



SUSTAINABILITY REPORT

2023

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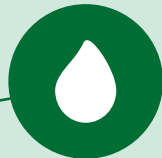
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1. LETTER TO THE STAKEHOLDERS GRI 2 22



ecoverde
SERVICE SPECIALISTS





We are proud to present our **third Sustainability Report**, as this document highlights the journey that we voluntarily embarked upon three years ago.

It also provides an opportunity to strengthen our trust-based relationships with our stakeholders, based on a transparent and well-established pathway of sustainability.

It is also an occasion to reflect on the outcomes of our investments and the work carried out over the past year, and to **integrate our corporate improvement plans with ESG** themes, in order to make the planet a better place and, most importantly, to ensure a future for the next generations.

*AN OCCASION TO REFLECT ON THE
OUTCOMES OF OUR INVESTMENTS
AND THE WORK CARRIED OUT
OVER THE PAST YEAR*

It has become increasingly evident that the sustainability journey we began three years ago is the right path for us to **pursue our goals of mitigating our environmental impacts** while at the same time safeguarding our ethical principles and **reducing occupational health and safety risks**. We remain diligently committed to ensuring a healthy and ethical work environment for all of our stakeholders, both internal and external.

In 2023, we made significant investments and **structural changes** aimed at reducing energy consumption and CO2 emissions, which included:

- **Installing storage batteries** to optimise the use of solar energy generated in-house by the existing photovoltaic system;
- **Replacing the old heat generator** with a hybrid system consisting of a condensing boiler and a heat pump, in order to provide office heating during the winter and to produce hot water for internal chemical production
- **Installing an energy flow management system** that allows for the use of the boiler or heat pump based on the availability of self-produced solar energy, in order to optimise the use of solar power, thus reducing energy consumption and greenhouse gas emissions

- **Installing performance monitoring systems**
- **Purchasing a new tanker vehicle** of a higher environmental class (Euro 5) than the existing one (Euro 2)

Since the installation of the systems and devices listed above will be completed in late 2023 and early 2024, we will be able to begin “reaping the benefits” of these investments in 2025, in time for the publication of the next Sustainability Report.

However, we would also like to point out that our strategy is not only focused on environmental issues, but social and governance issues as well.

This has led us:

*OUR STRATEGY IS NOT ONLY
FOCUSED ON ENVIRONMENTAL
ISSUES, BUT SOCIAL AND
GOVERNANCE ISSUES AS WELL.*

- To increase the number of **staff training hours by 146%**. In 2023, special emphasis was placed on the importance of the use of emotional intelligence; this **training programme** was provided to all Ecoverde personnel as an opportunity to improve their approach in stressful situations, both inside and outside the workplace. This is a testament to how staff development, through the growth of their knowledge and skills, plays a central role at Ecoverde.
- To introduce the figure of the **Human Resources Manager** within the organisation, as a reference point for listening to the staff's needs and for facilitating the processes relating to holidays, leave, smart working, training, placement, and employee satisfaction.
- To continue to offer **support to the community**, and to sports and cultural organisations; in particular, to support local schools, offering them the opportunity to carry out both **soft skills and orientation courses** and guided tours within our laboratory.

Thanks to this commitment, in 2023 we were once again **awarded the gold medal on**

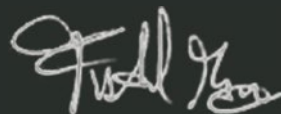
the Ecovadis Platform, and received an additional award from Imprendigreen

You'll find all the above information described in detail in this Report, with the aim of ensuring maximum transparency, clarity, and openness, values which Ecoverde continues to apply every day for the future development of its business activities, so that it can continue to operate without compromising the lives of the Planet's future generations.

Paolo Lazzari
Chairman

A stylized, handwritten signature in black ink, consisting of a series of connected loops and a long horizontal stroke at the end.

Marco Frateschi
Chief Executive Officer

A handwritten signature in black ink, featuring a large, prominent 'M' followed by several loops and a long horizontal stroke.

2. HIGHLIGHTS OF 2023

GRI 2-1, 2-6, 2-4

3P: PROFIT, PEOPLE, PLANET



TURNOVER

2022	2023
19.181.425€	18.345.773€



PRODUCTS SOLD

2022	2023
12.020.914,5 kg	10.463.457,52 Kg



EMPLOYEES AND COLLABORATORS

2022	2023
24	26



TOTAL TRAINING HOURS

2022	2023
289	711,5



ECONOMIC VALUE DISTRIBUTED

2022	2023
19.079.342	18.042.038



CERTIFIED SUPPLIERS

Suppliers number (Total)

83

Certificated suppliers according to ISO 9001:2015

65

Certificated suppliers according to ISO 14001:2015

25

Certificated suppliers according to ISO 45001:2018

25



ENERGY RESOURCES

100% of the electricity utilised comes from renewable sources

45 % of the energy consumed is SELF PRODUCED

■ 2022 ■ 2023

Electricity consumed

81,95 MWh

80,95 MWh

Electricity generated

61,7 MWh

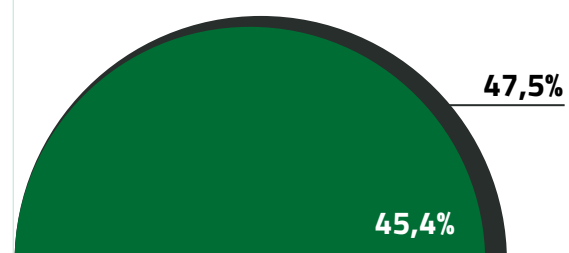
60,81 MWh

Electricity self-consumed

38,94 MWh

36,80 MWh

% Electricity self-consumed



3. ECOVERDE GRI 2.1



3.1 HISTORY

ECOVERDE was established in 1985 in the town of Porcari, in the province of Lucca, as a result of the enthusiasm and inventiveness of **Marco Frateschi and Paolo Lazzari**: two young business partners with educational and training backgrounds in the chemical and paper industries.

From the very beginning, the focus on **ecology, environmental protection**, and sustainable development were embodied in the company's name: ECOVERDE.

Initially operating out of a single office, which served as an intermediary between the **customers' telephone orders** and **direct deliveries** made by a few top-quality suppliers, the company grew considerably in just a few years time, adding a **storage warehouse** for the chemical products that it markets.

Thanks to a number of important insights and strategic choices, such as **the formulation of new products** under its own brand name, **ECOVERDE expanded** by adding an application laboratory at its customers' service, and ultimately moved to its current headquarters, which is home to its **offices and laboratory, and boasts 1,200 square metres of covered warehouse space, as well as a 5,000 square metre outdoor yard**.

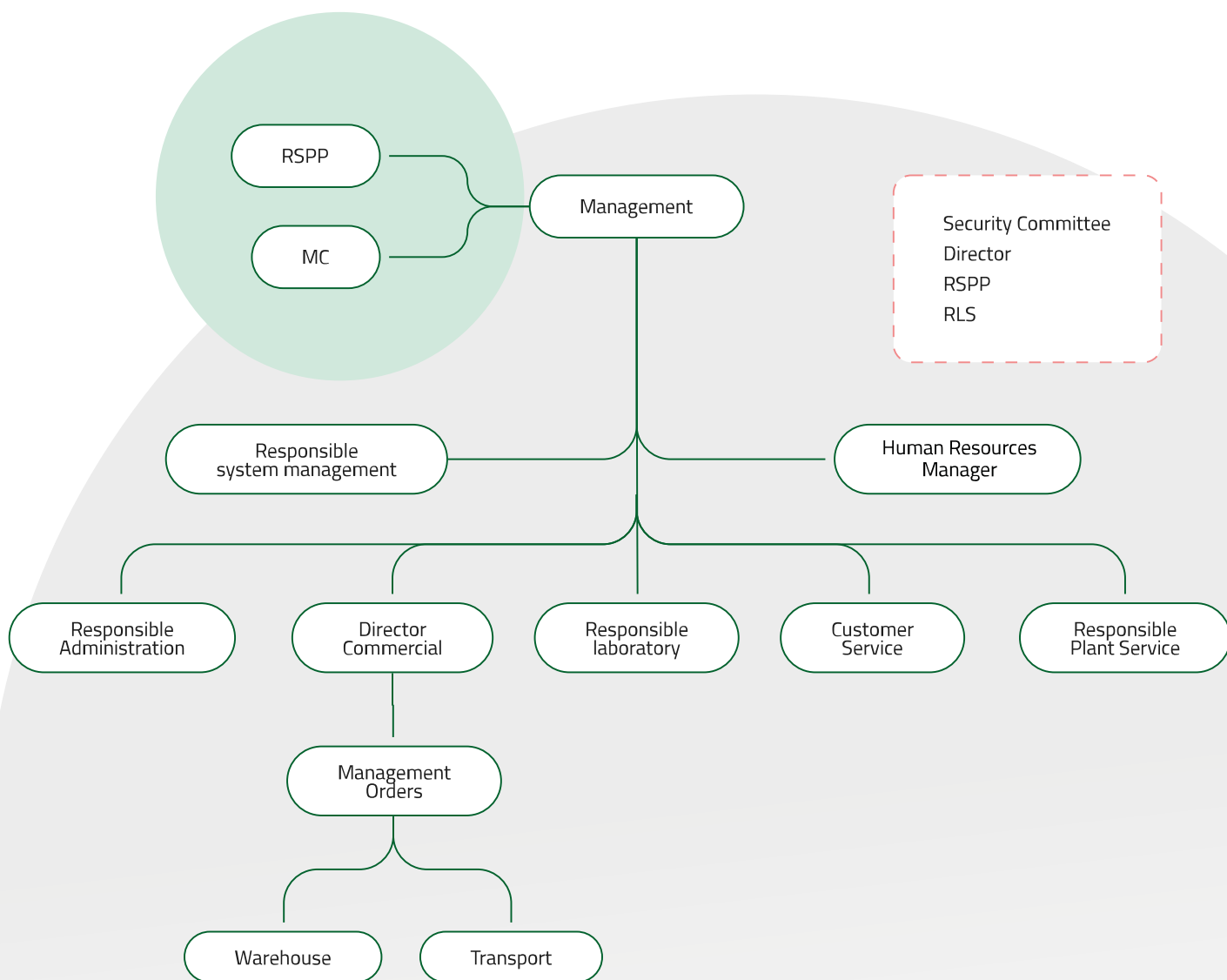
As a major player at the local and, later, national levels, the company has continuously expanded in the paper industry, facing all the challenges posed by technological development trends, and has even been a driver of innovation in some cases.

In 2003, the company embarked on the process of obtaining **ISO 9001:2015** certification for its **Quality Management System** by demonstrating compliance with the rules and requirements needed to ensure efficient and effective business processes in relation to its customers. In 2014, the company obtained **ISO 14001:2015 and UNI ISO 45001:2018 certification** for its Environment and Safety Management System. The company also later adopted a Code of Ethics, which it shared with its main stakeholders, suppliers, customers, employees and collaborators.

In 2022, Ecoverde published its **first Sustainability Report**, covering the year 2021, and prepared its first GHG Inventory.

These efforts demonstrate ECOVERDE's awareness of **environmental and safety issues**, which are increasingly playing a decisive role in the sector, and in partnership relations between companies in general.

In addition to the two founding partners, the organisation currently also employs **26 workers** in its technical service department, **sales network, logistics department, warehouse, administration department, and laboratory**. The family of entrepreneurs has also welcomed its second generation into the company, who have brought with them a sense of management continuity and a keen focus on the future.



3.2 WHO WE ARE AND WHAT WE DO

GRI 2-1

Located in Porcari, in the province of Lucca, Ecoverde operates **throughout Italy**, and is an important player for the paper industry, to which it supplies chemical products for the entire production chain, as well as after-sales technical support. Its headquarters are **located at no.1/B Via IV Novembre**, Porcari, where it has its offices, laboratory and warehouse. It also has an external unmanned warehouse, used exclusively to store **chemical dosing** equipment and pumps, which is also located in Porcari, but a few kilometres away from the main plant, on Via Romana Est.



3.2.1 GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-12, 2-17

The company has adopted a traditional **governance** system, made up of the following:

Board of directors

Paolo Lazzari

Chairman and managing director

Marco Frateschi

Managing Director

Board of statutory auditors

(management oversight)

David Ninci

Chairman

Jessica Vornoli

Standing auditor

Emanuele Ninci

Standing auditor

Independent Auditing Firm

(accounting oversight)

Mazars Italia S.p.a.

Independent Auditor



3.2.2 Sustainability Governance

GRI 2-14

Ecoverde's Board of Directors has approved and promotes the Sustainability process and all the related documents, including the **Corporate Improvement Plan**, which contains the sustainability objectives reported **every six months**.

3.2.3 Description of Ecoverde's activities

GRI 2-1

Ecoverde's main business **activity is sales**, and consists of the purchase and subsequent distribution of **chemical auxiliaries** for the entire paper production process, including water purification. While a portion of the products are re-branded, the majority are sold under the **brand name of the supplier** with whom Ecoverde has stipulated a **marketing agreement**.

This core business is flanked by **in-house R&D** and the internal manufacture of products, again of course for

the paper industry.

Thanks to the constant work of **its laboratory** staff, ECOVERDE is able to supply products tailored to the needs of its customers. Flexibility and innovation are in fact two of the Company's distinguishing features.

In detail, internally manufactured products fall into two distinct categories:

- **Fabric softeners** for tissue paper, supplied to paper converting companies
- **Coagulants** for the treatment of paper mill process water and water purification.

The production process consists of mixing **raw materials** at atmospheric pressure, using a system that ECO-VERDE conceived and specifically designed to eliminate **accidental chemical spills**.

For some products, one of the raw materials is **demine-**

ralised water, which is pre-heated.

In 2023, a project aimed at optimising the **energy consumption** associated with the process of heating water for the production purposes, as well as for the offices, was carried out, and was completed at the end of the same year.

We thus switched from a system consisting of an old-generation **thermal power plant**, fuelled by natural gas, to a **hybrid system**, consisting of a condensation boiler and a **heat pump**, the latter powered with **electricity generated** by the company's in-house **photovoltaic system**, which was also installed at the end of 2023 as part of

the energy consumption optimisation programme.

In accordance with the **ISO 9001:2015** standard, the raw materials are only sent to production after passing the necessary **quality controls**, which are carried out in the laboratory.

Similarly, the finished products are only considered to be ready for delivery after the laboratory has issued the **certificate on conformity attesting** to their compliance with the previously determined specifications.

Batch traceability is ensured for all products, whether marketed or manufactured in-house.



In the laboratory, in addition to the quality control analyses performed on the raw materials and finished products, the following are also carried out:

- **Simulation tests**, using special equipment to recreate the operating conditions of the paper mill in order to identify the optimum product and dosage
- **Routine analyses** on water and pulp samples taken in the paper mills by Ecoverde's customer service functions, in order to verify the correctness of the type of product utilised and its relative dosage
- **Research and development activities** aimed at identifying new products capable of meeting the customers' needs

All the equipment and facilities that Ecoverde uses in its processes comply with the **current safety regulations**



(Italian Legislative Decree no. 81/08 and the machinery directive).

The laboratory analytical service is complemented by the technical support that Ecoverde's **customer service** personnel provide to all of its customers in the field.

The continuous updating of the company's technical staff and its flexibility of intervention, in terms of both **analysis** and **plant engineering**, go well beyond the mere sale of the specific chemical products themselves.

Targeted skills in the various fields of application of the **paper production** and water purification processes make ECOVERDE a reference point for solving the problems that can arise on a daily basis for operators in the sector.

One of the most basic and characteristic aspects of ECOVERDE is the **punctuality and flexibility** with which it delivers its products to its customers.

This is why the company has a tried and tested chain of shipping and delivery processes. It starts with highly efficient handling of orders right through to **product delivery**, whether it uses its **own fleet of vehicles**, with the means of transport selected appropriately according to the nature of the product to be delivered to the customer or whether it uses reputable freight companies or "pass-through" orders for shipments outside the region.

ECOVERDE's shipping capacity is therefore a **guarantee** for all its customers.

3.3 PRODUCT LINES SOLD

GRI 2-6

3.3.1 PRODUCTS FOR PAPER MILLS

GRI 2-6



RETENTION AND DRAINAGE

A comprehensive range of products for **retention** and **drainage**. It includes macroparticle treatments to improve paper formation and drying. ECOVERDE guides customers in their choice of the most suitable treatment by using **dynamic laboratory tests**.



WATER TREATMENT

Our product portfolio includes **coagulants, flocculants, sludge dewatering polymers, antifoam products and nutrients**. ECOVERDE also uses laboratory analyses and tests to provide technical assistance at every stage of water, sludge and **biological plant management**, to help customers comply with current environmental regulations.



BIOCIDES

A series of organic biocides and **oxidising** and **weakly oxidising** treatments to prevent the formation of deposits and dirt of biological origin.



CONTAMINATION CONTROL

A range of products designed to control and treat **contaminants in paper making cycles**. Furthermore, specific tests are used to identify the origins of a contaminant (organic, inorganic, hydrophilic, lipophilic etc.) and then intervene with the appropriate product.



DYES

A range of **high quality dyes**, suitable for all types of production, both **basic** and **direct** (anionic and cationic), liquid and **powder**. With ECOVERDE, the best dye can be identified on the basis of your production needs.



ANTI-FOAM

A comprehensive portfolio of chemical products to solve **foam** problems in **paper mills**.



MACHINERY AND CLOTHING

ECOVERDE also has plant and machinery such as **screw** and **double canvas presses**, thickeners and rollers for sheet improvement. It also supplies **high-quality belts and transferbelts** for use in shoe presses for forming and transporting paper sheets.



YANKEE COATING

A range of **protectors, modifiers** and release agents for **monolucid treatment** to provide proper chemical and mechanical protection of Yankee cylinders.



WET AND DRY STRENGTH

A full range of **additives** for **wet and dry strength**, such as starches, CMCs, cationic and anionic resins, polyvinylamides and enzymes.



3.3 PRODUCT LINES SOLD GRI 2-6

3.3.2 PRODUCTS FOR PAPER CONVERTING COMPANIES GRI 2-6



FLEXO INKS

A wide range of inks that conform to the **EN 646 standard** which include four basic colours and all the other shades of the Pantone scale, to meet customer requirements.



LUBRICANTS

A range of water-based products, **100% biodegradable**, designed for the **lubrication** and **cleaning** of embossing and marring rolls. These products are approved for contact with food and are an effective, eco-friendly formulation when compared to traditional mineral oil.



GLUE INKS

A line of **concentrated inks** to add to **lamination glues** for embossing-glue printing and a specific type of ink to be added to water, used in combination with an additive, for "water-bond" printing. These all consist of **organic pigments** only, the use of which is permitted on paper used to package food.



GLUES

A range of glues for the various production stages of tissue products: **pick-up glues**, **tissue lamination glues** (white and coloured) and tail tie adhesives. All made with components whose use is permitted for contact.



SOFTENERS AND LOTIONS

A line of softeners suitable for all **application systems available on the market**, designed to give the end product increased softness and bulk. They can be customised on request by customers by **adding lotions and/or fragrances**, which make their formulation unique.

3.3.3 BREAKDOWN OF SALES BY PRODUCT CATEGORY

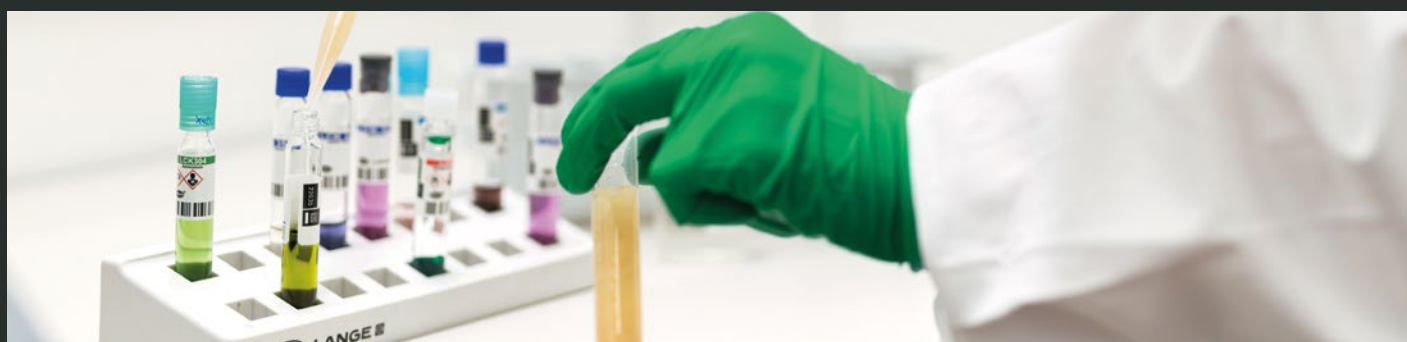
GRI 2-6

The table below shows the quantities of products sold, including both those exclusively marketed and those resold under the brand name

CATEGORIES OF PRODUCTS SOLD (MARKETED AND PRODUCED IN-HOUSE)	kg	€
Chemicals necessary for the paper production process	1.033.096,00	1.540.857,32
Auxiliary chemicals for the paper production process	3.748.512,00	11.607.709,12
Paper converting products	723.072,50	2.002.581,24
Water treatment products	4.958.777,02	2.969.319,99

The table below, on the other hand, shows the quantities of re-branded products, both those produced in-house and those that do not undergo any processing

CATEGORIES OF PRODUCTS RESOLD UNDER THE ECOVERDE BRAND	kg
Softener products for paper converting companies	143.200
Coagulant products for paper mills manufactured in-house	541.965
ECOVERDE-branded products (re-branded products that do not undergo internal processing)	4.382.634



3.4 AWARDS GRI 2-23

3.4.1 CERTIFICATIONS GRI 2-23

Ecoverde has implemented and maintained its own **Integrated Management System** for many years now, which is certified according to ISO 9001, ISO 14001 and ISO 45001 standards, and covers all the personnel roles. Moreover, the management is committed to the constant pursuit of continuous improvement and staff engagement through consultation and participation in company decisions.

vides a management framework for the integration of environmental management practices, pursuing the protection of the environment, the prevention of pollution, and the reduction of energy and resource consumption. It does not prescribe any specific environmental performance criteria per se, but applies to the environmental aspects that the organisation itself identifies as those which it can control and those over which it can exert influence.

- **ISO 45001:** *the worldwide international standard for occupational health and safety, issued to protect employees and visitors against work-related accidents and illnesses. ISO 45001 certification was developed to mitigate all factors that can cause irreparable harm to employees and companies.*



The improvement objectives relating to all three areas (**Environment, Quality and Safety**) are indicated in the relative plan, which is issued annually, updated and **reported on every six months**, and shared with all the company departments.

- **ISO 9001:** *a voluntary international standard that establishes the minimum requirements an organisation's Quality Management System must meet in order to guarantee the level of product and service quality it claims to have, both internally and on the market.*
- **ISO 14001:** *a voluntary international standard applicable to organisations of all sizes and sectors. It pro-*



3.4.2 ECOVADIS GRI 2-23

In 2022, Ecoverde received a **Gold rating** in the following 4 areas from Ecovadis, one of the most important international sustainability assessment agencies: environment, labour practices and human rights, ethics, and sustainable procurement.

In 2023, Ecoverde's Gold rating was reaffirmed.



This achievement is a **recognised means** of communicating the company's level of commitment in the areas of sustainability to **its stakeholders**, and at the same time rewards the **company for its efforts** to date, encouraging it to continue pursuing its sustainability goals.



3.4.3 IMPRENDIGREEN GRI 2-23

In 2023 we received an Imprendigreen award, a nationwide initiative that **Confcommercio** has launched to reward virtuous behaviour and good sustainability practices among its companies and territorial and industry associations.



3.5 SUSTAINABILITY POLICIES AND OBJECTIVES

3.5.1 Anti-Discrimination Policy and Code of Ethics GRI 2-23

In 2016, ECOVERDE adopted a **CODE OF ETHICS** (available on the Ecoverde website) consistent with the principles that the company has always upheld, which it distributed to all its workers and suppliers in order to make them aware of the company's founding **values** and **rules**.

ECOVERDE's Code of Ethics requires the company to ensure **compliance** with certain **regulations** that govern the management of relations with suppliers and contractors. More precisely:

- no company, which meets the requirements, must be precluded from competing for a part of the works or supplies;
- **suppliers and contractors** must be selected by assessing their bids on the basis of quality and cost-effectiveness criteria, assessment of their technical and professional suitability, their respect for the environment and their social commitment to safety regulations;
- **business transactions** must be conducted in a transparent and proper manner.

No discriminatory episodes of any kind occurred at ECOVERDE during the course of 2023.

The protection of workers **against retaliation** includes

the implementation of policies and processes designed to provide this protection against intimidation, threats or actions that could negatively impact on their employment or position. These include dismissal, demotion, loss of pay, disciplinary action or any other unfavourable treatment.

3.5.2 Corporate environmental policy GRI 2-23

Ecoverde has established an **integrated environment, quality, and safety policy**, which it has distributed to all its employees and suppliers in order to make them aware of the values and **principles** that the company upholds.

3.5.3 The sustainable development goals GRI 2-24

As already indicated by the UN in 2015, **the 2030 Agenda proposes** 17 sustainable development goals (SDGs) to promote human well-being and to protect the environment by reducing CO₂, with the goal of building peaceful and sustainable societies. Since 2022, ECOVERDE has launched various projects and actions for improvement in the various **areas of sustainability**, with the aim of pursuing several of the SDGs, as listed below.



The **health and well-being** of its stakeholders are two

major factors for Ecoverde, which constantly strives to ensure:

- the **legislative compliance** of all its equipment and facilities, both those used within its organisation, and those loaned out to its customers;
- **adequate training (both compulsory and voluntary)** for all personnel. In 2023, Ecoverde also joined Fondimpresa, which will allow the company to participate in the system fund's notices in the future, and to enhance the training provided to all of its workers;
- the raw materials' and chemical products' **compliance with the current regulations**;
- **The improvement of the processes** inherent to personnel management (holidays, working hours, training, smart working); in accordance with a need that emerged from the analysis of the results of the work-related stress risk assessment, and despite the company's relatively small size, in 2023 the figure of human resources manager was introduced into the organisation;
- **Procurement management in accordance** with art. 26 of Legislative Decree 81/08; to improve this process, in 2024 Ecoverde planned to purchase and install a procurement management platform.



Ecoverde is dedicated to ensuring quality education for the younger generations, supporting high schools with school-work alternation programmes, now referred to as PCTO (soft skills and orientation courses), as well as specific training activities for the use of the electron microscope, and guided tours of several of our customers' paper mills.



Ecoverde has made a **strong commitment** to reducing and optimising its **energy consumption** (electricity and natural gas), and limiting its CO2 emissions, through a series of important actions carried out during 2023, which consisted of:

1. **Replacing the old-generation** gas-fired thermal power plant with a hybrid system consisting of a heat pump and a condensing boiler for heating the offices and for producing hot water for internal chemical production;
2. **Installing storage batteries** for the existing photovoltaic system, in order to make greater use of the solar energy generated
3. **Installing a digital infrastructure** to manage and monitor the energy flows most important to Ecoverde, or rather electricity and natural gas.
4. **Purchasing a new tanker vehicle** of a higher envi-

ronmental class (Euro 5) than the existing one (Euro 2)

5. In 2024 Ecoverde plans to reassess its **Carbon Footprint**, to purchase another tanker vehicle, to gradually and continuously improve the lighting efficiency of its facilities, by installing LED lamps where not yet present, and to implement an automatic energy **flow management system** to further optimise the use of self-generated solar power.



4.ECONOMIC TOPICS GRI 200

4.1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

GRI 201-1a



One of Ecoverde's priority objectives is to transparently inform all of **its stakeholders** how it manages the **economic resources** received and invested and their impact on the company.

Its management of financial capital, **liquidity** and **margins** on services and **Management's ability to manage business** well generates the shared value distributed to stakeholders, value that they have either directly or indirectly helped to produce.

Economic sustainability therefore represents the effectiveness of the company's management.

Through its analysis of the economic value generated and distributed (**EVG&D**), the organisation highlights the flow of resources directed to its employees, its providers of goods, services and capital, the Public Administration, and the community.

The **wealth generated and distributed** not only consists of the company's operating profit, but also includes items allocated among the costs in the **financial statements**, while here they represent the value that the company has generated with its economic activity.

	2022 (€)	2022 (%)	2023 (€)	2023 (%)
Economic value generated	19.223.675	100	18.358.230	100
Economic value distributed	19.079.342	-99,2	18.042.038	-98,3
Operating costs	17.277.592	-89,9	16.046.518	-87,4

	2022 (€)	2022 (%)	2023 (€)	2023 (%)
Salaries and employee benefits	1.368.873	-7,1	1.395.316	-7,6%
Payments to capital providers	243.746	-1,3	430.357	-2,3
Payments to the Public Administration	185.931	-1,0	165.302	-0,9
Investments in the community	3.200	0	4.545	0,0
Economic value retained	144.333	0,8	316.192	1,7

4. ECONOMIC TOPICS GRI 200

4.2 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED BY AREA GRI 201-1b

EVG&D Geographical area	2022 (%)	2023 (%)
Northern Italy	28	26
Central Italy	50	56
Southern Italy	21	17
Abroad	1	1

4.2.1 MANAGEMENT TREND

Despite the reduction in turnover due to a decline in the **“Printing & Writing”** sector, the company managed to **improve the incidence of the cost of goods on its sales**, with operating margins similar to those recorded in 2022. EBITDA stood at €1.0M, in line with 2022.

The **operating and closing margins** remained good, despite eroding more significantly than in 2022 due to **financial expenses**, whose increase was entirely attributable to the change in interest rates.

The **reduction in the requirements** at the level of fixed and working capital allowed the financial position to be reduced by approximately € 140 thousand

4.2.2 FINANCIAL INSTRUMENTS

GRI 203-1

At the end of 2023, Ecoverde did not hold any forward or derivative **financial instruments**, and has never carried out transactions involving the same

4.2.3 RESEARCH AND DEVELOPMENT

In 2023, the company continued its **R&D activities**, the costs of which were recognised through profit and loss, as the requirements to **capitalise** them were not met.

4.2.4 CORPORATE RISKS AND HEDGING POLICIES

GRI 2-25 – GRI 3-3

The main **risk or uncertainty factors** that could significantly affect the company's activities and the policies implemented in the various areas in which the company operates to contain them are indicated below

4.2.4.1 Country Risk

Considering that almost all of the **company's sales** are recorded in Italy, the company's performance is primarily influenced by the various factors affecting the macroeconomic trends in that country.

In this regard, the uncertainty associated with the ef-

fects of the war still ongoing in Ukraine, as well as those arising from the Suez Canal and the conflicts on the Red Sea, have led us to still consider the risk in question as medium, although lower than at the beginning of 2023.

4.2.4.2 Sector risk

This risk is reduced because the company operates in multiple sectors (tissue paper, writing/special papers, and packaging), with a further breakdown of the types of customers therein.

4.2.4.3 Operational risks

Operational risks of dependence with dependence on suppliers

This is the risk of dependence on one or more suppliers, both for goods and other services, which may compromise the company's ability to **obtain "normal" procurement conditions**.

With regard to the goods sold, the company is highly dependent on one supplier of chemical products; however, thanks to the **excellent long-term relationship established**, which is geared toward the development of a partnership for common growth on the Italian market, this risk can be considered contained.

With regard to the services received from third parties, there are no risks whatsoever.

Operational risks associated with dependence on customers

These are essentially the risks of dependence on customers.

In this regard, it should be noted that the company's turnover is partly concentrated among major paper groups, partly as a **result of the M&A** transactions that have taken place in the sector over the past ten years. However, this turnover still relates to different sectors, and the remaining part of the **turnover is sufficiently compartmentalised**.

Operational risks associated with sales

These are essentially the risks of reduced marketability of the products sold.

In this regard, it should be noted that the company mainly operates on three markets (**tissue paper, packaging and P&W**), each of which reflects a similar specific percentage in terms of total sales, thus reducing the risk of dependence on a specific market's performance.

Operational risks associated with product procurement

This is the risk associated with the difficulty of **procuring chemical products** in terms of both their availability and affordability.

The risk in question, which has been more or less

low to date, remained substantially unchanged in 2023. In particular, thanks again to the excellent relationships established with suppliers, no procurement difficulties were encountered. In terms of affordability, the company is seeking to pass the increases in the prices of **chemical products** on to its customers as much as possible, in order to avoid losing those margins.

Operational risks associated with employees

These are the risks of workplace accidents, as well as **wage claims** and the transfer of **company know-how outside**, due to high employee turnover rates, for example.

The company is constantly working to minimise these risks, as confirmed by the fact that no such occurrences took place during the course of the year; **the certification system** implemented further contributes to reducing this risk.

4.2.4.4 Financial Risks

Credit risk

This is the risk of exposure to **potential losses** resulting from the failure of counterparties to fulfil their obligations.

The company takes precautions through an initial assessment and assignment procedure, as well as through the continuous monitoring of its exposures.

The risk in question, which is generally increasing due to the **general deterioration** of the macro-economic trends, remains medium-low, even in light of the historical background.

Foreign exchange risk

This is the risk of exposure to **unfavourable exchange rate fluctuations** in cases where business is conducted in currencies other than the Euro.

For the company, the risk in question is more or less nil, since, aside from a few isolated exceptions, it generally does not carry out transactions in foreign currencies.

Interest rate risk

This is the **economic** and **financial risk**, respectively for greater expenses and cash disbursements, resulting from an unfavourable trend in interest rates.

The monetary policies of European countries, including Italy, have led to an **increased risk**, given the continuous rises in interest rates.

For the company, however, despite the **fact that financial expenses** on the income statement were twice as high in 2023 as in 2022, and interest rates are expected to remain the same in 2024, the risk in question remains substantially medium-low considering the amount of debt in relation to shareholders' equity and the debt's fixed and variable composition, with the latter being largely associated

with **self-liquidating lines**.

Liquidity risk

Liquidity risk is the risk that the company will be unable to meet its payment commitments due to difficulty raising funds (**funding liquidity risk**) or to promptly liquidate assets on the market (**asset liquidity risk**).

This risk in question is substantially low, taking into account the results of the **budget prepared** by the board of directors for 2024.

In addition, the **annual financial planning** (on the economic, equity and financial budgets) and the continuous monitoring of the economic and financial trends further reduce the risk. The company's **good capacity in terms of recourse to medium/long-term credit and the unused amounts of the self-liquidating** lines are also worth noting.

4.2.2.5 Other operational risks

Reporting risk

This risk concerns the reliability of the information provided in the internal and external reporting process, both of an accounting nature and otherwise.

5. ENVIROMENT GRI 300



Ecoverde has always been particularly attentive to the **protection of the environment**, considering it to be a valuable asset for all, and therefore one to be respected and protected, **seeking to minimise** any negative impacts caused by its activities.

To this end, 10 years ago the company implemented and still maintains an **ISO 14001:2015 certified Environmental Management System**, through which it operates according to precise procedures laid out by the system itself, **plans and reports annually** on an improvement plan aimed at reducing or eliminating the environmental impacts it generates, and thoroughly analyses any pollution risks that may result from its activities.

5.1 RAW MATERIALS *GRI 301-1*

As noted in chapter 3, **Ecoverde’s production process** consists of the simple mixing of non-renewable raw materials, at atmospheric pressure, directly inside a tank (IBC or drum) in which the finished product is packaged.

This process does not entail the formation of waste that can be recycled within the process itself, and does not involve the use of recycled material.

For reasons of **industrial secrecy**, the table below, which shows the quantities utilised, does not specify the

names of the raw materials. They have been divided into the two product categories manufactured in-house by Ecoverde, namely **coagulants** and **softeners**.

A portion of the coagulants purchased is not put into production, but is resold as such, and **re-branded under the Ecoverde brand name**; this is the reason for the considerable difference between the raw material purchased and the raw material put into production.

In the case of the softeners, on the other hand, the differences are attributable to raw **material inventories** from the previous year.

Product categories	Purchased (Kg)		Put into production (kg)	
	2022	2023	2022	2023
Coagulants	5.395.660	4.952.295	549.578	530.246
Softeners	46.250	58.830	57.294	52.700
TOTAL	5.441.910	5.011.125	606.872	582.946



5.2 PACKAGING GRI 301-3

Ecoverde packages its products in-house, mainly in **IBCs**, which meet the definition of **reusable packaging**, in accordance with the provisions of Title II of Legislative Decree 152/06, articles 217 and 218; according to the legislation, the IBC is conceived and designed to withstand a minimum number of trips or rotations within a reuse circuit throughout its life cycle.

Therefore, for the products manufactured in-house, Ecoverde only takes back IBCs from customers that are deemed **to be reusable** after being visually inspected by the company's own transport personnel.

Once collected, the IBCs are checked, washed externally to eliminate any **paper dust** that may have settled on them during their stay at the factory, and filled with the **same product** with which they were originally filled.

This process allows a substantial amount of multi-material packaging to be reused, and therefore recycled. In fact, **90% of the IBCs handled were reused**.

2023	No.	Kg ¹
IBCs handled	1962	117.720
IBCs purchased	198	11.880
IBCs reused	1764	105.840
% reused/recycled	90	90

The following table shows the packaging units purchased in 2022 and 2023:

Packaging categories	No. of packaging units purchased	
	2022	2023
120 kg drums	36	18
200 kg wide-mouth open-top drums	8	0
30 kg wide-mouth drums	60	180
1000 kg IBC on wooden pallet	104	148
1000 kg IBC on Fe pallet	165	50
640 kg IBC	4	4
Caps for IBC discharge valves	400	0

¹ The weight of a single empty IBC is approximately 60 kg.

5.3 WATER *GRI 303-1, GRI 303-3, GRI 303-4, GRI 303-5*

5.3.1 Water supplied
GRI 303-3

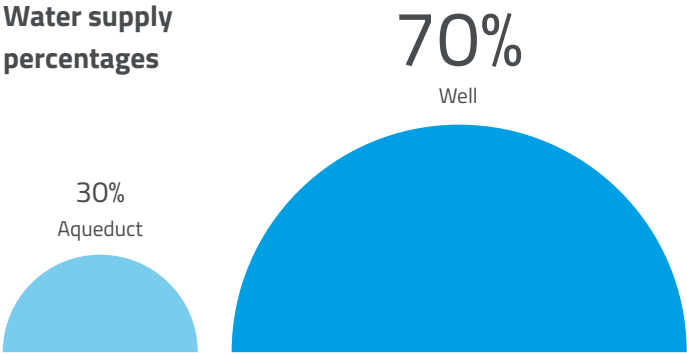
There are two water supply sources at Ecoverde’s main plant:

- **1 well**, the **water supply** from which is used for the fire-extinguishing sprinkler system, the demineralisation plant², the wash water for the external parts of plants, equipment, drums, and cisterns, and the wash **water for the laboratory**. The well is the pre-dominant water supply source (approximately 70% of water is drawn from the well)
- **aqueduct**, for domestic and laboratory use.

At the external warehouse, the water supply source for domestic water use is the **aqueduct**.

The well has been granted a “License for the extraction of water for fire-fighting and industrial use in the Municipality of Porcari.”

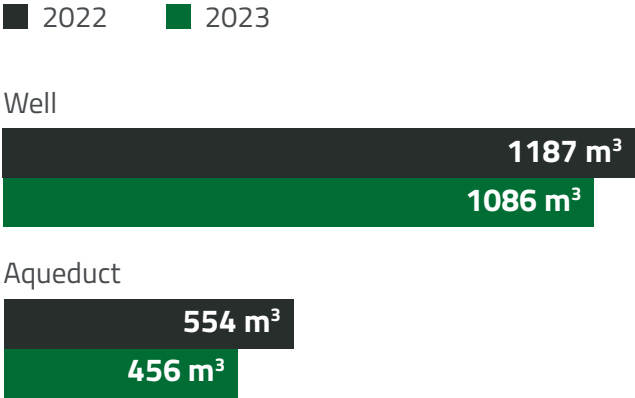
Water supply percentages



On an annual basis, Ecoverde notifies the municipality of Porcari, the Region of Tuscany, **Acque S.P.A.**, and the operator of the consortium purification plant, **Aquapur S.P.A.**, of the quantity of **water withdrawn** and discharged, as well as certain data considered to be significant, in agreement with the competent bodies, for the evaluation of the **quality of the discharge** (COD = 20 mg/l and Total Suspended Solids < 10 mg/l). All water is discharged into the sewerage system.

The data regarding the water supplied and discharged are shown below.

Water supply sources



² Demineralisation plant: demineralised water is used for the production of softeners and in laboratory activities

5.3.2 Discharged water – industrial discharges
GRI 303-1, GRI 303-4

Quantities of water discharged (m³)	2022	2023
Receiving water body: sewer	1275	1007

Ecoverde’s production process does not result in **water discharges**.

To summarise, the industrial water discharges, conveyed via public sewers to the **Aquapur consortium purification plant**, consist of:

- Discharge from the **demineralisation plant**
- Discharge from the **wash water network** located inside **the warehouse**
- Discharge from the **wash water network** located inside **the laboratory**

Ecoverde has obtained Unified Environmental Authorisation (AUA) Prot. no. 18604 of 7/10/16), which contains the requirements for the **authorisation permit** for water discharges.

Compliance with the **limits is guaranteed**, since Aquapur itself carries out periodic analyses at the discharge sampling point, located within the plant. In addition, the implementation of the ISO 14001 certified **Environmen-**

tal Management System has led the company to monitor certain parameters deemed relevant to its business activities through analyses conducted by its **internal laboratory on a monthly basis, and through analyses** conducted by an accredited external laboratory annually, in order to ensure compliance with the **legislative limits**.

Analyses conducted in-house	Analyses conducted by an accredited external laboratory
<ul style="list-style-type: none">▪ pH▪ T▪ Salinity▪ COD▪ MST	<ul style="list-style-type: none">▪ pH▪ T▪ Salinity▪ COD▪ MST▪ BOD5▪ Total phosphorus▪ Anionic surfactants▪ Non-ionic surfactants

No industrial discharges are produced in the external warehouse, as only dosing equipment is stored there.

5.3.3 Discharged water – civic discharges
GRI 303-4

The civic discharges, which come from the **main plant** and the external warehouse, are conveyed into the **public sewer system** separately from the industrial discharges.

Water discharged – civic discharges	
2022 (m³)	2023 (m³)
511	456

5.3.4 Water consumed in the production process
GRI 303-5

The consumption of water for the internal production of the formulations in 2022-2023 is shown in the table below:

Water supplied in production	
2022 (m³)	2023 (m³)
150	107

The reduction in the amount of water used for production is closely linked to the **reduction in the volume softener products**, for which water is a raw material.



5.4 WASTE

GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5

Ecoverde has established an operating procedure for the management of waste, or rather for its proper **identification**, collection, and disposal in accordance with the current legislation. In particular, on a quarterly basis, the **Manager in charge of the Integrated System Management** contacts specialised companies for the transport and disposal of the waste materials, choosing from among those that have been qualified beforehand, through the verification of the validity of the **relevant permits for the transport** and disposal/recovery of the waste, in accordance with the current legal provisions and with reference to the relevant EWC codes.

The following table summarises the quantities of hazardous and non-hazardous waste produced and discharged during the two-year period 2022-2023.

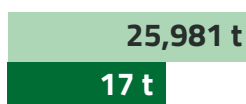
Waste produced and discharged (tonnes)	2022	2023
Hazardous waste produced	3,068	3,640
Hazardous waste in storage from the previous year	0,261	0
Hazardous waste discharged (produced + in storage from the previous year)	3,329	3,640
Non-hazardous waste produced	13,907	24,601
Non-hazardous waste in storage from the previous year	8,745	0

Waste produced and discharged (tonnes)	2022	2023
Non-hazardous waste discharged (produced + in storage from the previous year)	22,652	24,601
Total waste produced (hazardous + non-hazardous)	16,975	28,241
Total waste discharged (hazardous + non-hazardous)	25,981 ³	28,241

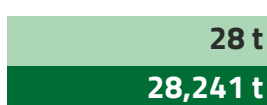
Total waste produced and discharged

- Total waste produced (hazardous + non-hazardous)
- Total waste discharged (hazardous + non-hazardous)

2022



2023



Waste sent for disposal - years 2022- 2023

- hazardous
- non-hazardous

2022



2023



The waste generated by Ecoverde mainly consists of **packaging** that has contained chemicals and has reached the end of its life cycle, and the water from washing the warehouse floor, which is stored in an underground tank inside the warehouse to await disposal.

In order to limit the production of **packaging waste**, Ecoverde has implemented a procedure for the reuse of the packaging units, as noted in paragraph 5.2.

The other types of waste, which are less significant in terms of frequency of production and quantity, are largely related to the **disposal of laboratory reagents and counter samples**, which are retained until the product batch has been completely consumed in the event that a dispute should arise with the customer, and the plastic and steel parts from the dismantling of the dosing plants.

In 2023, a production of approximately **6 tonnes of EWC code 160306 was recorded**; this was an isolated incident, linked to an anomaly that emerged with a marketed product (not Ecoverde branded).

The details of the waste disposed of in 2023, broken down by EWC code and end-of-life management, are shown below.



³ Waste produced and discharged in 2022: the difference between the total waste produced and discharged in 2022 is due to that in storage from the previous year

EWC	Description	T Waste produced	T Waste sent for recovery	T Waste sent for disposal
150110	Packaging units containing residues of or contaminated by hazardous substances	3,455	3,455	
150106	Packaging made from mixed materials	0,58	0,58	
150103	Wooden packaging	0,343	0,343	
150101	Paper and cardboard packaging	0,722	0,722	
161002	Liquid wastes other than those mentioned in 161001	16		16
160506	Laboratory chemicals consisting of or containing hazardous substances, including mixtures of laboratory chemicals	0,020	0,020	
160508	Waste organic chemicals consisting of or containing hazardous substances	0,165		0,165
160509	Waste chemicals other than those mentioned under items 160506, 160507 and 160508	0,139	0,04	0,099
150203	Absorbents, filter materials, rags and protective clothing not containing hazardous substances	0,029	0,029	
160306	Organic wastes containing hazardous substances	6,082		6,082
170203	Plastics	0,015	0,015	
170405	Iron and steel	0,675	0,675	
080313	Ink waste other than those mentioned in 080312	0,016		0,016
Total		28,241	5,879	22,362

Recovery (R) and Disposal (D) Operation	% of Total Waste generated	
R12	Exchange of wastes for submission to any of the operations numbered R1 to R11.	15%
R13	Storage of waste materials to be subjected to one of the operations indicated under points R1 through R12 (excluding temporary storage in the place where it is produced, prior to collection.)	6%
D9	Physical-chemical treatment not specified elsewhere in this annex that results in final compounds or mixtures which are discarded by means of any of the operations numbered D1 to D12 (e.g. evaporation, drying, calcination, etc.)	57%
D14	Reconditioning prior to any of the operations numbered D1 to D13	22%

Waste able to be classified as **municipal waste** is sorted internally by Ecoverde into the appropriate **containers**, divided by category (paper, plastic, glass, and unsorted).

The company constantly strives to ensure that good practices are followed by all personnel.

5.5 ATMOSPHERIC EMISSIONS

GRI 305-1, GRI 305-2, GRI 305-3

Ecoverde's atmospheric **emissions are insignificant**, and are derived from the boiler and laboratory activities (fume hoods, muffle furnace, and acid/base cabinet).

Ecoverde also has a **fleet of vehicles**, consisting of lorries for deliveries of **chemical products to neighbouring areas**, and **company cars** used by the customer service functions, the owners, the **administrative manager**, the human resources manager, and the **head of the integrated Environment, Quality and Safety management system**.

The company, which is highly attentive and careful about respecting the environment, reported its emissions for the second time in accordance with the guidelines of the **GHG Protocol**⁴, established in partnership between the **World Resources Institute** (WRI) and the **World Business Council for Sustainable Development** (WBCSD), which requires the preparation of an annually updated greenhouse gas inventory.

The organisational boundaries established for **emissions reporting** purposes were identified based on the **Operational Control approach**, whereby a company accounts for all greenhouse gas emissions from operations over which it has control.

The analysis was conducted based on the 2023 data, and the areas of study, deemed useful for delineating the organisational boundaries of the **carbon footprint**, were the offices, the customer service activities, the

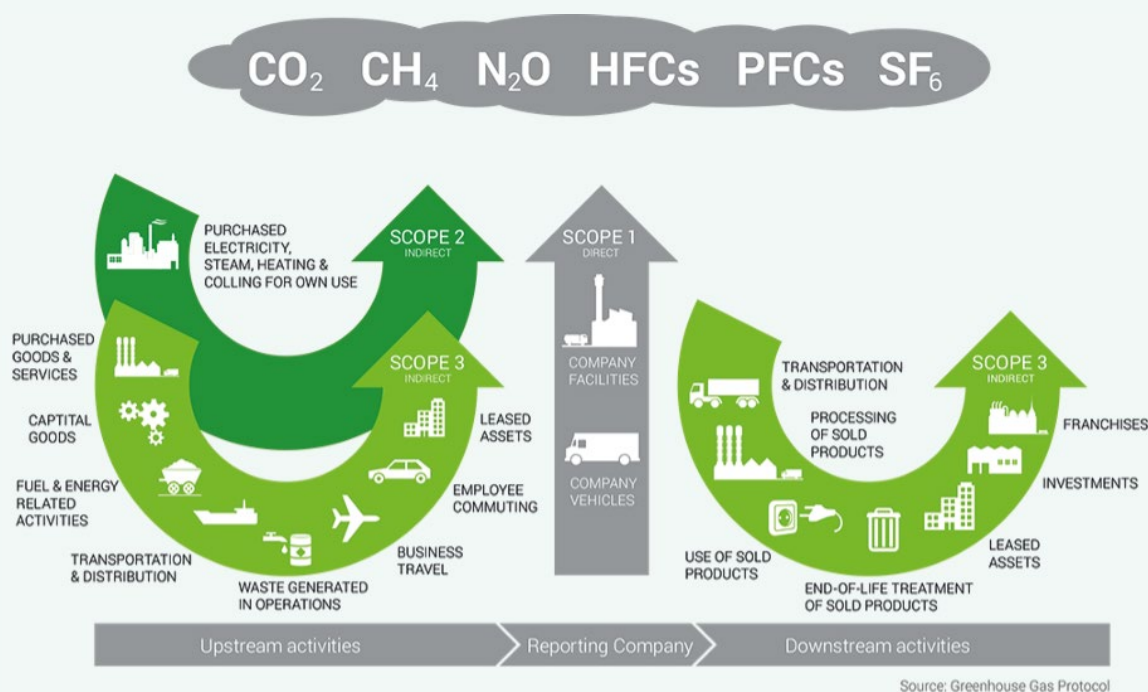
production department, the **storage warehouses** (both in-house and external), and the laboratory.

Within the context of this analysis, it was naturally not possible to take into consideration the effects of the interventions carried out during 2023 and concluded during the first quarter of 2024, which, as mentioned in the previous section, consisted of the replacement of the old heat generator with a **new-generation, high-efficiency, condensing boiler and heat pump**, the use of which is determined by an energy flow management system based on the availability of **electricity generated in-house** by the photovoltaic system.

The organisation's operational reporting boundaries include the following emission categories:

- **Direct GHG emissions (Scope 1):** all emissions generated by a source owned by the organisation;
- **Indirect GHG emissions from withdrawn energy (Scope 2):** all GHG emissions from the generation of electricity, steam, heat or cooling that the organisation purchases and uses. The user is therefore indirectly responsible for the emissions generated by the supplier for the production of the energy required;
- **Indirect emissions (Scope 3):** all indirect emissions not included under Scope 2 that occur within the organisation's value chain, including both upstream and downstream emissions.

The greenhouse gases reported are CO₂ (carbon dioxi-



de), **CH₄** (natural gas) and **N₂O** (nitrous oxide). There were no leaks of **HFCs and PFCs** (refrigerant gases for air conditioning systems), no emissions of **SF₆** (gas used in various industrial applications, particularly in electrical switches and disconnectors), and no emissions due to land consumption for the construction of new infrastructure.

The following table identifies the indirect (Scope 3) emission categories reported and excluded, and provides the justification for the latter's exclusion.

⁴ The previous time the Carbon Footprint was reported in accordance with UNI EN ISO 14064-1:2019. The values reported are therefore not comparable

Cat.	Process	Quantified Emissions/Removals	Reasons for non-quantification
1	Products and services purchased	YES	-
2	Capital goods	YES	-
3	Fuel and energy related activities not included in Scope 1 and Scope 2	YES	-
4	Upstream transport and distribution (if paid for by the company)	YES	-
5	Waste generated during the activities	YES	-
6	Business trips	YES	-
7	Commutes	YES	-
8	Leased assets acquired by the company	YES	-
9	Downstream transport (if not paid for by the company)	NO	Not applicable, no transport is paid for by the customer
10	Processing of the products sold	NO	Not applicable, there are no intermediate products
11	Use of the products sold	NO	Not relevant, the use of the products sold by the organisation is not a source of emissions
12	End of life of the products sold	NO	Not applicable, the products sold by the organisation do not have their own end of life, but are auxiliaries for other products
13	Leased goods sold	NO	Not applicable, not present
14	Franchises	NO	Not applicable, not present
15	Investments	NO	Not applicable, not present

5.5.1 Dual Reporting

The **GHG Protocol** requires the reporting of energy-related emissions to be based on a dual approach: Location and Market.

As defined by the **World Resources Institute (WRI)**, the “Location-based” methodological approach reveals what the company physically releases into the air, while the “**Market-based**” approach shows the emissions for which the company is responsible through its purchasing decisions.

For the quantification of the emissions according to the “**Location-based**” approach, the emission factors for the Production mix as calculated by AIB (2024) were used. The production mix represents the **energy mix** produced within a geographical region whose emission factors do not take into account the imported and exported energy quotas, even in the form of contractual instruments.

For the quantification of emissions according to the Market-based approach, the emission factors of the **energy resources associated** with contractual instruments, such as **Guarantee of Origin (GO) certificates**, are taken into account, which are zero as they consist of renewable energy. Where the association of the energy

with contractual instruments is absent or partial, if the company operates in an area where grid customers can receive product- or supplier-specific data in the form of certificates or other contractual instruments, the emission factors of the **residual mix** are used, as calculated by AIB (2024).

5.5.2 Scope 1, Scope 2 and Scope 3 results

The following tables show the results of the direct emissions (Scope 1), the indirect emissions associated with the **production of energy purchased and consumed** by the organisation (Scope 2) and the indirect emissions resulting from the organisation’s activities but associated with sources not owned or controlled by the organisation (Scope 3). The results are reported according to the dual reporting approach: **Location and Market**.

As can be seen from the data reported, Ecoverde has been limiting its carbon footprint for many years thanks to the **photovoltaic system installed** on its roof (the next section contains data on self-produced electricity) and the fact that it purchases **clean energy** from **Re-power**, with a guarantee of origin certificate (see section 5.6). It is through these initiatives that the market-based Scope 2 is 0.

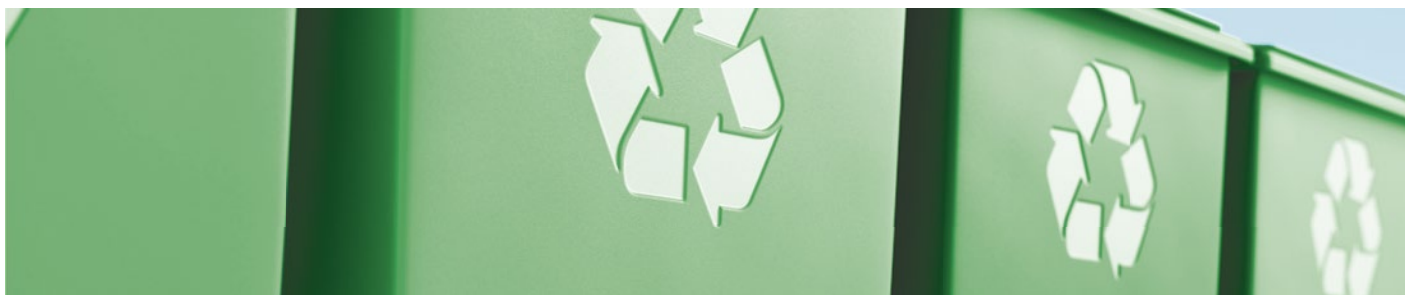


Table 1: Scope 1 results

Scope	Process	tCO ₂ (excluding biogenic CO ₂)	CH ₄ (tCO ₂ e)	N ₂ O (tCO ₂ e)	HFC (tCO ₂ e)	Total emissions (tCO ₂ e)
1	Fixed combustion	16,03	0,02	0,01	0,00	16,06
1	Mobile combustion	131,21	7,97E-03	1,36	0,00	132,58
1	Total direct emissions	147,24	0,03	1,37	0,00	148,64

Table 2: Scope 2 results

Scope	Process	Total emissions (tCO ₂ e)
2 (Location-based)	Imported electricity	10,86
2 (Market-based)	Imported electricity	0,00

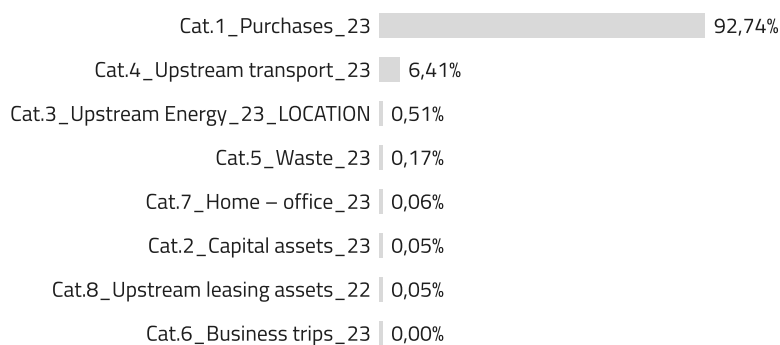
Tabella 2: Scope 3 results

Scope - category	Process	Total emissions (tCO ₂ e)	Percentage contribution to Scope 3
3 – cat.1	Products and services purchased	19.172,18	92,7%
3 – cat.2	Capital goods	10,60	0,1%
3 – cat.3 (Location-based)	Fuel and energy related activities not included in Scope 1 and Scope 2	112,6	0,5%
3 – cat.3 (Market-based)	Fuel and energy related activities not included in Scope 1 and Scope 2	73,26	0,3%

Scope - category	Process	Total emissions (tCO ₂ e)	Percentage contribution to Scope 3
3 – cat.4	Upstream transport and distribution (if paid for by the company)	1.324,98	6,4%
3 – cat.5	Waste generated during the activities	34,25	0,2%
3 – cat.6	Business trips	0,96	0,0%
3 – cat.7	Commutes	13,15	0,1%
3 – cat.8	Leased assets acquired by the company	10,44	0,1%
3 (Location-based)	Total indirect emissions	20.679,11	-
3 (Market-based)	Total indirect emissions	20.639,83	-

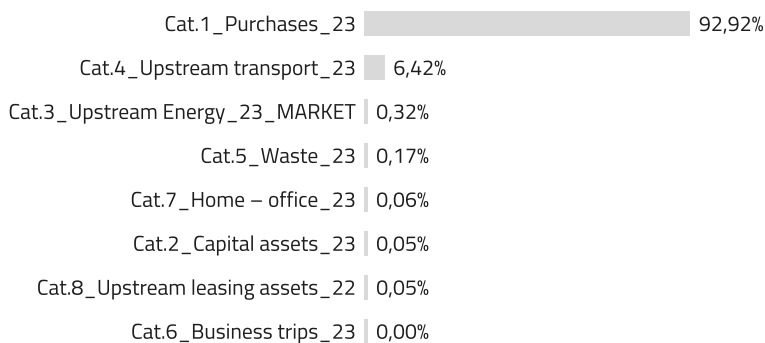
Scope 3 (Location-based approach)

Figure 1: Percentage contributions to Scope 3 categories (Location-based approach)



Scope 3 (Market-based approach)

Figure 2: Percentage contributions to Scope 3 categories (Market-based approach)



Below are the total results for the organisation’s carbon footprint, measured according to the **two approaches**.

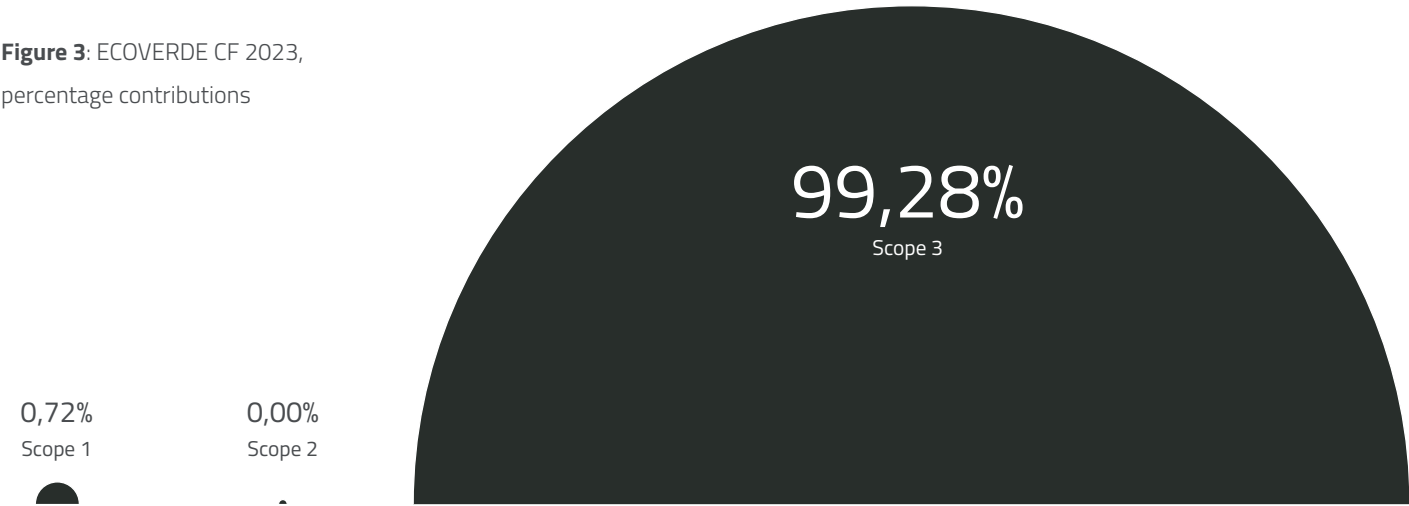
Table 4: ECOVERDE CF 2023
(Location-based approach)

Impact category	Unit	Total	Scope_1	Scope_2	Scope_3
Global warming potential (GWP)	kg CO2-eq	2,08E+07	1,49E+05	1,09E+04	2,07E+07
	ton CO2-eq	20.839	149	11	20.679
	%	100,00	0,71%	0,05%	99,23%

Table 5: ECOVERDE CF 2023
(Market-based approach)

Impact category	Unit	Total	Scope_1	Scope_2	Scope_3
Global warming potential (GWP)	kg CO2-eq	2,08E+07	1,49E+05	0,00E+00	2,06E+07
	ton CO2-eq	20.788	149	0	20.640
	%	100,00	0,72%	0,00%	99,28%

Figure 3: ECOVERDE CF 2023,
percentage contributions



5.6 ENERGY RESOURCES

GRI 302-1, GRI 302-4

Reducing **energy consumption** has a dual benefit: mitigation of environmental impacts on the one hand, and an **economic advantage** on the other. For some years now, Ecoverde has been strongly committed to pursuing a gradual improvement in energy **efficiency levels**.

Firstly, it purchases its electricity from **Repower Vendita Italia**, which is entirely produced from renewable sources and, specifically, from the photovoltaic plant **located in Codroipo**, in the province of Udine.



Moreover, four years ago Ecoverde installed a photovoltaic system on a portion of the roof of its building, consisting of **178 modules of 285 Wp**, with a peak power of 50.73 kWp and a nominal power of 45 KW.

Energy consumption over the past two years has re-



mained more or less unchanged; there was a slight reduction in 2023, amounting to 7.1MWh.

This reduction is mainly attributable:

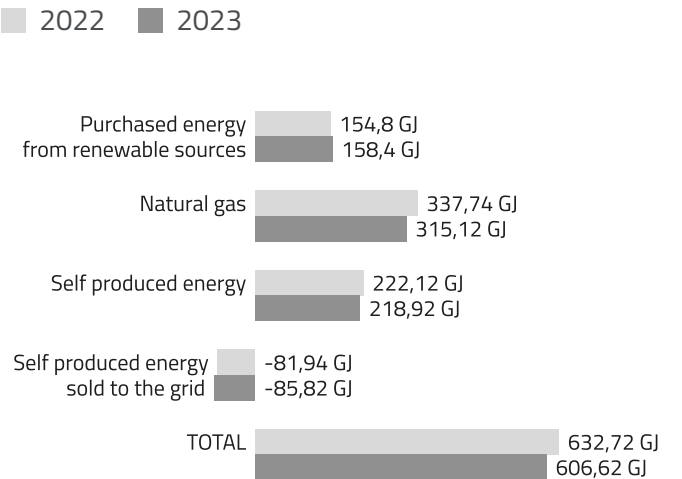
1. To the reduction, over the past year, of the amount of **internally-manufactured products** requiring hot water,
2. To the fact that, due to the removal of the old boiler and the installation of the new one, which took place in October and November, the activation of the winter heating in the offices was **postponed** by one month.

In summary, the company’s energy balance consists of:

1. **electricity purchased** from the grid, of renewable origin, as reported above
2. **self-produced electricity**, from the photovoltaic plant
3. **natural gas** purchased from the grid, used for heating the offices and for the production of hot water for the internal production of chemicals.
4. unused **self-produced electricity** sold to the grid.

Year	2022		2023	
U.M. ⁵	MWh	GJ	MWh	GJ
Electricity of renewable origin purchased	43	154,8	44	158,4
NATURAL GAS	93,8	337,74	87,5	315,12
Self-produced electricity ⁶	61,7	222,12	60,81	218,92
Electricity sold to the grid	-22,76	-81,94	-23,84	-85,82
Total energy consumed	175,74	632,72	168,47	606,62

Total energy consumption



In summary:

Year	2022		2023	
U.M.	MWh	GJ	MWh	GJ
Total electricity (all from renewable sources)	81,94	294,98	80,97	291,5
Energy from non-renewable sources (Natural Gas)	93,8	337,74	87,5	315,12

Over the past year, Ecoverde has carried out several interventions aimed at further reducing its energy consumption, including:

- The replacement of the old **generation heating plant** with a condensing boiler and heat pump
- The installation of **storage batteries** connected to the existing photovoltaic system
- The installation of an **energy flow management system** to optimise the use of the boiler or heat pump for office heating and hot water production based on the availability of solar energy self-produced by the photovoltaic system.

Since the interventions above were completed at the end of 2023, the **resulting benefits** will be able to be

evaluated at the end of the year in progress, comparing the data collected with those from previous periods. Whatever the case, since the end of 2023, the **heating of the offices** has not only be provided by energy from non-renewable sources (CH4), but also solar energy. Based on the results of the **energy consumption** data comparison, Ecoverde will establish a new strategy aimed at further reducing its energy consumption, with a possible increased use of **storage batteries**.

In 2024, the **energy flow management system** will be automated by adding an additional module to further increase **its efficiency**.

The gradual replacement of all **lighting in the building with LED lamps** will also continue during the course of the year in progress.

⁵ 1 kWh equals 0.0036 Gigajoules (GJ)- 1 Sm3 of CH4 equals 0.039 GJ
⁶ The data regarding the self-produced energy sold to the grid was read from the production and exchange meters

6. SOCIAL GRI 400



6.1 EMPLOYMENT AND TURNOVER

GRI 401-1

From the very outset, Ecoverde has always believed that the **advancement and development of its employees** are key factors for tackling and overcoming the challenges of the labour market. For this reason, it has always established and maintained relationships with its employees **based on transparency, fairness, and mutual respect**. This fosters the personnel's growth in a serene environment, based on a spirit of maximum collaboration.

In 2023, the ratio between the maximum annual total remuneration and the **median remuneration** of the other employees (excluding the person receiving the maximum remuneration) was 2.41.

6.1.1 Recruitment of new employees and employee turnover

GRI 401-1

The length of the employees' service (80% of those over 50 have been working at Ecoverde for over 20 years) and the low turnover rate (which remains below 10%) are indicative of an organisation that views its human and **intellectual capital** as a fundamental lever for remaining competitive and for retaining and **increasing its know-how**.

As of 31/12/2023, ECOVERDE's workforce consisted of **24 employees** (12 women and 12 men), and **2 temporary workers** (1 man and 1 woman). 88.5% of the per-

sonnel have permanent contracts. Only one employee is part-time. The tables below⁷ show a comparison of the number of workers with respect to the previous year, broken down by type of contract, gender and age.

The figures were calculated by taking a count at the end of the reporting periods (2022 and 2023). It is worth noting the presence of **workers under 30** years of age (20%), which increased with respect to the previous year, and, in relation to the **size of the company** (20%), is indicative of the opportunity that Ecoverde offers, at the social level, to new recruits who, in turn, **bring innovative ideas and fresh energy to the company**.

Years	2022			2023		
	M	F	Tot.	M	F	Tot.
Over 50	5	3	8	7	3	10
From 30 to 50	5	7	12	4	7	11
Under 30	2	2	4	2	3	5

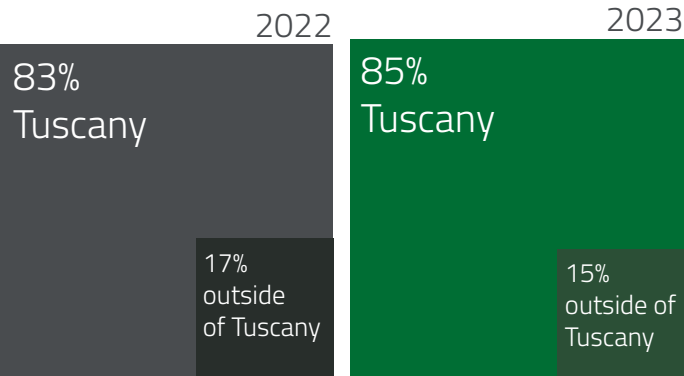
Employees report	2022			2023		
	M	F	Tot.	M	F	Tot.
Total number of workers	12	12	24	13	13	26
number of employees	12	12	24	12	12	24
number of temporary staff	0	0	0	1	1	2
number of employees with permanent contract	11	12	23	11	12	23
number of employees with direct fixed term contract	2	0	2	3	0	3
number of employees with temporary contract	0	0	0	1	1	2
number of full time employees	11	12	23	12	13	25
number of part time employees	1	0	1	1	0	1

⁷ The figures for the number of part-time workers in 2021 and 2022 reported in previous editions of the report were incorrect.

6.1.2 Geographical area of origin

All Ecoverde employees live in areas that are close to the workplace, thus **limiting their fuel consumption** and costs.

In particular, those who live in the **provinces of Verona and Frosinone** carry out **customer service activities at the paper mills located** in Northern and Central/Southern Italy, respectively. The figures have remained virtually unchanged over the past two years.



Furthermore, in 2023, 82% of the Tuscany residents live in the **province of Lucca**.

6.1.3 Welfare and personal development

Ecoverde is aware that its employees’ well-being and happiness at the workplace are essential to the company’s prosperity and the **achievement of its goals**.

That’s why it considers **welfare** to be a valuable tool for

maintaining **the well-being of its employees** and creating a relaxed climate that fosters development and productivity.

The company is therefore constantly striving to maintain a low turnover rate (in 2023 one person left the company and two joined) and a high employee satisfaction rate, in order to retain talent and attract new recruits. To do this, it relies on **significant benefits**, both of an **economic** nature and otherwise, which make it possible to achieve a better work-life balance, thus **improving** the value of the latter

6.1.4 Parental leave
GRI 401-3

As required by the applicable legislation, Ecoverde provides all of its employees with **Parental Leave**. While there were no requests submitted in 2022, there were three in 2023, all of which were **obviously fulfilled**.

Year	2022			2023		
	M	F	Tot.	M	F	Tot.
Family leave	0	0	0	2	1	3

The **rate of return** to work is **100%**, meaning that all employees who were supposed to return to work after taking parental leave returned; of the 3 individuals indicated in the table, one was still on maternity leave as of 31/12/23.

6. 1.5 Smart Working

Smart working was introduced at Ecoverde during the pandemic, to cope with the health emergency and limit the possibility of **Covid 19 infection** among workers. It proved to be an excellent tool for maintaining a good work-life balance.

The company therefore decided, once the state of emergency was over, to offer smart working as an **option to all those able to work remotely**.

This initiative not only makes it easier for employees to

find a good work-life balance, but it also has an appreciable effect on reducing **environmental impacts**, because it reduces motor vehicle **pollution resulting** from travel to and from work.

Year	2022			2023		
	M	F	Tot.	M	F	Tot.
Smart Working	0	7	24	0	7	26

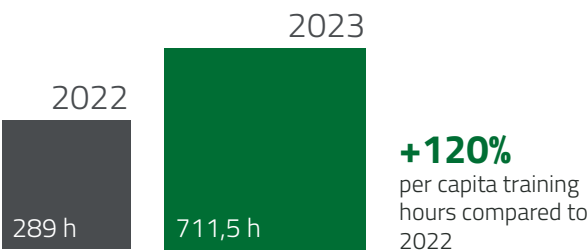


6.2 TRAINING AND EDUCATION

GRI 404-1, GRI 404-2

In order to ensure the betterment of its employees and, at the same time, maintain a high **cultural level** at the company, Ecoverde invests in the mandatory and voluntary training of all its personnel, so that they can keep up-to-date with all the latest legislative, scientific and technological developments. In this regard, in 2023, Ecoverde joined **Fondimpresa**, thus allowing it to participate in the system fund's notices and to enhance the training provided to all of its workers. The table and graph below **compare** the total and **per-capita training** hours recorded in 2023 and 2022; the considerable increase attests to the company's interest and commitment to investing in this aspect.

Year	2022			2023		
	M	F	Tot.	M	F	Tot.
Training hours	157	132	289	354	357,5	711,5
Training hours per person	13,1	11	12	25,3	27,5	26,4



The table below shows the **training hours provided** during 2023, broken down by employee category.

Categories	Training Hours	% employee category
Executive	8	3,8
Manager	139	11,5
Employees	466,6	73,1
Workers	98	15,4

The training courses for Ecoverde's employees are planned on an annual basis by the Management and the Human Resources Manager, based on the **training needs of the workers**, and are included in the relative training plan. In the event that new **training needs** should arise after the planning has been set, these are reviewed by the Management in agreement with the **Human Resources Manager** and, if necessary, are included in the training plan.

The training course, which is implemented for individual persons, is not standardised, but is determined based on the employee's **knowledge** and **skills**, in order to fill any gaps in relation to what is required for their job.

New employees undergo a shadowing period, the duration of which may vary depending on the employee's knowledge and **assimilation skills**.

The following table summarises the courses held in 2023

Course Description	Total hours
OHSM refresher course	12
Occupational Safety Representative refresher course	4
Supervisor refresher course	6
Worker training course (new recruits)	40
Workers' refresher course	12
Supervisor training course	8
Work at heights refresher course	8
Work at heights training course	8
2023 ADR regulation refresher course	12
ADR licence renewal course	13
ADR licence attainment course	23
Human resources training course	24
Emotional intelligence training course	229
Emotional intelligence in sales training course	88
Sales manager training course	16
Training course for using Bellmer machinery	80
Advanced Excel course	32
Biological purification plant management course	60
Microscope image acquisition course	1
Proper use of LinkedIn course	18
Hazardous mixtures and UFI code course	4

Course Description	Total hours
Reach and CLP Inspections course	4
Manual load handling course	1
Course on unloading at heights with ladders and scaffolding	1
Smart Working course	4.5
Course on the importance of choosing PPE	3
TOTAL HOURS OF TRAINING	711,5

Since no staff members are currently planning to **retire**, no assistance plans or programmes have been put in place to facilitate the **transition** to retirement.



6.3 OCCUPATIONAL HEALTH AND SAFETY GRI 403-1, 403-7, 403-8, 403-9

In 2014, Ecoverde **voluntarily implemented** an **Integrated Management System** covering all positions within the company, which is certified according to the **ISO 9001:2015**, ISO 14001:2015 and ISO 45001:2018 standards.

The increasing engagement of all the workers, their continuous awareness of occupational health and safety issues, also through the updating of the training plan drawn up in accordance with the provisions of the **State-Regions Agreements** of 2011, 2012 and 2016, and finally, the constant attention to keeping the risk analy-

sis updated, in order to eliminate or at least reduce the risks themselves, have made it possible to maintain the accident and occupational disease frequency indexes at 0. In particular, in addition to the employer, the subjects responsible for **Occupational Health and Safety** at the company are the OHSM, the WSR, and the Corporate Physician. The goals for continuous improvement in the fields of **Environment, Quality and Safety** are identified by the management, with the participation of all the personnel, and are laid out in the relative plan, which is updated annually, reported every six months, and shared with all personnel. A summary of the workers' tasks, as listed in the **Risk Assessment Document (RAD)**, activities, and workplaces is provided below:

Task	Activity	Workplace
Administrative Clerk	Administrative Manager/Administrative Assistant	Office
	Order management	
	Management secretary	
	Human resources manager	
	Management system manager /OHSM	
Laboratory technician	Laboratory manager	Laboratory
	Laboratory assistant	
Technical customer service clerk	Technical support at paper mills/paper converting companies	Customer paper mills/paper converting companies
Transport employee/ Production worker	Chemical deliveries with Ecoverde vehicles	Warehouse
	Production	
	Loading/unloading of goods	



6.3.1 Hazard identification, risk assessment, and investigation of workplace incidents/injuries GRI 403-2

The risk assessment document (RAD) was prepared in accordance with the provisions of **Legislative Decree 81/08**, as amended, and is updated whenever new risks are identified or changes to the current legislation are introduced. All company processes have been taken into account in this document.

Assessment documents for **specific risks**, such as stress, electrocution, vibration and noise, are updated periodically, as required by law, unless there have been any structural or operational changes in the activities that could lead to new risks, which must **therefore be analysed**.

Our management system, which is voluntary, involves **recording accidents**, incidents and near misses, analysing their causes, drawing up corrective measures and analysing their effectiveness.

All this is conducted in accordance with a **specific procedure**, which has now been approved and followed by all the employees for years.

As mentioned in the previous paragraph, in 2022 and 2023, the **accident frequency and severity indexes** remained at 0.

6.3.2 Worker training on occupational health and safety GRI 403-5

Ecoverde ensures that all its employees and collaborators receive **adequate training** on occupational **health and safety** through the systematic application of a specific procedure. In particular, all newly hired employees are given preliminary, compulsory training, the duration of which depends on the type of risk (high, medium or low) associated with the job, as identified in the RAD, and **voluntary training** related to the roles that will be covering (shadowing, training, specific voluntary training)

As mentioned above, a training plan is established for all employees, which includes the refresher courses required by the current legislation; in the event of any changes and/or additions to the job description, this training plan is modified to supplement the compulsory and **voluntary training envisaged**. The training is naturally free of charge for all Ecoverde employees, and is provided during working hours.

6.3.3 Promotion of worker health
GRI 403-3, 403-

The **Risk Assessment document** has been drafted and is updated with the collaboration of the Corporate Physician, who, based on the risk analysis and inspections of the workplace carried out annually, has identified and implemented the specific **Health Surveillance** necessary for each position, as summarised in the table below:

Health surveillance is carried out on the Ecoverde premi-



Frequency	Task
Annual	Customer service
	Transport/Warehouse workers (alcohol tests are carried out every two years)
	Laboratory workers
Every two years	Personnel > 50 years of age performing exclusively office work subject to VDT risk
Every five years	Personnel < 50 years of age performing exclusively office work subject to VDT risk
At the time of recruitment	All
Upon termination of employment	All

ses during working hours, with the exception of pre-employment examinations, readmission examinations after a period of sick leave in excess of 60 days, and examinations upon termination of employment, which instead are carried out at the office of the **corporate physician**.

The **health records** of Ecoverde’s employees/collaborators are **managed** and **retained** by the Corporate Physician so that they cannot be accessed by any third parties; only copies of health certificates are kept on file by the company

SUPPLEMENTARY HEALTHCARE FUNDS

All permanent employees of Ecoverde are provided with **health insurance**, based on their classification (white collar, middle management, senior management).

6.3.4 Diversity of governance bodies and employees
GRI 405-1

There are not subjects belonging to diversity categories

with in **Ecoverde’s governing bodies**; however, as far as the employees are concerned, since the threshold of 15 **required by law** has been exceeded, one male individual belonging to a protected category, falling within the 30-50 age range, has been hired. (see table at the bottom)

6.3.5 Elncidents of discrimination and corrective actions taken
GRI 406-1

No incidents of discrimination took place during 2022 or 2023.

6.3.6 Equal opportunities

At Ecoverde, the number of men is **almost equal** to the number of women, so there are no **inequalities**, with the exception of transport and warehouse workers, where it is difficult to find women interested in these roles.

Presence of employees belonging to protected categories broken down by age group and gender

Age group	Number of employees - 2022		Number of employees - 2023		Incidence on the age group	
	M	F	M	F	2022	2023
Under 30	0	0	0	0	0	0
30-50	1	0	1	0	8,33%	8,33%
Over 50	0	0	0	0	0	0

6.4 RELATIONS WITH OTHER STAKEHOLDERS GRI 416

Relations with the company's stakeholders (customers, suppliers, employees, the local community, schools, competent bodies, and trade associations) are characterised by respect for the principles of honesty, legality, transparency, independence and impartiality laid out in Ecoverde's **Code of Ethics** and Company Policy.

6.4.1 Customers GRI 416

Ecoverde constantly strives to satisfy its customers in accordance with applicable regulations and the established quality standards. The main objectives are customer **satisfaction** and **protection**, the safety of the products sold and services provided, attention to specific requests, remaining **flexible**, and keeping up-to-date with **state-of-the-art solutions**.

6.4.1-1 Customer privacy

With regard to privacy-related data processing violations, Ecoverde has engaged an external company to handle the organisational, procedural and documentation aspects associated with the new regulation (EU Regulation 2016/679 - the General Data Protection Regulation - the GDPR)

No complaints were received in 2023 concerning violations of **customer privacy**, and no incidents of leakage, theft or loss of customer data were recorded.

6.4.2 Customer satisfaction GRI 416

In accordance with ISO 9001:2015, Ecoverde analyses and reports on its customers' satisfaction on an annual basis, in order to **maintain high levels of customer loyalty**. This process is based on the analysis of complaints received during the year, and the sales totals for each individual customer. Over the past year, no customers were lost for reasons other than the discontinuation of their own business activities. In a few cases, decreases in turnover during the course of the year were found to be due to stoppages carried out by paper mills, mainly belonging to the printing and writing sectors, due to a lack of orders.

6.4.3 Safety Data Sheet Management – Compliance with the REACH and CLP Regulations

Tutti i prodotti commercializzati da ECOVERDE, sia internamente realizzati che esclusivamente commercializzati, sono conformi ai **regolamenti REACH e CLP**.

Whether manufactured in-house or marketed on an exclusive basis, all products marketed by ECOVERDE comply with the REACH and CLP regulations.

Whenever a new product or raw material is purchased, the OHSM is notified, who, in turn, checks whether or not the chemical risk assessment needs to be revised.

The **Safety Data Sheets (SDS)** are kept constantly up-to-date, and are available on the ECOVERDE Infinity management system website, which customers can

access with a username and password; in this manner, all downstream users are guaranteed the possibility of accessing **up-to-date information** regarding the hazards associated with the products sold. Since they are present on the infinity management software, the safety data sheets for both the products sold and the raw materials can naturally be accessed and consulted by all ECOVERDE staff.

Additional information on the presence of substances of very high concern (SVHC), volatile organic compounds and heavy metals in products, is also regularly requested from our suppliers, and is sent to our customers. The communication activities with customers focused on the issues identified as relevant in the **materiality analysis**, described in Chapter 7.

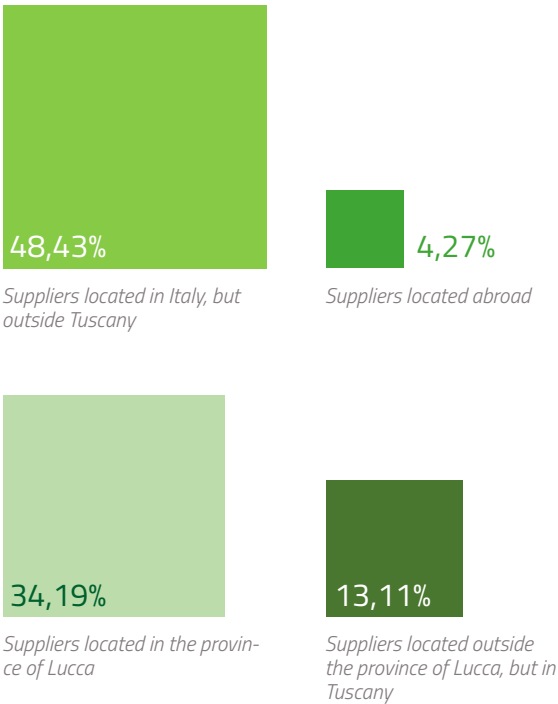
6.4.4 Suppliers

GRI 308-1, GRI 414

In accordance with the **requirements of the Integrated Management System**, we select suppliers with an initial qualification, and their performance is subsequently monitored continuously by the company figure responsible. The supplier evaluation process is currently carried out according to a specific internal procedure, and involves the collection of information that **includes environmental, safety, quality** (e.g. possession of certifications), and sustainability criteria (e.g. possession of a sustainability report). We share our corporate policy and Code of Ethics with all our suppliers and make an explicit request that they share our values.

The geographical breakdown of Ecoverde’s suppliers for

2022-2023 is shown below:



Year	2022	2023
Total no. of suppliers	368	351
% suppliers located abroad	4	4,27
% suppliers located in the province of Lucca	33,2	34,19
% suppliers located outside the province of Lucca, but in Tuscany	13,6	13,11
% suppliers located in Italy, but outside Tuscany	49,2	48,43

Ecoverde makes use of various types of suppliers. Among these, those which **provide goods** and machinery (especially chemical products) is clearly prevalent due to the very nature of the company itself, for which the majority of its turnover is in the commercial sector. In fact, goods and machinery account for more than nine-tenths of the company's expenditures. The table below shows a **comparison of the figures for the years 2022 and 2023**.

Product categories	% expenditure 2022	% expenditure 2023
Chemical products	93,43	91,31
Plant maintenance	1,74	2,53
Transport	0,67	0,68
Technical and software support	0,22	0,21
Vehicle leasing and fuel	0,68	0,79
Other services, including consultancy and laboratory	3,26	4,48

6.4.1-1 Proportion of expenditure on local suppliers

Wherever possible, Ecoverde uses **local suppliers**, located in the province of Lucca, or in Tuscany; service providers and suppliers of plants and plant components fall into these categories. Whatever the case, **the percentage of expenditure paid** to Italian suppliers is 90.9%.

Proportion of expenditure on local suppliers	€	% ⁸
Province of Lucca	664.761,15	4,08
Tuscany, excluding the province of Lucca	1.985.211,88	12,17
Italy, excluding Tuscany	12.174.179,44	74,63
Abroad	1.486.969,06	9,1
Total	16.311.121,53	100

⁸ Values only available for the year 2023

6.4.4-2 ISO Certified Suppliers

Chemicals and transport suppliers

Suppliers who produce Sustainability report



Certificated suppliers according to ISO 45001:2018



Certificated suppliers according to ISO 14001:2015



Certificated suppliers according to ISO 9001:2015



Approximately 37% of the suppliers of chemicals and transport services have embarked on a pathway of sustainability, drawing up the relative report. A small number of suppliers belonging to other categories began preparing **Sustainability Reports** this year, which are therefore still in progress.

SUPPLIERS OF PLANTS AND PLANT COMPONENTS

Certificated suppliers according to ISO 45001:2018



Certificated suppliers according to ISO 14001:2015



Certificated suppliers according to ISO 9001:2015



Suppliers of laboratory materials

Certificated suppliers according to ISO 45001:2018



Certificated suppliers according to ISO 14001:2015



Certificated suppliers according to ISO 9001:2015



6.4.5 Local Community

GRI 2-29, GRI 413

Ecoverde’s attention to the local community is primarily expressed through its **support for volunteer associations** and secondary schools in the area.

6.4.5.1 Schools

For years, Ecoverde has been collaborating with both the Antonio Vallisneri High School and the scholastic hub made up of the Ettore Majorana High School and the Arrigo Benedetti Technical and Technological Institute (ITET), supporting them with soft skills and orientation courses (PCTOs), formerly known as **school-work alternation programmes**.

SCHOOL	2022	2023
No. PCTO STUDENTS A. VALLISNERI HIGH SCHOOL	1	1
No. PCTO STUDENTS E. MAJORANA - A. BENEDETTI SCH. HUB	2	5



Liceo Scientifico Statale
"A. Vallisneri"
Lucca

PCTO

*Percorsi per le competenze trasversali e per l'orientamento
(ex ALTERNZA scuola-lavoro)*

Progetto Formativo



In particular, the Arrigo Benedetti Institute, which has a **"Chemistry and Materials"** course with a focus on paper-making, also **offers specific laboratory training activities**, including the use of the electron microscope. In 2023, 15 hours of training were provided by Ecoverde laboratory personnel who visited the school.

The company's relationship with **this school** is facilitated and strengthened by the hands-on laboratory technician training carried out by one of its two partners, Paolo Lazzari, in some of the institute's classes; it's an important link between the world of school and the world of work, and **benefits the community**, or rather the students, who have the opportunity to take part in a course of study that's in-line with the current labour needs, as well as local companies, which are able to seek out new recruits from a pool of competent individuals who meet their requirements.

Like last year, **Paolo Lazzari** took the class that he **teaches on an educational field trip** to the "Ecomondo" trade fair in Milan.

6.4.4.2 Donations and Sponsorships

In 2023, Ecoverde supported the following volunteer associations through **donations**:

- Radio Club Valpac, a local group of amateur radio enthusiasts
- Airc
- Dynamo Camp

- Museo della Carta

In 2023 the company also sponsored the following:

- G.P. Alpi Apuane
- Lucca Basketball
- Lubica
- Tecniche nuove (paper industry)
- Amici della Palla canestro
- The Oreste Puliti forencing Association

7. METHODOLOGICAL NOTE

GRI 2-2,2-3, 2-26, 2-29,3-3

THE STRUCTURE OF THE GRI STANDARDS – THE FUNDAMENTAL STEPS FOR REPORTING

For the **third consecutive year**, Ecoverde presents its Sustainability Report, the aim of which is to provide its stakeholders with economic data and information about the improvement measures carried out and planned in the **economic**, **social**, and **environmental** spheres. The reporting period covers the time frame ranging from 1 January 2023 to 31

December 2023.

The scope of analysis considered for the drafting of this report consists exclusively of Ecoverde S.P.A., with registered offices and operating facilities at no. 1/B Via IV Novembre, Porcari (LU) Italy, and an external unmanned warehouse used **exclusively to store chemical dosing** equipment and pumps, also located in Porcari, on Via Romana Est.

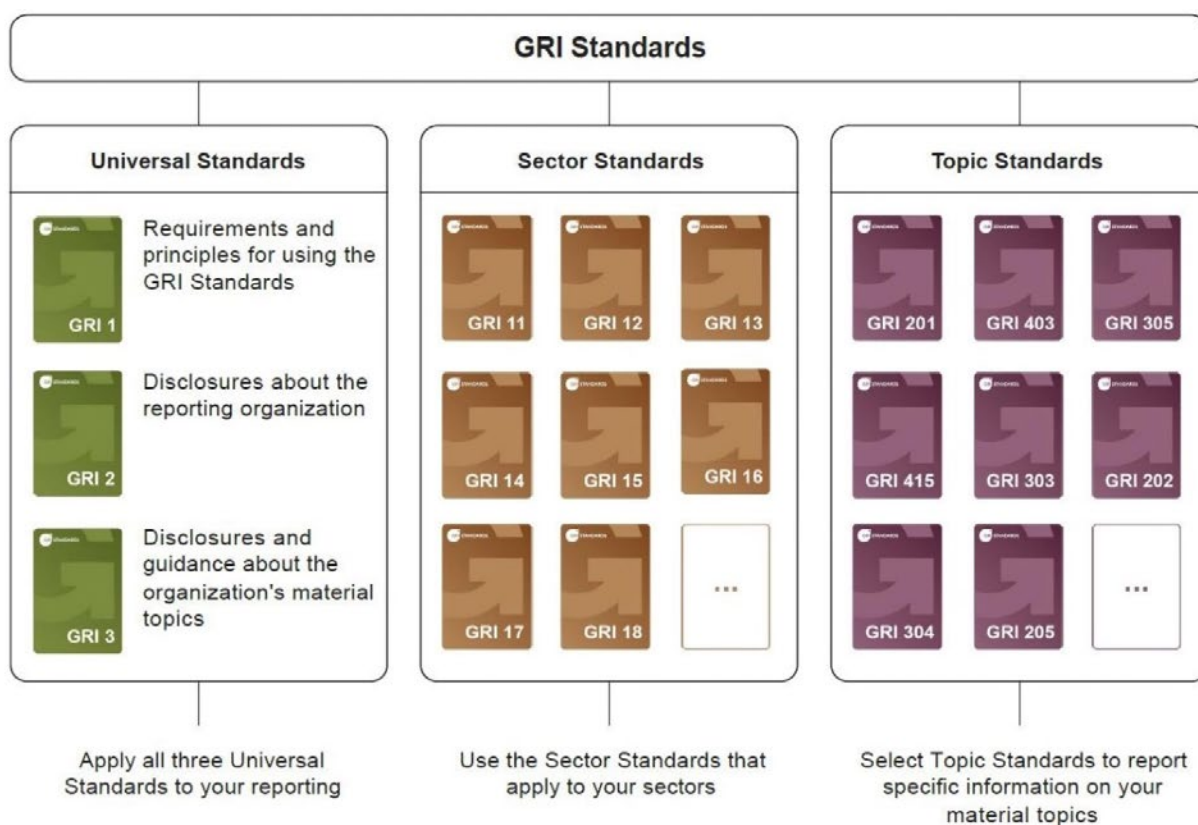
This report, like last year's, was prepared on a **voluntary basis** using the most widely used methodology worldwide for sustainability reporting: the **GRI**

(Global Reporting Initiative)

Standards. The Report contains information of both a **qualitative** and **quantitative** nature, relating to topics deemed to be "material", for the identification of which the following steps were followed:

- Understanding of the relevant context
- Identification of the current and potential impacts
- Evaluation of the relevance of the impacts
- Prioritisation of the impacts





7.1 MATERIALITY ANALYSIS

GRI 3-2, 3-3

Once the impacts were identified, and broken down into the three macro-areas of sustainability (governance, social and environmental), both current and potential, positive and negative for the company, a **survey to be administered to the stakeholders** was created, in order to establish which are most significant, thus creating the materiality matrix.

The mapping of Ecoverde's stakeholders was then updated. Unlike the previous two years, in

which only internal stakeholders were involved, or rather the company's board and employees, this year customers and suppliers were also involved, who are more significant in terms of sales and purchases, respectively.

The questionnaire was then sent to the stakeholders, who filled it out online, completely **anonymously**. The answers obtained were then cross referenced on a numerical scale, which made it possible to clearly identify the significant material topics for the categories of interest, and to construct the materiality matrix as a summary

of their views.

Ecoverde places particular importance on the topics of product quality, the use of renewable energy, energy efficiency, and **quality of the working relationship**.

The lower score attributed to Worker Health and Safety and to Training is to be understood in light of the experience gained over the years in the management of these issues, in which Ecoverde has been investing for years.

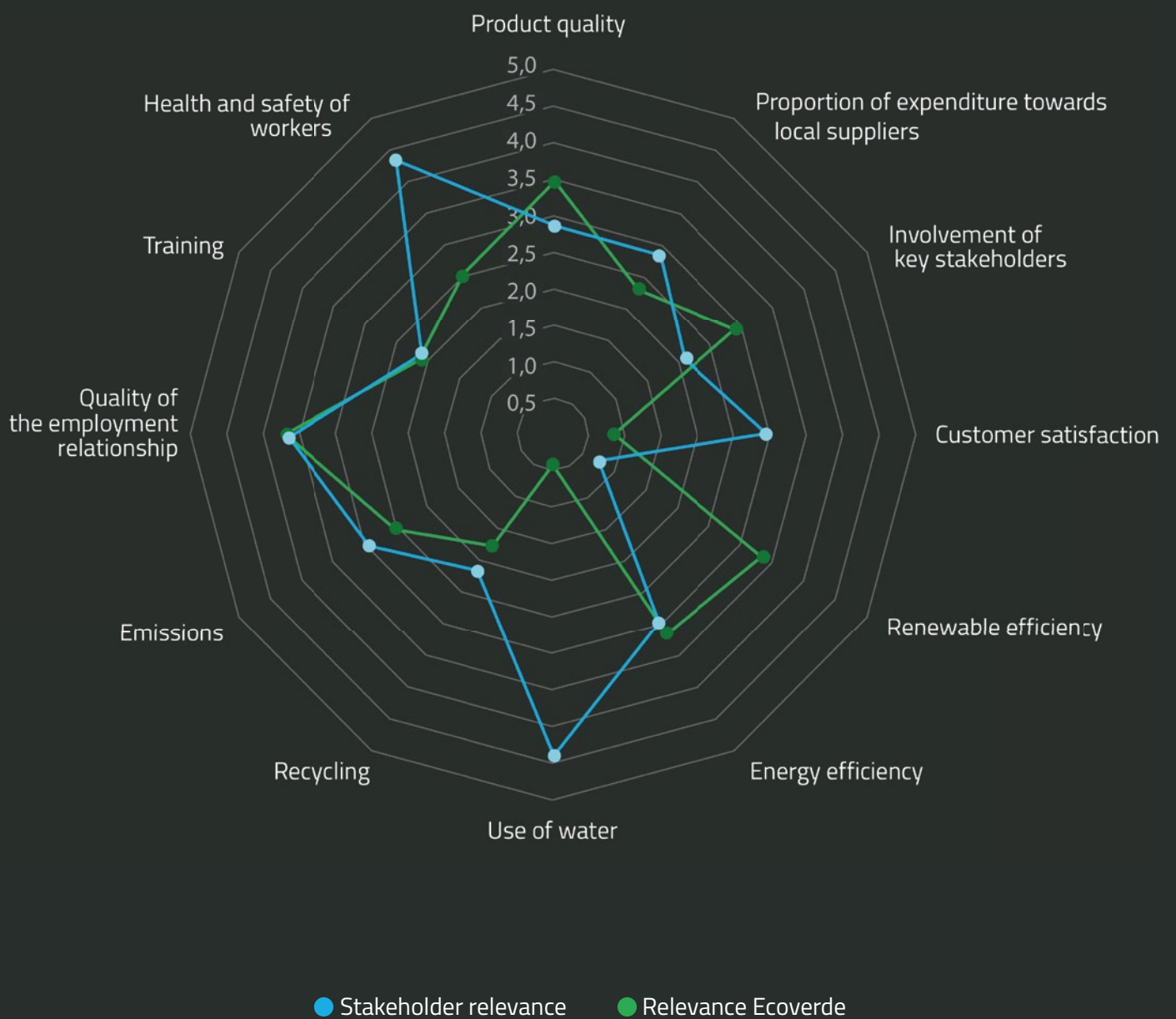
Conversely, the higher scores given to product quality, the

quality of the working relationship, use of renewable energy, and energy efficiency denote the need, perceived by the company, **to focus the efforts** on these aspects.

The use of water resources, worker health and safety, and the quality of the working relationship are the aspects most valued by the **external stakeholders**, which is consistent with Ecoverde's long-standing commitment to the latter two topics.

AREAS	TOPICS	Stakeholder Relevance	Relevance Ecoverde
ECONOMIC AND GOVERNANCE	Product quality	2,9	3,5
	Proportion of expenditure on local suppliers	2,9	2,3
	Key stakeholder engagement	2,1	2,9
	Customer satisfaction	2,9	0,8
ENVIRONMENTAL	Renewable energy sources	0,7	3,3
	Energy efficiency	2,9	3,1
	Use of water resources	4,3	0,4
	Recycling	2,1	1,7
	Emissions	2,9	2,5
SOCIAL	Quality of the working relationship	3,6	3,7
	Education	2,1	2,1
	Worker health and safety	4,3	2,5

MATERIALITY ANALYSIS



8. GRI CONTENT INDEX

Statement of use	Ecoverde has reported using the GRI Standards for the period 1/1/2023 - 31/12/2023		
General disclosure	Disclosure details	Section of the Sustainability Report	Notes
GRI 1: General disclosure 2021	GRI 1: Core Principles 2021		
GRI 2: General Disclosure 2021	2-1 Organizational details	2. 2023 Highlights 3.1 History 3.2 Who we are and what we do	
	2-2 Entities included in the organization's sustainability reporting	7. Methodological note GRI 1: Proi	
	2-3 Reporting period, frequency and contact point	7. Methodological Note	
	2.4 Information review	5.5 Atmospheric emissions	
	2.5 External assurance		This Report has not been subjected to any external Assurance
	2.6 Activities, value chain, and other business relations	2. Highlights del 2023 3.2 Chi siamo e cosa facciamo 3.3 Linee di prodotti venduti	
	2.7 Employees	2. 2023 Highlights 6. Social/6.1 Employment and turnover	
	2.8 Workers who are not employees	6.1 Employment and turnover	The company employed temporary workers in 2023, as reported in section 6.1
	2.9 Governance and composition of the governance bodies	3.2.1 Governance	
	2.10 Nomination and selection of the highest governance body	3.2.1 Governance	
	2.11 Chair of the highest governance body	3.2.1 Governance	
	2.12 Role of the highest governance body in overseeing the management of impacts	3.2.1 Governance	
	2.13 Delegation of responsibilities in impact management	-	

General disclosure	Disclosure details	Section of the Sustainability Report	Notes
GRI 2: Informativa Generale 2021	2.14 Role of the highest governance body in sustainability reporting	3.2.2 Sustainability governance	
	2.15 Conflicts of interest	3.5.1 Anti-discrimination policy and code of ethics	
	2.16 Communication of critical concerns	-	
	2.17 Responsibilities of the highest governance body	3.2.1 Governance	
	2.18 Evaluation of the performance of the highest governance body	-	
	2.19 Remuneration policies	To date there are no formally documented policies concerning the remuneration of the governance bodies or executives	
	2.20 Process to determine remuneration	To date there are no formal procedures in place for determining remuneration	
	2.21 Remuneration ratio	6.1. Employment and turnover	
	2.22 Statement on sustainable development strategy	Letter to the Stakeholders	
	2.23 Strategic commitment	3.4.1 Certifications 3.5 – 3.5.1, 3.5.2 Corporate policy	
		Code of Ethics	
	2.24 Implementation of strategic commitments	3.5.3 The sustainable development goals	
	2.25 Processes to remedy negative impacts	4.2.4 Corporate risks and hedging policies	
	2.26 Mechanisms for seeking advice and raising concerns	7. Methodological note 6.4.2 Customer satisfaction	
	2.27 Compliance with laws and regulations	During the reporting period there were no instances of, nor were there any penalties imposed for, non-compliance with the laws or regulations	
	2.28 Membership in associations	-	

General disclosure	Disclosure details	Section of the Sustainability Report	Notes
GRI 2: General Disclosure 2021	2.29 Stakeholder engagement	7. Methodological note 6.4 Relations with other stakeholders	
	2.30 Collective bargaining agreements	6.1 Employment and turnover	
GRI 3: General Disclosure 2021	3.1 Process to determine material topics	7 Methodological Note	
	3.2 List of material topics	7.1 Materiality analysis	
	3.3 Management of material topics	7.1 Materiality analysis 4.2.4 Corporate risks and hedging policies	
ECONOMIC TOPICS			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	4.1 Economic value directly generated and distributed 4.2 Direct economic value generated and distributed by area	
	203-1 Infrastructure investments and services supported	4.2.2 Financial instruments	
	204-1 Proportion of expenditure on local suppliers	6.4.4-1 Proportion of expenditure on local suppliers	
ENVIRONMENTAL TOPICS			
Materials			
GRI 301: Materials 2016	301- 1 Materials used by weight or volume	5.1 Raw materials	
	301-3 Reclaimed products and their packaging materials	5.2 Packaging	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	5.6 Energy resources	
	302-4 Reduction of energy consumption	5.6 Energy resources	
Water and water discharges			
GRI: 303: Water and water discharges 2018	303-1 Management of water discharge-related impacts	5.3 Water	

General disclosure	Disclosure details	Section of the Sustainability Report	Notes
GRI: 303: Water and water discharges 2018	303-4 Water withdrawal	5.3 Water 5.3.1 Water supplied	
	303-4 Water discharge	5.3 Water 5.3.2 Discharged water – industrial discharges 5.3.3 Discharged water – civic discharges	
	303-5 Water consumption	5.3 Water 5.3.5 Water consumed in the production process	
Emissions			
GRI 305: 2016 Emissions	305-1 Direct (Scope 1) GHG emissions	5.5 Emissions 5.5.2 Scope 1, Scope 2 and Scope 3 results	
	305-2 Energy indirect (Scope 2) GHG emissions	5.5 Emissions 5.5.2 Scope 1, Scope 2 and Scope 3 results	
	305-3 Other indirect (Scope 3) GHG emissions	5.5 Emissions 5.5.2 Scope 1, Scope 2 and Scope 3 results	
Waste			
GRI 306: Waste 2020	306-1 Waste generation and significant (potential and actual) waste-related impacts	5.4 Waste	
	306-2 Management of significant waste-related impacts	5.4 Waste	
	306-3 Waste generated	5.4 Waste	
	306-4 Waste diverted from disposal	5.4 Waste	
	306-5 Waste not diverted from disposal	5.4 Waste	
Suppliers			
GRI308: Environmental assessment of suppliers 2016	308-1 New suppliers that were screened using environmental criteria	6.4.4 Suppliers	

General disclosure	Disclosure details	Section of the Sustainability Report	Notes
SOCIAL TOPICS			
Employees			
GRI 401: Employment	401-1 Recruitment of new employees and employee turnover	6.1 Employment and turnover	
	401-3 Parental leave	6.1.4 Parental leave	
GRI 403: Sicurezza lavoratori 2018	403-1 Occupational health and safety management system	6.3 Occupational health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	6.3.1 Hazard identification, risk assessment, and incident investigation - workplace injuries	
	403-3 Occupational health services	6.3.3 Promotion of worker health	
	403-5 Worker training on occupational health and safety	6.3.2 Worker training on occupational health and safety	
	403.6 Promotion of worker health	6.3.3 Promotion of worker health	
	403.7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.3 Occupational health and safety	
	403.8 Workers covered by an occupational health and safety management system	6.3 Occupational health and safety 4.4.1 Certifications	
	403.9 Work-related injuries	6.3 Occupational health and safety	
GRI 404: Training and education 2016	404.1 Average number of training hours per year per employee	Highlights 6.2 Training and education	
	404.2 Programs for upgrading employee skills and transition assistance programs	6.2 Training and education	
GRI 405: Diversity and equal opportunity 2016	405.1 Diversity of governance bodies and employees	6.3.4 Diversity of governance bodies and employees	
GRI 406 : Non-discrimination	406.1 Incidents of discrimination and corrective actions taken	6.3.5 Incidents of discrimination and corrective actions taken	

General disclosure	Disclosure details	Section of the Sustainability Report	Notes
GRI 413: Local Communities 2016	413.1 Operations with local community engagement, impact assessments, and development programs	6.4.5 Local community	
GRI 416: Customer health and safety	Assessment of the health and safety impacts of product and service categories	6.4.1 Customers 6.4.3 Safety Data Sheet Management – Compliance with the REACH and CLP Regulations	
GRI 418 Privacy dei clienti 2016	418.1a Total number of substantiated complaints received regarding breaches of customer privacy	6.4.1.1 Customer privacy	
	418.b Total number of incidents of leakage, theft, or loss of customer data	6.4.1.1 Customer privacy	





Share capital €1,300,000.00 fully
paid up

Company Register of Lucca REA
(business register) No. **135405**
VAT No. / Tax identification number
01354580464

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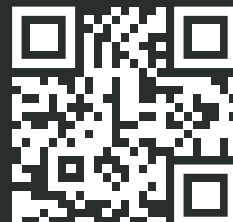
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