



RESEARCH



FOR NATURAL WELLBEING

# SUSTAINABILITY REPORT 2025

The pursuit of natural wellbeing

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# Letter to Stakeholders

GRI 2-22

Dear Stakeholders,

We are delighted to present our **fourth Sustainability Report**. In this year's edition, we look back on 2025 and the journey we are charting each day in pursuit of our defining priority: **improving people's health and wellbeing**.

In 2025 we launched a number of targeted energy efficiency initiatives, including **the commissioning of the solar power system**, which has helped to reduce our energy consumption from the grid and the associated emissions. Together with the purchase of electricity from renewable sources via Guarantees of Origin, **these measures made it possible to avoid a total of 561 tonnes of CO<sub>2</sub>e in 2025**.

At the same time, we have introduced **process water recovery systems**, which reintroduce some of our process water back into the production cycle.

From an organisational perspective, we have continued to invest in the quality of our processes and in the safety of our people, achieving **ISO 45001 certification** and promoting internal knowledge-sharing initiatives, including to mark the company's 50th anniversary.

**We have also stepped up our efforts to support the professional development of our staff**, through training programmes, opportunities for discussion and support tools **that promote wellbeing and a healthy work-life balance**.

Developing products designed to promote people's health requires rigour, attention to detail and well-structured systems. It is this approach that continues to guide our work and the contribution we make within the Sodalis Group.

Our identity stems from the fusion of herbal medicine traditions and nutraceutical development, and has been consolidated over time through our processes, expertise and a constant focus on quality.

We intend to continue to pursue this path, maintaining an open and transparent dialogue with you all.

Wishing you a pleasant read.

**Fabio Granata**

Chairman of the Board of Directors



# Key figures





€ 65.3 million

net net sales



12

new products  
launched in 2025



50

years of history



100%

Italian production



240+

number of  
product SKUs



49

countries served



129

employees



2

in-house  
laboratories



1

headquarters



1

production site

# With ESI research, feeling good is natural

At ESI, for the last **50 years** we have been committed to bringing a grand vision to life: transforming **nature** into solutions for **everyday wellbeing** through leading **scientific research**.

Our **dietary supplements** are produced in Albissola Marina, Liguria, where we formulate them to the **highest quality standards** in our in-house laboratories and manufacture them in our **100% Italian production facilities**.

Our ongoing commitment to developing **innovative formulas** and the **rigorous selection of ingredients** have established us as one of Italy's leading companies in the fields of nutraceuticals and phytotherapy.

At ESI, we integrate the benefits of nature with the power of science, **transforming wellbeing into an integral part of everyday life**.



# Our History

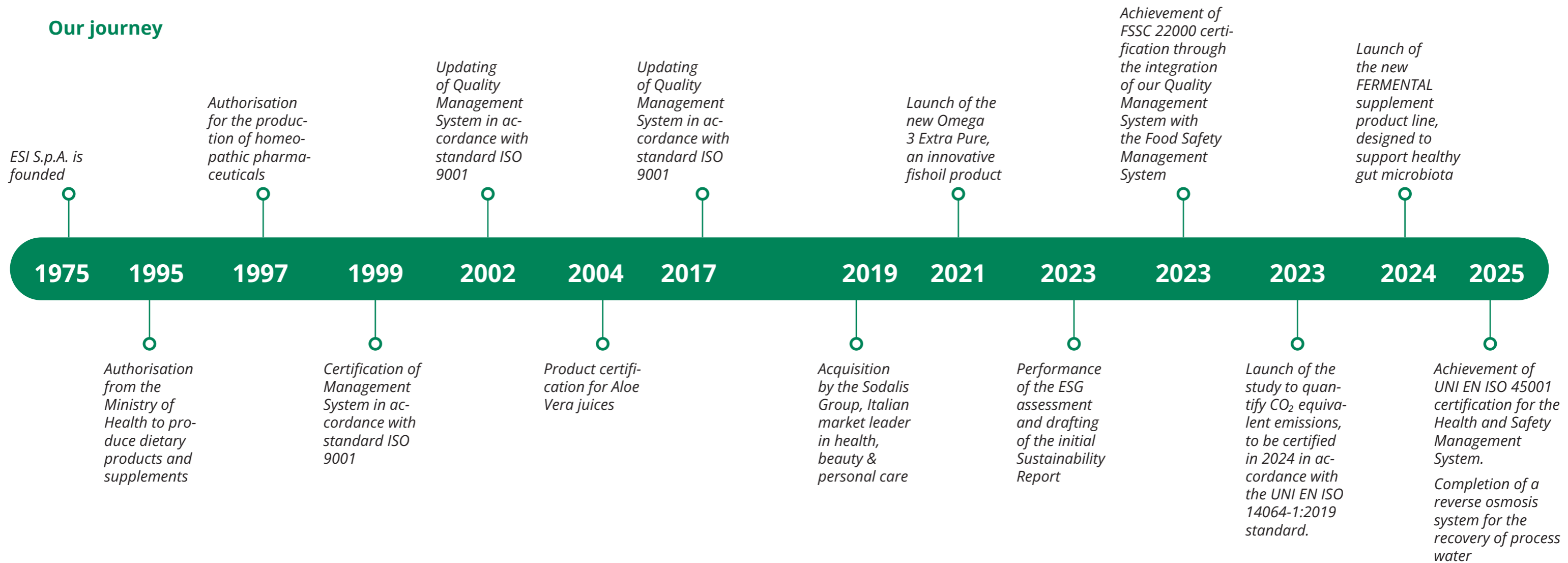
ESI has been operating in the dietary supplements sector since **1975**.

Initially, the ESI brand referred to a range of patented formulations imported directly from Switzerland. This was followed by the decision to develop and produce **innovative formulas** in line with the latest scientific research and market demands.

The company was founded in **Albissola Marina**, on the western coast of Liguria, at the foot of the hills and just 800 metres from the sea. Our cutting-edge research and production centre develops dietary supplements that combine with benefits of **nature** with the effectiveness of **science**.



## Our journey



# ESI's pillars



Our products are the result of ongoing research carried out in our in-house laboratories and in collaboration with leading Italian universities and major national and international research centres.



We select the ingredients for our formulations with the utmost care and carry out thorough checks on our raw materials to ensure that every one of our products meets the highest quality standards.



We are proud to be one of the few companies that manufacture our products in-house, carefully monitoring every stage of the process in our state-of-the-art facilities, which are at the forefront of technology, quality and efficiency.



Our company has achieved ISO 9001 certification, which guarantees the highest quality throughout the entire supply chain, from design and production to the marketing of our products.



We look after the wellbeing of millions of consumers in over 50 countries across Europe and around the world. Our 100% Italian products are internationally recognised for their effectiveness and natural ingredients.



# Our daily commitment to people's health and wellbeing

## GRI 2-6

Taking care of your health is a daily gesture. For almost 50 years, ESI has channelled its commitment to health into the development of **natural solutions** designed to meet a variety of needs, adopting an **approach that integrates in-house formulation, production and quality control**, ensuring quality and consistency at every stage. Our range covers a broad spectrum of requirements: from the immune system to the skin, and from intestinal wellbeing to control of cholesterol.

Our product lines, which include *Normolip*, *ImmuniFlor*, *Biocollagenix* and *Omega 3 Extra Pure*, are designed to support people through the different stages of life, offering tailored solutions to meet specific needs.

The products are mainly distributed through specialist outlets, such as pharmacies, par-pharmacies and health food stores, where professional advice is a key factor. This model enables us to build long-term relationships with our customer, based on trust, expertise and a focus on product quality.

We are now present in more than **50 countries** and continue to spread our vision around the world, true to our guiding principle: to offer natural wellbeing.



We operate in the **phytotherapy and nutraceutical sector**.

Phytotherapy is a medical practice based on the use of medicinal plants to prevent, alleviate or treat a variety of ailments and health conditions.

Nutraceuticals are food substances or food supplements used to provide basic nutrition and human health benefits.

**At ESI, we develop food supplements and produce them in-house in the form of tablets, capsules, softgels and liquids.**



## An in-house supply and production chain, for outstanding quality

We believe in the value of a production model that combines scientific vision and direct responsibility. **At our plant in Albissola Marina, we manufacture every product entirely in-house: from formulation to production, quality control and packaging.** This process enables us to respond swiftly to changes in the market while maintaining the highest standards of safety and reliability.

**Our in-house laboratories — one dedicated to research and development, the other to quality control — have ongoing partnerships with Italian and international universities and research centres.**

This is where our advanced formulations are developed, such as the Naturcaps® Retard Two-Phase technology.



Our ingredients must meet stringent requirements regarding traceability, purity and functionality, while products must be capable of meeting specific needs. This approach sets ESI apart in the natural supplements sector and underpins its presence in international markets.

## Solutions for every wellness need

The story of ESI® began with **Dieci Erbe**, a formulation dedicated to healthy intestinal transit. Over fifty years, this initial product has been joined by many other solutions, designed to respond to increasingly specific health and wellness needs in a range of different spheres.

Some of our most iconic products include: **Normolip 5**, to control cholesterol; **Immuniflor**, for immune-system support; **Biocollagenix**, an in-out skin treatment line; **Omega 3 Extra Pure**, an innovative fish-oil-based supplement **certified according to the highest international certifications**, and the **special TriFase technology** to eliminate any fishy after-taste and odour.

In recent years, we have further expanded our catalogue **with the development of new products and product lines**, including **Vitamin C 1000 Retard**, the **Propolaid range** based on propolis and the **No-Dol range**.

**Every line is developed by considering today's needs**, in a context where there is a growing focus on natural, reliable and high-quality solutions. This is why **we continue to invest in research and innovation** by gradually incorporating new technologies and active ingredients, following the approach that has always guided us: **to deliver natural well-being, with the highest quality.**

## Expansion of the product range in 2025

In 2024–2025, we expanded our range with new product lines and improvements to existing formulations.

Following the launch of the **Fermental** range, a line of **probiotic supplements designed to improve bowel regularity thanks to the presence of lactic acid bacteria**, in 2025 we introduced new solutions designed to meet specific needs.

The **Go Up** range was **developed to boost energy and vitality during periods of intense physical and mental fatigue**. The formulations are based on essential amino acids, B vitamins, vitamin D and hydroxybutyrate, which are recommended for promoting energy metabolism, muscle function and supporting protein synthesis.

With **Metacontrol**, we have expanded our range of **metabolism and weight management products, which combine plant extracts and micronutrients** in line with the latest evidence in the nutraceutical field.

The new products in the **Erbaven** range, a **collection of natural supplements for swollen legs and microcirculation, are formulated using natural extracts that act synergistically to support microcirculation**, the drainage of bodily fluids and diuresis, eliminating the feeling of heaviness and tiredness in the legs.

These new formulations are part of an ongoing process of updating our product range, aimed at identifying emerging needs and incorporating the latest scientific findings into our solutions.

During 2025, the Research & Development department recorded:

**24** new ESI products

**22** control tests to verify the stability and functional equivalence of the ingredients

**4** reformulated ESI products



Our Research & Development laboratory has worked on **50 projects under the ESI brand**, some of which will continue into 2026, with many leading to the launch of new products in the coming years. Developing a new formulation is a lengthy process comprising numerous stages, often spanning several years.

In addition to these, the lab has also worked on **46 projects to develop new formulations** for the Group's companies.

As at 31 December 2025, the **total number of ongoing development projects** stood at **96**.

At the same time, throughout 2025 the Group also strengthened its **collaboration with other companies in the Group**. In addition to the supplements developed to support the BioNike portfolio and the collaboration on product design for the Goovi brand, new projects have been launched **to develop supplements for the Biopoint, Deborah and Artdeco brands**.

## Erbaven



# Our product lines:

- GASTROINTESTINAL HEALTH
- JOINTS
- SERENESI
- SLEEP
- CHOLESTEROL - NORMOLIP
- CHOLESTEROL - OMEGA
- NATURAL WELLBEING
- ENERGY
- VITAMINS AND MINERALS
- ALOE VERA
- TEA TREE REMEDIES
- SLIMMING PRODUCTS
- DIURETICS
- LEGS
- EYES
- SKIN
- TRICHOLOGICAL
- IMMUNE-BOOSTING
- PROPOLAID
- ECHINAID
- WOMEN'S WELLBEING
- COSMETICS
- SWEETENERS
- ERBORIUM HERBS
- ORAL HYGIENE
- MARSEILLE SOAP
- COUGH REMEDIES
- FERMENTAL
- METACONTROL
- GO UP
- ERBAVEN



## NET TURNOVER IN 2025 BY PRODUCT LINE

Gastrointestinal health	15.9%
Joints and muscles	10.3%
Natural sleep aids	8.0%
Cholesterol - Normolip	7.6%
Vitamins and minerals	7.5%
Skin health	6.9%
Propolaid	5.1%
Immune-system supplements	4.2%
Aloe vera	4.1%
Weight loss	3.9%
Cholesterol - Omega	3.7%
Women's natural wellbeing	3.7%
Tea-tree remedies	2.3%
Diuretics	2.0%



# Markets and relationships in Italy and around the world

GRI 2-6 | GRI 204-1

Our products are created through a constant commitment to quality and safety.

We are committed to helping people make positive health and wellbeing choices, with solutions developed and monitored in-house.

Our products are available in around 50 countries, both in Europe and beyond, reflecting the relationships we have built over time with our international customers and partners.



## Customers: partnerships that grow over time

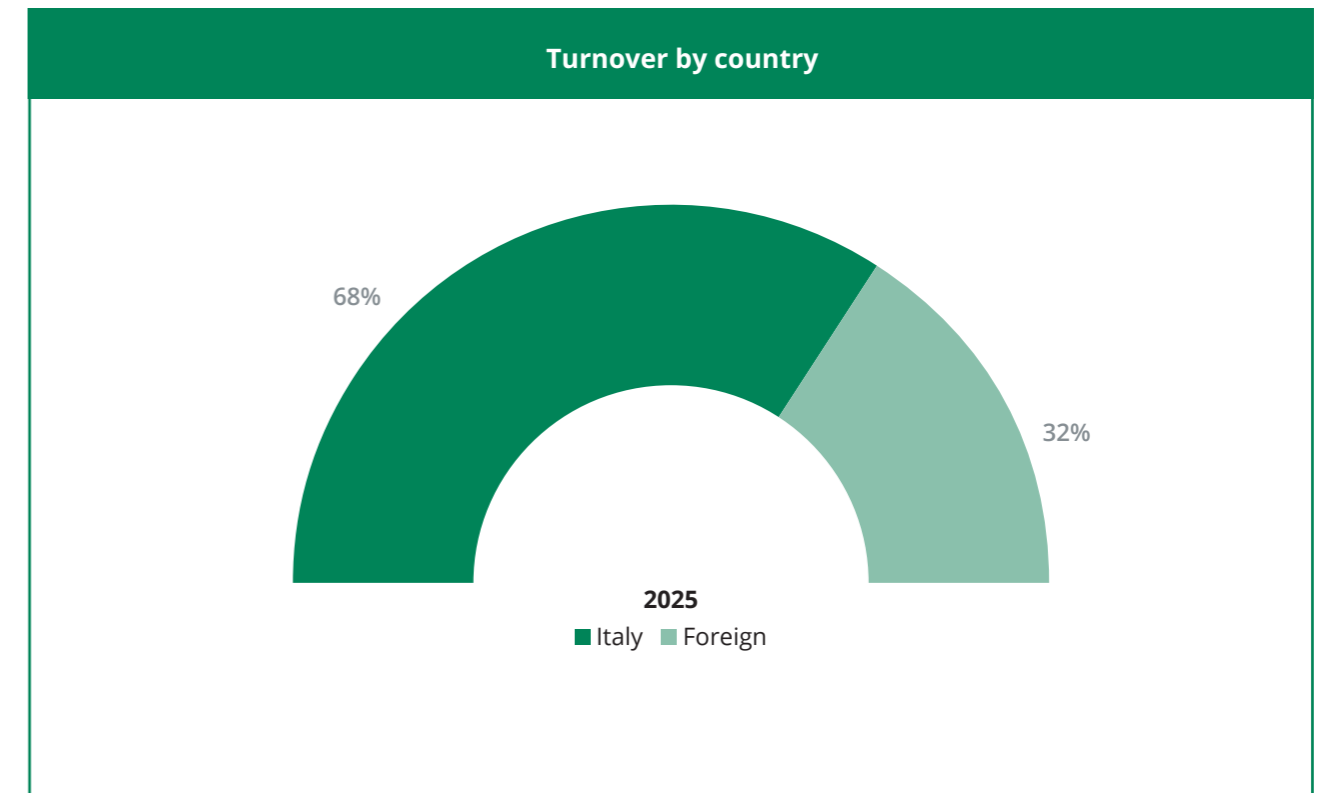
In 2025, our distribution network expanded further as we entered new markets in Europe (Lithuania and Slovakia) and beyond. In particular, with the expansion into **New Caledonia** and **Polynesia**, the company has strengthened its presence in strategic geographical areas.

In line with the restructuring of the Sales Department for the **Pharma Business Unit** which began in 2024, in September an initial medical and scientific information project was launched through the **Pharmacy Retail Coach** network, which brings together qualified professionals in order to promote the company's products to medical professionals. The initiative represents a first step towards strengthening the reach of the **medical net-**

**work**, with the aim of ensuring greater integration between the company's sales activities and scientific communication over time. The project, which is currently in its pilot phase, is set to be expanded in 2026 depending on the results achieved.

In 2025, **sales on the Italian market** accounted for **68.1% of total revenue**, up from 2024 (66%). The Italian market share is therefore increasing, while **export revenues are also growing** in absolute terms (+1%), **confirming that the internationalisation strategy** adopted by the company in recent years is yielding positive results.

In particular, there has been **continued growth in non-EU markets**, driven by the consolidation of relationships with strategic partners, including the Chinese distributor, as well as by the acquisition of new customers in existing markets and entry into new European (Lithuania and Slovakia) and non-European (New Caledonia, Polynesia, Azerbaijan) markets. Further agreements were signed in 2025 for distribution in Nigeria and Belarus.

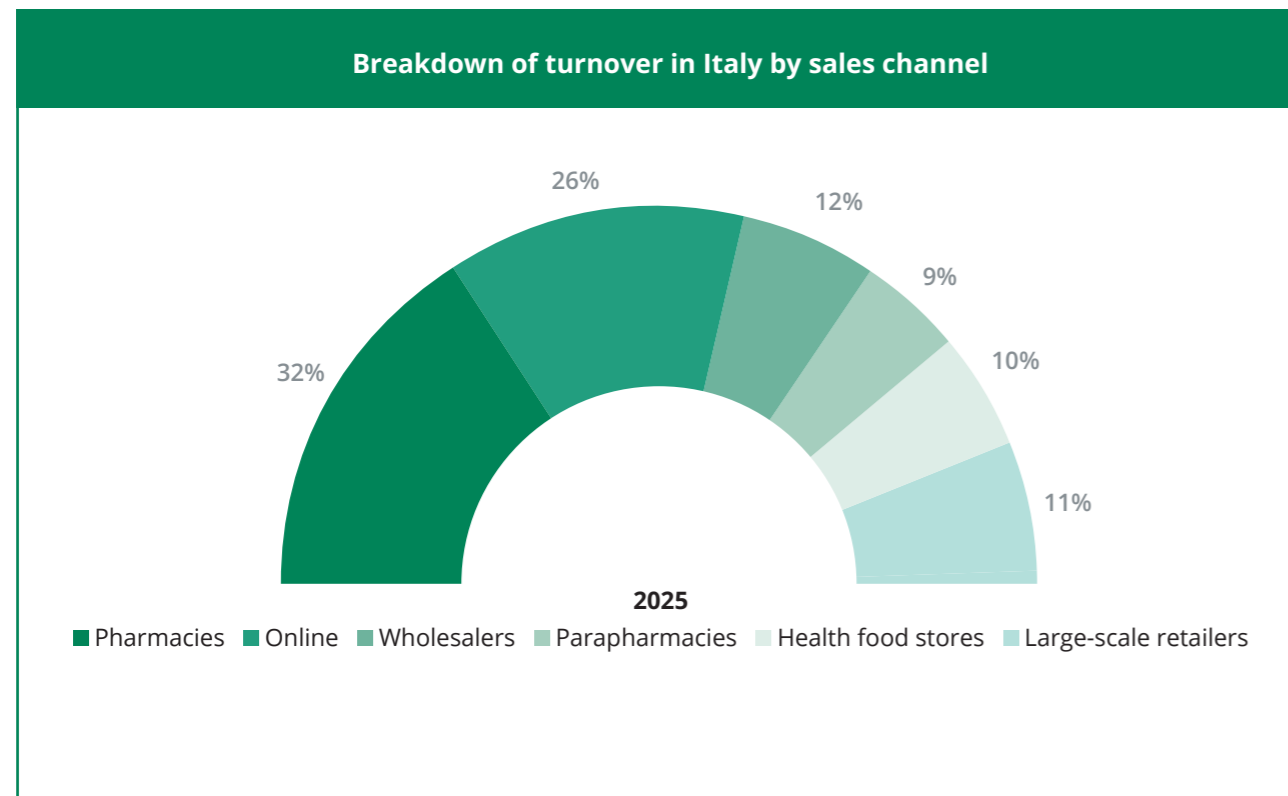


As regards sales channels, **pharmacies** remain the **main sales channel**, accounting for **31.6% of turnover in Italy**. This figure demonstrates the strength of the brand and the trust built up over time among industry professionals and consumers, who continue to regard the pharmacy channel as a trusted source for nutraceutical products and specialist advice.

The **online** channel (26.1%), which already accounted for a significant share of turnover in Italy, continues to show a **positive growth trend**. This reflects the increasing digitalisation of purchasing behaviour and the growing integration between traditional channels and digital platforms, enabling the company to expand its market presence and reach new customer segments.

**Wholesalers** represent a further strategic pillar of the distribution network, accounting for **12.2% of turnover** and helping to ensure the widespread availability of products across the country.

Finally, **parapharmacies, health food stores, large-scale retailers** and other distribution channels round out the sales network, contributing a total of around **30% of revenue** and ensuring a diversified and balanced presence across the various market segments.



## Engagement with pharmacists and the scientific community

In this context, engaging with healthcare professionals, particularly pharmacists, is a central part of our work. The main initiatives launched during 2025 are summarised below.

### FAD – Axes of biological activity of the gut microbiota

We promoted the distance learning course “Axes of biological activity of the gut microbiota”, delivered via an e-learning platform and accredited for CME. The course, aimed at pharmacists and lasting a total of 10 hours, explored the role of the microbiota in the body’s key physiological functions, providing opportunities for scientific and professional development.

### SINut

We took part in the **15th National Congress of SINut – the Italian Society of Nutraceuticals**, held in Bologna from 11 to 13 September, as a **Gold Sponsor**.

The conference represented an important opportunity to engage with the scientific community and healthcare professionals, contributing to the dialogue on issues relating to nutraceuticals and cardiovascular preventative health.

During the event, an in-depth session was held on dyslipidaemia and the combined nutraceutical approach, featuring presentations by Professor Livia Pisciotta and Dr Elisa Proietti.

Our participation in this initiative is part of our ongoing collaboration with the scientific community and our commitment to promoting the dissemination of up-to-date knowledge in the field of nutraceuticals.



### ESlintour

In 2025, we launched the **ESlintour** project, a series of **local meetings aimed at pharmacists**, our main partners in the specialist channel.

The initiative featured **nine events** organised across various regions of Italy, with a broad national reach to encourage engagement among agents and pharmacists across the country. The aim is to create opportunities for direct contact with the company, strengthening the relationship through discussions and presentations of certain product ranges.

While the initial stages of the study focused primarily on Fermental, the subsequent stages highlighted the formulation benefits of Go up amino boost, Depurerbe, Ferrolin C and Metacontrol.

The informal meetings encouraged dialogue and provided an opportunity to gain insights into the needs of industry professionals. The project will continue into 2026 with a new programme of events.

## Supporting consumers and customers every step of the way

The people who choose ESI are consciously seeking products that are natural, effective and safe. For us, our relationship with customers goes beyond the moment of purchase: it is a journey built on feedback, providing clear information and offering constant support that accompanies people over time.

Our **website** is another tool to enhance proximity and engagement. On the “**ESI Informs**” page, we share content curated by a multi-disciplinary team of experts, covering topics ranging from nutrition to everyday wellbeing, from natural health to self-care, with the aim of making the information accessible and easy to understand. We have also designed a **specific page dedicated to our ingredients**, which alphabetically lists over 200 raw materials used in our formulations. This tool is designed to provide a deeper understanding of the properties of the substances we use, and to help users make more informed decisions.

We have also established a **structured complaints management system**, which enables us to take prompt action and improve our service every day. In 2025, 153 complaints were received regarding our products (80% of which related to food supplements): of these, 81% were found to be justified, but none of the complaints concerned food safety issues and none led to product withdrawals or recalls.

All complaints received were assessed, analysed and resolved by the relevant departments. Where deemed necessary, appropriate corrective measures were taken to improve product quality.

The proportion of products subject to complaints out of the total number of items sold during the year is negligible at 0.006%, in line with the figure recorded in the previous year.

The most common complaint regarded leakage from the Biocollagenix Drink vials (75 complaints). The issue had already been addressed the previous year and had led to an initial change to the primary packaging, yet this did not prove to be a definitive solution. A second change was therefore made to the primary packaging, altering the thickness of the Poliespan<sup>1</sup>.

The Sales Department handled 443 complaints in 2025 (those relating to product returns due to issues such as damaged parcels, dispatch errors, etc.), which is 20% fewer than in the previous year. All complaints were resolved by replacing the goods or refunding the customer. The recent introduction in the Warehouse Department of software that monitors the weight of each parcel and alerts the operator in the event of any discrepancies with the expected weight has led to a reduction in errors attributable to order picking.

1. Porexpan packaging, also known as Poliespan, is a polystyrene-based expanded cellular plastic. It is a semi-rigid foam produced by polymerising monostyrene with the addition of pentane, resulting in a foam material containing millions of tiny air-filled cells; almost 98% of its volume consists of air.

In order to provide our clients and customers with readily available support and timely responses, we have set up a direct channel accessible by phone or email.

Our Customer Service team is responsible for:



handling customer complaints;



sending documentation and samples to doctors;



responding by email or telephone to enquiries from members of the public, customers (owners of health food shops and pharmacies), agents and medical staff in general;



sending newsletters to registered customers;



sending documentation (lists of sales outlets, leaflets, information) and samples to members of the public who request them by submitting vouchers for various ESI products;



drafting press releases for publication in periodicals and daily newspapers;



helping to organise meetings and/or conferences with pharmacists, health food retailers, doctors and private individuals, either at the company's premises or at other venues.

# Suppliers: the strategic value of our supply chain

## GRI 204-1

The quality of our products begins with a careful selection of raw materials. The selection of suppliers, particularly for herbs and plant extracts, is a crucial step for us in ensuring quality, reliability and consistency over time.

We work with selected partners through a **Supplier Management Procedure** which sets out the criteria and assessment methods for every stage of the relationship. The initial selection phase is supported by monitoring and reassessment activities, based on supply audits and the analysis of any non-conformities, so that timely action can be taken when necessary.



### Achievements in 2025

- In 2025, we confirmed our commitment to **prioritising suppliers certified in accordance with Global Food Safety Initiative (GFSI)** standards. The aim of **GFSI certification** is to establish a global food safety standard allowing companies to sell safer food in their markets. A GFSI-certified system must meet the basic requirements of compliance with a food safety standard. Food safety standards approved by the GFSI include BRC, IFS, SQF and FSSC 22000. Around **35%** of our raw material suppliers hold GFSI-recognised certification, and as food safety becomes an ever-greater priority, we will increasingly prioritise suppliers certified under a GFSI-recognised scheme.

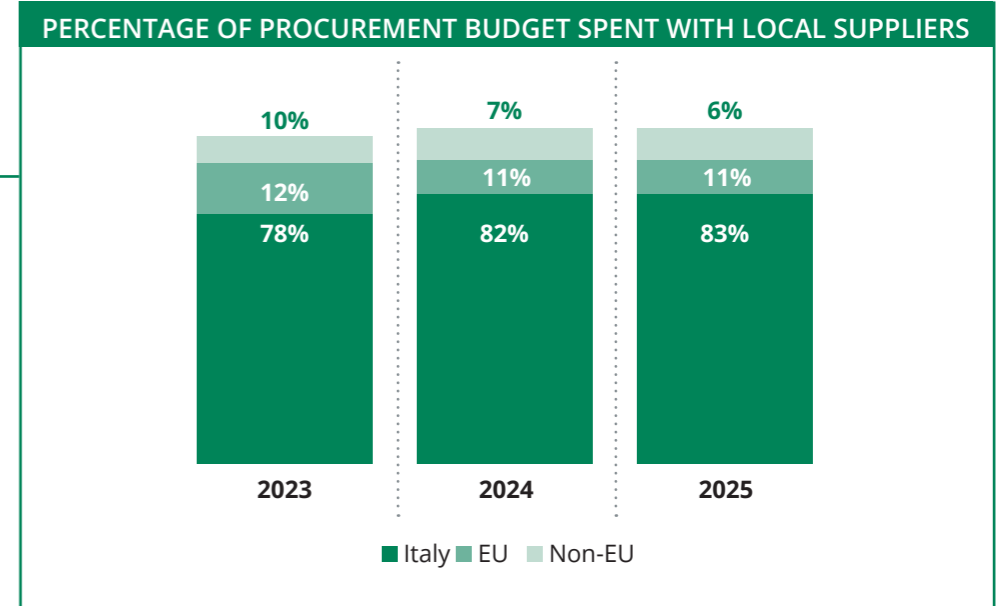
During the year, a supplier risk assessment was carried out for suppliers that are not yet GFSI-certified: no particular issues were identified, as all were assessed as low risk.

- With the aim of helping to **prevent deforestation** and uphold the European principle of “due diligence” (Regulation EU 1115/2023)<sup>2</sup>, as of 2024 we routinely ask 146 suppliers to provide a self-declaration that the materials they supply meet the following three essential conditions:

- zero-deforestation status;
- production in compliance with the relevant legislation applicable in relevant country;
- accompanied by a due-diligence statement, where applicable.

- Due to the wide range of raw materials we source, we have a large number of suppliers based in Italy and abroad. The procurement budget for the year totalled **€ 24,337,775.49**, primarily for the purchase of raw materials and packaging materials.

We have a broad and diversified supply network, but proximity is a key priority: in 2025, **83% of supply expenditure went to domestic partners**, with the remainder shared between EU and non-EU countries<sup>3</sup>. This choice is also underpinned by an environmental rationale: to reduce transport impacts and optimise costs and delivery times.



2. On 23 December 2025, Regulation (EU) 2025/2650 entered into force, updating Regulation (EU) 2023/1115, limiting the scope of the latter exclusively to operators importing into the European Union products falling under the listed customs codes and to downstream operators who process them and place them back on the market within the same product categories. ESI srl does not fall into any of these categories. However, the legislation is constantly evolving and is monitored on an ongoing basis to ensure compliance with the applicable requirements.

3. In line with the monitoring system employed by the Sodalis Group, the data presented refer to suppliers of raw materials, packaging and finished products. The percentages indicated 2022 differ slightly from those in the previous Sustainability Report due to the inclusion of new information on expenditure in 2022. “Local” is defined as Italy.

# Sustainability at ESI



# Our ESG journey

GRI 2-22

## Our guiding vision

The path towards sustainability that we have embarked on is founded on two elements that are indispensable for us: **commitment** and **transparency**. These are the guiding principles of our long-term vision, enabling us to generate real value for the company

and for the communities we work with. In line with this vision, in 2023, we embarked on a clear and articulated path, which, through increasing synergy with the Sodalis Group, outlines our contribution to the corporate sustainability strategy.

### 2023



#### ESG ASSESSMENT

Assessment of corporate positioning on ESG issues



#### SUSTAINABILITY REPORT

First Sustainability Report published

### 2024



#### MATERIALITY ASSESSMENT & STAKEHOLDER ENGAGEMENT

Identification of priority issues and stakeholder engagement



#### ESG ACTION PLAN

Formalisation of the Sodalis Group's strategic plan and objectives

### 2025



#### DOUBLE MATERIALITY

The first steps towards the CSRD



# Materiality analysis and stakeholder engagement

GRI 2-29 | GRI 3-1 | GRI 3-2

We always consider our stakeholders' concerns and **endeavour to maintain collaborative and transparent communication with them.**

For ESI, dialogue and stakeholder engagement is essential to understand their expectations, interests and opinions. We interact consciously and positively with our stake-

holders in order to gather constructive feedback on how we do business.

The tables below list the main **categories of stakeholders** with whom we interact and shows the **forms of engagement** used with each and the shared interests on which our relationship is based.



## FINANCIAL COMMUNITY

Banks and financial institutions  
Partners and shareholders



## CUSTOMERS

Pharmacies  
Herbalist shops  
Over-the-counter pharmacies  
Distributors



## HUMAN RESOURCES

Employees  
Collaborators  
Management  
Trade Unions



## PUBLIC ADMINISTRATION

Central and national administrations  
Local governments  
Public control bodies  
European institutions



## PARTNERS & SUPPLIERS

Suppliers of goods  
Service providers  
Business partners



## MEDIA

Local and national newspapers  
Trade Magazines  
TV



## CERTIFICATION BODIES

Certification bodies



## COMMUNITY AND REGION

Non-profit organisations  
Consumer associations








## SCIENTIFIC COMMUNITY






Research centres



## TRADE ASSOCIATIONS

Trade Associations

CATEGORY	INTEREST	METHODS OF ENGAGEMENT	FREQUENCY
<b>Financial Community</b> 	Economic performance	Direct assistance channels: front-office, call centres, digital front-office, email  Systematic meetings and shareholder meetings	<i>Weekly</i>
<b>Human resources and trade unions</b> 	Economic performance Work-life balance Corporate welfare Equal opportunities Career development and training	Newsletter/emails Individual appraisals Corporate events Code of Ethics Training and awareness-raising activities, professional development opportunities	<i>Ad hoc</i>
<b>Suppliers &amp; Partners</b> 	Economic performance and product quality	Regular meetings and communications	<i>Ad hoc</i>
<b>Customers</b> 	Economic performance, market share and sell-out	Regular meetings and communications Customer Care Service Complaint and dispute management	<i>Ad hoc</i>
<b>Public Administration</b> 	Regulatory compliance	Regular meetings and communications Digital channels/portals Digital assistance/communications	<i>Ad hoc/monthly</i>

CATEGORY	INTEREST	METHODS OF ENGAGEMENT	FREQUENCY
<b>Community and region</b> 	Brand reputation Economic support Consumer protection Product quality and performance	Periodic meetings Customer Care Service Complaint management Email	<i>Ad hoc</i>
<b>Academia and the scientific community</b> 	Innovation and research	Contractualisation of services	<i>Ad hoc</i>
<b>Means of communication</b> 	Brand awareness Brand reputation Market share Sell out	Contractualisation of services	<i>Ad hoc</i>
<b>Certification bodies</b> 	Compliance with regulations and procedures Product quality and performance Company & brand reputation	Audits Instrumental tests	<i>Ad hoc</i>
<b>Trade Associations</b> 	Forging relationships	Meetings Communications	<i>Ad hoc</i>

## Engagement activities: our consumer survey

In 2024, we conducted a survey of consumers subscribed to our newsletter, with the aim of understanding how they view our commitment to sustainability and the issues they considered most important.

Below are the main findings gathered from **feedback from 114 consumers**:

**40%** state that they have a good understanding of ESI's sustainability initiatives

**83%** appreciate the use of natural formulations

**42%** value the use of recycled and/or recyclable materials

Over

**60%** have a favourable opinion of our commitment to sustainability



**The quality and natural nature of our formulations are important factors in customers' purchasing decisions.**

## Looking to the future

These results have served as a **guiding our strategic vision and day-to-day efforts concrete benchmark**, helping to ensure that our decisions are more focused and that the solutions we develop meet expectations.

**78%** consider reducing the environmental impact of products as a priority

**54%** expect greater efforts to reduce emissions

## Towards the CSRD

Between 2023 and 2024, the Sodalis Group developed its approach to stakeholder engagement through a structured process of gathering feedback on material topics. The initiative involved **377 stakeholders**, with a response rate of **56%**.

The results were summarised in the **materiality matrix**<sup>4</sup>, which highlights the relevance of the issues for both stakeholders and management. The topics identified were then linked to the GRI reporting indicators and serve as the main methodological framework.

In 2024, the Group voluntarily conducted an initial **double materiality analysis** in line with the Corporate Sustainability Reporting Directive (CSRD).

As per the ESRS and the EFRAG guidelines, the analysis considered both the impacts on the environment and people (*impact materiality*), and the ESG risks and opportunities for the business (*financial materiality*).






Following the regulatory changes introduced by the Omnibus package, which postponed the reporting obligations set out in the legislation, the process will resume in 2026, with the aim of updating and consolidating the analysis in light of the evolving regulatory framework<sup>5</sup>. In this context, ESI will contribute to the process of identifying impacts, risks and opportunities (IROs) through a structured engagement process designed to address the topics most relevant to its sector and operating environment.

















4. The results of Sodalis Group's materiality matrix are published in its 2024 Sustainability Report, available on its website.

5. In 2025, the European Commission introduced a package of simplification measures (the "Omnibus" package), which provides, amongst other things, for a temporary postponement of reporting obligations (the "stop-the-clock" clause), resulting in the deferral of the initial implementation dates for certain categories of businesses, including the Sodalis Group. At the same time, a process is underway to review and streamline the ESRS, with the aim of simplifying their structure and content, including by reducing disclosure requirements and ensuring greater proportionality in relation to the size and complexity of firms. In light of these regulatory developments, the Group has decided to resume its alignment process in 2026, bringing it into line with the definitive regulatory framework.










# GOVERNANCE

Pillar	Future targets	Where we are		Target year	SDGs
<b>HONESTY</b> <i>Guaranteeing and encouraging ethical and responsible behaviour</i>	<b>DOUBLE MATERIALITY ANALYSIS AND IRO MAPPING</b> Formalisation of the Sustainability Team and MBO mechanisms based on ESG objectives of the Action Plan  <b>COMPLIANCE WITH THE GROUP CODE OF ETHICS</b>	<b>4th</b> Sustainability Report	Maintenance of MBO schemes based on ESG targets	2024 - 2026	
<b>EVOLUTION</b> <i>Investing in research and development projects</i>	<b>R&amp;D INVESTMENTS</b> focused on improving the sustainability of product formulations and packaging  Implementation of a <b>Food Safety Management System</b> , certified in accordance with standard UNI EN ISO 22000:2018.	Maintenance of the Quality Management System certification (UNI ISO 9001:2015) and integration with the Food Safety Management System certified in accordance with standard UNI EN ISO 22000:2018  <hr/> <b>1</b> registered patent	<b>100%</b> of product categories assessed for health and safety impacts	2024 - 2026	
<b>SATISFACTION</b> <i>Implementing effective communication strategies</i>	<b>INTEGRATING OUR CONSUMERS' ESG NEEDS</b> into our strategic decisions on products and processes	Constant monitoring and analysis of <b>customer satisfaction</b>		2024 - 2026	
<b>RECIPROCITY</b> <i>Prioritising responsible and controlled procurement</i>	<b>SUPPLIER SUSTAINABILITY ASSESSMENTS WITH VERIFIED ESG RATINGS</b>  <b>COMPLIANCE WITH THE GROUP CODE OF ETHICS</b>	Stable, trust-based relationships and vendor ratings based on technical and quality criteria  <hr/> <b>83%</b> expenditure with Italian suppliers	<b>35%</b> suppliers with GFSI-recognised certification	2025 - 2026	
<b>CLARITY</b> <i>Acting and communicating according to strict principles and values</i>	<b>FOSTERING AN INFORMED CORPORATE CULTURE</b> for effective communication on socio-environmental impacts  Improvement of <b>brand recognition</b> and strengthening of the company's image.	<b>Zero</b> incidents of non-compliance with product labelling requirements	All products are accompanied with information on ingredients, directions for use and disposal methods.  Internal communication on ESG issues	2024 - 2026	

# SOCIAL

Pillar	Future targets	Where we are	Target year	SDGs
<b>EMPATHY</b> <i>Promoting work-life balance and corporate welfare</i>	<b>STRENGTHENING OF INTERNAL CORPORATE COMMUNICATION</b> to create a positive climate built on employee engagement	<b>93%</b> of employees on full-time contracts <hr/> Expansion of the Welfare Plan with new services Company portal for employees	<b>99%</b> of employees on permanent contracts <hr/> Achievement of ISO 45001 certification for health and safety management	2024   
<b>EQUALITY</b> <i>Promoting fair paths for personal growth</i>	<b>CREATION OF A GENDER-EQUALITY MANAGEMENT SYSTEM</b> to reinforce an inclusive and respectful working environment	<b>19%</b> employees under the age of thirty	<b>88%</b> is the average female-to-male pay ratio	2025   
<b>GROWTH</b> <i>Strengthening potential, enhancing human capital</i>	<b>ESG TRAINING FOR EMPLOYEES</b> to promote awareness and responsibility for the social/environmental impact of our activities <b>GROWTH PLANS FOR EACH DEPARTMENT</b> to improve the skills of personnel and increase their motivation	<b>+9%</b> positive turnover <hr/> <b>39</b> average hours of training per employee	<b>5,043</b> training hours provided	2024 - 2026    
<b>MOTIVATION</b> <i>Attracting and retaining talent</i>	<b>SODALIS AMBASSADORS PROGRAMME</b> Formation of a talented team to propagate the Group's values and convey their sense of belonging, helping to reinforce the Sodalis Way <b>PARTNERSHIPS WITH UNIVERSITIES</b> We aim to establish lasting partnerships with universities to attract new talent	Continuation of the Sodalis Ambassadors Programme	<b>1</b> co-financing of a PhD scholarship with the University of Trieste	2024 - 2026    

# ENVIRONMENT

Pillar	Future targets	Where we are		Target year	SDGs
<b>PLANNING</b> <i>Combatting climate change</i>	<b>GROUP CARBON MANAGEMENT</b> Compiling of an inventory of Scope 3 GHG emissions and updating of the study of GHG emissions to implement potential improvements and set emission-reduction targets.	Update of the Carbon Footprint Analysis <hr/> <b>2,100</b> t CO <sub>2</sub> offset by purchasing certified carbon credits		2025	  
			<b>464</b> t CO <sub>2</sub> avoided through the purchase of Guarantees of Origin		
<b>CARE</b> <i>Optimising water resources</i>	<b>GROUP WATER FOOTPRINT</b> Measure our impact and take action to improve water use. Introduce flow regulators/aerators on taps, which can reduce water consumption by mixing air with water, increasing the water jet. Collect rainwater for irrigation or non-HACCP washing. We are conducting a study on a system to recover water from the aquifer located beneath our plant.	Completion of the new reverse osmosis system for the recovery of waste water	Completion of the Organisational Water Footprint analysis	2025	 
<b>RATIONALISATION</b> <i>Using energy resources responsibly</i>	<b>GROUP ENERGY ANALYSIS</b> to identify areas of waste and potential savings.	Commissioning of the new 290 kWp photovoltaic system Gradual replacement of the petrol/diesel car fleet with plug-in hybrids	Preparation of an energy audit and planning of energy efficiency measures	2025	  
<b>RECYCLING</b> <i>Managing waste responsibly</i>  <b>OPTIMISATION</b> <i>Analysing and redesigning the end-of-life of materials</i>	<b>LIFE CYCLE ASSESSMENT (LCA)</b> to understand the environmental performance of each production cycle in an objective and technically rational way and proceed with the appropriate assessments	<b>68%</b> proportion of bottles purchased containing R-PET FSC and traceable secondary packaging	Phasing out of package leaflets (replaced by QR codes) Elimination of the carton for some products	2024 - 2026	

# Our governance principles





€ 65.3 million

net net sales



+6.4%

yoy net net sales



1

co-financing of a PhD scholarship with the University of Trieste



Quality and Food Safety Management System (SGQSA)



4th

Published Sustainability Report



74%

economic value generated and distributed to stakeholders



1

















patent



1

New ISO certification obtained: UNI EN ISO 45001

# GOVERNANCE

Pillar	Future targets	Where we are		Target year	SDGs
<b>HONESTY</b> <i>Guaranteeing and encouraging ethical and responsible behaviour</i>	<b>DOUBLE MATERIALITY ANALYSIS AND IRO MAPPING</b> Formalisation of the Sustainability Team and MBO mechanisms based on ESG objectives of the Action Plan  <b>COMPLIANCE WITH THE GROUP CODE OF ETHICS</b>	<b>4th</b> Sustainability Report	Maintenance of MBO schemes based on ESG targets	2024 - 2026	   
<b>EVOLUTION</b> <i>Investing in research and development projects</i>	<b>R&amp;D INVESTMENTS</b> focused on improving the sustainability of product formulations and packaging  Implementation of a <b>Food Safety Management System</b> , certified in accordance with standard UNI EN ISO 22000:2018.	Maintenance of the Quality Management System certification (UNI ISO 9001:2015) and integration with the Food Safety Management System certified in accordance with standard UNI EN ISO 22000:2018  <hr/> <b>1</b> registered patent	<b>100%</b> of product categories assessed for health and safety impacts	2024 - 2026	  
<b>SATISFACTION</b> <i>Implementing effective communication strategies</i>	<b>INTEGRATING OUR CONSUMERS' ESG NEEDS</b> into our strategic decisions on products and processes	Constant monitoring and analysis of <b>customer satisfaction</b>		2024 - 2026	
<b>RECIPROCITY</b> <i>Prioritising responsible and controlled procurement</i>	<b>SUPPLIER SUSTAINABILITY ASSESSMENTS WITH VERIFIED ESG RATINGS</b>  <b>COMPLIANCE WITH THE GROUP CODE OF ETHICS</b>	Stable, trust-based relationships and vendor ratings based on technical and quality criteria  <hr/> <b>83%</b> expenditure with Italian suppliers	<b>35%</b> suppliers with GFSI-recognised certification	2025 - 2026	   
<b>CLARITY</b> <i>Acting and communicating according to strict principles and values</i>	<b>FOSTERING AN INFORMED CORPORATE CULTURE</b> for effective communication on socio-environmental impacts  Improvement of <b>brand recognition</b> and strengthening of the company's image.	<b>Zero</b> incidents of non-compliance with product labelling requirements	All products are accompanied with information on ingredients, directions for use and disposal methods.  Internal communication on ESG issues	2024 - 2026	   

# Our organisational structure

GRI 2-9 | GRI 405-1 | GRI 2-28 | GRI 205-3<sup>6</sup>

Over the past fifteen years, the Sodalis Group has acquired several companies, progressively expanding its portfolio of expertise.

This has helped to strengthen its presence in the Health & Beauty and Personal & Home Care markets, with **strong positions in the pharmacy, mass retail, e-commerce and perfume sectors**. ESI's joined the Group back in 2019, leading to an overhaul of our corporate structure. Currently **Sodalis S.r.l.**, the Group's holding company, holds a 100% stake in ICIM International S.r.l. ICIM International S.r.l holds **80% of the share capital of ESI S.r.l.** The remaining stakes are held by **Silvia Company S.r.l.** and the **Galleano family**, which founded our company.

ESI's organisational structure follows a **traditional model**, with a **Board of Directors** and a **Board of Statutory Auditors with a sole auditor**. The governance structure is supported by various **functional areas**, which are responsible for core operational and strategic activities. All members of the governance bodies are currently **male, over 50, who do not belong to minorities or vulnerable groups**.

In line with our approach focused on collaboration and regional development, **since 2023 we have been members of the Savona Provincial Industrialists' Association**, an organisation that promotes local economic growth and strengthens the business community. The Association represents around **300 companies, 80% of which have less than 50 employees**, with a total of more than **12,000 workers**.



6. As in the previous year, in 2025 Esi reported no incidents of corruption, nor was it involved in any public legal proceedings relating to corruption brought against the organisation or its employees during the reporting period.

## Organisational Structure



# Financial performance and market trends

In 2025, the global market for **food supplements** and **nutraceuticals** continued to grow steadily, confirming its position as **one of the most dynamic sectors within the health and wellness industry**. Demand has been driven by consumption patterns that are increasingly focused on prevention, physical and mental wellbeing, and the adoption of healthy lifestyles.

Internationally, the sector's growth has been driven by a number of factors:

- greater awareness of the role of diet in disease prevention;
- the ageing population in industrialised countries;
- development of new formulations and production technologies;
- the growing integration of nutrition, scientific research and preventive medicine.

In Italy, the **supplements market** continued to perform well in 2025, consolidating the country's position as one of the leading European markets in terms of both consumption levels and the presence of highly specialised companies. Domestic demand remains high thanks to Italians' strong inclination towards supplements, supported by a well-established distribution network (pharmacies and parapharmacies) and by **significant growth in the digital** and in the **e-commerce** channels.

In this regard, we continued our operations within a macroeconomic environment char-

acterised by a gradual stabilisation of key economic indicators, accompanied by a steady easing of inflationary pressures and an improvement in international supply chain conditions. However, these positive developments developed against a backdrop that remains complex, characterised by persistent geopolitical instability and rising energy costs, which continue to shape the economic landscape.

Competition has remained fierce, both in Italy and abroad, due to the entry of new operators and the growth of existing ones. The market is becoming increasingly polarised: on the one hand, the more established players, focused on quality and innovation, are growing their ability to attract premium customers thanks to a high-value-added offering; on the other hand, operators that are more competitive on price are attracting consumers and customers who are now prioritising cost as the main deciding factor.

Thanks to a diversified product portfolio, a constant focus on innovation, the quality of our raw materials and a renewed ability to effectively communicate the scientific and functional value of our products, we have consolidated our position by recording net revenues of **€65,300,212, an increase of 6.4%** compared to 2024 revenues (€61,386,617), with a profit for the year of €10,224,562.

The results achieved in 2025 confirm we are on the right path. Profit margins<sup>7</sup> also rose by 6.4% compared with 2024.

7. G.O.P. – Gross Operating Profit.

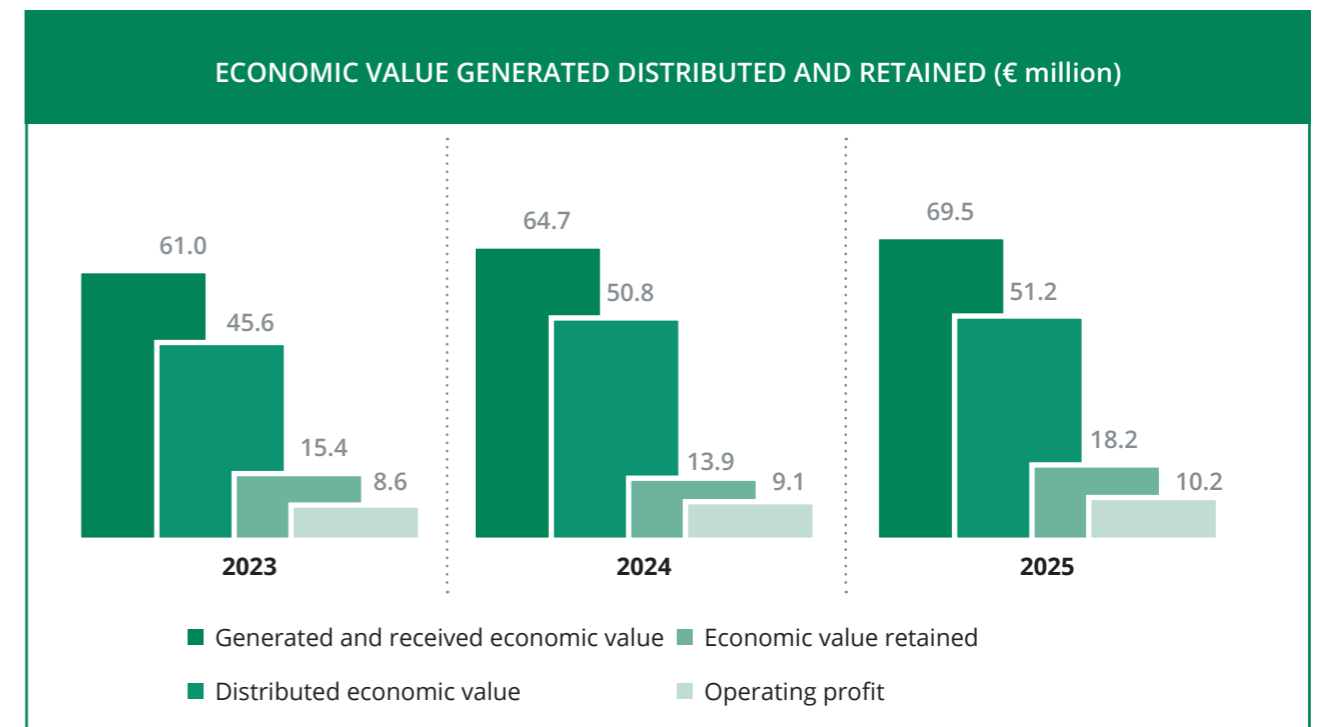
# Economic value generated and distributed

## GRI 201-1

The economic value generated and distributed is illustrated below, based on the results of the income statement. The **economic value generated and received<sup>8</sup>** (consisting of 99.9% generated value in 2025) **grew by 7.3% compared with the previous year**, driven by a similar increase in net revenue.

**Economic value distributed<sup>9</sup>** to stakeholders accounted for **73.7% of economic value generated and received** in 2025. In line with the

previous two-year period, the distribution of these resources mainly benefits companies in the supply chain (54% of total economic value, down slightly compared to 2024) and the workforce (stable at 11.5%), both in terms of remuneration and growth, determined by the funds allocated to staff training<sup>10</sup>. The shares of value distributed to other stakeholder groups also remain unchanged, as detailed in GRI Table 201-1 in the Note on Methodology.



8. The economic value generated refers to the value of revenue.

9. Economic value distributed reflects costs, classified according to the main categories of stakeholders that benefited.

10. Economic value retained is the difference between the economic value generated/received and economic value distributed, which includes profits for the year as well as items that cannot be allocated to the various stakeholder categories.

# Quality and safety to promote customer health and wellbeing

GRI 416-1 | GRI 416-2

## Tests along the production chain

Every product we manufacture is designed to ensure safety, effectiveness and quality. We carefully select raw materials and monitor every link in the supply chain with advanced quality-control methods.

Raw materials undergo organoleptic, chemical-physical and microbiological tests in our specialised Quality-Control laboratories, supported by state-of-the-art production and analysis facilities.

We pay particular attention to the management of contaminants in botanical raw materials, in compliance with the main applicable European regulations (Regulation (EU) 915/2023, Regulation (EC) 396/2005, Regulation (EC) No 32/2009 and subsequent amendments).

Upstream, we require suppliers to provide regulatory assurances by completing a specific questionnaire. An internal monitoring programme is also in place, which takes into account specific contaminants, identified on the basis of the type of raw material and a risk assessment.

The plan is reviewed annually or as and when necessary, taking into account the results of analyses, any issues identified, reports from supervisory bodies and regulatory updates.

For raw materials in use for the first time, the documentary check of regulatory guarantees is accompanied by a full analytical test for validation purposes.

All products leaving the Albissola Marina production site undergo thorough analytical testing to ensure that their quality

parameters comply with applicable national and international standards.

For each product category, we carefully assess safety profiles and health protection aspects:

- **food supplements** are assessed internally;
- **cosmetics and medical devices** are assessed by their respective manufacturers, in accordance with the relevant legislation.



## HACCP system and traceability

The entire process is carried out in accordance with current regulations. We implement the HACCP system and, through our internal Self-Monitoring Plan, we manage production, storage and transport activities in compliance with the required standards.

Product traceability, both upstream and downstream of production, is primarily managed through specific IT systems that digitally store the information required for the correct application of procedures and enable the management of product withdrawals or recalls.

At least one traceability test is carried out each year to verify the effectiveness of the system and its ability to manage any emergency situations. The last test was carried out on 5 June 2025. The results are reviewed with a view to continuously improving the process.

As regards records relating to the HACCP Plan, a hybrid system is currently in place that involves the use of both IT tools and paper-based records, with a gradual shift towards greater digitalisation.

## Regulatory updates and MOCA monitoring

In 2025 the company began an adaptation and assessment process in response to various updates to European regulations, including Regulation (EU) 3190/2024; Regulation (EU) 1115/2023; and Regulation (EU) 40/2025.

Suppliers were contacted to collect declarations of conformity for the products in question. At the same time, internal audit plans were drawn up to verify some of the declarations received.

In particular:

- specific monitoring has been put in place for materials and objects intended to come into contact with food (MOCA), with particular attention being paid to RPET packaging and the possible presence of mineral oil aromatic hydrocarbons (MOAH);
- In 2025, leaching tests were carried out to detect bisphenol A, in accordance with the provisions of the Regulation (EU) 3190/2024, with further checks scheduled for 2026;
- an analytical plan has been drawn up to identify PFAS and heavy metals, in line with the new regulatory limits set out in Regulation (EU) 40/2025.

The requirements for technical documentation and declarations of conformity have also been tightened in relation to production equipment that may come into direct or indirect contact with food, and which therefore falls within the scope of MOCA.

# Certified Quality and Food Safety Management System

**100%**

of product categories assessed for health and safety impacts<sup>11</sup>

**0%**

Incidents of non-compliance concerning significant health and safety impacts of products and services<sup>12</sup>

Our **Quality Management System**, introduced in 1999 and certified in accordance with standard **UNI EN ISO 9001:2015**, was further enhanced in 2023 with implementation of our **Quality and Food Safety Management System**, which also complies with the international standard **FSSC 22000 v.6**.

The two systems are consistent and interconnected, thanks to shared procedures, processes and objectives, as well as a common monitoring system and continuous improvements. This integration helps to strengthen the culture of quality and food safety within the company and offers a more effective approach to regulatory compliance.



11. Product categories evaluated include: cosmetics, supplements and medical devices. Medical devices and cosmetics are assessed by manufacturers.

12. Significant impacts are defined as those involving product recalls, notifications from the relevant authorities, or incidents that resulted in accidents.



*is accountable to*



### THE GROUP

which expects to increase profitability through growth in sales and expansion into new markets



### EMPLOYEES

who expect to work in a safe, stimulating and motivating environment



### SUPPLIERS

who are selected based on their alignment with objectives set by the Company



### CONSUMERS

who want safe products with tangible benefits, assessed at all stages of production in line with strict procedures



### CUSTOMERS

who expect to find an attentive listener that will recognise and satisfy their need for appropriate products that meet food safety and quality standards

## Measures to improve quality and efficiency



In 2025, ESI made a number of **strategic investments** aimed at **improving quality**.

1

In the Production Department, obsolete equipment was replaced; in particular, a new rotary tablet press was installed and automated load cells were fitted to the mixer, resulting in improved process accuracy and a reduction in the physical strain on operators. At the same time, the introduction of the new solid sachet production line required a review of the production layout. The reorganisation made it possible to create a space suitable for installing the new production line, ensuring there is sufficient floor space and that the layout is well-suited to carrying out this type of work. In particular, the area was set up to accommodate a filling machine and a cartoning machine, with the aim of bringing the production of solid sachets in-house, a process previously outsourced to a third-party supplier.

2

Two key software packages were upgraded, which will improve the management of documentation relating to management systems and company procedures, and will enable the introduction of process KPI dashboards with automated processing. This will enable the introduction of new controls over production processes, which are currently still managed using paper-based systems.

3

An **HPLC system** (High Performance Liquid Chromatography) was acquired to enhance quality control and laboratory analysis activities. In the period following installation, activities focused primarily on the development and validation of analytical methods, as well as on training the relevant staff. This phase is a prerequisite for the full use of the system and represents a crucial step in ensuring the reliability, reproducibility and compliance of the analyses with the required quality standards.

## 2026 goals

Throughout 2025, particular effort was devoted to the project to obtain the **certificate of compliance with Good Manufacturing Practices (GMP)** in accordance with the FDA guidelines – CFR 21 Part 111. It is an ambitious project: achieving certification, which is scheduled for 2026, represents a significant milestone in terms of strengthening control, standardisation and attention to production processes<sup>13</sup>.



13. Certification obtained in March 2026.

# Compliance, clarity and responsibility

GRI 2-27 | GRI 417-1 | GRI 417-2 | GRI 417-3

At ESI, **transparency is a cornerstone** of day-to-day management, stakeholder relations and the approach to product information. Ensuring compliance with regulations, correct information and data security is integral to our corporate culture.

Every product is accompanied by information on the contents, instructions for use and a table with guidance on proper disposal. The origin of the product's components, however, is not always stated, except in certain specific cases where the origin is a distinguishing feature of the product.

Labelling for products in the Medical Devices category is the responsibility of the suppliers/manufacturers.

During the reporting period, one significant instance of non-compliance with laws and regulations was recorded, relating to an accident that occurred in the production department. In addition to the penalty imposed for this incident by the Local Health Authority pursuant to Legislative Decree 758/94 of €2,278, a sum of €2,000 was paid to the Province of Savona during the year for an instance of non-compliance identified in the previous reporting period, relating to a failure to carry out emissions testing.

## Use of IT systems

The use of IT and telecommunications resources within the company is based on the principles of **fairness, security and accountability**. To prevent behaviour that could compromise the protection of employees and the integrity of company systems, we have adopted a **set of internal regulations governing the use of digital resources**. The policy provides clear and up-to-date operational guidance to all staff, helping to ensure that IT tools are used responsibly and in accordance with the regulations.

## Labelling and product information

Our continued focus on the consumer is also reflected in the attention paid to labelling and product information. **Food supplements and cosmetics** are accompanied by **clear, complete and up-to-date information**, including:

- the content and description of the product;
- any claims relating to the ingredients;
- indications for use, storage and disposal;
- voluntary information (e.g. gluten-free, vegan);
- the name and address of the food business operator (for food supplements) and the Responsible Person (for cosmetics).

The origin of raw materials is not always indicated, except in cases where it represents a **distinctive product characteristic**, as in the case of certain aloe-based products.

For **cosmetics and medical devices**, labelling is the responsibility of the **manufacturers or suppliers**. As of 2024, we extended our internal checks to ensure consumer information and labelling is in **compliance with company procedures** to include cosmetics.

In 2025, there was one instance of non-compliance with marketing communications regulations: we received a notice from the IAP (Institute of Advertising Self-Regulation) regarding the television advertisement for the product Immuniflor, which was broadcast on Canale 8 in November 2025. In its notice, the IAP highlighted that the advert did not comply with the regulations in relation to a claim displayed as superimposed text. We responded to the IAP, stating that the version of the advert referred to in the complaint would no longer be used. There were no cases of non-compliance with labelling regulations.

## Medical marketing

In 2025, we further structured our **medical marketing** with a focus on **reliable scientific information**, aimed at providing content consistent with the regulatory framework and the available evidence. The programme included the preparation of **clinical dossiers** developed with the contribution of **Key Opinion Leaders (KOLs)** and **universities**, activities relating to **continuing professional development** aimed at healthcare professionals (both through the **Pharmacy Retail Coach (PRC) programme** and at events and conferences), and a **claim validation process** conducted in collaboration with external consultants and scientific societies, with the aim of ensuring consistency and accuracy in technical and scientific communication. ESI ensures that the efficacy of its natural products is backed by documented evidence, promoting the responsible and safe use of food supplements with the consumer's health in mind.



# Certifications and awards

The quality and reliability of our products is ensured through a structured approach to research and development, which combines scientific collaboration with compliance with nationally and internationally recognised standards.

We actively collaborate with **universities**,

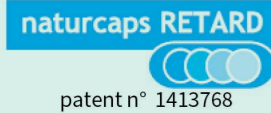
**research centres and international certification bodies**, with the aim of developing **effective products** in line with the highest industry standards.

The main certifications, partnerships and awards we have received are listed below.



### CLINICALLY TESTED:

ESI collaborates with universities, research institutes and hospitals, in Italy and abroad, to test the efficacy and safety of its products. This rigorous approach, derived from the pharmaceutical industry, is applied to the natural-products sector to provide an additional guarantee to consumers.



### NATURCAPS® RETARD BIFASICA PATENT

1 PATENTED FORMULA

In 2015, we patented a new, internally-developed technology: **NATURCAPS® RETARD BIFASICA**, which guarantees that the body can utilise nutrients gradually and completely. The special capsule contains 4 microtablets that can also be gastro-resistant; they gradually dissolve at different times throughout the gastrointestinal tract (this is known as the "RETARD action" [Patent No. 1413768](#)).



### GLUTEN FREE:

in response to the ever-increasing prevalence of coeliac disease and gluten intolerance, all ESI products are gluten-free, i.e., in accordance with Regulation EC/41/2009 and Regulation EC/828/2014, they have a gluten content of no more than 20 ppm (0.002%) and are therefore suitable for people with coeliac disease.



### VEGAN:

in addition to product information, ESI packaging bears a small symbol indicating whether the product is suitable for vegetarians and/or vegans based on the origin of the raw materials it contains.



### 5-STAR IFOS CERTIFICATION:

the International Fish Oil Standards certification is the most important for Omega 3 products. A stringent testing protocol led to Omega 3 Extra Pure's 5-star IFOS rating, assuring consumers of the quality, safety and purity of the product.



### FRIEND OF THE SEA CERTIFICATION:

this certification recognises sustainable practices in fishing, aquaculture and fish-oil and omega-3 production, and is the only certification programme for sustainable fishing that is internationally recognised and supervised by a national accreditation body. Several of our products, including Omega 3 Extra plus, have been awarded Friends of the Sea certification.



### THREE-PHASE TECHNOLOGY:

ESI uses patented technology to avoid any unpleasant fishy after-taste and completely eliminate fishy odours.

- The Omega Zero process emulsifies the fish oil inside the together with food, avoiding the undesirable after-taste typical of fish products.
- Fish oil is flavoured with lemon.
- The outer casing has a vanilla taste.



### CERTIQUALITY:

a non-profit body serving companies, accredited for the certification of company management systems for quality, environment, safety and product certification. Certiquality certifies and guarantees ESI's line of Aloe Vera juices:

- product free of pesticide residues or chemical fertilisers;
- polysaccharide content no less than 7,000 mg/litre;
- polysaccharide content no less than 13,000 mg/litre for juice concentrates.



### GOED:

ESI® is a member of GOED (Global Organisation for EPA and DHA), which represents the global omega-3 EPA and DHA industry, with membership based on an unparalleled quality standard. The mission is to increase awareness of omega-3 EPA and DHA and to ensure that members produce high-quality products that consumers can trust.

## Research and innovation: developing real solutions

We are one of **Italy's leading manufacturers in the food supplement sector**, a position built on **almost fifty years of experience**, technical expertise and dedication to quality.

**Scientific research** is a central feature of our work: we develop innovative formulations, carefully select raw materials and manufacture products designed to meet real wellness needs, constantly focusing on safety and efficacy.

Every day we strive to create **customised formulations** in accordance with the specific regulations of the countries in which we operate. Our approach is based on a structured process that includes:

- identifying ingredients;
- preparing the scientific rationale;
- conducting a feasibility assessment;
- verifying efficacy.

We have **two in-house laboratories**: one dedicated to **Quality Control** of raw materials and finished products and the other focused on **research, development and regulatory activity**. Where necessary, we also rely on the support of **highly specialised external laboratories**.

We work closely with **universities, research centres, doctors and clinical studies**, in Italy and abroad, to validate the efficacy and safety of our formulations. We apply the rigorous approach of the pharmaceutical industry to the world of supplements to guarantee **superior quality** for our consumers.

In 2023, we established a **partnership with the University of Trieste**, co-funding a **doctoral scholarship** at the Department of Chemical and Pharmaceutical Sciences,

focused on the study of **advanced formulations for cosmetics, medical devices and pharmaceuticals**. The collaboration continued in 2025, focusing on the development of the HPLC (High-Performance Liquid Chromatography) method, which is used to determine the "strength", i.e. the quantity and concentration of the active ingredient contained in a formulation.


Other partnerships were also launched in 2025:

- **Gemelli Polyclinic in Rome**, a clinical trial of a product for sarcopenia in older people, which is expected to conclude in 2026.
- **Policlinico S. Orsola in Bologna**, two clinical trials, one on a product to aid the management of metabolic syndrome, the other for cholesterol control.
- **University of Genoa**, an in-vitro study on a product intended for the Chinese market, which was completed during the year, and two clinical efficacy studies conducted on phytosterols and monacolins (substances derived from red yeast rice) respectively, in the context of cholesterol control.

This organisation allows us to respond quickly to new market demands while ensuring high standards and reliable products. Our research never stops, because it is rooted in our goal to anticipate the future of wellness while remaining true to our natural and scientific identity.

Our commitment to research is constant, in pursuit of continuous improvement and successfully combining science, wellbeing and efficacy.

## New-product development cycle

1. Literature research on ingredients to be used. 
2. Theoretical formula to be used and scientific rationale. 
3. Analysis of product creation: liquid or solid form. 
4. If the formula contains new raw materials, new suppliers are sought. If the raw material is compliant, a sample is requested on which analytical validation is carried out to confirm regulatory guarantees. 
5. If the outcome of sampling is satisfactory, a procedural alignment questionnaire is sent to the supplier and the necessary raw materials are procured for feasibility testing. 
6. The product undergoes stability testing. If compliant, a label is created and sent to the Ministry for approval. 



## Our Advisory Board: supporting research through expertise

To support its research and development activities, ESI draws on the expertise of an Advisory Board, which provides advice and guidance on technical and scientific matters.

Throughout 2025, the Advisory Board focused its efforts on **the evolution of the concept of “natural health”**, guiding the company towards clearly defined and agreed standards of quality and transparency.

The main points that emerged are:

The Board has pushed for a reformulation aimed not only at eliminating allergens and preservatives, but also at taking into account the environmental profile of excipients, giving priority to plant-based sources and biodegradability.

### THE MOVE TOWARDS ADVANCED “CLEAN LABEL”

In response to the demographic challenge posed by an ageing population, there is a need to develop supplements aimed at primary prevention and the support of cognitive and metabolic functions.

### FOCUS ON “HEALTHY AGEING”

Experts have highlighted the importance of supporting products with studies that take into account the varying bioavailability of natural active ingredients, thereby promoting a more scientific and less generic approach to phytotherapy.

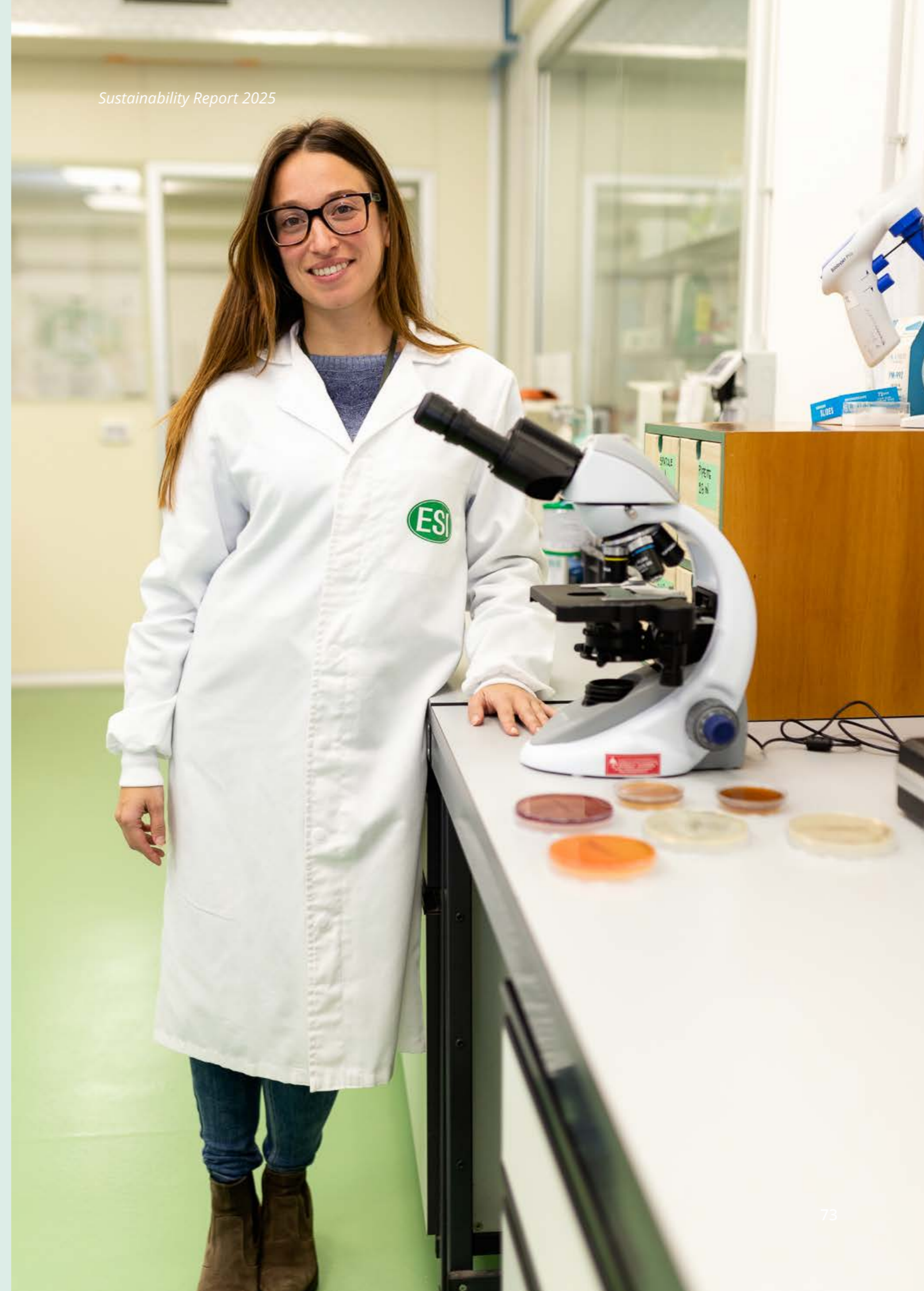
### VALIDATION OF PRECISION NUTRACEUTICALS

One of the key points to be raised concerns the adoption of digital tools (e-learning platforms and webinars) to facilitate ongoing, evidence-based training (EBM - Evidence-Based Medicine) for doctors and pharmacists, thereby combating misinformation in the natural health sector.

### DIGITISATION OF SCIENTIFIC INFORMATION

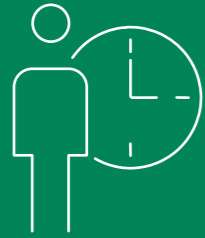
The Board has recommended the implementation of supplier selection criteria based not only on the quality of the phytocomplex, but also on aspects relating to the protection of biodiversity and respect for workers’ rights in the areas where raw materials are harvested.

### SUPPLY CHAIN SUSTAINABILITY AND ETHICAL SOURCING



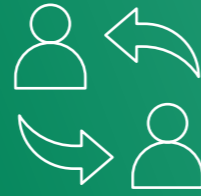
**People** are at  
the heart of  
our business





**99%**

of employees hired on a permanent contract



**+9%**

positive turnover



**5,043** hours

of training provided



**19%**

employees under the age of 30



**67%**

of senior managers hired from the local community

















**+179%**

Average hours of training/employee<sup>14</sup> vs 2024

14. The increase in training hours compared with the previous year is mainly due to participation in training opportunities organised by Fondimpresa, which provided access to free courses. These initiatives made it possible to expand the range of training courses on offer, focusing on topics of interest to the organisation and encouraging greater participation in training activities during the reporting period.

# SOCIAL

Pillar	Future targets	Where we are	Target year	SDGs
<b>EMPATHY</b> <i>Promoting work-life balance and corporate welfare</i>	<b>STRENGTHENING OF INTERNAL CORPORATE COMMUNICATION</b> to create a positive climate built on employee engagement	<b>93%</b> of employees on full-time contracts <hr/> Expansion of the Welfare Plan with new services Company portal for employees	<b>99%</b> of employees on permanent contracts <hr/> Achievement of ISO 45001 certification for health and safety management	2024   
<b>EQUALITY</b> <i>Promoting fair paths for personal growth</i>	<b>CREATION OF A GENDER-EQUALITY MANAGEMENT SYSTEM</b> to reinforce an inclusive and respectful working environment	<b>19%</b> employees under the age of thirty	<b>88%</b> is the average female-to-male pay ratio	2025   
<b>GROWTH</b> <i>Strengthening potential, enhancing human capital</i>	<b>ESG TRAINING FOR EMPLOYEES</b> to promote awareness and responsibility for the social/environmental impact of our activities <b>GROWTH PLANS FOR EACH DEPARTMENT</b> to improve the skills of personnel and increase their motivation	<b>+9%</b> positive turnover <hr/> <b>39</b> average hours of training per employee	<b>5,043</b> training hours provided	2024 - 2026    
<b>MOTIVATION</b> <i>Attracting and retaining talent</i>	<b>SODALIS AMBASSADORS PROGRAMME</b> Formation of a talented team to propagate the Group's values and convey their sense of belonging, helping to reinforce the Sodalis Way <b>PARTNERSHIPS WITH UNIVERSITIES</b> We aim to establish lasting partnerships with universities to attract new talent	Continuation of the Sodalis Ambassadors Programme	<b>1</b> co-financing of a PhD scholarship with the University of Trieste	2024 - 2026    

# Our team: composition and dynamics

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 202-2 | GRI 401-1 | GRI 401-3

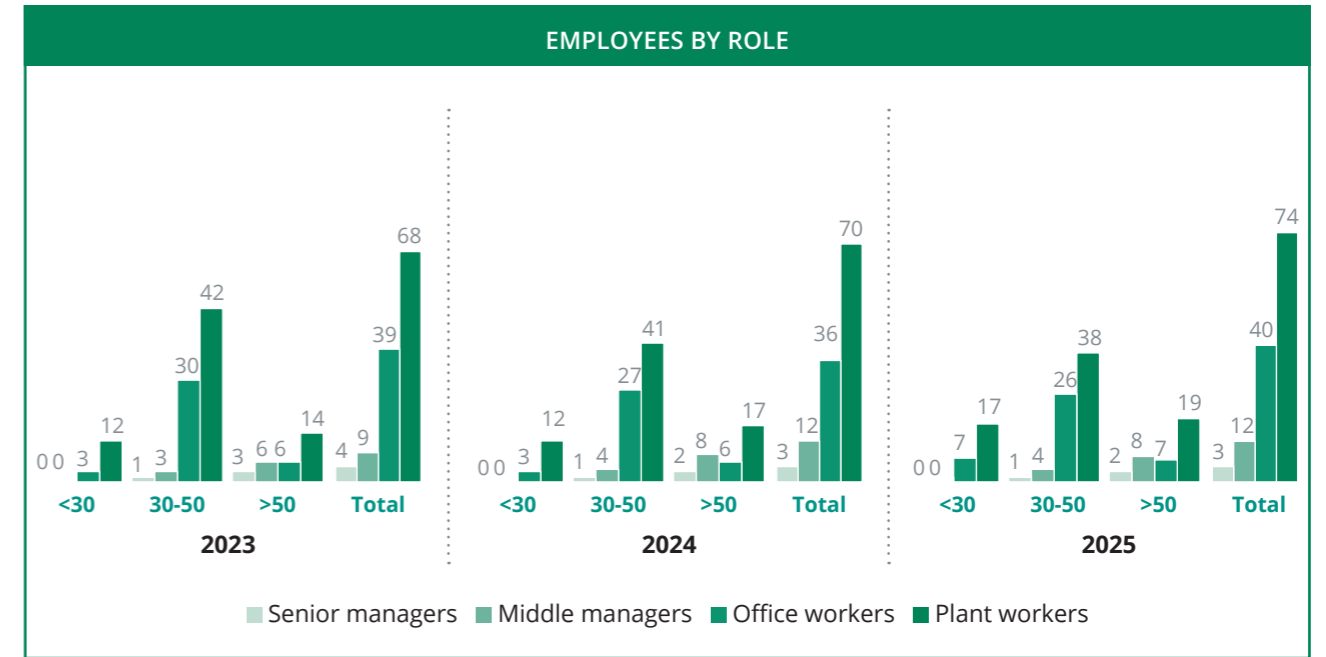
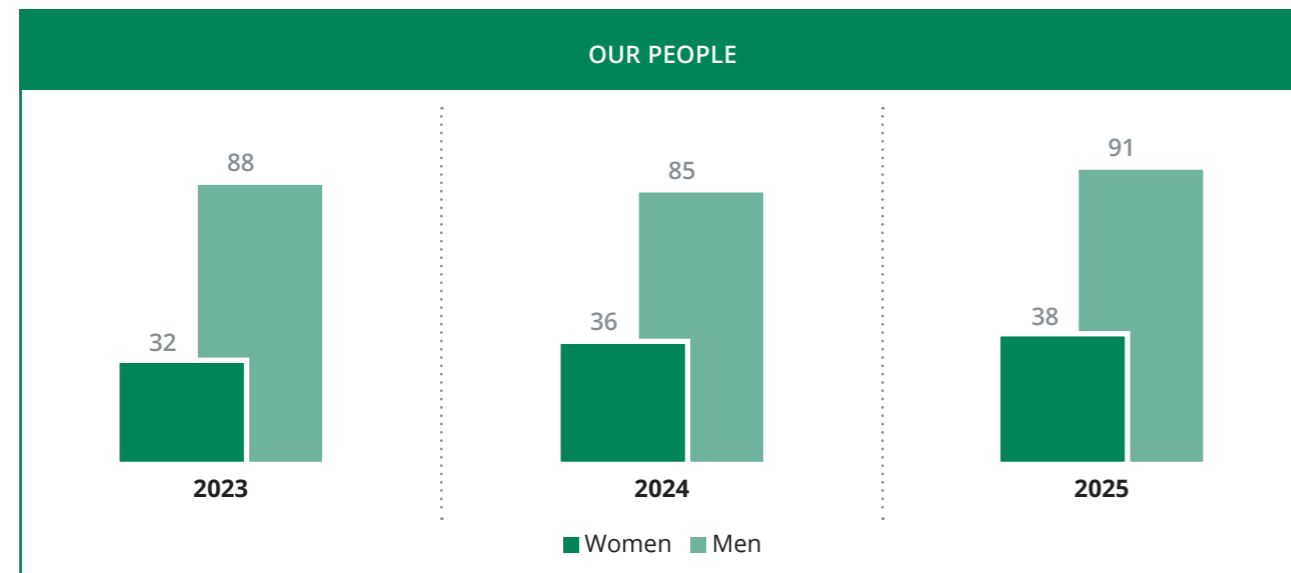
As at 31 December 2025, our team consists of **129 staff members**, representing a **7% increase** compared to the previous year. 71% are men and 29% are women. The higher proportion of men is linked to the need for a significant number of manual roles, which are currently mainly held mainly by male staff. All employees are hired under the National Collective Bargaining Agreement (CCNL) for the Food Sector. The workforce consists of 57% plant workers, 31% office workers and 9% middle managers, with the remainder composed of senior managers.

**99%** of employees are on **permanent contracts** while 1% are on fixed-term contracts. 93% are employed on a full-time basis and the remaining 7% on a part-time basis.

In addition to the staff employed directly, 11 external contractors worked with ESI on a continuous basis throughout the year, a

decrease of 15% compared with 2024 (13), comprising 6 interns, 4 contractors and 1 freelancer. During 2025, the total number of trainees fell compared with the previous year (from 8 to 6), mainly as a result of two traineeships being converted into apprenticeship contracts, confirming the focus on long-term employment pathways.

In order to meet the growing demand for staff and to address internal organisational needs, the company has recruited new staff across various departments. Specifically, the new roles were a junior IT staff member to support the internal helpdesk, a dedicated member of staff for the general secretariat, and a junior assistant to support the Trade Marketing department. A number of work placements were also set up: one intern supporting the Quality Control department, working on the development of analytical methods for the use of HPLC;



one intern supporting the ISO Management System Manager; three interns in production; and one intern supporting the dispatch department.

The **objectives for 2026** include the **retention of current trainees and the recruitment of new staff to support the production department**. There are also plans to **strengthen the Regulatory department** by appointing a dedicated staff member to support the development of the product portfolio and keep pace with changes in the relevant regulatory framework.

A **close connection with the local area is integral to our identity**. Our deep-rooted presence in the local community makes ESI an attractive prospect to people living near the site. In 2025, **67% of senior managers come from the local area**, confirming the focus on developing local skills.

Over time, we have introduced **structured procedures to monitor turnover**, which is low. We promote **long-term work placement schemes** and **training programmes for students and recent graduates**, with the aim of helping young professionals enter the workforce.

In 2025, we recruited **11 new staff members**, of whom 73% were men and 27% were women; 91% were under 30 and 9% were aged over 50. The positive turnover rate for the year stands at 9%. There were 3 resignations, of which 67% were men and 33% were women; 33% were in the 30–50 age group and 67% were over 50. The overall negative turnover rate for the year stands at 2%.

Between 2024 and 2025 the **team's growth has consolidated**, with an increase in recruitment and an improvement in net recruitment, against a relatively low number of departures. From a demographic perspective, there is a clear trend towards the recruitment of younger staff, which was particularly pronounced in 2025, while people leaving the company tended to be in the older age groups, indicating a gradual generational shift.

In 2025, there were **4 applications for parental leave**, both compulsory and optional, all submitted by male staff and approved by the company. All staff returned to work during the reporting period, with a **return rate of 100%**.

## Performance appraisals

### GRI 404-3

In 2025, the performance appraisal process involved a total of 70 out of 129 employees, representing 54% of the workforce. The analysis by category shows full coverage for senior managers, middle managers and office staff (100%), confirming the system's comprehensive integration across management and coordination roles.

As regards production workers (20%), performance appraisals are currently carried out with department managers.

As of 2024, the **appraisal method** has been updated with more appropriate tools and indicators, with the aim of making it more objective and consistent with the specific nature of the activities carried out. The system currently in use differs from the **performance management model** developed as part of "THE CARE MODEL" leadership project introduced by Sodalis Group, which we have adopted. Throughout 2025, presentations and training sessions were held for all Group companies, aimed at explaining the structure, rationale and operational procedures of the new model, which will become fully operational from 2026.



## Gender Pay Gap

### GRI 405-2

In line with GRI standards, we monitor the ratio of average pay for men to women in order to assess the level of pay equity within the organisation. To ensure greater homogeneity in the sample and more accurate comparability of the data, management roles - which are currently all held by men - were not included in the analysis.

In 2025:

- **Average basic salary**<sup>15</sup>: the ratio stood at **94%**, with a 6% difference in favour of male employees in the same role;
- **Average total pay**<sup>16</sup>: the ratio stood at **92%**, with an 8% difference in favour of male employees in the same role.

The data show that the pay gap is small but still exists. This variation is influenced by factors such as job role, seniority and professional experience.



15. The minimum fixed amount paid to an employee for carrying out the duties assigned to them, excluding any additional remuneration.

16. Calculated as the basic salary plus any additional payments made to an employee.

# Our people and their wellbeing

GRI 401-2 | GRI 406-1

**Creating the conditions for people to enjoy a balanced and motivating working life is a priority for us.**

That is why we focus on the **quality of the work experience**, both professionally and personally, **promoting a positive work-life balance through targeted policies and incentive schemes** designed to meet real needs and recognise individual contributions. Throughout 2024, we introduced a number of improvements to our employee welfare and benefits schemes, with the aim of making these services more flexible, customisable and accessible.

We have enhanced the ways our **corporate welfare plan** can be used, allowing employees to **freely choose service providers, even from outside the affiliated organisations**, and then request reimbursement of expenses incurred through a dedicated platform. Reimbursable services include, for example, school fees, day care, home care, utility bills and transport costs. To facilitate use of the platform, a dedicated training cycle was run at the beginning of the year.

**We also extended the term of the supplementary contract from one year to three years.** The health insurance provided for under the National Collective Bargaining Agreement (CCNL) for the Food Sector, issued through the FASA Fund, continues to be paid by the company. The agreement signed in 2023 with a medical centre located close to the headquarters has been renewed, allowing employees to access various healthcare services at reduced rates.

As of 1 January 2024, the option of **remote**

**working** one day a week was officially introduced with a view to promoting a more positive work-life balance. This is an important step forward in promoting a work culture that is more attentive to people's wellbeing and to reconciling different areas of their lives.

Working hours were also made more flexible, giving personnel greater autonomy to manage their working day. There is also the option of a **"reversible" part-time scheme**, designed to provide a dynamic response to different individual needs that may emerge over time.

These measures reflect a concrete commitment to **build a more inclusive working environment that is geared towards people's quality of life.** The introduction of home-working and greater organisational flexibility aim not only to improve the employee wellbeing and motivation, but also to generate positive impacts on the corporate climate, fostering more collaborative professional relationships and increased productivity through more autonomous and conscious management of working hours.

Throughout 2025, the company continued to focus on improving the wellbeing of its employees, with particular emphasis on operational staff. This commitment, which will continue in 2026, included the introduction of measures to improve working conditions and reduce the physical strain involved. Achieving **ISO 45001:2023 certification** is clear evidence of the company's structured commitment to **protecting the health and safety of its workers** and to **the continuous improvement of the workplace.**













We believe that a welcoming, stimulating and positive working environment is a key factor in developing staff skills and encouraging them to stay with the company. We promote a culture focused on inclusion and the protection of individual and collective health.

In line with the employee development strategies coordinated by the Sodalis Group, we have introduced a **company welfare plan** that includes goods and services that support employees in their personal and family lives, along with tools to strengthen their pension and healthcare coverage.

The scheme, which has been in place since 2022, provides each employee with an annual allowance to be spent on dedicated services, including:

In **2025**, the scheme was **expanded** to include reimbursement of **household utility bills**, with the benefit also extended to family members. To coincide with the presentation of the **2025 production award**, scheduled for February 2026, a **training programme has been introduced to explain how to use the welfare platform**, with the aim of encouraging more informed use of the service.

	gift vouchers and fuel vouchers;
	reimbursement of education expenses for family members;
	healthcare packages and reimbursement of medical expenses;
	reimbursement of welfare costs;
	social, health, educational and recreational services (health and wellbeing services, personal and vocational training courses and career guidance, sports, cultural and leisure services, social care services);
	contributions to supplementary pension schemes;
	cover provided through the sectoral bilateral body (EBS Alimentare), including health insurance and life insurance for non-management staff;
	accident insurance;
	meal vouchers;
	supplementary health insurance.



DALLA RICERCA



SENTIRSI BENE È NATURALE



**Dalla ricerca ESI, sentirsi bene è naturale.**

Dal 1975, natura e innovazione scientifica per la salute e il benessere.

# 50 years together

In 2025, to mark ESI's 50th anniversary, we organised a dinner event for all our staff.

The event provided an important social opportunity to celebrate the progress we have made and strengthen the sense of belonging to our organisation.



# Diversity and inclusion

## GRI 405-1

At ESI, we recognise the **value of diversity** and promote a **culture of inclusion** as an integral part of our identity. We believe that respecting differences enriches our day-to-day work and contributes to the company's growth. We promote an environment in which everyone can feel respected and empowered to make the most of their skills, ensuring **equal opportunities for professional development** regardless of background, gender, sexual orientation or personal circumstances.

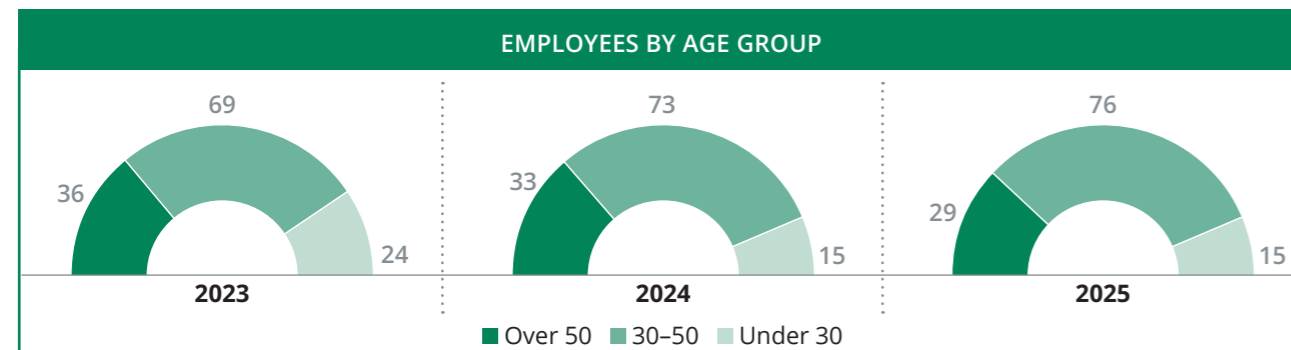
**71% of the team are men**, a figure influenced by the organisational structure, whilst 29% are women. **57% of the workforce hold operational roles**, with **male employees** representing the majority (**91%**) due to the nature of the tasks to be performed. In **clerical roles**, on the other hand, the **women** account for **73%** of the workforce, making a key contribution to the company's **day-to-day efficiency** and **supporting strategic and decision-making activities**.

At ESI, people are the driving force behind our growth and success, which is why we guarantee **equal pay** for men and women in equivalent roles, **in accordance with the**

**principle of gender pay equality**. In 2024, the average gender pay gap<sup>17</sup> stood at around 87%. In 2025, this figure stood at 94%, reflecting progress towards greater pay equity.

We also invest in the training and development of **young people**: staff under the age of 30 currently account for **19% of our workforce**, demonstrating our commitment to building a company future based on generational turnover and development of expertise. In 2024, there were 15 staff members, accounting for 12% of the workforce; whereas in 2025, there were 24 staff members, accounting for 19% of the total workforce.

We celebrate all forms of diversity and inclusion and meet the required quota of employees belonging to **protected categories** of workers pursuant to Italian Law 68/99, providing access to appropriate support services, assistance and technical tools to facilitate the performance of their duties. In line with the previous year, in 2025 our workforce included ten protected-category employees in blue-collar positions (six at 31/12/2023)<sup>18</sup>.



17. The overall gender pay gap is calculated as the ratio of the average annual salary received by female and male employees within the company, considering only comparable contractual levels for each professional figure.

18. There were no incidents of discrimination in 2023-2024/2023-2025, i.e. there were no legal actions or complaints filed with the organisation or the competent authorities.



# Training and professional growth

GRI 404-1

## 5,043 hours

of training in 2025  
(+208% compared to 2024)

## 39 hours

average per employee in 2025  
(+179% compared to 2024)

Investing in training means strengthening skills and ensuring continuity over time.

With this in mind, we develop training programmes designed to support the professional development of our staff.

In the previous three-year cycle, we launched a new training path. This added to compulsory health-and- safety and food-safety training with courses on the English language, management of people and the use of new machinery, prevention of harassment and violence in the workplace, and prevention of the use of narcotics and alcohol abuse. In addition, we have strengthened in-house expertise through targeted food-supplement training, with a focus on labelling, regulatory aspects, electronic notification, food contact materials and chemical and microbiological evaluations. During the year, training was accompanied by awareness-raising initiatives aimed at all employees, focusing on reducing waste of resources and saving energy, with the aim of encouraging more responsible behaviour in the workplace.

Throughout 2025, the company implemented a comprehensive training programme aimed at developing the technical, professional and soft skills of its staff. To this end, we provided **5,043 hours of training**, equivalent to **an average of 39 hours** per employee. This figure shows an upward trend compared with 2024, when 1,638 training sessions were delivered, averaging 14 hours per employee. We continue to invest in training as a **strategic lever to develop skills**, drive corporate growth and strengthen the sense of belonging.

In particular, courses were provided on **occupational health and safety**, including general and specific training for different risk levels (low, medium, high), training for specific roles (health and safety representatives, managers, supervisors), fire safety courses, qualifications for the use of equipment (e.g. forklift trucks), as well as refresher courses for health and safety officers and topics relating to safe behaviour and the prevention of harassment, abuse and alcohol consumption.



At the same time, we developed expertise on **management systems**, with courses on ISO 45001, internal audit activities, regulatory updates and training on quality and food safety (GMP, HACCP, food safety culture).

The company has also invested in **technical and operational training**, including training on specific machinery and laboratory equipment (e.g. HPLC), as well as specialist courses related to production processes.

Considerable attention was also paid to the development of **soft skills**, through courses on leadership, effective communication, team building, diversity and inclusion, intercultural understanding, and sales and marketing techniques for innovation.

Finally, a number of initiatives were launched in the areas of **digitalisation** and **personal development**, including training in artificial intelligence, use of the Microsoft suite, English language courses (levels A1–B2) and coaching and managerial development initiatives.

In addition, we carry out **continuous on-the-job training**, where junior resources can shadow more experienced workers according to the pathways outlined for each individual. This training is offered at the beginning of a new role and also continues beyond initial training.

Each year, we provide opportunities for structured dialogue with employees, ensuring alignment with company objectives and supporting their professional growth. We gather feedback, highlight any critical issues and recognise individual contributions based on three basic criteria: productivity, active engagement and respect.

# Health and safety: a top priority

GRI 403-1 | GRI 403-2 | GRI 403-5 | GRI 403-9 | GRI 403-10

## 783 hours

hours of health and safety training in 2025 (+51% compared to 2024)

### ACHIEVEMENTS

Achievement of ISO 45001 certification for the Health and Safety Management System, obtained in December 2025.

In 2023, we established a **Health and Safety Management System** that complies with current Italian legislation, in particular Legislative Decree 81 of 9 April 2008 and related provisions.

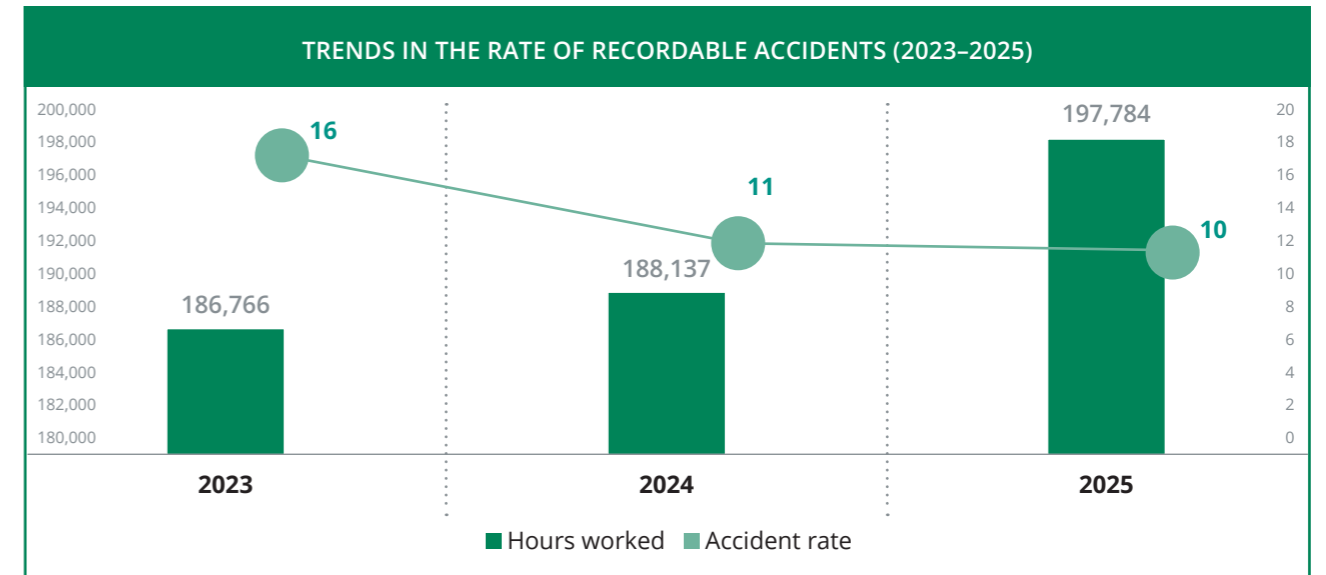
To ensure that activities are carried out in appropriate conditions of health and safety, specific internal procedures have been adopted, communicated to staff and implemented across the various operational areas.

The **risk assessment**, pursuant to Article 17, paragraph 1, letter a) of Legislative Decree 81/08, covered all risks to the health and safety of workers, including those related to work-related stress (in line with the European Agreement of 8 October 2004) and the protection of pregnant workers (Legislative Decree 151 of 26 March 2001), as well as factors relating to gender, age and background.

In 2025, two work-related accidents occurred that were not classified as serious<sup>19</sup>.

The company analysed the sequence of events leading to these incidents in order to identify the causes and strengthen its preventive measures and training programmes, with the aim of reducing the risk of similar incidents occurring.

<sup>19</sup> The first case involved an employee who sustained a cut to the base of the finger while using a blade (cutter tool). The second incident occurred during maintenance work on a machine: due to inexperience and without any operational necessity, the worker inserted the index finger of the left hand into the machine's working area, resulting in the partial amputation of the distal phalanx of the left index finger.



The number of incidents is the same as that recorded in 2024 (2), one of which was a “near-miss” resulting from the loss of control of an electric pallet truck. Following these events, internal audits were carried out and targeted corrective measures were implemented. Preventive measures were also implemented, including the redeployment of staff where they were unsuitable for specific duties, in order to reduce exposure to potential risks. During the same period, the number of hours worked rose by 5%, from 188,137 in 2024 to 197,784 in 2025. This increase led to a **reduction in the recordable accident frequency rate** which shows an improvement compared with the previous year.

**In 2023-2025, no cases of work-related ill health were recorded.**



# Occupational Health and Safety Management System

In 2025, we achieved a significant milestone: the implementation of our **Occupational Health and Safety Management System** and the achievement of certification **UNI EN ISO 45001:2023** in December.



ISO 45001:2023 is the international standard that sets out the requirements for an Occupational Health and Safety (OHS) Management System, with the aim of preventing work-related accidents and ill-health while continuously improving safety performance. The standard defines OSH as the set of processes, procedures and measures aimed at identifying hazards, managing risks and promoting prevention from the design stage of processes and projects.

One of our fundamental principles is **continuous improvement**, which we implement through the **Deming Cycle (PDCA – Plan, Do, Check, Act)**. During the **Plan** phase, risks are identified and prevention objectives and plans are defined; in the **Do** phase, preven-

tive measures, operational procedures and training activities are implemented; in the **Check** phase, results are monitored and the system's performance is assessed; finally, in the **Act** phase, corrective and improvement actions are taken to optimise the system and reduce risks.



By implementing ISO 45001, we are able to ensure compliance with current legislation, strengthen our safety culture and increase worker engagement, while also improving the efficiency of our production processes. The tool can be applied to any organisation, regardless of sector or size, that wishes to create a safe and constantly evolving working environment.

We have also formalised our **Company Health and Safety Policy**, which focuses on accident prevention and continuous improvement. We organise training, information and awareness-raising activities for all staff, along with regular audits and performance monitoring that allow us to set specific targets and take prompt action where necessary.

## Investments in worker safety and wellbeing

Throughout the year, we continued to make improvements to our Production Department through measures designed to reduce physical strain and increase efficiency:

- **new machinery and automated load cells:** we have upgraded our plant and equipment to improve productivity and precision. The automated load cells in the mixer allow us to monitor the materials more effectively and reduce the strain on operators during loading operations.

With regard to the **optimisation of drum weighing and handling**, we have set a target for 2026 to purchase pallet stackers, electric pallet trucks and new scales, to be installed in each bay of the compression department. With the help of these devices, the drums will be weighed directly in the bay and, thanks to a small conveyor belt, can be loaded onto pallets without the need for further manual handling, thereby reducing the risk of accidents and improving efficiency.

Thanks to the measures already implemented and those planned for 2026, we can ensure a safer working environment, significantly reducing the risks associated with manual handling and improving the efficiency of our production processes. Having established a safety culture based on awareness, responsibility and the active involvement of all staff members, we intend to pursue this commitment further, with efforts to further enhance worker safety and continuously improve our processes, aligning ourselves with international best practices and the ISO 45001 standard.



## Enrolment in the WHP Liguria programme

In 2025, we joined the **Workplace Health Promotion (WHP)** programme promoted by the Liguria Region, an initiative aimed at organisations seeking to promote health in the workplace through the adoption of structured best practices.

The initiative forms part of the company's commitment to **integrating the promotion of wellbeing and health into the organisation's daily operations**, complementing and reinforcing existing measures relating to staff safety and protection.

The programme aims to promote the **creation of healthy workplaces** by addressing key risk factors and encouraging healthy lifestyles. In this context, the company has adopted a structured approach focused on continuous improvement, progressively integrating these issues into its processes and policies.

The company began the **process to join the programme** in 2025, consulting the operational manual to identify the initial steps. The subsequent stages, particularly the development of training and support activities, will be supported by the local health authority.

The company has also introduced an **annual monitoring system** designed to plan and evaluate the initiatives implemented.

The programme's main areas of focus are:

- promoting healthy diets;
- encouraging physical activity and active mobility;
- preventing and reducing smoking and addiction;
- enhancing organisational wellbeing through information and training initiatives.

In its first year of membership (2025), the company launched a number of preliminary initiatives, including:

- **awareness-raising activities** through in-house signage (e.g. encouraging staff to use stairs);
- dissemination of guidance on **healthy eating** in the canteen area;
- the introduction of a smoking ban for employees.

These measures represent the first stage of the process, in line with the phased approach set out in the programme.

By 2026, the company aims to consolidate and expand these initiatives, with a particular focus on nutrition, active mobility and reducing risky behaviour.

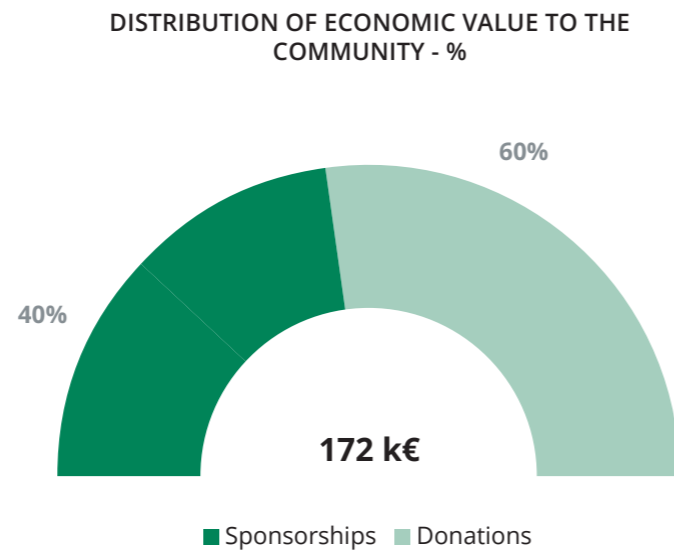
There are also plans to launch structured training programmes, developed with the support of the local health authority, with a view to increasing worker engagement and the effectiveness of the initiatives.

Through this initiative, ESI aims to improve organisational wellbeing, prevent chronic diseases and strengthen its social responsibility, thereby generating positive impacts for employees and the wider community.



# Community and local initiatives

In 2025, we continued to support the local community through various collaborative and support initiatives, including **sponsorships, grants and product donations** for events, exhibitions and social projects.



## “I FEEL GOOD” EVENT, MILAN 2025

On 11 and 12 October 2025, we took part as a partner in the third edition of "I Feel Good", an event dedicated to wellbeing organised by Donna Moderna and Starbene at the Riccardo Catella Foundation in Milan.

Over the course of the two days, the **ESI stand hosted interactive activities and in-depth sessions** focusing on the company's main areas of interest, with the aim of promoting direct engagement with the public.

Among the events on the programme, the “Gut & Longevity” workshop explored the topic of the microbiota and its connections with other organs, with contributions from ESI’s Medical Marketing Director Davide Errico Agnello, dermatologist Dr Gianluca Nazzaro, and science communicators Francesco and Eugenio (“In Caso Di”).

The second day also featured the “Metabolic Walk powered by ESI”, an outdoor exercise session designed to enable everyone to take part together.



## CHARITABLE DONATIONS

We have continued to support the Pace e Bene Foundation, an organisation dedicated to supporting individuals and groups at local, national and international levels through initiatives aimed at personal development and the promotion of social activities.

During the year, a **charity shopping** initiative was also launched, funded jointly by employees and the company, to support individuals and families in need.

## PRODUCT DONATIONS

We have donated products to support numerous sporting events, gatherings and community initiatives, including:

- Meeting Internazionale di Atletica
- Camminata delle 7 Chiese
- SenzaSprescia
- Lago di Corsa Villa Cidro
- Memorial Gambetta
- Swim Game Albissola
- Maratona StraCairo
- Riviera Beach Volley
- Gara di Golf Albissola
- Tutti per Atta
- Sport-Up Savona
- Mari e Monti Arenzano
- Torneo HP
- Torneo Hockey Luceto
- Giornata per lo Sport Pomezia
- Camminata Respiro Rosa
- Trail dei Lupi
- Squadra Pallavolo Volley Melendugno
- Maratonina Città Murata Padova
- Convention Farmacisti DR MX
- Convention Farmacisti Agifar



## SPONSORSHIPS

We have supported a number of sports and wellness initiatives in the local area, including:

### LAGO DI CORSA

*Lago di Corsa* is a road race organised by ASD Olympia Villacidro in the Villacidro area, in Sardinia. The event brings together competitive athletes, young participants and walkers every year along an 11-kilometre route set amidst the natural surroundings of the Linas area, offering a sporting and community-focused event open to all.

### LUCETO CLASSIC

The *Luceto Classic* is a trail running event that brings together athletes and enthusiasts on routes set against the backdrop of the Ligurian countryside, offering the local community an opportunity to enjoy sport and come together.

### STRACAIRO

The *StraCairo* is a running event organised by Atletica Cairo in the Cairo Montenotte area, which every year brings together athletes, families and sports enthusiasts for a competitive race on a city circuit, as well as activities designed for younger participants.

### ALBISSOLA SWIM GAMES

*Albissola Swim Games* is an open-water swimming and combined swim-and-run event, bringing together athletes and enthusiasts for a competitive and well-attended event in the Liguria region.

### TRAIL DEI LUPI

The *Trail dei Lupi* is a trail running event organised by Atletica Gillardo Renzo Millesimo in collaboration with the Municipality of Cengio. The event offers trail running routes set in the Ligurian countryside, bringing together athletes and running enthusiasts in a natural setting.

### MEETING INTERNAZIONALE CITTÀ DI SAVONA

The *Meeting Internazionale Città di Savona* is an athletics event organised by Atletica Savona at the "Fontanassa" sports complex. The event is one of the highlights of the track season in Italy and features Italian and international athletes competing in the main athletics disciplines.

### CAMMINATA DELLE SETTE CHIESE

The *Camminata delle Sette Chiese* is an initiative open to the community that combines physical activity with exploring the local area, via a route of approximately 16 kilometres that passes by several churches and places of local interest.

### VOLLEY MELENDUGNO

*Volley Melendugno* is a volleyball club based in the Salento region that promotes the development of youth sport, combining competitive sport with initiatives dedicated to the training and development of young athletes.

### GOLF4HELP

*Golf4Help* is a sports and charity initiative organised by the Albissola Marina and Albissola Superiore Alba Docilia Lions Clubs together with the Arenzano Cogoleto Lions Club. The event, which takes place at the Albissola Golf Club, combines competitive sport with fundraising activities for charitable causes.

### RESPIRO ROSA

*Respiro Rosa* is an initiative dedicated to promoting physical activity and social interaction through dragon boat racing and Nordic walking. The event brings together people who have been through cancer treatment, creating an opportunity for socialising, sport and mutual support.

Through these initiatives, we continue to support associations, organisations and events that contribute to the social and sporting life of the communities in which we operate.

Our commitment  
to the  
**environment**





**99%**

of packaging is recyclable



**50%**

of paper packaging comes from recycled material



**49%**

of plastic packaging comes from recycled material



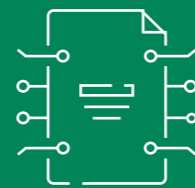
**561** Kg CO<sub>2</sub>e

avoided in 2025 through the purchase of Guarantees of Origin and the self-generation of electricity



**-52%**

in CO<sub>2</sub>e generated by the production of PE bottles, thanks to the switch to R-PET



**-43%**

in CO<sub>2</sub>e thanks to the digitisation of package leaflets



**100%**

of electricity from renewable sources



**-18%**










water consumption compared to 2024



**92%**

of waste sent for recovery

# ENVIRONMENT

Pillar	Future targets	Where we are		Target year	SDGs
<b>PLANNING</b> <i>Combatting climate change</i>	<b>GROUP CARBON MANAGEMENT</b> Compiling of an inventory of Scope 3 GHG emissions and updating of the study of GHG emissions to implement potential improvements and set emission-reduction targets.	Update of the Carbon Footprint Analysis <hr/> 2,100 t CO <sub>2</sub> offset by purchasing certified carbon credits		2025	  
<b>CARE</b> <i>Optimising water resources</i>	<b>GROUP WATER FOOTPRINT</b> Measure our impact and take action to improve water use. Introduce flow regulators/aerators on taps, which can reduce water consumption by mixing air with water, increasing the water jet. Collect rainwater for irrigation or non-HACCP washing. We are conducting a study on a system to recover water from the aquifer located beneath our plant.	Completion of the new reverse osmosis system for the recovery of waste water	Completion of the Organisational Water Footprint analysis	2025	 
<b>RATIONALISATION</b> <i>Using energy resources responsibly</i>	<b>GROUP ENERGY ANALYSIS</b> to identify areas of waste and potential savings.	Commissioning of the new 290 kWp photovoltaic system Gradual replacement of the petrol/diesel car fleet with plug-in hybrids	Preparation of an energy audit and planning of energy efficiency measures	2025	  
<b>RECYCLING</b> <i>Managing waste responsibly</i>  <b>OPTIMISATION</b> <i>Analysing and redesigning the end-of-life of materials</i>	<b>LIFE CYCLE ASSESSMENT (LCA)</b> to understand the environmental performance of each production cycle in an objective and technically rational way and proceed with the appropriate assessments	68% proportion of bottles purchased containing R-PET FSC and traceable secondary packaging	Phasing out of package leaflets (replaced by QR codes) Elimination of the carton for some products	2024 - 2026	

# Packaging management

When developing our products, we select our packaging materials carefully, prioritising solutions that promote recycling and, where possible, the use of recycled materials. Our decisions take into account our production needs and the use of natural resources. In our production processes, we adopt organisational and technical solutions aimed at reducing waste and promoting continuous improvement, following the principles of the circular economy.

In 2025, we purchased **1,092,816 kg** of packaging. Of this:

- **99% was recyclable**, i.e. easily separable and recyclable by the consumer;
- **52% was renewable**, due to the use of materials such as paper, cardboard and wood (as opposed to fossil-based materials such as plastics, metals, multi-materials, glass, etc.);
- **39%** was composed of **recycled material**.

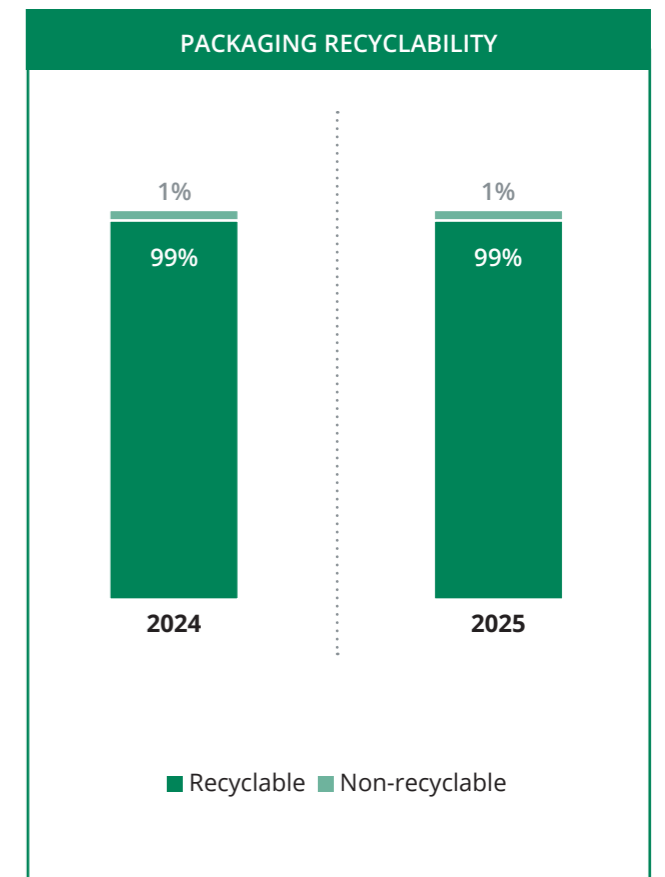
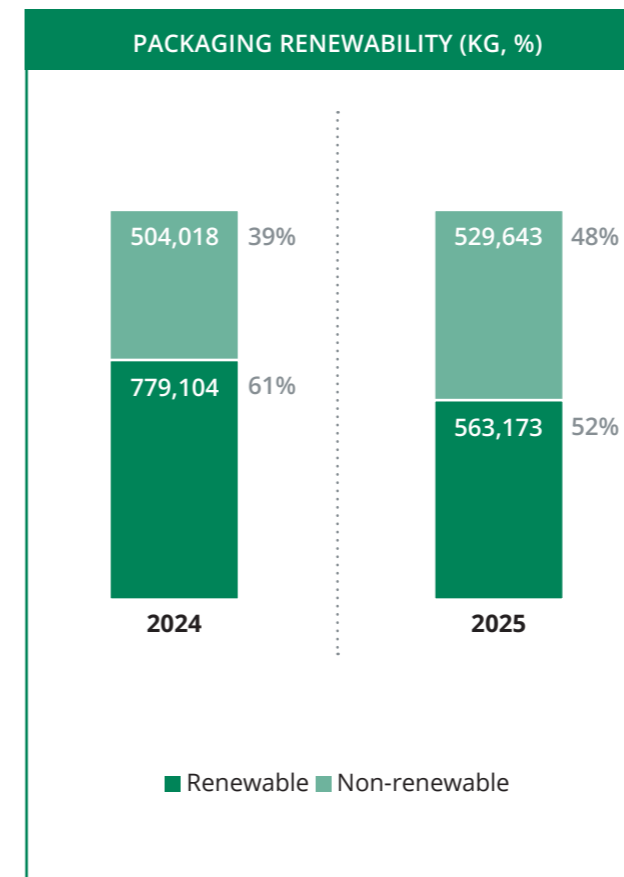
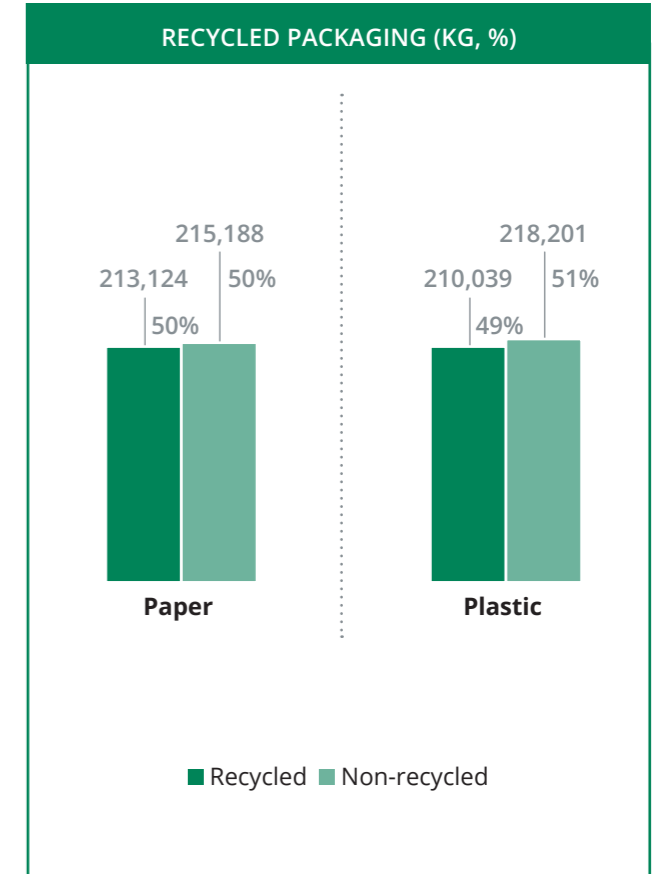
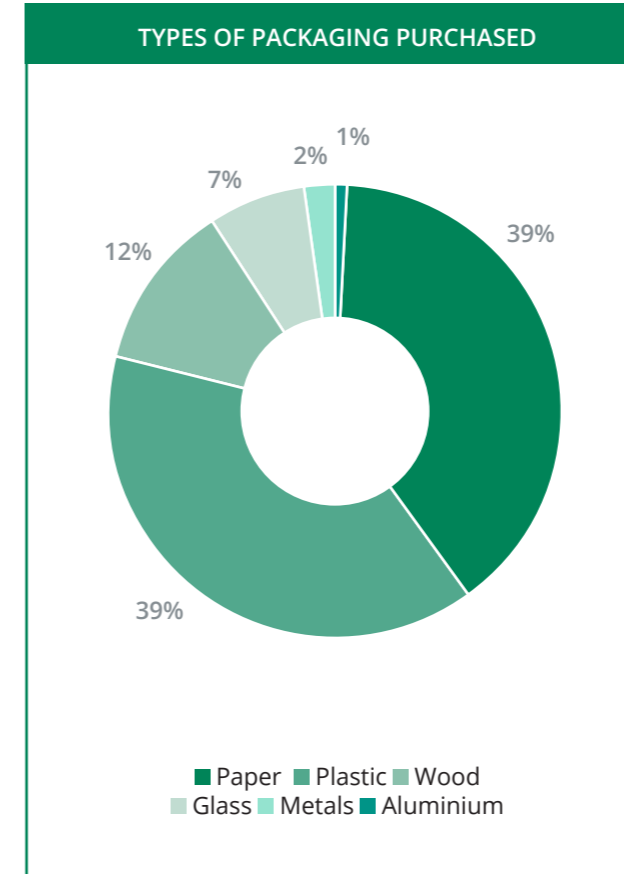
In terms of composition, the **packaging purchased consists of 39% paper and 39% plastic**.

With regard the recycled content of our materials, **49% of the plastic packaging purchased and 50% of the paper originated from recycled materials**.

Materials used for **primary packaging** include **PVC, PVCD, glass and laminate for sachets**. For **secondary packaging** we use **cartons, labels, films, sleeves and FSC-certified paper**.

We are continuing to **reformulate our packaging materials** in order to optimise the use of resources and progressively reduce the use of virgin plastic.

2025 marked a turning point in our journey to **continuously improve our approach to materials management**, turning feasibility studies into measurable results.



# Initiatives implemented and key achievements

## ACHIEVEMENTS IN 2025

**68%** R-PET packaging purchased

**-43%** reduction in the amount of paper used for leaflets compared to 2024, thanks to the use of QR codes

**495.9 t CO<sub>2</sub>** avoided through the use of R-PET packaging

### The transition to R-PET (recycled plastic) in primary packaging

2025 marked a **structural shift** in our primary packaging. The strategy to **replace traditional PET** (polyethylene terephthalate) **with R-PET (recycled PET)** has been completed in full for white bottles (100% R-PET) and is 97% complete for other variants.

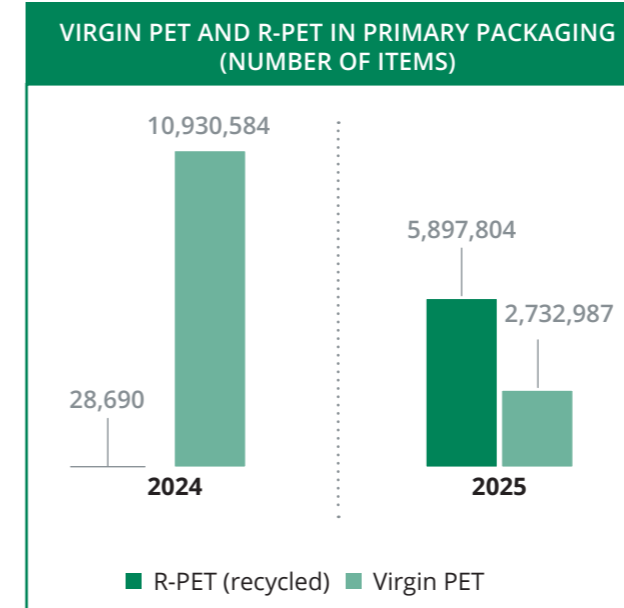
- Purchases of **virgin PET** fell by 75%, falling from 10,930,584 units in 2024 to **2,732,987 units in 2025**. At the same time, the use of **R-PET** has increased more than 200-fold compared to the previous year, rising from 28,690 to **5,897,804 units**.

By 2025, thanks to the switch to R-PET, there had been a significant reduction in the carbon footprint of this category of packaging. Compared with the previous financial year, when emissions associated with bottles stood at 952.94 tCO<sub>2</sub>e, there was a **52% reduction** in emissions, amounting to **495.94 tCO<sub>2</sub>e**.

This calculation was carried out taking into account the entire processing cycle of the raw material, including the extrusion and blow-moulding stages required to form the containers<sup>20</sup>.

Despite the significant growth in the volume of R-PET, the **percentage share of total bottles purchased in 2025** stood at **68%**, compared with a target of 84%. This discrepancy is not due to any particular technical issues or supply chain problems, but rather to prudent and informed stock management, given the significant surplus stock in 2024 as a result of previous purchases of products packaged in standard PET. In order to manage resources efficiently and avoid wasting existing materials, the company opted to prioritise the use of these stocks before proceeding with large-scale new purchases of R-PET.

20. To calculate emissions avoided, emission factors for virgin plastic and recycled plastic taken from the Ecoinvent 3.11 database were used. In order to ensure the highest possible reliability and transparency of the data, a conservative approach was adopted: the estimate was calculated by applying a substitution rate of 97% to all R-PET bottles. This methodological approach is designed to provide reliable data, even though a proportion of the bottles (the white bottle range) are made from 100% R-PET.



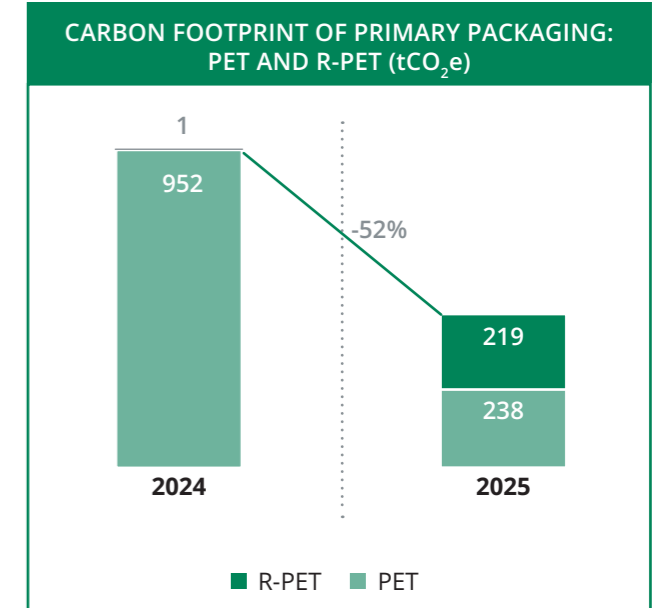
### Reducing paper use and digitisation

The plan to replace **product leaflets with QR codes** (extended to all products in Italy, except for medical devices where required by law) has had a significant impact. In 2025, the number of leaflets produced fell from 7,920,180 to **4,480,950**, resulting in a **total saving of over 3.4 million sheets of paper**: this translates into a reduction of **3.8 tonnes of CO<sub>2</sub>e (-43%)<sup>21</sup>**.

### Elimination of secondary packaging (boxes)

For the **Diurerbe** range, boxes were entirely phased out in 2025. For the **Omega and Magnesium** ranges, although the benefit was partially restricted in 2025 due to the depletion of existing stocks, the transition is now underway for all products. The new box-free formats are expected to be fully rolled out during 2026.

21. Emissions factors relating to plastic production, taken from the Ecoinvent 3.11 database, were used to calculate emissions avoided.



### Logistics and certified materials

From 2025 onwards, only **FSC-certified cardboard** will be used for all remaining cases, ensuring **full compliance with the EUDR regulations** and **supply chain traceability**.



**Replacement of logistics packaging:** the replacement of inflatable air pillows and plastic adhesive tape with **paper materials and paper tape** has been implemented.





# Action Plan – Packaging 2024–2026

 Achieved  Ongoing

## PACKAGE INSERTS

 Leaflets have been replaced with QR codes to provide the necessary information 



## PLASTIC FILM

 The use of internal and external film has been reduced 



## R-PET

 PET has been replaced with R-PET where possible 

## SECONDARY PACKAGING

 The use of partially-recycled cardboard has been evaluated 

## CARTONS

 Cartons have been eliminated from the packaging of certain products 

## Outlook for 2026

■ Following on from the changes made to our bottles, our **commitment to eco-design in primary packaging now extends to blister packs.**

Rigorous feasibility studies are currently underway to **replace PVDC (polyvinylidene chloride) with PE (polyethylene)**, a further step towards reducing the environmental impact of our packaging systems.

■ An assessment of new materials, in particular polypropylene (PP), is also underway, with a view to transitioning to a **single-component blister pack**. This move would replace the current use of aluminium and is designed to maximise the recyclability of the packaging. As this is a highly complex technical project, every item undergoes rigorous stability and machinability tests to ensure the product's integrity over time.

In 2025, ESI's commitment to measuring its environmental impact was further integrated into the operations of the **Sodalis Group**. With a view to ensuring more centralised and strategic resource management, the Group decided to prioritise the launch of **LCA (Life Cycle Assessment)** analyses on specific segments of the global portfolio that require urgent action or have a different level of environmental maturity.

This decision reflects a **shared vision of sustainability**, in which ESI contributes to improving the Group's environmental profile through its operational excellence, while allowing LCA technical analyses to focus initially on those products with the greatest scope for immediate optimisation.

This strategic alignment enables ESI to:

- benefit from the expertise and methodological protocols established at Group level;
- continue to focus on immediate goals;
- ensure that every measure taken contributes to a genuine and significant reduction in the company's overall environmental footprint.

Transparency and reliability remain the cornerstones of our work, and we look forward to incorporating LCA protocols into our continuous improvement process in line with the Group's priorities.



# Energy efficiency and plant innovation

GRI 302-1 | GRI 302-3

# 100%

of electricity purchased from renewable sources

ESI's commitment to reducing energy consumption and improving environmental performance was promoted through a tangible technological advancement in 2025, centred on self-generation and granular control of energy consumption. The main achievement of the year was the connection, in August, of the **290 kWp photovoltaic system**. This infrastructure enables an **estimated 25% reduction in the amount of electricity drawn from the grid**, significantly increasing the share of energy from renewable sources.

Alongside the installation of the plant, an **energy monitoring system** was installed, designed to monitor both gas and electricity consumption. The technology used enables the company's consumption to be analysed at the level of individual machines, providing the analytical basis needed to identify any inefficiencies promptly and optimise production cycles. In line with this data-driven approach, a comprehensive **energy audit** was carried out during the year, which helped to assess the current state of the site and guide future decisions.

In 2025, the **organisation's total internal energy consumption was 8,498 GJ**. Purchased electricity covered by Guarantees of Origin, used for the operation of the plants, represents the majority of total energy consumption in 2025, accounting for **76%**. The next largest energy vector is **fuel**, accounting for

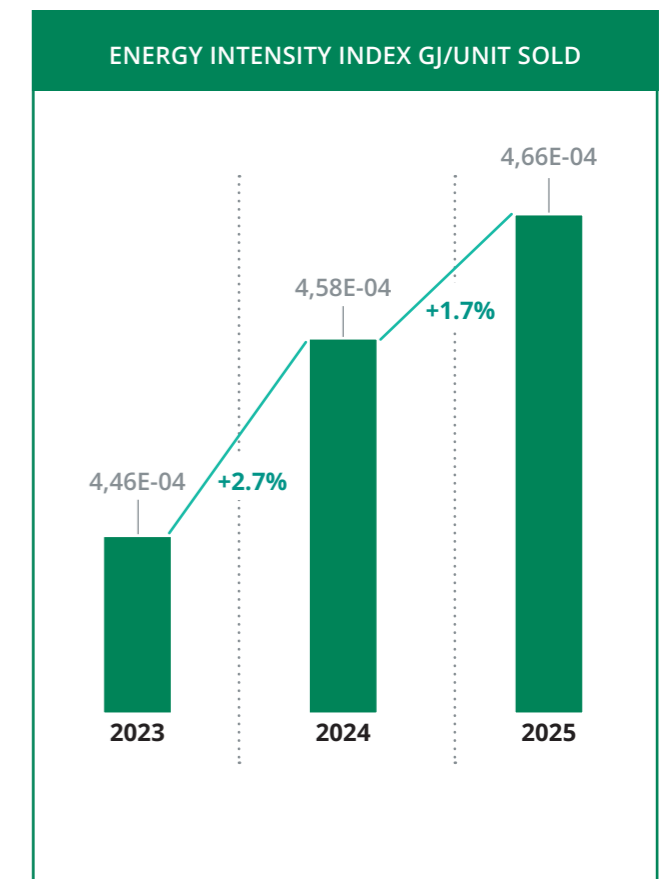
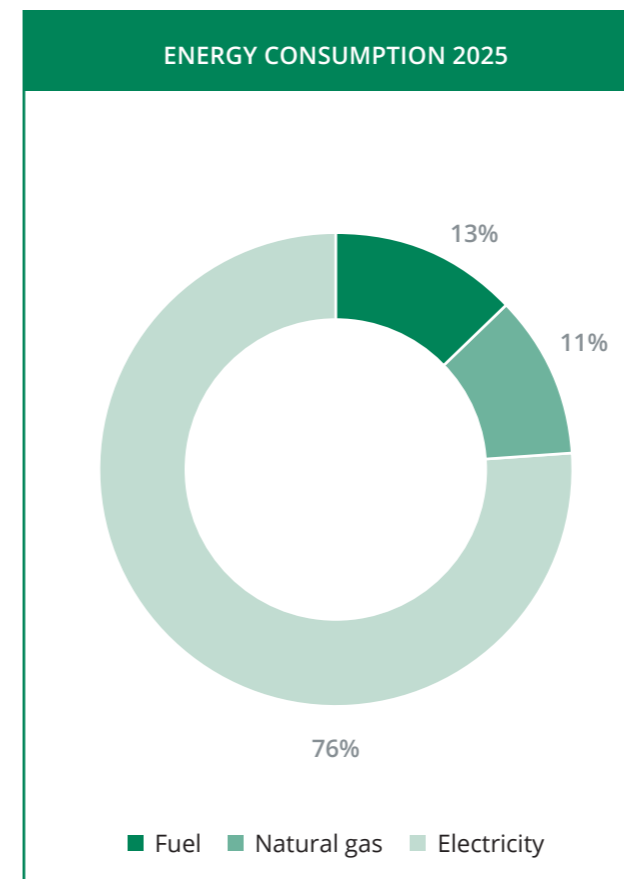
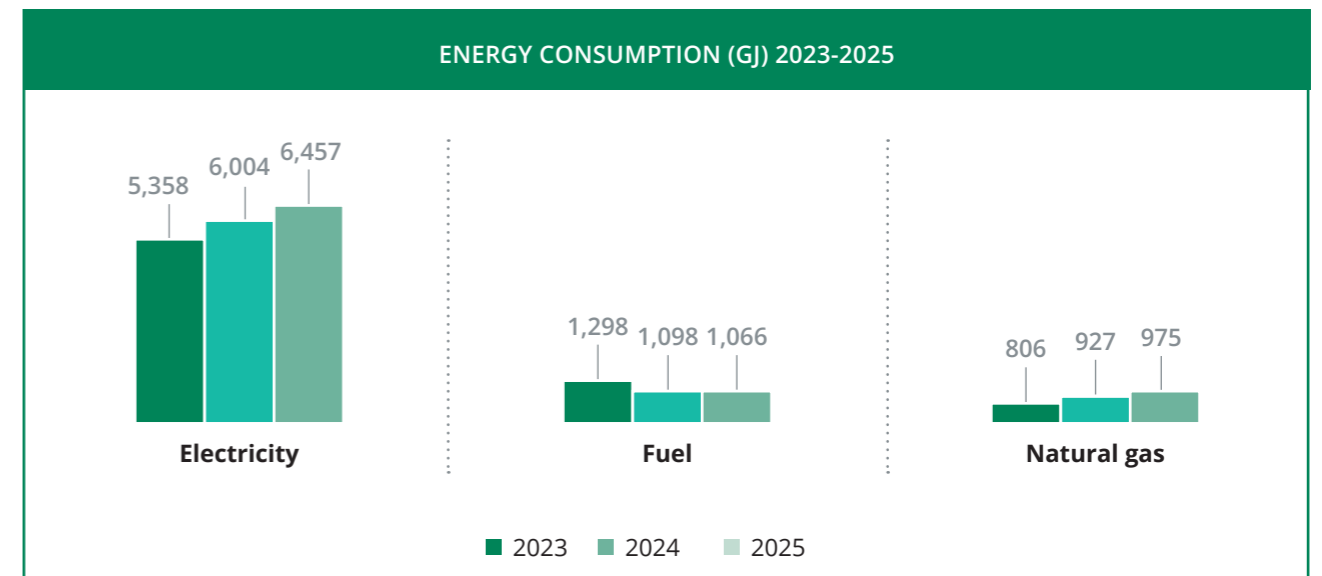
**13%** of consumption, which is used for the corporate fleet, followed by **natural gas**, accounting for **11%** of consumption, used to heat offices and production departments.

The analysis of the 2023–2025 period outlines a path of solid industrial growth, accompanied by a progressive and informed approach to energy efficiency. Against a backdrop of steadily rising production volumes, which in 2025 exceeded **18.2 million units sold**, representing a **9% increase compared to 2023**, the company has seen a natural rise in absolute energy consumption, necessary to support the expansion of the new facility and the increase in operational capacity.

The most significant figure, however, lies **in the improving trend** in energy intensity per unit of output: while in 2024 the index had risen by 2.7% compared with 2023, **in 2025 this growth slowed significantly to 1.7%** compared to 2024, highlighting a **gradual slowdown** in the consumption curve relative to production, demonstrating the efficiency improvements implemented during the last reporting year.

With a view to strategic integration with the Sodalis Group, further efficiency-enhancing measures are currently undergoing technical assessment and decision-making alignment. Coordination at Group level ensures that any

future plant-related developments at ESI are aligned with the sustainability standards and investment priorities defined for the entire Group.



# How we measure and reduce our carbon footprint

## GRI 305-1 | GRI 305-2

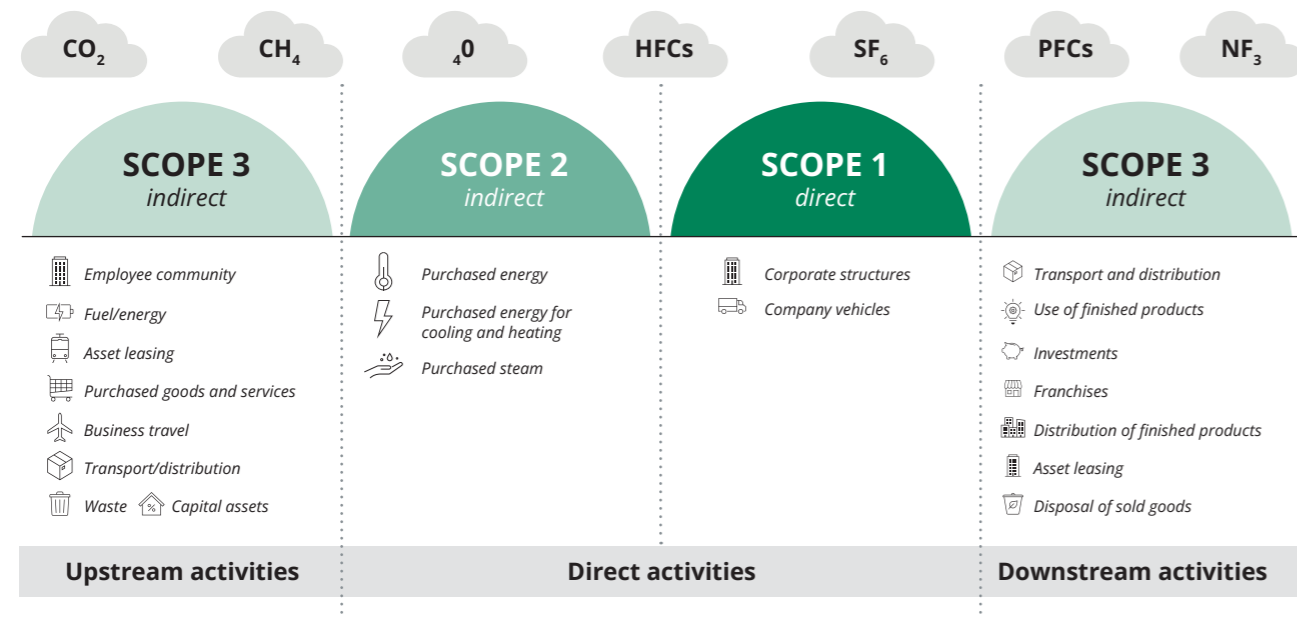
In line with the Group's sustainability strategy and objectives, in 2025 ESI completed the update of its **the Organisational Carbon Footprint (CFO) analysis**, based on 2024 data. This study is not merely a reporting exercise, but a commitment to transparency: the adoption of the standard **ISO 14064** ensures methodological robustness and data accuracy, providing stakeholders with a certified, objective and verifiable representation of our climate impact.

The analysis enabled us to accurately map our **total carbon footprint** in 2024, amounting to **6,409 tCO<sub>2</sub>e**, highlighting how the decarbonisation challenge for ESI is primarily concentrated along the value chain. **Scope 3 emissions** account for the majority of the overall impact (**91%**), with a significant pro-

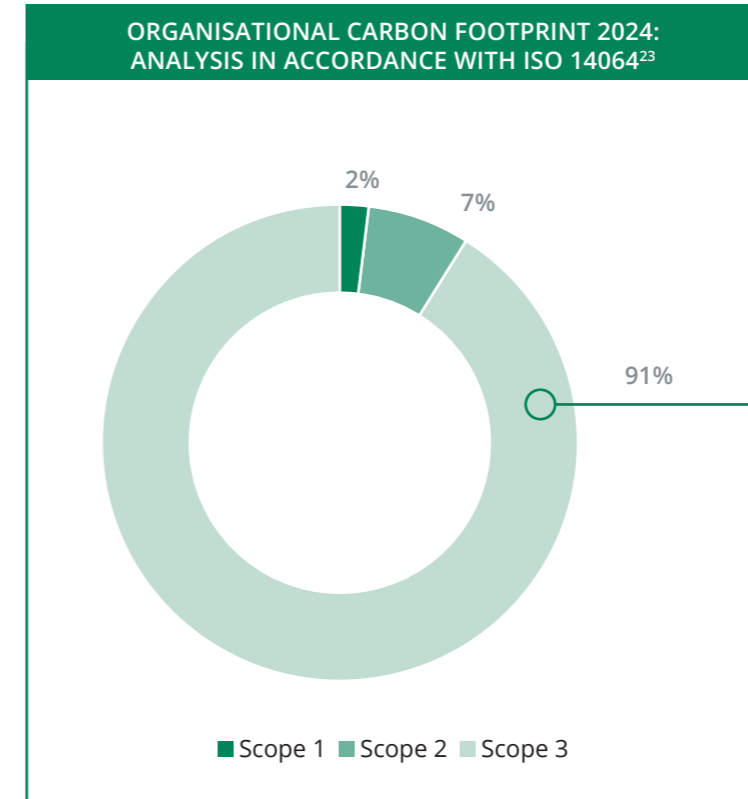
portion stemming from the **procurement of goods and services** (72% of the total and 80% of Scope 3 emissions).

Having this level of detail now enables us to take more targeted action by setting reduction targets and engaging in a structured dialogue with the supply chain.

**Scope 1** emissions amounted to **134 tCO<sub>2</sub>e** in 2025, an **8% reduction** compared to 2023. As regards **Scope 2** emissions, energy consumption would have generated 561 tCO<sub>2</sub>e; however, thanks to the use of electricity from **renewable sources certified via Guarantees of Origin and self-generation**, emissions amount to **zero**<sup>22</sup>.

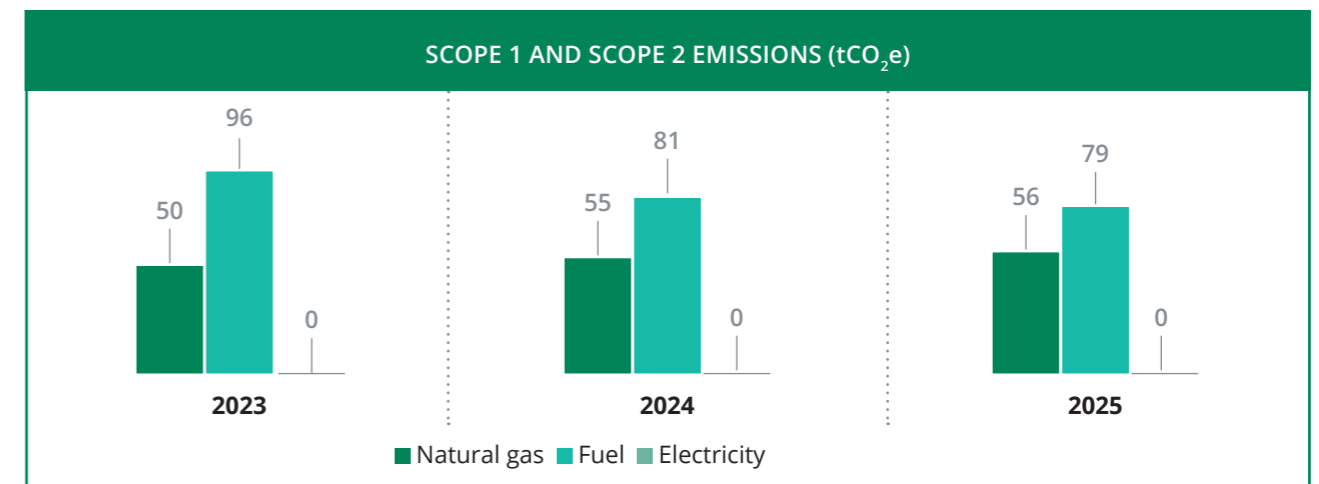


22. The location-based approach enables the physical performance of sites to be assessed within the context of the national electricity system; the market-based analysis is essential for reporting on procurement decisions (GO) that shape the demand for renewable energy. In line with what has been stated in recent years, the 2025 figures confirm that Scope 2 market-based emissions are zero. Please refer to the section entitled "GRI Indicators" for details on the reporting of GHG emissions using a location-based approach.



BREAKDOWN OF SCOPE 3 EMISSIONS		
	79.9%	Procurement
	5.9%	Upstream goods transport and distribution
	5.9%	Disposal of sold products
	3.0%	Network losses
	1.9%	Employee commuting
	1.6%	Downstream transport and distribution
	1.1%	Waste
	<0.5%	Energy Supply
	<0.5%	Business Travel
	<0.5%	Waste Transport
	<0.05%	Investments

Looking at the overall trend for the three-year period 2023–2025, there was an **18% reduction** in emissions generated by the combustion of diesel and petrol used by the company fleet; by contrast, there was a slight increase in natural gas consumption, reflecting a rise in production of around 12% between 2023 and 2025.



23. The analysis was carried out using a location-based approach.

## Energy & GHG Emissions: our action plan

### Actions - Scope 1

Throughout 2025, the process of improving the efficiency of the company fleet continued, with a **significant increase in the proportion of vehicles with a lower environmental impact** (plug-in hybrids and mild hybrids), which now account for over **51% of the total fleet**, compared to 37% recorded in 2024. This result was accompanied by the gradual phasing out of several conventional combustion vehicles.

We will continue to renew our company fleet, gradually shifting our focus towards more fuel-efficient solutions, including by replacing diesel and petrol-powered vehicles.

### Actions - Scope 2

The use of renewable energy sources is one of the key levers of direct action at ESI. We have been able to do this by entering into **contracts for the supply of energy from 100% renewable sources, certified with the purchase of Guarantees of Origin** which attest to the renewable origin of the sources used by IGO-qualified plants. From 2025, this will be complemented by the **self-generation of electricity using a photovoltaic system**<sup>24</sup>.

We are aware of the complexity of the decarbonisation process and the challenges it entails.

The initiatives we have launched thus far reflect our commitment to taking progressive action across the entire value chain, with the aim of reducing the emissions associated with our operations. **We intend to continue to work on reducing our carbon footprint**, with a long-term vision focused on preserving resources for future generations.

In this context, following the completion of the CFO analysis, our **Decarbonisation Strategy**, developed and coordinated in collaboration with the Sodalis Group, takes the form of an operational plan structured around two main axes.

On the one hand, we will take direct action within the scope under our control through **energy efficiency measures aimed at reducing Scope 1 and 2 emissions**. On the other, recognising that the climate challenge requires a broader sense of responsibility, we will launch **comprehensive initiatives to engage with suppliers**. This proactive collaboration with our business partners will serve as the **strategic lever for addressing Scope 3 emissions**, promoting shared sustainability standards and guiding the supply chain towards a gradual reduction in the environmental impact associated with the procurement of goods and services.

In 2026, we will continue to prioritise partnerships with suppliers certified to recognised GFSI standards and will continue to actively contribute to the ESG assessment project throughout our supply chain. This project is led by the Sodalis Group and aims to manage the main emission hotspots within the supply chain, as part of a broader strategic plan to progressively reduce the impacts of **Scope 3 emissions**.

# 561 t CO<sub>2</sub>e

avoided in 2025 through the purchase of Guarantees of Origin and the generation of electricity from renewable sources

Based on the analyses carried out, we identified the **priority energy efficiency measures to be implemented by 2026**:

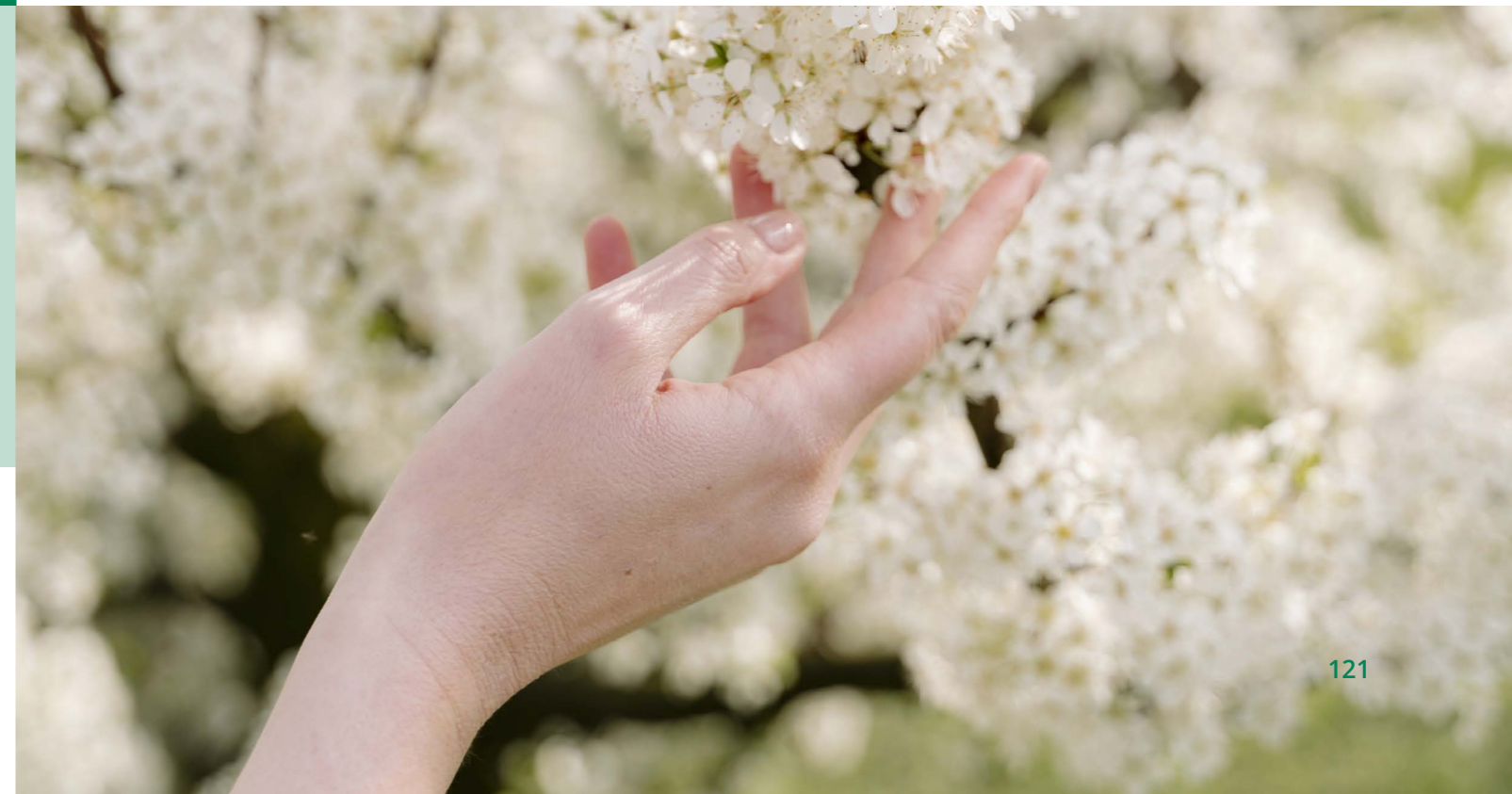
#### ■ DETECTION AND REPAIR OF COMPRESSED AIR LEAKS

Monitoring and maintenance of the network to identify and resolve leaks, thereby improving the overall efficiency of the production system;

#### ■ FEASIBILITY ASSESSMENT FOR THE CREATION OF A GRASSED AREA BENEATH THE PHOTOVOLTAIC SYSTEM

Assessment of the inclusion of a green area beneath the panels to limit overheating and increase the system's efficiency.

<sup>24</sup> The emissions avoided were calculated as the difference between the emissions that would have been caused by purchasing electricity from the grid generated using fossil fuels and the zero impact deriving from the self-generation of electricity and purchases from certified renewable sources with Guarantees of Origin.



## Offsetting project

**2,100t CO<sub>2</sub>e**  
offset by purchasing certified carbon credits

**36%**  
Scope 3 emissions offset by carbon credits

In 2026, based on the carbon footprint analysis carried out in 2025, we implemented a **carbon offset scheme** designed to support projects with environmental and social benefits. The initiative consists mainly of two projects certified under the Verified Carbon Standard:

- the **“India Cookstoves”** programme, which accounts for 70% of the credits, aims to distribute 500,000 efficient cookstoves in rural communities in Madhya Pradesh, delivering significant benefits in terms of reducing domestic emissions (by approximately 96%), improving health conditions and creating local jobs;
- the **“Rimba Raya”** project in Indonesia, covering the remaining 30% of the credits, aimed at conserving 65,000 hectares of tropical peatland forest and protecting biodiversity, including critical habitats for endangered species.



# Resource management: water and waste

GRI 303-3 | GRI 303-4 | GRI 303-5 | GRI 306-3 | GRI 306-4 | GRI 306-5

## Water resources at ESI

Water is a fundamental resource for our production. At ESI, it is primarily used for the formulation of products, for sanitary purposes, for production facilities, for washing machinery and pallets, and for the irrigation of outdoor green areas.

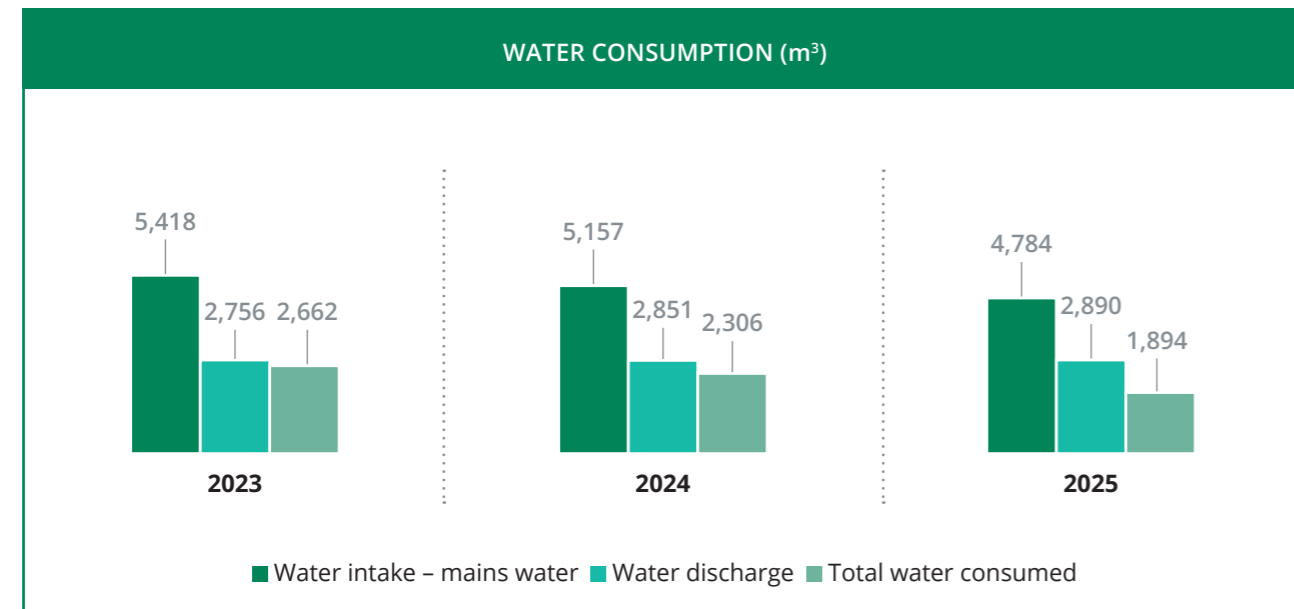
To ensure efficient use, we carry out **monthly checks on water meters**, constantly monitoring consumption and taking prompt action in the event of anomalies, leaks or non-compliance.

All the water used comes from the mains supply. In **2025**, water consumption totalled **1894 cubic metres**, a **decrease of 18% compared to 2024 values**. A portion of the water

consumed is returned through discharge. This comes mainly from the washing of equipment, tanks and containers used in production, as well as from floor cleaning.

We are committed to the careful management of resources through daily actions aimed at **control, prevention and improvement**, benefiting the environment and operational efficiency.

The chart shows the water withdrawn, consumed and discharged. Discharged water originates from the cleaning of equipment, tanks and drums used for the production of food supplements and plant extracts, as well as floor cleaning.



## Reverse osmosis system: waste water recovery

In 2025, our commitment to **reducing water abstraction** moved from an assessment phase to a phase of precise measurement. The **system for recovering waste water from the demineralisation plant (reverse osmosis) serving the liquids department is now fully operational**.

Compared with the preliminary assessments from 2024, the technical analysis made it possible to define the scope of the project more precisely: the demineralisation process generates a waste stream amounting to approximately 30% of the incoming water. The current system aims to recover all of this waste.

In September 2025, a special meter was installed to monitor the actual reuse of reclaimed water. During the first four months of monitoring (from September to December), approximately two-thirds<sup>24</sup> of the total wastewater generated by the process during that period was reintroduced into the production cycle; this water would otherwise have been disposed of.

2026 will mark the first full year of reporting covering a twelve-month period, enabling us to further optimise our reuse rate and maximise water savings.



25. The figure of 35 m³ (actual reuse measured by the flow meter) was compared with the waste for the same four-month period, estimated at 53 m³ in line with the process's technical parameters (equivalent to 30% of the period's withdrawal) and re-scaled to the annual figure.

# Water footprint and efficiency strategies

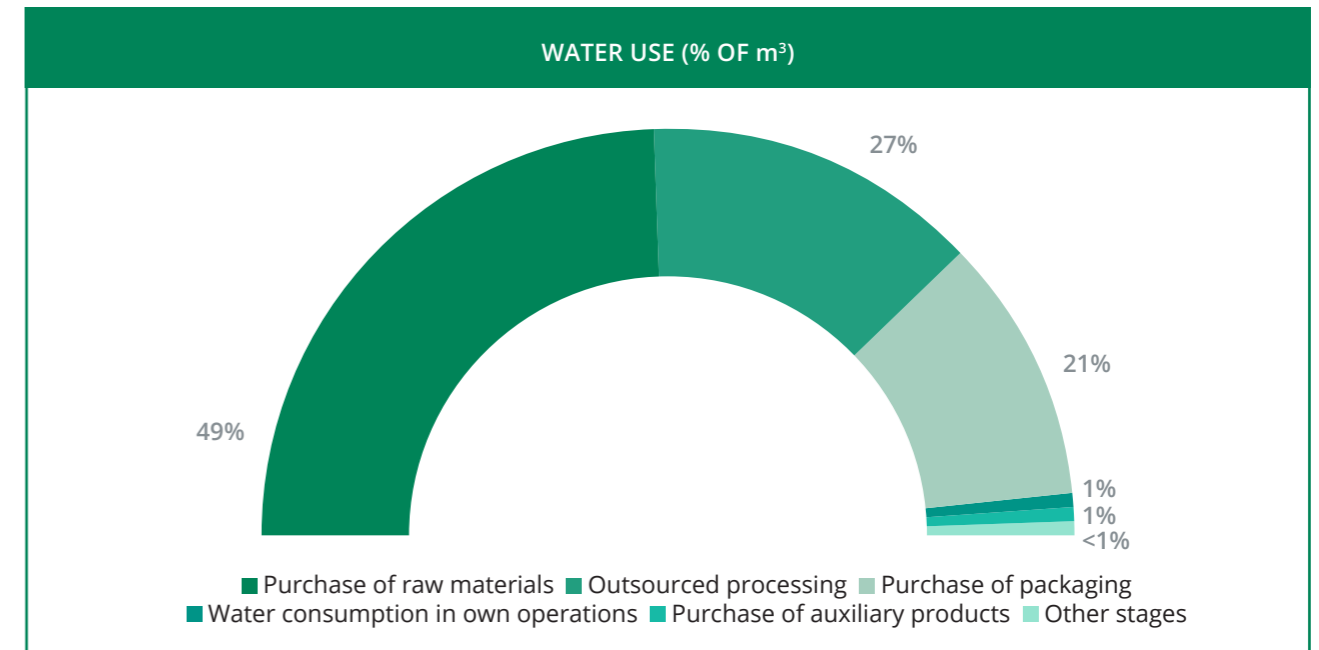
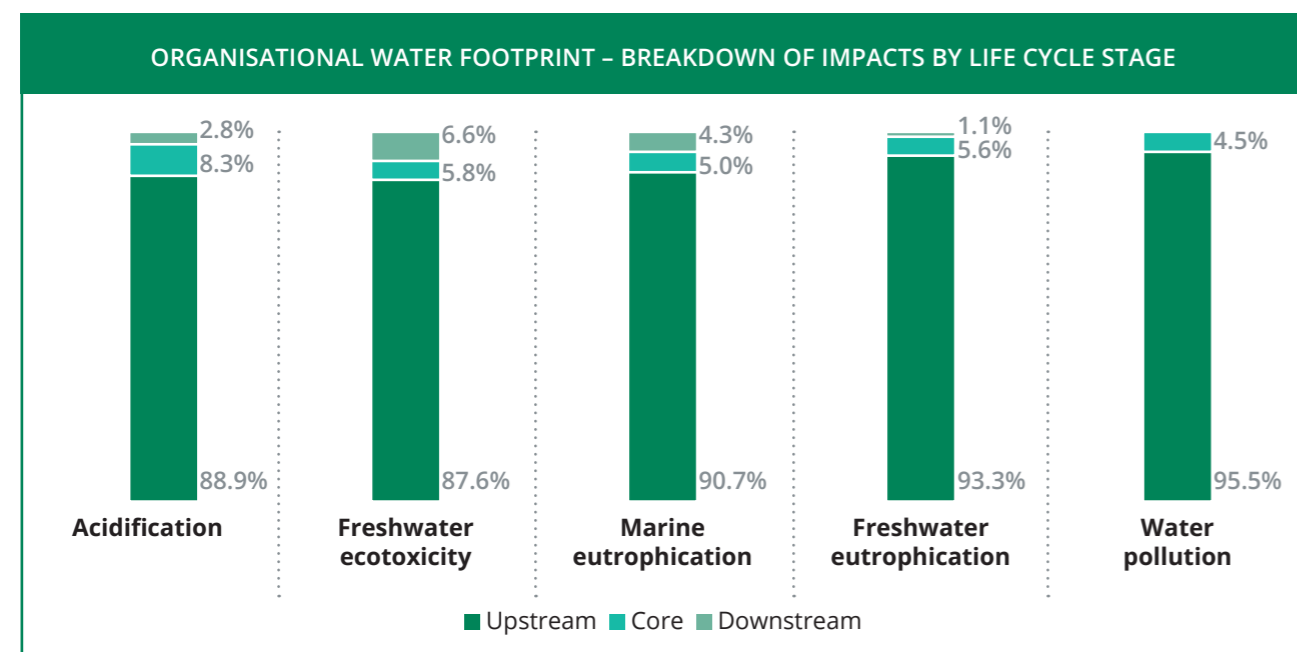
This drive to improve operational efficiency has been accompanied by a significant methodological development: the **Organisational Water Footprint** analysis carried out in 2025.

The results of the analysis show an impact profile that is heavily influenced by the upstream phase, i.e. everything that takes place before the raw materials enter the plant. Considering all of the categories monitored, the supply chain accounts for between 87.6% and 95.5% of the total impact. In particular, the indicator relating to water use shows that the upstream phase accounts for 95.5%, highlighting how the nature of ESI's products is intrinsically linked to the water management practices of its business partners.

Looking in more detail at the "Water use" category, it is clear that the **purchase of raw materials** is the main driver, accounting for 86.8% of the overall water footprint. This is followed by the **purchase of packaging** (8.7%) and, to a lesser extent, direct water consumption and the purchase of ancillary products. This distribution emphasises that

ESI's water sustainability strategy must necessarily involve ongoing dialogue and rigorous supplier selection, encouraging **procurement practices** that are increasingly responsible.

At the same time, the figures for the **core** phase, which covers the plant's direct operations, provide a highly positive indication of internal operational efficiency. The impact of direct operations on water usage stands at a modest 4.5%, demonstrating that production processes and energy sources are managed in such a way as to minimise waste of this resource. Although the greatest impact originates externally, ESI's commitment to maintaining high efficiency standards at its production sites remains a cornerstone of ensuring business resilience and the protection of local natural capital.



In conclusion, while the measures already introduced, such as the optimisation of internal processes and the reverse osmosis system, have enabled us to successfully manage our core processes, the findings of the analysis now pave the way for a more far-reaching strategy. With a view to ensuring full alignment with the Sodalis Group's policies, future efforts will focus on **selecting**

**materials with lower water intensity**, the adoption of **chemicals with reduced ecotoxicity** and research into **reusable or low-impact packaging solutions**. This approach will enable us to develop a concrete roadmap to minimise water consumption and ensure the responsible use of water resources throughout the product's entire life cycle.



# Waste management

**92%**

of waste generated sent for recovery

**82%**

of unsold stock recovered

Our commitment to the environment also translates into **careful waste management**, with the aim of reducing the quantity of waste and managing safely and ensuring traceability and recovery. We have introduced a specific internal procedure which sets out operational rules for each type of waste handled.

In 2025, we generated **183 tonnes of waste**, an **increase of 9%** compared to 2024. This upward trend is mainly **attributable to the growth in production**, with a **5% increase in the number of units sold** compared to the previous year.

**99% of the waste produced** is classified as **non-hazardous**, and almost all of the waste

produced (**92%**) is **sent for recovery**<sup>26</sup>.

Alongside industrial management, there have been **constant efforts to raise awareness**, including for office work.

We have introduced a **plastic-free policy** that includes **banning the use of plastic bottles, cups and spoons** in common areas, **replacing plastic coffee pods** with more efficient alternatives, and **reducing the use of plastic-coated paper** in promotional material.

These simple, yet concrete actions are part of a broader approach aimed at progressively reducing the environmental effects of daily operations, in the context of production and beyond.

Waste produced (%)

	2023	2024	2025
Hazardous waste	1,167	1,400	1,357
Non-hazardous waste	136,476	165,178	181,817
of which sent to landfill	39,043	1,861	14,872
of which recovered	98,600	164,717	168,302
<b>Total waste</b>	<b>137,643</b>	<b>166,578</b>	<b>183,173</b>

26. Although the figure remains at an excellent level, there has been a change compared with the previous financial year, when the proportion sent for recovery was 98%. This discrepancy does not reflect a decline in the efficiency of internal processes, but rather stems from a technical and administrative reclassification carried out by external environmental service providers. Specifically, following a change in the waste management company's procedures, a fraction of powdery waste that was previously classified as suitable for recovery was sent to landfill in 2025, meaning that it could not be included in the waste recovery figures despite the company's efforts. However, the technological solutions adopted by ESI, such as the dust extraction system, have made it possible to significantly reduce the generation of such waste, as outlined in the section entitled "Projects to reduce waste" in the following pages of this Report.

# Projects to reduce waste

- In 2024, we introduced a **dust extraction system on the production line**, which has enabled us to reduce losses due to the extraction of powdered product during the production of solid semi-finished products.

In 2023, we lost 6,784 kg of product, none of which was recovered, but thanks to this initiative, in 2024, of the 7,224 kg lost during production, we recovered 1,152 kg, around 16%, whilst in 2025, of the 6,093 kg lost, we recovered 1,043 kg, or 17%.

- The same philosophy has also been adopted to reduce the **disposal of finished products** that cannot be sold having exceeded their shelf life, but which are still safe to use. In 2024, the **policy to manage expired products was developed further**, with such products donated to be included in competition packs for event sponsorship or donations for local bodies and associations.

We successfully recovered 19% of unsold products in 2023, 22% in 2024 and 82% in 2025.

The exceptional **increase in the recovery rate** recorded in 2025 is closely **linked to a larger stock of products nearing their expiry date**, resulting from commercial trends in previous financial years that led to excess stock. In this context, **the company responded by proactively expanding its donation networks and sponsorship activities, transforming potential waste into a resource that benefits the community.**

We will continue to monitor and develop this activity, further improving and reducing waste from unsold products.



# Methodological note

GRI 2-1 | GRI 2-2 | GRI 2-3

## Reporting boundary

### Company name

ESI

### Nature of ownership

Private

### Legal form

Limited liability company

### Location of head office

Registered office: Corso Ferrari 74/6,  
Albisola Superiore (SV)

Secondary office: Via delle industrie 1,  
Albissola Marina (SV)

### Countries served

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## The document

This document represents the fourth Sustainability Report produced by ESI S.r.l. ("ESI" or "the company"). The information in this report has been compiled and processed in order to ensure a clear understanding of the company's activities, performance, results and impact. This document provides information covering the activities carried out in 2025 by ESI S.r.l.

The document has been prepared on a voluntary basis and does not constitute a Sustainability Declaration as defined by the (EU) 2022/2464 - Corporate Sustainability Reporting Directive (CSRD) transposed in Italy by Legislative Decree No. 125 of 6 September 2024, as the Company, at the date of publication, is not subject to the obligations of the directive.

## References used

The Sustainability Report was prepared by selecting the indicators contained in the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), according to the "Referenced" reporting option. The set of GRI indicators used for reporting purposes is indicated in the GRI Content Index of this document.

The general principles applied in drawing up the Sustainability Report are those established by the GRI Standards, namely: *materiality, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.*

The performance indicators selected are those envisaged by the reporting standards adopted, representative of the specific areas of sustainability analysed, and consistent with the activity carried out by the Company and the impacts it produces. The indicators were selected on the basis of a materiality analysis

in relation to the company and its sector, as described in the section "Materiality analysis and stakeholder engagement". This analysis is part of a broader path towards sustainability and involved senior management in an activity to assess the issues and consequently assign a score on two different aspects: importance and priority for the company.

The analysis will be further developed and deepened in subsequent periods, by conducting one or more stakeholder engagement activities and reporting on the company's contribution to achieving the defined targets.

The Sustainability Report is prepared annually and published in the "**Sustainability**" section of the company's official website: [www.esi.it](http://www.esi.it).

For more information on the contents of this document, please write to the following email address: [esi@esi.it](mailto:esi@esi.it)

# GRI indicators

This section aims to provide details of the GRI indicators used in the Report for greater clarity and comparability of ESG performance over the three-year reporting period.

## Governance

### GRI 2-27

#### Compliance with laws and regulations

Significant instances of non-compliance with laws and regulations	2023	2024	2025
Cases in which fines have been imposed	1	2	1
Cases in which non-monetary penalties have been imposed	0	0	0
Other	0	0	0
<b>Total</b>	<b>1</b>	<b>2</b>	<b>1</b>
Total number of penalties imposed for non-compliance with laws and regulations in previous reporting periods	0	2	1
Monetary value of penalties for non-compliance with laws and regulations in previous reporting periods	0	€ 1,019.84	€ 2,278.14
Total number of penalties imposed for non-compliance with laws and regulations in the current reporting period	1	0	1
Monetary value of penalties for non-compliance with laws and regulations in the current reporting period	€ 1,032	0	€ 2,000
<b>Total value of penalties paid during the reference year</b>	<b>€ 1,032</b>	<b>€ 1,019.84</b>	<b>€ 4,278.14</b>

### GRI 201-1

#### Directly generated and distributed economic value (€)

	2023	% on tot.	2024	% on tot.	2025	% on tot.
<b>Generated and received economic value</b>	<b>€ 61,004,740</b>	<b>100%</b>	<b>€ 64,706,582</b>	<b>100%</b>	<b>€ 69,456,043</b>	<b>100%</b>
Generated economic value	€ 60,998,040	99.99%	€ 64,551,747	99.8%	€ 69,415,003	99.9%
Received economic value	€ 6,700	0.01%	€ 154,835.00	0.2%	€ 41,040	0.1%
<b>Distributed economic value</b>	<b>€ 45,595,117</b>	<b>74.7%</b>	<b>€ 50,774,016</b>	<b>78.5%</b>	<b>€ 51,217,141</b>	<b>73.7%</b>
Suppliers	€ 33,519,628	54.9%	€ 37,815,038	58.4%	€ 37,533,216	54%
Directors and Statutory Auditors	€ 41,600	0.1%	€ 41,600	0.1%	€ 41,600	0.1%
Human resources	€ 7,052,691	11.6%	€ 7,554,631	11.7%	€ 7,996,134	11.5%
Banks and other lenders	€ 132,503	0.2%	€ 135,255	0.2%	€ 122,459	0.2%
Public Administration	€ 4,620,031	7.6%	€ 5,069,602	7.8%	€ 5,314,090	7.7%
Local community	€ 228,663	0.4%	€ 157,889	0.2%	€ 209,642	0.3%
<b>Economic value retained</b>	<b>€ 15,409,623</b>	<b>25.3%</b>	<b>€ 13,932,566</b>	<b>21.5%</b>	<b>€ 18,238,902</b>	<b>26.3%</b>
of which operating profit	€ 8,575,755	14.1%	€ 9,117,618	14.1%	€ 10,224,562	14.7%

### GRI 202-2

#### Proportion of senior management hired from the local community

of Senior Managers hired from the local community	2023	2024	2025
Number of senior managers in key operational locations hired from the local community	2	2	2
Total number of full-time senior managers	4	3	3
<b>Percentage of senior managers in key operational sites hired from the local community</b>	<b>50%</b>	<b>66.67%</b>	<b>66.67%</b>

### GRI 204-1

#### Procurement practices

Expenditure on local suppliers	2023	2024	2025
Italy	78%	81%	83%
EU	12%	12%	11%
Non-EU	10%	8%	6%
<b>Grand total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### GRI 205-3

#### Confirmed incidents of corruption and actions taken

Number of incidents	2023	2024	2025
Number of confirmed incidents of corruption	0	0	0
Number of confirmed incidents in which employees were dismissed or disciplined for corruption	0	0	0
Number of confirmed incidents in which contracts with business partners were terminated or not renewed due to corruption-related breaches	0	0	0
Number of public legal proceedings relating to corruption brought against the organisation or its employees during the reporting period, and the outcomes of such cases	0	0	0
<b>Grand total</b>	<b>0</b>	<b>0</b>	<b>0</b>

### GRI 416-1

#### Assessment of the health and safety impacts of product and service categories

Key product and service categories in relation to which health and safety impacts are assessed with a view to improvement (% of the total, broken down by category)	2023	2024	2025
Cosmetics	0%	0%	100%
Supplements	100%	100%	100%
Medical devices	0%	0%	100%

## GRI 416-2

## Incidents of non-compliance concerning the health and safety impacts of products and services

Incidents of non-compliance with regulations and/or self-regulatory codes on the health impacts and safety of products and services	2023	2024	2025
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Cases of non-compliance with self-regulatory codes	0	0	0
<b>Grand total</b>	<b>0</b>	<b>0</b>	<b>0</b>

## GRI 417-1

## Requirements for product and service information and labelling

Products assessed periodically for compliance with information and labelling requirements (% of total, broken down by category)	2023	2024	2025
Cosmetics	0%	100%	100%
Supplements	100%	100%	100%
Medical devices	0%	0%	0%

## GRI 417-2

## Incidents of non-compliance concerning product and service information and labelling

Incidents of non-compliance with regulations and/or self-regulatory codes on information and labelling of products and services	2023	2024	2025
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	1	1	0
Cases of non-compliance with self-regulatory codes	0	0	0
<b>Grand total</b>	<b>1</b>	<b>1</b>	<b>0</b>

## GRI 417-3

## Incidents of non-compliance concerning marketing communications

Incidents of non-compliance with regulations and/or self-regulatory codes on marketing communications	2023	2024	2025
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	1
Cases of non-compliance with self-regulatory codes	0	0	0
<b>Grand total</b>	<b>0</b>	<b>0</b>	<b>1</b>

## SOCIAL

## GRI 2-7

## Workers

Employees by gender	2023	2024	2025
Women	32	36	38
Men	88	85	91
<b>Grand total</b>	<b>120</b>	<b>121</b>	<b>129</b>

Employees by contract type	2023	2024	2025
<b>Fixed-term</b>	<b>0</b>	<b>1</b>	<b>1</b>
Women	0	0	0
Men	0	1	1
<b>Open-ended</b>	<b>120</b>	<b>120</b>	<b>128</b>
Women	32	36	38
Men	88	84	90
<b>Grand total</b>	<b>120</b>	<b>121</b>	<b>129</b>

Employees by employment type	2023	2024	2025
<b>Full-time</b>	<b>111</b>	<b>112</b>	<b>120</b>
Women	23	27	29
Men	88	85	91
<b>Part-time</b>	<b>9</b>	<b>9</b>	<b>9</b>
Women	9	9	9
Men	0	0	0
<b>Grand total</b>	<b>120</b>	<b>121</b>	<b>129</b>

## GRI 2-8

## Non-employees

Non-employees	2023	2024	2025
Contractors	4	4	4
Freelancers	0	1	1
Trainees	4	8	6
<b>Grand total</b>	<b>8</b>	<b>13</b>	<b>11</b>

## GRI 401-1

## Turnover

New hires	2023	2024	2025
<b>By age group</b>			
Up to 29 years	5	3	10
30-50 years	2	2	0
50 years	1	1	1
<b>Total</b>	<b>8</b>	<b>6</b>	<b>11</b>

Terminations	2023	2024	2025
<b>By age group</b>			
Up to 29 years	-	2	0
30-50 years	1	1	1
50 years	1	3	2
<b>Total</b>	<b>2</b>	<b>6</b>	<b>3</b>

Turnover	2023	2024	2025
Positive turnover – new hires	7.0%	5.0%	9.1%
Negative turnover – terminations	1.8%	5.0%	2.5%
<b>Overall turnover</b>	<b>8.8%</b>	<b>10.0%</b>	<b>11.6%</b>

## GRI 403-9

## Work-related accidents

Number of injuries	2023	2024	2025
Total number of deaths due to work-related injuries	0	0	0
Total number of serious work-related injuries (excluding fatalities)	0	0	0
Total recordable work-related accidents	3	2	2

Type of accident/injury	2023	2024	2025
Falling and slipping	1	0	0
Road traffic accident	0	0	0
Strikes/collisions	2	2	2

Accident rate	2023	2024	2025
Worked hours	186,766	188,137	197,784
Recordable work-related injuries	3	2	2
Accident rate	16	11	10

## GRI 404-1

## Training

Average training hours (h)	2023			2024			2025		
	women	men	total	women	men	total	women	men	total
Managers	0	46	46	0	8	8	0	54	54
Middle Managers	61	20	29	8	5	6	20	46	42
White-collar workers	24	19	22	11	11	11	68	48	62
Blue-collar workers	31	18	19	13	17	16	31	25	26
<b>Total average hours of training</b>	<b>29</b>	<b>19</b>	<b>22</b>	<b>11</b>	<b>14</b>	<b>14</b>	<b>59</b>	<b>31</b>	<b>39</b>

## GRI 405-1

## Diversity of governance bodies and employees

Governance bodies by gender	2023			2024			2025		
	women	men	total	women	men	total	women	men	total
Board of Directors	0	3	3	0	3	3	0	3	3
Board of Statutory Auditors	0	1	1	0	1	1	0	1	1
<b>Total</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>4</b>

Governance bodies by age group	2023				2024				2025			
	<30	30-50	>50	total	<30	30-50	>50	total	<30	30-50	>50	total
BoD	0	0	3	3	0	0	3	3	0	0	3	3
Board of Statutory Auditors	0	0	1	1	0	0	1	1	0	0	1	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>

Employees by professional category and gender	2023			2024			2025		
	women	men	total	women	men	total	women	men	total
Managers	0	4	4	0	3	3	0	3	3
Middle Managers	1	8	9	3	9	12	2	10	12
White-collar workers	25	14	39	26	10	36	29	11	40
Blue-collar workers	6	62	68	7	63	70	7	67	74
<b>Total</b>	<b>32</b>	<b>88</b>	<b>120</b>	<b>36</b>	<b>85</b>	<b>121</b>	<b>38</b>	<b>91</b>	<b>129</b>

Employees by professional category and age group	2023				2024				2025			
	<30	30-50	>50	total	<30	30-50	>50	total	<30	30-50	>50	total
Managers	0	1	3	4	0	1	2	3	0	1	2	3
Middle Managers	0	3	6	9	0	4	8	12	0	4	8	12
White-collar workers	3	30	6	39	3	27	6	36	7	26	7	40
Blue-collar workers	12	42	14	68	12	41	17	70	17	38	19	74
<b>Total</b>	<b>15</b>	<b>76</b>	<b>29</b>	<b>120</b>	<b>15</b>	<b>73</b>	<b>33</b>	<b>121</b>	<b>24</b>	<b>69</b>	<b>36</b>	<b>129</b>

Protected categories by professional category and gender	2023			2024			2025		
	women	men	total	women	men	total	women	men	total
Managers	0	0	0	0	0	0	0	0	0
Middle Managers	0	0	0	0	0	0	0	0	0
White-collar workers	0	6	6	0	10	10	0	1	1
Blue-collar workers	0	0	0	0	0	0	0	9	9
<b>Total</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>10</b>

## GRI 405-2

### Ratio of basic salary and remuneration of women to men

Ratio of basic salary and remuneration of women to men	2023	2024	2025
Middle Managers	99%	96%	98%
White-collar workers	78%	76%	89%
Blue-collar workers	84%	86%	91%

Ratio of total salary and remuneration of women to men	2023	2024	2025
Middle Managers	52%	98%	95%
White-collar workers	75%	72%	88%
Blue-collar workers	83%	87%	92%

## ENVIRONMENT

### GRI 302-1

#### Energy consumption within the organisation<sup>27</sup>

Energy consumption	UoM	2023	2024	2025	UoM	2023	2024	2025
<b>Fuel</b>								
Diesel consumption – stationary combustion safety generator set	L	20.00	20.00	20.00	GJ	0.71	0.71	0.71
Corporate fleet diesel consumption	L	28,303.89	22,768.00	23,250.23	GJ	1,007.05	810.54	837.01
Corporate fleet petrol consumption	L	8,839.16	8,756.00	7,138.25	GJ	289.04	286.32	228.42
LPG	L	25.54	-	-	GJ	0.61	-	-
<b>Total fuel consumption</b>	<b>L</b>	<b>37,188.59</b>	<b>31,544.00</b>	<b>30,408.48</b>	<b>GJ</b>	<b>1,297.98</b>	<b>1,097.57</b>	<b>1,066.14</b>
<b>Methane gas</b>								
Methane gas consumption for heating	m <sup>3</sup>	23,632.00	27,187.00	27,498.00	GJ	805.85	927.08	975.00
<b>Electricity</b>								
Medium-voltage electricity consumption - purchased from the grid	kWh	1,488,449.00	1,667,648.00	1,519,885.00	GJ	5,358.42	6,003.53	5,471.59
Low-voltage electricity consumption – purchased from the grid	kWh	0	0	117.00		0	0	0.42
Consumption of self-generated and self-consumed electricity	kWh	0	0	273,550.00		0	0	984.78
<b>Total energy consumed</b>					<b>GJ</b>	<b>7,462.25</b>	<b>8,028.18</b>	<b>8,497.93</b>

### GRI 302-3

#### Energy intensity

Energy intensity	2023	2024	2025
Energy consumption (GJ)	7,462.25	8,028.18	8,497.93
Finished products sold (number)	16,716,632	17,534,037	18,231,803
<b>Energy intensity index</b>	<b>0.000446</b>	<b>0.000458</b>	<b>0.0004661</b>

27. Conversion factors used:  
 Diesel: Table 1 Resolution EEN 9/11 - EN ISO 3675  
 Petrol: Table 1 Resolution EEN 9/11 - ISO 1716  
 Methane gas: Table 1 EEN Resolution 9/11  
 Electricity: PCC 2021 GWP 100 Vers. 1.00

## GRI 303

## Water

Water resources (m <sup>3</sup> )	2023	2024	2025
Water withdrawal - mains water	5,418	5,157	4,784
Water discharge	2,756	2,851	2,890
<b>Total water consumed</b>	<b>2,662</b>	<b>2,306</b>	<b>1,894</b>

## GRI 305-1 | GRI 305-2

Direct GHG emissions | Indirect GHG emissions from energy consumption<sup>28</sup>

Category		2023	2024	2025
<b>Subcategory</b>	<b>Activity</b>	<b>GHG emissions value - location-based (tCO<sub>2</sub>e)</b>		
<b>Scope 1   Direct GHG emissions</b>				
1.1 Direct emissions from stationary combustion	Diesel consumption – stationary combustion safety generator set	0.05	0.05	0.05
	Methane gas consumption for heating	49.63	55.11	55.63
1.2 Direct emissions from mobile combustion	Corporate fleet diesel consumption	74.56	60.60	61.88
	Corporate fleet petrol consumption	21.37	20.61	16.70
<b>Total value of Scope 1</b>		<b>145.61</b>	<b>136.37</b>	<b>134.26</b>
<b>Scope 2   Indirect GHG emissions</b>				
2.1 Indirect emissions from consumption of imported electricity	Electricity consumption	447.66	464.49	475.17
<b>Total value of Scope 2</b>		<b>447.66</b>	<b>464.49</b>	<b>475.17</b>
<b>Total value of Scope 1 &amp; 2 emissions</b>		<b>593.31</b>	<b>600.86</b>	<b>609.44</b>

- 28. Emission factors:  
2023 Natural gas - DEFRA 2024 Fuels - Gaseous fuels - Natural gas (100% mineral blend) - I
- 2024 Natural gas - Ecoinvent 3.10 - Heating, central or small-scale, natural gas {Europe excluding Switzerland} | heat production, natural gas, using condensing modulating boilers <100 kW | Cut-off, U
- 2025 Natural gas - Ecoinvent 3.12 - Heating, central or small-scale, natural gas {Europe excluding Switzerland} | heat production, natural gas, using condensing modulating boilers <100 kW | Cut-off, U
- 2023 Diesel – company fleet Ecoinvent 3.9.1 transport, passenger car, medium size, diesel, EURO 5 | transport, passenger car, medium size, diesel, EURO 5 | Cutoff, U
- 2023 Petrol - company fleet: Ecoinvent 3.9.1 transport, passenger car, medium size, petrol, EURO 5 | transport, passenger car, medium size, petrol, EURO 5 | Cutoff, U
- 2024 Diesel – company fleet DEFRA 2024 Fuels – Liquid fuels – Diesel (100% mineral diesel) – I
- 2024 Petrol – company fleet DEFRA 2024 Fuels – Liquid fuels – Diesel (100% mineral diesel) – I
- 2025 Diesel – company fleet DEFRA 2025 Fuels – Liquid fuels – Diesel (100% mineral diesel) – I
- 2025 Petrol – company fleet DEFRA 2025 Fuels – Liquid fuels – Diesel (100% mineral diesel) – I
- 2023 Electricity - mix - ISPRA - Emission factors for electricity production and consumption in Italy
- Estimation of greenhouse gas emission factors from the electricity sector for gross electricity generation, excluding pumped storage. 2023p
- 2024 Electricity – mix - Ecoinvent 3.10 - 12 - Market for electricity, medium voltage (IT)
- 2025 Electricity – mix - Ecoinvent 3.12 - Market for electricity, low voltage (IT); Market for electricity, medium voltage (IT)

## GRI 305-4

## GHG emissions intensity

GHG emissions intensity	2023	2024	2025
Total Scope 1 and 2 emissions (tCO <sub>2</sub> e)	593.31	600.86	609.44
Finished products sold (number)	16,716,632	17,534,037	18,231,803
<b>Energy intensity index</b>	<b>3,549E-05</b>	<b>3,427E-05</b>	<b>3,427E-05</b>

This Sustainability Report was prepared with the methodological support of Tecno ESG SB S.r.l.



# GRI Content Index

ESI S.r.l. has reported the information indicated in this GRI content index for the period from 01/01/2023 to 31/12/2025 with reference to the GRI Standards.

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