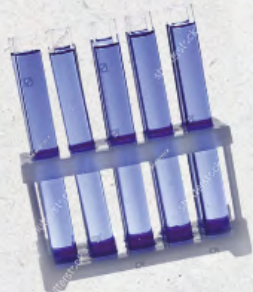
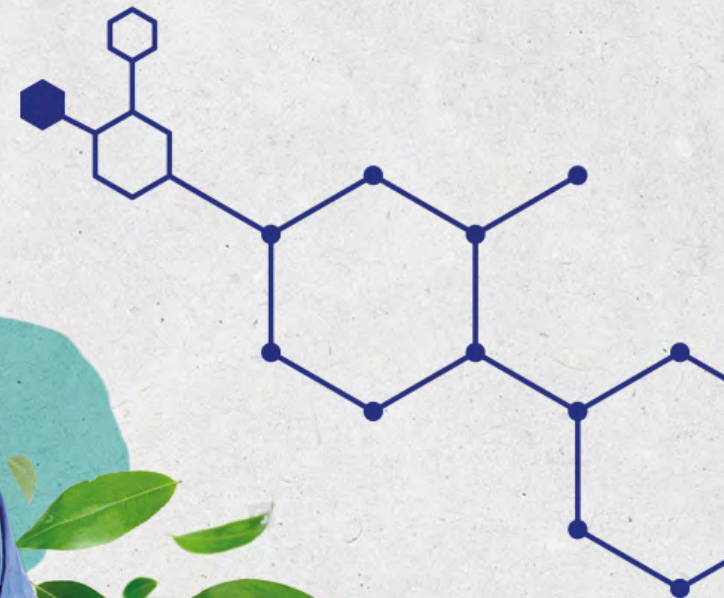




# Sustainability Report

2024





# Index

Letter to Stakeholders	3
------------------------	---

<b>1</b>	<b>Renewing the formula</b>	<b>4</b>
	New, ambitious goals	5
	Our commitment	5
	Sustainability, a driver of growth	5
	Our 2023-2025 Sustainability Plan	6
	Corporate sustainability	9
	The materiality analysis	10
	Our contribution to the Sustainable Development Goals	13
	Our targets	13

<b>2</b>	<b>How we add value</b>	<b>15</b>
	A strategic plan	16
	Our governance	17
	Core business	18
	Where we are	18
	Our operational context	19
	The results of our efforts	20
	Stakeholder engagement	21
	Associations we are members of	21

<b>3</b>	<b>Strong foundations for growth</b>	<b>28</b>
	Our people	29
	Attracting talent and growing together	31
	Developing potential	32
	Well-being within the company	34
	Development and remuneration policies	36
	Health and safety	37
	Our customers, our quality	41
	Our suppliers	43
	The community and the territory	45

Our stakeholder engagement model	22
Responsible business management	24
Whistleblowing	25
Training	26
Certifications and inspections	26
Risk management	26
Cybersecurity	27

<b>4</b>	<b>The solution for a greener planet</b>	<b>46</b>
	Synthesis for green chemistry	47
	Sustainable production processes	48
	The contribution of digitization	50
	Circular economy and waste	51
	Energy and emissions	53
	Water	56
<b>5</b>	<b>Methodological note</b>	<b>57</b>
	A positive and sustainable balance sheet	58
<b>6</b>	<b>GRI Content Index and Annexes</b>	<b>59</b>
	Auditor's report	77



# Letter to Stakeholders

I am delighted to present the 2024 Sustainability Report, a document that sets out both our achievements and, more importantly, the development and growth process that FIS is driving forwards with determination and vision.

Under the leadership of the new shareholder, we have received a strategic and organizational boost that will now enable us to target ever-more ambitious goals. We will meet this challenge by bringing together the experience of the people who have shaped the company's history with the addition of new, highly qualified professionals. This blend of skills will enable us to move forward with confidence in a global scenario marked by geopolitical tensions, economic uncertainties and market instability.

The journey we have embarked on will allow us to address a rapidly changing pharmaceutical market characterized by the increasing prevalence of peptide drugs and the emergence of new areas of therapy.

Here at FIS, all changes are driven by our underlying motivation, to produce active ingredients that can improve patients' quality of life. This is the real driver behind our actions which guides the way we work, making business

truly sustainable. Indeed, we incorporate environmental, social and economic aspects in concrete ways by creating value in all areas. This awareness also gives us a growing responsibility to the pharmaceutical supply chain and the global Agenda 2030 goals. Operating in a manufacturing sector, we believe that we share a daily commitment to building increasingly transparent, resilient and environmentally friendly processes with every operator in our ecosystem. Stakeholders downstream in our supply chain are watching us increasingly closely, aware of the important role FIS plays in the overall sustainability of the industry. Our commitments are translated into tangible actions that involve people, the environment and the communities in which we operate. They stem from within our organization, with plans and initiatives dedicated to the growth, training and well-being of colleagues. They are also embodied in our focus on the environment: from caring for water resources to the increasing use of renewable energy, to production models inspired by the circular economy and made increasingly efficient through digital innovation. Lastly, they involve the territories in which we operate,

through supporting educational and social projects that can generate shared value.

Major investments are the bedrock of this vision which today make FIS not only a competitive and attractive company in the market, it is also an organization that is open to ideas and ready to seize every opportunity to amplify its positive impact on society and the environment.

So let us look to the future with responsibility, because we know that all sustainable progress comes from vision, courage and the ability to make clear and consistent choices every day.



**Daniele  
Piergentili**

Chair  
and Chief Executive Officer



1



# Renewing the formula





# New, ambitious goals

2024 saw the consolidation of the **new FIS shareholding structure**. Following the entry in the previous year of **Bain Capital** the company was able to take a decisive step forward in its strategic plan. The appointment of **Daniele Piergentili** as the new CEO, along with a group of managers supporting him with guiding the Group toward challenging and unprecedented goals, is a step in this direction.

## OUR COMMITMENT

We produce Active Pharmaceutical Ingredients (APIs) for major global pharmaceutical companies. 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*.

Our goal is to improve the quality of life for people with diseases by providing products that deliver the highest standards of safety and therapeutic efficacy.

With our team of more than **260 R&D experts** and 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.

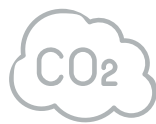
## SUSTAINABILITY, A DRIVER OF GROWTH

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**.

We are currently going through a transitional phase and we are considering reshaping some elements of the plan, in line with the vision of the new board.

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. The assessment, which was entirely positive, recognized our commitment to setting higher objectives than the industry average, spurring us on to achieve our goals.

THE GOALS WE  
HAVE COMMITTED  
TO ACHIEVING BY  
2026



**-20%**  
**CO<sub>2</sub> emissions**  
(scope 1&2)



**-20%**  
**Water consumed**



**-20%**  
**Waste sent to external disposal/  
waste sent to external recovery**



## OUR 2023-2025 SUSTAINABILITY PLAN



COMPLETED



IN PROGRESS



RESCHEDULED

AREA	Reference SDGs	Objective	Activities	Deadline	Status	Notes
DE-RISKING AND CLIMATE CHANGE MITIGATION		Planning actions to increase the share of electricity from renewable sources	2023-2025 strategic energy management plan	2023		
PRESERVING WATER RESOURCES		At least -20% water withdrawal by the company and improvement in quality of discharges	Construction of new Zero Liquid Discharge plant (Montecchio)	2023		
CLIMATE CHANGE MITIGATION		First company Scope 3 CO <sub>2</sub> emissions report for 2022	Corporate GHG Scope 3 company emissions calculation	2023		
IMPROVEMENT OF CIRCULARITY AND INTERNAL PROCESSES		Improvement of internal processes from chemical synthesis process design to waste management and improving circularity solutions	Enhancement and standardization of wastewater management process with a view to circularity	2023		
CLIMATE CHANGE MITIGATION		Approval of Decarbonization Plan for CO <sub>2</sub> reduction and pursuit of Target #1	Drafting Efficiency and Decarbonization Technology Project Plan	2025		activity planned in 2023 postponed to 2025 as part of a new decarbonization roadmap
IMPROVEMENT OF INTERNAL PROCESSES & SUPPLY CHAIN OVERSIGHT		Improved supply chain oversight with binding sustainability criteria	Adoption of sustainability criteria for supplier selection/exclusion	2025		activity planned in 2024 and postponed to 2025
DE-RISKING AND CLIMATE CHANGE MITIGATION		Company VPPA - Virtual Power Purchase Agreement (procedure for purchasing renewable energy with the addition of a new renewable energy generation plant in the EU)	Virtual PPA agreement Energize project	2024		Energize project suspended, other PPA agreement in 2025 as part of Energy Release
DEVELOPMENT OF HUMAN RESOURCES		Implementation of new competency assessment model for company's workforce	Competency evaluation system	2023		



## OUR 2023-2025 SUSTAINABILITY PLAN










COMPLETED



IN PROGRESS



RESCHEDULED

AREA	Reference SDGs	Objective	Activities	Deadline	Status	Notes
DEVELOPMENT OF HUMAN RESOURCES	 	Writing, implementation and internal dissemination of criteria with a view to transparency	Adoption of transparent policy with criteria of fairness for <i>recruitment/retention</i>	2025		
CLIMATE CHANGE MITIGATION	 	CO <sub>2</sub> and water reporting in accordance with the standard <i>Carbon Disclosure Program</i>	Singing up to the <i>Carbon Disclosure Program</i> (CDP)	2025		
CLIMATE CHANGE MITIGATION	   	Launch project to install charging columns at the three sites/ promote sustainable employee transport solutions	Installation of charging points for electric and hybrid cars	2025		
DEVELOPMENT OF HUMAN RESOURCES	  	Enhancing the skills of outgoing staff	<i>Old talents</i> project	2025		
DEVELOPMENT OF HUMAN RESOURCES	 	Strengthening of internal process <i>engagement</i> by implementing digital solutions in order to intercept emerging needs	SH employee <i>engagement</i> process	2025		
LOCAL COMMUNITY DEVELOPMENT	  	Feasibility analysis for new renewable energy plant and support from employees and/or local residents	Montecchio or Lonigo area energy community project	2025		
DEVELOPMENT OF HUMAN RESOURCES	  	Actions to improve climate, employee welfare and reduce the <i>turnover</i> rate	Actions for the well-being of people, <i>retention/development</i> of human resources	2025		

## OUR 2023-2025 SUSTAINABILITY PLAN



COMPLETED



IN PROGRESS



RESCHEDULED

AREA	Reference SDGs	Objective	Activities	Deadline	Status	Notes
DE-RISKING AND CLIMATE CHANGE MITIGATION		Launching projects for self-generation of electricity from renewable sources	Physical PPA on the sites of Montecchio, Lonigo, Termoli	2025		
PRESERVING WATER RESOURCES		Reducing water waste within the business and at home	Water waste awareness campaign	2025		
PRESERVING WATER RESOURCES		Reducing groundwater withdrawal and improving discharge quality	Zero Liquid Discharge Lonigo and Termoli project feasibility assessment	2025		
ENERGY EFFICIENCY		Reducing energy waste within the business and home	Energy waste awareness campaign	2025		
CLIMATE CHANGE MITIGATION		Adoption of Scope 3 CO <sub>2</sub> reduction targets and validation of existing Scope 1 and 2 targets	Signing up to <i>Science Based Targets</i> and adoption of Scope 3 CO <sub>2</sub> targets	2025		assessment ongoing
CLIMATE CHANGE MITIGATION		Implementation of energy efficiency initiatives aimed at reducing CO <sub>2</sub>	Energy efficiency and CO <sub>2</sub> reduction projects	2024		
ENERGY EFFICIENCY		100% of production sites certified	ISO 50001 Certification	2025		activity rescheduled for a future timeline
CLIMATE CHANGE MITIGATION		Launch of projects for offsetting residual CO <sub>2</sub>	Launch of reforestation projects for offsetting CO <sub>2</sub>	2025		activity suspended because it is no longer needed for the decarbonization plan



## 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, which are given specific delegations of authority based on their position in the organization and the processes they handle. This lean and efficient structure allows us to approach new challenges in a pro-active and dynamic manner, becoming a lever for value creation and an opportunity for growth. 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 - entrusted with monitoring the Sustainability Plan, supporting the corporate functions involved in the development of sustainability strategies, as well as coordinating the more specific and traditional activities for the annual preparation of the Sustainability Report and ESG rating.

The lean and efficient structure allows us to approach new challenges in a pro-active and dynamic manner, becoming a lever for value creation and an opportunity for growth

## MATERIALITY ANALYSIS

The materiality analysis defines the relevant, or “material”, aspects for an organization. As defined by the 2021 version of the GRI Standards (Global Reporting Initiative, the international standard for writing environmental, social and governance reports - ESG), a sustainability topic is considered to be material if it represents the organization’s impacts on the economy, the environment, and on people and their rights.

Since no significant changes in the internal and external environment have emerged, for the preparation of this sustainability report, the analysis updated in 2023 - carried out **by revising the material issues through the analysis of emerging trends and a benchmarking of sustainability issues** - was considered to be representative and meaningful.

We have used the issues identified to define the main positive and negative impacts which we generate on our stakeholders, classifying them as ‘actual’ or ‘potential’.

At the same time, we identified the stakeholders impacted and conducted a survey to understand the potential for sustainability issues to generate impacts, positive or negative. The survey involved eight categories of stakeholders, with a total of 2,000 questionnaires sent to Customers, Suppliers, Civil Society and Media, Financial Institutions, Local, National and Environmental Governments, Universities and Research Institutions, Employees and Trade Unions.

Considering the nature of our activities and the dimensions envisaged by the GRI Standard 2021 - severity or importance and likelihood with the involvement of the affected business functions - we then assessed the impacts generated. Each of the criteria was analyzed on a qualitative scale with the aim of determining the magnitude of each impact.

The entire process was conducted under the supervision and coordination of the Corporate Sustainability function, which was responsible for the final consistency check on the analysis and validation of the results. The outcome of the materiality analysis was presented to the Board of Directors at the same time as the approval of this Sustainability Report.

On the next page, we have included a table containing the main impacts, broken down by ESG pillar.

**During 2025, we plan to incorporate the European Union's CSRD** (Corporate Sustainability Reporting Directive) regulations by conducting the dual materiality analysis. This new approach will allow us to combine the impact materiality analysis with the financial analysis. In addition, it will provide us with the opportunity to analyze and understand the impacts of sustainability issues on economic, financial and capital performance in the medium and long term.

2,000  
Questionnaires  
sent

8  
Categories  
of stakeholders



## THE ASPECTS RELEVANT TO OUR ORGANIZATION

TOPIC	Main Impacts	Type of Impact	MAGNITUDE
<b>GOVERNANCE</b>			
ECONOMIC VALUE CREATION AND GROWTH STRATEGY	Creation of positive impacts on local employment rates and local community development and progress through the spread of economic resources to benefit the ecosystem in which the company operates and the company's sustainable development strategy	 POSITIVE EFFECT	
DIGITAL TRANSFORMATION AND TECHNOLOGICAL INNOVATION	Improved environmental performance from investments in Industry 4.0, IoT and automation	 POSITIVE EFFECT	
INNOVATION, R&D AND PROCESS DEVELOPMENT	Advancing the circular economy in the industry through the development of new chemical synthesis and production processes	 POSITIVE EFFECT	
<b>SOCIAL</b>			
WELFARE, GENDER DIVERSITY AND FAIR WORKING CONDITIONS	Increased quality of life and the mental and physical well-being of employees, thanks in part to the development of tools to ensure work-life balance and the provision of benefits	 POSITIVE EFFECT	
TRAINING, PROFESSIONAL DEVELOPMENT AND EMPLOYEE RETENTION	Job satisfaction of employees through the development and/or upskilling programs needed for new production processes resulting from digital transformation and technological innovation	 POSITIVE EFFECT	
PRODUCT QUALITY AND SAFETY	Customer satisfaction resulting from providing products that meet the highest quality and safety standards	 POSITIVE EFFECT	
RESPECT FOR HUMAN RIGHTS	Risk of forced labor, child labor, inadequate occupational health and safety conditions, and worker exploitation resulting from failure to verify respect for human rights along the supply chain.	 NEGATIVE EFFECT	
HEALTH, SAFETY AND WORKER PROTECTION	Impact on people's health due to workplace accidents and illnesses	 NEGATIVE EFFECT	

# THE ASPECTS RELEVANT TO OUR ORGANIZATION

TOPIC	Main Impacts	Type of Impact	MAGNITUDE
ENVIRONMENT			
WASTE MANAGEMENT	Negative environmental impact related to waste disposal rather than using recovery and/or recycling solutions	 NEGATIVE EFFECT	
SUSTAINABLE USE OF ENERGY, CLIMATE CHANGE, AND POLLUTING EMISSIONS	Increased concentration of greenhouse gases in the atmosphere due to business activities resulting in accelerated climate change	 NEGATIVE EFFECT	
	Negative impacts on people's health from worsening air quality	 NEGATIVE EFFECT	
SUSTAINABILITY OF PRODUCTION PROCESSES AND CIRCULAR ECONOMY	Contribution to reduced availability of natural resources due to high amounts of raw materials used	 NEGATIVE EFFECT	
SUSTAINABLE SUPPLY CHAIN	Deterioration of natural ecosystems due to the company's own supply and distribution processes	 NEGATIVE EFFECT	
WATER MANAGEMENT AND PROTECTION	Reduced water availability for ecosystems and the local community resulting from the gradual drying-up of groundwater wells	 NEGATIVE EFFECT	
	Water pollution by FIS from residual API present in the water flows leaving the biological treatment plant	 NEGATIVE EFFECT	



## OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

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 in this regard 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 the way we work: we are dedicated in our pursuit of this goal, ensuring continuity and quality in the supply of active ingredients for the pharmaceutical industry. Our commitment extends to SDGs 4, 5, 6, 7, 8, 9, 12 and 13, which are particularly relevant to our business and values and which we also pursue through specific targets that guide us towards a sustainable future.

## OUR TARGETS

- Reduction in **CO<sub>2</sub> emissions of 20%** by 2026;
- Reduction in **water consumption of 20%** by 2026;
- Reduction in **waste sent to external disposal/recovery of 20%** by 2026;
- At least **90% of the equipment** containing VOCs monitored year-on-year starting from 2025;
- Maintain **0 recalls of products sold** with FIS-produced API by 2030;
- Achieve **0 serious injuries** until 2030;
- The company to continue to pay registration fees for the **FASCHIM health care fund (for workers in the chemicals and pharmaceuticals industry)** for 100% of applicant employees, until 2030\*;
- Continue to cover 100% of employees with **second-level collective bargaining agreements** until 2030\*;
- Continue to cover 100% of employees with annual **performance reviews** until 2030;
- Maintain **0 nonconformities detected in internal audits** for operations carried out by external bodies according to the PSCI standard on child labor until 2030;
- **Gender pay gap** for *white collar* workers less than 5%, by 2030;
- **Gender pay gap** for *blue collar* workers less than 7%, by 2030;
- Training on **anti-corruption** delivered to at least 90% of employees identified as exposed, until 2030;
- Training on the topic of **conflict of interest** for at least 90% of employees identified as being exposed, until 2030;
- Training on **fraud management** delivered to at least 90% of employees identified as being exposed, until 2030;
- Training for at least 85% of employees and executives by 2028 on **information security** issues;
- Increase the number of suppliers with **Ecovadis ratings** by 100%, compared with 2024, regarding environmental and social practices by 2030;
- Train at least 50% of *buyers* on **environmental, labor, and human rights issues in the supply chain** by 2030;
- At least **5 PSCI audits on high-risk suppliers** on an annual basis from 2026.

\*excluding executives





#### 4. PROVIDE HIGH-QUALITY, EQUITABLE AND INCLUSIVE EDUCATION AND LEARNING OPPORTUNITIES FOR ALL

Goal 4 is to ensure that all children, adolescents and adults have access to education and training appropriate to their needs and their domestic situations. At FIS, we have always paid great attention to developing the skills of our employees and nurturing relationships with multiple educational institutions in the territories in which we operate.



#### 5. ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

Gender equality is a shared corporate value. To support this goal we are strengthening the female workforce in a sector that has always seen a male preponderance, reducing gender inequality year after year, including the *gender pay gap*.



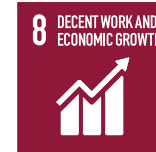
#### 6. ENSURE THE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

Having access to clean water is an essential aspect of the world we want to live in. Our planet should have enough drinking water to meet this goal but mismanagement and waste make it a precious commodity that needs to be safeguarded. Therefore, we pay more attention to water use by implementing a strategy aimed at reducing consumption.



#### 7. ENSURING THAT EVERYONE HAS ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY SYSTEMS

One of our goals is to improve the efficiency of energy use. As a result, we are committed to increasing the use of energy from renewable sources, with the goal of reducing our emissions.



#### 8. PROMOTE LASTING, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

Sustainable economic growth must not come at the expense of the environment and people. This is a goal which touches on many aspects of our business, including our commitment to devising ever more efficient solutions and creating a balanced work environment that is attentive to the needs of employees with a view to achieving a work-life balance.



#### 9. BUILD A RESILIENT INFRASTRUCTURE AND PROMOTE INNOVATION AND EQUITABLE, RESPONSIBLE AND SUSTAINABLE INDUSTRIALIZATION

Inclusive and sustainable industrial development is the primary source of income generation and provides technological solutions for environmentally friendly industrialization. In fact, technological progress underpins efforts to achieve environmental goals. We are constantly searching for more sustainable and cutting-edge production processes, offering efficient and innovative solutions to the market.



#### 12. ENSURE SUSTAINABLE PRODUCTION AND CONSUMPTION MODELS

The aim of this goal is to manage chemicals and all waste in an environmentally sound manner, as well as achieving a substantial reduction in waste generation through measures such as recycling.

A significant volume of waste is generated in the chemical sector, and this is one of the most significant problems for our industry. We therefore allocate many resources to proper process design in order to identify the best waste management solutions with the aim of decreasing waste volumes and hazardousness, identifying new circularity solutions which are also aimed at material recovery for other sectors.



#### 13. PROMOTE ACTIONS, AT ALL LEVELS, TO COMBAT CLIMATE CHANGE

Climate change is an extremely serious global challenge, and we intend to play our part in overcoming the greatest challenge our society has ever faced. This contribution rests on a strategy of actions aimed at reducing emissions while continuing on a path of productive growth, which makes our ambition even more tangible.



2

# How we add value





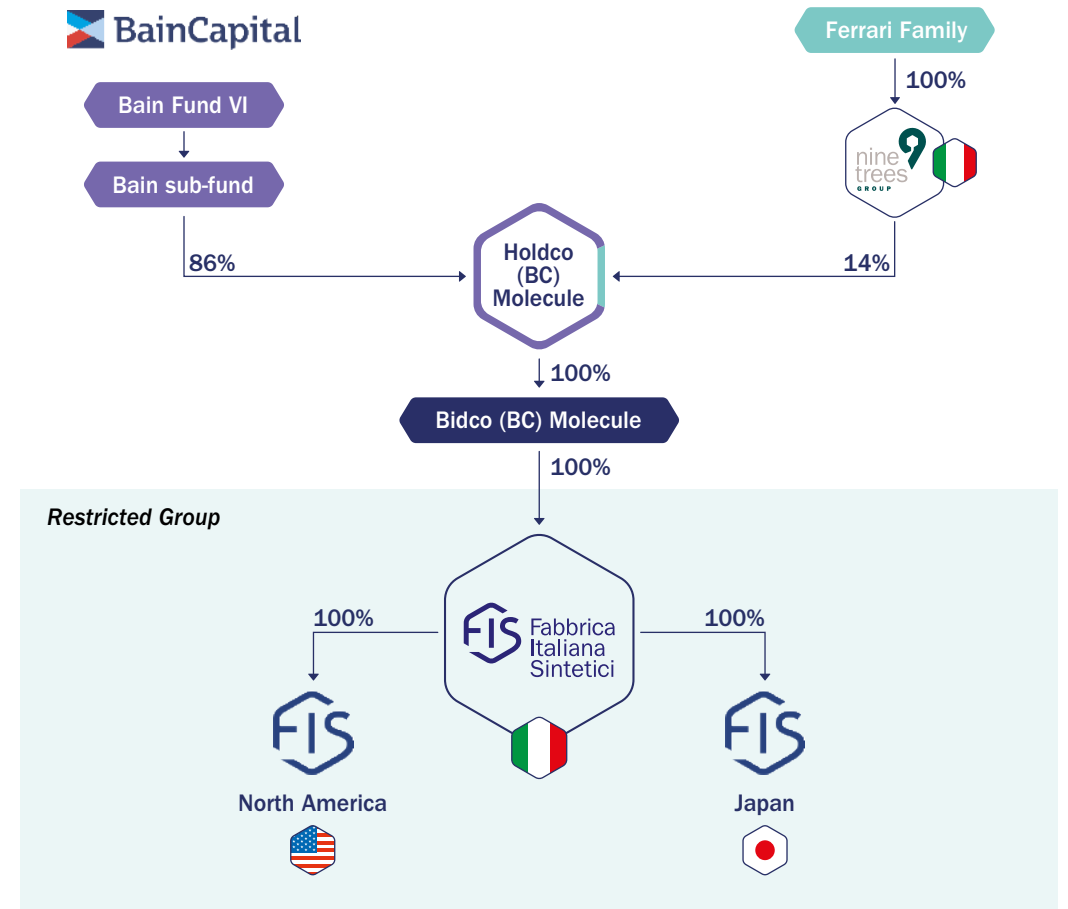
# A strategic plan

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 into **top management** of professionals who are tasked with guiding the new strategic plan, particularly the CTO (Chief Transformation Officer), who embodies the transition that awaits FIS in

the coming years. By leveraging the various **outstanding** people in the company, the CTO is tasked with translating the transformation initiatives defined by the Strategic Plan into concrete goals.

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 GOVERNANCE

**The central governing body of FIS is the Board of Directors**, which guides the company in the pursuit of sustainable success.

The Board of Directors:

- holds powers for the ordinary and extraordinary administration of the company;
- defines strategic, organizational and oversight policies;
- pursues the sustainable and lasting success of the company.

Currently, the FIS Board of Directors comprises 3 members, who are joined by the Board of Statutory Auditors and the Supervisory Board.

The Board meets on a quarterly basis. Weekly briefings are also scheduled with all front-line managers and directors on issues of interest to the company, including ESG matters. In particular, the Board of Directors receives reports of critical issues related to compliance with the Code of Ethics, the protocols set out in the *Modello 231* or, more generally, compliance issues relevant to the organization.

The Board of Directors acts with the support of specialist functions and committees which are responsible for overseeing certain areas:

- The **Internal Audit Department**: independently reviews the adequacy and effectiveness of the organization's internal control system;
- **Audit & Controls Committee (A&CC) - Risk Management Review**: comprising the *Head of Internal Audit*, CEO, CFO, *HR Director*, and *General Counsel*, promotes the development, implementation, and continuous improvement of FIS's internal oversight system, consistent with corporate policies and procedures;
- **Whistleblowing Committee**: promptly handles and shares with *Internal Audit* the reports received, the operating plan, the activities carried out by *Internal Audit*, the main results and the actions to be taken in response to the findings;
- **Supervisory Board**: composed of three members, this board supports the management at all levels by providing independent assessments of the degree of compliance with policies, procedures, Code of Ethics and *Modello 231*.



**DANIELE PIERGENTILI**

50 years old

Chair of the Board of Directors and Chief Executive Officer



**MICHELE GAVINO**

62 years old

Member of the Board of Directors



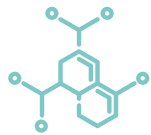
**MANUEL BARRECA**

50 years old

Member of the Board of Directors

## CORE BUSINESS

Our *core business* is comprised of:



### CUSTOM SYNTHESIS

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



### GENERICS MARKET

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



### VETERINARY MARKET

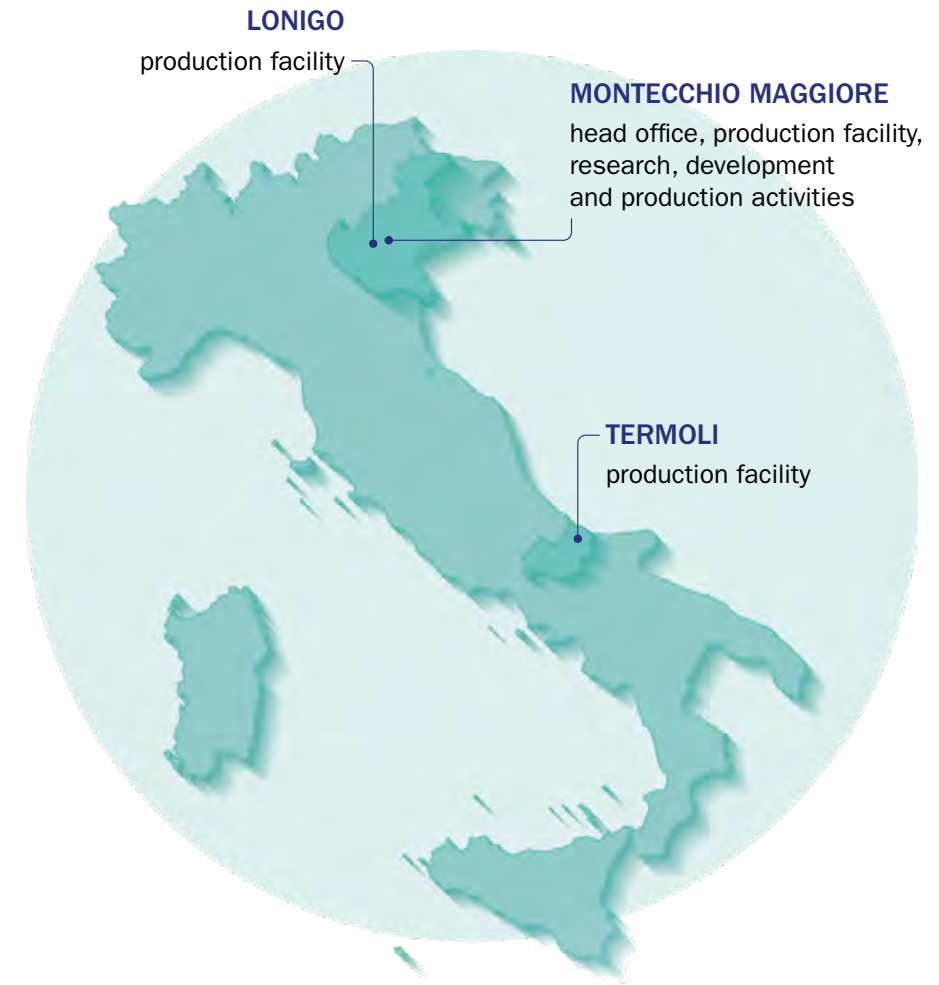
with generic and custom products.

## WHERE WE ARE

In Italy, we have three production plants:

- **Montecchio Maggiore** (Veneto) - This is the legal and historical headquarters of the group. This manufacturing facility is home to the research and development department, and the production of active ingredients for pharmaceutical companies. It has been accredited by the Italian Ministry of Health since 1958 and inspected by the US *Food and Drugs Administration* since 1968;
- **Lonigo** (Veneto) - Part of the group since 2017, this is a plant where we produce active ingredients. It is accredited by the Italian Ministry of Health and the FDA;
- **Termoli** (Molise) - We produce intermediates and active principles here. It is accredited by the Italian Ministry of Health and the FDA.

We have a representative office in **Shanghai**, where relations with suppliers of raw materials from the Far East are managed; recently we also added an office in India with a similar purpose. We also have a commercial office in the **United States** and one in **Japan**.



## OUR OPERATIONAL CONTEXT

In recent years, we have had to deal with a number of external factors and events.



### RISING COSTS

The **international raw material and energy markets** have been marked by a number of stresses, **resulting in increases of all production and energy input costs, and difficulties with supplies**. These are significant increases that we have also been able to manage because of the confidence and cooperation of our customers.



### BUSINESS CONTINUITY

**International turmoil has had a profound effect on supply chains** but they have not jeopardized our business continuity. Issues of note include the ongoing issues in the Suez Canal, with very lengthy delivery times for raw materials from Asia. To cope with potential international imbalances, our Supply function has developed strong analytical skills and a high degree of responsiveness to new geopolitical tensions. This has enabled us to identify concrete solutions that could support uninterrupted API production.

Rising global geopolitical tensions have led many industries, including our own, to reassess the importance of closer production, known as ‘reshoring’.

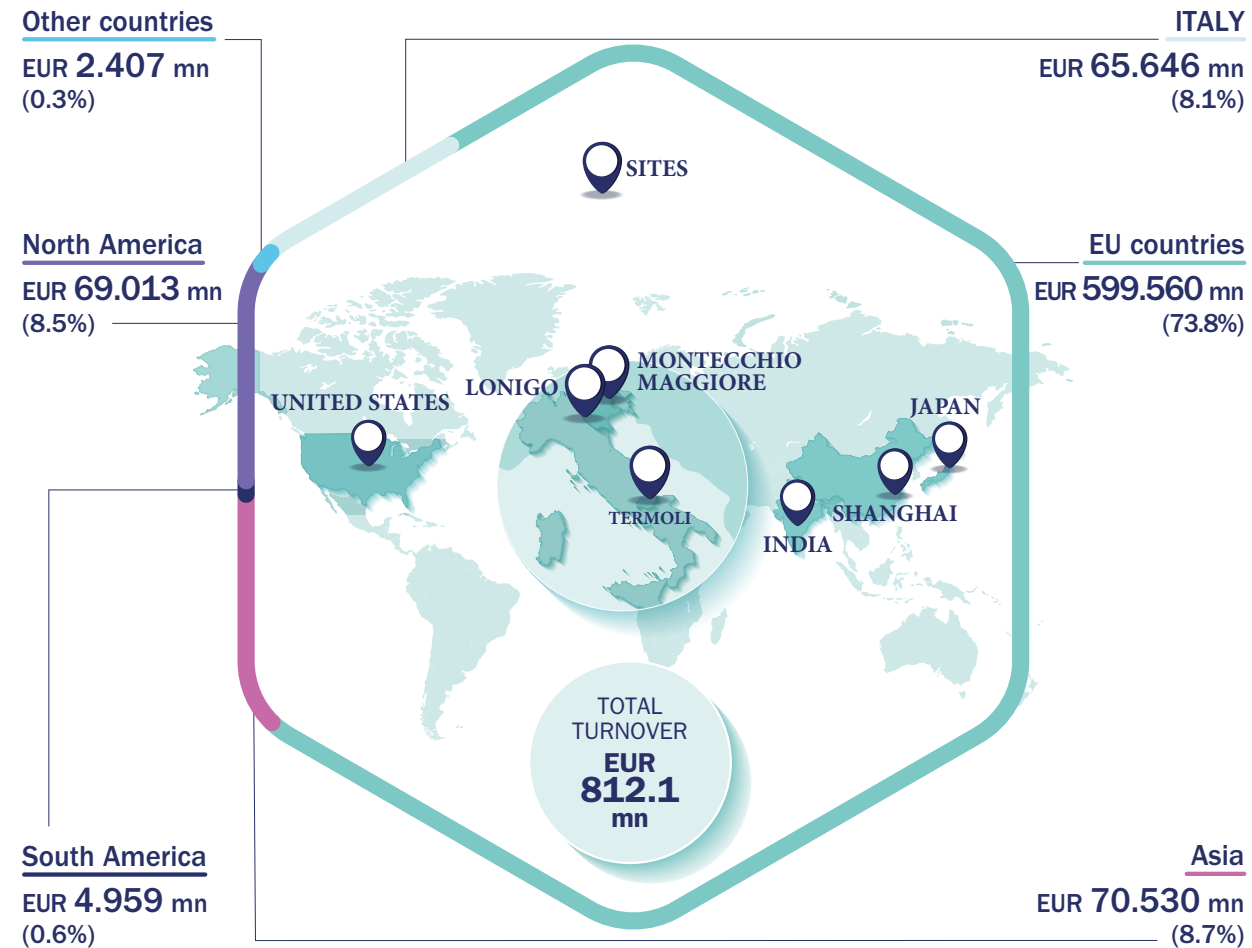
As a result, we are constantly engaged in assessing the best approach to sourcing in order to **evaluate new markets and optimize the presence of existing ones**. In terms of commercial relations, in turn, we have consolidated a number of existing relationships and established some important new ones.

In 2025, we expect  
to obtain a business  
continuity management  
system which is certified  
UNI EN ISO 22301-2019



## THE RESULTS OF OUR EFFORTS

Despite a challenging economic picture, we have managed to maintain excellent performance in terms of sales and EBITDA. This achievement was made possible by a balanced strategy: on the one hand, optimizing the sale of products already in the portfolio, and on the other, increasing investment in research and development that led to the creation of innovative new molecules. **In fact, 2024 was a year of consolidation and growth for us, 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:** the Euro area generates 82% of total revenues, of which more than €65 million is realized in Italy, which remains a key strategic market. North America and Asia are once again key markets outside of Europe.



## COMPANY TURNOVER BY MAJOR GEOGRAPHIC AREAS

## STAKEHOLDER ENGAGEMENT

In our decision-making processes, it is crucial for us at FIS to take account of our stakeholders' expectations, including their opinions on the management of the business in terms of operations with respect for everyone. The company must play a central role and effectively govern its processes, balancing its legitimate interest in operating with its duty to return value to the community. We cultivate relationships with our **stakeholders** based on collaboration and respect, to grow fruitful relationships for sharing values, principles and a common idea of sustainable development.

In the following table we summarize the mapping of **stakeholders** carried out in the previous year. No major critical issues emerged from the *stakeholder engagement* surveys. The topics highlighted include the need to protect the environment more and to attract new talent by training the next generation and activating job placement programs for job seekers in the local community.

## ASSOCIATIONS WE ARE MEMBERS OF

For many years, we have been members of professional associations and organizations, such as *the European Chemical Industry Council, the Active Pharmaceutical Ingredients Committee, and the European Fine Chemicals Group (EFCG)*. This allows us to stay abreast of industry trends and dynamics. In line with our commitment to the supply chain, in 2018 we signed up to the **Pharmaceutical Supply Chain Initiative (PSCI)**, a non-profit organization founded in 2006 in the United States, which aims to establish and promote responsible practices that enable improvements in the social, environmental, and health and safety aspects of supply chains in the pharmaceutical sector. We are also a member of the Drug, Chemical & Associated Technologies Association, Inc. (DCAT), a non-profit association in our sector which develops partnerships and expertise among corporate members. Lastly, through our Sustainability Manager, we are a member of the Italian network of sustainability professionals **"Sustainability Makers"**.

## OUR STAKEHOLDER MAP



## OUR STAKEHOLDER ENGAGEMENT MODEL

STAKEHOLDERS	Communication channel	Frequency of listening/communication	Themes arising
SUPPLIERS OF STRATEGIC RAW MATERIALS  SUPPLIERS OF TECHNICAL GOODS AND SERVICES  SUPPLIERS OF WASTE DISPOSAL SERVICES  OTHER SUPPLIERS	<ul style="list-style-type: none"> <li>◦ <i>Audit</i></li> <li>◦ Direct listening mode</li> <li>◦ <i>E-mail</i> and web channels</li> </ul>	<ul style="list-style-type: none"> <li>◦ Constant communication</li> <li>◦ Regular site visits conducted four times per year, every three months</li> </ul>	<ul style="list-style-type: none"> <li>◦ Integrated <i>supply chain</i> management</li> <li>◦ Regulatory <i>compliance</i></li> <li>◦ Process and product quality</li> <li>◦ Process risks</li> </ul> <p>The <i>audits</i> are followed by formal communications from FIS, in which the company informs the <i>key suppliers</i> the actions they should take to comply with legislation and reduce risks</p> <p><b>Continuous improvement of the performance of the suppliers themselves</b></p>
CUSTOMERS	<ul style="list-style-type: none"> <li>◦ <i>One-to-one</i> meetings and audits by clients</li> <li>◦ Direct listening mode</li> <li>◦ <i>E-mail</i> and web channels</li> </ul>	<ul style="list-style-type: none"> <li>◦ Constant communication</li> <li>◦ Annual <i>audits</i> by key customers</li> </ul>	<ul style="list-style-type: none"> <li>◦ Speed of product development</li> <li>◦ Product quality and safety</li> <li>◦ Production capacity</li> <li>◦ Technological innovation</li> <li>◦ Data protection</li> <li>◦ Development of integrated production services</li> <li>◦ Health, safety and environment of internal production processes and the <i>supply chain</i></li> <li>◦ Sustainable supply chain</li> </ul>
EMPLOYEES AND POTENTIAL NEW RECRUITS	<ul style="list-style-type: none"> <li>◦ Regular committee meetings</li> <li>◦ Corporate communications</li> <li>◦ Regular meetings with executives and managers</li> <li>◦ Direct listening mode</li> <li>◦ Focus group</li> </ul>	<ul style="list-style-type: none"> <li>◦ As necessary</li> <li>◦ Monthly or quarterly basis</li> </ul>	<ul style="list-style-type: none"> <li>◦ Issues relating to aspects of Health, Safety, Environment and Quality</li> <li>◦ Company strategies, company welfare training initiatives</li> <li>◦ Employee training and professional development</li> <li>◦ Sustainable mobility</li> <li>◦ <b>Work-life</b> balance</li> <li>◦ Respect for diversity</li> <li>◦ Promotion of a corporate culture</li> <li>◦ Workplace improvement</li> </ul>
TRADE UNION REPRESENTATIVES	<ul style="list-style-type: none"> <li>◦ Company watchdog</li> <li>◦ Direct listening mode</li> </ul>	Variable, as needed	<ul style="list-style-type: none"> <li>◦ Remuneration</li> <li>◦ Supplementary collective bargaining</li> <li>◦ Work organization</li> <li>◦ Health and safety</li> </ul>



## OUR STAKEHOLDER ENGAGEMENT MODEL

STAKEHOLDERS	Communication channel	Frequency of listening/communication	Themes arising
REGULATORY AUTHORITY	<ul style="list-style-type: none"> <li>◦ Informal/formal communication via <i>e-mail</i> and telephone</li> <li>◦ Regular inspections</li> </ul>	Variable frequency	Updates on <i>compliance</i> and regulations (e.g. <i>data integrity</i> )
LOCAL INSTITUTIONS (E.G. REGIONAL ENVIRONMENTAL AGENCY, PUBLIC ADMINISTRATION, CIVIL PROTECTION AGENCY, LOCAL HEALTH AUTHORITIES) AND CITIZENS	<ul style="list-style-type: none"> <li>◦ <i>One-to-one</i> meetings/Reports prepared periodically</li> <li>◦ Regular inspections by ARPAV (Veneto region environmental prevention and protection agency)</li> <li>◦ Direct listening mode</li> </ul>	Quarterly publications of the results of self-inspections on gas emissions and water discharge from the incinerator	Updates on Health, Safety and Environmental regulations
SCHOOLS AND <i>NON-PROFIT</i> ORGANIZATIONS	<ul style="list-style-type: none"> <li>◦ Regular meetings</li> </ul>	Annual	<ul style="list-style-type: none"> <li>◦ Knowledge of FIS activities</li> <li>◦ School work placements</li> <li>◦ Opportunities for projects of common interest</li> </ul>
OWNERSHIP	<ul style="list-style-type: none"> <li>◦ <i>One-to-one</i> meetings during regular plant inspections and board meetings</li> </ul>	Ongoing and recurring through the CEO and <i>leadership team</i>	<ul style="list-style-type: none"> <li>◦ Company performance</li> <li>◦ <i>Governance</i></li> </ul>
BOARD OF STATUTORY AUDITORS, SUPERVISORY BOARD, AUDITING COMPANY	<ul style="list-style-type: none"> <li>◦ Regular checks</li> <li>◦ Direct listening mode</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>◦ Statutory and fiscal <i>compliance</i></li> <li>◦ Corporate <i>governance</i></li> <li>◦ Risk governance</li> </ul>
LENDERS AND FINANCIERS	<ul style="list-style-type: none"> <li>◦ Regular meetings</li> <li>◦ Direct listening mode</li> </ul>	Variable, depending on strategic business needs: minimum every two months	<ul style="list-style-type: none"> <li>◦ Knowledge of business and corporate performance</li> <li>◦ Analysis of financial requirements</li> </ul>
UNIVERSITIES AND RESEARCH INSTITUTIONS	<ul style="list-style-type: none"> <li>◦ Regular meetings</li> <li>◦ Direct listening mode</li> </ul>	Variable, according to planning	<ul style="list-style-type: none"> <li>◦ Sustainable production processes</li> <li>◦ Talent retention</li> <li>◦ Creation of shared value</li> <li>◦ Climate change and polluting emissions</li> </ul>
REPRESENTATIVE AND INDUSTRY ORGANIZATIONS (PSCI, EFCG)	<ul style="list-style-type: none"> <li>◦ Regular meetings</li> <li>◦ Direct listening mode</li> </ul>	According to the schedule prepared by industry bodies (3-4 meetings annually)	<ul style="list-style-type: none"> <li>◦ Sharing industry trends</li> <li>◦ Promotion of socially and environmentally responsible practices</li> <li>◦ Economic value creation and sustainable growth strategy</li> </ul>
MEDIA	<ul style="list-style-type: none"> <li>◦ Direct listening mode</li> </ul>	Occasionally	Support and development of local communities

## RESPONSIBLE BUSINESS MANAGEMENT

FIS is committed to responsible management of corporate ethical issues, with a particular focus on: corruption, conflicts of interest, fraud, money laundering, anti-competitive practices, and responsible information management. This commitment is formalized in specific policies adopted by the Group and is translated into concrete actions aimed at promoting ethical and transparent behavior, helping to generate a positive impact externally.

In 2024, our Code of Ethics, which had been in place for a long time, was replaced by the **standard of business conduct**. The document expands on issues previously regulated by the Code of Ethics.

Employees and external stakeholders are expected to act in a way that is aligned with the Group's mission and values.

Over the course of the year, the Group has reinforced its governance system with the approval and updating of numerous policies, including the **anti-corruption policy**, the **antitrust policy**, the **due diligence procedure** for third parties, and the policy on interaction with public officials. In 2024, the Board of Directors renewed the Supervisory Board (in accordance with Legislative Decree 231) for the next three years, composed of three members, including the Corporate Internal Audit Department as an internal member. The Supervisory Board supports the management at all levels (and reports annually to the Board of Directors) by providing independent assessments of the degree of compliance with policies, procedures, Code of Ethics and the *Modello 231* code of practice.

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

## Audit and Controls Committee Risk Management Review



A committee comprising the Audit department, HR and the Legal department, the CFO and the CEO. It has been meeting regularly for three years, to check on the progress of non-compliances.

## WHISTLEBLOWING

FIS encourages reporting, in a completely anonymous form, by any internal or external stakeholder who becomes aware of a fact or behavior that may represent wrongdoing, or an irregularity committed against company codes and protocols, laws or regulations.

During 2024, after a discussion with labor unions, **we updated the Whistleblowing policy**, focusing on revising the communication channels, to make it possible to submit reports anonymously, not only via email but also by providing a dedicated telephone line and a computer platform. This tool allows us to ensure that reports are handled in a timely and discrete manner.

In 2024, we updated the *Modello 231* by conducting a review of information flows.

Meanwhile, through our **Organizational, Management and Control Model** we analyze and assess risks associated with sensitive activities that could constitute crimes, including those related to corruption, confirming that no such issues were recorded in 2024.

Our approach includes:



Identifying and guarding against unlawful conduct that may in itself constitute a crime, e.g. during commercial relations, audits, permit applications;



Identification and oversight of processes related to corruption, active and passive billing processes (through improper management); reimbursement of expenses (false or for amounts other than actual expenses incurred) and regular assessment through audits of these procedures.

## Internal Auditing



In 2024, the Internal Audit function added a new member of staff.

Four specific audits were conducted during the year, covering the following HR and IT functions, FIS *North America* and projects relating to the National Recovery and Resilience Plan (PNRR).

Four audits are also planned for a number of different departments in 2025.

## TRAINING

For FIS, and particularly for the Internal Audit function, training is crucial. In 2024, 1,039 people in our workforce received training on business ethics issues, such as prevention and corruption, totaling 729.5 hours; in parallel, specific training activities on the *Modello 231* continued. For management and functions most exposed to risks of corruption, such as those in the Procurement area, in-person training was preferred. Another challenge is the need to raise awareness of compliance issues among foreign companies, which are not covered by Italian legislation relating to the *Modello 231*. Therefore, to bring Chinese, Japanese, and US companies in line with our standards, we have developed dedicated **general compliance training**.

## CERTIFICATIONS AND INSPECTIONS

On the regulatory front, we abide by the edicts of the industry certification bodies and the results of regular inspections conducted by the *Agenzia Italiana del Farmaco* (Italian drug agency, AIFA) and the US Food and Drugs Administration. Of particular relevance in this context is the inspection work conducted by AIFA. The increased frequency of AIFA inspections is due to the complexity of our production, which requires active and frequent cooperation with the agency.

## RISK MANAGEMENT

As FIS, risk management is structured into a continuous and recurring process, across the whole organization, that involves systematic and repeated identification, assessment, treatment and monitoring. FIS's risk catalog

has been continuously updated and revised over the past few years, especially since the entry of Bain Capital, with a view to integrating sustainability, business and compliance aspects.

At the end of 2024, the FIS **Risk Model** lists 55 risks, divided into 6 macro-categories. From this year onwards, risks related to sustainability issues have also been included in the assessment system, anticipating what is required by the CSRD regulations. 22 risks relevant to ESG (Environmental, Social and Governance) have been identified and assessed in terms of probability and impact by FIS **middle** and **top management**. The main ESG-related risks include the risk of serious injury to employees, the failure of foreign suppliers to meet high quality standards, air and water pollution, and the risk of fire, explosion, or the release of toxic substances.

55

Risks identified  
by the FIS Risk  
model

729.5

Hours of training  
on business ethics  
issues



## CYBERSECURITY

Cybersecurity and personal data protection are a priority at FIS. In a context marked by increasingly frequent cyber attacks, it is essential for FIS to have ISO 27001 certification, which has been applied at all of our production sites in 2024, covering 100% of employees in the same year. This certification also demonstrates our ongoing commitment to improving security management and increasing the confidence of our customers through the competitiveness and reliability of our systems. FIS conducts regular risk assessments around potential data breaches and information security. No abuses or incidents were reported in 2024. We are committed to providing ongoing training to employees to prevent cybersecurity risks. Activities are also continuing in 2025 to obtain ISO 22301 certification to reflect our organization's ability to provide business continuity, even in difficult times and situations (Business Continuity Management System, BCMS). At the end of 2024, steps were taken in order to comply with the provisions of the NIS2 (Network and Information Security)

Directive, European legislation on infrastructure protection and regulatory systems.

The directive designates three key points:

- greater awareness of cyber issues among employees;
- business continuity;
- greater resilience of the supply chain with regard to cybersecurity.

It is important to emphasize how this aspect interacts with the other projects introduced to assess the reliability of the supply chain, including in relation to health and safety and respect for human rights. At the same time, FIS has obtained accreditation on the National Cybersecurity Agency (NCA) portal.

## TAX MANAGEMENT

In full compliance with current regulations, the issue of taxation is managed with the utmost transparency through the in-house Tax Manager and the use of leading external professionals.

FIS receives external assurance from auditors and this allows for additional monitoring of compliance; in addition, internal policies and protocols related to the *Modello 231* and whistleblowing ensure effective levels of oversight and supervision to minimize the risk of non-compliance. Assurance information is public and attached to the statutory financial statements prepared annually.

Work continues to obtain ISO 22301 certification to reflect our ability to provide business continuity, even in challenging times and situations



3

# Strong foundations for growth





# Our people

A complex organization, facing significant challenges in global markets every day, must be able to draw on highly motivated and skilled people. At FIS, we care deeply about people's well-being, and for this reason we are dedicated to the responsible management of social issues with a focus on:

- health and safety
- working conditions
- social dialog
- career management and training
- child labor and forced labor
- diversity, equity and inclusion
- access to medication

Our commitment, formalized through dedicated policies, including the one related to our staff's skills and career development criteria, is embodied in initiatives aimed at generating a positive social impact.

## IN 2024, FIS'S HR FUNCTION FOCUSED ITS ACTIVITIES ON THREE KEY AREAS:



strengthening existing teams, introducing new roles, acquiring new skills



training and development of potential

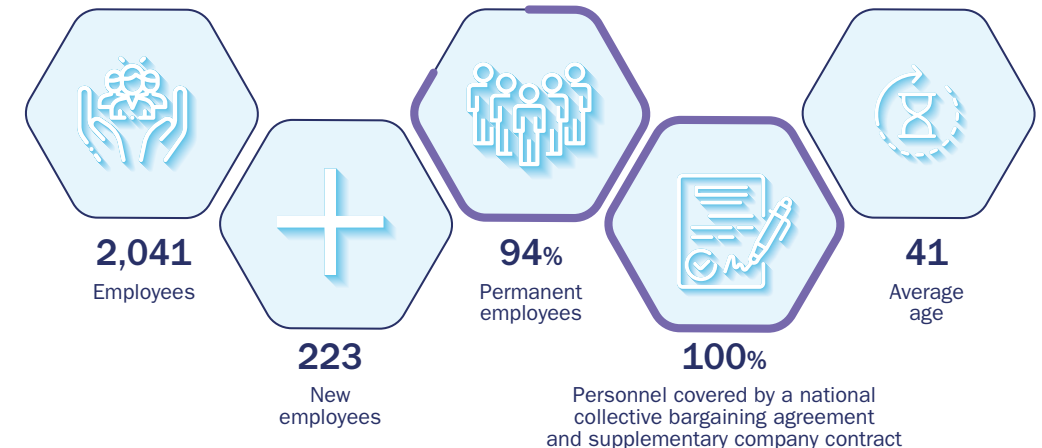


well-being and initiatives to support the work-life balance

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.

## THE FIS COMMUNITY IS CONSTANTLY EXPANDING



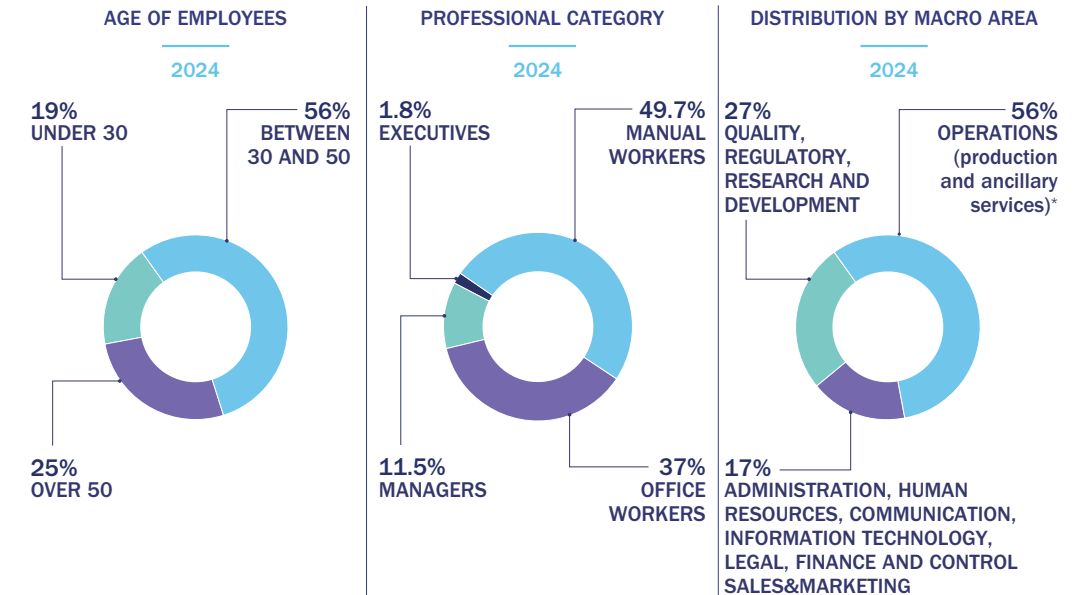
At FIS we favor long-term working relationships, as evidenced by the clear predominance of permanent contracts which is the case with almost all of our workforce. This choice reflects the importance we attach to stable employment, the bedrock of a working environment built on continuity, a sense of belonging and professional development. Given the high degree of specialization and complexity of our production processes, we do not employ workers under 18 years of age.

In line with 2022 and 2023, 100% of workers are covered by national collective bargaining agreements for the pharmaceutical and chemical sector and second-level collective bargaining. Worker representatives, elected on

all three sites, organize discussions or voting assemblies for decisions of collective interest. In 2024, these votes were held electronically to facilitate and expand access to voting.

In recent years we have observed a gradual increase in **the presence of women within the business**, with a significant increase confirmed in 2024, when more than one-fifth of new hires women. In this way, we are gradually contributing to improving the gender diversity within the organization. The presence of women is particularly prominent in staff functions, where women account for 41% of staff in functions such as quality, regulatory, R&D and administration.

## THE FIS COMMUNITY IS CONSTANTLY EXPANDING



\*technical, ecological, engineering services and technological innovations





## ATTRACTING TALENT AND GROWING TOGETHER

In 2024, the HR function focused on attracting new talent, **strengthening existing teams and introducing new roles and skills**.

Our **talent acquisition** process starts with a screening conducted on the FIS platform that leverages artificial intelligence. This first step is followed by the identification of a panel of candidates, interviews, drawing up a short list, the assessment, and lastly the final job offer to the successful candidates.

Data on new hires confirm our commitment to attracting young talent: **in fact, 51% of new hires are under the age of 30**.

Dialog with **schools and universities** is critical to bridging the gap between the ever-evolving skills set required by the chemical-pharmaceutical industry and future business growth.

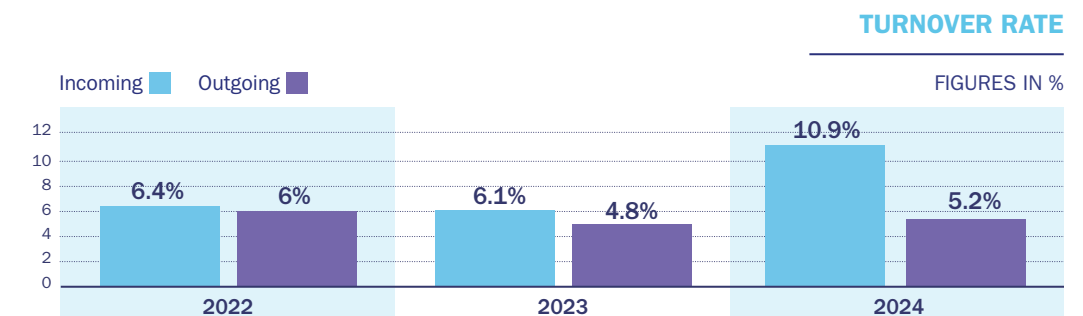
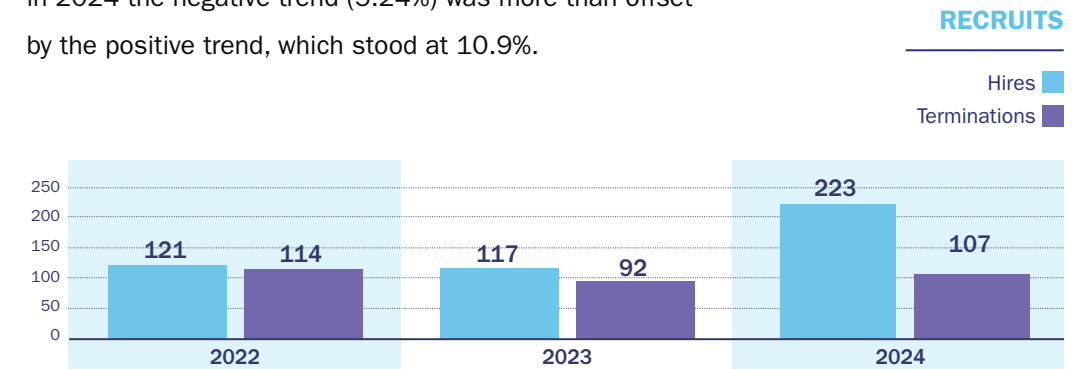
Attendance at **Careers Days** (such as the IES industry careers day at the University of Padua, aimed at recent

graduates in Engineering, Economics and Sciences), involvement of our professionals as academics or within roundtables (such as the one on Sustainability organized by the Department of Pharmaceutical Sciences at the University of Padua), advanced training paths (such as the **CUOA Development Program for FIS** run in partnership with CUOA Business School), are crucial parts of our investment in talent, innovation and shared progress.

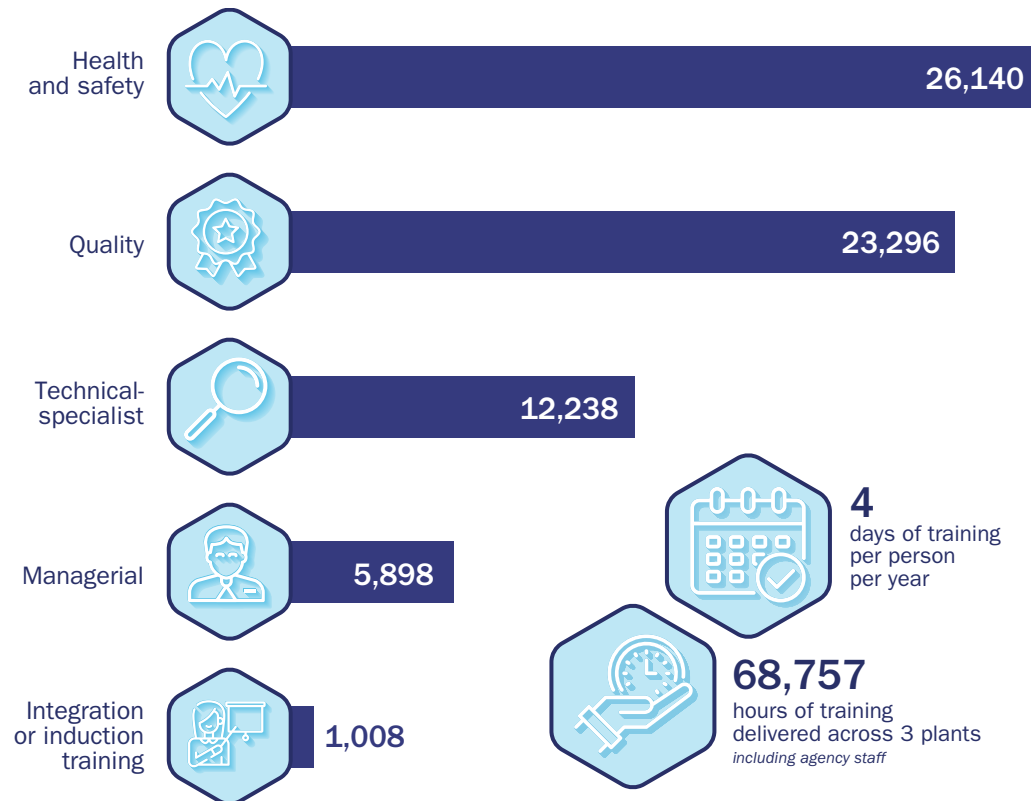
The **orientation days** organized throughout the year at our site in Montecchio Maggiore, aimed at young students of the chemical address of the Trentin Institute in Lonigo and students of the Faculty of Chemical Engineering of the University of Padua, are a part of this process. It was the people at FIS whose passion and dedication allowed the young people to learn more about the company, the potential development opportunities and the skills required, making for a unique few days of learning and mutual exchange.

The past year has featured the continued development of the talent attraction and retention strategy, through a plan

of activities in collaboration with schools and universities, the use of specialized recruitment companies, and the strengthening of welfare initiatives dedicated to employees. Analysis of data on **staff turnover** shows that in 2024 the negative trend (5.24%) was more than offset by the positive trend, which stood at 10.9%.



## HOURS OF TRAINING



## DEVELOPING POTENTIAL

2024 saw a strong focus on the implementation of the training plan created by collating the needs of all business functions at the end of the previous year: 100% of staff participated in activities aimed at strengthening **core skills** and developing and deepening new knowledge and skills.

Overall in 2024, **68,757 hours of training were delivered across the three sites**, equivalent to 4 days of annual training per person.

The more than 100 new hires were provided with various technical training sessions, including dedicated laboratory staff training, language training, and targeted development programs. For new senior & executive level staff, peer to peer **induction sessions** were scheduled in order to make for more effective introductions through understanding of functions, processes and work group.

**Health, Safety and Environment (EHS)** trained was

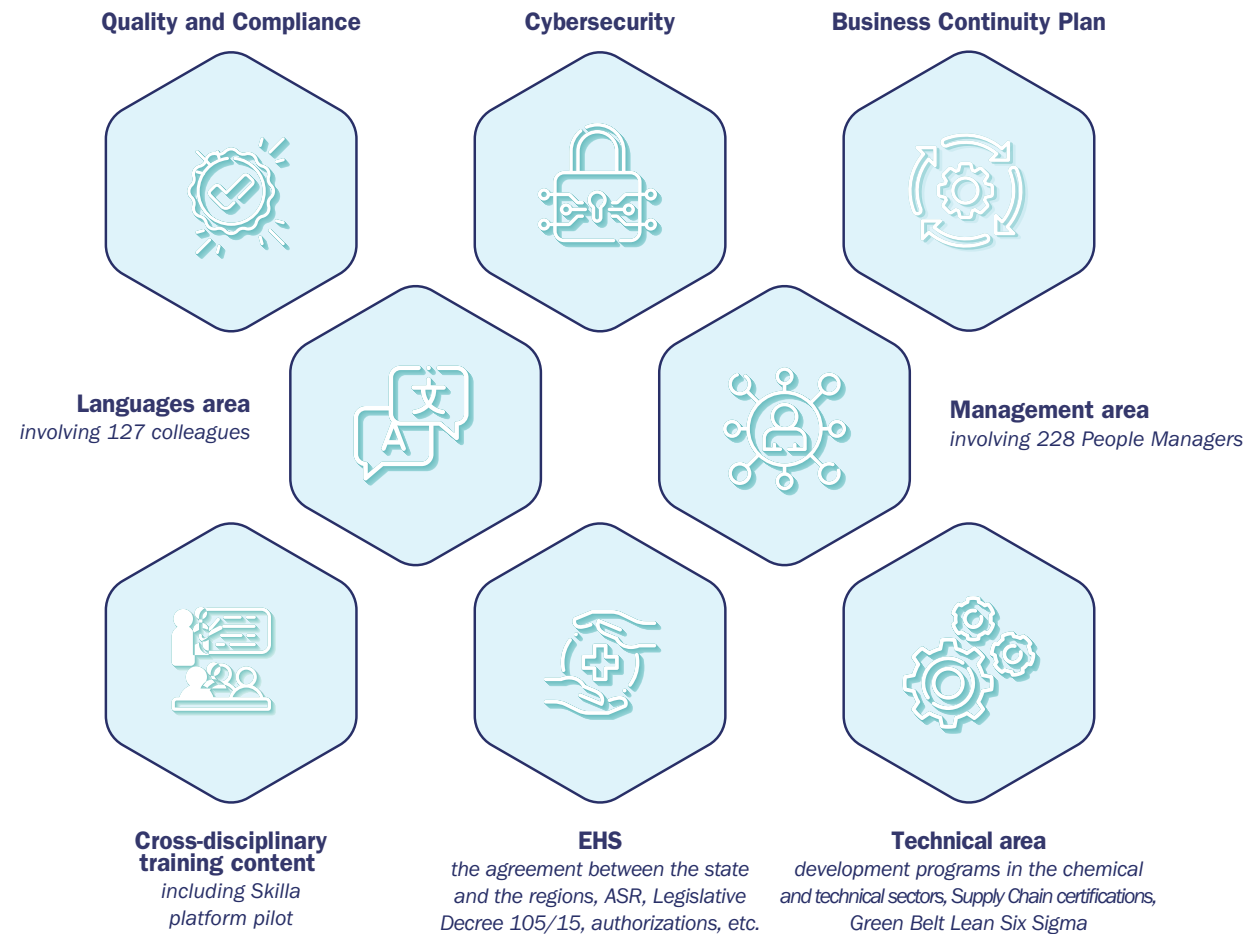
provided throughout the year (i.e. ASR (state-region agreement), Legislative Decree 105/15) with a view to providing continual refreshers and operational continuity. The company has extended the training day process to all plants and introduced experiential training methods to address issues regulated by Legislative Decree 81/08 on occupational health and safety protection.

In addition, specific training on Legislative Decree 231/01 (liability of entities for administrative offenses arising from criminal acts) was developed, focusing on the correct behaviors to adopt for an integrated administrative liability management system. In addition, training was provided on the **Business Continuity Plan** and a refresher on privacy and data integrity. Particular attention has been paid to **Cyber Awareness** with training courses and activities dedicated to maintaining a high level of attention at all times around cyber threats.

In the area of **Quality**, dedicated initiatives have been launched with the dual objective of providing education and raising awareness of Quality and Compliance issues within the organization.

In the spirit of continuous improvement, **Green Belt Lean Six Sigma certification courses** - running for twelve months - were launched in various business functions, aimed at reinforcing the data analysis and development tools to deliver robust and continuous improvement of business processes.

In line with the business departments and with company developments, numerous hard skills development programs have been set up in the chemical and technical field (e.g. Analytical Quality By Design, Secrets of Batch Scale-up), along with appropriate Supply Chain personnel certifications (*Purchasing Certification L1*).



## TRAINING IN 2024



In 2024, managerial training was provided to middle management, a group of about 228 people who are responsible for the day-to-day leadership of their teams. The course enabled participants to increase their awareness of their skills, offering new content and insights to improve team and task management.

For the second year in a row, 25 people were involved in the **CUOA Development Program for FIS** management training, in partnership with *CUOA Business School*.

Lastly, an internal **sustainability course** was delivered to a group of key employees on the management and control of social, environmental and governance sustainability issues. For environmental sustainability, emissions reporting methods, climate change risks, and issues related to the energy landscape, including renewable energy and global decarbonization goals were explored. In addition, issues such as gender equality and discrimination were looked at, while the section on governance explored aspects of sustainability reporting regulations.

## WELL-BEING WITHIN THE COMPANY

FIS is committed to providing all people with a comfortable working environment that fosters an optimal work-life balance. In recognition of the importance of involving employee representatives, the company has signed collective agreements over time on key issues, including health and safety, working conditions, career management and training, as well as diversity, discrimination and harassment issues.

The proposals and initiatives made available by the company apply to three key areas: family and parenting support, health, and welfare.

All of our employees **are able to care for children up to age 18 and elderly parents** (in the event of illness or relationship issues) by taking time off paid at 50% for up to a maximum of 48 hours per year, as guaranteed by the second-level agreements. In 2024, 259 employees (+8% over 2023), signed up for these *Family Friendly Programs*, worth a total of 3,227 hours made available by the company (+15% over 2023).

All employees are able to care  
for children up to age 18 and elderly parents  
by taking time off paid at 50%  
for up to a maximum of 48 hours per year

259

Employees  
have joined the  
*Family Friendly  
Programs*

3,227

Total hours of  
*Family Friendly  
Programs*

In support of **parenting**, the company grants each new mother who chooses optional parental leave a top-up to 100% of the sum paid by INPS (Italian social security agency). In 2024, 33 employees took advantage of this opportunity. In addition, the national contract for the chemical industry sets at 9 months the maximum limit within which absences from work due to maternity leave are counted for the purpose of accruing thirteenth, fourteenth month payments and vacation pay, but at FIS this limit is raised to 12 months.

These measures come alongside the enrollment of our employees in the pension and health funds (Fonchim and Faschim), dedicated to workers in the chemical and pharmaceutical industries, and a series of benefits provided by the second-level bargaining agreement, which was fully implemented in 2024, following its signature the previous year.

With regards to Faschim, the company bears all the costs of taking out supplementary healthcare coverage, both for the employee and his or her family members. In addition, in the event that the employee needs to see a specialist or receive special treatments, he or she may take additional hours of paid leave, with a daily maximum limit of 4 hours and no annual limit. In 2024, the number of permanent employees with company-paid supplementary healthcare cover was 88%, compared with 90% in 2023 and 88% in 2022. In terms of flexible working time, along with compensation for overtime, the option of **remote working** has been maintained and regulated by individual contracts for all functions where it is available, based on the role. There were 15,817 remote working days during the year, involving a total of 439 people.

In 2024, FIS confirmed its willingness to provide 100% of welfare payments to its employees, made available through the **Welfare4you** platform. The platform will remain available to employees, if the conditions are met, who can convert part of the accrued participation bonus into vouchers and services; a measure already confirmed for 2025 and 2026 as well.

As part of the focus on people's overall well-being, the Mindfulness Point has again been made available, a space for reflection and listening designed to support people to more consciously handle moments of stress, both professional and personal. This service, which offers personalized **specialist support** both in-person and online, has been used by 248 people, roughly 10% of the company's workforce.



#### MINDFULNESS POINT

We have set up a space for reflection and listening designed to support people to deal more mindfully with moments of stress, both professional and personal, the Mindfulness Point. It is a service that offers personalized specialized support, both in-person and online.

The measures in the national chemical industry collective bargaining agreement are supported by the Fonchim and Faschim pension and health funds and a range of benefits

15,817

Days worked  
remotely in the past year

During 2024, labor relations were characterized not only by the normal institutions, but also by a special effort in Level II bargaining between company management and the Co-Ordinating Body of the Trade Unions for the three plants regarding the different components of the Profit-Sharing Scheme, with a particular focus on the parameter that represents the company's economic performance, the gross operating margin (EBITDA). As part of this bargaining process, there were only limited periods of labor unrest and only one day's strike was declared, at the Termoli plant, resolved by drawing up additional supplementary agreements with respect to the current company supplementary contract.

## DEVELOPMENT AND REMUNERATION POLICIES

Our **pay policy** is designed to ensure fairness and reward merit in a transparent way. To support the collective bargaining agreements, therefore, we have developed an incentive-based mechanism which rewards the achievement of individual and corporate performance targets, the latter specifically aimed at management and supplemented by additional incentives related to multi-year strategic initiatives.

With regards to remuneration policies, we are actively working to **eliminate the gender pay gap**. The data show a steadily improving trend over the years in the ratio of

male to female pay, with the average gender pay gap falling from 8.5% in 2023 to 5.8% in 2024 (in 2022 the figure was 7.0%). 2024 showed a particular improvement among the executives.

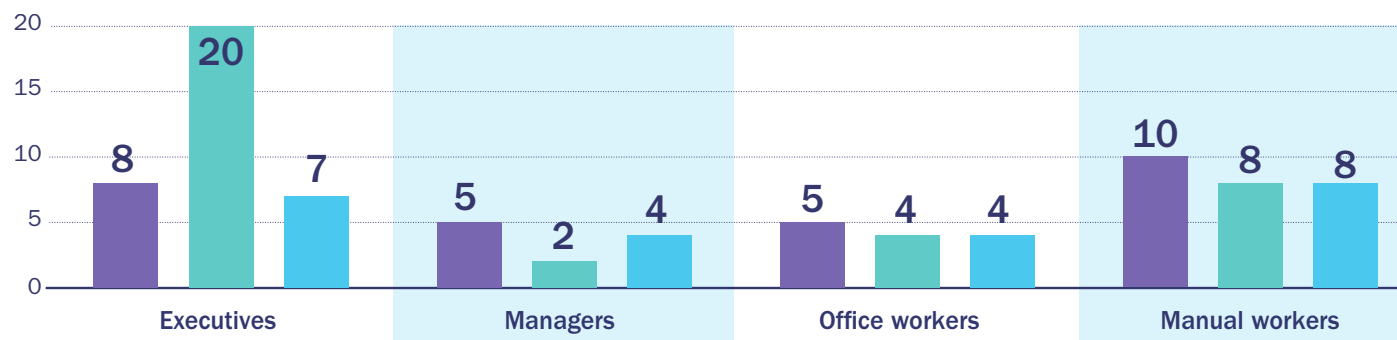
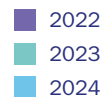
## The Process People Review



In 2024, the people review process was refined, involving detailed analysis of performance evaluations, alongside close examination of the proposals contained in the meritocratic plan. The goal is to maintain consistency with wage trends that includes benchmark labor market data, internal pay structure, and the need to attract new talent from the market.

### GENDER PAY GAP

FIGURES IN %



## HEALTH AND SAFETY

The quality of FIS products is closely linked to the health and safety of our people and the regions where we operate.

In 2024, a number of health and safety risk assessments were carried out at all our sites. We are committed to ensuring the highest standards for all operating personnel, both our employees and contractors. Indeed, each of our processes is constantly monitored, using leading technologies and following the best operational and regulatory practices: in 2024 we retained ISO 45001 certification at 100% of our sites covering all our activities and for all our employees.

To support the company processes and deliver our goals, we chose to improve "top-down" and "bottom-up" communication by changing the way that EHS (Environment, Healthy and Safety) meetings are organized and facilitating the continuous exchange of information among all employees through a hierarchical structure illustrated opposite:



**EHS Management Board** - the highest level of committee, composed of executives and managers from key business functions



**EHS Production Meeting** - committee chaired by the Production Management. Directs and coordinates production and support functions



**EHS Site Dashboard Meeting** - committee chaired by the management of each plant. Addresses general and site-specific issues



**EHS Department/Area Meeting** - Lowest level of committee which involves all company employees from all areas, in both production and support functions



**Abnormal Events Analysis Committees and regular meetings with third-party firms**

At all of our sites, health and safety risk assessments continued. We are committed to ensuring the highest standards for all personnel



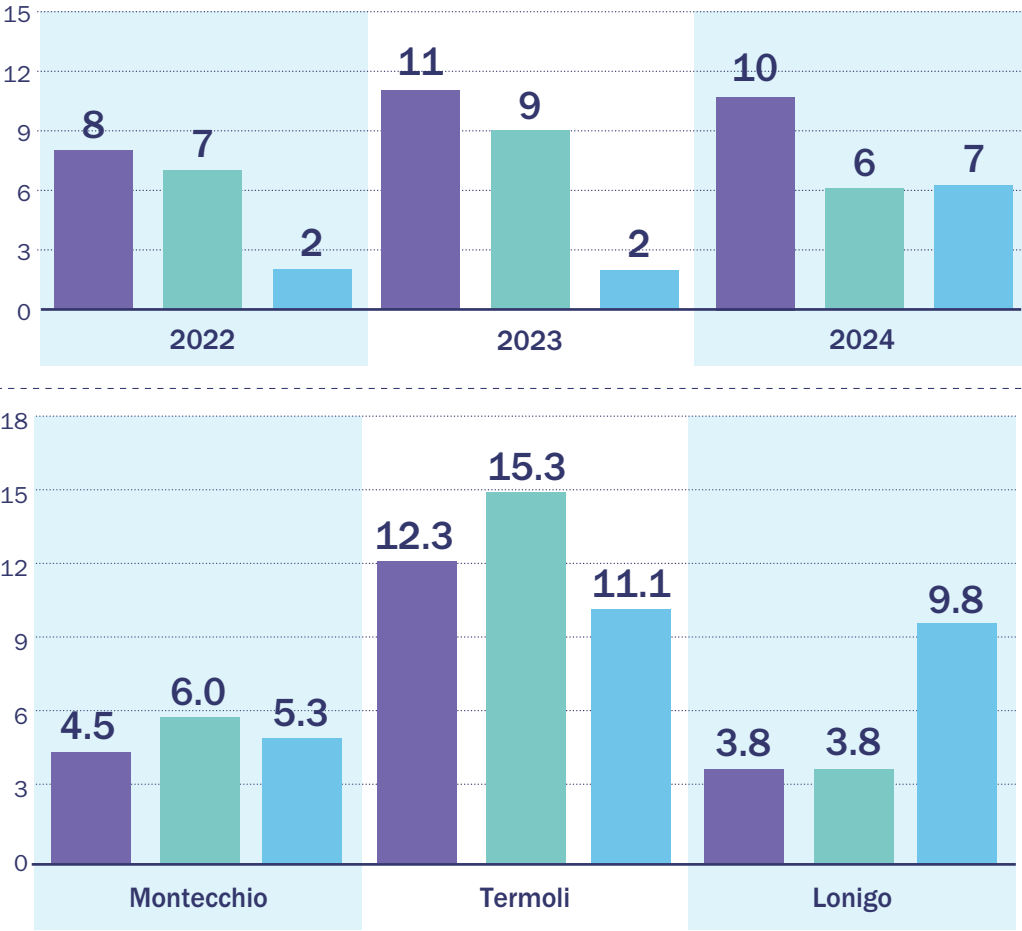


### INJURIES

In 2024, we only recorded minor injuries, with the lowest frequency index in the chemical sector.

In 2024, we revolutionized **health monitoring**, harmonizing the procedures of the three factories and combining all related activities in a single partner. Overall medical examinations increased by 12% - totaling 2,144 - with further investment in the number of people employed in the **EHS Function: 10 units between 2022 and 2024**.

The **accident severity index** for 2024 is in line with the previous year and is the lowest in the chemical sector. This achievement is the result of the analysis of all risks to workers' health and safety, in compliance with the law and the management system, which includes a procedure for reporting accidents and managing emergency plans through appropriate training of all company personnel. Analysis of individual cases reveals only minor injuries that resulted in work absences for a short period of time. As for the **frequency index**, compared with the chemical sector and the Responsible Care program, the performance was better.



### ACCIDENTS AT SITES

Montecchio  
Termoli  
Lonigo

Only injuries with a prognosis of more than three days are counted, including deaths

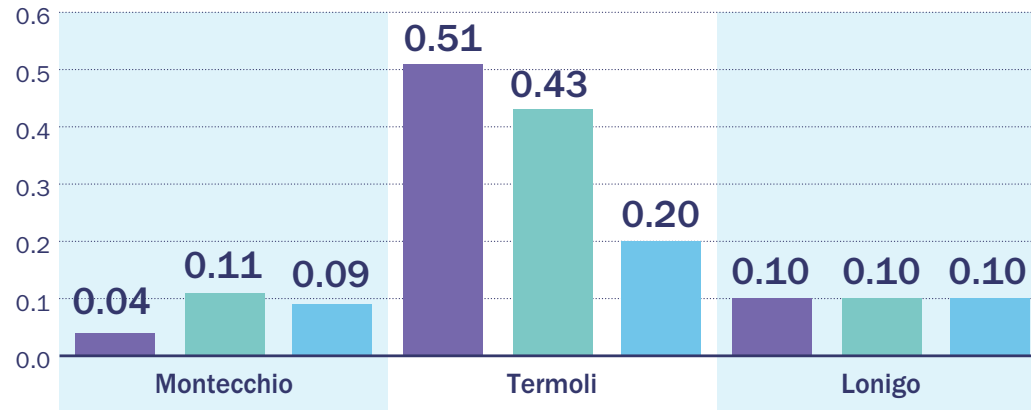
### INJURY FREQUENCY INDEX

2022  
2023  
2024

In addition, in 2024 there were no fatal accidents or serious injuries, and no occupational diseases were recorded.

To further reduce the number of injuries and improve working conditions, we have introduced processes for consultation involving worker participation, with the ability to receive reports through a two-way communication system. Workers receive constant updates via the dashboards present within departments about the measures taken to ensure their health and safety.

This is possible thanks to the site committees, the minutes of which are available to everyone in the company, and the third-party company committees, which coordinate and involve all **contractors** operating on the production sites. Worker participation and consultation is ensured through compliance with the requirements of the current regulations (meetings pursuant to art. 35 and inspections with the RLSSA - Workers' Safety, Health and Environmental Representatives). By 2024, 100% of the workforce at the three sites was represented on formal joint management-worker health and safety committees.



INJURY SEVERITY INDEX

2022  
2023  
2024

## FIS Safety Days



During 2024, meetings were held at all plants to raise awareness among the company workforce of the importance of correct behaviors in order to minimize the incidence and frequency of accidents. During FIS Safety Days, staff can learn about EHS best practice through numerous work sessions, in groups that feature a mixture of skills and hierarchical levels.

This helped to enable, in the weeks following the meetings, discussions among colleagues with a view to continuous improvement in safety issues. The success of the initiative has already prompted us to plan new dates for 2025.

0

Fatal accidents or serious injuries

100%

Workforce in EHS committees



### EHS MANAGEMENT SYSTEM

The EHS management system has been trialed at the Lonigo site, to analyze trends in safety and environmental indicators in real time and to optimize timescales.

In order to increase risk awareness in workplaces, at four separate times during the year we delivered *ad hoc* training on major accident prevention ('Seveso' training under Legislative Decree 105/2015) in all plants and, at the same time, reported the safety measures to be taken in case of an environmental emergency in the internal emergency plan.

**The importance placed on training was enshrined in the increase of one hour per person set aside in 2024 for individual training, reaching a total of 12 hours.**

In 2023, trials began at the Lonigo site of the EHS management system, with the goal of analyzing, via dashboards, trends of various safety and environmental indicators in real time. The new management system will also enable us to conduct digital audits directly in the field, via ATEX tablets. This will allow us to compile a report on site, optimizing timescales.

Digitization of these procedures will allow us to update risk mapping and incorporate management of abnormal events.

In 2024, this pilot phase was successfully completed, resulting in the adoption of the **DVRe (Electronic Risk Assessment Document)** at the Montecchio Maggiore site, while by mid-2025 it will also be operational at the Termoli site.

We are also strongly committed to managing the hazardous substances we use: we analyze every new product introduced to our plants to ensure their safe use by our staff. We constantly assess the impact of materials on the production process by implementing state-of-the-art technological solutions to ensure the most effective containment, the availability of the appropriate safety equipment and providing specific training to the employees involved, ensuring the safe handling of all hazardous substances.

**In 2024 there were 11 audits of suppliers and third parties, and in 2025 we will proceed with an integrated audit with Certiquality that will allow us to renew all of our ISO certifications (ISO 9001, ISO 14001, ISO 45001)**

### Cloud-based app



The ambition, by 2025, is to incorporate the main EHS aspects (duties, certifications, health monitoring, PPE) into a cloud-based app, with which each employee will be able to see a detailed overview of his or her profile; this will allow us to adhere to a data-driven approach that provides that ensures quick and effective responses in an area as strategic as EHS.

## OUR CUSTOMERS, OUR QUALITY

Since we are closely connected to their supply chain, **our customers are very interested in our sustainability efforts.**

This is evidenced by the attention they pay in discussions and visits to our plants to the **solutions adopted to reduce emissions and limit the environmental impact.**

For us, sustainability is something that comes into play from the very earliest stages through support in product development from the early stages to the commercial stages, not only in terms of efficiency and circularity, but also through technological innovation that is the hallmark of our industrial departments.

We continue to pursue a commercial strategy of consolidation and expansion of partnership relationships with strategic clients. This commitment has also enabled us **in 2024 to acquire a dozen new projects** -in commercial and clinical phases, and to consolidate the two strategic alliances entered into in 2023, which will drive our growth in the years to come.

This growth will also see major developments in the animal health market, which due to its peculiarities is a

particularly favorable environment for a CDMO such as FIS, where we have had a dedicated business unit for some time.

**Our customer portfolio is divided into custom and generics.** For custom clients, we optimize the processes of very large global pharma groups by providing effective support, aimed at achieving their sustainability goals and offering answers to large and emerging therapeutic trends related to, for example, diabetic, anti-obesity, antiviral, and oncology drugs. Meanwhile, in the generics market, we offer a catalog of molecules established over the years and focused on the CNS (Central Nervous System).

Behind every satisfied customer there is always a high-quality product and service. The cornerstone of our approach is the **Quality Management System** (QMS) developed in accordance with UNI EN ISO 9001:2015 and GMP (Good Manufacturing Practices). These are the rules which define the methods, means, and procedures for managing the production of pharmaceutical products, in order to achieve the appropriate quality standards.

## Continuous improvement



In 2024, the Montecchio Maggiore plant was inspected by the Food Drug Administration (FDA), which returned no reports or observations, confirming the quality of our operations. Also in 2024, the AIFA (Italian Drug Agency) conducted an inspection of two of our production sites.

The frequency of these inspections is due to the complexity of our organization, which handles more than fifty projects a year, using very different techniques and technologies to produce complex molecules. The inspection was successfully passed.

In addition to these excellent results, with a view to continuing to improve the performance level, we have launched an improvement plan that will see full fruition between 2025 and 2026 and will be named the Quality Excellence Program.



## Site quality councils



As part of a process of further directing the company's culture towards excellence in quality, a new initiative was launched in 2024: monthly meetings, in the three plants, in which the different corporate functions discuss evaluation metrics and carry out in-depth discussions on relevant issues. Based on simple quality reporting to other functions, the meetings are becoming an opportunity for discussion and growth for the entire company.

For FIS, product safety is also imperative. We always share information about product composition and potential risks with our customers, ensuring that this sharing is carried out accordance with the European REACH regulation and making the information available for each product used, including for all staff. Efforts to improve and standardize the management criteria for *high potency* active pharmaceutical ingredients (HPAPI) continue in this direction, through a joint project between the Health, Safety and Environment (EHS) and *Quality Assurance* (QA) departments. The effectiveness of our

quality and control system and the validity of the stringent recall protocol for lots sold - in case of potential impacts on consumer health and safety - are demonstrated by the **number of recalls or withdrawals of FIS products from the market, 0 in 2024, 2023 and in 2022.**

A significant area of improvement towards greater compliance and security is digitization and efficient document management of our processes. This is both a technological change and a cultural one, which will be cascaded to production departments as well, to improve traceability and facilitate data sharing using appropriate technology.

Production departments will be able to improve traceability and facilitate data sharing with appropriate technological aids

0

Market recalls or  
withdrawals  
of FIS products

0

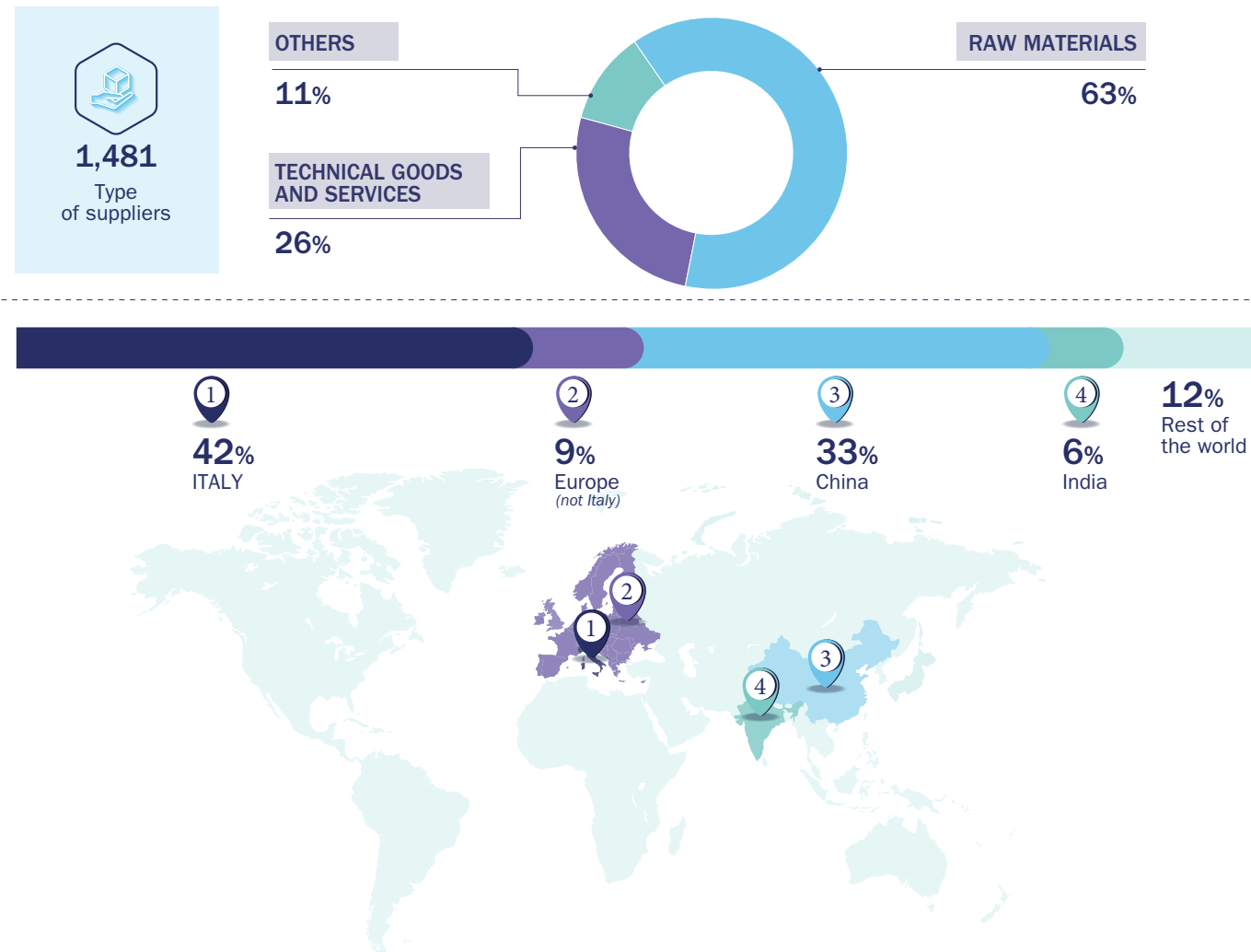
Critical observations  
from regulatory and  
customer audits

## 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. Some time ago, we decided to have a presence in the region with a representative office in Shanghai. The supply chain structure is centralized at the Montecchio Maggiore site in the province of Vicenza.

The main **objectives of our supply chain** are:

- **to create value** through a sustainable approach aimed at ensuring full compliance with aspects of corporate social responsibility, safety, health and environment, and product quality;
- **risk management**, understood as risk minimization in the supply chain, ensuring *business continuity* through in-depth knowledge and constant monitoring of the relevant markets;
- **cost optimization** through an ability to quickly take advantage of the best opportunities and innovations available in the international markets.



## SUPPLIERS

% AND TYPE

## VOLUME OF PURCHASES BY COUNTRY

FIGURES IN %

## Ecovadis



During 2025, the system for integrating EHS and ESG criteria into the current supplier qualification process, historically and strategically centered on meeting strict Quality criteria, will be consolidated. Thanks to Ecovadis, we were able to conduct a preliminary assessment of the risk level of new suppliers and monitor existing ones, to initiate site inspections as part of a multi-year audit plan.

Since 2021, this rating service has enabled us to rate our main suppliers on key sustainability issues, with an average score in 2024 of 65 out of 100, sometimes with average ratings well above the benchmark.

At FIS, we are committed to managing the **supply chain in a sustainable manner**, with a focus on suppliers' environmental and social practices. This commitment is translated into actions aimed at promoting sustainable behavior throughout the supply chain, with the goal of generating a positive outward impact.

We operate according to principles of sustainability through the application of our **standard of business conduct**, which came into effect at the end of this year, replacing the previous code of ethics and which also applies to our suppliers. This document contains ethical, environmental and social responsibility principles: we want to promote responsible conduct throughout the value chain, ensuring that our values are also shared and respected by our business partners. In 2024, 10.3% of suppliers signed the new *standard of business conduct*. As part of the same philosophy, we incorporate explicit social and environmental clauses into contracts with suppliers. With a view to evaluating the status of our suppliers on sustainability issues, we have adopted IT tools to assess risk in terms of environmental and social sustainability along the supply chain, and reserving the

option to conduct in-depth questionnaires and if necessary on-site audits. We also make use of **Ecovadis ratings monitoring**, greatly expanding the vendor base which is currently monitored. **By 2024, 68% of target suppliers have conducted and shared the sustainability assessment through Ecovadis.** In addition this year, as part of the training initiated on sustainability issues, 9% of buyers have received training on social and environmental sustainability issues: this is a first step that will be followed by further training goals for the Procurement function.

Our **office in Shanghai** monitors strategic suppliers in the Far East; being able to rely on FIS personnel on the ground has enabled us to anticipate issues that have arisen so far, while also remaining in close and constant contact with suppliers. Here, we can now draw on knowledge of more than 100 vendors, both for raw materials and major products, guaranteeing and maintaining high quality standards. With a view to derisking and to meet the demands of our customers, **we are looking with interest at the Indian market**, also to ensure business continuity in view of future changes in international legislation.



### STAFF ON THE GROUND

In the Far East, we can draw on more than 100 vendors, for raw materials and major products. This has allowed us to anticipate issues by remaining in close contact with suppliers.

We directly handle the most critical and highest value raw material shipments, using the most trusted shipping operators. **Transportation is mainly by sea, but in recent years we have resorted to the air route for premium products.** Geopolitical tensions affect shipping, but, at the moment, although they have caused a structural increase in costs, they have not resulted in supply chain disruption. To optimize investments, we have adopted a **ship tracking system** so that we are able to know in real time the route on which our containers are traveling and determine, as a result, any additional time and cost.

In order to strengthen the supply chain, we have developed an **APS (Advanced Planning & Scheduling System)** which provides us with improved decision support within production and logistics processes as part of an end-to-end supply chain approach. This has resulted in a significant reduction in production lead times and gives us the ability to identify any process inefficiencies before they can generate critical issues or operational slowdowns.

## COMMUNITY AND THE TERRITORY

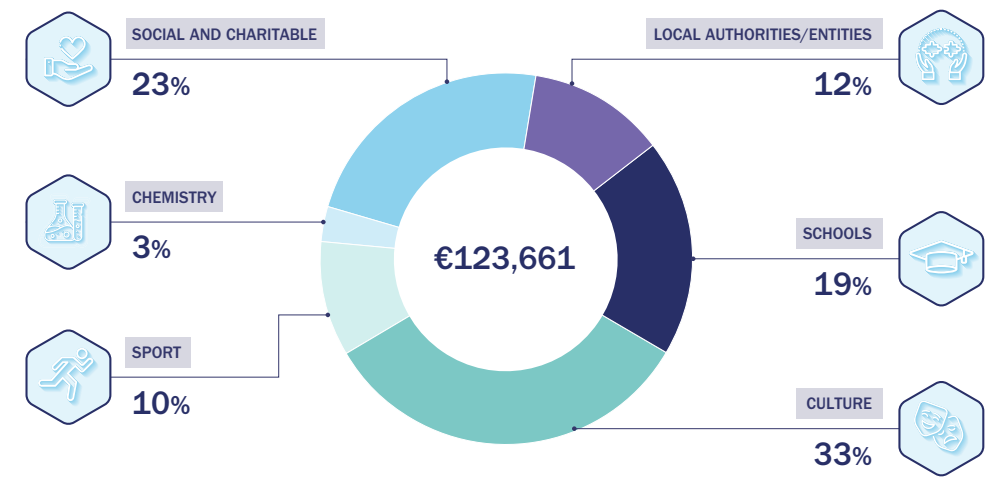
**CSR activities in local areas are key to building and improving the quality of life of communities and promoting sustainable development.**

We cooperate with local authorities and NGOs to ensure support for people in need and protect the human rights of external stakeholders. With an awareness of the role we play, we are at the forefront of supporting and responding to the needs of the areas in which we operate to create a positive impact by contributing to initiatives that generate widespread value. 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, a figure in line with the trend of the last three years, and we intend to do even more in the future. We have continued our engagement with educational institutions: we have launched two projects with theaters in Lonigo and Arzignano, expressly aimed at the world of students, reported in the "culture" cluster. In addition, the

historic "FIS Diary" project saw the production of the usual 4,000 copies distributed to schools and FIS employees to raise awareness of chemistry and sustainability issues among the younger generation.

In collaboration with 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.

### GRANTS IN 2024





4

# The solution for a **greener** planet





# Synthesis for green chemistry

We are a CDMO (Contract Development and Manufacturing Organization) in the chemical-pharmaceutical sector, an industry which is marked by intensive use of raw materials and energy, resulting in potential impacts on environmental metrics, which is why we also monitored and assessed environmental risks for 100% of our operating sites during 2024. **For many years, we have been committed to the responsible management of environmental issues**, with a focus on the efficient

management of energy usage, the safety and health of the end consumers of our products, and the protection of biodiversity, including the careful control of potential API residues from our synthesis processes; in addition to this, strategic goals for us include the reduction of water use and the quality of wastewater, the reduction of air pollution and waste, and the responsible use of materials and chemicals. Again in 2024, 100% of our sites are ISO 14001 certified, representing 100% of the

company workforce and our operations. This commitment is translated into concrete actions aimed at generating a positive impact on the environment and society. We are **relentless in our research and development** where **recovery** and **recycling** remain key priorities for our industrialization approach to chemical processes. As part of this approach, the **constant digitization and automation of production aspects** is an innovative area which sets us apart.

100%

Environmental  
hazards monitored

100%

Sites covered  
by ISO 14001  
certification

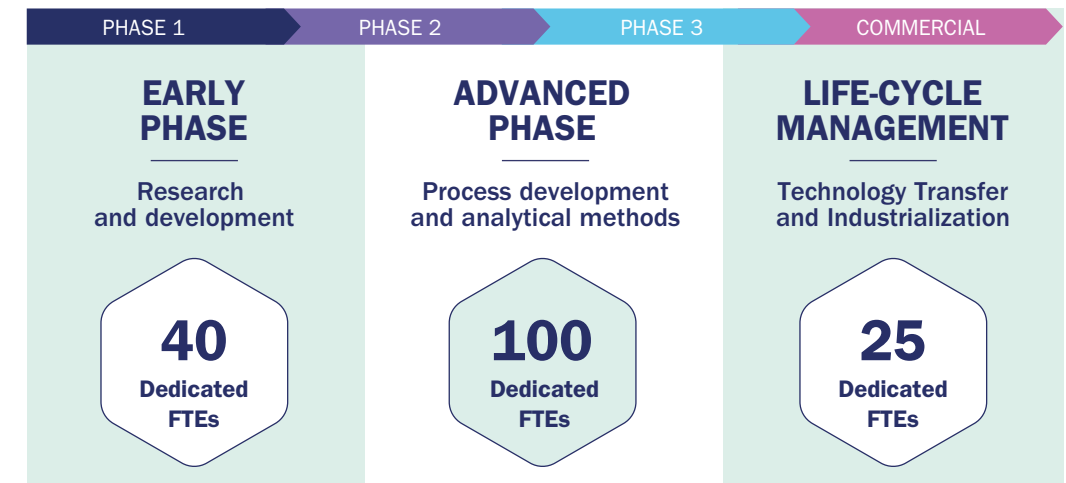
Customers choose us because we are an outstanding partner, they recognize our ability to scale processes quickly, efficiently and sustainably

## SUSTAINABLE PRODUCTION PROCESSES

Each year **we invest about 3% of our turnover into research and development**, a higher figure than the European industry average, allowing our chemists to explore new paths toward **"green chemistry"**. The pharmaceutical industry is heavily regulated, and it is not always possible to modify the chemical syntheses developed on behalf of our clients. Despite objective limitations, we continue to explore the frontiers of innovation and are ready to seize the best opportunities: in order to strengthen the numerous projects in the pipeline for 2025 we have **increased both R&D personnel (+10%) and the function's budget**.

The R&D (Research and Development) function is essential for overseeing issues around circularity, especially with regard to process design (carried out in close collaboration with custom clients) and to find opportunities to recover certain raw materials. 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: In 2024, this technique drew great interest from our clients, with a significant increase in requests to start new projects. Increased demand will drive investment to explore the full potential of this technique.

## THE STEPS IN OUR PROCESS



We continue to explore the frontiers of innovation, ready to seize the best opportunities: for 2025 we have increased the R&D staff and budget

## Management of peptides



The efforts of the pharmaceutical industry to produce antidiabetic products has been given new impetus with the use of **peptides**, which are seeing considerable success.

For this reason, one of our dedicated working groups is studying how to best manage the complexity of these molecules, by optimizing large-scale crystallization and isolation processes.

Sustainability cannot be achieved without measuring the impacts. Since 2021 we have been working on **monitoring PMI (Product Mass Intensity)**, a parameter that measures the total amount of materials used to produce a certain mass of product to indirectly describe its environmental impact; the ultimate goal of quantifying the PMI is to monitor every chemical synthesis, in order to optimize

its progress at every stage up to industrial production.

**For 2024, the result was an average reduction in PMI of 15.7%, better than the target set at 15%.**

We have decided to **tie the personal objectives** of our chemists (MBOs) to **achieving certain sustainability indexes in the laboratory**, above all PMI. We also make use of the **customer satisfaction index**, to ask our customers to assess our R&D work. **Today this index stands at a score of 4 points out of 5.** These are results that keep our researchers motivated and increasingly striving for greater customer satisfaction. At FIS, research and development cannot exist without constructive dialog with the world of academia.

In 2023, we funded a Fellowship at the Department of Engineering and Architecture of the **University of Trieste** on new analytical approaches for assessing the cleaning of our equipment. We have also financed a doctoral program at the Department of **Chemical Engineering of the University of Padua** into the development of statistical methodologies to evaluate process effectiveness and optimization.

To our great satisfaction and pride, FIS was invited to participate (Italy's only private entity) in the **European Horizon 2022 Project - NextBase**, which saw the launch of 6 PhD programs in 2024. Four European universities and two companies are working jointly to address the challenge of substituting noble metals in chemical reactions, as these have a major impact, not only because of their rising price but also in terms of greenhouse gas emissions from their extraction. For these reasons, the replacement of metals such as palladium, rhodium, or platinum with more abundant and cheaper metals such as iron, copper and nickel is an increasingly strategic goal, including in terms of environmental sustainability.



### REDUCTION IN PMI

Of 9 projects analyzed in 2024, 7 maintained a reduction in PMI in the industrialization stage. During the development phases, we began to measure the reduction of CO<sub>2</sub> and water intensity, with encouraging results. We achieved a 4.5% reduction in CO<sub>2</sub> and a 27% reduction in water used in synthesis.

# 4/5

Score obtained from FIS in the customer satisfaction index



## THE CONTRIBUTION OF DIGITIZATION

Led by Operations function, at FIS we are committed to digitalizing our industrial processes, something we believe is essential for enabling our business to become more sustainable.

For several years, we have been working on the **Historian** project, a functional repository that complies with GMP and provides access to a large set of data for process optimization, the first phase of which will be implemented in early 2025. It represents **a key step in the evolution of FIS**: from a company that works on products to a company that works on data (data-driven), further increasing our ability to detect anomalies early and accurately.

In the future, we would also like to extend the use of data for predictive purposes to correct potential anomalies.

We have embarked on a digitization journey, and this involves careful consideration about our organizational structure. At FIS, we are looking to the future with the introduction of new *data analysis and data science* skills, which are destined to play a strategic part in streamlining business processes.

The future state is geared towards integrating **MES - Manufacturing Execution System** into our process. This automated production management software will allow the parameters of production processes to be kept under control at all times.

During 2024 we began to prepare for this change through an initial design phase.

# ESG

Software for  
collecting  
sustainability KPI  
data

# MES

Automated  
production  
management  
software

## IT Evolution



**An important contribution to digitization comes from the IT function, which, in addition to dealing with application modernization, supporting all functions, promotes the innovations integrated into the Operations function.** In 2024, all energies were focused on finalizing the **PLANA** project, with the goal of monitoring and improving production KPIs and, on the sustainability front, implementing **ESG software**. This is a key step, because it allows us to aggregate sustainability data (according to major international standards) centrally, improving not only operational efficiency and data integrity, but also ensuring greater transparency and our ability to respond to the needs of stakeholders. In 2024, we kicked off a big project: the **Cleaning Validation Manager**, whose role is to manage, in detail, reactors between production runs, avoiding errors in phase scheduling and cleaning operations. It is expected to be fully operational in 2025, when we will introduce a new practice to **transition many of the paper documents used in production to digitized systems**.

## CIRCULAR ECONOMY AND WASTE

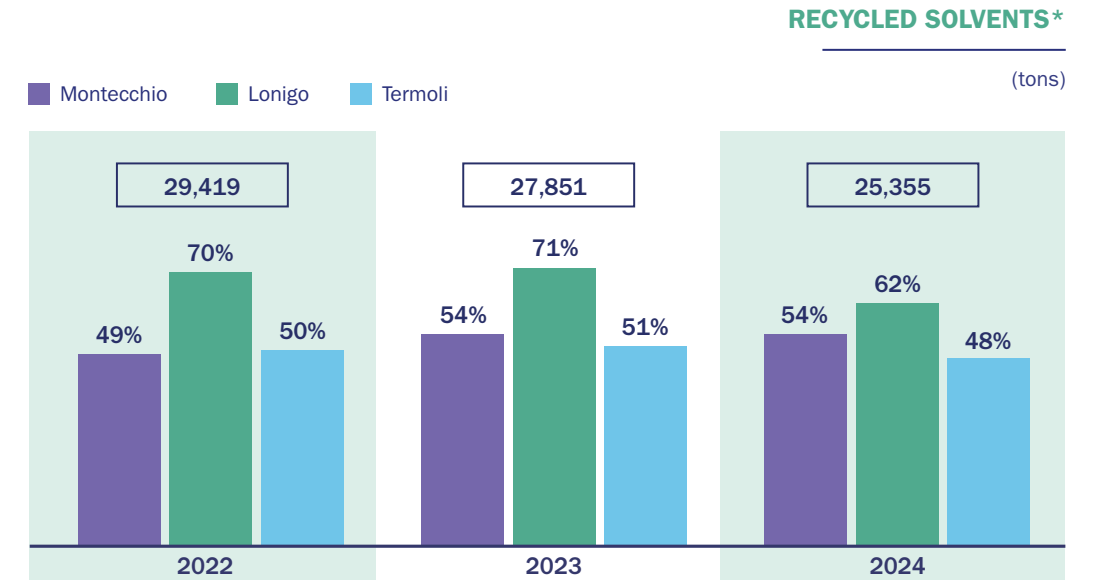
As part of a circular economy approach, any solution that allows us to reduce internal waste and increase the capacity to recover and recycle raw materials and other substances which enter the industrial process at FIS is essential. **We are committed, through appropriate partnerships, to adopting the best technologies for disposing of production waste.**

We are working to optimize our circular process; with an understanding that as much as 80% of the environmental impact can be attributed to the design phase of a new product, **we aim to conduct a screening of the output flows which are currently in development.** Once the flows have been characterized, we check whether there is the technical capability to recover or re-use the material in other supply chains; doing this requires

continuous communication between functions, gathering the information needed to define the project's circularity strategy before the commercial production phase. In 2024, we introduced the position of **circular economy specialist** within the organization to assist functions in systematically studying the potential for recovery and circularity of processes.

In order to put these recovery programs into practice, we have set up partnerships with recovery operators in the value chain. A virtuous example of this process is the **recovery of catalysts**, which are rich in precious metals.

At all of our plants **we have consolidated the ability to recover solvents**, thanks to state-of-the-art distillery departments that allow us to contribute significantly to the decoupling economic growth and raw material consumption, incentivizing their re-use.



\* The percentage refers to the total amount of solvents recycled and used again in the same chemical synthesis of its origin. The figure does not represent the recycling rate compared to the total solvent consumption of FIS.

In 2024 we introduced  
the position of *circular*  
economy specialist

As part of our **waste reduction journey**, the recent **modernization of the Lonigo incinerator** represents a significant milestone as it allows for:

- more effective and efficient waste management, avoiding the need to dispose of it externally;
- energy recovery, controlling emissions with state-of-the-art abatement systems.

Like the previous year, 2024 proved to be a challenging year in terms of waste generation.

We are also addressing the situation by intensifying the use of **biological water treatment** in order to reduce the amount of water destined for incineration and by forging partnerships with our recovery service providers. The result for KPI number 3 in 2024 is due to the increase in saline waste sent for external disposal and the decline in demand from the recovery industry for certain types of solvents, with particular reference to the automotive and chemical industrial sectors. In general, all of our intensity indicators show a deterioration in performance, although

this can be justified by a significant change in our product portfolio, which involves lower volumes of materials sold but significantly higher complexity, requiring chemical synthesis with higher consumption of materials, energy and water. Thanks to the waste management system implemented in 2024, 100% of the total waste from company operations was diverted from landfill. 70% of waste from company operations was sent to external recovery systems (26%) or internal incineration (44%).

### WASTE FOR EXTERNAL DISPOSAL AND WASTE FOR EXTERNAL RECOVERY

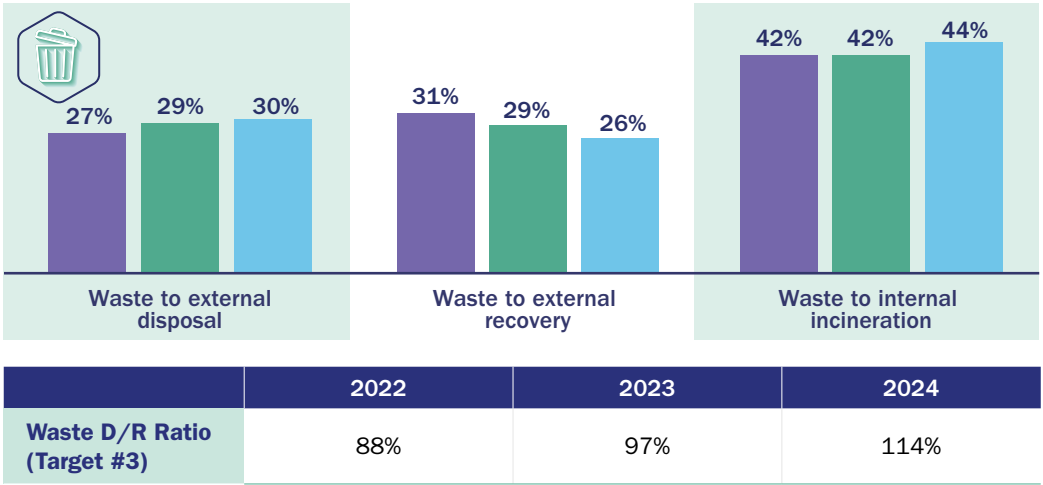
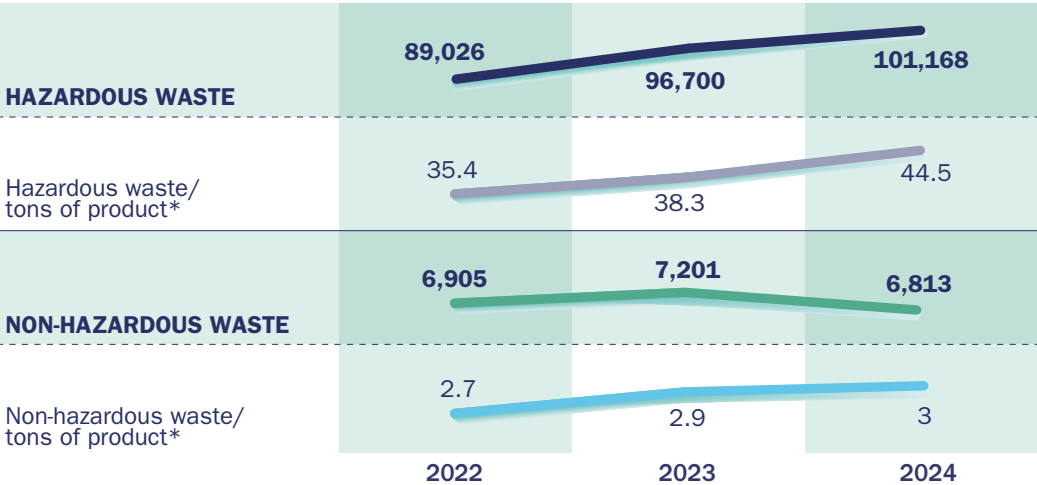
KPI#3 FRAMEWORK



### HAZARDOUS AND NON-HAZARDOUS WASTE GENERATED

(tons)

*\*Per metric tonne of product, meaning the total quantities of products billed in the relevant calendar year*



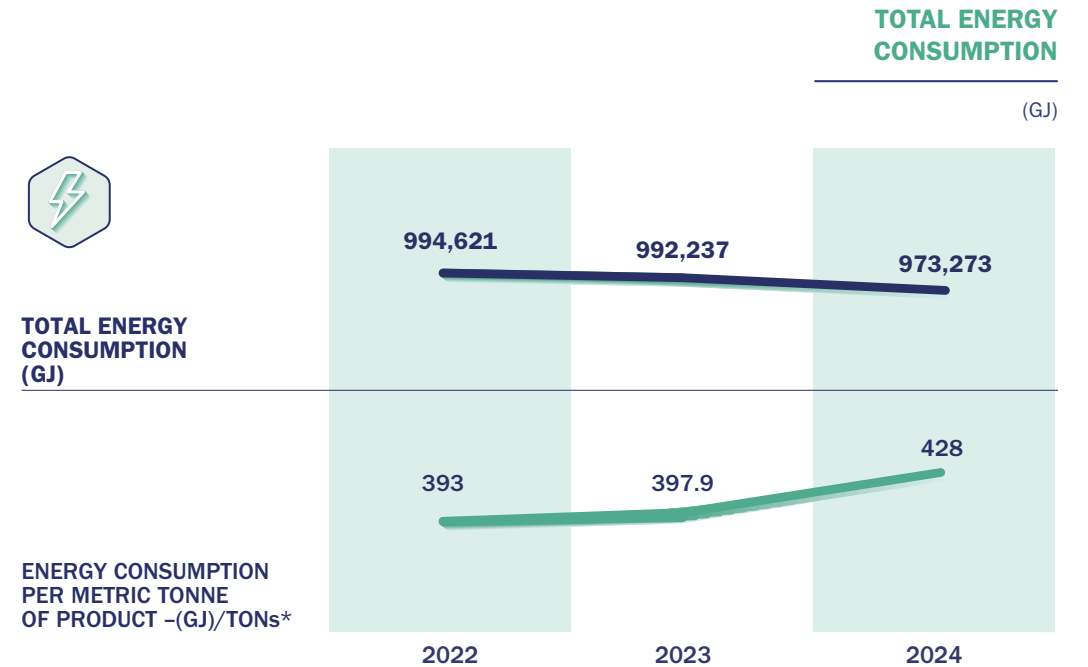
## ENERGY AND EMISSIONS

We are an energy-intensive company and therefore we are committed to transitioning from carbon-intensive fuel sources to less carbon-intensive alternatives; **we are constantly looking for an energy mix that allows us to be competitive while at the same time reducing our climate impact by using the best emissions-reduction technologies.**

At present, our direct energy consumption comes mainly from fossil fuels (chiefly natural gas) used for heating and co-generation, while a smaller share is attributable to waste incineration processes. For some time, **we have been targeting our investments on improved energy efficiency, identifying and implementing innovative technological solutions for decarbonization, with a focus on strategies for electrifying consumption.** These are key steps in our energy transition journey, with the aim of meeting the company's entire energy needs through renewable sources while minimizing CO<sub>2</sub> emissions.

This year we purchased around 75,000 MWh of electricity from renewable sources, accounting for approximately 57% of our total electricity needs. In 2024, direct and indirect energy consumption was at similar levels compared to the previous year, with constant values at all plants. A trend can be observed of a slight increase in overall consumption for the Lonigo plant related to increased production. However, in 2024 the indicator of consumption intensity per unit of production increased as described above.

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.



\*Per metric tonne of product, meaning the total quantities of products billed in the relevant calendar year



### DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS

KPI#1 FRAMEWORK (tons CO<sub>2</sub>)

Direct and indirect emissions (Scope 1 + Scope 2*)	101,370
Emission Intensity (tons CO <sub>2</sub> /tons Product)	44.6

\* Market based.

Continuing the journey, analysis of **Scope 3** emissions began in 2023 and the data collected in 2024 confirm that the sourcing of raw materials and services accounts for the most significant contribution, constituting the major part of emissions generated along the value chain. These results confirmed for us the strategic importance of developing actions with the aim of increasing the circularity of materials used in production processes and optimizing the processes themselves, both key levers for reducing the organization's overall carbon footprint.

Regarding our production activities, we are committed to reducing atmospheric emissions and mitigating emissions by constantly searching for the latest state-of-the-art technologies. Because along with greenhouse gas emissions, our plants' operations generate emissions of other substances, such as nitrogen oxides (NOx), sulfur oxides (SOx), volatile organic compounds (VOCs), particulate matter (PM) and carbon monoxide (CO). The highest emissions are nitrogen oxides (NOx), for which there has been a noticeable downward trend versus the previous year (-45%). This reduction comes mainly from a **considerable reduction in Lonigo** thanks to the DeNOx filtration system recently introduced with the revamping of the incinerator furnace. On the energy front, we decided not to continue with the international “Energize” program. However, our efforts to

search for renewable energy solutions have not stopped and in the first half of 2025 we will join the **energy release** tool, aimed at promoting investment in renewable power generation capacity. At our plants, we continue to implement technological improvements to raise our efficiency. **In 2024, the new Lonigo trigeneration plant entered into operation**, designed to contribute to the generation of electricity, heat and cooling, helping to improve the efficiency and the energy diversification of the production site. On-site production also allows us to reduce the losses that occur when we source from the national grid. To complete the structured program of energy efficiency interventions, we have installed **inverters at all sites to modulate and optimize energy consumption**.

## Energy release



Energy is central to our business, which is why we are looking for innovative solutions to diversify sources. Among these is the Energy Release tender from the GSE (Italian energy services authority), an opportunity to access energy at a discounted price by supporting the construction of new renewable energy plants, including joint ventures, to boost the energy transition and Italy's competitiveness versus the rest of Europe.

In Lonigo, we replaced the self-producer of nitrogen gas with a larger one. In the meantime, in **Termoli** there have been two significant interventions: firstly, we have **optimized the use of liquid nitrogen** by installing specific valves and sensors for *purging* tanks and reactors, which allows us to use nitrogen without waste; secondly, we have **replaced the aircooler system that regulates steam condensation in the plant** in order to improve the use of natural gas as well.

-45%

Emissions  
of nitrogen oxides  
(NO<sub>x</sub>)

Energy supply is crucial  
for our business, so we are  
constantly looking for ways  
to diversify sources

## 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**. Our sources of supply vary according to the location of the factories. At the Montecchio Maggiore and Lonigo sites we use mainly groundwater, while the Termoli plant makes use of surface water resources. 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**. Although the downward trend of water withdrawals continued in 2024, the amount of water withdrawn per metric tonne of product is higher this year than in 2023, as a result of the aforementioned effect of changing the complexity of our product portfolio.

FIS is committed to monitoring, at all production sites, the presence of API - Active Pharmaceutical Ingredients - within the industrial water treated by the biological plant, as well as by the additional existing filtration systems (ultrafiltration, reverse osmosis, etc.) to prevent risks to people and the environment, especially biodiversity. 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, which was previously treated by the existing chemical-physical and biological plant, in order to reuse the water in plant services. This system allows us to **reduce external discharges to zero**, which were previously sent to the municipal sewer, while at the same time allowing us to **drastically reduce the consumption of water drawn from the local supply**. In addition, we have the

option to recover thermal energy from the incineration plant, efficiently powering the multiple-effect evaporation stage by more efficiently using the energy we already have, all to the benefit of the environment.

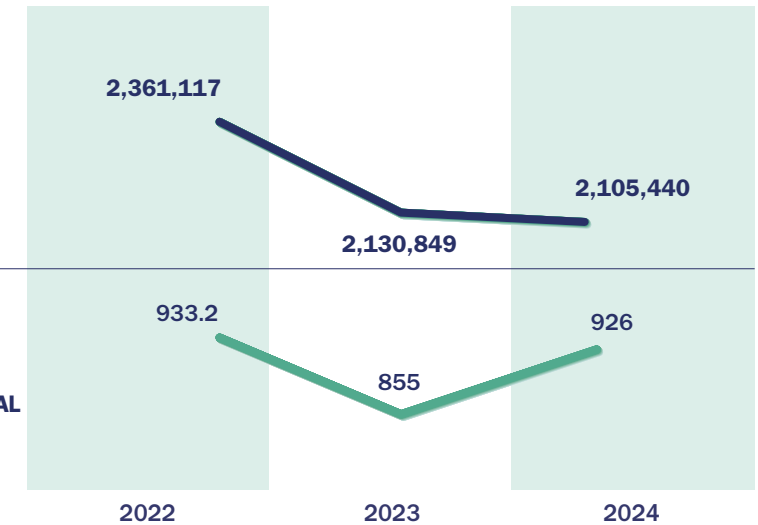


**TOTAL WATER WITHDRAWAL - m³**

**TOTAL WATER WITHDRAWAL PER METRIC TONNE OF PRODUCT- m³/t\***

**TOTAL WATER WITHDRAWAL 3 PLANTS**

KPI#2 FRAMEWORK (m³)



\*Per metric tonne of product, meaning the total quantities of products billed in the relevant calendar year



5



# Methodological note





# A positive and sustainable balance sheet

This **Sustainability Report** covers the activities carried out by **FIS S.p.A.** during 2024, with data, initiatives, projects, and actions relating to the period from January 1 to December 31, 2024. In some cases, facts and figures from previous or current years are cited in the preparation of the report as they are considered to be particularly significant for understanding the business' context.

This is **the eighth Sustainability Report** from FIS, published every year, and used to publicize to a wide variety of stakeholders the company's choices, activities, achievements, and its commitment in the ESG sphere (*Environment, Social and Governance*) towards a sustainable future. This is critical to ensure a clear understanding of FIS activities and achievements, demonstrating commitment, initiatives, and continuous dialog with stakeholders, particularly employees.

The document has been prepared in accordance with the principles of the Global Reporting Initiative (GRI) guidelines, using the GRI Standards - the international reference for non-financial reporting - to provide an effective way of communicating and accurately representing the results, providing a concrete and quantitative measurement of the performance achieved. In accordance with the *GRI standards*, the document includes relevant data and information selected through a thorough materiality analysis, which identified the sustainability issues most relevant to FIS and its stakeholders. Since the context in which FIS operates remained unchanged from the previous year, the same sustainability issues noted as material by the materiality analysis conducted in 2024 have been reported.

Economic, financial, and governance information comes from the Management Report, which provides details on certain aspects, while environmental, personnel, and data on other areas covered in the document are collected directly from process managers. To ensure the comparability of the most important indicators over time and to allow readers to assess progress of performance levels, the current values have been compared with those for the two previous periods (2022 and 2023) in graphics and tables. The process of writing the report is overseen and managed by the FIS *Sustainability Manager* and the Communications Manager, in collaboration with the various corporate functions. Lastly, information referring to 2024 has been subject to external assurance using the "*limited assurance*" methodology by PricewaterhouseCoopers S.r.l. Italy.



## INFORMATION

To inquire about the report and its contents, please contact:  
[gabriele.lendaro@fisvi.com](mailto:gabriele.lendaro@fisvi.com)



6



# GRI Content index and Annexes



# GRI Content Index

**Statement of use:** This report is published by FIS Fabbrica Italiana Sintetici in accordance with GRI Standards for the period from 01/01/2024 to 12/31/2024 using the "with reference to GRI Standards" method.

**GRI 1 used:** GRI 1: Foundation 2021

**Applicable GRI industry standards:** No applicable industry standard

DISCLOSURE	LOCATION	OMISSIONS	
		REQUIREMENTS OMITTED	EXPLANATION
GENERAL DISCLOSURE GRI 2			
2 - 1 Organizational details	pages 16-20		
2 - 2 Entities included in the organization's sustainability reporting	page 58		
2 - 3 Reporting period, frequency and contact point	page 58		
2 - 4 Restatements of information	page 58		
2 - 5 External assurance	page 58		
2 - 6 Activities, value chain and other business relationships	pages 16-20		
2 - 7 Employees	pages 29 - 31, 62		
2 - 9 Governance structure and composition	page 17		
2 - 10 Nomination and selection of the highest governance body	page 17		
2 - 11 Chair of the highest governance body	page 17		
2 - 12 Role of the highest governance body in overseeing the management of impacts	page 9		
2 - 13 Delegation of responsibility for managing impacts	page 9		
2 - 14 Role of the highest governance body in sustainability reporting	page 9		
2 - 16 Communication of critical concerns	page 17		

2 - 22 Statement on sustainable development strategy	page 3
2 - 23 Policy commitments	page 24
2 - 24 Embedding policy commitments	page 24
2 - 27 Compliance with laws and regulations	page 26
2 - 28 Membership associations	page 20
2 - 29 Approach to stakeholder engagement	pages 21-23
2 - 30 Collective bargaining agreements	page 29
GRI 3 MATERIAL TOPICS	
3 - 1 Process to determine material topics	page 10
3 - 2 List of material topics	pages 11-12
GRI 202 MARKET PRESENCE	
3 - 3 Management of material topics	page 29
202 - 2 Proportion of senior management hired from the local community	page 63
GRI 204 PROCUREMENT PRACTICES	
3 - 3 Management of material topics	pages 43-45
GRI 205 ANTI-CORRUPTION	
3 - 3 Management of material topics	pages 24-25
205 - 1 Operations assessed for risks related to corruption	pages 24-25
205 - 2 Communication and training about anti-corruption policies and procedures	pages 24-25
205 - 3 Confirmed incidents of corruption and actions taken	pages 24 - 25, 70
GRI 301 TAX	
3 - 3 Management of material topics	page 27
207 - 1 Approach to tax	page 27
207 - 2 Tax governance, control, and risk management	page 27
GRI 301 MATERIALS	
3 - 3 Management of material topics	page 51
301 - 2 Recycled input materials used	pages 70-72

### ENERGY GRI 302

3 - 3 Management of material topics	page 53
302 - 1 Energy consumption within the organization	pages 73-74
302 - 3 Energy intensity	page 74
302 - 4 Reduction of energy consumption	page 53

### GRI 303 WATER AND EFFLUENTS

3 - 3 Management of material topics	page 56
303 - 3 Water withdrawal	pages 56, 75 - 76
303 - 4 Water discharge	pages 75-76
303 - 5 Water consumption	pages 75-76

### GRI 305 EMISSIONS

3 - 3 Management of material topics	pages 53-54
305 - 1 Direct (Scope 1) GHG missions	page 74
305 - 2 Energy indirect (Scope 2) GHG emissions	page 74
305 - 3 Other indirect (Scope 3) GHG emissions	page 54
305 - 4 GHG emissions intensity	page 54
305 - 7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	pages 54-75

### GRI 306 WASTE

3 - 3 Management of material topics	pages 51-52
306 - 3 Waste generated	pages 52-76
306 - 4 Waste diverted from disposal	pages 52-76
306 - 5 Waste directed to disposal	pages 52-76

### GRI 401 EMPLOYMENT

3 - 3 Management of material topics	pages 29, 31, 35
401 - 1 New employee hires and employee turnover	pages 31, 64 - 66
401 - 3 Parental leave	pages 35-66

### GRI 403 OCCUPATIONAL HEALTH AND SAFETY

3 - 3 Management of material topics	page 37
403 - 1 Occupational health and safety management system	page 37
403 - 2 Hazard identification, risk assessment, and incident investigation	page 40
403 - 3 Occupational health services	pages 38-40
403 - 4 Worker participation, consultation, and communication on occupational health and safety	pages 37-39
403 - 5 Worker training on occupational health and safety	pages 68-69
403 - 6 Promotion of worker health	pages 38-40
403 - 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pages 37-40
403 - 8 Workers covered by an occupational health and safety management system	pages 37-69
403 - 9 Work-related injuries	page 69

### GRI 404 TRAINING AND EDUCATION

3 - 3 Management of material topics	page 32
404 - 1 Average hours of training per year per employee	page 67
404 - 2 Programs for upgrading employee skills and transition assistance programs	pages 32-33
404 - 3 Percentage of employees receiving regular performance and career development reviews	page 68

### GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

3 - 3 Management of material topics	pages 30-36
405 - 1 - Diversity of governance bodies and employees	pages 62-63
405 - 2 Ratio of basic salary and remuneration of women to men	pages 63-64



Table 1

## Number of employees by gender and age group (no.) (GRI 405-1)

HEADQUARTERS	AGE GROUP	2022		2023		2024	
		Man	Woman	Man	Woman	Man	Woman
Montecchio	< 30 years old	158	60	145	52	146	59
		72%	28%	74%	26%	71%	29%
	30 ≥ x ≤ 50 years old	491	161	483	165	506	179
		75%	25%	74%	26%	74%	26%
	> 50 years old	267	49	278	54	277	56
		85%	15%	83%	17%	83%	17%
Lonigo	< 30 years old	53	7	52	8	72	12
		88%	12%	89%	11%	86%	14%
	30 ≥ x ≤ 50 years old	158	28	157	32	170	29
		85%	15%	82%	18%	85%	15%
	> 50 years old	83	10	87	10	95	10
		89%	11%	90%	10%	90%	10%
Termoli	< 30 years old	107	5	103	6	97	5
		96%	4%	94%	6%	95%	5%
	30 ≥ x ≤ 50 years old	168	22	194	21	223	25
		88%	12%	90%	10%	90%	10%
	> 50 years old	71	2	76	2	78	2
		97%	3%	97%	3%	98%	2%
	TOTAL	1,556	344	1,575	350	1,664	377
	TOTAL	82%	18%	82%	18%	82%	18%

Table 2

## Number of employees with disabilities and in protected categories (GRI 405-1)

	Unit	2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Employees with disabilities	no.	54	19	73	51	20	71	52	22	74
	%	74%	26%	100%	72%	28%	100%	70%	30%	100%

Table 3

## Number of employees by contract type and gender (no. and %) (GRI 2.7)

	Unit	2022				2023				2024			
		Permanent		Fixed-term		Permanent		Fixed-term		Permanent		Fixed-term	
		Man	Woman	Man	Woman	Man	Woman	Man	Woman	Man	Woman	Man	Woman
Employees by employment contract and gender	no.	1,389	317	167	27	1,486	340	89	10	1,555	357	109	20
TOTAL	no.	1,706		194		1,826		99		1,912		129	
TOTAL	%	89.8%		10.2%		94.9%		5.1%		93.7%		6.3%	

Table 4

## Number of full-time and part-time employees by gender (no. and %) (GRI 2.7)

	Unit	2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Full-time	no.	1,550	317	1,867	1,568	320	1,888	1,655	343	1,998
Part-time	no.	6	27	33	7	30	37	9	34	43
TOTAL	no.	1,556	344	1,900	1,575	350	1,925	1,664	377	2,041

Table 5

Job classification of employees by gender (no. and %) (GRI 405-1)

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	23	8	31	29	7	36	29	8	37
% men vs. women	%	74%		-	81%		-	78%		-
Managers	no.	147	60	207	156	62	218	169	64	233
% men vs. women	%	71%		-	72%		-	73%		-
Office workers	no.	495	219	714	485	224	709	514	242	756
% men vs. women	%	69%		-	68%		-	68%		-
Manual workers	no.	891	57	948	905	57	962	952	63	1,015
% men vs. women	%	94%		-	94%		-	94%		-
TOTAL	no.	1,556	344	1,900	1,575	350	1,925	1,664	377	2,041
% men vs. women	%	82%		-	82%		-	82%		-

Table 6

Job classification of employees by age group (no. and %) (GRI 405-1)

Unit		2022				2023				2024			
		< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Executives	no.	0	9	22	31	0	10	26	36	0	10	27	37
% by age group	%	0%	29%	71%	-	0%	28%	72%	-	0	27%	73%	-
Managers	no.	0	128	79	207	1	122	95	218	2	124	107	233
% by age group	%	0%	62%	38%	-	0%	56%	44%	-	1%	53%	46%	-
Office workers	no.	84	462	168	714	65	481	161	709	76	516	164	756
% by age group	%	12%	65%	24%	-	9%	68%	23%	-	10%	68%	22%	-
Manual workers	no.	306	429	213	948	290	439	225	962	313	483	220	1,015
% by age group	%	32%	45%	22%	-	30%	46%	23%	-	31%	48%	22%	-

Table 7

Proportion of senior managers recruited locally ( \*) (no. and %) (GRI 202-2)

	Unit	2022		2023		2024	
		Local	Non-local	Local	Non-local	Local	Non-local
Montecchio	no.	93	77	101	83	107	88
	%	55%		55%		55%	
Lonigo	no.	23	19	22	21	22	20
	%	55%		51%		52%	
Termoli	no.	19	7	21	6	26	6
	%	73%		78%		81%	

\* "Locally" means the province in which the manufacturing plants are located; senior managers means the contractual levels A3, A2, A1 and Executives in the national collective bargaining agreement for the chemicals industry.

Table 8

Ratio of basic pay for men and women by job classification (%) (GRI 405-2)

Unit		2022	2023	2024
Executive pay women vs. men	%	92%	80%	93%
Manager pay women vs. men	%	95%	98%	96%
Office worker pay women vs. men	%	95%	96%	96%
Manual worker pay women vs. men	%	90%	92%	92%

Table 9

**Ratio of basic plus variable pay for men and women by job classification (%) (GRI 405-2)**

	Unit	2022	2023	2024
Executive basic salary, women v. men	%	89%	77%	95%
Manager basic salary, women v. men	%	96%	99%	99%
Office worker basic salary, women v. men	%	96%	97%	97%
Manual worker basic salary, women v. men	%	91%	93%	92%

Table 10

**Average age of employees by gender (non-GRI)**

	Unit	2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Average age of employees	no.	41.2	37.9	39.7	41.4	38.6	40.9	41.00	38.00	41.00

Table 11

**Employee length of service by gender (non-GRI)**

NUMBER OF EMPLOYEES BY LENGTH OF SERVICE	Unit	2022		2023		2024	
		Man	Woman	Man	Woman	Man	Woman
0-5 years old	no.	505	165	241	74	527	137
6-10 years old	no.	480	102	463	151	497	156
11-15 years old	no.	149	18	369	51	203	25
16-20 years old	no.	136	11	161	17	122	6
21-25 years old	no.	110	11	87	11	106	14
26-30 years old	no.	80	14	115	13	117	14
31-35 years old	no.	72	18	64	12	68	16
36-40 years old	no.	24	4	55	16	17	8
more than 40 years	no.	-	1	20	5	7	1

Table 12

**Employee distribution by work area (non-GRI)**

	Unit	2022		2023		2024	
		Man	Woman	Man	Woman	Man	Woman
Operations area (production, ecological services, etc.)	no.	1,072	17	1,079	11	1,133	10
Laboratory Area (R&D and QC)	no.	300	204	295	207	322	222
Office/administration area	no.	184	123	201	132	209	145

Table 13

**Recruitment and turnover by gender at MONTECCHIO MAGGIORE site (%) (GRI 401-1)**

	Unit	2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Employees hired	no.	48	22	70	51	18	69	90	34	124
Employees at the close of the fiscal year (December 31)	no.	916	270	1,186	906	271	1,177	929	294	1,223
Incoming turnover rate	%	5.2	8.1	5.9	5.6	6.6	5.9	9.7	11.6	10.1
Former employees	no.	55	32	87	52	17	69	72	15	87
Employees at the close of the fiscal year (December 31)	no.	916	270	1,186	906	271	1,177	929	294	1,223
Exit turnover rate	%	6.0	11.9	7.3	5.7	6.3	5.9	7.8	5.1	7.1

Table 14

**Recruitment and turnover by age group at MONTECCHIO MAGGIORE site (%) (GRI 401-1)**

Unit		2022				2023				2024			
		< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Employees hired	no.	30	33	7	70	33	28	8	69	63	57	4	124
Employees at the close of the fiscal year (December 31)	no.	218	619	349	1,186	197	648	332	1,177	205	685	333	1,223
Incoming turnover rate	%	13.8	5.3	2.0	5.9	16.8	4.3	2.4	5.9	30.7	8.3	1.2	10.1
Former employees	no.	10	49	28	87	19	27	23	69	14	38	35	87
Employees at the close of the fiscal year (December 31)	no.	218	619	349	1,186	197	648	332	1,177	205	685	333	1,223
Exit turnover rate	%	4.6	7.9	8.0	7.3	9.6	4.2	6.9	5.9	6.8	5.6	10.5	7.1

Table 15

**Recruitment and turnover by gender at LONIGO site (%) (GRI 401-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Employees hired	no.	15	5	20	14	4	18	58	10	68
Employees at the close of the fiscal year (December 31)	no.	294	45	339	296	50	346	337	51	388
Incoming turnover rate	%	5.1	11.1	5.9	4.7	8.0	5.2	17.2	19.6	17.5
Former employees	no.	9	6	15	16	1	17	8	5	13
Employees at the close of the fiscal year (December 31)	no.	294	45	339	296	50	346	337	51	388
Exit turnover rate	%	3.1	13.3	4.4	5.4	2.0	4.9	2.4	9.8	3.4

Table 16

**Recruitment and turnover by age group at LONIGO site (%) (GRI 401-1)**

Unit		2022				2023				2024			
		< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Employees hired	no.	11	9	0	20	7	9	2	18	43	22	3	68
Employees at the close of the fiscal year (December 31)	no.	60	180	99	339	60	189	97	346	84	199	105	388
Incoming turnover rate	%	18.3	5.0	0.0	5.9	11.7	4.8	2.1	5.2	51.2	11.1	2.9	17.53
Former employees	no.	2	6	7	15	4	6	7	17	3	6	4	13
Employees at the close of the fiscal year (December 31)	no.	60	180	99	339	60	189	97	346	84	199	105	388
Exit turnover rate	%	3.3	3.3	7.1	4.4	6.7	3.2	7.2	4.9	3.4	3.0	3.8	3.4

Table 17

**Recruitment and turnover by gender at TERMOLI site (%) (GRI 401-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Employees hired	no.	28	3	31	27	3	30	28	3	31
Employees at the close of the fiscal year (December 31)	no.	346	29	375	373	29	402	398	32	430
Incoming turnover rate	%	8.1	10.3	8.3	7.2	10.3	7.5	7	9.4	7.2
Former employees	no.	11	1	12	5	1	6	7	0	7
Employees at the close of the fiscal year (December 31)	no.	346	29	375	373	29	402	398	32	430
Exit turnover rate	%	3.2	3.4	3.2	1.3	3.4	1.5	1.8	0	1.6



Table 18

**Recruitment and turnover by age group at TERMOLI site (%) (GRI 401-1)**

Unit		2022				2023				2024			
		< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Employees hired	no.	18	13	0	31	18	11	1	30	7	24	0	31
Employees at the close of the fiscal year (December 31)	no.	112	184	79	375	109	215	78	402	102	248	80	430
Incoming turnover rate	%	16.1	7.1	0.0	8.3	16.5	5.1	1.3	7.5	6.9	9.7	0	7.2
Former employees	no.	2	6	4	12	1	4	1	6	4	3	0	7
Employees at the close of the fiscal year (December 31)	no.	112	184	79	375	109	215	78	402	102	248	80	430
Exit turnover rate	%	1.8	3.3	5.1	3.2	0.9	1.9	1.3	1.5	3.9	1.2	0	1.6

Table 19

**Parental leave for men and women (no. and %) (GRI 401-3) \***

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Total employees WITH ENTITLEMENT to parental leave in the year	no.	51	43	94	0	35	35	0	31	31
Total employees who took parental leave	no.	17	53	70	0	35	35	0	31	31
Total employees who returned to work at the end of parental leave	no.	17	37	54	0	34	34	0	31	31
Total employees WHO SHOULD HAVE RETURNED TO WORK at the end of parental leave	no.	17	38	55	0	35	35	0	31	31
Total employees who returned to work at the end of parental leave and employed for at least 12 months	no.	10	17	27	0	32	34	0	31	31
RETURN TO WORK RATE: Ratio of employees who returned to work after parental leave vs. employees who did NOT return to work at the end of their parental leave	%	100%	97%	98%	N/D	97%	97%	0	100%	100%
RETENTION RATE: Ratio of returning employees who remained employees for at least 12 months vs. employees who returned from parental leave in the previous year	%	100%	89%	93%	0%	92%	92%	0	91%	91%

\* In the 2023 and 2024 reporting periods, the calculations on retention rate and return to work rate are calculated only for women because the data regarding male leave are managed by the Italian National Insurance Authority and cannot be monitored by the company.

Table 20

**Breakdown of employees by job classification and gender - MONTECCHIO MAGGIORE (405-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	17	6	23	24	6	30	24	7	31
Managers	no.	98	49	147	105	49	154	113	52	165
Office workers	no.	314	170	484	297	173	470	321	191	512
Manual workers	no.	487	45	532	480	43	523	471	44	515

Table 21

**Breakdown of employees by job classification and gender - LONIGO (405-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	3	1	4	2	1	3	2	1	3
Managers	no.	31	7	38	33	7	40	33	6	39
Office workers	no.	102	30	132	107	34	141	114	32	146
Manual workers	no.	158	7	165	154	8	162	188	12	200

Table 22

**Breakdown of employees by job classification and gender - TERMOLI (405-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	3	1	4	3	0	3	3	0	3
Managers	no.	18	4	22	18	6	24	23	6	29
Office workers	no.	79	19	98	81	17	98	79	19	98
Manual workers	no.	246	5	251	271	6	277	293	7	300

Table 23

**Average hours of training by job classification and gender - MONTECCHIO MAGGIORE (GRI 404-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	20	17	19	11	19	13	36	46	38
Managers	no.	35	29	33	46	43	45	46	35	43
Office workers	no.	46	30	41	50	47	49	35	32	34
Manual workers	no.	26	44	28	23	34	24	32	29	32

Table 24

**Average hours of training by job classification and gender - LONIGO (GRI 404-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	35	24	32	13	34	20	39	53	44
Managers	no.	33	31	32	47	76	52	44	56	46
Office workers	no.	38	38	38	43	40	42	35	37	36
Manual workers	no.	50	57	50	44	75	46	32	68	34

Table 25

**Average hours of training by job classification and gender - TERMOLI (GRI 404-1)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
Executives	no.	31	27	30	18	-	18	36	-	36
Managers	no.	38	48	39	35	49	38	47	45	47
Office workers	no.	48	31	45	50	54	51	36	37	36
Manual workers	no.	26	43	26	27	40	28	27	23	27

Table 26

**Percentage of employees who have received skills development training - (NON GRI)**

	Unit	2022	2023	2024
Percentage of employees who have received skill development training	%	89	95	99

Table 27

**Percentage of employees who have received training on business ethics - (NON GRI)**

	Unit	2022	2023	2024
Percentage of employees who have received business ethics training	%	95	55	48

Table 28

**Percentage of employees receiving a regular professional performance and development review - CORPORATE (\*) (GRI 404-3)**

Unit		2022			2023			2024		
		Man	Woman	Total	Man	Woman	Total	Man	Woman	Total
TOTAL employees receiving reviews	no.	1,327	234	1,561	1,575	350	1,925	1,614	332	1,946
TOTAL employees receiving reviews	%	85%	67%	81%	100%	100%	100%	100%	100%	100%

\*Considering eligible employees at the time the evaluation was initiated; employees hired less than 6 months and long-term absences are not evaluated.

Table 29

**Average hours of EHS training per person - MONTECCHIO MAGGIORE (non-GRI)**

	Unit	2022	2023	2024
Hours of SSA training	no.	15,828	11,908	15,348
Hours of training/no. employees	no.	13.35	10.12	12.55

Table 30

**Average hours of EHS training per person - LONIGO (non-GRI)**

	Unit	2022	2023	2024
Hours of SSA training	no.	4,989	5,630	4,396
Hours of training/no. employees	no.	14.72	16.27	11.33

Table 31

**Average hours of EHS training per person - TERMOLI (non-GRI)**

	Unit	2022	2023	2024
Hours of SSA training	no.	5,396	6,569	6,396
Hours of training/no. employees	no.	14.39	16.30	14.87

Table 32

**Workplace injuries (\*) - MONTECCHIO MAGGIORE (GRI 403-9)**

	Unit	2022	2023	2024
Total number of workplace injuries	no.	8	11	10
Total number of deaths arising from workplace injuries	no.	0	0	0
Total number of workplace injuries with serious consequences (excluding deaths)	no.	0	0	0
Total number of work days lost to injuries	no.	74	211	171
Injury frequency index	no.	4.5	6.0	5.3
Injury severity index	no.	0.04	0.11	0.09

\* Only injuries with a prognosis of more than three days are counted, including deaths

Table 33

**Workplace injuries (\*) - LONIGO (GRI 403-9)**

	Unit	2022	2023	2024
Total number of workplace injuries	no.	2	2	6
Total number of deaths arising from workplace injuries	no.	0	0	0
Total number of workplace injuries with serious consequences (excluding deaths)	no.	0	0	0
Total number of work days lost to injuries	no.	52	67	58
Injury frequency index	no.	3.8	3.8	9.8
Injury severity index	no.	0.10	0.10	0.10

\* Only injuries with a prognosis of more than three days are counted, including deaths

Table 34

**Workplace injuries (\*) - TERMOLI (GRI 403-9)**

	Unit	2022	2023	2024
Total number of workplace injuries	no.	7	9	7
Total number of deaths arising from workplace injuries	no.	0	0	0
Total number of workplace injuries with serious consequences (excluding deaths)	no.	1	0	0
Total number of work days lost to injuries	no.	288	251	128
Injury frequency rate	no.	12.3	15.33	11.08
Injury severity index	no.	0.51	0.43	0.20

\* Only injuries with a prognosis of more than three days are counted, including deaths

Table 35

**Total number of hours worked - CORPORATE (Non GRI)**

	Unit	2022	2023	2024
Total number of hours worked	no.	2,362,883	2,953,290	3,130,765

Table 36

**Workers covered by the health and safety management systems (GRI 403-8)**

	Unit	2022	2023	2024
<b>FIS employees covered by the H&amp;S management system (ISO 45001)</b>				
number of FIS employees covered by the system (data collected by HR in another file)	no.	1,900	1,925	2,041
Percentage of FIS employees covered by the system	%	100	100	100



Table 37

**Suppliers, geographical origin, and type of goods CORPORATE (GRI 2-6)**

	Unit	2022	2023	2024
total number of active suppliers	no.	1,373	1,369	1,481
countries of origin of active suppliers ( <i>vendors</i> )	no.	30	28	25
countries of origin of goods ( <i>producers</i> )	no.	41	41	37
Volume of purchases by country in % (by receipt from <i>producers</i> )	Italy	41%	49%	42%
	Europe (excl. Italy)	13%	13%	9%
	China	31%	20%	33%
	India	5%	5%	5%
	ROW	10%	13%	12%
Suppliers of raw materials	%	66%	67%	63%
Suppliers of goods and technical services	%	19%	23%	26%
Other suppliers	%	15%	10%	11%

Table 38

**Reports via the whistleblowing procedure**

	Unit	2022	2023	2024
Reports via the whistleblowing procedure	no.	2	2	14

Table 39

**Confirmed Incidents of Corruption - CORPORATE (Non GRI)**

	Unit	2022	2023	2024
Number of confirmed cases of corruption	no.	0	0	0

Table 40

**Number of confirmed critical incidents related to IT information security - CORPORATE (Non GRI)**

	Unit	2022	2023	2024
Number of confirmed critical incidents related to information security	no.	0	0	0

Table 41

**Recycled materials (solvents) - MONTECCHIO MAGGIORE (GRI 301-2)**

	Unit	2022			
		Fresh	Recycled	Total	% Recycled
HEPTANE	tons	201.39	2,226.61	2,428.00	92%
ISOPROPANOL		3,995.01	2,516.91	6,511.92	39%
ACETONE		2,209.77	3,402.08	5,611.85	61%
TOLUENE		1,425.10	1,819.49	3,244.59	56%
THF		841.76	555.24	1,397.00	40%
METHANOL		7,773.98	2,831.89	10,605.87	27%
MEK		365.02	2,044.38	2,409.40	85%
MTBE		313.52	1,036.39	1,349.91	77%
ACETIC ACID		374.84	711.24	1,086.08	65%
TOTAL		17,500.39	17,144.23	34,644.62	49%

Table 41 (Continued)

Unit	2023			
	Fresh	Recycled	Total	% Recycled
HEPTANE	169.76	2,048.72	2,218.48	92%
ISOPROPANOL	3,231.36	2,229.76	5,461.12	41%
ACETONE	2,042.34	2,117.73	4,160.07	51%
TOLUENE	1,295.42	1,254.16	2,549.58	49%
THF	1,016.73	430.12	1,446.85	30%
METHANOL	5,338.48	4,517.14	9,855.62	46%
MEK	436.02	2,247.53	2,683.55	84%
MTBE	385.36	1,134.37	1,519.73	75%
ACETIC ACID	448.24	1,218.90	1,667.14	73%
TOTAL	14,363.71	17,198.43	31,562.14	54%

Unit	2024			
	Fresh	Recycled	Total	% Recycled
HEPTANE	229.87	2,143.26	2,373.13	90%
ISOPROPANOL	3,148.32	2,052.72	5,201.04	39%
ACETONE	1,904.77	2,297.55	4,202.32	55%
TOLUENE	1,184.14	860.89	2,045.03	42%
THF	852.85	353.46	1,206.31	29%
METHANOL	5,628.76	4,737.55	10,366.31	46%
MEK	539.27	1,872.83	2,412.10	78%
MTBE	303.36	988.81	1,292.17	77%
ACETIC ACID	469.76	1,178.70	1,648.46	72%
DIPEA	56.30	214.65	270.95	79%
TOTAL	14,317.40	16,700.42	31,017.82	54%

Table 42

## Recycled materials (solvents) - LONIGO (GRI 301-2)

Unit	2022			
	Fresh	Recycled	Total	% Recycled
ETHANOL RECYCLING product 1	460.00	713.00	1,173.00	61%
ETHANOL RECYCLING product 2	885.00	2,095.00	2,980.00	70%
TOLUENE RECYCLE product 3	N/D	281.00	281.00	100%
DMSO	N/D	N/D	N/D	N/D
TOTAL	1,345.00	3,089.00	4,434.00	70%

Unit	2023			
	Fresh	Recycled	Total	% Recycled
ETHANOL RECYCLING product 1	284.00	420.00	704.00	60%
ETHANOL RECYCLING product 2	707.00	1,646.60	2,353.60	70%
TOLUENE RECYCLE product 3	N/D	348.00	348.00	100%
DMSO	N/D	N/D	N/D	N/D
TOTAL	991.00	2,414.60	3,405.60	71%

Unit	2024			
	Fresh	Recycled	Total	% Recycled
ETHANOL RECYCLING product 1	353.71	462.25	815.96	57%
ETHANOL RECYCLING product 2	517.10	1,028.7	1,545.8	67%
TOLUENE RECYCLE product 3	N/D	N/D	N/D	N/D
DMSO	104.39	104.20	208.59	50%
TOTAL	975	1,595	2,570	62%

Table 43

### Recycled materials (solvents) - TERMOLI (GRI 301-2)

Unit		2022			
		Fresh	Recycled	Total	% Recycled
HEPTANE	tons	316.20	343.35	659.55	52%
ACETONE		656.36	688.56	1,344.92	51%
TOLUENE		3,195.34	4,420.22	7,615.56	58%
METHANOL		2,166.04	1,501.40	3,667.44	41%
MTBE		284.42	391.69	676.11	58%
DMSO		147.06	1,010.56	1,157.62	87%
ETHYLACETATE		652.74	764.65	1,417.39	54%
T-BUTILIC ALCOHOL		41.34	65.61	106.95	61%
TOTAL		9,004.75	9,186.03	18,190.78	50%

Unit		2023			
		Fresh	Recycled	Total	% Recycled
HEPTANE	tons	257.00	311.00	568.00	55%
ACETONE		776.00	752.00	1,528.00	49%
TOLUENE		2,809.00	4,217.00	7,026.00	60%
METHANOL		1,704.00	1,067.00	2,771.00	39%
MTBE		79.00	88.00	167.00	53%
DMSO		69.00	957.00	1,026.00	93%
ETHYLACETATE		556.00	763.00	1,319.00	58%
T-BUTILIC ALCOHOL		23.00	83.00	106.00	78%
TOTAL		8,049.00	8,238.00	16,287.00	51%

Unit		2024			
		Fresh	Recycled	Total	% Recycled
HEPTANE	tons	332.00	260.00	592.00	44%
ACETONE		705.00	678.00	1,383.00	49%
TOLUENE		2,899.00	3,685.00	6,584.00	56%
METHANOL		2,118.00	762.00	2,880.00	26%
ETHANOL		581.00	124.00	705.00	18%
MTBE		202.00	3.00	205.00	1%
DMSO		64.00	836.00	900.00	93%
ETHYLACETATE		614.00	697.00	1,311.00	53%
T-BUTILIC ALCOHOL		0.00	8.00	8.00	100%
N-METHYLPYRROLIDONE		21.00	7.00	28.00	25
TOTAL		7,536.00	7,060	14,596	48%

Table 44

## Energy consumption - MONTECCHIO MAGGIORE (GRI 302-1)

Unit		2022	2023	2024
Consumption of fuels from non-renewable sources, including types of fuel used				
Diesel	Gjoules	648	358	281
	Liters	18,108	10,000	7,856
Natural gas	Gjoules	341,854	335,659	334,843
	Sm3	9,663,171	9,466,655	9,409,941
Indirect energy consumption (purchased)				
Electricity supplied from the grid	Gjoules	164,651	171,321	179,214
	MWh	45,736	47,589	49,782
Non-renewable electricity supplied from the grid	Gjoules	103,451	92,234	38,573
	MWh	28,736	25,621	10,715
Renewable electricity supplied from the grid	Gjoules	61,200	79,087	140,641
	MWh	17,000	21,969	39,067
Energy generated				
Electricity from renewable sources generated and self-consumed	Gjoules	0	0	0
	MWh	0	0	0
Electricity from other fossil-fuel sources generated and self-consumed	Gjoules	59,288	56,517	58,496
	MWh	16,469	15,699	16,249
Electricity from other sources generated and fed into the grid	Gjoules	0	0	0
	MWh	0	0	0

Table 45

## Energy consumption - LONIGO (GRI 302-1)

Unit		2022	2023	2024
Consumption of fuels from non-renewable sources, including types of fuel used				
Diesel	Gjoules	110	197	123
	Liters	3,064	5,495	3,447
Natural gas	Gjoules	150,034	138,946	67,188
	Sm3	4,241,016	3,918,706	1,888,163
Indirect energy consumption (purchased) 2023				
Electricity supplied from the grid	Gjoules	91,144	95,040	36,634
	MWh	25,318	26,400	10,176
Non-renewable electricity supplied from the grid	Gjoules	60,544	50,291	7,885
	MWh	16,818	13,970	2,190
Renewable electricity supplied from the grid	Gjoules	30,600	44,749	28,750
	MWh	8,500	12,430	7,986
Electricity supplied from renewable sources	MWh	N/D	3	41
Electricity from third-party plants	MWh	N/D	1,002	18,747
HEAT from third-party plants	Gjoules	N/D	1,583	30,861
COOLING from third-party plants	Gjoules	N/D	330	13,603
TOTAL ENERGY from third-party plants	Gjoules	N/D	5,520	111,955
Energy generated				
Electricity from renewable sources generated and self-consumed	Gjoules	166	147	0
	MWh	46	41	0
Electricity from other fossil-fuel sources generated and self-consumed	Gjoules	N/D	0	0
	MWh	N/D	0	0
Electricity from other sources generated and fed into the grid	Gjoules	N/D	0	0
	MWh	N/D	0	0



Table 46

**Energy consumption - TERMOLI (GRI 302-1)**

Unit		2022	2023	2024
Consumption of fuels from non-renewable sources, including types of fuel used				
Diesel	Gjoules	29	64	72
	Liters	800	1,800	2,000
Natural gas	Gjoules	121,250	120,421	114,765
	Sm3	3,427,358	3,396,256	3,225,180
Indirect energy consumption (purchased)				
Electricity supplied from the grid	Gjoules	124,902	124,712	128,198
	MWh	34,695	34,642	35,611
Non-renewable electricity supplied from the grid	Gjoules	94,302	68,547	27,589
	MWh	26,195	19,041	7,664
Renewable electricity supplied from the grid	Gjoules	30,600	56,165	100,609
	MWh	8,500	15,601	27,949
Energy generated				
Electricity from renewable sources generated and self-consumed	Gjoules	N/D	46	81.236
	MWh	N/D	13	22.566
Electricity from other fossil-fuel sources generated and self-consumed	Gjoules	N/D	N/D	0
	MWh	N/D	N/D	0
Electricity from other sources generated and fed into the grid	Gjoules	N/D	N/D	0
	MWh	N/D	N/D	0

Table 47

**Energy intensity - CORPORATE (GRI 302-3)**

Unit	2022	2023	2024
TOTAL GJ/Ton product	393.0	395.2	428
TOTAL GJ/Million Euros generated	1,558.7	1,400	1,246
TOTAL GJ/FT employee	523.5	512.6	477

Table 48

**Scope 1 and Scope 2 CO<sub>2</sub> emissions - CORPORATE (GRI 305-1 and 305-2)**

	Unit	2022	2023	2024
Scope 1 emissions	tons CO <sub>2</sub>	86,135	84,618	82,350
Scope 2 emissions (market based)	tons CO <sub>2</sub>	22,027	27,279	19,021
Scope 2 emissions (location based)	tons CO <sub>2</sub>	25,983	32,337	31,241
TOTAL EMISSIONS Scope 1 + 2 (market based)	tons CO <sub>2</sub>	108,162	111,897	101,370
TOTAL EMISSIONS Scope 1 + 2 (location based)	tons CO <sub>2</sub>	112,118	116,955	113,590

NOTE: Company-owned or long-term leased vehicles are not considered in the emissions calculation because the small number of vehicles and the purposes for which they are used cannot reasonably be considered to be relevant from an emissions perspective.

Table 49

**Emissions intensity CO<sub>2</sub> - CORPORATE (GRI 305-4)**

Unit	2022	2023	2024
tons CO <sub>2</sub> /tons product	42.7	44.8	44.5
tons CO <sub>2</sub> /Million Euros generated	169.5	158.6	129.7
Tons CO <sub>2</sub> /Total employees	56.9	58.1	49.6

Table 50

**NOx, SOx, and other significant emissions - MONTECCHIO MAGGIORE (GRI 305-7)**

	Unit	2022	2023	2024
NOx	Kg	15,621.2	14,409.1	14,350
SOx	Kg	301.3	56.4	513
VOC (Volatile organic compounds)	Kg	1,227.6	529.2	1,046.6
PM (Particulate matter)	Kg	51.1	65.8	134.2
CO	Kg	1,417.8	1,156.2	2,005.1

Table 51

**NOx, SOx, and other significant emissions - LONIGO (GRI 305-7)**

	Unit	2022	2023	2024
NOx	Kg	23,898.4	22,634.5	2,990.9
SOx	Kg	159.9	45.9	38.2
VOC (Volatile organic compounds)	Kg	17.2	51.5	99.6
PM (Particulate matter)	Kg	0.7	97.5	4.7
CO	Kg	3,410.2	2,919.9	264.4

Table 52

**NOx, SOx, and other significant emissions - TERMOLI (GRI 305-7)**

	Unit	2022	2023	2024
NOx	Kg	7,274.0	3,945.9	5,047.1
SOx	Kg	76.6	72.1	61.2
VOC (Volatile organic compounds)	Kg	83.4	122.1	104.9
PM (Particulate matter)	Kg	N/D	N/D	N/D
CO	Kg	384.0	363.1	401.9

Table 53

**Water withdrawal, discharge and consumption - MONTECCHIO MAGGIORE (GRI 303-3, 303-4, 303-5)**

	Unit	2022	2023	2024
Groundwater withdrawal	m³	1,126,394	940,681	886,030
Water withdrawal from the mains supply	m³	31,275	33,510	30,970
<b>TOTAL</b>	<b>m³</b>	<b>1,157,669</b>	<b>974,191</b>	<b>917,000</b>
Discharge to sewer	m³	461,675	515,514	466,015
Discharge to surface water	m³	446,235	436,009	494,630
<b>TOTAL</b>	<b>m³</b>	<b>907,910</b>	<b>951,523</b>	<b>960,645</b>
<b>TOTAL CONSUMPTION</b>	<b>m³</b>	<b>249,759</b>	<b>22,668</b>	<b>-43,645</b>

Table 54

**Water withdrawal, discharge and consumption - LONIGO (GRI 303-3, 303-4, 303-5)**

	Unit	2022	2023	2024
Groundwater withdrawal	m³	736,180.0	652,830	663,160
Water withdrawal from the mains supply	m³	2,769.0	1,905	1,885
<b>TOTAL</b>	<b>m³</b>	<b>738,949</b>	<b>654,735</b>	<b>665,050</b>
Discharge to sewer	m³	-	-	-
Discharge to surface water	m³	651,993.0	537,565	541,370
<b>TOTAL</b>	<b>m³</b>	<b>651,993</b>	<b>537,565</b>	<b>541,370</b>
<b>TOTAL CONSUMPTION</b>	<b>m³</b>	<b>86,956</b>	<b>117,170</b>	<b>123,680</b>

Table 55

## Water withdrawal, discharge and consumption - TERMOLI (GRI 303-3, 303-4, 303-5)

	Unit	2022	2023	2024
Groundwater withdrawal	m³	N/D	N/D	N/D
Water withdrawal from the mains supply	m³	464,500	501,923	523,400
<b>TOTAL</b>	<b>m³</b>	<b>464,500</b>	<b>501,923</b>	<b>523,400</b>
Discharge to sewer	m³	399,000	464,454	503,780
Discharge to surface water	m³	N/D	N/D	N/D
<b>TOTAL</b>	<b>m³</b>	<b>399,000</b>	<b>464,454</b>	<b>503,780</b>
<b>TOTAL CONSUMPTION</b>	<b>m³</b>	<b>65,500</b>	<b>37,469</b>	<b>19,720</b>

Table 56

## Water withdrawal, discharge and consumption - CORPORATE (GRI 303-3, 303-4, 303-5)

	Unit	2022	2023	2024
Water withdrawal TOTAL	m³	2,361,118	2,130,849	2,105,440
Water discharge TOTAL	m³	1,958,903	1,953,542	1,985,800
<b>TOTAL CONSUMPTION</b>	<b>m³</b>	<b>402,215</b>	<b>177,307</b>	<b>99,649</b>

Table 57

## Water consumption intensity - CORPORATE (NON GRI)

Unit	2022	2023	2024
m3 H2O/tons product	933	855	926
m3 H2O/mn EUR	3,701	3,023	2,700
M3 H2O/employee	1,243	1,107	1,032

Table 58

## Waste generated - MONTECCHIO MAGGIORE, LONIGO, TERMOLI and CORPORATE (GRI 306-3)

	Unit	2022			2023			2024		
		Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
<b>MONTECCHIO</b>	<b>tons</b>	46,096	1,610	47,707	45,973	1,480	47,453	47,814	1,329	49,143
<b>TERMOLI</b>	<b>tons</b>	24,926	1,853	26,779	28,050	1,264	29,314	30,402	1,507	31,909
<b>LONIGO</b>	<b>tons</b>	18,004	3,442	21,446	22,677	4,457	27,134	22,951	3,977	26,929
<b>TOTAL</b>	<b>tons</b>	<b>89,026</b>	<b>6,905</b>	<b>96,931</b>	<b>96,700</b>	<b>7,201</b>	<b>103,901</b>	<b>101,168</b>	<b>6,813</b>	<b>107,981</b>

Table 59

## Waste sent for disposal and recovery - CORPORATE (GRI 306-4 and 306-5)

	Unit	2022	2023	2024
Hazardous waste	External recovery	tons	25,142	25,353
	External disposal	tons	23,783	27,434
	Internal incineration	tons	40,101	41,584
Non-hazardous waste	External recovery	tons	4,182	4,681
	External disposal	tons	2,037	1,694
	Internal incineration	tons	685	825
Total waste	External disposal	tons	25,821	29,128
	External recovery	tons	29,325	30,034
Waste D/R Ratio (Target #3)	%	88.05%	96.98%	113.92%



## INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON THE SUSTAINABILITY REPORT 2024

To the Board of Directors of Fabbbrica Italiana Sintetici SpA

We have undertaken a Limited Assurance engagement in respect of the accompanying Sustainability Report of Fabbbrica Italiana Sintetici SpA (hereinafter also the "Company") for the year ended 31 December 2024.

### Responsibilities of Directors

The Directors of Fabbbrica Italiana Sintetici SpA are responsible for the preparation of the Sustainability Report with reference to the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"). The Directors are also responsible for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

### Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 (ISQM Italia 1), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Our Responsibilities

Our responsibility is to express a limited assurance conclusion on the Sustainability Report based on the procedures we have performed. We conducted our engagement in accordance with International Standard on Assurance Engagements - Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 revised) issued by the International Auditing and Assurance Standards Board for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the Sustainability Report is free from material misstatement.

The procedures we performed were based on our professional judgment and included interviews with the Company's personnel in charge of the elaboration of the information reported in the Sustainability

PricewaterhouseCoopers Business Services Srl

Società a responsabilità limitata a socio unico  
Sede legale: **Milano** 20145 Piazza Tre Torri 2 Tel. 02 725091 Cap. Soc. Euro 100.000,00 i.v. - C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 06234620968 -  
Altri Uffici: **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640311 Fax 080 5640349 - **Bologna** 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - **Bolzano** 35100 Via  
Alessandro Volta 13A Tel. 0471 066850 - **Brescia** 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - **Cagliari** 09125 Viale Diaz 29 Tel. 070 6648774 - **Firenze** 50121  
Viale Gramsci 15 Tel. 055 2462811 Fax 055 2462899 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 250411 - **Napoli** 80121 Via del Mille 16 Tel. 081 36181 - **Padova**  
35138 Via Vicenza 4 Tel. 049 873431 Fax 049 8734399 - **Rubano** 35030 Via Belle Pute 36 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 6256313 Fax 091 7325221 -  
90139 Via Roma 457 Tel. 091 6752111 - **Parma** 43121 Viale Tanara 20/A Tel. 0521 275911 Fax 0521 781844 - **Pescara** 65127 Piazza Ettore Troilo 8 - **Roma** 00154  
Largo Fochetti 29 Tel. 06 6920731 - **Torino** 10122 Corso Palestro 10 Tel. 011 5773211 Fax 011 5773299 - **Trento** 38121 Viale della Costituzione 33 Tel. 0461 237004  
Fax 0461 235077 - **38121 Via Adalberto Libera 13 - Treviso** 31100 Viale Felassent 90 Tel. 0422 315711 Fax 0422 315798 - **Trieste** 34125 Via Cesare Battisti 18 Tel. 040  
3480781 Fax 040 364737 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001

Società soggetta all'attività di direzione e coordinamento della PricewaterhouseCoopers Italia Srl

[www.pwc.com/it](http://www.pwc.com/it)

Report, as well as inspection of documents, recalculations, and other procedures designed to obtain evidence considered to be useful.

In detail, we performed the following procedures:

- analysis of the process of definition of the material topics reported on in the Sustainability Report, with reference to the method applied in the analysis and understanding of the Group's environment, the identification and prioritisation of the actual and potential impacts, and the internal validation of the results of the process;
- understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In particular, we have carried out interviews and discussions with the personnel of Fabbbrica Italiana Sintetici SpA and we performed limited analyses of documentary evidence, to gather information about the processes and procedures for the collection, aggregation, processing and submission of non-financial information to the function responsible for the preparation of the Sustainability Report.

Moreover, for material information, considering the activities and characteristics of the Company:

- with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documentation to verify its consistency with available evidence;
  - with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation.
- For the sites of Montecchio Maggiore (Italy) and Termoli (Italy), which we selected on the basis of their activities and their contribution to performance indicators at the consolidated level, we carried out site-visits, interviews and/or meetings during which we met the persons in charge and obtained documentary evidence, on a sample basis, regarding the correct application of the procedures and calculation methods applied for the indicators.

The procedures performed were less in extent than for a reasonable assurance engagement conducted in accordance with ISAE 3000 revised (reasonable assurance engagement) and, consequently, we did not obtain assurance that we became aware of all significant facts and circumstances that might be identified with reasonable assurance procedures.

### Limited Assurance Conclusion

Based on the procedures we have performed, nothing has come to our attention that causes us to believe that the Sustainability report of the of Fabbbrica Italiana Sintetici SpA for the year ended 31 December 2024 is not prepared, in all material respects, in accordance with the criteria set out in the GRI Standards.

Padova, 10 June 2025

PricewaterhouseCoopers Business Services Srl

Signed by

Paolo Bersani  
(Partner)

*This report has been translated into the English language solely for the convenience of international readers. Accordingly, only the original text in Italian language is authoritative.*





**[www.fisvi.com](http://www.fisvi.com)**

All content in this document is the property of F.I.S. — Fabbrica Italiana Sintetici S.p.A.  
It is forbidden to copy, appropriate, redistribute, or reproduce any of the phrases, contents, or images on this document.  
F.I.S. — Fabbrica Italiana Sintetici S.p.A. all rights reserved.