



BioNike
SALUTE E BELLESSERE

Sustainability Report 2024

Our commitment to a better future.
For the Skin. For Life.

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LETTER TO OUR STAKEHOLDERS

GRI 2-22

Dear stakeholders,

We are proud to present our **third Sustainability Report**, highlighting 2024 as a year of growth and increasing awareness.

Protecting skin, even the most sensitive, by combining high efficacy with maximum dermo-affinity, and representing the best choice for skin health and beauty for consumers, dermatologists, and pharmacists alike: at BioNike, every day we turn our vision — **creating the Science of Wellness** — into tangible actions.

Driven by a principle of continuous improvement, we work every day to promote **wellbeing**, first and foremost for the **skin**, but also for the **world we live in**.

We believe that excellence is achieved through an ongoing journey of progress. We are committed to doing our part to help build a future where **respect for the environment, women empowerment, celebration of the arts, scientific research support, and the development of society are foundational pillars of our identity**.

In 2024, we shaped our **ESG Action Plan**, aligned with the priorities that emerged from the first Stakeholder Engagement Survey conducted by the Sodalìs Group. This plan guides our actions and supports the decisions we make today for a better tomorrow.

We have always invested in research, making it one of our greatest strengths. We firmly believe in the value of research and innovation as a driver of progress to improve people's lives. This commitment is reflected in the results we have achieved to date: **over 1,118** dedicated to product **development** and more **than 200 efficacy studies**, including **24 clinical trials**. We have registered **2 patented formulas** and filed **1 new patent application this year**.

These results have helped make us the most **recommended brand by Italian dermatologists**, a recognition that further strengthens our trusted relationship with the medical and scientific community.

Our team continues to grow, bringing in new skills and fresh energy. Women's representation remains central, as does our commitment to **recognizing talent through continuous training** and a work environment that supports balance and wellbeing.

On the environmental front, we continued along the path toward **improving our overall environmental footprint**. We are guided by three key objectives: the development of **eco-packaging**, the use of **renewable energy**, and **more efficient waste management**.

Our journey continues with consistency and dedication.

Every milestone pushes us to look deeper, do better, and make more conscious choices. **Making all of this possible are the people at BioNike: skilled, passionate, and attentive.**

To everyone who shares this journey with us, we extend our heartfelt thanks.

We hope you find this report inspiring.

Fabio Granata
Chairman

THE MOST TRUSTED DERMOCOSMETIC BRAND AMONG ITALIAN DERMATOLOGISTS



Survey on the dermocosmetics market conducted by TradeLab between June and July 2024, involving a representative sample of 880 Italian medical specialists.

OUR ROOTS,
OUR FUTURE



ABOUT US

GRI 2-1 | GRI 2-6

Since 1960, BioNike has embodied dermatological expertise and scientific innovation, dedicated to the wellbeing of sensitive and allergy-prone skin.

From the very beginning, we have been pioneers in the care of delicate skin.

Derived from the Greek words **Bio (life)** and **Nike (victory)**, **BioNike** means ‘victory of life’, a powerful promise carried in our very name.

The brand belongs to ICIM International, an Italian pharmaceutical company founded in Milan in the 1930s.

BioNike was established in 1960 by the vision of a forward-thinking pharmacist and entrepreneur, who understood how dermocosmetics could support medical treatments prescribed by dermatologists.

BioNike was the first brand in Italy to engage with dermatologists about the growing issue of allergic reactions to cosmetics containing nickel, and the first to implement an analytical method capable of detecting even trace amounts of this metal.

This led to the development of **Nickel tested** dermocosmetics, where the presence of nickel is far below sensitization thresholds, making them suitable for individuals allergic to it. Over the years, we have defined an increasingly rigorous and high-quality formulation philosophy, eliminating ingredients identified in scientific literature as frequent causes of contact allergies.

Our research lab has worked tirelessly to **combine the highest standards of performance and sensorial experience with maximum tolerability for sensitive and allergic skin**. Aiming to be the consumer brand of choice and the selected partner of pharmacists and dermatologists, we have consistently introduced high-value innovation to extend our range, which currently has **more than 500 products in skin-care and nutraceuticals** and is continuously expanding.

Today, BioNike is the most recommended **brand by Italian dermatologists a leader in dermocosmetics sold in pharmacies**, and part of Sodalìs Group, one of the leading independent European players in personal care, health, and beauty.





Our motto

Beauty is Emotion, Science is Art.

We believe that **Simplicity** is the most precious thing there is. We strive for absolute purity in our formulas, eliminating unnecessary substances and carefully selecting only active ingredients that promote skin wellbeing.

We believe in **Wellness**: or beauty that comes from being, not just appearing; that begins with feeling good in your own skin and is therefore authentic, timeless, and ageless.

We believe in **Science** and **Dermatological Experience**, combining high performance with excellent skin compatibility, even for the most sensitive skin.

We believe in the value of **Innovation** born from the constant research carried out by our in-house laboratories, and in the quality of our proprietary Italian production. For us, our products are works of art, crafted with the utmost care at every stage of their development.

We believe in **Sustainable Development** and are committed to a better future, for our skin, for the planet and for life.

Our Vision

Creating the Science of Wellness.

Our Mission

We defend even the most sensitive of skins by combining proven high **performance** with maximum **dermo-affinity** making us the best choice for the skin **health** and **beauty** for consumers, dermatologists and pharmacists.

Sustainability Report 2024



Sustainability Report 2024



Our Commitment

Value Proposition



DERMATOLOGICAL EXPERIENCE AND SCIENTIFIC INNOVATION

Our commitment to skin care began in 1960, and since then, we have continuously focused on innovation through advanced scientific research and ongoing collaboration with dermatologists.



SUPERIOR PERFORMANCE, THAT RESPECTS SENSITIVE SKIN

We aim to deliver high efficacy while respecting the skin, including the most sensitive. We carefully select ingredients based on their performance and skin tolerability profile.



ITALIAN PRODUCTION WITH STATE-OF-THE-ART TECHNOLOGY

We are proud to formulate and produce our creations using cutting-edge technologies, thanks to our proprietary research laboratories and fully in-house, 100% Italian production.



COMMITMENT TO ECO-SUSTAINABILITY IN FORMULAS AND PACKAGING

We are committed to continuously improving the environmental compatibility of our products through careful choices in formulation, production, and packaging. With concrete projects, we protect the environment, support female talent, and advance research.

OUR FORMULATION PHILOSOPHY: THE “FREE FROM” APPROACH

Our formulas combine exceptional effectiveness with the best tolerability profile by eliminating ingredients scientifically and dermatologically identified as the most common causes of allergic reactions.



Nickel Tested

We monitor nickel content in every batch, guaranteeing traces below 0.00001%, which is ten times lower than the estimated sensitization threshold. For our make-up products, we perform a double check on nickel, chromium, and cobalt for each batch: measuring both content and transfer from product to skin.



Fragrance-Free or
Fragrance Without
Allergens

We formulate without fragrance whenever possible, carefully selecting raw materials to ensure the product remains pleasant to use. When fragrance is included, it excludes allergens identified in Annex III of EC Regulation 1223/2009.



Preservative-Free

We adopt special formulation strategies to replace traditional preservatives identified in Annex V of of EC Regulation No. 1223/2009, while still ensuring the microbiological protection of our products.



OUR PRODUCTS: HIGH-PERFORMANCE DERMOCOSMETICS FOR EVERY SKIN NEED

For us, our products are creations of science and art, crafted with care and attention to every detail.

Innovation means working as a team, sharing the boldest ideas, and turning them into precious creations. We don't settle for simply selecting the most innovative actives on the market, the most attractive packaging, or the highest-performing formulas. Thanks to consumer requests, marketing ideas, and the needs of dermatologists and pharmacists, **we strive to create high-performance treatments that are also suitable for the most sensitive skin.**

We achieve this **through our research and formulation philosophy**, utilizing the latest-generation active ingredients and our tightly controlled internal production. Our unique formulations undergo comprehensive performance testing. Our goal is **to meet functional needs while offering unique sensory experiences and usage.**

SKINCARE

Complete dermocosmetic treatment programs including cleansing and nutraceuticals, highly specialized for every skin type and stage of life.

DEFENCE MY AGE

Treatments formulated to enhance skin quality at every age:

- DEFENCE **MY AGE PEARL**
- DEFENCE **MY AGE**
- DEFENCE **MY AGE GOLD**
- DEFENCE **MY AGE DIAMOND**
- DEFENCE **MY AGE**
NUTRITIONAL
SUPPLEMENTS

Nutraceutical supplements formulated with hyaluronic acid and collagen to work from within, synergistically with skincare treatments, improving skin elasticity and firmness.





DEFENCE XAGE

The Multi-Corrective Anti-Age Solution for Sensitive Skin

• **REJUVENATE SGF Complex**

Designed to visibly enhance the skin's youthful appearance with a global multi-corrective anti-aging effect. It supports fibroblast activity and stimulates the release of key dermal growth factors to promote skin regeneration and firmness.

COSMECEUTICAL

Corrective protocols inspired by dermo-aesthetic biorevitalisation, formulated with high concentrations of bioactive ingredients for a comprehensive action on the skin's entire structure.



DEFENCE HYDRA

Essential Hydration & Soothing Care

Provides immediate and long-lasting hydration for 48 hours across all layers of the epidermis, while repairing the skin barrier.



DEFENCE

Ultra-gentle and effective cleansing tailored for the clean beauty routine of sensitive and intolerant skin.

Formulated for maximum skin compatibility with mild surfactants and free from SLES (Sodium Laureth Sulfate), it protects the skin barrier while ensuring balanced cleansing and long-lasting comfort.



DEFENCE HYDRACTIVE

Active Hydration & Antioxidant Protection

Deeply hydrates and protects the skin from daily stressors, with antioxidant, anti-pollution, and anti-blue light action.

AKNET

An integrated approach to oily and acne-prone skin, combining dermocosmetic formulas with targeted nutraceuticals.

Each product is developed to help reduce blemishes and rebalance the skin's microbiota. Designed to support dermatological treatments and ideal for ongoing maintenance.



MAKE UP

High-performance formulas tested for maximum skin compatibility and optimal comfort. BioNike make-up enhances beauty while safeguarding the wellbeing of even the most sensitive skin.



DEFENCE COLOUR FACE

State-of-the-art formulas with high tolerability, expertly crafted to provide every skin type with the perfect balance of radiance, lifting effect, coverage, and lasting wear. Enriched with next-generation skincare actives to improve skin quality day after day while ensuring maximum comfort.



DEFENCE COLOUR EYES

High-performance, high-tolerability formulas designed to enhance the eyes with the ideal combination of volume, length, and curl for the lashes. Elevating beauty even in the most sensitive of eyes.



DEFENCE COLOUR LIPS

Lipsticks and glosses with ultra-comfortable textures, hydrating actives, and a wide range of finishes and shades to combine glam and lip care.

SUN CARE

Advanced sun protection designed to provide comprehensive defence against the short- and long-term effects of sun exposure. Developed to safeguard even the most sensitive and allergy-prone skin for adults, children, and infants all while respecting the marine ecosystem.



SUN DEFENCE

4-DIMENSIONAL photoprotection: advanced sun care formulated to protect sensitive skin from both immediate and long-term sun damage. With a broad-spectrum filtering system and the exclusive NBCS* complex, IT DELIVERS PHOTOPROTECTION across FOUR DIMENSIONS:

- 1D: Protection from UVA and UVB rays
- 2D: Cellular homeostasis protection
- 3D: Protection against free radicals generated by UV and IR rays
- 4D: Protection and repair of DNA damage in keratinocytes



AGE-UV SPECIALIST

Daily corrective protection SPF 50+, clinically tested with anti-wrinkle and anti-dark spot action. Offers strong preventative efficacy against photoaging. The ideal year-round facial treatment, featuring a highly sensorial texture.

*Italian patent pending

BODY CARE

Hydrating, draining, and anti-cellulite treatments, as well as cleansers — all formulated to deliver high efficacy while respecting even the most sensitive skin, so everyone can feel their best in their own body.



DEFENCE MY BODY

A complete IN & OUT treatment system with high performance and high dermo-affinity, designed to drain, fight cellulite, hydrate, and revamp. Includes medical devices, dermocosmetics, and dietary supplements to be combined for enhanced, synergistic results.

TRIDERM

Products developed to cleanse and care for the skin of the entire family, with high tolerability to support skin wellbeing, including in cases of dermatitis. A broad line of products ideal for daily cleansing and various specific needs.

- TRIDERM A.D.
- TRIDERM D.S.



HAIR CARE

Cleansing, treatment, and colour solutions for hair, formulated to combine high performance with the utmost respect for sensitive, allergic, or intolerant scalps.



DEFENCE HAIR

Formulas developed to promote hair beauty and scalp health. Even for the most sensitive skin.

SHINE ON

Our high-tolerability hair colour is specially formulated to minimize the risk of allergies while ensuring a natural, vibrant colour and protecting the hair structure.

- Ammonia-free
- Paraphenylenediamine-free
- Resorcinol-free
- Nickel tested



CLIENTS AND CONSUMERS: THE PILLARS OF OUR BUSINESS

GRI 2-6

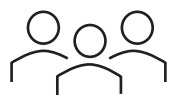
Customer satisfaction is at the heart of our business.

We provide our partners with an **online training tool**, accessible anytime, featuring text and video content developed and curated by our Scientific Marketing team to offer deeper knowledge of our key products.



+37

Foreign markets served



+2.4M

Active users per year on our site



70,000

Potential visitors



Our sales network is well-structured, skilled, and customer-focused, ensuring continuous, qualified dialogue through three main channels.

Medical information

In 2024, we conducted marketing intelligence and research analyses to reorganize our Medical Information area.

The new governance model marks a significant step toward optimizing internal information flows, ensuring efficient use of resources and clear, transparent communication. Key updates planned for 2025 include:

- **Increasing the number of area managers to four** and adding a coordinator role to achieve wider territorial coverage;
- Adding **two Brand Manager** to manage and strengthen the Brand's image within the medical area;
- Appointing a **Head of the Congress Office** responsible for planning and managing congress-

es and company events, with a special focus on engaging medical professionals and Key Opinion Leaders (KOLs);

- **Focusing** scientific information activities on **paediatrics, dermatology, and gynaecology**, the specialties most aligned with BioNike's mission;
- Establishing the **BioNike Advisory Board, involving Key Opinion Leaders** who are clinically recognized experts in dermocosmetics. The meetings aim to analyse current trends and future needs, helping us develop increasingly innovative treatments; On December 6th, we held the first meeting titled **"B-NEXT Future Perspectives: BioNike Research and Development in Dermocosmetics"** at our Headquarters. The event was an opportunity for expert discussion on the dermo-cosmetic management of key skin and scalp issues;
- Appointing a **"KOL Engagement Consultant"** to manage relationships with Key Opinion Leaders, ensuring their needs and expectations are met;

- Creating the **BioNike Academy**, territorial training events delivered with Key Opinion Leaders to provide education in the most important therapeutic areas.

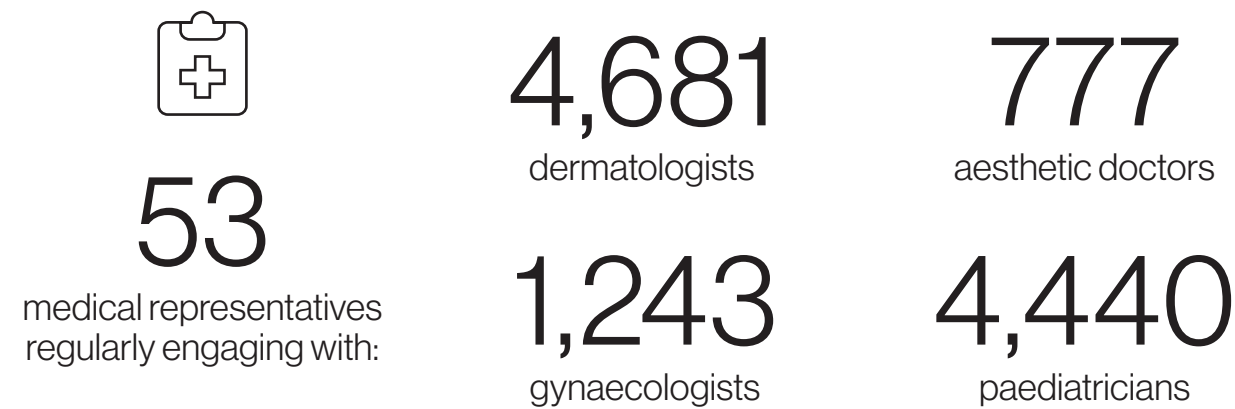
This reorganization is part of a broader three-year business plan for BUMed BioNike, featuring ambitious goals and major investments to strengthen our product strategy and solidify our position in the medical field.

Pharmacies and Drugstores

A team of **54 sales agents** manages relationships with **over 5.000 pharmacies** and drugstores. Through regular visits, they communicate the benefits of BioNike's dermocosmetic and nutraceutical products.

Training consultants

Our **55 training consultants**, present throughout the country, provide dedicated in-pharmacy support including advice, product trials, and masterclasses to help customers discover BioNike lines and the latest brand news.



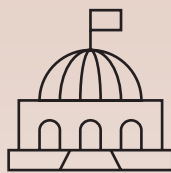


OUR VISUAL MERCHANDISING IS ACTIVE IN COUNTLESS PHARMACIES:

We design **effective display solutions to highlight products**, make the shopping experience more intuitive, and strengthen brand recognition at the point of sale.

Our services include: high-impact shelf setups with glorifiers and testers, shelf strips to highlight key products and new launches, seasonal category solutions for our most promoted lines, dedicated general testers for the Make-up range tailored to each store's display needs, custom-made window displays, and in-store exhibitions.





Congresses

We regularly attend major dermatological congresses, where we present the results of clinical studies conducted on our innovative formulations.

In 2024, we participated in eight congresses, including:

S.I.Der.P

22nd National Congress of Paediatric Dermatology held in Lucca from October 17 to 19.

BioNike, a long-standing partner of dermatologists and paediatricians, showcased the TRIDERM A.D. line, designed for sensitive, hyper-reactive, and atopic-prone skin.



Sidapa

BioNike took part in the Sidapa Congress (Italian Society of Allergies, Occupational and Environmental Dermatology), held in Perugia from November 13 to 15. During the event, Dr. Marco Pignatti, a specialist in dermatology, delivered a scientific lecture on the link between dysbiosis and certain dermatological conditions.

Our participation underscores our commitment to advancing scientific, cutting-edge dermatology, driven by research, innovation, and comprehensive skin health.



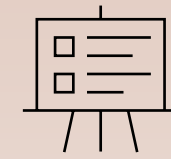
SIDeMaST

SIDeMaST 98th National Congress of the Italian Society of Medical, Surgical, Aesthetic Dermatology and Sexually Transmitted Diseases, held in Giardini Naxos from May 28 to 31. The event provided comprehensive updates across clinical, outpatient, paediatrics, allergies, and infectious dermatology. At our exhibition space, we featured Triderm IMMU-GEL, a dermocosmetic supporting the management of viral infections of skin and mucosa.



SIME

45th National Congress of Aesthetic Medicine held in Rome from May 10 to 12. The congress offered an opportunity to share with aesthetic specialists the innovation and efficacy that define the BioNike Cosmeceutical treatments.



Training Events

Throughout the year, we held **31 training days** to help customers explore BioNike's product lines and latest innovations.



AIDA

The 32nd Congress of the Italian Association of Outpatient Dermatologists, held in Riccione from May 8 to 11. We presented the latest advancements in dermatology, focusing on Triderm A.D., a line developed specifically for sensitive, reactive, and atopic-prone skin.



Two exclusive training events were also organized for pharmacy cosmetics department managers to launch the **new Triple Retinol Bio-Revitalizing Protocol** from the BioNike Cosmeceutical line.

The events, which welcomed over 100 participants, were held in Rome at the enchanting Palazzo Brancaccio and in Milan in the elegant Sala Mengoni at Cracco in Galleria.

Listening to and Engaging with Consumers

We believe in the value of direct dialogue. Consumers can reach out to us via email for support or to report any concerns. Our technical-scientific team is always available to answer questions, provide clarifications, and assist with the use of BioNike products. Also through the support of pharmacists.

In addition, our **cosmeto-vigilance** service represents a key safeguard for collecting, managing and monitoring all reports, ensuring safety and protection.

In 2025, we will continue to strengthen the brand by investing significant energy in deepening our already strong connection with end consumers through integrated, innovative touchpoints. To clearly and transparently communicate our **value proposition**, we will implement a new packaging system alongside a fully omnichannel communication plan, designed not only to share our ongoing scientific contribution but also to reflect our social and environmental commitment.



Driven by a continuous improvement mindset, we conducted a multi-stakeholder analysis during the year to assess and measure brand awareness among both consumers and medical professionals.



Medical professionals

Between June and July 2024, **880 Italian medical specialists were interviewed**. Each physician was asked to name the brands they recall and recommend within the therapeutic areas in which BioNike products are present, also specifying the reasons behind their recommendations. They were also asked to identify the key features they consider essential for an effective product in each area of use explored.

The analysis revealed that **BioNike is the most recommended brand by Italian dermatologists** and ranks as the **number one brand in the Doctor Positioning index**, which reflects the level of satisfaction among doctors for each dermocosmetics supplier.



Pharmacists

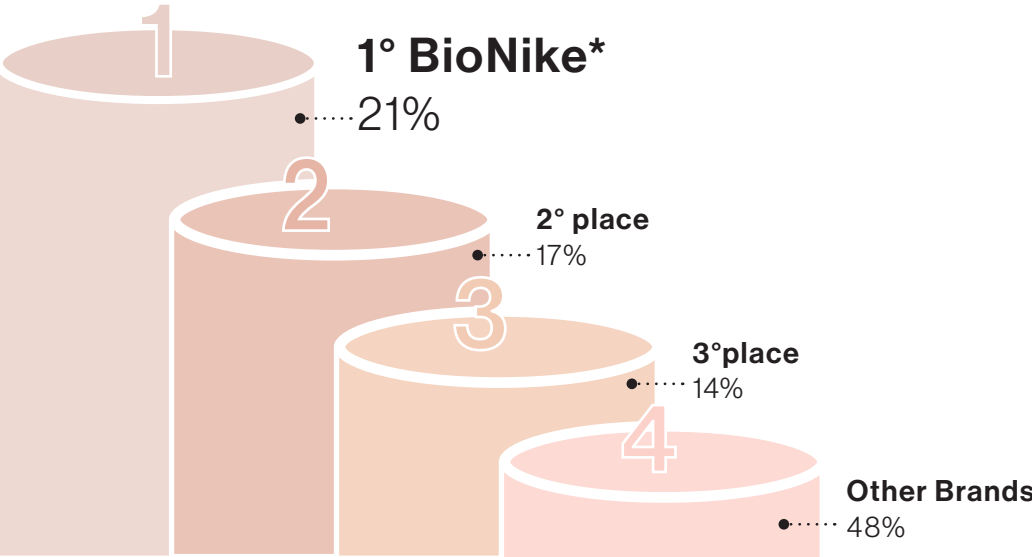
The annual analysis conducted by TradeLab on pharmacist sentiment also confirmed BioNike's excellent performance: the **brand ranked second in the Trade Positioning Index**, which measures pharmacists' overall satisfaction with a brand. BioNike achieved an overall score of 98 points. An increase of 21 points compared to the 2023 survey.



BIONIKE: #1 BRAND RECOMMENDED BY ITALIAN DERMATOLOGISTS

What is the brand you most frequently recommend to your patients?

(Average across all relevant therapeutic areas per specialist)



Consumers

The goal of the study was to monitor the brand's health from the perspective of female consumers, especially those who shop in pharmacies.

In 2024, we carried out an initial qualitative phase through **online focus groups** with a sample of **64 women aged 30–65**. These participants were regular buyers of personal care and beauty products (especially facial and body skincare, make-up, sun protection, cleansing, and sensitive skin treatments) from pharmacies and drug stores. The results were highly positive: **BioNike is particularly appreciated for its long-standing presence**, combined with **ongoing innovation** and proven **effectiveness**, all while respecting even the most sensitive skin.

The second phase, scheduled for 2025, will consist of a quantitative study based on **online surveys** conducted with a sample of **1,500 women aged 30–70**, who purchase dermocosmetics in physical or online pharmacies (including pharmacy corners in large-scale retail). The results will be available in the second half of 2025.

*BioNike adjusted to the full market universe vs. best competitors.

SUPPLIERS: SOLID AND TRANSPARENT RELATIONSHIPS

GRI 2-6 | GRI 204-1

Supply chain management is a core pillar of our ability to ensure product excellence and alignment with our quality standards. We invest in **long-term partnerships** with selected suppliers to build a supply chain that is transparent, reliable, and efficient.

Our **Research & Development** (R&D) department initiates every formulation, identifying required raw materials and working closely with the **Quality Control** team, which oversees supplier selection and evaluation. Choices are based on rigorous criteria, including **both material characteristics** and the **technical-regulatory documentation** related to raw material composition.

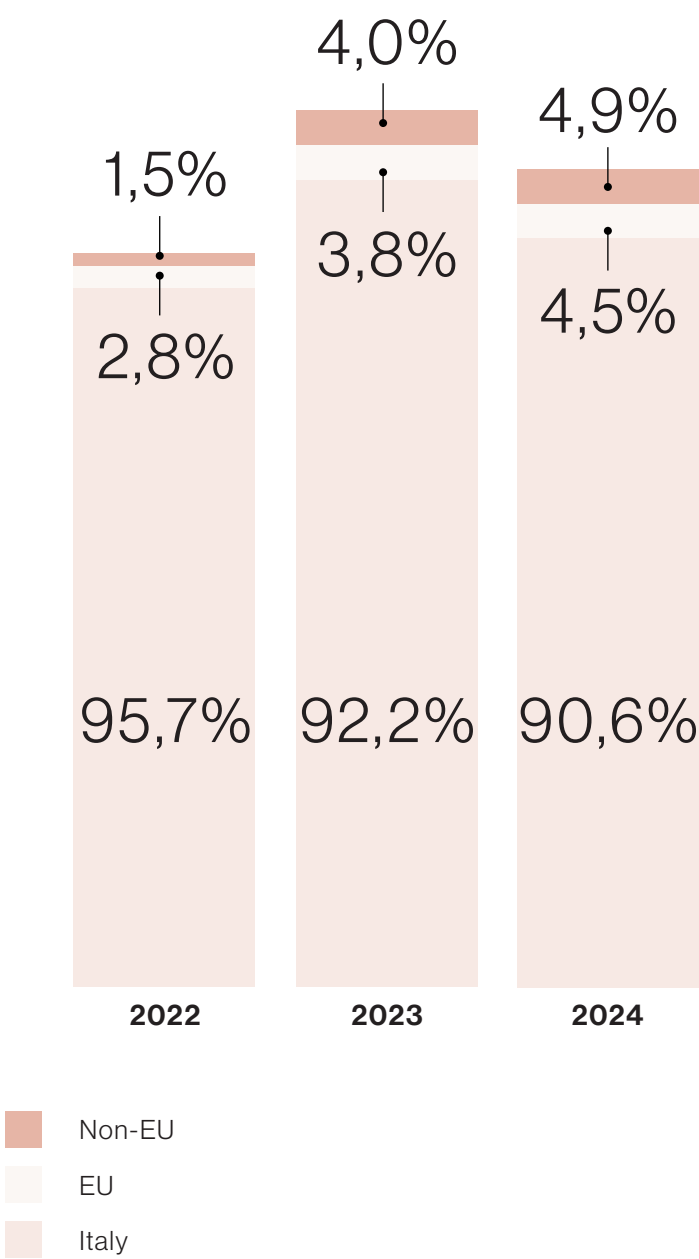
Suppliers are regularly subjected to **monitoring audits** to ensure compliance with our strict quality standards. In cases of non-compliance, our **Quality Control** team promptly activates the necessary corrective actions, while maintaining open and constructive communication with the supplier involved.

For the acquirement of **raw materials, botanical extracts, colourants, packaging, and logistics services**, we primarily rely on **first-tier suppliers**—direct manufacturers based in Italy, Europe, and non-EU countries—with whom we have direct and long-standing relationships. These are complemented by **second-tier suppliers**, who operate through local or international facilities and allow us to strategically diversify our sourcing base.

Our operations are based on a **“make-to-stock”** model, where production is driven by demand from our sales network. Orders from outside the EU are generally managed via intermediaries **based in Italy or Europe**, ensuring greater traceability and a more streamlined logistics flow.

The **geographic location of suppliers** is one of our top evaluation criteria: we favour partners located close to our production site to **optimize transport time and cost**. In particular, we work with contract **manufacturers and co-packers located in nearby regions**, aiming to streamline the supply chain, enhance operational efficiency, and, where possible, reduce logistics-related emissions.

Budget allocation to local suppliers



¹In 2024, approximately **91% of our procurement budget was allocated to suppliers based in Italy**, with the remaining portion distributed across EU and non-EU territories.

Regarding **packaging**, we have initiated a detailed mapping of the types purchased, which is essential for accurate **CONAI reporting** and to ensure an optimal lifecycle for materials.

In recent years, we have further strengthened our supplier selection criteria for packaging, choosing solutions that not only meet technical and quality requirements, but also take into account the environmental characteristics of the materials used.

In line with our commitment to responsible sourcing, BioNike has been a member of the **Roundtable on Sustainable Palm Oil (RSPO)** since 2022. In this context, we have replaced—wherever possible—raw materials derived from palm oil with **RSPO-certified alternatives**, sourced from supply chains that meet recognized environmental and social sustainability standards, depending on market availability.



1. In line with the monitoring system used by the Sodalis Group, the data presented refers to suppliers of raw materials, packaging, and finished products. The percentages reported for 2023 differ slightly from those published in the previous sustainability report, due to the inclusion of newly available information on spending for the year 2023. The term “local” refers specifically to suppliers based in Italy.



SUSTAINABILITY:
OUR ONGOING
COMMITMENT



We are committed every day to promoting well-being. Not only for the skin, but for the world we all share. We have chosen to invest our energy in cultivating health and beauty in a conscious, responsible, and high-quality way, in the belief that everyone's positive contribution can make a difference for the future of our planet.

In line with this vision, 2023 marked the beginning of a structured and concrete journey that, in increasing synergy with Sodalís Group, outlines our contribution to the Group's corporate sustainability strategy.



2023

ESG ASSESSMENT

Evaluation of the company's positioning on ESG issues

CARBON FOOTPRINT

Measurement of CO₂ emissions

SUSTAINABILITY REPORT

First published Sustainability Report



2024

MATERIALITY ASSESSMENT & STAKEHOLDER ENGAGEMENT

Identification of priority topics and engagement of stakeholders

ESG ACTION PLAN

Formalization of Sodalís Group's strategic plan and objectives



2025

TOWARDS DOUBLE MATERIALITY

Evolution of reporting in line with the CSRD

CARBON FOOTPRINT

New CO₂ emissions measurement and definition of mitigation and offset plans




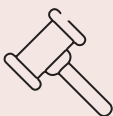
MATERIALITY ANALYSIS AND STAKEHOLDER ENGAGEMENT







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

We consistently value the perspective of our stakeholders and are committed to maintaining a collaborative and transparent dialogue with them.

Engaging and consulting with stakeholders **allows us to set more consciously-centred objectives**, bringing positive impact on the decision-making process.



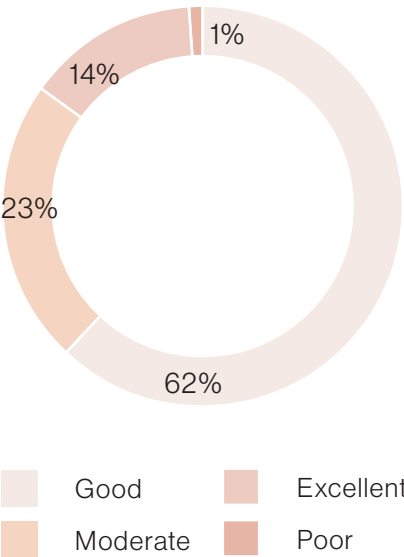
CATEGORY	INTERESTS	METHODS OF ENGAGEMENT	FREQUENCY
Clients and distributors 	Economic performance, market share and sell-out	Regular meetings and communications	<i>Ad hoc</i>
Financial community 	Economic performance	Systematic meetings Shareholders' meeting	<i>Weekly</i>
Human resources and trade unions 	Work-life balance Corporate welfare Equal opportunities Inclusion Remuneration policy Career development Continuous training	Newsletter/email communications Individual evaluation meetings Corporate events Training and awareness-raising activities Opportunities for career growth	<i>Ad hoc</i>
Certification bodies 	Compliance with regulations and procedures Product quality and performance Company & brand reputation	Audits Instrumental tests	<i>Ad hoc</i>

CATEGORY	INTERESTS	METHODS OF ENGAGEMENT	FREQUENCY
Academic world and scientific community 	Product quality and performance Research activities	Events Training Meetings and communications	<i>Ad hoc</i>
Communities and territory 	Well-being of the planet and people Brand reputation and positioning	Regular meetings and communications	<i>Ad hoc</i>
Public authorities 	Regulatory compliance	Digital channels/portals Digital assistance/communications	<i>Monthly</i>
Media 	Brand awareness Brand reputation Market share Sell-out	Contracts	<i>Monthly</i>
Trade associations 	Industry trends Networking	Meetings and communications	<i>Ad hoc</i>
Suppliers and partners 	Economic performance and product quality	Regular meetings and communications	<i>Ad hoc</i>

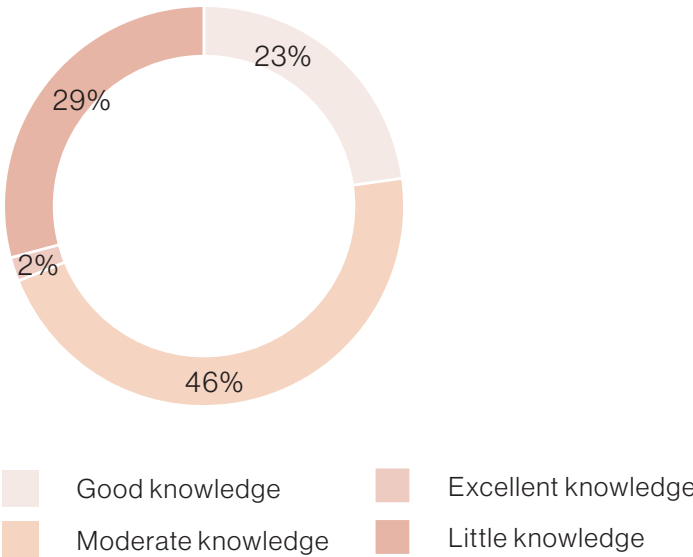
EXPECTATIONS AND INTERESTS OF OUR CONSUMERS

As part of our stakeholder engagement activities, in 2024 we **directly surveyed the consumers** subscribed to our newsletter. The survey was carried out with the goal of understanding consumers' awareness of the sustainability initiatives we have undertaken, which environmental and social aspects made the strongest impression on them, and the topics they would like to see us focus on in the near future.

How do you assess our commitment to sustainability?



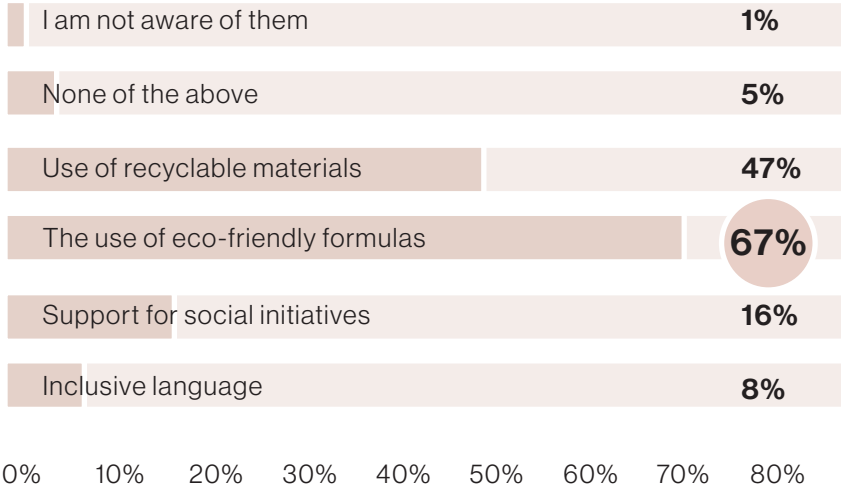
How familiar are you with our sustainability initiatives?



A total of **474 consumers** participated in the survey, 98% of whom were women. **More than 62%** of respondents considered **our engagement to be GOOD** and they had a GOOD understanding of our initiatives.

67% of respondents said they **appreciate the use of eco-friendly formulas in our products** and **47% appreciate the use of recyclable and/or recycled material**.

Among the environmental and social aspects we deal with, which one impressed you the most?



Quality, awareness, and transparency: the choices that matter, for us and for those who choose us.

Our consumers' choices are increasingly oriented toward formulas that are both effective and respectful of the skin, as well as the environment. Three key factors guide these choices: **quality, the environmental characteristics of the products, and transparent communication.**

At BioNike, we commit every day to exceed expectations by creating products that combine effi-

cacy, dermatological safety, and attention to relevant environmental aspects—generating value for people and the communities where we operate.

To better align our path with their expectations, we have chosen to listen to them directly. **81%** of consumers surveyed expect, in the near future, **products with a reduced environmental impact,** made through **ecodesign** practic-

es and **circular economy principles.** **63%** request concrete commitment to **reducing emissions** linked to company processes.

We are proud to share this same sensitivity and vision. The projects we are implementing go exactly in this direction: a conscious evolution that starts from listening and then translates into concrete actions.

Consumer Expectations





TOWARDS THE CSRD

Between 2023 and 2024, in response to the growing focus on active stakeholder involvement in sustainability processes, the Group launched a significant structured **stakeholder engagement** initiative. The objective was to gather perceptions and expectations regarding the identified material topics to coherently guide the evolution of ESG strategies. The initiative involved 377 stakeholders, with a response rate of 56%, considered representative of the stakeholder base. The results were summarized in a **materiality matrix**², which visually represents the importance attributed to various topics by both stakeholders and top management. The topics identified were then linked to **GRI Standards indicators** to facilitate the reporting of sustainability performance.

By the end of 2024, the Group took a further step forward by voluntarily and proactively adopting the principle of **double materiality** as required by the **Corporate Sustainability Reporting Directive (CSRD)**³. In compliance with the **European Sustainability Reporting Standards (ESRS)** and the **EFRAG guidelines**

contained in the document "*Implementation Guidance for the Materiality Assessment*," this process⁴ enables an integrated assessment of both the **impacts generated on the environment and people** (*impact materiality*) and the **ESG risks and opportunities relevant to the business**, economic-financial performance, and enterprise value over time (*financial materiality*). This aligns the previously identified material topics with sustainability issues suggested by the ESRS⁵.

lcim, as one of the Group's main companies, has actively contributed to the double materiality assessment through a **top-down and bottom-up engagement approach**, ensuring full representation of the most relevant issues for its sector and business context. As part of the **multidisciplinary team** responsible for assessing impacts, risks, and opportunities (IRO), work is underway to identify the **dual material** topics on which the Group and its subsidiaries will provide detailed information in future reporting periods, including related strategies, objectives, actions, and results.

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

3. Directive (EU) 2022/2464 – transposed into Italian law 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. ESRS 1 – General Requirements

ACTION PLAN: FROM STRATEGY TO ACTIONS

GOVERNANCE

Our contribution to the **ESG Action Plan**, the sustainability roadmap developed by Sodalis Group⁶.

6. In identifying the ESG topics relevant to BioNike and Sodalis Group, their connection to the Sustainable Development Goals (SDGs), as defined within the United Nations 2030 Agenda, was also taken into account. Committed to acting on these issues, we aim to contribute—within our means—to achieving the global sustainability challenges. The correlation results from an analysis of the GRI indicators reported in this document and the defined objectives, related to the SDGs and targets according to the framework Linking the SDGs and the GRI Standards.

Pillar	Target	Target year	2024 Progress		SDGs
HONESTY <i>Guaranteeing and encouraging ethical and responsible behaviours</i>	<ul style="list-style-type: none">• Double Materiality Analysis and IRO Mapping• Formalization of the Sustainability Team and MBO Mechanisms on the ESG Action Plan Objectives• Adherence to the Group's Code of Ethics	2024 - 2026	3° Sustainability Report Activation of MBO mechanisms on ESG objectives	Contribution to the definition and evaluation of impacts, risks, and opportunities (IROs) of Sodalis Group	   
EVOLUTION <i>Investing in research and development projects</i>	<ul style="list-style-type: none">• R&D investments focused on improving the eco-compatibility of our products through formulation and packaging choices• Reformulation of our products to eliminate microplastics	2024 - 2026	2 Registered patents 1 Patent filed UNI ISO 13485 Certification achievement for the production of medical devices Research Partner of the IEO-MONZINO Foundation Collaborations with San Raffaele Institute and SIME Establishment of an Advisory Board	100% Product categories assessed for health and safety impacts 82% of our products are free from microplastics Ongoing collaboration with scientific stakeholders , pharmacies, and industry buyers through participation in summits, congresses, and training events	  
SATISFACTION <i>Implementing effective communication strategies</i>	<ul style="list-style-type: none">• Integration of our consumers' ESG needs within our strategic decisions of product and process	2024 - 2026	Constant monitoring and analysis of customer satisfaction Strengthening of the proprietary e-commerce channel	474 consumers participated in the survey to capture expectations and perceptions regarding the ESG journey undertaken.	
RECIPROCITY <i>Prioritise responsible and controlled sourcing</i>	<ul style="list-style-type: none">• Assessment of suppliers based on sustainability criteria through verified ESG ratings• Adherence to the Group Code of Conduct	2025 - 2026	Stable and trustworthy relationships and vendor rating of suppliers based on technical and qualitative criteria	91% acquisition budget allocated to domestic suppliers	   
CLARITY <ul style="list-style-type: none">• <i>Acting and communicating according to strict principles and values</i>	<ul style="list-style-type: none">• Strengthening an informed corporate culture for effective communication on social and environmental impacts	2024 - 2026	Internal communication on ESG topics	ZERO cases of non-compliance related to product information, labelling, or marketing communication	   










ACTION PLAN: FROM STRATEGY TO ACTIONS

SOCIAL

Pillar		Target	Target year	2024 Progress		SDGs
EMPATHY <i>Promoting work-life balance and corporate welfare</i>	ENHANCING INTERNAL AND EXTERNAL CORPORATE COMMUNICATION	To create a positive atmosphere centred around employee engagement	2024	96% of employees have full-time contracts 98% of employees are on permanent contracts 100% of employees are hired under collective bargaining agreements	Dedicated welfare plan and employee portal Launch of the project “ La Casa degli Orti ” to promote wellbeing and inclusion	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div></div>
EQUALITY <i>Promoting fair development opportunities</i>	ESTABLISHING A GENDER EQUALITY MANAGEMENT SYSTEM	Strengthening an inclusive and respectful working environment	2025	76% of employees are women 94% average female-to-male pay ratio	69% of management roles (middle management) held by women	<div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>
GROWTH <i>Unlocking potential, enhancing human capital</i>	ESG TRAINING FOR EMPLOYEES Promoting a sense of awareness and responsibility regarding the social and environmental impact of company activities	DEVELOPMENT PLANS FOR EACH FUNCTIONAL TEAM To improve skills and increase motivation across our workforce	2024 - 2026	18 new hires 1.009 hours of training delivered	7,6 average training hours per employee	<div><div>4QUALITY EDUCATION</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>
MOTIVATION <i>Attracting and retaining talent</i>	SODALIS AMBASSADORS A team of talents representing the Group’s values, promoting a sense of belonging, and strengthening the Sodalìs Way	PARTNERSHIPS WITH UNIVERSITIES We aim to build long-lasting partnerships with universities with the goal of attracting new talent	2024 - 2026	Strengthening the onboarding process and enhancing skill development	Donations to the University of Perugia, Fondazione Ca’ Granda, FotoFinder Italia Active presence at the Milano Beauty Week Launch of the Sodalìs Ambassadors Programme	<div><div>4QUALITY EDUCATION</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>

ACTION PLAN: FROM STRATEGY TO ACTIONS

ENVIRONMENT

Pillar		Target	Target year	2024 Progress	SDGs
PLANNING <i>Tackling climate change</i>	GROUP CARBON MANAGEMENT	Development of the Scope 3 inventory and study of GHG emissions to implement potential improvement actions and set emission reduction targets	2025	Update of the Carbon Footprint study 466,2 t CO₂ avoided thanks to the purchase of Guarantees of origin and the photovoltaic system	  
CARE <i>Enhancing water resource management</i>	GROUP WATER FOOTPRINT WATER RECOVERY INTERVENTIONS	In order to measure our impact on the water sector and take action to optimise water use	2025	-3% Unitary water consumption per item produced Implementation of a reverse osmosis system for water treatment and a purification plant for water wash	 
RATIONALISATION <i>Using energy resources responsibly</i>	GROUP ENERGY ANALYSIS PHOTOVOLTAIC PARK EXPANSION PROJECT	To identify areas of waste and potential energy-saving opportunities	2025	-15% overall energy consumption 100% electricity from renewable sources (achieved through the purchase of Guarantees of Origin and the photovoltaic plant)	  
RECYCLING <i>Managing Waste Responsibly</i> OPTIMISATION <i>Analysing and redesigning the end-of-life phase of materials</i>	LIFE CYCLE ASSESSMENT (LCA)	To objectively and technically assess the environmental performance of our products and proceed with appropriate evaluations Maximising the use of recycled, recyclable, and reusable materials in our product packaging	2024 - 2026	Launch of the LCA study on the Defence Sun line Interventions to reduce over-packaging for the Defence Sun line Improvement of the eco-compatibility profile of products thanks to our formulation and packaging choices	

THE PRINCIPLES OF OUR GOVERNANCE

KEY HIGHLIGHTS



€89million

net net sales



474

consumers involved
in engagement activities

79%

of the economic value generated
distributed to stakeholders



3°

Published
Sustainability Report

1

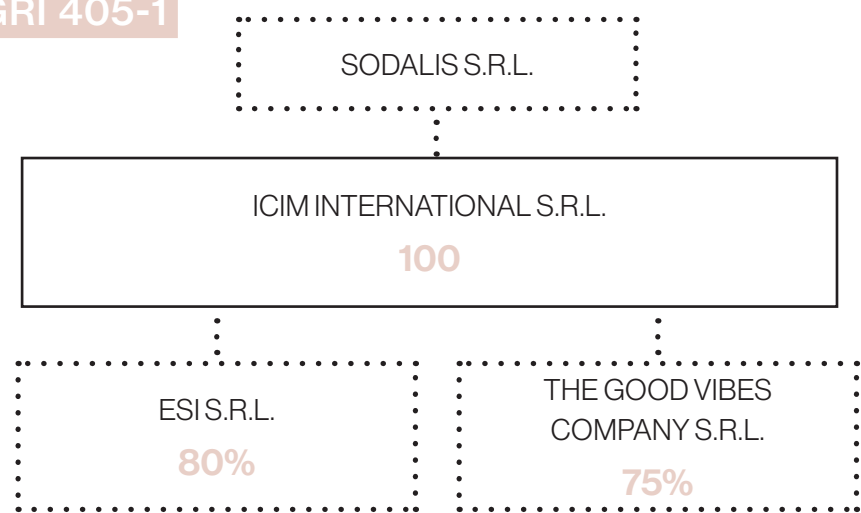
new ISO certification obtained:
UNI EN ISO 13485

GOVERNANCE

Pillar	Target	Target year	2024 Progress		SDGs
HONESTY <i>Guaranteeing and encouraging ethical and responsible behaviours</i>	<ul style="list-style-type: none">Double materiality analysis and IRO mappingFormalization of the Sustainability Team and MBO Mechanisms on the ESG Action Plan ObjectivesAdherence to the Group's Code of Ethics	2024 - 2026	3° Sustainability Report Activation of MBO mechanisms on ESG objectives	Contribution to the definition and evaluation of impacts, risks, and opportunities (IROs) of Sodalis Group	
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ORGANISATIONAL STRUCTURE AND MANAGEMENT

GRI 2-9 | GRI 405-1



Since 2017, ICIM S.p.A. has been part of **Sodalís Group**, an Italian leader in the Health, Beauty & Personal Care market, which holds 100% ownership of the company. This new structure has supported and enabled the significant growth of the business, both commercially and organisationally.

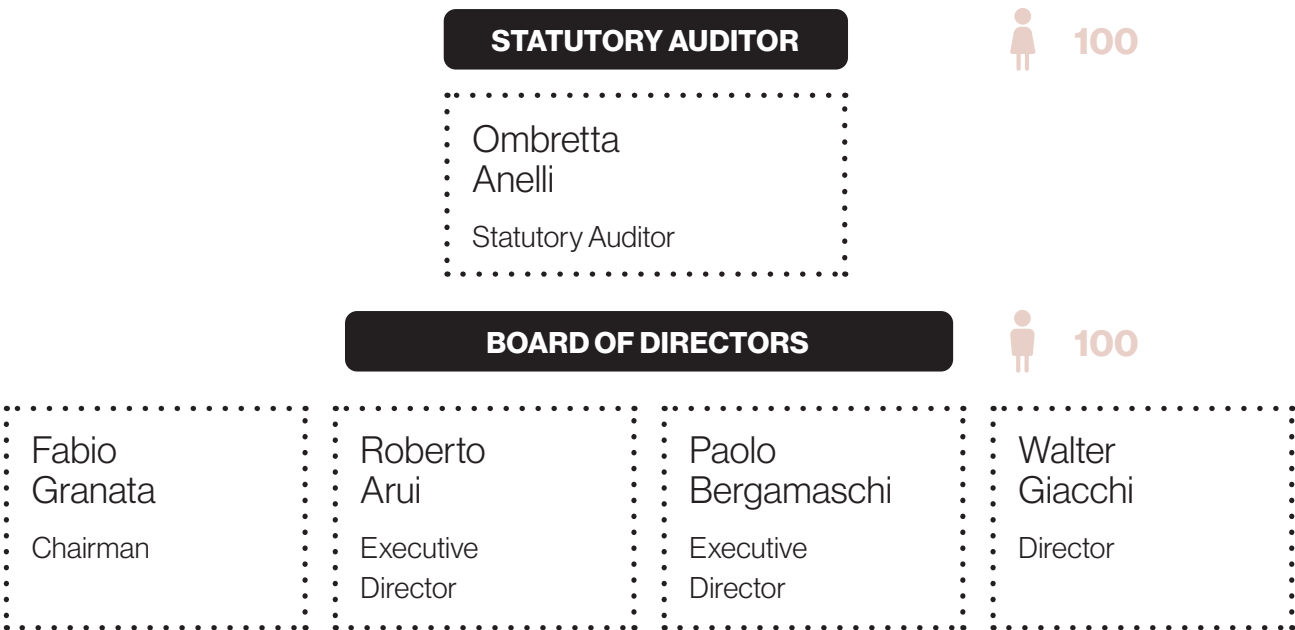
Following Sodalís Group's strategic acquisitions, ICIM expanded its scope: **80% of ESIS S.r.l.** (acquired in 2019) **75% of The Good Vibes Company S.r.l.** (acquired in 2023). Both are now subsidiaries⁷.

The company follows a **traditional governance model**, with a **Board of Directors** and a **sole statutory auditor**. Management and operations are distributed between **Lainate (ICIM's plant and main site)** and **Lodi Vecchio** (Sodalís Group headquarters) Currently, the members of the governing bodies are all **male, over 50, and not part of minority or vulnerable groups**.

Since ICIM International joined the Sodalís Group, **the Lainate facility** has become a strategic hub for the **Group's production growth**. It contributes efficiently and flexibly to manufacturing not only BioNike-branded products but also those of other Group brands, which in 2024 accounted for 36% of total production. Among all subsidiaries, Deborah Group is the one that makes the greatest use of ICIM's services, followed by Goovi, Novamex, ESI, and Conter.

For this reason, improvement projects continue in the areas **of planning** and **operations**, optimisation of storage systems, efficiency upgrades for machinery and production lines and use of industrial production management software. The aim is to expand and optimise the production capacity of the Lainate site.

Organisational structure



7. The sustainability performance of subsidiaries controlled by ICIM (Esi S.r.l. and The Good Vibes Company S.r.l.) is excluded from the scope of this report.

ECONOMIC PERFORMANCE

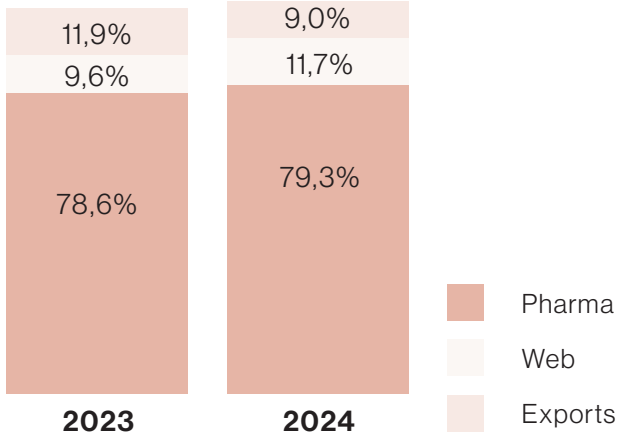
GRI 201-1

The financial year 2024 confirmed the positive growth trend recorded in the previous year: net net sales reached **€89.1 million, up 1.1% compared to 2023**.

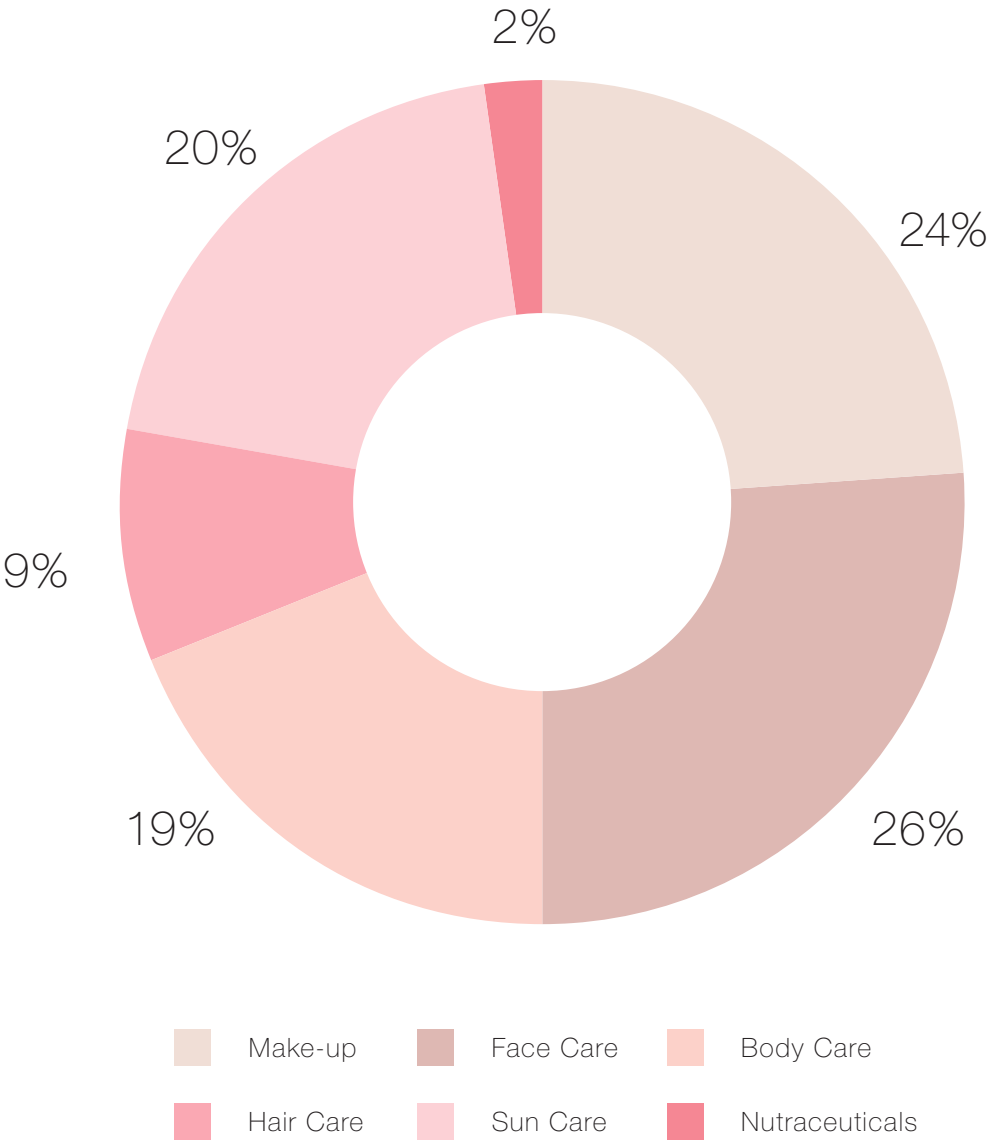
Domestic sales amounted to €81 million, accounting for **91%** of total revenue, with an **increase of 4.4% year-on-year**. Sales through pharmacies and para-pharmacies grew by 2%, while online sales saw a significant 23% increase. Sales through pharmacies and para-pharmacies grew by 2%, while online sales saw a significant 23% increase. To meet consumers' evolving purchasing habits, the online channel was further strengthened. In 2023, we launched our proprietary e-commerce platform, which enabled us to further enhance our direct relationship with end consumers. As for **exports**, which account for **9%** of the total turnover, (**amounting to €8 million**), they recorded a **23% decline** compared to 2023. 2024 marked a transition phase, following a reorganisation of the distribution network aimed at consolidating its reliability. Our main export market remains South Africa, followed by Morocco, which represents a new strategic focus.

In terms of product categories, **facial care** products account for **26% of turnover, make-up for 23%**, sun care **products for 20%**, and body care **treatments for 19%**. All categories recorded revenue growth compared to 2023, except make-up, which saw a decline.

Net net sales by sales channel



Net net sales distribution (%) by product category





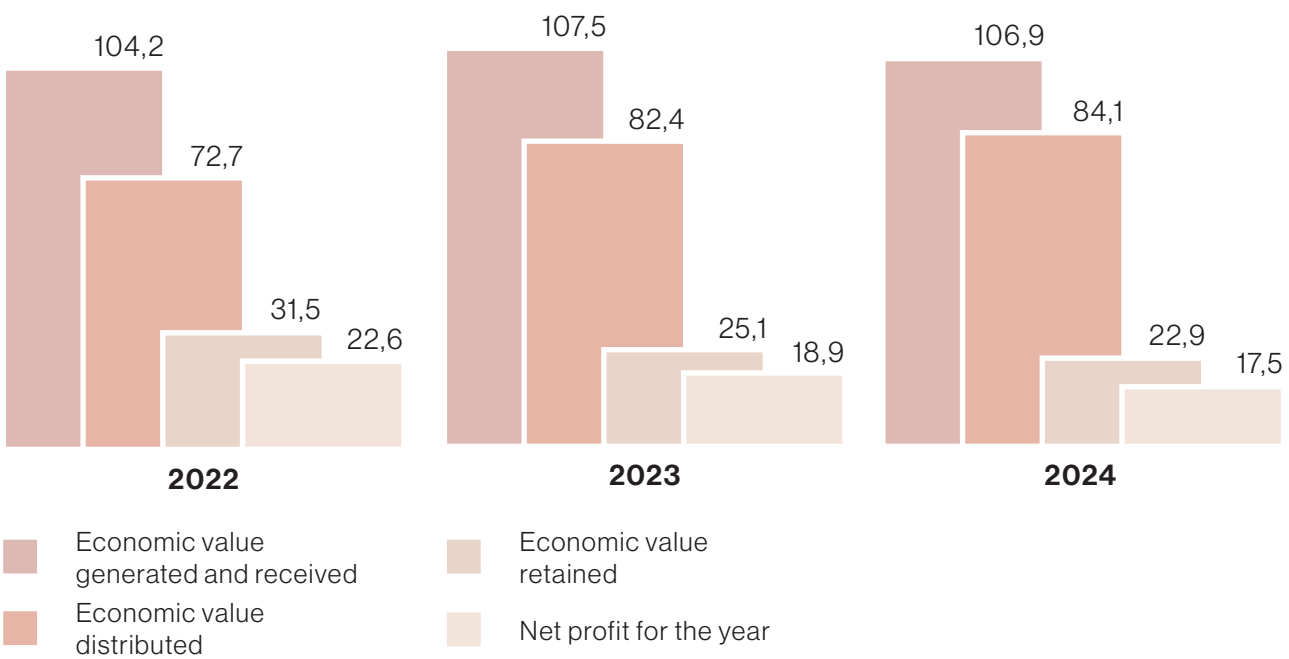
In terms of **sell-out** in the dermocosmetics market across pharmacies, para-pharmacies, mass-market corners and e-commerce, BioNike confirmed its position **in 2024 as the market leader by volume and the second player by value, with a 4.8% market share** by volume and 5.0% by value. Compared to the previous year, there was a decline of 0.3 percentage points in value and 2.3 percentage points in volume.

The tables below illustrate the economic value generated and distributed, based on the income statement for the reporting period.

Compared to 2023, **the total economic value generated** saw a slight decline. While core operating revenues continued to grow (+3%), financial income and the overall value received decreased. Nonetheless, the value **distributed to stakeholders increased by 2%**. After the exceptional growth recorded in 2023 (+13% compared to 2022), in 2024 the company distributed **79% of the generated value to the stakeholders with whom it engages**⁸.

Looking at the most significant components of distributed value: 68% was allocated to the supply chain network and 7% went to human resources, which also saw a 15% increase in value received compared to 2023⁹.

Economic value generated, distributed and retained



8. The economic value distributed includes the costs, classified by the main categories of stakeholders who have benefited from it.
9. The retained economic value is represented by the difference between the economic value generated and received, and the economic value distributed. It consists, in addition to the net profit for the year, of items that cannot be allocated to the various stakeholder categories.

INNOVATION AND RESEARCH: OUR DISTINCTIVE ASSETS

We firmly believe in the value of research and innovation as a driving force for progress and for improving people's lives. We continuously invest in our **In-house Research & Development Laboratory** to foster ongoing study of skin health and well-being, and to stimulate the constant innovation of our formulations.

Our researchers are committed to developing unique products in the market, created in line with our distinctive **“Free From” Philosophy** approach, which ensures maximum respect for sensitive skin.

In 2024, our efforts in analysis activities, feasibility studies, and the development of innovative formulations for the design and creation of new products were confirmed. A total of **116 research and development projects** were carried out, of which 17 were developed externally through third-party manufacturers.

Among the 99 internally developed projects, 63% were completed in 2024. These are often complex projects requiring several years of study.

Of the in-house projects in progress, around **60%** related to **new product development**, while the remaining 40% focused on the reformulation of existing products.

Among the 17 externally developed projects, about 88% led to the creation of new products, and nearly 12% involved the reformulation of existing products.

In 2024, 74 new product development projects were initiated.

During the same period, 63 projects were completed, of which 36 resulted in product launches.



In recent years, our R&D centre in Lainate has focused on the study and development of an innovative formulation technology for the sun protection products of the **new Defence Sun line**. **A patent application has been filed for this technology.**

The patent application covers a revolutionary combination of UVA and UVB filters with a protective complex known as NBCS*, based on the following ingredients:

- **Niacinamide** – the active form of Vitamin B3: provides powerful antioxidant and DNA-protective action;
- **Glycine Betaine** – a biomolecule derived from upcycling processes: plays a key role in protecting cells from osmotic stress;
- **Carnosine** – a physiological dipeptide: offers targeted protection against free radicals;
- **Sechium edule** – a plant-based active from upcycling: provides dual protection, combating free radicals and preserving DNA integrity.

The new PRO-REPAIR 4D technology combines a broad-spectrum filter system for comprehensive UVA and UVB protection with the **NBCS*** complex. This synergistic combination ensures **4-dimensional photoprotection**, safeguarding the skin from both short- and long-term damage:

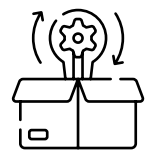
1. Protection from UVA and UVB radiation;
2. Protection of cellular homeostasis in terms of energy and osmotic balance;
3. Protection from UV- and IR-induced free radicals;
4. Protection and repair of DNA damage in keratinocytes.

This new patent will join others granted in previous years:

2015: Antioxidant combination and related compositions;

2020: Food formulations with enhanced intra- and extracellular antioxidant activity.

**Italian patent pending*



+1.181

product
development
projects



2

clinical studies
on medical devices



+200

efficacy studies



2

granted patents



24

clinical studies



1

patent
application filed



16

sun care products tested for marine
ecosystem compatibility and
biodegradability in seawater



100%

of products upgraded to improve their
environmental profile





In addition to the significant work that led to the recent patent application, our R&D team in Lainate is actively engaged in numerous other projects aimed at adapting our formulations to meet new regulatory requirements:

Allergens – Regulation (EU) No. 1545/2023

Allergens – Regulation (EU) No. Regulation (EU) No. 1545/2023, published on 26 July 2023, amends Regulation (EC) No. 1223/2009 with regard to the labeling of allergenic substances in cosmetic products. Fragrances, plant extracts, and essential oils may contain molecules capable of triggering allergic reactions—specifically contact allergies—in sensitised individuals.

As a form of secondary prevention, it is important to provide clear information about the presence of individual allergenic substances in cosmetic products so that sensitised consumers can avoid contact with known allergens.

Allergens – Regulation (EU) No. 1545/2009 has updated the list of allergenic substances that must be declared on labels (in the INCI list), when present at concentrations above 0.001% in leave-on products and above 0.01% in rinse-off products.

Our R&D laboratory has adopted even stricter internal standards, selecting only fragrances and plant-derived ingredients that are free from these allergenic substances.

Compliance with Regulation (EU) 2023/2055 – Microplastics

In line with Regulation (EU) 2023/2055, which defines and regulates the use of microplastics, we have conducted a thorough review of our raw materials.

As part of this assessment, we also considered ingredients flagged by suppliers as microplastics but which, through cosmetic processing, undergo changes that exclude them from the legal definition of microplastic. This aligns with exemption No. 4 of the Regulation.

At present, the market is unable to offer technical and sensorial alternatives of equivalent quality for certain ingredients, particularly in the make-up sector. However, with regard to products other than make-up, we do not use—and will not use—any substances classified as microplastics, including those allowed under exemption 5b, which from 17 October 2025 will require the inclusion of usage and disposal instructions on the label.

The regulation's timelines for phasing out microplastics are as follows:

- Rinse-off products: banned from 17 October 2027
- Leave-on products: banned from 17 October 2029
- Make-up products: banned from 17 October 2035

It is worth noting that, under Law 205/2017, the use of microplastics in rinse-off products was already prohibited. This new European regulation represents a significant step forward for the cosmetics industry, encouraging greater care in ingredient selection.

Thanks to the outstanding work of our laboratory, 87% of BioNike products are free from microplastics.

**Rigour and Timeliness to Ensure
Consumer Safety**

One of the company's core practices to guarantee products suitable for sensitive and allergic skin, as well as more environmentally responsible, is maintaining a blacklist of “excluded” substances. This list is continuously and promptly updated in line with the latest scientific and regulatory developments. Once identified, these substances are replaced with suitable alternatives in any products that contained them. Naturally, this involves a complex process of reformulating some of the products in our range. In addition to microplastics and certain mineral-based ingredients (such as paraffin oil and its derivatives), a similar process—including product composition analysis, feasibility assessment for substitutions, and the actual replacement of ingredients or elimination of products with new “free-from” formulations—is underway for some volatile silicones, particularly cyclopentasiloxane. This follows the entry into force of Regulation (EU) 2024/1328, **which amends Annex XVII of Regulation (EC) No. 1907/2006 of the European Parliament and Council concerning the registration, evaluation, authorisation, and restriction of chemicals (REACH) with respect to octamethylcyclotetrasiloxane (“D4”), decamethylcyclopentasiloxane (“D5”), and dodecamethylcyclohexasiloxane (“D6”).**

For example, until recently, cyclopentasiloxane was included—in very small amounts—in many rinse-off and leave-on products due to its texturing, emollient, and lubricating properties, which made it attractive to cosmetic companies.

The R&D laboratory began phasing out or replacing D5/D6 some years ago (D4 had already been abandoned well before), following the guidance of the European Chemicals Agency, which was later formalised in Regulation (EU) 2024/1328. This process accelerated in 2024, ahead of the official phase-out deadlines—set for June 2026 for substances as such or as components of mixtures, and June 2027 for finished products.

**Medical Devices – Regulation (EU)
2017/745**

The transitional period foreseen by Regulation (EU) 2017/745, during which certain medical devices could continue to be lawfully placed on the market or put into service while remaining compliant with Directive 93/42/EEC (MDD), was due to end on 26 May 2024.

However, due to issues such as the insufficient number of notified bodies available to assess the conformity of the large volume of products, and the complexity of the new requirements, many devices would not have been certified under the Regulation in time. Ultimately posing a risk of shortages within the EU market.

To address this, Regulation (EU) 2017/745 was amended by Regulation (EU) 2023/607, which extended the validity of certificates issued under the MDD until either 31 December 2027 or 31 December 2028, depending on the device's risk class. This ex-



tension applies on condition that, by 26 May 2024, the manufacturer had submitted a formal application to a notified body, and that a written agreement between the parties was signed by 26 September 2024.

The company has already made a **significant investment in the complex transition from the MDD to the MDR**, a process still ongoing at the time of this report. To support this effort, a dedicated Medical Device Regulatory Affairs function was established in November 2023, including the appointment of a specialised resource.

In line with Regulation (EU) 2023/607, ICIM has opted to make use of the extension period for a portion of its medical device portfolio:

- Three urea-based body emulsions with varying concentrations from the **Proxera Psomed line**, developed for the treatment of psoriasis;
- **Triderm Lenil +**, formulated for the symptomatic treatment of atopic dermatitis;



- **Gynexelle Hyalo-Duo**, a vaginal gel designed to alleviate vaginal dryness;
- **Defence My Body Cellulite Treatment**, a draining and slimming cream-gel.

Based on the risk classification of these devices, the validity of their MDD certificates has been extended until 31 December 2028, assuming the company continues to meet all applicable conditions while awaiting CE certification under the MDR framework.

For the remaining medical devices—Proxera Psomed 3 Urea 3% Shampoo, Triderm Lenil Ag, and Defence Body Cellulite Treatment Osmotic Draining Gel—the company opted not to take advantage of the extension. As a result, these products were marketed as medical devices only until 26 May 2024. The first two have since been reformulated and classified as cosmetics.

As a clear signal of the strategic importance attributed to the medical device category, in November 2024, BioNike obtained **UNI EN ISO 13485 certification**, which is specific to the medical device sector. While we were already operating in compliance with the standard's requirements, moving from informal alignment to formal certification marked a significant milestone. The path to certification required a **considerable commitment**, driven by a determination to strengthen our presence in a sector where we have, over time, built deep expertise. At the same time, it enabled us to structure ourselves to effectively **manage the controls and obligations introduced by Regulation (EU) 2017/745 (MDR).**

Scientific Partnerships: A Cornerstone of Our Innovation

We have always invested in research, making it one of our greatest assets.

Over the years, we have established and strengthened partnerships with university laboratories and leading multinational companies specialising in the synthesis of innovative raw materials and the extraction of high-value cosmetic active ingredients. We collaborate with dermatologists, trichologists, paediatricians, gynaecologists, and aesthetic doctors to ensure the highest quality in our formulations.

- In 2024, to coincide with the relaunch of the Defence My Body line, we launched the #MY BODY educational campaign, developed with the scientific support of SIME – the Italian Society of Aesthetic Medicine. The aim of the project is to provide accurate education on how to prevent and treat aesthetic concerns and improve overall wellbeing. The project includes the production of five educational video segments featuring Dr Giuliana Giudice, Aesthetic Doctor & Gynaecologist, and will go live in 2025, the year this document was written and published.
- A post-marketing interventional clinical study was conducted on Defence My Body Cellulite Treatment, sponsored by ICIM International in collaboration with the IRCCS San Raffaele Hospital in Milan. The aim was to evaluate and confirm the efficacy and tolerability of the medical device, as well as to meet the requirements set out by Regulation (EU) 2017/745 (MDR). The study involved 56 women between the ages of 18 and 55.
- A post-marketing observational study was conducted on Gynexelle Hyalo-Duo, a vaginal gel, in collaboration with a specialist doctor in Gynecology and Obstetrics. The objective was to evaluate and confirm the efficacy and tolerability of the medical device, as well as to meet the requirements set out by Regulation (EU) 2017/745

(MDR). It involved a sample of 60 women aged between 18 and 65.

Compared to cosmetics, clinical trials on medical devices are governed by more complex and stringent procedures. These include prior evaluation and approval by an independent ethics committee, the stipulation of an insurance policy to protect participants, and the preparation of extensive technical and administrative documentation in support of the study.

The two clinical studies mentioned above were overseen by our Regulatory Affairs – Medical Devices team. The results, which were highly positive, have been analysed and are currently under review for publication in two peer-reviewed scientific journals specialising in the specific types of devices under investigation.

Our collaboration with clinicians extends far beyond demonstrating the efficacy of our products. It begins well before, at the very early stages of development and rational formulation of our cosmetics. Many of



which are born in response to specific dermatological needs. We work closely with leading specialists in dermatological allergy, scar and acne management, and psoriasis treatment. We conduct clinical trials to validate the efficacy of our products, but our partnership with medical professionals starts even earlier, during the formulation and development process itself.

- In 2024, we continued our research efforts to innovate within the Cosmeceutical line, launched in 2023. Two new products are currently in development, formulated with a functional active ingredient new to the Italian market and supported by next-generation delivery systems, designed to enhance penetration of active ingredients into the deeper layers of the epidermis.

Finally, while the relevant activities are described in detail elsewhere in this report, it is important to acknowledge the outstanding contribution of our Research & Development centre in the ongoing improvement of quality standards and the environmental profile of our formulations.

In recent years, we have made a determined investment in developing increasingly eco-compatible formulations, with the goal of combining efficiency with environmental responsibility, without compromise.

Determination and commitment are the cornerstones of our growth. They enable us to strengthen our leadership in the sector, delivering high-quality products that meet our clients' expectations, backed by robust scientific evidence.



Innovation continues to drive brand growth, with a rich and structured launch plan in place for 2025.



MAKE-UP:
a strategic focus on facial products, with new launches, refreshed concepts, updated formulas, and redesigned packaging.



SKIN CARE:
ongoing expansion of the Defence My Age range.



COSMECEUTICAL:
broader offering through cutting-edge, cross-functional technologies.



BODY CARE:
enhanced visibility for the new Defence My Body line, supported by scientific backing from SIME (Italian Society of Aesthetic Medicine).



SUN PROTECTION:
a shift towards eco-compatibility, with new formulas tested for biodegradability in seawater and packaging made from recycled and recyclable materials.

QUALITY MANAGEMENT:

GRI 416-1 | GRI 416-2 | GRI 417-1 | GRI 417-2 | GRI 417-3



Our product quality is built upon an integrated **Quality Management System, compliant with UNI EN ISO 9001:2015 and UNI CEI EN ISO 13485:2021** standards. We consistently apply **Good Manufacturing Practices (GMP) (UNI EN ISO 22716:2008)** in the cosmetics sector and adhere to regulatory requirements for medical devices.

Our **Quality Manual** provides a detailed description of how we comply with ISO 9001:2015 and ISO 13485:2021 standards, while meeting all relevant regulatory requirements. We are committed to ensuring that all staff receive **ongoing training and awareness-raising** on GMP principles and Quality Management System procedures.

Customer satisfaction is a fundamental pillar for us: monitoring it allows us to build strong relationships, maintain them over time, and reinforce trust in our brand. **Managing non-conformities** and ensuring **quality assurance** are central to our approach.

All **complaint data** are meticulously tracked through a call tracking system, categorised by type, and **reviewed annually by senior management**. Our analysis is based on key indicators such as:

- Incidence relative to the number of orders
- Average resolution time
- Type of complaint

These activities enable us to guarantee the **continuous improvement** of our products and services.

10. The product categories include cosmetics, supplements, and medical devices.

11. The information required by the organisation's procedures on product information and labelling includes the sourcing of components, the safe use of products or services, the content—particularly with regard to substances that may have environmental or social impacts—and the disposal of products along with their related environmental or social effects.



100%

Product categories assessed for health and safety impacts¹⁰

100%

Product categories regularly assessed for compliance with internal policies¹¹

Zero

Cases of non-compliance in product information, labelling, and marketing communications

OUR COMMITMENT TO PEOPLE

KEY HIGHLIGHTS



+7%

in the workforce
compared to 2023



1.009

hours of training
provided

15%

employees under
the age of 30

7,6

average training hours
per employee

69%

percentage of senior managers
(middle management)
represented by women

119k €

economic value
allocated to the community















76%

of employees
are women

98%

of employees hired
with a permanent
contract

SOCIAL

Pillar		Target	Target year	2024 Progress		SDGs
EMPATHY <i>Promoting work-life balance and corporate welfare</i>	ENHANCING INTERNAL AND EXTERNAL CORPORATE COMMUNICATION	To create a positive atmosphere centred around employee engagement	2024	96% of employees have full-time contracts 98% of employees are on permanent contracts 100% of employees are hired under collective bargaining agreements	Dedicated welfare plan and employee portal Launch of the project “ La Casa degli Orti ” to promote wellbeing and inclusion	  
EQUALITY <i>Promoting fair development opportunities</i>	ESTABLISHING A GENDER EQUALITY MANAGEMENT SYSTEM	Strengthening an inclusive and respectful working environment	2025	76% of employees are women 94% average female-to-male pay ratio	69% of management roles (middle management) held by women	  
GROWTH <i>Unlocking potential, enhancing human capital</i>	ESG TRAINING FOR EMPLOYEES Promoting a sense of awareness and responsibility regarding the social and environmental impact of company activities	DEVELOPMENT PLANS FOR EACH FUNCTIONAL TEAM To improve skills and increase motivation across our workforce	2024 - 2026	18 new hires 1.009 hours of training delivered	7,6 average training hours per employee	   
MOTIVATION <i>Attracting and retaining talent</i>	SODALIS AMBASSADORS A team of talents representing the Group's values, promoting a sense of belonging, and strengthening the Sodalìs Way	PARTNERSHIPS WITH UNIVERSITIES We aim to build long-lasting partnerships with universities with the goal of attracting new talent	2024 - 2026	Strengthening the onboarding process and enhancing skill development	Donations to the University of Perugia, Fondazione Ca' Granda, FotoFinder Italia Active presence at the Milano Beauty Week Launch of the Sodalìs Ambassadors Programme	   

HUMAN VALUE AND SHARED GROWTH

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1 | GRI 401-2 | GRI 401-3 | GRI 404-1

People are our strength: through their active contribution, they support the company’s development and fuel its ongoing evolution.

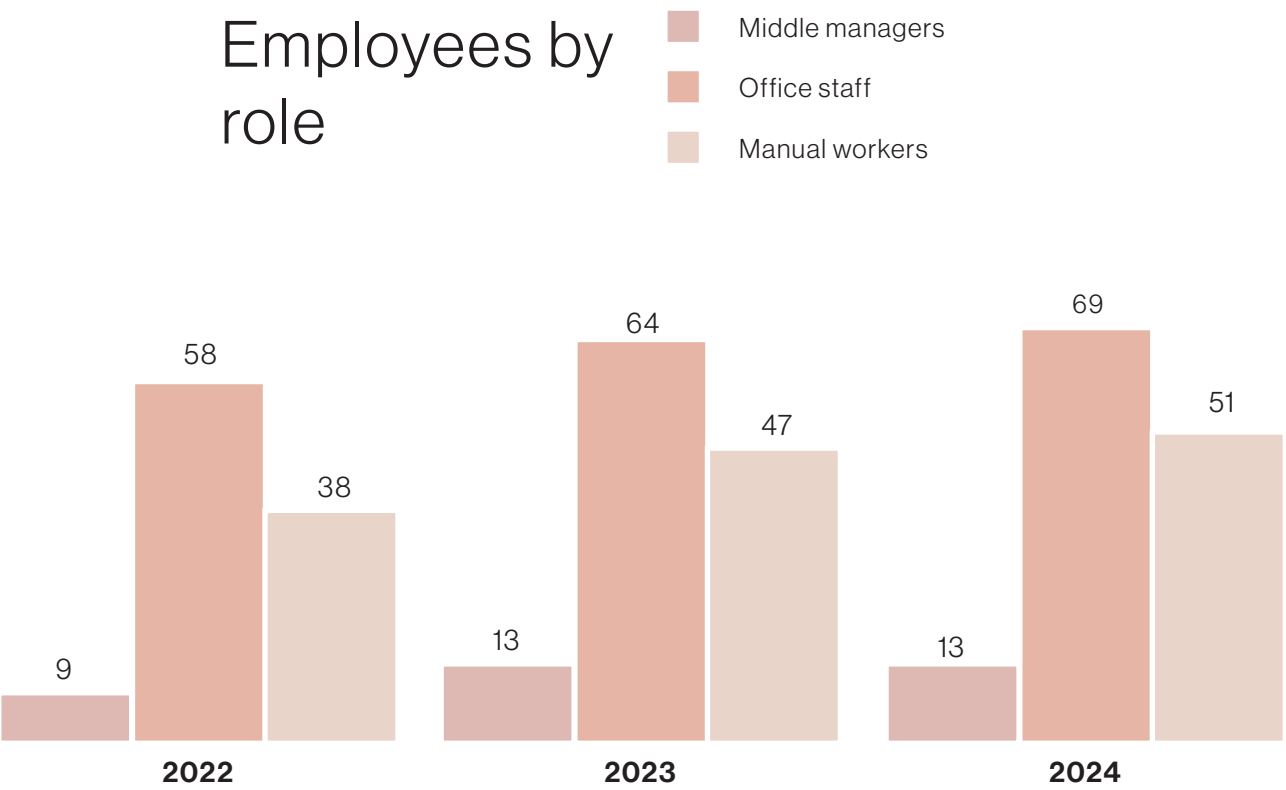
At the end of 2024, ICIM International counted **133 employees**¹², marking a **7% increase compared to 2023**. **98% of staff are employed on permanent contracts**, confirming our commitment to investing in strong, long-term professional relationships.

The **diversification of skills** is a key factor in the development of the organisation and in effectively addressing the challenges of the sector. Our technical-scientific staff includes **graduates in scientific disciplines, laboratory technicians and external consultants** with expertise across various specialist fields.

¹² Employment policies and working conditions are governed by national labour regulations and the relevant industry-wide collective bargaining agreement (CCNL Chemical), which covers 100% of the workforce, regardless of the type of employment contract.

In addition to directly employed personnel, we work on an ongoing basis with a **wide network of specialised professionals**, including:

- **Freelance professionals**, who account for **79.4%** of external collaborations (in particular agents operating under mandate on behalf of ICIM);
- **Agency workers**, representing **19.1%**, mainly employed in packaging and production departments at the Lainate site;
- **Interns**, making up **1.5%**, involved in training activities supporting operational areas.



DIVERSITY AND INCLUSION

GRI 405-1 | GRI 405-2 | GRI 406-1

We believe that **diversity** is a source of strength, and **inclusion** a key driver of both human and organisational development. Promoting a workplace where everyone feels respected and valued is, for us, the foundation of a company capable of evolving, innovating, and generating genuine value.

We are a people-centred organisation. That’s why we work every day to ensure equal opportunities for professional growth and development. Regardless of origin, gender, sexual orientation, ability, or background.

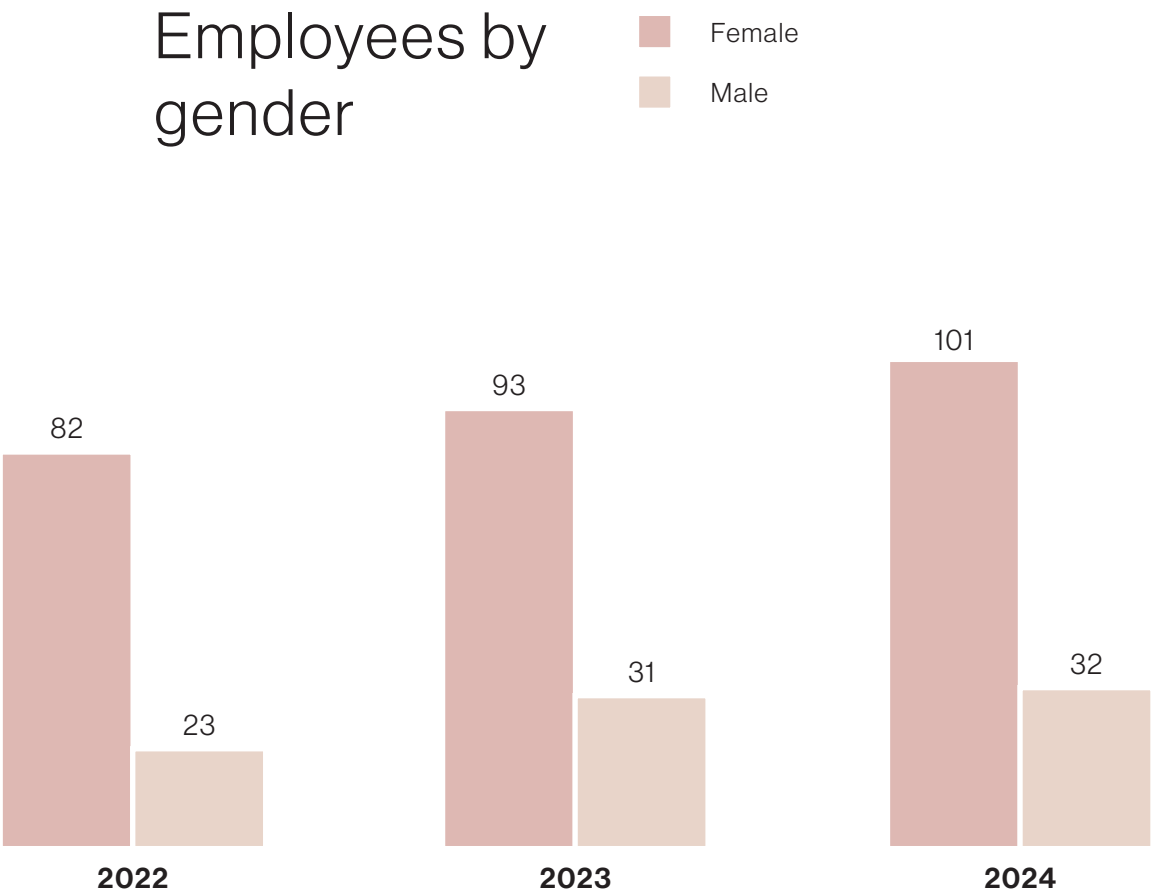
Women play a significant role at both operational and strategic-decision-making levels: they represent **76% of our workforce** and **69% % of management-level staff**.

We are committed to enabling our people to pursue rewarding professional careers without having to sacrifice personal, family, or emotional wellbeing. In **2024, ten employees** took **parental leave—nine women and one man**. Of these, seven had returned to work by 31 December 2024, while three women remained on leave at the time of writing.

During 2024, we recorded a **growth in personnel** with a female majority: **61%** of the new hires were women.



Employees by gender

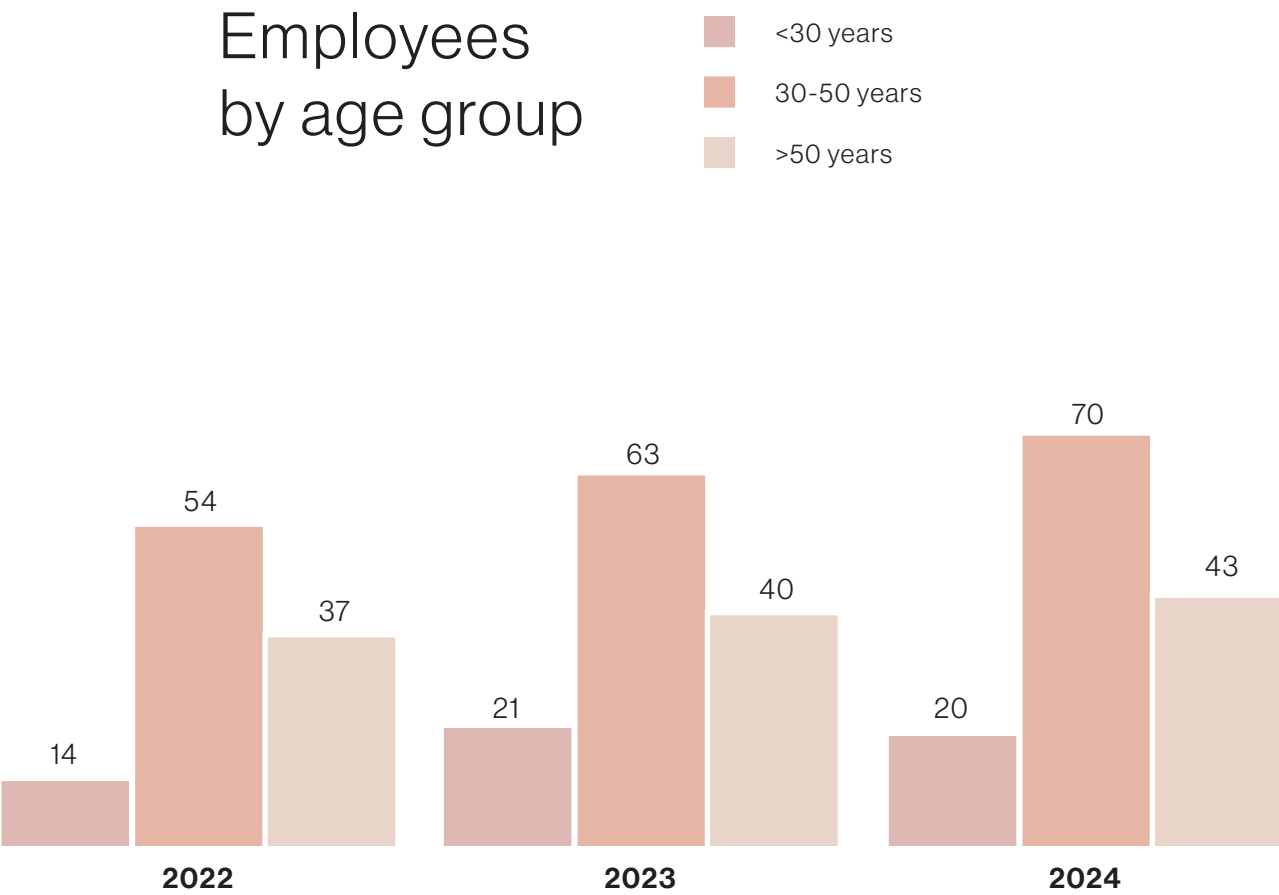


Our commitment to **gender pay equality** is embedded in our culture: we are dedicated to ensuring **equal pay** for equal work, and the overall female-to-male 13 pay ratio currently stands at **94%**.

We believe in young talent and its potential: **15%** of our workforce is **under the age of 30**, reflecting our strong focus on new generations, to whom we offer training pathways and real career opportunities.

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

Employees by age group



In line with **Law 68/99** and our inclusive vision, we meet our employment quota for individuals belonging to **protected categories**, providing appropriate support, assistance, and technical tools to help them carry out their work. In **2024**, we employed **three individuals** (blue- and white-collar14), in line with 2023 levels (four employees).

To further strengthen our commitment, one of our **Group objectives for 2025** is the implementation of a **Gender Equality Management System** in accordance with the UNI/PdR 125:2022 **certification** framework. The aim is to achieve certification, transparently and tangibly demonstrating our commitment to fair and inclusive people management.

14. In line with the disciplinary system set out by the National Collective Labour Agreement (CCNL), we monitor any cases of discrimination within the company to help ensure a fair and inclusive working environment. During the reporting period, no confirmed cases of discrimination were recorded.

NURTURING TALENT, INVESTING IN OUR PEOPLE’S FUTURE

Our people are the driving force behind our success and growth.

Each team member, with their unique skills, experience, and perspectives, contributes daily to the creation of new ideas and projects. That’s why we invest in both their **personal and professional development**, offering tailored training programmes that meet specific needs and help unlock each individual’s full potential.

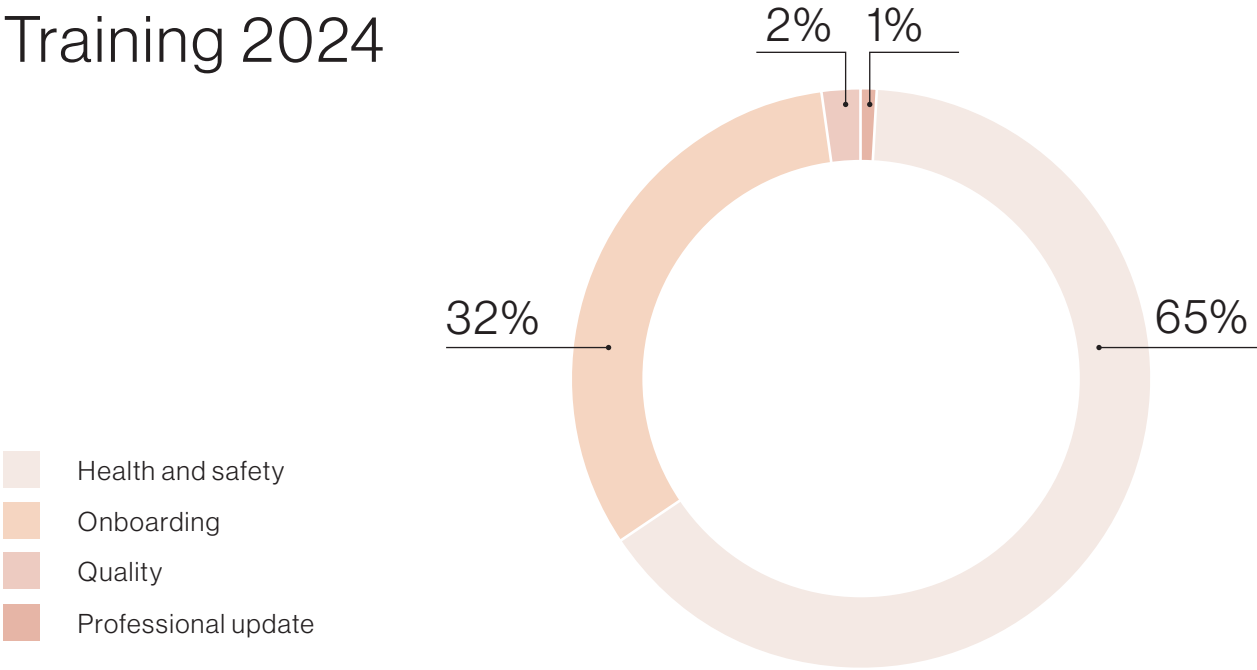
We deliver both mandatory training, especially in the area of health and safety (in compliance with Legislative Decree 81/08)¹⁵, and development-focused training aimed at strengthening both hard and soft skills.

In 2024, we provided a total of **1,009 hours of training**, covering key areas such as workplace safety, technical and digital competencies, and soft skill development. Although the total training hours delivered were slightly lower than anticipated in the 2024 General Training Plan—which was developed based on needs expressed by different business functions—we saw a significant increase in onboarding and role-transition training, with **120 additional hours delivered beyond what was planned**. Even more notable was the effort **dedicated to mandatory basic safety training**, which saw an **extra 444 hours** provided compared to the original

plan—clear evidence of our on-going commitment to employee health and safety.

In the **area of health and safety at work**, we organised all required general and specialised courses to ensure our people remain up to date. Training in the area of **quality and compliance** focused on the **Quality Management System** and the main regulatory requirements in the **cosmetics and medical device sectors**.

Training 2024



To strengthen our internal processes, we also introduced:

- A structured **onboarding programme for new hires**,
- **Specialist technical training** to support professional activities,
- Training sessions on the use of the **company intranet portal**, helping teams access digital tools more efficiently and streamline workflows.



¹⁵. Health and Safety training covered a wide range of key areas, including onboarding training for new hires, general and role-specific safety courses, emergency response procedures, first aid planning, forklift operator certification, and regular updates on company-specific risk factors.

WELFARE AND WELLBEING

GRI 403-2 | GRI 403-5 | GRI 403-6 | GRI 403-8 | GRI 403-9 | GRI 403-10

At BioNike, we place great importance on **quality of life, employee wellbeing, equal opportunities** and **training**. These are the foundations of our company, where people play a central role. We offer our **employees a welfare programme** and actively promote **work-life balance, including part-time contracts**, which accounted for **4% of the workforce as of 31 December 2024**.

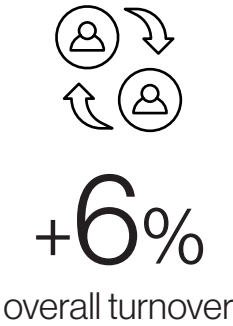
Our welfare system is based on two main contractual mechanisms: health coverage, provided through enrolment in the **Faschim** and **FASI** funds, and supplementary insurance schemes through **Fonchim** and **Previndai**. For management-level staff, we also offer additional health insurance, a free annual check-up and life insurance coverage.

The benefits available to all employees include **meal vouchers, access to an employee discount portal, the opportunity to work remotely** depending on the role, and a performance-based bonus awarded when certain company targets are met. Senior staff are also included in an **MBO**(Management By Objectives) scheme based on both qualitative and quantitative targets.

Throughout the year, we promoted several team-building activities designed to strengthen internal relationships, improve communication and encourage collaboration.

At BioNike, we prioritise both mental and physical wellbeing to reduce turnover and maintain our strong position in the dermocosmetics sector. A solid **employer branding** strategy attracts top talent and helps build a positive reputation in the job market.

Thanks to our strengthened commitment, in 2024 we welcomed **18 new colleagues** and recorded 11 departures, resulting in an overall turnover rate of **+6%**.



On **May 15th**, BioNike celebrated its **64th anniversary** in a beautiful setting, together with the entire team. Accompanied by the enchanting sound of the harp, we celebrated yet another milestone; the result of constant research and ongoing innovation for the benefit of sensitive skin. It was a **joyful moment shared with the entire team** behind this remarkable project and a chance to express our gratitude to everyone who contributes to the brand's success.



Health and safety in the workplace

The wellbeing and safety of our people is a top priority. That is why we promote a shared culture built on values, good practices and responsible behaviour, promoting a working environment that is **suitable and focused on prevention**. We support every department through specific training and guidance to ensure proactive and informed risk management.

In 2024, we strengthened our commitment to these matters with two key developments:

- The introduction of a **new Medical Centre**, which ensured **faster certification processes** and **greater efficiency in regular health checks and workplace inspections**
- The **appointment of a new external Health and Safety Officer (RSPP)**, to provide even more structured and consistent oversight of safety-related issues

Our **Health and Safety Policy**, aligned with Articles 28 and 30 of Legislative Decree 81/08, defines the guiding principles of our approach. Through the preparation and regular updating of the **Risk Assessment Document (DVR)**, we carry out detailed mapping of both general risks related to daily activities (such as stress, fatigue and ergonomic hazards), and **specific risks**, such as:

- Exposure to **chemical substances** (toxic, irritant, or allergenic) during production and packaging processes;
- Risks linked to the use of **machinery and equipment**.

In 2024, there was **one workplace injury**, involving a packaging department employee, resulting in an **injury rate of 19.27** based on total working hours. **No cases of occupational illness were recorded during the 2023–2024 period.**



951

Total training hours on Health and Safety



69

People involved in training activities

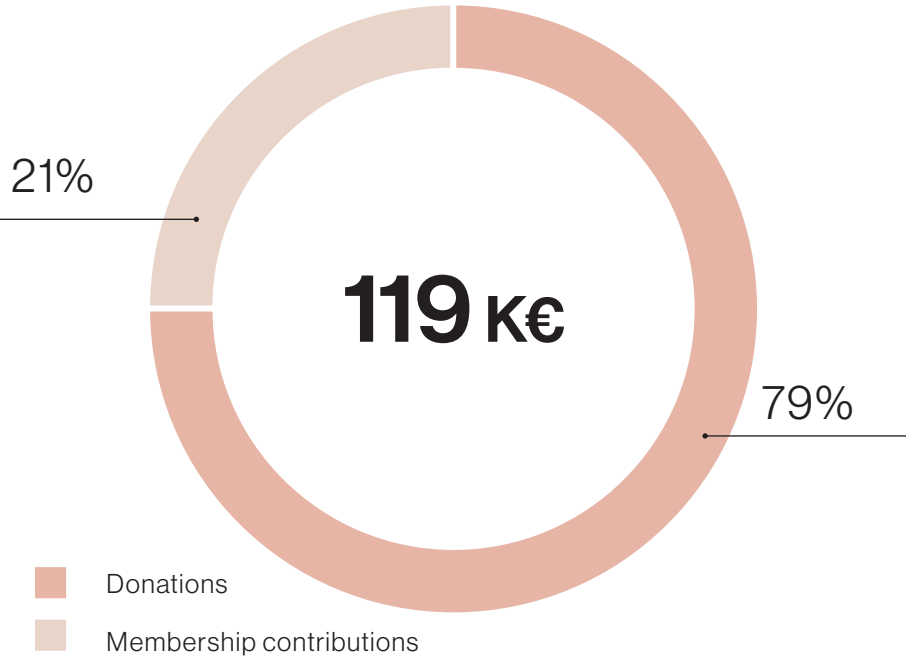


SOCIAL RESPONSIBILITY: OUR COMMITMENT TO THE COMMUNITY AND LOCAL AREA

GRI 2-28 | GRI 201-1

In 2024, BioNike continued to support initiatives for the community and for people in vulnerable situations, strengthening its commitment to a culture of inclusive wellbeing.

Value distributed to the
community – %





In collaboration with the **Il Cooperativa Sociale Il Grappolo**, BioNike has launched a **solidarity farming project** at La Casa degli Orti in Lainate, alongside the Villoresi canal. La Casa degli Orti is a municipal space located on the banks of the Villoresi Canal, just a short walk from Lainate town centre, managed by **Il Grappolo Società Cooperativa Sociale**, which works to support the employment of disadvantaged people.

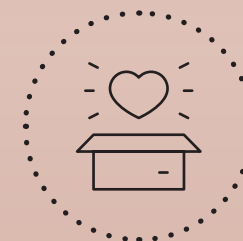


The initiative involves the care and maintenance of the allotment, leased to ICIM, by **a person with a disability from the Il Grappolo cooperative**. The BioNike Allotment will also serve as a shared space of value for employees, who will be able to take part in various activities such as sowing, planting and harvesting seasonal produce.

Additionally, there is a wooden cabin on the site that can be used to host meetings, awareness activities and brand-related events. Starting in 2025, yoga classes at discounted rates will be organised for ICIM employees.



Support continues for the **Fondazione Libellule Insieme** in the fight against cancer: proceeds from the sale of products donated by BioNike are used by the association to fund research and organise free screening days.



Additionally, we took part in the **donation campaign promoted by Esselunga in support of Banco Alimentare**, helping to provide concrete aid to those in need.



We stand alongside those who work every day to support victims of violence.

In particular, we have donated **Skiner-gy** products to women living in anti-violence centres managed by **Differenza Donna APS**. At BioNike, we believe that something very powerful can be found in a small gesture.

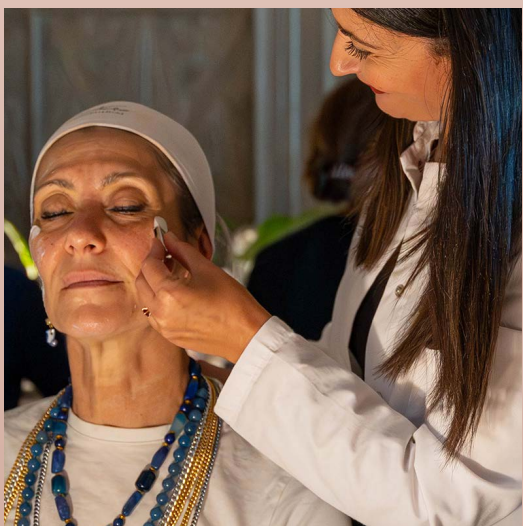
We support **SOS Villaggi dei Bambini Onlus**, an organisation that protects over 2,600 children, young people and families in serious hardship, including victims of domestic violence.

We collaborate with **Fondazione Mediolanum Onlus** on the project "Violence is Not a Game," dedicated to protecting minors.

Deeply connected to our local community, we were proud to participate in Milano Beauty Week (MBW). The week dedicated to the culture of beauty and wellbeing saw us at the centre of attention with the **Beauty Cube in Piazza Duomo**, a true beauty hub that attracted many visitors who took skin tests and discovered the **latest from the Defence My Age range**. We were also **featured in Co.Fa** pharmacies with numerous special events and distinguished guests.



Furthermore, we presented the new Cosmeceutical Retinol Bio-remodelling Protocol **to an audience of journalists and influencers** during an interactive beauty master-class held in the exceptional setting of the Cracco restaurant's private dining room.



OUR CONTRIBUTION TO RESEARCH

We support research into health and the role of women in science through the “Women in Research” project.

BioNike is a Research Partner of the IEO-MONZINO Foundation.

Since 2023, we have been Research Partners of the IEO-MONZINO Foundation, which for over 30 years has supported the European Institute of Oncology and the Monzino Cardiology Centre — Italian centres of excellence recognised internationally in scientific and clinical research. This collaboration involves BioNike's commitment to **fund a research grant for a researcher dedicated to medical research**. During the year, Dr Marica Rosaria Ippolito, aged 32, was awarded a research grant thanks to her innovative work in the field of experimental oncology.

Her project focuses on studying aneuploidy in cancer, condition marked by an abnormal number of chromosomes, found in over 90% of solid tumours. The aim of her research is to understand how these chromosomal alterations affect cellular physiology and how they could lead to the development of new therapeutic strategies.



The award ceremony took place on Wednesday 23 October at the Aula Magna of the University of Milan, where Dr Ippolito was officially presented with her research grant.

By funding this scholarship within the Partner for Research programme of the IEO-MONZINO Foundation ETS, we further strengthen our commitment to supporting scientific research and promoting female talent.

During 2025, together with the IEO-MONZINO Foundation ETS, we will meet with the scholarship recipient to discuss and share the results and progress achieved.










Additionally, during the year, **charitable donations** were made to the **Dermatology Clinic of the University of Perugia** and to the Paediatric Dermatology **SSD of the IRCCS Ca' Granda Foundation**, as well as a **donation of diagnostic equipment to FotoFinder Italy**.



PROTECTING THE ENVIRONMENT: OUR ACTIONS



ENVIRONMENT

Pillar		Target	Target year		2024 Progress	SDGs
PLANNING <i>Tackling climate change</i>	GROUP CARBON MANAGEMENT	Development of the Scope 3 inventory and study of GHG emissions to implement potential improvement actions and set emission reduction targets	2025	Update of the Carbon Footprint study	466,2 t CO² avoided thanks ² to the purchase of Guarantees of origin and the photovoltaic system	  
CARE <i>Enhancing water resource management</i>	GROUP WATER FOOTPRINT WATER RECOVERY INTERVENTIONS	In order to measure our impact on the water sector and take action to optimise water use	2025	-3% Unitary water consumption per item produced Implementation of a reverse osmosis system for water treatment and a purification plant for water wash	Installation of a water recovery system in 2024 to maximise, where applicable, the reuse of extracted water (operational from 2025)	 
RATIONALISATION <i>Using energy resources responsibly</i>	GROUP ENERGY ANALYSIS PHOTOVOLTAIC PARK EXPANSION PROJECT	To identify areas of waste and potential energy-saving opportunities	2025	-15% overall energy consumption	100% electricity from renewable sources (achieved through the purchase of Guarantees of Origin and the photovoltaic plant)	  
RECYCLING <i>Managing Waste Responsibly</i>	LIFE CYCLE ASSESSMENT (LCA)	To objectively and technically assess the environmental performance of our products and proceed with appropriate evaluations	2024 - 2026	Launch of the LCA study on the Defence Sun line Interventions to reduce over-packaging for the Defence Sun line	27,000 kg of paper saved 912 kg of plastic avoided	
OPTIMISATION <i>Analysing and redesigning the end-of-life phase of materials</i>		Maximising the use of recycled, recyclable, and reusable materials in our product packaging		Improvement of the eco-compatibility profile of products thanks to our formulation and packaging choices		

OUR FORMULATIONS: RESEARCH IN THE SERVICE OF THE ENVIRONMENT

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

We are committed every day to improving the environmental compatibility of our products throughout their entire life cycle.

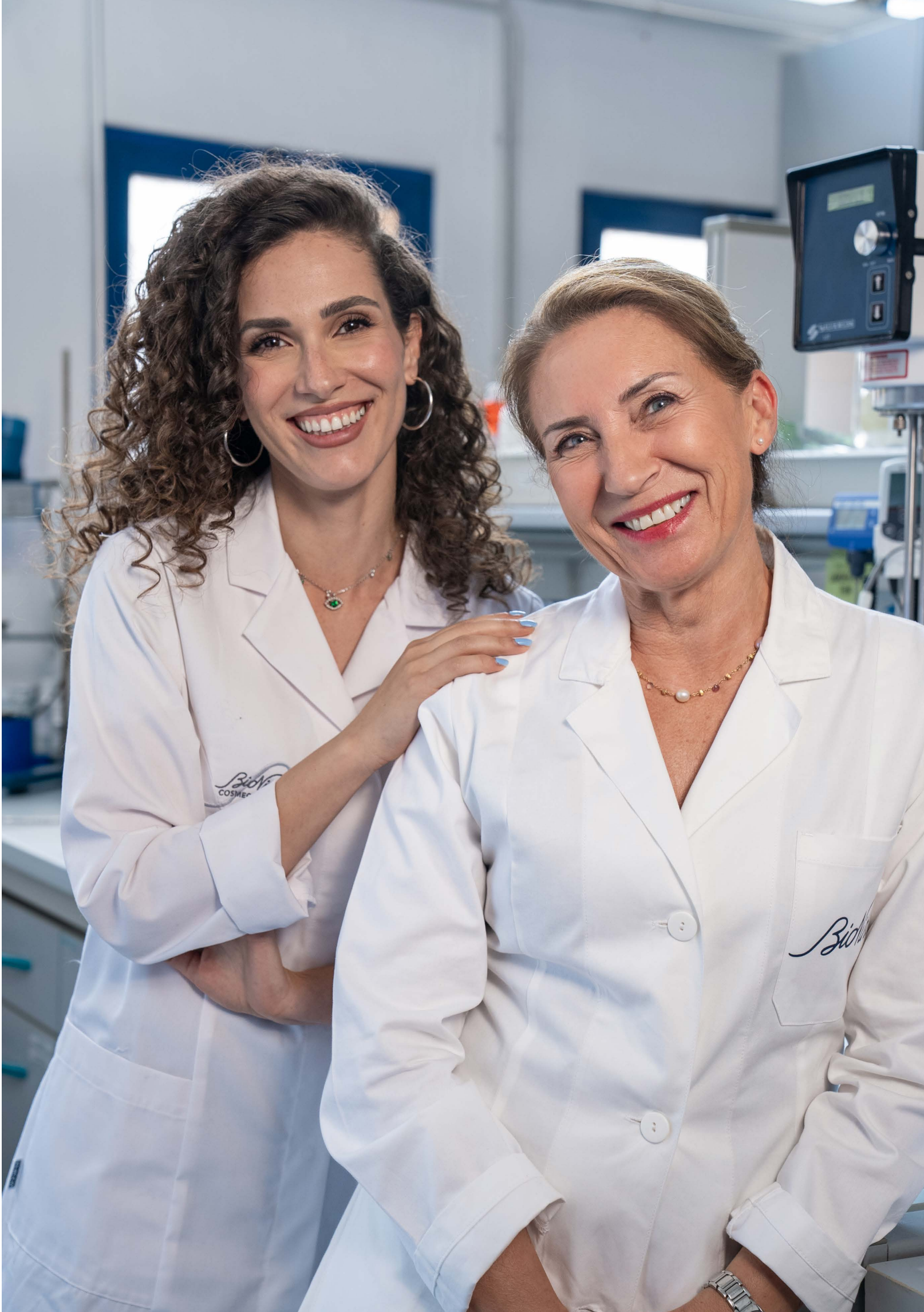
Our optimisation journey in terms of **sustainability** aims to improve our overall environmental footprint. Our **Research & Development laboratories** work continuously to improve the eco-friendly profile of our formulations. Among the main initiatives carried out:



Progressive elimination of microplastics from our formulations: to date, **82%** of BioNike products **no longer contain microplastics**.



Biodegradability testing has been carried out **on selected rinse-off** formulations to assess their compatibility with aquatic ecosystems.

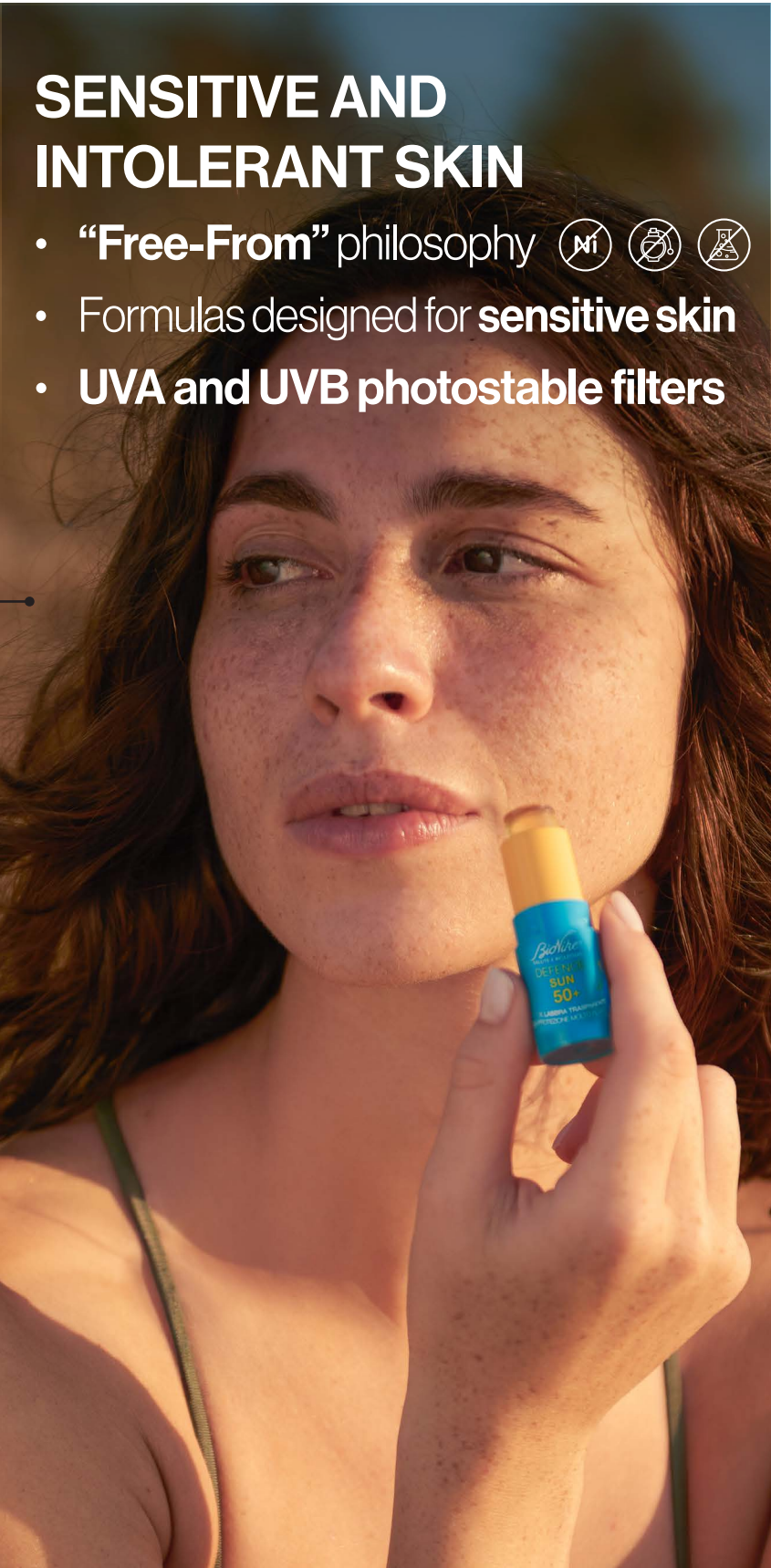


Relaunch of the DEFENCE SUN line for

In 2024, significant research work went into the relaunch of the Defence Sun line.

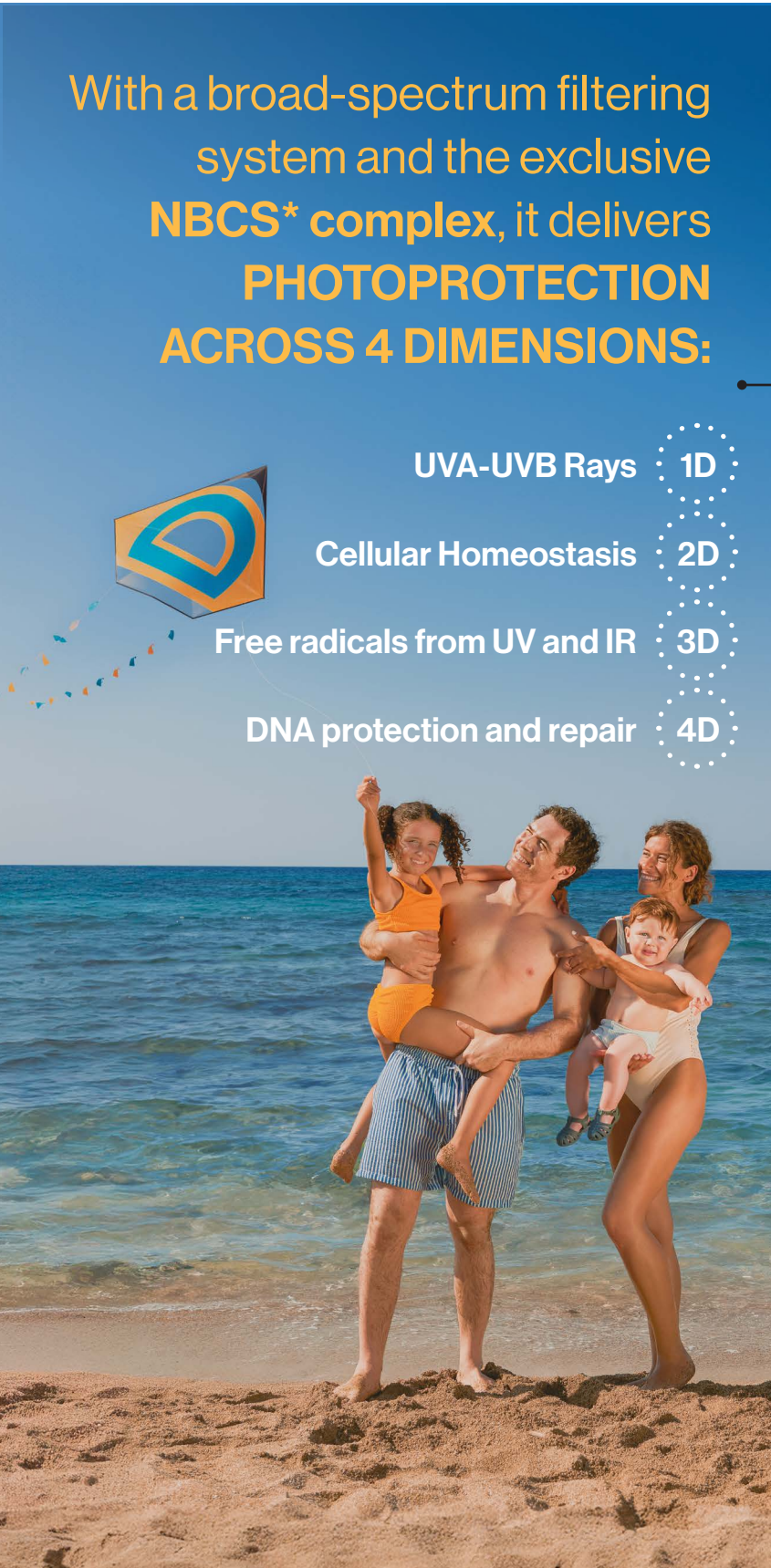
Formulas designed for sensitive skin

The formula is specifically developed for sensitive skin, following our **Free-From Philosophy** – meaning it contains no preservatives or fragrance, and is Nickel tested (Regulation No. 1223/2009, Annex V). The formulas are **dermatologically tested** and include photostable UVA and UVB filters (such as DHHB, BEMT, EHT, Iscotrizinol and PBSA), carefully selected to ensure effective protection without compromising skin sensitivity.



SENSITIVE AND INTOLERANT SKIN

- “Free-From” philosophy
- Formulas designed for **sensitive skin**
- **UVA and UVB photostable filters**



Technology

PRO-REPAIR 4D technology represents an evolution in photo-protection, acting on four dimensions: it protects against **UVA and UVB** rays (1D), maintains **cellular homeostasis** (2D), counteracts **free radicals** generated by **UV and infrared** (3D), and supports DNA **repair in keratinocytes** (4D). This advanced protection is built on a **broad-spectrum filtering system with safe**, approved UVA/UVB filters, combined with the **NBCS complex***, which includes functional ingredients such as **niacinamide, glycine betaine, carnosine and sechium edule**. These are selected for their antioxidant, protective and cell-repairing actions²³.

23. Italian patent pending

Respect for the environment

Our formulas are:

- **Free from OXYBENZONE and OCTOCRYLENE¹⁶:** These UV filters are sometimes responsible for skin intolerances
- **free from OCTINOXATE:** An efficient UVB filter, but not environmentally compatible with marine ecosystems;
- **free of NANO FILTERSS:** Mineral filter nanoparticles such as titanium dioxide and zinc oxide can accumulate in marine organisms, potentially causing environmental harm;
- With a naturally-derived **SPF BOOSTER** that enhances filtering efficacy;
- **With a water- and wear-resistant ingredient that is renewable and biodegradable. 50% of active complex from up-cycling.**

FREE FROM
Oxybenzone and
Octocrylene
FREE FROM
Octinoxate
FREE FROM
Nano filters

SPF with
SPF
BOOSTER

Water- and
wear-resistant
ingredient from
renewable
sources,
biodegradable



To ensure minimal **environmental impact**, we subjected our facial and body sun care products to a **rigorous ecotoxicological test**. This test evaluated potential effects on four marine biodiversity categories, each essential for healthy ecosystems:

- **Marine bacteria** – *Vibrio fischeri*, a bioluminescent species widely used in toxicity testing due to its high sensitivity to pollutants¹⁷;
- **Echinoderms** – *Paracentrotus lividus* (sea urchin), used to assess the effects of substances on early embryonic development, an indicator of chronic environmental risk;
- **Zooplankton** – *Acartia tonsa*, a key planktonic crustacean in the marine food chain, used to evaluate impacts on zooplanktonic species;
- **Photosynthetic organisms** – *Phaeodactylum tricornutum*, a microalga used in growth inhibition tests to assess potential risks to marine primary producers.

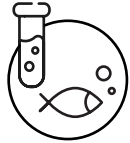
These tests were carried out according to recognised international standards and protocols (EPA/600/R-95/136 Section 15, ISO 11348-3:2007, ISO 14669:99, ISO 10253:2016). Multiple product concentrations were tested under controlled conditions simulating real-world marine dispersion scenarios. Results showed that our **products do not pose a risk to the tested organisms or the marine environment as a whole.**

In addition, the new sun care formulations were evaluated using **OECD 306¹⁸** – a method for assessing aerobic biodegradability in **natural seawater**, reinforcing our commitment to responsible and environmentally conscious product development.



16

formulations tested for compatibility with the marine ecosystem



16

Formulations tested for biodegradability in seawater



17. The test, carried out by an accredited laboratory in accordance with UNI EN ISO 11348-3, was based on measuring any reduction in the luminescence of the bacterium in the presence of the product: a decrease in emitted light is an indicator of toxic effects.
18. Marine biodegradability test developed by the Organisation for Economic Co-operation and Development (OECD). It is used to assess the aerobic degradation (i.e., in the presence of oxygen) of a substance in natural seawater over time.

16. Excludes sun stick

Defence Sun Pro Repair 4D products tested – OECD 306 ^{19 20}	% of biodegradability in seawater
DEFENCE SUN SPRAY SPF50+	78,1%
DEFENCE SUN Anti-Shine Face Fluid SPF30	98,3%
DEFENCE SUN FACE CREAM SPF30 – MELTING TEXTURE	91,3%
DEFENCE SUN ANTI-SHINE FACE FLUID SPF50+	77,2%
DEFENCE SUN MATTE FACE CREAM SPF50+	98,4%
DEFENCE SUN FLUID LOTION SPF50+	98,9%
DEFENCE SUN FLUID LOTION SPF50+	97,8%
DEFENCE SUN MELTING FACE CREAM SPF50+	87,4%
DEFENCE SUN SPRAY LOTION SPF30	91,1%
DEFENCE SUN SPRAY LOTION SPF15	94%
DEFENCE SUN FLUID LOTION SPF15	96,7%
DEFENCE SUN SPRAY SPF30	95,1%
DEFENCE SUN SPRAY LOTION SPF50+	97,8%
BIONIKE DEFENCE SUN BABY&KID SPRAY SPF50+	78,1%
DEFENCE SUN BABY&KID FLUID LOTION SPF50+	98,9%
DEFENCE SUN FLUID LOTION SPF30	93%

19. Excluded references: Stick SPF50+, Spray (can) SPF50+, Spray (can) SPF30, Baby & Kid Spray (can) SPF50+
20. For the three references in the Baby&Kid line, no direct biodegradability tests were carried out, as the formulations are based on those developed for adults, with the sole addition of panthenol, a material that is readily biodegradable according to OECD test protocols. Therefore, the percentage of biodegradability shown in the table refers to the corresponding adult formulation.



ECO-DESIGNED PACKAGING

In line with our philosophy and with industry developments, in **2021** we **launched the Eco-Pack Project**, with the aim of integrating an eco-design approach into our packaging development. This initiative is inspired by the principles of the circular economy: **Reduce, Reuse, Recycle**.

We work to reduce unnecessary packaging, selecting materials that ensure product safety while also meeting technical requirements for recyclability or reuse. We prioritise packaging solutions made from **recycled content or materials that are easier to recycle or reuse**, promoting a more environmentally conscious approach to beauty.

Our Packaging Management Strategy

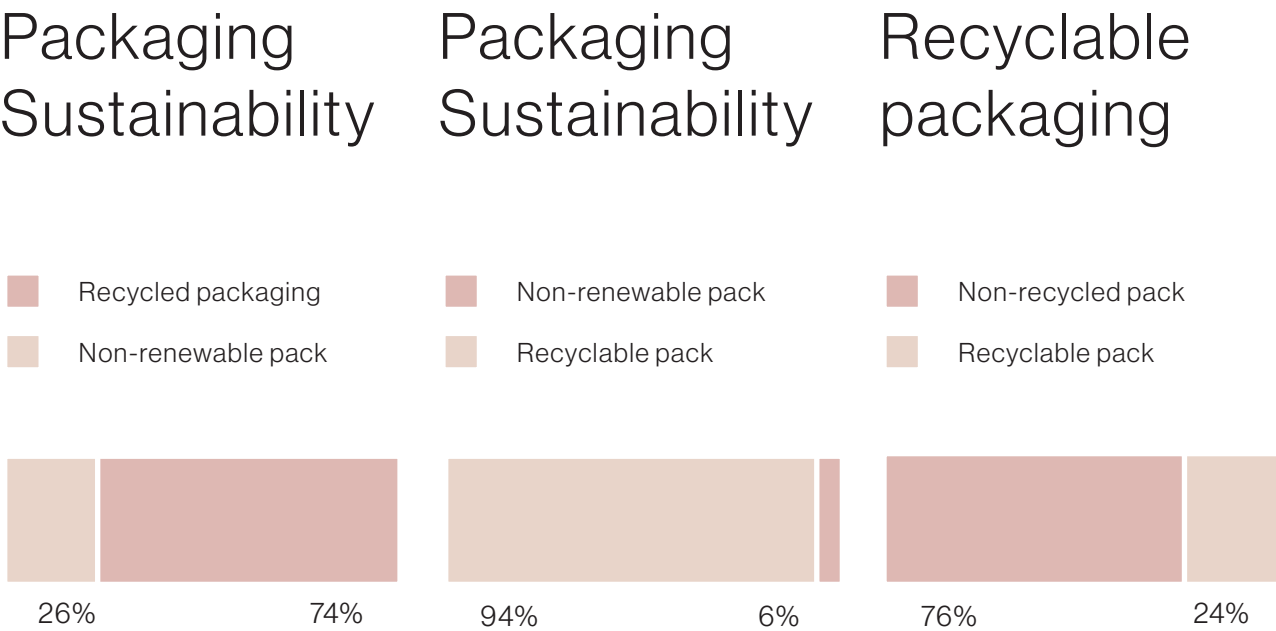
Thanks to increasingly close collaboration between our R&D, Marketing, and Supply Chain teams, our proactive approach to packaging development is growing stronger. We continue to explore solutions that combine functionality and safety with environmentally responsible material choices.

In 2024, we purchased **1.941.757²¹ kg** of packaging materials. Overall, our packaging for 2024 was:

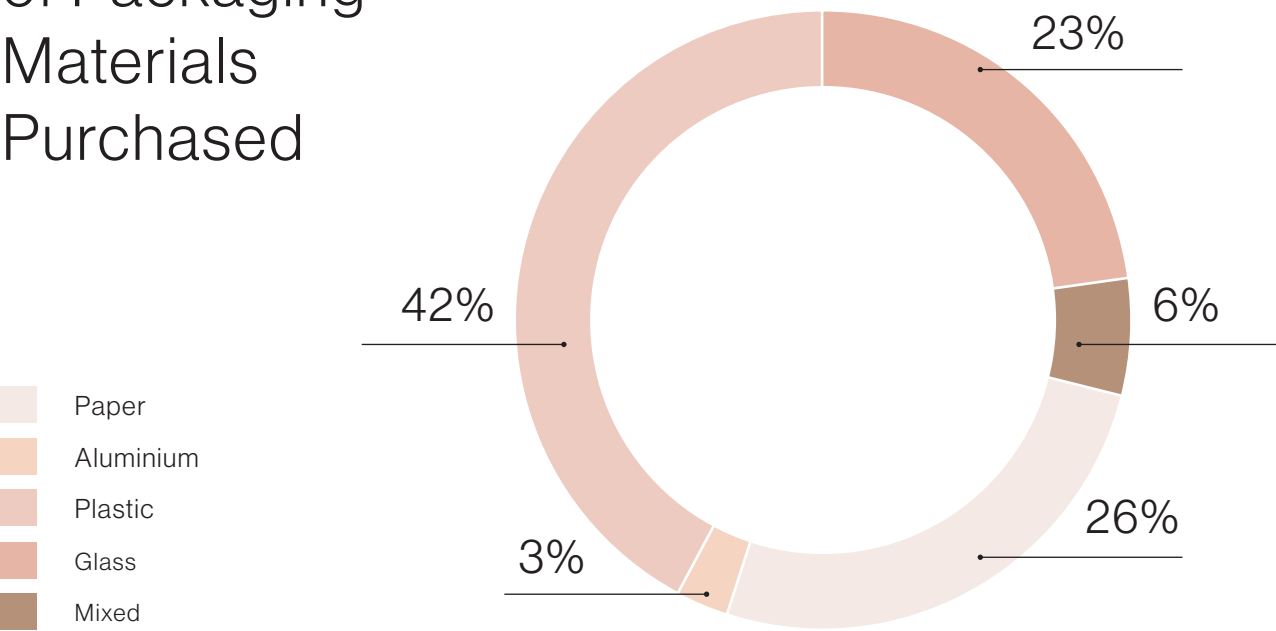
- **94% recyclable:** easily separable and recyclable by the end consumer;
- **26% renewable:** derived from natural sources such as paper, cardboard, and wood, as opposed to fossil-based sources like plastic, metal, multi-materials, and glass;
- **24% made from recycled content**, based on total material volume purchased.

Of the packaging purchased, approximately **70%** was composed of **paper, plastic, and aluminium** — materials that have been a particular focus in our search for alternatives to virgin raw materials. We continue to favour solutions that are more resource-efficient and aligned with recyclability standards.

21. The values relate exclusively to the packaging purchased for the BioNike brand, excluding bulk purchases, materials for display and advertising, and intercompany purchases within the Sodalís Group.

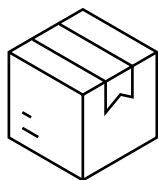
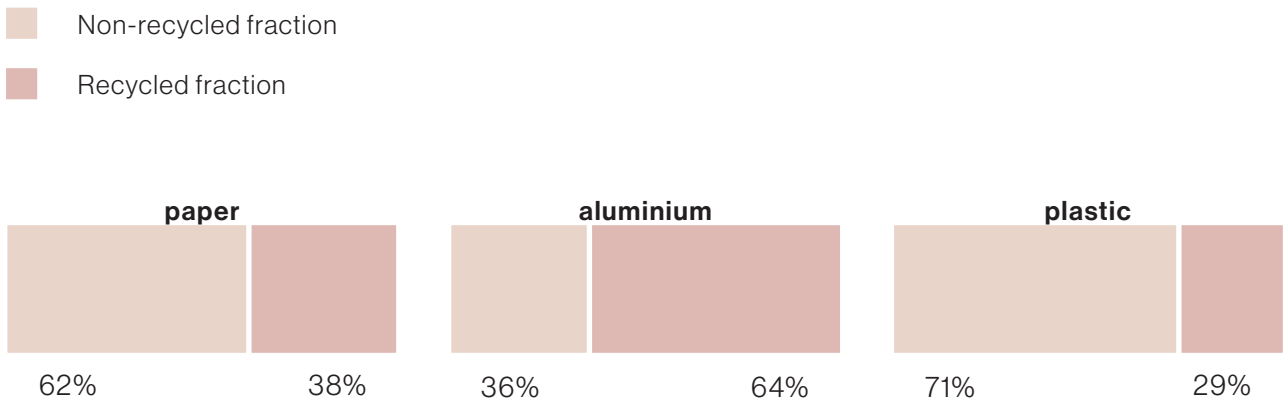


Breakdown of Packaging Materials Purchased



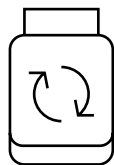
The data presented on this page refer to the year 2024.

Packaging made from recycled material



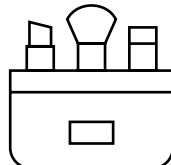
38%

of the **paper** we use comes from **recycled sources**



64%

of **aluminium** packaging is **recycled**



29%

of **plastic** packaging is made from **recycled material**

These results are the outcome of thorough analysis, organisation and data management, which form an integral part of our environmental journey: 2024 represents a complete snapshot of our packaging supply chain, helping us define priorities and identify opportunities for improvement in the future.



Our Journey

Since **2022**

- we have been using **recycled plastic and aluminium** for all **bottles in our face, body, and hair cleansing lines, as well as in sun protection and body treatment products**. Additionally, all our **cartons** are now made from **recycled or FSC-certified paper**, ensuring responsible sourcing and full traceability throughout the supply chain.

In **2023**:

- we launched the **Trousse Glam & Green**, a refined example of eco-design where aesthetic sophistication meets genuine environmental care. All compact powder cases for bronzers, blushes, foundations, and eyeshadows have been relaunched with new exclusive **packaging that is modular and recyclable (made from 100% PET and PP)**. This packaging is designed to be practical, ergonomic, and easily separable, which facilitates recovery and recycling.
- We have **eliminated paper leaflets from all face, body, sun care, and make-up products**, replacing them with QR CODES.
- We have also **removed the sleever sleeves from our face, body, and hair cleansers**.

22. (Forest Stewardship Council, a certification mark that ensures sourcing from forests managed according to strict environmental, social, and economic standards)



Our Journey

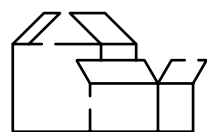
In 2024:

- we **redesigned the packaging of the new Defence Sun line**, actively reducing over-packaging without compromising on quality.
- **Bottles made from 100% recycled PET;**
- **Tubes** made from 40% recycled materials;
- **Aerosol cans made from 100% recycled aluminium;**
- **BAG-ON-VALVE technology with inert fluid propellants;**
- **Removal of spray can caps**, replaced with the new **twist & lock dispenser;**
- **Elimination of paper cartons** for all body product references

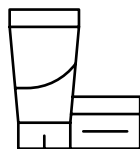
23. Unlike liquid propellants, they prevent the release of harmful substances by using nitrogen or oxygen, gases already present in the air.



Thanks to our packaging choices,
from 2022 to today we have saved:



38 tonnes
of paper



1,6 tonnes
of plastic

11 tonnes
saved by leaflet removal

0,7 tonnes
saved by sleeve removal

+

27 tonnes
elimination of
Defence Sun cartons

+

0,9 tonnes
cap eliminated from
Defence Sun



Life Cycle Assessment

In 2024, we launched a **comprehensive Life Cycle Assessment (LCA)** to evaluate the environmental impact of the new Defence Sun line, available from 2025, compared to the previous version. The analysis, carried out in accordance with **international standards ISO 14040 and ISO 14044**, enables us to rigorously and transparently measure the **overall environmental impact** of our products throughout their entire life cycle: from raw materials to production, distribution, use, and disposal. The results expected in the first half of 2025 will demonstrate the actual improvements achieved through the relaunch of the new line and will provide a solid foundation on which to plan further corrective and improvement actions, aimed at strengthening our commitment.

This approach will allow us to reinforce our commitment to a **scientifically responsible cosmetics** model, capable of evolving in a measurable way and in line with our values of innovation and sustainability.





Roadmap

✓ reached

🕒 in progress



2023

-11 tonnes
paper used

- Elimination of printed leaflets across face, body, sun, and make-up products.
- Launching of **Trusse Make-up Glam & Green**, featuring modular, recyclable packaging.



2024

-27 tonnes
of paper saved

-1.6 tonnes
of plastic saved

- Introduction of **new bottle and tube caps** designed to use less plastic.
- Removal of **sleevers** from facial, body, and hair cleansers.
- Relaunch of the **Defen Sun** line with recycled packaging that reduces paper and plastic usage.



2025

- Gradual reduction of plastic usage by switching to **lighter-weight bottles**.
- 98% of packaging is fully recyclable.
- **30%** of packaging made from **recycled materials**, reducing the use of virgin plastic.
- Recycled plastic now extended to **pumps, labels, and sleeves**, and gradually to **make-up packaging**.
- All **pumps now purchased in monomaterial** (100% recyclable), partly made from recycled plastic.
- New technologies developed for **100% recyclable monomaterial tubes**.
- Maximising the use of recyclable **packaging for make-up**.

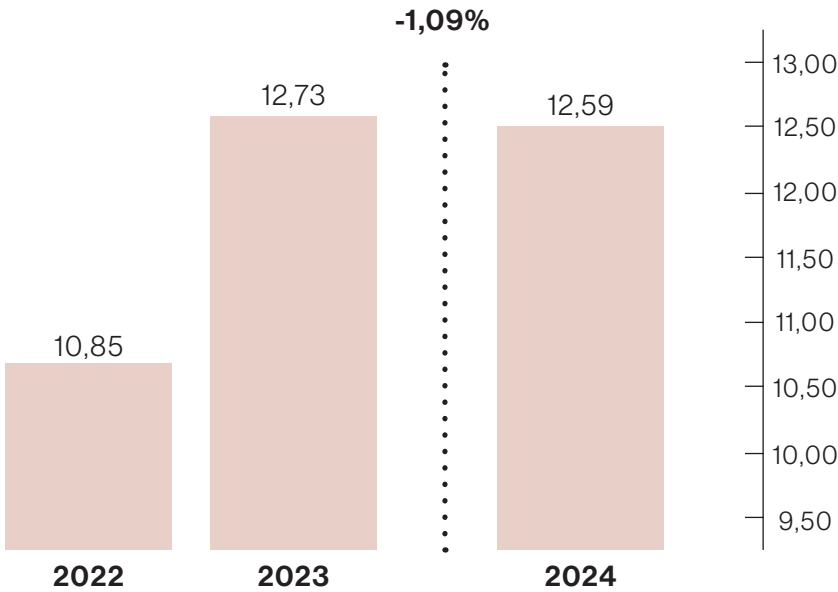
WATER RESOURCE MANAGEMENT

Water is a precious resource that requires careful and responsible management. In our production processes, specifically during the steam phase, water plays a fundamental role in ensuring the quality of our finished products.

Over the past few years, we have faced several challenges related to the use of this resource, which have led us to **rethink both our processes and investment strategies**, with the goal of improving efficiency and water treatment.

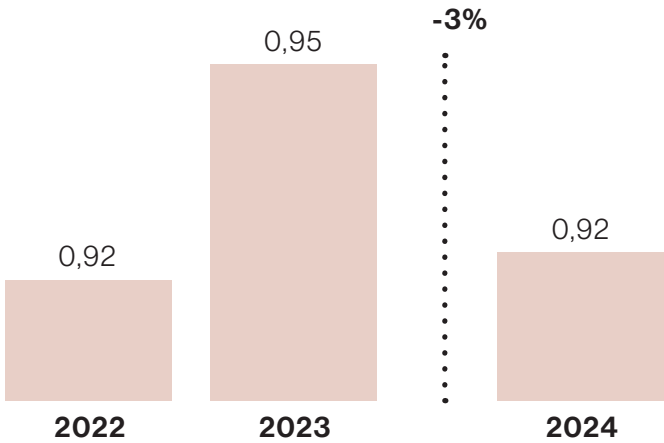
We use advanced technologies, such as **the reverse osmosis system**, which was revamped in 2022, allowing us to treat the water used in our formulations. Water is sourced from **two distinct supplies**: the municipal water system (exclusively for office use) and a well, which is also used for the fire prevention system.

Water consumption (m³)



Sustainability Report 2024

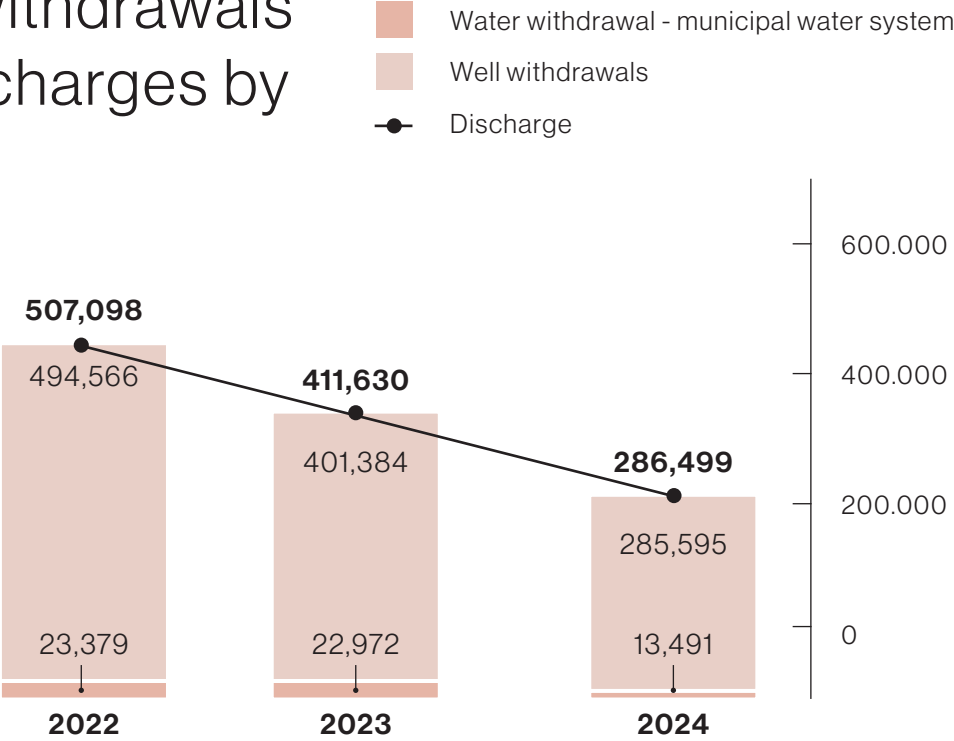
How many litres of water do we use per unit produced? (l/unit)



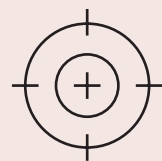
In the 2023–2024 biennium, although water consumption decreased slightly (from 12,726 m³ in 2023 to 12,587 m³ in 2024), we managed to optimise its use relative to production output. Despite a +2% increase in production volume, we reduced our **unit water consumption index**, reaching a value of 0.92 litres per unit produced. A **reduction** of approximately **3%** compared to 2023.

Looking at the volumes of water withdrawn and discharged during 2023–2024, we see an improvement in the management of both the municipal water system and well sources, thanks to a combination of a 7% reduction in units sold and better overall water resource management.

Water withdrawals and discharges by source (m³)



Sustainability Report 2024



OBJECTIVE FOR 2025:

At the end of 2024, the expansion of the wastewater recovery and **treatment plant** was completed, with a dual objective:

- ⌚ Optimizing the use of water resources, which will be allocated to machinery cleaning, resulting in an estimated saving of about 1,800 m₂ of water drawn from the network.
- ⌚ Reducing the amount of sludge requiring disposal, which will then be recovered

The investment will be further strengthened in 2025, following a **Water Footprint** analysis.

WASTE MANAGEMENT

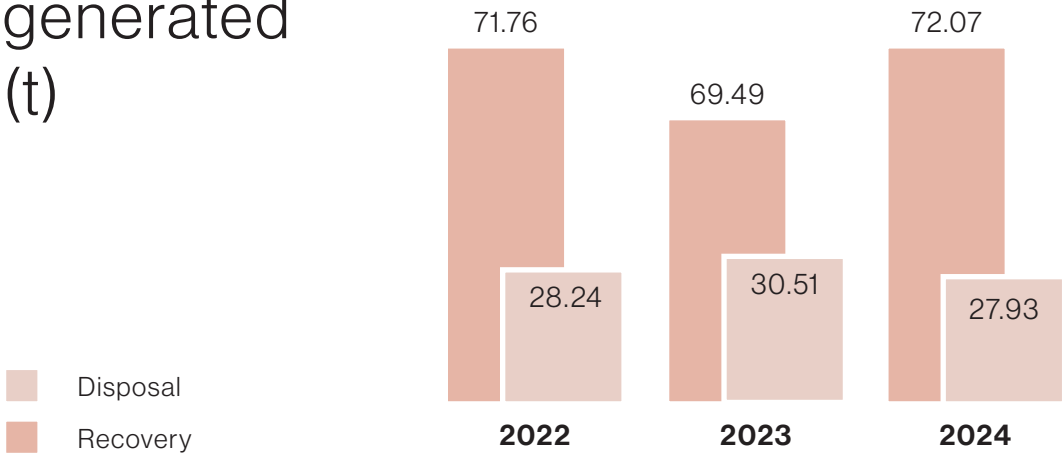
We manage **waste** and by-products with increasing responsibility, fully aware of their environmental impact. We closely monitor the materials used in our processes to assess efficiency and identify opportunities for reducing consumption.

We have implemented **packaging recovery** and recycling systems aligned with circular economy principles and adopted an **internal monitoring system** compliant with regulations. This system tracks detailed data on quantities, EER codes, and material characteristics.

Waste is stored in dedicated areas and disposed of through **authorized carriers**, in accordance with provincial regulations. We also use the **Environmental Declaration Form (MUD)** and the **Waste Identification Form (FIR)** to report the quantities produced annually.

In **2024**, ICIM generated **1,424 tonnes of waste**, about **95% of which was non-hazardous**, and **28% sent for recovery**, in line with previous years. The main type of waste produced remains **sludge** (approximately 72%), a residue from production that is sent to landfill. In contrast, **100% of packaging waste is carefully sorted, collected, and sent for recovery**²⁵.

Waste generated (t)



25. Following the Sodalis Group's reporting project and the corporate carbon footprint analysis, the method for calculating the indicator was revised for the two-year reporting period, consistent with the monitoring system used by the Group

ENERGY MANAGEMENT

GRI 302-1 | GRI 302-3

Over time, the Lainate production facility has undergone numerous upgrades to comply with current regulations and investments aimed at structural alignment with **GMP (Good Manufacturing Practices)**. These measures have focused both on improving the plant in line with the Quality Management System and on implementing actions aimed at energy savings and improving the energy mix used.

Since 2016, the Lainate production facility has been using energy from renewable sources, thanks to the installation of a **346 kWp photovoltaic system**. Furthermore, to actively contribute to the **Group's emissions reduction strategy**, since **2024**, the electricity purchased from the grid has been covered by **Guarantees of Origin**, meaning it comes from **100% renewable sources**. The investment has enabled us to completely eliminate CO₂-equivalent emissions related to electricity procurement, significantly contributing to reducing our environmental footprint.



A significant development in 2024 is ICIM's **purchase of GDO (Guarantee of Origin)** electricity: a major step that allows for **100% coverage of grid electricity consumption with renewable sources**. This strategic choice enables us to drastically **reduce indirect CO₂** emissions related to electricity supply, reinforcing our commitment to a more conscious and responsible energy model.



In **2024**, the organisation's total energy consumption was **11,326,91 GJ**, a **15% decrease** compared to 2023 (13,253 GJ), consistent with the 7% reduction in production recorded during the same period.

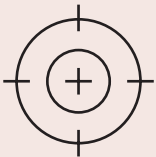
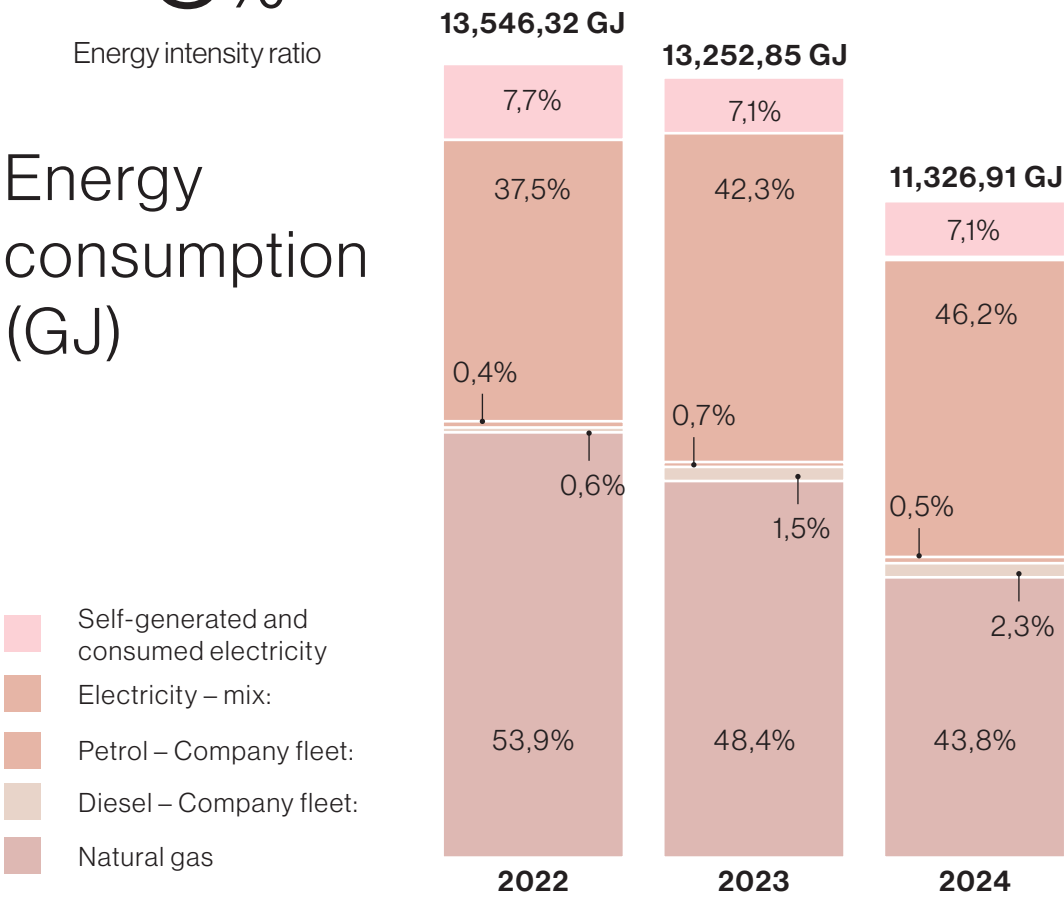
Analysing the main energy sources:

- **Methane gas**, mainly used for heating facilities and steam generation, has **reduced its share of total energy consumption**, dropping from 48.4% in 2023 to **43,8%** in 2024;
- **Electricity** purchased from the grid continues to represent a significant and stable portion of overall energy needs;
- **Self-generated energy** from the photovoltaic system covered, once again in 2024, approximately **7% of total energy requirements**;
- **Fuel** is used to power the company fleet, which includes both vehicles for mixed use (assigned as benefits) and vans dedicated to logistics.

Following a 7% reduction in production from 2023 to 2024, **total energy consumption also decreased by 15% over the same period.**

-8%
Energy intensity ratio

Energy consumption (GJ)



OBJECTIVE FOR 2025:

⌚ Among the objectives set for **2025** is the **expansion of the photovoltaic system**, with the addition of **324 kWp**: an investment that will progressively allow us to **replace the boilers currently in use**, using solar energy also for the production of hot water, thereby optimising the overall energy mix.

Our carbon footprint

GRI 305-1| GRI 305-2 |GRI 305-4



In line with our values and the sustainability goals of Sodalis Group – and with the aim of building increasingly accurate emissions monitoring – in 2024 we **conducted and reported on our environmental impact** through an Organisational **Carbon Footprint assessment**²⁶. The results will be available in the second half of 2025, following the verification process in accordance with the UNI EN ISO 14064-1:2019 standard.²⁷.

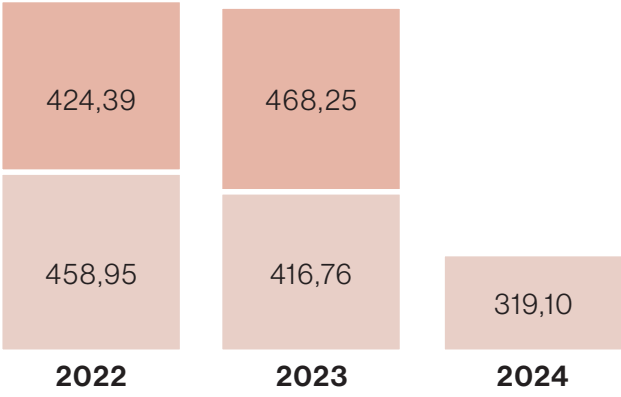
In 2024, we generated **319,10 t CO₂e**,²⁸ covering Scope 1 and Scope 2 emissions. Of this total, 93% originated from mobile and stationary combustion—namely the use of natural gas for heating and fuels powering the company fleet, which together make up Scope 1 emissions.

The use of renewable energy sources remains our most direct contribution to combating climate change. Thanks to the **self-generation** of electricity via our photovoltaic system³⁰, and the purchase of Guarantees of Origin (GDO), in **2024 we avoided** a total of **466.2 tonnes of CO₂e**³¹.

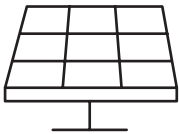
26. This report presents the emissions related to Scope 1 and Scope 2. Scope 3 data, as of the publication date of this document, are still being developed. However, by the end of 2025, the Carbon Footprint study will undergo third-party verification.
27. Scope 1 – Direct emissions generated by the company’s operations; Scope 2 – Indirect emissions resulting from imported energy.
28. The emission calculation refers to the total tonnes of CO₂ equivalent produced in 2022, the base year. The gases included in the calculation are CO₂, CH₄ and N₂O. The approach used is operational control, and the methodologies applied involve consultation of national (ISPRA) and/or intergovernmental (DEFRA) databases. GWP stands for Global Warming Potential. This analysis uses the Global Warming Potentials reported by the IPCC (Fifth Assessment Report), calculated over a 100-year time horizon, with values equal to 1 for data from DEFRA.
29. The data reported have been calculated using a market-based approach.
30. This category falls under Scope 3 emissions.
31. The avoided emissions were calculated as the difference between the emissions that would have been generated through the purchase of electricity from the grid and the zero impact resulting from the direct emissions of photovoltaic electricity production.

Scope 1 and Scope 2 emissions (tCO₂ eq)

Scope 1 Emissions
Scope 2 Emissions



-64%
Emission intensity index:



466,2 tonnes of CO₂e
avoided in 2024 thanks to the photovoltaic system² and the purchase of GDO

OUR ENVIRONMENTAL PROTECTION INITIATIVES

Our environmental protection initiatives

Since 2022, we have been supporting Worldrise, a non-profit organisation that has been working for over a decade to ensure the effective conservation of Italian marine ecosystems.

In 2022, we launched the project **"UN MARE DI STELLE"** (A SEA OF STARS), aimed at protecting gorgonians and their symbiotic species, the starfish. Our support involved monitoring, as well as the removal of waste and ghost nets in areas densely populated by gorgonians, such as Capo Mortola and Golfo Aranci.

In 2023, we focused on two synergistic and transversal macro-projects, with the aim of taking concrete action to safeguard the marine ecosystem.

- **30x30 Italy Campaign**, which aims to protect 30% of the seas by 2030. The campaign's goal is to ensure the functionality and health of the Mediterranean Sea through a network of Highly and Fully Protected Marine Areas;
- **AMPLification Project**, through which we supported the Portofino Marine Protected Area, funding both its conservation and awareness-raising activities for citizens and local communities.

In 2024, the **SEAtizen Science** project was launched, encouraging active community participation in generating and consolidating new knowledge for the **protection of marine ecosystems**, thus making a significant contribution to **ocean conservation**. On 22 May, during the **International Day for Biological Diversity**, we officially kicked off this citizen science initiative by collecting essential data on marine biodiversity within the **Local Marine Conservation Area in Golfo Aranci, Sardinia**.



METHODOLOGICAL NOTE

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

Reporting Scope

Company name	ICIM International
Type of ownership	Private
Legal status	Limited Liability Company
Location of head office	Viale Italia 60, Lainate (MI)
Countries served	37

About this document

This document represents the third Sustainability Report of **ICIM International S.r.l.** (hereafter also referred to as “the company”, “**Icim**” and/or “**BioNike**”). The information contained in this document has been collected and processed to ensure a clear understanding of the company’s activities, performance, results, and the impact it has generated. The reporting boundary used in this document includes information relating to the activities carried out in 2023 by ESI S.r.l.

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

References

The drafting of the Sustainability Report was carried out through the selection of 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 Standards indicators used is detailed in the GRI Content Index of this document.

The general principles applied in preparing the Sustainability Report are those established by the GRI Standards, namely: materiality, stakeholder inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity. The performance indicators selected are those envisaged by the adopted reporting standards, representative of the specific areas of sustainability analysed, and consistent with the company’s activities and the impacts it generates.

This analysis, as part of the sustainability journey, involved Top Management in an evaluation process to assess the relevance of sustainability topics and assign a priority based on two aspects: the importance and priority for action for the company.

The analysis will be further developed in future periods through stakeholder engagement initiatives and by reporting on the company’s contribution to achieving defined sustainability goals.

The Sustainability Report is published annually and is available in the “[Sustainability](#)” section of the company’s official website. For further information regarding the contents of this document, please contact the following email address: info@bionike.it

GRI indicators

This chapter provides information on 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	% of tot.	2023	% of tot.	2024	% of tot.
The economic value directly generated and received	104.226.137	100,0%	107.486.100	100,0%	106.940.051	100,0%
Economic value generated	103.970.306	99,8%	107.300.622	99,8%	106.844.447	99,9%
Economic value received	255.831	0,2%	185.478	0,2%	95.605	0,1%
Economic value distributed	72.728.185	69,8%	82.411.854	77%	84.066.890	79%
Suppliers	63.052.817	0,1%	72.818.034	67,7%	72.792.206	68,1%
Human resources	5.997.592	5,8%	6.617.261	6,2%	7.622.013	7,1%
Public authorities	3.167.865	3,0%	2.239.846	2,1%	2.895.116	2,7%
Directors and auditors	257.230	0,2%	255.520	0,2%	255.000	0,2%
Banks and other financial backers	104.952	0,1%	381.687	0,4%	383.256	0,4%
Local community	147.729	0,1%	99.507	0,1%	119.298	0,1%
Economic value retained	31.497.952	30,2%	25.074.246	23,3%	22.873.162	21,4%
of which operating profit	22.579.313	21,7%	18.895.636	17,6%	17.482.765	16,3%

GRI 204-1

Proportion of spending on local suppliers

Budget allocation to local suppliers

	2022	%	2023	%	2024	%
Italy	€ 32,145,942	95,7%	€ 37,227,208	92,2%	€ 34,326,190	90,6%
EU	€ 949,852	2,8%	€ 1,545,876	3,8%	€ 1,696,857	4,5%
Germany	€ 347,582	1,0%	€ 1,310,454	3,2%	€ 1,337,493	3,5%
France	€ 474,245	1,4%	€ 114,514	0,3%	€ 161,613	0,4%
Spain	€ 44,719	0,1%	€ 58,925	0,1%	€ 134,418	0,4%
Other EU Countries	€ 83,306	0,2%	€ 61,984	0,2%	€ 63,333	0,2%
Non-EU	€ 505,954	1,5%	€ 1,624,068	4,0%	€ 1,878,566	5,0%
Total	€ 33,601,748	100	€ 40,397,153	100	€ 37,901,613	100

GRI 2-7

Workers

Employees by gender	2022	2023	2024
Female	82	93	101
Male	23	31	32
Total	105	124	133
Employees by type of contract	2022	2023	2024
FIXED-TERM CONTRACT	0	2	2
Female	0	1	2
Male	0	1	0
PERMANENT CONTRACT	105	122	131
Female	82	92	99
Male	23	30	32
Total	105	124	133
Employees by type of employment	2022	2023	2024
FULL-TIME	98	118	128
Female	76	88	96
Male	22	30	32
PART-TIME	7	6	5
Female	6	5	5
Male	1	1	0
Total	105	124	133

GRI 2-8

Workers who are not employees

Workers who are not employees by type of contract

	2022	2023	2024
Freelancers	110	108	108
Temporary workers	36	37	26
Interns	1		2
Total	147	145	136

GRI 401 | 1

Turnover

New employee hires

AGE GROUP	2022	2023	2024
Up to 29 years	7	12	7
30-50	10	13	9
50	1	7	2
Total	18	32	18

New employee hires

GENDER	2022	2023	2024
Women	14	22	11
Men	4	10	7
Total	18	32	18

Terminations	2022	2023	2024
AGE GROUP			
Up to 29 years	1	5	3
30-50	9	3	6
50	8	5	2
Total	18	13	11

Terminations	2022	2023	2024
GENDER			
Women	14	11	4
Men	4	2	7
Total	18	13	11

Turnover	2023	2024
Positive turnover - hires	30%	15%
Negative turnover - terminations	-12%	-9%
Overall turnover	18%	6%

GRI 405-1

Diversity in governing bodies and among employees

Governing bodies by gender

	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Board of Directors	-	4	4	-	4	4	0	4	4
Board of Statutory Auditors	1	-	1	1	-	1	1		1
Total	1	4	5	1	4	5	1	4	5

Governing bodies by age group

	2022				2023				2024			
	< 30	30-50	>50	Tot.	< 30	30-50	>50	Tot.	< 30	30-50	>50	Tot.
Board of Directors	-	-	4	4	-	-	4	4	-	-	4	4
Board of Statutory Auditors	-	-	1	1	-	-	1	1	-	-	1	1
Total	0	0	5	5	0	0	5	5	0	0	5	5

Employees by profession and age group

	2022				2023				2024			
	< 30	30-50	>50	Tot.	< 30	30-50	>50	Tot.	< 30	30-50	>50	Tot.
Middle managers		2	7	9	0	5	8	13	0	5	8	13
Office staff	9	32	17	58	12	34	18	64	12	39	18	69
Manual workers	5	20	13	38	9	24	14	47	8	26	17	51
Total	14	54	37	105	21	63	40	124	20	70	43	133

Protected categories by professional role and gender

	2022	2023	2024
Manual workers	3	3	2
Office staff	2	1	1
Total	5	4	3

Ratio of base salary and remuneration of women compared to men

	2022	2023	2024
Middle managers	97%	101%	101%
Office staff	85%	87%	87%
Manual workers	90%	94%	87%

GRI 404-1

Average hours of training per year per employee

Average hours of training

	2022			2023			2024		
	men	women	total	men	women	total	men	women	total
Middle managers	3,3	5,8	5,0	11,3	10,7	10,8	7,5	7,8	7,7
Office staff	4,5	5,9	5,7	10,0	14,8	14,2	15,0	10,3	11,0
Manual workers	12,8	6,0	8,4	6,9	3,5	4,9	5,0	1,8	2,9
Total	9,3	5,9	6,6	8,3	11,0	10,3	8,4	7,3	7,6

GRI 403-9

Work-related injuries

Work-related injuries - Employees

EMPLOYEES	2022	2023	2024
TOTAL no. of hours worked	169,702	180,738	210,990
Fatalities caused by work-related injuries	0	0	0
Rate of fatalities caused by work-related injuries	0	0	0
Work-related injuries with serious consequences (excluding fatalities)	0	0	0
Rate of work-related injuries with serious consequences (excluding fatalities)	0	0	0
Recordable work-related injuries	2	0	1
Rate of recordable work-related injuries	11,8	0,0	4,74

NON-EMPLOYEE WORKERS <i>whose work and/or workplace is under the organisation's control</i>	2022	2023	2024
TOTAL no. of hours worked	56,666	68,553	51.906,3
Fatalities caused by work-related injuries	0	0	0
Rate of fatalities caused by work-related injuries	0	0	0
Work-related injuries with serious consequences (excluding fatalities)	0	0	0
Rate of work-related injuries with serious consequences (excluding fatalities)	0	0	0
Recordable work-related injuries	1	1	1
Rate of recordable work-related injuries	17,7	14,6	19,27

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

Waste generated | Waste not destined for disposal | Waste destined for disposal

Waste generated (t)

TYPE	2022	2023	2024
Non-hazardous	600,6	844,7	1.347,27
Hazardous	37,2	61,9	76,25
Total	637,75	906,58	1.423,52
DESTINATION	2022	2023	2024
Recovery	180,1	276,6	397,56
Disposal	457,7	630,0	1.025,96
Total	637,75	906,58	1.423,52

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

Water Withdrawal | Water Discharge | Water Consumption

Water balance (m³)

	2022	2023	2024
WATER WITHDRAWAL	517,945	424,356	299,086
from the municipal water system	23.379	22.972	13.491
from well	494,566	401.384	285.595
WATER DISCHARGE	507.098	411,630	286.499
from the municipal water system	12,532	10,246	904,99
from well	494,566	401.384	285.595
Water consumption³²	10,847	12,726	12,587

GRI 302-1

Energy consumption within the organisation

Internal energy consumption – %³³

		2022	2023	2024
Methane gas consumption (heating)	<i>Methane gas</i>	7.296,07	6.414,41	4.966,67
Electricity consumption	<i>Electricity purchased from the grid</i>	5.079,83	5.604,86	5.234,40
	<i>Self-generated and consumed electricity</i>	1.040,19	939,33	808,12
Fuel (corporate fleet)	<i>Diesel</i>	77,11	204,66	257,44
	<i>Petrol</i>	53,12	89,58	60,28
Total energy consumed within the organisation		13.546,32	13.252,84	11.326,91

32. Water consumption is calculated as the difference between total water withdrawal and total water discharge.

33. Source of the conversion factors used:
Methane gas: Table 1 EEN Resolution No. 9/11
Electricity: PCC 2021 GWP 100 Vers.1.00
Diesel: Table 1 EEN Resolution No. 9/11 - EN ISO 3675
Petrol: Table 1 Resolution EEN No. 9/11 - ISO 1716

GRI 305-1 | GRI 305-2

Direct GHG emissions | Indirect GHG emissions from energy consumption

GHG emissions (t CO₂ eq)³⁴

	Subcategory	Activity	2022	2023	2024
SCOPE 1 Direct GHG emissions	1.1 Direct emissions from stationary combustion	Methane gas consumption for heating	449,3	395,0	295,63
	1.2 Direct emissions from mobile combustion	Diesel consumption for corporate fleet	5,7	15,1	19,13
		Petrol consumption for corporate fleet	3,9	6,6	4,34
			458,95	416,79	319,10
SCOPE 2 Indirect emissions from imported energy	2.1 Indirect emissions from imported electricity consumption	Medium-voltage electricity consumption – location-based	424,4	468,3	0
Total value of Scope 1			424,39	468,25	319,10
Total Scope 1 and 2 emissions			883,34	885,04	319,10

GRI 302-3 | GRI 305-4

Energy intensity | GHG emission intensity

CO₂ emissions avoided (t CO₂ eq)

	2022	2023	2024
energy intensity index (GJ/item sold)	1,054	1,005	0,925
Emission intensity index (kCO ₂ e/N°)	0,069	0,067	0,026

34- Source of the emission factors used:

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

GRI Content Index

Icim International S.r.l. has reported the information cited in this GRI Content Index for the period 01.01.2022 – 31.12.2023 with reference to the GRI Standards.

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