



IMPACT REPORT 2024



I
F **NTEGRA**
RAGRANCES



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INTEGRA FRAGRANCES SPA

OUR COMPANY

Integra Fragrances develops customized olfactory identities for some of the most fascinating international brands by harnessing the power of smell to create unique experiences. It perfumes indoor and outdoor environments with its creations using an innovative proprietary remote-controlled technology.

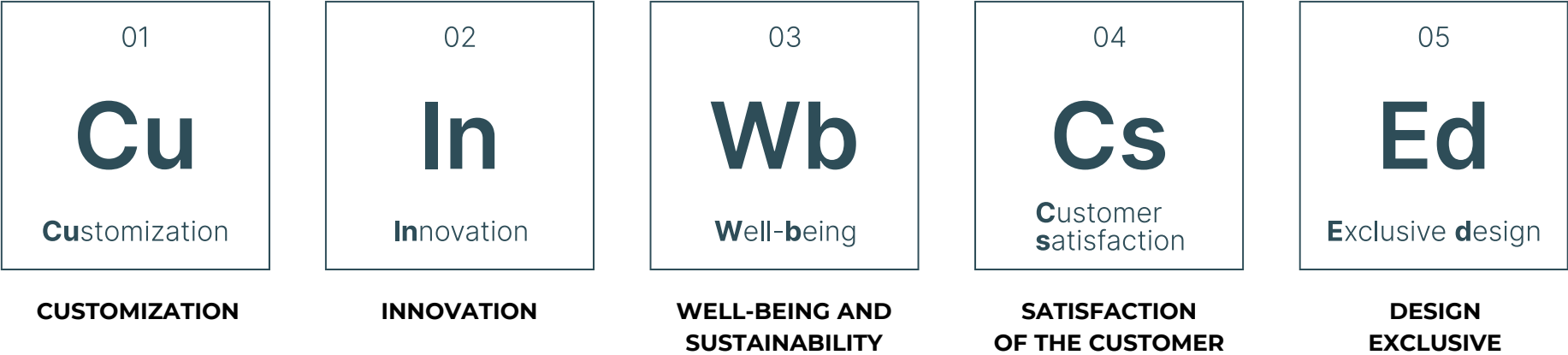
Founded in 2006, Integra Fragrances is among the leaders in offering a full range of olfactory branding services to luxury, fashion, hotel, and design companies, including banks, museums, airlines, and large yachts.

Olfactory branding is the innovative form of sensory communication that translates the essence of a brand into a unique scent that enhances its personality, distinctiveness and value.



INTEGRA FRAGRANCES SPA

OUR VALUES



[Learn more about our values and discover more about our Purpose. Visit the dedicated page!](#)

INTEGRA FRAGRANCES SPA

GLOBAL COVERAGE

+15 years
of experience in the field

+15 partner
fragrance houses

+5.000 devices
installed worldwide

+50 scented countries
In the world

+150k hours
of service and assistance



Offices



Scented countries

The Good Enterprise

THE REFERENCE MODEL

In their broadest sense, work, product and profit represent the three pillars around which business activity is developed. Each of these pillars has a natural relationship with direct stakeholders: Collaborators, customers and investors.

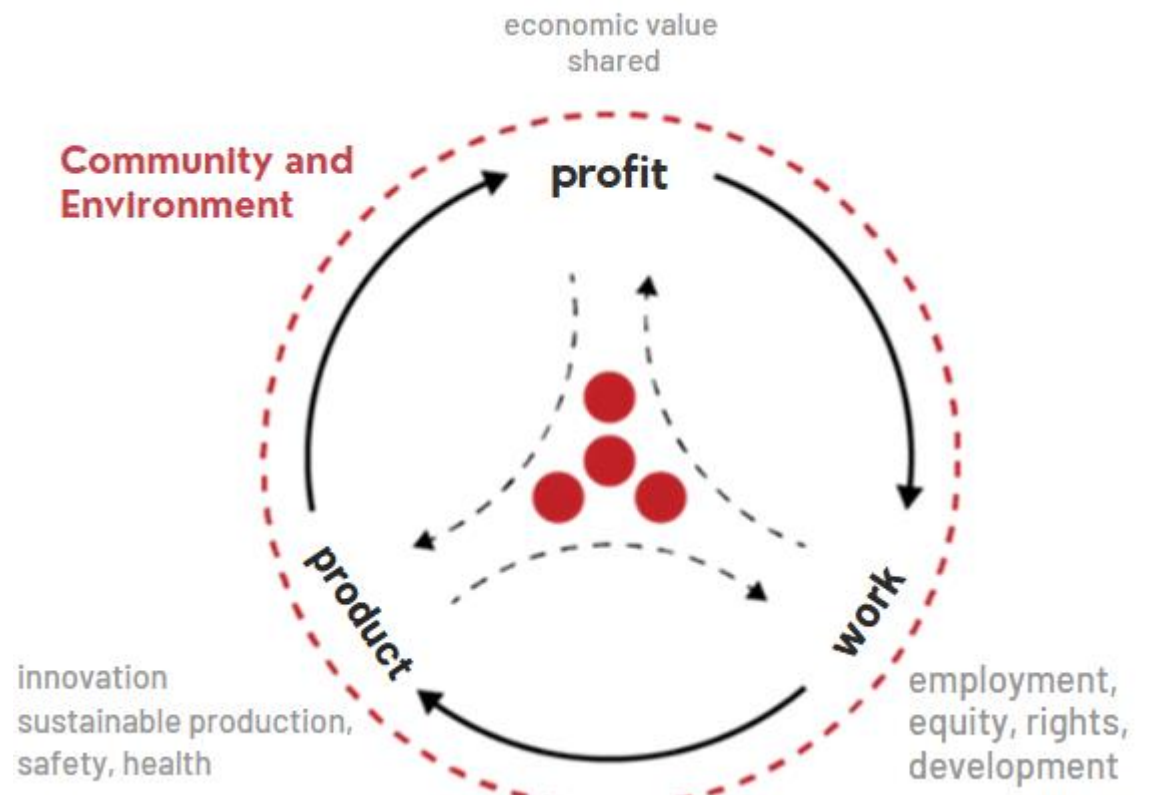
The essence of the enterprise is enough to characterize it as a relevant social actor: we all use the products and services offered by enterprises and would not know how to manage without them; many of us work for or with enterprises; and all of us who do not keep our savings under the mattress are also investors, either directly or indirectly.

If this is the essence of business, then it must be recognized that business is a complex system which interacts with all the other elements of society, albeit indirectly, affecting its development positively or negatively.

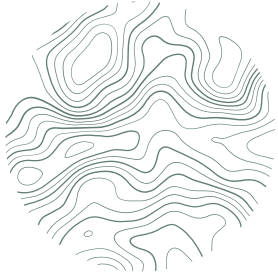
Business also interacts very directly with the planet we inhabit, consuming and transforming its finite resources. Business essentially creates value, which is shared with society, and inevitably consumes resources, which are used responsibly. This delineates the nature of the enterprise and its role in society. Since every role corresponds to a responsibility, we must hold the enterprise accountable and evaluate it.

The Good Enterprise Self-Assessment Tool is a guide to assessment and reporting. The outcome is entirely up to the company.

The tool is not intended to provide an objective rating or third-party certification of the reported content. However, it offers useful criteria and guidance for companies that want to 'look at themselves from the outside' and present their story to stakeholders through this lens.



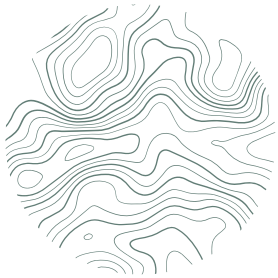
The 5 fundamental pillars: the basic vision of the report



Governance

Governance (1)

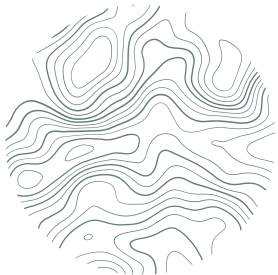
which observes the definition of the company's commitment, the adoption of consistent strategic processes, and the way results are managed and evaluated.



Value Creation

Value Creation through Product (2), Labour (3) and Economic Value (4), which observes the ability to produce an impact across the main pillars of any enterprise's activity. Each of these pillars is observed in 3 dimensions:

- the ability to create value;
- the fact that you create it to the satisfaction of your stakeholders;
- the ability to continue creating it in the long run.



Sustainability

Social and Environmental Sustainability (5),

which looks at all social and environmental dimensions relevant to the business, assessing the ability to manage them according to the principle 'Do no relevant harm'.

THE AIMS OF THE COMMON GOOD

Being Benefit for Integra Fragrances means adopting a winning logic without losing competitiveness. It means creating additional value by spreading an olfactory culture that respects the environment, customers, stakeholders and society as a whole.

Guided by a systemic vision and involving its stakeholders, Integra Fragrances intends to pursue a threefold objective:

- Market a quality product and service that meets the needs of civil society and promotes positive and responsible behaviour;
 - Provide people with opportunities for work and professional fulfilment;
 - Generate wealth that directly or indirectly benefits the context in which it operates;
 - To spread a culture of fragrance that makes society more aware of fragrance as a means of well-being.
-

INVOLVING STAKEHOLDERS

To meet their shared expectations, it is important to understand the role of stakeholders in an organization.

Stakeholders should be distinguished from shareholders and can include anyone with a significant interest in the success of the product/service.

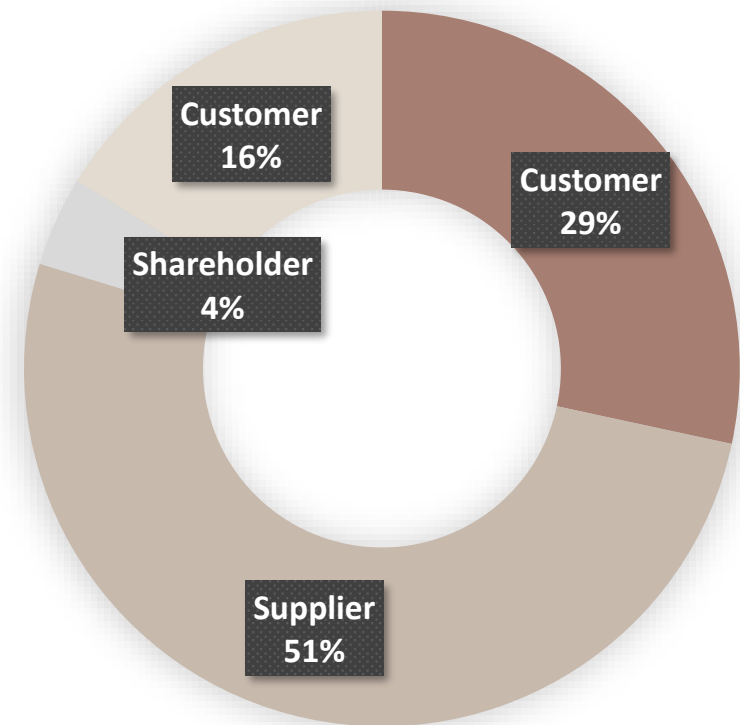
During the year 2024, Integra Fragrances involved its stakeholders in the third general survey.

Stakeholders were asked to provide their views on two distinct areas that would be useful in assessing shared sustainable development goals and actions for 2024.

Specifically, the questionnaires collected

- **Materiality**, specific relevance to areas of expertise;
- **Satisfaction**, and evaluation of the company in the areas of competence.

Answers by stakeholder type



**74 STAKEHOLDERS
WERE INVOLVED**

INTEGRA FRAGRANCES

COMMITMENT

Throughout the year, the company continued its journey and sustainable transition, defining goals, actions and activities to achieve the commitment it made at the end of 2021 with its transformation into a Benefit Company.

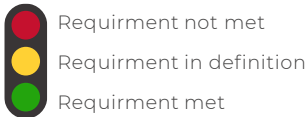
In 2023, Integra Fragrances set up an internal multidisciplinary sustainability team, which became operational in January of the following year and which, through regular meetings and teamwork, aims to outline and implement the three-year impact plan.

The actions and activities summarized in the map on the right are the targets that the Sustainability Team, in consultation with the Shareholders' Meeting, aims to implement in 2024 and report on in the next Impact Report.



IMPACT STOPLIGHTS

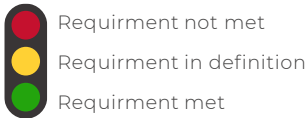
In 2024, following the Good Enterprise model, we continued to map impacts and assess risks.



IMPACT AREA		VALUTAZIONE
GOVERNANCE	Communication & transparency	●
	Anti-corruption and conflict of interest	●
PRODUCT	Health and safety for the clients	●
WORK	Health and safety of employees	●
	Decent wage	●
	Wage inequality	●
	Human rights	●
	Diversity & Inclusion	●
	Gender Equality	●
	Accessibility	●

IMPACT STOPLIGHTS

In 2024, following the Good Enterprise model, we continued to map impacts and assess risks.



IMPACT AREA		VALUTAZIONE
ECONOMIC VALUE	Compliance with economic commitments	●
	Taxes	●
SUSTAINABLE OPERATIONS	Decent wage in the value chain	●
	Local Communities	●
	GHG reduction	●
	Reducing resource consumption	●
	Reducing pollution	●
	Reducing water discharges	Not Applicable
	Reducing impact on biodiversity	Not Applicable

THE CREATION OF VALUE

ACTIVITIES IN THE 2024 YEAR

On the following pages, you will find the results of the stakeholder surveys for the 2023 year and the company's shared value activities according to the Good Enterprise framework.

For comments, suggestions and information, please contact the Integra Fragrances Sustainability Team at:
sustainability@integra-fragrances.com

You can also visit the company's sustainability page at the following link:
<https://www.integra-fragrances.com/en/sustainability/>



VALUE GENERATION GOVERNANCE

The model begins by examining the Good Enterprise's decision to adopt a specific foundational orientation and commit to it. This commitment is then reflected in the implementation of coherent strategic processes, a systematic approach to evaluating outcomes, and a transparent method of sharing and reporting

Value Generation

GOVERNANCE

CONSTITUTION OF THE SUSTAINABILITY TEAM

The sustainability team, established in 2023, became operational, dealing concretely and systematically with the definition of the company's ESG goals and related activities.

The team met periodically and consisted of various professional figures representing all business functions of Integra Fragrances.

It was responsible for the management of:

- Conducting a materiality analysis to identify the most relevant sustainability issues for the organisation and its stakeholders;
- The active involvement of stakeholders through structured listening and discussion sessions, drafting this Impact Report, provides transparency on the actions taken and results obtained;
- The adoption of a Sustainability/Impact Plan with clear, measurable objectives;
- Training and involvement of management are also key to supporting the dissemination of a sustainable culture within the organization;

It also assigned specific internal responsibilities to guarantee continuous monitoring of ESG issues.

Value Generation

GOVERNANCE

CODE OF ETHICS

INTEGRA FRAGRANCES SPA aims to become a world leader in the use of scent for communication and branding purposes. We offer solutions in partnership with our customers, keeping pace with technological progress and providing services of medium and high complexity according to criteria of appropriateness and quality. Honesty, moral integrity, transparency, innovation, reliability and a sense of responsibility are the founding values of all our activities and the result of our strong, recognized cultural identity.

INTEGRA FRAGRANCES SPA carries out its mission through a set of processes that ensure it becomes the reference company for those who perceive perfume as a fundamental way to cleanse the environment with state-of-the-art fragrance technology.

In this complex scenario, INTEGRA FRAGRANCES SPA must clearly define its values and behavior in internal and external relations. The present 'Code of Ethics' is a fundamental tool in this process of disclosure and clarification of corporate principles.

This document sets out guidelines for behavior that all employees, members of staff and management must respect daily, in line with the company's values.

INTEGRA FRAGRANCES is committed to communicating the meaning of its actions transparently, to promote participation, recognition, and trust within the context.

You can consult the document on the company's website by [clicking here](#).

Value Generation

GOVERNANCE

GENDER EQUALITY CERTIFICATION

In 2024, the company began the process of adopting a Gender Equality Management System following UNI/PdR 125:2022. This system is intended to promote gender equality in terms of the presence and professional development of women, while fostering an inclusive culture and activating processes that empower women.

For a Benefit Company, adopting a Gender Equality Management System is a significant step towards integrating business policies and practices that promote gender equality and an inclusive culture.

The Management System adoption process is supported by a range of well-defined tools and policies.

Data analysis and monitoring

The collection of data on staff composition (by gender), remuneration, promotion rates, resignations and recruitment, to identify any gender gaps and take the necessary corrective measures.

Training and awareness-raising policies

The organization runs training courses for the entire workforce to educate them on the value of gender diversity, eliminating prejudice, and promoting a more inclusive work environment.

Work-life balance policies

Policies are implemented to facilitate a balance between private and professional life, such as flexible working, parental leave and measures to combat all forms of discrimination against workers.

Value Generation

GOVERNANCE

BASIC ORIENTATION

Define the orientation of the company according to its social role.

Integra Fragrances has been a benefit company since December 2021.

The company has explicitly stated in its Articles of Association that environmental sustainability is a key asset.

The benefit company concept represents an evolution in business, integrating profit objectives with a commitment to having a positive impact on society and the environment, and providing stakeholders with transparent tools to measure this impact.

This ongoing commitment is rooted in the company's specific corporate purpose, translating into a concrete action plan with quantifiable objectives and measurable results over time.

COMMITMENT TO THE SOCIAL ROLE

Make a formal commitment to fulfil companies' social responsibilities.

For Integra Fragrances, being a Benefit Company means adopting a winning strategy while maintaining competitiveness and creating added value by promoting an environmentally and socially responsible olfactory culture.

Value Generation

GOVERNANCE

MANAGEMENT PROCESSES

Develop management processes that integrate impact reduction targets.

Although impact objectives are integrated into business processes, this integration is still partial. While there are positive signs, there is room for improvement in terms of overall coherence, particularly in strategic planning, management evaluation, governance, and the adoption of a systemic approach to decision-making.

ETHICAL PROCESSES

Processes that are based on ethics and transparency.

The Code of Ethics, the Supplier Code of Conduct and the Gender Equality Policy are tools that ensure ethics and transparency in business processes and decisions.

Further details of these documents can be found in the sections dedicated to them within the impact report.

Value Generation

GOVERNANCE

Focus on orientation

Top management is committed to the company's vision, purpose and commitment.

The company can count on strong alignment between the top management team and the company's vision, purpose and commitment.

The management team and employees share a common vision that recognises the importance of ESG issues.

There is a widespread belief that ethics, people's well-being, creating a positive work environment, and a commitment to environmental sustainability are key to business success and growth.

For this reason, the company has set itself the goal of integrating impact objectives into its business processes by 2025.

While there are positive signs, there is room for improvement in terms of overall coherence, particularly in strategic planning, management evaluation, governance, and the adoption of a systemic approach to decision-making.

Sharing with stakeholders

The company has adopted formal and informal tools and practices to ensure the structured and continuous involvement of stakeholders.

These include:

- joint definition of objectives and improvement actions through the impact plan;
- collecting feedback through surveys to inform the impact report;
- information sharing through internal refresher and training sessions;
- participation in the assessment of the company's social and environmental impact.

Value Generation

GOVERNANCE

SUSTAINABILITY CERTIFICATION

ECOVADIS

During the year, the company underwent a sustainability assessment by EcoVadis, an independent, internationally recognized body that analyses ESG (environmental, social and governance) performance.

Following the assessment, the organization obtained an overall score of 56 out of 100, enabling it to achieve the 'EcoVadis Committed' badge by exceeding the minimum score of 45.

This recognition attests to the company's good performance according to the EcoVadis parameters, based on the following principles:

- ENVIRONMENT
- ETHIC
- LABOUR PRACTICES AND HUMAN RIGHTS
- SUSTAINABLE PROCUREMENT

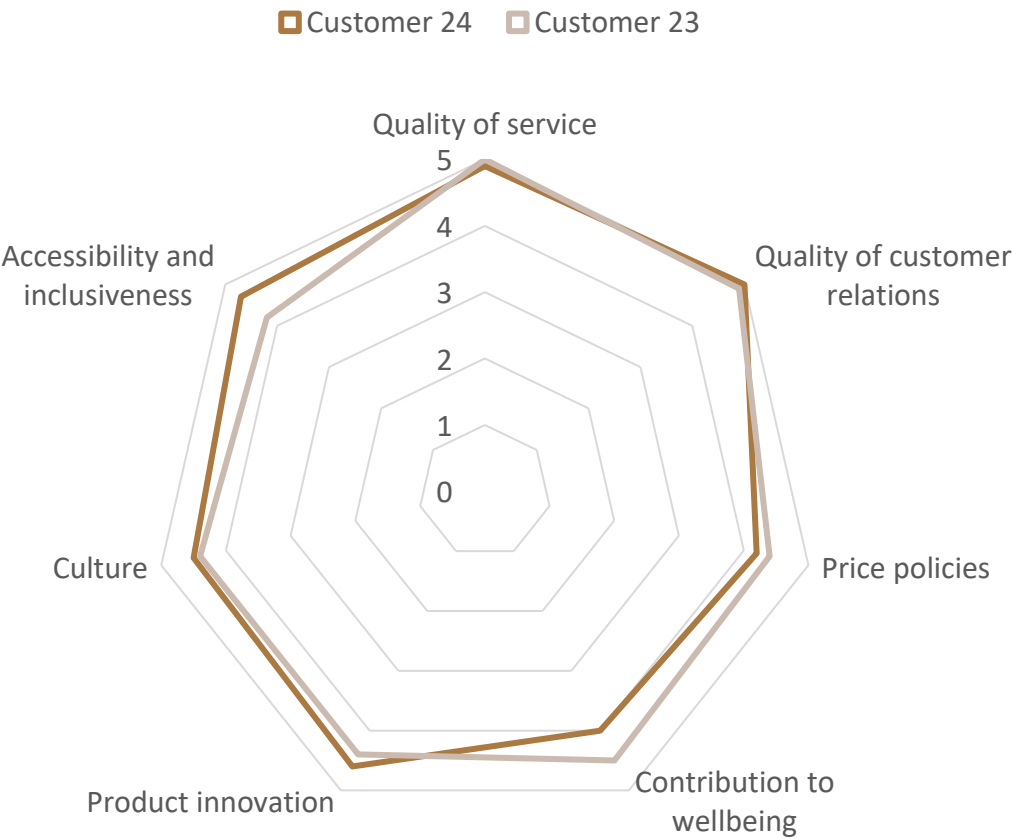
VALUE GENERATION PRODUCT

In the Buona Impresa model, the product is not just something to be offered to the market; it is also an instrument of positive impact.

It creates value by responding concretely to a real need, thereby improving people's lives and contributing to the collective well-being.

Value Generation: Evaluation

PRODUCT



Benchmarks

0 - not applicable, 1 - highly critical, 2 - some problems, 3 - ok, but can be improved, 4 - well attended, 5- a good result, 6- a very good result, NR - not detected

Element	CUSTOMER Evaluation 24	CUSTOMER Evaluation 23
Quality of service	4,9	5,0
Quality of customer relations	5	4,9
Price policies	4,2	4,4
Contribution to wellbeing	4	4,5
Product innovation	4,6	4,4
Culture	4,5	4,4
Accessibility and inclusiveness	4,7	4,2
Circular Economy	4,3	NR
Raw Materials	4,9	NR

INTEGRA FRAGRANCES SPA

OUR PRODUCTS AND SERVICES

SCENT MARKETING



Creating an olfactory identity for your brand

BROADCASTING SYSTEMS



Olfactory diffusion technology

TAILOR-MADE PRODUCTS



Customized finished products

Value Generation: Measuring Actions and KPIs

PRODUCT

QUALITY OF SERVICE

The rating is given by summarizing the areas in which the company operates, namely:

a. Creation of olfactory identity

In this area, the company has developed a high-quality process that yields excellent results and durability while respecting safety.

b. Performing fragrance diffusion in the environment

3 macro-areas:

- Fragrance performance in the room: the solutions proposed are of excellent and consistent quality over time, with increasing know-how in ensuring note fidelity in-room application.
- Technical design and diffusion technology: the proposed solutions allow for high performance, verified in the field during installation (i.e. customer feedback);
- The company has structured its technical department (which, in addition to following up on new projects, provides after-sales assistance to acquired customers) in such a way as to distribute clear responsibilities by geographic area and thus oversee quality and end-customer satisfaction, identifying any technical criticalities in good time.

Operations do not show any critical issues from the point of view of the quality of the service offered, while the issue of measuring the degree of customer satisfaction at the level of the individual entry point is much more complex, although the high capacity to retain customers over time seems to demonstrate a good level of satisfaction.

Value Generation: Measuring Actions and KPIs

PRODUCT

QUALITY OF CUSTOMER RELATIONS

Thanks to its ability to translate its customers' brand identity into fragrance, Integra Fragrances makes the quality of its customer relationships one of its strengths. This can be applied to products intended for the environment or sale, gifting or corporate communication, as part of a long-term branding strategy.

The results of the 2024 questionnaires confirm the company's commitment to creating strong, long-lasting relationships with its customers. Overall, Integra Fragrances achieved a rating of 5 out of 6, an increase of 0.1 points from 2023.

CUSTOMER HEALTH AND SAFETY

The company complies with all industry regulations to protect its customers and end users. The use of fragrances is subject to extensive regulation, and Integra Fragrances adheres to all relevant requirements.

The company invests in developing internal expertise in fragrance development and regulatory oversight to further strengthen its position on this issue.

Value Generation: Measuring Actions and KPIs

PRODUCT

CONTRIBUTION TO WELL-BEING OF PLANET

The company is actively working to offer its customers eco-friendly finished products in terms of both physical composition and packaging, to reduce environmental impact. With regard to fragrance diffusion devices, integrating advanced sensor technology that can monitor air quality (VOCs, PM, CO₂, formaldehyde and radon) in real time is one step towards this goal. The goal is to control the ventilation and diffusion systems to ensure the environment is always pleasant and healthy, while minimizing energy impact.

The capacity of the perfume canisters has increased from 3 to 5 litres to reduce the frequency of replacement and disposal.

CONTRIBUTION TO WELL-BEING OF PEOPLE

With installations in customers' stores around the world, Integra's fragrances promote well-being by providing a positive sensory experience that evokes pleasant emotions.

Furthermore, we are promoting and providing more and more olfactory experiences, reaching a wider and wider audience. Our remotely controlled diffusers are supported by sensors that report air quality (VOC, PM, CO₂, formaldehyde and radon) in real time.

They can also exert an action on the ventilation and diffusion systems to ensure the environment is always pleasant and healthy, while minimizing the energy impact.

Finally, our collaboration with Accademia del Profumo, whose mission is to promote perfume culture and the well-being it provides, continues.

Value Generation: Measuring Actions and KPIs

PRODUCT

PRODUCT INNOVATION

The company is characterized by its innovative approach to its target sector. The National Innovation Award, presented to Integra by Fondazione COTEC on behalf of the President of the Republic in June 2022, confirms its strong innovative capacity — a positive driver for our country.

The innovation promoted by Integra addresses two areas:

- On the one hand, fragrance development, in which Integra is increasingly attentive and competent in selecting the best partners to offer the most advanced extraction techniques and sustainable practices in fragrance production processes.
- Secondly, it is the technology used for diffusion in the environment that is of interest, as it is becoming increasingly advanced to optimize liquid consumption and reduce the number of maintenance operations, while constantly monitoring the air quality of the environments in which the devices operate.

We are also conducting a neuromarketing study to measure the behavioral response of consumers to brands implementing an olfactory branding strategy.

CIRCULAR ECONOMY

During the year, individual projects, business lines and processes aimed at reducing environmental impacts and promoting the circular economy were launched. However, these initiatives remain fragmented and could be integrated into a more structured, cross-cutting strategy.

Value Generation: Measuring Actions and KPIs

PRODUCT

RAW MATERIALS

The company is paying increasing attention to the sustainability of its product packaging, in terms of both the materials used and the circular economy.

The Product Development Department is engaged in daily research into eco-sustainable and/or recycled materials. The new packaging designed by Integra for containing and transporting its olfactory technology was designed with special attention to the materials used, weight during transport to limit emissions, recyclability, and disposal after use. When it comes to fragrances, Integra is increasingly careful and sensitive when selecting partners, choosing essence houses that offer environmentally friendly fragrances and have a positive impact on the local communities where the ingredients are extracted.

The company also demands transparency when it comes to measuring this impact throughout the product life cycle.

CULTURE

Considering the company's size, its approach to disseminating olfactory culture has been significant in terms of the number of people reached and the number of initiatives activated. Including this issue in the company's purpose demonstrates that it cares not only about developing its business but also about creating value from cultural issues, even when they are not directly linked to the company's economic production. The company disseminates olfactory culture through various activities, including:

- media publications; social media; speeches and conferences; and internal and external training aimed at customers (brands).,
- workshops, university field projects, dissertation support and university lectures.
- The Fragrance Training Academy is for our customers' sales force.

Value Generation: Measuring Actions and KPIs

PRODUCT

AUTONOMY AND PRODUCTIVE INDEPENDENCE

Although the company size and business model do not facilitate supply chain control, the company strives to ensure service continuity to foster long-term customer relationships.

We can divide the topic into three distinct areas:

- **Devices:** control of the supply chain is obtained through the recent redesign of the technology and careful selection of components and suppliers.
- **Fragrances:** The availability of the necessary quantities of raw materials supplied by essence companies does not lead to product scarcity.
- **Finished product packaging** (e.g. eau de toilette, home fragrances and candles): the availability of packaging components is increasingly dependent on long-term planning for significant quantities, which sometimes makes it impossible to satisfy customer requests quickly.

ACCESSIBILITY AND INCLUSIVENESS

The company make the olfactory experience available to the public by broadcasting it at our clients' locations. Events held in public settings extend the possibility of enjoying our service to a wider audience. A variety of public environments belonging to different sectors, such as retail, banking, healthcare, museums, entertainment and transport, are involved in the company's initiatives. Training activities aimed at universities and postgraduate programmes also deserve a mention, as these provide an opportunity to promote our services and products.

Value Generation: Measuring Actions and KPIs

PRODUCT

INTERCEPTING AND REACTING TO NEEDS

The company's approach is tailored to each client. The lack of client awareness of the potential and application of an olfactory branding strategy requires Integra to carefully analyze the needs of each client according to their sector and positioning. In this sense, Integra's service includes active olfactory branding consultancy.

Evidence of this personalized approach to clients is the responses to end-of-year questionnaires, which show a high level of client satisfaction with Integra's ability to read and respond to their specific needs.

CUSTOMER ENGAGEMENT

The company continues to grow. It is consolidating its position in a relatively immature but growing market. In addition to maintaining its market share, the company is exploring new markets. The composition of the customer portfolio demonstrates the company's ability to establish and maintain long-term relationships with all of its major customers, thereby laying the foundations for better understanding and satisfying their needs and consolidating the relationship.

INTEGRA FRAGRANCES SPA

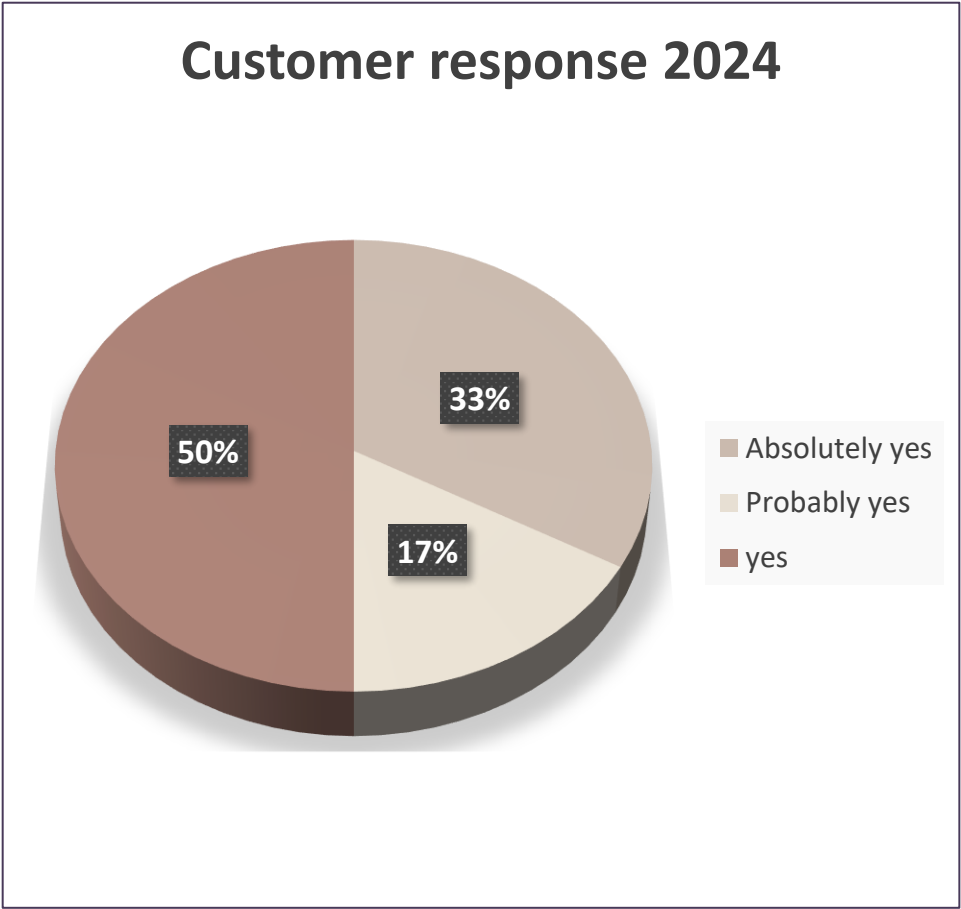
THE CUSTOMERS' POINT OF VIEW

Considering the value produced for you and society, do you think to buy the company's services again?

In 2024, Integra Fragrances involved its customers in filling out the company evaluation survey for the parameters of the Benefit Society.

The overall result of the survey is positive, confirming the company's commitment and focus on defining a customized offer that meets customers' needs.

The goal for 2025 will be to involve more customers in the survey and develop an even more sustainable offer.

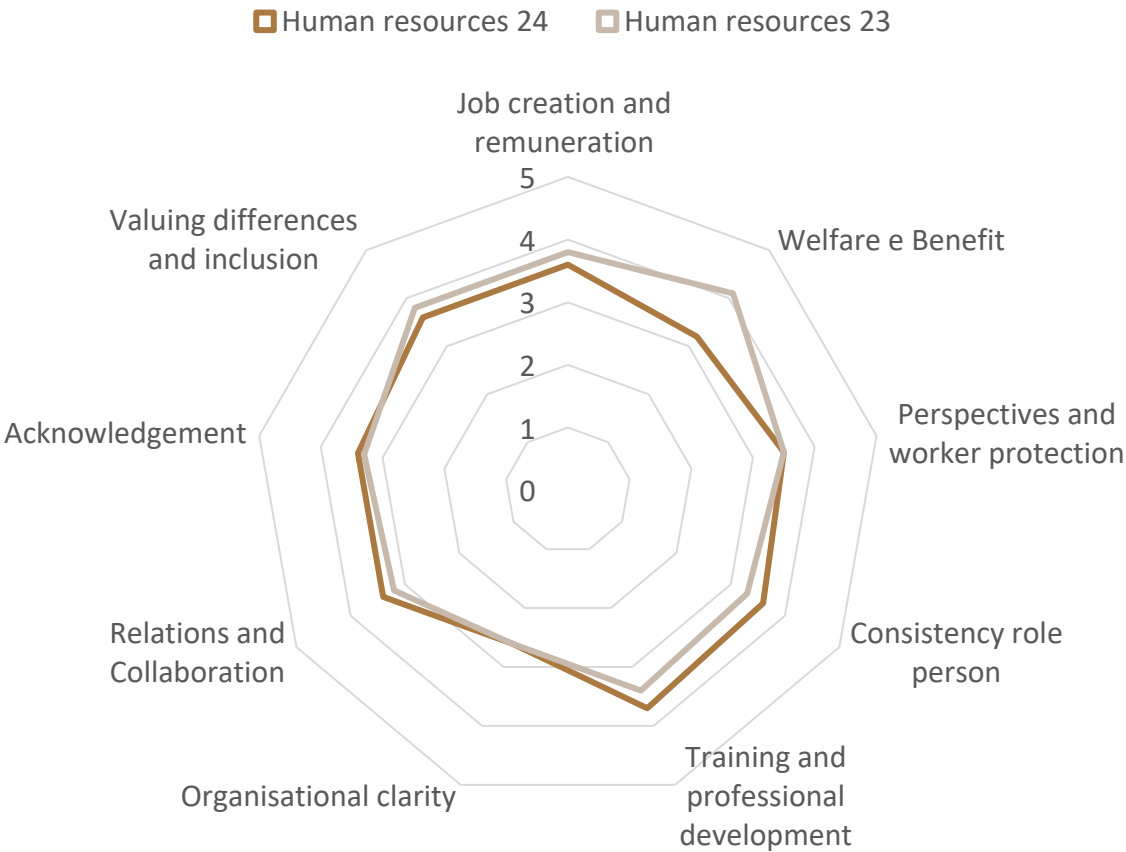


VALUE GENERATION WORK

Work is not just a paid service; it is also a place of personal fulfilment, collective growth, and the formation of lasting connections between individuals and businesses. Similarly, a company generates value when it shares responsibility with its partners, creating chains that have a positive impact.

Value Generation: Evaluation

WORK



Element	Evaluation 23	Evaluation 22
Job creation and remuneration	3,6	3,8
Welfare e Benefit	3,2	4,1
Perspectives and worker protection	3,5	3,5
Consistency role person	3,6	3,3
Training and professional development	3,7	3,4
Organisational clarity	2,6	2,6
Relations and Collaboration	3,4	3,2
Acknowledgement	3,4	3,3
Valuing differences and inclusion	3,6	3,8
Sharing with workers	3,1	NR

Benchmarks

0 - not applicable, 1 - highly critical, 2 - some problems, 3 - ok, but can be improved, 4- well attended, 5- a good result, 6- a very good result, NR- Not Detected

Integra's People

Work

By the end of the 2024 reporting year, the company's workforce had grown to 17 employees.

There is a strong female presence among the staff, with a clear representation of women.

The majority of staff are between 30 and 50 years old, indicating a workforce with a good degree of experience.

Distribution by age

- 6 employees (35%) are under 30,
- 9 employees (53%) are in the 30-50 age group,
- 2 employees (12%) are over 50.

Distribution by qualification

- Employees: 15 units (88% of the total), with a prevalence in the 30-50 age group (9 people),
- Workers: 2 units (12%), distributed in the age groups <30 and >50,

Distribution by gender

- Women: 11 out of 17 (65%), concentrated in the role of employees (11 out of 15 employees),
- Men: 6 out of 17 (35%), 4 employees and 2 manual workers.

Age:	under 30	30 to 50	over 50
Managers	0	0	0
female			
male			
Executives	0	0	0
Female			
Male			
Employees	5	9	1
Female	3	7	1
Male	2	2	
Workers	1	0	1
female			
male	1		1
Total	6	9	2

Integra's People Work

TYPE OF CONTRACT:

- Sixteen employees (95%, including five men and 11 women) have a permanent contract. This indicates the company's high level of employment stability.
- There is one fixed-term contract (for one man), while no on-call contracts are recorded.

WORKING HOURS:

- Most employees (16 out of 17) work full-time (six men and ten women).
- One part-time contract is held by a female employee.

In 2024, seven new people were hired by the company: four were under 30 years old and three were between 30 and 50.

Only one person left the company.
The staff turnover rate is 5.88%.
According to Confindustria's latest 2024 survey on work, the turnover rate for companies with 16–99 employees is 15.9%. This places the company well below the national average, confirming the stability of the workforce.

Total employment 2024: 7	
< 30 years old	4
Between 30 and 50	3
> 50	

Value Generation: Measuring Actions and KPIs

WORK

JOB CREATION AND REMUNERATION

In order to guarantee career development processes that take into account the technical and managerial skills of interested parties, Integra FrAGRANCES SpA uses assessments of potential, role and real growth. This is achieved by balancing leadership positions within the sector and concerning specific tasks.

Compared to 2023, employees' perception of the company's provision of well-being has decreased slightly. This may be partly linked to the adaptation process, which requires continuous improvement from one year to the next.

However, the company recognizes this as a potential warning sign and is committed to verifying the working situation of its employees.

DECENT WAGE

In the context of the company's salary analysis, it was found that the lowest wage paid at Integra exceeds the adjusted wage, according to the CCNL for the lowest category in the company, by 22%.

This pay differential suggests an organizational policy that recognizes employees' economic needs, which has a positive impact on organizational well-being, work-life balance, and the company's competitiveness within the sector.

Value Generation: Measuring Actions and KPIs

WORK

WAGE INEQUALITY

In 2024, the company established a human resources management procedure that incorporates pay equity management.

The remuneration policy of Integra Fragrances SpA is based on compliance with all the terms of the applicable collective labor agreement and trade union agreements, concerning applicable salary scales for remuneration levels and assigned duties.

All agreed elements (working hours, gross salary, level of recruitment, etc.) must be specified in the contract, as provided for by Legislative Decree 105/2022 'Transparency'.

Value Generation: Measuring Actions and KPIs

WORK

SAFETY IN THE WORKPLACE

The company is attentive to the health of its employees and the safety of its offices. Beyond safety, the company is also careful to maintain a healthy and comfortable work environment.

ACTIVITIES CARRIED OUT IN 2024

All employees have completed general and specific safety training courses relating to their work, total of 8 hours each.

Safety and regulatory training for the use of forklifts

The warehouse operator in charge completed the compulsory forklift training course, provided by a specialized training institution, during the year 2024.

RSL training

The employee appointed as the Worker's Representative for Safety took part in a four-hour refresher course on health and safety.

In addition, an internal first aid course lasting 16 hours and a four-hour refresher course for fire prevention personnel were held.

HOURS OF TRAINING FOR A SAFER WORKPLACE in 2024: 162

Value Generation: Measuring Actions and KPIs

WORK

WELFARE AND BENEFITS

The area continues to be a management focus, with the aim of improving employee satisfaction. The company supports its employees' family welfare through working methods such as smart working, part-time work and flexible hours, which promote the balance of professional and private life.

To promote the balance between work and family life, and to develop a culture that encourages both parents to participate in family care, Integra Fragrances is offering new parents smart working, additional days, flexible hours, and one-off fringe benefits, such as the baby bonus.

PERSPECTIVE AND PROTECTION OF WORKERS

The results of the latest survey confirm the highly satisfactory results obtained on this topic.

From the evaluations and comments received, it is evident that the company's collaborators trust in its solidity.

The goal for next year is to continue strengthening this mutually beneficial relationship.

ROLE-PERSON CONSISTENCY

Throughout the year, individual listening sessions were held with each employee to define an organizational chart that better reflected the company's reality.

This took into account the critical nature of each process and the individual aspirations of each employee. The process then moved on to defining flows and processes aimed at greater operational efficiency.

Value Generation: Measuring Actions and KPIs

WORK

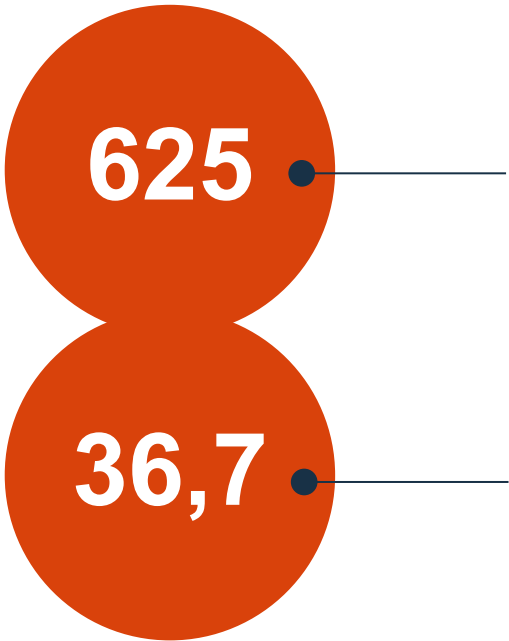
TRAINING AND PROFESSIONAL DEVELOPMENT

Developing the internal skills of Integra’s employees is a key part of the company’s sustainability strategy.

In 2024, the organization began mapping and evaluating the company's training plans and defined a system for monitoring and collecting total training hours.

TRAINING PROVIDED

- Gender equality PDR 125:2022
- Updating on tax legislation
- Olfactory training
- Health and safety
- Technical office updates



**2024
TRAINING
HOURS**

**AVERAGE NUMBER
OF TRAINING
HOURS PER
EMPLOYEE**

Value Generation: Measuring Actions and KPIs

WORK

OLFACTORY TRAINING

The company continues to actively promote the professional and personal growth of all employees, recognising and nurturing individual skills, aptitudes, and potential in alignment with their roles and organisational needs.

In 2024, several training initiatives were implemented, with a particular focus on technical olfactory training—key areas for the company's core business and values.

Olfactory training and skill development

A vast knowledge of the world of fragrances is a distinctive and strategic asset for the company.

On the topic, the following activities were implemented in 2024:

- **Four** internal training sessions will be held for employees. The course focused on the development of fragrances and the study of the perfumery market. A total of **23** people participated in the course, which involved **299** hours of training.
- An advanced olfactory update was provided at the Mouillettes & Co. training school for the Fragrance Development department. This update covered innovative ingredients, cutting-edge extraction techniques and discoveries, and lasted 16 hours in total.
- **Eight** hours of training related to recent launches in the perfumery market were held for the Development Fragrances department, Marketing and Product & Sales Office.
- A basic training course, 'Expertise 3GG', was provided by Mouillettes & Co. for two Integra employees, total of **48** hours.
- On-the-job training for apprentices was carried out in collaboration with IFSOA: a personalised training course for an apprentice in the Corporate Accounts department was launched, lasting **40 hours** and involving activities carried out on the ground.

Value Generation: Measuring Actions and KPIs

WORK

RELATIONS AND COLLABORATION

Informal evening

In addition to the team-building day, the company organised an informal evening of sharing in September. This event provided an opportunity for team members to get to know each other better in a setting that was less structured than a professional meeting.

Through these initiatives, the company not only invests in improving collaboration between teams but also demonstrates a strong commitment to corporate culture and social sustainability. This creates an environment in which employees feel valued and part of a larger project.

Value Generation: Measuring Actions and KPIs

WORK

RELATIONS AND COLLABORATION

With a view to acting on the collaboration between teams and employees working at two different locations and on the involvement of individuals, the company has arranged two meetings during the year.

Team Building

This initiative is part of a strategy aimed at promoting engagement, communication and cohesion between the different companies, reducing distances between operational teams and improving synergy between locations.

The Team Building day was organized in collaboration with **Cooperativa Sociale Le Ali**, an organization dedicated to creating opportunities for people and communities, with a constant commitment to social inclusion, Environmental sustainability and collective well-being, within **Ca'Shin**, a space for meeting and growth immersed in the hills of Bologna, work to combat marginalization and promote integration, while creating a sustainable and welcoming environment.

Objectives of the day

- Strengthen collaboration between different teams.
- Increase mutual (people-to-people) trust and confidence in the company;
- Stimulate interaction dynamics, encouraging people to «embrace» each other's strengths and weaknesses;
- Devote a full day to the care of employees, in an approach to generating corporate well-being.
- Create a memorable experience for all participants.
- Allocate funds to an association for the employment of vulnerable and marginalised people, and contribute to maintaining a unique place for the local community

Value Generation: Measuring Actions and KPIs

WORK

ORGANISATIONAL CLARITY

In 2023, members and management were committed to defining a clear organizational chart, as well as processes and flows, to increase organizational clarity.

The acquisition of new resources within the Integra Fragrances team has drawn attention to this aspect, as well as to the need to formalize roles and activities more clearly.

The results of the 2024 survey show that this remains an area to be monitored more closely and on which to focus in 2025.

ACKNOWLEDGMENT

The company and its partners are committed to improving organizational clarity and role coherence, which will also lead to improvements in the area under consideration.

The company recognizes the importance of recognition for work and efforts made, not only in monetary terms. Within the current organizational system, this primarily involves collaborators within the same department, as they are best placed to comment on their colleagues' work.

Nevertheless, the company is committed to evaluating forms of recognition at multiple levels, taking into consideration case studies provided by large corporations.

INTEGRA FRAGRANCES SPA

THE EMPLOYEES' POINT OF VIEW

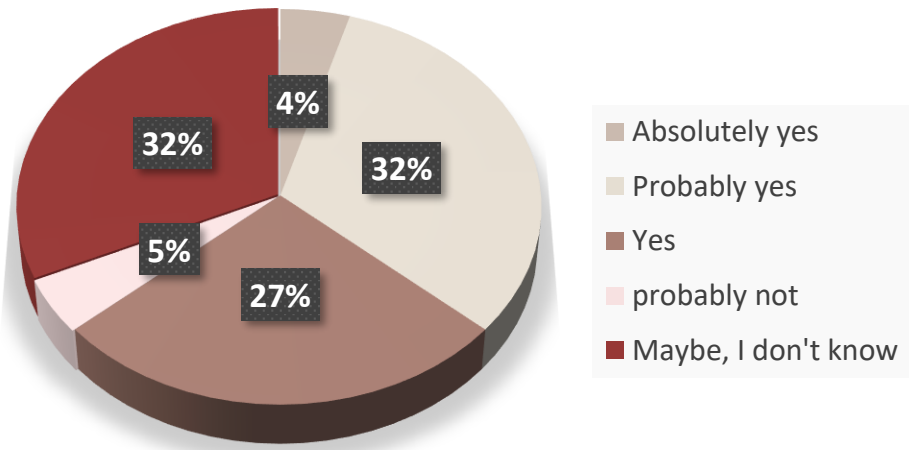
Considering the value produced for you and for society, would you recommend others to come work for the company?

In 2024, Integra involved its employees in the compilation of the company evaluation survey according to the parameters of the Benefit Society.

The overall result of the survey revealed areas for improvement related to training, organizational clarity, role-personnel consistency and recognition. The company, the board and the management have taken note and paid close attention to this issue.

The goal for 2025 is to improve on the results of the 2024 survey through concrete actions in line with internal needs to improve the perception and well-being of the company of all employees.

Answers from employees 2024

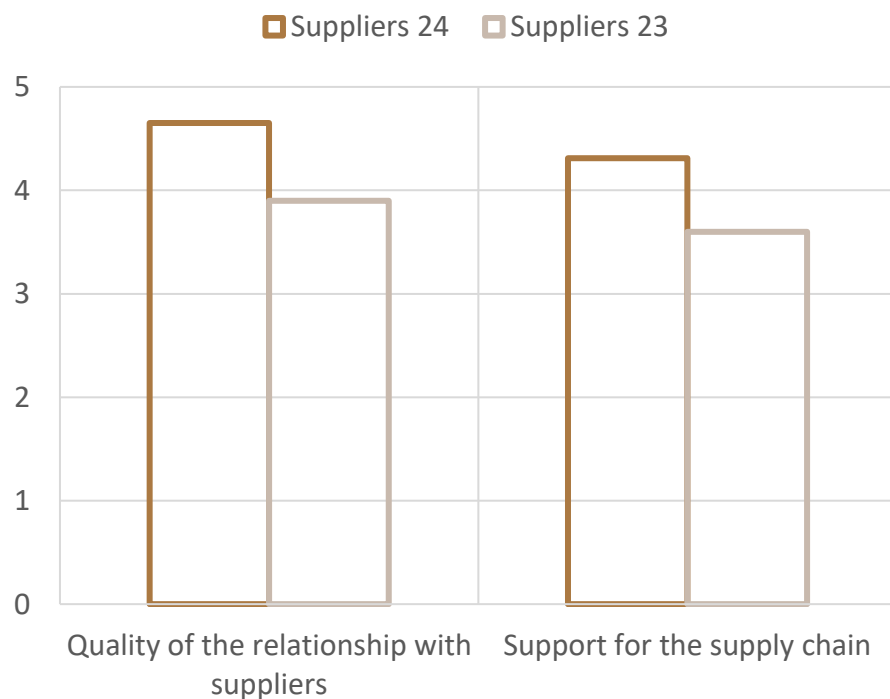


WORK

Value Generation: the suppliers

A Benefit Company should generate value by creating and organising work, as well as offering opportunities for professional development.

The perception of the results of the year is measured in terms of the quality of the product or service offered.



Element	Suppliers 24	Suppliers 23
Quality of the relationship with suppliers	4,65	3,9
Support for the supply chain	4,31	3,6

Benchmarks

0 - not applicable, 1 - highly critical, 2 - some problems, 3 - ok, but can be improved, 4- well attended, 5- a good result, 6- a very good result, NR- Not Detected

INTEGRA FRAGRANCES SPA

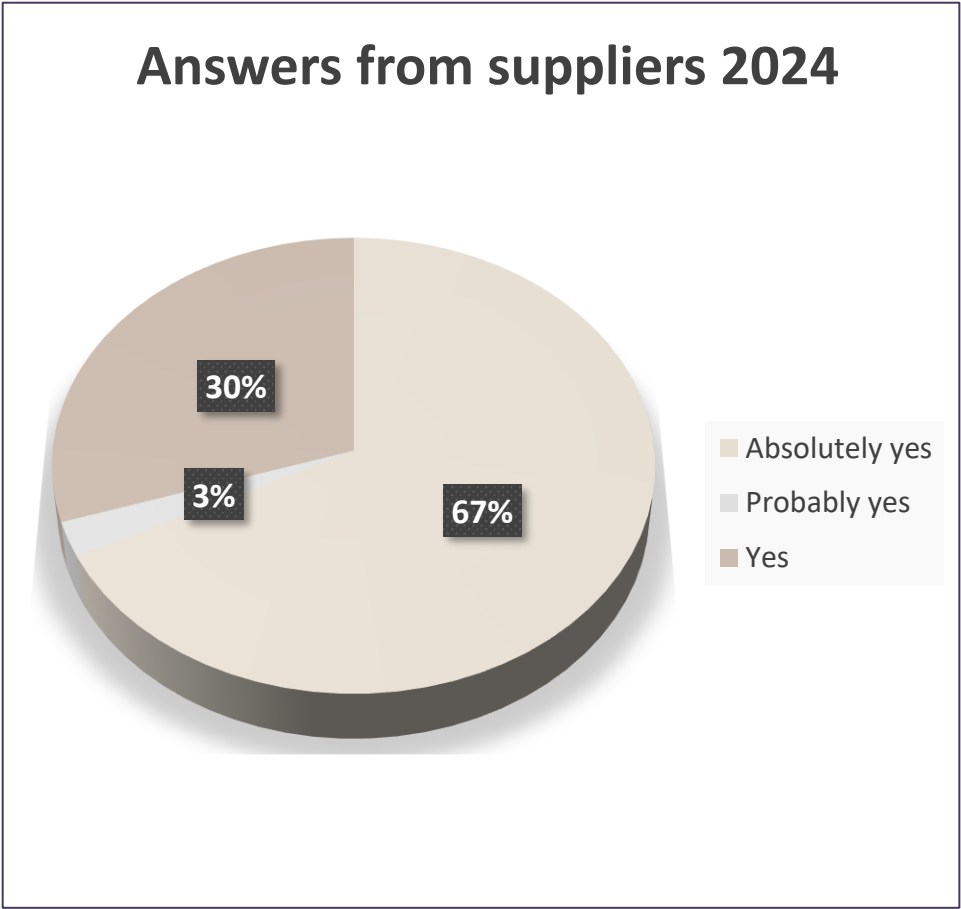
THE SUPPLIERS' POINT OF VIEW

Considering the value produced for you and the society, would you desire the collaboration to continue in the medium-long term?

In 2024, Integra Fragrances involved its suppliers in the compilation of the company evaluation survey on the parameters relating to the Benefit Society, with a total of 40 people involved, compared to 36 in the year 2023.

The overall result of the survey is extremely positive and shows no areas for improvement, confirming the company's commitment and focus on establishing strong relationships with its suppliers.

The goal for 2025 will be to involve more suppliers in the survey and further promote the Benefit Society context also within the supply chain.



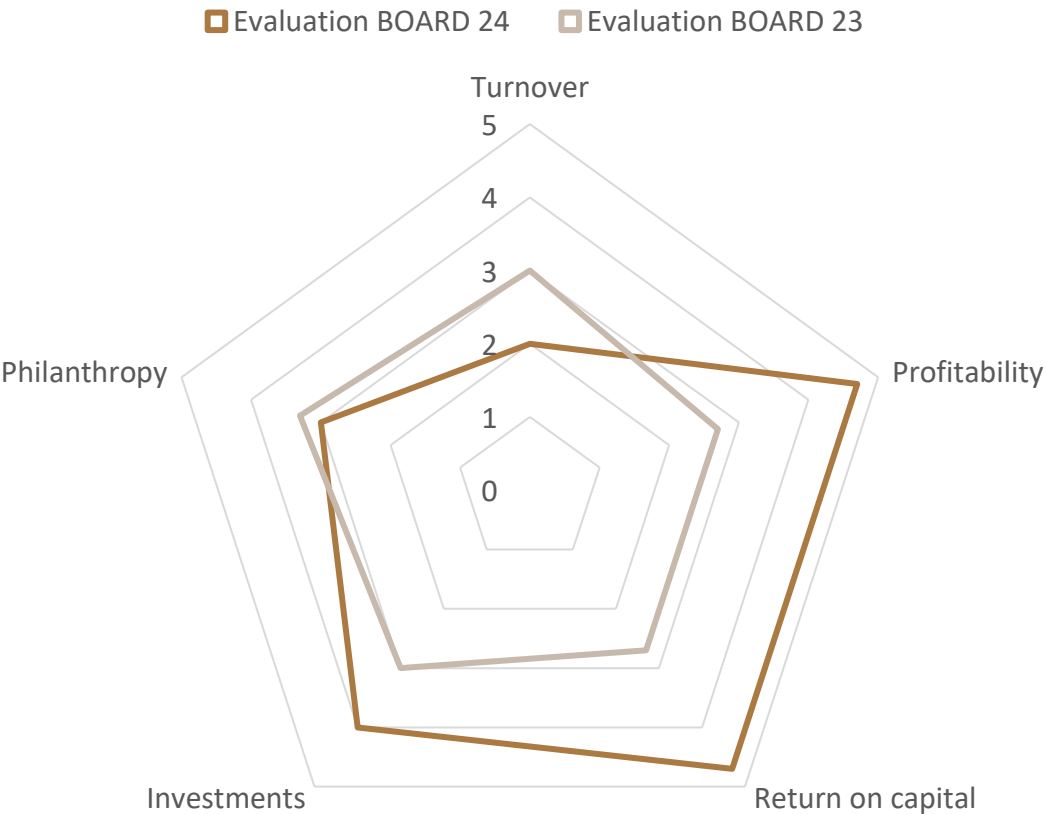
VALUE GENERATION

ECONOMIC VALUE

Generating economic value means creating wealth in an ethical, transparent and shared way to support the company, its people, the local community and the wider environment. It is an economy that regenerates rather than consumes.

Value Generation: Evaluation

ECONOMIC VALUE



Element	Evaluation BOARD 24	Evaluation BOARD 23
Turnover	2	3
Profitability	4,7	2,7
Return on capital	4,7	2,7
Investments	4	3
Support for the economic ecosystem	4	NR
Philanthropy	3	3,3

Benchmarks

0 - not applicable, 1 - highly critical, 2 - some problems, 3 - ok, but can be improved, 4 - well attended, 5- a good result, 6- a very good result, NR - not detected

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

INCOME

The revenue recorded in 2024 shows a slight decline linked to the company's stage of development, macroeconomic conditions, and a newly established sales structure that was not yet fully optimized during that period.

PROFITABILITY

The company successfully offset the impact of reduced overall revenues and a lack of growth in its core business area by managing its structure and production costs correctly.

CUSTOMER PRICING POLICIES

Given the high level of customization that characterizes all our services and considering competitors' pricing, our prices are decidedly fair.

Pricing is consistent and aligned within each specific sector or end market, with variations between end markets due to the greater workload and additional services required by the more demanding ones.

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

RETURN ON CAPITAL

The business partners intend to prioritize the capitalization of the company to support ongoing operations and growth, rather than the distribution of dividends.

INVESTMENTS

With its size, the company continues to invest in the technological development of its devices, which are advanced and set it apart from competitors.

Alongside growth, improvements to business processes and services, the company is investing in digitalisation and equipping itself with increasingly efficient and advanced tools and software.

Regarding fragrance development, the company is strengthening its links with manufacturers who have access to the best technologies, extraction techniques and neuroscientific measurements to demonstrate the impact of perfume on people's well-being and lives.

We have shortened the supply chain and focused on our closest suppliers, achieving good economic results, quality and environmental impact.

SUPPORT FOR THE ECONOMIC ECOSYSTEM

Given our small size, we intend to respond selectively to those even smaller than us, in areas where we have a position of strength. We are careful to be punctual, supportive and more than correct.

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

CAPITAL SOUNDNESS

The company has more than enough of its resources to meet its needs, especially compared to the limited use of third-party capital.

INVESTOR CONFIDENCE

Based on the responses to the questionnaires completed by the members, we believe that the company enjoys their trust and support.

In particular, there was a substantial increase in positive evaluations of profitability and return on capital, which suggests that investors' trust in the company's financial stability directly impacts its ability to operate profitably.

SHARING WITH WORKERS

Human resource management procedures have been put in place, with objectives that include performance-based rewards and incentive schemes.

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

PHILANTHROPY

Support for the Social Enterprise Project (SEP) continues. SEP aims to lift thousands of refugee women above the poverty line by restoring their dignity through their talent and work.

This B Corp company was honored for creating a personalized olfactory identity, providing a store perfuming service and producing candles and roll-on eau de parfum.

In 2024, in addition to the team-building activity carried out at Ca' Shin, the company donated the cost of the Christmas corporate dinner to Emporio Dora, Reggio Emilia's first Emporio Solidale.

This is a special minimarket where items such as food, hygiene products and childcare products are free, and all of the staff are volunteers.

Its customers are 85 families in Reggio Emilia who have lost their jobs and are at risk of slipping into poverty, and who need temporary assistance. For these families, shopping at the store helps to safeguard their dignity. Emporio Dora helps families in difficulty get back on their feet and regain their former lifestyle.

INTEGRA FRAGRANCES SPA

THE PARTNERS' POINT OF VIEW

Considering the value produced for you and the society, would you recommend to others investing in this company?

In the year 2024, Integra Fragrances involved its business partners in the compilation of the company evaluation survey concerning the parameters of the Benefit Society.

The overall result of the questionnaires is positive and shows the alignment and active involvement of members in the company's operations.

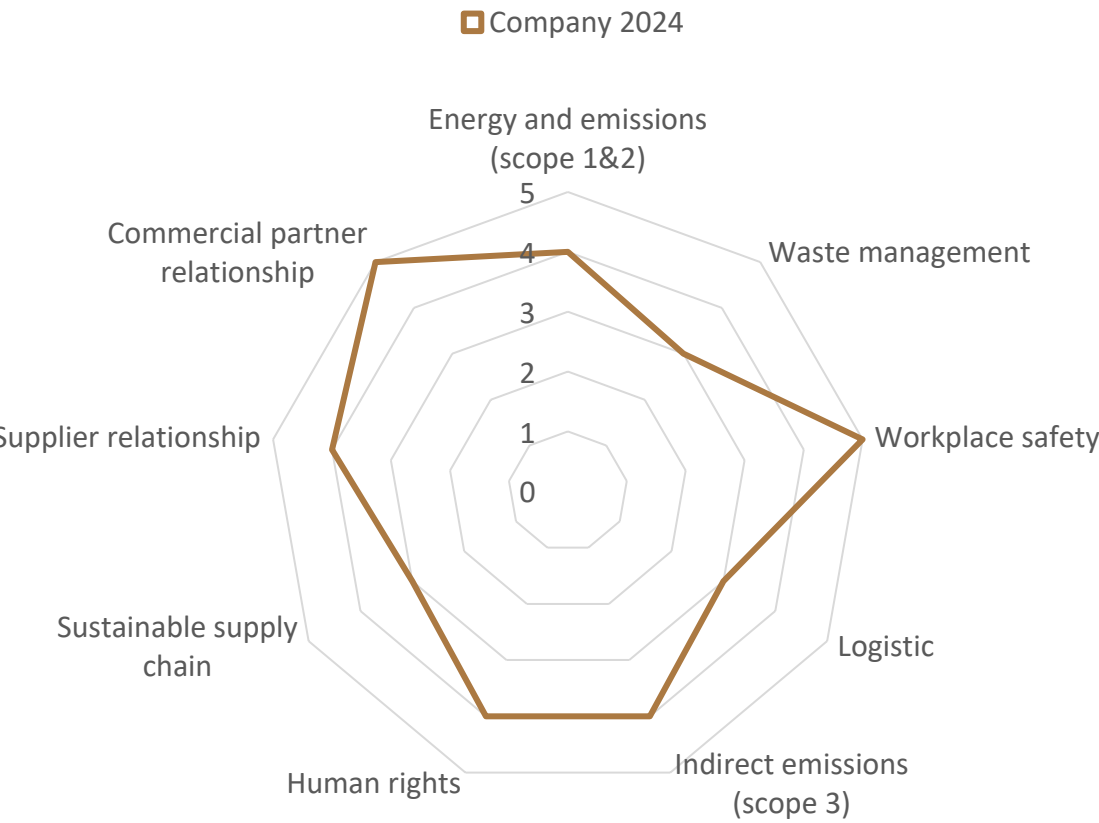


VALUE GENERATION SUSTAINABILITY

Consistent with its characteristics and size, a Benefit Company should manage the impacts it has on the community and the environment in a responsible, sustainable and transparent way.

VALUE GENERATION: Evaluation

SUSTAINABLE OPERATIONS



Element	Company 2024
Energy and emissions (scope 1&2)	4
Water consumption and discharge	N/A
Biodiversity and ecosystem	N/A
Waste management	3
Workplace safety	5
Logistic	3
Indirect emissions (scope 3)	4
Human rights	4
Sustainable supply chain	3
Supplier relationship	4
Commercial partner relationship	5

Benchmarks

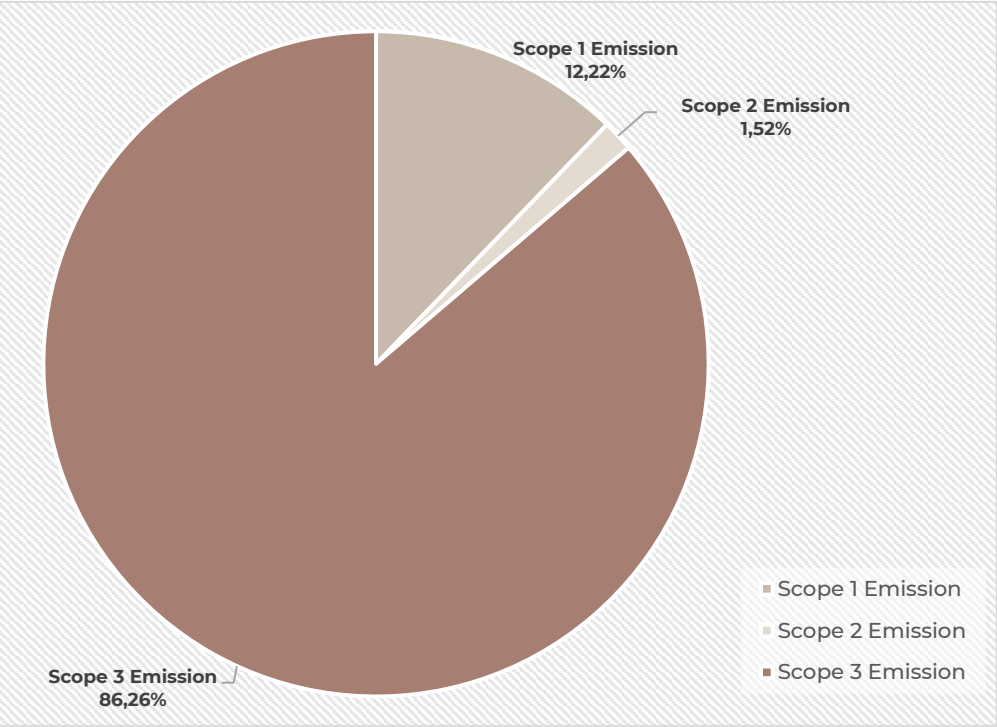
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Value Generation: Measuring Actions and KPIs

ENERGY AND EMISSIONS

EMISSION CALCULATION

In 2024, the company integrated its Carbon Footprint measurement system - scope 1 (direct emissions) and Scope 2 (indirect emissions from energy) - the emissions in scope 3 (indirect emissions upstream and downstream of the supply chain), with the support of its technical partner, **RETE CLIMA**.



Distribution of impacts in the different Scopes 2024

The GHG emissions of Integra Fragrances for 2024 have been calculated by the GHG Protocol. According to these calculations, the emissions equate to 494.01 tCO₂e.

Direct emission sources (Scope 1) generate an emission of 60,36 tCO₂e, which corresponds to 12,22% of the total.

Indirect GHG emissions (Scope 2) are 7,50 tCO₂e, contributing 1.52% of the company's total GHG emissions.

Scope 3 GHG emissions are 426,15 tCO₂e, equivalent to 86,26% of total annual emissions.

Going into the specifics of the Scope 3 categories, the largest emissions, in absolute terms, come from the purchase of products and services by the company (categories 1 and 2), in line with the company's business model.

Value Generation: Measuring Actions and KPIs

ENERGY AND EMISSIONS

EMISSION CALCULATION: 23/24 comparison

In 2024, Integra Fragrances recorded a significant overall reduction in greenhouse gas emissions compared to the previous year, decreasing from 640.52 tCO₂e in 2023 to 494.01 tCO₂e in 2024 — a fall of 22.88%.

A detailed analysis reveals the following:

- Scope 1 (direct emissions) increased from 52.42 tCO₂e (8.47%) in 2023 to 60.36 tCO₂e (12.22%) in 2024, indicating an absolute increase of 15.1%. This could be due to increased internal operational activity or changes in fuel use.
- Scope 2 (indirect emissions from purchased energy) increased from 6.57 tCO₂e (1.02%) in 2023 to 7.50 tCO₂e (1.52%) in 2024 — a rise of 14.1%. Again, there has been a slight increase, but its impact on the total remains marginal.
- Scope 3 (indirect emissions along the value chain) shows a significant decrease: from 581.53 tCO₂e (90.51%) in 2023 to 426.15 tCO₂e (86.26%) in 2024 — a reduction of 26.7%.

This figure is particularly significant given the high proportion of Scope 3 emissions in the company's total emissions. This decrease is the result of greater precision in the analysis and measurement of Scope 3 emission sources in 2024.

Emission type	2023 (tCO2e)	2024 (tCO2e)	Shift (tCO2e)
Scope 1	52,42	60,36	5,94
Scope 2	6,57	7,50	0,92
Scope 3	581,53	426,15	-155,37
Total	640,52	494,01	-148,51

The comparison between the two years shows a positive path of reduction of corporate emissions, driven by the strong diminishment in Scope 3.

The slight increase in Scope 1 and Scope 2 suggests that the company should step up its efforts and commitment to focus more on internal energy efficiency and the possibility of increasing the share of supply from renewable sources, which the company will evaluate as a possible improvement action for the year 2025.

The overall trend, however, certifies a concrete commitment towards a more sustainable management of environmental impact, especially in the development of a system for constant monitoring of the evolution of the company's direct and indirect emission sources.

Value Generation: Measuring Actions and KPIs

SUSTAINABILITY

WASTE MANAGEMENT

Packaging is one of the objectives that Integra intends to work on with its suppliers in the coming years, to improve collaboration with customers. The company pays great attention to the separate collection of personal water bottles to reduce the use of plastic bottles. Special liquid and solid wastes, however small, are handled by an ad hoc service that separates and recovers what is possible and then disposes of the rest, minimizing the impact on the environment.

DANGEROUS WASTE MANAGEMENT

The company works with specialized companies to deliver and dispose of such waste.

SUPPLY CHAIN- ENVIRONMENTAL ASSESSMENT

The size of the company does not allow for total control, also due to the contractual dynamics with the supply chain, which does not always put Integra Fragrances in a strong bargaining position. However, a dialogue has been opened with suppliers, who will be asked at the end of the year to complete a satisfaction questionnaire about the company's operations. This will be the first step towards an ever more intensive involvement of the supply chain, to make them aware of the corporate issues that concern them and facilitate their participation in the benefit and emission reduction targets.

Scope 3 carbon footprint measurement provides an opportunity to engage with suppliers on how they manage and monitor their impacts.

Value Generation: Measuring Actions and KPIs

SUSTAINABILITY

SUPPLY CHAIN- SOCIAL ASSESSMENT

The size of the company does not allow for total control, also due to the contractual dynamics with the supply chain, which does not always put Integra Fragrances in a strong bargaining position. However, a dialogue has been opened with suppliers, who will be asked at the end of the year to complete a satisfaction questionnaire about the company's operations.

This is intended to be the first step in an ever more intensive involvement of the supply chain, to make them aware of the issues that concern them and facilitate their participation in the objectives from a benefit and community impact perspective.

CUSTOMER HEALTH AND SAFETY

The Integra Fragrances fragrance system is complemented by a sanitation protocol for air and surfaces, which uses two safe, non-aggressive active ingredients. In 2024, Integra continued to invest in R&D to develop an indoor air quality (IAQ) monitoring and management program.

The redesign of the Scent Ex Machina is also in progress at the R&D level, to eliminate the polycarbonate cube and replace it with two silenced filters. Other changes are intended to maintain or even reduce the noise produced by the machine while optimizing production costs.

In addition to the economic savings resulting from the elimination of the polycarbonate cube, the project has a positive environmental impact, with the removal of a significant amount of plexiglass: 670 kg less plastic is produced for every 1,000 units.

Value Generation: Measuring Actions and KPIs

SUSTAINABILITY MATRIX

During the current reporting period, the company’s materiality matrix was updated to identify and graphically represent the most relevant environmental, social and economic issues for the company and its stakeholders. The analysis compared the company's internal perception with the external perception of stakeholders, particularly customers, suppliers, members and collaborators. For each area identified according to the parameters of the Good Enterprise model, a score from 1 (not relevant) to 4 (very relevant) was assigned based on perceived importance. The themes at the top of the matrix, shown graphically on the following page, represent strategic priorities.

These include:

- Development, welfare and achievement of workers
- Health and safety of workers
- Pollution
- Human rights.

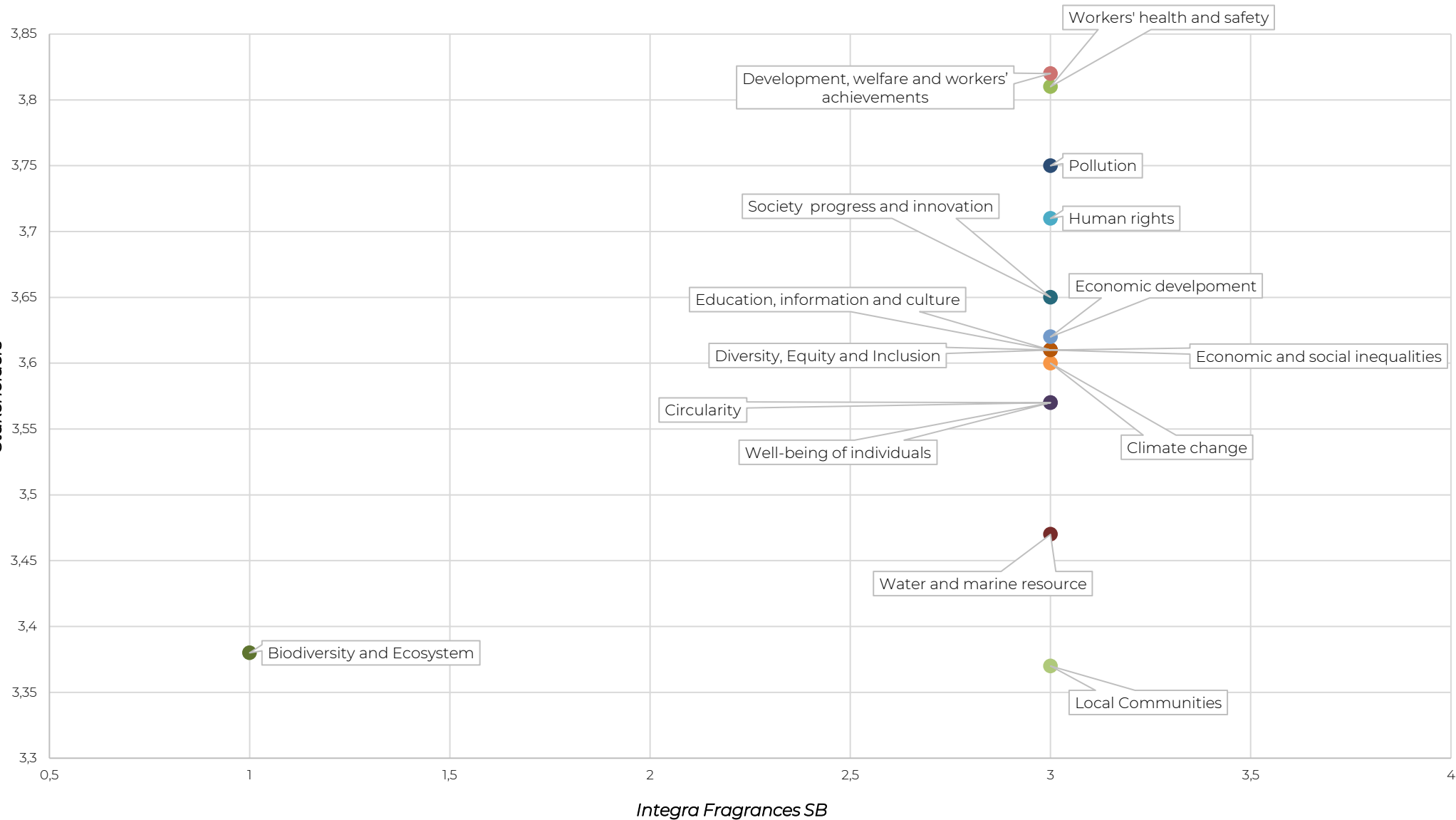
Benchmarks

0 - not applicable, 1 - highly critical, 2 - some problems, 3 - ok, but can be improved, 4 - well attended, 5- a good result, 6- a very good result, NR - not detected

Element	Company	Stakeholder
Economic and social inequalities	3	3,61
Diversity, Equity and Inclusion	3	3,61
Workers' health and safety	3	3,81
Well-being of individuals	3	3,57
Human rights	3	3,71
Climate change	3	3,60
Pollution	3	3,75
Water and marine resource	3	3,47
Biodiversity and Ecosystem	1	3,38
Circularity	3	3,57
Society progress and innovation	3	3,65
Education, information and culture	3	3,61
Economic development	3	3,62
Development, welfare and workers' achievements	3	3,82
Local Communities	3	3,37

Value Generation: Measuring Actions and KPIs

SUSTAINABILITY MATRIX



METHODOLOGICAL NOTES

This Impact Report, which covers the 2024 period, was prepared with the support of an external consultant and following the main international sustainability reporting standards.

In particular, it adheres to the GRI Standards (Global Reporting Initiative).

These frameworks were chosen to ensure the accurate and comprehensive reporting of environmental, social and governance (ESG) performance, thereby meeting the need for transparency and accountability towards stakeholders.

The document has been approved by the company's appointed Sustainability Manager and the control bodies, who have assessed the completeness and consistency of the material issues identified through the materiality analysis process. This process involved internal and external stakeholders.

The reporting scope refers only to the company's legal entity (or, if applicable, a group of companies, as specified in the document), covering all its activities and operational locations, as well as its direct impacts related to the management of the organization, during the period in question.

This Impact Report has been prepared voluntarily as a means of being accountable and transparent with stakeholders. It does not constitute a non-financial statement as defined by D.Lgs. n. 254/2016 or equivalent legislation.

Unless stated otherwise, this document has not been verified, reviewed or certified by an independent third party.

RECONCILIATION TABLES

The following tables show how the points of the GRI standards (2023) relate to the ESRS standards and the Good Enterprise self-assessment tools used to construct the questionnaires on which this report is based, according to content.

ELEMENT DESCRIPTION TABLE

GOVERNANCE	Element	Description
	COMMUNICATION AND TRANSPARENCY	The company complies with all transparency requirements, making all company information available to stakeholders (except sensitive information). The company also adopts transparency, truthfulness and respect for interlocutors in all its communication activities.
	ANTI-CORRUPTION AND CONFLICT OF INTEREST	The company has considered possible conflicts of interest or corruption risks and adopted processes and policies to manage these where they are structurally linked to the industry, geographical context, culture, or other factors.
	BASIC ORIENTATION	Describe the company's orientation according to its social role. How does the firm fulfil this role?
	SOCIAL ROLE COMMITMENT	The company make a formal commitment to play their social role. How binding is this commitment?
	TUNING IN ON ORIENTATION	Top management is committed to the company's vision, purpose and commitment.
	MANAGEMENT PROCESSES	Develop management processes that incorporate impact objectives.
	ETICAL PROCESSES	The company should have processes that are based on ethics and transparency.
	SUSTAINABILITY PROCESSES AND TOOLS	The company should equip ourselves with the tools, processes and practices that ensure social and environmental sustainability.
	PROCESSES AND TOOLS FOR STAKEHOLDER ENGAGEMENT.	Provide the necessary tools, processes and practices to ensure effective stakeholder engagement.

ELEMENT DESCRIPTION TABLE

PRODUCT	Element	Description
	CONTRIBUTION TO PEOPLE WELL-BEING	Generate a positive impact on people's quality of life (and, indirectly, on society's well-being) through their product or service in the short and long term. Provide tools, processes and practices that ensure good stakeholder engagement.
	CONTRIBUTION TO PLANET WELL-BEING	Generate a positive impact on the environment through the product/service in the short and long term (e.g. solar panels or environmental sustainability advice).
	CULTURE	Contribute to cultural growth within the sector and society at large by sharing information and knowledge. Generate a positive impact on the environment through the product/service in the short and long term (e.g. solar panels or environmental sustainability advice).
	ACCESSIBILITY AND INCLUSIVENESS	Favouring the accessibility of the product to categories with less access to it, in terms of price, distribution, information provided, etc.
	PRODUCT INNOVATION	Focusing on continuous innovation with a view to improving service to people and society.
	PRODUCT QUALITY	Offer a product/service that meets the customer's needs and fulfils the purpose for which it was purchased.
	QUALITY OF CUSTOMER RELATIONS	Taking care of the customer by combining product/service quality with a relationship characterised by friendliness, helpfulness and mutual trust.
	SAFETY AND CUSTOMER PROTECTION	The company ensures compliance with all applicable security regulations, including IT security. It strives to monitor and manage any emerging risks to protect people's safety, well-being and privacy.
	RAW MATERIALS	Design the product to reduce resource consumption and limit the environmental impact of the raw materials used.
	CUSTOMER LOYALTY	Build solid, mutually beneficial relationships with customers to guarantee the company's success through market share acquisition (short-term returns) and brand appreciation.
	CIRCULAR ECONOMY	Design the product in such a way as to minimize its environmental impact as much as possible (e.g. recyclability, disposal, reuse and durability), thereby contributing to waste reduction and the circular economy.

ELEMENT DESCRIPTION TABLE

WORK	Element	Description
	HEALTH AND SAFETY OF COLLABORATORS	The company guarantees compliance with all applicable safety regulations and aims to monitor and manage any emerging risks to prioritize the safety and well-being of people.
	DECENT WAGE	The company plans to set the minimum wage using a subsistence wage benchmark (e.g. compared with the ISTAT poverty line).
	DISPARITÀ SALARIALI	L'azienda opera in modo da non alimentare il divario economico e sociale, prestando attenzione all'equità relativa delle retribuzioni interne
	HUMAN RIGHTS	The company operates in accordance with not only human and labor rights regulations, but also ethical principles concerning the protection of people's physical and mental well-being.
	DIVERSITY & INCLUSION MONITORING	The company has considered information about diversity in the workforce, collected regularly through data collection or informal tools. This must be done in a way that respects people's dignity.
	GENDER EQUALITY	The number of women employed by the company is at least in line with industry averages, and the company is working towards having a governance structure that reflects the organization's internal diversity.
	ACCESSIBILITY	The company provides equal opportunities for everyone, regardless of gender, sexual orientation, ethnicity, disability, and so on, to access work and roles of responsibility.
	JOB CREATION AND REMUNERATION	Create work based on fair and transparent conditions, with proper payment and contracts, and in a manner appropriate to the sector, stage of company development and expectations of workers (employees, collaborators and the entrepreneur themselves).
	WELFARE AND BENEFIT	Create an environment that maximizes workers' well-being and includes measures that make it easier to balance work and personal life.
	PROSPECTS AND PROTECTION OF WORKERS	Provide workers with a sense of security regarding their work and the company's stability, in line with the company's stage of development. Provide maximum possible transparency and adopt precautionary measures at the start-up stage, in times of corporate crisis or in situations of socio-economic emergency.

ELEMENT DESCRIPTION TABLE

WORK	ROLE-PERSONAL CONSISTENCY	Ensuring consistency between the role and the skills, aptitudes and aspirations of individuals, so as to foster their professional fulfilment.
	TRAINING AND PROFESSIONAL DEVELOPMENT	Provide people with opportunities for development by planning and sharing pathways to develop skills and capabilities through training and qualified experience.
	ORGANISATIONAL CLARITY	Transmit to people a sense of their role within the company system, defining and communicating clearly and transparently roles, processes, choices, objectives (both individual and corporate) and other relevant company information.
	RELATIONS AND COLLABORATION	Stimulate collaboration, solidarity, team spirit among people, enhancing complementarity, confrontation and dialogue both among peers and between bosses and co-workers.
	ACKNOWLEDGMENT	Recognizing the contribution of individuals' work, valuing commitment and achievements, so as to foster satisfaction, motivation and participation in the project.
	VALORIZZAZIONE DELLE DIFFERENZE E INCLUSIONE	Garantire condizioni inclusive che favoriscano la piena espressione di ciascuna persona nella propria unicità e diversità; favorire l'accesso al lavoro e la qualità della partecipazione anche da parte di categorie che affrontano particolari difficoltà sul mercato del lavoro (giovani, donne, categorie fragili, etc.).
	COHESION WITH WORKERS	Create a solid and mutually beneficial relationship with suppliers, so as to foster the success of the company through effective collaboration (short-term return) and partnership with the company (long-term).

ELEMENT DESCRIPTION TABLE

ECONOMIC VALUE	Element	Description
	COMPLIANCE WITH ECONOMIC COMMITMENTS	The company consistently fulfils its obligations to creditors, including employees and suppliers, in a timely manner.
	TAXES	The company pays all taxes due and avoids aggressive or evasive tax policies.
	INCOME	Increasing the economic dimension of business.
	PROFITABILITY	Produce an economic result (EBIT- pre-tax) that is positive, consistent and coherent with the size and stage of life of the company.
	SHARING OF PROFITS WITH WORKERS	Ensure consistency between the company's economic results and the economic value generated for employees.
	POLICIES OF PRICE TO CUSTOMER	Adopt pricing policies geared towards creating a fair margin for the company.
	REMUNERATION RISK CAPITAL	Create economic value for shareholders through the distribution of dividends and the increase in value of shares.
	INVESTMENTS	Devise appropriate investment strategies to support future business development (e.g. R&D, machinery and equipment, technology, etc.).
	SUPPORT FOR THE ECONOMIC ECOSYSTEM	The creation of economic value for the sub-sector, particularly for small enterprises, and the development of a local supply chain and supplier selection process that has an impact.
	PHILANTHROPY	Possible allocation of a part of the value produced by the company to community investments, in whatever form.
	COHESION WITH SHAREHOLDERS	To create a solid and mutually beneficial relationship with the shareholders, capable of ensuring the long-term success of the company, including through the exercise of patient capital.

RECONCILIATION TABLE



Riconciliazione table GRI - SABI						
ESG	GRI Standards	ESRS	ESRS DATA POINT	EVALUATION TOOL		
				SECTION	DIMENSION	ELEMENT
	2-6	ESRS 2	SBM-1: 40 (a) i to (a) ii, (b) to (c), 42	Work	Contractual commitment and welfare	Job creation and remuneration
	2-7	ESRS 2 ESRS S1	SBM-1: 40 (a) iii; S1-6: 50 (a) to (b) and (d) to (e), 51 to 52	Work	Contractual commitment and welfare	Job creation and remuneration
	2-28	Minimum Disclosure requirements	G1: Policies, action, targets	Economic Value	Economic value sharing	Philanthropy
				Governance	Vision and commitment	Cogency commitment
	2-23	ESRS 2 ESRS G1	GOV-4; MDR-P 65 (b) to (c) and (f); G1-1: 7 and AR 1 (b)	Governance	Vision and commitment	Background Orientation
	2-9	ESRS 2 ESRS G1	GOV-1 §21, §22 (a), §23; 5 (b)	Governance	processes and tools	Management processes
	2-13	ESRS 2 ESRS G1	GOV-1: 22 (c) i; GOV-2: 26 (a); G1-3: 18 (c)	Governance	processes and tools	Management processes
	2-12	ESRS 2 ESRS G1	GOV-1: 22 (c); GOV-2: 26 (a) to (b); SBM-2: 45 (d); 5 (a)	Governance	processes and tools	Stakeholder sharing processes and tools
	2-9	ESRS 2 ESRS G1	GOV-1: 21, 22 (a), 23; 5 (b)	Governance	processes and tools	Management processes
	2-10	not covered		Governance	processes and tools	Management processes
	2-15	not covered		Governance	processes and tools	Ethical processes
	2-12	ESRS 2 ESRS G1	GOV-1: 22 (c); GOV-2: 26 (a) to (b); SBM-2: 45 (d); 5 (a)	Governance	processes and tools	Management processes
	2-12			Governance	processes and tools	sustainability processes and tools
	2-12			Governance	processes and tools	Management processes
	2-19	ESRS 2 ESRS E1	GOV-3: 29 (a) to (c); 13	Work	Contractual commitment and welfare	Job creation and remuneration

RECONCILIATION TABLE

2-20			Work	Contractual commitment and welfare	Job creation and remuneration
2-21	ESRS S1	S1-16: 97 (b) to (c)	Work	Contractual commitment and welfare	Job creation and remuneration
2-21			Work	Contractual commitment and welfare	Job creation and remuneration
2-30	ESRS S1	S1-8: 60 (a) and 61	Work	Contractual commitment and welfare	Job creation and remuneration
			Work	Contractual commitment and welfare	Prospettive e tutela dei lavoratori
2-29	ESRS 2 ESRS S1 ESRS S2 ESRS S3 ESRS S4	SMB-2: 45 (a) i to (a) iv; S1-1: 20 (b); S1-2 25, 27 (e) and 28; S2-1: 17 (b); S2-2: 20, 22 (e) and 23; S3-1: 16 (b); S3-2: 19, 21 (d) and 22; S4-1: 16 (b); S4-2: 18, 20 (d) and 21	Governance	processes and tools	sustainability processes and tools
3-2			Governance	processes and tools	sustainability processes and tools
201-1			Work	Contractual commitment and welfare	Job creation and remuneration
201-1			Economic Value	Creation of economic value	Revenues
201-2	ESRS 2 SBM-3	48 (a), (d) to (e);			
	ESRS E1	ESRS 2 SBM-3: 18; E1-3 26; E1-9 64	Economic Value	Conditions of economic-financial sustainability	Capital strength
201-3			Work	Conditions of economic-financial sustainability	Perspectives and worker protection
201-4			Economic Value	Conditions of economic-financial sustainability	Independence
202-1	ESRS S1	S1-10: 67-71; AR 72-73	Work	Contractual commitment and welfare	Job creation and remuneration

RECONCILIATION TABLE

202-2	Minimum Disclosure requirments	Policies, action, targets	Work	Professional realization	Valuing differences and inclusion
203-1	Minimum Disclosure requirments	Policies, action, targets	Economic Value	Economic value sharing	Reinvestment of profits
204-1			Social an Environmental sustainability	Environment and Society	Local Communities
205-1	ESRS G1	G1-3, AR 5	Governance	processes and tools	Ethical processes
205-2	ESRS G1	G1-3: 20, 21 (b) and (c) and AR 7-8	Economic Value	Economic value sharing	Remuneration of public services
207-1	ESRS 1	73	Economic Value	Economic value sharing	Remuneration of public services
207-2	not covered		Economic Value	Economic value sharing	Remuneration of public services
207-3	not covered		Economic Value	Economic value sharing	Remuneration of public services
207-4	not covered		Economic Value	Economic value sharing	Remuneration of public services

<div> Reconciliation table GRI - SABI</div>			<div>EVALUATION TOOL</div> <div></div>		
GRI Standards			SECTION	DIMENSION	ELEMENT
301-1	ESRS E5	E5-4: 31 (a)	Social and environmental sustainability	Environment and Society	Raw materials
301-2	ESRS E5	E5-4: 31 (c)	Product	Contribution to society	Sustainable products and services
			Social and environmental sustainability	Environment and Society	Raw materials
301-3	Minimum Disclosure requirments	Policies, action, targets	Product	Contribution to society	Sustainable products and services
			Social and environmental sustainability	Environment and Society	Raw materials
302-1	ESRS E1	E1-5: 37, 38, AR 32 (a), (c), (e) and (f)	Social and environmental sustainability	Environment and Society	Energy consumption
302-2	Minimum Disclosure requirments	Policies, action, targets	Social and environmental sustainability	Environment and Society	Energy consumption
302-3	ESRS E1	E1-5: 40 to 42	Social and environmental sustainability	Environment and Society	Energy consumption

RECONCILIATION TABLE

ENVIRONMENTAL	302-4	Minimum Disclosure requirements	E1: Policies, action, targets	Social and environmental sustainability	Environment and Society	Energy consumption
	302-5	Minimum Disclosure requirements	E1: Policies, action, targets	Social and environmental sustainability	Environment and Society	Energy consumption
				Product	Contribution to society	Sustainable products and services
	303-1	ESRS 2 ESRS E3	SBM-3 48 (a); MDR-T, 80 (f); E3: 8 (a); AR 15 (a); E3-2: 15, AR 20	Social and environmental sustainability	Environment and Society	Water and water discharges
	303-2	ESRS E2	E2-3: 24	Social and environmental sustainability	Environment and Society	Water and water discharges
	303-3	Minimum Disclosure requirements	E3: Policies, action, targets	Social and environmental sustainability	Environment and Society	Water and water discharges
	303-4	Minimum Disclosure requirements	E3: Policies, action, targets	Social and environmental sustainability	Environment and Society	Water and water discharges
	303-5	ESRS E3	E3-4: 28 (a), (b), (d) and (e)	Social and environmental sustainability	Environment and Society	Water and water discharges
	304-1	ESRS E4	E4:16 (a) i; 19 (a); E4-5: 35	Social and environmental sustainability	Environment and Society	Ecosystem and Biodiversity
	304-2	ESRS E4	E4-5: 35, 38, 39, 40 (a) and (c)	Product	Contribution to society	Sustainable products and services
				Social and environmental sustainability	Environment and Society	Ecosystem and Biodiversity
	304-3	ESRS E4	E4-3: 28 (b) and AR 20 (e);	Product	Contribution to society	Sustainable products and services
			E4-4: AR 26 (a)	Social and environmental sustainability	Environment and Society	Ecosystem and Biodiversity
	304-4	ESRS E4	E4-5: 40 (d) i	Social and environmental sustainability	Environment and Society	Ecosystem and Biodiversity
	305-1	ESRS E1	E1-4: 34 (c); E1-6: 44 (a); 46; 50; AR 25 (b) and (c); AR 39 (a) to (d); AR 40; AR 43 (c) to (d)	Social and environmental sustainability	Environment and Society	Emissions
	305-2	ESRS E1	E1-4: 34 (c); E1-6: 44(b); 46; 49; 50; AR 25 (b) and (c); AR 39 (a) to (d); AR 40; AR 45 (a), (c), (d), and (f)	Social and environmental sustainability	Environment and Society	Emissions

RECONCILIATION TABLE

305-3	ESRS E1	E1-4: 34 (c); E1-6: 44 (c); 51; AR 25 (b) and (c); AR 39 (a) to (d); §AR 46 (a) (i) to (k)	Social and environmental sustainability	Environment and Society	Emissions
305-4	ESRS E1	E1-6: 53; 54; AR 39 (c); AR 53 (a)	Social and environmental sustainability	Environment and Society	Emissions
305-5	ESRS E1	E1-3: 29 (b); E1-4: 34 c); AR 25 (b) and (c); E1-7: 56	Social and environmental sustainability	Environment and Society	Emissions
305-6	Minimum Disclosure requirements	E2: Policies, action, targets	Social and environmental sustainability	Environment and Society	Emissions
305-7	ESRS E2	E2-4: 28 (a); 30 (b) and (c); 31; AR 21; AR 26	Social and environmental sustainability	Environment and Society	Emissions
306-1	ESRS 2 ESRS E5	SBM-3: 48 (a), (c) ii and iv; E5-4: 30	Social and environmental sustainability	Environment and Society	Waste
306-2	ESRS E5	E5-2: 17 and 20 (e) and (f); E5-5: 40 and AR 33 (c)	Social and environmental sustainability	Environment and Society	Waste
306-3	ESRS E5	E5-5: 37 (a), 38 to 40	Social and environmental sustainability	Environment and Society	Waste
306-4	ESRS E5	E5-5: 37 (b), 38 and 40	Social and environmental sustainability	Environment and Society	Waste
306-5	ESRS 1	73	Social and environmental sustainability	Environment and Society	Waste
307-1			Social and environmental sustainability	Environment and Society	Waste
308-1	ESRS G1	G1-2: 15 (b)	Prodotto	Contribution to society	Sustainable products and services
			Social and environmental sustainability	Environment and Society	Supply chain - environmental assessment
308-2	ESRS 2	SBM-3: 48 (c) i and iv	Prodotto	Contribution to society	Sustainable products and services
			Social and environmental sustainability	Environment and Society	Supply chain - environmental assessment

RECONCILIATION TABLE



Reconciliation table GRI - SABI



GRI Standards			EVALUATION TOOL		
			SECTION	DIMENSION	ELEMENT
401-1	ESRS S1	S1-6: 50 (c)	Work	Contractual commitment and welfare	Job creation and remuneration
			Work	Sustainability of the organizational model	Cohesion with workers
			Work	Contractual commitment and welfare	Perspectives and worker protection
401-2	ESRS S1	S1-11: 74; 75; AR 75	Work	Contractual commitment and welfare	Welfare aziendale e benefit
			Economic Value	Sharing of economic value	Sharing with workers
401-3	ESRS S1	S1-15: 93	Work	Contractual commitment and welfare	Corporate welfare and benefits
402-1	Minimum Disclosure requirments	S1: Policies, action, targets	Work	Contractual commitment and welfare	Perspectives and worker protection
403-1	ESRS S1	S1-1: 23	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-2	ESRS S1	S1-3: 32 (b) and 33	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-3			Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-4			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-5			Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-6	Minimum Disclosure requirments	S1: Policies, action, targets	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety

RECONCILIATION TABLE

403-7	ESRS S2	S2-4: 32 (a)	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-8	ESRS S1	S1-14: 88 (a); 90	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-9	ESRS S1	S1-4: 38 (a); S1-14: 88 (b) and (c); AR 82	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
403-10	ESRS S1	S1-4: 38 (a); S1-14: 88 (b) and (d); 89; AR 82	Work	Contractual commitment and welfare	Occupational Health and Safety
			Social and environmental sustainability	Environment and Society	Occupational Health and Safety
404-1	ESRS S1	S1-13: 83 (b) and 84	Work	Development and participation	Training and professional development
404-2	ESRS S1	S1-1: AR 17 (h)	Work	Contractual commitment and welfare	Perspectives and worker protection
			Work	Development and participation	Training and professional development
			Work	Contractual commitment and welfare	Organizational clarity
404-3	ESRS S1	S1-13: 83 (a) and 84	Work	Development and participation	Training and professional development
405-1			Work	Contractual commitment and welfare	Job creation and remuneration
	ESRS 2 ESRS S1	GOV-1: 21 (d); S1-6: 50 (a); S1-9: 66 (a) to (b); S1-12: 79	Work	professional fulfillment	Valorizzazione delle differenze e inclusione
			Social and environmental sustainability	Environment and Society	Diversity and Non-Discrimination
405-2	ESRS S1	S1-16: 97 and 98	Work	professional fulfillment	Valorizzazione delle differenze e inclusione
			Social and environmental sustainability	Environment and Society	Diversity and Non-Discrimination
406-1	ESRS S1	S1-17: 97, 103 (a), AR 103	Work	professional fulfillment	Valorizzazione delle differenze e inclusione
			Social and environmental sustainability	Environment and Society	Diversity and Non-Discrimination

SOCIAL

RECONCILIATION TABLE

407-1	Minimum Disclosure requirements	S1&S2: Policies, action, targets	Work	Contractual commitment and welfare	Quality of supplier relationships
			Work	Contractual commitment and welfare	Quality of supplier relationships
			Social and environmental sustainability	Environment and Society	Human and Labor Rights
409-1	ESRS S1	14 (f); S1-1: 22	Work	Contractual commitment and welfare	Quality of supplier relationships
	ESRS S2	11 (b); S2-1: 18			
410-1			Social and environmental sustainability	Environment and Society	Human and Labor Rights
	Minimum Disclosure requirements	S3: Policies, action, targets	Work	Contractual commitment and welfare	Perspectives and worker protection
411-1	ESRS S3	S3-1: 16 (c), AR 12; S3-4 30, 32 (b), 33 (b), 36	Social and environmental sustainability	Environment and Society	Human and Labor Rights
412-1			Work	Contractual commitment and welfare	Welfare aziendale e benefit
			Social and environmental sustainability	Environment and Society	Human and Labor Rights
412-2			Work	Contractual commitment and welfare	Perspectives and worker protection
			Social and environmental sustainability	Environment and Society	Human and Labor Rights
412-3			Social and environmental sustainability	Environment and Society	Human and Labor Rights
413-1	ESRS S3	S3-2: 19; S3-3: 25; S3- 4: AR 34 (c)	Social and environmental sustainability	Environment and Society	Local Communities
413-2	ESRS 2 ESRS S3	SBM-3 48 (c); 9 (a) i and (b)	Social and environmental sustainability	Environment and Society	Local Communities
414-1			Work	Contractual commitment and welfare	Quality of supplier relationships
	ESRS G1	G1-2: 15 (b)	Social and environmental sustainability	Environment and Society	supply chain - social assesment
414-2	ESRS 2	SBM-3: 48 (c) i and iv	Social and environmental sustainability	Environment and Society	supply chain - social assesment

RECONCILIATION TABLE

			Product	Contribution to society	Sustainable products and services
416-1	Minimum Disclosure requirments	S4: Policies, action, targets	Product	Offer quality	Customer Health and Safety
			Social and environmental sustainability	Environment and Society	Customer Health and Safety
			Product	Offer quality	Customer Health and Safety
416-2	ESRS S4	S4-4: 35	Social and environmental sustainability	Environment and Society	Customer Health and Safety
			Product	Offer quality	Customer Health and Safety
417-1			Social and environmental sustainability	Environment and Society	Customer Health and Safety
			Product	Offer quality	Customer Health and Safety
417-2			Social and environmental sustainability	Environment and Society	Customer Health and Safety
			Product	Offer quality	Customer Health and Safety
417-3			Social and environmental sustainability	Environment and Society	Customer Health and Safety
418-1			Social and environmental sustainability	Environment and Society	Customer Health and Safety
419-1			Economic Value	Sharing of economic value	Remuneration of public services