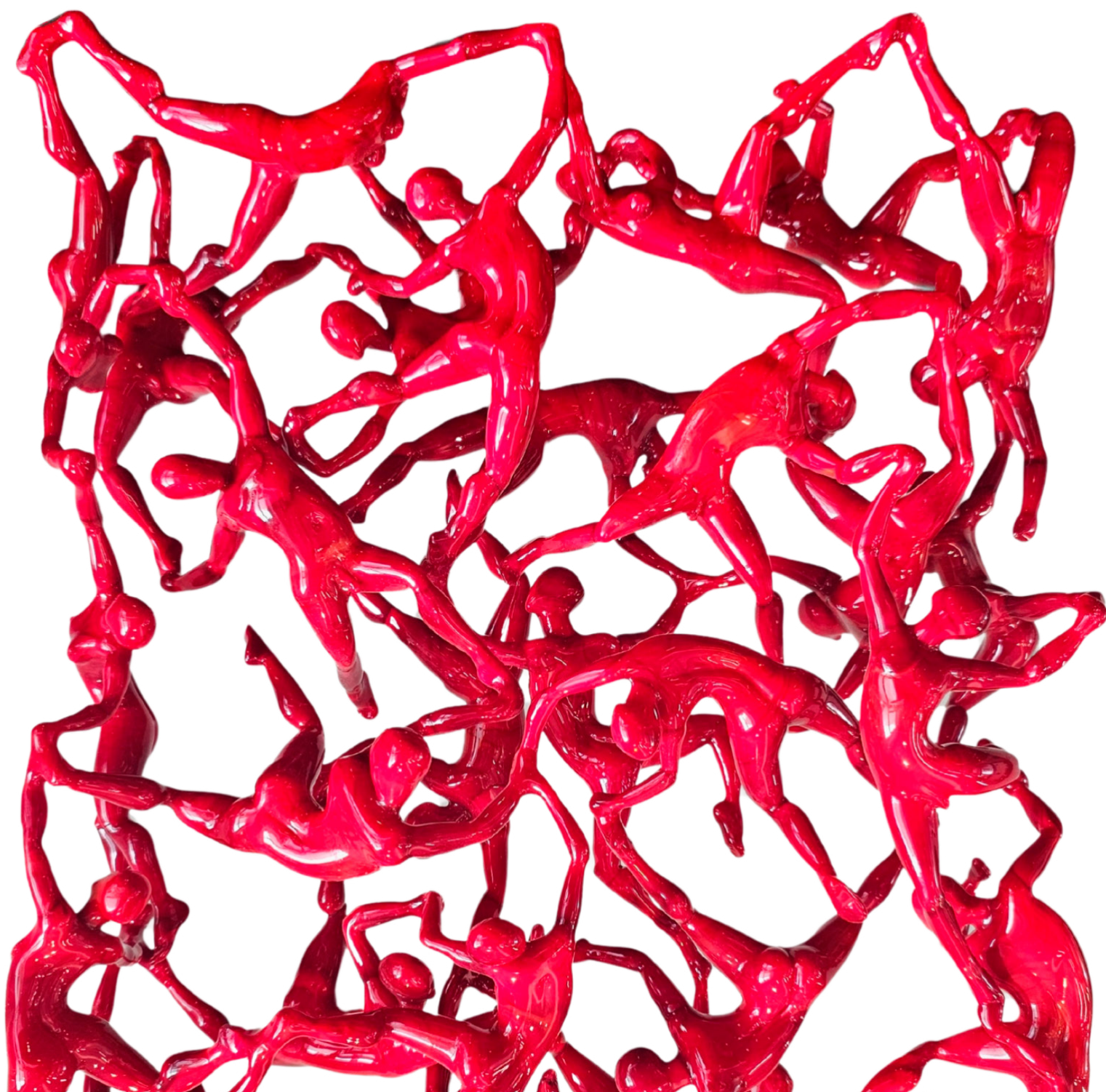


MARECHIARO GROUP

SUSTAINABILITY REPORT

AS AT DECEMBER 2024



INTRODUCTION

A journey through art, emotions and shared responsibility

For us, sustainability above all means relationship: with people, with the environment, with the times we live in and with those we want to build.

And what better than art to tell this story?

In our Headquarters, each artwork embodies a fragment of our corporate identity: a silent dialogue that accompanies our steps and inspires our decisions.

This is why we have chosen art as the theme of the 2024 Sustainability Report, selecting certain pieces from our spaces to illustrate the main ESG topics and create a bridge between creativity and values.

The inspiration comes from **Mauro Bonaventura's One to One**, featured on the cover: a network of blown glass, complex and delicate, in which red figures support each other, a symbol of strength and fragility, collaboration and shared responsibility.

Just as in that network, each of our choices affects the entire system: sustainability is this collective commitment, made up of concrete actions, strong relationships and shared visions.

We invite you to read this document not only as an account of results, but as the testimony of a journey that we are building together, with trust and courage.

We hope you enjoy reading this report.

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2024 HIGHLIGHTS

ENVIRONMENTAL ASPECTS

-  Digitisation of logistics processes through “Project TMS”
-  **342,390 tCO2Eq**
Total Carbon Footprint (Location Based)
-  **403 tCO2Eq**
Emissions avoided through the production of photovoltaic plants

SOCIAL ASPECTS

-  **1,095**
Employees
-  **10%**
Employee turnover
-  **91%**
Permanent contracts
-  **47%**
Female staff
-  **23**
Training hours per employee
-  Group DEI Policy

GOVERNANCE ASPECTS

-  Establishment of Sustainability Committee
-  Green Procurement Policy
-  Supply Chain Management

LETTER TO STAKEHOLDERS

Dear Readers,

We are pleased to present the **third Sustainability Report** of the Petrone Group, prepared on a voluntary basis and covering the year **2024**.

This document narrates our journey, one that unites strategic vision, economic growth and a strong sense of responsibility towards communities and local areas.

In an international environment of geopolitical instability and economic uncertainty, our Group has maintained steady, broad-based growth, reinforcing our presence across each of the sectors in which we operate: from pharmaceutical distribution to pharmaceutical logistics, and from manufacturing to the health sector, paid parking and construction.

In 2024, we made decisive investments in broadening our range of services, advancing our **international expansion** efforts and maximising **organisational synergies**. These choices have not only strengthened our financial results, but have also created new opportunities to embed sustainability across every area of our business.

This is reflected in the expansion of our reporting boundary to include all the Group companies, including the international companies, and our adoption of the new European standards (CSRD and ESRS), which now enable us to provide a more comprehensive and transparent view of our organisation.

We have strengthened our sustainability governance by establishing the **Sustainability Committee** and appointing ESG representatives within the main Group companies and functions. This has resulted in a system that is increasingly robust, far-reaching and integrated throughout our decision-making processes.

On the cultural front, we launched the **“Values in Action”** initiative, which engaged us deeply in defining the core values that guide our actions. Among these, Sustainability has become central, reflecting its active and cross-cutting presence in our vision for the future. We have also made significant headway in environmental terms.

For the first time in 2024, we calculated the Group's **Carbon Footprint**, including indirect emissions (Scope 3), laying the groundwork for a decarbonisation plan aligned with the European targets. To this end, Euromed Pharma Services joined the **Science Based Targets** (SBTi) initiative, formally pledging to reduce emissions in line with scientific recommendations.

Within ESG, Euromed Pharma and Euromed Pharma Services were awarded the **EcoVadis bronze** medal, while a structured project as launched to assess the sustainability of the supply chain through the same platform. Building constructive relationships with our commercial partners therefore means transparency, traceability and ongoing improvement.

Regarding our people, we introduced our first **Diversity, Equity & Inclusion Policy** and launched ESG training, which is set to become a long-term resource for reinforcing awareness of these matters at every level of the Group.

We also promoted the active participation of employees in **social and local projects**, strengthening bonds with organisations and associations nationwide. For us, being an enterprise means generating and sharing value with the communities of which we are a part.

Our progress on sustainability goes hand in hand with our economic growth. The results achieved and the projects launched in 2024 confirm that development and responsibility not only coexist, but also strengthen one another. That is why we will continue to integrate ESG criteria ever more deeply across all business lines, ensuring that every corporate decision helps to shape a more inclusive and regenerative future.

We hope these pages have succeeded in authentically conveying the profound significance of the journey we are undertaking together, and we thank you for your attention and trust you show us as you accompany us into the future.

We hope you enjoy reading this report.

Chief Executive Officer

RAFFAELE PETRONE
Petrone Group CEO



METHODOLOGICAL NOTE

This Report is the third Sustainability Report of the Petrone Group (below also the “Group”). 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 2024.

This year, the content of the Sustainability Report has been prepared in accordance with the **ESRS** – European Sustainability Reporting Standards introduced by Directive (EU) 2022/2464 (known as the Corporate Sustainability Reporting Directive), and subsequent delegated regulations, transposed in Italy by Legislative Decree 125/2024. This methodology has been applied on a wholly **voluntary** basis in order to adopt an initial approach to the new reporting tools provided, to ensure that they are used knowledgeably from now on in future reporting periods.

The ESRS standards cover all three fundamental aspects of *sustainability* – *environmental*, *social*, and *governance* – interpreted according to general criteria, aspects linked to the business model, strategy, management of impacts, risks and opportunities (from which metrics and targets derive), and 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.

The Petrone Group conducted this assessment using the **Double Materiality** approach, as set out in the Implementation Guidelines IG 1 – Materiality Assessment Implementation produced by EFRAG.

Based on the information from the analysis of the context and the activities along the Company’s value chain, which include not only its main business activity but also all those of the service providers, the impacts (positive and/or negative, current or potential) that are or may be material have been identified, considering the effects that the Petrone Group has on the economy, environment, and people (the Inside-out perspective) and those that influence the economic and financial performance of the Company (the Outside-in perspective). The tables relating to the identified IROs are provided in the Appendix at the end of this document.

The managers of the various corporate functions contributed initially to the identification of the “**Affected Stakeholders**” to be involved in the engagement process and, subsequently, to the collection and analysis of data, verifying its veracity and accuracy. 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 2024 annual financial report of the Petrone Group.

Lastly, the Sustainability Report is widely shared and accessible to all stakeholders by means of publication on the corporate website.

The data have been processed through detailed extractions and calculations, and, where specified, by means of estimates. Specifically, since 2024 represents the first year of sustainability reporting according to the ESRS standards, the **phase-in** principle has been applied for comparative information, omitting the data relating to 2023.

To identify its material topics, the Company has therefore adopted an analysis process that resulted in the identification of DRI (Disclosure Requirement Indicators), which were subsequently used to report on all the Impacts, Risks and Opportunities associated with the sustainability topics identified as material.

PROFILE

History and identity

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

Our journey began in 1965, when Carmine Petrone and his wife Fernanda took over the family pharmacy. Since then, we have grown while remaining true to values such as responsibility, close ties with local communities, and a commitment to health.

In the 1970s we launched our first pharmaceutical **import-export** operations. 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 new generation – Raffaele, Massimo and Pierluigi – we embarked on a transformation that took us well beyond our local origins to become an international player across several markets and sectors.

Today, the Group is made up of around **40 operating companies** in Italy, Spain, France, Ireland, Germany, Portugal, the United Kingdom, the United States and Singapore.

Arch of the old pharmacy

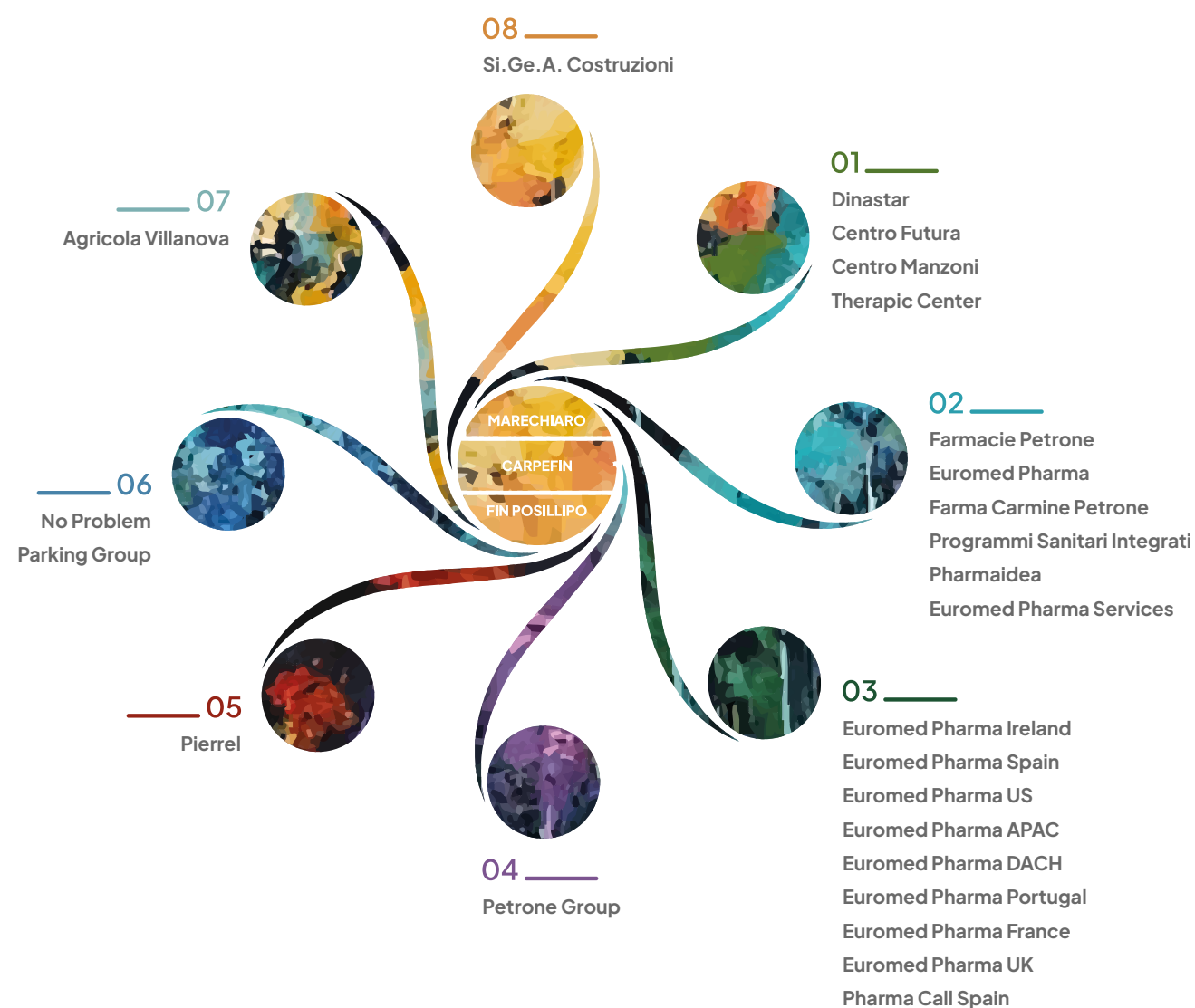
Originally the entrance to the family’s first pharmacy, opened in 1925 in San Nicola Baronia, this marble arch has been preserved and today welcomes visitors at the entrance to our headquarters. An architectural feature that goes beyond its original function: it symbolises the connection between the Group’s historical roots and its present-day identity.



The current Group structure reflects growth driven by strategy, innovation and diversification, and is today organised through 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.

This year, we have expanded the boundary of our Sustainability Report to include the holding company Marechiaro and its related companies. This enables us to provide a more comprehensive and transparent view of our activities.



01 | RETAIL: REHABILITATION CENTRES

At the heart of our service network are seven rehabilitation centres in the Campania region – four of which are included in this report – recognised by the National Health Service. 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 | DISTRIBUTION 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

The Quick Group joined in 2007, providing management services in both traditional and car valet formats in over 60 car parks in various settings such as ports, airports, stations, shopping centres and city centres. It manages around 40,000 spaces in Italy, with over 12 million cars annually.

07 | 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.

08 | 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. This entity has given rise to the **Tenuta Melofioccolo** brand, an educational farm situated in Naples' city centre.

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

Acquisition of the French company COLCA Medical & Scientific (now Euromed Pharma France) and the UK company Pharmahouse Ltd. Attainment of LEED Silver certification for the construction of the new HQ.

2024

Voluntary preparation of the third Sustainability Report drafted in accordance with the ESRS.

2025

Petrone Group's 60th anniversary celebrations.

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 established expertise, we operate as a strategic partner, enabling rapid and secure access to a wide range of products and services, extending our impact beyond traditional pharmaceutical distribution.

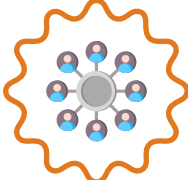


In 2024, the Group launched a major shareholder engagement process, aimed at defining the Group’s core Values, which are:

VALUE	MEANING	APPLICATION
 Attention to 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.

Thanks to the “**Values in Action**” project, dedicated to their promotion and dissemination, these principles are progressively evolving into a fully-fledged corporate culture, able to inspire and guide the decisions and actions of the Group’s people.

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:

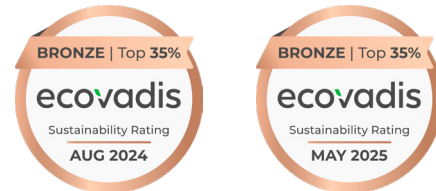
 COMPLIANCE WITH LAWS AND REGULATIONS	The Group is committed to operating in full compliance with all applicable laws and regulations, ensuring ethical and transparent behaviour in every area of activity.
 RESPECT FOR SHAREHOLDERS	Through the creation of economic value and clear and transparent communication. 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 System¹**, which ensures process efficiency, continuous improvement and customer satisfaction.
- **14001:2015 Environmental Management System²**, which enables the monitoring, control and reduction of environmental impacts related to business activities.
- **13485:2021 Quality Management System for Medical Devices³**, which ensures that products are designed, developed, manufactured and distributed in accordance with the highest safety and quality standards, safeguarding patient health and regulatory compliance.
- **UNI PdR 125/2022 Gender Equality Management System⁴**, which sets out the guidelines for implementing a gender equality management system within a company, fostering a fair and inclusive working environment through measurable initiatives and a commitment to continual improvement.
- **ISO 27001 Information Security Management System⁵**, which certifies the adoption of an information security management system aimed at protecting sensitive data from internal and external threats, reducing cybersecurity-related risks.
- **EcoVadis Bronze Medal:** In 2024, Euromed Pharma and, in early 2025, 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)⁶**, 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.



¹ Euromed Pharma S.r.l., Euromed Pharma Services S.r.l., Programmi Sanitari Integrati S.r.l., Farma Carmine Petrone S.r.l., and Euromed Pharma UK Ltd.

² Euromed Pharma S.r.l. and Pierrel S.p.A.

³ Euromed Pharma Services S.r.l. and Programmi Sanitari Integrati S.r.l.

⁴ Quick No Problem Parking S.p.A. and Si.Ge.A. Costruzioni S.r.l.

⁵ Petrone Group S.r.l.

⁶ Euromed Pharma UK Ltd., Euromed Pharma Spain SL, Euromed Pharma Ireland Ltd., Euromed Pharma DACH GmbH, Euromed Pharma France, and Euromed Pharma Portugal Lda.

⁷ Euromed Pharma Services S.r.l. and Euromed Pharma France

- **Good Manufacturing Practice (GMP)⁷**, 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.** For the stand branded Petrone Group, Euromed Pharma, Pharmaidea and Pharmacall, which was exhibited during the CPHI event in Milan 2024. 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 Wellbeing 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.
- During the preparation of this document, 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.



Fin Posillipo Logo

A bronze sculpture depicting four birds in flight, chosen to symbolise the four pillars upon which the Petrone Group's history is based: the company's founder and his three children, who currently lead the Group. The work expresses a sense of cohesion, continuity and shared vision. This sculpture also inspired the logo of the holding company Fin Posillipo.

Trends and Vision to 2030

The long-term perspective represents an essential element of business operations, contributing to maximising the efficiency of the processes, products and services provided. With this in mind, the Group has chosen to embark on a path towards sustainable development, with the aim of generating a positive impact in three main areas of interest: Environment, Social and Governance.

The 2030 Agenda for Sustainable Development is an action plan ratified on 25 September 2015 by the United Nations General Assembly, involving the governments of 193 member states. At the heart of this programme are 17 Sustainable Development Goals (SDGs), incorporated in a comprehensive plan that sets out 169 specific targets seeking to jointly achieve crucial aims such as poverty reduction, food security and the fight against climate change.



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, it promotes the improvement of the safety of services provided to its employees through various initiatives, such as the “Oral Cancer Screening” made available to employees of several Group companies.



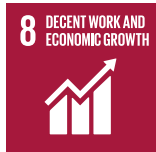
The Group continuously invests in the **training** of its employees, promoting continuous learning and professional development programmes, aimed at nurturing talent, increasing skills and fostering a company culture founded on knowledge.



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.



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.



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.



The Group has 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 plant covering around 80% of energy requirements, contributing to the development of resilient and efficient infrastructure.



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.



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.



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

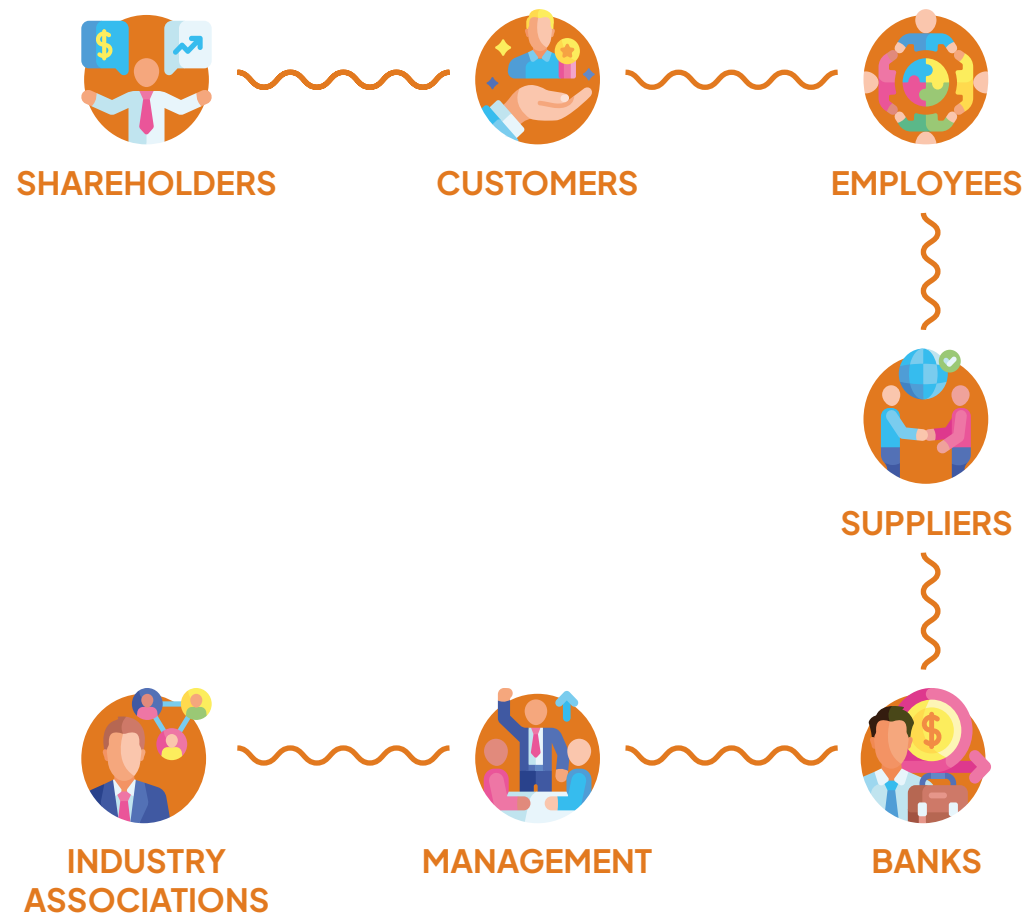
Double Materiality Assessment

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:

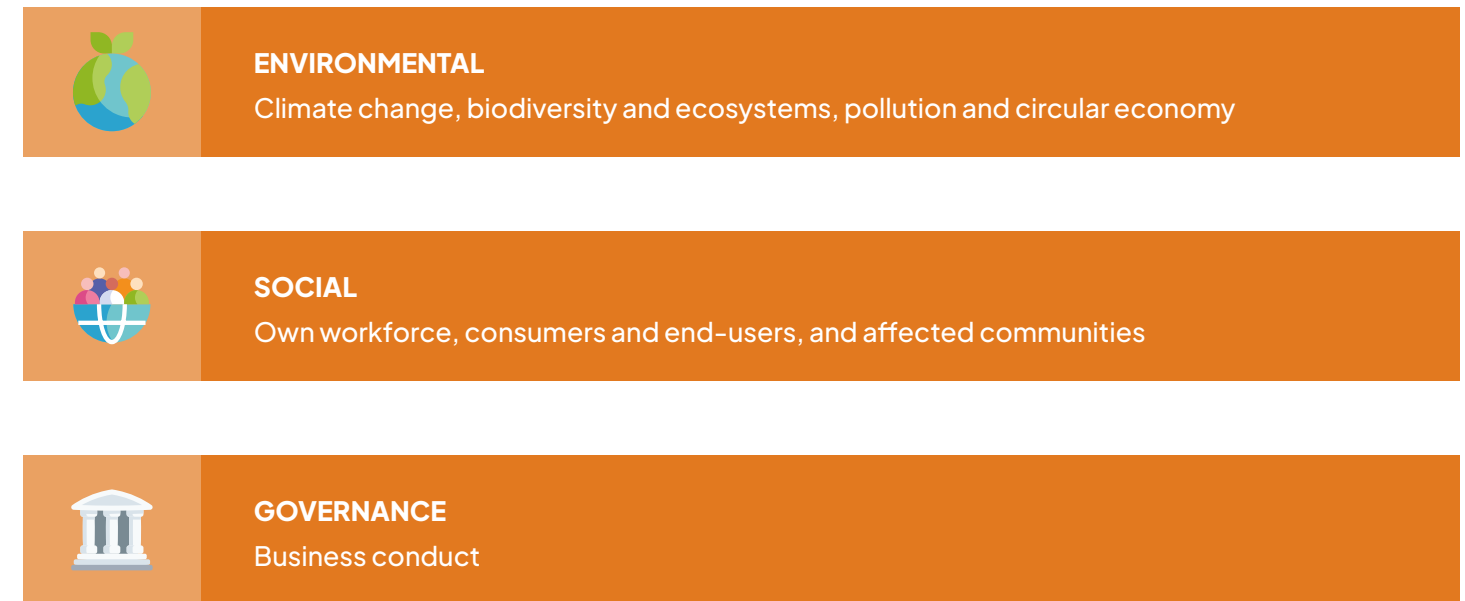
- **Impact materiality (inside-out)**: which assesses the positive and negative effects that the enterprise generates on the environment, people and society.
- **Financial materiality (outside-in)**: which analyses how sustainability matters affect the enterprise's economic performance.

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 the Key Affected Stakeholders, namely the categories of stakeholders defined as people or groups whose interests are or could be affected – positively or negatively – by the enterprise's activities and its direct and indirect **business relationships** across the **value chain**. The following categories were identified:

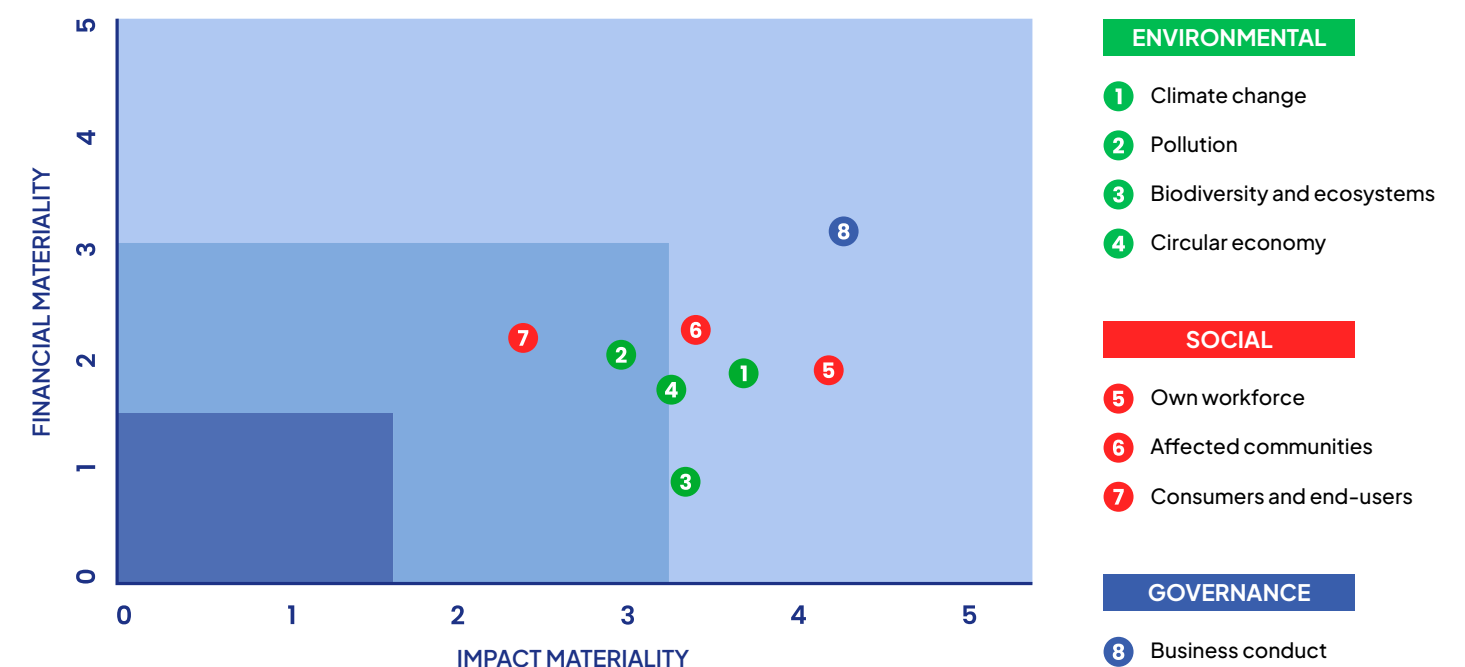


The responses had a decisive impact on the assessment of the materiality of the topics. The process carried out led to the identification of **8 material topics**, resulting from an in-depth analysis of the Group's main impacts, risks and opportunities (IRO). The topics are consistent with ESRS standards and have been validated from both an impact materiality and a financial materiality perspective.

In detail, **8 topics** emerged as material, of which 6 had already been considered as material in the previous Sustainability Statement. Below are the topics identified as **material** by the Double Materiality Assessment:



DOUBLE MATERIALITY MATRIX





E FOR ENVIRONMENTAL

The ongoing escalation of the climate crisis and the increase in global emissions in 2024 highlight the urgent need to adopt effective measures to safeguard the environment. Against this backdrop, the Petrone Group reaffirms its commitment to sustainability as a guiding principle of its strategy, essentially equating it with **reducing waste and promoting responsible resource use**. This approach is reflected in structural investments aimed at improving energy efficiency, digitalising processes and increasing self-generation of energy from renewable sources, with the goal of minimising the environmental impact of business activities. These initiatives are part of a long-term vision that recognises innovation and responsible environmental management as strategic drivers for sustainable and lasting development. Below, we present qualitative and quantitative information on the Group’s key environmental topics, such as:

- Climate change management;
- Pollution;
- Biodiversity;
- Circular economy.

CLIMATE CHANGE MANAGEMENT

Transition plan for climate change mitigation EI-1

The Group has undertaken a structured approach to promoting environmental sustainability, with the aim of actively participating in the fight against climate change, progressively aligning with the standards established by the EU Taxonomy, and supporting the commitments of the Paris Agreement to limit global temperature increases. Although a formal Transition Plan has not yet been established, plans are already in place for its development in the coming years. This document will be fundamental for the detailed assessment of the extent to which the Group’s activities comply with EU environmental sustainability criteria.

The future Transition Plan will serve as a strategic cornerstone for embedding sustainability across all operational areas of the Group. It will enable the identification of key actions to be taken, the allocation of specific resources, and the establishment of a clear timeline for their implementation. The objective is not only to comply with existing regulations but also to transform voluntary commitments into tangible and measurable outcomes. In this way, the Group aims to consolidate a robust business model, capable of addressing the challenges of the ecological transition in a resilient and responsible manner.

In line with its commitment to climate change mitigation, and in preparation for formulating a future decarbonisation strategy, the Group has begun mapping its activities to identify those with the highest emissions impact. Consequently, greenhouse gas emissions have been calculated, with a particular focus on Scope 3 as a first step towards greater awareness and the identification of improvement actions to be formalised in a future decarbonisation plan.



Processes to identify and assess climate-related impacts, risks and opportunities IRO 1

As part of its climate change management, the Group pays particular attention to the direct and indirect impacts its activities may cause. The identification of IROs is primarily focused on the management of **emissions** and **energy consumption**, which are central to the double materiality assessment process.

To this end, a structured approach has been adopted to map and measure greenhouse gas (GHG) emissions, covering direct emissions (Scope 1), indirect emissions from energy consumption (Scope 2), and – for the first time – indirect emissions throughout the value chain (Scope 3).

With the support of a specialist consultancy, the activities of the various Business Units have been analysed to identify the main categories of emissions attributable to **Scope 3**. This work has enabled the creation of a reference emissions baseline, which will be useful in the coming months for defining a decarbonisation plan to guide the Group's long-term commitments.

In parallel, the Group monitors its energy consumption through an integrated reporting system, which allows for close tracking of key indicators such as total energy use, the composition of the energy mix, and both direct and indirect emissions. In this way, the management of environmental sustainability and climate-related risks is seen not only as a matter of regulatory compliance but also as a strategic lever to enhance competitiveness, mitigate environmental impacts, and optimise operational efficiency through innovation.

Vertical Garden

Located within the headquarters, the vertical garden is a tangible expression of the Group's commitment to nature and environmental sustainability. It is not only an aesthetic element, but a living symbol of the balance between human activity and respect for the ecosystem.

Policies and actions for climate change mitigation and adaptation ESRS E1-2; ESRS E1-3

The Group addresses climate change mitigation and adaptation through structured environmental policies and the adoption of specific certifications, such as **UNI EN ISO 14001:2015**¹.

Integrated Quality and Environment Policies have been established within the Group to monitor and mitigate climate change, in line with the best practices outlined in the aforementioned ISO standard. These policies ensure that business activities are conducted with environmental impacts in mind, with continuous analysis and monitoring in place. Implementation of the management system is fundamental to achieving objectives such as safeguarding environmental integrity in operations, preventing pollution, and ensuring that services are increasingly compatible with the wider community.

Strong emphasis is placed on energy efficiency and renewable energy production, through the installation of new photovoltaic systems where possible: in 2024, two new plants became operational – one at the Grezzago warehouse and another at the Pierrel production facility.

The Group has chosen to establish its **Headquarters in Naples**, creating a building that combines design, ethics, and sustainability in harmony with its local surroundings. The project, designed to enhance and protect the environment, obtained the prestigious **LEED Silver** certification in 2023, confirming its position as one of Italy's top examples of sustainable building.

This building stands out thanks to a range of low-impact solutions: energy savings, the efficient use of water resources, reduction of CO₂ emissions, high indoor environmental quality, and the use of sustainable materials. Its strategic location, harmoniously integrated into the urban context, completes this exemplary project.

Furthermore, the Group's Headquarters offers all employees access to a Fiat 500 electric car, easily recharged at two on-site charging stations. Additional eco-friendly features include vertical gardens with over 300 Mediterranean plants, improving insulation and air quality; equipped green areas; showers and bicycle parking; spaces for acoustic privacy and employee well-being; and offices enhanced by works of art.

From a technical perspective, the building envelope features high-performance, natural insulating materials such as hemp and porotherm, extensive glazed surfaces that enhance natural lighting, an intelligent lighting system with presence sensors, and a centralised, efficient, renewable energy-compatible VRF air-conditioning system. Photovoltaic panels meet approximately 80% of the building's energy needs, making a major contribution to the building's self-sufficiency.

In addition, water management is fully sustainable, with rainwater recovery for irrigation and toilets, sensor-operated taps, and automatic irrigation based on actual needs, reducing waste.

This is a concrete example of how architecture can express environmental and social values, turning the workplace into a healthy, welcoming, and future-orientated environment.

¹ Euromed Pharma S.r.l. and PierreI S.p.A.

Main actions and initiatives implemented

The Group has already launched numerous activities to reduce its environmental impact, adapted to the specificities of each local context. Key initiatives include:



Energy efficiency and consumption reduction

Installation of LED lighting, replacement of old systems with low-impact equipment, promotion of energy-conscious behaviours, reduction in the use of non-essential IT peripherals, and a preference for digital systems.



Waste management and circular economy

Implementation of separate waste collection in operational centres and communal areas; introduction of eco-friendly materials such as biodegradable sheets; reduction in single-use plastics; and the adoption of reverse logistics for the reuse of packaging and electronic devices used in logistics.



Sustainable mobility (France)

Incentives for using low-impact means of transport such as electric bicycles and hybrid cars, as well as enhancing access to sites via public transport.



Process digitalisation

Gradual replacement of paper management with digital platforms, with particular focus on reducing paper consumption, also in response to innovation needs and the standards of partner organisations.



Responsible use of natural resources

Measures to reduce water consumption and the adoption of water recovery systems where feasible.

Through a step-by-step process guided by a clear vision, the Group is extending its environmental commitment to all its locations worldwide. Each entity, with its own operational characteristics and regulatory context, contributes to the development of a common environmental strategy that brings together a global outlook and local sensitivity. The goal is to create a shared sustainability model that can adapt to and grow with the areas in which the Group operates.

In some Group companies, environmental sustainability is formally integrated into existing management systems, for example through adherence to overarching policy documents that are periodically updated and which include quality, safety, and environmental protection. Elsewhere, even where structured policies are not yet in place, targeted actions are still being undertaken, such as separate waste collection, monitoring of energy consumption, and the promotion of responsible behaviour among staff.

In particular, the Group's Spanish operations have focused on reducing the use of additional computer peripherals, helping to decrease resource consumption and minimise electronic waste, one of the major environmental impacts in the technology sector. By reducing the purchase, use, and disposal of extra electronic devices, the company also helps lower the carbon footprint related to both the production and transport of such equipment.

Additionally, in France, to reduce emissions from employee travel, the Group has provided storage for electric bicycles, thus promoting alternative, low-impact modes of transport. This measure encourages more environmentally friendly and responsible behaviour within the company community.

A strategic focus on environmental sustainability is vital for the Group – not only for ethical reasons, but also as a driver of competitiveness and innovation. The adoption of sustainable practices enables a reduction in operational costs through more efficient resource management, contributes to enhanced reputation and trust among patients, customers, institutions, and investors, meets rising market expectations – especially in the healthcare and pharmaceutical sectors – and improves the quality of both the working environment and the care provided.

The Group also recognises the growing importance of environmental sustainability in customer selection and retention, as well as in attracting new talent. Being seen as an environmentally aware organisation is now a unique and valued differentiator in the global market, particularly for institutional partners and clients who are increasingly sensitive to ESG criteria.



Dott. Carmine Petrone

Consumption and emissions
ESRS E1-5; E1-6

CONSUMPTION

Recognising the importance of responsible energy management, the Group is committed to continuously monitoring resource use with the aim of progressively reducing its environmental impacts resulting from energy and fuel consumption. The Group separately monitors fuel consumption and electricity consumption, acknowledging the different environmental implications associated with each type of energy.

Presented below are quantitative data on the Group’s energy use and corresponding carbon footprint, calculated using a 2024 baseline in accordance with GHG Protocol guidelines.

ENERGY CONSUMPTION (MWh)		2024
Consumo da fonti fossili		29,096
Purchased electricity		16,004
of which from renewable sources		4,923
Gas for heating premises		11,208
Diesel for company vehicles		1,659
Petrol for company vehicles		203
LPG for company vehicles		22
Consumo totale energia autoconsumata (impianto fotovoltaico)		1,596
TOTALE CONSUMO ENERGETICO		30,692

The majority of the Group’s energy consumption comes from the Pierrel production facility and the warehouses used for storing goods for the various companies.

² The energy consumption data come exclusively from the Group’s Italian companies and the two Spanish companies. In the coming years, a reporting system will be developed to include all Group companies.



A significant portion of renewable energy is supplied by the Group’s Spanish companies, which cover 100% of their consumption with renewable sources. The total consumption figure also includes 134 kg of refrigerant gases used in operational activities.

In terms of self-generation, the Group currently operates eight photovoltaic plants. In 2024, two new installations were brought online: one at Euromed Pharma Services’ warehouse in Grezzago (MI) and one at the Pierrel plant in Capua (CE). Thanks to these systems, in 2024 we produced 1,596 MWh of energy and avoided the emission of 403 tCO₂. A significant step has also been the installation of a trigeneration plant at the Capua site – a high-efficiency technology which enables the simultaneous production of electricity, heat, and cooling from a single source, thereby reducing both consumption and emissions.

To further improve energy efficiency, refurbishment work has begun at both the Bagnoli headquarters and the Pharmaidea site, with both projects designed to meet the same environmental standards as the Headquarters.

CO₂ EMISSIONS

The Group’s approach to carbon footprint analysis is both up to date and systematic. From 2024, Scope 3 emission categories have been included in the analysis, further demonstrating the Group’s commitment to monitoring and reducing its emissions in the years ahead.

Specifically, the following emission categories were identified and calculated³ using the **operational control criterion**⁴, with the analysis perimeter including all companies/entities over which the Group exercises operational control:

³ The calculation method for all categories shown is the Average data method; for category 3.1 Purchased goods and services and 3.2 Capital goods, the Spend Based method was used.

⁴ Italian companies within scope: Petrone Group S.r.l., Marechiaro S.r.l., Carpefin S.p.A., Fin Posillipo S.p.A., Centro Dinastar S.r.l., Centro Futura S.r.l., Centro Manzoni S.r.l., Therapic Center S.r.l., Farmacie Petrone S.r.l., Farma Carmine Petrone S.r.l., Programmi Sanitari Integrati S.r.l., Euromed Pharma S.r.l., Euromed Pharma Services S.r.l., Pharmaidea S.r.l., Pierrel S.p.A., Agricola Villanova S.r.l., Gruppo Quick, Si.Ge.A. Costruzioni S.r.l.
Foreign companies within scope: Euromed Pharma Spain S.L., PharmaCall S.L., Euromed Pharma Ireland Ltd., Euromed Pharma Dach GmbH, Euromed Pharma UK Ltd., Euromed Pharma France.

EMISSIONS tCO ₂		2024
Scope 1		2,823
Scope 2 (Location Based)		4,963
Scope 2 (Market Based)		7,435
Scope 3		334,604
Total Carbon Footprint (Location Based)		342,390
Total Carbon Footprint (Market Based)		344,862

Scope 1

Scope 1 direct emissions, calculated using primary data and relevant conversion factors, are mainly from natural gas, with smaller contributions from company vehicles and refrigerant gases.

SOURCE OF EMISSION tCO ₂		2024
Natural gas		2,049
Refrigerant gases		298
Company vehicle fuels		476
Other direct consumption		0
TOTAL		2,823

Scope 2

Scope 2 indirect emissions have been calculated using both the location-based and market-based approaches:

- **Location Based** – This considers, for the electricity consumed, an average emission factor calculated using the national energy mix of the country where the company operates.
- **Market Based** – This is based on the amount of renewable energy purchased directly by the company, provided it is certified by the GSE through the issuance of a certificate of origin.

EMISSIONS tCO ₂		2024
Scope 2 (Location Based)		4,963
Scope 2 (Market Based)		7,435

Scope 3

The Group’s Scope 3 indirect emissions are broken down as follows:

UPSTREAM/DOWNSTREAM		EMISSIONS tCO ₂	2024
Upstream	3.1 Purchased goods and services		292,081
	3.2 Capital goods		8,352
	3.3 Extraction and transport of energy and fuels		2,249
	3.4 Upstream transport and distribution		12,523
	3.5 Waste generated in operations		244
	3.6 Business travel		344
	3.7 Employee commuting		1,874
Downstream	3.9 Downstream transport and distribution		7,834
	3.11 Use of sold products and services		45
	3.15 Investments		9,057

The Scope 3 categories considered for the different business lines were identified based on the specificities of each business, with the main emission categories mapped and included in the analysis. Categories not listed in the table were considered not material for the Group⁶. As shown in the table, the Group’s Scope 3 emissions are well distributed throughout the value chain. The most significant emissions for the Group are in category 3.1 – Purchased goods and

services – in line with the operating activities of its commercial companies, which make up the Group’s core business. Next in significance are emissions related to categories 3.4 and 3.9, relating to inbound and outbound transport and distribution of goods, respectively.

For category 3.7 – Employee commuting – an internal survey was administered to all Group employees, which served the dual purpose of collecting data necessary for emissions calculation and actively engaging staff with sustainability issues. The survey also made it possible to map the main commuting methods used by employees, forming the basis for the future development of a Sustainable Mobility Plan.



⁵ Italian companies within scope: Petrone Group S.r.l., Marechiaro S.r.l., Carpefin S.p.A., Fin Posillipo S.p.A., Centro Dinastar S.r.l., Centro Futura S.r.l., Centro Manzoni S.r.l., Therapic Center S.r.l., Farmacie Petrone S.r.l., Farma Carmine Petrone S.r.l., Programmi Sanitari Integrati S.r.l., Euromed Pharma S.r.l., Euromed Pharma Services S.r.l., Pharmaidea S.r.l., Pierrel S.p.A., Agricola Villanova S.r.l., Gruppo Quick, Si.Ge.A. Costruzioni S.r.l.

Foreign companies within scope: Euromed Pharma Spain S.L., PharmaCall S.L., Euromed Pharma Ireland Ltd., Euromed Pharma Dach GmbH.

⁶ For further information on the categories disclosed for each business line, see the tables in the Appendix.

POLLUTION MANAGEMENT

ESRS 2 IRO 1

The Group pays close attention to the possible environmental externalities linked to its activities, particularly pollution risks and the potential impacts on local areas and communities where it operates. This awareness guides the identification of the main risks and opportunities, ensuring that business decisions are oriented towards the protection of the environment and consistent with stakeholder expectations.

Policies and actions relating to pollution ESRS E2-1; E2-2; E2-4

The Group’s commitment is reflected in ongoing monitoring of environmental impacts and in an integrated approach to risk management, which combines **preventive actions** with **control measures** to minimise negative effects on the environment and human health. Specifically:

- **preventive actions** include the adoption of low-emission technologies and sustainable operational practices;
- **control activities** ensure environmental compliance and the timely management of any potential issues.

These measures are embedded in company processes, reinforcing operational safety, preventing possible incidents, and driving continuous improvement in environmental performance. Following an internal review to monitor the main types of polluting emissions, the Group has identified them as follows:

NON-REPORTABLE POLLUTING EMISSION TYPES

Air emissions

The Group has decided to focus its reporting on CO₂ emissions, as these are most relevant for its environmental policies.

Water emissions

The Group’s operations do not generate significant water emissions and, consequently, these are not subject to periodic reporting. However, where regulations require specific environmental permits, regular testing of water discharges is carried out by accredited laboratories to ensure compliance with all requirements.

Soil emissions

Not applicable due to the nature of the business.

Within the Group’s environmental management system, **the prevention of water, air and soil pollution**, especially in connection with **pharmaceutical production**, remains a top priority.



Focus on Pierrel

During the year, the company did not generate any direct soil emissions. The only potential source of contamination may result from possible logistical incidents, which are managed using specific absorbent containment measures. Atmospheric emissions are sporadic and are limited to a few emission points associated with laboratory fume cupboards, with negligible environmental impact.

The only continuous emissions with potential environmental impact are those related to water discharges. There is a single monitored discharge point, subject to quarterly monitoring in accordance with Legislative Decree 152/2006. Compliance with wastewater emission limits is verified through analytical testing, performed in line with the parameters set in Table 3 of Annex 5 of the Decree, as amended. The test reports, which include methods of analysis and measurement uncertainties, are stored digitally and sent every six months to the relevant regulatory authorities.

Each year, the quantities of sludge produced by the treatment plants and the volume of water withdrawn are also reported to the Business Support Hubs of the local municipalities. All recorded values are constantly compared with current regulatory limits. A quantitative breakdown is provided below:

WATER EMISSIONS		2024
Nitrates		4.40
Phosphates		1.10
Pesticides		0.01
TOTALE		5,51

The data collected typically include information on the quantity and type of substances used, emissions generated, waste management practices, and compliance with environmental regulations. These data, integrated into a centralised reporting system, are used both to monitor performance over time and to communicate results transparently to stakeholders, ensuring accountability and traceability throughout the entire process.

BIODIVERSITY MANAGEMENT

Biodiversity protection

ESRS 2 SBM-3; ESRS IRO-1, E4-2; E4-3

Although biodiversity does not represent an area of **direct impact** in relation to the Group's core business, its protection is recognised as a globally **strategic issue** for ecosystem health, food security and climate resilience.

Accordingly, the Group supports initiatives aimed at promoting a balanced relationship with the natural environment, including those that extend beyond the boundaries of its core activities. In particular, **Agricola Villanova**, a Group company, stands out for its commitment through an educational farm and an organic agricultural enterprise, adopting multifunctional farming practices focused on soil protection, conservation of natural resources and raising awareness within the local community, with particular attention given to younger generations.

Specifically, the Group has identified various material IROs that, while currently only potential and not actual, reflect both the Impact and Financial Materiality perspectives for the assessment of the topic.

A tangible demonstration of the Group's commitment to the environment, the Headquarters features a vertical garden that serves as an authentic green lung embedded within the urban space. With over **300 plant species** selected with care, this living wall not only enhances local biodiversity, but creates a favourable habitat for numerous animal species, contributing to a rich and dynamic ecosystem.

Tenuta Melofioccolo

Overlooking the sea, on the Posillipo hill, Tenuta Melofioccolo represents a concrete example of how a business can integrate biodiversity protection and land regeneration into its activities. On its four hectares of land, the Group adopts sustainable agricultural practices inspired by organic farming, without seeking formal certification, using only products permitted in organic agriculture and minimising the use of pesticides.

The estate's vegetable plots are cultivated based on seasonal cycles, in harmony with the land and the local agricultural landscape, favouring the growth of wild herbs and indigenous plants. These choices naturally support soil fertility and crop health, creating a favourable habitat for pollinators and beneficial insects. The apiary is also an integral part of this environment, serving as a valuable resource for maintaining ecological balance, protecting biodiversity and raising awareness of the importance of bees in agricultural ecosystems.

Since 2020, the estate has been recognised as a "custodian grower" by the Campania Region, committing to the cultivation, conservation, and in situ protection of plant varieties at risk of extinction, listed in the regional registers. Among these are notable historic Neapolitan species, now nearly forgotten, such as "torzelle" and "cuògl cuòcl", which are being reappraised due to their nutritional and cultural value.



Beyond its environmental contribution, the estate also plays an active role in social engagement through a permanent educational farm, open to schools, families and local communities. Educational activities and hands-on workshops encourage visitors to rediscover agricultural traditions and appreciate the importance of biodiversity, with specific programmes designed to explore the world of bees and their essential role in natural cycles. This makes Tenuta Melofioccolo a living laboratory of responsible innovation, where regenerative agriculture, protection of local genetic resources and social engagement combine to create a tangible and replicable model of sustainable business.

RESOURCE USE AND CIRCULAR ECONOMY

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 SBM-3; ESRS IRO-1

The Group's commitment to the circular economy is reflected in careful management of resources, waste reduction, and the maximisation of the use of materials throughout their entire life cycle. Each business line adopts practices aimed at recovering, reusing and recycling packaging and components, minimising the amount of waste sent to disposal.

Particular attention is paid to the selection of low environmental impact materials and to the design of products and packaging that facilitate their reuse. The packaging of **Pierrel's** products, composed primarily of recyclable paper from FSC® certified suppliers, ensures compliance with strict environmental and social standards. Waste management is governed by **standard operating procedures**, ensuring traceability, proper disposal and compliance with current regulations. The Quality and Environment Officer oversees all stages, from collection through to delivery to certified operators. Special attention is given to special waste and narcotic medicines, which are disposed of using safe protocols and documentation retained for up to ten years.

Advanced digital monitoring systems have been adopted, enabling the analysis of material flows, consumption tracking, and identification of opportunities for recovery and value maximisation. Through these initiatives, the Group seeks to close production cycles, reduce environmental risks, and create shared value, strengthening a corporate culture committed to sustainability.



Artwork made using recycled caps

A collective work created from recycled caps forming our logo. A simple yet powerful gesture: turning waste into a symbol of identity and commitment to sustainability.

Actions and initiatives

E5-1; E5-2; E5-5

In pursuing increasingly efficient and responsible resource management, the Group has launched a series of initiatives inspired by the principles of the circular economy, aimed at waste reduction, material reuse and the promotion of more sustainable consumption models.

One initial area of focus involves extending the lifespan of assets, starting with IT equipment. In 2024, the Group introduced a technology reuse project, enabling employees to purchase refurbished computers retired from company offices at a token price, reducing the volume of electronic waste generated and encouraging internal reuse. This resulted in a total of 100 computers being made available to staff.

In line with this vision, “**Meloscambio**” was established at Tenuta Melofioccolo, providing a permanent space open to both the company and local communities, where used clothing, objects, and accessories can be left or taken for free. This initiative encourages the sharing and circulation of items in good condition, helping to prevent their premature disposal and spreading a culture of reuse and conscious consumption.

Responsible management of packaging is another area of action. To this end, Euromed Pharma Services reuses approximately 50% of the packaging received from clients for its own shipments, in addition to employing branded packaging made of at least 80% recycled material and using filler pads made of 50% recycled material. In particular, it has introduced a system to recover and reuse the paper received from customers for packaging purposes, resulting in measurable environmental and economic benefits.

Pharmaidea has demonstrated its commitment in the area of trade fairs, adopting sustainable exhibition solutions, which contributed to achieving Golden Status at the CPHI in Barcelona.



Within the Group, Euromed Pharma Spain stands out for its adoption of practices inspired by circular economy principles, aiming to reduce environmental impacts throughout the entire product life cycle. The company encourages the use of recyclable and reusable materials for packaging, employing advanced technological solutions such as HDPE, Neopor, Plakene and vacuum insulated panels (VIPs), which ensure durability and efficiency, enabling multiple **instances of reuse without compromising performance**. It is also affiliated with the **SIGRE** system for the responsible management of pharmaceutical packaging, ensuring the correct handling of waste. The management of waste materials is entrusted to certified operators, ensuring that recycling and disposal processes comply with environmental regulations.

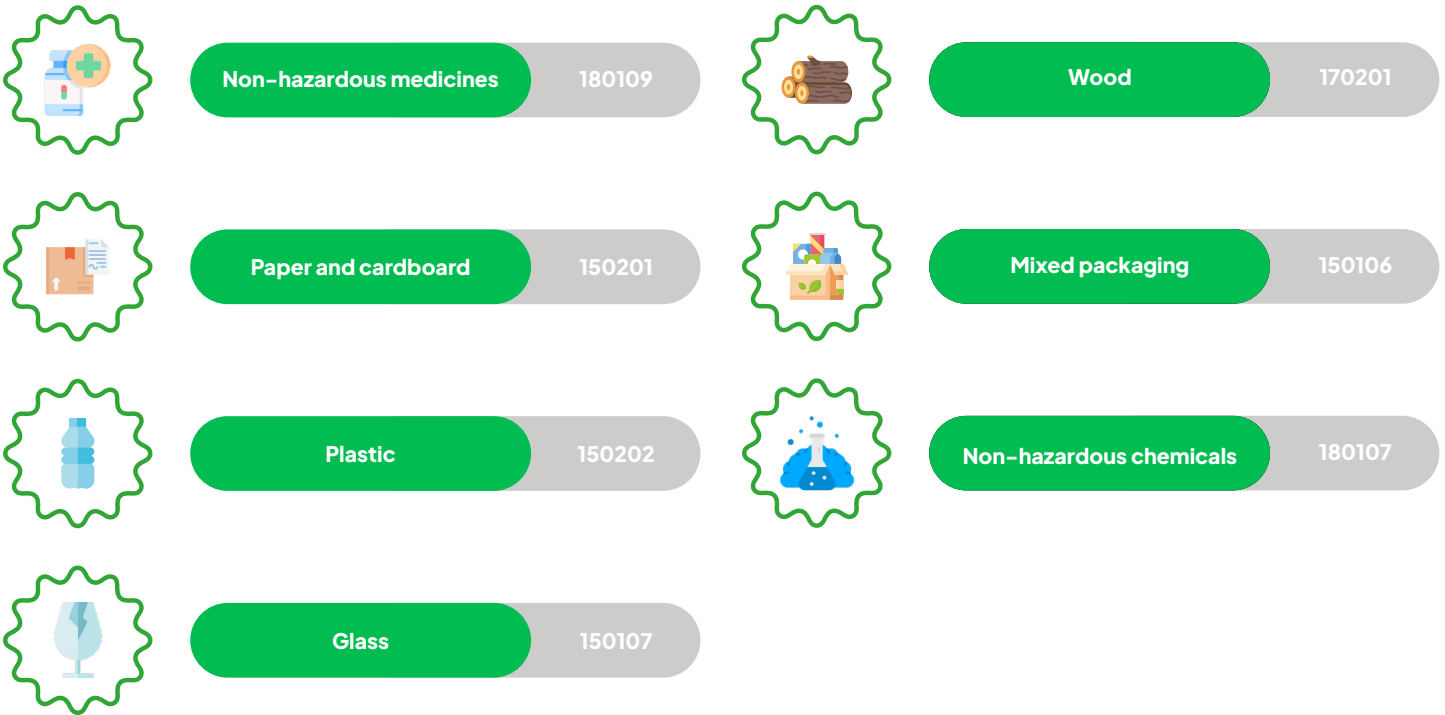
Within this strategy, **Pierrel** is notable for its circular economy programme focused on the recovery of **polypropylene** boxes used in production. These materials are transformed into greenhouse kits as part of the “**Seminiamo Sostenibilità**” project, developed in collaboration with **Soc. Coop. Terrafelix di Legambiente**. The kits have been donated to both schools in the municipalities near the production site and to Pierrel employees, combining the commitment to material reuse with a local environmental awareness initiative.

With regard to natural resources, considerable attention is paid to reducing paper consumption. The optimisation of print flows, the adoption of digital signatures and the use of electronic storage systems have led to a significant reduction in paper and toner consumption. Low-energy printers and the choice of lighter paper (75g instead of 80g) complete the picture of an approach focused on efficiency.

The Group has also started using exclusively recycled toilet paper, and in 2024 alone contributed to the recovery of over 490,000 one-litre Tetra Pak cartons, the preservation of 224 trees, and the avoidance of around 19 tonnes of CO₂e emissions into the atmosphere.

In terms of waste management, **recovery and separate collection are prioritised at all company sites**, in accordance with the relevant EWC codes.

Below is an overview of the main waste generated by the Group:



Below is the breakdown of the total waste produced by the Group by type of waste:

WASTE		2024
Hazardous waste		49,334
Non-hazardous waste		733,353
TOTALE		782,687

Lastly, special attention has been given to reducing single-use plastics. Reusable branded bottles and mugs have been distributed across all Group locations, water dispensers have been installed, and the cups used in vending machines have been replaced with paper alternatives.

These broad-ranging and coordinated actions reflect the Group’s concrete commitment to building an increasingly circular business model, capable of generating environmental, economic and cultural value over the long term.

Additionally, the Group adopts a structured **Green Procurement** policy guiding the **purchasing of goods and services** based on strict environmental, social, economic and governance sustainability criteria. This approach applies to all Group companies and covers both core and non-core supply chains, with the aim of reducing negative impacts and promoting responsible practices throughout the full life cycle of products.

Procurement management is based on principles such as:



Choices are geared towards partners with **environmental certifications, products bearing recognised ecolabels, materials that are recycled or sourced from renewable energy, and recyclable or compostable packaging**. Particular attention is paid to calculating and progressively reducing Scope 3 emissions throughout the supply chain.

TMS Project

In 2024 the Group launched a major project to digitalise and automate logistics processes through the implementation of a new **Transport Management System (TMS)**. The system, developed internally through the joint work of an interdisciplinary team, was initially adopted by the Italian commercial companies, by Euromed Pharma Spain and by Pharmacall. The introduction of the TMS has already enabled significant optimisation of outbound logistics flows, improving operational efficiency and ensuring greater process control. The system is currently being extended to also cover inbound flows, with the aim of ensuring increasingly integrated and sustainable coordination of the entire supply chain. This new approach brings numerous benefits: in addition to cost savings, the system reduces waste, particularly paper waste, thanks to the streamlining and digitalisation of shipping labels and logistics documentation.

The project, which is currently being developed and continuously enhanced, envisages the future integration of the **ecoMODE** feature, designed to further strengthen the initiative’s environmental contribution. This feature will include tools for calculating and monitoring the emissions associated with each shipment, as well as criteria for assessing the sustainability of the carriers used.

TARGETS RELATED TO ENVIRONMENTAL KPI MANAGEMENT

ESRS E1-1; E2-3; E4-4; E5-3

Although the Group has not yet set medium- to long-term environmental targets, it has initiated a structured process to strengthen its commitment to environmental sustainability. Ongoing activities are focused on mapping and managing the main KPIs, with the aim of building a solid foundation for the establishment of measurable targets and concrete improvement actions. The Group’s approach is guided by progressive alignment with European environmental standards and the development of an integrated reporting system. Active engagement of partners along the value chain and the gradual introduction of measurement tools represent the first steps towards an increasingly structured environmental strategy, capable of reinforcing corporate resilience and contributing to the Sustainable Development Goals and the ecological transition.





S FOR SOCIAL

People are at the heart of the Group’s sustainable vision: workers, communities and consumers represent key stakeholders with whom to build relationships founded on trust, dialogue and shared value. This chapter is dedicated to the social impacts of our activities and the initiatives undertaken in relation to material social topics, in particular:

- own workforce
- affected communities
- consumers and end-users

OWN WORKFORCE

Social Strategy: Interests and views of stakeholders and IROs related to own workforce
ESRS 2 SBM-2

In our sustainability journey, placing people at the centre remains a constant, aligned with one of the Group’s core values: fostering a working environment that promotes wellbeing, beauty and personal development, while cultivating a culture of continuous learning and encouraging innovative solutions.

Based on the double materiality assessment carried out in 2024, several social aspects have been identified as priorities, reflecting the organisation’s commitment to building a safe, inclusive working environment focused on continuous improvement.

The most material issues identified include:

- employee wellbeing and motivation, including flexible hours, fair conditions and an adequate work-life balance;
- health and safety in the workplace, with a constant focus on prevention, training and the correct use of protective equipment;
- pay and contractual equity, job security, and safeguarding workers’ rights;
- inclusion and the appreciation of diversity, with particular attention to gender equality and equal opportunities for advancement;
- professional training and skills development, to foster innovation, process quality and personal growth.

In addition to representing concrete commitments, these areas help reinforce internal cohesion and the Group’s long-term competitiveness.

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS S1; ESRS 2 SBM 3

The topics mentioned above are an integral part of our approach to work: not as a response to a regulatory requirement, but as a conscious choice to build a fairer, more motivating working environment that values every individual. At the same time, we acknowledge that neglecting these dimensions can generate tangible risks, such as high turnover, loss of key competences or reputational damage, whereas active management represents an opportunity to strengthen internal cohesion, productivity and the organisation's attractiveness.

These principles are also reflected in our relationships with partners and suppliers, in our commitment to promoting fair conditions, safe and inclusive environments, and widespread development of skills. By focusing on social matters in this way, we not only reinforce the consistency of our strategy, but also help generate shared value along the entire value chain.

Policies related to own workforce ESRS S1-1

At the Petrone Group, we believe that valuing people and their diversity is the foundation of a healthy, innovative workplace able to generate value over time.

To this end, a **Group DEI (Diversity, Equity and Inclusion) Policy** was introduced during the year, aimed at bringing together and formalising all the actions and initiatives already implemented by the Group to promote a fair, inclusive working environment attentive to people's wellbeing.

Our commitment to equity and equal opportunities is expressed through tangible actions throughout the entire professional lifecycle: from recruitment, to training and development, through to appraisal, remuneration and welfare policies. The objective is to **recognise merit and skills** in everyone, offering all people the same conditions to realise their potential. As detailed below:

- During recruitment, impartial processes are adopted, centred on people's skills and potential, counteracting all forms of discrimination. During onboarding,

the inclusive values that guide our daily actions are communicated clearly, promoting respectful conduct and inclusive language.

- Continuous **training** is a cornerstone of the strategy: through personalised programmes, offered by both our in-house Academy and external partners, we support technical and cross-functional growth, with particular focus on diversity and inclusion.
- The Group has developed personnel management tools based on meritocratic criteria, aimed at recognising individual potential and achievements. The transparent and dialogue-oriented performance appraisal system is designed to reward skills, accountability and results, reducing the risk of stereotypes and bias, also through dedicated training sessions. The assessment tools are accessible and user-friendly, based on clear, measurable objectives aligned with the corporate strategy. The system allows for systematic monitoring of professional growth, considering both effectiveness in the present role and future development potential. In this context, the review has been completed of the **Group (MBO) incentive scheme**, which was rolled out in stages, with the aim of combining the assessment of financial results with individual performance and organisational behaviour on an increasingly objective basis. This updated approach supports a culture of recognition and promotes a shared process of growth, benefiting both individuals and the organisation as a whole. All employees are also offered mobility opportunities via the internal job posting system, supporting career development and the enhancement of skills.
- The remuneration policy is based on objective, shared criteria, rewarding merit and ensuring equal treatment. So far, an incentive scheme integrating sustainability and ESG targets into remuneration policies – for both the management bodies and employees – has not yet been implemented.
- Lastly, through the **welfare plan** and **organisational flexibility solutions**, we promote a healthy work-life balance, respecting everyone's personal needs.

The Group actively engages with its people through regular workplace climate surveys – the most recent of

which was conducted in 2022 – and structured opportunities for dialogue, in the belief that a high-quality work environment is also fostered by participation and open communication.

Secure channels are also provided for reporting inappropriate behaviour, discrimination or breaches of the principles of equity and respect. The system, consistent with the Code of Ethics, ensures confidentiality, protection against retaliation, and responsible follow-up for all reports.

This approach forms part of a broader engagement strategy that recognises the value of active listening and participation in strengthening both belonging and organisational wellbeing.

Two Group companies, **Quick No Problem Parking S.p.A.** and **Si.Ge.A. Costruzioni S.r.l.**, have chosen to further strengthen their commitment to equity, diversity and inclusion by adopting a management system in line with **UNI/PdR 125:2022** and the **ISO 30415:2021** guidelines. This approach enables the structured and measurable integration of gender equality principles into organisational and management processes, promoting inclusive working environments that respect differences and recognise talent in all its forms. The presence of dedicated resources and internal committees ensures ongoing monitoring of these topics, in accordance with the Group's vision and values.

Processes for Engaging with Own Workforce about Impacts and Processes to Remediate Negative Impacts and Channels to Raise Concerns

ESRS S1-2; ESRS S1-3

In the Group's approach to sustainability, workers are not only recipients of company policies but also active participants in identifying critical issues, opportunities and solutions. Direct involvement of people in assessing impacts related to working conditions is a key driver for the continuous improvement of the working environment.

Specifically, an **organisational climate survey** was conducted in 2022 with the aim of listening to employees' needs and gathering useful insights to guide targeted actions. The results of the survey enabled the creation of

improvement plans, both cross-cutting and specific to individual company areas, based on the needs and expectations raised directly by our people.

This approach forms part of a broader engagement strategy that recognises the value of active listening and participation in strengthening both belonging and organisational wellbeing. The company adopts an information-based approach towards workers, aimed at transparency and sharing, including timely communications on significant changes, such as reorganisations, the introduction of new technologies, or environmental and social impacts.

Corporate communications on sustainability are provided by means of a dedicated email to ensure all Group employees are kept up to date on the latest initiatives undertaken. At certain company sites, cross-functional working groups are also active, involving employees in the co-design of environmental, social or organisational wellbeing initiatives, contributing to the creation of a participative culture.

The production company **Pierrel**, as one of the main means of engagement, holds regular meetings, either monthly or every two months, with the trade union representatives, to discuss issues relating to health and safety, organisational changes, working conditions and company wellbeing. At production site level, information meetings are also held with supervisors and managers, aimed at sharing updates regarding work organisation, any changes to shifts, and the progress of new systems or projects.

Feedback and requests from workers are collected and monitored through minutes of union meetings, internal reporting, corporate communications and newsletters, contributing to a process of continuous improvement and active listening.

To support an ethical, responsible and inclusive corporate culture, the Group has implemented an internal **whistleblowing** system which acts as a fundamental safeguard to:

- Provide a secure and confidential means to report any breaches of rights, discrimination, harassment, non-compliant working conditions or other problematic situations.

- Enable effective corrective actions, also via individual interviews, to restore proper working conditions and prevent the recurrence of critical issues.
- Swiftly identify potential social risks, aiding the proactive prevention and management of negative impacts.

Reporting channels are accessible and confidential, and reports are managed by competent internal functions with due regard for confidentiality and the protection of the whistleblower, according to procedures designed to ensure an objective, timely and impartial review. Employees are informed of the existence of these mechanisms and how to use them via internal communications and training sessions. In 2024, no reports emerged that required the activation of structural remediation actions. Specific reports were addressed with targeted measures, helping to foster a safer, more respectful and more inclusive working environment.

For the organisation, the reporting system acts not only as a safeguard but also as a means of active engagement and an opportunity for ongoing improvement, in line with the integrated approach to managing social risks and opportunities.

Actions for own workforce
ESRS S1-4

During 2024, the Group continued to place its people at the heart of its operations, fostering initiatives aimed at wellbeing, inclusion and strengthening team spirit. The aim is to build a welcoming, collaborative working environment attentive to both individual and collective needs.

INCLUSION AND PROMOTION OF DIVERSITY

To mark the **International Day for the Elimination of Violence against Women (25 November 2024)**, all the Group companies participated in a shared initiative: a bench was installed and painted red at every site, serving as a tangible symbol of our commitment to combating all forms of violence. Colleagues of all genders took part enthusiastically, turning the initiative into an opportunity for collective engagement and widespread awareness-raising.

For **International Women’s Day (8 March 2025)**, we created a space for discussion and reflection, featuring Professor **Rossana Pasquino**, Professor of Chemical Engineering at the University Federico II of Naples and

Paralympic fencing team champion. Her story of resilience and determination stimulated deep reflection on the value of diversity and the importance of creating inclusive and accessible environments for all.

TRAINING AND CULTURE OF DIALOGUE

During the year, we consolidated the **“Lunch & Learn”** format, informal lunchtime meetings devoted to personal and professional development. The two 2024 sessions focused on diversity and inclusion issues, through the presentation of real cases and the sharing of experiences, with the aim of promoting an organisational culture that is increasingly inclusive and respectful of differences.

RELATIONAL WELLBEING AND TEAM BUILDING

In November we organised an **on the farm team building event**, also open to family members. The event provided an opportunity to strengthen relationships in an informal and stimulating setting. With the support of an expert trainer, participants took part in practical exercises on effective group communication, encouraging active listening, awareness, and collaboration. The initiative contributed to cultivating a positive atmosphere and furthering unity among colleagues.



PREVENTION AND OCCUPATIONAL HEALTH

Recognising the importance of physical wellbeing, we organised two days of **free oral cavity screening** at our headquarters, in collaboration with **Pierrel**. The initiative takes its inspiration from a pilot project that had already been launched in 2023 at their premises. Additionally, in the Group's offices in France, a **cancer prevention initiative** (for breast and testicular cancer) was offered and extended to anyone interested.

General objectives and employee characteristics: wellbeing, inclusion, and labour protection
ESRS S1-5

Although the Group has not yet formalised objectives concerning the management of impacts, risks and opportunities related to the workforce, it recognises the strategic importance of social matters and plans develop a structured sustainability plan by 2026 that includes clear, measurable and trackable objectives in all three ESG areas. Particular emphasis will be placed on topics such as training, organisational wellbeing and people development, which are already recognised as key factors for the sustainable growth of the organisation. The process will involve the collaborative creation of objectives that embody the enterprise’s core values, with a primary focus on people. This will be supported by mechanisms for listening to and engaging employees, in line with an integrated perspective that encompasses ongoing improvement, accountability and collective advancement.



Employees and non-employees
ESRS S1-6: ESRS S1-7: ESRS S1-8

As at 31 December 2024, the Petrone Group had a workforce of 1,095 people. As this is the first year of reporting on the **new Marechiaro boundary**, no comparatives from previous years will be provided, but this will serve as the baseline year for future reporting.

EMPLOYEE CHARACTERISTICS	2024
Women	514
Men	581
TOTAL EMPLOYEES	1095

The headcount by gender shows a balanced distribution, composed of 53% men and 47% women. A higher proportion of men is found in companies operating in the construction, parking and production plant sectors, where there is a higher share of operational roles traditionally held by men.

Paintings made by employees

Created during team building sessions, these paintings represent the spirit of collaboration, inclusion and wellbeing cultivated each day within our Group.



In 2024, the Group recorded an outgoing staff turnover rate of 10%, in line with the national average. This figure reflects the effectiveness of the retention and organisational wellbeing policies adopted within a context of an overall reduction in turnover and increasing difficulties in finding qualified staff.

TURNOVER RATE		2024
Number of Group Employees as at 31/12/2024		1095
Number of Group Employee Departures		107
TURNOVER RATE OF GROUP EMPLOYEES		10%

The Group’s presence is split between Italy and abroad as follows:

EMPLOYEE CHARACTERISTICS		2024
Northern Italy		191
Southern Italy		786
Abroad		118
TOTAL EMPLOYEES		1095

The data highlights the Group’s strong presence nation-wide, particularly in Southern Italy – the region where its roots lie and where most of its activities are concentrated – accompanied by a significant international profile, thanks to established and active business lines also operating in foreign markets.

With regard to contract types, the Group is mainly composed of permanent employees (91%), with a balanced distribution between men and women, in line with the business development strategy which envisages the growth of internal staff to best address future challenges.



WA22 “Sand Man”
by Marco Rossi

"Sand Man" portrays a figure constructed from fragile, perishable materials – sand – serving as a reminder that, beneath every role and responsibility, we are made up of relationships, emotions, and boundaries. The armour enveloping the body does not negate its fragility, but shields it – it stands for the strength with which we tackle the challenges of everyday life.

EMPLOYEE CHARACTERISTICS	2024		
	WOMEN	MEN	TOTAL
NUMBER OF PERMANENT EMPLOYEES	458	541	999
North	100	74	174
South	290	417	707
Abroad	68	50	118
NUMBER OF TEMPORARY EMPLOYEES	56	40	96
North	14	2	16
South	42	38	80
Abroad	0	0	0

Additionally, the majority of the Group’s workforce is employed on a full-time basis (87%), while the remaining 13% is employed on part-time contracts. This diversification of contracts reflects the Group’s ongoing focus on individual needs, promoting solutions that foster work-life balance.



Watercolour
by Daniela Pergreff

This watercolour represents Vesuvius, the historic and identity-defining symbol of our Group, from which human figures seem to emerge as if born from its core. Just as the volcano signifies deep roots and a strong local presence, so people are the living cornerstone of our company.

EMPLOYEE CHARACTERISTICS	2024		
	WOMEN	MEN	TOTAL
NUMBER OF FULL-TIME EMPLOYEES	406	543	949
North	102	73	175
South	241	420	661
Abroad	63	50	113
NUMBER OF PART-TIME EMPLOYEES	108	38	146
North	12	3	15
South	91	35	126
Abroad	5	0	5

In addition, there are 445 non-employee workers across the entire Group, consisting of 147 self-employed workers, 281 agency workers and 17 interns, as detailed below, bringing the **total workforce** to **1,540 people**.

NON-EMPLOYEE WORKERS	2024	
NUMBER OF NON-EMPLOYEE WORKERS	445	
Number of self-employed workers	147	
Number of agency workers	281	
Interns and other contract types	17	

All Group employees are covered by national collective labour agreements, ensuring fair conditions, protected rights and a shared regulatory framework. This further reinforces the organisation’s commitment to a transparent, inclusive and regulatory compliant working environment.

Diversity indicators
ESRS S1–9

10% of the Group’s workforce occupies Top Management roles (Executives and Managers), with a significant female representation of 36%. This figure reflects the Group's commitment to promoting fair career pathways and to valuing talent irrespective of gender.

DIVERSITY MATRIX	2024		
	MEN	WOMEN	TOTAL
TOP MANAGEMENT PERCENTAGE			
Top Management Employees	69	47	116
Total number of employees	581	514	1095
PERCENTAGE	12%	9%	11%

The workforce is composed of 53% employees aged between 30 and 50, confirming the Group's ongoing commitment to maintaining a young workforce with its drive for innovation and business growth.

DIVERSITY MATRIX		2024		
EMPLOYMENT CATEGORY	AGED UNDER 30	AGED 30–50	AGED OVER 50	TOTAL
Executives	0	10	21	31
Managers	2	52	31	85
Office staff	89	358	224	671
Manual workers	28	165	115	308
TOTAL EMPLOYEES	119	585	391	1095

The Group’s gender breakdown shows an **overall balance between men and women**. Specifically, the office staff category has a majority of women (61%), while the composition of the manual workers category is predominantly male, consistent with the nature of the job roles and types of activities performed.

DIVERSITY MATRIX	2024		
	MEN	WOMEN	TOTAL
EMPLOYMENT CATEGORY			
Executives	24	7	31
Managers	53	32	85
Office staff	256	414	670
Manual workers	248	61	309
TOTAL EMPLOYEES	581	514	1095

In detail, 4% of the Group's staff have disabilities, consisting of 23 men and 18 women, a figure in line with the legal requirements of the countries where the Group operates.

Training and skills development
ESRS S1–13

The Group has consistently prioritised the well-being of its people, making it a hallmark of its strategy, which has resulted in substantial investments of time and financial resources over the years. To promote the professional development of its employees, the Group has implemented an innovative training approach through the establishment of the **Petrone Group Academy**. The academy brings together representatives from various functional areas who are tasked with identifying and interpreting the technical and managerial needs expressed by employees. Based on these real needs, targeted and up-to-date training programmes are developed, which promptly address the enterprise’s operational priorities. Through the academy, the Group is able to develop and deliver customised courses in both technical and managerial fields, adapting content to the specifics of the corporate roles and helping to strengthen the skills and professional preparation of the entire workforce.

To this end, the Group has implemented a skills development management system based on operational models with backup and succession planning mechanisms, involving the transfer of key business knowledge and skills across the organisation. As shown in the table below, the Group provides training to all employees, recording a total average of 21 training hours per trained employee¹.

TRAINING AND SKILLS DEVELOPMENT MATRIX	2024		
	MEN	WOMEN	TOTAL
TRAINING HOURS PER EMPLOYEE CATEGORY AND GENDER	9,415	7,129	16,543
Executives	295	140	435
Managers	653	378	1,031
Office staff	3,753	6,249	10,011
Manual workers	4,714	352	5,066
NUMBER OF EMPLOYEES TRAINED BY CATEGORY AND GENDER	436	350	786
Executives	11	5	16
Managers	45	23	68
Office staff	190	295	485
Manual workers	190	27	217
AVERAGE TRAINING HOURS PER YEAR PER EMPLOYEE	23	22	23
Executives	33	47	36
Managers	15	19	16
Office staff	22	23	22
Manual workers	29	13	23

In 2024, the Group continued to invest in the professional and personal growth of its people through a comprehensive and cross-cutting training programme, delivered both in person and via digital platforms. The training courses covered a wide range of topics, including occupational health and safety, drug safety, accounting, payroll, fire prevention, IT skills, soft skills, and transversal skills development.

Part of the training programmes was **mandatory**, in accordance with current regulations and the specific requirements of the Group's operating sectors. Alongside these, a range of **non-mandatory** but strategically important courses have also been promoted, with a focus on the enhancement of individual and collective skills, particularly interpersonal, organisational and digital capabilities, as part of an ongoing improvement process.

Health and safety
ESRS S1–14

The Group devotes particular attention to fostering a robust safety culture, continuously raising staff awareness about risks associated with work activities and the importance of prudent and responsible behaviour. All locations are fully compliant with legal provisions regarding health and safety in the workplace, including the obligations set forth by Legislative Decree 81/08.

As confirmation of this commitment, the Group has adopted an Organisational Model pursuant to Legislative Decree 231/2001 which includes structures and functions dedicated to the management of occupational risks and the preparation of periodic reports. The analysis of business processes has enabled the identification, mapping and assessment of sensitive activities, both internal and outsourced, through an integrated approach based on the probability of occurrence and severity of consequences. The results are collected in the Risk Activities Matrix and shared with the managers concerned. Operational management of safety is entrusted to the Prevention and Protection Officer, who coordinates activities together with production unit managers and the Workers' Safety Representatives. The Prevention and Protection Officer conducts regular checks, analyses business processes and work organisation, monitors compliance with procedures, and acts in the event of non-compliance.

A qualified occupational physician is also present at the Group’s premises, responsible for health monitoring. Special attention is also paid to the monitoring of injuries and near misses, to learn from each report and continuously improve protection measures. The approach adopted is based on a structured company policy, which sets out guidelines for risk prevention and the promotion of a safe and healthy working environment for all Group personnel.

During the year, the Group continued to invest resolutely in the training of its employees in occupational health and safety, recognising the strategic importance of promoting a culture of prevention and wellbeing in the workplace. Specific training courses were organised, both in-person and via e-learning, aimed at all company roles, with particular attention to workers most exposed to risks and to safety officers.

Specifically, training on Safety is central for the Group's business continuity, given the diversity of its business lines. In 2024, only 3 occupational injuries were recorded, with an accident incidence rate of 2.01. This figure remains extremely low and is consistent with the nature of the Group’s business.

¹ The scope of the reporting table relates exclusively to the data of the Group’s Italian companies.

HEALTH AND SAFETY METRICS	2024	
	u.o.m.	TOTAL
Total number of hours worked	hr.	1490645
Number of work-related accidents	no.	3
ACCIDENT INCIDENCE RATE		2.01

Additionally, only 32 days were lost due to work-related accidents, with zero days lost due to occupational diseases.

Work-life balance metrics
ESRS S1-15

The Group recognises the right of all its employees to take family-related leave, in accordance with the company’s social policy and the applicable collective agreements. Accordingly, 100% of employees have access to this type of leave.

The Group’s attention to individual employees’ needs is also reflected in the availability of part-time contracts, which facilitates work-life balance. Organisational choices implemented also include an hour of flexibility in start and finish times, allowing employees to organise their time better and optimise their personal and family commitments.

During the year, where compatible with job roles, **remote working** was also encouraged, enabling one day a week of remote work, with the aim of supporting individual well-being while maintaining company efficiency and continuity standards. Another organisational tool adopted to bring highly skilled profiles into the Group was the activation of fully remote contracts, allowing individuals to carry out all their duties entirely from a location of their own choosing. These tools and initiatives demonstrate the Group’s concrete commitment to facilitating real work-life balance, promoting an inclusive and flexible environment, while respecting the needs of all employees.

Remuneration metrics
ESRS S1-10

The Group is committed to promoting an **equitable, inclusive, and transparent remuneration system**, primarily ensured by the application of the National Collective Bargaining Agreement and the Group’s specific agreements in the various countries where it operates, guaranteeing all its employees adequate salaries in line with both national and international benchmarks, for all types of employment contracts present within the organisation. These contracts regulate key aspects such as pay, working hours, safety, contractual welfare, and trade union rights.

Remuneration policies are based on objective and agreed criteria that reward merit and ensure equal treatment across the Group’s companies.

² The reporting boundary of the table relates solely to the Group’s Italian companies.

AFFECTED COMMUNITIES

Social Strategy and Policies: Interests and Views of Stakeholders and IROs related to affected communities
ESRS S3; ESRS E2 SBM2; SBM-3; S3-1

The Group’s **history** has always been closely intertwined with that of the region and its people from the very beginning. 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 growth, and the promotion of social, cultural, and environmental initiatives. These activities contribute to improving the quality of life within the communities involved.

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.

Processes for engaging with affected communities about impacts
ESRS S3-2; ESRS S3-3

The Group recognises the importance of actively contributing to the social and economic development of the local areas where it operates, fully aware of the role that a responsible enterprise can play in generating 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 Petrone Group’s commitment to local communities takes the form of ongoing and active engagement, considered essential to effectively identify and address both actual and potential impacts of its activities. The main approaches adopted include the establishment of partnerships and forms of collaboration with associations, groups and organisations within local areas, in order to ensure a thorough understanding of their needs and expectations.

Following an in-depth analysis, the Group has not identified any significant negative impacts on its affected communities. However, in order to proactively manage any potential future issues, it has adopted transparent procedures that encourage listening and dialogue.

This includes a whistleblowing system accessible to all stakeholders, which enables the secure and confidential reporting of violations, irregularities or concerns. Reports, submitted via a dedicated email address, are managed in a manner that ensures the confidentiality of the whistleblower’s identity and the information received.

Actions related to affected communities ESRS S3-4

In 2024, the Group reaffirmed its commitment to supporting the development of local communities through a dual approach: on the one hand, through **charitable donations** to organisations, institutions and local entities; and on the other, via structured partnerships involving the active participation of employees and ongoing collaboration with local stakeholders.

Total donations for the year amounted to €187,929. The initiatives supported included:

- **Università degli Studi di Napoli "Parthenope" and Università degli Studi di Napoli "Federico II":** Confirming the Group's commitment to promoting knowledge and education, it contributed to the funding of research projects, training activities and collaborations with the academic world, with the aim of fostering skills development, scientific innovation, and dialogue between business and academia, with a view to shared growth and local engagement.
 - **Fondazione Rione Sanità:** A Neapolitan organisation established to promote and implement educational, cultural and professional programmes for young people living in areas marked by increasing social hardship.
 - **SuperAbile Associazione Onlus:** Since the 1990s, the Group has had a local presence with several rehabilitation centres. This is why it has chosen to support an association whose aim is to promote activities for young people with disabilities and to provide support to their families.
 - **Fondazione 100x100 Naples:** An entirely Neapolitan initiative active in implementing projects relating to urban greenery and beautification. An urban regeneration project whose aim is to adopt entire city areas (squares, streets, gardens) where regular maintenance, irrigation, planting, cleaning and beautification activities are carried out.
 - **Fondazione F:** Established with the aim of actively contributing to the diffusion of scientific culture, supporting research projects and training programmes aimed at young talents aspiring to become the new generation of medical professionals in Italy and abroad. Aware of the current challenges affecting the health sector, the Foundation is also committed to promoting access to healthcare for individuals experiencing social vulnerability, helping to reduce inequalities and build a fairer and more inclusive future.
 - **Fondazione In Nome della Vita:** Coordinates assistance and charitable projects promoted by the Archdiocese of Naples.
- The activities supported range from mother-and-child accommodation (Casa di Tonia) to medical and pharmaceutical support (Medicina e Farmaco Solidale), the distribution of essential goods (Market della Solidarietà), and educational and psychological assistance for families in need. The Foundation operates with the support of volunteers, organisations and companies, and makes use of a study centre to guarantee the sustainability and effectiveness of the projects undertaken.
- **Associazione Romana per la Psicoterapia dell'Adolescenza e del Giovane Adulto (ARPAd):** A non-profit entity active since 1994, promoting scientific research, clinical training and the dissemination of psychoanalytic therapeutic models dedicated to adolescents and young adults.

At the same time, the Group consolidated a series of collaborations with Third Sector organisations and non-profits, based on shared projects and the direct involvement of employees. These partnerships aim to generate a tangible positive impact on local communities through corporate volunteering, awareness-raising events and support for high-value social and cultural initiatives.

This approach embodies the Group's view of corporate social responsibility as extending beyond economic contribution, fostering genuine and long-lasting relationships with the local social and economic fabric.

- In 2024, the Group chose to support **Orsa Maggiore Bar Bistrot&Factory**, an innovative, high-social-impact enterprise operating in the Naples area that serves as a hub for work and social inclusion for people in vulnerable situations: young people with disabilities, NEETs, women facing socioeconomic hardship, and individuals undergoing reintegration. The project promotes the development of both technical and transversal skills in a working environment attentive to people's needs and rhythms, geared towards individual wellbeing and quality – not only of the final product, but also of the production process.

Orsa Maggiore comprises three operational areas – a Print Shop, a Social Tailoring Workshop and a Bistrot – which serve as genuine training grounds for professional development. Within these activities, participants have the opportunity to challenge themselves, develop practical skills and strengthen personal autonomy, moving beyond purely welfare-based approaches and concretely demonstrating the value of inclusion as a driver for development.

During 2024, we sought to raise awareness of the organisation within our corporate community by organising “sustainable breakfasts” at their Bar Bistrot and offering opportunities to discover their print and tailoring services. In addition, we involved the association in the provision of catering services at company events.

Following the same format, in May the company Pharmaidea organised a charity breakfast at “**Il Nuovo Cortile – Società Cooperativa Sociale Onlus**,” a Brescia-based organisation operating in the educational, social-assistance and employment sectors. The breakfast was held at Le Bollicine, the in-house patisserie run by the community residents: a place where inclusion, professional expertise and sweetness come together every day.



- The Group has chosen to support the “**Si Può Dare di Più**” Association, an organisation active in Naples since 2014 focused on promoting the social and professional inclusion of young people with disabilities and vulnerabilities. The perseverance of the founding families and the support of tutors and therapists has led to the establishment of the Casa dei Mestieri: a space dedicated to training and the development of professional skills in fields such as catering, craftsmanship, art and IT.

Weekly workshops offer young participants – aged between 18 and 35 – the opportunity to acquire useful skills for workplace integration, with initial experiences gained at corporate and public events. Particularly successful were the programmes dedicated to front-of-house service and pizza making, alongside artistic and craft activities that culminated in exhibitions and the creation of solidarity products. New projects are also under way, such as the IT workshop and the cultivation of an urban vegetable garden in Posillipo, aimed at strengthening autonomy, digital skills and relationships with the local area. During 2024, we consolidated our commitment to the “Si Può Dare di Più” Association, making the kitchen at the Bagnoli Headquarters available twice a week for cookery courses for around ten young people with disabilities and social challenges.

During the Christmas festivities, a “Secret Santa” initiative was also organised involving the association’s young participants, providing opportunities for exchange and inclusion between staff and the beneficiaries of the project.

- **Una Carezza per Natale:** In 2024, Euromed Pharma Services renewed its social commitment by participating in the second edition of the “Una carezza per Natale” (“A Caress for Christmas”) 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 21 healthcare facilities nationwide, prioritising smaller centres that remain closely connected to their communities. Euromed Pharma Services provided its logistics expertise for the collection, organisation and distribution of over 500 gift parcels, making a concrete 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.
- **Banco Farmaceutico:** Euromed Pharma Services works actively with Banco Farmaceutico to promote access to medicines in areas experiencing social and healthcare challenges, both in Italy and abroad. Operations include the storage and preparation of pharmaceutical shipments at the Grezzago and Pozzuoli warehouses, with flexible management capacity: there was a peak of 83 pallets handled, compared with a monthly average of around 20 pallets. Since the start of the collaboration, 470 consignments have been prepared, for a total of over 82,700 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

This collaboration is a concrete example of how the enterprise makes its logistics and distribution expertise available to create a positive impact on the health of people in need, while also reinforcing its commitment to solidarity and social responsibility.

Fondazione Cave Canem Onlus

The main donations made by the Marechiaro Group include the contribution to the Non-Profit Cave Canem – an organisation engaged in promoting innovative social solutions and enhancing welfare, with the aim of breaking down barriers to inclusion through participatory tools that synergistically engage public and private actors, for the benefit of both people and animals.

The Cave Canem Foundation, chaired by **Federica Faiella**, was created with the intention of building a future in which love and respect for animals are combined with human progress and transformation. From the very beginning, the Foundation’s mission has been characterised by a strong focus on social inclusion: every initiative is aimed at supporting both animals and people experiencing hardship – young people from disadvantaged backgrounds, deserving students,

prisoners, at-risk youth, the elderly – by offering opportunities for training, employment, and personal redemption. The Foundation is concretely committed to the development and implementation of high social impact practices, aimed at improving welfare and promoting active participation through projects involving both the public and private sectors, always in the interest of people and animals.

Cave Canem operates on a European scale, pursuing objectives of major social significance through tangible and measurable initiatives. It supports co-design processes, promotes training initiatives, and conducts awareness and information campaigns to defend the rights of animals in need, with systematic action against abandonment and violence. The Foundation promotes the principle of social inclusion, involving men and women who choose to dedicate time, resources and passion to supporting homeless cats and dogs, gaining personal growth and professional skills from this experience. The Group actively supports the mission of Cave Canem and, during 2024, provided funding to cover fees for the coordinator of the operational team and for both senior and junior dog trainers involved in developing numerous behavioural rehabilitation and socialisation programmes for dogs that have faced abandonment, mistreatment, or have been involved in unlawful activities, as they await a new family to welcome them with love and respect.

The Foundation is particularly committed to social causes, with key support activities delivered for certain emergency situations such as:

EMILIA ROMAGNA FLOOD EMERGENCY

The Cave Canem Foundation supported dogs and cats affected by the flood in Emilia-Romagna by providing food, antiparasitics, essential supplies, and on-site assistance in the areas most severely impacted, collaborating with the Civil Protection, local organisations and volunteers to help both animals in shelters and those belonging to struggling families.

PUPPY RESCUE IN NAPLES

Cave Canem rescued eight puppies abandoned near a busy road in Naples, removing them from danger and transferring them to Rome, where they received care and medical assistance. Even though they battled serious illness, volunteers supported them until their complete recovery, eventually finding each puppy an adoptive home.



Generazione 4C

The entrepreneurial spirit of Raffaele Petrone and the Group's support enabled the launch and implementation of the "Generazione 4C" co-design model, first in Naples and subsequently also in Rome. The project was promoted by the Cave Canem Foundation through the establishment of two permanent hubs (neighbourhood spaces), strengthening its presence in the area.

Conceived in line with the principles of the **One Health** model, "Generazione 4C" was created to jointly tackle issues related to animal welfare and youth distress. The project aims to provide concrete support to dogs and cats in need, while also promoting programmes of personal and professional growth for young people facing vulnerability, including lack of educational opportunities, risk of involvement in criminal activities, social hardship, and digital insecurity. In 2024, the second edition of the project took place, structured around a variety of activities:

- **Skills and career orientation courses** in social communication, digital activism and investigative journalism for 60 students from the Istituto Gentileschi;
- **Professional experiences** in the fashion and communications sector for 39 students of the Academy of Fine Arts of Naples, with the development of a portfolio and a final fashion show;
- **Educational sessions for dog trainers** and workshops on behavioural rehabilitation, involving 32 participants;
- **8 job placements** awarded to young people identified through local community centres;
- **Behavioural rehabilitation** for 677 dogs, of which 275 were adopted.

The project has had a significant impact in terms of **youth employment**, **skills development**, and **civic and digital awareness**, helping prevent social marginalisation and improving the quality of life of the animals involved.



The relations with **Partners** include all the collaborations carried out through specialised personnel that enable awareness raising among institutions or individuals about particular topics. These activities are carried out through both direct actions and media resonance as well as organisational channels:

- **IPE Business School.** For over 20 years a centre of excellence in training, has entered into a longstanding partnership with the Group to train new professionals and attract fresh talent.
- **DIGITA Academy.** Provides training and consultancy through tailor-made projects to enhance people's skills in marketing, the sales network, retail, human resources, and customer care.
- **Order of Pharmacists of Naples.** The Group constantly supports the events organised by the pharmacists' professional body to promote opportunities for networking and growth for new graduates with professionals already active in the sector.
- **Pallanuoto 2000 Napoli.** The Group is an official sponsor of the 2000 Napoli water polo team.

The **partnerships** offer students from Campania the opportunity to acquire new skills with a view to finding employment, ideally within their home region, helping to reduce brain drain where possible.

"ESG at School": In 2024, the Group launched an awareness-raising project on sustainability in schools. Small teams of company volunteers organise school visits where children are taught through experiential learning about what sustainability is and how they can contribute to a better world. In addition, since 2012, an agreement has been in place with the Urban Parks Management Service of the City of Naples granting the Group the right to redevelop and maintain various green areas in the Campania region in order to raise public awareness of urban green care and respect for their city. The areas managed by the Group include the Don Russolillo roundabout located in Via Montagna Spaccata.

Furthermore, the Group's commitment to the community from an environmental perspective is demonstrated by its ongoing support in 2024 for **Newcleo**, an innovative energy start-up launched in September 2021, which works daily to generate safe, clean and sustainable energy by combining accessible, existing technologies at competitive costs.

General objectives for Affected Communities ESRS S3-5

The Group aims to strengthen its role as a responsible actor in the communities where it operates, by promoting an increasingly structured network of collaborations 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.

The pursuit of these objectives is entrusted to the Sustainability Committee, a formally established body, which coordinates activities and ensures their alignment with the Group's values and commitments.

CONSUMERS AND END-USERS

Social Strategy: Interests and Views of Stakeholders and IROs related to Consumers and End-Users

ESRS S4: ESRS 2 SBM-2; SBM-3

The engagement strategy and actions implemented by the Group towards consumers and end-users aim to generate shared value, foster dialogue and understand people's needs, with particular attention to improving the quality of the experience, safety and overall wellbeing.

Material impacts, risks and opportunities and their interaction with strategy and business model

Within the double materiality assessment, the Group has identified a series of material impacts, through a structured assessment process, relating to 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.

The Group's activities generate positive effects on customer wellbeing and satisfaction, thanks to the ongoing commitment to the quality and safety of its products and services. The focus on innovation enables effective responses to the needs of an evolving market, while clarity in communication helps build a solid and lasting relationship of trust.

At the same time, certain potential risks have been identified, such as possible non-compliance with safety or quality requirements and untimely handling of reports or communications perceived as incomplete or misleading. If not adequately managed, these elements could compromise customer trust and corporate reputation.

Active listening to customer needs also reveals important opportunities, in particular customer loyalty and expansion of the customer base, as well as the strengthening of competitive positioning through a distinctive, innovative and transparent offering.

Policies and Actions Related to Consumers and End-Users

ESRS S4-1; S4-2; S4-3 S4-4

Quality represents a fundamental pillar for the Group and forms the basis of its human rights policy, with a particular focus on the protection of consumers, end-users and people involved in the value chain. The business model integrates sustainability into production processes and the services offered, in compliance with national regulations and the applicable international standards, including ISO 9001 and ISO 14001.

Respect for consumer rights is ensured through structured internal procedures, periodic audits and an Integrated Management System that guarantees quality control throughout the entire product life cycle, from access through to safe use. This is complemented by a whistleblowing system accessible to all stakeholders via the website, enabling confidential and protected reporting of any violations or issues.

The Group also promotes continuous training programmes for its employees, enabling them to acquire the necessary skills to promptly and effectively manage any critical issues, contributing to the maintenance of high quality standards and the protection of end-users.

Currently, activities to strengthen monitoring of reports are being implemented, together with the development of specific indicators relating to consumer satisfaction and impacts connected to human rights, with the aim of continuously improving performance and ensuring responsible quality management.

General objectives relating to consumers and end-users

ESRS S4-5

The Group has set several time-bound and outcome-oriented targets, aimed at reducing negative impacts, enhancing positive impacts, and effectively managing risks and opportunities. The targets are designed to continuously improve the customer experience, ensure a high-quality service, and adopt sustainable practices with particular focus on communication and feedback collection.

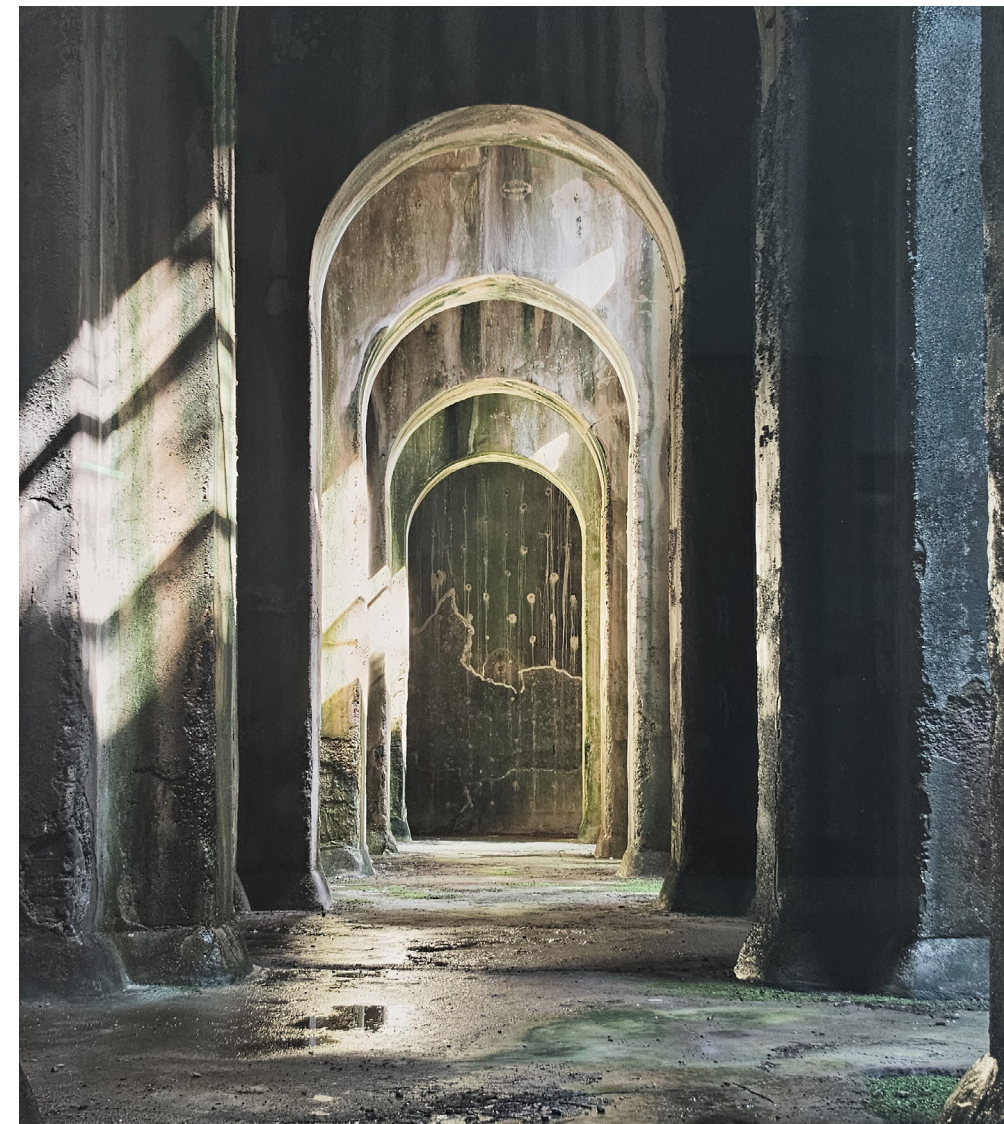
The targets identified by the Group are:

PROACTIVE COMMUNICATION WITH CUSTOMERS

The enterprise is committed to improving communication with customers, ensuring timely updates on services and developing systems for monitoring their satisfaction, with a view to transparency and ongoing improvement.

IMPROVING PROCEDURES AND COMPLAINTS HANDLING

The Group has set targets to reduce response and resolution times for complaints, ensuring that customer concerns are addressed promptly and effectively.



Piscina Mirabilis

Depiction of a symbolic site in Naples and the Phlegraean Fields. This image celebrates family memory and local heritage, vital roots for a sustainable future.



G FOR GOVERNANCE

Ethical business conduct is a defining element of the Group’s identity and guides all corporate activities. The aim is to promote a culture based on transparency, inclusiveness, fairness and integrity, in full compliance with applicable regulations and the expectations of those who work with and for the organisation.

BUSINESS CONDUCT

Corporate Governance: Administrative, Management and Supervisory Bodies ESRS 2 GOV-1

The governance model adopted by the Petrone Group aims to create value in a transparent and responsible manner, ensuring risk management and open dialogue with all stakeholders.

To achieve these objectives, the Group makes use of various instruments, including the Code of Ethics, which serves as a fundamental point of reference. This document gathers the shared values and principles within the Group, defines the ethical commitments of all the companies – from the holding company to its subsidiaries – and guides the behaviour of anyone working for or with the Group. Through the Code of Ethics, the Group promotes values such as loyalty, fairness, equality and responsibility, inviting everyone to act with integrity and mutual respect. Great attention is also paid to transparency, confidentiality and professionalism, to ensure that every activity is carried out ethically and in accordance with applicable regulations.

Respect for individuals and environmental protection are fundamental, non-negotiable principles that guide every action of the Group. The governance model adopted and the overall organisational structure are designed to ensure the effective implementation of corporate strategies and the achievement of set objectives. The Group’s Governance Bodies are comprised of the:



BOARD OF DIRECTORS

A collective body that plays a central role in the Company’s Corporate Governance process.

- Approves the Draft Financial and Sustainability Report;
- Updates the 231 Organisational Model;
- Appoints the members of the Supervisory Body and assesses their performance.



BOARD OF STATUTORY AUDITORS

Supervisory body for the administration of the enterprise.

- Assesses the adequacy of the internal control system, risk management and conflict of interest procedures.
- Verifies the proper application of the Board of Directors’ criteria and procedures.



INDEPENDENT AUDITING FIRM

Performs appropriate audits to ensure the accuracy and reliability of communications.

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



SUPERVISORY BODY

Body consisting of a single external member.

- Supervision and control activities;
- Monitoring compliance with the Code of Ethics;
- Updating and adapting the 231 Organisational Model;
- Reporting to corporate bodies;
- 231 Organisational Model training and management of whistleblowing;
- The Supervisory Body is also responsible for verifying the implementation of procedures contained in the Organisational Model as well as overseeing the whistleblowing reporting channel.



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

ESG Committee: Established in 2024, the Sustainability Committee aims to promote the development and adoption of increasingly sustainable practices within the Group's business models.

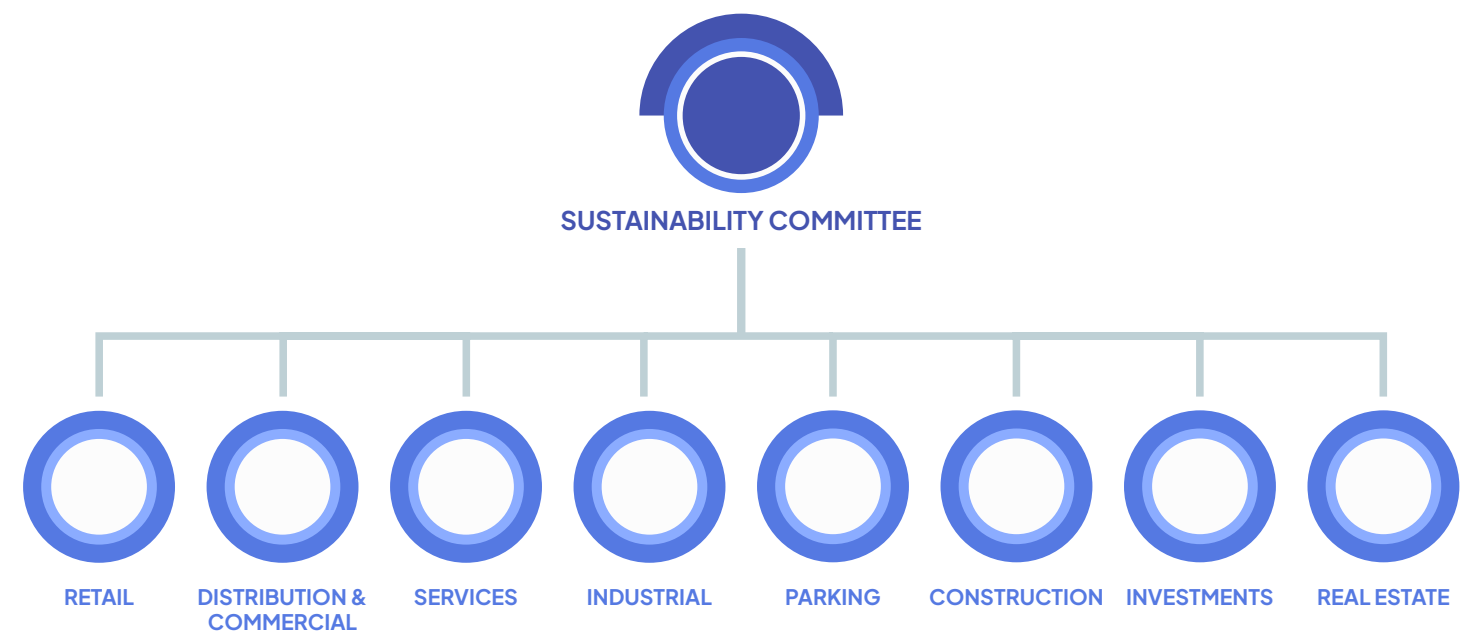
Information provided to corporate administrative, management and supervisory bodies and the sustainability topics they address

The Group is concretely committed to making choices that respect the environment, people and society, in addition to the economy. Accordingly, those who lead and supervise the enterprise are directly involved in ensuring that sustainability is always considered in important decisions. To this end, the Sustainability Committee was established in early 2024, consisting of a new interdisciplinary team of people working in different corporate departments, to ensure a comprehensive and in-depth view of all aspects of sustainability.

The team's aim is to promote increasingly sustainable and responsible behaviours and choices, going beyond mere compliance with regulations and ESG standards, and actively contributing to positive change both within the company and in the communities where the Group operates. The Sustainability Committee is responsible for:

- identifying opportunities to reduce environmental impact by promoting the adoption of more efficient and sustainable operating practices;
- developing and promoting diversity, equity and inclusion policies, fostering the growth of people within the company and extending these principles to relations with customers, suppliers and partners;
- monitoring and strengthening corporate governance practices, ensuring transparency, accountability and alignment with best market practice.

The Sustainability Committee coordinates sustainability issues across all Business Units, working directly with managers and contacts in each area.



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 audits guarantee transparency, credibility and accountability regarding adopted practices, providing a clear representation of the concrete actions implemented by the organisation, especially in terms of compliance with occupational health and safety standards and applicable regulations, compliance with environmental regulations, the prevention of crimes (including corruption), risk mapping, promotion of ethical behaviour and correct processing of data. At this stage, the impartial judgement of the certifiers is an essential tool for controlling and validating the Group’s performance.

Aware of the importance of making the due diligence process increasingly robust and integrated into its governance, the Group has set itself the medium-long term goal of developing a dedicated internal function that will operate in a systematic and continuous manner to verify specific sustainability-related performance indicators (KPIs), regulatory compliance and ESG risk management. Alongside the certification-based audits, this will enable direct, autonomous supervision, no longer solely linked to certification schemes. Currently, **responsibility for monitoring ESG risks and related KPIs lies with the Sustainability Committee**, which carries out this function through oversight and direction, ensuring alignment with the Group’s strategic objectives and major international standards.

At the same time, the Group applies due diligence procedures also in the case of **acquisitions of new suppliers** or new companies to be integrated into the corporate structure, through structured processes that use specific KPIs to assess the compliance of the counterparties with applicable standards and values. The experience gained in these activities on third-party companies and counterparties is fostering a solid basis of skills and know-how that the Group intends to capitalise on to strengthen its internal processes.

In so doing, the Group underscores its commitment to maintaining responsible behaviour in line with regulatory obligations, ensuring all stakeholders have reliable and transparent insight into its activities and its continuous progress in sustainability management.

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 cyber-security. In particular, the Group has carried out a Risk Assessment to evaluate all activities conducted by Group Companies deemed sensitive for business process management.

Illicit financial management | The creation and use of unofficial funds (“off-the-books funds”) for unlawful purposes, such as the payment of undeclared rewards to collaborators, suppliers or public administration staff. Such risks are especially manifested through the non-transparent accounting of receipts, payments, invoices or expense reimbursements.

Fraud and falsification of documents in relation the Public Administration Entities | This includes any conduct intended to falsify or alter documents, provide untruthful information or manipulate data in order to unlawfully obtain tax breaks, contributions, public funding or other advantages. Such practices can occur in dealings with public administration entities, from administrative requirements to handling grants or tax credits.

Manipulation of procurement processes and supplier management | There are significant risks related to the manipulation of procurement processes and management of supplier relationships, where procedures may be influenced by non-competitive practices. In particular, the selection of suppliers based on relationships, such as through recommendations from public officials regardless of merit-based criteria, represents a critical concern.

Illicit practices in the management of human resources | Human resource management can be exposed to the risk of hiring or promoting staff indicated by public officials or those connected with them, as well as the risk of awarding incentives or bonuses not justified by professional merits. Such actions could be aimed at obtaining favours, mediation or preferential treatment in administrative processes and dealings with public administration entities.

IT risks related to relationships with public administration entities | Specific IT risks exist regarding the possibility of altering or manipulating IT systems, both internal and those operated by public authorities, in order to modify data, bypass controls, avoid penalties or prevent the detection of tax or social security irregularities.

Risks at operational sites | In car park management, risks mainly relate to the use of computers and electronic devices, movement within work areas, incorrect ergonomic postures, as well as collisions, impacts, crush injuries and slips. Further hazards may arise from the use of hand tools, exposure to atmospheric agents, noise, vibration and chemicals, as well as the presence of electrical installations and risks of fire or explosion. In addition, the Group also identifies risks associated with warehouse management, and with environmental compliance obligations (storage of materials/products, identification of restocking points, segregation of unsaleable/waste products, monitoring of applicable regulations).

Within the **risk assessment process**, risks relating to corruption have been identified for the most significant business activities, including:

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	This activity gives rise to risks in relation to bribery between private individuals where, for example, an executive or subordinate of Group Companies delivers money or benefits to the head of a supplier’s purchasing office in order to obtain goods or services at below market prices or on particularly favourable terms compared to standard practice.
STAFF SELECTION AND RECRUITMENT	Staff recruitment may also carry the risk of bribery between private individuals where, for example, an executive or subordinate of a Group Company hires an employee from a competing company in exchange for useful information (trade secrets, etc.), to the detriment of the counterparty.
MANAGEMENT OF EXPENSE CLAIMS AND REPRESENTATION EXPENSES (SUPPORTING ACTIVITY)	Managing expense reports and representation expenses may carry risks in relation to corruption offences, for example where an executive or subordinate of the Companies provides employees with funds for corrupt purposes through fake expense reimbursements or expenses not related to normal activities.
MANAGEMENT OF COMMERCIAL NEGOTIATIONS	The management of the procurement process may also carry risks in relation to the offence of bribery between private individuals if, for example, an executive or subordinate of the Company delivers money or other benefits to the head of a company’s procurement office.

MANAGEMENT OF COMMERCIAL NEGOTIATIONS	The management of the procurement process may also carry risks in relation to the offence of bribery between private individuals if, for example, an executive or subordinate of the Company delivers money or other benefits to the head of a supplier's procurement office in order to obtain the supply of a good or a service at a price lower than the market rate or on terms that are particularly favourable compared to standard practice.
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).

Following the mapping and identification of possible risks related to business activities, as set out in the 231 Organisational Models, specific Protocols have been put in place to address the identified offence-related risks, aiming to establish behavioural guidelines, operational procedures and effective control systems to prevent their occurrence.

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 emerged, such as process digitalisation, building strong relationships with responsible suppliers and effective data management, all contributing to greater efficiency and competitiveness. Mapping and assessment are regularly carried out by the **Sustainability Committee**, which supports top management in updating risks and material 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 aspects such as privacy and cybersecurity.

Lastly, the Group is strengthening the management of sustainability along the value chain, promoting shared environmental and social standards with all partners and mapping suppliers to prevent risks and promote responsible conduct.

Governance policies and objectives: anti-corruption prevention, detection and training

ESRS G1-1; G1-3; G1-4

The governance model adopted by the Group is based on strong principles of ethics, transparency, responsibility and integrity, which are considered essential for ensuring sound and sustainable management of the enterprise. With this in mind, specific systems have been defined and implemented to regulate and monitor conduct both at holding company level and in the subsidiaries, ensuring full adherence to the Group's founding values. The main tools adopted include:

Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, which requires the establishment of a Supervisory Body (SB) tasked with monitoring the effectiveness and compliance with the model, in order to prevent the commission of offences within the enterprise. The model is drawn up following a risk assessment, which identifies sensitive activities within the organisation and defines specific control protocols for each of those activities. The entire system is overseen by the Supervisory Body (SB).

Whistleblowing procedure, which allows employees and stakeholders to anonymously and securely report any unlawful conduct or behaviour not consistent with the Group's principles, guaranteeing protection for the whistleblower.

Code of Ethics, which sets out the behavioural rules and values that all staff and collaborators must observe in their activities, promoting an environment based on honesty, mutual respect and legality.

The Traveller by Bruno Catalano

This sculpture depicts an incomplete traveller, with deliberately missing body parts, symbolising what is left behind along a journey of growth and change. In the same way, our Group too has undergone constant evolution, facing new challenges, entering new markets and transforming over time. We have always been guided in this journey by strong values and deep roots, which continue to support our every step.



These instruments provide a constant reference point for consolidating a corporate culture oriented towards sustainability, compliance with the law and best practice in corporate governance. The prevention of corruption and conflicts of interest is an integral part of the Group's corporate culture, founded on a solid base of values such as honesty, transparency and respect for national and international regulations. The Code of Ethics, approved by the Management Bodies, constitutes the reference framework for the Group's integrity and anti-corruption policies and establishes specific behavioural guidelines, applied to all employees, collaborators and business partners. These principles are also clearly stated in the Organisational and Control Model, which serves as an operating tool for preventing the types of offences set out in Legislative Decree 231/01. Below is the Group's approach aimed at reducing any risk of possible corruption:



APPLICATION AND RESPONSIBILITY

Anti-corruption rules apply to the entire Group and all relevant partners. In the event of violations, disciplinary sanctions are envisaged to prevent recurrence and strengthen legal compliance mechanisms.



MONITORING, ASSESSMENT AND IMPROVEMENT

Compliance with anti-corruption policies is verified through regular audits and controls. The Supervisory Body updates procedures and tools in line with regulations and best practice, promoting continuous improvement.



DEVELOPING A CULTURE OF LAWFULNESS AND BEST PRACTICE

The Group promotes a strong culture of lawfulness through mandatory training programmes for employees, management and senior figures, with the aim of preventing corruption, unethical conduct and conflicts of interest.



PROMOTING TRANSPARENCY AND REPORTING

To strengthen the effectiveness of prevention measures, secure and confidential reporting channels have been activated, managed by the Supervisory Body, which guarantees the protection of whistleblowers and enables prompt responses to any breaches.

Through this organic system of prevention, early detection, continuous training and monitoring, the Group is committed to reducing any risk of corruption, consolidating its reputation as an ethical, reliable and transparent enterprise both nationally and internationally.

For 2024, following the introduction of new predicate offences in the 231 catalogue and an in-depth Risk Assessment carried out by the Group, there were zero convictions for bribery and corruption. This result marks an important achievement in terms of corporate integrity and confirms the effectiveness of the prevention and control policies adopted by the Group, reinforcing stakeholders' trust and consolidating a culture of lawfulness and transparency within the organisation.

To increase awareness of this subject among all staff, the Group has delivered specific training courses to all employees regarding the application of the **231 Organisational Model** in the enterprise, as well as on tax offences for senior staff. For 2025, further training/information sessions are planned for the Group's senior management, along with the distribution of informational material to all employees.

Cybersecurity and protection of whistleblowers ESRS G1-1

The Group recognises the importance of personal data protection and, in compliance with the laws in force, is committed to processing the information collected lawfully, fairly and transparently. We are committed to providing all involved individuals with clear information regarding how and why their data are used, seeking consent in cases required by law.

The main objectives are:



To ensure the protection of data subjects' personal data.



To manage personal information responsibly and transparently.



To maintain the trust of customers and stakeholders, safeguarding their interests.

To guarantee this commitment, we have adopted a privacy management system in accordance with the European Regulation on personal data protection (GDPR – Regulation EU 679/2016). This system covers all activities involving the use of personal data, including technologies, digital data and the human resources involved.

We have appointed a **Group Data Protection Officer**, whose role is to verify that data is managed correctly in all Group companies. Supporting this role are a **Group Privacy Officer**, who coordinates all privacy-related activities, and a **privacy officer for each company**, to ensure effective oversight. All employees participate in dedicated training courses to familiarise themselves with the rules to follow and their roles in the protection of data. In this way, everyone makes a tangible contribution to guaranteeing the security of the information processed. The **Privacy Management System Manual** is the document that brings together the rules and good practices for managing data securely and in compliance with the law. Its application, together with the active involvement of all staff, is fundamental for protecting privacy within the Group. The corporate documentation relevant for the purposes of privacy is divided into:

DESCRIPTIVE DOCUMENTATION OF THE CORPORATE PRIVACY MANAGEMENT SYSTEM

- Privacy Management System Manual;
- Data breach procedures;
- Procedure for management of the processing register and for privacy by default and privacy by design;
- Procedure for the exercise of data subjects' rights;
- Record of Processing;
- DPIA Documents.

RECORDS OF THE CORPORATE PRIVACY MANAGEMENT SYSTEM

- Training records;
- Records relating to internal and external audits;
- Information and consent collection documents;
- Specific documentation on processing activities.

In addition, the Group has drafted a policy regarding the implications of the use of Artificial Intelligence-based tools. To this end, this subject has been included in the training package delivered to Group employees. During 2024, the registration process for the entities within the scope of the **NIS2 Directive** (Directive on the security of network and information systems) was successfully completed.¹

NIS2 represents the new European benchmark for cyber security and imposes stringent requirements on organisations that manage critical infrastructure, essential services and information systems, with the aim of strengthening defences against the risk of cyber attacks and ensuring network resilience. The Group's adherence to NIS2 is an important milestone in the process of alignment with European regulations, offering solid protection for strategic corporate assets – including infrastructure, IT, sensitive data, information and intellectual property – and effectively preventing potential cyber risks.

In confirmation of the Group's commitment to information protection and responsible data management, in early 2025 Petrone Group S.r.l. – an intercompany service company whose activities include the provision of IT services to all the subsidiaries – achieved **ISO/IEC 27001:2022** certification, the leading international standard for information security management systems. This important recognition demonstrates the adoption of a structured and proactive approach in protecting sensitive data belonging to customers, suppliers, employees and stakeholders. The implemented system enables effective prevention and management of risks related to cyber security, ensuring the confidentiality, integrity and availability of information.

Red and Blue Chair by Gerrit T. Rietveld

A functional design icon: the "Red and Blue Chair" embodies organisational rigour and the pursuit of efficiency, demonstrating how aesthetics and pragmatism can coexist within our corporate model.



¹ The following Group companies are included in the scope of the NIS Directive: Euromed Pharma S.r.l., Programmi Sanitari Integrati S.r.l., Farma Carmine Petrone S.r.l., Farmacie Petrone S.r.l., Dinastar S.r.l., Therapic Center S.r.l., Centro Manzoni S.r.l., Centro Futura S.r.l., Pharmaidea S.r.l., Fin Posillipo S.p.A., and Pierrel S.p.A.

Responsible supply chain management **ESRS G1-2**

The Group is committed to building relationships with its business partners based on transparency, fairness and impartiality. Supplier partnerships are activated in full compliance with applicable regulations and the principles set out in the Group's Code of Ethics, with particular attention to professional standards, best ethical practice, the protection of health and safety at work, and environmental protection.

These requirements are ensured by the due diligence process for the acquisition of new suppliers or new companies to be integrated into the corporate structure. Specifically, the Group uses structured processes based on specific KPIs to assess the compliance of counterparties to the applicable standards and values.

Within procurement processes, the Group applies strict and objective criteria for supplier selection. Evaluations are not limited to parameters such as quality, innovation and price, but also include the ability to ensure prompt support and alignment with corporate values. Supplier relationships are constantly monitored and contracts are drawn up in compliance with the highest levels of transparency, reducing the risk of financial dependency. Where possible, preference is given to local suppliers, both to obtain logistical benefits and to contribute to the economic growth of the local areas in which the Group operates.

In so doing, the Group underscores its commitment to maintaining responsible behaviour in line with regulatory obligations, ensuring all stakeholders have reliable and transparent insight into its activities and its continuous progress in sustainability management.

In addition to what has been described above, at the end of 2024, the Group embarked on a **Sustainable Supply Chain Management** programme in collaboration with EcoVadis, an international leader in CSR assessments, and adopted a **Green Procurement** policy at the start of 2025, through which we are committed to integrating sustainability into our supplier assessment and selection processes, adopting parameters which consider the environmental, social and economic impact of partnerships.

The supply chain plays a central role in our sustainability commitment and we are aware it significantly affects our carbon footprint. Accordingly, mapping and evaluating suppliers is a necessary step to reducing our environmental impact.

From a social perspective, we ensure the selection of partners that respect **human rights** and safety standards, with working conditions also verified through audits. With regard to governance, the Group gives value to collaboration with transparent suppliers, compliant with anti-corruption regulations and oriented towards ethics.

Economic aspects include strategic choices aimed at **waste reduction**, the signing of framework agreements and the periodic evaluation of supplier performance also with regard to ESG. The monitoring system includes systematic supply chain mapping, the involvement of specialised partners such as **EcoVadis**, the use of satisfaction questionnaires and constant alignment with the UN 2030 Agenda Sustainable Development Goals, transforming the procurement process into a key instrument for strengthening business resilience, transparency and innovation.

Specifically, the Group believes in forging relationships with suppliers based on shared responsibility, and we want our procurement function to serve as a catalyst for change, capable of activating virtuous practices throughout the entire value chain.

APPENDIX

Methodological note

Materiality is the principle by which companies must consider the most material environmental, social and governance topics to be reported in the Sustainability Statement, taking into account the issues that have the greatest impact on their ability to create value over time. To enable reporting on these topics, DRI (or KPI) are associated with them. A DRI (Disclosure Requirement Indicator), under the ESRS, must be designed to ensure that the information provided by enterprises is clear, relevant and compliant with sustainability reporting requirements. It must also be structured to provide transparency and usefulness for reporting purposes and to meet stakeholder expectations. As defined by **Legislative Decree 125/2024**, which transposes **Directive (EU) 2022/2464** on sustainability reporting (CSRD), “sustainability matters” concern environmental, social, human rights, and governance factors, including the sustainability factors as defined by **Regulation (EU) 2019/2088** of the European Parliament and of the Council of 27 November 2019. The above-mentioned Decree provides further details on the principle of “Double Materiality”. This principle requires enterprises to provide information both on the impact of their activities on sustainability matters (impact materiality or “**inside-out**” perspective) and on how sustainability matters affect the development, performance and position of the enterprise (financial materiality or “**outside-in**” perspective).

The adoption of double materiality, implemented in this document, promotes greater transparency and accountability regarding the impacts and related risks/opportunities linked to sustainability. Stakeholders, both external and internal, have also been assigned a central role in Sustainability Reporting, as establishing a constructive dialogue with the parties that interact with the enterprise is essential for understanding their needs and identifying the most significant topics for the Group and its stakeholders. In line with current regulations, the Marechiaro Group has carried out the Double Materiality Assessment according to a process consisting of the four steps listed below:

- 1. Understanding the context through a benchmark analysis;
- 2. Identifying the IROs and related sustainability matters;
- 3. Assessing the Impact and Financial Materiality;
- 4. Reporting.

1) Understanding the organisational context through a benchmarking analysis of the main industry peers

This step represents the start of the materiality assessment process, already carried out for the previous reporting period, aimed at providing a clear, complete and transparent picture of how ESG (Environmental, Social and Governance) topics are integrated within the sector in which the Group operates. The analysis was conducted through the evaluation of industry studies, academic research and institutional reports at both national and international level. In addition, a peer group of comparable enterprises, similar in terms of activities and size, was considered in order to identify the main ESG impacts, material topics and short-, medium- and long-term sustainability objectives. This was followed by a comparative analysis of the benchmarking results, combining both quantitative and qualitative approaches, to compare the findings with the activities, operational strategy and sustainability objectives of the Marechiaro Group.

2) Identifying the IROs

The process described above identified the potentially material ESRS topics, which served as the basis for identifying both the positive and negative impacts in the inside-out dimension, followed by the related Risks and Opportunities pertaining to the outside-in dimension. Below are the details of the two dimensions:

- **Inside-out** (“*Impact Materiality*”): relates to the sustainability matters connected to the significant impacts of the Group, whether negative or positive, actual or potential, on people or the environment;
- **Outside-in** (“*Financial Materiality*”): refers to how sustainability matters affect the Group’s financial results and, in particular, focuses on how the resulting risks and opportunities may influence economic performance in the short-, medium- and long-term.

This process led to the identification of **128 IROs** (Impacts, Risks and Opportunities) potentially material for each of the ESRS topics relating to environmental, social and governance aspects that could have, or be subject to, significant effects in relation to the Group’s business activities.

The **Key Affected Stakeholders** were then identified, namely the categories of stakeholders defined as people or groups whose interests are or could be affected – positively or negatively – by the enterprise’s activities and its direct and indirect **business relationships** across the **value chain**. Among these, the most significant categories for the Group’s activities are:

- Shareholders
- Customers
- Employees
- Industry associations
- Suppliers
- Management
- Banks

After the Stakeholders were identified, they were asked to take part in a survey using a questionnaire. The questionnaire was divided into two parts:

- Positive Impacts;
- Negative Impacts.

The purpose of these surveys was to assess the impacts, considering only the inside-out dimension. Stakeholders were asked to assign a score from 1 to 10 based on the materiality of the identified impacts. This step plays a crucial role in the Double Materiality Assessment, as the scores obtained from the questionnaire responses determine the value assigned to the “Scale” parameter, an essential element for the assessment of the Impact Materiality (inside-out perspective).

3) Impact and Financial Materiality Assessment 3.1) “Inside-Out” perspective assessment

In order to assess the “Inside-Out” perspective, the extent of impacts was determined using a differentiated approach based on whether the impacts are positive or negative. For positive impacts, the calculation is based on “**Scale**”, “**Scope**” and “**Likelihood**”, while for negative impacts the “**Irremediable Character**” parameter is also included. Specifically, the ratings consist of:

Scale: significance of the impact (“magnitude”). As previously mentioned, the scale is derived from stakeholder responses to the survey, and the final value is obtained by averaging the ratings given for each individual impact.

Scope: extent of the impact. The scope rating assigned to each identified impact is structured as follows:

"Scope" Rating	
03	Global Extent
02	National Extent
01	Local Extent

Likelihood: assessment of the possibility that the impact will occur;

It can be measured or determined either qualitatively or quantitatively. The likelihood rating assigned to each identified impact is structured as follows:

"Likelihood" Rating	
1	Actual Impact
0.75	Highly Likely
0.50	Likely
0.25	Unlikely

Irremediable Character:

Effort required by the enterprise to mitigate the consequences of a particular negative impact in relation to the severity of the event. The irremediable character rating assigned to each identified impact is structured as follows:

"Irremediable Character" Rating	
03	Not Mitigatable
02	Significant effort required to be mitigatable
01	Limited effort required to be mitigatable

The methodology used¹ to calculate the magnitude of a positive impact consists of multiplying the likelihood by the average of the scale and scope scores. The methodology used² to calculate the magnitude of a negative impact consists of multiplying the likelihood by the average of the scale, scope and irremediable character scores.

3.2) “Outside-In” assessment perspective

To assess the “Outside-in” perspective, the economic magnitude of the Risks and Opportunities linked to individual sustainability aspects was determined. For this perspective, the assessment was conducted through the involvement of top management together with the Committee, who assigned **Magnitude** and **Likelihood** values to the individual Risks and Opportunities, across three time horizons: **Short-Term**, **Medium-Term**, and **Long-Term**. Specifically, the ratings are assigned as follows:

“Magnitude” Rating	
05	Critical

04	Highly Significant
03	Significant
02	Slightly Significant
01	Not Significant

Financial Magnitude: to what extent a particular impact may have an economic impact on the enterprise.

Likelihood: assessment of the possibility of occurrence of the financial risk or opportunity; it can be measured or determined either qualitatively or quantitatively.

"Likelihood" Rating	
1	Actual Impact
0.75	Highly Likely
0.50	Likely
0.25	Unlikely

The methodology used to calculate the magnitude of Risks and Opportunities consists of relating the likelihood of occurrence to the potential magnitude of the financial effects. The magnitude of a Risk/Opportunity from the 'Outside-in' perspective is the average of the three resulting values associated with the three time horizons considered.

4) Reporting

The results obtained in the assessment step determined the values used to establish the final list of material IROs, which form the basis for the preparation of the Sustainability Report. Below is an explanation of the final step of the process, which ends with the determination of the Short List of IROs.

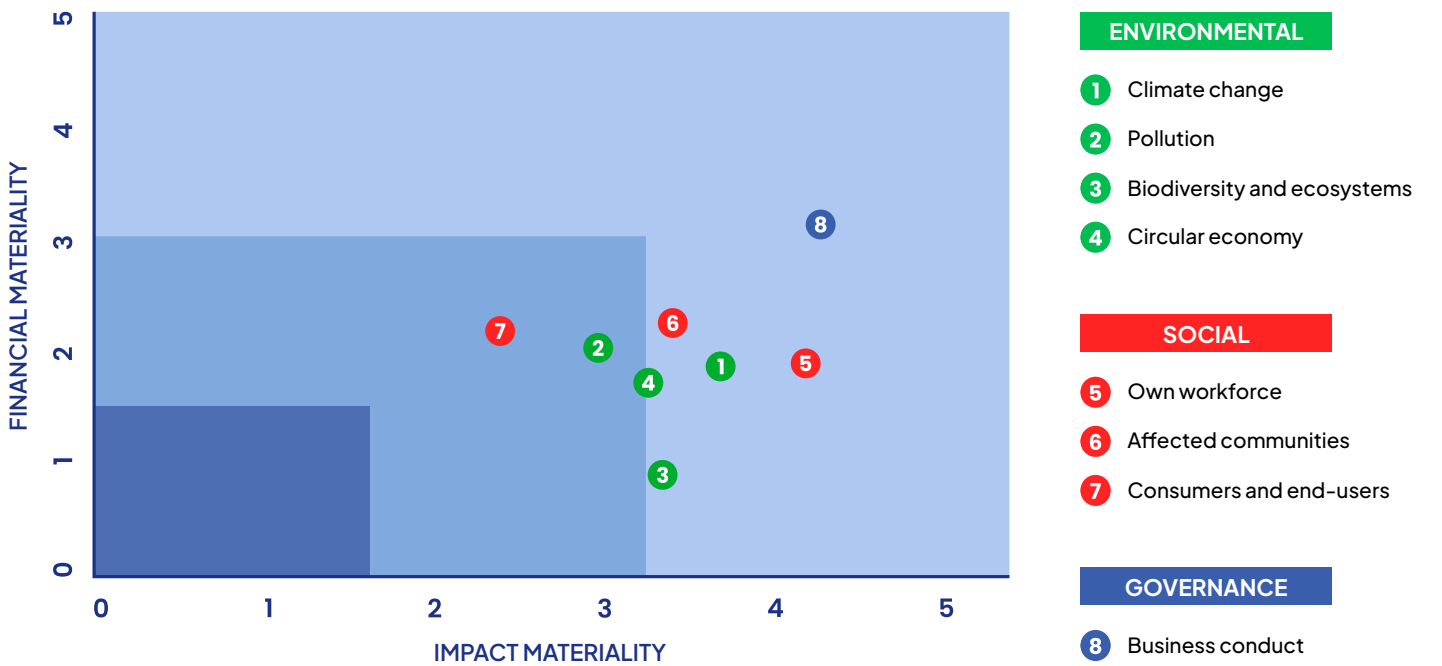


Identification of cut-off threshold and material IROs

The outcome of the assessment data resulted in the determination of the materiality of the topics subsequently reported according to the guidelines established by EFRAG. This process enabled the identification of the material topics of an environmental, social, and governance nature that were found to be significant based on the “inside-out” perspective of impact materiality and the “outside-in” perspective of materiality. For the 2024 Sustainability Statement, the Group considered a **cut-off threshold** of **2.5⁴** out of **5**. In addition, any impact that exceeds the threshold in either dimension of the Double Materiality Assessment is considered material to the Group.

Construction of the Double Materiality Matrix

A graphic representation of the Double Materiality Matrix was produced using the data from the Impact and Financial Materiality assessments. The x-axis represents the scores relating to Impact Materiality (inside-out perspective) and the y-axis represents the scores relating to the assessment of Financial Materiality (outside-in perspective).



MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Below are all the impacts identified as Material as a result of the Double Materiality Assessment and the respective DRIs identified in relation to the ESRS Topics.

ENVIRONMENTAL THEMES

ESRS Topic	IRO Description	Type	KPI-DRI	KPI-DRI Description
ESRS E1 Climate change Climate change adaptation	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 Climate change Climate change adaptation	Reduction of the environmental impact caused by CO2 emissions by reserving dedicated parking slots for electric vehicles. In this way, preference is given to hybrid or electric cars, thus mitigating climate change. All this is certified by UNI EN ISO 14001	Positive Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions
ESRS E1 Climate change Climate change adaptation	Reduced impact on soil degradation by favouring the construction of multi-level car parks, using a smaller overall footprint and several floors in height (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 Climate change adaptation	Mitigation of climate change through continuous innovation in the study of materials with a lower environmental impact and safety systems	Positive Impact	E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions

	developing technologies such as digital twin and assistive robotics.			
ESRS E1 Climate change Climate change adaptation	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 Climate change Energy	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 Climate change Energy	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 Climate change Energy	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 Climate change Energy	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 E2 Air pollution	Reduction in environmental pollution through the adoption of low-impact refrigeration and heating technologies and energy efficiency management systems, which limit harmful gas emissions and improve sustainability in both warehouses and offices.	Positive Impact	E2-5	Pollution
ESRS E2 Air pollution	Decrease in atmospheric pollutants through air quality monitoring on construction sites, which ensures compliance with regulatory limits, the effectiveness of adopted mitigation measures, the activation of an alert system for emissions and the identification of pollution sources in areas characterised by different activities.	Positive Impact	E2-4	Pollution of air, water and soil
ESRS E2 Air pollution	Failure to use efficient technologies for air and soil pollution management can increase negative externalities for the environment and people.	Negative Impact	E2-4	Pollution of air, water and soil
ESRS E2 Air pollution	Increase in environmental pollutants due to the release of ozone, nitrogen dioxide and particulates generated during construction work.	Negative Impact	E2-4	Pollution of air, water and soil

ESRS E2 Air pollution	Access to financial incentives through the implementation of sustainable technologies.	Opportunity	E2-4	Pollution of air, water and soil
ESRS E2 Air pollution	Increase in operating costs and legal expenses due to environmental sanctions and reputational damage resulting from ineffective pollution management.	Risk	E2-4	Pollution of air, water and soil
ESRS E4 Biodiversity and ecosystems	Improvement of soil quality and natural fertility through regenerative farming practices, such as crop rotation and composting. This fosters respect for biodiversity and ensures more balanced ecosystems that are less vulnerable to extreme weather events.	Positive Impact	E4-4	Direct impact drivers of biodiversity loss
ESRS E4 Biodiversity and ecosystems	Reduced impact on soil degradation by favouring the construction of multi-level car parks, using a smaller overall footprint and several floors in height (both underground and above ground)	Positive Impact	E4-5	Impacts on the extent and condition of ecosystems – soil sealing
ESRS E4 Biodiversity and ecosystems	Maintaining the balance of soil conditions through the integrated construction of buildings, infrastructure and surrounding green areas.	Positive Impact	E4-5	Impacts on the extent and condition of ecosystems – soil sealing

ESRS E4 Biodiversity and ecosystems	Decrease in green areas due to the construction of car parks occupying large areas	Negative Impact	E4–5	Impacts on the extent and condition of ecosystems – soil sealing
ESRS E4 Biodiversity and ecosystems	Increase in soil consumption and sealing, resulting in the permanent conversion of natural or semi-natural land into artificial surfaces due to urban, industrial or infrastructure development. This reduces the soil's ability to absorb water and increases the risk of flooding.	Negative Impact	E4–5	Impacts on the extent and condition of ecosystems – soil sealing
ESRS E5 Circular economy	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 Circular economy	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 Circular economy	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

SOCIAL THEMES				
ESRS Topic	IRO Description	Type	KPI–DRI	KPI–DRI Description
ESRS S1 Own workforce	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 Own workforce	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 Own workforce	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 Own workforce	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 Own workforce	Employee retention and reduction in turnover, resulting in savings on recruitment costs.	Opportunity	S1-6 S1-7 S1-10	Working conditions - Working time - Adequate wages
ESRS S1 Own workforce	Increase in recruitment and onboarding costs for new employees, with potential reduction in operational continuity and reputational loss that could compromise long-term competitiveness.	Risk	S1-6 S1-7 S1-10	Working conditions - Working time - Adequate wages
ESRS S1 Own workforce	Greater protection of workers' rights, improved job security and a reduction in wage inequalities, contributing to a fairer and more stable working environment through the protection of employees via collective agreements and appropriate contractual frameworks.	Risk	S1-8	Collective bargaining, including rate of workers covered by collective agreements

ESRS S1 Own workforce	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 Own workforce	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 Own workforce	Significant reduction in workplace accidents, improvement of safety conditions on construction sites and increased workers' confidence in the working environment thanks to the provision and appropriate use of protective equipment, such as helmets, scaffolding and harnesses.	Positive Impact	S1-14	Health and safety

ESRS S1 Own workforce	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 Own workforce	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 Own workforce	Promotion of an inclusive working environment and promotion of women's abilities, with greater representation and roles for women, also in technical and managerial positions, improving the company's image	Positive Impact	S1-9	Gender equality and equal remuneration for work of equal value

	and boosting competitiveness through concrete gender equality policies supported by UNI/PdR 125 certification, which guarantees fairness in opportunities for advancement, pay, and working conditions.			
ESRS S1 Own workforce	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 Own workforce	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 Own workforce	The lack of safety training could increase the likelihood of accidents, endanger the health of	Negative Impact	S1-13	Training and skills development

	workers and result in legal sanctions and reputational damage for the company.			
ESRS S3 Affected communities	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 Affected communities	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 Affected communities	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 Consumers and end users	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 Consumers and end users	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 Consumers and end users	Strengthening of competitive market position, attracting a broader and more loyal customer base.	Opportunity	S4-4 S4-5	Personal safety of consumers and/or end-users
ESRS S4 Consumers and end users	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 - Child protection

GOVERNANCE THEMES

ESRS Topic	IRO Description	Type	KPI-DRI	KPI-DRI Description
ESRS G1 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	Failure to adopt appropriate cybersecurity systems, which may cause a slowdown in business activities.	Negative Impact	G1-1	Protection of whistle-blowers

ESRS G1 Business conduct	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 Business conduct	Market growth through investment in technological innovation, which increases competitiveness and meets long-term market demands.	Opportunity	G1-1	Protection of whistle-blowers
ESRS G1 Business conduct	Increase in revenue by retaining current customers and attracting new ones.	Opportunity	G1-1	Protection of whistle-blowers
ESRS G1 Business conduct	Increase in costs and loss of earnings due to expenses incurred to restore business following disruptions caused by cybersecurity breaches.	Risk	G1-1	Protection of whistle-blowers
ESRS G1 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	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 Business conduct	Improvement of operational efficiency and corporate reputation thanks to the integration of sustainable financial investments into the corporate strategy	Risk	G1-2	Management of relationships with suppliers including payment practices
ESRS G1 Business conduct	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 Business conduct	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 Business conduct	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
ESRS G1 Business conduct	Improvement of competitiveness.	Opportunity	G1-3 G1-4	Corruption and bribery

ESRS G1 Business conduct	Increase in investor trust and reduction in legal risk through transparent management aligned with the Code of Ethics.	Opportunity	G1-3 G1-4	Corruption and bribery
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ESRS CONTENT INDEX

Transversal Standards ESRS 2: General Disclosures		Sustainability Statement Section		
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GOV-2	Information provided to and sustainability matters addressed by the enterprise's administrative, management and supervisory bodies	"G for Governance_Information provided to and sustainability matters addressed by the enterprise's administrative, management and supervisory bodies"		
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IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	"Double Materiality Assessment" "Methodological Note"		

IRO-2	Disclosure requirements in ESRS covered by the enterprise's sustainability statement	"Double Materiality Assessment" "Methodological Note"
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Environmental Standards ESRS E1: Climate change	Sustainability Statement Section
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ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	"E for Environmental_Climate Change Management"
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities related to climate	"E for Environmental_Climate Change_Processes to Identify and Assess Material Climate Impacts, Risks and Opportunities"
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E1-6	Gross GHG emissions for Scopes 1, 2, and 3, and total GHG emissions	"E for Environmental_Consumption and Emissions"

Environmental Standards ESRS E2: Pollution	Sustainability Statement Section
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E2-2	Actions and resources related to pollution	"E for Environmental_Pollution Management_Policies and Actions related to Pollution"
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Environmental Standards
ESRS E4: Biodiversity

Sustainability Statement Section

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E4-4	Targets related to biodiversity and ecosystems	"E for Environmental_Targets related to Management of Environmental KPIs"

Environmental Standards
ESRS E5: Resource use and circular economy

Sustainability Statement Section

ESRS IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	"E for Environmental_Resource use and the circular economy_Material impacts, risks and opportunities and their interaction with strategy and business model"
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E5-3	Targets related to resource use and circular economy	"E for Environmental_Targets related to Management of Environmental KPIs"

E5-5	Resource outflows	"E for Environmental_Resource Use and Circular Economy_Actions and Initiatives"
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Social Standards
ESRS S1: Own workforce

Sustainability Statement Section

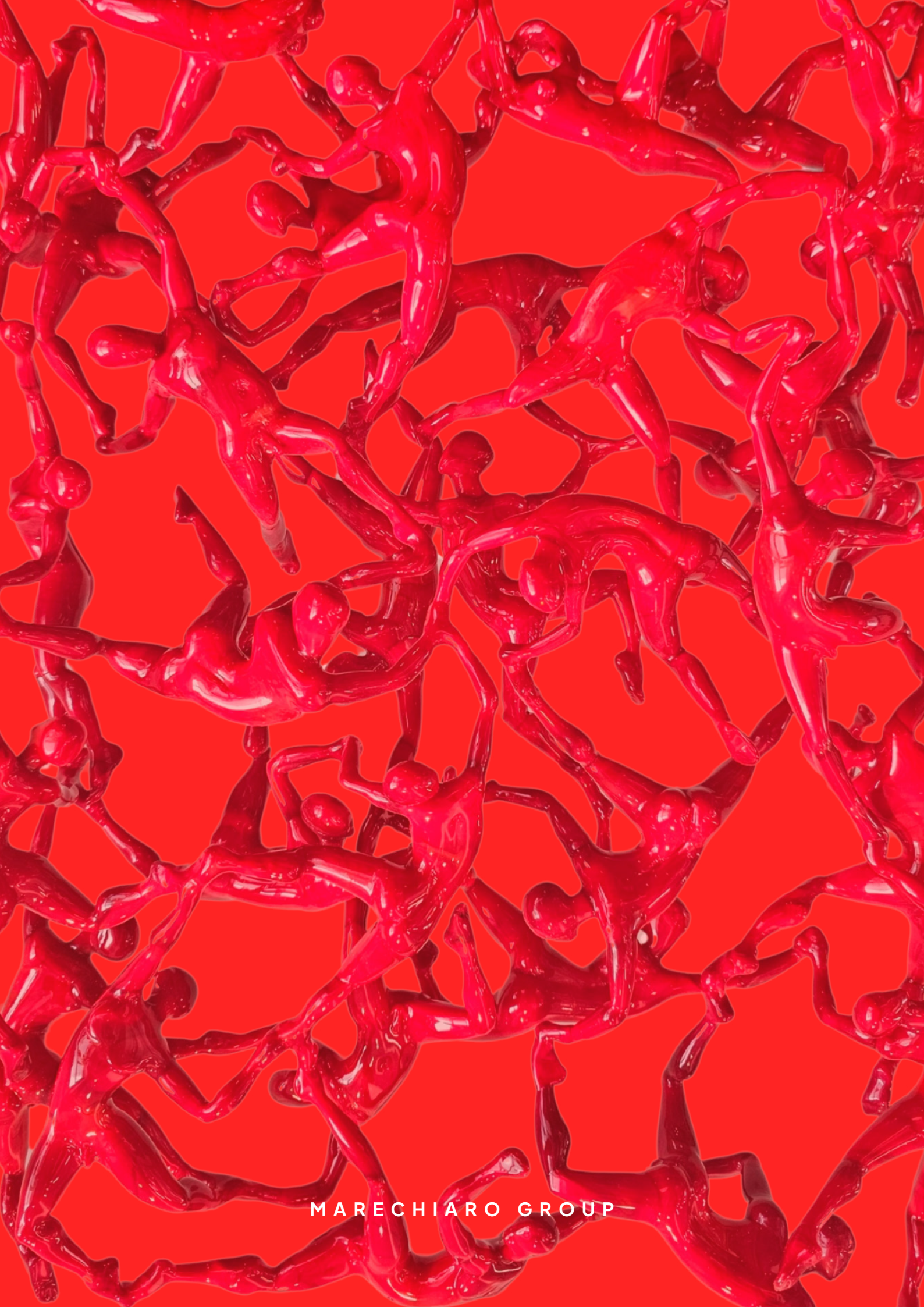
ESRS 2 SBM-2	Interests and views of stakeholders	"S for Social_Social strategy: Interests and views of stakeholders"
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	"S for Social_Impacts, risks and opportunities and their interaction with strategy and business model"
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Social Standards ESRS S3: Affected communities		Sustainability Statement Section
ESRS 2 SBM-2	Interests and views of stakeholders	"S for Social_Affected Communities_Social Strategy and Policies: Interests and Views of Stakeholders and IROs related to Affected Communities"
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	"S for Social_Affected Communities_Social Strategy and Policies: Interests and Views of Stakeholders and IROs related to Affected Communities"
S3-1	Policies related to own workforce	"S for Social_Affected Communities_Social Strategy and Policies: Interests and Views of Stakeholders and IROs related to Affected Communities"
S3-2	Processes for engaging with affected communities about impacts	"S for Social_Affected Communities_Processes for Engaging with Affected Communities about Impacts"
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	"S for Social_Processes for Engaging with Own Workforce about Impacts and Processes to Remediate Negative Impacts and Channels to Raise Concerns"
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	"S for Social_Affected Communities_Processes for Engaging with Affected Communities about Impacts"
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	"S for Social_Affected Communities_Actions related to Affected Communities"
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	"S for Social_Affected Communities_General Objectives for Affected Communities"

Social Standards ESRS S4: Consumers and end-users		Sustainability Statement Section
ESRS 2 SBM-2	Interests and views of stakeholders	"S for Social_Consumers and End-Users_Social Strategy: Interests and Views of Stakeholders and IROs related to Consumers and End-Users"

ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	"S for Social_Consumers and End-Users_Social Strategy: Interests and Views of Stakeholders and IROs related to Consumers and End-Users"
S4-1	Policies related to consumers and end-users	"S for Social_Consumers and End-Users_Policies and Actions Related to Consumers and End-Users"
S4-2	Processes for engaging with consumers and end-users about impacts	"S for Social_Consumers and End-Users_Policies and Actions Related to Consumers and End-Users"
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	"S for Social_Consumers and End-Users_Policies and Actions Related to Consumers and End-Users"
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	"S for Social_Consumers and End-Users_Policies and Actions Related to Consumers and End-Users"
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	"S for Social_Consumers and End-Users_General Objectives related to Consumers and End-Users"

Governance Standards ESRS G1: Business conduct		Sustainability Statement Section
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	"G for Governance_Corporate Governance_Administrative, Management and Supervisory Bodies"
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	"G for Governance_Processes to Identify and Assess Material Impacts, Risks and Opportunities related to Governance"
G1-1	Corporate culture and business conduct policies	"G for Governance_Governance Policies and Objectives: Prevention, Detection and Training for Anti-Corruption_Cybersecurity and Whistle-Blower Protection"
G1-2	Management of relationships with suppliers	"G for Governance_Business Conduct_Responsible Supply Chain Management"



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