Formulations

- 90% of the organic raw materials used are readily biodegradable.

Water and waste

- 85% of the detergent formulations manufactured are concentrated.
- Partial replacement of opacifying agents in detergent formulations that may be classified as microplastics.
- 24.5% of process wash water recovered.
- Development of a technology based on a treatment process for the recovery of process wash water.

GLOBAL GOALS 2030 AGENDA



CLEAN WATER AND SANITATION

Goal 6: Improve water quality by reducing pollution and the release of hazardous and poorly biodegradable chemicals, while increasing recovery and recycling.



LIFE ON LAND

Goal 15: Contribute to the conservation of natural resources and biodiversity through responsible sourcing.



LIFE BELOW WATER

Goal 14: Prevent and significantly reduce marine pollution, particularly pollution from land-based activities, including marine litter.

STRATEGY
FOR THE NEXT THREE YEARS (2025–2027)

- >85% of the organic raw materials used are readily biodegradable.
- Ensure full traceability throughout the chain of custody for naturally derived surfactants.

- >70% of detergent formulations concentrated.
- Complete replacement of opacifying agents potentially classified as microplastics in detergent formulations by 2027. [6]
- Industrial-scale integration of technology for treating and recycling wash water.

KEY

★ The star indicates that a target set in previous reporting years has been achieved.

➡ ↗ The direction of the arrow indicates progress towards the target compared with the previous reporting year. No trend is shown for actions reported for the first time.

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6 Target revised, with the timeline extended by one year to align with production requirements.

3.1
Environmental Policy

The journey towards a sustainable future requires targeted environmental protection policies, underpinned by a strong commitment to the responsible use of natural resources and the minimisation of environmental impacts.

Italchimica has adopted an Environmental Policy that sets out the fundamental principles guiding its planning and operations, with the aim of ensuring compliance with all applicable legislative and regulatory requirements. The Environmental Policy guides the company's commitments in several key areas, including:

- Combating climate change;
- Protecting local biodiversity;
- Managing water resources and waste;
- Developing products with a low environmental impact;
- Promoting a culture of sustainability through the Green Change Matters information and awareness programme.

The company's short-term objective is to extend this policy throughout its entire supply chain.

3.2
Environmental Management

Italchimica maintains its ISO 14001:2015 environmental management certification on an annual basis, supporting the continuous improvement of its environmental performance. The Environmental Management System follows the PDCA (Plan–Do–Check–Act) methodology, setting objectives, implementing processes, monitoring results and driving improvement. The company also adopts measures to reduce environmental impacts, promote responsible resource use and prevent pollution. Its operational guidelines include:

- Compliance with environmental regulations in all countries where its products are distributed;
- Improving process and product quality while ensuring compliance with legislation;
- Minimising environmental impacts through resource optimisation and the management of waste, water discharges and air emissions;
- Implementing internal procedures to protect the environment;
- Continuously improving environmental performance;
- Designing and implementing plans to achieve environmental objectives;
- Regularly assessing results and communicating objectives to the relevant company departments;
- Engaging suppliers in the company's Environmental Policy.

In addition, Italchimica obtains certifications such as the EU Ecolabel and the CAM (Minimum Environmental Criteria) label, demonstrating its commitment to reducing environmental impacts. Since 2016, the company has adopted the organisational and management model provided for under Italian Legislative Decree No. 231/2001, with the aim of preventing environmental offences. To date, no cases of non-compliance with environmental legislation have been identified.



3.3
Biodiversity

Biodiversity has significant environmental, social and economic value. It supports ecosystem services that are essential to human well-being and contributes to both climate change mitigation and adaptation. Its loss, largely driven by economic activities such as intensive agriculture and the exploitation of natural resources, poses a tangible risk to the business continuity of companies and their respective supply chains.

As part of its site expansion plans, Italchimica carefully considers the potential impact on local biodiversity.

Both of the company's production sites are located within an industrial area on the outskirts of Padua. Given their location, these sites are not subject to any urban planning, environmental, landscape or hydrogeological restrictions. Specifically:

- They are not classified as environmental assets under Regional Law of 12 May 2009;
- They do not fall within areas designated under hydrogeological management plans;
- They are not located within protected areas;
- They are not located near Special Protection Areas (under Law 157/1992) or Sites of Community Importance under the Habitats Directive (Presidential Decrees 357/1997 and 120/2003).

The company's expansion plans prioritise the acquisition of sites already developed for industrial use, favouring the regeneration of existing sites over the development of undeveloped land. Italchimica's activities do not generate emissions of substances that could potentially harm local flora and fauna.



3.4
Formulations

Italchimica is committed to selecting ingredients with a low environmental impact, taking into account available options, production requirements and applicable regulations.

In 2025, 90% of the organic raw materials used in our formulations were readily biodegradable. Material flows for the reporting year show differing trends:

- **Mixtures and formulations:** in line with production growth, the quantity of raw materials used for detergents, cosmetics and biocides increased to 60,298 tonnes (from 58,839 in 2024).
- **Packaging:** the total weight of packaging decreased to 5,662 tonnes (from 6,108 in 2024), comprising 3,698 tonnes of plastic and 1,964 tonnes of paper.
- **Environmental certifications:** the proportion of products meeting environmental standards has increased, with more CAM- and Ecolabel-certified products.

The ongoing drive for greater market transparency also extends to the level of scrutiny applied to supplies, including knowledge of the countries of origin of raw materials and the supply chains from which they are sourced. For this reason, one of the company's ambitions for the next three years is to ensure the traceability of naturally derived surfactants throughout the entire supply chain.

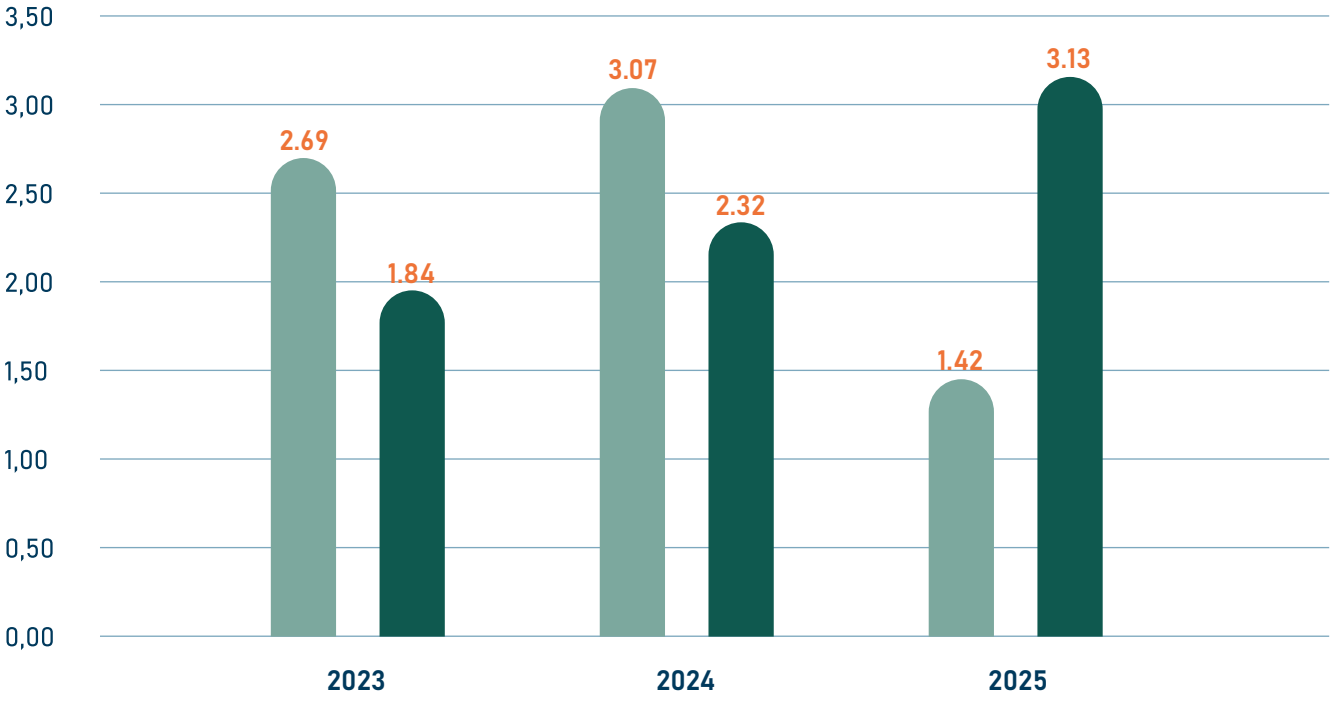
*** Water, Additives, Waxes, Colourants, Enzymes, Fragrances, Glycol Extracts, Sequestering Agents, Viscosity Modifiers, Preservatives, Bleaching Agents, Surfactants, Biocides, Emulsifiers, Emollients, Solvents, Surfactants, Emollients, Acids, Alkalis, Salts, Solvents, Silicones.**

RAW MATERIALS USED (t)	2023	2024	2025
Components used in our formulations (detergents, cosmetics and biocides)*	54,846	58,839	60,298
Components of our packaging	5,876 (3,901 plastic, including 1,148 recycled +1,975 paper)	6,108 (4,207 plastic, including 1,124 recycled +1,901 paper)	5,662 (3,698 plastic, including 501 recycled +1,964 paper)
Total	60,722	64,947	65,960

3.5
Packaging

Italchimica considers packaging a strategic lever for reducing its environmental footprint throughout the entire value chain, through ecodesign, process efficiency and circular logistics.

- **Ecodesign:** since 2020, the company has been using triple-layer bottles incorporating up to 80% recycled plastic in the inner layer. In 2023, recycled plastic accounted for 30% of all bottles under 5 litres, reducing the use of virgin polymers.
- **Concentrated formulations:** 85% of the detergent range is available in concentrated form. This approach helps reduce the amount of plastic used per dose and optimise transport volumes, thereby limiting logistics-related emissions.
- **Continuous monitoring of PET and HDPE blow moulding processes** has driven the optimisation of factory resources. In particular, the introduction of state-of-the-art HDPE production lines equipped with automatic waste recovery systems has reduced internal plastic waste (EWC code 070213) by 48% compared with 2024.
- **Paper-based solutions and digitalisation:** The "carton pack" was introduced in 2023. This paper-based packaging solution is made up of 70% plant-based material and has a lower energy impact. Its use will be extended to new product lines over the 2026–2028 three-year period. The company is also continuing to adopt FSC-certified cartons and digitise user instructions through QR codes.
- **Circular distribution:** The company's environmental commitment also extends to logistics, with distribution flows integrated into a certified reusable pallet network, eliminating the use of single-use pallets.



HDPE production scrap rate (%) – production department inefficiency

% of PET waste (EWC 15 01 02, preforms and bottles) discarded relative to PET preforms used

3.6
Energy

In the current global context, addressing energy-related issues means engaging with the concept of the energy transition, which is closely linked to climate change and its effects on the environment.

According to IPCC scientists, the use of fossil fuels and unsustainable energy management practices have caused global warming of 1.1°C above pre-industrial levels. Tackling climate change is one of today's major global challenges, and the transition from fossil fuels to renewable energy sources is an essential step. This transition also requires a shift in mindset regarding how energy is consumed and used.

It is essential that energy, regardless of its source, is used efficiently and sustainably.

Italchimica has long been committed to this journey, investing in renewable energy sources and improving the energy efficiency of its production processes. The company's ambition is to achieve net-zero emissions by 2050.

To turn this vision into reality, between 2020 and 2022 Italchimica installed more than **1,000 photovoltaic modules** to generate renewable electricity, producing an amount equivalent to approximately 7% of the company's electricity requirements. In 2025, around 85% of the electricity generated by the photovoltaic system was consumed on site.

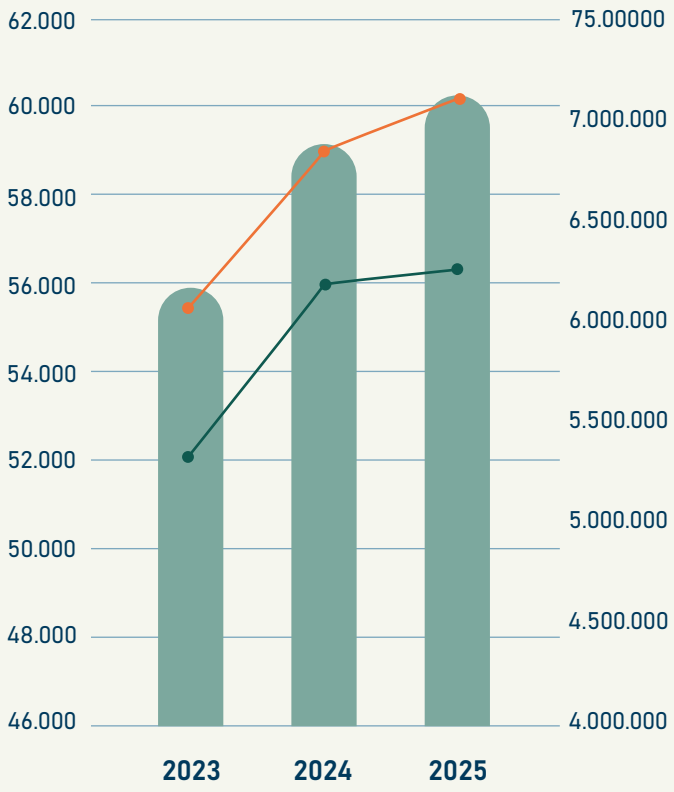
In carrying out its activities, Italchimica uses electricity and natural gas to power its plants and machinery, as well as to provide heating, cooling and lighting for its premises.

In 2025, Italchimica recorded a 6.6% increase in electricity consumption compared with 2024, consolidating a trend that has been ongoing for three years, although growth was lower than in the previous two-year period. The increase was partly attributable to higher production volumes (+2.5%) and partly to energy consumption associated with the construction site for a new facility adjacent to the existing one.

By contrast, natural gas consumption, converted into kWh (1 Smc = 10.69 kWh), followed an opposite trend, decreasing by 17% compared with 2024 and by 8% compared with 2023. Consumption was at its lowest level since 2020. This reduction was mainly due to lower use of hot water in washing and production processes.

Energy consumption is concentrated mainly at the production site, while the logistics hub in Corso Spagna accounts for a marginal share (approximately 5–6% of total electricity consumption), due to limiting factors such as operating hours, use of available space and installed equipment.

Total energy consumption



Total energy consumption (kWh)

Annual production (tonnes)

Annual production (million finished units)

Energy consumed within the company	2023	2024	2025
Electricity consumption (kWh)	5,395,111	5,988,328	6,384,336
Indicator: kWh_e/thousand units produced	104.0	107.2	113.2
NATURAL GAS (kWh)	770,054.15	855,691.74	709,644.96
Energy intensity (kWh $_{gas}$/units produced)	14.8	15.3	12.6

Italchimica continues to invest in technologies aimed at improving energy efficiency.

A new photovoltaic system is currently being installed on the roof of the new facility being built adjacent to the existing one. Furthermore, in support of its decarbonisation objectives, the company purchased Guarantees of Origin (GOs) for 2025, totalling 1,777 MWh. Together with in-house photovoltaic generation, these certificates covered approximately 35% of the company's electricity consumption in 2025.

Photovoltaic generation in 2025 (kWh)	
Self-generated photovoltaic electricity	546,481.86
Photovoltaic electricity fed into the grid	77,308.00
Self-consumed photovoltaic electricity	469,173.86



3.7
Water

Water is a limited resource. Although renewable, it is not inexhaustible, and its availability is increasingly affected by climate change. According to the World Resources Institute, by 2050 Italy will fall into the high water-stress category. For this reason, the responsible use of water is also a priority for the industrial sector.

Water plays a central role at Italchimica: it is used in production processes, washing operations and as an ingredient in products. The company is committed to reducing its water footprint by working with stakeholders and adopting technologies that improve water efficiency.

The main objectives include:

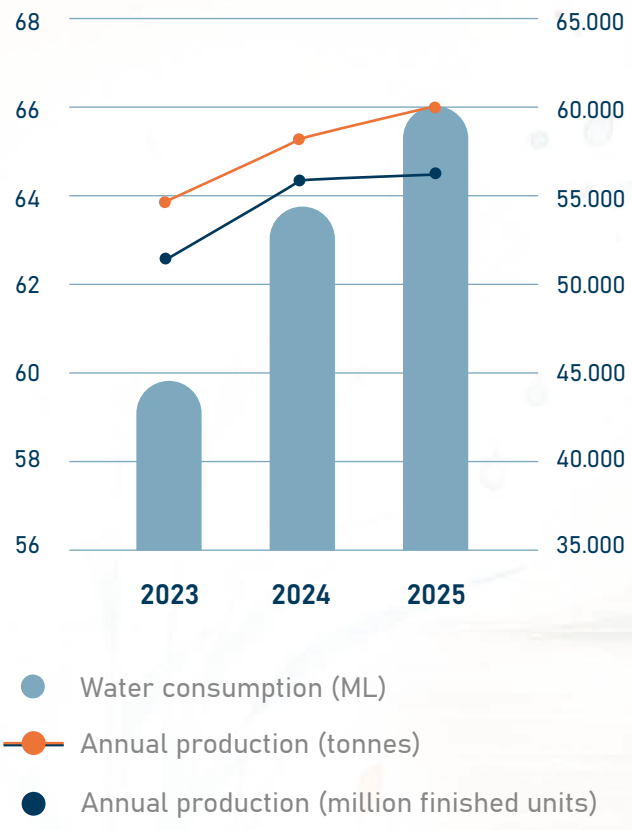
- **Optimising water consumption per finished product;**
- **Protecting water quality throughout the entire supply chain;**
- **Innovating processes to reduce water requirements.**

The production site, located in the municipality of Padua, is connected to the municipal water supply network, which draws on the Brenta-Bacchiglione basin. The area is classified as experiencing medium-to-high water stress, although the situation over the past two years has remained broadly stable compared with previous years.

Italchimica measures and monitors water consumption through separate meters for production, domestic and service-related uses. The QHSE Department is responsible for collecting the data and assessing trends over time.

At the Riviera Maestri del Lavoro site, approximately 70% of water is used as a raw material in products, while the remaining 30% is used for washing operations and sanitary facilities. Overall, more than 99% of the company's water consumption is attributable to production activities.

Total drinking water consumption (ML)



In 2025, Italchimica recorded an average annual increase in water consumption of 3.9%. Water consumption continued to increase, although at a slower rate. This increase was broadly in line with production growth and, in 2025, was accompanied by a 1.4% deterioration in water-use efficiency relative to production volumes measured in tonnes.

The company implements operational measures to keep consumption under control. These include raising employee awareness of water conservation in sanitary facilities and standardising washing procedures to reduce the amount of water used in plant operations. The production site is also equipped with a closed-loop cooling system for machinery, which allows water to be reused.

A reverse osmosis plant has been in operation since 2019 to treat water used in production and washing processes. The process generates a single industrial wastewater discharge, consisting of the saline concentrate, which is channelled into the municipal sewerage network. In 2025, the volume discharged amounted to 12,804.20 m³, a slight decrease compared with the previous year. The discharge is monitored by accredited laboratories, and monitoring results have not indicated any significant environmental concerns.

Italchimica holds a Single Environmental Authorisation (AUA) and an authorisation for domestic wastewater discharges, in accordance with applicable legislation (Presidential Decree No. 59/2013 and Legislative Decree No. 152/2006). The company continues to explore new technologies to further reduce water consumption and improve its environmental performance.



3.8
Emissions

Climate change is one of the major environmental challenges facing the world today, as repeatedly highlighted at international climate conferences, commonly known as COPs (Conferences of the Parties).

The gradual reduction of greenhouse gas (GHG) emissions is a shared priority for governments, institutions and businesses. The transition towards an energy system that is less dependent on fossil fuels is a cornerstone of European policy, in line with the objectives of the European Green Deal and climate neutrality by 2050.

In this context, Italchimica has established a concrete pathway to reduce its emissions, with the aim of halving its direct and indirect emissions associated with its production site by 2030. To support this commitment, the company prepares and updates a GHG inventory in accordance with ISO 14064-1:2018, validated by an accredited third-party body, in line with the requirements of EU Regulation 2023/2772 (ESRS E1). The assessment considers direct and indirect emissions associated with the manufacturing processes of Italchimica products, in particular:

- **Direct emissions**, including emissions from stationary combustion of natural gas in boilers used to generate steam and/or hot water; emissions from mobile sources, arising from the use of company cars and vehicles; and direct fugitive emissions resulting from refrigerant leaks from air-conditioning systems used for cooling.

- **Indirect emissions**, including emissions associated with the supply and combustion of fuels used to generate electricity purchased from third parties and consumed by the company; emissions associated with the production and transport of raw materials delivered to the production site; emissions from the transport of finished products to customers and distributors; emissions from employee commuting; emissions associated with the disposal of site waste and water consumption; emissions associated with the photovoltaic system; and emissions arising from the end-of-life treatment of products sold by the company.

GHG emissions are calculated by multiplying activity data by the relevant emission factors, based on the global warming potentials (GWPs) set out in the IPCC Sixth Assessment Report (AR_6). This methodology, developed by the Intergovernmental Panel on Climate Change (IPCC), is widely used and recognised by the international scientific community. Emissions are expressed in tonnes of CO_2 equivalent (tCO_2e). Emissions are characterised using specific global warming potential factors for each of the main greenhouse gases (CO_2, CH_4, N_2O, SF_6, PFC, HCFC). To estimate emissions, each activity data item is therefore associated with an appropriate emission factor derived from Ecoinvent v3.12 and the emission factors published by DEFRA (Department for Environment, Food and Rural Affairs).

As shown in the **table** on the opposite page, the 2025 figures are broadly in line with those for the previous year. The main areas of impact for Italchimica include purchased materials, the transportation of finished products from the production facility, and their end-of-life stage. In terms of raw materials, the categories associated with the greatest impacts are surfactants and plastic preforms, which generally contain 30% recycled plastic (recycled polyethylene terephthalate, rPET). Emissions associated with the transport of finished products, which takes place mainly within Italy, are influenced by the weight of Italchimica's finished products, as are emissions related to their end-of-life treatment.

The **table** also shows an increase in organisational GHG emissions compared with the 2023 base year, for which the GHG inventory was validated by an accredited certification body. This increase is mainly attributable to indirect emissions associated with the production of materials purchased by Italchimica. In particular, average increases of 40% were recorded for some of the most significant surfactant products in terms of GHG emissions, and of 12% for the preforms used in the blow moulding process.

The increase in emissions can be attributed both to higher production volumes and to the increase in emission factors provided by Ecoinvent.

ISO 14064 CATEGORY	EMISSION SOURCE	2023	2024	2025
		[t CO_2eq]	[t CO_2eq]	[t CO_2eq]
1 (SCOPE 1)	Mobile combustion	285	318	405
1 (SCOPE 1)	Stationary combustion	147	162	134
1 (SCOPE 1)	F-gas emissions	46	23	0
2 (SCOPE 2)	Purchased electricity	1,399	1,461	1,331
3 (SCOPE 3)	Raw material transport	1,409	1,697	1,778
3 (SCOPE 3)	Finished product transport	7,992	8,851	9,232
3 (SCOPE 3)	Employee commuting	589	582	698
3 (SCOPE 3)	Indirect emissions from company vehicles	225	260	362
4 (SCOPE 3)	F-gas production	0	0	0
4 (SCOPE 3)	Raw material production	32,879	43,452	44,127
4 (SCOPE 3)	Water consumption	0	0	20
4 (SCOPE 3)	Photovoltaic system	48	42	42
4 (SCOPE 3)	Site waste	60	35	32
4 (SCOPE 3)	Site waste transport	44	38	39
4 (SCOPE 3)	Indirect emissions from stationary combustion	44	45	33
4 (SCOPE 3)	Indirect emissions from purchased electricity	622	627	667
5 (SCOPE 3)	Product end-of-life	7,073	7,942	8,581
TOTAL	[t CO_2eq]	52,863	65,535	67,483

Over the three-year reporting period, the management of the facility's carbon footprint also highlights two key trends: the continued improvement of energy efficiency and differing developments in direct and indirect emission sources.

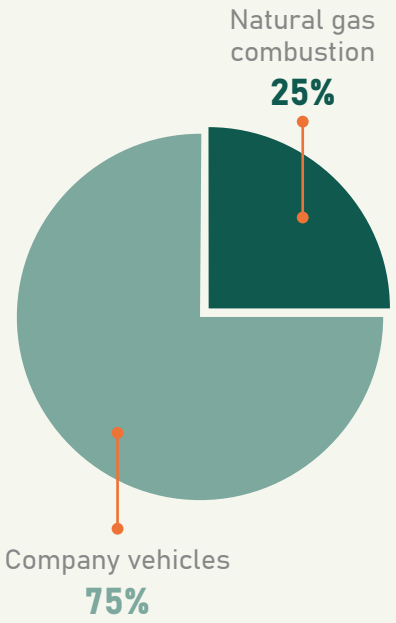
- **Scope 1 (Direct emissions):** Despite the increase in production volumes and the intensification of fleet and logistics activities (+42%), direct emissions rose by 12.8% overall. However, the component associated with the heating plant and stationary natural gas consumption showed a significant improvement in energy efficiency (–8.8%), while refrigerant gas (F-gas) leaks were completely eliminated (–100%).
- **Scope 2 (Indirect emissions):** The targeted purchase of electricity from renewable sources backed by Guarantees of Origin (1,777 MWh drawn from the grid) has enabled the company to continue reducing the carbon footprint associated with electricity consumption, as shown in the following table.

Category	2023	2024	2025
	[t CO_2eq]	[t CO_2eq]	[t CO_2eq]
Category 2 (Purchased electricity)	2,478	2,452	1,740

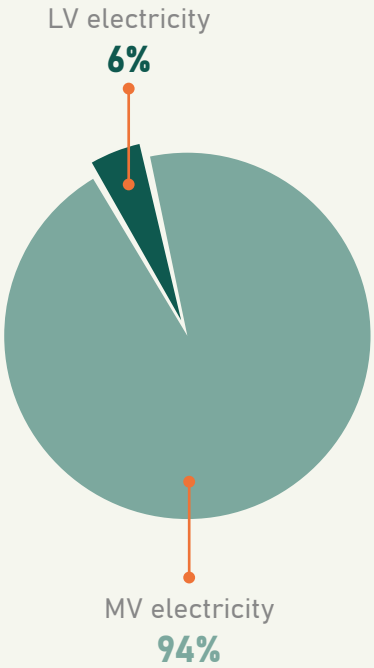
Overall results of Italchimica's GHG inventory – market-based method.

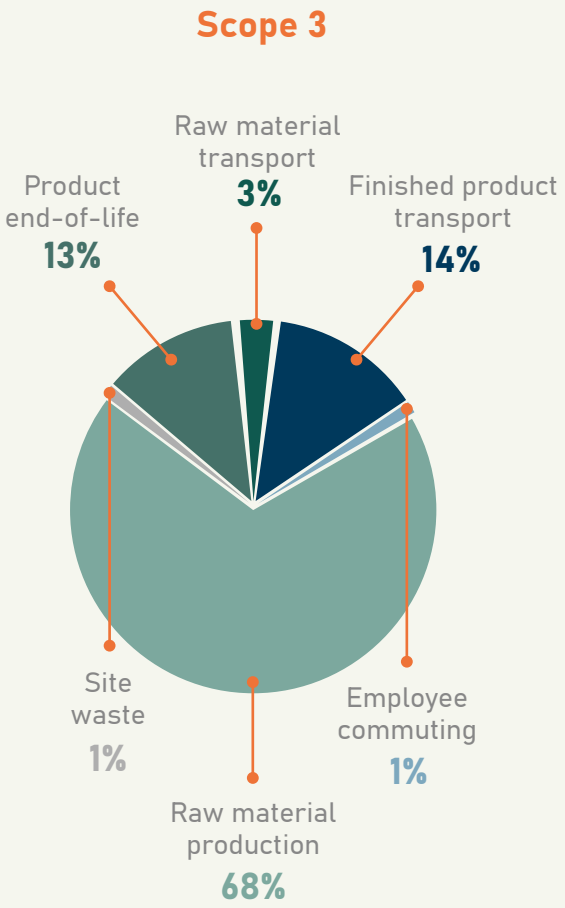
The following charts show the different contributions to Italchimica's total GHG emissions in 2025, broken down by Scope.

Scope 1



Scope 2





The results of the analysis enable Italchimica to identify in greater detail the areas where action can be taken to reduce its contribution to climate change. The greatest efforts are focused on emission sources over which the company has direct control. To this end, Italchimica has developed a plan to increase its use of electricity from renewable sources and improve its finished products in terms of both packaging and formulations.

In this respect, the company is reaffirming and strengthening its roadmap towards the strategic target of reducing Scope 1 and Scope 2 emissions against the 2023 baseline. To achieve this target, the strategy for the next two years includes introducing certified biomethane supplies for the heating plant, increasing the purchase of guarantees of origin for electricity consumption, progressively renewing the vehicle fleet and, if necessary, using certified carbon credits to offset any residual emissions.

The following table shows total anthropogenic biogenic CO_2e emissions in 2025, broken down by Scope.

CATEGORY	ANTHROPOGENIC BIOGENIC CO_2 EMISSIONS [t CO_2e]
SCOPE 1	2
SCOPE 2	0
SCOPE 3	9,328
TOTAL	9,330

In line with the approach adopted for the GHG inventory in accordance with the ISO standard, the 2025 figure is calculated by applying a positive factor to biogenic CO_2 released into the atmosphere and a negative factor to biogenic CO_2 absorbed. This differs from the methodology used in previous years, which assessed the net impact by balancing the two contributions.

Absolute GHG emission figures are influenced by the volumes produced during the year. For this reason, the following table shows emissions intensity for each of the three scopes, expressed relative to the total weight of products sold in 2025.

GHG emission source	kg CO_2e/kg sold
Direct emissions (Scope 1)	0.0078
Indirect emissions from imported electricity (core - Scope 2)	0.0194
Indirect emissions (Scope 3)	0.9557

Emissions intensity in 2025 increased by 14% compared with 2023 and remained broadly in line with 2024 levels.
The deterioration compared with 2023 is attributable to Scope 3 emissions, over which Italchimica has no direct control, while Scope 1 and Scope 2 emissions remained in line with previous years.

Italchimica's other environmental emissions are negligible. The limited use of natural gas at its production sites results in very low levels of NO_x and SO_x, while emissions of particulate matter, volatile organic compounds (VOCs) and inorganic compounds are virtually absent. The company has six authorised emission points under Article 269 of Italian Legislative Decree No. 152/2006, located in the blow moulding, mixing and filling departments and the maintenance workshop. Emissions are monitored annually by an external accredited laboratory.

3.9
Waste

Growing pressure on natural resources and climate change make it necessary to move away from the linear "produce–consume–dispose" model towards a circular economy. Italchimica is committed to adopting a systematic approach to waste management, implementing measures across all stages of the product life cycle, from design through to the end-of-life management of materials.

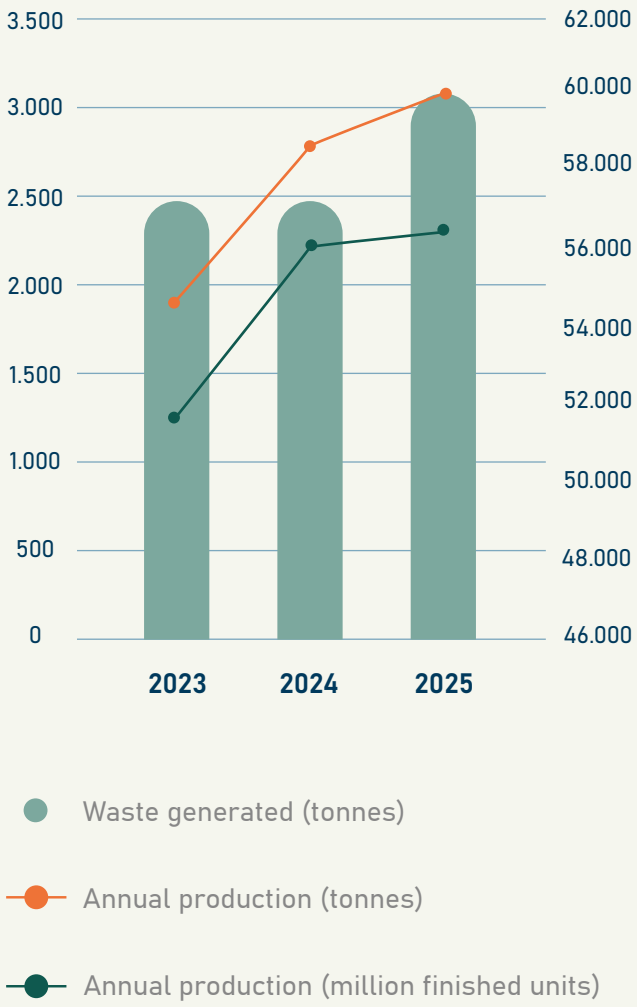
The company works to limit waste generation and maximise recovery, including through collaboration with supply chain partners. Its aim is to minimise environmental impact and create shared value, going beyond mere regulatory compliance.
Key actions implemented include:

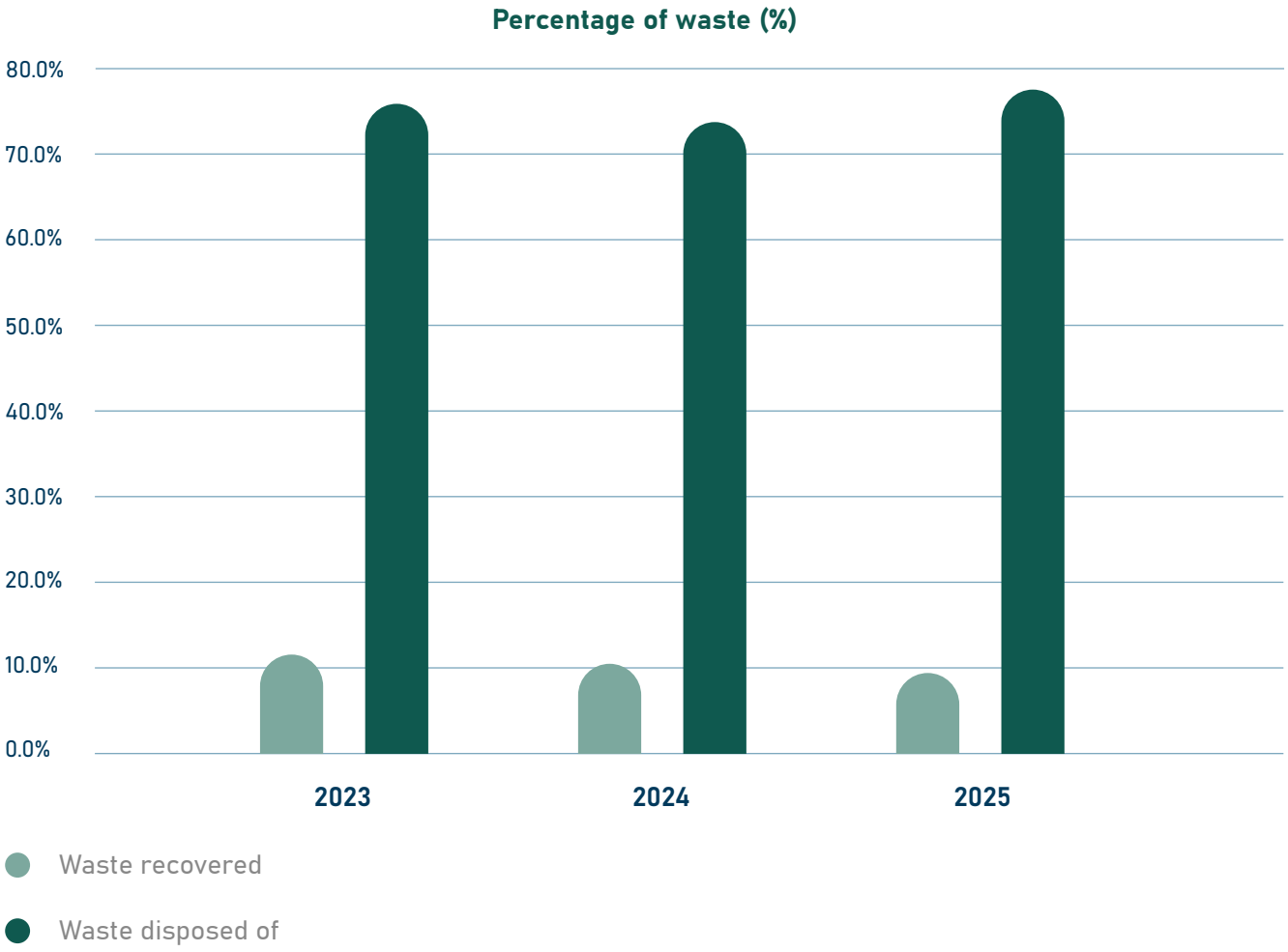
- Reducing packaging weight and reusing packaging for internal transport between production and logistics sites;
- Increasing the use of concentrated formulations to reduce the volume of wash water requiring waste management;
- Optimising wash water recovery and treatment systems;
- Increasing the internal recovery of packaging materials.

Following a two-year period during which Italchimica recorded a significant reduction in waste generation, 2025 saw a substantial increase, both in absolute terms and relative to production volumes.

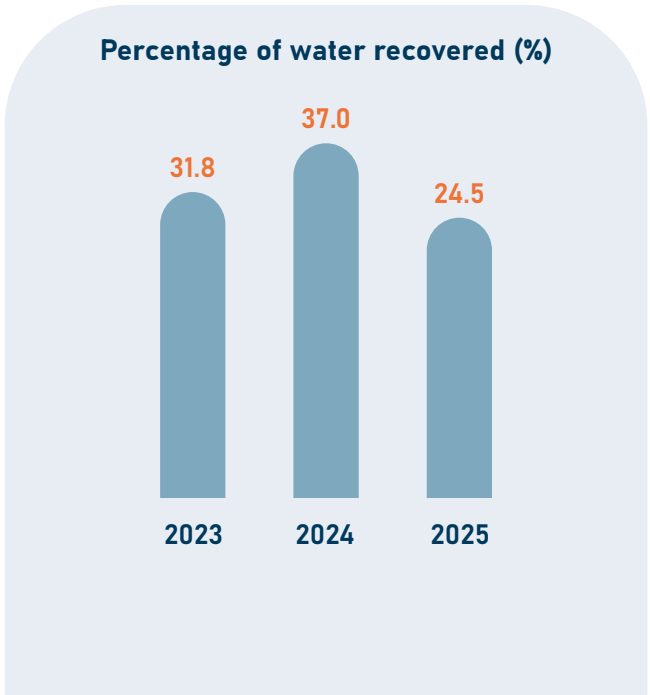
The overall increase was primarily attributable to wash water, which accounts for approximately 76% of total waste generated. This trend was due both to higher overall production volumes and to the specific requirements of the production mix, characterised by frequent changes between semi-finished products, which led to more frequent line and plant washing operations. A further, though less significant, contribution to the increase in waste came from the management of iron and steel scrap generated by construction work for the new facility.

Annual quantity of waste generated





In 2025, 20% of industrial waste was sent for recovery, a figure broadly in line with those recorded over the previous two years. Wash water, generated by the cleaning and sanitisation of tanks, mixers and machinery, continues to be a significant factor in waste management and is subject to ongoing efforts to increase its recovery. Since 2017, Italchimica has progressively increased the recovery of wash water. Over the past five years, the recovery rate has ranged from 24% in 2021 to 37% in 2024.
Municipal waste, non-hazardous industrial waste and hazardous industrial waste, the latter consisting mainly of wash water, are managed in compliance with applicable regulations, with the support of authorised transport and disposal partners. Italchimica is consolidating and improving on the results achieved by refining its recovery procedures. Over the past two years, the company has also developed a technology to separate water from contaminants and return the treated water to the production cycle. This technology is scheduled to be brought into operation on an industrial scale by 2027.



The company has implemented a separate collection system for silicone-coated paper materials, which would otherwise normally be sent to landfill or incinerated. This initiative makes it possible to recover label release liners, reducing environmental impact and generating cost savings. The company also produces labels using 100% recycled paper. In 2025, the recovery of label release liner paper enabled Italchimica to recycle 97.9 tonnes of material, avoiding 186 tonnes of CO_2e emissions. The company has also launched a project to use coffee grounds as a source of renewable energy.

Although it is difficult to estimate the impact of waste across the entire value chain, downstream impacts, particularly those associated with the management of packaging by end consumers, are more readily identifiable. To facilitate proper recovery, the company includes a QR code on bottles and jerrycans,

providing information on how to recycle them. Finally, Italchimica has begun producing primary packaging made predominantly from cellulose-based materials: lightweight, rectangular cardboard containers that are easy to transport and require less energy to manufacture. These packages are fully recyclable and consist of more than 80% renewable plant-based cellulose, certified by the FSC.

HAZARDOUS WASTE	2023 (kg)	2024 (kg)	2025 (kg)
Wash water (EWC 07 06 01)	1,860,590	1,801,910	2,323,140
Waste ink containing hazardous substances (EWC 08 03 12)	140	80	40
Mineral based non-chlorinated hydraulic oils (EWC 13 01 10)	15	0	80
Packaging containing residues of hazardous substances (EWC 15 01 10)	67,840	57,590	59,020
Absorbents, filter materials, wiping cloths, protective clothing contaminated by hazardous substances (EWC 15 02 02)	8,740	7,460	6,060
Discarded equipment (EWC 16 02 13)	60	0	80
Wastes whose collection and disposal is subject to special requirements in order to prevent infection (EWC 18 01 03)	46	38	44
Laboratory chemicals, consisting of or containing hazardous substances (EWC 16 05 06)	105	60	60
Packaging containing a hazardous solid porous matrix, including empty pressure containers (EWC 15 01 11)	40	40	40
Lead batteries (EWC 16 06 01)	116	140	0
Organic wastes containing hazardous substances (EWC 16 03 05)	0	820	0
NON-HAZARDOUS WASTE	**2023 (kg)**	**2024 (kg)**	**2025 (kg)**
Waste printing toner (EWC 08 03 18)	38	82	0
Paper and cardboard packaging (EWC 15 01 01)	280,901	325,075	355,600
Waste plastic (EWC 07 02 13)	47,100	61,180	31,800
Plastic packaging (EWC 15 01 02)	25,990	44,720	49,000

Wooden packaging (EWC 15 01 03)	55,754	64,930	69,490
Mixed packaging (EWC 15 01 06)	20,500	9,200	9,640
Discarded equipment (EWC 16 02 14)	1,840	260	180
Iron and steel (EWC 17 04 05)	8,760	4,060	45,070
Aluminium (EWC 17 04 02)	450	0	0
Aqueous liquid wastes (EWC 16 10 02)	57,440	87,940	118,540
Bulky waste (EWC 20 03 07)	1,980	480	0
Paper and cardboard (EWC 20 01 01)	0	1,460	4,560
Total hazardous waste	**1,937,692**	**1,868,138**	**2,388,564**
Total non-hazardous waste	**500,753**	**599,387**	**683,880**
Total waste generated	**2,438,445**	**2,467,525**	**3,072,444.00**

Italchimica's commitment to recycling and preventing polluting production practices represents a tangible contribution to tackling the global problem of marine pollution caused by macroplastics and microplastics.

Plastic waste is found in every corner of the planet and knows no national boundaries. This demonstrates that the issue can be addressed at both national and regional level, primarily through measures to prevent plastic waste from being released into the environment. A shared sense of responsibility and a common approach are therefore essential.

Italchimica has always been committed to raising customer awareness of the proper end-of-life management of its products and supports European policies aimed at reducing marine pollution caused by microplastics. The current legislative reference is REACH Restriction 78, introduced by Regulation (EU) 2023/2055, which provides an official definition of microplastics. In line with European guidelines, the company has already taken practical steps to eliminate the use of harmful raw materials:

- Since 2018, all Italchimica cosmetic products have been free from microbeads, anticipating the requirements of the 2018 Italian Budget Law by almost two years.
- In 2023, synthetic fragrance encapsulates were replaced with biodegradable alternatives.
- Complete replacement of opacifying agents potentially classified as microplastics in detergent formulations is planned by 2027.

In the medium to long term, Italchimica plans to further innovate its raw materials, focusing on the introduction of substances with a lower impact on human health and the environment, and the elimination of the most hazardous substances.

04
SOCIAL RESPONSIBILITY



Social progress goes hand in hand with economic growth: the company's policies are now focused on building stability, security and trust – essential foundations, particularly for younger generations.

In a complex environment, investment decisions take into account not only financial returns, but also their impact on quality of life and social cohesion.

Italchimica actively engages with the challenges facing the local community, including work-life balance, parenthood and access to healthcare. In doing so, it translates its corporate ethics into values and behaviours embedded in its business strategies. This approach fosters dialogue with stakeholders and helps shape the company's competitiveness objectives.

Employee well-being and benefits, health and safety:

- Strengthen internal relationships and promote holistic well-being.
- Enhance the organisation's reputation and attractiveness as an employer (employer branding).

The ninth Censis-Eudaimon Report confirms that employee well-being and benefits has become a key factor in attracting and retaining talent, improving employees' relationship with work and their overall quality of life.

In this regard, Italchimica is strengthening its Human Resources function to improve personnel management and develop a strategic HR plan focused on:

- Promoting environmental responsibility among employees;
- Advancing equality, inclusion and social responsibility policies;
- Strengthening employee well-being and work-life balance initiatives;
- Actively listening to employees and responding to their well-being needs.

These initiatives actively engage employees and are aligned with the objectives of the United Nations 2030 Agenda, particularly SDGs 3, 5 and 8.



HIGHLIGHTS 2025

- +7% in inclusive, hygienic and healthy workplaces compared with 2024.
- "Italchimica on Air": a company-wide active listening and organisational climate assessment initiative, aimed at developing and implementing concrete action plans focused on leadership, onboarding and internal communication.
- 5,040 employee training hours completed across 1,789 course hours.
- Development of a social project in partnership with local schools to promote training and career guidance programmes.
- Maintaining the ISO 45001 management system.
- Maintaining certification in accordance with UNI/PdR 125:2022 on gender equality.
- Padova Climate City Contract: ensuring that the annual targets set out in the agreement with the Municipality of Padua are met.

GLOBAL GOALS 2030 AGENDA



DECENT WORK AND ECONOMIC GROWTH

Goal 8: Contribute to employment growth and decent work for all.



QUALITY EDUCATION

Goal 4: Ensure inclusive and equitable quality education and equal opportunities.



GOOD HEALTH AND WELL-BEING

Goal 3: Contribute to improving stakeholder health and well-being.



GENDER EQUALITY



SUSTAINABLE CITIES AND COMMUNITIES

Goal 11: Contribute to reducing pollution, improving sanitation services and safeguarding local cultural heritage.

STRATEGY
FOR THE NEXT THREE YEARS (2025–2027)

- Maintaining services and benefits for employees.

- Expanding technical and soft skills training programmes.

- Applying best practices and standards in safety management.

- Training content on Diversity, Equity and Inclusion (DEI) policies and procedures.

- Meeting the future targets of the Padova Climate City Contract on the path towards climate neutrality by 2030.

KEY

The star indicates that a target set in previous reporting years has been achieved.

The direction of the arrow indicates progress towards the target compared with the previous reporting year. No trend is shown for actions reported for the first time.



4.1
Human Capital

Italchimica manages its workforce with the aim of creating a stable, inclusive and collaborative working environment. To facilitate the integration of new employees, the company has introduced a structured onboarding programme that supports them in their operational duties and promotes integration across departments during their first few months.

As at 31 December 2025, Italchimica's own workforce totalled 234 employees.

Workforce Composition

Category	2023	2024	2025
Senior managers	3	6	7
Middle managers	14	16	18
Office employees	81	76	73
Production workers	104	121	124
Apprentices *	-	-	12
Total	**202**	**219**	**234**

* The figure for apprentices is reported separately for the first time in the 2025 reporting year.

The 7% increase in the workforce in 2025 compared with 2024 reflects the expansion of the organisational structure in line with the company's development plan.

In 2025, women accounted for 29.91% of the total workforce, consolidating the upward trend recorded in previous years.

Trend in female employment (2023–2025)

Year	Total employees	Of whom women	% women
2023	202	53	26.2%
2024	219	58	26.5%
2025	**234**	**70**	**29.91%**

Gender distribution by job category (2025)

Category	Total employees (2025)	Of whom women	% women (by category)	% men (by category)
Senior managers	7	2	28.57%	71.43%
Middle managers	18	2	11.11%	88.89%
Office employees	73	49	67.12%	32.88%
Apprentices	12	5	41.67%	58.33%
Production workers	124	12	9.68%	90.32%
Total	**234**	**70**	**29.91%**	**70.09%**

Initiatives to support female employees include birth grants, reserved parking spaces during pregnancy, and tailored training programmes to support employees returning to work after maternity leave.

4.2 Gender Equality

In recent years, significant challenges have persisted in promoting women's participation in employment and education. The Italian Government has introduced targeted measures to advance gender equality, including the gender equality certification scheme provided for under the National Recovery and Resilience Plan (NRRP – Mission M5: Inclusion and Cohesion), based on **UNI/PdR 125:2022**.

For Italchimica, gender equality is both a priority and an opportunity to improve workplace standards. In 2025, the company continued to monitor gender equality indicators on an ongoing basis.

The latest data show a gender pay gap of less than 10%, confirming the company's commitment to fair remuneration policies. Female representation in middle and senior management is increasing, while men continue to predominate in production departments and women in office-based roles. During the year, training programmes were delivered to develop female leadership and empowerment and raise awareness of inclusive language. No incidents of discrimination were reported.

To ensure transparency, an anonymous reporting platform (whistleblowing) is available to all employees and stakeholders.



4.3 Workforce Stability and Trends

Providing stable employment is a key priority for Italchimica. As at 31 December 2025, 84.62% of employees (198 out of 234) were employed on permanent contracts. A further 12 employees (5.13%) were apprentices, while 24 (10.26%) were employed on fixed-term contracts.

Employees by Contract Type and Gender

Type of contract	Men	Women	Total
2023			
Permanent contract	145	48	193
Fixed-term contract	4	5	9
2024			
Permanent contract	144	43	187
Fixed-term contract	17	15	32
2025			
Permanent contract	145	53	198
Fixed-term contract	12	12	24
Apprenticeship	7	5	12

The entire workforce (100%) is covered by national collective bargaining agreements. In 2025, the external, non-employee workforce comprised 62 individuals (53 men and 9 women), broken down as follows:

- **Agency workers/temporary staff:** 19 production workers (12 men, 7 women);
- **Sales agents:** 38 (37 men, 1 woman);
- **Other collaborators (Co.Co.Co./Board members):** 3 men;
- **Self-employed workers/consultants:** 2 (1 man working part-time and 1 woman working part-time).

During the reporting year, the company recorded 41 new hires and 29 departures.

Hires by gender and age

- **Under 30:** 10 hires (6 men, 4 women)
- **30–50 years:** 23 hires (13 men, 10 women)
- **Over 50:** 8 hires (4 men, 4 women)
- **Total hires in 2025:** 41 (23 men, 18 women) – *Hiring rate: 17.52%*

Departures by gender and age

- **Under 30:** 7 departures (5 men, 2 women)
- **30–50 years:** 17 departures (11 men, 6 women)
- **Over 50:** 5 departures (4 men, 1 woman)
- **Total departures in 2025:** 29 (20 men, 9 women) – *Turnover rate: 12.39%*

Ratio of hires to departures (2025): 1.41

4.4 Well-being and Employee Benefits

Italchimica provides a safe, comfortable and stimulating working environment. Its current employee well-being and benefits initiatives include:

- Supplementary health insurance covering services provided by affiliated healthcare providers.
- Family grants and financial support.
- Flexible working hours, including flexible start and finish times and personalised lunch-break arrangements.
- Seasonal support, through the distribution of vitamin and mineral supplements.
- Bike-to-work scheme, with secure bicycle parking.
- Company sports activities with a personal trainer.
- Parenthood and maternity support measures, including a reserved parking space during pregnancy, a birth grant and a training-based return-to-work programme.
- Regular information on parental leave: *in 2025, 14 employees (6 men and 8 women) took parental leave. The return-to-work rate was 83.3% for men and 87.5% for women.*
- Company canteen and meal vouchers.
- Literary café and company library.
- Individual time bank, allowing overtime to be converted into paid time off.
- Performance-related bonuses and incentive schemes linked to results.
- Company e-commerce platform offering employee discounts, together with a refurbished company shop where employees can purchase Italchimica products directly.

4.5
Occupational Health and Safety

The prevention of accidents and the protection of employee health are at the heart of Italchimica's integrated environmental and occupational health and safety policy. The company manages occupational health and safety in accordance with ISO 45001.

The active involvement of employees, regular risk monitoring and cooperation with the occupational health physician are the key measures adopted to eliminate hazards in production areas and offices.

Employee safety and accident indicators – accidents and hours worked (2025)

Indicator	Employees	External workers
Total occupational accidents	3	3
of which: commuting accidents	0	1
of which: workplace accidents (on site)	3	2
of which: accidents resulting in serious consequences	0	0
Number of fatalities	0	0
Total hours worked	383,666	-
Total days lost due to accidents	20	-
Recordable work-related injury rate	7.82	-
Rate of work-related injuries with serious consequences	0	-
Severity rate	52.1	-
Frequency rate	7.8	-

In 2025, health and safety training totalled **1,409 hours**, accounting for 78.78% of the total course hours reported.

4.6
Training and Skills Development

Training is a strategic driver of talent development. In 2025, the company provided a total of 5,039.5 training hours, averaging 21.54 hours per employee.

Distribution of Training Hours and Average Hours per Employee by Category and Gender (2025)

- **Senior managers:** 69 total hours – *Average: 9.86 hours per employee.*
- **Middle managers:** 102 total hours – *Average: 5.67 hours per employee.*
- **Office employees:** 3,200.5 total hours – *Average: 43.84 hours per employee.*
- **Production workers:** 1,668 total hours – *Average: 13.45 hours per employee.*
- **Women:** 2,269.5 total hours – *Average: 32.42 hours per woman (reflecting the large proportion of women in office-based roles).*
- **Men:** 2,770 total hours – *Average: 16.89 hours per man.*

Breakdown of Training Hours by Course Type (2025)

Course type	Course hours delivered	% of total
Health and Safety	1,409.0 h	78.78%
Environmental Management and Sustainability	202.5 h	11.32%
Management Training	96.0 h	5.37%
Language Training	36.0 h	2.01%
Other / Cross-functional Training	30.0 h	1.68%
Professional Training	12.0 h	0.67%
Code of Ethics and Model 231	3.0 h	0.17%
Total Course Hours	1,788.5 h	100.00%

4.7
Italchimica and the Community

Padua is one of the 100 European cities selected to achieve climate neutrality by 2030 under the European mission "Climate-Neutral and Smart Cities". The initiative builds on the SECAP (Sustainable Energy and Climate Action Plan) and involves the active contribution of businesses, public authorities, universities and citizens.

Italchimica takes part in the programme as a signatory to the Climate City Contract, a strategic document setting out actions, emissions reduction targets and the resources to be mobilised at urban level. The contract is developed through an open consultation process involving local stakeholders in thematic working groups, workshops and co-design activities.

In 2025, Italchimica contributed to the "Padova 2030" initiative by taking part in public meetings covering the following topics:

- **Building renovation and renewable energy sources;**
- **Sustainable mobility, the circular economy and waste management.**

Through this commitment, Italchimica strengthens its role within the community, helping to build a more resilient, inclusive local ecosystem geared towards a shared ecological transition.





05
ECONOMIC RESPONSIBILITY



The European and Italian industrial landscape continues to face the challenge of combining financial stability with the green and digital transitions.

According to findings by the European Commission and Confindustria, investment in sustainability and technological innovation is now regarded as a key factor in mitigating fluctuations in energy and raw material costs, while supporting the competitiveness of Italian manufacturing. In this context, financial resilience is an essential prerequisite for ensuring business continuity, safeguarding employment and supporting the strategic development plan. The responsible management of financial resources is communicated transparently to stakeholders, with the aim of creating lasting economic value, strengthening trust within the local community and fostering the long-term resilience of the production system.



HIGHLIGHTS 2025

- Sales revenue reached €83.87 million (+1.20% compared with 2024 and +6.63% compared with 2023).
- Total Value Added generated and distributed amounted to €27.76 million.

GLOBAL GOALS 2030 AGENDA

DECENT WORK AND ECONOMIC GROWTH

Goal 8: By 2030, we are committed to achieving higher levels of economic productivity through diversification, technological upgrading and innovation.



5.1 Economic Impact

In 2025, Italchimica recorded revenue from sales and services of €83.87 million, consolidating its market position following the growth achieved in 2024 (€82.87 million). Over the 2023–2025 period, sales revenue increased by 6.63% overall (+€5.22 million compared with €78.65 million in 2023).

Total production value stood at €84.31 million in 2025, while intermediate production costs amounted to €56.55 million. The Value Added generated during the 2025 financial year amounted to €27.76 million.

STRATEGY

FOR THE NEXT THREE YEARS (2025–2027)

- Business plan based on a focused strategy for a climate-neutral, resource-efficient and competitive economy.

KEY

The direction of the arrow indicates progress towards the target compared with the previous reporting year. No trend is shown for actions reported for the first time.



5.2
Value Added

The generation of value added reflects Italchimica's ability to create wealth and distribute it among its stakeholders.

The value added statement provides an accounting link between the statutory financial statements and the Sustainability Report, making it possible to measure the net economic impact of the company's activities on the socio-economic system in monetary terms.

Value added is calculated as the difference between gross output and the consumption of goods and services, based on a reclassification of the items in the income statement. This approach provides a clear picture of both how economic value is generated and how it is distributed among the main stakeholder groups: employees, public authorities, the financial sector and the company itself.

Value of Production (EUR)	2023	2024	2025
Revenue from sales and services	78,651,955	82,874,341	83,870,407
Changes in inventories of work in progress, semi-finished and finished products, and contract work in progress	-399,231.00	218,508.00	-319,612.00
Capitalised costs of internally generated assets	-	-	
Other income and revenue	1,003,334	739,950	763,624
Total	79,256,058	83,832,799	84,314,419
Intermediate Production Costs (EUR)	**2023**	**2024**	**2025**
Raw materials, ancillary and consumable materials, and goods for resale	25,685,808	29,006,686	29,160,609
Services	20,506,748	23,263,715	23,209,202
Use of third-party assets	4,111,581	3,939,387	4,231,667
Changes in inventories of raw materials, ancillary and consumable materials, and goods for resale	1,225,481	-1,308,593	-353,442
Other operating expenses	509,558	259,670	301,836
Total (EUR)	**52,039,176**	**55,160,865**	**56,549,872**
Total Value Added (EUR)	**27,216,882**	**28,671,934**	**27,764,547**

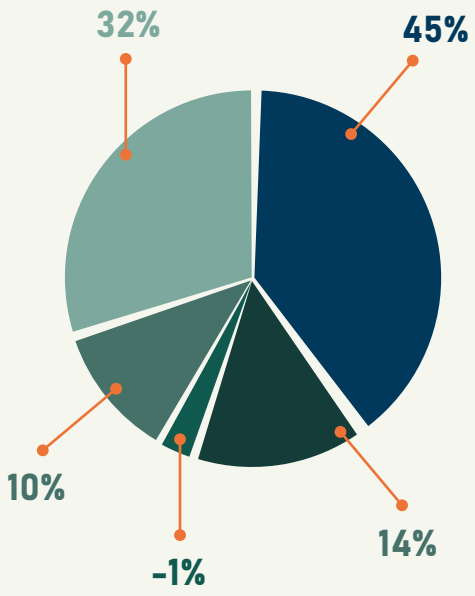
In 2025, Italchimica generated Value Added of €27.8 million, against sales revenue of €83.9 million (+1.20% compared with 2024 and +6.63% compared with 2023).

Costs for raw materials, ancillary materials, consumables and goods stabilised at €29.2 million (+0.53% compared with €29.0 million in 2024 and +13.53% compared with €25.7 million in 2023), reflecting stable production volumes. In line with this trend, the value of raw material inventories increased by a further €353,442 (equivalent to an accounting adjustment of –€353k in total production costs). This increase comes on top of the substantial restocking of approximately €1.3 million completed in 2024, demonstrating the continued strengthening of stock levels and the company's ongoing focus on ensuring security of supply.

The Value Added generated in 2025 (€27.76 million) was distributed primarily to employees, who received 45% in the form of salaries and wages, social security contributions, employee severance indemnity (TFR) and bonuses, confirming the central role of human resources in the company's operations. A further 14% of the value generated was paid to public authorities in the form of taxes and duties, while 32% was retained by the company in the form of reserves and reinvested profits, supporting its capacity for self-financing and future development. Depreciation, amortisation and impairment accounted for 10%, reflecting the continuity of investment in production processes. The share of value added allocated to providers of debt capital stood at –1%, reflecting the company's financial structure and the management of financial income and expenses.

The analysis of Value Added distribution confirms the alignment between Italchimica's economic performance and the principles of social responsibility and financial sustainability that guide the company.

Distribution of Value Added



- Employee remuneration
- Payments to public authorities
- Remuneration of debt capital providers
- Depreciation and impairment
- Value Added retained by the company

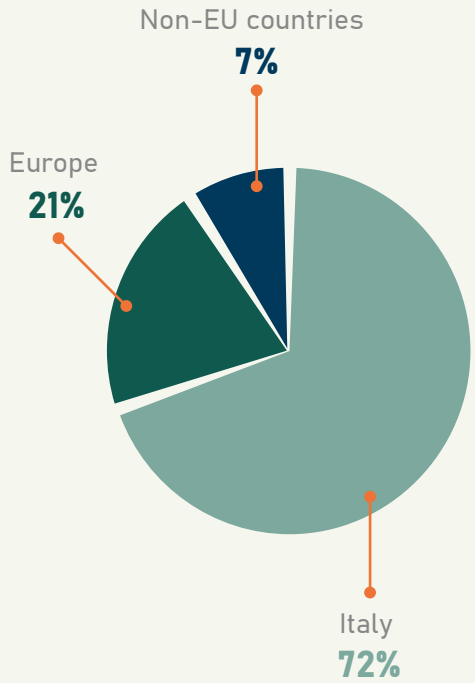
5.3
Our Supply Chain

SUPPLIERS

	2023	2024	2025
Active raw material suppliers for formulations	87	93	103
Active packaging suppliers	49	47	53
Total active suppliers	136	140	156
Expenditure on raw material and packaging suppliers	€ 24,085,164	€ 26,814,320	€ 27,683,208

Italchimica's suppliers are divided primarily into two categories: raw material suppliers and packaging suppliers. In 2025, both their number and total expenditure increased in line with the growth of production activities.

Purchasing Expenditure by Geographical Area



The company adopts a procurement policy designed to ensure production continuity and mitigate logistical and geopolitical risks by structuring its supply chain around three levels:

- **Priority given to domestic suppliers:** maintaining the majority of purchases within Italy to reduce lead times, transport-related impacts and supply risks.
- **Integration with the European market:** sourcing specific raw materials that are unavailable in Italy from industrial groups within the European Union, thereby ensuring quality standards and regulatory continuity.
- **Limited reliance on non-EU markets:** making only occasional and restricted purchases from outside Europe, limited to raw materials available exclusively through global supply chains.

Whenever possible, Italchimica seeks to promote and support the local community. This commitment is reflected in its choice of strategic suppliers and service providers. By distributing the value generated by its operations among local stakeholders, the company contributes to local economic growth.

CUSTOMERS

	2023	2024	2025
Total*	€ 79,367,318	€ 83,572,850	€ 84,670,797
Italy*	€ 60,290,155	€ 62,326,562	€ 62,866,697
Europe*	€ 15,274,574	€ 16,474,091	€ 20,697,505
Non-EU countries*	€ 3,802,589	€ 4,772,197	€ 1,106,596

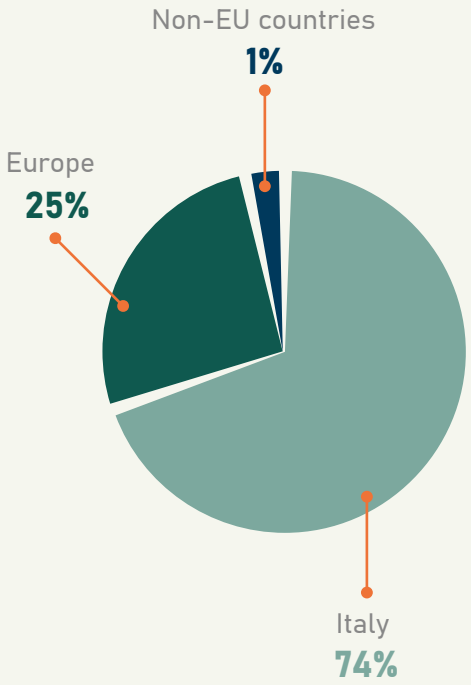
* Figures based on management accounting data.

The distribution of sales reflects a strong presence in the domestic market and steadily increasing penetration of international markets:

- **Consolidation of the domestic market:** Italy remains the core market for the company's operations, accounting for 74% of 2025 revenue reported in management accounts (€62.87 million). This provides stability in production volumes and ensures a strong foothold in the local economy.
- **Expansion within the European Union:** Revenue generated in Europe recorded significant growth, rising from €16.47 million in 2024 to €20.70 million in 2025 (+25.6%). This increase confirms the effectiveness of the company's development strategies in EU countries and its ability to meet complex regulatory and environmental standards.
- **Adjustment of the non-EU market share:** Sales to non-European countries accounted for 1.3% (€1.11 million), following a concentration of commercial resources on geographical areas offering higher profitability and lower logistical risk.

The company's future commercial strategy aims to strengthen its international positioning, presenting Italchimica as a strategic partner for the supply of products that meet high environmental and quality standards.

Sales Revenue by Geographical Area



Looking ahead, the company intends to structure and strengthen its expansion into international markets, further establishing itself as a trusted partner and an industry leader.

TOPIC / GRI STANDARD	GRI STANDARD	DISCLOSURE
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1	Organisational details
	2-2	Entities included in the organisation's sustainability reporting
	2-3	Reporting period, frequency and contact point
	2-4	Restatement of information
	2-5	External assurance
	2-6	Activities, value chain and other business relationships
	2-7	Employees
	2-8	Workers who are not employees
	2-9	Governance structure and composition
	2-10	Nomination and selection of the highest governance body
	2-11	Chair of the highest governance body
	2-12	Role of the highest governance body in overseeing the management of impacts
	2-13	Delegation of responsibility for managing impacts
	2-14	Role of the highest governance body in sustainability reporting
	2-15	Conflicts of interest
	2-16	Communication of critical concerns
	2-17	Collective knowledge of the highest governance body
	2-18	Evaluation of the performance of the highest governance body
	2-19	Remuneration policies
	2-20	Process for determining remuneration
	2-21	Annual total compensation ratio
	2-22	Statement on sustainable development strategy
	2-23	Policy commitments
	2-24	Embedding policy commitments

LOCATION IN THE DOCUMENT	OMITTED REQUIREMENTS, EXPLANATION AND FUTURE PLANS
GENERAL DISCLOSURES	
Our History; description of the sites; Governance; Our Brand Portfolio	
Governance	
Methodological Note	
Methodological Note	
Methodological Note	
Our Supply Chain; Raw Materials; Supplier Relationships; Our Brand Portfolio	
Human Capital	
Human Capital	
Governance	
Governance	Nomination and selection processes are not applicable, as the company's highest governing body is its ownership.
Governance	Senior executives and members of the Board of Directors are also the owners of the company
Governance; Environmental Management; Processes and Products	
Not yet included in the report	Data not yet available, as this disclosure is not applicable to the organisation.
A Letter to Our Stakeholders	
Governance	
Not yet included in the report	Data not yet available. The company is committed to establishing a process for communicating and reporting to the highest governance body in the medium to long term.
Not yet included in the report	The company is committed to developing the collective knowledge, skills and experience of the highest governance body in relation to sustainable development over the medium term.
Not yet included in the report	Currently not applicable due to the structure of the highest governance body.
Not yet included in the report	Currently not applicable due to the structure of the highest governance body.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium term.
A Letter to Our Stakeholders; Stakeholder Engagement; Environmental Responsibility; Social Responsibility; Economic Responsibility	
Environmental Responsibility: The Context and Our Commitment; Social Responsibility: Human Capital; Occupational Health and Safety	The company is committed to reporting these data in the medium to long term.
Environmental Responsibility: The Context and Our Commitment; Social Responsibility: Human Capital; Occupational Health and Safety	The company is committed to reporting these data in the medium to long term.

GRI 3: Material Topics 2021	2-25	Processes to remediate negative impacts
	2-26	Mechanisms for seeking advice and raising concerns
	2-27	Compliance with laws and regulations
	2-28	Membership associations
	2-29	Approach to stakeholder engagement
	2-30	Collective bargaining agreements
	MATERIAL TOPICS	
	3-1	Process to determine material topics
	3-2	List of material topics
	3-3	Management of material topics
TOPIC-SPECIFIC STANDARDS		
ECONOMIC TOPICS	201-1	Direct economic value generated and distributed
	201-2	Financial implications and other risks and opportunities due to climate change
	201-3	Defined benefit plan obligations and other retirement plans
	201-4	Financial assistance received from government
	MARKET PRESENCE	
	202-1	Ratios of standard entry-level wage by gender compared with local minimum wage
	202-2	Proportion of senior management hired from the local community
	INDIRECT ECONOMIC IMPACTS	
	203-1	Infrastructure investments and services supported
	203-2	Significant indirect economic impacts (in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas)
	PROCUREMENT PRACTICES	
	204-1	Proportion of spending on local suppliers
	ANTI-CORRUPTION	
	205-1	Operations assessed for risks related to corruption
	205-2	Communication and training about anti-corruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken
	ANTI-COMPETITIVE BEHAVIOUR	
	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices

Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Governance	A formal process is being developed. The relevant data will be reported in the medium term.
Not yet included in the report	The company is committed to establishing a system for reporting this information in the medium to long term.
Membership of Organisations and Associations, Certifications and Awards	
Stakeholder Engagement	
Human Capital	

MATERIAL TOPICS

Methodological Note; Double Materiality Assessment	
Double Materiality Assessment	
Double Materiality Assessment	

TOPIC-SPECIFIC STANDARDS

Economic Impact; Value Added; Our Supply Chain	
Not yet included in the report	The company considers that this activity requires significant planning. It estimates that at least three years will be needed to prepare for it.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.

MARKET PRESENCE

Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.

INDIRECT ECONOMIC IMPACTS

Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.

PROCUREMENT PRACTICES

Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.

ANTI-CORRUPTION

Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.

ANTI-COMPETITIVE BEHAVIOUR

Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.

ENVIRONMENTAL TOPICS

MATERIALS	
301-1	Materials used by weight or volume
301-2	Recycled input materials used
301-3	Reclaimed products and their packaging materials
ENERGY	
302-1	Energy consumption within the organisation
302-2	Energy consumption outside the organisation
302-3	Energy intensity
302-4	Reduction of energy consumption
302-5	Reductions in energy requirements of products and services
WATER	
303-1	Interaction with water as a shared resource
303-2	Management of water discharge-related impacts
303-3	Water withdrawal
303 -4	Water discharge
303 -5	Water consumption
BIODIVERSITY	
304-1	Operational sites owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
304-2	Significant impacts of activities, products and services on biodiversity
304-3	Habitats protected or restored
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by the organisation's operations
EMISSIONS	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	Greenhouse gas (GHG) emissions intensity
305-5	Reduction of GHG emissions
305-6	Emissions of ozone-depleting substances (ODS)
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions

MATERIALS

Raw Materials	
Raw Materials	
Raw Materials; Waste	

ENERGY

Energy	
	Data not yet available. Studies are planned for the medium term.
Energy	
Not yet included in the report	Data not yet available. Studies are planned for the medium term.
Not yet included in the report	Data not yet available. Studies are planned for the medium term.

WATER

Water	
Water	
Water	
Water	
Water	

BIODIVERSITY

Biodiversity Focus	
Not yet included in the report	Data not yet available. Studies are planned for the medium term.
Not yet included in the report	Data not yet available. The organisation reserves the right to assess potential opportunities in this area.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium term.

EMISSIONS

Emissions	
Emissions	
Emissions	
Emissions	
Not yet included in the report	Data not yet available. Studies are planned for the medium term.
Not included in the report	Not applicable
Emissions	

ENVIRONMENTAL TOPICS	**WASTE**	
	306-1	Waste generation and significant waste-related impacts
	306-2	Management of significant waste-related impacts
	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal
	ENVIRONMENTAL COMPLIANCE	
	307-1	Non-compliance with environmental laws and regulations
	SUPPLIER ENVIRONMENTAL ASSESSMENT	
	308-1	New suppliers that were screened using environmental criteria
	308-2	Negative environmental impacts in the supply chain and actions taken
	EMPLOYMENT	
SOCIAL TOPICS	401-1	New employee hires and employee turnover
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3	Parental leave
	LABOUR/MANAGEMENT RELATIONS	
	402-1	Minimum notice periods regarding operational changes
	OCCUPATIONAL HEALTH AND SAFETY	
	403-1	Occupational health and safety management system
	403- 2	Hazard identification, risk assessment and incident investigation
	403-3	Occupational health services
	403-4	Worker participation, consultation and communication on occupational health and safety
	403-5	Worker training on occupational health and safety
	403-6	Promotion of worker health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships
	403-8	Workers covered by an occupational health and safety management system
	403-9	Work-related injuries
	403-10	Work-related ill health

WASTE	
Water	
Waste	
Waste	
Waste	
Waste	
ENVIRONMENTAL COMPLIANCE	
Environmental Management	
SUPPLIER ENVIRONMENTAL ASSESSMENT	
Supplier Relationships	
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium term.
EMPLOYMENT	
Human Capital	
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium term.
Human Capital	
LABOUR/MANAGEMENT RELATIONS	
Not yet included in the report	The organisation has not formalised a minimum notice period for significant operational changes. However, no changes of this nature occurred during the reporting period.
OCCUPATIONAL HEALTH AND SAFETY	
Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety; Training and Skills Development	
Well-being and Employee Benefits	
Occupational Health and Safety	
Occupational Health and Safety	
Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety	

SOCIAL TOPICS	**TRAINING AND EDUCATION**	
	404-1	Average hours of training per year per employee
	404-2	Programmes for upgrading employee skills and transition assistance programmes
	404-3	Percentage of employees receiving regular performance and career development reviews
	DIVERSITY AND EQUAL OPPORTUNITIES	
	405-1	Diversity of governance bodies and employees
	405-2	Ratio of basic salary and remuneration of women to men
	NON-DISCRIMINATION	
	406-1	Incidents of discrimination and corrective actions taken
	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
	CHILD LABOUR	
	408-1	Operations and suppliers at significant risk of incidents of child labour
	FORCED OR COMPULSORY LABOUR	
	409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labour
	SECURITY PRACTICES	
	410-1	Security personnel trained in human rights policies or procedures
	RIGHTS OF INDIGENOUS PEOPLES	
	411-1	Incidents of violations involving the rights of indigenous peoples

TRAINING AND EDUCATION

Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety; Training and Skills Development	
Occupational Health and Safety; Training and Skills Development	

DIVERSITY AND EQUAL OPPORTUNITIES

Human Capital	
Human Capital	

NON-DISCRIMINATION

Human Capital	

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Not yet included in the report	The organisation promotes freedom of association and collective bargaining within the company by reminding employees annually of the opportunity to elect employee trade union representatives for each production unit. The organisation prohibits child labour within its workforce. Before hiring, the Human Resources Department verifies the age of prospective employees by checking their identity documents and the personal and employment records issued by the relevant Employment Centre.

CHILD LABOUR

Not yet included in the report	See disclosure 407-1.

FORCED OR COMPULSORY LABOUR

Not yet included in the report	Similarly, the organisation prohibits forced or compulsory labour within the company by monitoring compliance with regulations on working hours, breaks and rest periods. The organisation has not yet implemented a system for assessing and monitoring its suppliers that takes into account respect for the right to freedom of association and collective bargaining, the prohibition of child labour and the prohibition of forced or compulsory labour. However, it is committed to implementing such a monitoring system by 2030.

SECURITY PRACTICES

Social Responsibility	

RIGHTS OF INDIGENOUS PEOPLES

Not yet included in the report	The organisation did not identify any incidents involving violations of the rights of indigenous peoples within its operations during the reporting period.

SOCIAL TOPICS	**TRAINING AND EDUCATION**	
	412-1	Operations that have been subject to human rights reviews or impact assessments
	412-2	Employee training on human rights policies or procedures
	412-3	Significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening
	LOCAL COMMUNITIES	
	413-1	Operations with local community engagement, impact assessments and development programmes
	413-2	Operations with significant actual and potential negative impacts on local communities
	SUPPLIER SOCIAL ASSESSMENT	
	414-1	New suppliers that were screened using social criteria
	414-2	Negative social impacts in the supply chain and actions taken
	PUBLIC POLICY AND CONTRIBUTIONS	
	415-1	Political contributions
	CUSTOMER HEALTH AND SAFETY	
	416-1	Assessment of the health and safety impacts of product and service categories
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
	MARKETING AND LABELLING	
	417-1	Requirements for product and service information and labelling
	417-2	Incidents of non-compliance concerning product and service information and labelling
	417-3	Incidents of non-compliance concerning marketing communications
	CUSTOMER PRIVACY	
	418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data
	SOCIO-ECONOMIC COMPLIANCE	
	419-1	Non-compliance with social and economic laws and regulations

TRAINING AND EDUCATION	
Not yet included in the report	The organisation does not have a formal system in place to monitor and verify compliance with human rights within its operations. However, it did not identify any incidents involving violations of the rights of indigenous peoples within its operations during the reporting period. The organisation is committed to implementing such a monitoring system by 2030.
Not yet included in the report	The organisation did not provide training on human rights policies or procedures during the reporting period. However, it is committed to developing relevant training materials by 2030.
Not yet included in the report	The organisation has not entered into any significant investment agreements or contracts containing human rights clauses. It is committed to assessing the inclusion of such clauses in its main agreements and contracts by 2030.
LOCAL COMMUNITIES	
Not yet included in the report	The organisation has not conducted an assessment of activities that may involve or have an impact on local communities. However, it is committed to making this assessment a future objective to be achieved by 2030.
Not yet included in the report	See disclosure 413-1.
SUPPLIER SOCIAL ASSESSMENT	
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
PUBLIC POLICY AND CONTRIBUTIONS	
Not yet included in the report	The organisation made no financial or in-kind political contributions during the reporting period.
CUSTOMER HEALTH AND SAFETY	
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the medium to long term.
MARKETING AND LABELLING	
Not yet included in the report	Data not yet available. The company is committed to publishing it in the short term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the short term.
Not yet included in the report	Data not yet available. The company is committed to reporting this information in the short term.
CUSTOMER PRIVACY	
Not yet included in the report	The organisation did not receive any complaints concerning breaches of customer privacy during the reporting period.
SOCIO-ECONOMIC COMPLIANCE	
Not yet included in the report	The organisation did not identify any instances of non-compliance with social laws and regulations during the reporting period and, consequently, no related penalties were imposed.

September 2026

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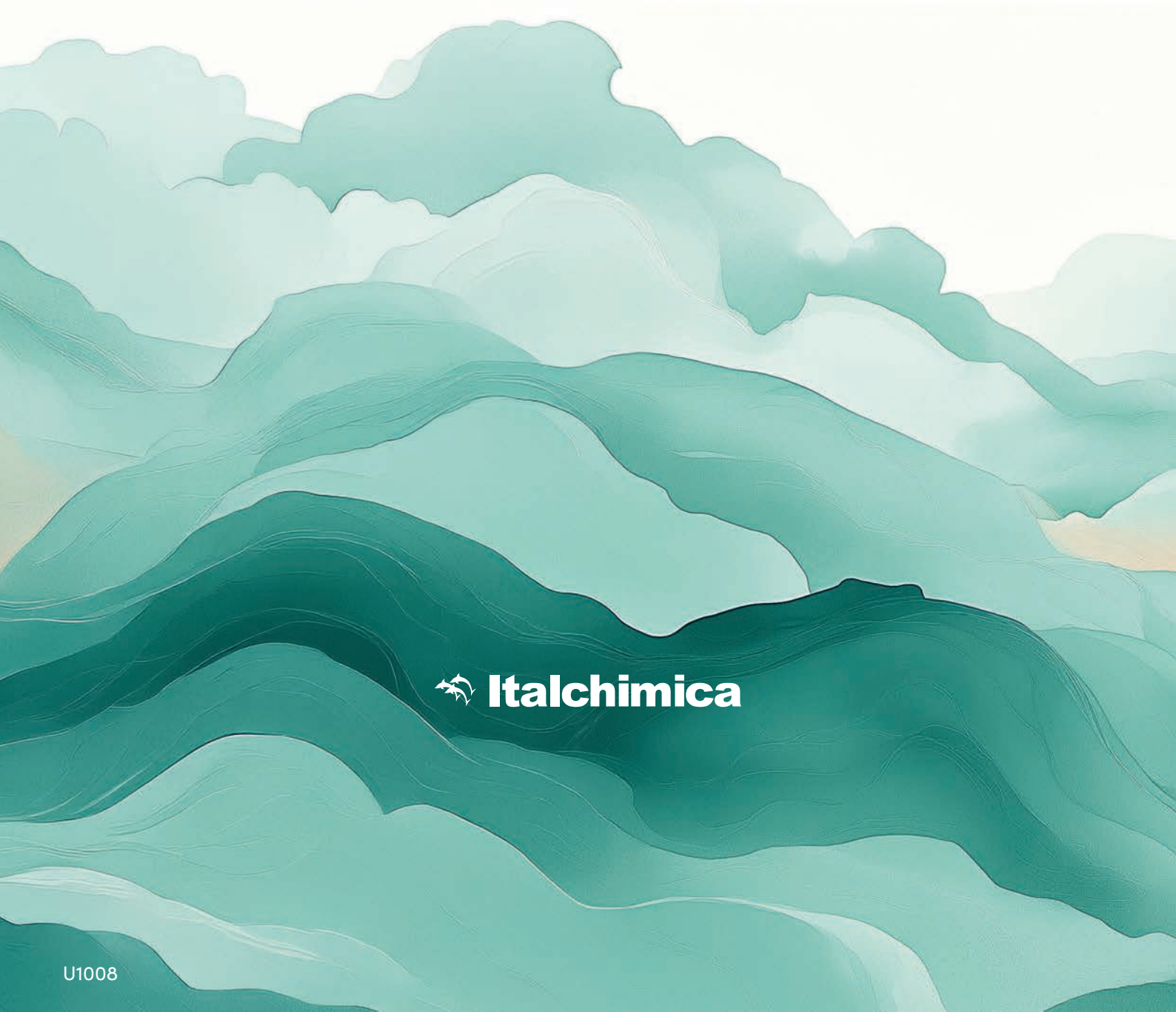
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