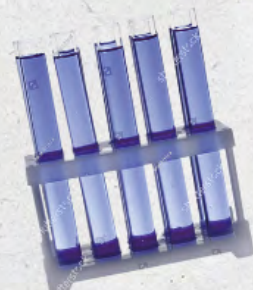
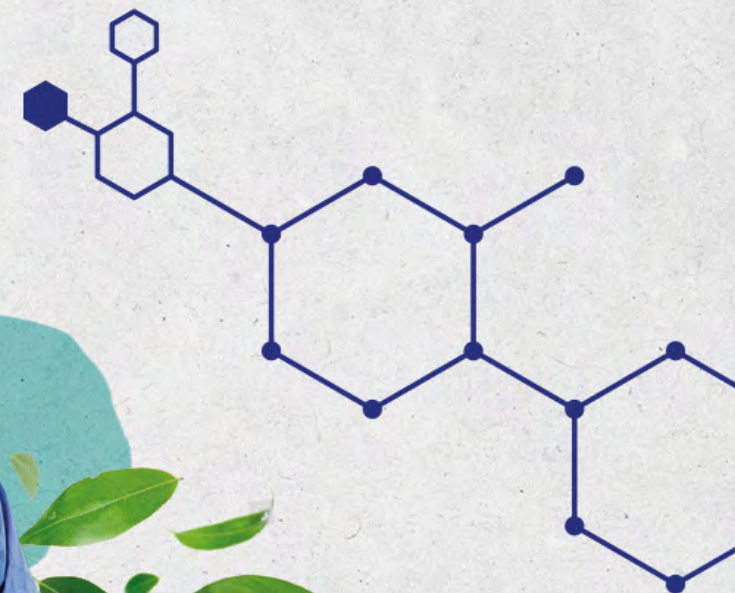




Sustainability Report

Abstract 2024



New, ambitious goals

We produce Active Pharmaceutical Ingredients (APIs).

We have been among the European and Italian best players in the industry for more than 65 years, setting the standard internationally for contract development and manufacturing.

Thanks to a team of more than **270 R&D experts** and with a **total production capacity of more than 3,150 cubic meters**, we provide integrated services ranging from optimization of the synthesis process and production scale-up to large-scale production for commercial quantities.

270

Research &
Development
Experts

3,150^{m³}

of production
capacity

During 2024 we adopted
the Standard of Business Conduct
which expands the themes defined
in the previous Code of Ethics

SUSTAINABILITY, A DRIVER OF GROWTH

We are aware of the importance of **aligning our production models with the new challenges of environmental sustainability**: last year we drew up the **Three-Year Sustainability Plan 2023-2025**.

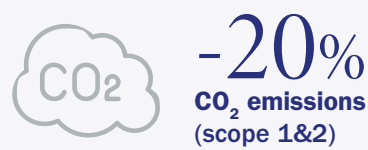
Our work has been formalized in a sustainability framework, assessed by the rating company Sustainalytics to ensure its alignment with the principles of the Sustainability Linked Bond 2020 and the recommendations of Climate Transition Finance 2020.

Corporate sustainability

FIS's system of governance follows the traditional model, with the Board of Directors at the top, the CEO, and then cascading down to the various company departments.

Sustainability issues are overseen by the main Corporate Functions, with the Corporate Sustainability function - assisted by the addition of two new employees over the year.

THE GOALS WE HAVE
COMMITTED TO
ACHIEVING BY 2026

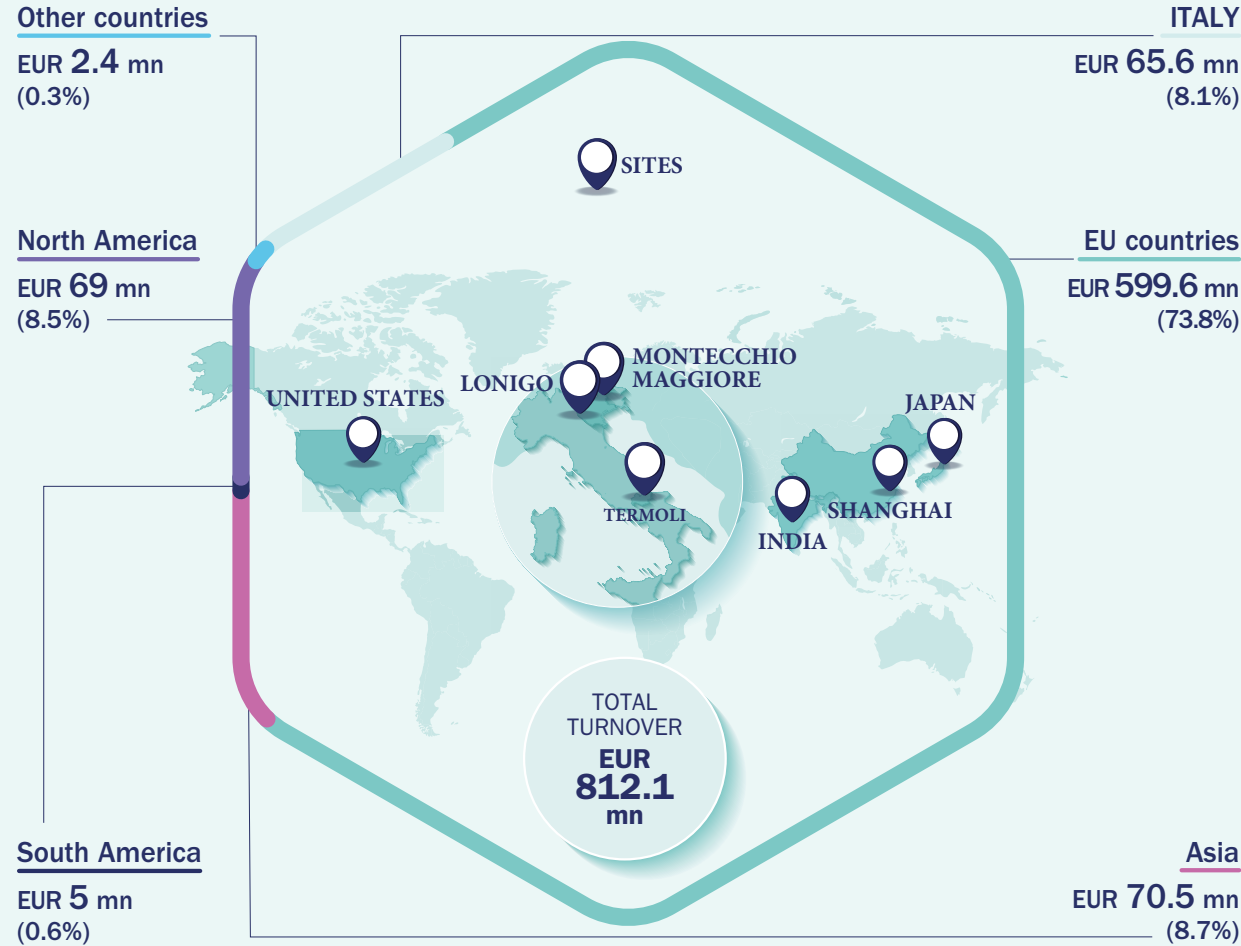


THE RESULTS OF OUR EFFORTS

Despite a challenging economic picture, we have managed to maintain **excellent performance in terms of sales and EBITDA**.

In fact, 2024 was a year of consolidation and growth, with sales up sharply versus the previous year. Our products continue to gain ground in a diverse range of markets, with a portfolio of more than **300 long-term customers**, including 12 of the leading global pharmaceutical companies.

The geographic distribution of our revenue shows a strong international presence



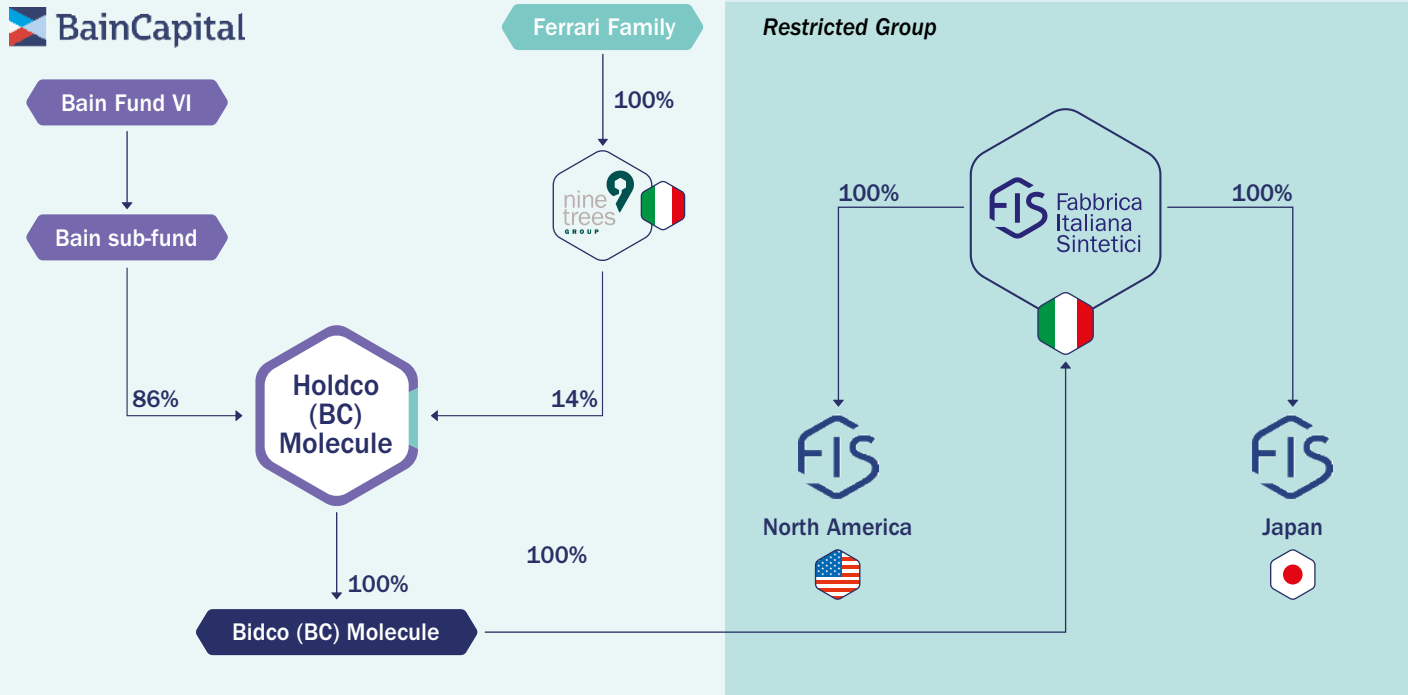
A STRATEGIC PLAN

Following the acquisition completed in 2023, 2024 marked the beginning of the leadership of **new shareholder Bain Capital** and the appointment of **Daniele Piergentili** as **CEO and Chairman of the Board**. This change has led to a turning point turn with the definition of strategic consolidation programs and growth marked by improving FIS performance in the short and medium term.

The key to this is the introduction to the *senior management* of professionals tasked with guiding the new strategic plan, including the **CTO** (*Chief Transformation Officer*), who embodies the transition that awaits FIS in the coming years.

FIS is owned by Molecule (BC) Bidco S.p.A., which in turn is owned by Molecule (BC) Holdco S.p.A, 86% of which is owned by Bain Capital with the remaining 14% held by the Ferrari family, until 2023 the sole owners.

FIS holds 100% of **F.I.S. North America** and **F.I.S. Japan**. Two commercial offices handle relationships with strategic customers in these geographical areas.

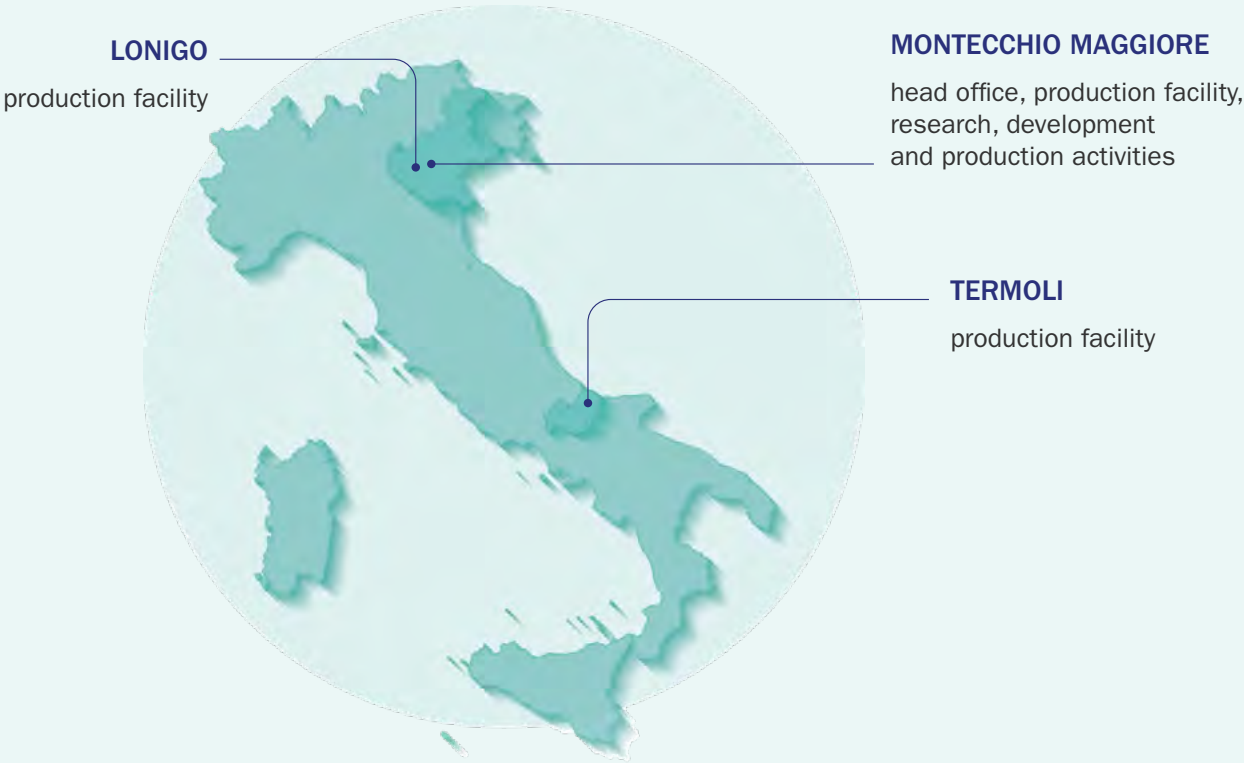


OUR OPERATIONAL CONTEXT

In Italy, we have three production facilities located in **Montecchio Maggiore** (Veneto), **Lonigo** (Veneto), and **Termoli** (Molise).

We have a representative office in **Shanghai** and we have recently opened a similar office in **India**. We also have a commercial office in the **United States** and one in **Japan**.

We are constantly engaged in assessing the best approach to sourcing in order to evaluate new markets and optimize the presence of existing ones. In terms of commercial relations, we have consolidated a number of existing relationships and established some important new ones.



OUR CORE BUSINESS IS COMPRISED OF:

CUSTOM SYNTHESIS

exclusive production of intermediates, advanced intermediates and active ingredients for patent-holding pharmaceutical companies;

GENERIC MARKET

for which we develop and sell active ingredients such as tranquilizers, anxiolytics, antibacterials, anticonvulsants, anti-inflammatories, diuretics, analgesics, and cardiovascular medications

VETERINARY MARKET

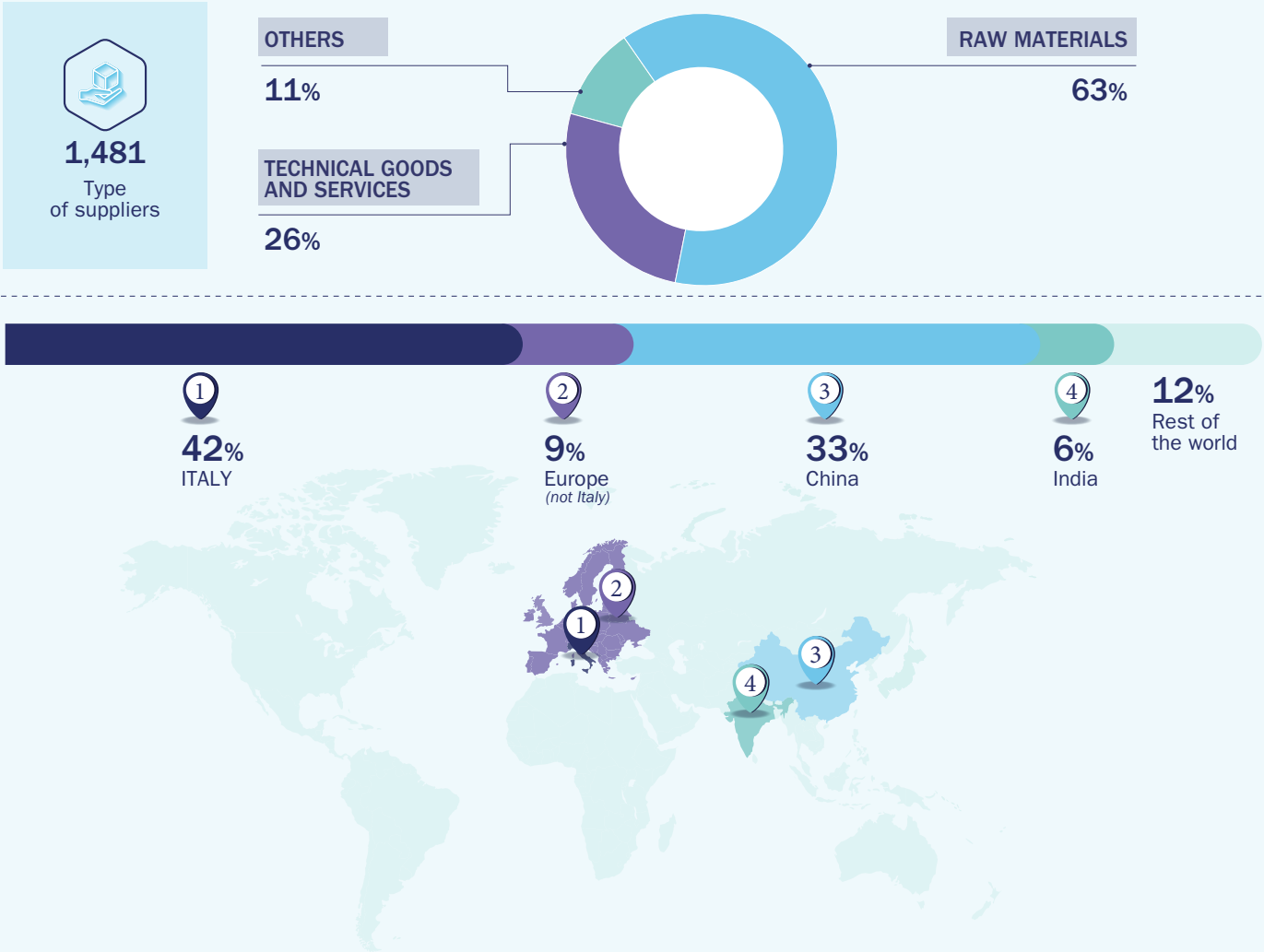
with generic and custom products.

OUR SUPPLIERS

The supply market from which we purchase raw materials (sourcing) is a global one: it includes more than 40 countries, with a strong concentration in the Far East, particularly China.

The main objectives of our supply chain are:

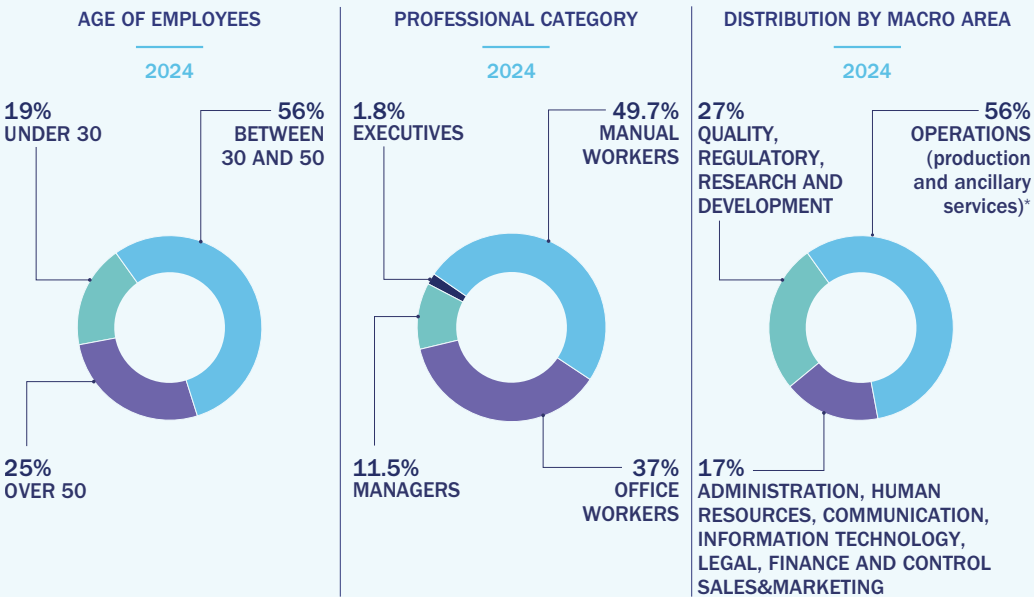
- creation of value through a sustainable approach;
- risk management;
- cost optimization.



OUR PEOPLE

At FIS, we have stable relationships with our employees: **94%** of employees have permanent contracts and **6%** have fixed-term contracts. Data that are in line with industry best practice and above the Italian average.

67% of our staff have been with the company for at least five years, and all our employees have been hired under the national collective bargaining agreement for the chemical industry.



*technical, ecological, engineering services and technological innovations



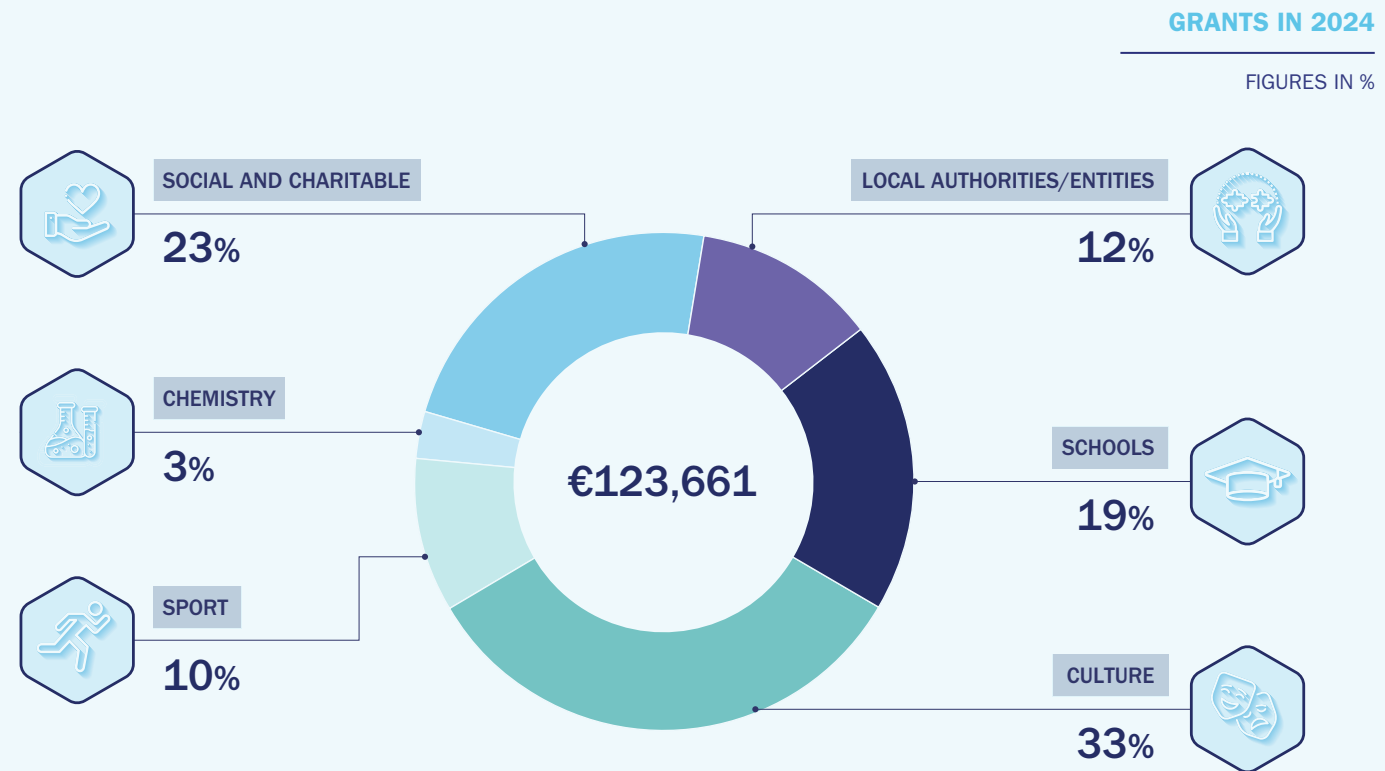
THE FIS COMMUNITY IS CONSTANTLY EXPANDING

Men —
Women —

COMMUNITY AND THE TERRITORY

CSR activities in local areas are key to building and improving the quality of life of communities and promoting sustainable development. We cooperate with local authorities and NGOs to ensure **support for people in need** and **protect the human rights** of external stakeholders. We contribute to the work of organizations with a shared commitment to cultural and environmental development and support for socially disadvantaged people, in line with our CSR policy.

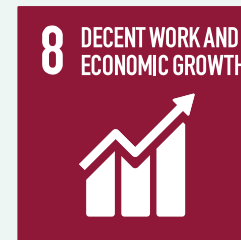
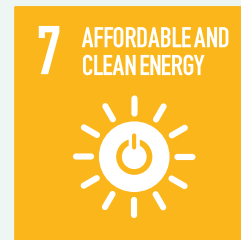
In 2024, we paid out around 30 grants to projects and institutions in the territories where FIS plants are located and we intend to do even more in the future. Continuing our commitment to schools, we promote activities such as school trips to visit our production sites, orientation days for prospective university students, donations of educational materials, and provision of university internships and school work experience placements.



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

From the moment that we began our sustainability journey, we have had a constant commitment to incorporating environmental impacts into our business vision.

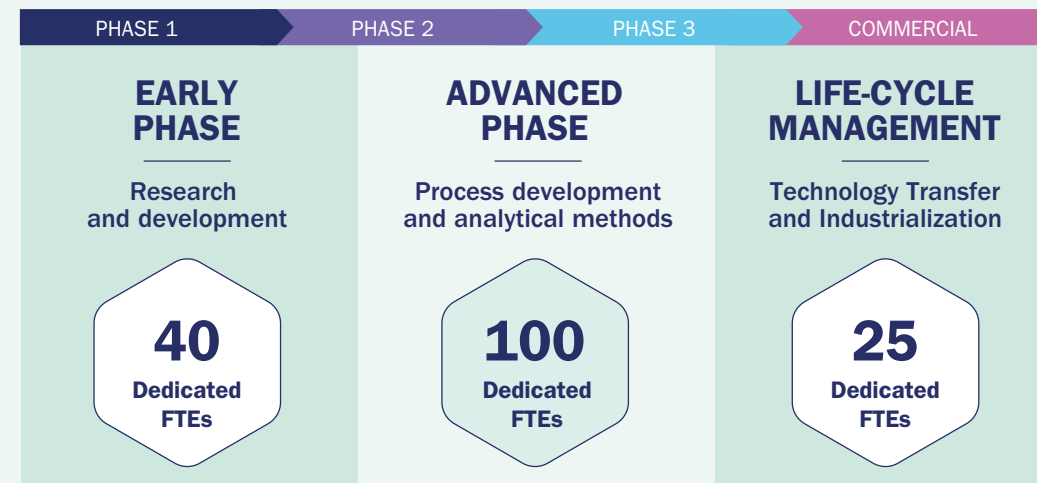
The key element has been signing up to the United Nations Sustainable Development Goals (SDGs). Of these, **SDG 3** - "Ensuring health and well-being for all and all ages" - is central to our business. Our involvement extends to **SDGs 4, 5, 6, 7, 8, 9, 12** and **13**, which are particularly relevant to our business and to our values.



SUSTAINABLE PRODUCTION PROCESSES

- During 2024, we monitored and assessed the environmental risks at our operating sites. All of our sites are covered by ISO 14001 certification.
- In 2024, we achieved an **average reduction of 15.7% in PMI (Product Mass Intensity)** - which measures the total amount of materials used to produce a certain mass of product and indirectly describes its environmental impact -exceeding the target of 15%.
- Each year **we invest about 3% of our turnover into research and development** allowing our chemists to explore new paths toward "green chemistry". In order to bolster projects in the pipeline for 2025, **we have increased both R&D personnel (+10%) and the available budget**. For the past three years, we have been introducing the application of Flow Chemistry at an industrial level, a technology that enables us to control reaction parameters precisely while ensuring efficiency and safety.

- We interface and collaborate with academia**, funding scholarships and PhD programs, with the aim of constantly improving our commitment to research and development. At FIS, we are committed to **digitalizing our industrial processes**, something we believe is essential for enabling our business to become more sustainable.

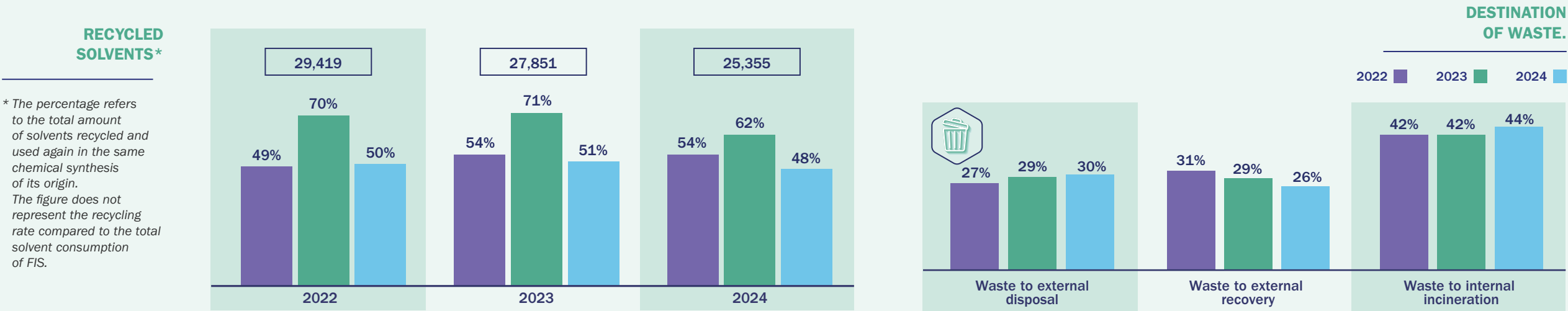


THE STEPS IN OUR PROCESS

CIRCULAR ECONOMY AND WASTE

We are committed to **optimizing our circular process**, in the knowledge that as much as 80% of the environment impact is attributable to the design of a new product. For this we aim to screen the outputs already under development. Once the flows are characterized, we check whether there is the technical capability to recover or re-use the material in other supply chains.

In 2024, we introduced the position of **circular economy specialist** to assist functions in systematically studying the potential for recovery and circularity of processes. We also have established partnerships with recovery companies operating in the value chain. At all of our plants we have strengthened our ability to recover solvents, thanks to state-of-the-art distillery departments.



ENERGY AND EMISSIONS

This year we purchased around **75,000 MWh of electricity from renewable sources**, accounting for approximately 58% of our total electricity needs.

In 2024, direct and indirect energy consumption was at similar levels compared to the previous year. Our **Scope 1** emissions stem mainly from methane combustion, incineration of some of the waste produced in our plants, and thermal oxidation of process vents.

Our **Scope 2** emissions are entirely attributable to electricity taken from the national grid or from the contribution of the external trigeneration plant operated by one of our partners. Continuing the journey, we began analyzing **Scope 3** emissions in 2023 and the data collected in 2024 confirm that the sourcing of raw materials and services accounts for the most significant contribution, comprising around 80% of the emissions generated along the value chain.

58% of our total electricity needs are supplied by renewable sources, totaling 75,000 Mwh of energy

-45%

Emissions
of nitrogen
oxides (NOx)

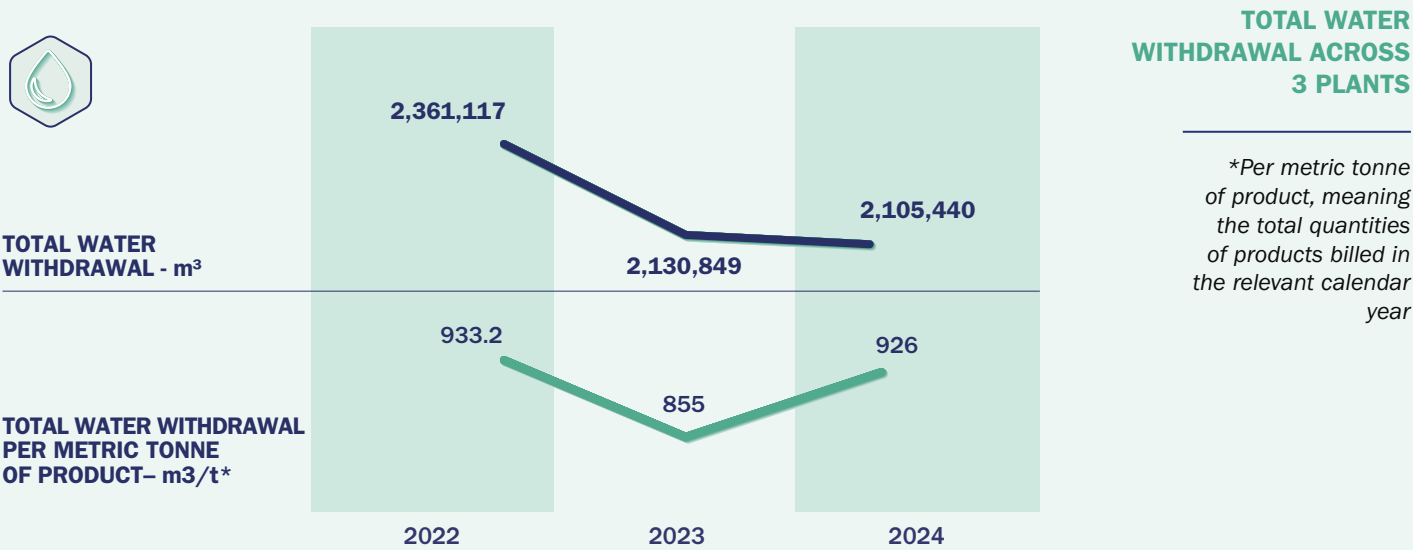
WATER

FIS's commitment to responsible water use has been formalized with the inclusion of a specific water KPI in the sustainability framework linked to the issue of our bond: the goal is to achieve a 20% reduction in freshwater consumption by 2026 versus 2020 levels.

The results achieved are significant: although the company has quadrupled both turnover and headcount over the past 15 years, **total water withdrawals have steadily decreased**.

FIS is committed to monitoring the presence of APIs - active pharmaceutical ingredients - in industrial waters to prevent risks to people and the environment. Today, we are actively **reducing our water footprint** through the integration of innovative technologies and tools: the most important project is the application of Zero Liquid Discharge (ZLD) practices, implemented at the Montecchio Maggiore

plant in the final months of 2024. The aim is to upgrade and improve the treatment of industrial wastewater in order to reuse the water in plant services.





www.fisvi.com

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