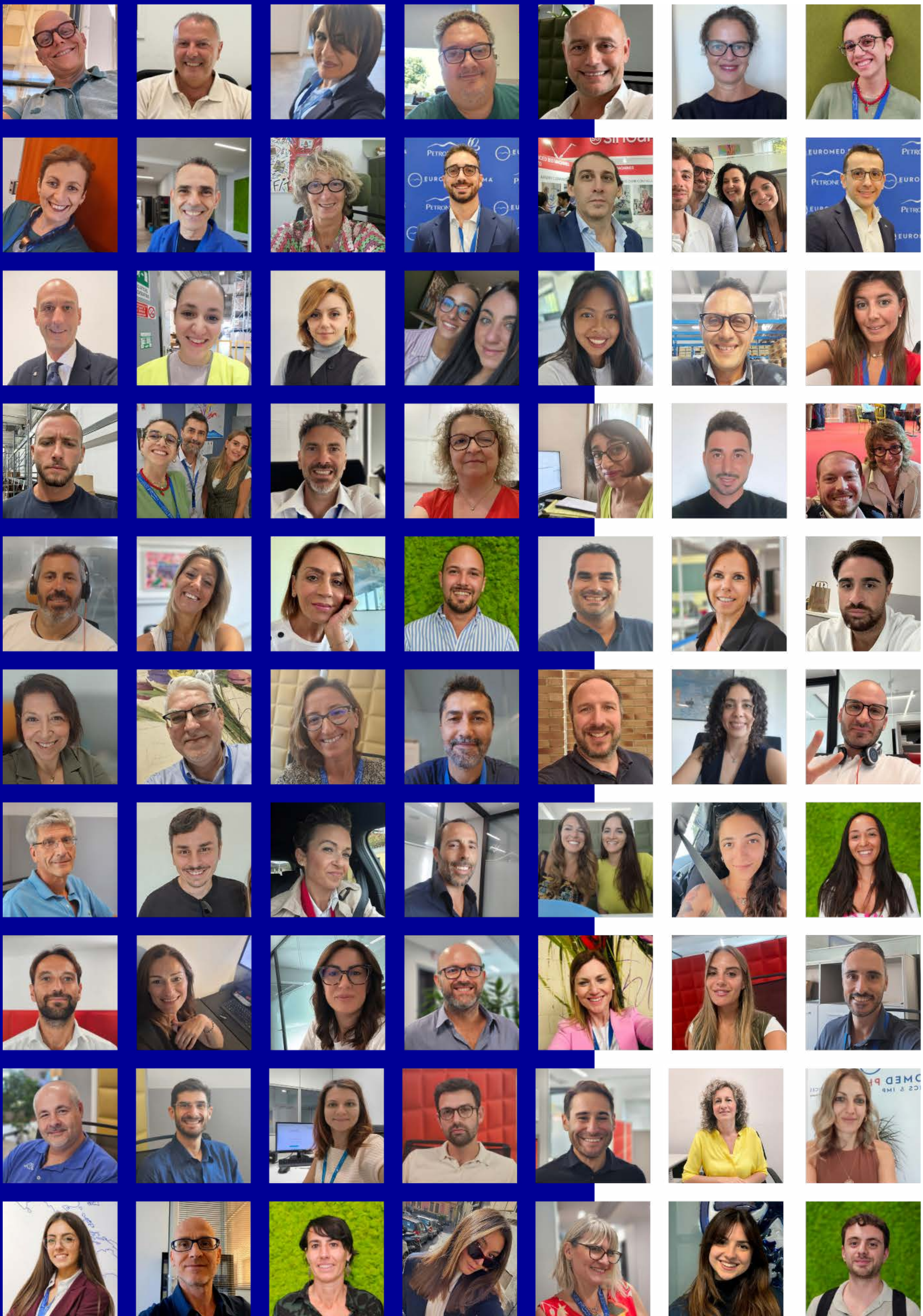
MARECHIARO GROUP

as at December 2025

SUSTAINABILITY REPORT

“Sixty years of history, with our sights already set on the future”



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LETTER TO STAKEHOLDERS

Dear Readers,

We are pleased to present the **Petrone Group's 2025 Sustainability Report**, the fourth prepared on a voluntary basis. This report describes our journey and how we continue to combine growth, strategic vision and responsibility towards people, local communities and all our stakeholders.

For us, 2025 is a particularly significant year, as we celebrate **60 years** since the opening of the first pharmacy, where our story began. It is an important milestone that makes us proud of the journey we have undertaken and further strengthens our determination to look to the future with consistency, awareness and a strong sense of responsibility.

Guided by this vision, and despite an international environment still characterised by instability and uncertainty, the Group continued along its growth path, achieving broad-based development across its various business areas and progressing with an organisational evolution aimed at a more structured Business Unit model. This journey has helped make the Group increasingly efficient, responsive and market-oriented, while strengthening its core business, supporting international development and leveraging commercial and organisational synergies.

For the Group, however, growth only has real meaning when it is accompanied by the ability to create lasting and shared value. It is from this perspective that sustainability continues to become increasingly embedded in the way we do business. It is not merely a reporting tool, but a tangible approach that helps us better understand the present and make more informed decisions for the future.

During 2025, we continued to strengthen our oversight of ESG matters across a number of particularly significant areas. First and foremost, we introduced a **single platform** for collecting data relating to the Sustainability Report and the Carbon Footprint, marking an important step towards a more integrated, consistent and structured approach to information management.

In terms of corporate culture, the **“Values in Action”** project evolved further, involving all of the Group’s Italian companies and, for the first time, extending to its international offices. This represents an important step, reflecting our commitment to fostering a shared culture capable of bringing together different businesses and engaging an increasing number of people around common values.

We also continued to strengthen **due diligence** and **risk management** systems across the supply chain, further developing the **Supply Chain Management** project in collaboration with **EcoVadis** to map and assess suppliers from an ESG perspective. This important initiative enables us to reinforce dialogue across the supply chain and promote greater awareness of issues that are central to responsible growth.

At the same time, building on the activities coordinated by the Sustainability Committee, we strengthened the management of sustainability matters within individual Group companies, both in Italy and internationally, by establishing dedicated internal structures and defining shared pathways for sustainable growth. This reflects our belief that sustainability is most effective when it is widely embedded, tangible and closely connected to day-to-day operations.

Alongside these areas of focus, attention to people, both within and beyond the organisation, remains a cornerstone of our sustainability strategy. This also encompasses our relationships **with people in the communities where we operate**, which we nurture through partnerships and projects designed to promote inclusion, education and the development of **local communities**. We believe that development is truly meaningful only when it generates shared and lasting benefits.

The results achieved in 2025 reinforce a clear conviction: **growth and sustainability are not separate paths**, but mutually reinforcing dimensions.

We hope that these pages provide an authentic account of the journey we are building together. We thank you for your attention, trust and continued dialogue as we move forward into the future.

RAFFAELE PETRONE
Petrone Group CEO


è più facile fare molto da poco
che poco da nulla
mayne
Mayne Pharma (Italia) s.r.l.
Faulding
Velvet

2025 HIGHLIGHTS

ENVIRONMENTAL ASPECTS

- **1,698 MWh** of electricity generated from renewable sources
- **424 tCO_2** avoided
- **349,682 tCO_2eq** total location-based emissions

SOCIAL ASPECTS

- **1,113** Employees
- **48%** Female employees
- **94%** Permanent contracts
- **25** Training hours per employee
- **8.5%** Employee turnover rate
- **Group DEI** Policy
- **€175K** in charitable donations

GOVERNANCE ASPECTS

- **60 years** in business
- **0** cases of corruption or discrimination
- **0** whistleblowing reports

Methodological note

BP-1

This document represents the Petrone Group's fourth Sustainability Report (hereinafter also the "Group"). It comprises the consolidated Sustainability Report of the companies over which the holding company exercises control:

- Marechiaro S.r.l.
- Carpefin S.p.A.
- Fin Posillipo S.p.A.
- Petrone Group S.r.l.
- Centro Futura S.r.l.
- Centro Manzoni S.r.l.
- Dinastar S.r.l.
- Therapic Center S.r.l.
- Euromed Pharma S.r.l.
- Farma Carmine Petrone S.r.l.
- Farmacie Petrone S.r.l.
- Programmi Sanitari Integrati S.r.l.
- Euromed Pharma Services S.r.l.
- Pharmaidea S.r.l.
- Euromed Pharma Dach GmbH
- Euromed Pharma France
- Euromed Pharma Ireland Ltd.
- Euromed Pharma Spain S.L.
- Euromed Pharma UK Ltd.
- Euromed Pharma Portugal Lda.
- Euromed Pharma US Inc.
- Euromed Pharma APAC Pte. Ltd.
- Quick No Problem Parking
- Si.Ge.A. Costruzioni S.r.l.
- Agricola Villanova S.r.l.
- Pierrel S.p.A.

The purpose of this document is to provide an overview of the Group's strategy, operating model and governance, as well as to present the results achieved during the period from 1 January to 31 December 2025. The contents of the Sustainability Statement are reported in accordance with the ESRS (European Sustainability Reporting Standards), introduced by Directive (EU) 2022/2464, known as the Corporate Sustainability Reporting Directive (CSRD), and subsequent delegated regulations, as transposed into Italian law by Legislative Decree No. 125/2024.

This methodology was applied entirely on a voluntary basis as an initial approach to the new sustainability reporting tools, with a view to building the knowledge and awareness required to apply them consistently in future reporting periods. The ESRS cover all three core dimensions of sustainability, **environmental, social and governance**, through general requirements, matters relating to the business model and strategy, and the management of impacts, risks and opportunities, from which metrics and targets are derived, together with specific application requirements. The selected performance indicators are those envisaged by the adopted reporting standards, representative of the specific areas of sustainability analysed and consistent with the activities carried out and the impacts generated. The selection of these indicators was carried out based on an analysis of their materiality, as described in the "Double Materiality Assessment" chapter. Petrone Group conducted this assessment in accordance with the double materiality approach set out in EFRAG's Implementation Guidance IG 1 – Materiality Assessment. Based on the information gathered through an analysis of the context and of activities across the Company's value chain – encompassing not only its core business activities but also those performed by its service providers – actual and potential positive and/or negative impacts that could be material were identified. The assessment considered both the effects that Petrone Group has on the economy, the environment and people (inside-out perspective) and the sustainability-related risks and opportunities that may affect the Company's financial performance (outside-in perspective). For the 2025 reporting year, the Group reviewed the risks and opportunities identified in 2024, with the aim of ensuring that they were as representative as possible of the current situation.

The managers of the various corporate functions initially contributed to identifying the affected stakeholders to be involved in the engagement process and subsequently supported the collection and analysis of data, verifying its accuracy and reliability. In particular, the data was processed on collection sheets through detailed extractions and calculations and, where specifically indicated and permitted by the standard, by means of estimates. The operating and financial data and information are derived from the 2025 annual financial report of the Petrone Group. The stakeholders considered for 2025 are the same as those identified in 2024. Lastly, the Sustainability Report is widely shared and accessible to all stakeholders by means of publication on the corporate website. To define its material sustainability matters, the Company carried out an assessment process that resulted in the identification of the relevant Disclosure Requirement Indicators (DRIs), which were subsequently used to report on all impacts, risks and opportunities associated with the sustainability matters assessed as material.

THE PETRONE GROUP

History and identity

SBM-1

Petrone Group is a family-owned business headquartered in Naples, operating internationally across the pharmaceutical, healthcare and logistics sectors.

The Group's journey began in 1965, when Carmine Petrone and his wife Fernanda took over the family pharmacy. Since then, the business has grown while remaining true to values such as responsibility, strong ties with local communities and a focus on health. In the 1970s, the Group launched its first pharmaceutical import-export activities. Those initial partnerships paved the way for an internationally focused approach leading to a direct presence in Europe, the United States and Asia. With the arrival of the new generation – Raffaele, Massimo and Pierluigi – the business embarked on a transformation journey that took it well beyond its local origins, developing into an international group active across multiple markets and sectors. Today, the Group comprises around 40 operating companies in Italy, Spain, France, Ireland, Germany, Portugal, the United Kingdom, the United States and Singapore.

In 2025, the Group celebrated **60 years in business**: an important milestone that reflects the strength of its development journey and its ability to combine tradition, innovation and a long-term vision.

The Group's current structure therefore reflects growth driven by strategy, innovation and diversification and is organised around three main holding companies:

Marechiaro S.r.l., established in 2019, with responsibility for coordinating and consolidating operating activities.

Carpefin S.p.A., parent company of the other real estate businesses and Agricola Villanova S.r.l., reflecting the Group's diversified vision that also encompasses non-pharmaceutical sectors.

Fin Posillipo S.p.A., founded in 1989, focusing on strategic investments in the healthcare, pharmaceutical and services sectors, both in Italy and abroad.

1965
Carmine Petrone acquires ownership of his father's pharmacy.

1979
Start of rehabilitation activities with the opening over the years of 7 specialised centres across the Campania region.

1989
Establishment of Fin Posillipo, a holding company engaged in the Group's strategic, financial, and development investments.

1997
Establishment of Euromed, mainly operating in four business lines: IMP Management, Orphan Drugs, Unlicensed Products, and Global Comparator Sourcing.

2000
Establishment of BCN Farma in Barcelona (now Euromed Pharma Spain).

2001
Establishment of PHD Pharmaceuticals based in Dublin (now Euromed Pharma Ireland).

2003
Acquisition of Pharmaidea, a contract sales organisation providing a wide range of services, including the sale of pharmaceutical products, medical and scientific information activities and tender management for hospital products.

2008
Acquisition of STM Group (now Euromed Pharma Services), which provides integrated consulting, stationary and distribution logistics services to pharmaceutical companies in Italy.

2012
Establishment of Petrone Group Asia Pacific, based in Singapore (now Euromed Pharma APAC).

2018
Establishment of Euromed Pharma US based in New York.

2021
Completion of the new Headquarters in Bagnoli (NA). Establishment of Euromed Pharma DACH based in Berlin.

2022
Establishment of Euromed Pharma Portugal based in Lisbon.

2023
Establishment of Euromed Pharma France and Euromed Pharma UK. Attainment of LEED Silver certification for the construction of the new HQ.

2024
Voluntary preparation of the third Sustainability Report, prepared for the first time in accordance with the ESRS.

2025
Petrone Group's 60th anniversary celebrations.

01 | REHAB: REHABILITATION CENTRES

At the heart of the service network are seven rehabilitation centres located across the Campania region and accredited by the Italian National Health Service. Of these, four are more than 50% controlled by the Group and are included within the scope of this Report. These centres have been operational for at least four decades, treating patients of all ages, from children to adults, and include specialist diagnostic imaging services. With a team of over 500 professionals (doctors, technicians, therapists), the centres support an average of 15,000 people each year with personalised programmes for neuropsychomotor rehabilitation.

02 – 03 | PHARMA AND COMMERCIAL

The Group's core business consists of pharmaceutical distribution and commercial companies, which have been active since 1997. Over the years, thanks to acquisitions and new start-ups, the number of companies operating in this area has risen to 15, with offices in Europe, America and Asia.

The services offered range from the global supply of pharmaceutical products and ancillary items for clinical trials – both in the commercial programme and in early or expanded access programmes – to tailor-made solutions designed to meet partners' specific requirements. The Group also provides logistics services for the pharmaceutical sector, including the storage and distribution of medicines and healthcare products, in full compliance with current regulations.

04 | SERVICES

Petrone Group is the intercompany service company that consolidates and centrally manages the functions of administration, finance, control and human resources management, through its Naples Headquarters.

05 | INDUSTRIAL

Pierrel, acquired in 2008 and headquartered in Capua (CE), is the Group's only manufacturing entity, specialising in the production, development, registration and licensing of dental anaesthetics and medical devices for oral care, which are distributed in most global markets and have achieved a significant market share in the USA.

06 | PARKING

In 2007, Quick No Problem Group joined the Group, providing both traditional parking management and car valet services across more than 60 car parks in a wide range of locations, including ports, airports, railway stations, shopping centres and city centres. It manages around 40,000 parking spaces in Italy, serving more than 12 million vehicles each year.

07 | REAL ESTATE

Carpefin and its subsidiaries manage owned or leased real estate assets and holdings in real estate companies in Italy and abroad. Its real estate assets include Agricola Villanova, a company dedicated to social agriculture. It is also home to Tenuta Melofioccolo, an educational farm in the heart of Naples.

08 | CONSTRUCTION

Si.Ge.A Costruzioni, based in Naples, is a construction and plant engineering company that is part of the Quick No Problem Parking S.p.A. Group. Active since 1981, it has established itself as one of the leading companies in the sector in Campania, distinguishing itself through constant attention to technological innovation and the quality of its work. It operates throughout the country, both in the public and private sectors, offering a wide range of services including:

- restoration and renovation of buildings;
- infrastructure construction;
- structural consolidation;
- demolitions and ordinary and extraordinary maintenance.

Mission and values

Our mission is to guarantee access to innovative medicines, products and solutions, ensuring the highest quality and supporting research and development, to provide a concrete and responsible response to global health and well-being needs. We are committed to acting as a connector and innovation catalyst for healthcare sector companies, advancing progress and shared value. Through a dynamic network and well-established expertise, we act as a strategic partner, enabling fast and secure access to a broad range of products and services and extending our impact beyond traditional pharmaceutical distribution.

Starting in 2024, the Group launched a significant shareholder engagement process aimed at defining its core values, which are:

VALUE	MEANING	APPLICATION
FOCUS ON MARKET DYNAMICS, CUSTOMERS AND SUPPLIERS	Ability to rapidly adapt to changes and market needs, placing customers and suppliers at the centre.	Create open channels of communication with customers and suppliers, gather feedback and offer customised solutions.
PEOPLE FOCUS	Ability to foster a working environment in which people feel they are key players in building a future where tradition and innovation reinforce one another.	Promoting a working environment that advances people's well-being, fulfilment and growth. Encouraging a culture of continuous learning and encouraging people to improve themselves and embrace innovative solutions.
SHARED RESPONSIBILITY	Ability of every member of the organisation to act proactively and consciously in achieving common goals.	Promote a collaborative approach in which everyone understands that their contribution is an integral part of the enterprise's success. Set shared objectives and recognise individual contributions.
ETHICS	Ability to act with integrity, guided by shared principles and values both internally and towards customers and suppliers.	Promote a culture in which individuals are aware of the impact of their actions and decisions on others and the surrounding context.
SUSTAINABILITY	Ability and commitment to being present in the community in an environmentally and socially responsible manner.	Implement environmentally sustainable practices, reduce waste and promote responsible use of resources. Support initiatives that foster community well-being.

Values give meaning to the Group's day-to-day decisions and guide the way it operates and conducts itself. Through the project, these principles are translated into tangible practices and behaviours that support people in their everyday decision-making. This journey strengthens a shared corporate culture based on responsibility, inclusion and care for people, all of which are essential to building trust and creating long-term value.

In addition to the values described above, the Group's strategies are influenced by a set of fundamental ethical principles, developed in line with the "charter of corporate values" drawn up by the European Institute for Corporate Social Reporting. These principles are set out in the Group's Code of Ethics, which clearly describes them and guides their effective implementation within all business activities.

COMPLIANCE WITH LAWS AND REGULATIONS

The Group is committed to operating in full compliance with all applicable laws and regulations, ensuring ethical and transparent behaviour in every area of activity.

RESPECT FOR SHAREHOLDERS

Through the creation of economic value and clear and transparent communication. The Group is committed to making business decisions that reflect the interests of shareholders.

TRANSPARENCY AND ACCURACY OF INFORMATION

The Group ensures full transparency of the information provided, guaranteeing that all communications are accurate, timely and understandable for all stakeholders.

HONESTY

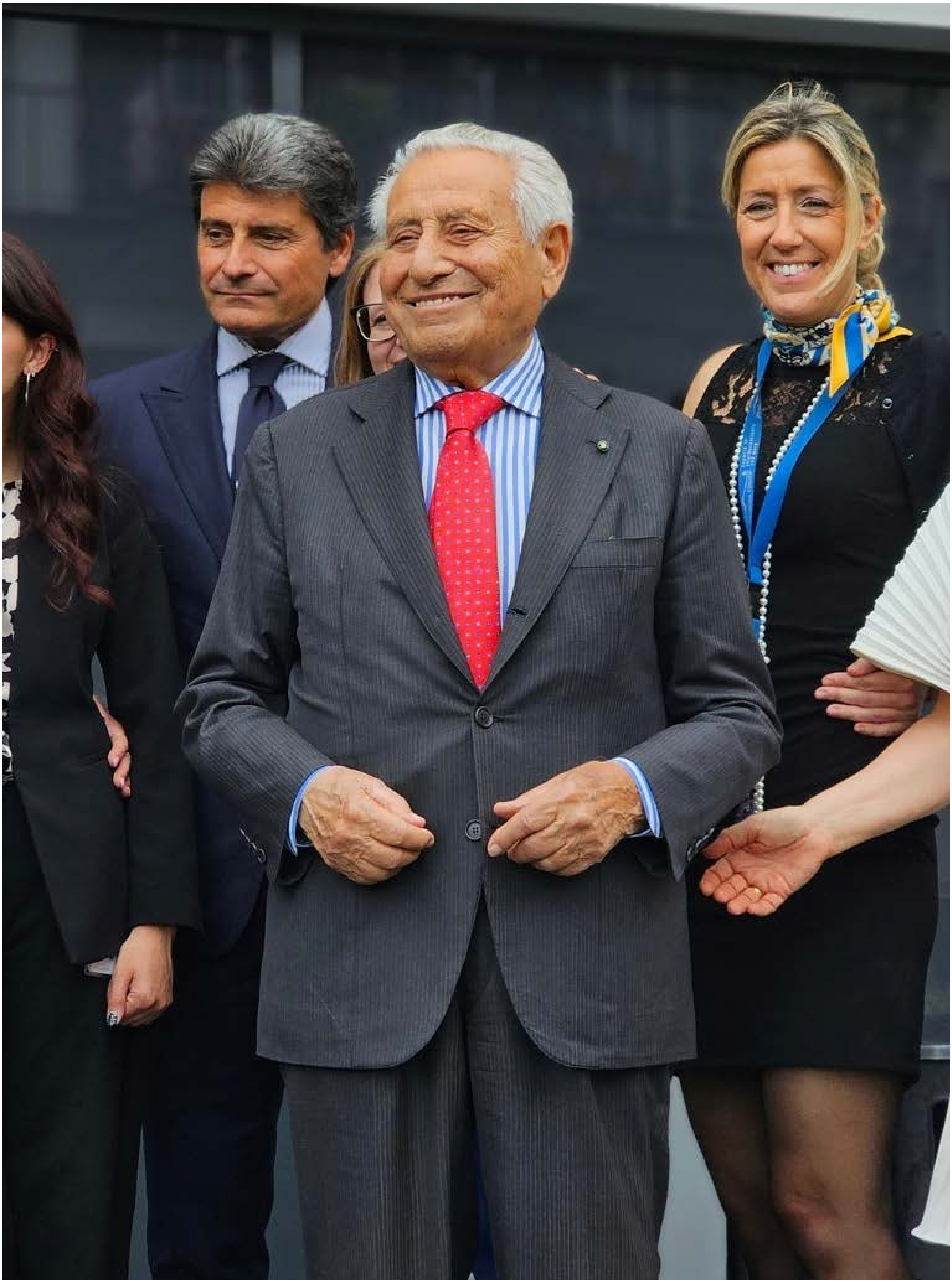
Every business decision is taken whilst consistently upholding the loyalty and integrity that have always distinguished the Group.

FIGHT AGAINST CORRUPTION AND CONFLICTS OF INTEREST

Promoting an ethical work environment represents one of the Group's primary objectives in order to minimise corruption and potential conflicts of interest.

CONFIDENTIALITY OF INFORMATION

The protection of information is ensured through specific policies aimed at guaranteeing data and privacy protection for all our customers and partners.



Management systems, awards and acknowledgements

Over the years, the Group has established a strong and structured organisational system capable of guaranteeing quality, safety and sustainability in its activities, both in Italy and abroad. In confirmation of this progress, the Group has received numerous awards and acknowledgements over time, which highlight both the reliability of its processes and its capacity for innovation, social responsibility and local engagement.

- **9001:2015 Quality Management System**[1], which ensures process efficiency, continuous improvement and customer satisfaction.
- **14001:2015 Environmental Management System**[2], which enables the monitoring, control and reduction of environmental impacts related to business activities.
- **UNI EN ISO 45001:2018 Occupational Health and Safety Management System**[3], which enables the identification, assessment and reduction of risks to workers' health and safety.
- **ISO 13485:2021 Medical Devices Quality Management System**[4], which ensures that products are designed, developed, manufactured and distributed in accordance with the highest safety and quality standards, safeguarding patient health and ensuring regulatory compliance.
- **UNI/PdR 125:2022 Gender Equality Management System**[5], which sets out guidelines for adopting a corporate gender equality management system designed to foster a fair and inclusive working environment through measurable actions focused on continuous improvement.
- **ISO 27001 Information Security Management System**[6], which certifies the adoption of an information security management system aimed at protecting sensitive data from internal and external threats, reducing cybersecurity-related risks.

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[1] Euromed Pharma S.r.l., Euromed Pharma Services S.r.l., Programmi Sanitari Integrati S.r.l., Farma Carmine Petrone S.r.l., Quick No Problem Parking S.p.A., Si.Ge.A. Costruzioni S.r.l.
[2] Euromed Pharma S.r.l., Pierrel S.p.A., Quick No Problem Parking S.p.A., Si.Ge.A. Costruzioni S.r.l.
[3] Quick No Problem Parking S.p.A., Si.Ge.A. Costruzioni S.r.l.
[4] Euromed Pharma Services S.r.l., Programmi Sanitari Integrati S.r.l., Pierrel S.p.A.
[5] Quick No Problem Parking S.p.A., Si.Ge.A. Costruzioni S.r.l.
[6] Petrone Group S.r.l.

- **EcoVadis Bronze Medal:** Euromed Pharma and Euromed Pharma Services were awarded the EcoVadis Bronze Medal for their commitment to corporate sustainability, covering the areas of environment, labour practices and human rights, ethics and sustainable procurement, ranking among the top 35% of the companies assessed.

- **Good Distribution Practice (GDP)**[7], which certifies compliance with the European guidelines for the correct distribution of medicinal products, ensuring high standards of quality, safety and traceability throughout the pharmaceutical supply chain.

- **Good Manufacturing Practice (GMP)**[8], which ensures that products are manufactured consistently and under control, in compliance with quality, safety and hygiene standards. The adoption of GMP ensures traceability of production processes, appropriate staff training, control over raw materials and accurate management of production environments.

- **Better Stands Gold** – awarded to the Petrone Group, Euromed Pharma and Pharmaidea-branded stand exhibited at CPHI Frankfurt 2025. This result stemmed from the use of recycled or reusable materials in the construction of the stand, making a tangible contribution to reducing waste associated with single-use exhibition structures.

- **Green Economy Award**, award for Excellence, Sustainability and Well-being organised by the For Human Community Association. The Petrone Group was selected among the top five national companies in the “Medium Enterprises for Environmental Sustainability” category for its Headquarters construction project.

- Pierrel S.p.A. obtained **an ESG Score of 74 out of 100 from Cerved** (high performance), as evidence of its excellent results in relation to corporate sustainability.

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[7] Euromed Pharma UK Ltd., Euromed Pharma Spain SL, Euromed Pharma Ireland Ltd., Euromed Pharma DACH GmbH, Euromed Pharma France, and Euromed Pharma Portugal Lda.
[8] Euromed Pharma Services S.r.l., Euromed Pharma France, Pierrel S.p.A.

Trends and the 2030 vision

At a stage in which its sustainability journey is becoming increasingly consolidated, the Group continues to work towards defining a shared vision aimed at further integrating ESG matters into the industrial, operational and supply-chain decisions of all Group companies. From this perspective, its medium- to long-term objectives focus on strengthening its ability to measure and manage environmental and social performance, improving the ESG maturity of Group companies and the supply chain, progressively aligning international companies with shared priorities, and increasing the direct involvement of people and the communities in which the Group operates.

From an environmental perspective, this journey involves reducing dependence on fossil fuels, including through investments in photovoltaic systems, and defining climate targets aligned with the Group Plan. These include achieving net zero Scope 1 and Scope 2 emissions for Euromed Pharma by 2028, as well as longer-term emissions reduction targets for Euromed Pharma Services by 2034 and Euromed Pharma by 2035, in line with targets set under the SBTi framework.

At the same time, the Group is strengthening dialogue with suppliers, encouraging the adoption of increasingly structured assessment tools and expanding partnerships with local organisations, based on the belief that sustainability is a shared journey towards growth, resilience and long-term value creation.

3 HEALTH AND WELL-BEING

The Group actively contributes to promoting health and well-being through the production and marketing of pharmaceuticals, placing health at the centre of its core business. In addition, the Group promotes the health and safety of its people through dedicated initiatives, including preventive healthcare programmes such as cancer screening, as well as awareness-raising activities on occupational health and safety.

4 QUALITY EDUCATION

The Group continuously invests in the training of its employees, promoting continuous learning and professional development programmes, aimed at nurturing talent, increasing skills and fostering a company culture founded on knowledge.

5 GENDER EQUALITY

The Group has introduced a DEI (Diversity, Equity & Inclusion) policy to promote a fair and inclusive working environment, valuing diversity and fostering gender equality at every organisational level.

7 AFFORDABLE AND CLEAN ENERGY

The Group has made significant investments in the construction of photovoltaic plants, contributing to the reduction of its carbon footprint and promoting a more sustainable energy model. In addition, through the installation of charging stations for electric vehicles at the Headquarters, the Group is encouraging the adoption of clean energy and sustainable mobility by its employees.

8 DECENT WORK AND ECONOMIC GROWTH

The Group, through its support for local communities, promotes initiatives designed to offer young people facing difficulties with the opportunity to acquire valuable skills for their integration into the workforce, generating a positive impact on the local area.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

The Group designed the offices of the Headquarters according to the principles of innovation and sustainability, incorporating advanced technological solutions such as a high-performance envelope, natural insulating materials, intelligent lighting and a photovoltaic system, contributing to the development of resilient and efficient infrastructure.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

The Group adopts a structured Green Procurement policy, applied to all the companies and across the entire supply chain, steering purchasing towards environmental, social, economic and governance sustainability criteria, with the aim of reducing negative impacts along the entire product life cycle.

13 CLIMATE ACTION

The Group constantly monitors its energy consumption and greenhouse gas emissions, including Scope 1, 2 and 3 emissions, with the aim of progressively reducing them and actively contributing to the fight against climate change.

17 PARTNERSHIPS FOR THE GOALS

The Group has entered into strategic partnerships and introduced a Supply Chain Management system, integrating sustainability criteria into supplier selection processes to promote a responsible supply chain.

Double Materiality Assessment

SBM2; SBM3; IRO1

In line with European regulations (CSRD) and Legislative Decree 125/2024, the Petrone Group has adopted the principle of double materiality as the foundation for identifying the environmental, social and governance topics to be reported.

Double materiality combines two perspectives:

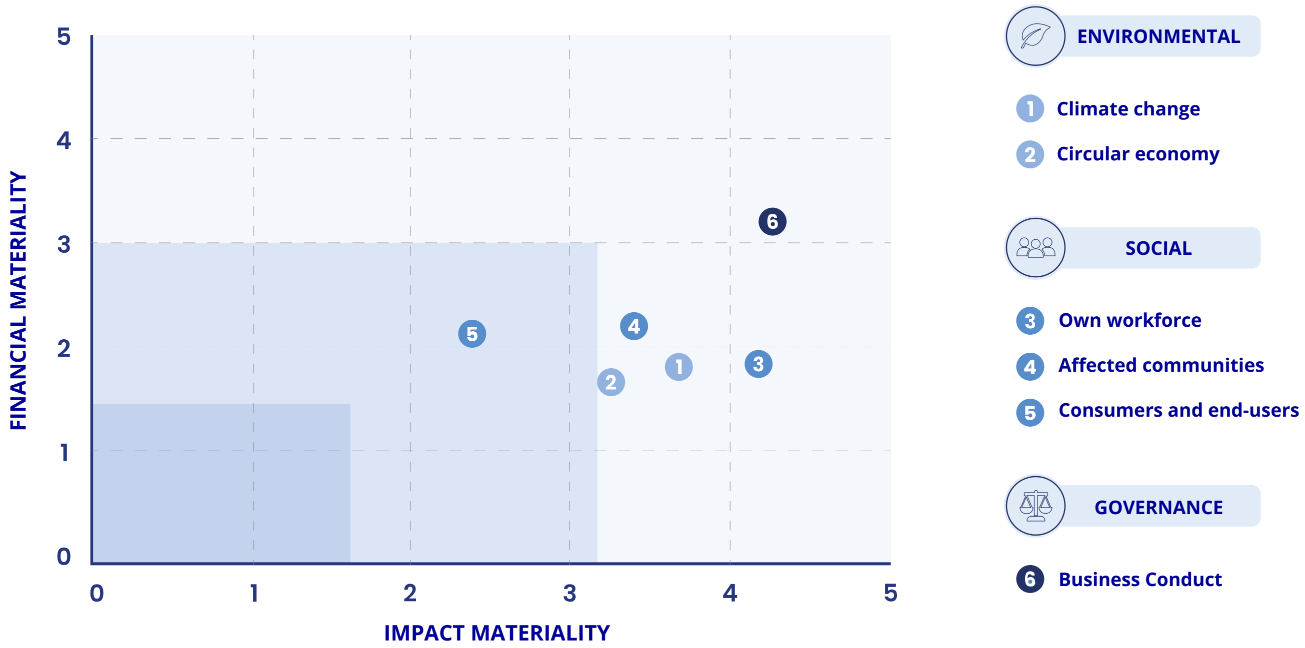
- **Impact materiality (inside-out)**: which assesses the positive and negative effects that the enterprise generates on the environment, people and society;

- **Financial materiality (outside-in)**: which analyses how sustainability matters affect the enterprise's economic performance.

This approach has enabled the enterprise to more precisely identify the topics relevant to the organisation and its stakeholders, fostering transparency, accountability and strategic vision. To achieve these results, the Group actively engaged all its internal and external stakeholders through structured surveys, enabling the collection of their views on the material environmental and social impacts. The Group identified its stakeholders as individuals or groups whose interests are or could be affected, positively or negatively, by the undertaking's activities and by its direct and indirect business relationships across the value chain. The stakeholder categories identified for the 2024 Sustainability Report, and which remain valid for 2025, are set out below.

In preparation for 2025 reporting, Petrone Group updated its **financial materiality assessment** with the support of the consultancy firm Up2You. n in-depth context analysis was conducted for each sector in which the Group companies operate, with the aim of identifying additional relevant sustainability matters. By comparing the findings with the evidence from the previous reporting period, this process enabled the Group to identify **new risks and opportunities for the business**, as presented in the table in the Appendix.

The results are presented in the double materiality matrix below.



At the same time, the **material sustainability matters** were reviewed. Compared with the previous reporting period, **Biodiversity and ecosystems and Pollution** were excluded from the Group's reporting scope. This decision was based on an in-depth assessment which found that these matters are relevant only to specific operating entities and are not material across all Group companies. Accordingly, no need was identified to retain dedicated disclosures on these matters at consolidated level.

ENVIRONMENT AND CLIMATE CHANGE

CLIMATE CHANGE

The transition towards a low-carbon economy is no longer a future prospect: it is already under way and requires concrete, measurable and consistent action. Petrone Group is contributing to this transition through a progressive and pragmatic approach, recognising that its presence in sectors with high social value – from pharmaceutical distribution to healthcare and care facilities – entails a direct **environmental responsibility** towards the local areas and communities in which it operates.

Processes for identifying and managing climate-related impacts

E1-IRO1; E1-SBM3

In managing climate change, the Group is placing increasing focus on the **direct and indirect impacts generated by its activities**. The Double Materiality Assessment confirmed greenhouse gas emissions and energy consumption as key material matters around which the Group's approach to identifying and assessing impacts, risks and opportunities (IROs) is structured.

In recent years, the Group **has developed a structured process for mapping and calculating its carbon footprint,** covering Scope 1 and Scope 2 emissions and, from the 2024 reporting year onwards, Scope 3 emissions across the value chain. This work, carried out with the support of a specialist consultancy firm, enabled the Group to establish an emissions baseline against which future decarbonisation actions can be developed.

The Group monitors energy consumption and emissions through **an integrated reporting system that enables it to track its main environmental KPIs.** Sustainability management is not viewed merely as a regulatory compliance requirement, but as a strategic lever for enhancing competitiveness, reducing operating costs and strengthening the Group's reputation among patients, customers and investors.

The Group has assessed that its assets and activities may be exposed to climate-related physical risks, including extreme weather events and longer-term changes in climate patterns. It also recognises potential exposure to transition risks, including regulatory, technological and market-related risks, which could affect its operations in the coming years. Formal time horizons for assessing these risks have not yet been established, nor has a structured climate scenario analysis aligned with the Paris Agreement been carried out. These activities are expected to form part of the development of the Group's future Transition Plan.

Commitments to climate change mitigation

E1-1, E1-2, E1-3, E1-GOV3, MDR-PAMT, E1-5

The Group has embarked on a structured pathway to advance environmental sustainability, with the aim of contributing actively to the fight against climate change, progressively aligning with the criteria of the EU Taxonomy and supporting the commitments under the Paris Agreement to limit the increase in global temperatures.

Although a climate change mitigation policy and Transition Plan have not yet been formally adopted, the Group has already initiated preparatory activities with a view to defining and adopting them in the coming years. Similarly, a structured decarbonisation plan incorporating short- and long-term emissions reduction targets has not yet been established.

Consistent with this transitional phase, climate-related considerations are not currently factored into the remuneration of members of the administrative, management and supervisory bodies, nor has the Group yet introduced remuneration incentive mechanisms linked to climate objectives or environmental ESG performance.

Within the Group, however, certain companies have already embarked on more structured climate-related pathways. In particular, Euromed Pharma Services and Euromed Pharma have joined the **Science Based Targets initiative (SBTi)**, formalising their commitment to setting science-based emissions reduction targets.

At the same time, some Group companies manage climate change mitigation through structured environmental policies and specific certifications, including UNI EN ISO 14001:2015, adopted by Euromed Pharma S.r.l. and Pierrel S.p.A. The **Integrated Quality and Environment Policies** currently in place ensure that environmental impacts are taken into account in operational activities, supported by continuous monitoring and objectives focused on environmental protection, pollution prevention and compatibility with the surrounding community.

The Group also demonstrates a tangible commitment to reducing its environmental impact through a number of initiatives already under way. These include the calculation of greenhouse gas emissions, the progressive electrification of the company fleet where feasible, and the implementation of energy efficiency measures.

Further actions concern the procurement of energy from renewable sources, pursued both through the installation of photovoltaic systems and through the purchase of Guarantees of Origin (GOs). In particular, in 2025 Euromed Pharma purchased Guarantees of Origin for the first time to cover its entire electricity demand, marking a significant step towards the use of certified renewable electricity.

Consistent with its commitment to reducing the environmental footprint of its operations, the Group has launched a number of operational initiatives tailored to the specific characteristics of its various local entities:

- Energy efficiency and IT rationalisation: measures include **the widespread installation of LED lighting, the replacement of obsolete systems** with lower-impact equipment and the promotion of more responsible energy use. n this context, the Group companies operating in Spain have placed particular emphasis on reducing non-essential computer peripherals. This helps limit the generation of electronic waste and reduces the carbon footprint associated with the manufacture and transport of new devices;

- Circular economy and responsible waste management: systematic separate waste collection is in place at operating sites and in common areas. Initiatives include the **gradual phase-out of single-use plastics, the use of environmentally sustainable materials**, such as biodegradable couch rolls at the centres, and the implementation of **reverse *logistics processes* to support the reuse of packaging and electronic devices** used across the logistics chain;

- Digitalisation and dematerialisation of processes: to improve operational efficiency and meet the standards required by institutional partners, the Group is progressively **replacing paper-based document management** with **integrated digital platforms**, significantly reducing paper and toner consumption.

Finally, the Group has progressively invested in the development of sustainable infrastructure. Key initiatives include the expansion of its photovoltaic capacity and the achievement, in 2023, of LEED Silver certification for its Naples headquarters. These choices reflect an integrated approach in which environmental sustainability is embedded in the Group’s strategic and operational decision-making.

From a technical perspective, the Headquarters building incorporates a range of engineering solutions designed to minimise environmental impact:

The high-performance building envelope is made using natural insulating materials, including hemp and Porotherm, and features extensive glazed surfaces to maximise natural daylight. The centralised VRF heating and cooling system operates in conjunction with an intelligent lighting system equipped with occupancy sensors. The building's photovoltaic system covers approximately 32% of its total energy demand, contributing to the site's energy self-sufficiency;

Water consumption is optimised through sensor-operated taps and an automated irrigation control system based on actual water requirements. Dedicated systems also enable rainwater harvesting for toilet flushing and irrigation, helping to eliminate unnecessary water use;

The office spaces include dedicated areas designed to support acoustic privacy and employees' physical and psychological well-being. The building also features vertical gardens containing more than 300 Mediterranean plants, designed to improve thermal insulation and indoor air quality, together with equipped outdoor green spaces;

To mitigate emissions associated with commuting, the site is equipped with showers and dedicated bicycle parking facilities. Employees also have access to a company-owned electric Fiat 500, which can be conveniently charged at the two charging points installed on site.

Energy consumption

Recognising the importance of **responsible energy consumption management**, the Group is committed to continuously monitoring resource use with the aim of progressively reducing its environmental externalities. In this context, particular attention is given to electricity consumption, which is mainly attributable to Pierrel's production facility and to the warehouses used by the various Group companies for goods storage.

Total electricity purchased by the Group during the year amounted to **18,555,165 kWh**, up **16%** compared with the previous year. This increase was mainly due to the expansion of the reporting scope to include **foreign companies** for the first time (+3% contribution to the overall change), the commissioning of the **Liscate warehouse** (+7% contribution) and the opening of **Pierrel's 3M** production line (+7% contribution).

To ensure maximum transparency in reporting, data on the composition of the Italian contractual energy mix, representing 97% of the Group's consumption, were obtained directly from utility bills and therefore from the energy supplier, enabling an accurate mapping of the primary energy sources used.

PRIMARY ENERGY SOURCES USED	ENERGY MIX COMPOSITION BY CONTRACT
Renewable sources	8.04%
Coal	11.88%
Lignite	0%
Natural gas	66.51%
Petroleum products	1.11%
Nuclear	5.03%
Other sources	7.43%

The Company demonstrates a strong commitment to the energy transition through a significant share of **self-generated renewable electricity**, supported by targeted investments aimed at increasing the energy autonomy and resilience of its operations. Within this framework, **Euromed Pharma** stands out as the first Group company to have acquired **Guarantees of Origin (GOs)** certified by the GSE, thereby ensuring that its electricity supply is fully certified as renewable. This milestone represents an important step forward in strengthening the Group's decarbonisation and responsible energy procurement strategy.

TYPE OF RENEWABLE ENERGY USED	QUANTITY (KWH)
Guarantees of Origin (Euromed Pharma warehouse)	**75,009**
Self-generated renewable electricity	**1,698,006**

With regard to self-generation, the Group operates **a total of eight photovoltaic systems for the production of renewable electricity for self-consumption, together with Pierrel's trigeneration plant**. Specifically, the network includes three systems in Pozzuoli installed on buildings A, B and C and serving Euromed Pharma, Farma Carmine Petrone and Euromed Pharma Services; the Euromed Pharma Services system in Grezzago (Milan); the Euromed Pharma Spain system; Pierrel's plant in Capua (Caserta); the Petrone Group system located at the Naples Headquarters; and the Centro Futura system in Via Taddeo da Sessa, Naples. During the year, these photovoltaic systems **generated and supplied for self-consumption 1,698,006 kWh** of renewable electricity, **equal to 8.4% of the Group's total energy requirements**, contributing to the energy self-sufficiency of its sites and reducing its overall carbon footprint.

Compared with 2024, renewable electricity generated and consumed on site increased by **688,947 kWh (+68%)**, raising **the share of the Group's energy requirements met through self-generated renewable electricity from 6.4% to 8.4%**. This result mainly reflects the contribution of Pierrel's photovoltaic system, which accounted for 61% of the overall increase and reached full operating capacity during the year.

Looking at overall consumption, in 2025 the Group increased its revenue by **(+18%)**, at a rate more than proportional to the increase in its total energy requirements, which rose by **16% *on a restated* basis compared with 2024**.

GHG emissions

In 2025, the Group continued its alignment with the ESRS, strengthening the **transparency and methodological robustness** of its greenhouse gas emissions reporting. In particular, both the corporate perimeter included in the calculation, extended to all foreign companies including those outside the EU, and the emissions categories considered were expanded, based on their relevance to the individual Group entities.

These developments were guided by a **gap analysis** performed on the 2024 data, which identified the main areas for improvement. The most significant methodological developments included the introduction of upstream transportation estimates for companies making *non core* purchases and the customisation of the data collection platform (CliMax), aligned with the Group's management systems to make the process more structured and efficient.

These improvements significantly enhanced the completeness and reliability of the Group's carbon footprint measurement.

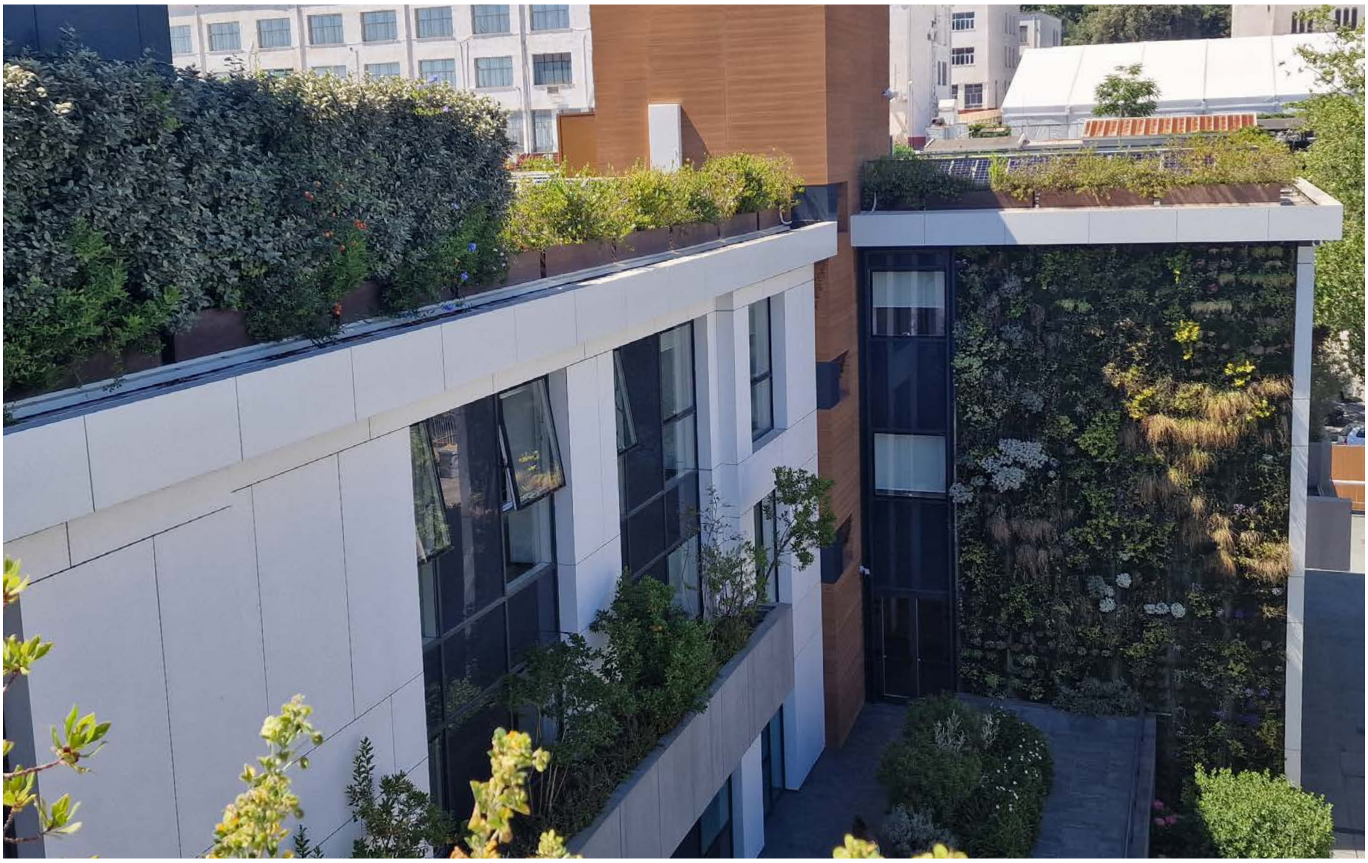
The completion of the assessment scope, methodological refinements and closure of the identified gaps made it necessary to restate the 2024 data to ensure appropriate comparability with the 2025 reporting period.

In 2025, the Group also developed a **GHG emissions intensity** metric, calculated as the ratio of total CO_2 emissions, determined using the operational control approach, to the volume of business generated, calculated as the sum of company revenues and financial income, the latter mainly relating to holding companies operating in the investment sector. This metric enables the Group to monitor changes in its environmental efficiency in relation to business growth.

With regard to direct emissions (**Scope 1**) and indirect emissions (**Scopes 2 and 3**), the reporting scope was extended to include the Group's foreign legal entities, specifically *Euromed Pharma US, Euromed Pharma APAC* and *Euromed Pharma Portugal*.

The total greenhouse gas emissions for Scope 1, Scope 2 and Scope 3 are presented below. For Scope 2, a breakdown is also provided according to the **location-based** and **market-based** approaches, together with total emissions (Scope 1 + 2 + 3) calculated using both approaches.

EMISSIONS CATEGORY	UNIT OF MEASURE	QUANTITY OF GHG EMISSIONS
Scope 1	**tonnes of CO_2 equivalent**	**3,092**
Scope 2 – Location based	**tonnes of CO_2 equivalent**	**4,692**
Scope 2 – Market based	**tonnes of CO_2 equivalent**	**8,066**
Scope 3	**tonnes of CO_2 equivalent**	**341,899**
Total – Location based	**tonnes of CO_2 equivalent**	**349,683**
Total – Market based	**tonnes of CO_2 equivalent**	**353,056**



Scope 1

The Group's Scope 1 emissions increased by **10% overall compared with 2024**. While natural gas consumption remained broadly unchanged, the increase was mainly attributable to higher emissions from fuels used by the corporate fleet and from refrigerant gases. The increase in fuel-related emissions accounted for **6% of the overall change**, primarily due to the expansion of the reporting scope. The increase in emissions associated with refrigerant gas leakage accounted for approximately **5% of the total change** in Scope 1 emissions, mainly as a result of the opening of Euromed Pharma Services' new Liscate warehouse in 2025.

EMISSIONS CATEGORY	UNIT OF MEASURE	QUANTITY OF GHG EMISSIONS
Natural gas	**tonnes of CO_2 equivalent**	**2,070**
Company vehicles	**tonnes of CO_2 equivalent**	**614**
Refrigerant gases	**tonnes of CO_2 equivalent**	**393**
Other direct consumption	**tonnes of CO_2 equivalent**	**15**
Total	**tonnes of CO_2 equivalent**	**3,092**

Scope 2

The calculation of indirect emissions from purchased electricity consumption was carried out in accordance with the GHG Protocol, using both the location-based and market-based methods:

- **Location Based**: applies a national average emission factor to the electricity consumed, based on the energy mix of the country in which the company operates.

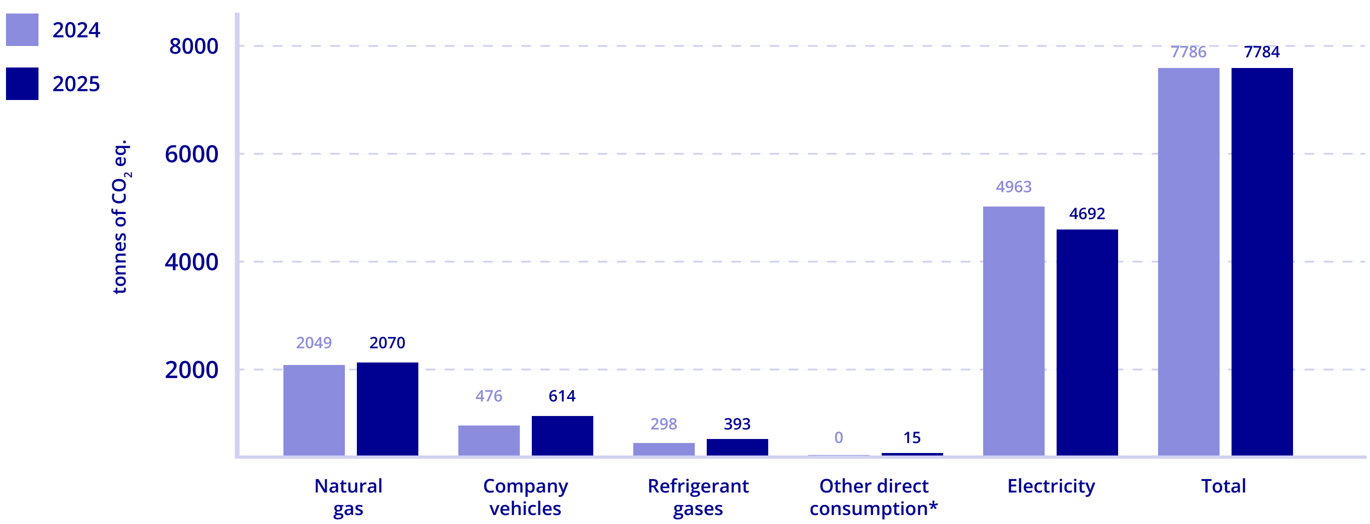
- **Market Based**: also takes into account electricity from renewable sources purchased directly by the company through Guarantees of Origin certified by the GSE.

EMISSIONS CATEGORY	UNIT OF MEASURE	QUANTITY OF GHG EMISSIONS
Scope 2 – Location based	**tonnes of CO_2 equivalent**	**4,692**
Scope 2 – Market based	**tonnes of CO_2 equivalent**	**8,066**

As a result of the increase in electricity consumption discussed in the previous section, Scope 2 emissions calculated using the **market-based** method increased by **+9%** compared with 2024, after taking into account the Guarantees of Origin purchased. By contrast, emissions calculated using the **location-based** approach decreased by **-5,5%**, mainly due to the reduction in Italy's average national emission factor as a result of the decarbonisation of the national energy mix.

Overall, total **Scope 1 and Scope 2 location-based emissions** remained **stable** year on year, as shown in the chart below.

2024 vs 2025 Comparison: Scope 1 and Scope 2



Scope 3

The Group's indirect value chain emissions (Scope 3) are broken down below by the reporting categories considered relevant to the Group:

CATEGORY	UNIT OF MEASURE	QUANTITY OF GHG EMISSIONS
3.1 Purchased goods and services	tonnes of CO_2 equivalent	299,491
3.2 Capital goods	tonnes of CO_2 equivalent	6,904
3.3 Extraction and transport of energy	tonnes of CO_2 equivalent	1,231
3.4 Upstream transport and distribution	tonnes of CO_2 equivalent	8,756
3.5 Waste generated in operations	tonnes of CO_2 equivalent	504
3.6 Business travel	tonnes of CO_2 equivalent	470
3.7 Employee commuting	tonnes of CO_2 equivalent	1,076
3.9 Downstream transport and distribution	tonnes of CO_2 equivalent	16,956
3.11 Use of sold products and services	tonnes of CO_2 equivalent	39
3.12 End-of-life treatment of sold products	tonnes of CO_2 equivalent	1,475
3.15 Investments	tonnes of CO_2 equivalent	4,997
Total Scope 3 emissions		**341,899**

Following the gap analysis described above, the main methodological developments for the 2025 reporting year concerned:

- the inclusion of the three foreign companies previously excluded from the reporting scope;
- the extension, using estimates, of Category **3.4 "Upstream transportation and distribution"** to companies making non-core purchases;
- the introduction of Category **3.12 "End-of-life treatment of sold products"** for Pierrel;
- the inclusion of additional emissions categories not reported in the previous year.

The expansion of the reporting scope resulted in an overall **43% increase in Scope 3 emissions compared with the previous year**. However, on a like-for-like basis against restated **2024 *data, Scope 3 emissions decreased by* (-2%)**.

Category **3.1 "Purchased goods and services"** continues to account for the largest share of emissions, representing approximately 88% of total Scope 3 emissions. This is consistent with the Group's operating model, which is primarily characterised by commercial activities requiring the purchase of significant volumes of medicines and other pharmaceutical products.

For this category, the change in reporting scope accounted for 39% of the total increase referred to above.

The next most significant categories are **3.4 – Upstream transportation and distribution and 3.9 – Downstream transportation and distribution**, which together account for approximately 8% of total Scope 3 emissions. This is also consistent with the nature of the Group's business, which involves significant procurement and distribution flows across the value chain.

The increase recorded in these categories reflects both higher activity volumes at certain Group companies, including Euromed Pharma Services, Euromed Pharma Spain and Pierrel, and the expansion of the reporting scope. In particular, in 2025 upstream transportation emissions associated with purchased goods and services were estimated for all companies making non-core purchases. Overall, the increase in emissions from Categories 3.4 and 3.9 contributed approximately **5 percentage points** to the total increase in the Group's Scope 3 emissions.

Categories **3.2 – Capital goods and 3.15 – Investments** account for only a residual share of total Scope 3 emissions. Both decreased compared with the previous year, slightly offsetting the Group's overall increase in Scope 3 emissions.

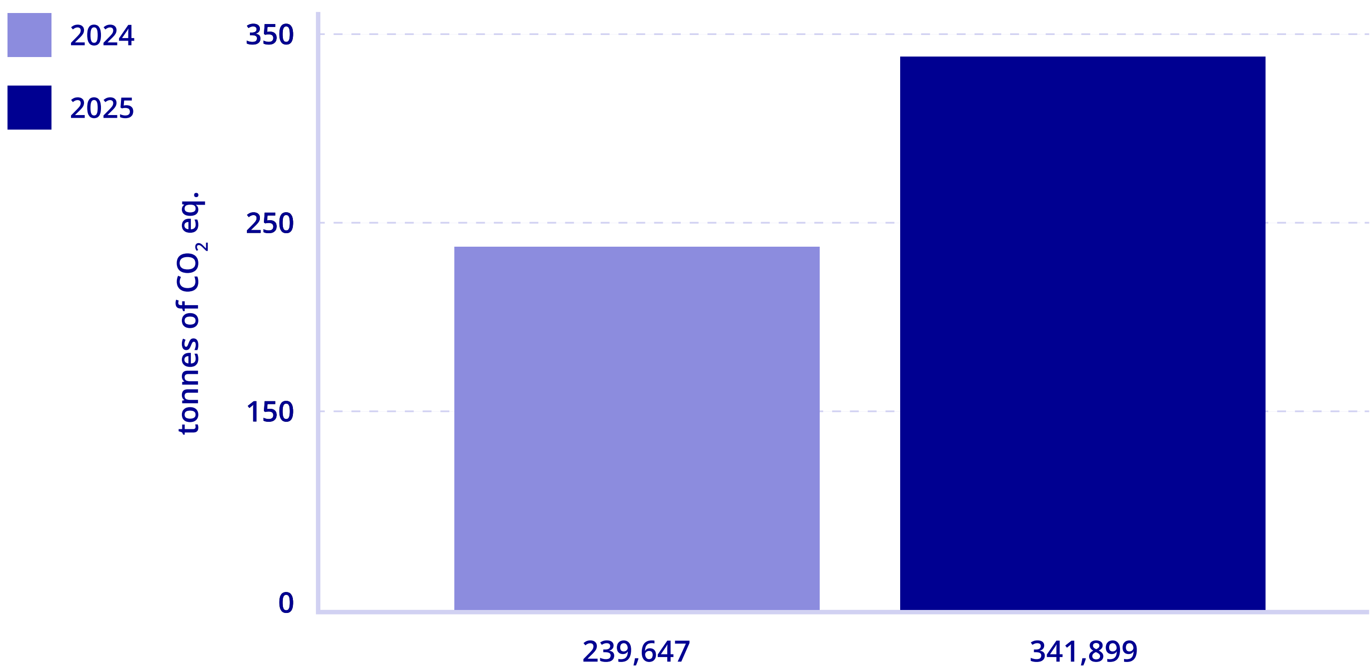
The 2025 Sustainability Report also introduced Category **3.12 "End-of-life treatment of sold products"** for Pierrel, the Group's only manufacturing company. This category includes the quantification of emissions associated with the treatment and disposal of packaging for the pharmaceutical products manufactured at the plant.

Lastly, for Category **3.7 "Employee commuting"**, the Group continued to use an internal survey addressed to the entire workforce, with the dual aim of collecting the data required to calculate emissions and actively engaging employees on sustainable mobility matters.

Overall, 2025 marked a further step forward in the process, launched in 2024, of consolidating and progressively harmonising the Group's Scope 3 emissions reporting.

The chart below presents the figures for the last two years.

2024 vs 2025 Comparison: Scope 3



Group GHG emissions intensity

The table below compares GHG emissions intensity for 2024 and 2025, based on the criteria described above.

EMISSIONS CATEGORY	EMISSIONS INTENSITY 2024 ($kgCO_2e$/€)	EMISSIONS INTENSITY 2025 ($kgCO_2e$/€)
Total	**0,353**	**0,413**

In 2025, a **17% increase in the Group's emissions intensity** was recorded as a result of the expansion of the reporting scope; however, when compared with *restated* 2024 data, a **decrease** in $kgCO_2e$/€ over the two-year period **of 18%** was recorded.

CIRCULAR ECONOMY AND RESOURCE MANAGEMENT

In a context of steadily increasing pressure on natural resources, the transition from a linear to a circular model represents one of the most significant challenges for any complex organisation. Petrone Group addresses this challenge through practical measures embedded in its day-to-day operations, ranging from packaging management in pharmaceutical warehouses and material recovery at production sites to reuse initiatives promoted across corporate offices.

Commitment to the circular economy

E5-IRO1; MDR-PAMT; E5-1; E5-2; E5-5

The Group has assessed its assets and activities to identify actual and potential impacts, risks and opportunities related to the circular economy, both within its own operations and across the upstream and downstream value chain. The methodologies and tools used for this assessment have not yet been formally structured, nor has a formal stakeholder consultation process been carried out on these matters.

The Group has not yet adopted specific formal policies for managing the material topic of the circular economy, nor has it defined measurable metrics or targets relating to this matter for the 2025 reporting period. These are planned to be developed over the coming years.

As part of its sustainable sourcing approach, the Group promotes **separate waste collection** in offices, the **disposal of waste through authorised waste management operators and the reuse of materials wherever possible**. Euromed Pharma Services reuses cardboard boxes received from suppliers for its own shipments, while Tenuta Melofioccolo carries out educational activities for children using recycled materials.

Circular economy initiatives already in place across the Group include:

- **Reduction of electronic** waste through a programme under which decommissioned refurbished PCs from Group offices are made available to employees, involving approximately 100 units to date;

- Euromed Pharma Services **reuses** approximately 50% of the **packaging received from customers**, uses packaging containing at least 80% recycled material and employs protective filling materials containing 50% recycled content;

- Euromed Pharma Spain adopts **circular economy practices** by promoting the use of recyclable packaging materials, including HDPE, Neopor, Plakene and VIP panels, and participates in the SIGRE system for the responsible management of pharmaceutical packaging.

The Group has also reduced paper consumption through the use of digital signatures, electronic archiving and exclusively recycled toilet paper, contributing to the avoidance of a significant amount of emissions. Special waste management likewise prioritises material recovery and separate waste collection across all sites, in accordance with the applicable EWC codes.

Resource outflows

In line with circular economy principles, the Group **continuously monitors resource inflows and outflows throughout the life cycle of its activities**, with the aim of progressively reducing its environmental externalities through the **responsible use of materials**.

With regard to resource outflows, waste management is governed by standardised internal procedures designed to ensure full traceability and appropriate transfer to authorised operators. Across all Group sites, **separate waste collection and material recovery are consistently prioritised in accordance with the applicable EWC codes**.

The consolidated quantitative data below cover all waste generated by the Group during the 2025 reporting period, broken down between hazardous and non-hazardous waste. For the first time, the scope also includes waste generated at Si.Ge.A. Costruzioni construction sites:

2025 WASTE	QUANTITY (Kg)
Hazardous waste	44,276
Non-hazardous waste	1,106,173
Total	1,150,449

To ensure transparent reporting, a detailed breakdown of the main categories of waste generated is provided below. Specifically, the seven largest waste categories by total volume are presented:

MAIN TYPES OF WASTE GENERATED BY THE GROUP	QUANTITY (Kg)
Mixed construction and demolition waste (17.09.04)	5,180,994
Bituminous mixtures other than those mentioned in 17.03.01 (17.03.02)	325,920
Medicines other than those mentioned in 18.01.08 (18.01.09)	252,229
Mixed packaging (15.01.06)	252,102
Cardboard packaging (15.01.01)	244,450
Chemicals other than those mentioned in 18.01.06 (18.01.07)	189,940
Plastic packaging (15.01.02)	99,550

The 2025 dataset includes Si.Ge.A. Costruzioni, meaning that the year-on-year comparison is not fully representative of the underlying trend.

However, on a like-for-like basis compared with 2024, waste generated (kg) still increased by **62%**. This increase was mainly attributable to two factors: the opening of Euromed Pharma Services' Liscate (Milan) warehouse and the ramp-up of Pierrel's new 3M department, a one-off event that generated a high volume of waste during the *test-run* phase.

PEOPLE AND LOCAL COMMUNITIES

OWN WORKFORCE

The people who work for Petrone Group are the **driving force behind its development and a key enabler of its mission** across the pharmaceutical, healthcare and rehabilitation sectors. The Group recognises that **creating a fair, safe and inclusive working environment** is not only an ethical responsibility, but also a fundamental condition for **generating long-term value, attracting talent and maintaining stakeholder trust**.

Impacts, risks and opportunities related to the own workforce

S1-SBM3

As part of the Group's materiality assessment, responsible workforce management emerged as one of the most material matters, both in terms of actual impacts and stakeholder expectations. This reflects the nature of the Group's activities, which are largely concentrated in sectors that rely heavily on skilled labour, from pharmaceutical trading and distribution to specialist rehabilitation services, where the quality, motivation and stability of the workforce directly affect the quality of services provided.

The workforce subject to material impacts includes all employees as well as non-employee workers, including coordinated and continuous collaborators, self-employed workers and members of Boards of Directors. The main positive impacts identified relate to **the creation of skilled and stable employment, continuous employee training and the promotion of an organisational culture based on inclusion and gender equality**. In terms of risks, the Group has identified several areas requiring attention, including the high turnover rate in certain more operational business units, the challenge of harmonising HR standards and practices across a broad and complex corporate structure, and the need to further formalise workforce engagement processes so that they can be appropriately monitored and reported. No significant risks relating to forced labour or child labour have been identified in the contexts in which the Group operates.

Policies related to the own workforce

S1-1

From 2025, Petrone Group adopted and formalised its **Diversity, Equity and Inclusion (DEI) Policy**, a Group-wide framework setting out the guiding principles for people management and serving as the main internal reference for all Group companies. The DEI Policy establishes that people-related decisions must be based exclusively on merit and skills, ensuring **fairness and equal opportunities throughout every stage of the employment relationship**, from recruitment and hiring to training, professional development, people management and remuneration. It explicitly prohibits all forms of direct and indirect discrimination and extends beyond the Group's own operations to cover suppliers, customers and other stakeholders.

The operational measures provided for under the Policy include a **remuneration system** based on objective, fair and transparent criteria; a **corporate welfare plan** supporting individual and family well-being; **flexible working arrangements** compatible with different organisational roles; and **periodic employee engagement surveys**. The Policy also provides for a **grievance mechanism** and disciplinary measures in response to inappropriate or offensive conduct, supported by reporting channels that can be accessed safely and without fear of retaliation.

The Policy is aligned with key international provisions on diversity, equity and inclusion, as well as the United Nations Guiding Principles on Business and Human Rights. It is communicated both internally and externally through publication on Group company websites and is subject to periodic review.

Processes for engaging with the own workforce

S1-2

Petrone Group recognises the active engagement of its employees as a key element in building an inclusive working environment. The main engagement mechanisms include **periodic employee climate surveys**; **individual development discussions** as part of the performance review system; **participatory training activities**; and meetings between the Sustainability Committee, comprising six employees with cross-functional roles, and representatives of the individual business units. These meetings are aimed at gathering needs, feedback and proposals from across the organisation and supporting their integration into the Group's sustainability initiatives and programmes.

The views gathered through these channels inform decisions relating to people policies, welfare and working conditions. Operational responsibility for ensuring the effectiveness of these processes lies with the **HR function**, which reports to senior management.

Channels for raising concerns and remediation

S1-3

Petrone Group has established specific channels through which employees can raise concerns, report issues or seek remedy for negative impacts in the workplace. These include **the corporate whistleblowing system, direct**

reporting to line managers and recourse to the HR function. Overall oversight is entrusted to the Supervisory Body (Organismo di Vigilanza – OdV), which monitors the functioning of these channels and ensures that concerns are addressed appropriately. The Group adopts a zero-tolerance approach to all forms of harassment or offensive conduct, regardless of who perpetrates or experiences such behaviour.

Actions to address material impacts on employees

S1-4

Petrone Group continuously promotes practical initiatives aimed at mitigating risks and generating positive impacts for its own workforce, placing people at the centre of a strategy focused on well-being, inclusion and strengthening team cohesion.

In the areas of training and dialogue, the Group supports skills development through its internal **Academy** and by strengthening partnerships with external training providers, delivering tailored **learning programmes for different organisational levels**. These formal activities are complemented by innovative formats such as "Lunch & Learn" sessions, informal meetings dedicated to professional development and the sharing of practical examples relating to diversity and inclusion.

In 2025, Petrone Group launched a structured upskilling, reskilling and adoption programme aimed at strengthening employee capabilities and supporting the Group's digital transformation. As part of this programme, the Group created the **A(I)cademy**, a cross-functional initiative open to all Group companies, with two editions held during the year and a total of **48 participants**. The initiative represents the first phase of a medium-term programme designed to build foundational skills for the informed and responsible use of artificial intelligence, laying the groundwork for effective adoption in line with applicable legislation. It contributes to value creation by fostering an inclusive culture of innovation and recognising human capital as a strategic driver of transformation.

Also in 2025, the Group invested in managerial development by enrolling three employees, including one based at an international office, in an Advanced Management Program delivered in collaboration with IPE Business School in Naples. The initiative forms part of a structured and high-quality approach to people development aimed at supporting motivation, engagement and talent retention. For Petrone Group, investment in individual development is a key element in enhancing the capabilities of high-potential employees who may progressively take on managerial roles, thereby supporting organisational continuity and sustainable growth. During the year, technical training activities for the commercial business unit also continued, with a focus on updating professional skills, including commercial negotiation. At the same time, a training programme on change management was developed for corporate functions, recognising this area as critical to strengthening the cross-functional skills needed to manage organisational transformation effectively. These initiatives helped create value by fostering adaptability, resilience and change management capabilities, all of which are essential to turning challenges into opportunities for growth for both employees and the Group.

The Group's commitment to learning and development is reflected in positive average training hours across all entities, with particularly strong results in rehabilitation facilities, where training is closely linked to mandatory clinical and professional development requirements. With regard to **inclusion and the promotion of diversity**, the Group actively supports awareness-raising initiatives against all forms of violence, implementing both symbolic and practical measures across its sites, including the installation of red benches and the establishment of a partnership with **Fondazione Libellula**.
Through this partnership, launched in 2025, the Group takes part in structured awareness and training programmes focused on diversity, inclusion and the prevention of gender-based violence, with the aim of fostering an organisational culture grounded in respect, equity and the prevention of discriminatory or offensive conduct.

In particular, the initiatives promoted include workshops, discussion sessions and awareness-raising tools for Group employees, aimed at recognising and addressing stereotypes and bias and at fostering respectful relationships in the workplace. The Group also organises opportunities for dialogue with experts and inspirational figures from academia and sport, encouraging reflection on the value of resilience and the importance of creating accessible working environments that respect individual differences.

Relational wellbeing and team-building are supported through experiential days held in informal settings, often also open to employees' families. These initiatives are designed to strengthen interpersonal relationships and improve internal communication through active listening and greater awareness, helping to foster a collaborative and cohesive organisational culture.

With regard to collaboration and teamwork development, which are key for a Group such as Petrone given the high degree of interconnection between roles and business functions, extensive use was made of team-building initiatives during 2025, including outdoor activities.

In particular, a dedicated programme was developed for first- and second-line managers, both in Italy and internationally, within the Pharma Business Unit, with the aim of strengthening collaboration, cross-functional coordination and the ability to work synergistically towards shared objectives.

Overall, these initiatives generated value from a people perspective by fostering an inclusive and participative working environment, strengthening employee engagement and supporting organisational effectiveness through greater cohesion and integration across teams.

Finally, the Group places particular emphasis on **workplace prevention** and **health**. Through partnerships with specialised providers, periodic screening programmes and cancer prevention initiatives are made available to all interested employees, reinforcing the Group's commitment to protecting physical well-being and supporting the health of its people.

Targets related to managing impacts on the own workforce

S1-5

The definition of specific quantitative workforce-related targets is currently being structured and involves several business functions In 2024, the Group established the **Sustainability Committee**, comprising six members with cross-functional responsibilities, which serves as the **organisational body responsible for monitoring ESG performance** and progressively defining measurable targets. The Group's strategic HR priorities focus on training and skills development, promoting awareness of gender equality, and implementing initiatives to improve people retention, with particular attention to business areas most exposed to turnover risk. Targets and progress achieved will be incorporated into future editions of the Sustainability Report.

Characteristics of employees and non-employees

S1-6; S1-7; S1-8; S1-10; S1-11; S1-12; S1-16

As **at 31 December 2025, Petrone Group's workforce comprised a total of 1,113 employees** across 26 operating legal entities in Italy and several European and international countries. The figures are reported on a headcount basis. The **gender distribution** was broadly **balanced**, with 577 men (**52%**) and 536 women (**48%**), reflecting the Group's strong commitment to gender equality as well as the natural workforce composition of the sectors in which it operates.

GENDER	NUMBER OF EMPLOYEES
Men	577
Women	536
Total	1113

With regard to working arrangements, 968 employees (**87%**) are employed on a **full-time contract**, while 142 (**13%**) have a **part-time contract** and 3 are on an hourly contract (French branch). Part-time employment is concentrated mainly in the rehabilitation facilities, where flexible working hours are consistent with the organisational models typically adopted in the healthcare sector.

CONTRACT TYPE	NUMBER OF EMPLOYEES
Full-time contract	**968**
Part-time contract	**142**
Hourly contract	**3**
Total	**1113**

In terms of employment stability, 1,043 employees (**94%**) are employed on permanent contracts and 70 (**6%**) are employed on fixed-term contracts. The overall **employee turnover rate** stands at around **8.5%**[9].

CONTRACT DURATION	NUMBER OF EMPLOYEES
Permanent contract	**1043**
Fixed-term contract	**70**
Total	**1113**

[9]The turnover rate reported refers to employee turnover on exit, calculated for both Italian and international entities using the average number of employees during the period as the denominator.

In addition to employees, the Group's workforce includes **non-employee workers, such as members of Boards of Directors** engaged under coordinated and continuous collaboration arrangements (co.co.co.), self-employed workers, agency workers and interns. Across the 16 companies that engage non-employee workers, there are a total of 444 workers, including 106 self-employed workers. The Group's overall workforce therefore comprises **1,557 people**.

Consistent with its focus on employee well-being, the Group adopts organisational solutions aimed at promoting flexibility and **work-life balance**. These include part-time contracts, flexible start and finish times and, where compatible with the role, agile working arrangements.

Over time, the Group has also introduced remote working arrangements, including fully remote contracts, with the aim of attracting and retaining qualified professionals beyond its traditional geographical recruitment areas. These initiatives help foster an inclusive and flexible working environment, in line with the Group's objectives relating to organisational well-being and business continuity.

All Petrone Group employees working in Italy are employed under the applicable **National Collective Labour Agreements (CCNL)**. The main CCNLs applied vary according to the sector in which each company operates. At international branches, the relevant collective agreements and employment laws in force in the respective countries apply. The Group ensures that all its employees receive **remuneration at least equal to that provided for under the applicable CCNL** or statutory wage standards in the relevant country. The remuneration policy is based on the principles of **objectivity, fairness and transparency**and comprises a **fixed component** determined according to the responsibilities of the role and a **variable component** linked to the achievement of measurable objectives.

All Petrone Group employees working in Italy and European jurisdictions are **covered by statutory social protection schemes** for the following events: unemployment, sickness, occupational accidents and diseases, maternity and paternity, and early retirement due to disability. Coverage is provided through mandatory enrolment in national public social security and insurance institutions, including INPS and INAIL in Italy and equivalent bodies in other countries. No categories of employees without such coverage have been identified.

Diversity indicators

S1-9; S1-15

As at 31 December 2025, Petrone Group's top management comprised a total of **29 people**. The age distribution shows a significant concentration of top management in the over-50 age group, which accounts for 69% of the total (20 people), while the remaining 31% (9 people) are aged between 30 and 50. This distribution reflects a management structure characterised by a high level of experience and seniority.

With regard to gender equality, there is a marked predominance of men, who account for 86% of top management (25 people), compared with 14% women (4 people). This highlights an area for potential improvement in terms of gender balance in senior leadership roles, which the Group may address through targeted actions and development initiatives over the medium to long term.

	MEN	WOMEN	TOTAL
<30 years	0	0	0
30-50 years	9	0	9
>50 years	16	4	20
Total	25	4	29

Petrone Group actively promotes work-life balance, recognising it as a key component of employee well-being. In line with applicable legislation and depending on the relevant contractual arrangements, all employees are entitled to statutory **parental and family leave.** This framework is complemented by a corporate welfare plan designed to support employees' personal and family needs.

Training and skills development

S1-13

For Petrone Group, investing in people is fundamental to ensuring competitiveness, innovation and business continuity. In this context, training is a strategic tool for supporting employees' professional growth and developing the skills required to meet the challenges of an ever-evolving market.

Through the **Petrone Group Academy**, the Group promotes a learning model centred on listening to and engaging its people. Training needs identified by employees and business functions are periodically collected and translated into technical, specialist and managerial development programmes designed to respond effectively to operational requirements and organisational development objectives.

To support skills development, the Group also adopts structured performance review systems, succession plans and back-up mechanisms for key roles, helping to facilitate knowledge transfer and preserve organisational know-how.

During the year, the Group delivered an average of approximately 25 training hours per employee, confirming its commitment to continuous professional development and the growth of its people.

AVERAGE TRAINING HOURS – MEN	AVERAGE TRAINING HOURS – WOMEN	AVERAGE TRAINING HOURS – TOTAL
23.4	26.6	25.2

Overall, the data show a broadly balanced distribution of training opportunities between men and women, demonstrating the effectiveness of the policies adopted to ensure equal access to professional development opportunities.

The planning and delivery of training vary across Group companies according to their respective organisational structures, size and operating characteristics, as well as the specific specialist training programmes implemented during the year. In some entities, dedicated technical, regulatory and managerial programmes resulted in average training hours above the Group average. For international commercial companies, training volumes reflect both differences in the size and structure of local operations and varying levels of uptake of centrally developed training programmes. The Group intends to continue consolidating and standardising training initiatives internationally, with the aim of progressively aligning professional development opportunities across all countries in which it operates.

For further details, please refer to the relevant table in the Appendix.

Occupational health and safety

S1-14

The Group actively promotes a widespread **culture of safety**, continuously raising employee awareness of responsible behaviours. In addition to strict compliance with **Legislative Decree 81/2008**, the Group's commitment is reinforced through the integration of the **Organisational Model pursuant to Legislative Decree 231/2001**, which includes dedicated risk management and periodic reporting functions, thereby ensuring **coverage of 100% of employees**.

Through an integrated approach that assesses both the likelihood and severity of events, the Group systematically maps sensitive activities, both internal and outsourced, within its Risk Activities Matrix. The outcomes of this process are incorporated into the **Risk Assessment Document (DVR)**, which is prepared and updated by the employer with the support of the Head of the **Prevention and Protection Service (RSPP**) and, where required, the **occupational physician**, following consultation with **Workers' Safety Representatives (RLS).** Operational oversight of the prevention system is supported by the RSPP, working in coordination with unit managers and with the involvement of the RLS, in order to monitor the implementation of prevention and protection measures and the effectiveness of the procedures adopted. The system is complemented by health surveillance carried out by the occupational physician and the systematic analysis of occupational accidents and near misses, with a view to continuously improving protection standards and promoting a safe and healthy working environment.

In 2025, 10 occupational accidents involving employees were recorded, resulting in a total of 319 working days lost. There were no fatalities or cases of occupational disease.

Human rights impacts

S1-17

During 2025, no significant incidents of discrimination, unresolved formal grievances or cases of severe human rights violations were reported across any of the entities within the reporting scope that provided data. This outcome reflects the effectiveness of the Group's prevention and listening mechanisms, ranging from its zero-tolerance policy towards all forms of harassment to its whistleblowing channels, which operate under the supervision of the Supervisory Body (OdV).

AFFECTED COMMUNITIES

Since its foundation, Petrone Group's history has been closely intertwined with that of the local area and the people who live there. Consequently, social responsibility has always been a defining trait of a business entity in which **family values and relationships continue to serve as a fundamental asset** and source of competitive advantage – despite operating in an increasingly global market.

Within its business model, the Group has identified a number of material impacts on local communities, particularly within the Campania region, where it has the strongest presence. The Group's actions are driven by the goal of creating value for local areas through initiatives that combine growth of the organisation with social and environmental wellbeing.

Positive impacts include the creation of direct and indirect employment, support for local economic development, and the promotion of social, cultural and environmental initiatives that contribute to improving the quality of life of affected communities. The main potential risks include environmental impacts arising from industrial and logistics activities, as well as the possibility of misunderstandings or shortcomings in dialogue with local stakeholders, which could in turn affect the Group's reputation. At the same time, ongoing engagement with local communities provides an opportunity to develop joint initiatives, strengthen social acceptance, and consolidate the Group's role as a responsible actor.

Policies, actions, metrics and targets for managing affected communities

MDR-PAMT

Policies adopted

Petrone Group recognises the importance of actively contributing to the socio-economic development of the communities in which it operates, acknowledging the role that a responsible business can play in creating shared value. Accordingly, it is continuously committed to promoting activities and projects aimed at supporting local communities, fostering employment, valuing local resources and strengthening the relationship with stakeholders. The initiatives undertaken are designed to create positive and lasting impacts, in line with the principles of sustainability and inclusion that guide the Group's actions.

The Group's approach to managing relationships with communities is based on a **corporate social responsibility** model that goes beyond financial support, promoting authentic, long-term relationships with the local social and economic fabric From a resource perspective, no specific financial instruments are currently allocated to community-related actions in terms of dedicated operating expenditure or investments, as these activities are mainly funded through current allocations and charitable donations.

During 2025, the Group reaffirmed its commitment to supporting the development of local communities through a twofold approach: on the one hand, through charitable donations to local organisations, institutions and community bodies; on the other, through structured partnerships involving the active participation of employees and ongoing collaboration with local stakeholders. The actions undertaken are consistent with those initiated in the previous year. These initiatives, carried out in continuity with the previous year, are guided by the principles of the Code of Ethics and the Group's corporate values, although no specific policy dedicated to communities is currently in place. While quantitative KPIs have not yet been defined to measure the effectiveness of these initiatives, the Group has identified the strengthening of its local presence and the expansion of its network of partnerships with local associations as a key priority.

Policies related to affected communities

S3-1

The Company states its commitment to respecting and promoting human rights and the value of human resources in accordance with the Universal Declaration of Human Rights. Petrone Group does not currently have a specific policy relating to affected communities. The Company disseminates and makes available its updated Organisational Model and Code of Ethics, both internally and externally, so that managers, employees and collaborators, as well as, more generally, individuals and organisations with which it has business relationships, can familiarise themselves with and comply with the principles, values and standards of ethical conduct set out therein.

The relevant policies are communicated through internal emails and publication on the Group's official websites. During the reporting year, no cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights involving affected communities were identified.

Processes for engaging with affected communities and processes to remediate negative impacts

S3-2; S3-3

The Group actively promotes the socio-economic development of the communities in which it operates, recognising that a responsible business should generate **shared value**. This commitment translates into support for local communities, the enhancement of local resources and the promotion of employment, in line with principles of sustainability and inclusion. For Petrone Group, dialogue with local communities is a strategic asset that is essential to monitoring and managing the impacts of its activities. Through established partnerships with local associations and organisations, the Group maintains **active dialogue** with community stakeholders, translating emerging needs into tangible and lasting projects.

With regard to the channels available to communities for raising concerns or needs, the Group provides a **whistleblowing channel** accessible through its websites. The channel complies with confidentiality, privacy and personal data protection requirements and can also be used anonymously.

At present, the Group has not yet carried out a structured assessment of the level of awareness and trust among affected communities regarding the reporting channels available. Consistent with its ongoing efforts to strengthen local stakeholder engagement, the Group intends to consider introducing dedicated tools in future reporting periods to measure these aspects and make the channels increasingly accessible and effective for all stakeholders concerned.

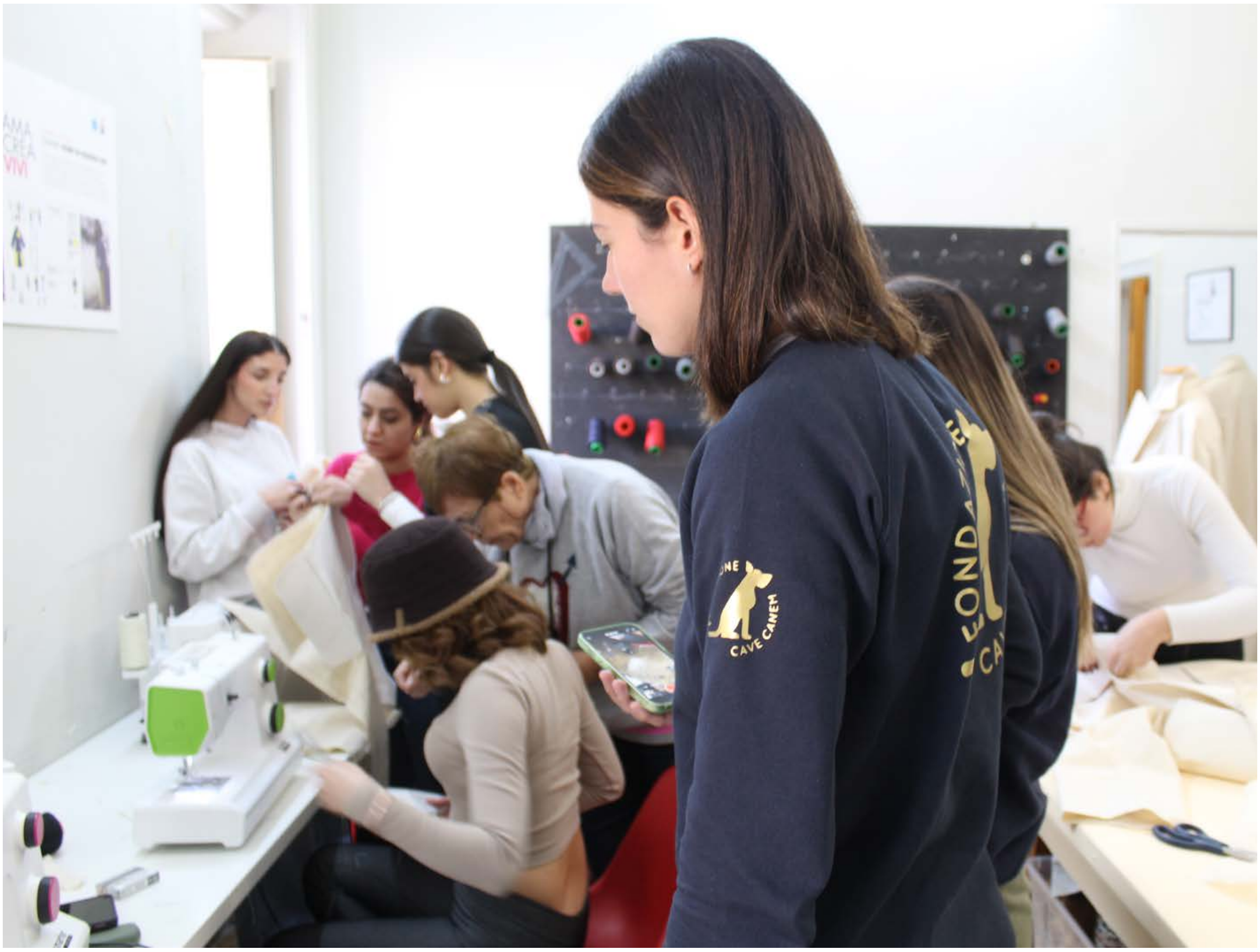
Actions related to affected communities

S3-4

The Group has implemented actions to address actual material impacts on affected communities, including through partnerships and collaboration with local associations, groups and organisations aimed at gaining a deeper understanding of local needs and concerns. During 2025, the Group disbursed a total of **€175,395.00** to support of initiatives generating positive impacts for affected communities. Numerous partnerships with local organisations were also consolidated during the year, demonstrating the Group's ongoing commitment over time.

Among the Group's main partnerships is its support for **Fondazione Cave Canem ETS**, an organisation committed to promoting innovative social solutions and strengthening welfare systems, with the aim of breaking down barriers to inclusion through participatory approaches that bring together public and private stakeholders for the benefit of both people and animals. Led by lawyer Federica Faiella, the Foundation was established with the aim of building a future in which love and respect for animals are combined with human progress and transformation. Led by lawyer Federica Faiella, the Foundation was established with the aim of building a future in which love and respect for animals are combined with human progress and transformation. Since its inception, the Foundation's mission has been characterised by a strong focus on social inclusion. Each initiative is designed to support both animals and people experiencing difficulties, providing opportunities for training, employment inclusion and personal empowerment.

The Group has actively supported Cave Canem's mission for several years and, in 2025, again funded the "**Generazione 4C**." project, contributing to the development of a social and community-based intervention model that combines youth inclusion, culture, education on legality and animal welfare. The initiative operated **in vulnerable areas of the Naples metropolitan area**, with a



particular focus on the Spanish Quarters and the Campi Flegrei area, and also consolidated its presence in Rome, strengthening local networks between institutions, third-sector organisations and communities.
In 2025, the project involved 70 young people under the age of 35 in Campania, providing training and professional development opportunities through PCTO programmes, creative workshops, practical work experience and participation in national events. The aim was to help prevent educational poverty, youth offending, social isolation and cultural marginalisation.

Among the initiatives, the "Animal Being – Fashion and Dog Adoption" workshop involved 39 students from the Naples Academy of Fine Arts and was selected by the **Italian Ministry of Enterprises and Made in Italy** as a representative initiative for the National Made in Italy Day, highlighting creativity and Made in Italy as drivers of active citizenship. Also in 2025, 25 students from the "Artemisia Gentileschi" Upper Secondary School took part in PCTO programmes focused on transversal skills, civic responsibility, teamwork, legality and animal welfare. In addition, five young graduates completed a professional development expe-

rience within the Foundation's team, contributing to organisational activities, institutional communication and the organisation of the Foundation's national events, including participation in Milan Digital Week.
With regard to animal welfare and legality, the initiatives supported more than 300 dogs in shelters and kennels and contributed to rescuing 19 dogs from contexts associated with illegal dog fighting, through collaboration with local authorities and institutions.

In 2025, Generazione 4C also contributed to cultural and regulatory change at national level in the area of animal protection. Fondazione Cave Canem actively participated in the process that led to amendments to the relevant legislation and the approval of **Law No. 82/2025 on offences against animals**. This represents a significant milestone, strengthening protection mechanisms, measures to combat animal abuse and the prevention of criminal activities associated with illegal dog fighting.

AREA	INDICATOR	2025 RESULT
Inclusion	**Young people involved**	**70**
Training	**Academy students involved**	**39**
PCTO	**Upper secondary school students involved**	**25**
Employability	**Young graduates involved**	**5**
National events	**Institutional participation**	**2+**
Animal welfare	**Dogs supported in shelters**	**300+**
Legality	**Dogs rescued from illegal dog fighting**	**19**
Advocacy	**Contribution to legislative processes**	**Law 82/2025**

The Group continued to strengthen its commitment alongside the **"Si Può Dare di Più"** association, which has been active in Naples since 2014 with the aim of promoting the social and employment inclusion of young people with disabilities and vulnerabilities.

In partnership with the association, the Group launched **a cooking course for people with disabilities** in 2024 and continued the initiative throughout 2025. The course is **hosted at the Group's premises** and supported by the **Sustainability Committee**.

The project was developed by repurposing an **unused company kitchen** and transforming it into a learning and inclusion space. The course is designed to provide practical and interpersonal skills that support personal development and access to employment, while also fostering social interaction and greater independence.

The programme consists of three weekly sessions, organised into three groups of six participants, led by two cooks with the support of dedicated tutors to ensure personalised guidance.

The project extends beyond training by creating tangible opportunities for interaction, relationship-building and collaboration with the corporate community. During 2025, participants took part in **six engagement opportunities** with Group employees, including Christmas initiatives and team-building activities. They were also given the opportunity to provide catering services for internal and external events, turning each experience into a practical opportunity for inclusion and helping to challenge stereotypes and prejudices still associated with disability.

The Group's connection with the local community is also reflected in the activities of its rehabilitation centres, which provide an important local social support service. In particular, the **Dinastar Day Centre**, operating in the Naples area, supports people with disabilities through semi-residential programmes designed to promote independence, relational well-being and quality of life, while also providing practical support to their families. The Centre adopts a multidisciplinary approach combining rehabilitation, educational, occupational and recreational activities tailored to the needs of each participant and aimed at enhancing individual abilities, potential and participation.

Day-to-day activities range from occupational therapy workshops and expressive and manual activities to socialisation opportunities and outings in the local area, with the aim of developing functional skills, strengthening relationships and supporting greater inclusion in community life. This ongoing work contributes not only to each individual's personal development but also to building stronger ties between the Centre and the local community in which it operates. This approach also includes the annual lunch organised with the Sustainability Committee at Tenuta Melofioccolo for participants from the Centre. The event provides an opportunity for **interaction and shared experience**, strengthening the Group's connection with the community and demonstrating its practical commitment to fostering meaningful relationships, participation and social inclusion. Each year, other Group employees are also invited to take part, giving them the opportunity to gain first-hand insight into the Centre's work and **experience inclusion in practice**. The initiative helps raise awareness of the value of these activities and encourages greater employee involvement in the Sustainability Committee's initiatives.

The Group's collaboration with **Orsa Maggiore** includes the organisation of *sustainable breakfasts* at its Bistrot. Orsa Maggiore operates through three areas – a printing workshop, a social tailoring workshop and the Bistrot itself – which serve as practical environments for training and professional development. Through these activities, participants have the opportunity to gain hands-on experience, develop practical skills and strengthen their personal independence, moving beyond purely welfare-based models and demonstrating the tangible value of inclusion as a driver of development. In 2025, the Group continued to raise awareness of the organisation across its workforce, providing opportunities to learn more about the printing and tailoring activities and engaging the association to provide catering services at corporate events.

The Group also collaborates with **Pianoterra Onlus**, an organisation that has supported mothers, children and families in vulnerable situations since 2008, with particular attention to the first 1,000 days of life, a crucial period for children's growth and development. The association delivers educational, social and healthcare initiatives, as well as parenting support, with the aim of tackling educational poverty, promoting children's right to health and well-being, and contributing to the development of more inclusive and supportive communities.

During the year, the Group hosted Pianoterra at its Headquarters for an open discussion and engagement session with employees. The initiative provided an opportunity for dialogue on social inclusion, care for people and the role that organisations can play in supporting the responsible development of the communities in which they operate.

For the third consecutive year, Euromed Pharma Services renewed its social commitment by taking part in the third edition of the **“Una carezza per Natale”** project, promoted by the **Fondazione Nazionale tra i Cavalieri di Gran Croce**. The initiative, intended to deliver comfort and solidarity to young patients required to spend the festive season in hospital, involved 25 healthcare facilities nationwide, prioritising smaller centres that remain closely connected to their communities. Euromed Pharma Services made its logistics expertise available for the collection, organisation and distribution of more than **700 gift parcels**, making a tangible contribution to the success of the initiative. In addition to gifts for hospitalised children, other products were also distributed to meet the specific needs of individual facilities.

Euromed Pharma Services actively collaborates with **Banco Farmaceutico** to **improve access to medicines for people facing social and healthcare vulnerability**, both in Italy and internationally. The activity involves the storage and preparation of pharmaceutical shipments at the Grezzago, Liscate and Pozzuoli warehouses. The flexible operating model enabled the handling of a peak of around 80 pallets in 2025, compared with a monthly average of approximately 24 pallets. Since the start of the collaboration, 940 consignments have been prepared, for a total of over 103,000 items shipped to various countries, with the logistics support of organisations such as the Italian Red Cross, Caritas and other associations operating at international level.

During 2025, Pharmaidea launched a sustainability project aimed at addressing a significant social issue and generating a positive impact in the local area in which the company operates. As part of this initiative, in May 2025 Pharmaidea began collaborating with the social cooperative **Nuovo Cortile**, which operates in the province of Brescia in the provision of social care and educational services. The initiative took the form of an awareness-raising and engagement event, with a *sustainable breakfast* organised at the cooperative's premises. The event provided an opportunity to learn more about Nuovo Cortile's activities and to showcase products made by the community. In particular, the cooperative promotes employment inclusion through the "Le Bollicine" pastry workshop, which offers young people from **the therapeutic community opportunities for social inclusion**. The initiative turns pastry-making into a pathway for personal and professional development, supporting training, independence and social reintegration. During 2025, Pharmaidea also donated veterinary products to a number of local voluntary organisations involved in animal protection and care. This initiative is aligned with one of the Company's business lines, which is specifically dedicated to the veterinary sector, and enabled Pharmaidea to provide useful products to organisations responding to practical needs within the local community.

Other projects supported through donations included:

SuperAbile Associazione Onlus

The Group has operated a number of rehabilitation centres in the local area since the 1990s. Against this background, it chose to support an association whose mission is to promote activities for young people with disabilities and provide support to their families.

Fondazione 100x100 Naples

A Naples-based initiative focused on urban greenery and the improvement of public spaces. The urban regeneration project aims to adopt entire areas of the city, including squares, streets and gardens, where ongoing maintenance, irrigation, planting, cleaning and urban improvement activities are carried out.

Medacross Onlus

A non-profit organisation established to provide free medical care and healthcare support to vulnerable communities. It operates primarily in remote and border areas through mobile clinics and training activities, helping to improve access to healthcare in countries including Somaliland, Myanmar and Thailand.

Rione Sanità

Promotes education, cultural development and vocational training opportunities for young people living in socially disadvantaged contexts. The Foundation operates according to a community foundation model and, among its main initiatives, is leading the regeneration project for the "Federico Ozanam" Institute in the Rione Sanità district.

Fondazione AIRC and Fondazione ANT

During the Christmas and Easter periods, the Group supported AIRC and Fondazione ANT by taking part in their fundraising campaigns through the purchase of panettoni and Easter eggs. The initiative was based on a shared-contribution model, with costs split equally between employees and the Company, demonstrating the active involvement of the Group's workforce.

Progetto Civico Italia

An organisation that encourages civic engagement and collaboration among public administrators, professionals and volunteers in order to respond practically to the needs of local communities. The initiative is based on a Charter of Values centred on proximity, responsibility, transparency and sustainability, with the aim of promoting a more equitable and accessible development model.

Fondazione E-Novation ETS

Works to promote a culture of dialogue and cooperation and to contribute to a more integrated and participative society. Its initiatives include the "*Stati Generali della Sostenibilità"* and awareness-raising activities on environmental, social and economic sustainability.

The Group promotes local development through **established partnerships with specialised organisations** aimed at raising awareness among institutions and local communities of issues that are key to social and civic progress. These collaborations include direct initiatives on the ground, awareness activities with broader public reach and support for structured organisational channels. The Group's commitment to tackling the **brain drain** phenomenon and supporting local employment is reflected in partnerships with leading institutions:

IPE Business School

A partnership spanning more than 20 years, focused on high-level education and the attraction of young talent.

DIGITA Academy

Tailored training and consultancy projects focused on developing technical skills in marketing, retail, human resources and customer care.

Order of Pharmacists of Naples

Ongoing support for networking events that encourage generational renewal and dialogue between recent graduates and experienced professionals in the sector.

Support for Sport

The Group promotes the values of healthy competition and social cohesion as an official sponsor of **Pallanuoto 2000 Napoli**.

The Group's connection with the local community is also reflected in active citizenship and environmental initiatives. Since 2012, under an agreement with the Municipality of Naples, the Group has supported urban regeneration by maintaining public green spaces, including the Don Russolillo roundabout, while also raising community awareness of the importance of protecting shared public assets.

The Company also promotes sustainable innovation through targeted investments, including **Cocoon Bioscience**, a biotech company developing innovative technologies for the efficient, lower-impact production of proteins and enzymes for the healthcare and food sectors, and **Newcleo**, an advanced start-up focused on developing next-generation nuclear energy that is safe, clean and cost-competitive, in line with the vision of a more sustainable energy future.

Actions to manage risks and opportunities

The Group aims to strengthen its role as a responsible stakeholder in the communities in which it operates by developing **an increasingly structured network of partnerships with institutions, associations and local organisations**. In line with its vision for sustainable development, the Group intends to actively contribute to the socio-economic growth of communities, with particular attention to initiatives that combat situations of poverty and support the acquisition of skills useful for entering the world of work.

Responsibility for pursuing these objectives lies with the Sustainability Committee, a formally established body that coordinates the relevant activities and ensures their alignment with the Group's values and commitments.

The Group is actively committed to minimising potential negative impacts on affected communities while maximising the positive outcomes of its activities. Although current processes are not yet systematically linked to the goals of the 2030 Agenda, the Group's approach is consistent with the principles of sustainable development. Its focus on inclusion and local development reflects a natural alignment with international socio-economic development goals, which the Group intends to formalise further in future reporting periods.

General objectives for affected communities

S3-5

Affected communities are not currently directly involved in setting objectives, monitoring outcomes or identifying improvement actions based on the Company's performance.

The Group has nevertheless set the objective of strengthening its local presence by expanding its network of partnerships with local institutions and associations. Responsibility for pursuing this objective lies with the Sustainability Committee, which coordinates the relevant activities and ensures their alignment with the Group's values and commitments.

Consumers and end-users

S4-SBM3

The Group's engagement strategy and actions relating to consumers and end-users are aimed at creating shared value, fostering dialogue and understanding people's needs, with particular attention to improving quality, safety and overall well-being.

In this regard, consumers and end-users are particularly relevant within the Group's core business and are primarily reflected in the operating activities of its commercial companies and Pharma business.

The main stakeholders identified within this category comprise three distinct groups:

1. **Direct customers (public- and private-sector clients):** public and private healthcare facilities, pharmaceutical companies holding Marketing Authorisations (MAs) or their representatives, pharmaceutical distributors and pharmacies, as well as customers involved in public tenders or contracted supply arrangements. These stakeholders interact directly with the organisation and are the primary recipients of its quality and service management processes.

1. **End-users of products:** although they do not interact directly with the organisation, healthcare professionals and human and veterinary patients using the products marketed by the Group are considered relevant stakeholders. The Group operates across a broad portfolio that includes medicinal products for human and veterinary use, medical devices, para-pharmaceutical products, homeopathic products, infant foods and foods for specific

groups, food supplements, cosmetics and cosmeceuticals. This product diversity results in an equally varied end-user base, with different levels of vulnerability and exposure to risk.

1. **Third-party users/customers and the wider population:** the Group also considers third-party service users, the wider population and local communities to be stakeholders, together with parties indirectly affected by its logistics and distribution activities.

As part of its double materiality assessment, the Group identified a number of material impacts arising from its relationships with customers and end-users. These aspects directly influence the business model and inform strategic decision-making from the perspective of quality, innovation and transparency.

IMPACTS

The Group's ongoing commitment to quality and safety translates into tangible benefits for customer well-being and satisfaction. In particular, its activities generate:

- **Improved quality of life and safety for users:** medicines and medical devices are marketed responsibly and in strict compliance with applicable regulations, safeguarding the health of end-users;

- **Stronger brand trust:** transparent practices and effective stakeholder relationship management help strengthen the Group's reputation;

- **Innovation and transparency:** a forward-looking approach enables the Group to anticipate market developments, while clear communication helps build strong and lasting relationships.

RISKS

To safeguard corporate credibility and customer trust, the Group closely monitors a number of critical factors that could arise in the absence of appropriate controls:

- **Quality or compliance shortcomings:** potential deviations from the safety or quality standards applicable to distributed products;

- **Delays in customer care:** failure to address complaints, reports or adverse events raised by consumers in a timely manner;

- **Communication shortcomings:** messages that may be perceived as incomplete or misleading, with potential adverse effects on brand reputation;

- **Cybersecurity breaches:** risk of data breaches and exposure of sensitive customer and end-user data.

OPPORTUNITIES

Continuous and active engagement with consumer needs can create important opportunities for strategic development:

- **Customer retention and target expansion:** a distinctive, transparent and innovative offering can help retain existing customers and attract new ones;

- **Competitive advantage:** ethical and responsible marketing practices can strengthen the Group's market positioning;

- **New business opportunities:** developing services and solutions designed to address emerging consumer needs offers tangible potential for revenue growth.

Policies, actions, metrics and targets for managing consumers and end-users

S4-1; S4-5; MDR-PAMT

Policies

Protecting consumers and end-users is a material matter for the Group, particularly for its commercial and Pharma companies, where it is closely linked to the core business. The management of these impacts is supported by policies, procedures and controls focused on quality, product safety, regulatory compliance and continuous improvement.

The Group does not have a single policy specifically dedicated to consumers and end-users. Instead, these matters are managed through a set of policies, procedures and processes tailored to the activities of the individual companies. In particular, Euromed Pharma and Pierrel have adopted an Integrated Quality and Environmental Policy, aligned with their respective Management Systems and UNI EN ISO 14001:2015 certification.

The other commercial companies within the reporting scope adopt their own quality policies, which collectively focus on:

- **Customer and end-user focus**, understood as the ability to provide products and services that comply with agreed and mandatory requirements, with the aim of achieving full customer satisfaction;

- **Protection of health and safety**, through procedures governing quality control, non-conformity management, product recalls and adverse event reporting (pharmacovigilance);

- **Risk prevention and continuous improvement**, through the application of risk-based thinking, analysis of complaints and reports, and periodic management review;

- **Transparency and fairness in relationships with customers and stakeholders**, ensuring timely communication, appropriate contract management and protection of personal data.

These policies apply to the main activities that affect product and service quality and the protection of consumers and end-users, including the marketing of medicinal products and medical devices; wholesale distribution and storage of pharmaceutical and related products; management of relationships with customers, end-users and stakeholders; and oversight of operational processes including storage, transport, product release and complaints management.

For most Group companies, the scope of the management systems does not include pharmaceutical product design and development, as these companies operate primarily in the marketing and distribution stages. Certain entities operating in accordance with Good Manufacturing Practices (GMP) represent an exception, as their activities cover a broader scope.

- **Euromed Pharma Services** and **Euromed Pharma France** carry out finished-product repackaging activities and limited design activities relating to primary and secondary packaging, including packaging, labelling, blinding and the preparation of clinical trial kits, without affecting the formulation of the medicinal product;

- **Pierrel**, due to its direct manufacturing activities, operates across a broader scope that includes production, quality control and, where applicable, medicinal product development and industrialisation activities.

Ultimate responsibility for implementing these policies lies with **senior management**, which defines, approves and keeps them up to date, ensures that the necessary resources are available and carries out a management review at least annually. Operational oversight is entrusted to the relevant quality functions and, where applicable, to the managers responsible for the management systems.

The applicable policies and procedures are communicated to all relevant stakeholders through training, controlled documentation, organisational communications and contractual instruments.

Respect for consumer rights is also supported through a **whistleblowing system** accessible to all stakeholders via the corporate website, allowing concerns to be raised confidentially and securely.

Implementation of the quality policies ensures alignment with the main applicable standards, guidelines and regulatory requirements, including:

- **UNI EN ISO 9001:2015**, adopted by Euromed Pharma, Euromed Pharma Services, Farma Carmine Petrone and Programmi Sanitari Integrati, covering quality management, customer satisfaction, complaints handling, non-conformity management and continuous improvement;
- **UNI EN ISO 14001:2015**, adopted by Euromed Pharma and Pierrel, for the integration of environmental aspects into management systems;
- **UNI CEI EN ISO 13485:2021**, adopted by Euromed Pharma Services and Pierrel, with regard to quality management for medical devices;
- **Good Distribution Practice (GDP) guidelines** for medicinal products for human and veterinary use, applicable to logistics and distribution processes;
- **Good Manufacturing Practice (GMP) guidelines**, adopted by Euromed Pharma Services and Pierrel for the aspects applicable to manufacturing and quality control processes, with the aim of ensuring that products are consistently manufactured and controlled in a safe manner and in compliance with applicable quality and regulatory requirements;
- **Applicable pharmaceutical and pharmacovigilance legislation, including the Good Pharmacovigilance Practices (GVP) guidelines**, supporting the structured management of adverse event reports;
- **Regulation (EU) 2016/679 (GDPR)**, protecting the personal data of customers and individuals involved in reporting and support processes.

ACTIONS

The actions currently implemented to protect consumers and end-users are embedded within the management systems and ordinary processes of the individual companies. Although they have not yet been incorporated into a dedicated ESG plan with formally defined time horizons and responsibilities, these actions already form part of a structured and operational management framework focused on risk prevention, service continuity, product safety and continuous improvement. These actions include:

- **Implementation and maintenance of quality management systems** and controls over critical supply chain processes, to safeguard the safety and quality of distributed products;
- **Supplier qualification and monitoring** through audits and analysis of complaints and reports, with particular attention to product safety and quality across the distribution chain;
- **Management of non-conformities and complaints**, including root cause analysis, the definition of corrective actions and verification of their effectiveness;
- **Activation of emergency and product recall procedures** where necessary, including segregation of non-conforming outputs and coordination with distributors, Marketing Authorisation Holders (MAHs) and competent authorities;
- **Ensuring full traceability across the entire supply chain**: each product handled, from receipt at the warehouse through to delivery to the final customer, is linked to technical and quality documentation allowing its history, controls performed and responsible parties to be reconstructed, thereby safeguarding end-user safety;
- **Ongoing employee training programmes**, ensuring that staff have the skills required to respond promptly and effectively to potential issues;
- **Engagement of consumers and end users** in decision-making processes through structured feedback collection: at the contract stage, through complete information on product characteristics; during service delivery, through the management of complaints, returns and reports; and as part of the annual Management Review, which provides a consolidated basis for assessment and planning.

External validation of the relevant protection processes is provided by accredited certification bodies under UNI EN ISO 9001:2015, UNI EN ISO 14001:2015 and UNI CEI EN ISO 13485:2021, as well as by pharmaceutical regulatory authorities, including AIFA and other competent authorities responsible for GDP, GMP and pharmacovigilance inspections, including verification of compliance with GVP requirements.

METRICS

The Group has defined and uses a set of **metrics and indicators**, mainly managerial and qualitative in nature, to assess the effectiveness of the actions implemented:

- **Customer complaints**: number and type of complaints received, together with analysis of root causes and corrective actions taken;
- **Reports and returns**: service- and product-related reports, including the management of returns and non-conforming outputs;
- **Pharmacovigilance reports**: number of reports received and timeliness of management;
- **Timeliness and service continuity**: punctuality in product supply and service delivery;
- **Internal audit results**: compliance of processes with regulatory and procedural requirements;
- **Management Review outcomes**: overall assessment of customer satisfaction and the effectiveness of the Integrated Management System (IMS);
- **Annual revenue trend** as a proxy measure of overall customer satisfaction, insofar as it reflects customers' continued confidence in the quality and reliability of the service over time.

The methodology is based on the Plan-Do-Check-Act (PDCA) cycle: systematic collection of data on complaints, reports, returns and non-conformities; root cause analysis and comparison against contractual and regulatory requirements; definition of corrective and preventive actions; and verification of effectiveness through internal audits and Management Review. The data collected constitute a formal input to the annual Management Review.

TARGETS

As at the reporting date, the Group has not yet defined measurable, outcome-oriented quantitative targets relating to consumers and end-users. The formal definition of specific targets, including baseline values, target years and progress indicators, is currently being developed as part of the broader strengthening of the Group's ESG reporting framework.

Processes for engaging with consumers

S4-2

Petrone Group promotes ongoing dialogue with its consumers and end-users, systematically integrating their perspectives into decision-making processes and business activities aimed at managing actual and potential impacts. Engagement takes place both directly and through accredited representatives or trusted intermediaries.

More specifically, stakeholder engagement is structured around the following operational stages:

- **Definition and review phase:** user needs and expectations are gathered and incorporated from the outset, including when contractual requirements are defined and commercial offers are developed;

- **Service delivery phase:** monitoring and feedback collection continue throughout service delivery through dedicated channels, including complaints, returns and reports.

All input collected through these channels systematically informs the definition of corrective and preventive actions. The resulting evidence is incorporated annually into the Management Review and is subject to periodic verification through the internal audit cycle, which is also conducted annually.

Channels for raising concerns and remediation processes

S4-3

In line with its principles of responsibility, where the organisation identifies that it is connected to a material negative impact affecting consumers or end-users, remediation is addressed promptly through established procedures. The Group's methodological approach is based on the following key principles:

- **Timely identification of critical events**;

- **Rigorous** management of **non-conformities** and immediate implementation of **corrective and mitigation actions**;

- **Emergency management** and in-depth root-cause analysis to prevent the recurrence of the issue.

The effectiveness of these measures is continuously monitored and periodically reviewed by the administrative body as part of the Group's continuous improvement approach.

To enable consumers and end-users to raise concerns and submit requests directly, the Group has established **structured, accessible and fully traceable communication channels**. These include customer complaints management, formal communications such as emails, minutes and supporting documentation, operational processes for returns and non-conformities, and specific channels for emergency management or the activation of product recall procedures. The Group provides a formal response to all reports received through its internal management processes.

Traceability and monitoring of issues raised are ensured through the **systematic recording of documented information within the management systems.** The status of individual cases is monitored through process indicators, analysis of aggregated data and internal audits, while the adequacy of the channels themselves is assessed through Management Reviews.

Complaints are handled in full compliance with confidentiality, privacy and personal data protection requirements. The Company has not yet established a formal process to assess consumers' level of awareness of, and trust in, these reporting channels.

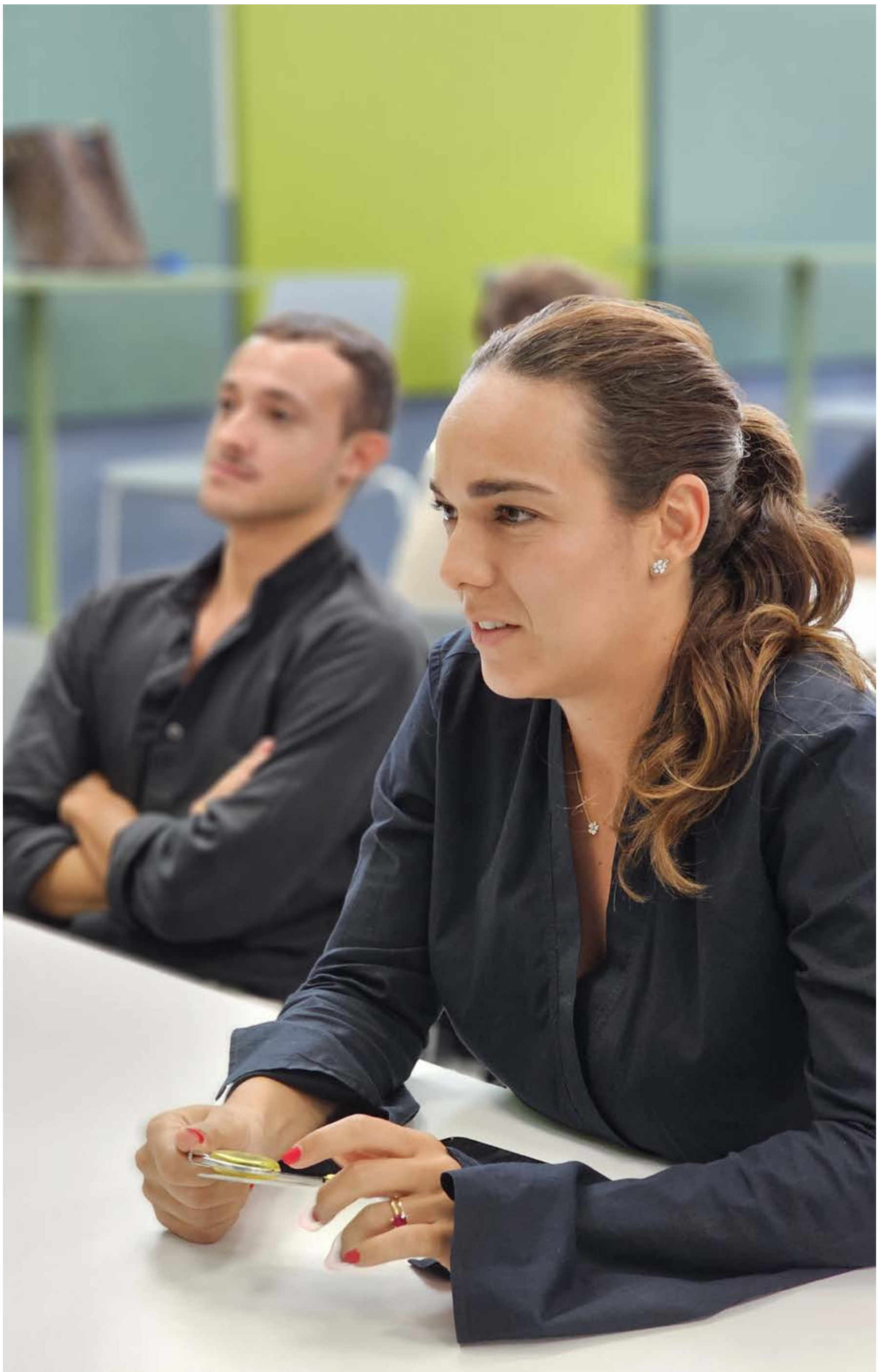
Measures to mitigate negative impacts and generate positive impacts

S4-4

To address actual material impacts, Petrone Group implements concrete measures and structured action plans aimed at preventing, mitigating and remedying adverse effects on consumers and end-users. These measures are supported by the implementation of management systems, including the Integrated Quality and Environmental Management System, and include **rigorous controls over critical supply chain processes**, **supplier qualification and periodic monitoring**, **timely management of complaints and non-conformities**, and **the definition of emergency and product recall procedures**. The identification of appropriate measures is based on an analytical approach that assesses the severity and extent of actual or potential risks and defines proportionate corrective, preventive or mitigation actions. The effectiveness of these actions is periodically reviewed by Management to support continuous improvement. The Group also adopts an active approach to exercising leverage, using its relevant business relationships to mitigate and manage negative impacts across the value chain.

Alongside risk mitigation activities, the Group promotes specific initiatives and processes aimed at generating positive impacts for the users of its services. These outcomes are supported by the rigorous application of quality policies and procedures, continuous monitoring of satisfaction levels and careful oversight of distribution and supply flows. This commitment translates into tangible benefits in terms of product safety, overall quality, service continuity and the protection of public health.

Finally, the organisation recognises an active role for consumers in decisions relating to the design and implementation of corporate programmes and investments. These initiatives and processes, aimed at enhancing positive impacts and strengthening consumer centricity, also support progress towards the United Nations Sustainable Development Goals (SDGs).



GOVERNANCE AND BUSINESS ETHICS

BUSINESS CONDUCT

Corporate Governance: Administrative, Management and Supervisory Bodies

ESRS 2 GOV-1

Petrone Group's governance model is designed to support **sustainable value creation** and the **responsible management of its activities**, in accordance with the principles of transparency, accountability and integrity. It provides for a structured internal control and risk management system while ensuring active, continuous and traceable stakeholder engagement, in line with applicable regulatory requirements and international best practices.

To support these objectives, the Group relies on formal governance and control instruments, including the **Code of Ethics**, which represents a key component of the governance system. The Code sets out the values and principles shared across the Group, defining the ethical commitments applicable to all Group companies, from the holding company to its subsidiaries, and guiding the conduct of all those acting on behalf of or in the interests of the organisation.

Through the Code of Ethics, the Group promotes the principles of **loyalty, fairness, equality and responsibility**, requiring conduct based on integrity, propriety and mutual respect. Particular emphasis is also placed on transparency, confidentiality of information and professionalism, with the aim of ensuring that all activities are carried out in accordance with ethical principles and applicable legislation.

Respect for people and protection of the environment are fundamental and non-negotiable principles that guide all Group decisions and activities. The governance model and organisational structure are designed to support the implementation of the Group's strategies and the achievement of its objectives, while ensuring appropriate risk oversight and operational efficiency. All employees and collaborators contribute to the Group's mission by acting diligently and responsibly and in full compliance with national and EU legislation, as well as internal policies and procedures.

The Group seeks to optimise processes and the efficient use of resources while safeguarding corporate assets and supporting the medium- to long-term sustainability of its activities. In this context, managers are responsible for implementing management guidelines in the interests of stakeholders and for promoting a corporate culture based on ethics, legality and responsibility.

Those holding positions of responsibility are expected to lead by example and provide direction, supporting the dissemination and application of the Code of Ethics and internal rules. In particular, they are required to:

- **Safeguard corporate resources**, according to criteria of economic and financial sustainability and long-term value creation;
- **Assess investments according to criteria** of economic and financial sustainability and long-term value creation;
- **Promote social responsibility**, including through dialogue with local communities and stakeholders;
- **Value and support people**, ensuring respect for human rights and fair and safe working conditions;
- **Ensure high standards of occupational health and safety**, through effective management systems and preventive measures;
- **Operate with respect for the environment**, contributing to sustainable development and the protection of natural resources.

The Group's governance bodies comprise the following:

ADMINISTRATIVE BODY

A collegiate and/or sole-member body that plays a central role in the Company's corporate governance system, providing strategic direction and overall oversight of management. In particular, it:

- defines corporate objectives and strategic guidelines;
- approves the main business and financial plans;
- prepares the Financial Statements and Sustainability Report;
- approves the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001 (231 Model);
- continuously monitors business performance and progress towards the achievement of established objectives.

It is also responsible for the adequacy of the internal control and risk management system and for monitoring compliance with applicable legislation and the ethical principles adopted by the Group. In line with the principles of transparency and accountability, it ensures effective interaction with management and stakeholders and promotes an approach to management focused on sustainability and medium- to long-term value creation.

BOARD OF STATUTORY AUDITORS

The body responsible for supervising the administration of the Company. It:

- Assesses the adequacy of the internal control system, risk management system and arrangements for managing conflicts of interest;
- Verifies the proper application of the Board of Directors' criteria and procedures.

SUPERVISORY BODY

A collegiate body composed of external members who meet the requirements of autonomy, independence, professionalism and continuity of action.

Within the scope of its responsibilities, the Supervisory Body:

- supervises the functioning of and compliance with the 231 Model;
- monitors the effective implementation and dissemination of the Code of Ethics;
- assesses the adequacy of the 231 Model and proposes updates in response to regulatory, organisational or risk-profile developments;
- reports periodically to the competent corporate bodies;
- promotes training activities relating to the administrative liability of entities under Legislative Decree No. 231/2001;
- oversees and manages the whistleblowing system, ensuring the confidentiality of reporting persons and the proper handling of reports.

The Supervisory Body also verifies the correct application of the procedures established under the 231 Model and oversees information flows in order to ensure the effectiveness of the internal control system.

INDEPENDENT AUDITING FIRM

Performs the appropriate audit procedures to ensure the accuracy and reliability of corporate disclosures.

- Assesses the adequacy of the Company's administrative and accounting systems;
- Carries out the certification of the Annual Financial Report.

SHAREHOLDERS' MEETING

The decision-making body whose powers are defined by the Articles of Association or by Law.

- Approves the Annual Financial Report;
- Appoints and dismisses the members of the Board of Directors and the Board of Statutory Auditors, also setting their remuneration.

SUSTAINABILITY COMMITTEE

At the beginning of 2024, the Group established the Sustainability Committee, an interdisciplinary team comprising professionals from different corporate functions. This structure enables sustainability matters to be assessed from a comprehensive and cross-functional perspective. The Committee's objective is to promote ethical business conduct that goes beyond mere regulatory compliance, helping to generate positive change both within the organisation and in local communities.

More specifically, the Sustainability Committee is responsible for:

- **Reducing environmental impact:** identifying opportunities to adopt more efficient and environmentally sustainable operating practices;
- **Supporting and empowering people:** promoting diversity, equity and inclusion policies for employees and business partners;
- **Strengthening governance:** monitoring corporate transparency and accountability and promoting alignment with industry best practices.

The Committee acts as a coordination point across the Group's various Business Units, working closely with managers and designated representatives from each area.

Group governance policies and procedures

MDR-P and G1-1

Petrone Group has strengthened its governance framework through an integrated system of policies and procedures designed to ensure that all business activities are conducted in accordance with the highest standards of integrity and transparency. This internal governance framework goes beyond mere compliance with legal requirements and aims to foster a safe, ethical and resilient operating environment.

231 Model and Code of Ethics: foundations of compliance

A key pillar of the Group's compliance framework is the **Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001 (231 Model)**, adopted by the Group's Italian companies. Developed on the basis of a detailed risk assessment, the Model establishes specific protocols aimed at preventing the commission of offences within the corporate context. Its effectiveness is supported by the ongoing oversight of an independent **Supervisory Body (OdV)**, which monitors compliance with the Model and proposes updates where necessary. losely linked to the 231 Model is the **Code of Ethics**, which provides a framework for the conduct of employees and collaborators and promotes the values of loyalty, fairness and compliance with the law. To further strengthen this framework, the Group has implemented a **whistleblowing procedure** that enables potential misconduct to be reported anonymously and securely. Since 2025, the Group has also adopted a specific **Gifts and Entertainment Policy**, which establishes clear rules governing what employees may and may not accept from external parties, helping to ensure that gifts or hospitality do not compromise the objectivity of business decisions.

IT Policy: protecting information assets

The Group's **IT Policy** sets out guidelines for the appropriate and secure use of IT equipment and systems, which are regarded as key strategic assets. Its primary objective is to safeguard the confidentiality, integrity and availability of corporate data and to prevent risks such as data breaches, unauthorised access and malware infections arising from improper use of the internet and email. The Policy is aligned with **ISO/IEC 27001:2022**, against which Petrone Group has obtained certification, and includes stringent procedures for password and workstation management, including a Clean Desk Policy. The system is monitored through a structured framework of periodic audits and aggregated network traffic analysis, helping to protect the security of the Group's IT infrastructure without compromising employees' individual privacy.

Privacy Management System Manual: data protection

The **Privacy Management System Manual** is the Group's key reference document for compliance with the **GDPR (EU Regulation 2016/679)**. The system defines roles and responsibilities, including those of the Data Controller, Data Processor, Data Protection Officer (DPO) and Privacy Representatives, and establishes clear procedures for managing personal data breaches and enabling data subjects to exercise their rights. By applying the principles of Privacy by Design and Privacy by Default, the Group embeds data protection requirements from the outset when designing new business processes. A key component of this framework is the **Data Protection Impact Assessment (DPIA)**, used to assess in advance the potential impact of higher-risk processing activities on the rights and freedoms of individuals.

Supplier Assessment: ethics in the supply chain

Petrone Group extends its governance framework beyond its own operations through the responsible management of its supply chain. Through **Sustainable Supply Chain Management** programmes and collaboration with international partners such as **EcoVadis**, the Group systematically maps and assesses suppliers against **ESG** criteria covering environmental, social and governance aspects. This assessment process is designed to support the selection of business partners that operate with integrity, respect human rights and maintain high standards of safety and environmental compliance. The adoption of a **Green Procurement** policy in early 2025 further formalised the Group's commitment to sustainable purchasing by introducing specific objectives and ongoing monitoring to drive continuous improvement across the supply network.

Responsibilities and Compliance Standards

Responsibility for implementing and overseeing these policies rests at the highest decision-making levels. **The Legal Representative** and the **Board of Directors** retain ultimate responsibility for the effective implementation of the governance system. This structure is designed to ensure that the Group operates in full compliance with both mandatory requirements and recognised international standards. In particular, information security and data protection are supported by alignment with **ISO 27001** and the **GDPR** (Regulation (EU) 2016/679), as well as compliance with the Italian Privacy Code (Legislative Decree No. 196/2003, as amended by Legislative Decree No. 101/2018).

The policies are developed with the direct involvement of key corporate functions, senior management and the Supervisory Body, helping to ensure a shared approach to compliance objectives. To maximise transparency and accessibility, all policies are made available to employees through corporate platforms and are sent by email upon joining the Group; externally, they can be consulted on the official websites of the Group companies. The 231 Model is also available internally via the intranet and is shared with external stakeholders upon request, ensuring that interested parties are informed of the principles guiding the Group's conduct.

Group governance actions

MDR-A

In this area, the governance actions adopted by the organisation are aimed at ensuring effective, transparent and responsible decision-making processes. In particular, the Group promotes the clear allocation of roles and responsibilities, the adoption of formalised policies and the implementation of internal control mechanisms designed to ensure compliance with applicable legislation and commitments undertaken. To support this approach, monitoring systems based on performance indicators (KPIs) and periodic assurance activities, including audits and reviews, are used to assess the effectiveness of the actions implemented on an ongoing basis.

This methodological approach, which is applied consistently across the organisation's management systems, requires improvement objectives to be translated into specific actions, each with clearly defined deadlines and responsibilities. The adoption of a model based on the Plan-Do-Check-Act (PDCA) cycle and risk-based thinking represents a strategic choice that embeds risk management at both operational and strategic levels.

Although this framework provides significant benefits in terms of control and resilience, it also presents challenges and requires a structured approach that may not always be straightforward to implement. Nevertheless, the benefits are significant: the organisation improves the quality of its decision-making through greater awareness of risks and opportunities, strengthens its processes and enhances stakeholder confidence. In this way, the model supports a strong capacity to adapt, preparing the Group to respond to changes in its operating environment and create value over time.

Within this framework, control mechanisms assess the actual effectiveness of the measures adopted, supporting business continuity and a meaningful reduction in residual risk. The systematic recording of each non-conformity and the related corrective action enables the Group's internal functions to improve continuously while maintaining close oversight of critical processes across the organisation.

Statement on due diligence

To ensure the effective application of the "due diligence" principle, the Group has adopted a structured approach, primarily based on obtaining and maintaining certifications in the environmental, social and governance domains, regularly subjecting its processes to rigorous audits by independent certification bodies. In particular, external assurance activities enhance transparency, credibility and accountability in relation to the practices adopted and provide clear evidence of the concrete measures implemented by the organisation. These relate in particular to compliance with occupational health and safety standards and applicable legislation, environmental compliance, the prevention of offences including corruption, risk mapping, the promotion of ethical conduct and the proper processing of personal data.

Recognising the importance of making its due diligence process increasingly robust and fully integrated into its governance framework, the Group has set a medium- to long-term objective of developing an ongoing system for monitoring specific key performance indicators (KPIs) relating to sustainability, regulatory compliance and ESG risk management. At present, responsibility for monitoring ESG risks and the related KPIs lies with the Sustainability Committee, which performs this role through oversight and strategic guidance, ensuring alignment with the Group's strategic objectives and the main relevant international standards.

Risk management and internal controls over sustainability reporting

The Group adopts a robust process for identifying, assessing and monitoring impacts, risks and opportunities linked to Governance, which include key areas such as business conduct, supplier management, data protection and cybersecurity. In particular, the Group has carried out a Risk Assessment to evaluate all activities conducted by Group Companies deemed sensitive for business process management.

RISK MITIGATION	
Management of intercompany transactions	**The management of intercompany relationships may give rise to risks relating to the offence of bribery between private individuals, in the event that the Company were to use financial resources in transactions with Group companies in order to create funds to be used for corrupt purposes.**
Supplier selection and qualification – goods for internal use	**The activity may present risk profiles in relation to the offence of corruption between private parties, for example where a senior manager or employee of a Group company provides money or other benefits to the procurement manager of a supplier company in order to obtain the supply of goods or services at a price below market value or under particularly favourable conditions compared with standard market practices.**
Staff selection and recruitment	**The personnel selection process may also present risk profiles in relation to the offence of corruption between private parties, for example where a senior manager or employee of a Group company hires an employee of a competitor in exchange for obtaining information useful to the Company (such as trade secrets), to the detriment of the counterparty.**
Management of expense claims and representation expenses (supporting activity)	**The management of expense claims and corporate hospitality expenses may present risk profiles in relation to corruption offences where, for example, a senior manager or employee of a Group company reimburses fictitious expenses or expenses unrelated to the employee's ordinary activities in order to provide funds that may be used for corrupt purposes.**
Management of commercial negotiations	**The procurement process may also present risk profiles in relation to the offence of corruption between private parties, for example where a senior manager or employee of a Group company provides money or other benefits to the procurement manager of a supplier company in order to obtain goods or services at a price below market value or under particularly favourable conditions compared with standard market practices.**
Payroll, social security and tax compliance management	**Group Companies, by simulating the disbursement of salaries higher than those due, could create off-the-books funds to be used for committing further offences (e.g. corruption, inducing individuals not to make false statements to the judicial authority).**

Group governance metrics and targets

MDR-MT

The Group has embarked on a path of progressively strengthening its governance framework by defining monitoring tools and indicators aimed at assessing the effectiveness of decision-making processes, control systems and the integration of sustainability matters into the business model. At the level of the main companies within the reporting scope, structured reporting and monitoring mechanisms have been introduced, with the objective of gradually extending their application across the entire Group. Governance objectives are defined consistently with corporate strategic priorities and include clear responsibilities, implementation timelines and periodic reviews of achieved results. The planning and review process considers the main risks and opportunities affecting the organisation, as well as the expectations of relevant stakeholders, in order to ensure transparent, effective management focused on continuous improvement. Through periodic monitoring activities and analysis of any deviations from established objectives, the Group promotes an integrated governance approach aimed at strengthening strategic direction, regulatory compliance and long-term value creation.

Processes for identifying and assessing impacts, risks and opportunities linked to governance

ESRS 2 IRO 1

The Group adopts a structured and up-to-date approach to identifying and assessing material impacts, risks and opportunities relating to governance. The focus is particularly on key topics such as business ethics, supplier management, data protection and IT security.

The assessment begins with an analysis of environmental, social and governance dimensions that can influence the business model. Although the double materiality process is discussed in a dedicated section, it is important to note that here, too, both inside-out (impact on external stakeholders) and outside-in (impact on the business) perspectives are adopted. The risks monitored include: technological obsolescence, issues in the supply chain, and IT security incidents with potential reputational damage. At the same time, opportunities have been identified, including process digitalisation, the development of strong relationships with responsible suppliers and effective data management, which contribute to greater efficiency and competitiveness.

Mapping and assessment activities are regularly carried out by the Sustainability Committee, which supports top management in updating relevant risks and impacts, including in response to regulatory or organisational changes. The Legal Function, formally integrated into the corporate governance structure, ensures regulatory compliance and oversees strategic areas such as privacy and cybersecurity.

Anti-corruption and business integrity

ESRS G1-3; G1-4

Integrity and transparency are not only ethical values, but also strategic pillars through which the Group strengthens its reputation and ensures business resilience over the long term. To mitigate the risks of corruption and abuse of power, the Group has established a comprehensive internal regulatory framework, continuously aligned with the latest developments in national and European legislation. This control framework is based on the integration of three key instruments:

- **Code of Ethics:** defines the fundamental values and behavioural standards that all personnel are required to follow;
- **Organisation, Management and Control Model** pursuant to Legislative Decree No. 231/2001 (231 Model): implemented by the Group's companies, it defines operational protocols aimed at preventing the commission of offences, with particular focus on the management of financial resources;
- **Whistleblowing Policy:** updated in accordance with Legislative Decree No. 24/2023 (implementing EU Directive 2019/1937), aimed at encouraging and protecting reports of misconduct.

Prevention is supported through strict segregation of duties and transparent management of financial flows. Employees receive training to identify potential conflicts of interest and irregularities and are required to promptly inform their managers or the Supervisory Body in the event of:

- violations of laws or the Code of Ethics;
- omissions or falsification of accounting records;
- offers of gifts or payments from business partners.

The Group actively promotes a culture of compliance and ethical conduct through dedicated "Personnel Communication and Training" sections within the 231 Models, which include targeted protocols aimed at increasing awareness of risks and internal procedures.

Whistleblowing reporting and protection

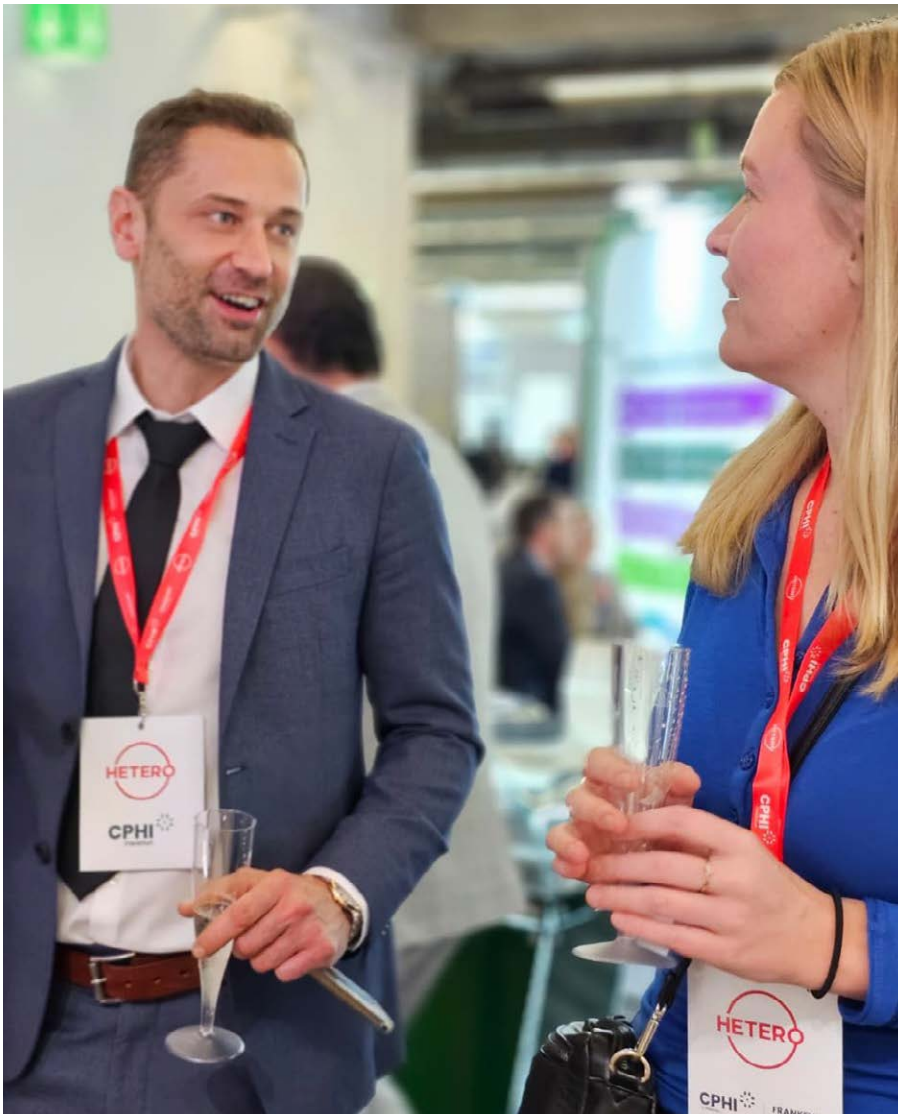
To support the identification of unlawful conduct, the Group has established dedicated, secure and confidential reporting channels in compliance with applicable whistleblowing legislation.

The process ensures maximum protection for whistleblowers against any form of retaliation, discrimination or adverse treatment.

Reports may be submitted through the following channels:

- Dedicated internal reporting channel (platform): managed in accordance with confidentiality and traceability requirements;

- Supervisory Body (OdV): responsible for managing reports relevant under Legislative Decree No. 231/2001.



Autonomy and independence of the Supervisory Body (OdV)

A distinctive element of the Group's governance framework is the autonomy and independence of the Supervisory Body.

To ensure impartial oversight and control activities:

- **Independence of judgement:** OdV members are selected from individuals with appropriate expertise and without conflicts of interest, including personal or professional relationships with shareholders or directors;
- **Operational incompatibility:** OdV members do not hold operational roles or management responsibilities within the organisation, particularly in areas exposed to the risk of offences;
- **Functional autonomy:** the OdV has autonomous powers of initiative and control and operates independently from the organisational structure and reporting lines involved in the activities subject to oversight.

Reporting process and information flows

Transparency towards senior management is ensured through a structured reporting system. The Supervisory Body (OdV) communicates the status of implementation of the 231 Model to the governing body through:

- Ongoing communications regarding relevant events;
- Quarterly written reports on the outcomes of oversight activities;
- Annual information report on the implementation of the Code of Ethics and the 231 Model.

Corporate functions contribute to this system through periodic information flows (on a six-monthly basis or upon the occurrence of specific events) relating to personnel selection, disciplinary proceedings, corporate hospitality expenses, purchases above defined thresholds and supplier lists. This enables continuous monitoring and the timely implementation of any corrective or disciplinary actions.

Anti-corruption training

The Group implements a **structured anti-corruption training programme**, focused on administrative liability of entities pursuant to Legislative Decree No. 231/2001, the 231 Model and the Code of Ethics. These programmes ensure 100% coverage of functions identified as exposed to risk and are tailored according to the role, responsibilities and risk exposure of the recipients. The training programme includes mandatory induction sessions for new hires, specialist modules for management personnel and periodic updates following changes to the Model. Training is delivered both in-person and through blended learning formats. Under the supervision of the Supervisory Body (OdV) and the HR Function, training activities are continuously monitored and documented to promote a culture of compliance and prevent offences such as corruption and bribery, while also addressing cross-cutting topics including privacy and occupational health and safety.

Promoting a culture of integrity and compliance

The Group demonstrates a strong commitment to compliance, with almost all companies within the Group having formally adopted the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001, with the sole exception of Carpefin. For foreign subsidiaries, specifically Euromed Pharma Spain, Ireland, DACH, UK, France and Portugal, activities are carried out in full compliance with Anti-Bribery & Corruption (ABC) measures. These safeguards, aimed at preventing, identifying and sanctioning corruption and bribery, ensure regulatory compliance and alignment with the Group's common principles set out in the 231 Model, considering that the holding company of the foreign subsidiaries is based in Italy. All companies within the reporting scope also adhere to the core values established in the Group Code of Ethics.

The effectiveness of these measures is confirmed by the fact that, in 2025, no cases of corruption, convictions or sanctions relating to corruption were recorded across the Group's companies.

Responsible supply chain management

ESRS G1-2

The Group actively promotes relationships with business partners based on transparency, fairness and the highest standards of integrity. All business collaborations are structured in compliance with applicable legislation and the principles established in the Group Code of Ethics, with particular attention to safety standards, ethical business practices and environmental protection. During the supplier selection process, the Group applies objective assessment criteria that extend beyond purely market-based considerations. While innovation, quality and economic efficiency remain key factors, particular importance is given to alignment with corporate values and the supplier's ethical standards. This approach is supported by ongoing monitoring activities aimed at ensuring balanced and transparent relationships, while, where possible, favouring local suppliers to support local economic development and optimise logistics-related impacts.

The transition towards increasingly sustainable supply chain management reached a significant milestone between late 2024 and early 2025. During this period, the Group launched an advanced supplier monitoring programme in collaboration with EcoVadis and formally introduced a ***Green Procurement*** Policy, with the aim of systematically integrating social and environmental responsibility criteria into procurement processes. This strategy reflects the recognition that the supply chain has a significant impact on the Group's carbon footprint and that detailed supplier mapping is essential to reducing overall environmental impacts. From a social perspective, particular attention is paid to the protection of human rights and working conditions, verified through targeted audits. From a governance perspective, the Group promotes compliance with anti-corruption requirements and responsible business conduct. Through framework agreements, waste reduction initiatives and continued alignment with the United Nations Sustainable Development Goals (SDGs) of the 2030 Agenda, the Group positions procurement management as a strategic lever to strengthen business resilience and innovation.

APPENDIX

Employees by legal entity

Legal entity	Total as at 31/12	M	F	Full-time	Part-time	Hourly-paid	Perma-nent	Fixed-term
Petrone Group	55	36	19	54	1	0	49	6
Marechiaro	0	0	0	0	0	0	0	0
Fin Posillipo	13	5	8	12	1	0	12	1
Farmacie Petrone	40	23	17	37	3	0	37	3
Farma Carmine Petrone	24	19	5	24	0	0	23	1
Programmi Sanitari Integrati	15	10	5	14	1	0	13	2
Euromed Pharma	34	20	14	34	0	0	27	7
Carpefin	14	5	9	8	6	0	14	0
Centro Futura	33	9	24	15	18	0	33	0
Centro Manzoni	57	18	39	26	31	0	57	0
Dinastar	74	27	47	47	27	0	74	0
Therapic Center	48	14	34	34	14	0	48	0

Agricola Villanova	22	7	15	19	3	0	1	21
Gruppo Quick	112	92	20	108	4	0	107	5
Euromed Pharma Services	102	33	69	91	11	0	99	3
Pharmaidea	105	30	75	97	8	0	105	0
Si.Ge.A. Costruzioni	95	83	12	94	1	0	80	15
Pierrel	142	96	46	142	0	0	141	1
Euromed Pharma Spain	50	20	30	45	5	0	48	2
Euromed Pharma Ireland	7	4	3	6	1	0	7	0
Euromed Pharma DACH	6	2	4	5	1	0	6	0
Euromed Pharma UK	13	5	8	12	1	0	13	0
Euromed Pharma France	45	15	30	37	5	3	43	2
Euromed Pharma US	5	3	2	5	0	0	5	0
Euromed Pharma APAC	2	1	1	2	0	0	1	1
Euromed Pharma Portugal	0	0	0	0	0	0	0	0
Total	1113	577	536	968	142	3	1043	70

Turnover rate

Legal entity	Number of employees who left the organisation	Turnover %
Petrone Group	3	5.31%
Fin Posillipo	1	7.41%
Farmacie Petrone	5	11.76%
Farma Carmine Petrone	4	15.38%
Programmi Sanitari Integrati	4	23.53%
Euromed Pharma	6	16.22%
Carpefin	1	6.9%
Centro Manzoni	3	5%
Centro Futura	2	6%
Dinastar	1	1%
Therapic Center	2	4%
Agricola Villanova	0	0%

Gruppo Quick	9	15%
Euromed Pharma Services	2	2.3%
Pharmaidea	16	14%
Pierrel	6	4.4%
Euromed Pharma Spain	5	15.87%
Euromed Pharma Ireland	1	15.74%
Euromed Pharma APAC	4	10.78%
Euromed Pharma UK	7	53.55%
Euromed Pharma US	4	78.58%
Euromed Pharma DACH	0	0%
Euromed Pharma Dach GmbH	0	0%
Total	**69**	**8.5%**

Diversity metrics for top management

Legal entity	<30 years			30-50 years			>50 years			TOTAL		TOTAL top management
	M	F	Total	M	F	Total	M	F	Total	M	F	executives
Petrone Group	0	0	0	2	0	2	2	1	3	4	1	5
Fin Posillipo	0	0	0	2	0	2	0	0	0	2	0	2
Farmacie Petrone	0	0	0	0	0	0	0	1	1	0	1	1
Euromed Pharma	0	0	0	1	0	1	0	0	0	1	0	1
Therapic Center	0	0	0	0	0	0	1	0	1	1	0	1
Gruppo Quick	0	0	0	0	0	0	2	0	2	2	0	2
Euromed Pharma Services	0	0	0	0	0	0	0	2	2	0	2	2
Pharmaidea	0	0	0	0	0	0	1	0	1	1	0	1
Pierrel	0	0	0	2	0	2	4	0	4	6	0	6
Euromed Pharma Spain	0	0	0	1	0	1	1	0	1	2	0	2
Euromed Pharma Ireland	0	0	0	0	0	0	1	0	1	1	0	1
Euromed Pharma DACH	0	0	0	1	0	1	0	0	0	1	0	1
Euromed Pharma France	0	0	0	0	0	0	2	0	2	2	0	2
Euromed Pharma US	0	0	0	0	0	0	1	0	1	1	0	1
Euromed Pharma APAC	0	0	0	0	0	0	1	0	1	1	0	1
Total	0	0	0	9	0	9	16	4	20	25	4	29

The following percentages are calculated based on the total number of employees who took family-related leave during 2025, broken down by gender.

Legal entity	% of male employees taking leave	% of female employees taking leave
Petrone Group	7.69%	5.77%
Fin Posillipo	0%	16.67%
Farmacie Petrone	7.89%	2.63%
Farma Carmine Petrone	25%	0%
Programmi Sanitari Integrati	28.57%	7.14%
Euromed Pharma	6.06%	6.06%
Carpefin	7.14%	0%
Centro Manzoni	0%	1%
Centro Futura	0%	1%
Dinastar	0%	1%
Therapic Center	0%	1%
Agricola Villanova	0%	0%

Gruppo Quick	**1.5%**	**0.5%**
Euromed Pharma Services	**1.5%**	**0.5%**
Pharmaidea	**3%**	**18%**
Si.Ge.A. Costruzioni	**1%**	**1%**
Pierrel	**16%**	**9%**

The following table shows the average training hours per employee by gender across the Group's different companies.

Legal entity	Average training hours per male employee	Average training hours per female employee
Petrone Group	**16.5**	**14.4**
Fin Posillipo	**19**	**17**
Farmacie Petrone	**20.2**	**14.9**
Farma Carmine Petrone	**15.4**	**16.6**
Programmi Sanitari Integrati	**17.3**	**15.8**
Euromed Pharma	**17.6**	**15.9**
Carpefin	**18.4**	**16.5**

Centro Manzoni	41.9	37.2
Centro Futura	22	24.3
Dinastar	49	44.4
Therapic Center	33.9	29.8
Agricola Villanova	20	20
Gruppo Quick	10	8
Euromed Pharma Services	44	51
Pharmaidea	23	23
Si.Ge.A. Costruzioni	6.33	4.4
Pierrel	51	46
Euromed Pharma Spain	6	6.3
Euromed Pharma Ireland	n/a	n/a
Euromed Pharma DACH	0	9.25
Euromed Pharma UK	n/a	n/a

Euromed Pharma France	**n/a**	**n/a**
Euromed Pharma US	**0**	**2.5**
Euromed Pharma APAC	**13**	**9**

Impacts, risks and opportunities

The following section presents the impacts, risks and opportunities (IROs) identified as material through the double materiality assessment, together with the related DRs (Disclosure Requirements) and indicators identified for each ESRS topic. While the impacts already approved in the 2024 Sustainability Report have been confirmed, the risks and opportunities have undergone a thorough review, as described in the section dedicated to the materiality assessment process. The contextual analysis performed for each of the Group's business sectors enabled the identification of new risks and opportunities, integrating those identified in the previous reporting period with the additional risks and opportunities identified for 2025.

ENVIRONMENTAL THEMES				
IMPACTS				
ESRS Topic	**IRO Description**	**Type**	**KPI-DRI**	**KPI-DRI Description**
ESRS E1	Implementation of sustainable and innovative practices for the distribution of pharmaceuticals.	Positive Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions
ESRS E1	Reduction of the environmental impact caused by CO2 emissions by reserving dedicated parking slots for electric vehicles. his approach encourages the use of hybrid or electric vehicles, thereby contributing to climate change mitigation. All related processes are certified in accordance with UNI EN ISO 14001.	Positive Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions

ESRS E1	Reduced impact on soil degradation by favouring the development of multi-level parking facilities, which optimise land use through a smaller surface footprint and the use of multiple levels, both underground and above ground.	Positive Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions
ESRS E1	Climate change mitigation through continuous innovation in the development of lower-impact materials and safety systems, including technologies such as Digital Twins and assistive robotics.	Positive Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions
ESRS E1	Increase in localised emissions on construction sites due to the use of technologically outdated and highly polluting Non-Road Mobile Machinery (NRMM).	Negative Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions
ESRS E1	Implementation of low energy consumption technologies to improve the efficiency and sustainability of company buildings.	Positive Impact	E1-5	Energy consumption and mix
ESRS E1	Reduction in energy consumption through the installation of photovoltaic plants, both at the headquarters in Naples and at the warehouses.	Positive Impact	E1-5	Energy consumption and mix

ESRS E1	Lack of energy consumption monitoring, resulting in operational inefficiencies, wasted resources and difficulty in identifying areas for improvement to reduce excessive energy use.	Negative Impact	E1-5	Energy consumption and mix
ESRS E1	Increased consumption of non-renewable energy resources, especially in construction areas, due to the use of energy generators powered by fossil fuels.	Negative Impact	E1-5	Energy consumption and mix
ESRS E5	Reduction of environmental impact from waste as a result of proper disposal through recycling and reuse practices and the promotion of a more sustainable approach to the product life cycle.	Positive Impact	E5-5	Waste
ESRS E5	Proper disposal of waste and hazardous materials (such as asbestos, solvents and contaminated oils) and recycling of inert rubble through specialised treatments and precise certifications for disposal.	Positive Impact	E5-5	Waste

ESRS E5	Increased plastic waste and inefficient use of resources resulting from a failure to implement a strategy for the re-use of recycled materials.	Negative Impact	E5-5	Waste

RISKS AND OPPORTUNITIES

ESRS Topic	IRO Description	Type	KPI-DRI	KPI-DRI Description
ESRS E1	Increase in operating costs, including fuel, vehicle maintenance (where borne by the company) and travel time, which could reduce the overall profitability of the services provided.	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Higher operating expenses and exposure to environmental taxation risks due to high fossil fuel consumption in logistics operations.	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Increased costs arising from the use of energy from fossil fuel sources, with growing exposure to potential regulatory restrictions in this area.	Risk	E1-1 E1-2 E1-3	Climate change mitigation

ESRS E1	**Access to financial incentives through the implementation of sustainable technologies.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Increase in upfront and operating costs, which could negatively affect profit margins in the short term.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Increase in upfront and operating costs, which could negatively affect profit margins in the short term.**	**Opportunity**	**/**	**Water**
ESRS E3	**Operating cost savings through the adoption of high-efficiency irrigation systems.**	**Opportunity**	**/**	**Water**
ESRS E3	**Increase in operating costs and potential fines due to inefficient water resource use resulting from inadequate monitoring of consumption.**	**Risk**	**/**	**Water**

ESRS E1	Increase in the Company's competitive advantage through the sale of certified fruit and vegetable products and the provision of educational farm activities.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Reduction in long-term revenues due to loss of attractiveness.	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Reduction in operating costs through the adoption of sustainable management practices.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Potential fines and penalties due to non-compliance with environmental regulations.	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Increase in operating expenses due to management inefficiencies, which could lead to reduced competitiveness in the sector and penalties for failure to comply with applicable regulations.	Risk	E1-1 E1-2 E1-3	Climate change mitigation

ESRS E1	Increase in operating expenses due to management inefficiencies, which could lead to reduced competitiveness in the sector and penalties for non-compliance with applicable regulations.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Reduction in procurement costs through efficient wastewater management, resulting in lower water purchase requirements.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Reduction in construction costs through the Group's participation in SIGEA, which ensures an efficient partnership model.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Increase in operating costs due to carbon taxes and regulatory penalties arising from non-compliance with environmental requirements.	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Loss of credibility and reputation, resulting in reduced revenues.	Risk	E1-1 E1-2 E1-3	Climate change mitigation

ESRS E1	**High technology development costs, which may be recovered over the long term.**	**Risk**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Increase in revenues due to improved conditions for participation in public tenders.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Increased business competitiveness through the reduction of costs associated with potential environmental penalties and improved access to projects and public tenders requiring compliance with stringent environmental standards, while also strengthening corporate reputation.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Reduced risk of incurring penalties through the proper execution of projects in line with applicable regulatory requirements.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Increase in property value and access to incentives through integrated design solutions incorporating green spaces, attracting customers and investors.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**

ESRS E5	**Increase in costs related to obtaining certifications and managing waste treatment activities.**	**Risk**	**E5-1** **E5-2**	**Waste**
ESRS E1	**Use of the existing fleet of machinery, avoiding additional development or innovation costs.**	**Risk**	**E1-1** **E1-2** **E1-3**	**Climate change mitigation**
ESRS E1	**Fuel-related costs, which are subject to market fluctuations, resulting in economic dependency on fuel procurement.**	**Risk**	**E1-1** **E1-2** **E1-3**	**Climate change mitigation**
ESRS E1	**Penalties, regulatory restrictions or legal costs arising from exceeding emission limits, as well as potential reputational damage that could reduce customer trust and limit access to future projects.**	**Risk**	**E1-1** **E1-2** **E1-3**	**Climate change mitigation**
ESRS E1	**Increase in costs due to extreme weather events.**	**Risk**	**E1-1** **E1-2** **E1-3**	**Climate change mitigation**
ESRS E1	**Access to new markets and capital through sustainability certifications.**	**Opportunity**	**E1-1** **E1-2** **E1-3**	**Climate change mitigation**
ESRS E1	**Revenue growth through sustainable redevelopment and energy efficiency improvements.**	**Opportunity**	**E1-1** **E1-2** **E1-3**	**Climate change mitigation**

ESRS E1	**Reduction in operating costs through material recovery practices.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Increase in operating costs and ESG-related pressures arising from logistics emissions.**	**Risk**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Reduction in operating costs through logistics decarbonisation initiatives.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Reduction in energy costs through energy efficiency measures.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E5	**Increase in environmental and regulatory costs related to waste and packaging management.**	**Risk**	**E5-1 E5-2**	**Waste**
ESRS E1	**Physical damage and service disruptions caused by extreme weather events.**	**Risk**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Greater attractiveness to Net Zero-oriented investors.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E1	**Reduction in maintenance costs and increased revenue reliability.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**

ESRS E1	Reduction in emissions and fuel costs	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Reduction in operating costs through urban regeneration initiatives and energy efficiency improvements in existing parking facilities.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	New revenue streams through infrastructure supporting electric mobility and low-emission transport.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Higher urbanisation charges and water management costs	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Increase in operating costs and cash flow volatility	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Greater attractiveness through environmental certifications.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Higher costs due to energy inefficiencies	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Greater opportunities to access ESG financing	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation

ESRS E1	Economic impacts of climate change	Risk	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E1	Margin stabilisation and new revenue opportunities through climate adaptation.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E5	Economic impacts arising from non-compliant management of agricultural waste.	Risk	E5-1 E5-2	Waste
ESRS E3	Reduction in water consumption and water procurement costs.	Opportunity	–	Water
ESRS E1	Reduction in costs and increased operational resilience through energy efficiency improvements.	Opportunity	E1-1 E1-2 E1-3	Climate change mitigation
ESRS E5	Extraordinary costs and loss of value arising from non-compliance in healthcare waste management.	Risk	E5-1 E5-2	Waste
ESRS E1	Improved margins through continuous manufacturing and process intensification, enhancing plant efficiency and supporting low-carbon processes.	Risk	E1-1 E1-2 E1-3	Climate change mitigation

ESRS E1	**Increase in OPEX and CAPEX due to climate adaptation and emissions-related requirements.**	**Risk**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E5	**Extraordinary costs and loss of value arising from the environmental management of hazardous substances and biohazardous waste.**	**Risk**	**E5-1 E5-2**	**Waste**
ESRS E1	**Flexibility and CAPEX returns enabled by single-use technologies and modular facilities.**	**Opportunity**	**E1-1 E1-2 E1-3**	**Climate change mitigation**
ESRS E3	**Increase in OPEX and CAPEX driven by water use, wastewater management and pharmaceutical residues.**	**Risk**	**/**	**Water**

SOCIAL THEMES				
IMPACTS				
ESRS Topic	**IRO Description**	**Type**	**KPI-DRI**	**KPI-DRI Description**
ESRS S1	Improvement of working conditions through flexible hours, fair wages and policies that favour work-life balance, which promote employee well-being, increase workplace satisfaction and enhance the overall productivity of the organisation.	Positive Impact	S1-6 S1-7 S1-10	Working conditions – Working time – Adequate wages
ESRS S1	Greater motivation, job satisfaction and reduced staff turnover, fostering a more productive and serene working environment and ensuring remuneration appropriate to working conditions and workload.	Positive Impact	S1-6 S1-7 S1-10	Working conditions – Working time – Adequate wages
ESRS S1	Increase in employee turnover due to burnout, stress and excessive working hours, often aggravated by a lack of management of company workloads.	Negative Impact	S1-6 S1-7 S1-10	Working conditions – Working time – Adequate wages
ESRS S1	Increase in staff stress and fatigue due to intensive shifts, insufficient break times and a demanding work pace.	Negative Impact	S1-6 S1-7 S1-10	Working conditions – Working time – Adequate wages

ESRS S1	Greater employee engagement in contributing to improved company performance, with incentive plans or by recognising and ensuring work-life balance, as well as adequate privacy in the processing of their data and information.	Positive Impact	S1-15	Work-life balance
ESRS S1	Reduction in accidents and occupational diseases, as well as improvement of working conditions within the company's premises, through the adoption of safety monitoring practices, not only in compliance with current regulations but also by extending additional safety measures.	Positive Impact	S1-14	Health and safety
ESRS S1	Significant reduction in workplace accidents, improved safety conditions at construction sites and increased employee confidence in the working environment through the provision and proper use of personal protective equipment, such as helmets, scaffolding and harnesses.	Positive Impact	S1-14	Health and safety
ESRS S1	Increase in the risk of workplace accidents, occupational diseases and decreased productivity, with possible long-term repercussions on workers' health and the company's reputation due to prolonged exposure to adverse working conditions, such as inclement weather, high or extreme temperatures, without adequate protection and prevention measures.	Negative Impact	S1-14	Health and safety

ESRS S1	**Optimisation of gender inclusion, through achievement of UNI PDR 125 certification aimed at promoting equal opportunities and the establishment of the Gender Equality Management System Officer (GEMSO) role within the company workforce.**	**Positive Impact**	**S1-9**	**Gender equality and equal pay for work of equal value**
ESRS S1	**Promotion of an inclusive working environment and enhancement of female talent, increasing women's representation and participation also in technical and managerial roles, strengthening corporate reputation and competitiveness through the implementation of concrete gender equality policies supported by UNI/PdR 125 certification, which ensures equal opportunities for career development, remuneration and working conditions.**	**Positive Impact**	**S1-9**	**Gender equality and equal pay for work of equal value**
ESRS S1	**Investing in training to develop a culture of innovation, improving productivity and the quality of company processes.**	**Positive Impact**	**S1-13**	**Training and skills development**
ESRS S1	**Greater quality and innovation in construction projects, increased productivity and capacity to compete in more advanced markets, as well as greater enhancement of artistic and cultural heritage thanks to the training of skilled workers and experts in advanced technologies, especially regarding the construction of photovoltaic plants and restoration techniques for artistic and cultural assets.**	**Positive Impact**	**S1-13**	**Training and skills development**

ESRS S1	**Insufficient safety training could increase the likelihood of workplace accidents, endanger workers' health and result in legal penalties and reputational damage for the company.**	**Negative Impact**	**S1-13**	**Training and skills development**
ESRS S3	**Increase in local socio-economic development and promotion of social inclusion activities through collaboration with local bodies and associations aimed at strengthening people's sense of belonging to their region and creating a positive reputation.**	**Positive Impact**	**S3-4**	**Economic, social and cultural rights of the community**
ESRS S3	**Improvement in the quality of life of local communities and enhancement of cultural heritage thanks to building maintenance and redevelopment, which introduce technological innovation and preserve the cultural assets of the local area.**	**Positive Impact**	**S3-4 S3-5**	**Economic, social and cultural rights of the community**
ESRS S3	**Increase in cases of conflict with local bodies and associations due to a lack of continuous and transparent dialogue concerning the company's business activities.**	**Negative Impact**	**S3-4 S3-5**	**Economic, social and cultural rights of the community**
ESRS S4	**Improvement in quality of life, greater residential safety and reduction of health risks for end users, thanks to smart and innovative building construction, based on the implementation of IoT systems, smart homes and advanced sensors to ensure safer, more efficient and healthier environments.**	**Positive Impact**	**S4-4 S4-5**	**Personal safety of consumers and/or end-users**

ESRS S4	**Increase in brand reliability and the health and safety of consumers through responsible pharmaceutical marketing practices, safeguarding consumers.**	**Positive Impact**	**S4-4** **S4-5**	**Personal safety of consumers and/or end-users**
ESRS S4	**Improvement of health and safety conditions for patients at rehabilitation centres and for children at the Agricola Villanova educational nursery, by implementing hygiene and safety protocols and periodically checking the quality of equipment.**	**Positive Impact**	**S4-4** **S4-5**	**Personal safety of consumers and/or end-users**

RISKS AND OPPORTUNITIES

ESRS Topic	IRO Description	Type	KPI-DRI	KPI-DRI Description
ESRS S1	Reduction in operating costs through the attraction of qualified personnel enabled by inclusive policies and a sustainable working environment.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Employee retention and reduction in turnover, resulting in savings on recruitment costs.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in operating costs and legal risks due to the need to comply with increasingly specific occupational health and safety regulations.	Risk	S1-14	Health and safety
ESRS S1	Increase in turnover costs and reduced competitiveness due to declining employee motivation.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Cost reduction through process automation.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Greater access to external investments and capital through incentive policies and work-life balance initiatives that improve business performance.	Opportunity	S1-6 S1-7	Working conditions – Working time

ESRS S1	**Improvement in productivity and business performance through a highly skilled and trained workforce.**	**Opportunity**	**S1-6 S1-7**	**Working conditions – Working time**
ESRS S1	**Risk of workplace accidents and non-compliance with safety regulations due to insufficient or inadequate training programmes.**	**Risk**	**S1-6 S1-7**	**Working conditions – Working time**
ESRS S1	**Increase in labour costs due to high levels of absenteeism, loss of resources through employee turnover and consequent reductions in productivity.**	**Risk**	**S1-6 S1-7**	**Working conditions – Working time**
ESRS S1	**Increase in turnover costs and decline in productivity, potentially negatively affecting profitability due to a demotivated workforce and limited development opportunities.**	**Risk**	**S1-6 S1-7**	**Working conditions – Working time**
ESRS S1	**Reduction in the risk of serious employee health conditions, decreasing sickness absence periods and promoting a more productive and engaged working environment.**	**Risk**	**S1-6 S1-7**	**Working conditions – Working time**

ESRS S1	Enhanced brand reputation and greater attractiveness to new investors through social inclusion initiatives, facilitating access to capital and strategic partnerships.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in profits through expanded market opportunities and diversification of revenue streams.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Decline in investor and customer confidence, reducing long-term profitability and limiting access to capital for future growth.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Enhanced brand reputation and increased investor attractiveness through social inclusion initiatives, facilitating access to capital and strategic partnerships.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in operating costs and decrease in customer satisfaction, potentially resulting in revenue losses due to inefficient and delayed procedures.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increased access to funding and opportunities to participate in innovation and safety-related calls for proposals in educational and healthcare services.	Opportunity	S1-6 S1-7	Working conditions – Working time

ESRS S1	Strengthened competitive positioning through the ability to attract a broader and more loyal customer base.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Reduction in long-term operating costs, with positive impacts on overall organisational profitability.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Improved employee satisfaction and internal working climate, leading to enhanced business performance and stronger corporate reputation.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Reduction in costs related to workplace accidents and illnesses, with increased reputation and employee trust.	Opportunity	S1-14	Health and safety
ESRS S1	Higher costs associated with adapting workplaces to improved working conditions, such as the construction of security facilities.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in costs related to employee injury compensation.	Risk	S1-14	Health and safety
ESRS S1	Business and revenue diversification, supporting improved economic performance.	Opportunity	S1-6 S1-7	Working conditions – Working time

ESRS S1	Improved customer engagement and loyalty, resulting in enhanced economic performance	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Loss of reputation, leading to a decline in business performance.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S3	General system malfunctions and increased maintenance costs.	Risk	S3-4 S3-5	Economic, social and cultural rights of the community
ESRS S1	Increase in business productivity, resulting in improved corporate reputation, which may attract qualified talent and enhance competitiveness in target markets.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Reduction in costs associated with employee turnover.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in costs related to the purchase of suitable equipment.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in upfront costs for implementing gender equality policies, with limited economic benefits if not supported by an effective business strategy.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Ongoing investments in employee training, particularly in relation to technical and technological innovation.	Risk	S1-6 S1-7	Working conditions – Working time

ESRS S1	Increase in demand for innovative services and projects, strengthening the company's market position.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S3	Improved corporate reputation as a socially responsible organisation, attracting new customers, investors and ethically focused partners, while strengthening relationships with local communities and generating long-term value.	Opportunity	S3-4 S3-5	Economic, social and cultural rights of the community
ESRS S1	High upfront costs for technologies and training, which could reduce short-term profitability if market demand or adoption levels are insufficient.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Risk of significant penalties due to non-compliance with applicable employee contractual regulations.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Decline in business performance and efficiency caused by extended working times.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	High costs related to compensation, penalties and productivity losses, together with reputational damage that may reduce competitiveness and access to new projects.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Potential loss of talent, limiting innovation, reducing competitiveness and damaging corporate reputation.	Risk	S1-6 S1-7	Working conditions – Working time

ESRS S1	Potential additional costs arising from compensation claims, penalties or operational changes required by environmental regulations.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Higher costs due to inadequate working conditions.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Higher productivity and lower costs through improved working conditions.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in healthcare and insurance costs due to occupational health and safety risks.	Risk	S1-14	Health and safety
ESRS S1	Increase in business competitiveness.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Increase in costs related to compensation claims and legal matters.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Greater attractiveness through the implementation of surveillance facilities.	Opportunity	S1-6 S1-7	Working conditions – Working time
ESRS S1	Authorisation delays and increased project costs.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S3	Increase in extraordinary maintenance costs and legal disputes.	Risk	S3-4 S3-5	Economic, social and cultural rights of the community

ESRS S1	Economic risks arising from workplace accidents and occupational health and safety deficiencies.	Risk	S1-14	Health and safety
ESRS S1	Economic risks related to product safety and perceptions surrounding GMOs (Genetically Modified Organisms).	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Economic impacts arising from non-compliant working conditions and low employee retention.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S3	Greater attractiveness through the development of relationships with the local community.	Opportunity	S3-4 S3-5	Economic, social and cultural rights of the community
ESRS S1	Accident-related and insurance costs arising from occupational health and safety issues.	Risk	S1-14	Health and safety
ESRS S1	Increase in costs due to workforce shortages.	Risk	S1-6 S1-7	Working conditions – Working time
ESRS S1	Costs related to accidents, plant downtime and insurance premiums arising from occupational health and safety, community and process safety risks.	Risk	S1-14	Health and safety

ESRS S1	**Loss of productivity and skills due to poor employee well-being and insufficient training.**	**Risk**	**S1-6** **S1-7**	**Working conditions – Working time**
ESRS S4	**Loss of revenues and legal costs arising from issues related to product safety, clinical effectiveness and pharmaceutical quality.**	**Risk**	**S4-4** **S4-5**	**Personal safety of consumers and/or end-users**

GOVERNANCE THEMES				
IMPACTS				
ESRS Topic	IRO Description	Type	KPI-DRI	KPI-DRI Description
ESRS G1	Increase in responsible practices along the value chain through the integration of sustainable investments into the Group's corporate strategy, to promote the shift towards a more ESG-conscious approach	Positive Impact	G1-1	Corporate culture
ESRS G1	Implementation of an inclusive work environment committed to safeguarding transparency and sustainability thanks to the achievement of recognised certifications that attest to an ethical and responsible corporate culture.	Positive Impact	G1-1	Corporate culture
ESRS G1	Implementation of an inclusive work environment committed to safeguarding civil and political rights, thanks to a corporate culture that promotes values of transparency, responsibility and sustainability. The achievement of UNI EN ISO 9001 certification directly reflects this corporate culture, valuing transparency, ethics and responsibility in the quality management system.	Positive Impact	G1-1	Corporate culture

ESRS G1	Improvement of working conditions through flexible hours, fair wages and policies that favour work-life balance, which promote employee well-being, increase workplace satisfaction and enhance the overall productivity of the organisation.	Positive Impact	G1-1	Corporate culture
ESRS G1	Increase in cases of non-compliance with regulations caused by unethical behaviour and lack of transparency in business management.	Negative Impact	G1-1	Corporate culture
ESRS G1	Improvement of working conditions through flexible hours, fair wages and policies that favour work-life balance, which promote employee well-being, increase workplace satisfaction and enhance the overall productivity of the organisation.	Negative Impact	G1-1	Corporate culture
ESRS G1	Greater assurance for data protection and business continuity through the improvement of the IT cybersecurity system, implementing specific measures and introducing a Security Operation Center platform.	Positive Impact	G1-1	Protection of whistle-blowers

ESRS G1	Reduction of data breaches through the implementation of a centralised data management system that protects the privacy of customers and employees and increased transparency in data sharing through the publication of accurate and high-quality information on the Group's websites.	Positive Impact	G1-1	Protection of whistle-blowers
ESRS G1	Failure to adopt appropriate cybersecurity systems, which may cause a slowdown in business activities.	Negative Impact	G1-1	Protection of whistle-blowers
ESRS G1	Increase in data breaches due to possible damage linked to consumer data and information protection, resulting from a lack of control and/or maintenance of video surveillance equipment.	Negative Impact	G1-1	Protection of whistle-blowers
ESRS G1	Efficient payment practices along the supply chain strengthen brand reputation, ensuring that suppliers can maintain high environmental and social standards in their operations.	Positive Impact	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Strengthening relationships with suppliers and improving corporate reputation, promoting long-lasting and more efficient partnerships through compliance with legislative requirements and contract specifications.	Positive Impact	G1-2	Management of relationships with suppliers including payment practices

ESRS G1	Application of the code of ethics in relations with suppliers, for example for the provision of video surveillance, to ensure customer privacy and data protection.	Positive Impact	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Strengthening the quality and resilience of the value chain through the diversification of suppliers and the adoption of responsible and sustainable sourcing practices.	Positive Impact	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Reduction of the risk of unlawful practices and improvement of business ethics through employee training, raising awareness of anti-corruption regulations, with a positive impact on the company's competitiveness and reputation.	Positive Impact	G1-3 G1-4	Corruption and bribery
ESRS G1	Certification of an ethical approach through the adoption of the code of ethics and the whistleblowing system, which guarantee a fair and safe working environment. This reduces the risks of corruption and fraud, promotes transparency and strengthens trust among customers, suppliers and partners.	Positive Impact	G1-3 G1-4	Corruption and bribery
ESRS G1	Promotion of fair and transparent business management through the application of the 231 Organisational Model and related internal training, which encourages adherence to the principles and values of the Code of Ethics.	Positive Impact	G1-3 G1-4	Corruption and bribery

RISKS AND OPPORTUNITIES				
ESRS Topic	**IRO Description**	**Type**	**KPI-DRI**	**KPI-DRI Description**
ESRS G1	Strengthening relationships with suppliers and improving credit conditions through efficient payment practices along the supply chain.	Opportunity	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Initial increase in costs for replacing current suppliers with others that are more sustainable.	Risk	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Opportunistic delay of payments, resulting in the retention of available cash resources within the company.	Opportunity	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Increase in investor trust and reduction in legal risk through transparent management aligned with the Code of Ethics.	Opportunity	G1-1	Corporate culture
ESRS G1	Improvement of corporate reputation, resulting in stronger relationships with partners and investors and access to business opportunities in markets requiring high standards of quality and regulatory compliance.	Opportunity	G1-1	Corporate culture

ESRS G1	Decrease in future revenues and increase in capital costs due to loss of trust and reputation with stakeholders.	Risk	G1-1	Corporate culture
ESRS G1	Market growth through investment in technological innovation, which increases competitiveness and meets long-term market demands.	Opportunity	G1-1	Corporate culture
ESRS G1	Increase in costs and loss of earnings due to expenses incurred to restore business following disruptions caused by cybersecurity breaches.	Risk	G1-1	Corporate culture
ESRS G1	The presence of certifications and good environmental practices increases the company's attractiveness to investors, in order to obtain advantageous financing.	Opportunity	G1-1	Corporate culture
ESRS G1	Increase in revenue by retaining current customers and attracting new ones.	Opportunity	G1-1	Corporate culture
ESRS G1	An inclusive internal environment improves working conditions and enhances operational efficiency, with positive impacts on operating costs and overall productivity.	Opportunity	G1-1	Corporate culture

ESRS G1	**Creation of a stronger value chain, resulting in cost savings in supplier relationships.**	**Opportunity**	**G1-2**	**Management of relationships with suppliers including payment practices**
ESRS G1	**Potential access to new investments through compliance with applicable regulations and adherence to antitrust requirements.**	**Opportunity**	**G1-1**	**Corporate culture**
ESRS G1	**Risk of technological obsolescence and resulting operational inefficiencies due to insufficient investment in innovation and digitalisation.**	**Risk**	**G1-1**	**Corporate culture**
ESRS G1	**Improvement of working conditions, supporting operational efficiency and generating positive impacts on overall productivity and operating cost reduction.**	**Opportunity**	**G1-1**	**Corporate culture**
ESRS G1	**Improvement of corporate reputation and market competitiveness.**	**Opportunity**	**G1-1**	**Corporate culture**
ESRS G1	**Reduction in supplier search costs through relationships with reputable suppliers, supporting access to new tenders and business opportunities.**	**Opportunity**	**G1-3 G1-4**	**Corruption and bribery**
ESRS G1	**Improvement of competitiveness**	**Opportunity**	**G1-1**	**Corporate culture**

ESRS G1	Reputational damage and difficulties in accessing new tenders and attracting investors, with consequent economic impacts on overall performance.	Risk	G1-3 G1-4	Corruption and bribery
ESRS G1	Legal risk and exclusion from tenders due to corruption-related issues.	Risk	G1-1	Corporate culture
ESRS G1	Risk of penalties due to contractual irregularities.	Risk	G1-3 G1-4	Corruption and bribery
ESRS G1	Higher costs due to a lack of controls along the value chain.	Risk	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Potential increase in costs arising from financial fraud, financial attacks or related security incidents.	Risk	G1-1	Corporate culture
ESRS G1	Supply chain disruptions and economic impacts on service continuity.	Risk	G1-2	Management of relationships with suppliers including payment practices
ESRS G1	Higher costs due to unethical practices.	Risk	G1-1	Corporate culture
ESRS G1	Greater attractiveness due to the implementation of ethical procedures.	Opportunity	G1-1	Corporate culture

ESRS G1	**Higher penalties due to corruption risks and irregularities in authorisation processes and tenders.**	**Risk**	**G1-3 G1-4**	**Corruption and bribery**
ESRS G1	**Higher penalties due to corruption risks and irregularities.**	**Risk**	**G1-3 G1-4**	**Corruption and bribery**
ESRS G1	**Reduction in legal costs and increased attractiveness.**	**Opportunity**	**G1-1**	**Corporate culture**
ESRS G1	**Reputational damage arising from child labour cases within the supply chain.**	**Risk**	**G1-2**	**Management of relationships with suppliers including payment practices**
ESRS G1	**Strengthened traceability and increased economic value of the value chain.**	**Opportunity**	**G1-2**	**Management of relationships with suppliers including payment practices**
ESRS G1	**Revenue growth through process efficiency improvements enabled by digitalisation.**	**Opportunity**	**G1-1**	**Corporate culture**
ESRS G1	**Penalties, loss of contracts and increased cost of capital arising from poor business ethics, irresponsible lobbying and non-responsible marketing practices.**	**Risk**	**G1-3 G1-4**	**Corruption and bribery**

ESRS G1	**Lower non-compliance costs and improved scalability through digital QMS and data integrity by design.**	**Opportunity**	**G1-1**	**Corporate culture**
ESRS G1	**More stable revenues and competitive advantage through a sustainable value chain aligned with CSDDD requirements.**	**Opportunity**	**G1-2**	**Management of relationships with suppliers including payment practices**

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