

RESEARCH



FOR NATURAL WELLBEING

# SUSTAINABILITY REPORT 2024

Natural wellbeing: a proactive choice  
for a better future



# Contents

<b>Letter to stakeholders</b>	<b>4</b>
<b>Key figures</b>	<b>6</b>
<b>With ESI research, feeling good is natural</b>	<b>8</b>
Company history	10
ESI's pillars	12
Our daily commitment to people's health and wellbeing	14
Solid relationships in Italy and around the world	20
<b>Sustainability at ESI</b>	<b>28</b>
The evolution of our path	30
Materiality analysis and stakeholder engagement	32
Towards the CSRD	40
<b>Our governance principles</b>	<b>48</b>
Our organisational structure	52
Economic performance	54
Quality and safety: our first commitment to those who choose us	56
Certifications and awards	60
Research and innovation: driving our development	62
<b>Valuing people, every day</b>	<b>66</b>
Workforce	70
The wellbeing of our team	72
Diversity and inclusion	76
Training and talent	78
Health and safety: a priority	80
Community and local areas: strengthening the bond	82
<b>Our commitment to the environment</b>	<b>84</b>
Packaging	88
Energy efficiency and plant innovation	94
How we reduce our carbon footprint	96
Resource management: water and waste	98
<b>Methodological Note</b>	<b>102</b>



# Letter to stakeholders

GRI 2-22

Dear stakeholders,

We are pleased to present our **third Sustainability Report**, providing you with a transparent and accurate account of our commitment, achievements and goals.

As part of the Somalis Group, **we are committed to implementing an ambitious ESG plan**, which translates into specific, concrete actions in **environmental, social and governance** spheres.

**2024** represented a **milestone in our journey**.

We gained **certification of the organisation's Carbon Footprint in accordance with standard UNI EN ISO 14064:2019**, following a study carried out in 2023, confirming our tangible commitment to combating climate change. We also installed a **photovoltaic system** on the roof of our production plant. This will come into operation in 2025, with the aim of further consolidating our renewable energy supply.

We currently use **100% electricity from renewable sources** and, in 2024 alone, we neutralised 464.5 tonnes of CO<sub>2</sub>e emissions by purchasing Guarantees of Origin.

**Creating the conditions for people to enjoy a balanced and motivating working life is a priority for us**. We have enhanced the ways our corporate welfare plan can be used and introduced the option of homeworking.

**We have maintained our local focus**, supporting associations, foundations and cultural and social initiatives, including through donation of our products.

**Sustainability is a principle that guides our choices and our actions**.

We understand that the path towards ever fuller integration of sustainability into business strategy is a challenging one. But we are certain that **together with our team we can achieve important goals, for our own growth and for a better future**.

Happy reading!

**Fabio Granata**

Chairman of the Board of Directors





# Key figures



50

years of history



54

countries served



100%

Italian  
production



€ 61 M

2024 net net sales



10

new products  
launched in 2024



2

in-house laboratories



1

headquarters



1

production site



121

employees



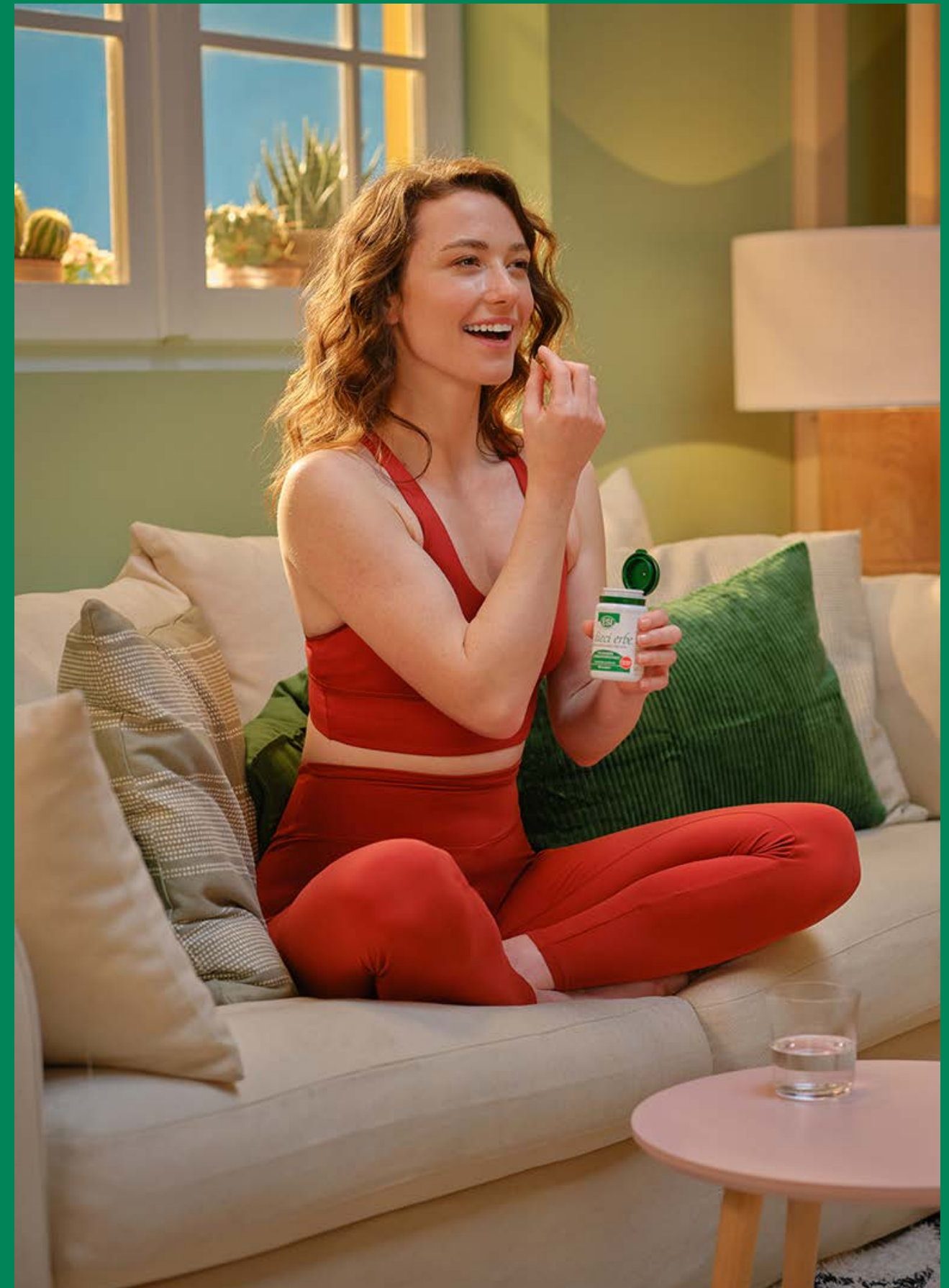
230+

different products



# With ESI research, feeling good is natural

Our tagline expresses how wellbeing lies at the centre of ESI's universe, moving beyond simple treatments and truly taking care of our customers. Continuous research enables us to offer innovative, high-quality formulations, bringing day-to-day wellbeing into the homes of our consumers.





# Company history

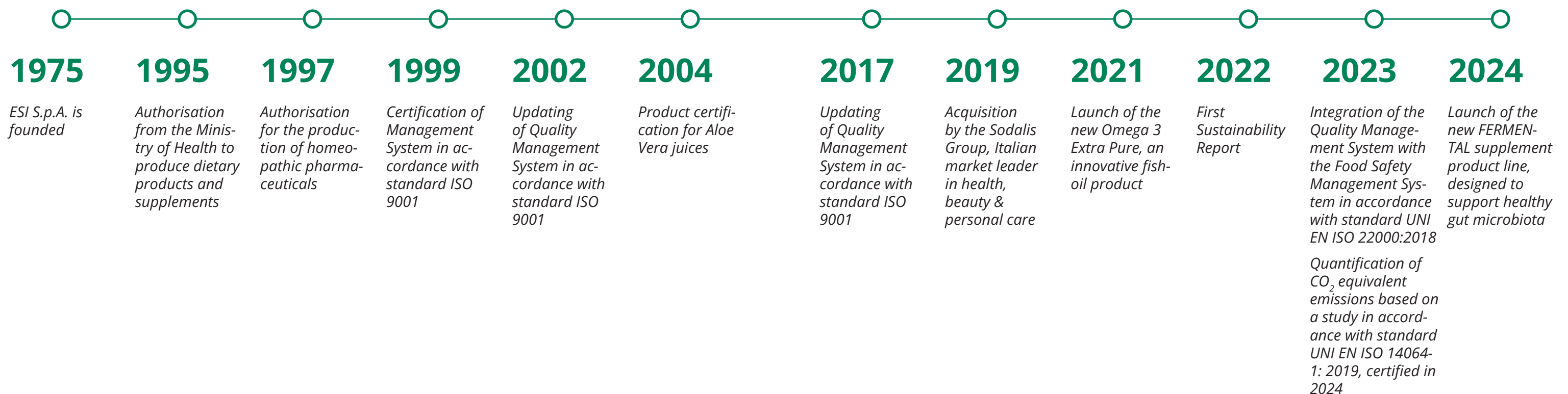
Since 1975, our vision of wellbeing has been rooted in nature.

ESI® is an established company operating in the field of phytotherapy, dietary and natural food products.

A deep-rooted passion for health and our quest for excellence enable us to offer high-quality products and natural wellness solutions that consumers love.



## Our journey





# ESI's pillars

RESEARCH



Pioneering product development through research conducted with universities and national and international research centres.

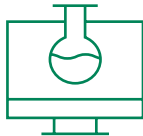
SELECTION



Positioning among the top manufacturers in the natural products sector, thanks to careful selection and control of raw materials. Today, we are the most widely distributed Italian supplement company in the world.



PRODUCTION



We are one of the few companies with an in-house R&D laboratory and manufacturing our own products. State-of-the-art production and control equipment ensures production at the highest quality levels.

QUALITY



The quality of product design, production and marketing is guaranteed by our Quality Management System certified in accordance with standards UNI ISO 9001:2015 and UNI EN ISO 22000:2018.

INTERNATIONAL FOOTPRINT



Products are sold in over 50 European and non-European countries. Products coming out of our Albissola Marina production site meet all standards established by national and international directives.



# Our daily commitment to people’s health and wellbeing

GRI 2-6

Taking care of your health is a daily gesture. At **ESI**, we have worked with great passion towards this aim for almost fifty years, providing **natural, safe and highly effective solutions**. Every one of our products is the result of an integrated process: **we handle formulation, production and quality controls in-house**, guaranteeing high standards and consistency at every step.

Our range covers a broad spectrum of requirements: from the immune system to the skin, and from intestinal wellbeing to control of cholesterol. Lines such as *Normolip*, *Immunilflor*, *Biocollagenix* and *Omega 3 Extra Pure*, are designed to support people in every stage of their lives, with targeted and reliable solutions.

Our products are primarily distributed through specialised channels — pharmacies, over-the-counter pharmacies and herbalist shops — where attentive, expert advice can be found. This model enables us to build a strong relationship with the consumer, rooted in trust, competence and recognised 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, such as Naturcaps® Retard Bifasica technology or the use of highly bioavailable active ingredients such as NovaSol®, come into being.

We require traceability, purity and functionality for every raw material. Each product has to respond to a real, measurable need. This is why, for years, **we have been among the most widely distributed and appreciated Italian companies in the world of natural supplements.**

## Solutions for every wellness need

ESI®'s story began with **Dieci Erbe**, a product dedicated to healthy intestinal transit. Over fifty years, this initial formulation has been joined by many others, designed to respond to increasingly specific health and wellness needs, finding application in range of different spheres. Key products include: **Normolip 5**, to control cholesterol; **Immuniflor**, for immune-system support; **Biocollagenix**, an in-out treatment line for wrinkle reduction and skin wellbeing; **Omega 3 extra pure**, an innovative fish-oil-based supplement, boasting the strictest international certifications and special TriFase technology to eliminate any fishy after-taste and odour. In recent years, ESI® has consolidated its success with the development of new products, such as **Vitamin C 1000 Retard**, and has developed new ranges of supplements such as the propolis-based **Propolaid** line, the **Nodol** line and many other wellness solutions.

Each line reflects our desire to **offer concrete responses to current needs, in a world seeking natural, safe and truly effective products.** This is why we continue to invest in **research** and **innovation**, introducing new technologies and new active ingredients, always upholding our philosophy of **providing natural wellbeing, with the highest quality.**





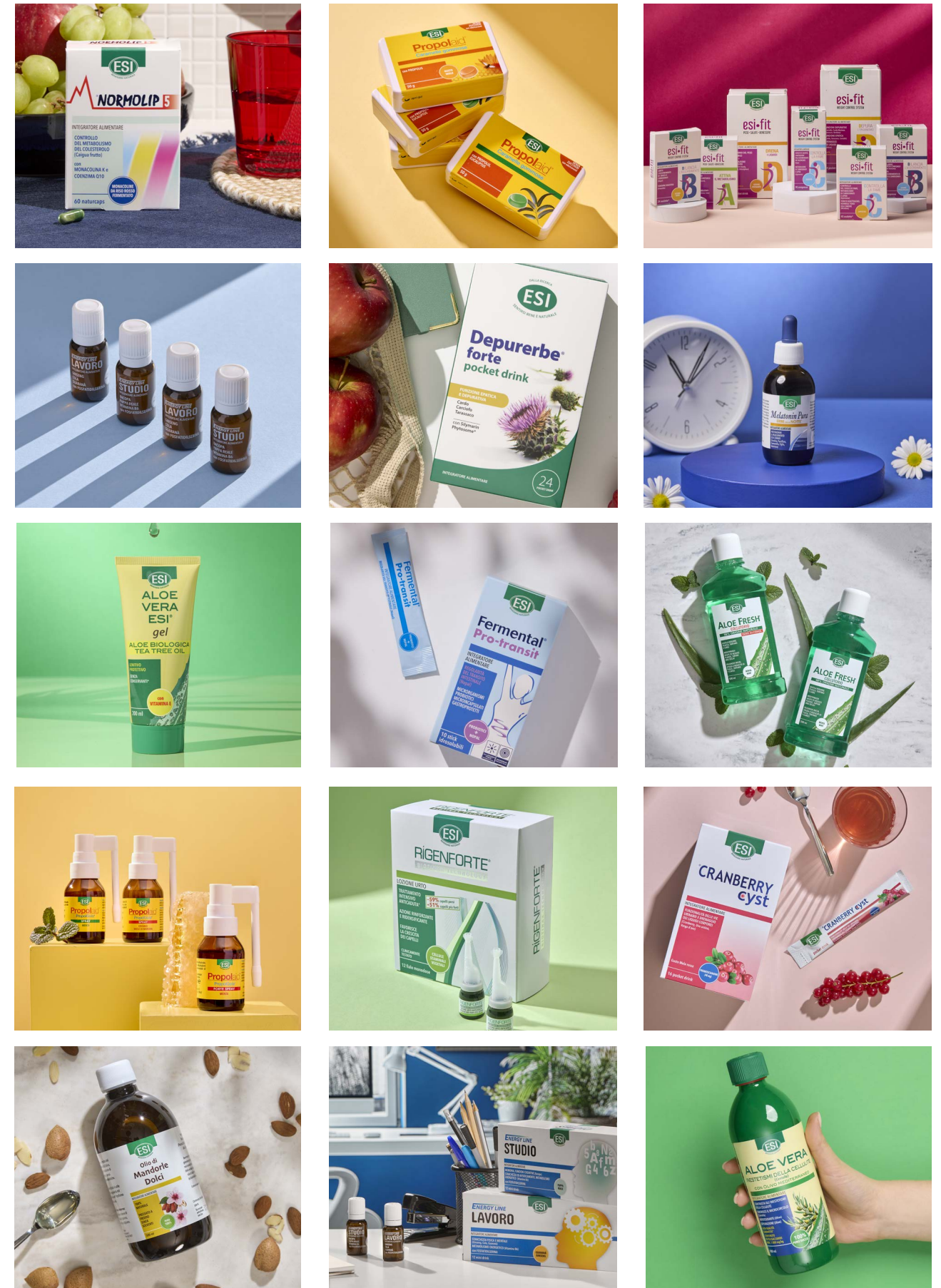
## Our lines

GASTROINTESTINAL HEALTH	EYE HEALTH
JOINTS AND MUSCLES	SKIN HEALTH
SERENESI	TRICHOLOGY
NATURAL SLEEP AIDS	IMMUNE-SYSTEM SUPPLEMENTS
CHOLESTEROL - NORMOLIP	PROPOLAID
CHOLESTEROL - OMEGA	ECHINAID
NATURAL WELLBEING	WOMEN'S WELLBEING
NATURAL ENERGY	COSMETICS
VITAMINS AND MINERALS	NATURAL SWEETENERS
ALOE VERA	ERBORIUM HERBS
TEA-TREE REMEDIES	ORAL HYGIENE
WEIGHT MANAGEMENT	MARSEILLE SOAP
DIURETICS	COUGH AND SORE THROAT
LEGS AND CIRCULATION	FERMENTAL

## TOP PRODUCT LINES BY TURNOVER

Gastrointestinal health	16.1%
Joints and muscles	10.1%
Natural sleep aids	7.6%
Skin health	7.4%
Cholesterol - Normolip	7.2%
Vitamins and minerals	6.9%
Propolaid	5.8%
Weight loss	5.3%
Aloe vera	4.6%
Immune-system supplements	4.1%
Cholesterol - Omega	3.5%
Women's natural wellbeing	2.9%
Diuretics	2.3%
Tea-tree remedies	2.2%

## Sustainability Report 2024





# Solid relationships in Italy and around the world

GRI 2-6 | GRI 204-1

## Customers: our strategic partners

2024 was a year of strategic renewal for ESI, marked by a new Commercial Management for the Pharma Business Unit, a new Sales Director and restructuring of the sales network. We have also established a network of 12 trainers to strengthen the relationship with pharmacies, with the intention of increasing this number to 18 in 2025. **We want to strengthen customer relations**, providing closer and more consistent support and care.



ESI is international, with products sold in over 50 countries across Europe and beyond.

The results achieved in 2024 confirm we are on the right path. **We finished the year with net revenue of € 61,386,617, for an increase of 4.9% on the previous year. Sales in the Italian market** accounted for **66% of sales**, in line with the previous year's figures. However, we managed to increase margins through a careful review of commercial policy.

In terms of distribution channels, the Company's has decided to pursue **exclusive distribution in the pharmacy, over-the-counter pharmacy and herbalist channels, with dedicated sales networks**. These channels allow ESI® to collaborate with health professionals creating synergies and opportunities for mutual growth. ESI® is currently found in more than **10,000 sales outlets**, with widespread and direct distribution.

The **pharmacy channel** remains central, accounting for **32.3% of turnover in Italy**.

Alongside this, the **e-commerce** component is growing, now generating **22.5% of domestic turnover** (Internet 20.1% and online channels 2.4%), demonstrating our commitment to ensuring a digital presence that is effective and fully-aligned with traditional channels in terms of price and service. The distribution network is completed by **over-the-counter pharmacies (8.4%), mass retail (13.9%),**



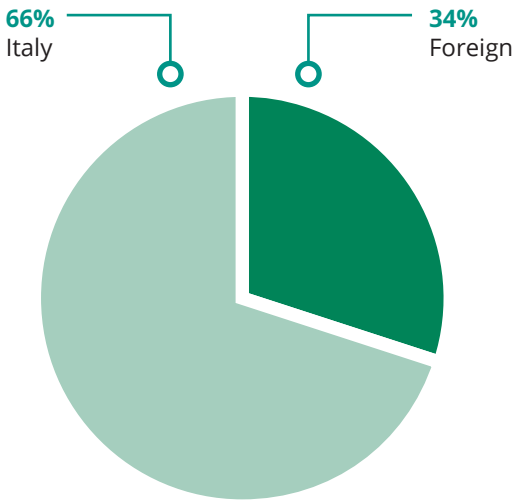
Our products are recognised for their quality, safety and effectiveness. Our goal is to meet people's health and wellbeing needs.

and **herbalist shops and food stores** for the remaining **22.9%**.

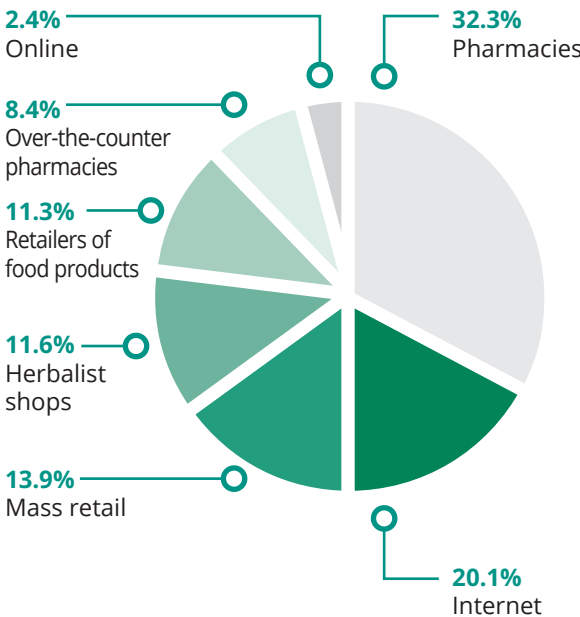
**Foreign sales** grew by **19%**, with outstanding performance in non-EU markets (+35%). The Chinese market, which the company entered in 2020, saw +106%, making a central contribution to this development. Triple-digit growth was also recorded in countries such as Peru, Hungary, Jordan and Qatar. This expansion was made possible by a well-formed strategy: new partnerships, operational support to partners and a constant effort to identify reliable distributors. These results increased export turnover to 34% of the total in 2024 (+3% compared to 2023).

We recognise that **relationships with customers and consumers rely first and foremost on our ability to listen**. We have set up direct channels to gather all feedback: the **Orders Office** for pharmacies, over-the-counter pharmacies and herbalist shops, and the **Customer Service Office**, which can be contacted via telephone or online form for any consumer enquiries. A structured complaints management system enables us to take prompt action and improve our service every day.

Turnover by country



Italian turnover by distribution channel







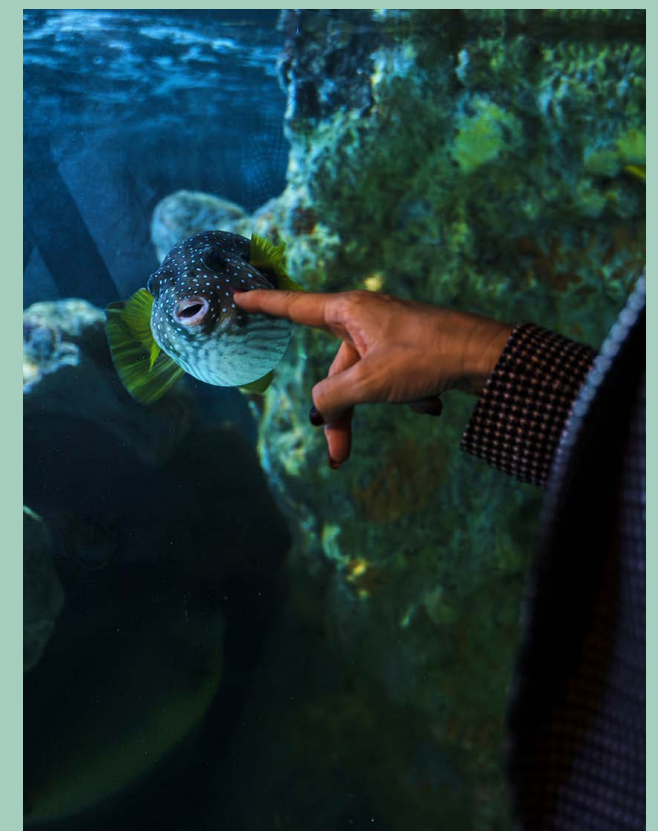
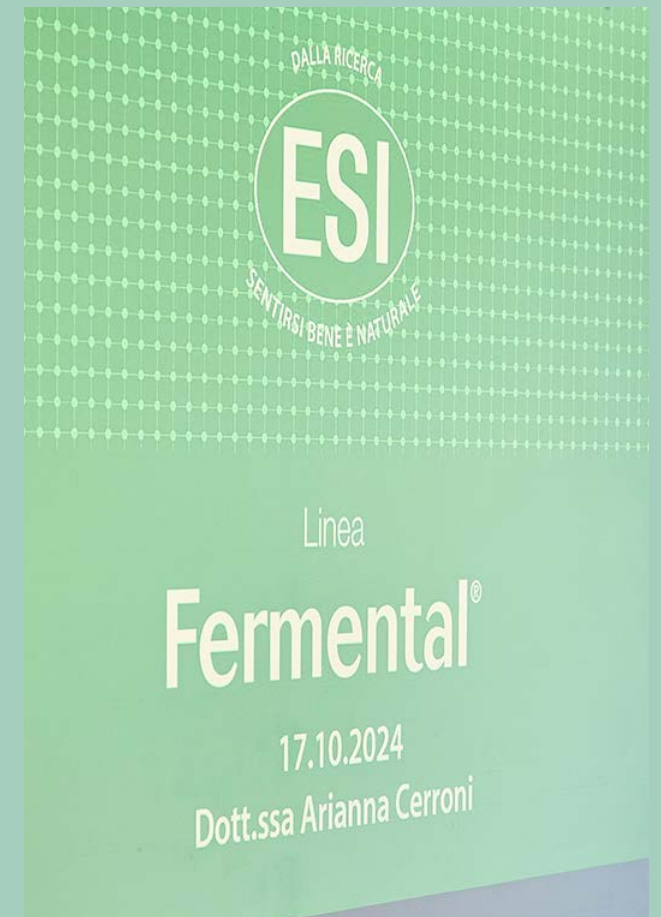
## Discovering the new Fermental line

To strengthen customer engagement, we organised a special event in Genoa on 17 and 18 October to mark the launch of Fermental's new line of supplements. **Over two days of discussion and debate, pharmacists, herbalists and salespeople discovered the specific properties of these new supplements.**

The first day of the event was held in Genoa, in the marvellous setting of the city's Aquarium. Presentation of the new **Fermental** line helped participants to understand the specific benefits of the latest generation of probiotics: from the strains selected for their efficacy, to the storage and absorption technologies employed to enhance stability and effectiveness.

The second day took participants behind the scenes to discover how supplements are produced at the ESI plant in Albissola Marina. Here, guests saw first-hand the exacting research, development and production processes behind our products. During the tour, participants discovered processing steps ranging from testing and quality control to production itself, learning how each step is designed to ensure maximum quality and safety.

The two days represented a valuable opportunity for our customers to keep up to date with the latest innovations in the field of probiotics, engage with experts in the field, and enjoy a unique experience in the fascinating surroundings of Genoa Aquarium and the Albissola plant.





# Consumers: a relationship built on listening

Anybody choosing ESI makes an informed choice: they are seeking **natural, safe and effective products**, and above all they trust the **quality** and **transparency** that define our company. We recognise this as a source of wellbeing in itself: an authentic relationship with our daily consumers.

To ensure new consumers are heard and provided with immediate support, we have set up a **direct channel** accessible by phone or email. This is an open platform where they can report any non-conformities, pose questions, express concerns or receive personalised information about our products.

Our **website** is another tool fostering proximity and dialogue. In the **“ESI informa”** section, we share selected articles from a multidisciplinary team of experts, on topics ranging from nutrition to natural health beauty and everyday wellness. This platform is designed to offer authoritative and accessible content.



We have also created a section dedicated to **ingredients**, alphabetically compiling over 200 raw materials used in our products. This searchable database sets out the beneficial properties of each substance and provides transparent details regarding formulations.

We recognise that our relationship with consumers goes far beyond the moment of purchase: it is an **ongoing dialogue, built on trust, information and responsibility**.





# Suppliers: trust and quality lie at the heart of the supply chain

## GRI 204-1

At ESI, quality starts from afar, with carefully selected raw materials, and the individuals and businesses we choose to work with. Our supply chain, especially for herbs and plant extracts, is a strategic pillar enabling us to guarantee the excellence of our phytotherapy products.

Through our **Supplier Management Procedure**, we clearly define the steps for selection, evaluation, monitoring and re-evaluation of every partner that provides products or services with a direct impact on quality. Performance is constantly monitored through checks on deliveries and non-conformity trends, enabling prompt corrective action when necessary.

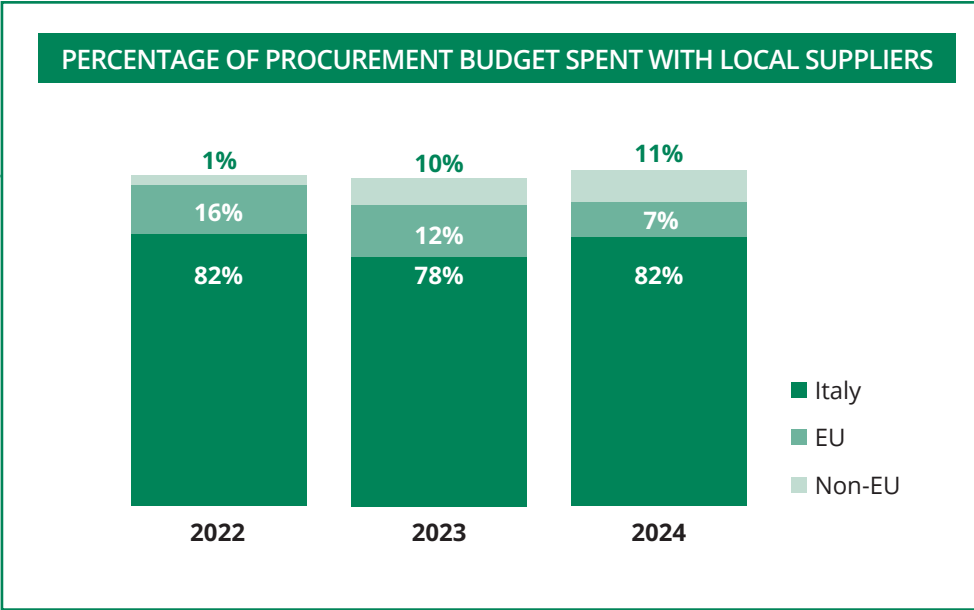


### Achievements in 2024

In 2024, we confirmed our commitment to **prioritise 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. In 2024, approximately **30% of our suppliers of raw materials held a recognised certification such as BRC, IFS, SQF or FSSC 22000**. Risk assessments were carried for the remainder, without revealing any critical issues, confirming low over-all risk.

With the aim of helping to **combat deforestation** and uphold the European principle of “due diligence” (Regulation EU 1115/2023), we asked our suppliers to provide us with 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.**



The wide range of raw materials we source means that we have a large number of suppliers in Italy and abroad. The procurement budget for the year totalled **€ 23,562,564**, 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 2024, **82% of supply expenditure went to domestic partners**, with the remainder shared between EU and non-EU countries<sup>1</sup>. This choice is also underpinned by an environmental rationale: to reduce transport impacts and optimise costs and delivery times.

1. In line with the monitoring system employed by the Sodalís 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 within Italy.



# Sustainability at ESI





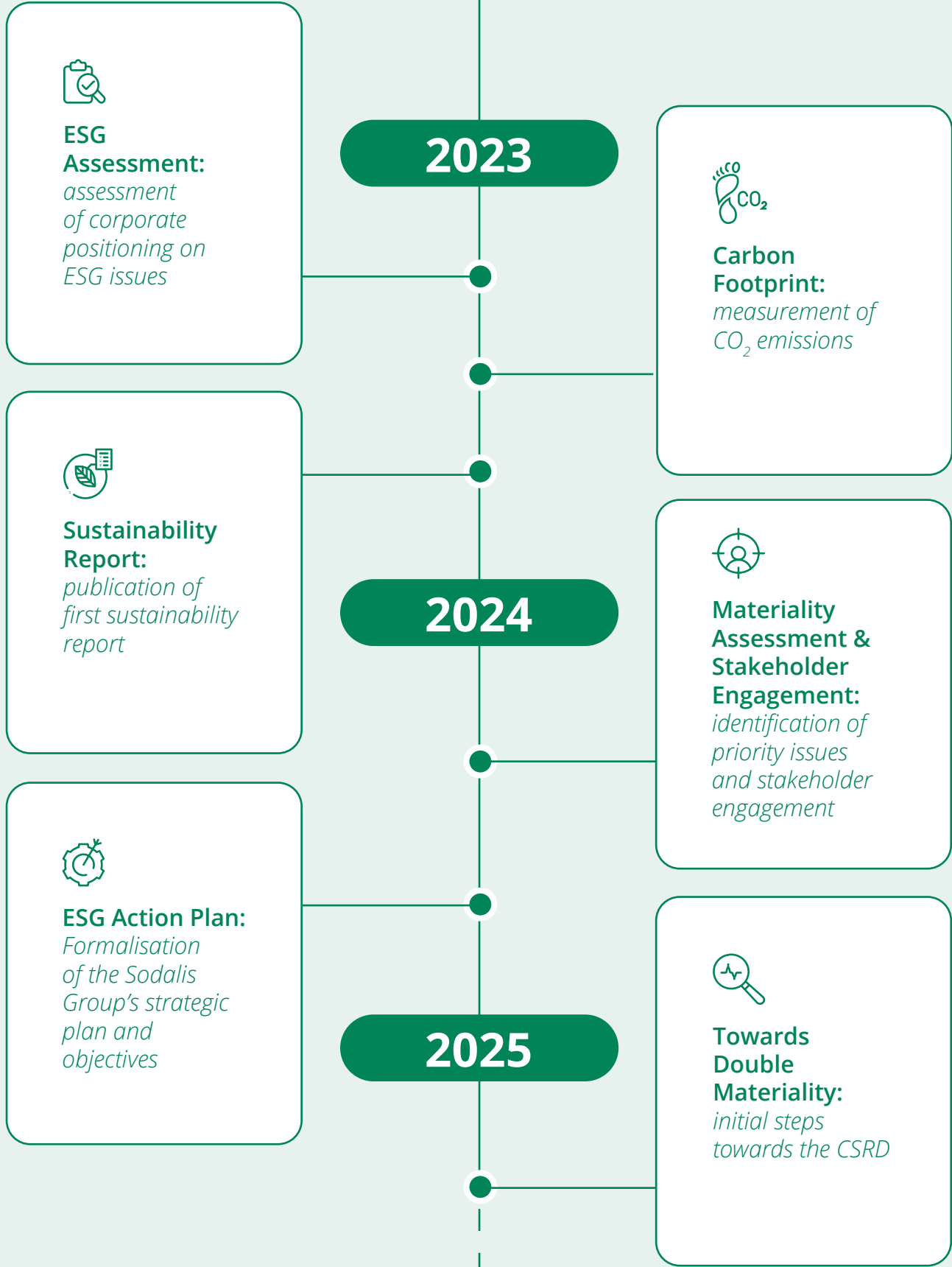
# The evolution of our path

GRI 2-22

## 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 principles 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, establishes our contribution to the corporate sustainability strategy.





# Materiality analysis and stakeholder engagement








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

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






Dialogue and stakeholder engagement is essential to understand their expectations, interests and opinions. We interact carefully and positively with our stakeholders 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.



 <b>FINANCIAL COMMUNITY</b> <i>Banks Shareholders</i>	 <b>SCIENTIFIC COMMUNITY</b> <i>Research centres</i>
 <b>HUMAN RESOURCES</b> <i>Employees External personnel Management Trade unions</i>	 <b>MEDIA</b> <i>Local and national newspapers Trade magazines TV</i>
 <b>PARTNERS &amp; SUPPLIERS</b> <i>Goods suppliers Service providers Business partners</i>	 <b>CUSTOMERS</b> <i>Pharmacies Herbalist shops Over-the-counter pharmacies Distributors</i>
 <b>CERTIFICATION BODIES</b> <i>Certification bodies</i>	 <b>TRADE ASSOCIATIONS</b> <i>Trade associations</i>
 <b>PUBLIC AUTHORITIES</b> <i>Central and national administrations Local authorities Public inspection bodies European institutions</i>	 <b>COMMUNITY AND LOCAL AREAS</b> <i>Non-profit organisations Consumer associations</i>



CATEGORY	INTERESTS	FORMS OF ENGAGEMENT	FREQUENCY
Financial community 	Economic performance	Direct assistance channels: front-office, call centres, digital front-office, email  Systematic meetings and shareholder meetings	Weekly
Human resources and trade unions 	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	As needed
Suppliers and partners 	Economic performance and product quality	Regular meetings and communications	As needed
Customers 	Economic performance, market share and sell-out	Regular meetings and communications  Customer Service Complaint and dispute management	As needed
Public authorities 	Regulatory compliance	Regular meetings and communications Digital channels/portals Digital assistance/communications	Ad hoc/monthly

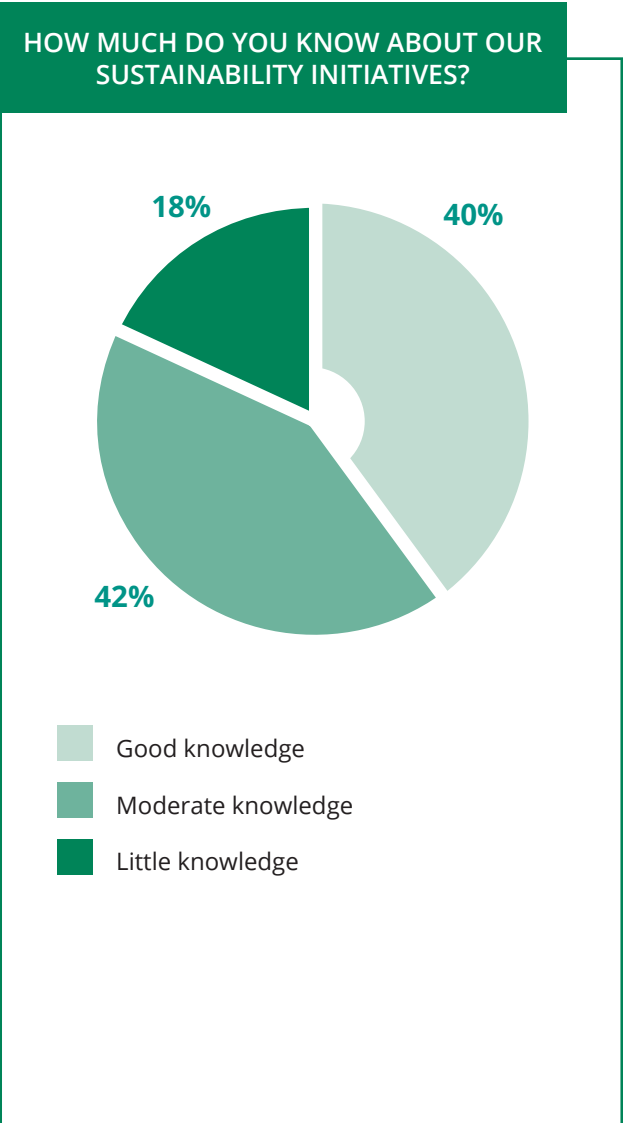
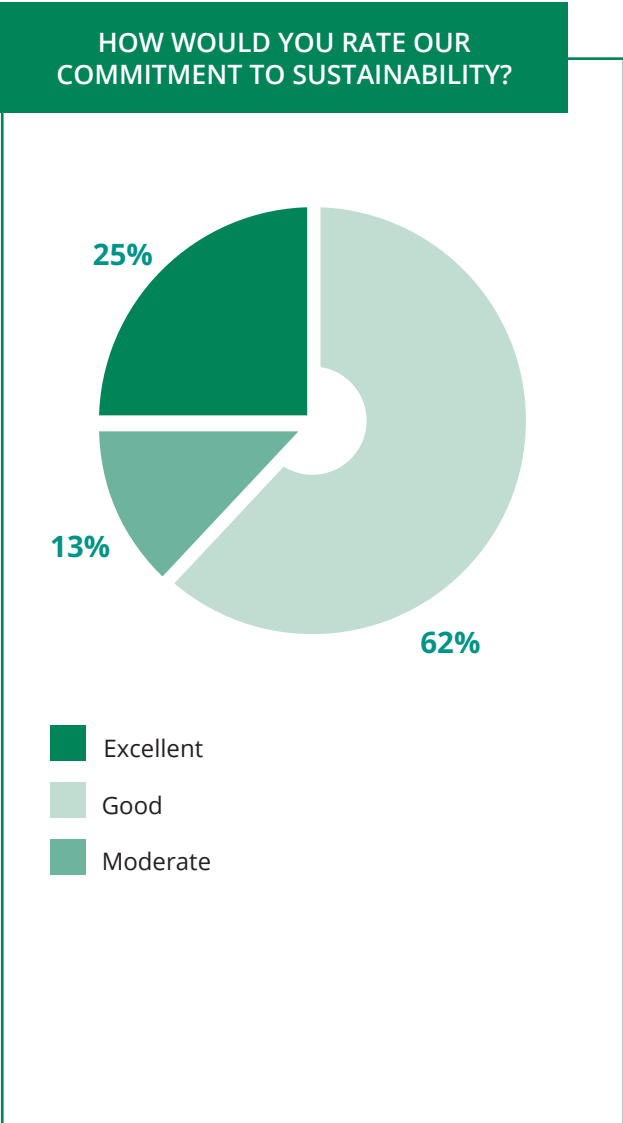
CATEGORY	INTERESTS	FORMS OF ENGAGEMENT	FREQUENCY
Community and local areas 	Brand reputation Economic support Consumer protection Product quality and performance	Regular meetings Customer service Complaint management Email	As needed
Academia and the scientific community 	Innovation and research	Contractualisation of services	As needed
The media 	Brand awareness Brand reputation Market share Sell-out	Contractualisation of services	As needed
Certification bodies 	Compliance with regulations and procedures Product quality and performance Company & brand reputation	Audits Instrumental tests	As needed
Trade associations 	Forging relationships	Meetings Communications	As needed



# Engagement activities: our consumer survey

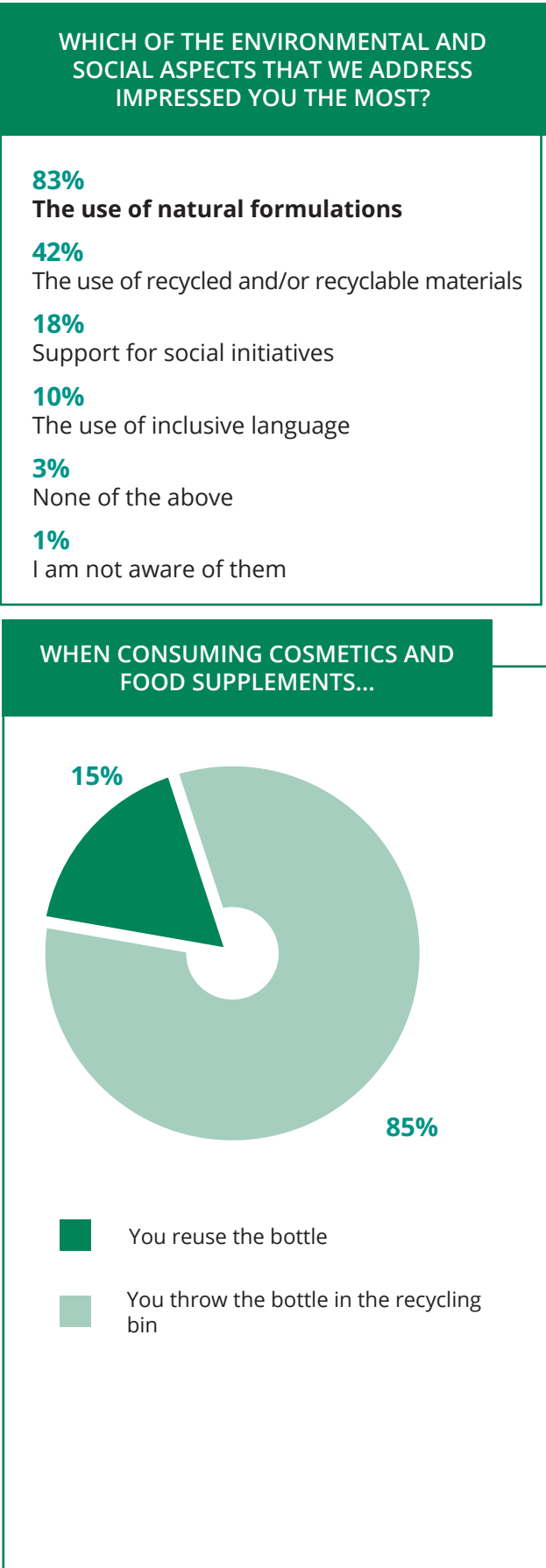
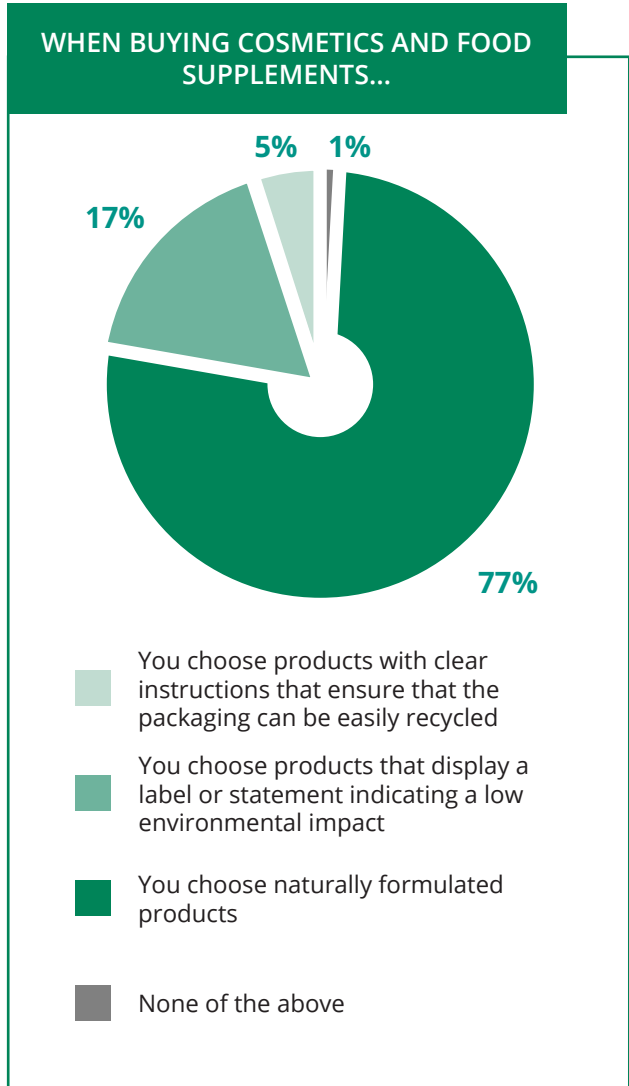
Within the scope of our stakeholder-engagement efforts, in 2024 we conducted a survey of consumers signed up to our newsletter. This provided us with valuable feedback on the perception of our sustainability commitment, on levels of awareness around initiatives we have undertaken and on which environmental and social issues are considered most important.

114 consumers responded to the survey, 80% of whom were women over the age of 45. More than 60% rated our commitment Good in the area of sustainability and 40% demonstrated a Good knowledge of our initiatives.

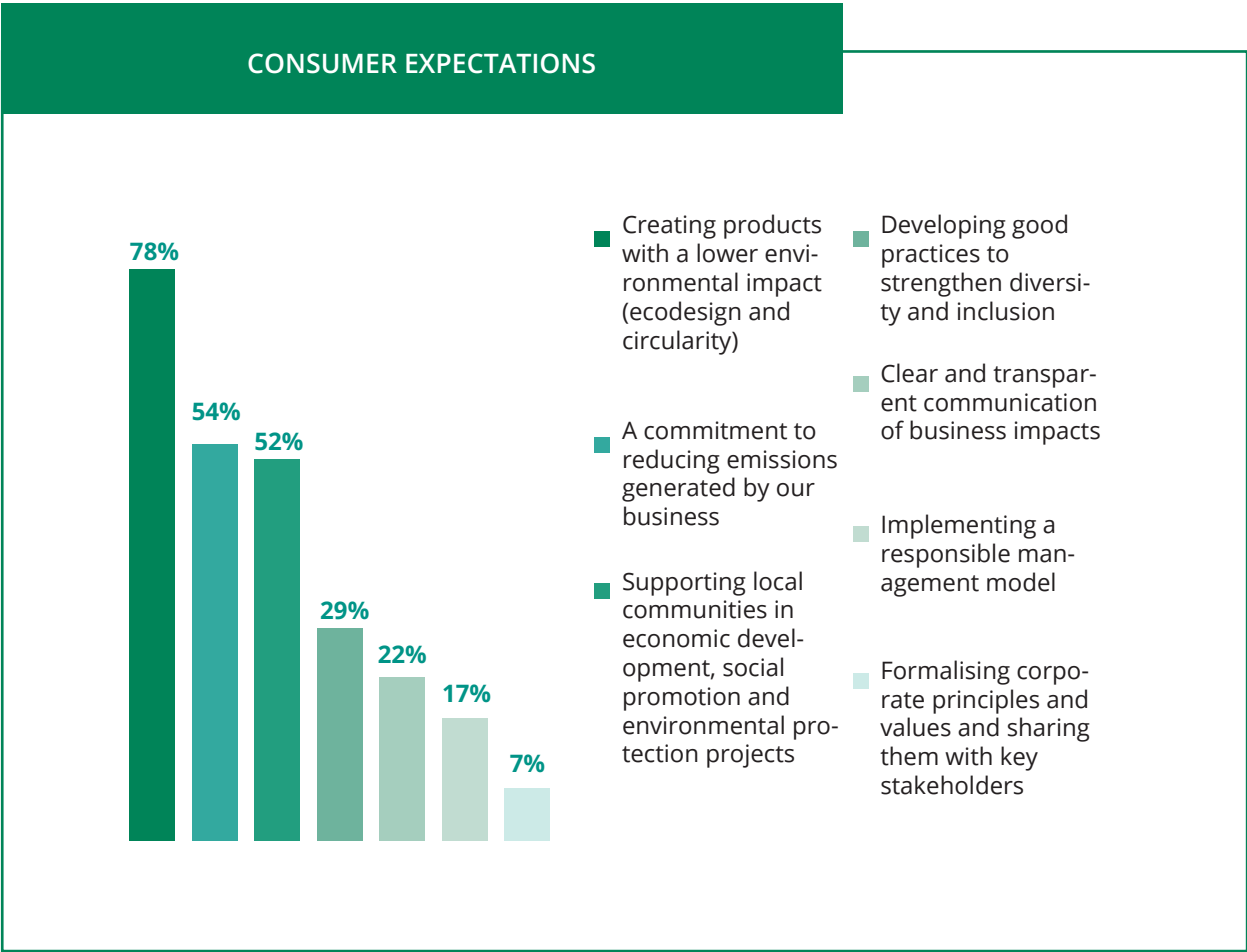


83% of respondents said they appreciate the use of natural formulations in our products, while 42% appreciate the use of recycled and/or recyclable materials in our packaging.

The main purchase drivers include the quality and naturalness of formulations, which have always guided our choices and will continue to inspire our research. We aim to create products that are not only effective, but also rooted in an approach to wellbeing that respects people and the environment.







On this basis, we asked our consumers directly **what they expect in the future**. **78%** of them indicated as a priority the **creation of products with a lower environmental impact**, through **ecodesign and circular-economy** solutions. **54%** would like to see us make a greater commitment to **reducing emissions** generated by our business.

We are pleased to see that we are on the same wavelength as those who choose our products every day. Survey responses confirm that **our projects and choices are mov-**

**ing in the right direction**, aligned with our genuine, ongoing and strongly shared commitment.

Dialogue with our consumers is highly valuable: it helps us to finesse our strategy, realise our goals and **generate shared value with the communities** in which we operate.





# Towards the CSRD

Between 2023 and 2024, in response to the increasing focus on active engagement of stakeholders in sustainability processes, the Group launched a major **stakeholder engagement** initiative. The aim was to understand perceptions and expectations around the material topics identified, enabling us to appropriately guide the evolution of ESG strategies. The initiative involved 377 stakeholders with a response rate of 56%, considered representative of the stakeholder base. Results were summarised in a **materiality matrix**<sup>2</sup>, providing a visual representation of the relevance attributed to different topics by stakeholders and top management. The topics identified were subsequently associated with the corresponding **indicators of the GRI Standards**, utilised for reporting on sustainability performance.

At the end of 2024, the Group took a further step forward with voluntary early introduction of double materiality as set out by the **Corporate Sustainability Reporting Directive (CSRD)**<sup>3</sup>. In accordance with the **European Sustainability Reporting Standards (ESRS)** and the **EFRAG Guidelines** contained in the document “Implementation Guidance for the Materiality Assessment”, the process<sup>4</sup> allows for an integrated assessment of both the **impacts generated on the environment and people** (impact materiality) and the **risks and ESG opportunities relevant to the business, economic and financial performance and**



**the value of the business over time** (financial materiality), linking the previously identified material topics with the sustainability issues suggested by the ESRS<sup>5</sup>.  
**ESI** was actively involved in the double-materiality assessment process, with a **top-down and bottom-up** approach aimed at ensuring the full representation of the most relevant issues for its sector and the business context in which it operates. As part of the **multidisciplinary team** in charge of assessing impacts, risks and opportunities (IROs), work is underway to identify **double-materiality topics** on which the Group and its subsidiaries will provide detailed information in future reporting periods, including strategies, targets, actions and associated results.

















2. The results of Sodalís Group's materiality matrix are published in its 2024 Sustainability Report, available on its website.  
3. Directive (EU) 2022/2464 - transposed in Italy by Legislative Decree No. 125 of 6 September 2023.  
4. References adopted: European Sustainability Reporting Standards (ESRS), EFRAG guidelines contained in the document “Implementation Guidance for the Materiality Assessment”.

5. Standard “ESRS 1 - General Requirements”.

















Our contribution to the ESG Action Plan, the sustainability roadmap developed by the Sodalis Group.

# 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>3rd</b> Sustainability Report	Contribution to the definition and <b>assessment of impacts, risks and opportunities (IROs)</b> of Sodalis Group	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.	<b>1</b> registered patent  <b>100%</b> of product categories assessed for health and safety impacts	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.	2024–2026	  
<b>SATISFACTION</b> <i>Implementing effective communication strategies</i>	<b>CONSIDERATION OF CONSUMERS' ESG NEEDS</b> in our strategic decisions on products and processes.	Constant monitoring and analysis of <b>customer satisfaction</b>	Engagement initiatives  <b>114</b> consumers involved	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	<b>82%</b> expenditure with Italian suppliers	2025–2026	   
<b>CLARITY</b> <i>Acting and communicating according to strict principles and values</i>	<b>REINFORCEMENT OF A KNOWLEDGEABLE CORPORATE CULTURE</b> for effective communication on social and environmental impacts Improvement of <b>brand recognition</b> and strengthening of the company's image.	Clear and incisive communication	All products are labelled with their ingredients, directions for use and disposal methods	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  Specific welfare plan and company portal for employees	<b>99%</b> of employees on permanent contracts	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>60.3%</b> of employees are in the 30–50 age group	<b>87%</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>+5%</b> employee turnover (8 new hires)	<b>1,638</b> hours of training provided  <b>14</b> average hours of training per employee	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	Launch of the Sodalis Ambassadors Programme		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	Carbon Footprint Analysis update  464t CO <sub>2</sub> avoided through the purchase of Guarantees of Origin	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.	We have revised the targets mapped in the previous year as we are evaluating a larger project that will enable greater water recovery than forecast from the measures initially planned.  We are evaluating the implementation of a treatment plant for water recovery.	2025	 
<b>RATIONALISATION</b> <i>Using energy resources responsibly</i>	<b>GROUP ENERGY ANALYSIS</b> to identify areas of waste and potential savings.	300 kWp photovoltaic plant project completed (active from 2025) Replacement of the petrol/diesel car fleet with plug-in hybrids Electric recharging infrastructure upgraded at headquarters	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	FSC and traceable secondary packaging Phasing out of package leaflets (replaced by QR codes) Elimination of the carton for some products Progressive replacement of PET with R-PET	2024–2026	



# Our **governance** principles

€ 61 M

net net sales

+4.9%

net net sales  
increase

77.3%

economic value  
generated and  
distributed to  
stakeholders

114

consumers  
involved in  
engagement  
activities

3rd

Published  
Sustainability  
Report

1

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



















New Quality and  
Food Safety  
Management  
System

1

patent



# 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>3rd</b> Sustainability Report	Contribution to the definition and <b>assessment of impacts, risks and opportunities (IROs)</b> of Sodalis Group	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.	<b>1</b> registered patent  <b>100%</b> of product categories assessed for health and safety impacts	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.	2024–2026	  
<b>SATISFACTION</b> <i>Implementing effective communication strategies</i>	<b>CONSIDERATION OF CONSUMERS' ESG NEEDS</b> in our strategic decisions on products and processes.	Constant monitoring and analysis of <b>customer satisfaction</b>	Engagement initiatives  <b>114</b> consumers involved	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	<b>82%</b> expenditure with Italian suppliers	2025–2026	   
<b>CLARITY</b> <i>Acting and communicating according to strict principles and values</i>	<b>REINFORCEMENT OF A KNOWLEDGEABLE CORPORATE CULTURE</b> for effective communication on social and environmental impacts Improvement of <b>brand recognition</b> and strengthening of the company's image.	Clear and incisive communication	All products are labelled with their ingredients, directions for use and disposal methods	2024–2026	   



# Organisational structure

GRI 2-9 | GRI 405-1 | GRI 2-28

Over the past fifteen years, the Group has acquired several companies, **expanding its portfolio of expertise**. This growth has enabled the Group to strengthen its position in the **Beauty, Personal and Home Care** markets, operating successfully through **mass retail, pharmacies, perfumeries** and **professional channels**.

ESI's joined the Group back in **2019** and this process involved an overhaul of our corporate structure. Today, **Sodalis S.r.l.**, the Group's holding company, controls **98.04% of Conter S.r.l.**, which owns **100% of ICIM International S.r.l.** The latter holds **80% of the capital of ESI S.r.l.** The remaining stakes are held by **Silvia Company S.r.l. (8%)** and the **Galleano family, the founders of our company**.



Our organisational structure follows a **traditional model**, with corporate bodies represented by a **Board of Directors** and a **Board of Statutory Auditors with a sole auditor**. The top levels of the governance structure correspond with various **functional areas**, overseeing 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**.



We believe in the power of networking and cooperation between companies. Since 2003 we have been **members of the Industrial Union of the Province of Savona**, an association promoting the economic development of the area and growth of enterprises. Today, the Union represents **300 companies**, **80% of which have less than 50 employees**, and counting a total of **more than 12,000 workers**.

# Organisational structure





# Economic performance

The food supplement industry is booming globally, with projected growth of 84% by 2030 to USD 327 billion<sup>6</sup>. In 2024, the market for dietary supplements, as measured by sales in pharmacy, over-the-counter pharmacy and e-commerce channels, increased overall, confirming the growth trend of recent years. In particular, an increase was seen for the online channel, driven by the rising popularity of digital purchasing and strengthening of direct and indirect sales platforms. This increase is primarily due to increased consumer awareness around health and prevention, as well as expansion of the product offering by companies in the industry, which have responded swiftly to demand for innovative and targeted products.

Our company, which is active in the nutraceutical sector, continued its operations despite challenges arising from unstable energy costs and the repercussions of international conflicts. In particular, the sector was impacted by a generalised increase in production and logistics costs, as well as the permanent competitive pressure exerted by large multinational groups and new online operators, often focused on aggressive pricing policies. Thanks to our diversified product portfolio, investments in digital marketing and a sales-network restructuring for greater efficiency, we have successfully consolidated our position, booking net net revenue of **€ 61,386,617 for an increase of 4.9%** on 2023 (€ 58,539,757), with a net profit for 2024 of € 9,117,618.



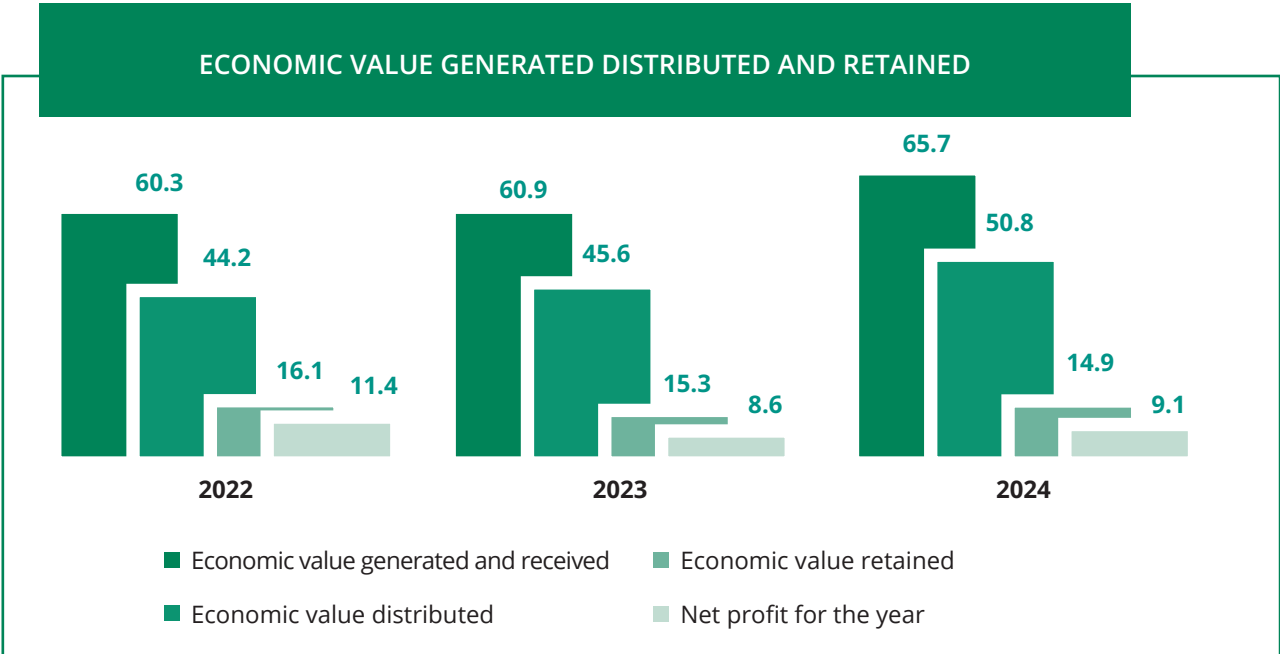
6. Source: Grand View Research

# Economic value generated and distributed

## GRI 201-1

In this section, we highlight the economic value generated and distributed, based on the income statement. **Economic value generated<sup>7</sup> grew by 7.6% in 2024**, driven by a 5% increase in net revenue compared to 2023. Considering economic value generated together with economic value received, performance is even more impressive (+7.9%).

**Economic value distributed<sup>8</sup> to stakeholders accounted for 77.3% of economic value generated and received<sup>9</sup> in 2024, up 11.4% on 2023.** In line with the previous two-year period, the distribution of these resources mainly benefits companies in the supply chain and the workforce, both in terms of remuneration and growth, determined by the funds allocated to personnel training<sup>10</sup>.



7. Economic value generated refers to revenue from the sale of finished products, in addition to the value deriving from the company's financial activities and other revenues.  
8. Economic value distributed reflects costs, classified according to the main categories of stakeholders that benefited.  
9. Economic value received, on the other hand, refers to other revenue received from the public administration in the form of operating grants, mainly intended to strengthen the company investments in R&D.  
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: our first commitment to those who choose us

GRI 416-1 | GRI 416-2

Every product we offer is designed to be safe, effective and reliable. **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**.

**All products leaving the new production site in Albissola Marina go through stringent analytical controls to certify that quality parameters meet the standards set by the various national and international directives.**

We carefully assess the possible health and safety impacts for each **product category**:

- **food supplements** are assessed internally
- **cosmetics and medical devices** are subject to evaluation by their respective manufacturers.

The entire process is performed in compliance with the most stringent regulations. We have **fully implemented the HACCP system**, and through the **Company Self-Monitoring Plan** we manage production, storage and transport in full compliance with current regulations.

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 **UNI EN ISO 22000:2018**.

This was an important step: a conscious decision to **further reinforce our reliability, consolidate consumer trust and strengthen the Group's reputation**.



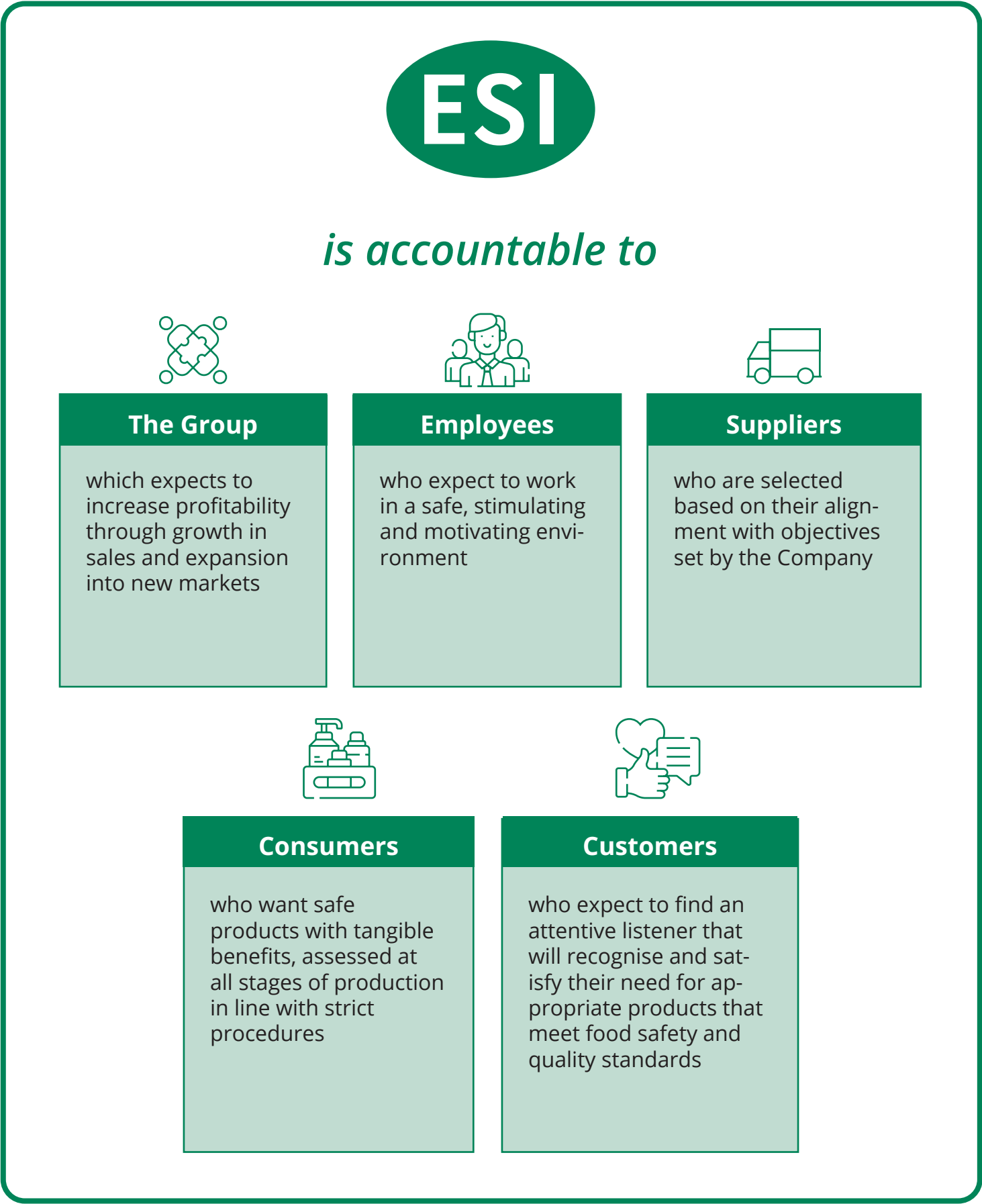
100%

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

0

cases of non-compliance regarding the health and safety impacts of products and services

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





# 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.

## LEGAL AND REGULATORY COMPLIANCE

Two significant cases of non-compliance with laws and regulations were recorded during the reporting period, both with monetary penalties unpaid: the non-payment of stamp duty on 2020–2023 registers and late submission of the 2023 INAIL Declaration.

Additionally, in 2024, a sum of € 1,019 was paid in relation to the sole non-compliance penalty applied in the previous reporting period.

## USE OF COMPUTER SYSTEMS

The use of IT and electronic resources within the company is founded on principles of **diligence, fairness and security**. In order to prevent unconscious behaviour that could compromise protection of employees and systems, we have adopted **internal regulations on the use of digital resources**, providing clear and up-to-date guidance for all personnel.

## LABELLING AND PRODUCT INFORMATION

**Transparency in relation to consumers** is a commitment reflected in our labelling. **Food supplements and cosmetics** carry clear, complete and up-to-date information, including:

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

The origin of raw materials is not always indicated, except in cases where it represents a distinctive value, e.g. aloe harvested in America.

For **cosmetics and medical devices**, labelling is the responsibility of **manufacturers or suppliers**. **Starting in 2024, we have included cosmetics among the products subject to verification of compliance with internal consumer information and labelling procedures.**

Over the last three years, there have been no cases of non-compliance with regulations concerning marketing communications. In 2024, there was a single case of non-compliance with labelling regulations. With regard to the latter, a notice was received from the Ministry of Health regarding non-compliant description on the product Erbaven Gel, following which all information material related to the product, both on the packaging and on the website, was promptly changed and updated.





# Certifications and awards

Our goal is to guarantee innovative products, developed to the high standards of quality and reliability, also paying attention to environmental aspects throughout design and production. We therefore partner with universities, research centres and international organisations.

**Innovation, safety and reliability** guide our every choice. 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.

We have gained the following recognitions and certifications as a result of our dedication.

## NATURCAPS® RETARD BIFASICA PATENT

naturcaps RETARD

patent n° 1413768

### 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 (called RETARD action Patent No. 1413768).



### 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.



### 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 less 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.



### NOVASOL®:

ESI uses modern technologies to formulate certain products that increase the bio-availability of the active ingredients by up to 185 times, thus enhancing the efficacy of NoDoI supplements.



### 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.

1. The Omega Zero process emulsifies the fish oil inside the together with food, avoiding the undesirable after-taste typical of fish products.
2. Fish oil is flavoured with lemon.
3. 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. Certi-quality 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.



### 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: driving our development

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

Here at ESI, **scientific research** underpins everything we do: 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 founded on a well-structured process with three key steps:

- identification of ingredients

- preparation of scientific rationale
- feasibility check
- verification of 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. A rigorous approach, derived from the pharmaceutical industry, is applied 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**.

Other partnerships were also launched in 2024:



**Policlinico Gemelli in Rome** — clinical study on a product for sarcopenia. At the date of writing, the study was still underway.



**Policlinico S. Orsola di Bologna** — clinical study on a product for metabolic syndrome. At the date of writing, the study was still underway.



**University of Genoa** — in vitro study on a depurative product and clinical study on a product to control cholesterol. These two studies were completed.





In 2024, we also carried out significant scientific research to develop highly innovative, high-quality formulations for new products. We have worked on **93 research and development projects**, including:

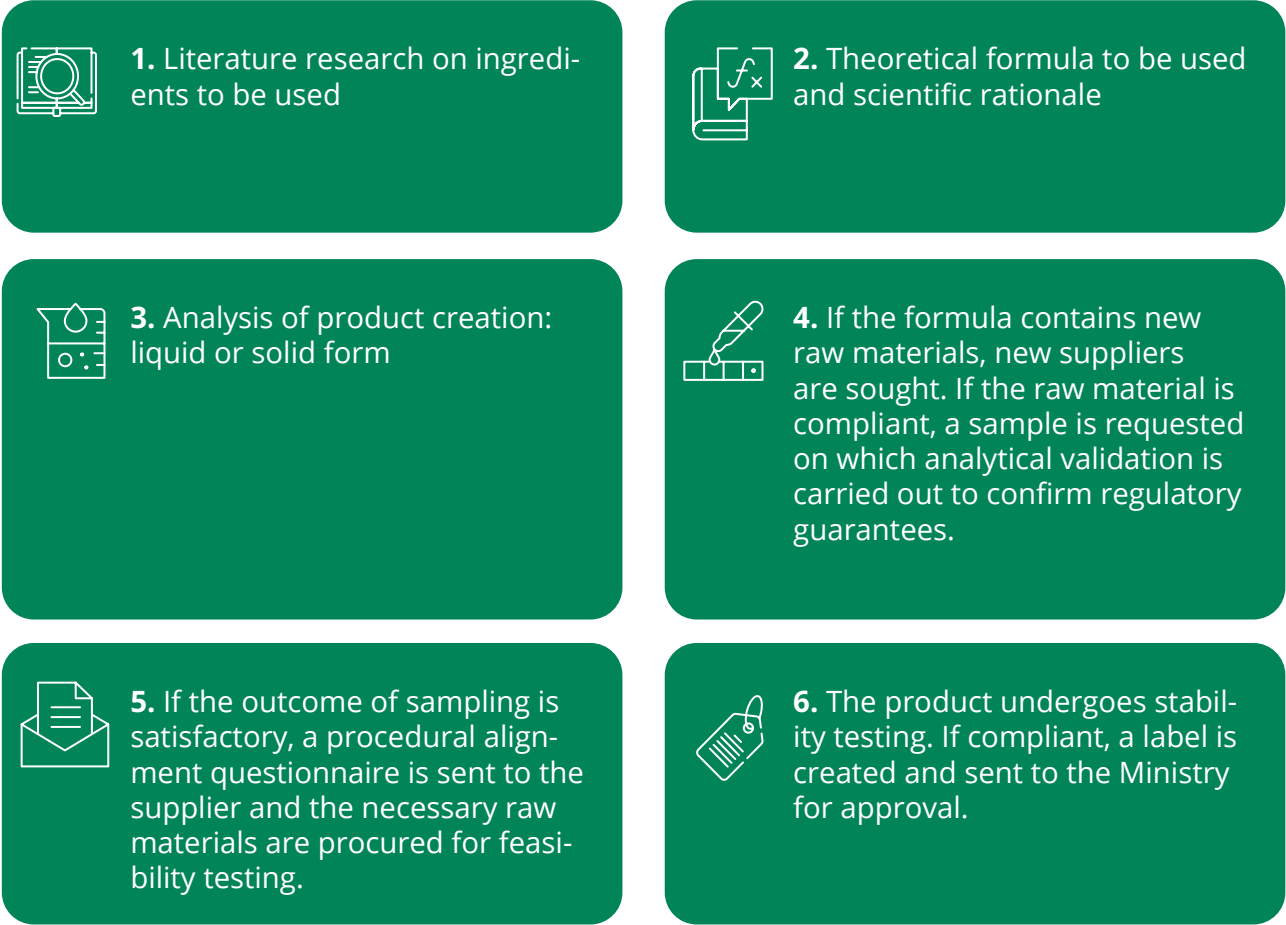
- **new product launches** in response to changing market demands
- **review of existing products** to ensure compliance with emerging regulations
- **projects in synergy with Sodalis Group companies**, reinforcing the existing relationship with **ICIM**, for which we continue to produce cosmetics supplements through integrated in&out treatment protocols.

**During the year, we also extended this approach to Goovi**, launching a new synergy within the Group.

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



## New products launched in 2024



In 2024, we further expanded our range with the launch of **Fermental**, a new line of supplements designed to support healthy gut microbiota.

This new line, containing **gastroprotected microencapsulated probiotic microorganisms**, represents a step forward for the wellbeing and balance of the microbiome, an essential pillar of the body's health.





Valuing  
**people,**  
every day



**+5%**  
positive  
turnover



**99%**  
of employees hired on a  
permanent contract

**66.7%**  
of senior managers hired  
from the local community















**1,638**  
hours of training  
provided

**60.3%**  
of employees are in  
the 30–50 age group

**14**  
average hours of training  
per employee



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  Specific welfare plan and company portal for employees	<b>99%</b> of employees on permanent contracts	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>60.3%</b> of employees are in the 30–50 age group	<b>87%</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>+5%</b> employee turnover (8 new hires)	<b>1,638</b> hours of training provided  <b>14</b> average hours of training per employee	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	Launch of the Sodalis Ambassadors Programme		2024–2026	   



# Workforce

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 202-2

As at 31/12/2024, the workforce numbered **121 personnel, for an increase of 1%**. 70% are men and 30% women. The predominance of male personnel is due to the large number of blue-collar roles, typically held by men.

The composition of the workforce has evolved, with a 13% increase in women (32 individuals) and a 3% decrease in men (88 individuals) compared to 2023.

Employees are hired under the **National Collective Bargaining Agreement (CCNL) for the Food Sector**. The workforce consists of **58% plant workers, 30% office workers, 10% middle managers** and the remaining **2% senior managers**.

**99% of employees are on a permanent contract** (120 individuals) and 1% on a fixed-term contract. Furthermore, 93% are employed on a full-time contract.

In addition to employees, there are 13 other members of personnel, a 63% increase compared to 2023 (8 individuals), including 8 interns, 4 contractors and 1 freelancer.



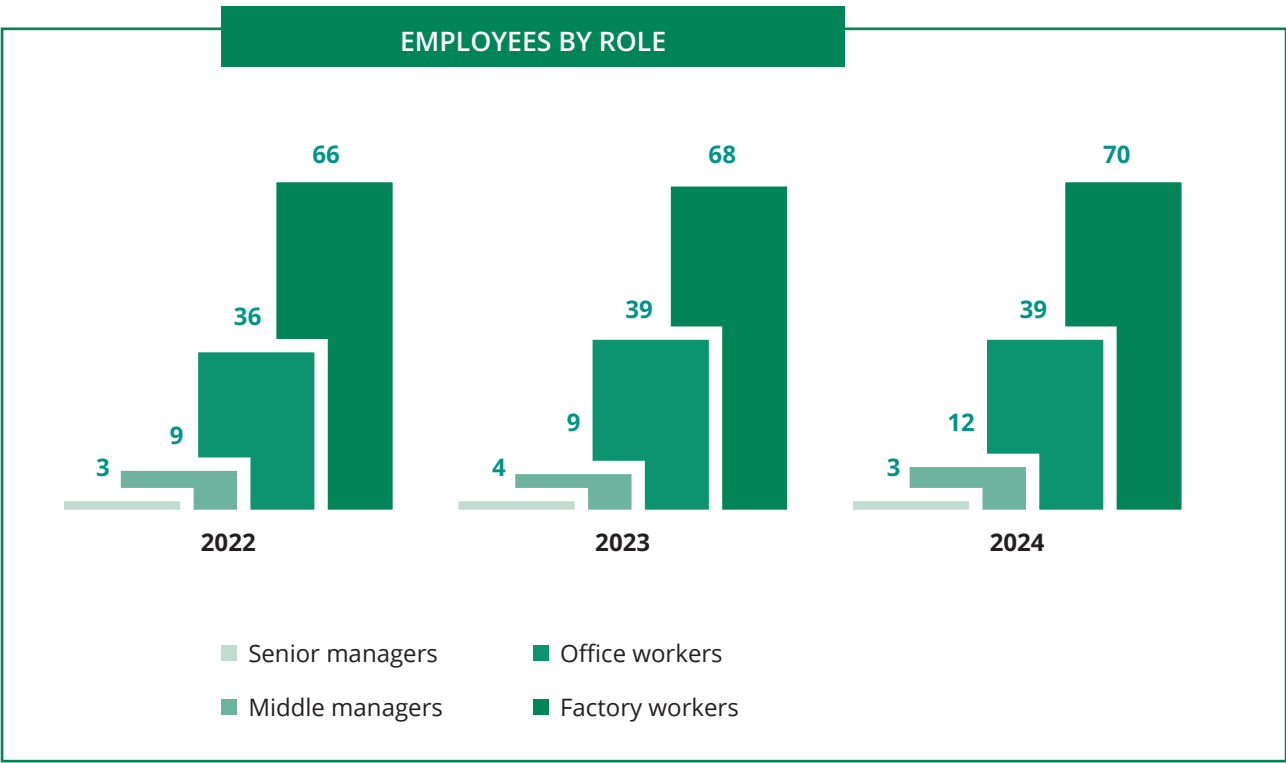
A close connection with the local area is integral to our identity.

Our deep-rooted presence in the local community makes ESI an attractive prospect to people living near the site.

Unsurprisingly, **66.67% of our senior managers come from the local area**, reflecting our desire to grow by harnessing local expertise.

Over time, we have introduced **comprehensive procedures to monitor turnover**, which remains stable at very low levels. We promote **long-term placement programmes and training paths dedicated to students and recent graduates**, with the aim of employing skilled young people keen to grow within our business.

In 2024 there were six new hires, half of which were under 30 years of age, and six exiting staff, with a positive **turnover rate of +5%**. New hires included strategic figures for our development, such as the **new Medical Marketing Director**, in charge of strengthening communication with an increasingly scientific approach. We also introduced a **role dedicated to trade marketing**, along with new operational figures in existing areas.





# The wellbeing of our team.

GRI 401-2 | GRI 406-1











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

This is why we place great importance on the **satisfaction and wellbeing of our personnel**, in both professional and personal spheres. We promote a healthy work-life balance through **targeted policies and innovative incentive mechanisms** designed to respond to people's real needs and enhance their contribution.

We recognise that a welcoming, stimulating and positive working environment is essential to attract talent and enhance our team. On this basis, we promote an **inclusive corporate culture** that is focused on individual and collective wellbeing. Our welfare programmes are designed to offer working conditions that uphold the right to health and promote a sustainable work-life balance, making a concrete contribution to the quality of life of our people.

To achieve these objectives, we have introduced **a company welfare plan** in line with the employee development strategies coordinated by the Sodalis Group. **The plan includes goods and services that support employees' in their personal and family lives, while also improving their pension and healthcare coverage.**

The welfare plan, launched in 2022, assigns employees a pre-determined notional value to use for welfare services.

- These include:
-  grocery shopping: shopping vouchers/petrol vouchers
  -  reimbursement of education expenses for family members
  -  healthcare packages and reimbursement of healthcare costs
  -  reimbursement of welfare costs
  -  social, health, education and recreation services
  -  contributions to supplementary pension schemes
  -  bilateral industry body (EBS Alimentare) which includes health and life insurance for every employee (excluding managers)
  -  accident cover for senior managers, middle managers and plant workers
  -  meal vouchers
  -  supplementary health insurance.







## Achievements in 2024

In 2024, we made significant improvements to corporate welfare and benefits, aiming to provide greater flexibility, personalisation and accessibility of services made available to our personnel.

- We have enhanced the ways our **corporate welfare plan** can be used, letting employees **freely choose service providers, even from outside the affiliated organisations, and subsequently 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 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. We also established an agreement back in 2023 with a medical centre located close to the headquarters, which allows employees to access various healthcare services at reduced rates.
- As of 1 January 2024, the option of **homeworking** one day a week was officially introduced, with the aim of fostering a better balance between professional and personal life. 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 homeworking 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.





# Diversity and inclusion

GRI 405-1

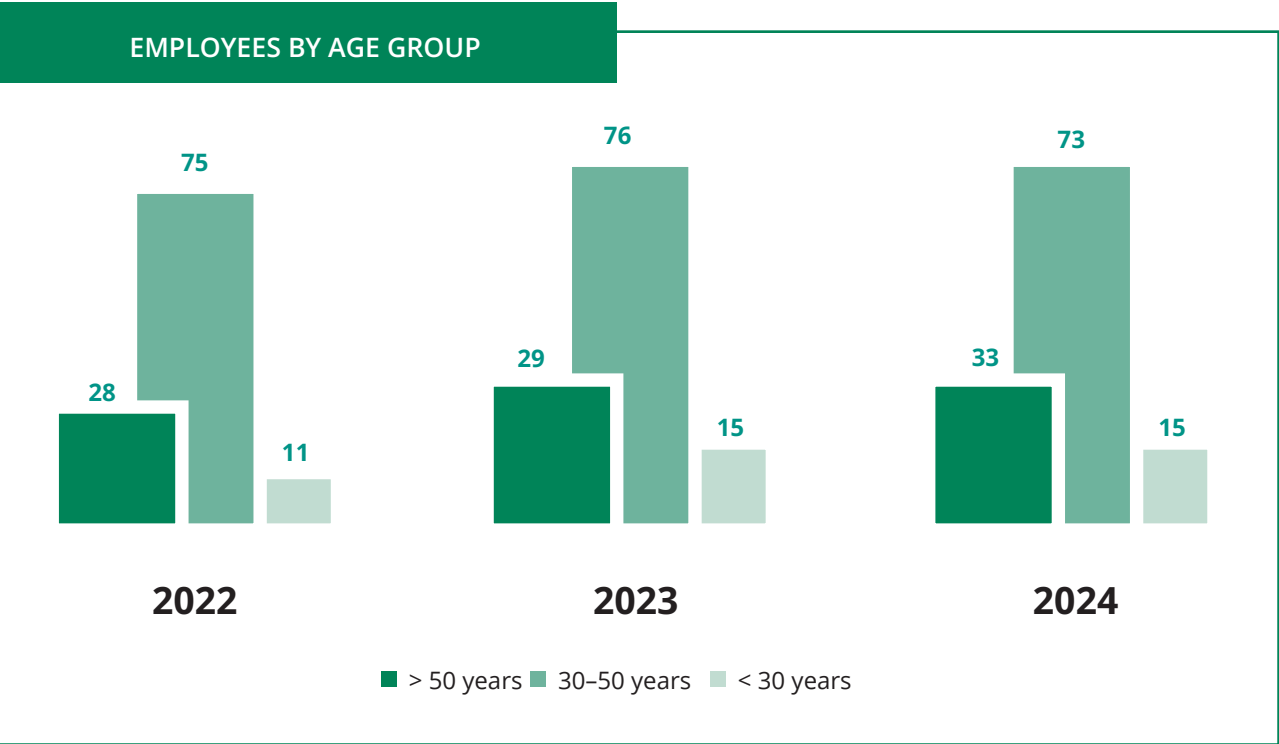
At ESI, we believe it is people that determine the direction and success of the company. Promoting an authentic culture of diversity and inclusion is a priority that goes far beyond moral responsibility: it is a value choice.

We are committed to ensuring that every person feels heard, respected and valued, guaranteeing equal opportunities for professional development, regardless of origin, gender, sexual orientation or background.

70% of our employees are men, a figure influenced by the organisational structure. 58.2% of the workforce hold operational roles, with male employees representing the

majority (90%), due to the nature of the tasks to be performed. In contrast, women represent the majority in office positions, accounting for 72%, making a central contribution to daily efficiency and supporting strategic and decision-making activities.

At ESI, our people are the driving force of growth and business success. This is why we guarantee equal pay for men and women in equivalent roles, in accordance with the principle of gender pay equality: the average male to female pay ratio<sup>11</sup> is around 87%.



11. 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.



We also invest in the training and development of young talent: personnel under the age of 30 currently account for 12% of our workforce, demonstrating our commitment to building a company future based on generational turnover and development of expertise.

Because we respect all forms of diversity and inclusion, in compliance with Italian Law

68/99, we meet the required quota of employees belonging to protected categories of workers, offering them support services, assistance and technical tools to facilitate the performance of their duties. In 2024, our workforce included ten protected-category employees in blue-collar positions (six at 31/12/2023)<sup>12</sup>.

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



# Training and talent development

GRI 404-1



We believe in young people, their education and the value of continuity. On this basis, we invest in talent with a long-term vision of shared growth. In the previous three-year cycle, we launched a new training path. In 2024, 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.

In 2024, we provided 1,638 hours of training, for an average of 14 hours per employee. This figure is lower than the previous year (approx. -37% compared to 2,600 hours in 2023). This reduction is linked to a shift from generalist training to more targeted and specialised courses, the goal being a more effective response to the needs of our people. We continue to invest in training as a strategic lever to develop skills, drive corporate growth and strengthen the sense of belonging.

In addition, we carry out continuous on-the-job training with shadowing of 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.

Within the scope of relations with the trade unions, we have also established a production bonus linked to the quality of employees' work, both from a professional point of view and in relation to compliance with internal rules. This bonus is aimed at all staff and is governed by a second-level agreement.





# Health and safety: a priority

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



506

hours of health and safety training delivered in 2024



34

employees involved

In 2023, we established a **Health and Safety Management** System in accordance with Italian legislation, specifically Legislative Decree No. 81 of 9 April 2008 and other regulations referred to therein.

To carry out operations safely, protecting the health of employees, we have established several internal procedures that have been readily shared and implemented.

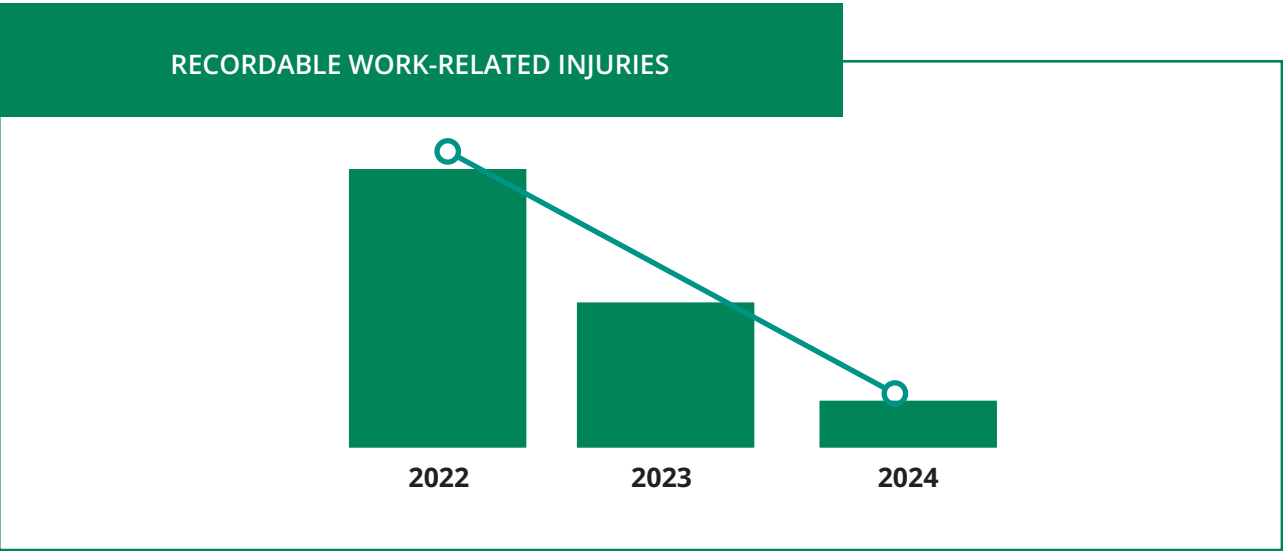
The **risk assessment** pursuant to Article 17(1) (a) of Legislative Decree No. 81/08 covered all risks to workers' health and safety, including those particular risks related to work-related stress, in accordance with the contents of the European Agreement of 8 October 2004, and those concerning pregnant workers, in accordance with Legislative Decree No. 151 of 26 March 2001, as well as risks related to gender differences, age, and origin in other countries.

In 2024, we recorded two work-related injuries, neither of which was serious. One of these has been categorised as a near miss resulting from the loss of control of an electric pallet truck. This confirms a positive trend, with a **33% reduction in the number of accidents** compared to 2023 and 60% compared to 2022. In response to these injuries, specific checks were carried out and corrective actions were implemented. Preventive steps were also adopted for personnel who might not be considered fit to work in certain locations, with subsequent reassignments, where necessary, in order to avoid dangerous situations. **In 2022-2024, no cases of work-related ill health were recorded.**



GOALS FOR IMPROVEMENT

Achievement of ISO 45001 certification in 2025-2026





# Community and local areas: strengthening the bond

In 2024, our close connection with the local area continued through various support initiatives and partnerships, including sponsorship and financial and product donations.

### SPONSORSHIPS

We supported the **Chicchi di Riso E.T.S.** Association, which operates in the educational and social sphere, with three sponsorships aimed at developing its activities for children. We also supported **Unione Sportiva Catanzaro 1929 S.r.l.**, contributing to the promotion of sport as a vehicle for inclusion and wellbeing.

### DONATIONS

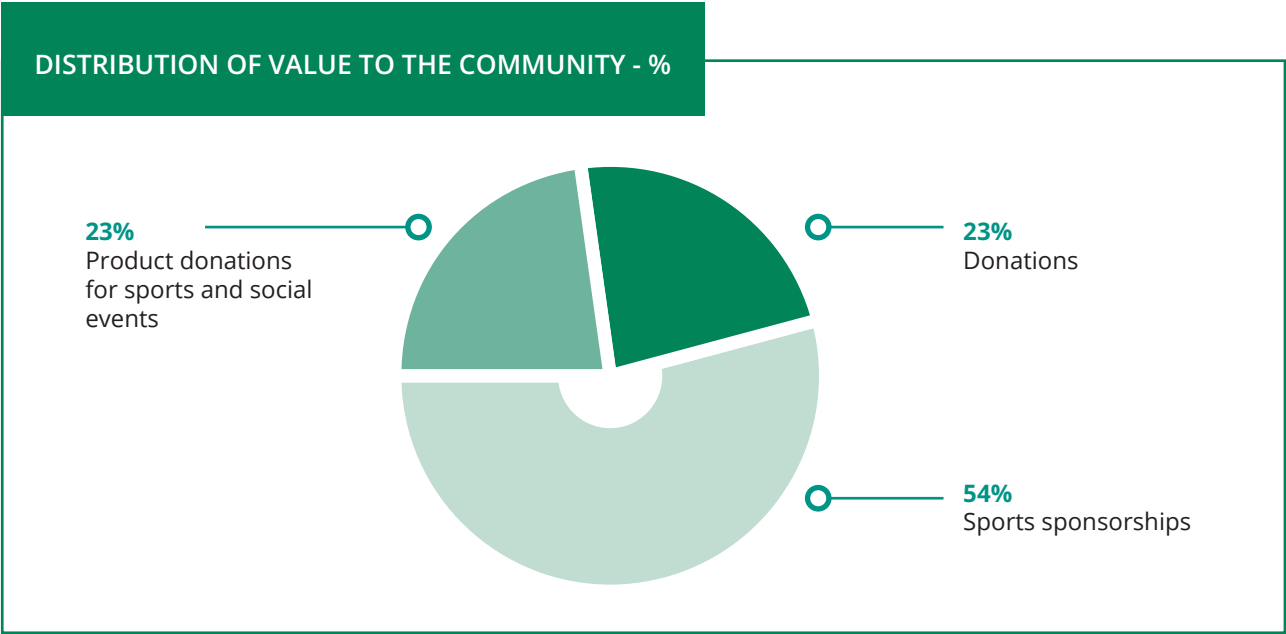
We have contributed to the promotion of local sport by supporting **A.S.D. Atletica Savona** on the occasion of the 15 May 2024 event, and **ASD Albissole 1909** for two events in the 2024–2025 season. We continue to sponsor **Fondazione Pace e Bene**, a foundation committed to supporting individuals and groups, locally, nationally and internationally. The foundation works to safeguard and champion the environment and the development of people for physical, psychological, economic, cultural and social wellbeing.

### PRODUCT DONATIONS

We have donated products to many local organisations, including:

- Cresci con Noi Association
- Chicchi di Riso E.T.S. Association
- Noi4You Association
- Banco Farmaceutico
- Caritas di Savona
- Parrocchia N.S. Assunta di Albissola Marina
- Savona nel Cuore Association
- Ades Association
- Istituto Comprensivo delle Albisole
- Istituto Secondario Superiore Mazzini – Da Vinci di Savona

These donations have contributed to **educational, health and social projects**, offering real help to children, families and anyone in need. Through this activity, we confirm our commitment to serve as a positive reference point for the community in which we operate, actively contributing to the collective wellbeing.





A woman with short dark hair, wearing a white lace dress, and a young girl with long blonde hair, wearing a pink dress, are holding hands and looking towards a pond in a park. The background is filled with green trees and a clear sky.

# Our commitment to the environment

**98.7%**  
of packaging  
is recyclable

**51.5%**  
of plastic packaging comes  
from recycled material

**-13.4%**  
water consumption  
compared to 2023










**464 t CO<sub>2</sub>e**  
avoided in 2024  
through the purchase  
of Guarantees of Origin

**98.9%**  
of waste sent for recovery

**100%**  
of electricity from  
renewable sources



# 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	Carbon Footprint Analysis update  464t CO <sub>2</sub> avoided through the purchase of Guarantees of Origin	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.	We have revised the targets mapped in the previous year as we are evaluating a larger project that will enable greater water recovery than forecast from the measures initially planned.  We are evaluating the implementation of a treatment plant for water recovery.	2025	 
<b>RATIONALISATION</b> <i>Using energy resources responsibly</i>	<b>GROUP ENERGY ANALYSIS</b> to identify areas of waste and potential savings.	300 kWp photovoltaic plant project completed (active from 2025) Replacement of the petrol/diesel car fleet with plug-in hybrids Electric recharging infrastructure upgraded at headquarters	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	FSC and traceable secondary packaging Phasing out of package leaflets (replaced by QR codes) Elimination of the carton for some products Progressive replacement of PET with R-PET	2024–2026	



# Packaging management

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

We are committed to developing products with respect for natural resources, using formulations containing carefully selected raw materials and packaging with recycled and recyclable materials.

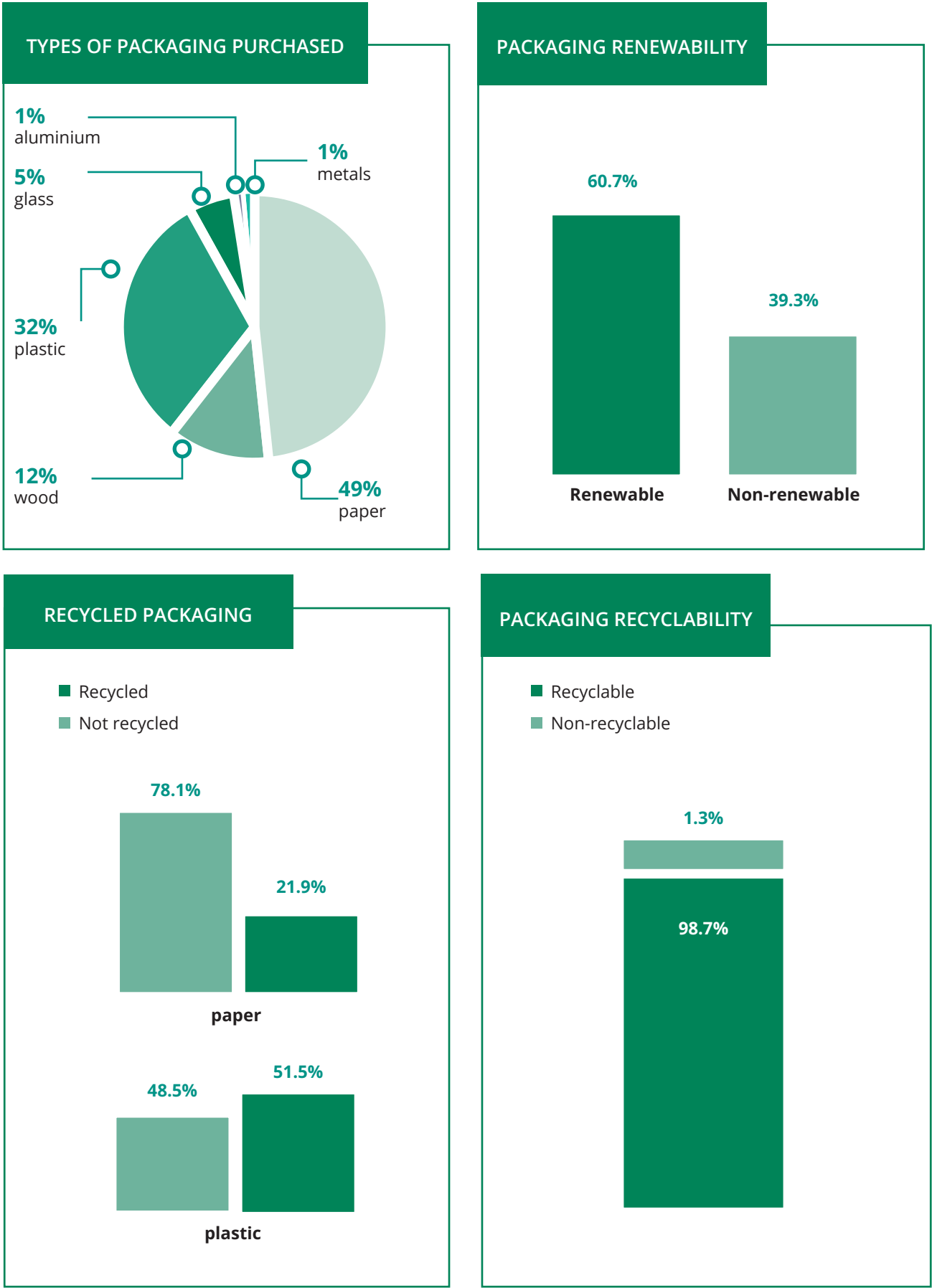


Our decisions take into account production needs and the responsible management of natural resources. Our production processes are inspired by **circular-economy** principles, with the aim of helping to mitigate the effects of climate change.

In 2024, we purchased **1,283,121 kg** of packaging. Of this:

- **98.7%** was **recyclable**, i.e. easily separable and recyclable by the consumer
- **60.7%** was **renewable**, due to the use of natural materials such as paper, cardboard and wood (as opposed to fossil-based materials such as plastics, metals, multi-materials, glass, etc.)
- **27%** was composed of **recycled material**.

49% of the packaging purchased was paper and 32% plastic. With regard to the use of recycled materials, **51.5% of the plastic packaging** purchased and **21.9% 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 paper, the latter being FSC certified**.

We have started a process of **reformulation of packaging materials**, in order to optimise the use of resources and **progressively reduce the use of virgin plastic**, including through the introduction of R-PET. Actions already implemented include:

- replacement of **inflatable bags with paper material** in packages
- replacement of **plastic-coated parcel tape** with **paper tape**.

These small yet concrete changes are part of a **process of continuous improvement in the management of materials and waste**.

In 2024, we launched a feasibility study and the necessary tests to **replace all PET (polyethylene terephthalate) plastic bottles with R-PET**, i.e. recycled PET. 100% recycled PET will be used for white bottles, while 97% recycled PET will be used for other bottles. The first samples of recycled PET bottles were purchased during the year: 28,690 units against almost 11 million standard PET bottles purchased. By 2025, we forecast 9,650,608 bottles in R-PET and 1,500,000 bottles in standard PET. The initial results for use of virgin plastics avoided and subsequent CO<sub>2</sub>e emissions reduction will be seen in 2026.

As of 2024, we are progressively **eliminating package leaflets, replacing them with QR codes** on the packaging for all products in Italy, with the exception of Medical Devices where the package leaflet is mandatory.


We have **eliminated boxes** from some products in the Diurerbe, Omega and Magnesium lines.

For secondary packaging, specifically for cartons, **FSC-certified cardboard will be used from 2025** onwards, enabling us to meet EUDR requirements, i.e. allowing us to trace the cardboard purchasing chain<sup>15</sup>.



15. Initial results will be available from the second half of 2025

### 2025 GOALS



**84% R-PET bottles**



**FSC-certified cartons**



**LIFE-CYCLE ASSESSMENT**

We will start the LCA (life-cycle assessment) process, confirming our concrete and ongoing commitment to improving the environmental profile of our products. The initiative is part of a corporate vision oriented towards environmental responsibility, with the aim of measuring and reducing impacts throughout the entire life cycle of products, promoting increasingly careful and conscious practices. Adoption of LCA is also a strategic tool to strengthen brand reputation, enhancing the company's transparency and reliability in the eyes of consumers and stakeholders.















# 2024–2026 Action Plan

## Packaging

 Achieved  Ongoing

PACKAGE INSERTS		
	Package inserts 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	



# Energy efficiency and plant innovation

## GRI 302-1

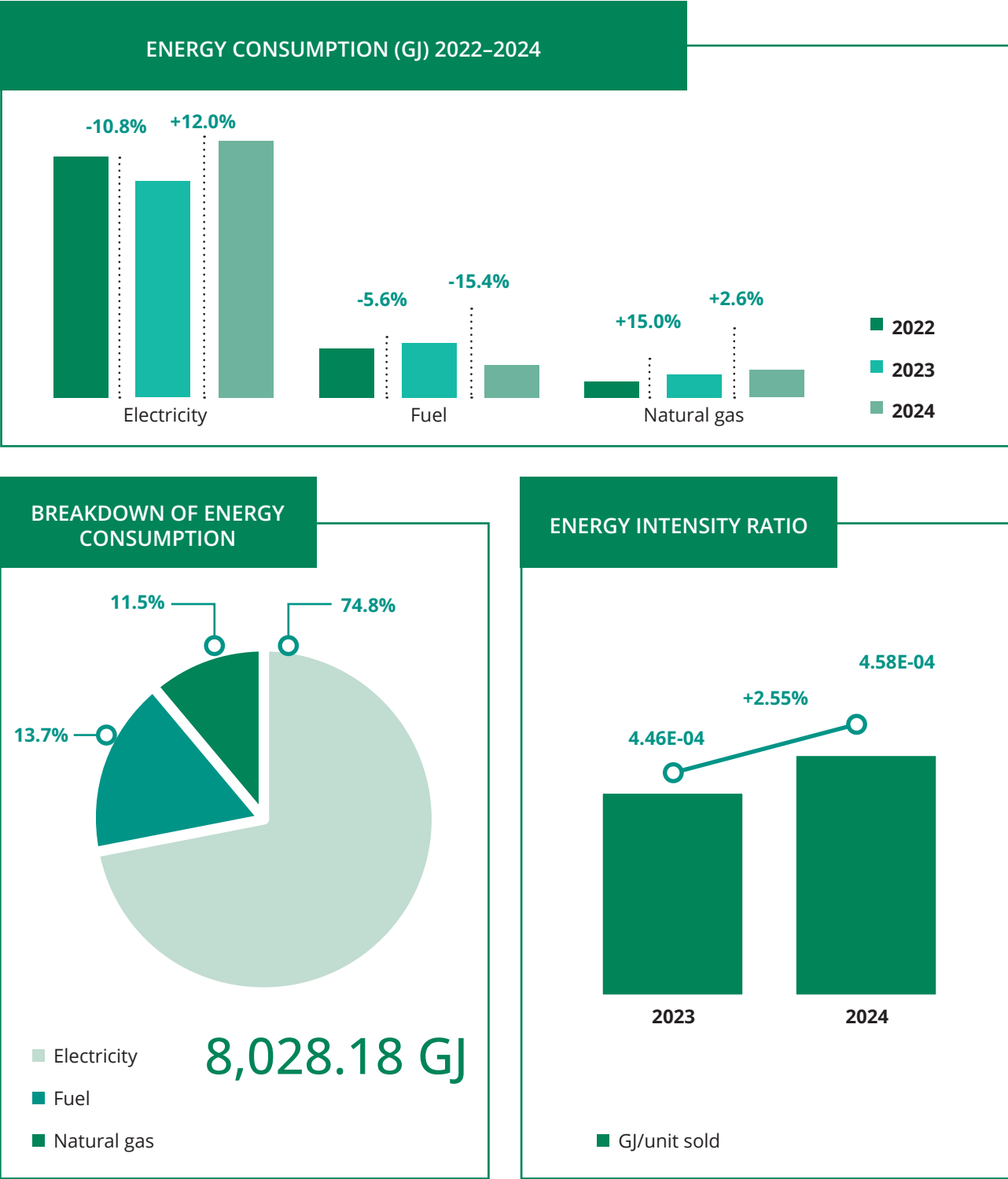
To reduce energy consumption and associated environmental and economic impacts, we conducted **targeted efficiency studies** in 2024 aimed at optimising the performance of our plants. The results of these studies led to the identification of concrete actions, built into the design of the **new production building**, including:

- installation of a **heat-pump recovery system**, integrated with a high-efficiency **air handling unit (AHU)**, capable of air-conditioning the environment and recovering energy to power production processes
- **replacement of the entire lighting system** with energy-efficient LED lamps
- introduction of **new machinery equipped with inverter technology**, capable of modulating energy consumption according to real requirements
- installation of a **photovoltaic plant**, with connection and initial benefits in 2025.

These actions reflect our readiness to adopt **technologically advanced solutions that improve the company's energy consumption and efficiency**.

In 2024, the organisation's total internal energy consumption was **8,028 GJ**. Purchased electricity covered by **Guarantees of Origin**, used for the operation of the plants, represents the majority of total energy consumption in 2024, accounting for **74.8%**. The next largest energy vector is **fuel**, accounting for **13.7%** of consumption, which is used for the corporate fleet, followed by **natural gas**, accounting for **11.5%** of consumption, used to heat offices and production departments.

Despite the increase in production volumes of around 5%, from 2023 to 2024, the energy intensity index expressed in GJ/unit sold only increased by 2.55%.





# How we reduce our carbon footprint

GRI 305-1 | GRI 305-2

In line with our sustainability values and goals, we will continue corporate carbon footprint (CCF) reporting in 2024, as in the previous two years<sup>16</sup>.

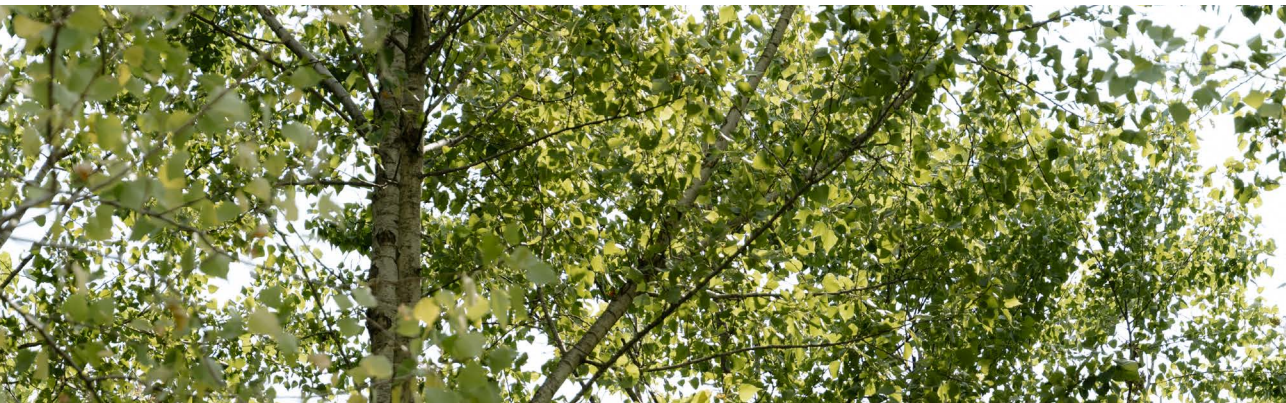
There were **136.37 tCO<sub>2</sub>e** of **Scope 1 emissions** in 2024, a **6.35% reduction compared to 2023**. **Scope 2 emissions are zero due to the purchase of Guarantees of Origin (GO)**<sup>17</sup>.

Overall, there was a 22.3% reduction in emissions from the combustion of diesel and petrol used by the company fleet in 2024, while there was a slight increase in natural gas consumed, which can be linked to an increase in production from 2023 to 2024 of around 5%.

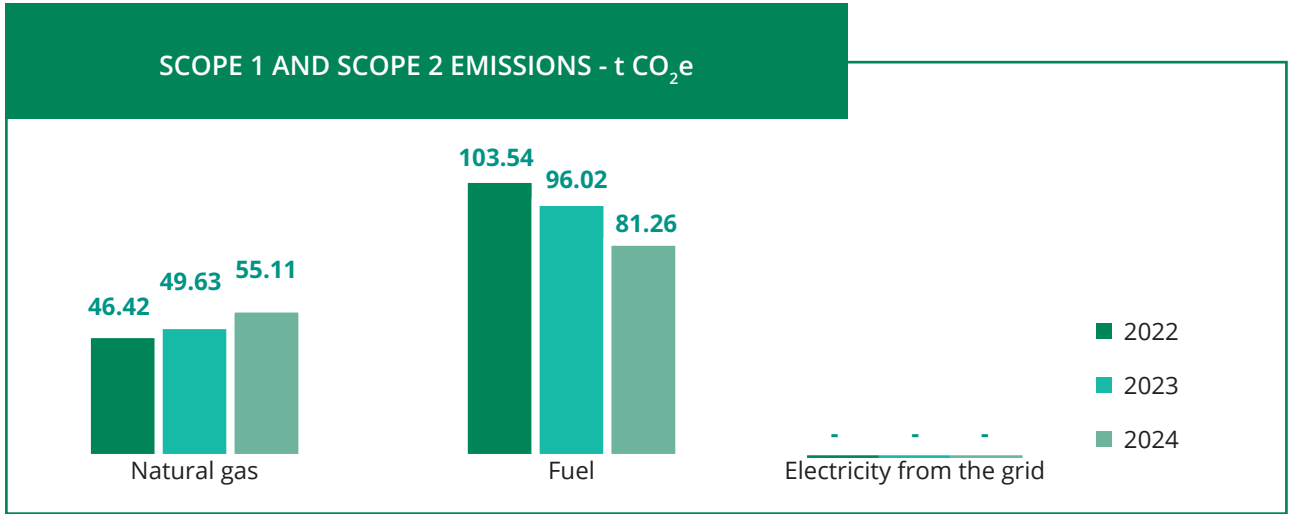
In 2024, we adopted concrete, structured actions that encompass controlling internal energy consumption, raising employees' and consumers' awareness of the issue and implementing increasingly rigorous supply-chain management.

We recognise that decarbonisation is a complex and challenging path: our initiatives represent our commitment and determination to tangibly reduce our environmental impact along the entire value chain. **We will continue to take decisive action on our carbon footprint**, looking ahead and considering the quality of life of future generations.

The use of renewable energy sources is our main direct contribution in the fight against climate change. 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.



16. At the time of drafting the Sustainability Report, we have calculated Scope 1 and 2, while calculations for Scope 3 emissions are currently being processed. By the end of 2025, the entire CCF will be validated  
Scope 1 - Direct emissions from company operations  
Scope 2 - Indirect emissions from imported energy  
Scope 3 - Other indirect emissions from the organisation's downstream and upstream activities  
17. According to market-based methodology.



- During 2024, the **replacement of petrol and diesel cars with plug-in hybrids was completed for all personnel working onsite**. We will also continue to upgrade our fleet of company cars by replacing conventional diesel or petrol vehicles in order to reduce our fuel consumption. In addition, the company upgraded its e-mobility infrastructure, **increasing the number of charging stations at its headquarters**.
- Thanks to these choices, in 2024 we neutralised a total of **464.5 tonnes of CO<sub>2</sub>e**<sup>18</sup>.
- In 2024, work also began to calculate **Scope 3** emissions, for which data will be available by the first half of 2025. The results will allow us to monitor the Company's emissions in their entirety and adopt improvement actions to mitigate impacts.

 **464 tonnes of CO<sub>2</sub>e**  
neutralised in 2024 through the purchase of Guarantees of Origin

18. 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 of electricity purchased from certified renewable sources with Guarantees of Origin.



# Resource management: water and waste

## Water resources

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

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.

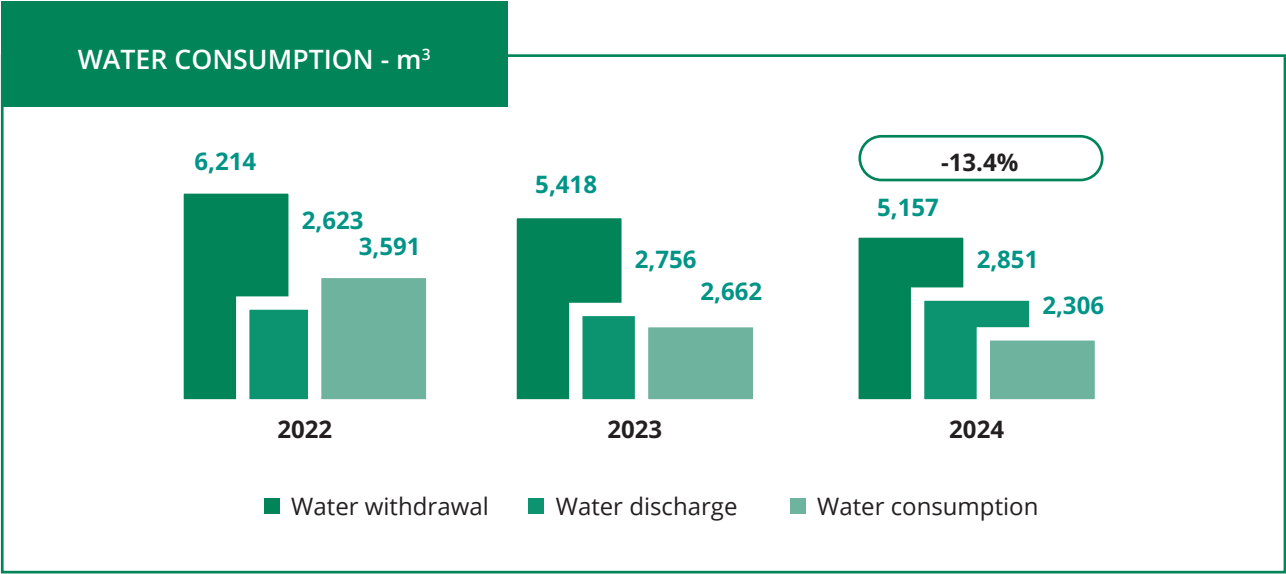
All the water used comes from the mains supply. In **2024**, water consumption totalled **2,306.00 m<sup>3</sup>**, a **decrease of 13.4% compared to 2023 values**. A portion of the water consumed is returned through **discharge**. This comes mainly from the washing of equip-

ment, 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.

We intend to continue improving our management of water resources, aiming for more rational and efficient use. In 2024, we **revised the targets identified last year**, with a view to a new project with a greater impact, capable of significantly increasing the level of water recovery.



### 2025 goals



#### REVERSE OSMOSIS SYSTEM

We intend to implement a new reverse osmosis system in the liquids department to demineralise and recover water discharged from the existing treatment system. Preliminary assessments indicate **potential recovery of approximately 50%** of the flow entering the treatment system that is ejected from the same system during the filling of the water treatment system serving the plant's liquids department. These efforts will be further assessed through a **water footprint analysis**.





# Waste

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 **dedicated internal procedure**, which sets out operational rules for each type of waste handled.

In 2024, we generated 165 tonnes of waste, an increase of 21% compared to 2023. 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 generated was non-hazardous waste. **98.9% of all waste produced was sent for recovery**. This represents a sharp increase on 2023, when 71.63% of waste was destined for recovery.

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.



166

tonnes of waste produced

98.9%

of waste generated sent for recovery

	UoM	2022	2023	2024
Hazardous waste	kg	1,388	1,167	1,400
Non-hazardous waste	kg	139,112	136,476	165,178
of which sent to landfill	kg	18,714	39,043	1,861
of which recovered	kg	121,786	98,600	164,717
Total waste	kg	140,500	137,643	166,578

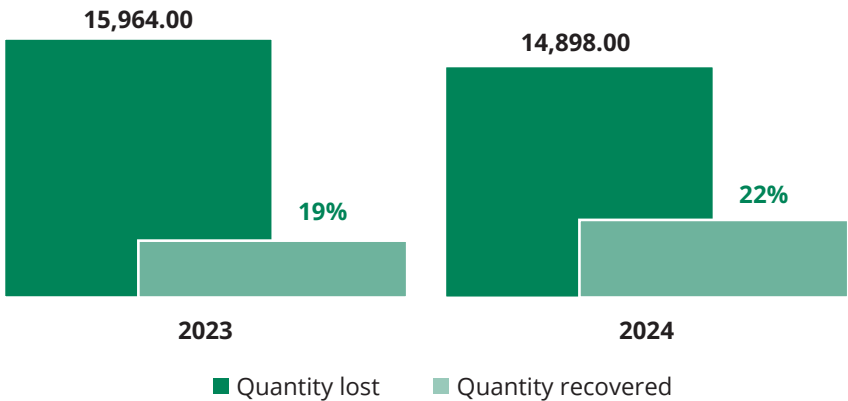


## PROJECTS TO LIMIT WASTE

- In 2024, we introduced a **suction system** on the **powder** production line, enabling us to reduce losses through suction of powdered material during the production of solid semi-finished products. In 2023, we lost 6,784 kg of product, none of which was recovered. With the new system, in 2024, 1,152 kg of the 7,224 kg lost during production was recovered, corresponding to **approximately 16%**.
- 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 for **management of products close to expiry** was

improved, with allocation of such products to competition packs for event sponsorship or donations for local bodies and associations. In 2023, we successfully recovered 19% of unsold products, and in 2024 we were able to **recover 22%**. We intend to further improve this result by 2025, when the new procedure for handling products close to expiry and unsold products at wholesalers will be formalised. With the new policy, ESI will no longer accept wholesalers' requests to send unsold products to waste, resulting in a credit note, but will request their return. Returned products will be used for donations and sponsorship. We will continue to monitor and develop this activity, further improving and reducing waste from unsold products.

## QUANTITY OF FINISHED PRODUCTS (UNITS) LOST AND RECOVERED





# Methodological note

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

## Scope of reporting      The Report

Company name

ESI

Type of ownership

Private

Legal status

Limited Liability Company

Location of head office

Registered office: Corso Ferrari 74/6,  
Albisola Superiore (SV), Italy  
  
Secondary location: Via delle Industrie 1,  
Albissola Marina (SV), Italy

Countries served

54

This is the third Sustainability Report of ESI S.r.l. (hereinafter also “the company” or “ESI”). 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 2024 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

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 preparing the Sustainability Report are those set out in 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 set out in the reporting principles adopted, which represent the specific areas of sustainability analysed in line with the company’s activities and the related impacts. 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”. As part of our sustainability journey, this analysis involved top management in the assessment of issues and assignment of a value on the basis of two aspects: importance and priority for the company.

The analysis will be further developed and expanded moving forward by conducting one or more activities for consultation with stakeholders and by reporting on the company’s contribution to achieving its objectives.

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 further information on the contents of this document, please contact us at [esi@esi.it](mailto:esi@esi.it)



# GRI indicators

This chapter details the GRI indicators used in the Report, for greater clarity and comparability of ESG performance over the three-year reporting period.

## GRI 201-1

Direct economic value generated and distributed

Direct economic value generated and distributed

	2022 <sup>19</sup>	% of total	2023	% of total	2024	% of total
<b>Economic value generated and received</b>	<b>€ 60,333,596</b>	<b>100.0%</b>	<b>€ 60,908,693</b>	<b>100.0%</b>	<b>€ 65,690,845</b>	<b>100.0%</b>
Economic value generated	€ 60,064,422	99.5%	€ 60,901,993	99.99%	€ 65,536,010	99.8%
Economic value received	€ 269,175	0.5%	€ 6,700	0.01%	€ 154,835	0.2%
<b>Economic value distributed</b>	<b>€ 44,215,735</b>	<b>74.4%</b>	<b>€ 45,595,118</b>	<b>74.9%</b>	<b>€ 50,771,793</b>	<b>77.3%</b>
Suppliers	€ 33,942,318	57.1%	€ 33,519,628	55.0%	€ 37,812,814	57.6%
Directors and statutory auditors	€ 41,600	0.1%	€ 41,600	0.1%	€ 41,600	0.1%
Human resources	€ 6,936,529	11.7%	€ 7,052,691	11.6%	€ 7,554,631	11.5%
Banks and other lenders	€ 129,040	0.2%	€ 132,503	0.2%	€ 135,255	0.2%
Public authorities	€ 2,933,016	4.9%	€ 4,620,031	7.6%	€ 5,069,602	7.7%
Local community	€ 233,233	0.4%	€ 228,663	0.4%	€ 157,889	0.2%
<b>Economic value retained</b>	<b>€ 16,117,862</b>	<b>25.6%</b>	<b>€ 15,313,575</b>	<b>25.1%</b>	<b>14,919,052</b>	<b>22.7%</b>
<i>of which operating profit</i>	<i>€ 11,357,159</i>	<i>18.8%</i>	<i>€ 8,575,753</i>	<i>14.0%</i>	<i>9,117,616</i>	<i>13.9%</i>

## GRI 204-1

Procurement practices

Expenditure on local suppliers

	2022	2023	2024
Italy	80%	78%	81%
EU	18%	12%	12%
Non-EU	2%	10%	8%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

19. Value updated for 2022 including changes in inventories for work-in-progress, semi-finished and finished products in the calculation.

## GRI 2-7

Workers

Employees by gender

	2022	2023	2024
Women	32	32	36
Men	82	88	85
<b>Total</b>	<b>114</b>	<b>120</b>	<b>121</b>

Employees by type of contract

	2022	2023	2024
<b>Temporary</b>	<b>1</b>	<b>-</b>	<b>1</b>
Female	1	-	-
Male	-	-	1
<b>Permanent</b>	<b>113</b>	<b>120</b>	<b>120</b>
Female	31	32	36
Male	82	88	84
<b>Total</b>	<b>114</b>	<b>120</b>	<b>121</b>

Employees by form of employment

	2022	2023	2024
<b>Full-time</b>	<b>105</b>	<b>111</b>	<b>112</b>
Female	23	23	27
Male	82	88	85
<b>Part-time</b>	<b>9</b>	<b>9</b>	<b>9</b>
Female	9	9	9
Male	0	0	0
<b>Total</b>	<b>114</b>	<b>120</b>	<b>121</b>

## GRI 2-8

Workers who are not employees

Workers who are not employees

	2022	2023	2024
Contractors	0	4	4
Freelancers	0	0	1
Interns	6	4	8
<b>Total</b>	<b>6</b>	<b>8</b>	<b>13</b>



GRI 404-1

Training

Average hours of training

		2022			2023			2024		
	Units	women	men	total	women	men	total	women	men	total
Senior managers	h	-	51	51	-	46	46	-	8	8
Middle managers	h	14	1	2	122	17	29	8	5	6
Office workers	h	3	5	3	10.7	42	22	11	11	11
Factory workers	h	1	1	1	36	17	19	13	17	16
Total		3	43.8	3	19	22	21	11	14	14

GRI 405-1

Diversity of governance bodies and employees

Governance bodies by gender

		2022			2023			2024		
		women	men	total	women	men	total	women	men	total
Board of Directors		-	3	3	-	3	3	-	3	3
Board of Statutory Auditors			1	1		1	1		1	1
Total		0	4	4	0	4	4	0	4	4

Governance bodies by age group

		2022				2023				2024			
		< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
BoD		-	-	3	3	-	-	3	3	-	-	3	3
Board of Statutory Auditors		-	-	1	1	-	-	1	1	-	-	1	1
Total		0	0	4	4	0	0	4	4	0	0	4	4
Percentage						10%	66%	24%	100%	13%	63%	24%	100%

Breakdown of employees by role and gender

		2022			2023			2024		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Senior managers		-	3	3	0	4	4	0	3	3
Middle managers		1	8	9	1	8	9	2	9	12
Office workers		25	11	36	25	14	39	27	10	36
Factory workers		6	60	66	6	62	68	7	63	70
Total		32	82	114	32	88	120	36	85	121

GRI 401-1

Turnover

New hires

	2022	2023	2024
By age group			
Up to 29 years	-	5	3
30-50 years	2	2	2
50 years	-	1	1
Total	2	8	6

Outgoing

	2023	2023	2024
By age group			
Up to 29 years	-	-	2
30-50 years	4	1	1
50 years	1	1	3
Total	5	2	6

Turnover

	2023	2024
Turnover - new hires	7.0%	5.0%
Turnover - outgoing personnel	1.8%	5.0%
Total change	8.8%	10.0%

GRI 403-3

Work-related injuries

Number of incidents

	2022	2023	2024
Total number of fatalities due to work-related injuries	-	-	-
Total number of serious work-related injuries (excluding fatalities)	-	-	-
Total number of recordable work-related injuries	5	3	2

Type of incident

	2022	2023	2024
Slips and falls	-	1	-
Road accidents	3	-	-
Strikes/collisions	2	2	2



EMPLOYEES by category and age group

	2022				2023				2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Senior managers	-	1	2	3	-	1	3	4	0	1	2	3
Middle managers		3	6	9	-	3	6	9	0	4	8	12
Office workers	1	28	7	36	3	30	6	39	3	27	6	36
Factory workers	10	43	13	66	12	42	14	68	12	41	17	70
<b>Total</b>	<b>11</b>	<b>75</b>	<b>28</b>	<b>114</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>

Protected job categories by role and gender

	2022				2023				2024			
	Units	women	men	total	women	men	total		women	men	total	
Factory workers	-	6	6	-	6	6	-		10	10		
Office workers	-	-	0	-	-	0	-		0	0		
<b>Total</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>0</b>		<b>10</b>	<b>10</b>		

GRI 302-3

Energy intensity

	UoM	2022	2023	2024
Energy consumption	GJ	7,948.85	7,462.25	8,028.18
Finished products sold	pcs	16,392,331	16,716,632	17,534,037
<b>Energy intensity ratio</b>		<b>0.00048</b>	<b>0.00045</b>	<b>0.00046</b>

GRI 303

Water and effluents

Water Resources

	UoM	2022	2023	2024
Water withdrawal - mains water	m³	6,214	5,418	5,157
Water discharge	m³	2,622	2,756	2,851
<b>Total water consumed</b>	<b>m³</b>	<b>3,591</b>	<b>2,662</b>	<b>2,306</b>

GRI 302-1

Energy consumption within the organisation<sup>20</sup>

Fuel consumption

UoM	2022	2023	2024	UoM	2022	2023	2024
Diesel consumption - stationary combustion safety generator set							
L	20.00	20.00	20	GJ	0.71	0.71	0.71
Corporate fleet diesel consumption							
L	33,429.93	28,303.89	22,768.00	GJ	1,190.11	1,007.05	810.54
Corporate fleet petrol consumption							
L	5,666.94	8,839.16	8,756.00	GJ	185.31	289.04	286.32
LPG							
L	-	25.54	-	GJ	-	0.61	-
Total fuel consumption							
L	39,116.87	37,188.59	31,544.00	GJ	1,376.13	1,297.98	1,097.57

Methane gas consumption

UoM	2022	2023	2024	UoM	2022	2023	2024
Methane gas consumption for heating							
m³	23,030.00	23,632.00	27,187	GJ	785.32	805.85	927.08

Electricity consumption

UoM	2022	2023	2024	UoM	2022	2023	2024
Medium-voltage electricity consumption							
kWh	1,607,611.00	1,488,449.00	1,667,648.00	GJ	5,786.97	5,358.42	6,003.53
<b>Total energy consumed</b>							
				<b>GJ</b>	<b>7,958.08</b>	<b>7,462.25</b>	<b>8,028.18</b>

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



GRI 305-1

Direct GHG emissions & GRI 305-2 Indirect GHG emissions from energy consumption<sup>21</sup>

CATEGORY		2022 <sup>22</sup>	2023	2024
SUB-CATEGORY	Activity	GHG EMISSIONS VALUE - location-based (t CO <sub>2</sub> e)	GHG EMISSIONS VALUE - location-based (t CO <sub>2</sub> e)	GHG EMISSIONS VALUE - location-based (t CO <sub>2</sub> e)
SCOPE 1 - Direct GHG emissions				
1.1 Direct emissions from stationary combustion	Diesel consumption - stationary combustion safety generator set	0.05	0.05	0.5
	Methane gas consumption for heating	48.36	49.63	55.11
1.2 Direct emissions from mobile combustion	Corporate fleet diesel consumption	88.06	74.56	60.60
	Corporate fleet petrol consumption	13.70	21.37	20.61
Total value of Scope 1		150.17	145.65	136.37
SCOPE 2 - Indirect GHG emissions				
2.1 Indirect emissions from consumption of imported electricity	Medium-voltage electricity consumption	483.50	447.66	464.49
Total value of Scope 2		483.50	447.66	464.49
Total value of Scope 1 & 2 emissions		633.68	593.31	600.86

GRI 305-4

GHG emissions intensity

	UoM	2022	2023	2024
Total Scope 1 and 2 emissions	t CO <sub>2</sub> e	633.68	593.31	600.86
Finished products sold	pcs	16,392,331	16,716,632	17,534,037
Energy intensity ratio		3.86571E-05	3.549E-05	3.427E-05

21.

- Natural gas: DEFRA 2023 Fuels - Gaseous fuels - Natural gas (100% mineral blend) - I
- Diesel - Corporate fleet: Ecoinvent 3.9.1 transport, passenger car, medium size, diesel, EURO 5 | transport, passenger car, medium size, diesel, EURO 5 | Cutoff, U
- Petrol - corporate fleet: Ecoinvent 3.9.1 transport, passenger car, medium size, petrol, EURO 5 | transport, passenger car, medium size, petrol, EURO 5 | Cutoff, U
- Electricity - mix - ISPRA - Emission factors for electricity production and consumption in Italy (Estimated greenhouse gas emission factors in the electricity sector for gross electricity production net of pumping, 2023).

22. 2022 data have been revised using updated emission factors for comparability with 2023.

This Sustainability Report was prepared with the methodological support of:





# GRI Content Index

ESI S.r.l. has reported the information indicated in this GRI content index for the period from 01/01/2022 to 31/12/2024 with reference to the GRI Standards.

GRI STANDARD	PAGE
DISCLOSURE	
GRI 2: General Disclosures 2022	
2-1 Organisational details	102
2-2 Entities included in the organisation's sustainability reporting	102
2-3 Reporting period, frequency and contact point	102
2-6 Activities, value chain and other business relationships	14; 20
2-7 Employees	70; 105
2-8 Workers who are not employees	70; 105
2-9 Governance structure and composition	52
2-22 Statement on sustainable development strategy	30
2-29 Approach to stakeholder engagement	32
2-30 Collective bargaining agreements	70
GRI 3: Material topics 2022	
3-1 Process to determine material topics	32
3-2 List of material topics	32
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	55; 104
202-2 Proportion of senior management hired from the local community	70
GRI 204: Procurement practices 2016	
204-1 Proportion of spending on local suppliers	20; 26; 104
GRI 302: Energy 2016	
302-1 Energy consumption within the organisation	94; 109
302-3 Energy intensity	108
GRI 303: Water 2016	
303-3 Water withdrawal	98; 108
303-4 Water discharge	98; 108
303-5 Water consumption	98; 108
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	96; 110
305-2 Energy indirect (Scope 2) GHG emissions	96
305-4 GHG emissions intensity	110

GRI STANDARD	PAGE
DISCLOSURE	
GRI 306: Waste 2020	
306-3 Waste generated	88
306-4 Waste diverted from disposal	88
306-5 Waste directed to disposal	88
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	106
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	72
GRI 403: Occupational Health and Safety 2018	
403-2 Hazard identification, risk assessment and incident investigation	80
403-5 Worker training on occupational health and safety	80
403-9 Work-related injuries	80
403-10 Work-related ill health	80
GRI 404: Training and education 2016	
404-1 Average hours of training per year per employee	78; 107
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	52; 76; 107
405-2 Ratio of basic salary and remuneration of women to men	69
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	72
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	56
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	56
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	58
417-2 Incidents of non-compliance concerning product and service information and labeling	58
417-3 Incidents of non-compliance concerning marketing communications	58



**ESI srl**

Registered office

Corso Ferrari 74/6

17011 Albisola Superiore (SV), Italy