





SUSTAINABILITY STATEMENT
SICIT GROUP
AS OF 31st December 2025



SICIT Group S.p.A.

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Letter to Stakeholders

We are pleased to present the new edition of the SICIT Group Sustainability Report, which offers a transparent overview of our activities and the results achieved during the year.

2025 represents a key milestone in SICIT Group's development journey. The entry of Renaissance Partners and TPG Rise Climate into SICIT's share capital marks the beginning of a new phase, aimed at further strengthening our international positioning and accelerating innovation. This new ownership structure enables us to address the challenges of global markets with greater strength and vision, while leveraging the distinctive expertise that have made SICIT a benchmark in the circular economy.

Throughout the year, we continued our commitment across the three ESG dimensions – Environment, Social and Governance – through initiatives designed to improve the efficiency of production processes, strengthen management systems, and promote an increasingly responsible development model.

In the environmental sphere, we continued to invest in resource circularity and energy efficiency of our plants, reducing impacts and investing in more efficient energy solutions, including through the adoption of on-site renewable energy generation systems.

2025 was also characterized by a further strengthening of our international presence. In December, we completed the construction of our new production plant in Mexico, which will become operational in 2026 and represents an important growth driver for the Group, enabling us to increase production capacity, optimize global logistics flows, and support the development of new solutions for the agricultural sector.

We also continued to invest in innovation and the development of sustainable products, expanding our biostimulant portfolio and strengthening our research and development activities on new technologies and raw materials.

In 2025, our commitment was once again recognized by important independent assessments. EcoVadis confirmed the Platinum medal, with a further improvement in the overall score, consolidating SICIT's positioning among the top 1% of companies globally for ESG performance.

The results achieved encourage us to continue with determination along the path we have undertaken. We will continue to work together with our stakeholders to develop innovative solutions, promote increasingly sustainable production models, and contribute to creating shared value for the regions and communities in which we operate.

Chairman
Rino Mastrotto



SICIT GROUP

SUMMARY & HIGHLIGHTS

VALUES

- Product quality and safety
- Customer satisfaction
- Ethics, trust, mutual respect, and professionalism
- Collaboration with customers and the scientific community
- R&D of new products and processes
- Respect for the environment

OBJECTIVES

- Create value through the **circular economy** to produce high-quality products.
- **Integrate sustainability principles** into all our operations.
- **Operate with integrity and responsibility**, actively contributing to building a more sustainable and resilient future for present and future generations.

SICIT IN NUMERI



38.585 ton of hydrolysate

production +2% vs. 2024



3 *active production sites*



4 *Laboratories (chemical-extractive, agronomy, technology, and quality control)*



2,9% *of turnover allocated to R&D*



60 *countries reached*

Who we are

GRI 2-28

Founded in 1960 in Chiampo (VI), in the heart of the Vicenza leather tanning district of Chiampo Valley, **SICIT Group S.p.A.** (hereinafter also "SICIT") was among the first companies in the world to use amino acids and peptides in the biostimulants market for agriculture, of which it is today the global leader.

In its plants in Arzignano and Chiampo (VI), SICIT **transforms processing residues from leather tanning** into hydrolyzed proteins, mainly used **as biostimulants for agriculture and retarders for the plaster industry**, supplying the main players in the agrochemical and industrial sectors. The company also extracts **animal-derived fat** from tanning residues, which is sold as biofuel.

SICIT is an **international excellence of the green and circular economy** that offers a strategically important service for various tanning districts, both Italian and European, by collecting and **transforming processing residues into high-value-added products** that are fully biodegradable, without risks to public health and the environment. In doing so, SICIT **significantly limits waste production in the industrial districts where it operates**. The activity enables the company to provide technologically advanced and entirely green solutions to customers while simultaneously contributing to the sustainable management of the leather tanning supply chain. A result made possible by the work of a qualified team, automated and technological production plants, state-of-the-art laboratories, and constant investments in Research and Development.

Through the acquisition of control of **Patagonia Biotecnología S.p.A (PatBio)**, a **Chilean biostimulants producer based on algae**, **SICIT Group** has further expanded its offering through **new plant-based products**.

SICIT's products meet the needs of a **production model focusing on sustainability and efficient use of resource**. In this regard, the main **competitive advantages** that characterize the Group as a leading operator in the sector compared to competing companies are:

- **Quality of the product;**
- Constant process and product **innovation;**
- **Technical support to customer;**
- Industrialization of the hydrolyzed proteins production process, which allows maintaining high **service standards** for important international customers;
- **Privileged access** to main raw materials;
- **Direct relationship with suppliers** of main raw materials;
- **Finished product derived from residues of other processing activities** with a green and eco-sustainable perspective.;

SICIT also believes in collaboration with industry associations at local and national levels and is a member of various entities such as EBIC (*European Biostimulant Industry Council*), CRA (*Council for Agriculture Research and Experimentation*), and Confindustria Vicenza.

Our history and evolution

1960

In Chiampo (VI), Dr. **Giuliano Guardini** founded **S.I.C.I.T. S.p.A.** (acronym for Società Industrie Chimiche Italiane). The initial intent of the company was to extract chromium from leather tanning residues to resell it to tanneries. The idea did not take off, and SICIT converted to protein extraction through the hydrolysis process.

1963

Following analyses related to the problem of anthrax spores scattered in the fields (tanning residues were spread in the fields as fertilizer), SICIT was identified as **the only suitable entity to treat tanning residues**. The SICIT protocol became a legal obligation, and all tanneries began to deliver their residues to the company. At this time, the company's products were intended for industrial calf farming.

1968-1970

A pilot plant was set up to process fleshings and other tanning residues, obtaining hydrolyzed proteins for agriculture. SICIT could thus count on a **dual market**: the **zootechnical** and **agricultural** markets.

Mid-1970s

The production of **grease** started, then intended for feed mills.

1989-1991

SICIT came under the leadership of Z. Filippi. A brief but investment-rich phase, including the start of the project to separate the treatment of fleshings and other animal by-products from that of shavings. This will **allow the construction of two lines to separate sludge** (destined for landfills) from calcium corrective (destined for agricultural use).

Our history and evolution

1991-1996

SICIT came under the ownership of **Intesa**, a company founded by a group of tanners from Arzignano to manage the disposal of residues from the tanning industry. Intesa completed the restructuring project started with the previous ownership, including the separation of the two lines.

1996

The spread of the so-called "Mad Cow" disease led to a period of great restructuring for SICIT: The Research & Development division focused to new products for the agricultural and industrial sectors. By collaborating with the University of Edinburgh, the company managed to **develop a more effective hydrolysis process for the processing of animal by-products (ABPs) from the tanning industry**. This process became the only one allowed to produce animal-derived hydrolyzed proteins, which are also permitted for zootechnical use, and is considered the state-of-the-art in ABPs processing.

2000

Construction of the **Arzignano (VI) plant** began.

2000

Following an internal reorganization, two new companies were created: **SICIT 2000 S.p.A.** and **SICIT Chemitech S.p.A.** The former is dedicated to the production and sale of amino acids and peptides for agriculture. This was possible thanks to its two plants, which have a total production capacity of 100 MT/day of liquid products and 40 MT/day of powder products. It then became the world's largest producer of amino acid-based fertilizers. **SICIT Chemitech** is responsible for quality control, product traceability, research, and development (R&D) of new formulations and processes.

2004

The new **Arzignano plant** was launched.

2006-2011

The restructuring project for the renovation and automation of the **Chiampo plant** began.

2016

The **SICIT China** branch was established in Shanghai.

2018

SICIT USA (New York) was founded to directly distribute products in the North American market.

2019

The SICIT China branch was established in Shanghai. On May 20, the **business combination** of SICIT 2000 S.p.A. with SprintItaly S.p.A. (Italian SPAC) was concluded. On the same day, the merger by incorporation of the former into the latter became effective, with the simultaneous start of trading of the new company SICIT Group S.p.A. on **AIM**.

2021

On August 5, **NB and Intesa Holding**, through their subsidiaries Circular Holdco and Circular Bidco, completed the takeover bid on SICIT, which was delisted from MTA. In October, SICIT (China) Technology Co., Ltd was established.

2023

In May, 51% of **Patagonia Biotecnologia S.p.A.**, a Chilean company specializing in the production and commercialization of seaweed-based biostimulants and certified B-Corp, was acquired.

2023-2024

SICIT began the construction of a **new production site in Mexico**. Additionally, the company is developing **Moringa-based biostimulants** and launched **new formulations**.

2025

Renaissance Partners and TPG Rise Climate acquire co-control of SICIT Group, marking the beginning of a new chapter of innovation and growth.

In December, SICIT completes the construction of its **new production facility in Mexico, which will become operational in 2026**.

Patagonia Biotecnología S.p.A.

History

The development of **FERTUM® formula** began in 1998 through research on extracts of various seaweeds from Chilean Patagonia. It was conducted by the current CSO of Patagonia Biotecnología S.p.A., Marcelo Brintrup, in collaboration with Gotardo Schenkel, a globally recognized researcher and academic. After numerous tests and studies, the two researchers determined that *Macrocystis pyrifera* and other algae found along the Chilean coasts contain a high concentration of bioactive compounds. These compounds, including polysaccharides, mannitol, betaine, phytohormones, vitamins, and other natural metabolic stimulators, have proven capable of enhancing plant growth and resistance to stress conditions.





This discovery led to the definition of a patented extraction process that preserves the physical-chemical and biological characteristics of the micronutrients in seaweed. PatBio offers a product whose quality, consistency, and effectiveness have been validated at both national and international levels through analyses conducted at universities, research centers, and by leading clients in the agri-food sector.

The Raw Material

PatBio collects seaweed along a **400-mile coastal region from Valdivia to the Chiloé region**, an archipelago whose micronutrient-rich waters remain pristine due to their isolation. This ideal environment provides PatBio with abundant amounts of seaweed without harming the marine ecosystem. FERTUM® contains mixtures of **four algae** selected for their natural abundance, rapid growth, and high

content of active compounds, and beneficial effects on crops.



	<p>Macrocystis pyrifera Algae of the "Regno Protista", also known as giant kelp. It is recognized as the largest and fastest growing alga. It can reach 45 meters and grow up to 16 cm per day in ideal conditions.</p>
	<p>Durvillaea antarctica Brown alga of the Protista Kingdom, abundant on the Chilean coasts, is robust and large, being able to reach the 15 meters of length</p>
	<p>Ulva lactuca Green algae of the Plant Kingdom spread all over the world.</p>
	<p>Pyropia Red seaweed, sometimes brown or slightly purple, of the Plant Kingdom, living in the intertidal zones.</p>

The production process

Since 2025, PatBio sources its seaweed exclusively from its own cultivation farms, ensuring full control over the origin, quality and traceability of its raw material. During the spring and summer months, **PatBio harvests its seaweed when biomass and bioactive compound levels reach their optimal balance.** The harvested seaweed is then processed to obtain the liquid extract that forms the foundation of FERTUM® products.

PatBio maintains strict supervision at every stage of production, guaranteeing the high quality of the final product and ensuring consistency between batches.

The **Research and Development team** regularly monitors the consistency and

effectiveness of the products, helping to deliver stable and reliable agronomic performance in the field, while constantly improving the formulations offered to customers.

Vision e values

GRI 2-16

GRI 2-26

GRI 2-27

CODE OF ETHICS



[Per For more information, visit the Corporate Code of Ethics webpage.](#)

SICIT's vision is based on three pillars:

- **Leader in the transformation of organic residues from leather tanning residues into hydrolyzed proteins.**

The hydrolyzed proteins thus produced are mainly used as biostimulants for agriculture and retarders for the plaster industry, supplying the most important players in the agronomic, agrochemical and industrial sectors.

- **International excellence in the green and circular economy.**

SICIT collects and transforms residues, which are difficult to dispose of, into high value-added products that are fully biodegradable, without risks to public health and the environment, significantly limiting waste production.

- **Continuous and significant investments in Research and Development.**

In addition to continuous and significant

investments in Research and Development, SICIT relies on **four specialized laboratories**, each one with a strategic function within the innovative corporate ecosystem. These are a quality control laboratory, a chemical-extractive laboratory for product and process Research and Development, an agronomic laboratory for Research and Development of new products for agriculture, and a technological laboratory for Research and Development of new products for the construction industry.

“SICIT wants to be the ideal partner, supporting its clients in the development of a complete range of products based on amino acids and peptide-based fertilizers”

It's not capital that grows a company, but rather winning ideas and a flexible organizational structure capable of quickly adapting to a market context characterized by uncertainties and turbulence.

SICIT and its subsidiary SICIT Chemitech adopt an **Organization, Management, and Control Model** hereinafter also referred to as "Model 231") in accordance with the provisions of Legislative Decree no. 231/01¹. They have appointed their own **Supervisory Body** composed of an external individual who possesses the necessary professionalism, honorability, and independence, and can ensure the necessary continuity of action. Additionally, the **Supervisory Body** annually drafts a report on the activities carried out, which is submitted to the Board of Directors and the Board of Statutory Auditors.

¹ Foreign companies of the Group are excluded. Consolidated revenue coverage approximately 95%.

The adoption of **Model 231** followed a comprehensive risk assessment project focused on the types of offences outlined by the Decree. Model 231 aims to prevent specific offences that result in both criminal liability for the individuals involved and administrative liability for the company. The Board of Directors continually updates Model 231 to ensure its effectiveness.

As part of their professional development programs, SICIT and SICIT Chemitech provide dedicated training on Model 231 and its implications for employees and contract workers. Model 231 was updated in 2023 and 2024². The main updates included mapping business processes considering the company's internal and external context and identifying criminal risks for each mapped process. Risk assessment and weighting were conducted according to the ISO 31000:2018 standard, along with the development of the Risk Assessment Document. Additionally, the General Part was revised to incorporate new regulations and practices, including the European whistleblowing regulation. The annexes were also streamlined for clarity.

The Group conducts its internal operations and external business relationships according to principles of ethics and integrity. As part of the update to Model 231, SICIT's Board of Directors has also approved a new **Code of Ethics**, which outlines the company's ethical responsibilities and commitments to its internal and external stakeholders. The Code of Ethics applies to corporate bodies, management, employees, external collaborators, commercial partners, suppliers, and all those who engage with the company.

According to the Code of Ethics, the Group commits to:

- Ensuring the widest possible dissemination of the Code among employees and third parties who engage with the Group.
- Continuously updating the Code to reflect evolving business needs and current regulations.
- Providing comprehensive tools and resources for understanding and clarifying the interpretation and implementation of the Code's rules.
- Investigating any reported violations of the Code, evaluating the facts, and taking appropriate disciplinary measures if violations are confirmed.

The Code of Ethics is published on the company's website and shared with employees and collaborators. To ensure proper understanding of the Code, SICIT has developed an information plan to guarantee its complete dissemination.

The Reporting Procedure, titled "***Whistleblowing Procedure for Reporting Violations and Irregularities***," is designed to manage the reporting of any violations and irregularities concerning the Code of Ethics and Model 231, violations of EU law, and whistleblowing-related issues, non-compliance, and retaliation. Employees, or third parties regarding violations of EU regulations, are encouraged to report any violations or suspicions to their direct superior. If reporting to their superior is ineffective or inappropriate, they may report to the CEO or directly to the Supervisory Body. The Supervisory Body is responsible for promptly verifying the reported information and, upon confirming

² Last updated on March 28, 2024.

the validity of the report, referring the case to the relevant corporate function for the application of disciplinary measures or activation of contractual resolution mechanisms. A link to the external web platform for whistleblowing reports is available on the homepage of the company's website. Whistleblowers are protected from any form of retaliation or discrimination in the workplace, and their identity is kept confidential within the limits prescribed by law. Reports made through the platform are accessible only to the Supervisory Body, which has been designated to manage the reports.

This procedure is structured to ensure the confidentiality of the whistleblower and the information received, as well as the validity of the reports.

Although the online channel is recommended as the preferred method, employees can also report irregularities or issues during periodic meetings between SICIT's CEO and union representatives. Specifically, environmental concerns can be reported to the environmental delegate, who was appointed as special attorney on March 12, 2020. The special attorney represents the company before all entities and bodies responsible for exercising supervisory, verification, and control functions as required by environmental regulations.

As of December 31, 2025, no reports have been received by the Supervisory Body.

N. of reports to the Supervisory Body	2023	2024	2025
Whistleblowing	0	0	0

In its operations, SICIT is committed to fight corruption and preventing risks related to illicit practices. In this context, SICIT ensures that business conduct is characterized by the highest standards of integrity, excluding any form of corruption or favouritism, completeness and transparency of information, and legitimacy.

In this regard, SICIT Group did not record any significant cases of non-compliance with laws and regulations in 2024, resulting in no monetary or non-monetary penalties. Additionally, there are no ongoing or concluded legal actions related to anti-competitive behaviour, nor have there been any confirmed instances of corruption or violations of antitrust and monopoly practices regulations.

Risk monitoring and management are integral parts of SICIT's business model. SICIT's exposure to risks is managed through dedicated risk analyses.

The **Risk Assessment** document provides an analysis of the main risk categories and outlines response strategies to mitigate identified risks. The company has identified the following main risk categories:

- **External** risks, related to the external environment that can impact the Group's ability to achieve strategic and operational objectives.
- **Business** risks, connected to the activities and critical aspects of the business.
- **Operational** risks, related to the efficiency and effectiveness of business operational processes, impacting the Group's performance.
- Risks related to the management of the **human resources** and the efficacy of the organizational structure;

- **Financial** risks, associated with financial planning processes, financial reporting activities, and the management of financial and insurance instruments.
- **Information and Communication Technology** risks, related to the availability, accessibility, and integrity of IT infrastructure and systems, as well as data security.
- **Legal and compliance** risks, concerning compliance with national and international laws and regulations, and Group policies.
- **ESG** risks, linked to SICIT's ability to manage the consequences for the Group arising from social and environmental impacts, direct or indirect, caused by its activities or those of the supply chain.

The assessment model was defined by evaluating both the magnitude of the potential occurrence of the risky event and the probability of the risk. The summary evaluation of the identified risks was then reassessed considering the mitigation actions implemented by the company.

Activities and Markets

SICIT **sells its products both in Italy and abroad**, reaching all continents. Currently, Europe is the main market for biostimulants and fat, while Europe, America and APAC represent the main markets for plaster retarders. To ensure a global presence, SICIT has a commercial network coordinated by its headquarters in Italy and two subsidiaries in China (SICIT Commercial Consulting Shanghai Ltd. and SICIT Technology Co., Ltd) which handle product registration for import on the local market and the development of operational activities and commercial opportunities on the Chinese market.

The opening of the plant in Mexico, which will become operational in 2026, will also allow SICIT to strengthen supply chain efficiency and its presence in international markets, particularly Asia and the United States.

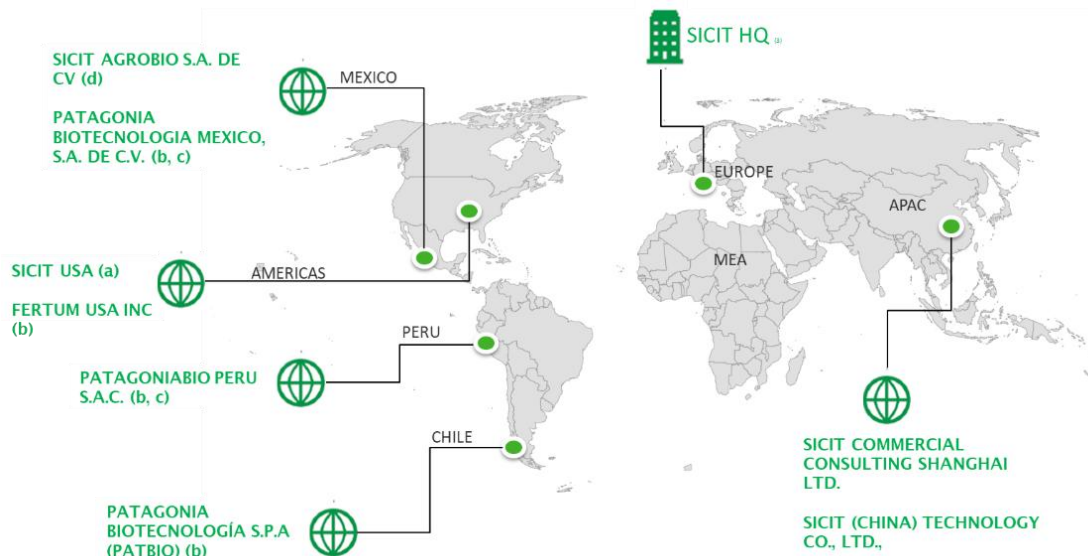
Patagonia Biotecnología S.p.A., acquired in May 2023, allowed the Sicit Group to expand its range of biostimulants to include those derived from the plants.

SICIT's business model is B2B, with

differences in distribution methods depending on the products and therefore the reference sectors. In the biostimulants sector, SICIT distributes its solutions in end-use markets by developing partnerships with companies active in the crop nutrition and crop protection market, equipped with widespread sales organizations and their own distribution network in target countries. SICIT's commercial partners purchase finished products to distribute them as such or to use them as fundamental components of the formulations they produce and market. Typically, customers offer the products to the market under their own brand.

In the plaster retarders sector, SICIT maintains commercial relationships with the end users of its solutions, supplying producers of drywall panels and building material distributors with regard to plaster retarders. In some countries there are agreements with distributors, which provide technical support and service to production plants.

The fat produced by SICIT is sold to producers of electricity from sources other than fossil fuels.



The Group's plants

GRI 2-6

SICIT owns 3 production plants, 1 located in Chile (PatBio) and 2 located in the heart of the Vicenza tanning district: the Chiampo plant, built in 1960 and renovated in 2006; and the more recent Arzignano plant, whose first construction phase was launched in 1995 with the creation of the warehouse and drying plant and which subsequently became fully operational in 2004 following the construction of the current plant. Furthermore, in the last month of 2025, the Group completed construction of a new production plant in the city of León, Mexico, dedicated to processing residues from the local tanning district. The plant will become operational in 2026.

Arzignano Plant

In the Arzignano plant, entirely designed by SICIT Chemitech - which at that time also handled research and development and engineering - **only animal by-products (ABP)** from tanning are processed: **fleshings, hair and trimming**. Hydrolyzed proteins are obtained from the processing of waste products coming from the first phase of the tanning process, before actual tanning. From fleshings alone, fat is obtained. The processing of animal by-products to produce hydrolyzed proteins is subject to specific European Regulations³ and follows a dedicated production process. Animal by-products are perishable and are typically processed within 48 hours, a circumstance that limits their transportability range, unless refrigerated transport is used.

Chiampo Plant

In the Chiampo plant, other tanning residues are processed, such as **trimmings and shavings**, consisting of collagenous residue from the mechanical finishing operations of hides already subjected to the initial phases of the tanning process, but before the "finishing" phases of the hides and therefore no longer perishable. From the hydrolysis process of trimmings and shavings, collagen-based hydrolyzed proteins are obtained.

Puerto Montt Plant (PatBio)

At the Chilean plant, four types of seaweed are processed to create a product used in agriculture- The product can be used to improve crop resilience to abiotic stress and to enhance yield.

Laboratories

SICIT has **four functionally integrated laboratories**:

- A **chemical-extractive laboratory** for product and process development.
- A **chemical laboratory** for testing the efficacy of industrial products.
- A **laboratory of agronomy** for testing the efficacy of biostimulant products and researching new agricultural products.
- A **laboratory within SICIT Chemitech dedicated to quality control** of finished and semi-finished products and their production processes, ensuring compliance with the standard characteristics required by customers. This laboratory supports customers by providing the necessary analyses for importing products into target markets and assists other SICIT laboratories in product development activities.

³ Regulation (EC) No. 1069/2009, Regulation (EU) No. 142/2011.

Products

GRI 2-6

Biostimulant



For the development and production of its products, SICIT Italy uses and manages **production processes characterized by proprietary know-how.**

The main products marketed by SICIT are:

Biostimulants of animal origin based on amino acids and peptides, both liquid and solid, and biostimulants based on marine algae, generally suitable for foliar application and/or soil application for fertigation or radical treatment.

Animal-origin biostimulants can **stimulate/accelerate the metabolic activities of plants** in order to:

- resist increasingly frequent conditions of abiotic stress (such as drought, heavy rainfall, frost, soil salinity, etc.);
- improve crop quality and yield;
- promote the development of soil microflora;
- improve the efficiency of nutrient absorption and crop protection, thus allowing their use in smaller quantities.

The use of biostimulants, integrated with the correct use of other production inputs (crop nutrition and protection), enables the implementation of **production systems based on sustainability criteria.** Furthermore, biostimulants do not leave **any residue on crops and pose no environmental impact problems** as they are naturally derived and completely biodegradable.

The **main benefits** of using biostimulants:

- Optimization of plant metabolic processes;
- Improvement in nutrient absorption and assimilation;
- Efficiency in water use;
- Activation of the plant's natural defense mechanisms with consequent reduction of agrochemicals and other chemical substances;
- Improvement of germination and root development;
- Increase in quantitative or productive yield and crop quality;
- Increase in resistance and tolerance to abiotic stress.

The importance of biostimulants in the European agricultural market has been formalized in Regulation (EU) 2019/1009, which establishes "rules on the making available on the market of EU fertilizing products". In this context, a specific "product functional category" (PFC) called "*biostimulants*" has been created, which are defined as those products that "*stimulate plant nutrition processes regardless of nutrient content, with the sole purpose of improving nutrient use efficiency, tolerance to abiotic stress, quality traits and the availability of nutrients confined to the soil or in the rhizosphere*".

This measure, on one hand, made it possible to overcome regulatory fragmentation among EU countries, creating harmonization that facilitates biostimulants' access to the European market, and on the other hand, created the conditions for the recognition of quality products with proven efficacy at the expense of products of questionable origin and quality.

SICIT has recently renewed its instrumentation dedicated to the analysis and quality control of algae, with the aim of improving the evaluation process of the same.

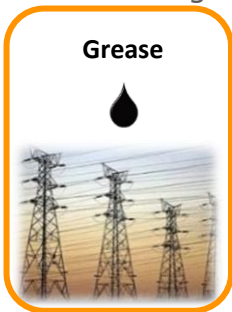
Retarders are amino acid-based products used to **slow down the setting time of plaster and increase its workability**; they



are used in the preparation of drywall panels and in the use of plaster in construction sites. SICIT produces plaster setting retarders in both liquid form (Plast Retard L and Plast Retard XCL) and powder form

(Plast Retard PE and Plast Retard XCP). Plaster-based formulations contain at least one retardant. Generally, **Plast Retard is used as the sole retardant** but can also be combined with others.

"Animal fat" is derived from the processing of animal by-products carried out at the Arzignano plant. The fat obtained from the initial transformation phase can be further refined through a re-esterification process



of free fatty acids - in addition to reducing the sulfur content and other salts - to make the product directly usable as biofuel.

Furthermore, from the SICIT production process, defecation plaster is obtained, which is used as an amendment/calcium corrective for soils, whose use is regulated by Legislative Decree 75/2010 on fertilisers.

Circular Economy

SICIT's operational model was born over 60 years ago, founded on the concepts of circular economy before the term was even coined.

SICIT's production process in Italy is divided into three distinct phases:

1. **Collection of tannery** processing residues;
2. **Treatment and hydrolysis phases** of the residues;
3. **Formulation of finished products** intended for the biostimulants sector and the plaster retarders sector

SICIT sources waste residues from tanneries, mainly from the Vicenza district and, secondarily, from Tuscany and other Italian and European production areas, to which it provides a paid service as an alternative to landfill treatment and disposal or similar plants. This collection service therefore represents for the tanning industry the opportunity **to manage sustainably residues that would otherwise be destined for landfill disposal or destruction** with a high environmental impact. Through the Quality Control laboratory and the teams managing the collection of ABP (at Arzignano) and tanning residues (at Chiampo), SICIT daily monitors the quality and quantity of incoming raw materials to intercept potential trends and plan the collection service.

SICIT has established with the tanneries with which it collaborates a stable and long-term relationship that has made it the reference point in Italy for the treatment of

such products. As for **trimmings and shavings**, being non-perishable raw materials, SICIT adjusts material collection from tanneries based on its own production needs and can also source from other tanning districts, both Italian and foreign.

These products⁴ are subjected to a treatment and hydrolysis process through which they undergo thermal treatment in an acidic and/or alkaline environment, in order to extract amino acids and peptides from the protein matrix (collagen) present. This process is carried out in SICIT's two plants at Arzignano for the processing of animal by-products and at Chiampo for the processing of post-tanning residues. The treatment and hydrolysis phases give rise to **hydrolyzed proteins** that represent semi-finished products (so-called bases) for the subsequent phase of finished product preparation. These hydrolyzed proteins - individually or, more often, in mixture with each other and/or with other products of organic and/or inorganic origin - give rise to finished products, sold by SICIT in the B2B channel.

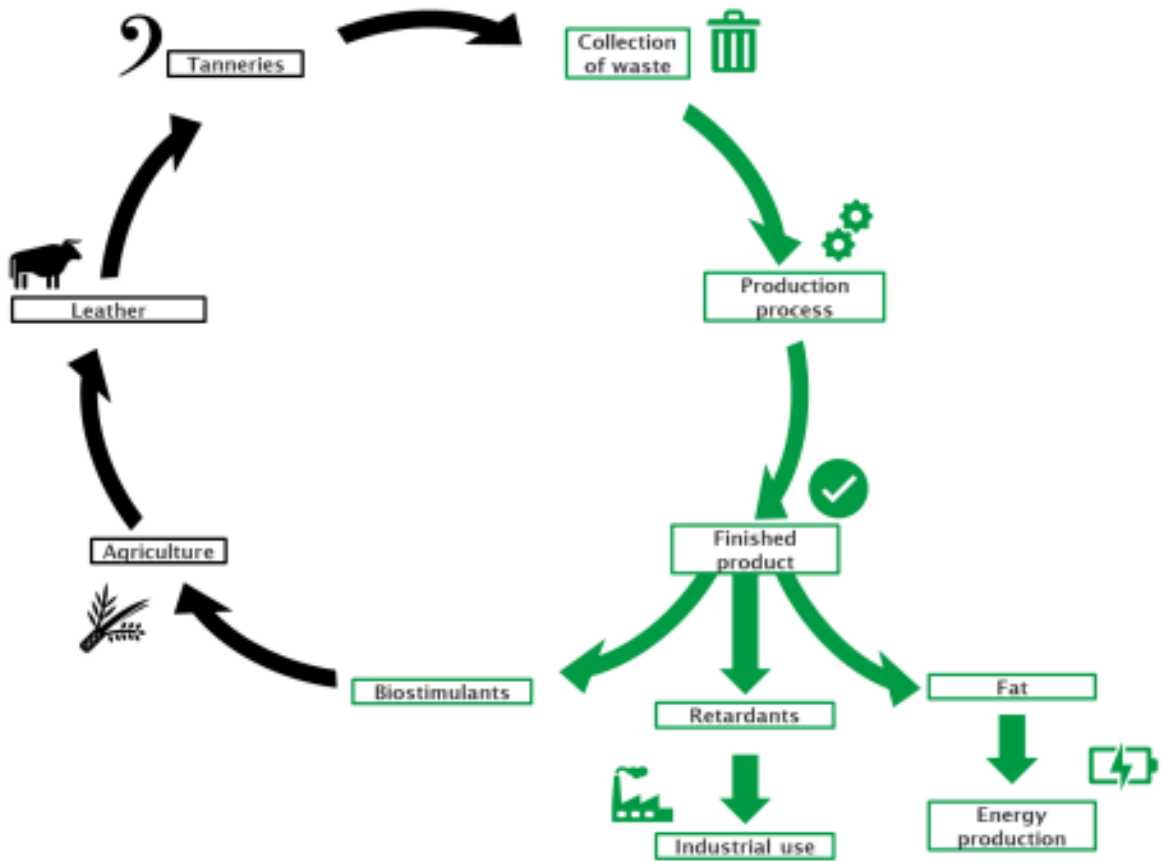
SICIT has also equipped itself with dedicated **storage tanks** for the storage of hydrolyzed bases produced and not immediately used to produce finished products. This allows for an adequate warehouse volume to reduce business risk arising from the inability to collect tanning residues in months when sales volumes exceed collection volumes.

The hydrolyzed proteins obtained from the hydrolysis process, which appears in **liquid, dense and viscous form**, is subjected to

⁴ For fleshings alone, once the grease has been extracted.

further processing, based on formulations agreed with the client, with the aim of associating additional components to the amino acid and peptide base and/or modifying its physical state (formulation in powder, granules or pellets). The products thus obtained can be sold as such or packaged in industrial packaging and made available for sale to SICIT's clients, who will

resell them under their own brand. When the product is not sold in bulk, it is packaged directly in SICIT's plants in industrial packaging, namely tanks and drums of varying volume for liquid products or industrial bags for powder products. The packaging of the product for marketing to the end user is generally managed by clients.



Key Stakeholders of the Group

GRI 3-1

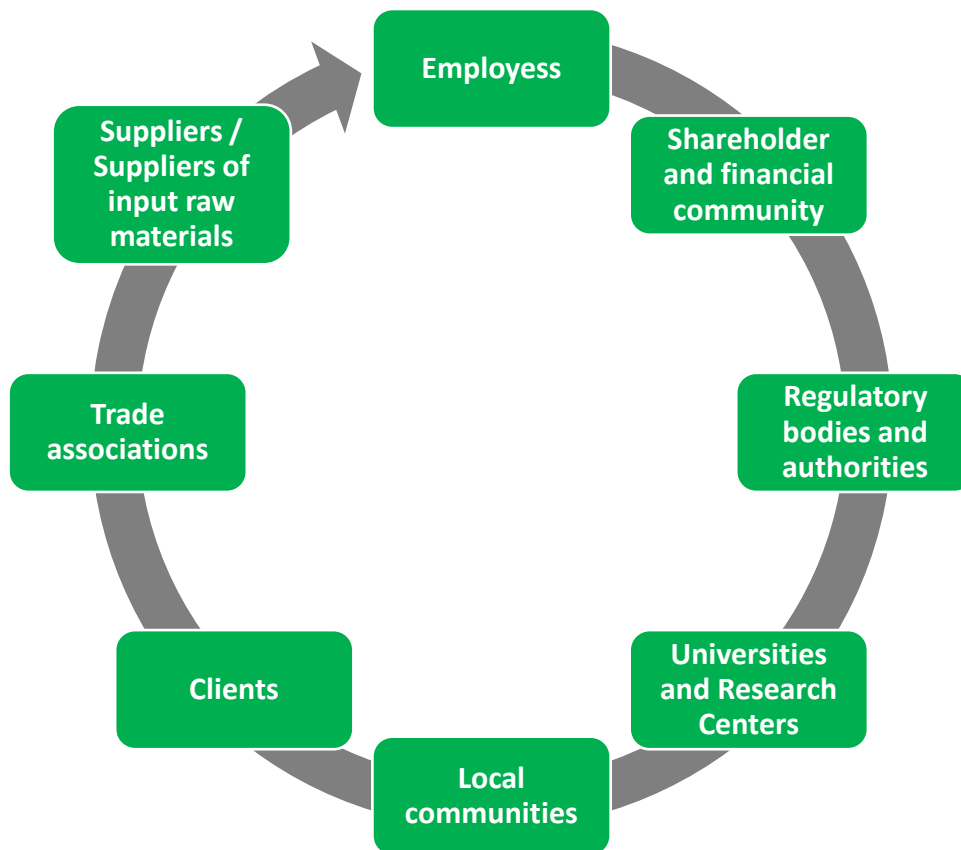
GRI 3-2

GRI 3-3

In the Group's path of sustainable growth and development, stakeholders play a key role. SICIT is committed to taking into account their needs and expectations in defining and implementing its business strategies.

Through an analysis of the context in which SICIT operates, the reference sector and the activities carried out, the following main stakeholders of SICIT have been confirmed for 2025 as well (see image).

SICIT also adopts practices for dialogue and engagement with its main stakeholders. The main channels of dialogue and interaction are summarized below; the methods and frequency of stakeholder engagement vary depending on the issues considered relevant and the opportunities for discussion arising throughout the year. Engagement with stakeholders also includes the incorporation of stakeholders' inputs and expectations relating to the process of defining material issues for sustainability reporting purposes, as well as the identification of ESG targets.



Stakeholders	Engagement/Interaction Activities
Employees	Corporate welfare projects and/or initiatives Breach reporting system Onboarding programs for new hires Company meetings to discuss results and future objectives Staff training and in-service courses Communication boards at plants and offices
Trade associations	Regular discussions
Clients	Regular meetings Market surveys and research Continuous dialogue through communication channels (e.g., email, telephone, social media, mail) Customer service Company website Participation in major trade fairs Presence at events
Suppliers/Suppliers of input raw materials	Regular meetings Relationship with the purchasing department and the quality control laboratory
Shareholders and financial community	Meetings organized throughout the year Company website
Local communities	Community projects and support to social initiatives Participation in local events Mass media
Regulatory bodies and authorities	Meetings with institutional representatives
Universities and Research Centers	Internships and thesis development Collaborations with schools and the academic community for the development of new products and processes Joint research and development

Materiality Analysis

GRI 2-25

GRI 2-29

GRI 3-1

GRI 3-2

GRI 3-3

Similarly to what was done in previous years, in 2025 SICIT reviewed the material issues from the perspective of the actual and potential impacts of its operations, as detailed in the table below.

Material issues are taken into consideration in the definition of the company's strategic plan, updated on a semi-annual basis, as are the considerations that emerge from the evaluation of ESG risks.

GRI 3 material topics

The issues identified as material in 2024 remained aligned with the Group's priorities for the 2025 reporting. This list emerges from a process established in 2022, the year in which SICIT updated its materiality analysis in line with what was established by GRI 3 Material topics 2021, in order to identify the organization's significant impacts (impact materiality) – negative or positive, current or potential – on the economy, the environment and/or people, including their human rights, caused by the organization's activities and investments, its products and/or services or its value chain, in the short, medium and long term. In particular, the materiality analysis was conducted through the following phases:

1. Context analysis, including a benchmarking activity that reviewed the main players in the sector, the main sustainability reporting frameworks and relevant sector publications;
2. Based on this analysis, identification of the positive and negative, actual and potential impacts that the Group's

activities may generate on the economy, the environment and people, including those on human rights, both through its direct operations and its business relationships;

3. Assessment of impacts through the involvement of top management;
4. Prioritization of impacts and aggregation into material topics.

MATERIAL TOPIC	GENERATED IMPACTS	NATURE OF THE IMPACT	IMPACT BOUNDARY	SICIT INVOLVEMENT
Environmental impact management	Generation of direct and indirect energy-related GHG emissions (Scope 1 and 2)	Negative Actual	Group and Group's energy suppliers	Caused by the Group
	Generation of indirect GHG emissions (Scope 3)	Negative Actual	Group through its value chain	Caused by the Group and related to the Group through its commercial relationships
	Energy consumption	Negative Actual	Group	Caused by the Group
	Atmospheric pollutant emissions	Negative Actual	Group	Caused by the Group
	Recycling and reuse of production scraps and generated waste	Positive Actual	Group	Caused by the Group
	Waste generation	Negative Actual	Group	Caused by the Group
	Reduction in water quality and water availability	Negative Actual	Group	Caused by the Group
	Innovation, Research and Development	Raw material consumption	Negative Actual	Group
Contribution to reducing the use of mineral fertilizers in agriculture		Positive Actual	Group	Caused by the Group
Health and Safety at Work	Technological innovation of processes and products	Positive Actual	Group	Caused by the Group
Economic Performance and Value Creation	Workplace injuries	Negative Actual	Group Employees ⁵	Caused by the Group

MATERIAL TOPIC	GENERATED IMPACTS	NATURE OF THE IMPACT	IMPACT BOUNDARY	SICIT INVOLVEMENT
Employee Development and Well-being	Human rights violations within the Group	Negative Potential	Group Employees	Caused by the Group
	Employee training and development	Positive Actual	Group Employees	Caused by the Group
	Unfair or discriminatory employee remuneration policy	Negative Potential	Group Employees	Caused by the Group
	Discrimination and non-inclusive practices in the workplace	Negative Potential	Group Employees	Caused by the Group
Business Ethics, Anti-corruption, and Compliance	Anti-competitive behaviour and monopolistic practices	Negative Potential	Group	Caused by the Group
	Unethical business conduct	Negative Potential	Group	Caused by the Group
Local Community and Territory	Development of local communities and fostering community relations	Positive Actual	Group	Caused by the Group
	Contribution to the local economic development	Positive Actual	Group	Caused by the Group
Product Quality and Safety	Non-compliance with regulations or standards pertaining to product quality and safety	Negative Potential	Group	Caused by the Group
Sustainable Supply Chain Management	Environmental impacts generated by suppliers	Negative Actual	Group Suppliers	Caused by the Group and related to the Group through its commercial relationships
	Human rights violations along the supply chain	Negative Potential	Group Suppliers	Caused by the Group and related to the Group through its commercial relationships

⁵ The scope of health and safety data includes employees only. The Group is evaluating the possibility of collecting data from employers of external collaborators operating at Group plants, in order to report any accidents.

Sustainability rating

Following the voluntary preparation of its first Sustainability Report in 2019, SICIT began efforts to obtain its first ESG (Environmental, Social, and Governance) sustainability rating.

During 2025, SICIT underwent a sustainability performance assessment conducted through sustainability performance by the **EcoVadis** platform, one of the world's most important providers of sustainability assessments of companies, information and collaborative tools designed to support performance improvement across global supply chains. As a result of the EcoVadis evaluation on environment, labor and human rights, ethics and sustainable procurement, SICIT received for the third consecutive year a scorecard with the **"Platinum"** rating, positioning itself among **the top 1% of most virtuous companies.**



Between 2020 and 2024, the Group voluntarily underwent, on an annual basis, an independent evaluation by Sustainalytics, a non-financial sustainability rating agency, which assesses the level of adherence to the most rigorous institutional and international voluntary guidelines on sustainability and governance matters. From 2025, following a change in Sustainalytics' operating model, companies can no longer directly request a sustainability rating, which is now reserved for financial counterparties.

In 2024, **SICIT Group obtained a score of 23.6, positioning itself among the top**

positions in the agro-chemical sector industries and achieving an average position among companies in the global chemical industry. The Company's capacity to manage such risks has also been confirmed as high, as it follows best practices, demonstrating a strong sense of responsibility towards investors and all stakeholders. **The ESG impact categories considered had a "low" risk level** (Emissions, Effluents and Waste; Resource Use; Community Relations; E&S Impact of Products and Services;) or even **"negligible"** (Human Capital; Product Governance; Occupational Health and Safety; Business Ethics; Stakeholder Governance) with only one category with **"medium" risk** (Carbon-Own Operations). Furthermore, no specific potentially risky event capable of having a negative impact on stakeholders, the environment or the Company's operations, had been identified.

Aware of its role as a market leader, the Company has initiated a structured and formalized path to strengthen its approach to sustainability.

As part of this path, in 2025 the company joined the UN Global Compact, a United Nations initiative aimed at promoting the alignment of corporate strategies and activities with the ten universal principles on human rights, labor, environment and anti-corruption.

Sign-ups

UN Global Compact

Reporting,
Framework



Standard and



International Organization for Standardization

9001 – Quality Management Systems

14001 – Environmental Management Systems

45001 – Occupational Health and Safety Management System

14064 – Greenhouse Gases (GHG)

14067 – Carbon footprint of products

UNI PdR 125 – Gender Equality

Ratings



Group Policies

GRI 2-23

GRI 2-24

ORGANIZATIONAL POLICIES AND GUIDELINES



[For more information, please visit the Group Policy corporate webpage](#)

Aware of its responsibility in implementing Corporate Social Responsibility actions, consistent with Group guidelines, SICIT has approved **nine Group policies on sustainability, respect for human rights, protection of health and safety in its workplaces, environment, diversity, anti-corruption, circular economy, energy and climate change and sustainable procurement.**

In particular, the last three policies were drafted in 2024, as part of an activity to update and integrate all ESG policies that guide the Group's operations.

The policies are published on the Company's website and shared with all subsidiaries, in order to raise awareness and strengthen the commitment undertaken by the Group in these areas, as well as the consistency between the actions taken and the values pursued.

The policies are subject to periodic review in consideration of their adequacy and are submitted to the Board of Directors after each modification. The Board, with the support of the Supervisory Body and the interested internal functions, is also the body responsible for monitoring their implementation and managing any violations.

The policies were prepared on the basis of international standards and best practices.

Below is a summary of the policies relating to ESG issues, approved by the Board of

Directors of SICIT Group S.p.A. in October 2024.

Sustainability Policy: identifies those values that inspire and guide SICIT Group and its strategies across all dimensions of Sustainability: environment, social and governance (ESG). The purpose of this policy, together with the Code of Ethics, is to establish guidelines for administrators, managers, employees, agents, consultants, intermediaries and other third-party representatives of SICIT and its subsidiaries and affiliated companies in the field of Sustainability, with the objective of protecting respect for people, the natural environment and communities; the policy is an integral part of SICIT Group's Vision, Mission and daily activities.

Human Rights Policy: the objective is to ensure compliance with applicable laws and regulations on human rights. The policy applies, in addition to SICIT and its subsidiaries, to entities in which it holds a majority stake and to structures managed by it. The Company has also undertaken to collaborate with its business partners by encouraging them to support human rights principles, as well as to adopt similar policies within their companies.

From 2024, in response to current and future international expansion, the human rights policy also includes a public objective of respecting the living wage, calculated by an independent body based on the main monthly expenditure items in the different reference regions. This choice ensures protection from the potential absence of a

minimum wage aligned with the cost of living.

SICIT is committed to ensuring a total gross remuneration above the levels identified by the *Wage Indicator Foundation* for at least 90% of the Group's employees

Health and Safety Policy: the objective is to ensure compliance with applicable laws and regulations on health and safety, considering that the protection of health, safety and well-being of people are fundamental values for SICIT Group. The long-term objective of the policy is to achieve, as reasonably possible, zero workplace injuries and their impact on the work environment, leveraging investments in technologies, new active policies for the human factor and employee training.

Environmental Policy: the objective is to ensure compliance with applicable laws and regulations on environmental matters, by virtue of the fact that SICIT attaches the utmost importance to the protection of the environment in which it operates and promotes the development of initiatives aimed at progressively reducing the impact of its activities and improving the awareness and sensitivity of all interested parties.

Anti-corruption Policy: contains the principles of conduct and practices to be followed in interactions with Public Officials, Private Entities and their respective family members with the objective of ensuring compliance with applicable anti-corruption laws.

Diversity and Equal Opportunities Policy: the objective is to define guidelines for the adoption of practices and strategies aimed at promoting diversity while ensuring equal opportunities within the organization. Applied to all Group companies, this Policy aims to create a work environment in which all people can feel respected, valued and, at the same time, in which they can enjoy the same opportunities for growth and development.

Circular Economy Policy: clarifies the perfect alignment between SICIT's business model and circular economy practices, with a focus on the process of recovering tanning residues. The policy also presents the principles of conduct and the objectives that guide the Group's activities. The breakdown of these macro-objectives into specific reduction and efficiency targets is explained in "*Sustainability Goals*" section of this Report.

Energy and Climate Change Policy: establishes the principles and guidelines aimed at promoting continuous improvement of SICIT's sustainability, in compliance with applicable legislation, and is aimed at establishing guidelines for identifying, assessing, managing and/or remedying its relevant impacts, risks and opportunities related to climate change mitigation and adaptation.

Sustainable Procurement Policy: defines the principles and guidelines for continuous improvement of sustainability throughout SICIT's entire value chain, in strict compliance with applicable regulations. The goal is to create of a procurement system for goods and services that not only meets economic criteria, but strategically and structurally integrates

environmental, social and governance (ESG) principles.

SICIT Group is committed to having 100% of its strategic suppliers aligned with its Supplier Code of Conduct by 2030.

All quantitative goals present in the policies are monitored through internal control files or balance sheet indicators. On an annual basis, SICIT proceeds to verify the need for an update of the public objectives.

In the absence of formal changes to the text of the policies:

- Maintenance objectives are considered met and renewed for 2025;
- The achievement of objective improvement within the declared timeframes (i.e.: 2030) was deemed plausible.

Sustainability Goals

GRI 2-23

Concurrently with the sustainability report as of December 31, 2022, SICIT approved its first sustainability plan for the period 2023-2026⁶, taking into consideration the 17 goals of the United Nations 2030 Agenda for Sustainable Development (SDGs), aimed at meeting the expectations and interests of stakeholders, identifying areas in which to strengthen its commitment and those in which to continue with the chosen approach.

The United Nations has defined the 17 sustainable development goals as a strategy "to achieve a better and more sustainable future for all". They are also known as the 2030 Agenda, which recognizes the close link between human well-being, the health of natural systems and the presence of common challenges for all countries.



During 2025, in line with the practice of reviewing the strategic plan on a semi-annual basis, SICIT proceeded to update the objectives for the period 2025-2027. The update incorporates improvement insights that emerged from the analysis of risks at the Group level, as well as the needs arising from changes in the regulatory landscape and international expansion.

The main goals for 2026 are aimed at strengthening control over the supply chain and reducing environmental impacts, including GHG emissions.

Both the goals that the company is committed to achieving and the various results obtained during 2025, both associated with the reference SDGs, have

been divided into the categories Governance, Social and Environment, and are reported in the corresponding sections of this report.

In order to facilitate the identification between the goals achieved and those in the process of being achieved, the objectives tables will be accompanied by the following symbols.

Table Legend	
	Achieved goal
	Work in progress objective

⁶ It is clarified that the objectives of the 2023-2026 Sustainability Plan refer only to the previous scope of

the Sicit Group, prior to the acquisition of PatBio

PROTECT OUR PLANET, MITIGATING IMPACTS FOR FUTURE GENERATIONS

SUMMARY & HIGHLIGHTS

VALUES

SICIT places the utmost importance on **protecting the environment** in which it operates and promotes **the investment of resources and the development of initiatives that progressively reduce the impact of its activities and increase the awareness and sensitivity of all stakeholders involved**. In line with this commitment, the two plants at Chiampo and Arzignano adopt an environmental management system **UNI EN ISO 14001:2015**, periodically certified.

OBJECTIVES

- **Promote responsibilities** towards **environmental protection**
- **Minimize resource consumption** and **waste production**
- Reduce the **impact of activities on the environment**, anticipate possible **impacts of new activities**, in order to **prevent and manage** any emergency situations
- Ensure **environmental protection** in the design phase of **new products and processes**
- Set **environmental goals and targets** consistent with the operational management of the plant and **company development strategies**

SICIT IN NUMBERS

vs 2024



Energy consumption
In GJ

453.649 +3%

891 *from photovoltaics* +27%



Energy intensity on GHG emissions
Scope 1 & 2 location e market based

0,67 -5%



Energy intensity on wastewater discharges

Wastewater discharges per ton of semi-finished product produced

0,0067 -4%



Circular Economy
Animal products derived from tanneries

155.287 *tons removed from waste and introduced into the production process*



“Environmental respect is a core value for the SICIT Group.

The Group is dedicated to implementing transparent practices through initiatives designed to minimize its environmental footprint. This unified vision is driven by a clear understanding: sustainability is our guiding principle, pointing the way to the future.”

MATERIAL TOPICS

Environmental impact management

Innovation, Research and development

Health and Safety

Economic performance and value creation

Employee development and well-being

Business ethics, Anti-corruption, and Compliance

Local community and Territory











Product quality and safety

Sustainable supply chain management

SDGs



Significant KPIs and Environmental objectives of the Sustainability Plan

SDGs	Objectives	Progress status	Time frame
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	Feasibility study relating to a project for self-sufficiency in renewable electricity consumption.		2nd Semester 2025 - Achieved in the context of analyses for the installation of a 4MWp photovoltaic system
<p>13 CLIMATE ACTION</p> 	Maintenance of ISO 14064 certification - organization carbon footprint.		2nd Semester 2025 - Achieved , the Company renewed in the first months of 2025 the certification of Scope 1, 2, 3 emissions.
<p>13 CLIMATE ACTION</p> 	Maintenance of ISO 14067 Systematic Approach certification - Product carbon footprint.		2nd Semester 2025 - Achieved , the Company renewed the certification in the first months of 2025
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	Reduction of 10% (compared to 2022 data) of the quantity of sludge (waste) produced per ton of semi-finished product produced		2nd Semester 2026 - Achieved in 2023: reduction of 14% of the quantity of sludge produced per ton of semi-finished product.
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	Reduction of 15% (compared to 2022 data) of the quantity of ammonium bicarbonate (raw material) purchased per ton of semi-finished product produced		2nd Semester 2026 - Achieved in 2023: reduction of 32% of the quantity of ammonium bicarbonate purchased per ton of semi-finished product.

SDGs	Objectives	Progress status	Time frame
6 CLEAN WATER AND SANITATION 	Reduction of 15% (compared to 2022 data) of water discharges per ton of semi-finished product produced		2nd Semester 2026 – Achieved in 2025: reduction of 16% compared to 2022 baseline ¹⁰
6 CLEAN WATER AND SANITATION 	Reduction of 15% (compared to 2022 data) of water withdrawals per ton of semi-finished product produced		2nd Semester 2026 – Achieved in 2024: reduction of 17% compared to 2022 baseline ⁷
13 CLIMATE ACTION 	Reduction of 5% (compared to 2022 data) of methane gas consumption (and related emissions) per ton of semi-finished product produced		2nd Semester 2026 – Achieved in 2023: reduction of 8% in methane gas consumption and emissions per ton of semi-finished product produced ¹⁰ .
13 CLIMATE ACTION 	Identification of additional targets for reducing direct and indirect emissions (Scope 1, 2) and identification of Scope 3 emissions reduction objectives		2nd Semester 2025 – Achieved , decarbonization plan developed in March 2025 with EnelX
13 CLIMATE ACTION 	Adherence to the Science Based Target Initiative (SBTi) with regard to our decarbonization initiative, in order to promote the best-in-class target-setting approach in the market and demonstrate the Group's alignment to limit global warming to 1.5°C		2nd Semester 2026 ⁸

⁷ Following the modifications to the production process introduced in 2025 as a result of changes in the ownership structure, the 2025 data is no longer directly comparable with the 2022 baseline. The environmental objectives are therefore considered achieved and exceeded and will be revised for 2026.

⁸ In 2025, as part of the decarbonization plan, a study was conducted by expert consultants to determine the applicability of the SBTi standard. The standard was considered unsuitable for realistic decarbonization targets for the chemical sector. The objective was revised accordingly, and from the FY 2026 Report it will appear as: "Continuous evaluation of potential adherence to the Science Based Targets initiative (SBTi) or equivalent applicable standards in the context of decarbonization activities".

<p>7 AFFORDABLE AND CLEAN ENERGY</p>	Installation of photovoltaic system in Arzignano		2nd Semester 2026 ⁹
<p>13 CLIMATE ACTION</p>	Replacement of the two burners with a high energy efficiency version, which allows the reduction of NOx at the stack		2nd Semester 2025
<p>13 CLIMATE ACTION</p>	Extension of environmental management standards to the new plants in Mexico		2nd Semester 2027

KPIs RELATED TO SUSTAINABILITY OBJECTIVES ¹⁰	UoM	2023	2024	2025	Objective by 2026
Quantity of sludge (waste) produced per ton of semi-finished product produced	ton/ton	0,49	0,53	0,81	-10%
Quantity of ammonium bicarbonate (raw material) purchased per ton of semi-finished product produced	ton/ton	0,1058	0,12	0,11	-15%
Water discharges per ton of semi-finished product produced	ML/ton	0,0078	0,0071	0,0067	-15%
Water withdrawals per ton of semi-finished product produced	ML/ton	0,0075	0,0070	0,0077	-15%
Methane gas consumption (and related emissions) per ton of semi-finished product produced	Smc/ton	332,76	310,23	310,81	-5%

Starting from 2022, the Company has defined and published specific environmental KPIs and related

improvement objectives, the progress of which is illustrated in the previous section.

⁹ The installation of the photovoltaic system was suspended in the context of the review of the corporate strategy initiated following the changes in the ownership structure, also in light of the recent installation of two other photovoltaic systems in the Italian plants. The objective will not be presented in the FY 2026 Sustainability Report.

¹⁰ These KPIs are currently monitored only on the previous scope of the SICIT Group, prior to the acquisition of PatBio.

Considering the recent acquisition and the achievement of the previously identified thresholds, SICIT has initiated a process to review its environmental objectives framework, with the intention of defining a new set of targets aimed at the progressive reduction of environmental impacts at the Group level.

In particular, the new priority areas for action concern:

1. The reduction of the intensity of water withdrawals relative to incoming residues;
2. The progressive extension of the product GHG emissions calculation model to an increasing number of product categories;
3. The development and implementation of a Sustainable Procurement program at the Group level (SP 2.0), aimed at managing ESG risks and impacts in the context

of the Group's increasing internationalization.

Below are details of KPI #1 relating to water withdrawals.

Each KPI is described organically in the relevant section.

KPI #1	BASELINE FY25	Target FY28
Water withdrawal intensity	1.92 kL/ton	-5% in three years

The reference scope corresponds to SICIT Group's two Italian plants. Water withdrawals in 2025 amounted to 163.66 ML at the Arzignano plant and 134.60 ML at the Chiampo plant, for a total of 298.26 ML. The intensity is calculated with respect to 155,287.6 tons of incoming residue in the two plants.

KEYS HIGHLIGHTS ¹¹							
GRI Indicator ¹²	Description	UM	2022	2023 ¹³	2024	2025	Δ 25/24
Ambientale							
301-2	<i>Raw materials used¹⁴</i>	ton	177.688	171.299	189.089	190.578	0,8%
	<i>of which from renewable sources</i>	%	82	82	82	82	0%
302-1	<i>Energy consumption within the organisation</i>	GJ	433.528	402.783	440.667	453.649	2,95%
	<i>of which from renewable sources</i>	%	6	8	8	8	0%
302-3	<i>Energy intensity</i>	GJ/€ Migliaia	4,57	3,75	3,56	3,72	4%
303-3	<i>Water withdrawal</i>	ML	269	246	265	300	13%
305-1	<i>Direct greenhouse gas emissions (Scope 1)</i>	tCO2eq	23.583	21.876 ¹⁵	24.088	24.171	0,3%
305-2	<i>Indirect energy emissions (Scope 2 - Location Based) GHG</i>	tCO2	1.978	2.281	2.878	2.148	-25%
	<i>Indirect emissions (Scope 2 - Market based)</i>	tCO2	-	19	31	27	-13%
305-4	<i>Greenhouse gas emissions intensity</i>	tCO2eq (Location Based)/€ Migliaia	0,27	0,23 ¹⁶	0,22	0,22	0%
306-3	<i>Waste produced</i>	t	20.082	16.804	21.314	32.763	54% ¹⁷
NA	<i>Water intensity</i>	ML/€ Migliaia	0,0028	0,0023	0,0021	0,0025	19%
NA	<i>Waste intensity</i>	t/€ Migliaia	0,21	0,16	0,17	0,27	59%

¹¹ Please refer to the Environmental Annex for complete information relating to GRI indicators concerning the Group's environmental performance.

¹² Where applicable.

¹³ The "2023" column reports data including PatBio company from the date of entry into the reporting period.

¹⁴ Value excluding Packaging and considering only raw materials.

¹⁵ In a continuous improvement perspective, the 2023 emissions data has been restated. For previous values, please refer to the 2023 Sustainability Report.

¹⁶ In a continuous improvement perspective, the 2023 emissions data has been restated. For previous values, please refer to the 2023 Sustainability Report.

¹⁷ The variation is due to an operational choice by the new ownership, which reclassified a by-product by assimilating it to the main waste code of the group. This decision is part of the review of the corporate strategy, aimed at a new positioning of the Company through the redefinition of the product portfolio.

SICIT's commitment to the environment

GRI 3-3

Also in 2025, as in previous years, an internal audit was conducted between July and August in the EHS field, using a verification checklist, carried out in synergy between the two internal environment and safety functions. The outcome of this internal audit was shared with the ISO 14001 certification body and with the administrator with delegations in the field of health and safety. Furthermore, it is noted that twice a year audits on environment and health and safety issues are conducted by the Supervisory Body.

Over the past two years, SICIT has committed to creating an integrated management model that combines **UNI EN ISO 45001:2018** and **UNI EN ISO 14001:2015** with **ISO 9001**.

SICIT has also obtained **Bioagricert certification for organic production** as it complies with EU Regulation 848/2018, which defines the system of production, transformation, labeling, control and certification in the European Union.

Regarding risk management, a module dedicated to identifying issues and risks associated with a new plant has been implemented. Although there are no particularly significant risks arising from the activities carried out, SICIT has identified among the possible environmental impacts the **consumption of natural resources** (*electricity, natural gas, water, raw materials*) and **atmospheric emissions** (*greenhouse gases and*

pollutants). Risks associated with possible spills of chemical products are considered, which could generate problems related to environmental emissions. These impacts are constantly monitored and managed to ensure compliance with the applicable regulations where SICIT operates and will be addressed during this chapter.

SICIT believes that promoting employee participation and individual responsibility for environmental actions is important for its success. Therefore, it encourages its employees to participate actively, sharing information on environmental and sustainability issues. In its Code of Ethics, SICIT states that the Group has as primary values policies linked to respect for environmental issues. It pursues the continuous improvement of its environmental performance, committing to:

- maintain compliance with all applicable laws and regulations in the environmental field;
- pursue continuous improvement, minimizing, where technically possible and economically sustainable, any negative impact on the environment of its activities, preventing pollution.

In confirmation of SICIT's commitment to minimizing the environmental impacts of its business, it is noted that the biostimulants and retarders marketed by the Group are 100% biodegradable.

Below are some indicators for monitoring product characteristics ¹⁸:

Product use		%		
Indicator	2023	2024	2025	
Finished product with reduced environmental impact - upstream emissions ¹⁹	100%	100%	100%	
End-of-life of the product		%		
Indicator	2023	2024	2025	
Recyclable packaging	100%	100%	100%	
Biodegradable product	100%	100%	100%	

In terms of plant installations for reducing environmental impacts, the following are recorded:

- an **osmosis** plant and a **filtration plant at the Chiampo facility**. The first allows the Group to **recover ammonium bicarbonate** by separating it from water, which is subsequently recovered and **reused**; The second allows **the recovery of calcium carbonate**, reducing the amount of **waste generated**.
- the introduction of plants involved in the **recovery process** at the **Arzignano facility**, where **lime solubilization** occurs using a **protein substance**, thus reducing water **consumption** and **methane**

¹⁸ These KPIs are currently monitored only on the Italian scope of the SICIT Group.

¹⁹ The raw materials used to formulate finished products based on animal-origin hydrolyzed proteins are residues that would otherwise be destined for

treatments with high environmental impact. The recovered raw material is not associated with CO2 eq. emissions in the product CFP calculation according to the ISO 14067 Systematic Approach standard, thus leading to the creation of a product with reduced environmental impact for the Italian scope.

Energy consumption and emissions

GRI 305-2

GRI 305-4

GRI 305-7

GRI 302-1

GRI 302-3

GRI 305-1

SICIT has been promoting for several years, in line with its Environmental Policy, careful and responsible management of its energy consumption (electricity and natural gas); these derive mainly from production plants, and to a minor extent from lighting, heating and cooling of work environments. To these consumptions are added the fuel consumptions of logistics vehicles owned by the company. Electricity and natural gas are used as the main energy sources employed in production processes.

In 2025, SICIT's total energy consumption was **453,649 GJ**, an increase of 2.9% compared to 2024 in line with the increase in production recorded during the year. The main energy source used is natural gas, which represents approximately 91% of total energy consumption because it is used as the main source in the production process²⁰, while electricity represents approximately 13% of total energy consumption.

The supply of electricity comes not only from the grid, but also from a **cogeneration plant of electricity and heat** installed at the Arzignano plant. This plant is functional to reducing the energy costs of the plant. The energy produced by the cogeneration plant is entirely self-consumed, reducing supply from the grid.

In 2022, confirming SICIT's commitment to reducing energy consumption, the installation and commissioning of a **photovoltaic system** with a capacity of approximately 190 kWp for industrial use was completed at the Arzignano plant, capable of producing approximately 262,000 kWh of electricity per year. During 2025, the share of electricity generated and entirely consumed internally was equal to 205,462 kWh. This plant, together with the cogeneration plant, guaranteed the Arzignano site coverage of approximately 70% of electricity requirements.

To this share is added the energy produced by the new photovoltaic system installed in Chiampo, which became operational in the last three months of 2025, which produced 41,900 kWh. The plant has a power of 300 kWp.

To **reduce its CO2 emissions**, SICIT has also entered into an agreement with Enel Energia for the supply of 100% **renewable electricity for the Italian scope**, which since 2021 has resulted in 100% of electricity purchased from the grid certified as "green" by the **GSE**.

As in previous years, in 2025 the electricity drawn from the grid is entirely certified through **Guarantees of Origin (GO)** for the Italian perimeter.

²⁰ Natural gas is used mainly to power steam boilers, a cogeneration plant (electricity and steam), some fume and odor emission abatement plants, and the

drying plant.

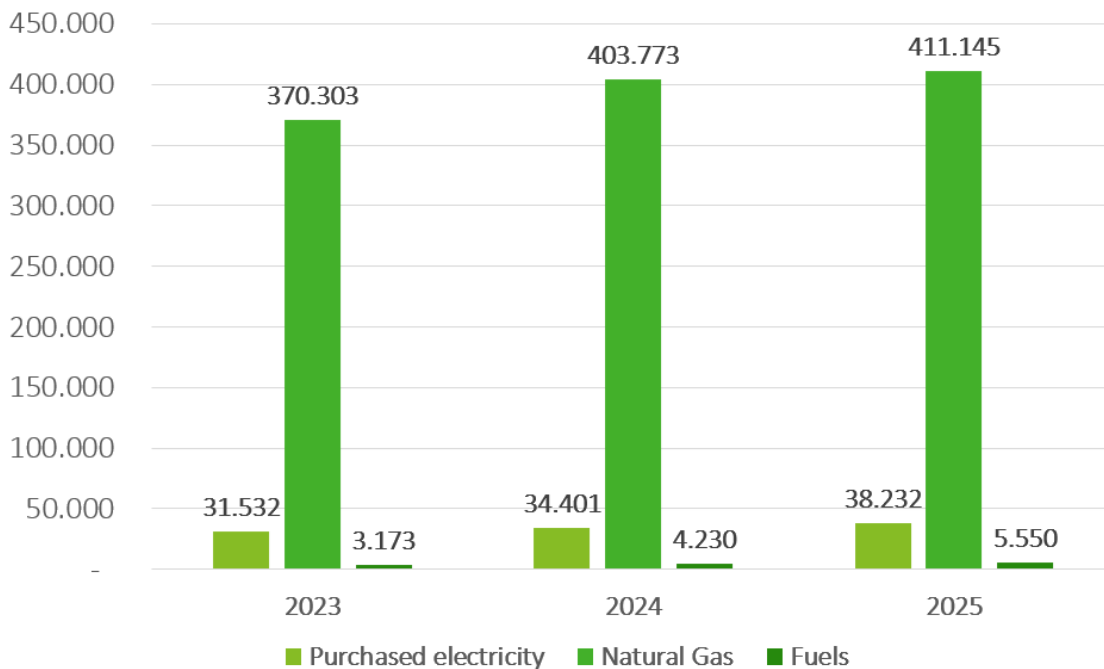
In 2025, the total energy consumed by the Group **from renewable sources is approximately 12%**.

With determination no. 1624 of December 29, 2020, the Province of Vicenza issued SICIT with the Integrated Environmental Authorization (AIA no. 13/2020) pursuant to Legislative Decree 152/06 for the Arzignano plant. In 2025, SICIT obtained an increase in production capacity of the same plant from an authorization perspective (up to 50,000 tonnes). Furthermore, SICIT obtained a new Single Environmental Authorization (AUA) for the operation of the Chiampo plant (obtained on December 16, 2024) valid until December 31, 2034. This authorization includes the management of non-hazardous waste, water discharge, acoustic systems, and atmospheric

emissions and specifies the requirements to be adopted.

With a view to achieving maximum treatment capacity, SICIT has carried out over the years at the Chiampo plant a series of plant and structural interventions and has decided, on a voluntary basis, to subject the plant modification to the EIA ("Environmental Impact Assessment") procedure, which concluded with a favorable opinion of environmental compatibility released by the Province of Vicenza in 2015. In 2019, the Province of Vicenza issued the authorization for the operation of the plant, approving all the modifications requested in previous years. In 2020, the Province of Vicenza issued determination no. 1380 of 11/11/2020 in which the ownership of the authorization was updated.

Energy consumption and self-production in GJ



SICIT's production plants (Arzignano and Chiampo) fall within the scope of the *Emission Trading System (ETS)* regulations (Directive 2003/87/CE) and are registered in the register of companies authorized to emit greenhouse gases.

SICIT carefully monitors greenhouse gas emissions, aware of the implications these have on the climate, proceeding annually with the preparation of the **Monitoring and Control Plan (PMC)**.

Below are the main types of emissions attributable to the energy sources mentioned above, according to what is provided by the **Greenhouse Gas (GHG) Protocol**, which provides for the distinction of emissions into categories or "*Scopes*":

- Scope 1: **direct emissions**, associated with sources owned or under the control of the Company, such as fuels used for heating and for operational vehicles necessary for the company's activities;
- Scope 2: **indirect emissions**, resulting from the consumption of electricity purchased by the Company. Specifically, in compliance with what is required by GRI reporting standards, they are calculated according to *Location and Market-based* methodologies, using appropriate emission factors.

SICIT has also undertaken some initiatives aimed at measuring the overall impact in terms of emissions of both its products and the organization. In particular:

- It has been obtained and renewed annually, starting from 2023, ISO 14064-1:2018 certification for organization emissions, as stated in the ESG strategic plan. Between December

2024 and the first months of 2025, the Company also underwent a further audit aimed at aligning the reference fiscal year for the emissions inventory and for the certified calculation model. SICIT has finally rescheduled the frequency of verifications, in order to allow the unification and consolidation of certified data within the reporting system.

Starting from the 2025 reporting year, SICIT Group extends the calculation of Scope 3 emissions to the Chilean scope, obtaining the relative certification in March 2026 and integrating its data into this Sustainability Report.

- SICIT has implemented, starting from 2021, a product *Carbon Footprint* project and obtained CFP Systematic Approach certification in compliance with ISO 14067:2018 standard, for all finished products from hydrolyzed proteins. Thanks to this result, SICIT is able to calculate CO₂eq emissions resulting from the life cycle of its products in compliance with the requirements of ISO 14067:2018 standard. Based on the results achieved and in line with the evolution of the Group's climate strategy, in 2025 SICIT formalized the extension of the scope of GHG emissions reporting.

In this context, in 2025 SICIT formalized its commitment to extend the calculation of

GHG emissions to all types of hydrolysates included in its product portfolio (KPI #2)²¹.

The reporting system adopted is the CFP Systematic Approach in compliance with ISO 14067:2018 standard, but the selection of the framework will be renewed year by year based on the expectations of clients and other relevant stakeholders.

The emissions reporting models undergo material variations based on the following variables:

- Production process
- Raw material used
- Use of finished product
- Geography (both of production plants and of the value chain directly connected)

For the purposes of the project to expand the reporting model, SICIT products can be divided into four categories:

- i. Animal-based hydrolyzed protein products (Animal-Based or AB):
 - a. Manufactured in Italy: biostimulants, retarders
 - b. Manufactured in Mexico: biostimulants
- ii. Vegetal hydrolyzed extracts (Vegetal Extract or VE):

- a. Manufactured in Chile: seaweed-based biostimulants
- b. Manufactured in Mexico: moringa-based biostimulants

The scope is Group-wide. To allow for proper planning of activities and the selection of quantitative and measurable thresholds, it is assumed that some products currently not marketed (i.e.: products to be manufactured in Mexico) are already part of the portfolio.

The **2025 baseline** represents the current state of application of the CFP Systematic Approach model, which allows the calculation of carbon footprint for:

- 100% of animal-based SKUs (Stock Keeping Units) produced in Italy;
- 0% of animal-based SKUs whose production is planned for 2026 in Mexico;
- 0% of seaweed-based VE SKUs produced in Chile;
- 0% of moringa-based VE SKUs, whose production is planned for 2026 in Mexico;

amounting to a total of 50% of planned AB categories and 0% of planned VE categories.

KPI #2	BASELINE FY25	Target FY28
Product Carbon Footprint (PCF) ²² Coverage	50% AB product groups ²³ 0% VE product groups	100% AB product groups 100% VE product groups

²¹ In the absence of significant changes in the product portfolio (SKU). The categories considered are: animal-based hydrolyzed-protein products produced in Italy, animal-based hydrolyzed-protein products produced in Mexico, seaweed hydrolyzed extract produced in Chile, moringa hydrolyzed extract produced in Mexico. These categories represent the totality of hydrolyzed products (marketed or planned) as of 12/31/2025.

²² In case of evolution of customer requirements regarding recognized reporting standards for GHG emissions associated with products, the Company will adopt the methodology most valued by the market (e.g.: LCA, EPD, etc.).

²³ The FY2025 baseline was calculated on a pro forma basis, including including hydrolyzed protein products manufactured in Mexico as part of the total portfolio.

In 2025, SICIT's direct emissions²⁴ were equal to **24,172 tCO₂** (Scope 1)²⁵ deriving from natural gas, diesel, gasoline and LPG. Indirect emissions (Scope 2)²⁶ deriving from purchased electricity were equal to **2,149 tCO₂** based on the Location-based calculation method, and equal to **27 tCO₂** calculated with the Market-based method, considering the presence of 100% renewable origin guarantee certificates for electricity purchased in 2025 for the Italian scope. The most significant share of emissions is generated by natural gas consumption, followed by the component deriving from electricity use. Total emissions (Scope 1 and Scope 2 Location-based) were equal to **26,321 tCO₂**, a decrease of approximately 2% compared to 2024.

Group Scope 3 emissions correspond to **71,547 tCO₂** in 2025²⁷, of which approximately 64% attributable to the

purchase of raw materials. The second sub-category, in order of relevance, corresponds to transport, which constitutes 30% of Scope 3.

In 2025, SICIT Group recorded an energy intensity index equal to 3.72 GJ/€ Thousands per thousands of euros of revenue, an increase of approximately 4% compared to 2024 (3.56 GJ/€ Thousands).

The emission intensity index recorded in 2025 at Group level was equal to 0.22 tCO₂/€ Thousands, considering the total of direct and indirect Location-based emissions per thousands of euros of revenue, stable compared to 2024.

In addition to the overall energy and emission intensity data, calculated based on Group revenues, energy and emission intensity indicators were also determined in relation to total hydrolyzed protein production. For this purpose, only the

²⁴ The calculation, including that of Scope 3 emissions, was performed using the "IPCC 2021 GWP 100 v 1.00" assessment method, which uses an emission factor-based approach, where emissions are calculated by multiplying activity data and the related emission factors calculated based on the GWP (Global Warming Potential) of the Sixth Assessment Report of the IPCC (AR6).

²⁵ For the calculation of Scope 1 emissions, SimaPro 9.4 software (Prè, 2023) was used and in particular the Ecoinvent 3.1 databases. Direct emissions from combustion sources were considered, including those from fixed, mobile, process and fugitive sources. For the calculation of direct emissions resulting from the consumption of diesel, gasoline and LPG for company vehicles (sub-category 1.2), reference was made to the DESNZ 2025 database (Department for Energy Security and Net Zero, formerly DEFRA).

²⁶ The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. The Market-based is based on CO₂ emissions emitted by energy suppliers from which the organization

purchases, through a contract, electricity and can be calculated considering: Guarantees of Origin certificates for energy and direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the "residual mix", that is, energy and emissions not monitored or not claimed. Source 2025: Electricity Maps 2024 for Italy and Terna for Chile. In particular, for the market-based value for Chile, the highest emission factor among Latin American countries present in the Terna database was considered. The Location-based method is based on average emission factors relating to energy generation for well-defined geographic boundaries, including local, subnational or national boundaries (methodology used). Source 2025: Electricity Maps 2024.

²⁷ Scope 3 data source: SimaPro 9.4 software (Prè, 2023) and in particular the Ecoinvent 3.11 databases. For category 4.2, monetary emission factors derived from the EPA database, version 1.3 based on 2022 dollar values, were considered, which allow the calculation of emissions starting from investment values. In the case of values in euros 2025, the €-\$ exchange rate as of December 31, 2025 of 1.175 was considered (source: Bank of Italy).

consumption and emission data for the Chiampo and Arzignano plants were considered.

Hydrolyzed protein is used as the basis for producing the finished product, common to both such production sites, and consequently can be used to calculate the energy intensity and emission intensity of the Italian scope of the SICIT Group.

It is therefore noted that in 2025 SICIT for the Italian scope recorded an energy intensity index equal to **11.67 GJ per tonne of hydrolyzed proteins produced** (38,585 total tonnes in 2025) stable compared to 2024 (11.56 GJ/t, variation less than 1%).

The intensity of methane gas consumption for the **Italian scope** of SICIT Group for 2025, (expressed in terms of Smc per tonne of hydrolyzed proteins produced) is equal to **310.80 Smc/ton**, also stable compared to the 2024 figure of **310.23 Smc/ton**.

The Scope 1 and 2 emission intensity index recorded in 2025 for the Italian scope was equal to **0.68 tCO₂/t** considering the total of direct and indirect location-based emissions on the tonnes of hydrolyzed proteins produced, a decrease of approximately 4% compared to 2024²⁸ (0,71 tCO₂/t).

SICIT, to ensure the protection of health and respect for the environment, constantly **monitors all atmospheric emissions of**

pollutants produced by its production plants.

In line with applicable regulatory requirements, every emission is regularly monitored to ensure compliance with legal limits; chemical analyses performed on emissions measured from stacks are carried out by a third-party laboratory.

Regarding the quantification of other atmospheric emissions different from CO₂ emissions, for 2025 **NO_x and SO_x** emissions are equal to **67.66 tonnes and 0.60 tonnes** respectively; with regard to other emissions, the plants produced **27.94 tonnes** of other categories of emissions identified by applicable regulations (NH₃) and **2.18 tonnes** of volatile organic compounds (VOC).

²⁸ In a continuous improvement perspective, the 2023 emissions data has been restated. For previous

values, please refer to the 2023 Sustainability Report.

Odorous Emissions

In 2025, the samples collected were subjected to olfactometric analysis to determine odor concentration, according to UNI EN 13725:2004 standard, for both the Chiampo and Arzignano plants. The analysis revealed an average value of **1163 units (ouE/m³)**.

SICIT, furthermore, in order to significantly reduce its own odorous emissions generated, has installed regenerative post-combustors in both plants in addition to continuous monitoring and recording of emitted fumes.

SICIT also periodically conducts assessments relating to the acoustic impact generated by the Chiampo and Arzignano plants.

Water Management

GRI 303-1

GRI 303-2

GRI 303-3

GRI 303-4

SICIT is constantly seeking activities aimed at reducing water consumption in the various production phases.

The Chiampo plant is supplied with drinking water for sanitary and hygiene purposes from the municipal aqueduct, while water used for industrial purposes, used for the fire protection water network, the production process and irrigation, is drawn from two wells located at the plant.

The plant voluntarily performs **analysis of heavy metals and bacterial load of water drawn from the wells**. Annual **analyses of PFAS** (Perfluorooctane sulfonic acid) are also carried out.

No critical issues were found in the latest analyses performed. Furthermore, optimization of water resource management was implemented through the introduction of the osmosis plant, bringing significant improvements in the long term.

The Arzignano plant is supplied with drinking water for sanitary and hygiene purposes from the civil aqueduct, while water used for industrial purposes of the fire protection water network, the production process and irrigation are drawn from the industrial aqueduct.

In 2025, SICIT's total water withdrawals amount to approximately **300 megalitres**

Resource

(of which approximately 1.5 megalitres relating to PatBio). The total withdrawals are divided into approximately 134 drawn from wells, 165 from aqueducts and the remaining 1 from surface waters. The overall figure shows an increase of 13% compared to 2024 withdrawals.

In 2025, the water withdrawal intensity of SICIT Group was equal to 0.0025 ML/€ Thousands per thousands of euros of revenue, increased by approximately 19% compared to 2024 (0.0021 ML/€ Thousands).

Regarding water discharge, the Chiampo plant has two separate discharge lines: one line for rainwater from roof gutters and second rainfall water and one line for black/industrial water. The site has obtained authorization to discharge wastewater resulting from the production process and first rainfall rainwater into the industrial sewage network managed by Acque del Chiampo S.p.A.

The water discharges from the Arzignano plant are of sanitary, rainwater and industrial type and a contract is in force for the sewage and industrial wastewater treatment service with Acque del Chiampo S.p.A. Industrial discharges are subject to laboratory analysis to monitor the quality of discharged water, which must comply with a series of parameters, among the main chemical parameters, chlorides and sulfates²⁹. It is noted that there have never been any exceedances of these parameters for discharges into the sewage system.

²⁹ Regulation of the Integrated Water Service Management Company on sewage and wastewater treatment discharging into the industrial sewage

network of 23.07.2018, pursuant to Legislative Decree 152/2006.

In 2025, SICIT discharged a total of **260 megalitres** of water (-3% compared to 2024).

The 2025 water withdrawal intensity for the **Italian perimeter** of SICIT Group (expressed in terms of ML per tonne of hydrolyzed proteins produced) is equal to **0.0077 ML/ton**, an increase of **11%** compared to the 2024 figure of **0.0070 ML/ton**.

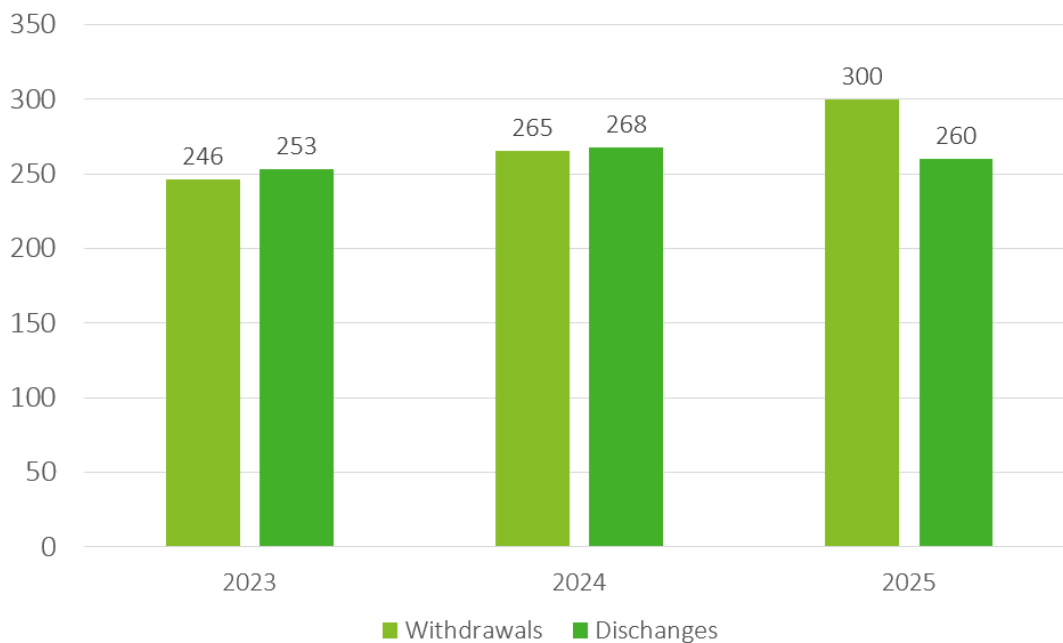
The water 2025 discharge intensity for the Italian perimeter of SICIT Group (expressed in terms of ML per tonne of hydrolyzed proteins produced) is equal to **0.0067 ML/ton**, a reduction of approximately **4%** compared to the 2024 value of **0.0070 ML/ton**.

The increase in water withdrawals is due to an increase in production at both the Chiampo and Arzignano plants, as well as to a specific technical event that occurred at the Arzignano site, subsequently resolved.

With reference to water withdrawal and discharge in areas subject to water stress, SICIT uses the Aqueduct Tool developed by the World Resources Institute³⁰ to identify potentially at-risk areas. According to this analysis, **the Italian and Chilean production plants are not located in areas subject to water stress**.

It is also emphasized that during the year there were no cases of accidental losses or releases of hazardous substances into the environment.

Water consumption in megalitres



³⁰ The WRI tool is available online at the web page: <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results

that emerged in the "baseline water stress" column were taken into consideration.

Materials and circular economy

GRI 301-2

GRI 306-1

GRI 306-2

GRI 306-3

SICIT was founded to address the problems of solid waste recycling in the Arzignano (VI) tanning district and has established itself as an **international excellence in green and circular economy** that, by collecting and transforming waste, **significantly limits waste production**.

SICIT fully embraces the principles of a circular economy, an economic system designed to reuse materials in subsequent production cycles, minimizing waste as much as possible.

The intensity of the ammonium bicarbonate purchased for the **Italian operations** of SICIT Group in 2025 (expressed in terms of tonnes per tonne of hydrolyzed proteins produced) is equal to **0.11 ton/ton**, a decrease of **11%** compared to the 2024 figure of **0.12 ton/ton**.

The biostimulants, retarders and animal-origin fat produced by SICIT represent indeed a typical example of circular economy, in which operators source waste from the tanning industry that is transformed into finished products used in the agricultural and industrial sectors. From leather processing, various residues are derived, some of which can be recovered in various ways, with consequent benefits both environmentally and economically. Through the hydrolysis process of animal proteins, free amino acids or short peptide

chains are obtained for use in the production of hydrolyzed proteins, in addition to the separation of animal fat. This solution, both in terms of plants and market, is the one used in SICIT's plants for the treatment of animal by-products and other residues from tanning activities.

Out of a total of almost 192,206 tonnes of materials used by SICIT in 2024, **82% comes from recycling**, with a prevalence of animal by-products and other residues from tanning activities.

It is also important to emphasize that the **waste materials** that SICIT sources and recycles come from the production and processing cycle of meat and hides.

Thanks to its activities, SICIT contributes to **eliminating waste and environmental impact**:

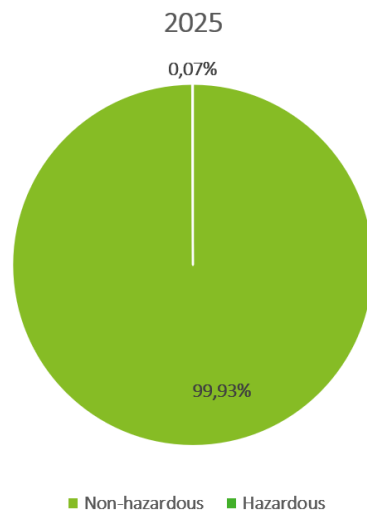
- both of the upstream production sectors (meat production and hide processing), as such materials would need to be disposed of by producers with an economic and environmental cost higher than that borne by SICIT;
- both of its own reference production sectors (production of biostimulants for agriculture, production of industrial additives and production of biofuel from sources alternative to petroleum, such as animal fat), drastically reducing the need for specific new productions of raw materials to feed its production flow.

SICIT is committed to responsible waste management and disposal practices in compliance with applicable regulations and as part of its environmental protection commitment. Waste is disposed of in accordance with Legislative Decree 152/06 and is sent to appropriate treatment plants and/or landfills.

In 2025, waste produced was equal to **32,763 tonnes**, an increase of 54% compared to the previous year, mainly as a result of a change in the production process that occurred in conjunction with changes in the ownership structure. Consequently, the intensity of waste produced per thousands of euros of revenue increased from 0.17 to 0.27 in 2025.

Hazardous waste represents a negligible share (0.07% of the total) and consists mainly of used motor oil, packaging containing residues of hazardous substances and inorganic waste containing hazardous substances, generally resulting from the disposal of production plants. Waste assimilable to municipal waste, coming from the canteen and offices, is collected separately and delivered to the municipal collection service.

Within the Environmental Management System UNI EN ISO 14001:2015, SICIT periodically and independently carries out specific **audits** at landfills in order to **verify the correct disposal of waste** in accordance with legal regulations. During 2025, audits were planned and carried out on the main disposal plants. It is noted that for each new disposal plant an audit is carried out.



Environmental Annex

GRI STANDARDS DISCLOSURE 301-2: Materials used that are recycled

Materials	2023		2024		2025	
	Quantity in tonnes	% of recycled material ³¹	Quantity in tonnes	% of recycled material	Quantity in tonnes	% of recycled material
Animal products derived from tanneries	141.536	100%	154.964	100%	155.288	100%
Chemicals	23.465	3%	27.553	5%	28.880	5%
Acids	6.207	0%	6.473	0%	6.287	0%
Packaging ³²	1.430	9%	1.627	9%	1.628	4%
Plant-based products	90	0%	99	0%	124	0%
Totale	172.729	83%	190.716	82%	192.206	82%

GRI STANDARDS DISCLOSURE 302-1: Energy Consumed within the organisation

GRI STANDARDS DISCLOSURE 302-3: Energy Intensity

Energy consumption	GJ		
Type of consumption	2023	2024	2025
NON-RENEWABLE FUELS	373.476	408.003	416.695
Natural gas	370.303	403.773	411.145
Diesel ³³	2.176	2.683	4.180
<i>of which generator sets</i>	5	3	28
<i>of which owned vehicles and long-term leased vehicles</i>	2.171	2.680	4.152
Gasoline for transportation (indicate only consumption for owned vehicles and long-term leased vehicles)	923	1.305	71
LPG for transportation (indicate only consumption for owned vehicles and long-term leased vehicles)	8	26	51
Diesel for steam	66	215	-
GPL for steam	-	-	1.247

³¹ The percentages indicate the amount of recycled material relative to the total materials of the same type.

³² As part of continuous improvement, the 2023 packaging data has been restated. For previous values, please refer to the 2023 Sustainability Report.

³³ As part of continuous improvement, the 2024 packaging data has been restated. For previous values, please refer to the 2024 Sustainability Report.

Energy consumption	GJ		
Electricity ³⁴	30.613	33.698	37.342
Purchased electricity	30.613	33.698	37.342
<i>Of which renewable energy</i>	30.394	33.351	36.993
<i>Of which non-renewable sources</i>	219	347	349
Total consumption			
Total energy consumption	402.783	440.667	453.649
Renewable energy	31.313	34.054	37.883
Non-renewable energy	371.470	406.613	415.766
ENERGY INTENSITY PER € Thousand	3,75	3,56	3,72

GRI STANDARDS DISCLOSURE 303-3: Water Withdrawal

Water Withdrawals	Megalitres					
	2023		2024		2025	
Source of Withdrawal	All areas	Areas subject to water stress ³⁵	All areas	Areas subject to water stress	All areas	Areas subject to water stress
Surface water (total)	1	-	1,1	-	-	-
Freshwater (≤ 1000 mg/L total dissolved solids)	1	-	1,1	-	-	-
Groundwater (total)	127	-	130,6	-	133,6	-
Freshwater (≤ 1000 mg/L total dissolved solids)	127	-	130,6	-	133,6	-
Other water (> 1000 mg/L total dissolved solids)	-	-	-	-	-	-
Process water (total)	0,03	-	0,7	-	1,5	-

³⁴ Since 2022, the Group used origin certificates to purchase renewable energy for its Italian boundary.

³⁵ With reference to water withdrawal and discharge in areas subject to water stress, SICIT uses the Aqueduct Tool developed by the World Resources Institute to identify potentially at-risk areas. According to this analysis, none of the production plants were found to be in areas subject to water stress. The WRI tool is available online at the web page: <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results that emerged in the "baseline water stress" column were taken into consideration".

Water Withdrawals	Megalitres					
Freshwater (\leq 1000 mg/L total dissolved solids)	0,03	-	0,7	-	1,5	-
Third-party water (total)	118	-	132,9	-	164,6	-
Freshwater (\leq 1000 mg/L total dissolved solids)	118	-	132,9	-	164,6	-
Other water ($>$ 1000 mg/L total dissolved solids)	-	-	-	-	-	-
Total water withdrawal	246	-	265,3	-	299,7	-

GRI STANDARDS DISCLOSURE 303-4: Water Discharge

Water Discharge	Megalitres					
	2023		2024		2025	
	All areas	Areas subject to water stress	All areas	Areas subject to water stress	All areas	Areas subject to water stress
Groundwater (total)	-	-	-	-	-	-
Freshwater (\leq 1000 mg/L total dissolved solids)	-	-	-	-	-	-
Other water ($>$ 1000 mg/L total dissolved solids)	-	-	-	-	-	-
Third-party water (total)	253	-	268	-	260	-
Freshwater (\leq 1000 mg/L total dissolved solids)	253	-	268	-	260	-
Other water ($>$ 1000 mg/L total dissolved solids)	-	-	-	-	-	-
Total water discharge	253	-	268	-	260	-

GRI STANDARDS DISCLOSURE 305-1: Direct GHG emissions (Scope 1)³⁶

Direct Emissions - Scope 1	tCO ₂		
Scope 1	2023 ³⁷	2024	2025
Total Scope 1 Emissions	21.876	24.088	24.172

GRI STANDARDS DISCLOSURE 305-2: Indirect GHG emissions from energy consumption (Scope 2)³⁸

Indirect Emissions - Scope 2	tCO ₂		
Scope 2	2023	2024	2025
Purchased electricity - Location Based	2.281	2.878	2.149
Purchased electricity- Market Based	19	31	27

TOTAL EMISSIONS

TOTAL EMISSIONS	tCO ₂		
	2023 ³⁹	2024	2025
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Location Based)	24.157	26.966	26.321
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Market Based)	21.895	24.119	24.199

³⁶ For the calculation of Scope 1 emissions, SimaPro 9.4 software (Prè, 2023) was used and in particular the Ecoinvent 3.1 databases. Direct emissions from combustion sources were considered, including those from fixed, mobile, process and fugitive sources. For the calculation of direct emissions resulting from the consumption of diesel, gasoline and LPG for company vehicles (sub-category 1.2), reference was made to the DESNZ 2025 database (Department for Energy Security and Net Zero, formerly DEFRA)

³⁷ In a continuous improvement perspective, the 2023 Scope 1 emissions data has been restated. For previous values, please refer to the 2023 Sustainability Report.

³⁸ The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. The Market-based is based on CO2 emissions emitted by energy suppliers from which the organization purchases, through a contract, electricity and can be calculated considering: Guarantees of Origin certificates for energy and direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the "residual mix", that is, energy and emissions not monitored or not claimed. Source 2025: Electricity Maps 2024 for Italy and Terna for Chile. In particular, for the market-based value for Chile, the highest emission factor among Latin American countries present in the Terna database was considered. The Location-based method is based on average emission factors relating to energy generation for well-defined geographic boundaries, including local, subnational or national boundaries (methodology used). Source 2025: Electricity Maps 2024.

³⁹ In a continuous improvement perspective, the 2023 total emissions data have been restated. For previous values, please refer to the 2023 Sustainability Report.

GRI STANDARDS DISCLOSURE 305-4: GHG Emissions Intensity

EMISSION INTENSITY	tCO ₂ / € Thousands		
	2023 ⁴⁰	2024	2025
Emission Intensity (Scope 1)	0,20	0,19	0,20
Emission Intensity (Scope 1 + Scope 2 - Location based)	0,23	0,22	0,22
Emission Intensity (Scope 1 + Scope 2 - Market based)	0,20	0,19	0,20

GRI STANDARDS DISCLOSURE 305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant emissions

Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant emissions	Tonnes		
	Pollutant	2023	2024
NO _x	57,07	80,85	67,66
SO _x	9,46	0,55	0,60
Volatile Organic Compounds (VOC)	1,66	2,29	2,18
Other standard emission categories identified in the applicable regulations (NH3)	38,50	29,54	27,94

GRI STANDARDS DISCLOSURE 306-3 (2020): Waste Generated

Waste Generated	Tonnes		
	2023	2024	2025
Hazardous Waste, including:⁴¹	84	28	23
Aqueous washing solutions and mother liquors	59	-	-
Packaging containing residues of hazardous substances or contaminated by such substances	15	16	18
Other hazardous waste	10	12	5
Non-Hazardous Waste, including:	16.720	21.286	32.741
Sludge produced from on-site effluent treatment	15.772	20.009	31.264
Absorbents, filter materials, rags, and protective clothing	561	744	885
Other non-hazardous waste	387	533	592
Total	16.804	21.314	32.763

⁴⁰ In a continuous improvement perspective, the 2023 emissions intensity data has been restated. For previous values, please refer to the 2023 Sustainability Report.

⁴¹ The data relating to hazardous waste from Patagonia Biotecnología for the year 2025 was estimated based on the trend of incoming chemical quantities, using a historical correlation coefficient between chemical consumption and hazardous waste production.

OUR PEOPLE

SUMMARY & HIGHLIGHTS

VALUES

SICIT actively promotes professional and personal development, offering support and growth opportunities.

SICIT supports an inclusive and safe environment, where physical and mental well-being is a priority, maintaining open and constructive dialogue with employees.

OBJECTIVES

- Promote an inclusive and respectful work environment, where every individual feels valued and supported.
- Foster professional and personal development of employees, offering opportunities for training and continuous growth.
- Create a corporate culture based on trust and transparency, where communications are open and honest.
- Ensure a healthy work-life balance, promoting flexibility policies and support for employee well-being.
- Recognize and reward merit and individual contribution, encouraging a climate of gratitude and motivation.

SICIT IN NUMBERS vs 2024



Employees

232

+3%



Permanent employees

225

+4%



Female employees

25% of the total

+11,5%



Employee Questionnaire

151 answers

+5%



"Our employees are the heartbeat of our company. We ensure a respectful and transparent work environment where sustainable practices extend beyond nature to encompass the well-being and respect of our team members. Sustainability is not just a direction for the future; it is also a commitment to those who make our daily success possible."

MATERIAL TOPICS









SDGs



Significant KPIs and Social objectives of the Sustainability Plan

SDGs	Objectives	Progress status	Time frame
3 GOOD HEALTH AND WELL-BEING 	Formalization of a three-year training plan aligned with the career path		2nd Semester 2026 – Achieved , during 2023 a three-year training plan was defined
8 DECENT WORK AND ECONOMIC GROWTH 	Integration of ESG KPIs in management performance evaluation		2nd Semester 2026 – Achieved
8 DECENT WORK AND ECONOMIC GROWTH 	Formalized performance evaluation process		2nd Semester 2027 ⁴²
3 GOOD HEALTH AND WELL-BEING 	Creation of tools focused on improving internal dialogue and corporate climate		2nd Semester 2025 – Achieved
3 GOOD HEALTH AND WELL-BEING 	Implementation of a questionnaire on improving the welfare package		2nd Semester 2025 – Achieved
3 GOOD HEALTH AND WELL-BEING 	Improvement of the welfare plan based on best practices in the sector		2nd Semester 2027

⁴² The implementation of the initiative has been rescheduled as part of the redefinition of related organizational responsibilities.

SDGs	Objectives	Progress status	Time frame
<p>5 GENDER EQUALITY</p> 	<p>Assessment of potential gender equality certification (e.g., PdR 125)</p>		<p>2nd Semester 2025 - Achieved, obtaining UNI/PdR 125 certification – Gender Equality</p>
<p>5 GENDER EQUALITY</p> 	<p>Maintenance of gender equality certification and update of the related improvement plan.</p>		<p>2nd Semester 2025 – Achieved, UNI/PdR 125 certificate renewed in November 2025</p>
<p>4 QUALITY EDUCATION</p> 	<p>Maintenance of the Coursera platform as a training tool for technical and management topics for employees, middle managers, and executives.</p>		<p>2nd Semester 2025 – Achieved</p>

KEY HIGHLIGHTS ⁴³						
GRI Indicator	Description	UoM	2023	2024	2025	Δ 24/25
THE PEOPLE OF THE GROUP						
GRI 2-7: Employees	<i>Number of employees as of 31 December</i>	Nr.	214	225	232	+3%
	<i>Of which on permanent contracts</i>	Nr.	204 ⁴⁴	217	225	+4%
GRI 401-1: Employment 2016	<i>Hiring rate</i>	%	15,0 ⁴⁵	14,7	12,9	-1,8%
	<i>Turnover rate</i>	%	8,9	9,8	9,9	+0,1%
DEVELOPMENT AND PROTECTION OF PROFESSIONALISM						
GRI 405-1: Diversity and Equal Opportunity 2016	<i>Women</i>	%	23	23	25	+2%
	<i>Under 30 years old</i>	%	22,4	23	39	+16%
COLLECTIVE BARGAINING						
GRI 2-30: Collective Bargaining Agreements	<i>Number of employees covered by collective bargaining agreements</i>	Nr.	156	168	174	+4%

⁴³ Please refer to the Social Annex for the complete disclosure regarding the GRI indicators related to the Group's environmental performance.

⁴⁴ As part of continuous improvement, the data regarding employees with permanent contracts in 2023 has been revised. For previous values, please refer to the 2023 Sustainability Report.

⁴⁵ As part of continuous improvement, the data regarding the turnover rate in 2023 has been revised. For previous values, please refer to the 2023 Sustainability Report.

The people of the Group

GRI 3-3	GRI 2-7	GRI 2-8
GRI 401-1	GRI 401-2	GRI 405-1
GRI 405-2		

ORGANIZATIONAL POLICIES AND GUIDELINES



[For more information, visit the Group's Policy webpage](#)

SICIT protects and promotes the value of its human resources, considered fundamental for the achievement of business objectives, committing to avoid discrimination of any kind and guaranteeing equal opportunities for professional growth, offering working conditions that respect individual dignity and safe and healthy work environments.

As of December 31, 2025, **SICIT's employees are 232** (+3% compared to 2024).

SICIT is committed to **recognizing the professional contribution of each employee and building lasting relationships over time** based on principles of loyalty, mutual trust and collaboration. Almost all employees are hired under permanent contracts (96% of the total employees of the Group).

The most represented professional category is that of blue-collar workers (46%), followed by that of white-collar workers (40%), middle-managers (10%) and directors (4%). The age composition of SICIT's workforce shows a predominance of the age group between 30 and 50 years, representing 60%, while those under 30 represent 18% of the workforce and those over 50 constitute 22%.

Since 2023, SICIT has established a partnership with schools, implementing a school-to-work alternation program during the summer season for students.

The Group's commitment to respecting **diversity, equal opportunities and non-discrimination** is expressed in the **Code of Ethics, the Diversity Policy and the Human Rights Policy**.

In this regard, gender differences are not relevant in the determination of wages and salaries; possible average wage differences between men and women are attributable to situations of professional seniority and especially to the role held within the Group. The ratio between average gross remuneration of women to men of the Group as a whole varies depending on professional qualification and stands, in 2025, for the middle-manager qualification at 0.75 while for the employee qualification at 0.82. These values increase, with a consequent reduction in wage diversity, considering the ratio of base salary of women to men for each category of employees: 0.86 for the middle-manager category and 0.80 for the employee category.

These results demonstrate how male representation, given the industrial sector in which the Group operates, has historically been predominant and stable over time, resulting in greater average seniority and, consequently, higher average remuneration. Furthermore, it should be noted that, to explain the data mentioned above, production activities (in Italy, organized on a three-shift, 24-hour schedule), which include significant premiums for night and weekend work, are carried out exclusively by male workers. The company adopts a procedure for

verifying employees' personal information at the time of hiring, by requesting documents for personal identification, with particular attention paid to ensuring compliance with regulations on child labor.

To confirm the constant commitment to respecting human rights and promoting ethical working conditions throughout the value chain, in 2025 SICIT did not record any incidents related to child labor, forced labor, or human trafficking.

Type of incident recorded	Number of cases		
	2023	2024	2025
Child labor	0	0	0
Forced labor	0	0	0
Human trafficking	0	0	0

It is also noted that the Group has adopted, within Italian operations, a software platform that allows employees to receive updated information and access their company documentation, eliminating the use of paper for payslips and other types of paper documentation.

Both personal documents and company communications are also accessible through a mobile application.

Employee Development and Protection

GRI 3-3

GRI 406-1

GRI 404-1

GRI 2-30

SICIT is committed to developing the skills and competencies of its collaborators by pursuing a policy based on equal opportunities and merit, considering professionalism a determining condition and a guarantee for the entire community. The search, selection, hiring and career development respond to objective assessments of work quality, without any discrimination.

With the objective of developing the skills of each collaborator, training activities are carried out on worker safety, development of specific skills for operational staff, language courses for employees in non-operational roles, specific language courses (for example English, French, Spanish, Portuguese, German, etc.) for sales staff and specific update courses for laboratory technicians regarding the use and

maintenance of plants. During 2025, specific courses were provided on the Organizational Model 231 and the Company's Code of Ethics. These courses were attended by all employees of Italian companies. In particular, the course on Organizational Model 231 aimed at developing general competencies, with the intention of further deepening more specific topics in the new year. In both 2024 and 2025, training courses on gender equality were provided, with the objective of raising awareness and strengthening skills in the field of inclusion and equal opportunities, laying the groundwork for further in-depth study and initiatives in the new year. Following this in 2025 was a coaching program dedicated to team leaders, aimed at strengthening leadership and employee management skills. The program addressed topics such as effective communication, team motivation, delegation and relationship management, with a practical approach based on exercises and discussion of concrete cases.

Below is a table⁴⁶ that summarizes the participation rate in courses on ethical topics in the three previous years.

⁴⁶ These KPIs are currently monitored only on the Italian scope of the SICIT Group.

Training on Ethical Topics						
Training Topic	2023		2024		2025	
	Number of employees trained	% of Total Employees	Number of employees trained	% of Total Employees	Number of employees trained	% of Total Employees
Organization Model 231/2001	159	100%	0	0%	159	90%
PdR 125 - Gender Equality	0	0%	171	100%	165	93%
Cybersecurity Awareness Training	0	0%	0	0%	87	50%

The courses provided during 2025 were delivered in-person.

Since the end of 2024, the Company has launched a training program providing approximately 30 employees with access to the **Coursera** professional training platform. Through this initiative, participants can benefit from subscriptions covering various types of training, with learning paths tailored to their individual development needs. The selected courses, shared with employees, were integrated into the company training plan, aligning it with new professional growth opportunities.

This training program complements the **three-year training plan** for all

employees in the Italian scope, in order to formalize the commitment to training all employees.

Thanks to this commitment, over **2,423 hours of training** were provided in 2025, **974 of which were mandatory and 1,449 non-mandatory**. The professional category that received the greatest number of non-mandatory training hours per capita is that of employees, with 12 hours of training per capita, followed by workers who received 10 hours of training per capita.

In 2025, SICIT renewed the UNI/PdR 125 - Gender Equality certification, obtaining an improvement of 8 points. The result confirms the path undertaken by the

Company to promote a fair and inclusive work environment and strengthen over time its management and monitoring tools.

In the same year, the safeguards provided by the UNI/PdR 125 system were further consolidated, through the strengthening of the dedicated reporting channel, the revision of procedures and targeted training activities. Within this system, three reports concerning conduct not compliant with company policies were received and managed. The reports were handled in accordance with anonymity requirements and internal procedures and led to the adoption of targeted interventions to protect employee well-being and improve the workplace climate.

In 2025, no actual or suspected episodes of discrimination were reported.

SICIT is constantly committed to **attracting, motivating and retaining key resources**. To this end, a **loyalty bonus** of one month's salary paid in June, a discretionary bonus as an additional benefit and a variable **production bonus** based on results have been introduced, which, if not fully paid, is set aside by the Company and used to support workers in emergency situations, such as the payment of funeral expenses or medical visits. Furthermore, employees have the possibility to convert this bonus into a welfare plan, benefiting from an additional increase of 30% compared to cash payment.

In 2025, SICIT implemented additional **welfare initiatives** for the benefit of employees. Among these, the provision of fringe benefits in the form of fuel vouchers and shopping vouchers is noted. Furthermore, flexibility of entry from 8:30 to 9 am is maintained, incentives for

employees who work on holidays, recognition for those who provide service during bridge days and an 80% contribution for the canteen service.

With regard to performance evaluation, SICIT adopts an informal review process, in which the managers of each function assess the performance of employees on an annual basis.

As always, the approach in industrial relations adopted by SICIT is based on respect for mutual roles and positions in the constant search for constructive dialogue. In this regard, it is noted that there have never been internal strikes and that the business choices undertaken by SICIT have never been contested by employees. Depending on the countries in which SICIT is present and the different regulations in force, employment relationships are regulated by national or company collective agreements or by applicable legislation. The majority (**75%**) of SICIT Group's direct employees are covered by collective labor agreements. It is noted that, excluding the Chilean company PatBio, collective bargaining would amount to 98% of employees.

Employees working in the Chinese subsidiaries (3 employees) and at PatBio (54 employees) are hired with company or individual contracts, with reference to local market norms and practices. An internal analysis was also conducted to verify the alignment of salaries with fair wage levels, using the *WageIndicator Foundation framework* for the Los Lagos region as a reference standard.

Health and Safety at work

GRI 3-3	GRI 403-1	GRI 403-2
GRI 403-3	GRI 403-4	GRI 403-5
GRI 403-6	GRI 403-7	GRI 403-9

SICIT has as primary values policies for safety and protection of the work environment, setting itself the objective of reducing and, progressively, eliminating the number of workplace accidents, leveraging technological investments, new policies and worker training.

Since 2013, the company has adopted a **health and safety management system for workers in the workplace for both the Chiampo and Arzignano plants, initially certified according to OHSAS 18001:2007 standard and, since December 2021, in accordance with the international ISO 45001:2018 standard**. Since 2023, the year of obtaining ISO 9001 for both Italian plants, SICIT carries out the renewal or annual surveillance of all certification systems, updating processes and procedures that ensure the maintenance of high operational and management standards.

It is important to emphasize that no non-conformities were found, thus confirming the effectiveness and compliance of the management system.

SICIT adopts a preventive approach by providing for the active involvement of all interested parties and a **careful assessment of health and safety risks**. To this end, the **Risk Assessment Document (DVR)** relating to both Italian

production plants has been prepared. The document identifies risks divided by departments and work activities (duties/workstations) as well as the related prevention and protection measures adopted. By virtue of the plant and structural changes that have affected the sites, SICIT's Health and Safety Manager (**RSPP**) takes care of updating the DVR and assessments of certain specific risks. The general DVR is constantly updated with reference to the plants, new offices and the laboratory.

In 2025, eight **Risk Assessment Documents (DVR)** were updated, including both the general DVR and those relating to specific risks. Furthermore, the RSPP conducts an inspection every 15 days, preparing a report with any proposals for improvement or updates to be implemented.

It is noted that there is a figure of an ASPP (Health and Safety Service Officer), who assists the RSPP in carrying out activities concerning health and safety in the company.

SICIT has prepared a specific organization to ensure the correct and adequate performance of activities aimed at eliminating or minimizing risks, to ensure the correct flow of information between employer and worker regarding workplace risks. In particular, emergency situations are managed through annual evacuation drills for all three shifts and for all workers, planned by the RSPP.

The role of Health and Safety Manager (RSPP) is held by an external consultant. SICIT's occupational physician remained unchanged and, during 2025, conducted medical examinations for all employees of the Chiampo and Arzignano plants and no temporary or permanent unfitness was found. Furthermore, some medical examinations at the end of employment for retirement were carried out. The occupational physician also has the task of conducting Drug Tests for operators using the forklift, mechanical shovel, mobile elevated work platform (MEWP), and spider lift. In addition, the SICIT Group for the Italian scope adheres to two health and welfare assistance programs for employees, specifically Faschim and Fonchim.

Annually, the **periodic safety meeting** relating to both production plants is held, in which health and safety issues are discussed pursuant to Article 35 of Legislative Decree 81/2008. In 2023, workers elected the new Workers' *"Rappresentanti dei Lavoratori per la Sicurezza, Salute e Ambiente"* (RLSSA, Safety, Health, and Environment Representatives).

An active **process for reporting and managing near misses and hazards** is in place, which provides for the completion of a paper form, thus allowing the identification of problems that could expose workers to health and safety risks, and report them to the RSPP and the Health and Safety Service Officer (ASPP), who are committed to evaluating and resolving them

promptly, improving workplace safety levels over time.

Personnel training on health and safety is managed through a specific software, which is used to monitor both training hours delivered and scheduled deadlines, in accordance with applicable regulations. SICIT workers have attended mandatory training sessions on health and safety and those relating to the use of equipment (e.g. forklifts and mobile elevated work platforms - MEWP) pursuant to the State/Regional Agreement. An adequate number of workers designated and trained to implement fire prevention and firefighting measures, as well as first aid, has been designated, capable of ensuring sufficient coverage on all work shifts. In particular, in 2025, **760 hours of mandatory training in the field of health and safety** were provided relating to the updating of ASPP/RSPP, forklift, mobile crane, shovel and MEWP (Mobile Elevated Work Platforms), PES (Expert Person with instruction, knowledge and experience such as to allow them to analyze risks and avoid dangers arising from electricity), BLS (Basic Life Support Defibrillation) and RLS (Workers' Representative for Safety) updates.

It should also be noted that SICIT has adopted new training assessment forms for new hires. New employees are supported by a specialist during the initial period and, every month and a half, an evaluation of their performance and acquired training is conducted. Subsequently, the results are recorded within the dedicated forms.

Employment relationships with third parties not directly dependent on SICIT are regulated by Article 26 of Legislative Decree 81/08 concerning obligations related to outsourcing, work or temporary employment contracts.

During 2025, there were no cases of occupational diseases. There were 12 workplace accidents, all of a minor nature⁴⁷ and mainly attributable to operations in PatBio. In particular, of the 8 accidents recorded in Chile, only 2 resulted in days of absence from work.

At SICIT's Italian plants, 4 workplace accidents were recorded. At SICIT's Italian plants, there were instead 4 workplace accidents. The accident rate⁴⁸ recorded by the Group was 29, an increase compared to the 2024 rate of 5. The increase was also influenced by the fact that in 2024 no accidents were recorded at the Italian plants, making the comparison particularly sensitive to perceived variations in the number of events.

The accidents were analyzed in detail and no critical issues emerged related to changes in production processes, nor were any deficiencies identified in preventive measures or in health and safety training and awareness activities.

The company is also committed to prevention, also through plant adaptation. In 2024, for example, in response to the increase in production

and the consequent use of bags, manipulators were installed to improve operational efficiency and reduce ergonomic risk related to manual handling of loads. In particular, a lift was installed at the Chiampo plant and one at the Arzignano plant, with an additional installation planned for the latter. This initiative made it possible to eliminate manual handling of loads, contributing to improving working conditions and operator safety.

⁴⁷ Minor accidents are attributable to wounds, burns, cuts and crushing.

⁴⁸ The accident rate was calculated as the ratio between the total number of accidents and the total hours worked, using a multiplicative factor of 1,000,000. During 2025, there were no cases of occupational disease. The data includes accidents on

the way to and from work only in the case where transport was managed by the organization. It is noted that the accident rate recorded by the Group in 2025 relates to the companies SICIT Group S.p.A., SICIT Chemitech S.p.A., SICIT Commercial Consulting Shanghai Ltd. and Patagonia Biotecnologia S.p.A.

Social Annex

GRI STANDARDS 2-7 DISCLOSURE: Information on employees and other workers

Total number of employees divided by contract type (permanent and temporary) and gender									
Contract type	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	161	43	204	168	49	217	169	56	225
Temporary	4	6	10	5	3	8	5	2	7
Total	165	49	214	173	52	225	174	58	232

Total number of employees divided by contract type (permanent and temporary), gender, and geographical area									
Contract type	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	126	30	156	132	36	168	135	39	174
Permanent	126	28	154	132	36	168	134	39	173
Temporary	-	2	2	-	-	-	1	-	1
Abroad	39	19	58	41	16	57	39	19	58
Permanent	35	15	50	36	13	49	35	17	52
Temporary	4	4	8	5	3	8	4	2	6
Total	165	49	214	173	52	225	174	58	232

Total number of employees divided by employment type (full-time and part-time) and gender									
Full-time / Part-time	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	126	30	156	132	36	168	135	39	174
Full-time	126	24	150	132	29	161	135	33	168
Part-time	-	6	6	-	7	7	-	6	6
Non-guaranteed hours	-	-	-	-	-	-	-	-	-
Abroad	39	19	58	41	16	57	39	19	58
Full-time	39	18	57	41	16	57	39	19	58
Part-time	-	-	-	-	-	-	-	-	-
Non-guaranteed hours	-	1	1	-	-	-	-	-	-
Total	165	49	214	173	52	225	174	58	232
Part-time percentage	-	12,2%	2,8%	-	13%	3,1%	-	10%	2,6%

GRI STANDARDS 2-8 DISCLOSURE: Non-Employee workers

Total number of employees divided by contract type and gender									
Contract type	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Temporary workers	-	-	-	2	-	2	1	-	1
Interns	2	2	4	2	2	4	2	1	3
Other collaborators	1	-	1	1	-	1	3	-	3
Total	3	2	5	5	2	7	6	1	7

GRI STANDARDS 2-30 DISCLOSURE: Collective bargaining agreements

Percentage of employees covered by collective bargaining agreements			
Number of employees	As of 31 December 2023	As of 31 December 2024	As of 31 December 2025
Total employees	214	225	232
Number of employees covered by collective bargaining agreement ⁴⁹	156	168	174
Total percentage	73%	75%	75%

GRI STANDARDS 401-1 DISCLOSURE: New Hires and turnover

Incoming employees by gender, age group, and geographical area												
Number of people	2023											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	3	4	2	9	1	5	2	8	4	9	4	17
Women	5	3	2	10	4	1	-	5	9	4	2	15
Total	8	7	4	19	5	6	2	13	13	13	6	32

Incoming employees by gender, age group, and geographical area												
Number of people	2024											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	7	7	1	15	1	6	1	8	8	13	2	23
Women	4	2	1	7	2	1	-	3	6	3	1	10
Total	11	9	2	22	3	7	1	11	14	16	3	33

⁴⁹ Refer to the National Collective Labour Agreement (CCNL) for employees in the chemical, pharmaceutical, chemical fibres, abrasive, lubricants, and LPG sectors, and the CCNL for managers of companies producing goods and services.

Incoming employees by gender, age group, and geographical area

Number of people	2025											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	3	6	1	10	2	7	-	9	5	13	1	19
Women	1	4	-	5	2	1	3	6	3	5	3	11
Total	4	10	1	15	4	8	3	15	8	18	4	30

Outgoing employees by gender, age group, and geographical area

Number of people	2023											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	3	2	6	11	1	-	1	2	4	2	7	13
Women	-	3	1	4	-	2	-	2	-	5	1	6
Total	3	5	7	15	1	2	1	4	4	7	8	19

Outgoing employees by gender, age group, and geographical area

Number of people	2024											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	2	2	5	9	-	3	3	6	2	5	8	15
Women	1	-	-	1	3	1	2	6	4	1	2	7
Total	3	2	5	10	3	4	5	12	6	6	10	22

Outgoing employees by gender, age group, and geographical area												
Number of people	2025											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	1	2	4	7	3	6	2	11	4	8	6	18
Women	-	2	-	2	1	1	1	3	1	3	1	5
Total	1	4	4	9	4	7	3	14	5	11	7	23

Hiring rate by gender, age group, and geographical area												
Number of people	2023											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	1,8%	2,4%	1,2%	5,5%	0,6%	3,0%	1,2%	4,8%	2,4%	5,5%	2,4%	10,3%
Women	10,2%	6,1%	4,1%	20,4%	8,2%	2,0%	0,0%	10,2%	18,4%	8,2%	4,1%	30,6%
Total	3,7%	3,3%	1,9%	8,9%	2,3%	2,8%	0,9%	6,1%	6,1%	6,1%	2,8%	15,0%

Hiring rate by gender, age group, and geographical area												
Number of people	2024											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	4,0%	4,0%	0,6%	8,7%	0,6%	3,5%	0,6%	4,6%	4,6%	7,5%	1,2%	13,3%
Women	7,7%	3,8%	1,9%	13,5%	3,8%	1,9%	0,0%	5,8%	11,5%	5,8%	1,9%	19,2%
Total	4,9%	4,0%	0,9%	9,8%	1,3%	3,1%	0,4%	4,9%	6,2%	7,1%	1,3%	14,7%

Hiring rate by gender, age group, and geographical area												
Number of people	2025											
	Italy				Abroad				Group			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	1,7%	3,4%	0,6%	5,7%	1,1%	4,0%	-	5,2%	2,9%	7,5%	0,6%	10,9%
Women	1,7%	6,9%	0,0%	8,6%	3,4%	1,7%	5,2%	10,3%	5,2%	8,6%	5,2%	19,0%
Total	1,7%	4,3%	0,4%	6,5%	1,7%	3,4%	1,3%	6,5%	3,4%	7,8%	1,7%	12,9%

Turnover rate by gender, age group, and geographical area												
Number of people	2023											
	Italia				Estero				Gruppo			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	1,8%	1,2%	3,6%	6,7%	0,6%	-	0,6%	1,2%	2,4%	1,2%	4,2%	7,9%
Women	-	6,1%	2,0%	8,2%	-	4,1%	-	4,1%	-	10,2%	2,0%	12,2%
Total	1,4%	2,3%	3,3%	7,0%	0,5%	0,9%	0,5%	1,9%	1,9%	3,3%	3,7%	8,9%

Turnover rate by gender, age group, and geographical area												
Number of people	2024											
	Italia				Estero				Gruppo			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	1,2%	1,2%	2,9%	5,2%	0,0%	1,7%	1,7%	3,5%	1,2%	2,9%	4,6%	8,7%
Women	1,9%	-	-	1,9%	5,8%	1,9%	3,8%	11,5%	7,7%	1,9%	3,8%	13,5%
Total	1,3%	0,9%	2,2%	4,4%	1,3%	1,8%	2,2%	5,3%	2,7%	2,7%	4,4%	9,8%

Turnover rate by gender, age group, and geographical area												
Number of people	2025											
	Italia				Estero				Gruppo			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0.6%	1.1%	2.3%	4.0%	1.7%	3.4%	1.1%	6.3%	2.3%	4.6%	3.4%	10.3%
Women	-	3.4%	-	3.4%	1.7%	1.7%	1.7%	5.2%	1.7%	5.2%	1.7%	8.6%
Total	0.4%	1.7%	1.7%	3.9%	1.7%	3.0%	1.3%	6.0%	2.2%	4.7%	3.0%	9.9%

GRI STANDARDS 404-1 DISCLOSURE: Average annual training hours per employee

Mandatory training hours by professional category and gender - 2023						
Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	-	-	-	-	-	-
Managers	48	3	12	2	60	3
Office staff	262	5	63	2	325	4
Workers	906	10	21	3	927	9
Total	1.216	7	96	2	1.312	6

Mandatory training hours by professional category and gender - 2024						
Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	-	-	1	-	1	0
Managers	38	2	10	2	48	2
Office staff	119	2	119	3	238	3
Workers	781	8	28	4	809	8
Total	938	5	158	3	1.096	5

Mandatory training hours by professional category and gender - 2025

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	-	-	-	-	-	-
Managers	11	0,6	-	-	11	0,5
Office staff	163	3,1	98	2,5	261	2,8
Workers	657	6,7	45	5,0	702	6,6
Total	831	4,8	143	2,5	974	4,2

Non-mandatory training hours by professional category and gender - 2023

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	48	5	-	-	48	5
Managers	225	16	51	10	276	15
Office staff	879	17	218	6	1.097	13
Workers	600	7	37	5	637	6,4
Total	1.752	11	306	6	2.058	10

Non-mandatory training hours by professional category and gender - 2024

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	91	13	1	0	92	9
Managers	543	32	77	15	620	28
Office staff	1.155	22	851	24	2.006	23
Workers	553	6	24	3	577	6
Total	2.342	14	953	18	3.295	15

Non-mandatory training hours by professional category and gender - 2025

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	48	6,9	-	-	48	4,8
Managers	129	7,6	69	11,5	198	8,6
Office staff	320	6,2	552	13,8	872	9,5
Workers	316	3,2	15	1,7	331	3,1
Total	813	4,7	636	11,0	1.449	6,2

Total training hours by professional category and gender - 2023

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	48	5	-	-	48	5
Managers	273	19	63	12	336	18
Office staff	1.141	22	281	8	1.422	17
Workers	1.506	17	58	7	1.564	16
Total	2.968	18	402	8	3.370	16

Total training hours by professional category and gender - 2024

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	91	13	2	1	93	9
Managers	581	34	87	17	668	30
Office staff	1.274	24	970	27	2.244	25
Workers	1.334	14	52	7	1.386	13
Total	3.280	19	1.111	21	4.391	20

Total training hours by professional category and gender - 2025

Professional category	Nr. Man-hours	Nr. Man-hours per capita	Nr. Women-hours	Nr. Women-hours per capita	Nr. Total hours	Nr. Total Hours per Capita
Executives	48	6,9	-	-	48	4,8
Managers	140	8,2	69	11,5	209	9,1
Office staff	483	9,3	650	16,3	1.133	12,3
Workers	973	9,9	60	6,7	1.033	9,6
Total	1.644	9,4	779	13,4	2.423	10,4

GRI STANDARDS 405-1 DISCLOSURE: Diversity of governance bodies and employees

Total number of employees by professional category and gender

Professional category	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	9	1	10	7	3	10	7	3	10
Managers	14	5	19	17	5	22	17	6	23
Office staff	51	35	86	53	36	89	52	40	92
Workers	91	8	99	96	8	104	98	9	107
Total	165	49	214	173	52	225	174	58	232

Total number of employees by professional category and gender (percentage)

Professional category	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	90,0%	-	4,7%	70,0%	30,0%	4,4%	70,0%	30,0%	4,3%
Managers	73,7%	26,3%	8,9%	77,3%	22,7%	9,8%	73,9%	26,1%	9,9%
Office staff	59,3%	40,7%	40,2%	59,6%	40,4%	39,6%	56,5%	43,5%	39,7%
Workers	91,9%	8,1%	46,3%	92,3%	7,7%	46,2%	91,6%	8,4%	46,1%
Total	77%	23%	100%	77%	23%	100%	75%	25%	100%

Total number of employees by professional category and gender												
Professional category	As of 31 December 2023				As of 31 December 2024				As of 31 December 2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	-	2	8	10	-	4	6	10	-	5	5	10
Managers	1	11	7	19	-	16	6	22	-	16	7	23
Office staff	23	45	18	86	22	46	21	89	16	55	21	92
Workers	24	51	24	99	29	56	19	104	26	63	18	107
Total	48	109	57	214	51	122	52	225	42	139	51	232

Total number of employees by professional category and gender (percentage)												
Professional category	As of 31 December 2023				As of 31 December 2024				As of 31 December 2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0%	20%	80%	5%	0%	40%	60%	4%	0%	50%	50%	4%
Managers	5%	58%	37%	9%	0%	73%	27%	10%	0%	70%	30%	10%
Office staff	27%	52%	21%	40%	25%	52%	24%	40%	17%	60%	23%	40%
Workers	24%	52%	24%	46%	28%	54%	18%	46%	24%	59%	17%	46%
Total	22%	51%	27%	100%	23%	54%	23%	100%	18%	60%	22%	100%

Composition of the Board of Directors by gender and age group												
Number of people	As of 31 December 2023				As of 31 December 2024				As of 31 December 2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Man	-	2	8	10	-	2	8	10	-	5	5	10
Women	-	-	-	-	-	-	-	-	-	1	-	1
Total	-	2	8	10	-	2	8	10	-	6	5	11

Composition of the Board of Directors by gender and age group (percentage)												
Number of people	As of 31 December 2023				As of 31 December 2024				As of 31 December 2025			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Man	0%	20%	80%	100%	0%	20%	80%	100%	0%	45%	45%	90%
Women	-	-	-	-	-	-	-	-	-	10%	-	-
Total	0%	20%	80%	100%	0%	20%	80%	100%	0%	55%	45%	100%

GRI STANDARDS 405-2 DISCLOSURE: Ratio of basic salary and remuneration of women to men⁵⁰

Ratio of basic salary for women and men by job classification									
Professional category	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Ratio of women to men	Men	Women	Ratio of women to men	Men	Women	Ratio of women to men
Executives	98.995	88.352	0,89	95.846	78.467	0,82	99.319	83.243	0,84
Managers	50.359	43.966	0,87	52.514	43.194	0,82	53.190	45.765	0,86
Office staff	31.370	28.895	0,92	31.265	26.448	0,85	31.812	25.357	0,80
Workers	20.900	16.903	0,81	20.867	16.401	0,79	22.208	16.309	0,73

Ratio of remuneration for women and men by job classification									
Professional category	As of 31 December 2023			As of 31 December 2024			As of 31 December 2025		
	Men	Women	Ratio of women to men	Men	Women	Ratio of women to men	Men	Women	Ratio of women to men
Executives	156.107	107.482	0,69	142.260	83.239	0,59	137.098	87.114	0,64
Managers	65.449	53.286	0,81	68.472	51.952	0,76	75.717	56.864	0,75
Office staff	37.569	31.402	0,84	39.500	29.577	0,75	40.503	33.295	0,82
Workers	26.995	19.239	0,71	29.476	18.301	0,62	29.127	21.323	0,73

⁵⁰ The ratio of basic salary and remuneration of women to men for each employee category is calculated considering only full-time employees of SICIT Group S.p.A., SICIT Chemitech S.p.A., and Patagonia Biotecnología S.p.A. who have worked for a period of 12 months.

GRI STANDARDS 403-9 DISCLOSURE: Work-related injuries of employees⁵¹

Group Employees			
Work-related injuries			
Number of incidents	2023	2024	2025
Total number of fatalities due to work-related injuries	-	-	-
Total number of serious work-related injuries (excluding fatalities) ⁵²	-	-	-
Total number of recordable work-related injuries	5	2	12
Injury rates			
Fatality rate due to work-related injuries	-	-	-
Rate of serious work-related injuries (excluding fatalities)	-	-	-
Rate of recordable work-related injuries ⁵³	15	5	29
Hours worked	329.613	376.482	416.438

⁵¹ The scope of health and safety data includes only employees. The Group is considering the possibility of collecting data from the employers of external collaborators working at the Group's sites to report any injuries.

⁵² Work-related injuries that resulted in harm from which the worker cannot recover, does not recover, or it is not realistic to expect that they will fully recover to their pre-incident health status within 6 months.

⁵³ The injury rate is calculated as the ratio of the total number of injuries to the total hours worked, using a multiplication factor of 1,000,000. The data includes commuting injuries only if the transportation was managed by the organisation. No cases of occupational disease occurred in 2025.

OUR POSITIVE IMPACT ON THE COMMUNITY

SUMMARY & HIGHLIGHTS

VALUES

SICIT's mission is to be a pillar in the community where it operates.

SICIT actively commits to supporting the development and well-being of people

OBJECTIVES

- Initiatives for **economic and social development** in the **local community**.
- Promote **environmental sustainability** and the **protection of local natural resources**.
- **Collaborate with local authorities and non-governmental organisations** to address the specific challenges and needs of the **community**.
- Create **job opportunities** and **local economic development** to support the economic well-being of residents.

SICIT IN NUMBERS

vs 2024

In Thousands



Expenditure on chemical products
In €

16.118

+10%



Expenditure on packaging
In €

3.564

-14%



Expenditure on services
In €

5.115

-0,2%



"Our local communities are the core of our mission. We are committed to creating an inclusive and supportive environment where mutual support and the well-being of all members are top priorities. Sustainability extends beyond the environment to encompass respect and support for our neighbours. Every day, we work to build a better future for everyone, driven by our commitment to those who make our growth and shared success possible."













MATERIAL TOPICS













SDGs



Significant KPIs and objectives supporting the local community of the Sustainability Plan

SDGs	Objectives	Progress status	Time frame
11 SUSTAINABLE CITIES AND COMMUNITIES 	Identification of three ongoing projects to support local communities and analysis of relationships with a view to improving the support offered		2nd Semester 2026
11 SUSTAINABLE CITIES AND COMMUNITIES 	Enhancement and/or creation of spaces for sharing strategic topics with local stakeholders, including non-EU ones (cooperatives, universities, municipalities, local suppliers, NGOs)		2nd Semester 2026 ⁵⁴
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Drafting of a Supplier Code of Conduct		2nd Semester 2025
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Training of key company roles on sustainable procurement standards		2nd Semester 2025
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Evaluation of the possibility of including ethical, social and/or environmental clauses in contracts with suppliers		2nd Semester 2026 – Achieved
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Definition of a matrix of relevant suppliers		2nd Semester 2026 ⁶⁵

⁵⁴ The objective was brought forward to coordinate the initiative with the start of activities at the new facility in Mexico and to promote dialogue with local stakeholders from the initial phases.

SDGs	Objectives	Progress status	Time frame
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Launch of the sustainable procurement program with strategic suppliers</p>		<p>2nd Semester 2026</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Execution of on-site audits at selected suppliers</p>		<p>2nd Semester 2026</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Implementation of a supplier selection policy that sees the decarbonization plan as part of the selection criteria</p>		<p>2nd Semester 2027</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Involvement of strategic suppliers in the EcoVadis evaluation process</p>		<p>2nd Semester 2027</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Extension of the sustainable procurement program to the Group</p>		<p>2nd Semester 2027</p>

Scientific Collaborations

SICIT has been collaborating for years with schools, universities and research centers, promoting synergies with the national and international scientific community. In this context, a notable development in 2025 was the collaboration with the University of Pavia and with the Experimental Zoo prophylactic Institute of Piedmont stands out, aimed at validating the method developed by SICIT for determining molecular weight.

The method, already compliant with European regulations and used on materials entering the Company's plants, was applied to samples from different matrices and to a wide range of products unrelated to SICIT's production process. The objective of the collaboration is to verify its reliability and applicability across different contexts, contributing to the development and dissemination of robust and reproducible analytical methodologies.

During the year, a collaboration was also initiated with Ca' Foscari University of Venice on research projects dedicated to the development of new retarders for plasters and cements. The activities are part of a particularly active research context focused on restoration and conservation of architectural and artistic heritage.

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The supply chain

SICIT seeks maximum competitive advantage in procurement processes, promoting standards of conduct in relationships with its suppliers based on mutual loyalty, transparency and collaboration.

On the supply front, a distinction must be made between suppliers of materials not subject to recycling (such as chemical products mixed with hydrolyzed proteins, packaging, etc.) and the so-called "input raw material suppliers": entities, typically tanneries, that supply the input raw materials subject to recycling (animal by-products and other tanning residues) and for which SICIT provides collection services in exchange for a fee.

In 2025, SICIT Group worked with **106 suppliers and input raw material suppliers**, representing a 12% decrease compared to 2024. Of these, 31 are suppliers of chemical products, representing purchases of approximately 16.1 million euros; 18 are packaging suppliers (approximately 3.6 million euros) while 11 are involved in services (for the collection and transport of materials from tanneries) for a purchase value of approximately 5.1 million euros.

In 2025, **approximately 71% of input material purchases, corresponding to a value of approximately 19 million euros, were sourced from local suppliers, i.e. suppliers headquartered in Italy. Furthermore, in 2025, the majority of PatBio's input materials were sourced from Chilean suppliers.**

In 2025, SICIT collected tanning residues from **37 input raw material suppliers**.

In 2025, in line with the provisions of the Sustainable Procurement Policy adopted in 2024, SICIT launched an initial activity to

evaluate its suppliers through an ESG self-assessment questionnaire.

The initiative is part of an initial Sustainable Procurement program (SP 1.0), aimed at gradually introducing tools for analyzing and monitoring the main environmental, social and governance factors along the supply chain. In this initial phase, the program aimed to train the internal resources involved in the procurement process and to test, on a small scale, the organizational commitment necessary for the collection and management of relevant information.

The questionnaire, applied to the Italian operations of the Group, allowed an initial evaluation of suppliers representing 49% of the overall spending incurred in 2025.

In light of the Group's international expansion and the increasing integration of ESG factors into supply risk management, SICIT plans the gradual development of its program towards a new Sustainable Procurement model.

The evolution of the program towards the Sustainable Procurement Program (SP) 2.0 constitutes KPI #3 introduced with the 2025 revision of the ESG strategy, and envisages the following actions:

1. A more structured mapping of suppliers, based not only on supplier type and strategic relevance, but also on ESG risk assessment.
2. A more centralized and coordinated management of the supplier monitoring process, with a clear definition of responsibilities and governance tools.
3. The strengthening of the ESG questionnaire, which will be aligned with the main international sector-specific risk areas, with greater attention to aspects such as greenhouse gas emissions,

biodiversity and human rights along the supply chain.

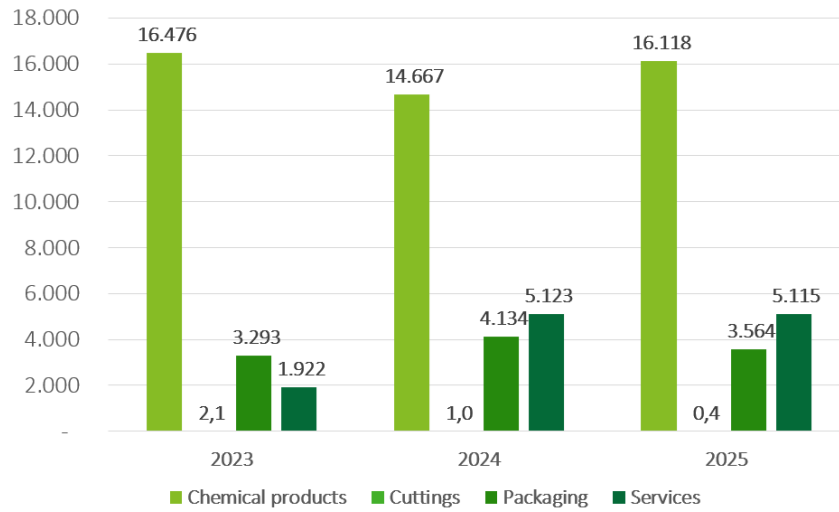
4. The introduction of tools to verify the information collected.
1. The adoption of risk-based prioritization criteria for the selection of suppliers that are to be subjected to audits, currently limited to disposal plants. Audits will also be accompanied by a more structured methodology for managing corrective actions and monitoring their implementation over time.
2. The progressive extension of the program across the Group.

The spending related to production-linked activities included in the SP program is calculated considering the following supplier categories: chemical and organic raw materials, inbound and outbound logistics, packaging, maintenance, and utilities (including sludge disposal). During the Fiscal Year 2025, this spending amounts to €47.6 million.

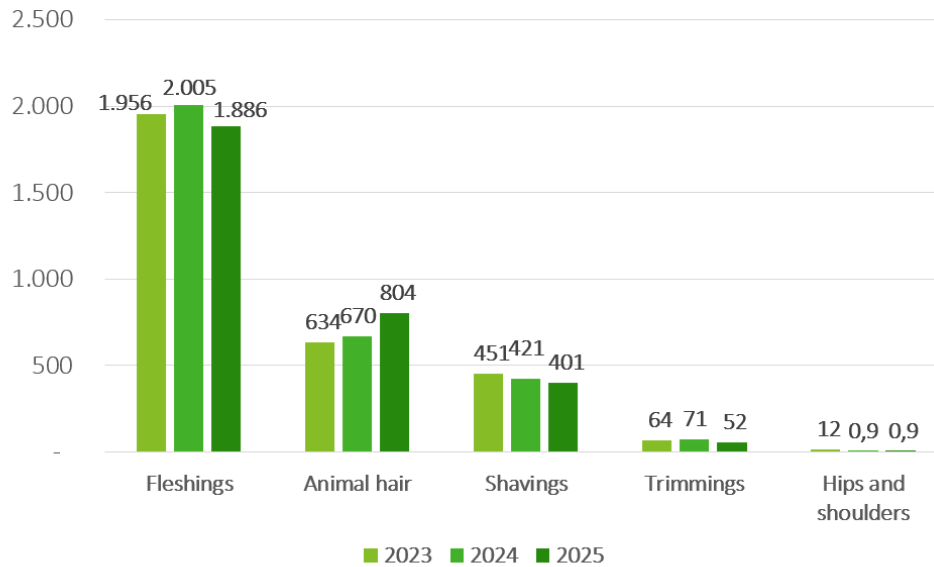
The 2025 baseline, calculated with respect to spending and volumes of incoming residues in 2024, stands at 0% for both the Sustainable Procurement Program (SP) 2.0 and the supplier audit program.

KPI #3	BASELINE FY25	Target FY28
SP 2.0 Coverage	SP 2.0: 0% On-site audits: 0%	SP 2.0: 75% Italy, Chile and Mexico On-site audits: 10% Italy, Chile and Mexico

Purchases by supplier category (in €000)



Revenues by supplier category (in €000)

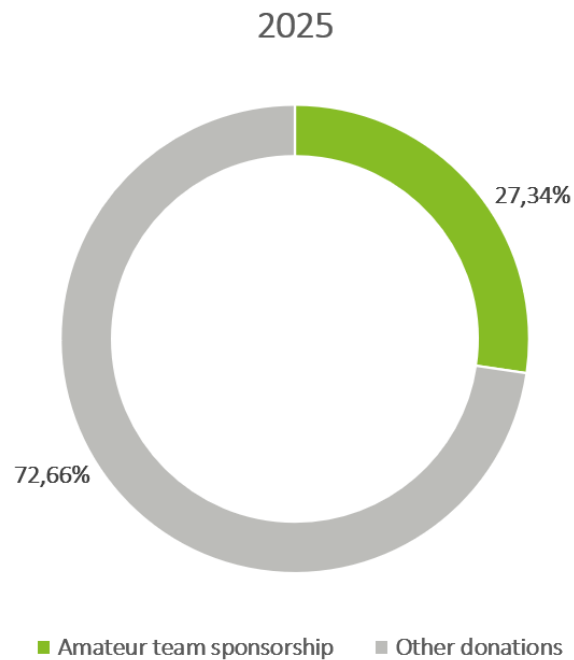


The connection with the territory

Over the years, SICIT has created a strong bond with the territory in which it operates, promoting solidarity and support for local communities with which it interacts daily and contributes to social, economic and environmental development. SICIT supports various projects of a socio-welfare nature and territorial enhancement.

This commitment has materialized in support for non-profit organizations, foundations and charitable projects.

Donations were concentrated mainly on sponsorships of amateur sports teams, hospitals and medical research foundations, as well as other various donations, including support for nursing homes, local community associations and municipalities.



During 2025, the SICIT Group provided approximately **0.5 million euros in support to the local community.**

Supply chain Annex

GRI STANDARDS 2-6 DISCLOSURE: Activities, value chain, and other business relationships

Supplier Categorization by Purchase Type				
Type of purchase	2023			
	Expenditure in €	Number of suppliers	Expenditure in €	N%
Raw materials	16.476.236	30	88%	28%
Leather offcuts	2.066	1	0,01%	1%
Collection of animal by-products and other tanning residues	-3.117.596	40	-17%	38%
Plant-based products	67.804	3	0,4%	3%
Packaging	3.293.105	23	18%	21%
Services (paid for the collection of fleshings and shavings)	1.922.253	7	10%	6%
Others	42.653	4	0,2%	4%
Group Total	18.686.521	108	100%	100%

Supplier Categorization by Purchase Type				
Type of purchase	2024			
	Expenditure in €	Number of suppliers	Expenditure in €	N%
Raw materials	14.667.246	34	70%	28%
Leather offcuts	987	1	0,005%	1%
Collection of animal by-products and other tanning residues	-3.198.178	41	-15%	34%
Plant-based products	101.421	4	0,5%	3%
Packaging	4.134.071	26	19,8%	22%
Services (paid for the collection of fleshings and shavings)	5.122.809	10	24,5%	9%
Others	44.584	4	0,2%	3%

Group Total	20.872.940	120	100%	100%
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Supplier Categorization by Purchase Type				
Type of purchase	2025			
	Expenditure in €	Numero fornitori	Expenditure in €	N%
Raw materials	16.118.077	31	73,7%	29%
Leather offcuts	380	1	0%	1%
Collection of animal by-products and other tanning residues	-3.143.688	37	-14,4%	35%
Plant-based products	97.752	4	0,5%	4%
Packaging	3.564.334	18	16,3%	17%
Services (paid for the collection of fleshings and shavings)	5.115.077	11	23,4%	10%
Others	116.945	4	0,5%	4%
Group Total	21.868.887	106	100%	100%

GRI STANDARDS 204-1 DISCLOSURE: Proportion of spending on local suppliers

Distribution of Purchases												
Type of purchase	2023				2024					2025		
	Expenditure in €	Number of suppliers	€ %	N%	Expenditure in €	Number of suppliers	€ %	N%	Expenditure in €	Number of suppliers	€ %	N%
Geographical Area - Input Materials Purchased												
Italy	18.446.528	39	85%	57%	19.077.576	46	79%	58%	18.958.269	39	76%	57%
EU	2.471.190	2	11%	3%	3.835.631	2	16%	3%	541.566	20	2%	29%
Extra EU	886.399	27	4%	40%	1.157.911	31	5%	39%	3.619.773	7	14%	10%
Total	21.804.117	68	100%	100%	24.071.117	79	100%	100%	25.012.575	69	100%	100%
Geographical Area - Input Materials with Revenue from Collection Service												
Italy	-3.111.386	40	100%	100%	-3.196.485	41	100%	100%	-3.118.972	36	99%	97%
EU	-6.210		-	-	-1.693		0%	0	-		-	
Extra EU	-	-	-	-	-	-	0%	0	-24.716	1	1%	3%
Total	-3.117.596	40	100%	100%	3.198.178	41	100%	100%	-3.143.688	37	100%	100%
Geographical Area - Total Materials												
Italy	15.335.142	79	82%	73%	15.881.091	87	76%	72%	15.839.297	75	72%	71%
EU	2.464.980	2	13%	2%	3.833.938	2	18%	2%	3.619.773	7	17%	6%
Extra EU	886.399	27	5%	25%	1.157.911	31	6%	26%	2.409.817	24	11%	23%
Total	18.686.521	108	100%	100%	20.872.940	120	100%	100%	21.868.887	106	100%	100%

QUALITY AND INNOVATION

SUMMARY & HIGHLIGHTS

VALUES

SICIT places quality and innovation as fundamental pillars of its corporate values. SICIT is constantly committed to ensuring products of excellence, through rigorous quality standards and continuous improvement processes. At the same time, it embraces innovation as a driver for progress, investing in research and development to anticipate market needs. These values are the foundation on which the company builds its long-term success.

OBJECTIVES

- Continuously maintain and enhance the **quality standards** of the products offered.
- Foster a **corporate** culture centred on Innovation.
- Invest in research and development to promote **innovative solutions** that meet **emerging market needs**.
- Carefully monitor **customer feedback** to identify **areas for improvement** and **opportunities for innovation**.

SICIT IN NUMBERS

vs 2024



Intermediate controls

12.202

+4%



Raw material controls

9.859

+115%



Research controls

22.141

+9%



Total Controls

105.397

+3%



Episodes of customer health and safety non-conformity

0



"Our company is dedicated to achieving excellence in quality and relentlessly pursuing innovation. Ensuring the highest quality of our products is a top priority for us, and we are committed to consistently exceeding existing standards. Our mission is to embed quality and innovation into every facet of our operations, maintaining our leadership in the industry and creating enduring value for our customers."

MATERIAL TOPICS

Environmental impact management

Innovation, Research and development

Health and Safety

Economic performance and value creation

Employee development and well-being

Business ethics, Anti-corruption, and Compliance

Local community and Territory

Product quality and safety

Sustainable supply chain management

SDGs



Significant KPIs and objectives related to quality and innovation of the Sustainability Plan

KEY HIGHLIGHTS						
GRI Indicator	Description	UoM	2023	2024	2025	Δ
Product Quality and Safety						
GRI 416: Customer Health and Safety 2016	<i>Episodes of non-conformity related to the health and safety impacts of products and services</i>	Nr.	-	-	-	-

SDGs	Objectives	Progress status	Time frame
<p>3 GOOD HEALTH AND WELL-BEING</p>	Maintaining the highest standards in product health and safety to protect customers		2nd Semester 2025 – Achieved , confirmed also for 2025
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Continuous product innovation to align with the best sustainability standards		2nd Semester 2025 – Achieved , confirmed also for 2025

Quality and product safety

GRI 3-3

GRI 416-2

ORGANIZATIONAL POLICIES AND GUIDELINES

[For more information, visit the Group's Policy webpage](#)



Product health and safety has always been central to SICIT's approach to sustainable development.

SICIT Chemitech S.p.A.'s Quality Control laboratory provides analytical support to the Group's activities and performs controls on incoming purchased chemical products to verify their compliance with contractual standards, and on semi-finished products and finished products during the end of production cycles. It also ensures compliance with the technical specifications and quality standards of products agreed with customers, as well as the correctness of the production process and provides support to customers for activities related to analyses to be carried out in collaboration with local authorities in importing countries. SICIT Chemitech S.p.A. has adopted a quality management system in compliance with UNI EN ISO 9001:2015 standard. It is noted that, since 2021, the laboratory has benefited from both a significant expansion of the workspace and technological modernization. Thanks to the new spaces, there has been a renewal of laboratory equipment with the replacement of historical equipment as well as the

introduction of new instruments. In particular, during 2022, a new generation LC (liquid chromatography) mass spectrometer and an ICP (inductively coupled plasma) mass spectrometer were purchased, which became operational starting in 2023. In the same year, additional instruments were also acquired which became operational in 2024.

Research and development expenses reduced by approximately 0.2 million euros from 3.8 million euros in 2024⁵⁵ to 3.6 million euros in 2025, primarily driven by reduced personnel costs.

In 2025, the following analytical tests were carried out:

Checks as of 31/12/2025	Number
Intermediate	12.202
Bases	11.833
Finished product	18.186
Raw Materials	9.859
Plaster	11.061
Fat	1.742
Environment	9.368
Research	22.141
External	418
Total	105.397⁵⁶
Certificates issued	3.223

The high number of analytical tests performed is mainly attributable to an increased involvement in research and

checks, bases, finished product, raw materials, environment, research, and external checks because the laboratory also conducts additional ad-hoc checks.

⁵⁵ As part of continuous improvement, the data regarding research and development expenses in 2024 has been revised. For previous values, please refer to the 2024 Sustainability Report

⁵⁶ It should be noted that the total number of checks does not correspond to the sum of intermediate

development activities, also in connection with the upcoming opening of the plant in Mexico. SICIT Mexico will in fact be equipped with a Quality Control Laboratory, whose technicians have been trained in SICIT's Italian plants.

The lower number of certificates issued is attributable to an update of the issuance methodology, which has been streamlined: in 2025 it was indeed possible to associate certificates with batches rather than shipments.

In line with the **Quality Policy**, updated in 2025, the laboratory is committed to defining, involving process managers, strategies increasingly focused on technological innovation, promoting competence, awareness and staff involvement with internal and external training plans. The adoption of this policy ensures that the Quality System adopted complies with the specifications of UNI EN ISO 9001 standard. During 2025, a recertification audit was conducted for the renewal of ISO 9001 certification. In this regard, it is noted that the certification body did not identify any non-conformities, confirming how SICIT considers quality an essential element in its business activities.

The SICIT Chemitech laboratory has developed over the years a high level of expertise in analytical determinations required for the characterization of hydrolyzed proteins, providing capabilities that are both technically superior and more cost-effective than the protocols offered by external analysis laboratories.

The **traceability procedure** used in the plants makes it possible to identify each individual batch of finished products,

allowing to trace back to the corresponding batch of raw material through the records managed by the production department, providing detailed information on the associated chemical analysis. In this way, complete traceability of the production process is guaranteed. The traceability system not only provides customers with detailed information on the product but allows for timely management of any non-conformities.

Reports received from customers are managed by the Commercial Office, which involves the Quality Control laboratory for any analytical non-conformities or those relating to organoleptic aspects.

SICIT is constantly committed to providing an effective and timely response to its customers. It is noted that, in 2025, as in previous years, no episodes of non-conformity regarding impacts on the health and safety of products and services were recorded.

Innovation, Research and Development

GRI 3-3

Product and process innovation has represented for SICIT one of the main growth factors in recent years and will constitute one of the strategic elements for its future development.

Product R&D

Product R&D is aimed at **creating new high-value-added products** that meet customer needs and **optimizing raw material yields** to reduce resource consumption while ensuring product quality excellence. The function performs research activities for new formulations and raw materials, product improvement, sampling, preparation of instructions for use, production support, product regulation verification, testing and validation.

Research and development activities relating to product are carried out within SICIT laboratories for chemical, physicochemical and bacteriological testing in collaboration with the Quality Control laboratory of SICIT Chemitech S.p.A. In particular:

- the **SICIT R&D laboratory**, comprising:
 - o **the chemical-extraction laboratory**, for the development of new formulations and modifications to existing formulations, both internally developed and customer-defined;

- o **the chemistry laboratory**, for efficacy testing of industrial products;
- the **SICIT agronomic laboratory**, where various phytotoxicity and efficacy tests are carried out;
- the **quality control laboratory** of SICIT Chemitech, which provides support to the above-mentioned laboratories.

Basic and applied research activities are carried out by the R&S function autonomously.

The development of new products is always carried out in close collaboration with the "Commercial" and "Operations" Functions. This is in order to verify, from the earliest stages of conception, the actual customer interest in potential new products, as well as demand volumes sufficient to justify the increased complexity of production planning and procurement activities.

Recently, research projects have been launched to develop the production of plant-origin biostimulants: among these the Moringa extract, a plant with multiple functional properties, and marine algae extracts. R&S activity on these matrices has generated specific patented production processes.

The opening of the plant in Mexico, scheduled for 2026, has also stimulated the development of new formulations capable of ensuring a constant level of product stability, even in the presence of variations in the proportion between the different types of residues used as raw material. These variations are related to the

characteristics of the tanning sector from which the sourced residues originate.

Process R&D

Process R&D is dedicated to **preliminary design and optimization of plants** with laboratory tests and experiments with pilot plants, in order to increase efficiency and production yield, as well as to introduce new processes that create new commercial opportunities. The area collaborates with the internal design technical office or with external technicians for the definition of the executive project of production plants. The activity is carried out by internal engineers and process specialists.

The development of new production processes is carried out in close collaboration with:

- the "Operations" and "Procurement" functions, to verify, from the earliest stages of development, the actual potential for industrial-scale implementation of the project and thus reduce the risk of non-implementation following the initial development phases;
- the "Operations" and "Commercial" functions, to reduce the risk that any changes to production processes may result in substantial changes to the characteristics of finished products guaranteed to customers;

- the "Environment" function, to ensure that the introduction of new processes complies with applicable regulations and thus reduce the risk of non-compliance.

In addition to the three laboratories at the Arzignano site (chemical-extraction, agronomic and quality control), a laboratory remains active at the Chiampo plant, where additional analytical controls are performed on the plant's production intermediates. This is complemented by research and development activities focused on existing and potential processes, as well as the preparation of samples in quantities greater than one kilogram.

Within the chemical-extraction laboratory in Arzignano resides the chemical laboratory (experimentation and testing on retarders for the setting of plasters for construction).

With regard to training, during 2025, approximately 300 hours of training were dedicated to quality control, covering aspects related to both health and safety and technical training (the use of new equipment, webinars on specific analytical determinations and specific analysis techniques, etc.).

GOVERNANCE AND ECONOMICS

SUMMARY & HIGHLIGHTS

VALUES

SICIT is committed to promoting robust and transparent Corporate Governance, in line with the principles of the circular economy. The core values that guide our governance practices include environmental and social responsibility, transparency, innovation, ethics, and integrity.

OBJECTIVES

- **Promote** a culture of **transparency** and **accountability** at all levels of the **organisation**.
- **Ensure** **responsible** **risk management** by identifying, assessing, and addressing risks promptly and effectively.
- **Promote** **environmental** and **social sustainability** through corporate policies and practices.
- Provide an **effective mechanism** for **resolving** complaints and addressing violations of corporate governance principles

SICIT IN NUMBERS



7° *Sustainability Report*



0 *Significant Cases of Non-Conformity to Laws and Regulations*



0 *Confirmed Incidents of Corruption*



0 *Legal Actions for Anti-Competitive Behaviour, Anti-Trust, and Monopolistic Practices*

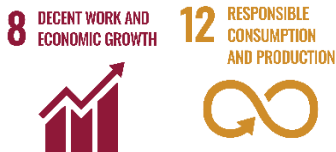


"Corporate Governance is central to our mission of leadership in the circular economy. Beyond achieving financial objectives, we are dedicated to cultivating a corporate culture rooted in integrity, transparency, and accountability."

MATERIAL TOPICS



SDGs



Significant KPIs and governance objectives of the Sustainability Plan

SDGs	Objectives	Progress status	Time frame
8 DECENT WORK AND ECONOMIC GROWTH 	Creation of a working group at group level on ESG issues for the alignment of standards and operational approaches		2nd Semester 2027
8 DECENT WORK AND ECONOMIC GROWTH 	Awareness raising on ESG trends to management and the board		2nd Semester 2026
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Insertion of quantitative targets in the Human Rights Policy and in the Sustainable Procurement Policy		2nd Semester 2025 – Achieved , SICIT Group has integrated quantitative targets in both policies
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Consolidation of policies, procedures and standards at group level		2nd Semester 2027
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Evaluation of the adoption of additional company ratings and impact measurement tools (e.g.: CDP, LCA, etc.) for alignment with supply chain standards		2nd Semester 2026
8 DECENT WORK AND ECONOMIC GROWTH 	Creation of a risk management committee		2nd Semester 2025 – Achieved
8 DECENT WORK AND ECONOMIC GROWTH 	Implementation of mitigation actions indicated for relevant risks in the <i>2024 Risk Assessment</i>		2nd Semester 2026 – Achieved

SDGs	Objectives	Progress status	Time frame
8 DECENT WORK AND ECONOMIC GROWTH 	Implementation of an anti-phishing training campaign aimed at employees		2nd Semester 2025 – Achieved , in 2024 launch of the anti-phishing training campaign
8 DECENT WORK AND ECONOMIC GROWTH 	Implementation of projects to strengthen cybersecurity (i.e.: control, management and monitoring of access and devices)		2nd Semester 2025 – Achieved , in 2024 cybersecurity training courses were conducted
8 DECENT WORK AND ECONOMIC GROWTH 	Formalization of a career path for key company roles to strengthen management		2nd Semester 2027 ⁵⁷
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Maintenance of ISO 9001, 14001, 45001 certifications		2nd Semester 2025 – Achieved , the Company renewed the certifications for 2025
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Continuation of sustainability reporting subject to limited assurance by an external audit firm		2nd Semester 2025 – Achieved , published the 6th sustainability report
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Inclusion of KPIs relating to sustainable procurement in the sustainability report		2nd Semester 2026 – Achieved
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Placement in the top 3% of companies evaluated by EcoVadis		2nd Semester 2025 – Achieved , platinum medal renewed for 2025

⁵⁷ The implementation of the initiative was rescheduled as part of the redefinition of the related organizational responsibilities.

PRINCIPALI HIGHLIGHTS ⁵⁸						
Indicatore GRI	Descrizione	UoM	2023 ⁵⁹	2024	2025	Δ 25/24
GOVERNANCE ED ECONOMICS						
GRI 2-27: Compliance with laws and regulations 2021	<i>Confirmed cases of non-compliance with laws and regulations⁶⁰</i>	Nr.	-	-	-	-
GRI 205-3: Confirmed incidents of corruption and actions taken 2016	<i>Confirmed cases of corruption</i>	Nr.	-	-	-	-
GRI 206-1: Legal actions related to anti-competitive behaviour, trust activities, and monopolistic practices 2016	<i>Legal actions for anti-competitive behaviour, anti-trust activities, and monopolistic practices</i>	Nr.	-	-	-	-
GRI 405-1: Diversity in governance bodies and among employees 2016	<i>Women on the Board of Directors</i>	%	-	-	9%	-
	<i>Individuals under 30 on the Board of Directors</i>	%	-	-	-	-

⁵⁸ Refer to the Economic Annex for complete information regarding the GRI indicators related to the Group's environmental performance.

⁵⁹ The data in the "2023" column includes the company PatBio from the date of its entry into the reporting period.

⁶⁰ For the purposes of GRI 2-27, material cases of non-compliance are those resulting in monetary sanctions or non-monetary measures that have significant impacts on the Group's operational continuity.

Corporate Governance

GRI 2-2	GRI 2-9	GRI 2-10
GRI 2-11	GRI 2-12	GRI 2-13
GRI 2-14	GRI 2-15	GRI 2-17
GRI 2-18	GRI 2-19	GRI 2-20
GRI 2-21		

SICIT Group S.p.A. operates production facilities in Arzignano and Chiampo (Vicenza Province) and is focused on the production and B2B marketing of biostimulants for agriculture and amino acid and peptide-based plaster retarders, as well as on the sale of animal fat obtained from the processing of tanning residues, for use in the biofuel sector.

As of December 31, 2025, the Group comprised the following subsidiaries:

SICIT Chemitech S.p.A., a company based in Chiampo (VI) and established in 2000, is active in quality control and product traceability and provides its services almost exclusively to the Parent Company. It performs quality control services (in particular laboratory analysis and testing), the preparation and issuance of technical documentation and certificates, and technical consulting services for the commercial sector. Furthermore, it provides support services to SICIT's Research and Development laboratories.

SICIT Commercial Consulting Shanghai Ltd., a company governed by Chinese law, based in Shanghai and established in 2016, which carries out sales intermediation activities on behalf of the Parent Company in the Asian market and supports the registration of biostimulants in China.

SICIT (China) Technology Co., Ltd., a

company 78%-owned by the Group that was established in October 2021 for the development of operational activities and commercial opportunities on the Chinese market. It is based in Tianjin, China.

Patagonia Biotecnología S.p.A., acquired in May 2023, is an agricultural biotechnology company based in Patagonia. Using seaweed as raw material, the company develops products that improve crop resilience to abiotic stress and increase crop yield.

It should also be noted that, together with the acquisition of PatBio, its subsidiaries Fertum USA, Inc (distribution of biostimulants in the USA), Patagonia Biotecnología Mexico, S.A. de C.V. and Patagoniabiop Perú S.A.C. also entered the scope of full consolidation of the Group (the latter two were not operational in 2025).

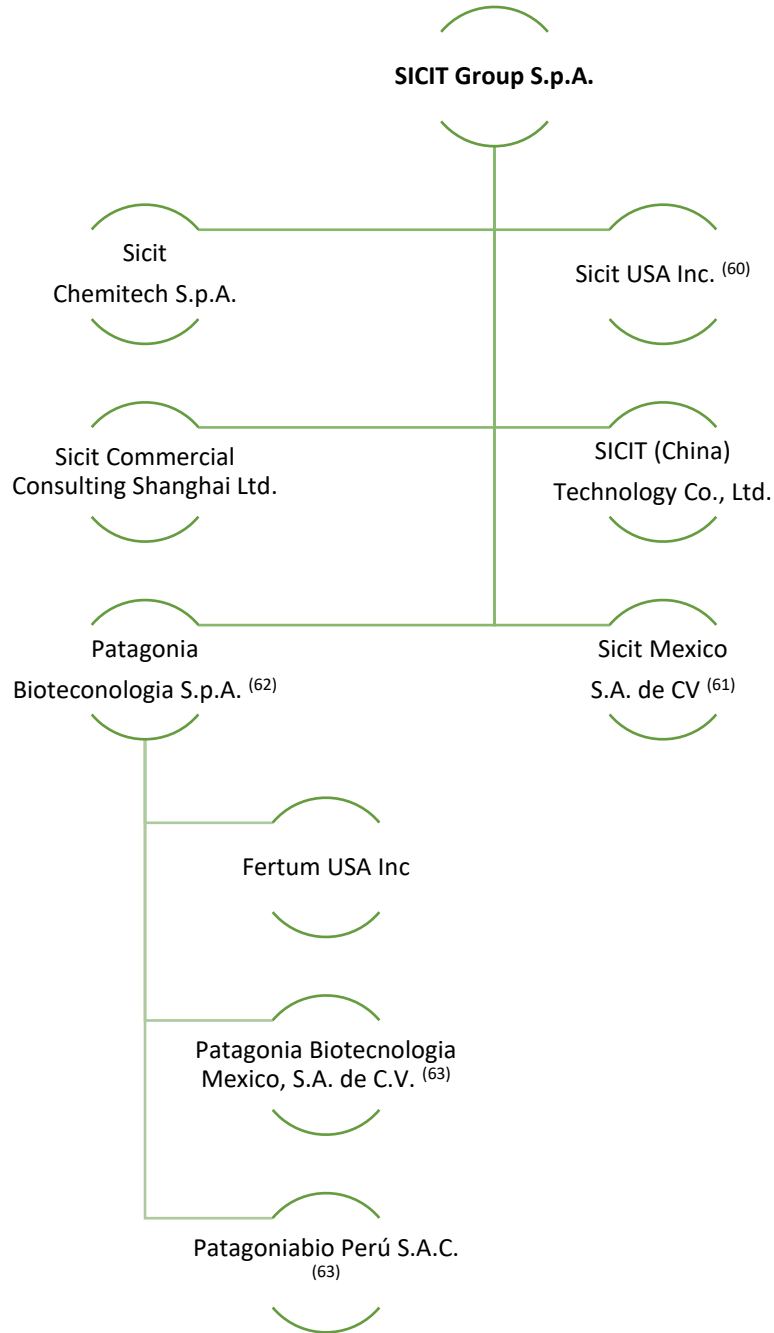
Sicit Mexico SA de CV, a company located in the city of León, in the state of Guanajuato, Mexico, completed construction in 2025 and will become operational in January 2026. The purpose is to increase the Group's production capacity and to enable the processing of residues from the local tanning district, one of the most significant in the world, directly on site. This will make it possible to optimize transcontinental logistics flows. The plant will also support the expansion of the Group's portfolio of plant-based products, as it is equipped with technology for the industrial-scale production of moringa-based products.

Ownership Structure

SICIT Group S.p.A. is a joint-stock company established in Italy and registered with the Business Register of Vicenza. In 2025, SICIT was the subject of a joint acquisition by Renaissance Partners S.à r.l. SICAV-RAIF (Renaissance Partners) and TPG Rise Climate II Seedling II, S.à r.l. (TPG Rise Climate), which acquired joint control of the Group through the holding company GG10 S.p.A.

GG10 S.p.A. is held by TPG Rise Climate, which holds 39% of the share capital, by Luchi Fiduciaria S.p.A., which holds 0.5%, and by Circular NewCo S.p.A., which holds

60.5%. Circular NewCo S.p.A. is in turn held by Renaissance Partners (80%) and Intesa Holding S.p.A. (20%). To effectively respond to the interests of its stakeholders, SICIT has adopted a **traditional governance structure**, which comprises the Shareholders' Meeting, the Board of Directors, the Board of Statutory Auditors and the Audit Firm. Accordingly, business management is entrusted to the Board of Directors, supervisory functions to the Board of Statutory Auditors and legal audit of accounts, as well as accounting control, to the Audit Firm appointed by SICIT's Shareholders' Meeting.



Board of Directors

The Board of Directors is composed of a number of directors between 7 and 11, appointed by the Shareholders' Meeting including individuals who are not shareholders. Prior to each appointment, the Shareholders' Meeting determines the number of directors to be appointed.

On September 18, 2025, the ordinary Shareholders' Meeting of SICIT Group S.p.A., following the joint acquisition by Renaissance Partners and TPG Rise Climate, appointed a new Board of Directors composed of 11 members, which will remain in office until the approval of the financial statements for the year ending December 31, 2027.

As of December 31, 2025, the Board of Directors was **composed** of the following members:

Board of Directors as of 31.12.2025	Role	Executive / non-executive	Date of Nomination	Number of Other Significant Positions Held
Rino Mastrotto	Chairman	Non-executive	18/09/2025	16
Massimo Costantino Neresini	CEO	Executive	18/09/2025	-
Giuseppe Valter Peretti	Director	Non-executive	18/09/2025	18
Fabio Cosmo Domenico Canè	Director	Non-executive	18/09/2025	13
Tommaso De Bustis Figarola	Director	Non-executive	18/09/2025	8
Matteo Perugi	Director	Non-executive	18/09/2025	2
Andrea Paolo Maria Vallini ⁶¹	Director	Non-executive	18/09/2025	8
Joerg Metzner	Director	Non-executive	18/09/2025	2
Thomas Plessner	Director	Non-executive	18/09/2025	2
Hsiao Yun Cheng	Director	Non-executive	18/09/2025	2
Flavio Porciani	Director	Non-executive	18/09/2025	2

⁶¹ Director Andrea Paolo Maria Vallini possesses specific expertise in ESG impacts, also holding the role of ESG manager of the Renaissance Partners

fund. As an Operating Partner, he is responsible for coordinating ESG activities of the fund and portfolio companies.

The Board of Directors is composed predominantly of male directors, with the presence of one female director. There are no independent directors. Furthermore, the members of the Board are an expression of the Company's shareholder base and therefore do not represent third parties or other categories of stakeholders or social groups.

The procedure for the nomination and appointment of the Board of Directors is regulated by the shareholders' agreement. The agreement provides that the Board shall be composed of 11 members, to be designated as follows:

- i. 4 directors designated by Renaissance Partners Investor;
- ii. 4 directors designated by TPG Rise Climate;
- iii. 2 directors designated by Intesa Holding S.p.A., one of whom will hold the position of Chairman;
- iv. 1 director designated jointly by Renaissance Partners, TPG Rise Climate and Intesa Holding S.p.A., who will hold the position of Chief Executive Officer, a role confirmed to the individual already serving as Chief Executive Officer under the previous ownership structure;

The shareholders of industrial extraction are represented by the directors of Intesa Holding S.p.A., while the representatives of financial investors are appointed by Renaissance Partners and TPG Rise Climate. Renaissance Partners contributes to the stability and continuity of the Group's industrial operations through its reinvestment, while TPG Rise Climate brings international expertise, a global network, and industrial experience to support the Company's growth and strategic

development.

The Company's governance is based on a co-control model between investors, with specific protection mechanisms and veto rights over certain strategic matters.

It is specified that the Chairman of the Board of Directors does not hold operational delegations within the Company.

There is no formalized procedure to prevent and mitigate conflicts of interest concerning the highest governing body. Relations with related parties, regulated by a specific internal procedure, are constantly monitored, also for financial reporting purposes.

The oversight of impacts caused by the organization on the economy, the environment and people is the responsibility of the Board of Directors. The latter is also entrusted with the task of preparing and approving this document, as well as defining the Group's medium to long-term sustainability objectives.

The working group appointed by the Board of Directors to support the Chief Executive Officer in the implementation of the sustainability plan, and coordinated by the Company's CFO, includes the Human Resources Director, the Environmental Delegate, the Operations Manager, the Commercial Director, in addition to the Chief Executive Officer himself, and reports to the Board of Directors on the implementation of the above-mentioned aspects. Currently, no Board committees have been established.

At present, the Group has not established specific formalized processes for evaluating the performance of the Board of Directors in overseeing the management of the organization's impacts on the economy, the environment and people.

Remuneration for the Board of Directors is reserved for the Chief Executive Officer, who benefits from both fixed and variable compensation. The CEO's remuneration framework is also linked to ESG objectives. The compensation of other Board members is determined by the Shareholders' Meeting.

The annual total compensation ratio⁶² of SICIT Group for 2025 is 16.10 (15.55 in 2024). This value represents the ratio between the annual remuneration of the highest-paid individual (Chief Executive Officer) and the median remuneration of employees (excluding the highest-paid person). The indicator represents the difference in remuneration between the highest-paid individual and the company population. Remuneration levels can be influenced by various factors such as the size, sector, geographic area and employment strategy of the Group. In 2025, the ratio between the percentage increase

in total remuneration of the highest-paid person and the median percentage increase in total annual remuneration of all employees is 4.32.

Board of Statutory Auditors

SICIT's Board of Statutory Auditors is composed of 1 chairman and 2 standing auditors, was appointed on September 18, 2025, and will remain in office until the approval of the financial statements for the year ended December 31, 2027. All members of the Board of Statutory Auditors possess the eligibility, integrity and professional requirements provided by law. As of December 31, 2025, the Board of Statutory Auditors is **composed** as follows:

Board of Statutory Auditors as of 31.12.2025		Role
Giacomo Previtali		Chairman
Maurizio Salom		Active Statutory Auditor
Paolo Danda		Active Statutory Auditor

⁶² The annual compensation of the highest-paid individual includes both fixed and variable components (bonuses, incentives, MBO). For the median employee compensation (excluding the

highest-paid individual), both fixed and variable elements (overtime, bonuses, incentives, MBO, welfare vouchers) were considered.

Economic value generated and distributed

The global market for agricultural biostimulants is driven by phenomena of global scale, capable of creating favorable growth prospects such as the increase in world population and food demand, the reduction in the quantity of arable land per capita, the evolution of agri-food systems towards sustainability and the growing attention paid to issues related to the circular economy.

The biostimulants market is strongly driven by agricultural production and the propensity of operators to use biostimulants as an integration of agrochemicals and chemical fertilizers, as natural and eco-compatible products, capable of improving crop yields, both in quantitative and qualitative terms, making them more resistant to abiotic stress.

The growing interest of modern agriculture in biostimulants is stimulated by the growing demand for sustainability from consumers and by regulatory and legislative interventions underway in Europe, the USA, China and India, which set ambitious objectives for reducing the use of synthetic chemical products.

Globally, the biostimulants market is estimated to be worth approximately 4.5 billion dollars in 2024⁶³. For the period 2024-2030, an average annual growth rate (CAGR) between 8,6%⁶⁴ and 9.9% is expected.

It is estimated that the sector involves more than 1,000 companies worldwide, ranging from startups to the oldest companies,

operating either exclusively in the biostimulants sector, but also in the fertilizers or plant protection sector.

The economic value directly generated by SICIT in 2025 is approximately 135 million euros, driven mostly by the share of consolidated revenues from SICIT, which in the 2025 financial year are approximately 121.9 million euros.

The global market for gypsum and drywall panels, where gypsum retarders are used, is driven by the evolution of the construction sector and in particular by the growing use of such products in construction. Drywall walls are preferred by construction builders to traditional masonry walls for their lightness, speed of construction and greater fire-resistant and insulating properties. Furthermore, the demand for drywall walls is supported by the following macro-trends: (i) population increase; (ii) increase in urbanization; (iii) increase in disposable income and growing demand for higher quality housing; (v) increasingly international regulatory framework focused on the introduction of sustainable housing standards due to growing consumer attention to environmental impact.

The global market for gypsum and drywall retarders is estimated to be worth approximately 250 million dollars; estimates predict a compound annual growth rate (CAGR) of 4% in the period 2025-2032⁶⁵.

⁶³ DunhamTrimmer, 2025

⁶⁴ S&P's Global, 2026

⁶⁵ SkyQuest, "Plaster Retarder Market Report: Size, Share & Forecast | 2032", 2025

With regard to animal fat, the selling price is indexed to quotations in national stock market prices, which in turn are influenced by quotations on a global scale. In Italy, the main reference market for the definition of selling and purchasing prices is the Milan Grain Exchange.

Global demand for biofuel, in which animal fats are used for biodiesel production, was approximately 0.1 billion tonnes of oil equivalent (Btoe) in 2023, with expected growth at a CAGR of approximately 10% until 2030, reaching approximately 0.2 Btoe, according to the International Energy Agency (IEA) World Energy Outlook.

Economic Annex

GRI Standards Disclosure 201-1: Direct economic value generated and distributed

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	2025	
	€000	%
Economic value generated	134.864	
Economic value retained	40.524	
Economic value distributed, of which:	94.340	
Remuneration of suppliers	67.608	71,6%
Remuneration of personnel	17.463	18,5%
Remuneration of financiers	5.785	6,1%
Remuneration of shareholders ⁶⁶	0	0%
Remuneration of the Public Administration	3.434	3,7%
Community	50	0,1%

⁶⁶ Refer to the proposal for the allocation of the profit for the year in the Explanatory Notes to the Separate Financial Statements of SICIT Group S.p.A. as of 31 December 2025, which does not provide for the distribution of dividends.

METHODOLOGICAL NOTE

Methodological note

SICIT Group's Sustainability Report, in its seventh edition, represents a tool to describe, in a transparent and articulated manner, the results achieved by SICIT in the 2025 financial year (from January 1 to December 31) in the economic, social and environmental fields and shows the commitment and initiatives undertaken in favor of sustainable development. The reporting period coincides with that of the SICIT Group's consolidated financial statements.

This document, published on an annual basis, was prepared in accordance with the "GRI Standards" published by the Global Reporting Initiative (GRI), as indicated in the "GRI Content Index" with the "*in accordance*" option.

As required by the GRI Standards, SICIT has identified the sustainability issues considered relevant through a Materiality Analysis, described in the paragraph "The materiality analysis".

The scope of economic and financial data and information includes all operating companies of the Group as of December 31, 2025. With respect to the consolidation scope of the SICIT Group, SICIT Mexico is excluded, as, although the construction of the plant was completed at the end of 2025, the plants were not yet operational at the date of closure of the financial year.

Environmental data and information refer only to the three production plants in Chiampo, Arzignano and Puerto Montt in Chile, as those relating to other offices/locations of the companies included in the reporting scope are not considered significant.

Information relating to the reference period is compared with that of the previous financial year, where available; any restatements of data relating to previous financial years compared to what was published, due to refinement of the collection and reporting process, are clearly indicated as such. To ensure data reliability, the use of estimates has been limited as much as possible, which, if present, are appropriately noted and based on the best available methodologies. The data may in some cases present rounding defects due to representation in thousands/millions; it is noted that variations and percentage impacts are calculated on precise data.

In 2025, there were no significant changes relating to the size, organizational structure and supply chain of the SICIT Group. Furthermore, the report contains information from Patagonia Biotecnología S.p.A. (PatBio) following the acquisition in May 2023, with the entry into the scope of full consolidation of the Group also of its subsidiaries Fertum USA Inc (distribution of biostimulants in the USA), Patagonia Biotecnología Mexico, S.A. de C.V. and Patagoniabi Perú S.A.C. (not relevant for the Group's environmental and social performance and therefore not included in the reporting scope).

This Sustainability Report as of December 31, 2025 was approved by the Board of Directors of SICIT Group S.p.A. on June 25th, 2026.

The Sustainability Report was subject to a limited assurance engagement (according to the criteria indicated by the ISAE 3000 Revised principle) by Deloitte & Touche S.p.A.; this activity will conclude with the release of the "Auditor's Report".

For further information and suggestions regarding SICIT's Sustainability Report, you can contact the following address info@SICITgroup.com or visit the website www.sicitgroup.com.

GRI CONTENT INDEX

GRI CONTENT INDEX

Statement of use	SICIT Group has presented a report in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
Use of GRI 1	GRI 1 - Fundamental Principles - version 2021
Relevant GRI Sector standard	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NUMBER
			OMITTED REQUIREMENTS	REASON	EXPLANATION	
General Information						
GRI 2: General Disclosures 2021	2-1 Organizational details	2; 7-11				
	2-2 Entities Included in the organisation's sustainability reporting	108-110; 118-119				
	2-3 Reporting period, frequency, and contact point	118-119				
	2-4 Restatement of information	39; 47; 53; 56; 57; 62; 99				
	2-5 External assurance	119; 131				
	2-6 Activities, value chain, and other business relationships	7-11; 16 - 27 93 - 94				
	2-7 Employees	65 - 67; 71-72				

	2-8 Non-employee workers	72			
	2-9 Governance structure and composition	108-113			
	2-10 Nomination and selection of the highest governance body	111-112			
	2-11 Chair of the highest governance body	111			
	2-12 Role of the highest governance body in overseeing the management of impacts	108-113			
	2-13 Delegation of responsibility for managing impacts	108-113			
	2-14 Role of the highest governance body in sustainability reporting	108-113			
	2-15 Conflicts of interest	112			
	2-16 Communication of Critical concerns	12-15			
	2-17 Collective knowledge of the highest governance body	108-113			
	2-18 Evaluation of the performance of the	108-113			

	highest governance body				
	2-19 Remuneration policies	112-113			
	2-20 Process to determine remuneration	112-113			
	2-21 Annual total compensation ratio	113			
	2-22 Statement on sustainable development strategy	5; 20 - 27			
	2-23 Policy commitments	12-15; 29-31			
	2-24 Embedding policy commitments	12-15; 29-31; 65			
	2-25 Processes to remediate negative impacts	24-26			
	2-26 Mechanisms for seeking advice and raising concerns	12-15			
	2-27 Compliance with laws and regulations	14			
	2-28 Membership associations	7			
	2-29 Approach to stakeholder engagement	22-23			

	2-30 Collective bargaining agreements	65-67; 73				
Material Topic						
GRI 3: Material topics 2021	3-1 Process to determine material topics	24-26				
	3-2 List of material topics	25-26				
Economic performance and value creation						
GRI 3: Material topics 2021	3-3 Management of material topics	111 - 114				
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	114 - 116				
Business Ethics, Anti-corruption, and Regulatory Compliance						
GRI 3: Material topics 2021	3-3 Management of material topics	12-15				
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	14; 107				
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	14;107				
Management of environmental impacts						
GRI 3: Material topics 2021	3-3 Management of material topics	34-52				

GRI 301 Materials 2016	301-2 Recycled input materials used	51; 53				
GRI 302: Energy 2016	302-1 Energy consumed within the organization	42-43; 53				
	302-3 Energy intensity	42 - 45 53 - 54				
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	49 - 50				
	303-2 Management of water discharge-related impacts	49 - 50; 54 - 55				
	303-3 Water withdrawal	49 - 50; 54-55				
	303-4 Water discharge	37; 49-50; 55				
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	39; 46-47; 56				
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	46 - 47	Indirect GHG Emissions (Scope 3) in tons of CO _{2e}			
	305-4 GHG emissions intensity	39; 46-47; 57				
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	47; 57				

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	39; 51-52; 57				
	306-2 Management of significant waste-related impacts	51-52				
	306-3 Waste generated	51-52; 57				
Local community and territory						
GRI 3: Material topics 2021	3-3 Management of material topics	85 - 92				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	89; 95				
GRI 413: Local communities 2016	413-2: Operations with significant actual and potential impacts on local communities	24-26; 89; 99-100				
Employee development and well-being						
GRI 3: Material topics 2021	3-3 Management of material topics	58 - 70				
GRI 401: Employment 2016	401-1 New hires and employee turnover	73 - 77				

	401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees	65-67				
GRI 404: Training and education 2016	404-1 Average annual training hours per employee	65 - 66; 77-80				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity in governance bodies and among employees	63; 80 - 83				
	405-2 Ratio of basic salary and remuneration of women to men	82				
GRI 406: Non-discrimination 2016	406-1 Episodi di discriminazione e misure correttive adottate	67				
Occupational health and safety						
GRI 3: Material topics 2021	3-3 Management of material topics	68-70				
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	68-70				
	403-2 Hazard identification, risk assessment, and incident investigation	68-70				

	403-3 Occupational health services	68-70				
	403-4 Worker participation, consultation, and communication on occupational health and safety	68-70				
	403-5 Worker training on occupational health and safety	68-70				
	403-6 Promotion of worker health	68-70				
	403-7 Prevention and mitigation of occupational health and safety impacts within business relationships	68-70				
	403-9 Work-related injuries	68-70; 83				
Product quality and safety						
GRI 3: Material topics 2021	3-3 Management of material topics	97-100				
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	98				
Innovation, research, and development						
GRI 3: Material topics 2021	3-3 Management of material topics	101 - 102				
Sustainable supply chain management						

GRI 3: Material topics 2021	3-3 Management of material topics	89 - 92				
GRI 308: Supplier Environmental assesment 2016	308-1 New suppliers that were screened using environmental criteria	89				
GRI 414: Supplier social assesment 2016	414-1 New suppliers that were screened using social criteria	89				

AUDIT COMPANY REPORT



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INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

**To the Board of Directors of
SICIT Group S.p.A.**

We have carried out a limited assurance engagement on the Sustainability Report of SICIT Group S.p.A. and its subsidiary (hereinafter also "Group") as of December 31, 2025.

Responsibility of the Directors for the Sustainability Report

The Directors of SICIT Group S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by GRI - *Global Reporting Initiative* (hereinafter "GRI Standards"), as stated in the paragraph "Methodological note" of the Sustainability Report.

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.

The Directors are also responsible for the definition of the Group objectives in relation to the sustainability performance, for the identification of the stakeholders and the significant aspects to report.

Auditor's Independence and quality management

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the *International Ethics Standards Board for Accountants*, which is 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, 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.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

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Codice Fiscale/Registro delle Imprese di Milano Monza Brianza Lodi n. 03049560166 - R.E.A. n. MI-1720239 | Partita IVA: IT 03049560166

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Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the "*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "ISAE 3000 Revised"), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements.

The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised ("*reasonable assurance engagement*"), and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

- 1) analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts and to the internal validation of the process results;
- 2) comparison between the economic and financial data and information included in the paragraph "Economic value generated and distributed" of the Sustainability Report with those included in the Group's consolidated financial statements as of December 31, 2025;
- 3) understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report. In particular, we carried out interviews and discussions with the management of SICIT Group S.p.A. and with the employees of Sicit Chemitech S.p.A. and we carried out limited documentary verifications, in order to gather information about the processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the Sustainability Report.

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In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company's and subsidiaries' level:
 - a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
 - b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;
- for the Arzignano (VI)'s production plant of SICIT Group S.p.A., which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out a site visit, during which we have met the management and have gathered supporting documentation on a sample basis with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Group as of December 31, 2025 is not prepared, in all material respects, in accordance with the GRI Standards as stated in the paragraph "Methodological note" of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by
Cristiano Nacchi
Partner

Padova, Italy
June 29, 2026

This independent auditor's 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.

