

SUSTAINABILITY REPORT 2024



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1 . OVERVIEW

LETTER TO STAKEHOLDERS



To our stakeholders,

We are pleased to present our second Sustainability Report, covering the year 2024. After publishing our first report last year, we have continued with determination on our path towards an increasingly sustainable business model, integrating sustainability across our corporate strategy, processes, and relationships with all stakeholders.

For us, this document represents not only a reporting tool, but also a moment to reflect on the progress made and the challenges ahead. We have consolidated the actions initiated in 2023 and launched new projects with the aim of further reducing our environmental impact, promoting the safety, well-being, and growth of our people, and strengthening our responsible role throughout the entire supply chain.

Siliconature SpA, a leading manufacturer of silicone-coated films, continues to invest in advanced technologies and the highest-quality materials. Our annual production in Italy exceeds 600 million square meters of film, delivered to customers in over 50 countries. Our mission remains to offer excellent release liners, manufactured through rigorous processes, stringent quality controls, and a constant commitment to reducing environmental impact.

In 2024 we strengthened our commitment on several fronts:

- Production efficiency: with targeted actions to reduce energy consumption and use resources responsibly.
- Renewable energy: Powering our facilities with electricity from renewable sources and installing a photovoltaic system on the roof of our headquarters, covering a total area of 12,500 square meters.

- Recycling and circular economy: strengthening internal recovery programs and increasing the use of recycled materials, such as R-PET.
- Sustainable innovation: developing solvent-free coatings and technical solutions to reduce emissions, along with targeted investments to limit waste and ensure increasingly higher quality standards for our customers.
- Environmental and quality certifications: maintaining and strengthening our certifications. In addition to ISO 9001, ISO 14001, ISO 45001, RCS, and ISO 14067:2018 for Product Carbon Footprint, we have continued to improve our integrated management systems.
- We firmly believe that corporate success is inextricably linked to the people who contribute to Siliconature's growth every day. In 2024, workplace safety, ongoing training, inclusion, and employee well-being remain our top priorities. We have strengthened training activities and fostered a work environment where everyone can fully express their potential.

We thank all of you—customers, suppliers, partners, collaborators, and local communities—for your trust, support, and constructive dialogue. We look to the future with responsibility and vision, aware that sustainability represents a fundamental strategic lever for addressing global challenges and generating long-term shared value.

The Management of Siliconature SpA

COMPANY PROFILE



Siliconature SpA (here in after also " Siliconature ", "the Organization" or "the Company") operates in the **silicone film sector**, a field in which it operates internationally. According to the Global Industry Classification Standard (GICS), the Company's business falls into the "**Paper & Plastic Packaging Products & Materials**" category.

Founded in 1987, Siliconature has established itself over time as a specialized manufacturer of silicone-coated and/or treated films for special applications. Headquartered in the province of **Treviso**, the company has embarked on a path of expansion that has led it to establish a presence in **strategic international markets**, particularly in Asia and the Americas, where it has opened its own production facilities. Thanks to its capacity for innovation and continuous research into advanced solutions, Siliconature is now a key partner for some of the world's largest industrial groups.

The Group's headquarters are located in **Godega di Sant'Urbano**. In 2015, Siliconature opened a second production plant in Italy, in **Sesto al Reghena**, and in the following years expanded its international presence with plants in the **United States and China**.

OUR PRODUCTS



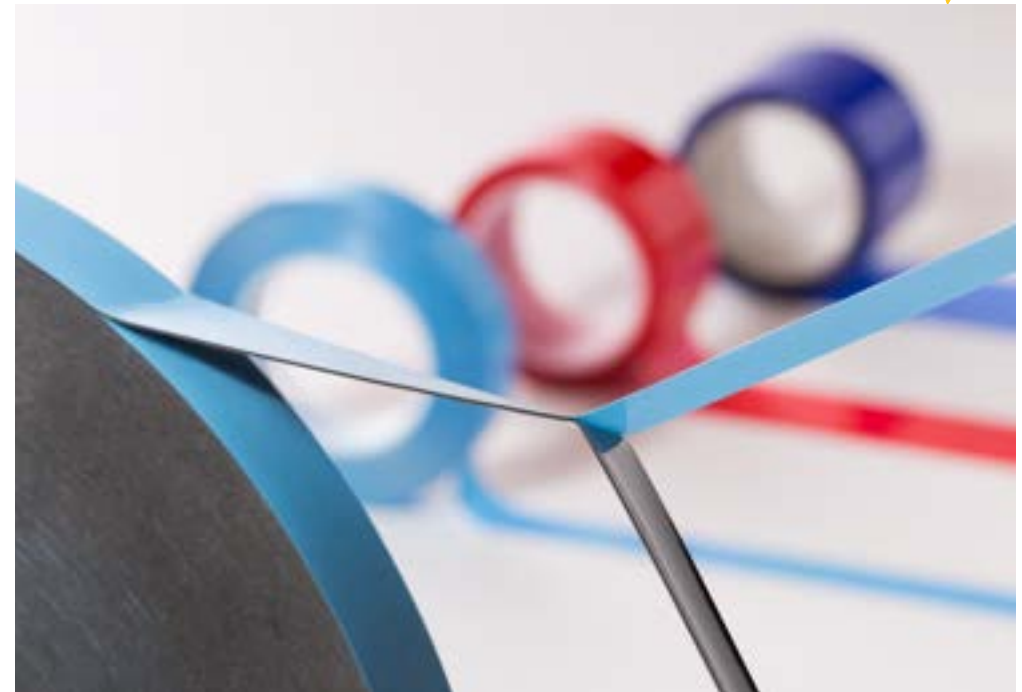
Every year, Siliconature produces over **900 million square meters** of silicone films, exporting to more than **50 countries**. Applications span a broad spectrum of sectors, from biomedical to automotive, construction, food, and ICT. The company uses **cutting-edge technologies and high-quality materials** to offer a complete and customizable range of release liners, from “**premium easy**” to “**very tight**” solutions, with the option of **coating on one or both sides of the film**, even upon specific customer request.

The main product categories are:

- **PP** release liners
- **PET** release liners
- **R-PET** Release liners
- **PE** release liners

Siliconature recognizes the strategic value of innovation and research, constantly investing in the

2023	2024
48.069 tonnes	56.905 tonnes
TOTAL PRODUCTION	



development of technological solutions capable of anticipating and meeting the ever-evolving needs of the market. The goal is to offer **not only high-quality products**, but **also customized solutions**, perfectly adaptable **to different technical and application needs**.

The Research and Development department plays a **central role**: its activities focus on the formulation of new silicones, process improvement, and the adoption of advanced technologies. A key milestone in this process was the **insourcing of the BOPET extrusion process**, which allowed

the company to strengthen quality control and technical autonomy.

Among the most significant results, a new product **"solvent free"** was introduced in 2022, **which uses water as a dispersion medium instead of traditional chemical solvents**.

This innovation, in addition to ensuring high performance, contributes significantly to reducing the environmental impact of the production process, in line with Siliconature's growing commitment to sustainability.



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2 . GOVERNANCE



[GOV-1] ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND CONTROL BODIES

Siliconature 's highest administrative, management, and control body is the **Sole Director**, who carries out all operations necessary to achieve the company's corporate purpose, structures corporate management with the diligence required by the nature of the role, is responsible for decision-making processes and for overseeing the company's impact on the economy, the environment, and people.

Consequently, the Director is responsible for defining the company's strategic direction, including **ESG (Environment, Social, Governance)** issues, and is involved in developing, approving, and overseeing sustainability policies and objectives, as well as monitoring the Group's progress and performance.

In these areas, the Director is supported by a **Sustainability Committee**, composed of various corporate management figures responsible for

implementing the sustainability strategy and objectives within their respective roles and sharing the results with the highest governance body.

This structure **makes up the governance of sustainability at Siliconature**. Governance involvement in sustainability is ongoing and an integral part of the company's operations. It goes beyond simply approving the sustainability report, but is also evident in defining strategic priorities, validating policies, and monitoring the achievement of objectives.

Throughout the year, the Committee and the Sole Director **confirmed the results of the materiality analysis conducted in 2023**, validating the priority areas for intervention and monitoring the implementation of sustainability policies. Updates are made periodically, as described in the next chapter.



[GOV-2] INFORMATION PROVIDED TO THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES OF THE COMPANY AND SUSTAINABILITY ISSUES ADDRESSED BY THEM

The involvement of corporate bodies in sustainability issues is supported by a **structured system of information flows**, which ensures that the Director has access to **up-to-date and relevant information to understand the progress of sustainability management**. These flows are instrumental in ensuring that the assigned responsibilities for ESG oversight are exercised in a knowledgeable and documented manner.

During the financial year, the administrative body regularly received presentations, reports and analysis

documents relating to the main areas of sustainability during meetings with specific company functions and members of the Sustainability Committee.

Based on the information flows received, **the Administrator was able to assess the alignment between the sustainability objectives and strategy and company performance**, monitor the effectiveness of the actions undertaken, and make informed decisions for risk management.

[GOV-3] INTEGRATION OF SUSTAINABILITY PERFORMANCE INTO INCENTIVE SYSTEMS

There are currently no incentive systems for the highest governance body and management based on the achievement of corporate objectives and performance related to sustainability.

[GOV-4] DUE DILIGENCE STATEMENT

In the absence of a formal corporate due diligence process, the following table lists the **initiatives Siliconature has adopted to identify and manage negative impacts** on people and the environment

and monitor the results of these actions. In this way, the Group ensures it minimizes the risk of harmful effects arising from its activities.

FUNDAMENTAL ELEMENTS OF DUE DILIGENCE	PARAGRAPHS
Identification and assessment of negative impacts	ESRS 2 IRO-1, ESRS 2 SBM-3, S1 SBM-3, S4 SBM-4, G1-2
Taking action to address such negative impacts	G1-1, E1-3, E2-2, E3-2, E5-2, S1-4, S4-4
Tracking the effectiveness of these efforts through	E1-4, E2-3, E3-3, E5-3, S1-5, S4-5



[GOV-5] RISK MANAGEMENT AND INTERNAL CONTROLS ON SUSTAINABILITY REPORTING

As part of its Integrated Management System, Siliconature adopts a risk and opportunity assessment process that spans all aspects of the system—quality, environment, health, and safety—to anticipate potential critical issues, seize opportunities for improvement, and increase resilience.

This integrated approach ensures dynamic and proactive management, in line with the principles of continuous improvement and prevention. The Sustainability Committee is responsible for

verifying, checking, and reviewing the data contained in the Sustainability Report, ensuring its accuracy, consistency with adopted standards, and alignment with the Company's strategic objectives.

At the end of the review process, the Committee prepares a summary report, which is submitted to the Sole Director for approval, confirming the organization's **highest level of accountability for transparency and ESG reporting.**

2.1 G1 BUSINESS CONDUCT



[G1-1] POLICIES ON CORPORATE CULTURE AND BUSINESS CONDUCT

Siliconature actively promotes messages consistent with its corporate ethics culture through internal communications initiatives, corporate policy development, training programs, and the sharing of best practices. Priority issues include corporate and supplier ethical responsibility, conveyed through the development of a Code of Ethics, a Supplier Code of Conduct, and a Whistleblowing Policy.

These documents were developed by the Sustainability Committee and approved by the Sole Director, who by his role has final responsibility for their implementation. Oversight of their proper implementation is entrusted to the Supervisory Body appointed as part of the development of Model 231 and who reports periodically on the progress of monitoring activities and on significant cases.

The scope of application extends to all company

activities, both operational and administrative, and includes relationships along the entire value chain, upstream and downstream, in the different geographical contexts in which the company operates. In defining the corporate culture policies, the expectations of the main stakeholders in the application of corporate ethics principles were taken into account. The policies are publicly accessible on the company website and have been disseminated to all levels of the company through internal information initiatives and training sessions.

Through the development of these documents, the company intends to consolidate a corporate culture based on integrity, respect, and shared responsibility, which translates into consistent behaviour, not only in terms of compliance, but also as a strategic lever for long-term sustainability.

CODE OF ETHICS

Siliconature's Code of Ethics details the fundamental principles and rules of conduct that guide the Group in conducting its business. These describe the duties and obligations of diligence, integrity, fairness, and loyalty, both in relationships with third parties and within the internal workplace. Its provisions are binding on all those connected to Siliconature by partnerships or employment relationships, or who otherwise act in the interest, name, or on behalf of the Group, and are

defined as "Collaborators".

In developing the Code of Ethics, the Group aligned itself with Articles 2, 18, and 19 of the Universal Declaration of Human Rights, Articles 3 and 37 of the Italian Constitution, the provisions of Legislative Decree no. 215 of 9 July 2003, and Articles 28-31 of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

The general principles contained in the Code of Ethics concern:
1. Compliance with the legal system
2. Impartiality
3. Honesty, integrity, loyalty
4. Respect and protection of the person
5. Confidentiality
6. Conflict of interest
7. Unfair competition
8. Dissemination and observance of the Code of Ethics

Regarding relationships with Employees, the Code of Ethics establishes rules of conduct such as respect for human rights, non-tolerance of discrimination, including during the selection process, and harassment and/or violence, the health and safety of people in the workplace, the guarantee of freedom of association, the fight against child and forced labour, and the protection of privacy.

At the same time, Collaborators are required to protect the company's integrity by safeguarding Siliconature's assets, abstaining from conduct that could lead to anti-competitive behaviour in the market, create conflicts of interest, disseminate confidential information, and engage in forms of discrimination in the selection of commercial partners.

Anyone can report a violation of the Code's provisions through the whistleblowing system, which is governed by a specific policy, which establishes the measures Siliconature has adopted to protect the reporting party.

To ensure effective application of the Code of Ethics, the Group ensures that no one is subjected to retaliation, unlawful conditioning, discomfort, or discrimination of any kind for implementing the principles and rules of conduct or for reporting any violations to the Supervisory Body.

Where conduct contrary to the principles of the Code is detected, Siliconature initiates appropriate investigations and adopts appropriate measures.

SUPPLIER CODE OF CONDUCT

Siliconature is aware of the need to engage its supply chain to contribute to the pursuit of the Sustainable Development Goals.

The Supplier Code of Conduct was drawn up with the aim of outlining a set of values, principles, and rules of conduct for the benefit of people and the environment that all suppliers of goods or services to Siliconature must comply with when conducting business with the Group.

In developing the document, Siliconature took into consideration the Universal Declaration of Human Rights, the UN international conventions on the elimination of all forms of racial discrimination and discrimination against women, the international standards of the International Labour Organization, the Global Compact and the 2030 Agenda of the United Nations, and the OECD Guidelines on Human Rights.

In particular, the Group's suppliers are required to comply with the principles regarding:

Business ethics and integrity, requiring the abstention from conduct that violates the laws and regulations concerning their activities and applicable in the countries in which they operate and to comply with specific rules regarding anti-corruption, conflict of interest and the protection of confidentiality and privacy;

- Respect for human rights, establishing the obligation for suppliers to protect the dignity and integrity of all persons, the freedom of association, organization, and trade union membership, the right to freedom of expression, the right to collective bargaining, and a safe and healthy working environment;
- Combating discrimination (of any kind and in any form) and forms of child and forced labour
- Environmental responsibility, requiring compliance with laws and regulations relating to environmental aspects applicable to one's country and activities and active commitment to mitigating negative impacts on the environment and ecosystems

Furthermore, in the Code of Conduct, Siliconature encourages its suppliers to design and implement production processes, technologies, goods, and services with a view to the efficient, rational, and responsible use of natural resources and raw materials, reducing the environmental impact of products and processes and reducing CO2 and pollutant emissions, considering the entire product life cycle and monitoring their impact over time with a view to continuous improvement.

WHISTLEBLOWING POLICY

The whistleblowing policy is an operating procedure adopted by Siliconature to establish the correct procedures for reporting wrongdoing and violations of the Code of Ethics, the Supplier Code of Conduct, and other documents that constitute Model 231, to regulate the process of verifying reports, and to ensure adequate measures are taken to protect the reporting person from possible retaliation.

In drafting the document, the Group referred to the relevant national and European legislation. In its policy, Siliconature promotes dedicated channels, accessible both to employees and, where appropriate, to external stakeholders such as supplier workers or collaborators. Reports can be submitted through various methods regulated by the policy, including confidential or anonymous reporting. Reports

are handled by appropriately trained personnel, in compliance with the principles of impartiality, promptness, and confidentiality.

Whistleblower protection, in accordance with Directive (EU)2019/1937, takes place through organizational and technical measures to avoid retaliation, discrimination, or detrimental consequences against those who report in good faith.

In the event of reports or other incidents, the company has dedicated procedures to conduct internal investigations in an independent, objective and timely manner, entrusted to functions with operational autonomy or to third parties when required by the nature of the case.



[G1-2] MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

The company adopts an approach based on fairness, responsibility, and sustainability in managing relationships with its suppliers, considering them key partners in achieving corporate objectives and creating value along the supply chain. Supplier relationships are governed by transparent and shared criteria that integrate economic, qualitative, and technical-functional aspects with environmental and social requirements. This approach minimizes operational and reputational risks and promotes a corporate culture that respects human rights, legality, and the environment.

In the supplier selection and qualification process, the company also takes ESG criteria into account; in fact, as part of its integrated HSE (Health, Safety, and Environment) management system, Siliconature has implemented a structured system for periodic supplier evaluation, with the aim of constantly monitoring and ensuring the reliability and quality of its supply chain.

The evaluation is based on three macro-parameters (delivery times, quality performance indicators, and competitiveness), in addition to information regarding supplier certifications, particularly in the areas of quality (e.g., ISO 9001), occupational health and safety (e.g., ISO 45001), and environmental management (e.g., ISO 14001). These certifications represent a qualifying element, as they demonstrate the suppliers' alignment with the principles of responsible management and the values shared by Siliconature.

The collected data is processed to generate an overall rating, which is periodically updated and reviewed

by the purchasing department. This rating provides an objective and comparable view of supplier performance and is a useful decision-making tool for potential agreement renegotiations or the selection of new partners.

Once a year, Siliconature formally shares the results of this assessment with each supplier through a customized report. If the rating falls below the 50% threshold, the Group requires the supplier to develop and implement corrective or mitigation actions to restore acceptable performance levels and maintain the collaboration.

Furthermore, as detailed in the previous chapter (G1-1), the relationship with the supply chain is also governed by the principles and requirements established in the Supplier Code of Conduct, in terms of business ethics, respect for human rights, and environmental protection. Application of the Code is monitored by Siliconature, and in the event of a violation, the Group initiates appropriate investigations and implements the necessary corrective measures commensurate with the seriousness of the violation. In the event of serious breaches of the Code, all business relationships and contractual agreements with the supplier may be suspended or terminated.

This approach, which combines managerial rigor and social responsibility, allows the company to build a solid, resilient supply network that is consistent with its sustainability commitments.

[G1-3] PREVENTION AND DETECTION OF ACTIVE AND PASSIVE CORRUPTION

Despite the lack of a specific policy on the matter, Siliconature adopts a zero-tolerance approach to all forms of corruption, unlawful favouritism, conflicts of interest, and collusive behaviour, both within the organization and in its relationships with third parties. The Group considers these practices not only contrary to the ethical principles that guide its operations, but also risk factors that can compromise its integrity, reputation, and long-term sustainability.

With this in mind, Siliconature promotes, through its Code of Ethics, a corporate culture based on

transparency, legality, and compliance with applicable regulations. Furthermore, the objective for 2025 is to further develop Model 231, described in chapter G1-MDR-A, on the topic of combating corruption, working on the development of specific documentation and the implementation of accurate and targeted initiatives aimed at reducing the risk of corruption.

In any case, any violations of the relevant regulations can be reported through dedicated channels, respecting the confidentiality and protection of the whistleblower, in line with the principles set forth in the legislation and the whistleblowing policy.

[G1-4] CONFIRMED CASES OF ACTIVE OR PASSIVE CORRUPTION

Thanks to the actions implemented by Siliconature to disseminate and ensure a corporate culture based on the ethical principles established in the Code of Ethics,

including the adoption of Model 231, no cases of corruption involving Group employees were recorded in 2024.

[G1-MDR-A] ACTIONS AND RESOURCES RELATED TO BUSINESS CONDUCT

Since 2018, Siliconature has adopted an Organization, Management, and Control Model pursuant to Legislative Decree 231/2001, with the aim of preventing the commission of crimes within the context of corporate activities and strengthening its governance system. This model represents a fundamental tool for promoting a corporate culture based on ethics, responsibility, and regulatory compliance.

Currently, the scope of Model 231 specifically covers environmental crimes and those related to occupational health and safety, two areas deemed strategic for the Group given the nature of its sector and the potential impact of its production activities. The adoption of the model is part of a broader internal control and risk management system aimed at

ensuring proper and transparent conduct by all parties involved in company activities. In keeping with the continuous improvement approach that characterizes Siliconature's management, one of the objectives planned for 2025 is to extend the scope of Model 231 to additional categories of crimes covered by the decree, with particular attention to those involving corruption between private individuals. This extension will further strengthen the system's preventative capacity and align with compliance best practices.

The Model is supported by an independent Supervisory Body (OdV), responsible for monitoring its effective implementation, verifying its effectiveness and proposing any updates based on the regulatory and organizational developments of the Company.

[G1-6] PAYMENT PRACTICES

Particular attention is paid to the proper and transparent management of payments, especially for small and medium-sized enterprises. The company's policy includes timely compliance with contractual terms and a commitment to avoiding unjustified delays, which could jeopardize the economic stability and operational continuity of suppliers. In some cases, the

company evaluates the possibility of favourable terms or advances, especially in local contexts or sectors with high social impact. Payments are systematically monitored, and punctuality performance is periodically reviewed by the purchasing and administration departments.

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3. GENERAL INFORMATION - ESRS 2



[BP-1] GENERAL CRITERIA FOR THE DRAFTING OF SUSTAINABILITY STATEMENTS

The sustainability reporting presented in this document has been prepared in compliance with the structure of the European Sustainability Reporting Standards (ESRS), adopted by Delegated Regulation (EU) 2023/2772 of the European Commission, implementing the obligations introduced by Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive - CSRD).

The scope of the information contained in this statement corresponds to the Italian sites of Godega di Sant'Urbano and Sesto al Reghena.

With a view to integrated reporting focused on managing ESG impacts and risks, the statement includes, within the limits of materiality and information

availability, data relating to the value chain, both upstream and downstream. This allows for the potential impacts, risks, and opportunities generated by related activities to be reflected.

The entire structure of the document is designed to offer a coherent and integrated narrative, linking sustainability performance with economic, financial, and strategic dynamics. The environmental, social, and governance content is organized to reflect the company's short-, medium-, and long-term value creation and effectively respond to the information needs of various stakeholders. The goal is to ensure accessible, verifiable, and relevant reporting, combining information rigor and clarity.



[BP-2] INFORMATION IN RELATION TO SPECIFIC CIRCUMSTANCES

Time horizons

The company has defined its reference time horizons in terms of short, medium and long term: short term (1-2 years), medium term (3-5 years), long term (over 5 years), as set out in the ESRS.

Uncertainty and estimates

One area of focus is the estimates used to report certain indicators, particularly those requiring extensive data across the value chain. Where it was not possible to collect direct information from suppliers or customers, estimates based on secondary data were used.

The company is aware that these elements introduce a certain degree of uncertainty, but believes that the approach followed, transparent, documented and consistent with international good practices, guarantees the overall reliability of the information provided.

Changes in preparation or presentation of sustainability information

To calculate Scope 2 GHG emissions for 2024, the value from the "Electricity Maps" database for Italy was chosen as the emission factor.

To compare the 2024 Scope 2 data with previous years, Electricity Maps was also used as the source for 2021, 2022, and 2023 instead of Terna, as it is more representative. Therefore, in chapter E1-6, the

Category 2 values for all years included in the previous Sustainability Report have been adjusted.

Phase-in provisions

Siliconature uses the phase-in provisions for the following disclosures that refer to material sustainability issues:

SBM-3 - Expected financial effects of the company's significant risks and opportunities (DP48e);

E1-9 - Expected financial effects of significant physical and transition risks and potential climate-related opportunities;

E2-6 - Expected financial effects of pollution-related impacts, risks and opportunities;

E3-5 - Expected financial effects from impacts, risks and opportunities related to water and marine resources;

E5-6 - Expected financial effects resulting from impacts, risks and opportunities related to resource use and the circular economy;

[SBM-1] STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Siliconature operates in numerous sectors, finding application for its products in sectors such as biomedical, automotive and construction, as well as those of food, graphics and Information and Communication Technologies.

Within its business model, the strategic importance of the value chain is recognized as the space where sustainability impacts, risks, and opportunities are generated and manifested.

The company's value chain develops along a complex sequence of activities.

Upstream, the company primarily sources raw materials such as plastic granules and, to a lesser extent, additives and solvents, from suppliers located primarily in Italy and Europe. These suppliers are selected based on technical, qualitative, and economic criteria, and increasingly, environmental, social, and ethical parameters, as described in Chapter G1-2.

Siliconature 's own operations include the core activities of the company's business. The company directly manages the core activities of its business model, which mainly include manufacturing processes and research and development.

The production cycle consists of the following macro-phases:

1. Receiving goods and warehouse storage;
2. Reel collection and transfer to the coating lines;
3. Preparation of silicone compounds by mixing resin, additives and solvents;
4. Silicone coating system and loading the reel;
5. Application of silicone compounds and/or printing by heat/UV treatment;
6. Cutting or rewinding phase, packaging and warehouse storage;
7. Quality control during the process or in the laboratory;
8. Goods collection and shipping.

Research and development is an ongoing process aimed at finding new formulations to meet emerging market needs and identifying the best solution for customer needs and specific requests.

Downstream, product distribution takes place through direct channels with customers.

Siliconature mapped high-risk critical points in terms of current or potential negative impacts, prioritizing aspects related to its own operations. The assessment did not consider dependence on key resources or relationships, such as limited natural inputs, specialized know-how, or customer relationships.



Based on this mapping, the areas for implementing policies, actions, and objectives were identified, calibrated based on the degree of control and influence Siliconature exerts over each stakeholder. These

elements are part of the Group's corporate strategy, which is designed to address sustainability challenges and create long-term value, particularly in relation to market needs.

[SBM-2] STAKEHOLDER INTERESTS AND OPINIONS

Siliconature's main stakeholders were involved in the Materiality Analysis, through a process that allowed us to understand, through the administration of a questionnaire, their main interests and expectations regarding sustainability issues that generate impacts, risks, and opportunities for the Group.

Siliconature is constantly committed to understanding

the opinions of stakeholders, particularly its employees, customers, and suppliers, in order to evaluate potential changes to its strategy and business to meet emerging needs and strengthen relationships of trust and collaboration. The emerging elements are discussed within the Group's main governance bodies, which assess the strategic implications and prepare for the launch of new initiatives.

[SBM-3] RELEVANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

During the financial year, the company conducted a systematic process to identify its significant impacts, risks, and opportunities related to environmental, social, and governance issues. This analysis was based

on the principle of dual materiality and included, in addition to the external impact, an assessment of the financial relevance for the company.

3. GENERAL INFORMATION - ESRS 2

	IRO	DESCRIPTION	TYPE OF IMPACT	TIME HORIZON	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
1 - Climate change	IMPACT	Monitoring the impacts generated in relation to CO2 emissions and adopting corporate practices aimed at reducing them.	Positive	Short, Medium	Transversal	N/A	Integrated Quality, Environment, Health and Safety Policy
	IMPACT	Adoption and management of an energy monitoring system with a view to continuously improving energy performance through the implementation of business process efficiency solutions.	Potential	Medium	Own operations	N/A	
	IMPACT	Failure to implement efficient energy management systems does not allow for the amortization and reduction of energy-related operating costs and the consequent reduction of atmospheric emissions in the medium and long term.	Positive	Brief	Own operations	N/A	
	RISK	Complying with European regulations (the Paris Agreement) and stakeholder demands regarding climate change and greenhouse gas emissions could entail significant costs for businesses.	Potential	Medium, Long	Own operations, downstream	N/A	
	OPPORTUNITY	The transition from an energy mix centred on fossil fuels to a low- or zero-carbon one, based on renewable sources, can result in significant savings in energy supply and incentives for companies in the medium and long term.	Actual Negative	Medium, Long	Upstream, Own Operations	N/A	



3. GENERAL INFORMATION - ESRS 2

	IRO	DESCRIPTION	TYPE OF IMPACT	TIME HORIZON	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
E5 - Use of resources and circular economy	IMPACT	Adoption of corporate practices aimed at extending the life cycle of products by favouring the purchase of recycled materials, such as R-PET, and by applying internal programs aimed at recovering and reusing materials and production waste	Effective Positive	Brief	Upstream, Own Operations	N/A	Integrated Quality, Environment, Health and Safety Policy
	IMPACT	Monitoring and managing waste generated through the introduction of virtuous practices aimed at reducing hazardous and non-hazardous waste, as well as waste from the production process.	Effective Positive	Brief	Own operations	N/A	
	RISK	The lack of circular economy solutions, in addition to leading to higher raw material procurement costs, misaligns the company with current or future regulatory decisions, including the potential Plastic Tax, a tax on the consumption of single-use plastic products. The legislation should exempt plastic from the tax from the recycled material, benefiting businesses that operate within a circular economy framework, for example by sourcing r-PET.	N/A	Medium, Long	Upstream, Own Operations	N/A	
	OPPORTUNITY	A business oriented toward a circular economy optimizes resource consumption and recycles materials and waste by reintroducing them into the production cycle, benefiting financially from the reduced purchase of incoming virgin materials, as well as potential incentives and tax breaks.	N/A	Short, Medium, Long	Upstream, Own Operations, Downstream	N/A	

3. GENERAL INFORMATION - ESRS 2

	IRO	DESCRIPTION	TYPE OF IMPACT	TIME HORIZON	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
S1 - Own workforce	IMPACT	Incorrect management of health and safety in the workplace in terms of insufficient training and adoption of good practices leads to a greater probability of accidents and occupational diseases.	Negative Potential	Medium	Own operations	N/A	Integrated Quality, Environment, Health and Safety Policy Code of Ethics
	IMPACT	Implementation of a Health and Safety Management System in the workplace to promote actions to monitor and reduce workplace accidents, including through training and awareness-raising activities among workers to adopt responsible behaviours.	Positive Actual	Brief	Own operations	N/A	
	IMPACT	Organize, manage, and update the training of your human resources, enhancing and strengthening their skills and competencies, in order to increase their personal value and simultaneously accelerate progress towards the organization's goals.	Positive Actual	Brief	Own operations	N/A	



3. GENERAL INFORMATION - ESRS 2

	IRO	DESCRIPTION	TYPE OF IMPACT	TIME HORIZON	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
4 - Consumers and end users	IMPACT	Listening to the needs of stakeholders, ensuring high standards of quality, reliability and product safety	Effective Positive	Brief	Own operations, Downstream	N/A	Integrated Quality, Environment, Health and Safety Policy Code of Ethics
	RISK	Ensuring the consistent supply of products with high quality and safety standards can incur significant management and investment costs for a company. However, any issues related to product quality and safety can cause serious damage to the company, both financially and to its reputation, resulting in higher internal costs of poor quality, customer complaints, potential product recalls, legal costs and fines, reduced customer satisfaction and loss, and negative impacts on future sales.	N/A	Medium, Long	Own operations, Downstream	N/A	
	IMPACT	Issues related to product quality and safety can cause serious damage to the company, both financially and to its reputation, following possible product recalls from the market, legal costs and fines, reduced customer loyalty, and negative impacts on future sales.	Negative Potential	Medium	Downstream	N/A	

3. GENERAL INFORMATION - ESRS 2

	IRO	DESCRIPTION	TYPE OF IMPACT	TIME HORIZON	VALUE CHAIN	CURRENT FINANCIAL EFFECT	RELATED POLICIES
G1 - Business Conduct	IMPACT	Conducting all business activities according to criteria of transparency, responsibility, fairness, integrity and impartiality	Effective Positive	Brief	Own operations	N/A	Code of Ethics Organization Model 231 Code of Conduct Whistleblowing Policy Code of Conduct
	IMPACT	Activation and creation of strategic and valuable partnerships with the best operators in the supply chain and other companies that share the same corporate values, with the aim of developing business initiatives oriented towards sustainable development.	Effective Positive	Brief	Own operations	N/A	
	IMPACT	Identifying and managing the environmental, social, and economic impacts of its supply chain. Commitment to purchasing materials, goods, and services with a lower environmental impact.	Positive Potential	Short, Medium	Upstream, Own Operations	N/A	
	IMPACT	Reputational and financial ESG risks arising from the supply chain for issues such as human rights, unsuitable working conditions, child labour, forced and/or compulsory labour and failure to comply with local environmental protection laws	Negative Potential	Medium	Upstream, Own Operations	N/A	

Siliconature has also identified the following impacts, risks and opportunities not related to ESRS topics:

- Proactive drive towards research, innovation and the development of new processes and products to meet the new and changing needs of customers and the market (IMPACT);
- Implementation of a cybersecurity risk monitoring and prevention system to protect company data and all stakeholders (IMPACT);

- R&D and innovation, while costly in both money and time, offer companies numerous benefits, including the creation of new value, improved competitiveness, the ability to respond to market changes, the exploration of new markets, and customer loyalty. Companies that invest in R&D can benefit financially from tax incentives and tax credits (OPPORTUNITIES);
- Difficulty maintaining and protecting intellectual property rights could result in additional costs from potential litigation or penalties (RISK).



Considerations in relation to specific ESRS topics

SBM-3 E1 - Climate Change

As part of its commitment to addressing climate change and managing its impacts on business continuity and strategy, the company has identified a material climate risk that could impact its operations, strategy, and ability to create value in the medium to long term and has classified it as a transition risk.

Transition risks arise from regulatory, technological, market, and stakeholder perception changes associated with the journey to a low-carbon economy. These include the introduction of reduction targets, evolving regulatory requirements, and customer and investor expectations.

To assess the resilience of its business model and strategy to these risks, the Group has not conducted a structured analysis based on climate scenarios, but Siliconature will commit to updating the materiality analysis.

SBM-3 S1 Own workforce

The materiality analysis revealed that Siliconature's activities generate current and potential impacts, both positive and negative on its workforce. However, the possibility of harm to individuals resulting from human rights violations, discrimination of any kind, or harassment in the workplace is considered very low, and therefore, these impacts are not considered significant. Nonetheless, the Group does not underestimate the importance of this topic and recognizes the need to maintain high levels of attention to these issues, as described in the Code of Ethics and related sections. The description of the impacts is reported in the previous table.

SBM-3 S4 Consumers and end users

The analysis of impacts, risks, and opportunities related to product quality and safety includes assessments for all end users of the products, understood as customers, without particular exclusions or areas of vulnerability among the different user categories.

Customers can count on clear, comprehensive and easily accessible information regarding the management of IROs, as specifically detailed in chapter S4.

The description of the significant IROs is reported in the previous table.



[IRO-1] DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

Understanding the relevant impacts, risks and opportunities (IRO - Impacts, Risks, Opportunities), inspired by the principles of double relevance (dual materiality) defined in ESRS 1, required the performance of a structured analysis by Siliconature . The approach adopted integrates two complementary dimensions of analysis:

- the relevance of external impacts (impact materiality), or the company's ability to generate positive or negative effects, current or potential, on the environment and people, including through its own value chain;

1. Context Analysis and Identification of IROs

The first step involved conducting a context analysis that identified the main ongoing sustainability trends at the regulatory, technological, and market levels, as well as the evolving environmental, social, and governance landscapes that are directly or indirectly impacting or potentially impacting Siliconature's activities. This investigation phase also included a consistency check through benchmarking, a systematic comparison with other industrial realities and national and international best practices, to validate and enrich the list of relevant sustainability issues. The result was the creation of an initial list of key impacts, risks, and opportunities.

- the financial relevance for the company (financial materiality), understood as exposure to risks or opportunities that could impact the financial position, economic performance or cash flows in the short, medium or long term.

The process adopted to identify and assess significant impacts, risks, and opportunities is divided into the following phases, which integrate qualitative and quantitative dimensions, taking into account the nature of the activities, the operating context, and the expectations of the identified stakeholders.

The impacts were classified, based on their characteristics, between positive and negative impacts and between current and potential.

At the same time, the Company has mapped its stakeholders, meaning all internal and external entities that can influence or be influenced by corporate decisions and performance.

The key stakeholders identified include:

- company management;
- the employees;
- the customers;
- the suppliers;
- banks and insurance companies;
- local associations and other relevant

institutional and social actors.



2. Assessment of impacts, risks and opportunities

At this stage, a process of listening and discussion with selected internal and external stakeholders was activated to carry out a significance assessment of the list of impacts, risks, and opportunities previously identified. To assess the materiality of the impact, a questionnaire was conducted, shared with the main stakeholders and six members of management, through which the parties involved expressed their assessment of the significance of the impacts, taking into account their characteristics. For financial materiality, the assessment considered two

Areas analysed

The analysis of significant impacts, risks and opportunities was conducted considering the entire scope of the business model, also including economic, environmental and social interactions along the upstream and downstream value chain.

First, the core of the business model, i.e., internal activities over which the company exercises direct control. At this stage, attention was focused on locally generated impacts as well as exposure to risks to the financial position.

Time horizons and updating

For the assessment of impacts, risks and opportunities, a temporal classification consistent with the ESRS 1 recommendations was adopted:

- Short term : up to 3 years
- Medium term : between 3 and 5 years
- Long term : over 5 years

parameters: the probability that the risk or opportunity will occur and the impact, i.e., the magnitude of the financial effects on Siliconature 's economic position associated with the individual risks and opportunities.

3. Review, validation and approval of the set of relevant themes

The assessment results are finally submitted to governance for a formal validation and confirmation process of relevant impacts, risks, and opportunities.

The impacts were all confirmed as significant, while a materiality threshold was established for the risks and opportunities, which limited the most relevant risks and opportunities, as listed in the table in chapter SBM-3.

Subsequently, the focus shifted to the upstream and downstream value chain, which includes suppliers (of goods, services and raw materials) and customers.

Overall, the process allowed the company to outline a comprehensive view of materiality, including an internal assessment of risks and opportunities related to external environmental, social and governance issues with the impacts that the company generates or contributes to in its business relationships.

The analysis is updated if significant changes occur in the operational, regulatory, or business model environment.

Considerations on specific impacts, risks and opportunities

IRO-1 Climate Change

The process of identifying and assessing IROs related to climate change began with a mapping of the company's activities and initiatives that generate a positive or negative impact in combating climate change. Siliconature assessed the emissions intensity of its operations and across the value chain, also considering the interactions between direct and indirect emissions.

No physical risks were identified during the analysis, while the following were taken into consideration: Climate transition events, assessing the political, technological, market, and regulatory changes related to decarbonization that generate transition risks, assessing the potential impacts on corporate operations and assets. This analysis did not include the use of climate scenarios.

IRO-1 Pollution

During the materiality analysis, no impacts, risks or opportunities related to pollution were identified, either in its direct operations or along the upstream and downstream value chain.

However, the mapping of the activities carried out at each site, which required the application and issuance of an Integrated Environmental Authorization by the competent authority, with particular attention to the presence of substances potentially harmful to the environment and people, discharges into water, and atmospheric emissions, led Siliconature to decide to include reporting on the management of pollution-related impacts.



IRO-1 Water and Marine Resources

Despite the absence of impacts, risks, or opportunities related to water use, Siliconature has decided to continue reporting its management and related data in line with the 2023 Sustainability Report.

The marine resources aspect is not relevant to the corporate context relating to its sites and the business activity carried out.



IRO-1 Resource Use and Circular Economy

The analysis for the identification and assessment of IROs on resource use and the circular economy concerned both incoming resource flows, particularly raw materials, and outgoing resource flows, including waste generated throughout the entire production cycle.

During this process, the main operational and supply chain activities were mapped and evaluated, with a focus on those characterised by:

- consumption of non-renewable raw materials
- significant waste production,
- critical issues related to the availability or

future cost of resources, both due to scarcity and to regulatory and fiscal developments (e.g. plastic tax).

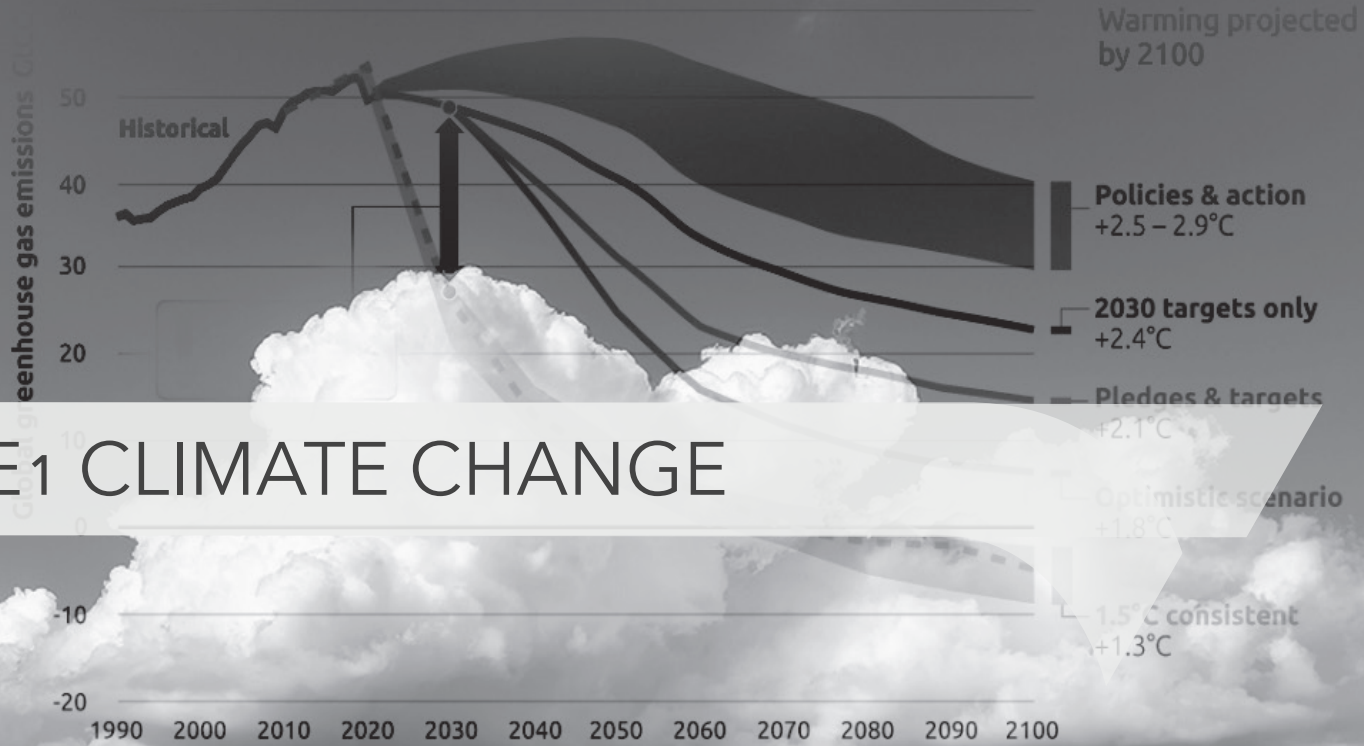
The scope of analysis included both internal company operations and the main processes in the upstream and downstream value chain. Particular attention was paid to the circularity of flows, i.e., the possibility of extending the useful life of materials through recycling and the use of recycled materials in products.

4. ENVIRONMENTAL INFORMATION

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4. ENVIRONMENTAL INFORMATION





4.1. E1 CLIMATE CHANGE



[E1-1] TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

Currently, Siliconature has not adopted a climate change mitigation transition plan aligned with the goals of the Paris Agreement. However, the Group

is committed to continuing to contribute to the achievement of the Sustainable Development Goals and reducing its climate impact.

[E1-2] POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

The Group's commitment to climate change is reflected in its "Quality - Environment - Occupational Health and Safety" Policy, which focuses on reducing all of Siliconature's environmental impacts, including those on the climate, by promoting a direct approach to emissions mitigation. This Policy represents the cornerstone of the strategic vision underlying the Integrated Management System and is fully integrated into daily operational management. The Policy's development considered the voluntary standards ISO 9001 for Quality, ISO 14001 for the Environment, and ISO 45001 for Occupational Health and Safety.

The Integrated Policy, the latest version of which was updated in 2020, covers the Italian sites where the Management Systems have been implemented, and specifically covers all the processes carried out there. The dissemination of the policy is accompanied by training and engagement activities aimed at the Group's internal stakeholders (employees and collaborators). Implementation of the policy is entrusted to the highest management level of the organization, with primary responsibility assigned to the Sustainability Committee, which oversees both the strategic approach and the consistency of operational implementation.

[E1-3] ACTIONS AND RESOURCES RELATED TO CLIMATE CHANGE POLICIES

To concretely implement the Integrated Policy, with the aim of reducing its greenhouse gas emissions, Siliconature has implemented a series of actions over

time in multiple areas: quantification of GHG emissions associated with its products and purchase of electricity with Guarantees of Origin.

Product Carbon Footprint

Siliconature adopts a systematic and structured approach to calculating the Product Carbon Footprint (CFP), in compliance with the main international standards (ISO 14067). In particular, the Group applies a CFP Systematic Approach, an approach that allows companies to accurately assess the climate-altering emissions associated with all their products throughout their life cycle “from cradle to gate”, that is, from raw material extraction to product delivery to the end customer, including downstream transportation. In 2022, the CFP-SA model was developed and verified for the first time by an external verification body accredited to carry out GHG information verification

activities.

- Expected results: the full implementation of the model allows for the efficient and rapid quantification of GHG emissions associated with any product manufactured by Siliconature in its factories to communicate this information to its stakeholders;
- Scope: The CFP-SA model is implemented in the Italian sites;
- Monitoring and progress: every year the model is subject to an audit by an auditing body that monitors the correct application of the procedures and rules underlying the CFP-SA model.

Guarantees of Origin

To reduce its indirect impact related to energy consumption, Siliconature purchases electricity with Guarantee of Origin certificates that attest to production from renewable sources.

- Expected results: the choice to purchase electricity from the grid exclusively connected to Guarantees of Origin certificates aims to eliminate the impact linked to Scope 2, i.e. indirect emissions connected to incoming energy;

- Scope: the action involves the operational sites of Godega di Sant’Urbano and Sesto al Reghena;

- Monitoring and progress: During 2024, Siliconature used only energy certified with Guarantees of Origin.

Each action is accompanied by a monitoring mechanism that evaluates its results over time through project KPIs and time milestones. Coordination occurs through collaboration between the relevant departments and the Sustainability Committee.

The resources mobilized to support these actions include the maintenance costs of the CFP-SA model, including the costs of the verification body’s activities, and the investment in purchasing Guarantees of Origin.



Battery research projects

In recent years, Siliconature has expanded its collaborations by launching projects with research centres and universities across Europe. These projects focus on developing a new market segment for electric batteries and innovative new materials for use in this sector. The goal of these collaborations is to explore and develop advanced technologies that can improve battery

performance, extend their lifespan, and reduce production costs.

Through synergy with academic experts and researchers, Siliconature aims to become a leader in technological innovation for electric batteries, significantly contributing to the transition to low-emission energy.

[E1-4] OBJECTIVES RELATING TO CLIMATE CHANGE MITIGATION AND ADAPTATION

OBJECTIVES RELATING TO CLIMATE CHANGE MITIGATION AND ADAPTATION

The company has defined a series of objectives related to energy consumption and GHG emissions of Scope 1 (direct) and Scope 2 (indirect from purchased electricity) connected to the maintenance of certain levels of corporate performance on these issues, measured through specific performance indicators.

The approach adopted integrates short-term objectives, renewed annually. All objectives are expressed in emissions intensity values, avoiding

the need for external offsets to achieve them, and are monitored annually.

In particular, the Group has defined that:

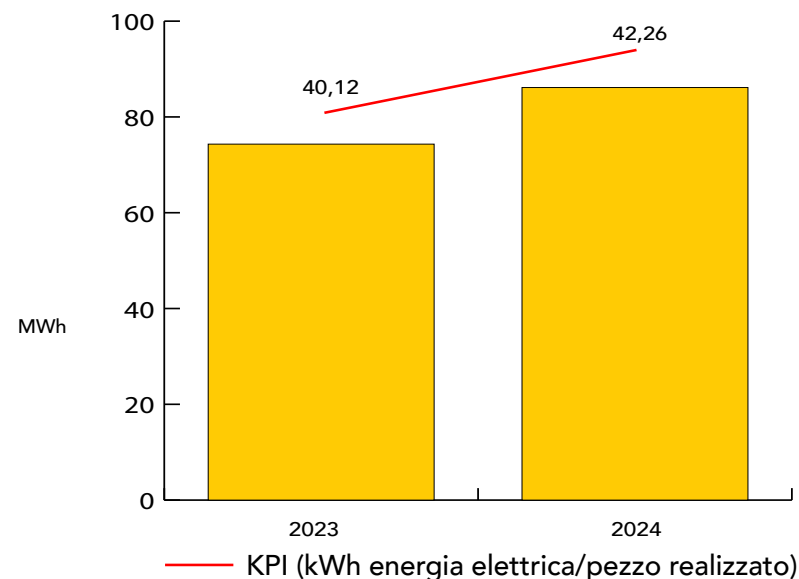
- The target for 2025 is to keep energy intensity per m² of product below 4.4 and energy intensity per tonne of product below 9.6;
- The target for 2025 is to keep the location-based emission intensity per m² of product below 24.6 and the location-based emission intensity per tonnes of product below 55%.

[E1-5] ENERGY CONSUMPTION AND ENERGY MIX ON AND ADAPTATION

Siliconature monitors its energy consumption with reference to the main source categories, distinguishing between energy produced from renewable sources and fossil fuels.

Energy mix analysis allows us to understand the current composition of our supply and evaluate its evolution over time. The reporting considers the energy consumed directly in the operational activities of the sites included in this Sustainability Report. Since 2017, Siliconature has been operating a trigeneration plant at its Sesto facility, capable of simultaneously producing electricity, hot water, and chilled water. The chilled water is used directly in the extrusion process, significantly improving the plant's overall energy efficiency. Trigeneration is a particularly energy-efficient technology, as it allows the waste heat generated during electricity generation to be recovered and reused for other thermal purposes, such as water heating. This approach significantly reduces waste and maximizes primary energy use.

In addition to introducing trigeneration, Siliconature adopts periodic technical measures to maintain high efficiency standards. These include the regular replacement of the ceramic media in the combustors, an intervention that reduces pressure drops and optimizes the performance of the production lines. By monitoring energy consumption data, Siliconature can use this information to define strategies or initiatives aimed at improving efficiency or modifying its energy mix, if this is consistent with its objectives and the operational context in which it operates.



4. ENVIRONMENTAL INFORMATION

The following table shows energy consumption for the years 2023 and 2024. The increase in consumption is mainly due to an increase in production.

MWh	2023	2024	%
Total energy consumption	74.323	86.138	+13%
Total energy consumption from fossil fuels	74.323	74.870	+0.7%
Consumption of coal fuels and coal products	0	0	
Fuel consumption from crude oil and petroleum products	141	99	-42%
Natural gas fuel consumption	64.424	74.771	+13%
Consumption of fuels from other fossil sources	0	0	
Total energy consumption from nuclear sources	0	0	
Consumption of electricity, heat, steam or cooling from fossil fuels, purchased or acquired.	9,750	0	-100%
Percentage of fossil fuels	100%	87%	
Total energy consumption from renewable sources	0	11.268	+100%
Consumption of fuels from renewable sources	0	0	
Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired	0	11.268	+100%
Consumption of self-produced renewable energy without resorting to fuels	0	0	
Percentage of renewable sources	0	13%	
Non-renewable energy production	0	13.078*	
Renewable energy production	0	0	
KPI (MWh /ton products)	1,54	1,51	-2%

*Referring to energy production through the trigeneration installed at the Sesto al Reghena site.

[E1-6] GHG EMISSIONS

Siliconature quantifies its greenhouse gas emissions for Scope 1 (direct emissions) and Scope 2 (indirect emissions related to the purchase and use of electricity from the grid), which provides a framework for accounting and reporting emissions.

The identification of indirect emissions is carried out using both the location-based and the market-based approaches:

- Location-based approach is based on the average emission factor of the country's electricity grid, considering the national energy mix, and attributes emissions based on that mix, regardless of the type of energy contract stipulated by the company;
- Market-based approach, on the other hand, considers the specific choices made by the organization on the energy market, valorising choices such as, for example, purchasing electricity from suppliers who guarantee its provenance from renewable sources through Guarantees of Origin (GOs).

Calculations are based on primary data where available, and secondary data (e.g., recognized databases, IPCC, national authorities) are used for emission factors. The results are reviewed periodically and form the basis for environmental assessments, target setting, and mitigation action planning.

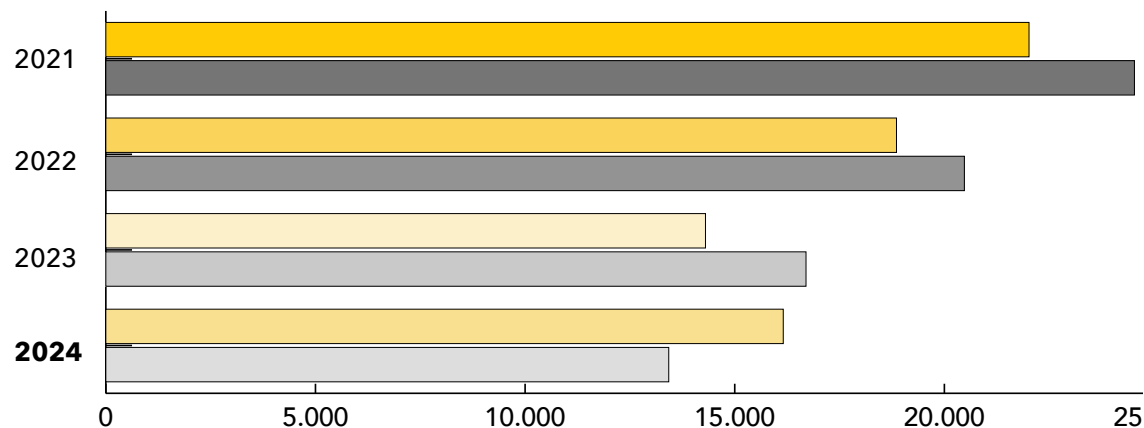
For Scope 1 calculations, conversion factors from "Ecoinvent" database were used.

For Scope 2 emissions using the location-based approach, the emission factor from "Electricity Maps" database was used.

With reference to the market-based approach, Scope 2 emissions were calculated using the values from the Association of Issuing Bodies (AIB) Report, "European Residual Mixes," for the years 2021, 2022, and 2023. In 2024, Siliconature purchased exclusively electricity accompanied by a Guarantee of Origin, as described in chapter E1-3, and consequently, a zero-emission factor was applied.

EMISSIONS LOCATION-BASED AND MARKET-BASED

- Total GHG emissions (location-based)
- Total GHG emissions (market-based)



4. ENVIRONMENTAL INFORMATION



Below are the quantification of Scope 1 and Scope 2 GHG emissions and the comparison during the years.

	Retrospective			Milestones and target years			Annual Target % / Base Year
	Base year (2021)*	2022	2023	2024	2025	2030	
GHG Emissions Scope 1							
Scope 1 gross GHG emissions	18.031	15.040	11.825	13.426	-	-	-
GHG Emissions Scope 2							
Scope 2 location -based gross GHG emissions	3.988	3.818	2.477	2.731	-	-	-
Market-based Scope 2 gross GHG emissions	6.502	5.437	4.875	0	-	-	-
Total GHG emissions (Scope 1 + Scope 2)							
Total GHG emissions (location- based)	22.019	18.858	14.302	16.157	-	-	-
Total GHG emissions (market- based)	24.533	20.477	16.700	13.426	-	-	-

	2023	2024	%
KPI (Total GHG emissions location based/ton products)	0,30	0,28	-7%
KPI (Total GHG emissions market based/ton products)	0,35	0,23	-52%

4.2. E2 POLLUTION



[E2-1] POLICIES RELATED TO POLLUTION

The Integrated Policy, already described in general terms in chapter E1-2, in identifying the environmental impacts that Siliconature is committed to managing, reducing, and neutralizing, also includes the issue of pollution. In particular, in the document the Group highlights its focus on “preventing and managing possible environmental emergencies” and “correctly identifying and managing the environmental aspects and impacts originating from Siliconature.”

The commitments made in the Policy are relevant to the company’s context, both in terms of contributing to the Sustainable Development Goals of the United Nations 2030 Agenda and in terms of compliance with environmental regulations. Indeed, Siliconature’s Italian sites are subject to an Integrated Environmental Authorization (AIA), which specifies the threshold values the company must meet to operate within the scope of its authorized activities.

[E2-2] POLLUTION-RELATED ACTIONS AND RESOURCES

To concretely implement its Integrated Policy, Siliconature has implemented a series of operational, organizational, and management actions, within the scope of its Environmental Management System, aimed at preventing and managing impacts related to pollution associated with its activities.

Among the main measures implemented are:

- the adoption of internal procedures and operating instructions to improve the management of significant environmental aspects or to establish the necessary interventions in the event of an emergency due to spills of substances into the air, water or soil;

- carrying out training activities to strengthen the knowledge and awareness of all staff regarding management methods and reduce the risk of errors; The company regularly monitors the effectiveness of its actions and evaluates the results achieved through technical and environmental indicators, comparing them with the values established by the Integrated Environmental Authorization, which are documented in specific reports shared with the competent body. When thresholds are exceeded, corrective measures are activated, which are established by corporate governance, upon proposal from the operational functions.

[E2-3] POLLUTION-RELATED OBJECTIVES

[E2-3] Currently, the company has not yet established measurable, results-oriented objectives related to pollution mitigation. However, an internal technical and operational assessment process is underway to define more structured medium-term environmental targets.

In the absence of numerical targets, the company has nevertheless activated monitoring mechanisms, within the Environmental Management System, to evaluate the effectiveness of its pollution policies and actions.

Monitoring is based on a two-tiered approach:

- periodic collection of operational environmental data;

- compliance assessment through internal and external environmental audits.

Starting from these sources, the company has defined a level of qualitative ambition, which includes: systematic compliance with legal limits, the progressive substitution of pollutants when technically possible, and the prevention of environmental accidents through improved operating procedures.

This approach allows the company to maintain active and transparent oversight even in the absence of formalized quantitative targets and represents the foundation for building a pollution mitigation strategy with clear metrics and targets in the coming years.

[E2-4] AIR, WATER AND SOIL POLLUTION

In 2024, no exceedances of threshold values were recorded for emissions into air, water (wastewater), and soil. Therefore, no quantitative data is reported below. This demonstrates the full effectiveness of the Environmental Management System implemented

at the production sites and the investments made over time to install the best technologies capable of monitoring and controlling emissions, for the benefit of the environment and people.





4.3. E3 WATER



[E3-1] WATER POLICIES

The topic of water, like other relevant environmental aspects, is addressed in the Integrated Policy for Quality, the Environment, and Occupational Health and Safety adopted by Siliconature. For a general description of the principles and commitments contained in this policy, please refer to Chapter E1-2.

In line with an approach focused on environmental responsibility and continuous improvement, the Company's environmental performance management

translates into monitoring, controlling, and reducing impacts associated with water resources. This implicitly includes attention to the efficient use of water, waste prevention, and the adoption of measures to mitigate any environmental pressures associated with the company's water cycle.

[E3-2] WATER-RELATED ACTIONS AND RESOURCES

At Siliconature, water plays an important role in the production process and is primarily used for plant temperature regulation, cleaning equipment and components, controlling ambient humidity, and for sanitation services supporting company operations. However, water consumption for these activities is limited.

Aware of the environmental impact of water use, the Group has implemented a system for constantly monitoring its water withdrawals and consumption, with the aim of progressively optimizing resource

efficiency and minimizing waste. This approach is part of a broader commitment to the sustainable management of natural resources, in line with the commitments expressed in the company's Integrated Policy and the principles of continuous improvement of environmental performance.

During the reporting period of the this Sustainability Report, no significant actions were undertaken, nor does Siliconature have any planned for the future.

[E3-3] WATER RELATED OBJECTIVES

At the time of this reporting, Siliconature has not yet defined measurable, results-oriented objectives related to the sustainable use of water.

However, an internal technical assessment is underway, which will lead to the development of specific environmental targets. This process will consider data availability, the maturity of monitoring systems, and the priorities identified in the most water-intensive sites.

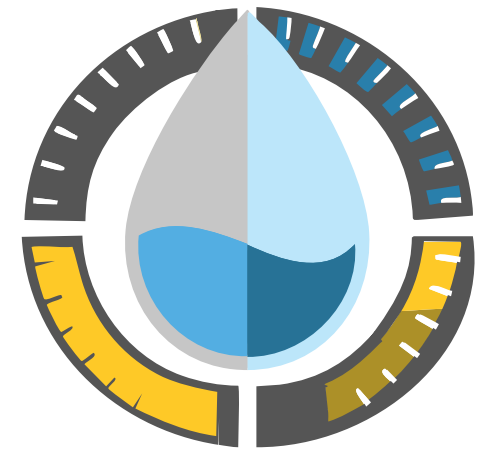
In the absence of quantitative targets, the company has already implemented systematic monitoring of the effectiveness of implemented policies to ensure consistency with commitments and transparency towards stakeholders.

This monitoring is based on:

1. the periodic collection and analysis of qualitative and quantitative environmental data relating to water consumption, discharges, and critical issues detected at operational sites;

2. monitoring regulatory and authorization compliance in water management matters.

The company has also established a qualitative ambition level, geared towards progressively reducing its water impact. This approach provides the foundation for building a structured strategy of measurable objectives in the coming years, aligned with the principles of sustainable water management and stakeholder expectations.



[E3-4] WATER CONSUMPTION (WATER WITHDRAWALS)

Water consumption is managed according to criteria of efficiency, traceability, and reduction of environmental impact, starting from data relating to water withdrawals and discharges.

To ensure data accuracy and consistency, the company uses a combination of direct measurements (certified meters, level probes), updated annually.

The information is collected and validated through a centralized environmental management system, which

allows for disaggregation by site, process, and supply source.

The information collected is used not only for reporting, but also for assessing water risks, planning efficiency investments, and engaging in transparent dialogue with institutional and local stakeholders.

The increase in consumption is mainly due to an increase in production.

m 3	2023	2024	%
Total water withdrawals	61,030	68,953	+12%
Water withdrawals in areas subject to water stress	0	0	0%
KPI (m3 /ton products)	1,26	1,21	-4%

24030 AMBIVERE (BO) ITALY

4.4. E5 USE OF RESOURCES AND CIRCULAR ECONOMY



[E5-1] POLICIES RELATING TO THE USE OF RESOURCES AND CIRCULAR ECONOMY

The topic of the circular economy and resource use is integrated into the Integrated Policy for Quality, the Environment, and Occupational Health and Safety adopted by Siliconature, where it refers to reducing the environmental impacts of products and processes, of which the raw materials used are a key aspect. For a general overview of the Policy, please refer to Chapter E1-2. In line with an approach oriented towards continuous improvement and the valorisation of resources, Siliconature implements practices aimed primarily at encouraging the

reuse and recovery of materials within its products and at improving their recycled content. Through technological solutions and efficient management of production flows, Siliconature intends to progressively integrate the principles of circularity into its environmental strategy, contributing to a more resilient, regenerative and low-impact economic system.

[E5-2] ACTIONS AND RESOURCES RELATED TO THE USE OF RESOURCES AND CIRCULAR ECONOMY

Siliconature 's circular economy initiatives aim to transform production practices, reducing the extraction of virgin resources, increasing the use-value of materials, increasing the recycled content of products, and minimizing waste. Among the main actions adopted, the maintenance of the RCS certification (Recycled Claim Standard) is highlighted. This certification attests the commitment of Siliconature towards a more sustainable and circular production, enabling it to create products using recycled plastic from post-consumer waste. This international certification, issued by an independent third party, verifiably certifies the recycled content of products, whether intermediate or finished, and guarantees complete traceability throughout the entire production chain: from raw material recovery and recycling, through manufacturing processes, to final product labelling. Adopting the RCS standard allows Siliconature to ensure

transparency, reliability, and control over its material flows, offering the market solutions that combine high technical performance with lower environmental impact. Integrating recycled plastic into its production processes represents a concrete step toward implementing circular economy principles, reducing the use of virgin resources and contributing to the valorisation of waste as a new raw material. Another significant action is the increase in the percentage of recycled materials compared to virgin materials in some key categories:

1. Purchases of virgin PET and RCS certified recycled PET, used in the production of technical films and liners;
2. The percentage of recycled plastic packaging compared to virgin plastic;
3. The percentage of recycled paper packaging compared to the virgin paper used.

4. ENVIRONMENTAL INFORMATION

The data highlights a growing and consistent trend in the use of recycled materials, particularly at the Sesto al Reghena plant, where there has been a significant increase in the production of R-PET items. The defined actions are integrated into the company's

industrial and environmental strategy to meet market and customer demands. Therefore, they involve cross-functional technical, logistics, procurement, marketing, and innovation functions. They are also supported by the Sustainability Committee, which monitors their results.

[E5-3] OBJECTIVES RELATED TO THE USE OF RESOURCES AND CIRCULAR ECONOMY

[E5-3] A set of environmental objectives has been defined to reduce the consumption of natural resources, reduce the amount of waste produced, improve process efficiency, and promote the transition to a product with a lower environmental impact in these areas. These objectives are derived from an integrated assessment of significant environmental impacts, supply risks, and opportunities related to sustainable innovation, and are consistent with the principles of the circular hierarchy and the European Union's environmental policies.

The objectives are formulated to:

- improve the company's circularity rate, in terms of recycled content, recoverability, durability and eco-friendly design;

- reduce dependence on critical or non-renewable virgin materials;
 - strengthen the traceability and sustainability of the supply of renewable resources.
- Environmental objectives are expressed through percentage indicators and are set and renewed annually to monitor and evaluate the Group's performance within the circular economy.

The Sustainability Committee is responsible for monitoring and verifying the objectives. The results are reviewed periodically and, where necessary, the objectives may be updated to reflect regulatory changes, technological advances, or changing market conditions. The objectives are listed below.

OBJECTIVES				
Objective and unit of measurement	Target perimeter	Base Year Base Value	Target / KPI	Target year
% of R-PET materials on total PET materials	Group	2024 N/A	15%	2025
% of recycled plastic packaging out of total plastic packaging	Group	2024 N/A	37%	2025
% of recycled paper materials out of total paper materials	Group	2024 N/A	80%	2025
Recovered products (Regrind + wooden pallets) in relation to the products sold	Group	2024 N/A	11%	2025
% of waste destined for recovery out of the total waste generated	Group	2024 N/A	>80%	2025
% of waste generated on the total tons of film produced	Group	2024 N/A	<5.9%	2025



[E5-4] INCOMING RESOURCE FLOW

In pursuit of a more efficient and sustainable production model, Siliconature has initiated structured monitoring of incoming resource flows to understand and optimize the use of materials, components, packaging, water, capital goods, and critical resources employed in operational activities and the upstream value chain.

The analysis highlighted that incoming flows represent a significant sustainability issue, as they impact the Group’s environmental footprint and, specifically, the carbon footprint of its products, as the upstream phase is central to quantifying GHG emissions associated with manufactured goods. Furthermore, the focus within national and European regulations and the market on the use of materials of renewable origin and/or containing recycled and reused materials was taken into account.

The information system adopted for data collection combines direct measurements from suppliers and factories and in particular:

- the weights of the incoming materials;
- the type of material;
- the material composition of the packaging
- the quantities of recycled materials.

The following data is provided on incoming material flows, broken down into technical materials (non-renewable, mainly plastic raw materials), biological materials (renewable, packaging materials), and the portion of incoming flows consisting of recycled materials used for products and packaging.

Typology	Unit of measurement	2023	2024	%
Technical materials (non-renewable)	tons	23.505	33.216	+29%
Biological (renewable) materials	tons	1.365	3.651	+62%
Total materials	tons	24.870	36.867	+32%
Of which reused or recycled components used by the company for its products.	tons	2.168	2.150	-2%

[E5-5] OUTGOING RESOURCE FLOW

Siliconature has adopted a systemic approach to managing outgoing resource flows, aiming to reduce waste volumes, valorise waste as a resource, and facilitate the reintroduction of materials into the economic cycle, in accordance with the principles of the circular economy.

During the reporting year, the company monitored and reported the overall waste flows generated by its operations, with the aim of increasing transparency and promoting responsible management of post-use materials. The analysis includes waste classification based on hazardousness, type of final treatment, and material composition, consistent with regulatory requirements and key environmental reporting standards.

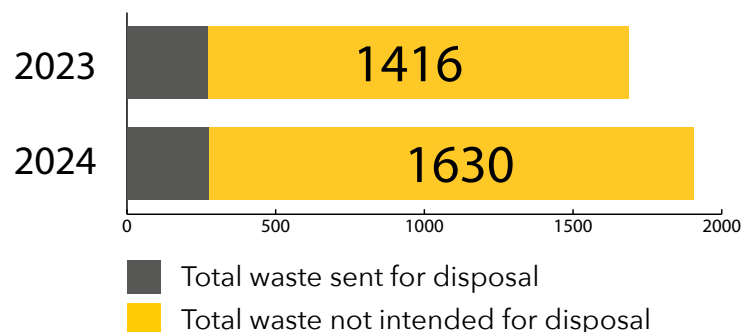
Siliconature 's corporate waste management is governed by a structured process that ensures compliance with current environmental regulations and complete traceability of outgoing flows. Waste is collected and stored in dedicated areas, using

specific containers based on its type (hazardous, non-hazardous, special, etc.), to ensure safe and compliant management.

Waste volumes are monitored by weighing and recording the quantities delivered to external recovery or disposal facilities. This data is entered into a company database managed by dedicated software, which allows for accurate archiving, analysis, and reporting of the quantities and types of waste treated.

All waste identification forms (FIR) relating to deliveries are stored in compliance with the law, ensuring the documentation is available for any checks or inspections by the competent authorities.

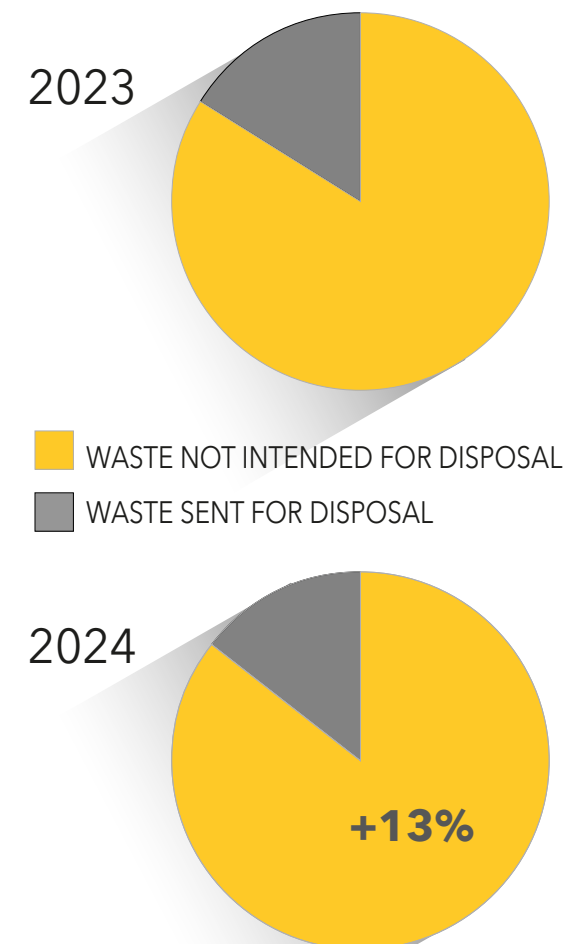
It is important to emphasize that all waste produced by the Company is destined for recovery or disposal at external facilities managed by qualified third parties, selected based on their compliance with environmental regulations and their ability to ensure safe, traceable, and sustainable waste management.



4. ENVIRONMENTAL INFORMATION

The data relating to waste production are reported below. The increase is mainly due to an increase in production.

Tons	2023	2024	%
Waste produced	1.686	1.907	+11%
Total hazardous waste not intended for disposal	142	138	-2%
Hazardous waste not destined for disposal thanks to preparation for reuse		0	
Hazardous waste not destined for disposal thanks to recycling		130	
Hazardous waste not intended for disposal thanks to other recovery operations		8	
Total non-hazardous waste not intended for disposal	1.274	1.493	+14%
Non-hazardous waste not destined for disposal thanks to preparation for reuse		0	
Non-hazardous waste not destined for disposal thanks to recycling		1.493	
Non-hazardous waste not intended for disposal thanks to other recovery operations		0	
Total waste not intended for disposal	1.416	1.631	+13%
Total hazardous waste sent for disposal	100	85	-17%
Hazardous waste sent for disposal by incineration		0	
Hazardous waste sent for disposal via landfill		84	
Hazardous waste disposed of through other disposal operations		1	
Total non-hazardous waste sent for disposal	170	190	+10%
Non-hazardous waste sent for disposal by incineration		0	
Non-hazardous waste sent for disposal via landfill		190	
Non-hazardous waste sent for disposal through other disposal operations		0	
Total waste sent for disposal	270	275	+1%
Non-recycled waste	270	283	+4%
Percentage of waste not recycled	16%	15%	-1 pp
KPI (ton waste/ton products)	0,035	0,033	-4%



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5. SOCIAL INFORMATION



5 .1. S1 OWN WORKFORCE



[S1-1] POLICIES RELATING TO OWN WORKFORCE

Siliconature Group has developed several policies for the responsible management of its workforce, designed to protect workers' fundamental rights and enhance human capital as a strategic resource for the company's operations.

Siliconature's integrated vision of social sustainability is structured around the following priority guidelines:

1. respect for human rights and fundamental principles of work;
2. the promotion of health, safety and well-being in the workplace;
3. the fight against all forms of discrimination and the active inclusion of each individual;

Integrated Quality, Environment, Health and Safety Policy

Siliconature's Integrated Policy, for a general description of which please refer to chapter E1-1, deals with social responsibility in terms of protecting the health and safety of each worker, pursued as a primary strategic objective, on a par with product quality, process efficiency and environmental protection.

This commitment translates into a systematic and proactive approach to safety management, which involves not only strict compliance with current regulations but also the integration of safety criteria into all decision-making processes, from planning daily activities to the design of new systems, machinery, workstations, and production processes.

4. the valorisation of skills and equal access to professional growth paths;

5. the constant guarantee of decent working conditions.

The general objectives of workforce social responsibility policies include preventing negative impacts and creating concrete opportunities to improve job quality. Implementation monitoring is entrusted to a coordinated system of indicators, internal audits of Management Systems, and structured review sessions by the relevant functions and the Sustainability Committee.

The Group, through its representative bodies and with the full involvement of all company functions, is actively committed to ensuring safe and healthy work environments, providing adequate human, technical, and financial resources to prevent accidents, injuries, and occupational diseases.

From this perspective, preventive risk assessment and active worker participation are key elements in ensuring an effective and shared prevention system, capable of accompanying Siliconature's technological and organizational evolution without compromising safety.

Code of Ethics

The Code of Ethics establishes the principles and values, including those relating to social responsibility, that every member of the Group must respect, pursue, and promote. For a general description, please refer to chapter G1-1.

Regarding its workforce, the document establishes that, in addition to ensuring a safe and healthy work environment, in line with legislative standards and best practices in health and safety, Siliconature ensures dignified working conditions that respect fundamental human rights. The minimum standard followed by the Group is compliance with applicable national regulations regarding wages, working hours, allowances, fringe benefits, and overtime, ensuring fairness, transparency, and legality in employment relationships.

In personnel management, Siliconature adopts a principle of complete impartiality, selecting and assigning employees exclusively on the basis of their skills, experience, and professional qualifications,

without any form of direct or indirect discrimination. This approach applies across all phases of the employment relationship: from recruitment and hiring to contractual classification, from career management and promotions to termination, including processes related to training, financial recognition, educational programs, and social and recreational initiatives.

Furthermore, the Group adopts a zero-tolerance policy towards any form of discrimination and behaviour that undermines the dignity, freedom, and physical and mental integrity of individuals within the workplace, including any act of violence, threats, psychological abuse, harassment, or intimidation. It considers such conduct incompatible with the fundamental principles of mutual respect and civil coexistence that inspire the corporate culture.

These principles represent not only a regulatory requirement, but a fundamental ethical commitment to building an inclusive, respectful corporate culture focused on people's well-being.



[S1-2] PROCESSES FOR INVOLVING OWN WORKERS AND WORKERS' REPRESENTATIVES ON IMPACTS

Active workforce involvement, through its representatives, is an important element of responsible, transparent, and participatory corporate management. This involvement extends through dialogue with trade unions and other collective representation bodies, which are considered interlocutors in internal consultation and coordination processes.

This approach takes shape through a series of listening and discussion practices, which allow us to understand and address workers' perspectives, needs, and concerns in the processes that affect them through the

representatives present at Siliconature. This allows us to fully understand the needs, concerns, and expectations expressed by the workforce and, consequently, jointly develop operational solutions that foster a climate of mutual trust.

Through this model, Siliconature not only protects the right to representation and a listening ear but actively values the contribution of workers as an essential resource for building a more equitable, responsible, and inclusive organization.

[S1-3] PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS FOR WORKERS TO RAISE CONCERNS

Siliconature has adopted an approach to prevent, detect, and remediate negative impacts that may affect its workforce, which is structured around its Code of Ethics and whistleblowing reporting system.

In the event of harm, critical situations, or treatment that does not comply with the principles and rules of conduct established for the protection of individuals, the Group activates corrective or remedial mechanisms, which may include appropriate sanctions commensurate and proportionate to the seriousness of the violation committed. The effectiveness of these measures is subject to internal evaluation.

To ensure that anyone can safely and promptly report situations of risk, distress, or violations, the company has activated a whistleblowing reporting system. Access is free and voluntary, according to the procedures

described in the specific procedure. This channel guarantees confidentiality and can be used anonymously. To ensure the effectiveness of the system, Siliconature ensures that no one suffers retaliation, unlawful influence, inconvenience, or discrimination of any kind for having disclosed to others or reported to the Supervisory Board a violation of the Code of Ethics or internal procedures. Furthermore, to strengthen the presence of these tools in the workplace, the company has invested in staff training and information, ensuring that the information is available in a way that is understandable and accessible to all employees.

Reports are then processed according to standardized procedures, with phases of intake, analysis, response, and, if necessary, activation of corrective and/or disciplinary measures.

[S1-4] INTERVENTIONS ON RELEVANT IMPACTS ON OWN WORKFORCE AND APPROACHES FOR MITIGATION OF RELEVANT RISKS AND PURSUIT OF RELEVANT OPPORTUNITIES IN RELATION TO OWN WORKFORCE, AS WELL AS EFFECTIVENESS OF SUCH ACTIONS

Following the identification of the significant impacts, risks, and opportunities related to its workforce, Siliconature has initiated a series of targeted interventions over the years to prevent and mitigate

Health of employees

By joining the "Salute Sempre" Supplemental Healthcare Fund, specifically designed for workers in the paper and cardboard industry, Siliconature employees can access a wide range of supplemental healthcare services at discounted rates and with shorter

Corporate welfare

In terms of corporate welfare, Siliconature has granted all employees—excluding management—a supplemental paycheck bonus, as a way to support purchasing power and incentivize employee development. Furthermore, where compatible with organizational needs and the

negative impacts, enhance positive ones, and strengthen its strategic response capacity to the main social exposure factors.

waiting times compared to those of the National Health Service. Fund members who choose to take advantage of Direct Healthcare can book appointments, tests, and medical services at a network of affiliated facilities, benefiting from a faster and more efficient treatment process.

role, the company offers flexible start and finish times, promoting a better work-life balance. The Company also guarantees equal treatment for part-time workers, who have access to the same benefits as full-time staff, proportionate to their actual working hours.



Training and skills development

Regarding staff training, Siliconature has a structured internal procedure managed through the Q-81® HSE WEB APP digital platform, which allows for planning, tracking, and monitoring all training activities. The platform also records events related to safety and staff

Health and safety in the workplace

A fundamental pillar of Siliconature's commitment to occupational health and safety is the preparation and annual updating of the Risk Assessment Document (DVR), drawn up in compliance with current legislation. The DVR is an essential tool for the comprehensive and systematic analysis of all potential risks in the workplace and defines the preventive and corrective measures to be adopted to ensure a safe environment for all workers.

Far beyond its regulatory compliance value, the DVR represents a key element of integrated corporate safety management, as it allows for constant monitoring of the operational context, updating prevention strategies, and adopting technical and organizational measures consistent with evolving risks and production activities. Based on the specific risks associated with their job, each worker is assigned the most appropriate Personal Protective Equipment (PPE).

To support this activity, the Company has established the SPP (Prevention and Protection Service), a multidisciplinary team composed of the company physician, the RSPP (Head of the Prevention and Protection Service), a company safety delegate, three RLS (Worker Safety Representatives), and a qualified radiation protection expert. This latter figure is required due to the presence of X-ray equipment on the company premises and conducts an annual periodic review of the effectiveness of radiation protection measures, the proper functioning of the equipment, and the environmental monitoring of controlled areas.

involvement, ensuring compliance with deadlines and refresher courses. In 2023, the Company provided an average of 9.4 hours of training per employee, a slight increase compared to the previous year, confirming its commitment to strengthening the skills and professional culture of its people.

To foster a participatory approach aimed at continuous improvement, Siliconature has adopted an internal system for reporting and recording potentially hazardous situations. Specifically, in the production area, any critical issues are monitored and recorded daily, contributing to the reactive and proactive management of health and safety issues.

Finally, the Company has also prepared the Single Interference Risk Assessment Document (DUVRI), which is made available to all external companies entrusted with carrying out activities within company sites. The DUVRI ensures that interactions between different activities are carefully assessed and managed, preventing risks arising from operational interference.

Taken together, these interventions contribute to strengthening the company's social strategy, consciously managing its responsibilities towards workers, and consolidating a fair and sustainable employment model. The effectiveness of the actions undertaken by Siliconature are evaluated through an integrated monitoring system, based on:

- quantitative indicators (e.g. injuries, turnover, participation in training courses);
- qualitative tools, such as analysis of cases reported through internal channels;
- periodic management reviews, with the possibility of redefining objectives or remodulating actions based on the results obtained.

[S1-5] OBJECTIVES RELATED TO THE MANAGEMENT OF RELEVANT NEGATIVE IMPACTS, THE ENHANCEMENT OF POSITIVE IMPACTS AND THE MANAGEMENT OF RELEVANT RISKS AND OPPORTUNITIES

As part of its commitment to full social responsibility, with a view to actively contributing to the Sustainable Development Goals (SDGs), a series of time-bound, results-oriented objectives have been established for its workforce. These objectives are designed to guide, monitor, and evaluate actions taken in the areas of rights protection, health and safety, professional development, and equal opportunities.

The objectives are structured along three main lines:

- the reduction of significant negative impacts, such as those related to unsafe working conditions;
- strengthening positive impacts through improving organizational well-being, ensuring equitable access to growth opportunities, and promoting inclusive environments;
- proactive management of risks and opportunities.

The objective-setting process is coordinated by the

HR function in collaboration with the Sustainability Committee and involves, where possible, workforce representatives.

The following are the targets established by Siliconature in the field of human resources:

- Achieving a percentage value equal to 18% of female employees and a value equal to 22% of female managers, considering the historical context of the type of manufacturing economic activity;
- Maintain the rate of recordable work-related injuries among employees below 22;
- Provide at least 8.6 hours of training on average for each employee and involve at least 30% of the workforce in training activities that address ESG issues;
- Have zero incidents of discrimination detected in any given year.

Performance against objectives is monitored periodically and reported to the management bodies.



[S1-6] CHARACTERISTICS OF COMPANY EMPLOYEES

[S1-6]

The company regularly monitors the composition of its workforce to ensure transparent and consistent reporting. The data reported in the following table refers to the 2024 financial year and is presented according to the categories required by the ESRS S1-6 standard.

The survey includes the total number of employees, broken down by gender and contract type (permanent,

fixed-term, variable hours). The number of departures during the period and the overall turnover rate are also indicated.

The data was extracted from the company systems used by HR, updated as of December 31, 2024, and the counting method is by headcount. Self-employed workers and workers employed through external agencies are excluded from the scope and are included in the next chapter.

Employees by gender	2023	2024
Women	36	37
Men	161	155
Other	-	-
Undeclared	-	-
Total	197	192



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	Women		Men		Total	
	2023	2024	2023	2024	2023	2024
Number of employees	36	37	161	155	197	192
Number of permanent employees	36	37	161	155	197	192
Number of fixed-term employees	0	0	0	0	0	0
Number of employees with non-guaranteed hours	0	0	0	0	0	0
Number of full-time employees	31	32	159	153	190	185
Number of part-time employees	5	5	2	2	7	7

*The Turnover Rate is calculated as the ratio between the number of terminations and the total number of employees.

Hiring	2023	2024
Women	0	1
Men	4	7
Total	4	8
Terminations	2023	2024
Women	0	0
Men	10	13
Total	10	192
Turnover rate*	5%	6%



[S1-7] CHARACTERISTICS OF NON-EMPLOYEE WORKERS IN THE COMPANY'S OWN WORKFORCE

As part of its workforce monitoring, the company also accounts for the non-employee component, that is, those workers who perform activities continuously within the organization despite not being bound by a direct employment contract.

This category includes two main types:

- self-employed workers, i.e. natural persons with a direct contract for the provision of services, consultancy or ongoing collaboration;
- temporary workers, i.e. personnel made available by agencies specializing in the search, selection and supply of manpower.

The data is collected through the HR department's internal records. The count is broken down by gender.

Type	2023	2024
Women	3	2
Men	10	10
Other	-	-
Undeclared	-	-
Typology	2023	2024
Self-employed workers	0	0
Temporary workers	13	12
Total	13	12



[S1-9] DIVERSITY METRICS

Siliconature recognizes workforce diversity as a key element in promoting equity, innovation, and organizational well-being. Relevant metrics are then reported to assess the gender balance within the company's management team and the distribution by age group.

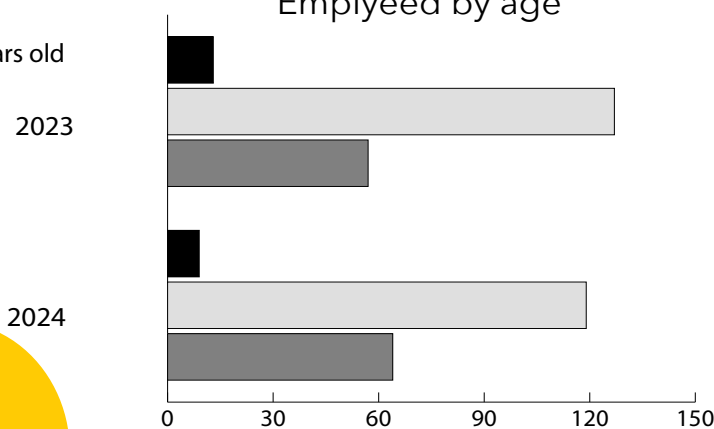
The data is collected by the HR function and refers to the year 2024. The percentages are calculated on the total company population at the time of the survey (31 December) and include all people with an active contract.

Number of employees by age	2023	2024
Under 30 years old	13	9
Between 30 and 50 years old	127	119
Over 50 years old	57	64

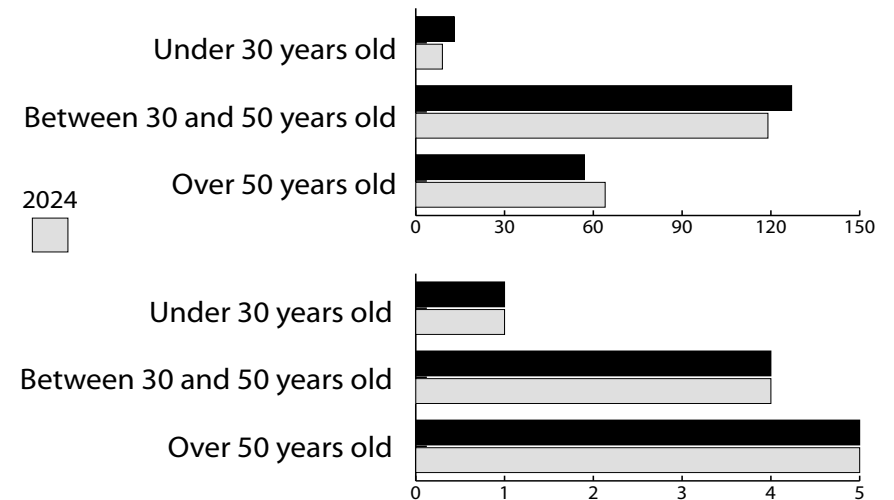
Number of employees at top management level by gender	2023	2024
Women	1	1
Men	4	4
Total	5	5

- Under 30 years old
- Between 30 and 50 years old
- Over 50 years old

Employed by age



- 2023
- 2024



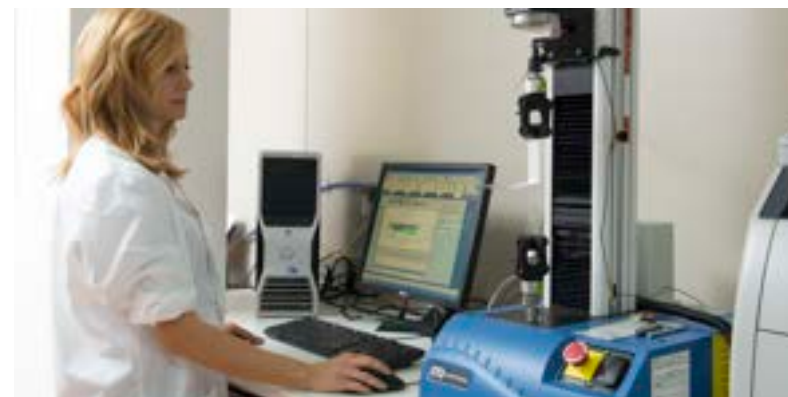
[S1-13] TRAINING AND SKILLS DEVELOPMENT METRICS

Developing the skills of its workforce is a strategic lever for competitiveness, innovation, and employee fulfilment. With this in mind, Siliconature invests in ongoing training programs and structured performance evaluation systems, aiming to promote professional growth and internal mobility while ensuring fair and transparent criteria.

The information presented here refers to the last closed financial year and includes two key metrics: the percentage of employees who participated in periodic performance and career development reviews, and the average number of hours of training per employee, both disaggregated by gender, to monitor any disparities and strengthen equity in development policies.

Employees who participated in periodic performance and career development reviews	2024
Women	32
Men	173
Total	205

Average number of training hours	2024
Women	40
Men	27



[S1-14] HEALTH AND SAFETY METRICS

As previously highlighted, workplace health and safety is a fundamental priority for the company, in line with the principles established by current legislation and with the company's commitment to ensuring safe, dignified, and healthy working conditions for all workers, whether employees or external personnel working on its sites.

In addition to legal obligations, the company promotes a culture of prevention through periodic audits, annual improvement targets, awareness-raising activities, active worker involvement in improvement programs, and investments in safety, as part of a Health and Safety Management System certified according to the international standard ISO 4500.

Data monitoring occurs regularly and allows the company to accurately analyse events related to injuries, occupational diseases, and lost workdays, differentiating the data between employees and non-employees.

Methodologies and hypotheses

The information is collected through the company management system and integrated with reports from site managers and safety representatives. Classifications follow applicable national and international standards and include only legally recordable events.

The injury rate is calculated on the number of events per 1,000,000 hours worked.



5. SOCIAL INFORMATION

WORK-RELATED ACCIDENTS OF EMPLOYEES		
	2023	2024
RECORDED ACCIDENTS	9	10
of which mortals	-	-
of which with serious consequences	-	-

EMPLOYEE ACCIDENT FREQUENCY RATES		
	2023	2024
FREQUENCY INDEX - LTAR	26,24	28,53
rate of deaths from work-related injuries	-	-
serious injury rate at work	-	-

SEVERITY OF EMPLOYEE ACCIDENTS		
	2023	2024
hours worked by employees	342.976	350.842
days of absence due to injury	145	223



5 .2. S4 CONSUMERS AND END USERS



[S4-1] POLICIES RELATED TO CONSUMERS AND END-USERS

The Integrated Policy also includes aspects linked to impacts on consumers, understood as the subjects who will use the final good on which Siliconature products are mounted and/or used, and the end users, identified as the Group's Customers. For the general characteristics of the Policy, please refer to the description in Chapter E1-2.

In particular, the Policy focuses on the following areas:

1. understanding the expectations and requirements established by customers for the products to be manufactured with the aim of maintaining an ongoing and growing relationship;

2. identification and satisfaction of regulatory requirements and those defined by the customer, relating to the products supplied;

3. creation of innovative products in terms of functionality, value, availability, safety, and legal compliance.

By identifying these priority guidelines, Siliconature intends to guarantee the quality of every product supplied to its customers and their safety in use, both for those who employ them in their production process and for the consumers of the final products.

[S4-2] CONSUMERS AND END-USER INVOLVEMENT PROCESSES ON IMPACTS

The Group currently lacks engagement processes to gather the perspectives of consumers and end users in managing its actual and potential impacts, with the aim

of actively integrating user perspectives into decision-making processes, product design, and corporate performance evaluation.

[S4-3] PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO EXPRESS CONCERNS

The Quality Management System includes an internal approach, defined through internal company operating procedures, for managing non-conformities relating to the quality and safety of Siliconature products. The operating procedure defines the criteria for ensuring continuous improvement in effectiveness and efficiency, as well as the process for promptly identifying non-conformities, their systematic analysis, and the planning and implementation of necessary corrective actions. The aim is to prevent the recurrence of critical issues and strengthen process control.

Customers can report non-conformities through direct channels with the Group, in the form of complaints that are handled according to the internal process established by company procedures.

In this context, Siliconature has implemented a constant monitoring system supported by quality indicators specifically dedicated to managing non-conformities, to evaluate their progress over time and promptly identify areas for improvement.

[S4-4] ACTIONS ON RELEVANT IMPACTS FOR CONSUMERS AND END-USERS AND APPROACHES FOR MITIGATING RELEVANT RISKS AND ACHIEVING RELEVANT OPPORTUNITIES IN RELATION TO CONSUMERS AND END-USERS, AS WELL AS EFFECTIVENESS OF SUCH ACTIONS

Managing and preventing negative impacts on customers and end consumers is a strategic element for Siliconature, not only from a social responsibility perspective, but also as a lever for strengthening trust within the value chain and the market. For this reason, the company has developed

an integrated approach that enables it to identify, prevent, address, and monitor actual or potential negative impacts, ensuring that the actions taken are proportionate, timely, and effective.

For Siliconature, product safety is an essential and indispensable requirement, aimed at protecting not



5. SOCIAL INFORMATION

only end customers, but also the environment and all stakeholders along the supply chain and in internal production processes. Ensuring safe products means operating responsibly at every stage of development, from raw material selection to market distribution.

Particular attention is paid to chemical management, for which Siliconature has adopted a rigorous and transparent approach. The Group actively collaborates with its suppliers, systematically requesting the submission of technical and safety data sheets (where applicable), as well as regulatory compliance declarations. These declarations include compliance with important international regulations and standards, including:

- REACH (Registration, Evaluation, Authorization and Restriction of Chemicals),
- Proposition 65 (State of California),
- RoHS (Restriction of Hazardous Substances),
- POP (Persistent Organic Pollutants),
- ELV (End-of-Life Vehicles),
- Directive 94/62/EC on packaging and packaging waste.

All products supplied by Siliconature fully comply with these regulations and are accompanied by official supporting documentation, guaranteeing the quality and safety of the company's offering.

This commitment is also reflected in the systematic provision of detailed technical data sheets for each

product marketed. In addition to specifying the type of material used, these documents comprehensively describe the performance and functional characteristics, optimal conditions of use, recommended application times, and recommended storage methods. In this way, Siliconature ensures its customers the informed, effective, and safe use of its products, helping to reduce operational risks and promote responsible management throughout the supply chain.

Siliconature has voluntarily chosen to adopt a transparent and proactive approach towards its customers by developing a Voluntary Product Information Sheet (SVIP), drawn up according to a format inspired by safety data sheets, and available for each product marketed.

The SVIP provides detailed information for the correct and safe use of products, in particular for release liners and anti-scratch films, describing in a structured way the type of material, the performance and functional characteristics, the release power, the optimal conditions of use and the recommended times of use. Through this tool, Siliconature guarantees a high level of technical information and safety of use, even in the absence of legislative obligations, thus strengthening its commitment to product quality and the protection of operators along the supply chain.

[S4-5] OBJECTIVES RELATED TO THE MANAGEMENT OF RELEVANT NEGATIVE IMPACTS, THE ENHANCEMENT OF POSITIVE IMPACTS AND THE MANAGEMENT OF RELEVANT RISKS AND OPPORTUNITIES

Siliconature has set objectives aimed at reducing negative impacts, enhancing positive impacts, and structured management of risks related to relationships with consumers and end users, and in particular to the quality and safety of its products.

The process of defining corporate objectives began with a detailed analysis of internal non-conformities identified and reports received from strategic customers, with the aim of further strengthening quality control and product safety. Following a careful evaluation of the technological solutions available on the market, the installation of visual inspection systems and silicone application control systems was identified as the preferred option, as they ensure better process control and greater finished product reliability.

In line with this approach, the Company has decided to gradually implement these monitoring systems across various systems at its production sites. The implementation plan is structured into several phases:

- Phase 1: Completion of installation of visual inspection systems by 2025;
- Phase 2: Installation of a quantitative control system for silicone applied by the first half of 2026;
- Phase 3: If the results obtained confirm the system's effectiveness, the installation is expected to be completed on all systems by 2027.

This initiative is part of a broader process of continuous improvement and confirms Siliconature's commitment to the quality and safety of its products.

Another objective, set annually, is to maintain the incidence of complaints in terms of turnover below 1%.

Monitoring performance against objectives is entrusted to the Quality System, which collects periodic data, compares results against established objectives, and identifies any corrective actions or areas for improvement.



6. ESRS INDEX

[IRO-2] DISCLOSURE OBLIGATIONS OF ESRS
SUBJECT TO THE CORPORATE SUSTAINABILITY
STATEMENT



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