IMPACT REPORT 2025

INTEGRA FRAGRANCES

Index

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 COMPANY

The company goes beyond the traditional concept of fragrance, offering a “smart” air quality program, which includes sensors and reporting features, that combines fragrance with continuous monitoring of indoor air quality.

Integra Fragrances has been a Benefit Company since 2021 and last year was awarded the Gender Equality Certification, confirming its commitment to promoting an inclusive and equitable corporate culture. To accelerate its growth, Integra Fragrances has entered into a strategic partnership with Vranjes Firenze, a leading Florentine perfume house with over forty years of heritage. Vranjes Firenze's acquisition of a 51% stake in the company has created a new center of excellence in luxury home fragrances.

INTEGRA FRAGRANCES SPA

OUR VALUES

01	02	03	04	05
Cu	In	Wb	Cs	Ed
Customization	**In**novation	**W**ell-**b**eing	**C**ustomer **s**atisfaction	**E**xclusive **d**esign

Learn more about our values and discover more about our Purpose. Visit the dedicated page!

La “Buona Impresa” Model (The Good Entreprise Model)

THE REFERENCE MODEL

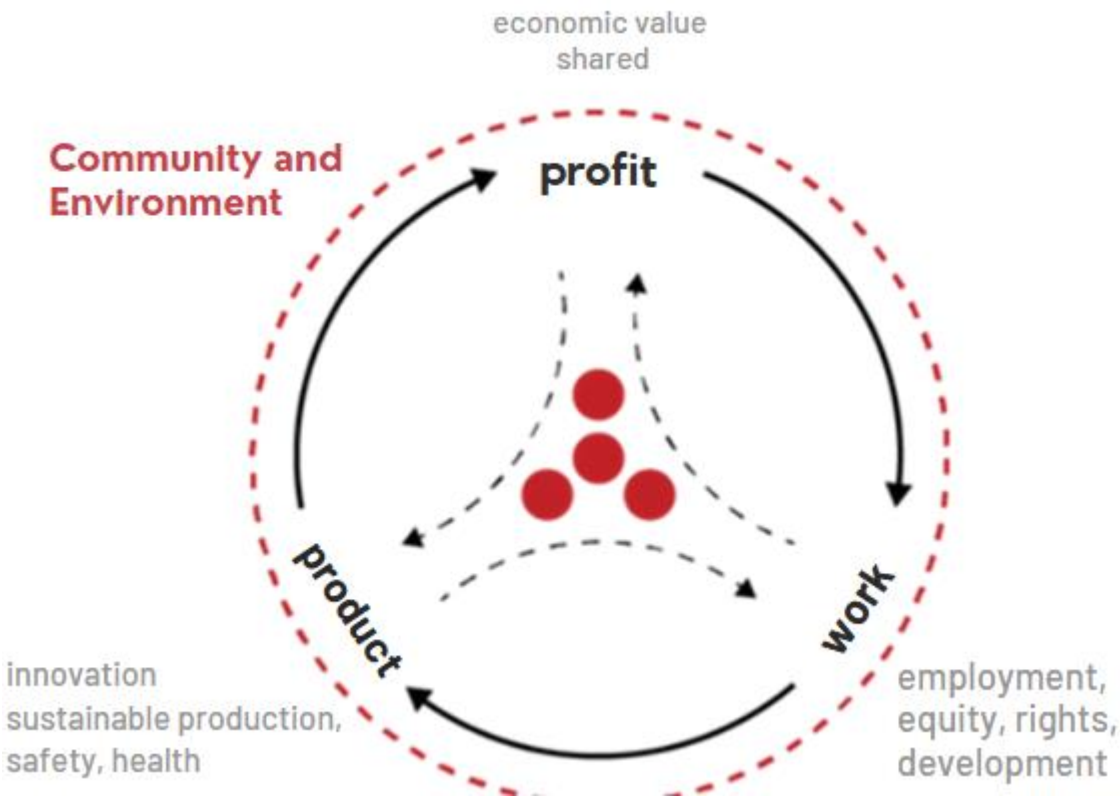
Work, product and profit are the three pillars of any business. Each has a natural counterpart among direct stakeholders: employees, customers and investors.
That alone makes the enterprise a significant social actor. We all use what companies make and would struggle without it; many of us work for them or with them; and anyone who does not keep their savings under the mattress is an investor, directly or indirectly.

If that is the essence of business, then business is also a complex system. It interacts with every other part of society — often indirectly — and shapes how that society develops, for better or worse.

It interacts with the planet just as directly, consuming and transforming finite resources. A business creates value and shares it with society; it also uses up resources, and should do so responsibly. That is what defines the enterprise and its role. And because every role carries a responsibility, the enterprise can be held to account and assessed.

The Buona Impresa self-assessment tool guides that assessment and the reporting that follows. What comes out of it is entirely up to the company.

The tool does not produce an objective rating or a third-party certification. What it offers is a set of criteria for companies that want to look at themselves from the outside and tell their story to stakeholders through that lens.



La “Buona Impresa”

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), Labor (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 Significant Harm" (DNSH).

PURPOSE OF THE COMMON GOOD

For Integra Fragrances, being a Benefit Company means pursuing a broader purpose without giving up competitiveness: creating value beyond profit by spreading an olfactory culture that respects the environment, customers, stakeholders and society as a whole.

Working from a systemic view and engaging its stakeholders, Integra Fragrances pursues four objectives:

- Offer quality products and services that meet the needs of civil society and promote positive, responsible behavior;
- Provide people with opportunities for work and professional fulfillment;
- Generate wealth that directly or indirectly benefits the communities in which it operates;
- Spread a culture of fragrance that raises awareness of scent as a source of well-being.

INVOLVING STAKEHOLDERS

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

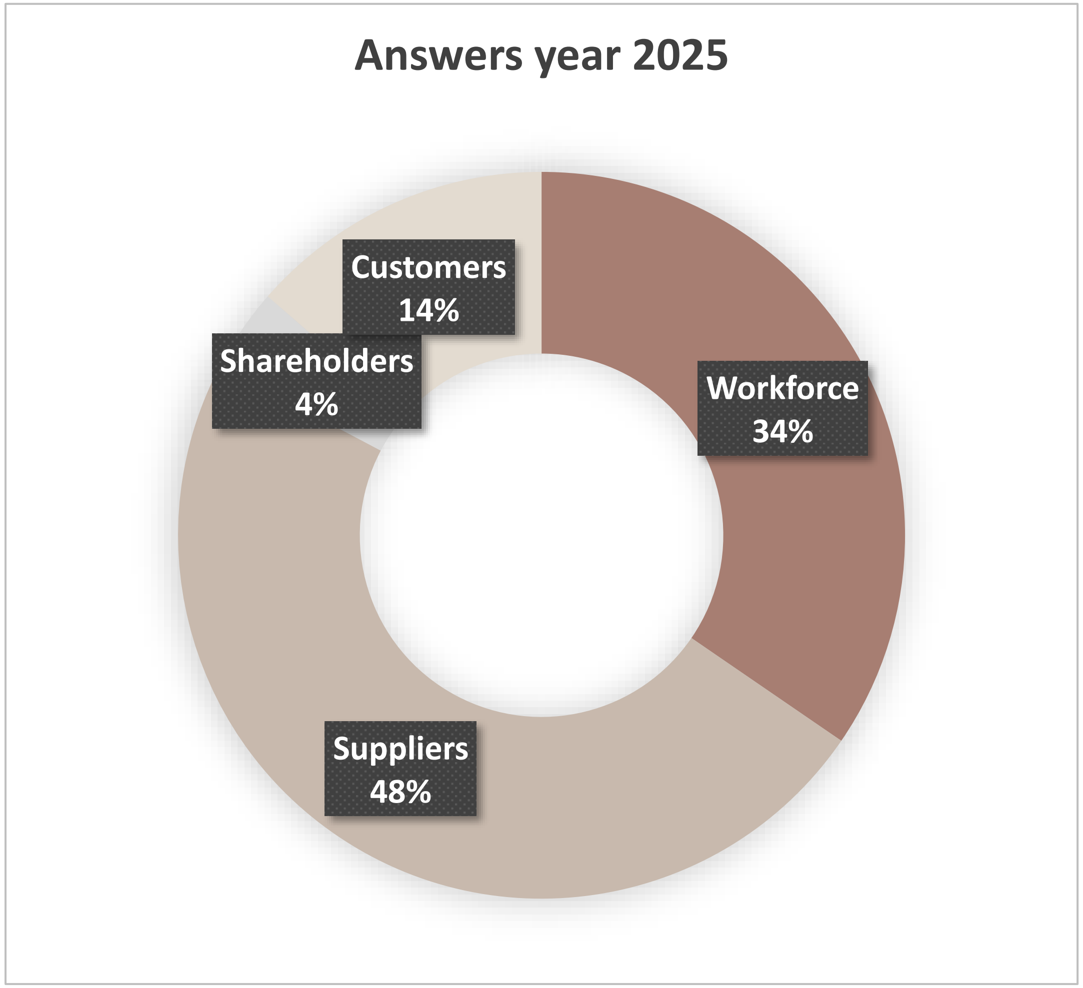
Stakeholders should be distinguished from shareholders and can include anyone with a significant interest in the success of the product/service.

During the year 2025, Integra Fragrances involved its stakeholders in the fourth 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 2025.

Specifically, the questionnaires collected

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



81 STAKEHOLDERS WERE INVOLVED

VALUE CREATION: Assessment

IMPACTS CHECKLIST

Following the 'Buona Impresa' model, we have continued to map our impacts and carry out the resulting risk assessments — Governance, Product and Labor.

● Requirement fulfilled ● Requirement in definition ● Requirement not fulfilled

10/10 Requirements fulfilled

IMPACT AREA	ASSESSMENT
GOVERNANCE	
Communication and transparency	Fulfilled
Prevention of corruption and conflicts of interest	Fulfilled
PRODUCT	
Customer health and safety	Fulfilled
WORK	
Workforce health and safety	Fulfilled
Decent wage	Fulfilled
Wage inequalities	Fulfilled
Human rights	Fulfilled
Diversity & Inclusion	Fulfilled
Gender Equality	Fulfilled
Accessibility	Fulfilled

VALUE CREATION: Assessment

IMPACTS CHECKLIST

Following the Buona Impresa model, we continued to map impacts and assess risks — Economic Value and Sustainable Operations

- Requirement fulfilled
- Requirement in definition
- Requirement not fulfilled

2 not applicable requirements

IMPACT AREA	ASSESSMENT
ECONOMIC VALUE	
Compliance with economic commitments	Fulfilled
Taxes	Fulfilled
SUSTAINABLE OPERATIONS	
Decent wage in the value chain	Fulfilled
Local communities	Fulfilled
GHG reduction	Fulfilled
Reducing resource consumption	Fulfilled
Reducing pollution	Fulfilled
Reducing water discharges	Not applicable
Reducing impact on biodiversity	Not applicable

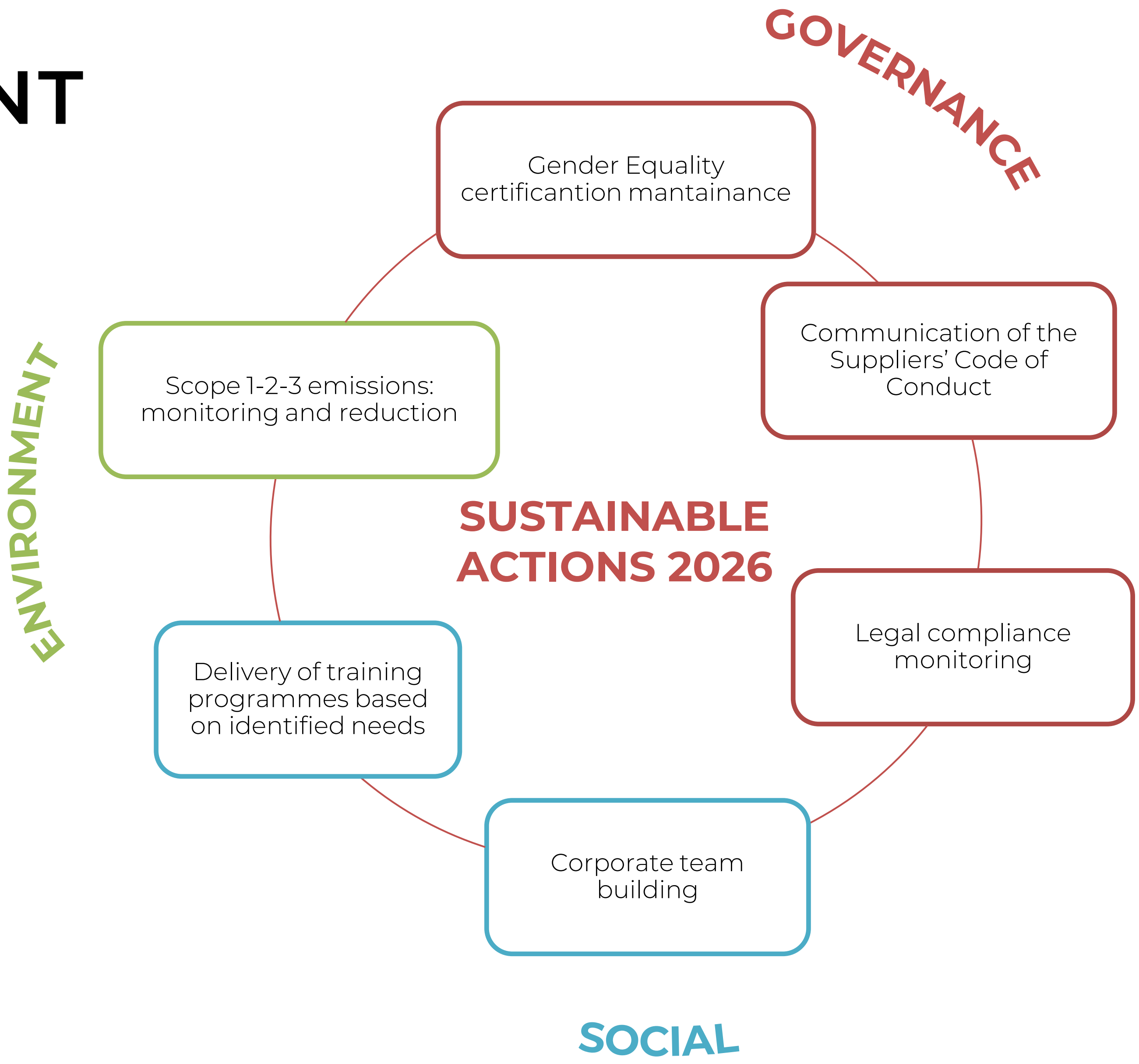
INTEGRA FRAGRANCES

THE 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 team activities continued throughout 2025.

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 2026 and report on in the next Impact Report.

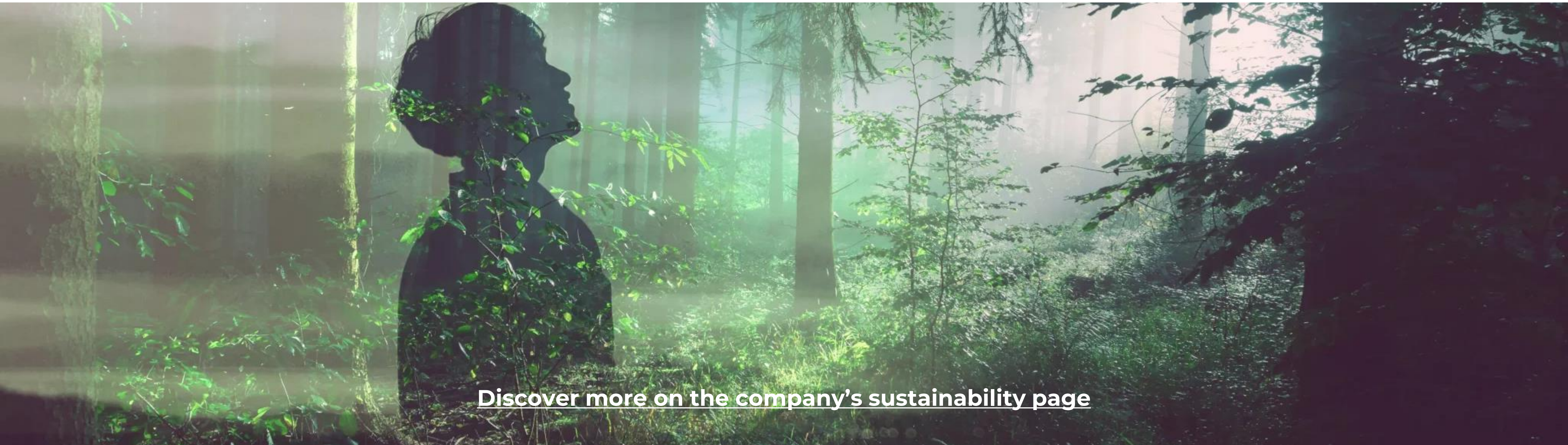


THE CREATION OF VALUE

ACTIVITIES IN 2025

On the following pages, you will find the results of the stakeholder surveys for the 2025 year and the company's shared value activities according to the Buona Impresa framework.

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



VALUE GENERATION
GOVERNANCE

The model begins by examining the Buona Impresa'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

Sustainability TEAM

The sustainability team, set up in 2023, became fully operational during the year, working systematically on the company's ESG goals and the activities behind them.

It met regularly and brought together people from every business function of Integra Fragrances.

Its remit covered:

- Conducting a materiality analysis to identify the sustainability issues that matter most to the company and its stakeholders;
- Engaging stakeholders through structured listening and discussion sessions;
- Drafting this Impact Report, which sets out the actions taken and the results achieved;
- Adopting a Sustainability Plan with clear, measurable objectives;
- Assigning internal responsibilities so that ESG issues are monitored continuously;
- Training and involving management, which is central to spreading a culture of sustainability across the company.

Value Generation

GOVERNANCE

Code of ethics

Integra Fragrances aims to become a world leader in the use of scent for communication and branding. We work in partnership with our customers, keep pace with technology, and deliver services of medium to high complexity, judged on fit and quality. Honesty, moral integrity, transparency, innovation, reliability and a sense of responsibility underpin everything we do, and reflect a strong, recognized cultural identity.

The company pursues that mission through a set of processes designed to make it the reference point for anyone who sees scent as a defining way to transform an environment, using state-of-the-art fragrance technology. In this context, Integra Fragrances needs to state clearly what it values and how it behaves, inside and outside the company. This Code of Ethics is the tool for doing so: it sets out the standards of conduct that employees, staff and management are expected to follow every day, in line with the company's values. Integra Fragrances is committed to explaining the meaning of its actions openly, to build participation, recognition and trust among the people and communities it works with.
You can consult the document on the company’s website by clicking here.

Value Generation

GOVERNANCE

Whistleblowing

In 2024 Integra Fragrances implemented an internal procedure for reporting unlawful conduct, even though it does not fall within the size thresholds set out under Legislative Decree 24/2023 on whistleblowing. The procedure draws on the principles of the whistleblowing legislation and confirms the company's commitment to transparency, integrity, and the protection of the people involved in its activities.

The procedure, adopted in its first version in August 2024 and updated in December of the same year, allows a wide range of people — employees, collaborators, suppliers and sub-suppliers, freelance professionals, volunteers, interns, former employees, and even candidates in a selection process — to report unlawful conduct they have become aware of in the course of their work, including violations relating to gender equality and workplace bullying.

Reports may be submitted in written or oral form, anonymously or not, through a dedicated form published on the company website or in a direct conversation. Reports are managed by the Gender Equality Steering Committee, which guarantees a response to the reporting person within 10 days of the report being taken up, and within 4 months for the outcome of the investigation.
The procedure also provides specific protections against any form of retaliation toward those who report in good faith, as well as the possibility, if the internal report goes unaddressed, of turning to the external channels provided for by law (the National Anti-Corruption Authority, ANAC).

Value Generation

GOVERNANCE

Gender equality certification

With the aim of fulfilling its mission to the best of its ability and in line with its strategic vision, in 2024, Integra Fragrances SpA initiated the process of adopting a Gender Equality Management System compliant with UNI/PdR 125:2022, a valuable tool for ensuring gender equality in terms of the representation and professional development of women, promoting an inclusive culture and implementing processes designed to foster women's empowerment.

UNI/PdR 125:2022 is the national reference standard that defines the requirements for the adoption of a Gender Equality Management System (GEMS) within organizations. The system is based on a principle of two-way gender equality: it introduces key performance indicators (KPIs) across six areas: culture and strategy, governance, HR processes, growth opportunities, pay equity, parental support and work-life balance, which are applied and monitored for all staff members, regardless of gender, with the aim of reducing any gaps in both directions (e.g. including men's access to work-life balance measures, parental leave and part-time work).

In 2025, Integra Fragrances has obtained the certification UNI/PdR 125:2022.

Value Generation

GOVERNANCE

Tools and processes for sustainability

Implementing tools, processes and practices that ensure social and environmental sustainability.

The company takes a structured approach to social and environmental sustainability, with tools and practices that match its stated objectives.

These include:
- a materiality analysis that identifies the sustainability issues most relevant to the company and its stakeholders;
- stakeholder engagement through structured listening and dialogue;
- an Impact Report setting out the actions taken and the results achieved;
- a Sustainability Plan with clear, measurable objectives;
- internal responsibilities assigned so that ESG issues are monitored continuously;
- training and involvement of management to help spread a culture of sustainability;
- Gender Equality certification.

Value Generation

GOVERNANCE

Gender equality commitment

Achieving the certification marks the first step in a process of implementing gender equality policies, aimed at reducing the gender gap, with benefits for staff well-being, as well as reputational and ethical implications.

The operational commitments undertaken by Integra Fragrances are explicitly directed at all people, regardless of gender: the selection and recruitment of qualified staff, ensuring equal career opportunities, equal pay for equal work, and the prevention of all forms of physical, verbal and digital abuse in the workplace.

The specific policies set out in the Strategic Plan cover six areas:

- Selection and recruitment;
- Career management;
- Pay equity;
- Parenting and care responsibilities, with additional opportunities beyond those provided for in the National Collective Labor Agreement (CCNL);
- Work-life balance;
- Prevention of all forms of physical, verbal and digital abuse (harassment) in the workplace.

The policy is monitored and implemented by the Gender Equality Steering Committee, an external body separate from the Sustainability Team, with periodic reviews of the objectives. The policy is communicated to all staff via internal communications and publication on the company website.

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.
Its articles of association commit the company to making a positive impact on the environment and on society, and to building a culture based on inclusion, fairness and gender equality. Environmental and social sustainability is a core asset for the business.
The Benefit Company model moves the idea of a business forward: profit sits alongside a commitment to shared value and positive impact, and stakeholders get transparent tools to measure the results.
That commitment is written into the company's corporate purpose and turned into an action plan with measurable objectives and results that can be tracked over time — among them equal opportunity, diversity and gender equality, in line with the principles of the Gender Equality Certification.

For Integra Fragrances, being a Benefit Company means pursuing a broader purpose without giving up competitiveness: creating value beyond profit by spreading a fragrance culture that respects the environment, customers, stakeholders and the wider community.

VALUE CREATION

GOVERNANCE

Management processes

To put in place management processes that incorporate impact objectives.

Impact objectives are now embedded in how the business runs, and the work continues. Following Integra Fragrances' entry into the L'Occitane Group — through Vranjes Firenze's acquisition of 51% of its share capital — the company has moved further to strengthen its governance models and organizational processes.

Sustainability and impact objectives are increasingly built into strategic planning, decision-making, governance and the way management is assessed, giving the whole approach more structure.

The same push covers the digitalization of business processes, including the move to cloud infrastructure. The aim is better information sharing, traceable processes, stronger data security and greater operational efficiency — management that is more transparent, more integrated and focused on continuous improvement.

Value Generation

GOVERNANCE

Ethical processes

To put in place processes that ensure ethical conduct and transparency.

The Code of Ethics, the Supplier Code of Conduct, the Gender Equality Policy and the whistleblowing scheme are the tools through which Integra Fragrances promotes a corporate culture based on ethics, integrity, transparency and accountability, ensuring fairness in decision-making processes and in relations with all stakeholders.

The company can also count on strong alignment from senior management with regard to its vision, purpose and corporate commitment. Shareholders, management and staff share a common vision centered on the importance of ESG issues.
It is a widespread belief that ethics, people's well-being, the creation of a positive working environment and a commitment to sustainability are fundamental elements for the success and growth of the business.

Value Generation

GOVERNANCE

Sustainability Certifications

ECOVADIS

During the year, the company underwent a sustainability assessment by EcoVadis, an independent body recognized internationally for its analysis of ESG (environmental, social and governance) performance.
Following the assessment, the organization achieved an overall score of 60 out of 100, an increase of 4 points compared with the 2024 assessment (56/100).

The most significant improvements were recorded in the following areas:
-Labor and Human Rights, thanks to the attainment of Gender Equality certification (UNI/PdR 125:2022)
-Ethics, thanks to better structuring of internal processes

Improvement efforts in 2026 will focus on this latter area, with the goal of further strengthening overall performance.

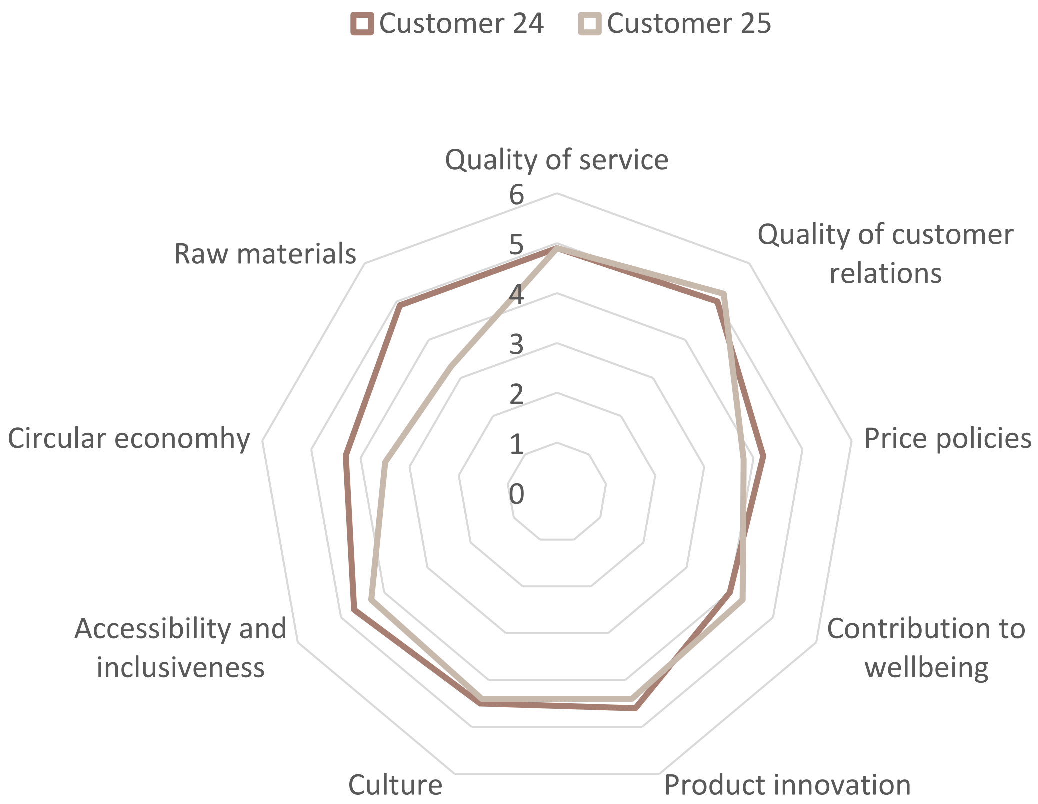
Environment · Ethics · Labor practices and Human Rights· Sustainable Procurements

VALUE GENERATION
PRODUCT

In the Buona Impresa model the product is not only something to sell. It is also a way to make a positive impact: it creates value by meeting a real need, improving people's lives and contributing to collective well-being.

Value Generation: Assessment

PRODUCT



Element	Customer 25	Customer 24
Quality of service	4.9	4.9
Quality of customer relations	5.2	5
Price policies	3.8	4.2
Contribution to well-being	4.3	4
Product innovation	4.4	4.6
Culture	4.4	4.5
Accessibility and inclusiveness	4.3	4.7
Circular economy	3.5	4.3
Raw materials	3.3	4.9

Benchmarks

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

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

Integra Fragrances turns a customer's brand identity into scent, and the quality of those relationships is one of its strengths. The same approach works for products designed for a space or for sale, for gifting and for corporate communication, within a long-term branding strategy.

The 2025 questionnaires confirm how much the company invests in strong, lasting customer relationships.

Integra Fragrances scored 5.2 out of 6, up 0.2 points on 2024. The trend confirms that the approach works with new and long-standing customers alike.

Customer health and safety

Fragrance use is heavily regulated, and the company meets every applicable requirement to protect customers and end users.
Integra invests in in-house expertise in fragrance development and regulatory oversight to strengthen that position further.
Beyond the rules governing cosmetics and hazardous mixtures, the company applies its own regulatory policy, which is more precautionary still, and runs regular toxicological assessments so that its diffusion systems are demonstrably safe.

Value Generation: Measuring Actions and KPIs

PRODUCT

Contribution to the planet well-being

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, CO_2, humidity and radon) in real time is one step towards this goal. The aim is to act on 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 liters to reduce the frequency of replacement — the fragrance lasts longer — and the number of canisters to be disposed of.

In support of this commitment, the 2025 GHG inventory, prepared with technical support from an external partner, confirms a trend consistent with the proposed initiatives.

Integra Fragrances' total emissions fell from 494.01 to 482.34 tCO_2e (-2.36%), with a more pronounced reduction in Scope 3 (-4.91%, from 426.15 to 405.21 tCO_2e).

It should be noted that this figure reflects the organization's overall carbon footprint according to the GHG Protocol and cannot be attributed solely to the product initiatives described here (canister capacity, sensors); the correlation is indicative, not causal.

Value Generation: Measuring Actions and KPIs

PRODUCT

Contribution to people well-being

With installations in customers' stores around the world, Integra's fragrances contribute to people's well-being through a positive, distinctive sensory experience that evokes pleasant emotions. We are also promoting and delivering an increasing number of olfactory experiences, reaching an ever wider audience. These include our pro bono collaboration with the Fondazione Istituto dei Ciechi di Milano (Blind Institute of Milan), which helped turn “Dialogo nel Buio” into a multisensory well-being experience that highlights the role of the sense of smell in perception and emotion.

Our remotely controlled diffusers are also supported by sensors that report air quality (VOCs, PM, CO_2, humidity, radon) in real time, with a view to acting on the ventilation and diffusion systems so as to ensure the highest level of pleasantness and healthiness of the environment at all times, while minimizing energy impact.

Finally, our collaboration with Accademia del Profumo remains active; its mission is to spread a culture of perfume and of the well-being it brings.

Value Generation: Measuring Actions and KPIs

PRODUCT

Product innovation

Innovation defines how the company works in its sector. In 2022 Fondazione COTEC presented Integra with the National Innovation Award on behalf of the President of the Italian Republic.

Integra's innovation runs along two tracks.

- The first is fragrance development, where the company selects partners that bring the most advanced extraction techniques and the most sustainable production practices.
- The second is diffusion technology, which keeps getting better at cutting liquid consumption and reducing maintenance visits while monitoring the air quality of the spaces where the devices operate.

A neuromarketing study is also under way, measuring how consumers respond to brands that use an olfactory branding strategy.

Value Generation: Measuring Actions and KPIs

PRODUCT

Circular Economy

Integra's business model is circular by design.
Unlike most consumer products, scent diffusion consumes very little: the fragrance itself and, where used, the packaging of refill containers. The service rests on the diffusers, built to last and to stay installed at the customer's site until they wear out. That structure keeps waste far below what fast-moving goods or frequent replacements generate.
Larger canisters reinforce the effect. Moving from 3 to 5 liters means fewer refills, and fewer containers to dispose of.
During the year we launched individual projects and process changes to cut environmental impact further.

They remain fragmented. Pulling them into one cross-functional strategy is the next step — above all for what happens at the end of a device's life, where recovering, repairing and recycling components is still not formalized.

Value Generation: Measuring Actions and KPIs

PRODUCT

AUTONOMY AND PRODUCTIVE INDEPENDENCE

The company's size and business model make supply chain control difficult, but continuity of service matters for long-term customer relationships. Three areas stand out.

- Devices: the recent redesign of the technology, together with careful selection of components and suppliers, has tightened control of the chain.
- Fragrances: essence suppliers deliver the volumes needed, so there is no risk of product scarcity.
- Finished-product packaging (eau de toilette, home fragrances, candles): component availability depends increasingly on planning large volumes far ahead, which sometimes makes it impossible to meet customer requests quickly.

ACCESSIBILITY AND INCLUSIVENESS

Integra brings the olfactory experience to the public through installations at customer sites, and events in public spaces widen that audience further. Its initiatives reach retail, banking, healthcare, museums, entertainment and transport. Training for universities and postgraduate programs adds another channel for presenting the company's services and products.

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.

Value Generation: Measuring Actions and KPIs

PRODUCT

Culture

For a company of this size, the reach of its work on olfactory culture is considerable, both in people reached and in initiatives run. Writing that commitment into the corporate purpose shows the company cares about creating cultural value, not only about growing the business.
It spreads olfactory culture through:

- · media publications, social media, talks and conferences;
- · internal training, and training for customers and their brands — including the Fragrance Training Academy for their sales teams;
- · workshops, university field projects, dissertation supervision and lectures.

Inside the company, Integra builds a culture of inclusion and well-being: gender equality, work-life balance, flexible working and an organization attentive to individual needs. The quality of the working environment is what allows people, and the company, to grow.

Value Generation: Measuring Actions and KPIs

PRODUCT

Intercepting and reacting to needs

Every client gets a tailored approach. Few clients arrive knowing what olfactory branding can do, so Integra studies each one's sector and positioning before proposing anything. Active olfactory branding consultancy is part of the service.

The end-of-year questionnaires bear this out: clients rate highly Integra's ability to read and answer their specific needs.

Customer engagement

The company keeps growing and is consolidating its position in a fragmented market offering new opportunities. Alongside defending its share, it is exploring new ones. The shape of the customer portfolio shows how well it builds and holds long-term relationships with its largest clients — the basis for understanding their needs and deepening the relationship.

The work is consistently well received: within major groups in luxury, hospitality and other sectors, the number of brands Integra works with has grown steadily.

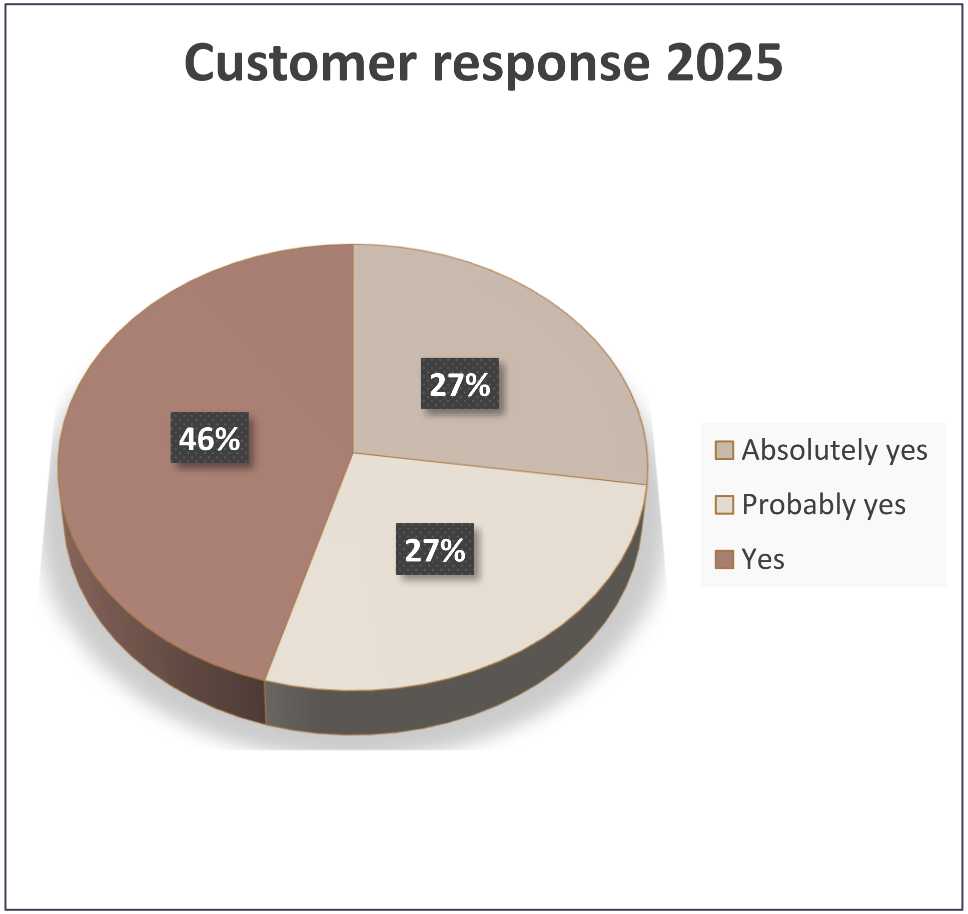
INTEGRA FRAGRANCES SPA

THE CUSTOMERS' POINT OF VIEW

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

Integra Fragrances involved its customers in filling out the company evaluation survey against the Benefit Company parameters.
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 2026 will be to involve more customers in the survey and develop an even more sustainable offer.

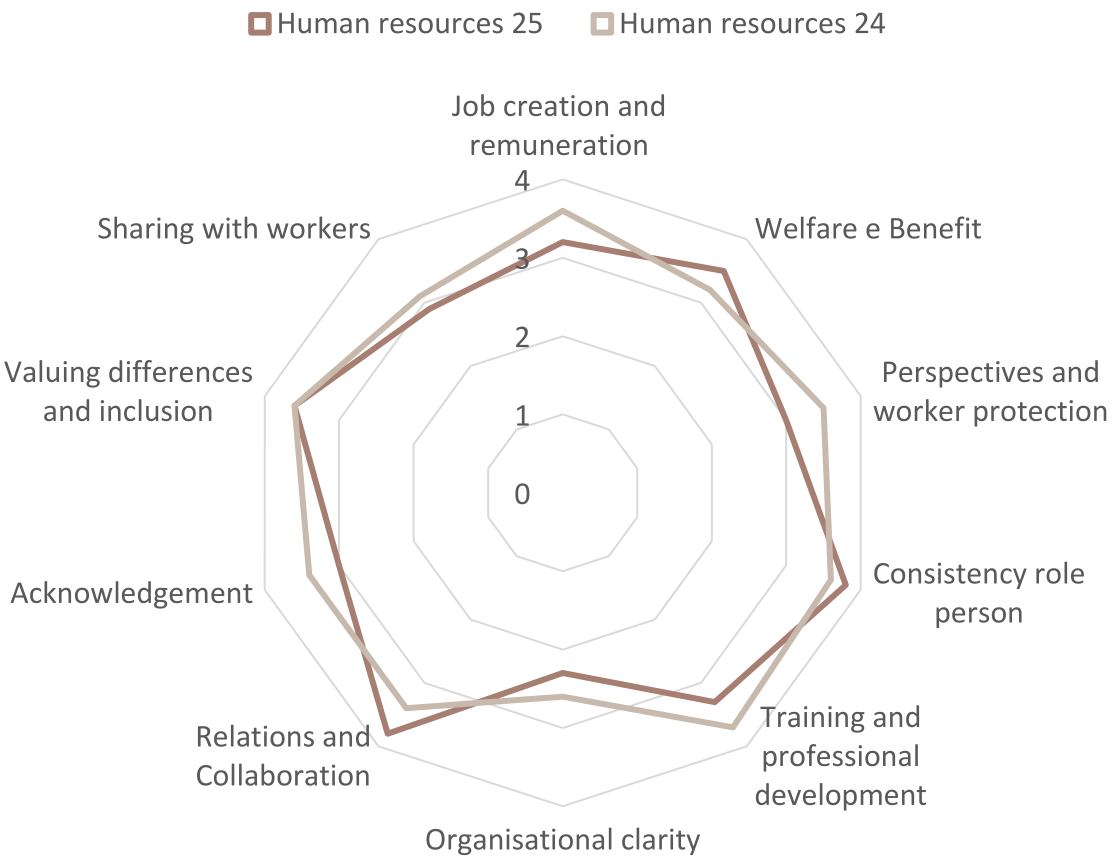


VALUE GENERATION
WORK

Work is not just a paid service; it is also a place of personal fulfillment, 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: Assessment

WORK



Element	HR 25	HR 24
Job creation and remuneration	3.2	3.6
Welfare and benefits	3.5	3.2
Perspectives and worker protection	3.0	3.5
Role-person fit	3.8	3.6
Training and professional development	3.3	3.7
Organizational clarity	2.3	2.6
Relations and Collaboration	3.8	3.4
Acknowledgment	3.0	3.4
Valuing differences and inclusion	3.6	3.6
Sharing with workers	2.9	3.1

Benchmarks

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

Integra's People by the Numbers

WORK

The data regarding the company's workforce are confirmed as of March 31, 2026, the closing date of the fiscal year, which was set on an exceptional basis following the acquisition by Vranjes Firenze.

At the end of the 2025 reporting period, the company's workforce consisted of 24 employees, up from 17 in 2024.

Distribution by age
- < 30: 9 employees (37.5%)
- 30-50: 13 employees (54.2%)
- > 50: 2 employees (8.3%)

Distribution by qualification
- Managers: 0
- Executives: 2 (8.3%) — 1 female, 1 male, both 30-50
- Employees: 20 (83.3%) — 12 females, 8 males
- Workers: 2 (8.3%) — 2 males (1 <30, 1 >50)

Distribution by gender
- Females: 13 of 24 (54%)
- Males: 11 of 24 (46%)

	< 30	30-50	> 50
Managers	**0**	**0**	**0**
Female			
Male			
Executives	**0**	**2**	**0**
Female		1	
Male		1	
Employees	**8**	**11**	**1**
Female	4	7	1
Male	4	4	
Workers	**1**	**0**	**1**
Female			
Male	1		1
Total	**9**	**13**	**2**

Integra's People by the Numbers

WORK

CONTRACT TYPE

- Permanent: 24 out of 24 (100%) — 11 men, 13 women
- Fixed-term: 0
- Guaranteed-hour contracts: 0

WORK SCHEDULE

Most employees (23 out of 24) work full-time (11 men and 12 women). There is 1 part-time contract (female).

Non-employees whose duties are supervised by the organization: 3

2025 HIRINGS

In 2025, 11 new employees were hired to join the company's workforce

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.

The data shows a slight decline in the perception of the area under analysis (-0.4 points). The company intends to conduct a more in-depth analysis in 2026 of the factors behind this decline, including an assessment of the extent to which workforce turnover may have affected the results, and is committed to identifying targeted actions to improve employees’ perception of fairness and transparency in compensation.

Decent Wage

The salary analysis shows that the lowest wage paid at Integra is 22% above the adjusted minimum for the company's lowest grade under the National Collective Labor Agreement (CCNL), the sector-wide agreement that sets minimum pay in Italy.

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

WELFARE AND BENEFITS

Management continues to focus on this area with the aim of improving employee satisfaction.
The company supports its employees' family well-being through work arrangements such as a remote work policy and flexible work hours, designed to promote a balance between professional and personal life and to meet employees' actual needs.

To help new parents balance parenting with work and foster a culture where both parents collaborate in family care, Integra Fragrances offers new parents remote work options, additional days off, flexible hours, and one-time benefits, such as the baby bonus.

The impact of the policies promoted by the company over the past few years is also reflected in the survey results, which show a slight improvement (+0.3). The sustainability team will continue its work to integrate this issue and develop new initiatives aimed at improving the work-life balance for Integra's employees.

Value Generation: Measuring Actions and KPIs

WORK

Safety in the workplace

The company looks after the health of its people and the safety of its premises, and beyond compliance it works to keep the environment healthy and comfortable.

ACTIVITIES CARRIED OUT IN 2025

Seven employees completed general and specific safety training, four hours each and tailored to the work they do: 28 hours in total.

RLS Training

The employee appointed as Workers' Safety Representative (RLS) completed a four-hour refresher course on health and safety.

An in-house first aid course (four hours) and a refresher for fire prevention officers (eight hours) were also delivered.

HOURS OF TRAINING FOR A SAFER WORKPLACE in 2025: 42

Value Generation: Measuring Actions and KPIs

WORK

Employee Prospects and Protection

The average score for “Employee Prospects and Protection” in the 2025 employee survey stands at 3.0, down from the 3.5 recorded in 2024 and 2023.
2025 was a year of change for the company, marked by Vranjes Firenze’s acquisition of a 51% stake in Integra Fragrances, announced in November. The survey results likely also reflect the impact of this corporate transition on employees’ perception of stability.

For 2026, the company is committed to strengthening internal communication regarding development plans and employment prospects, in line with the principle of maximum transparency that the “Buona Impresa” model requires, particularly during times of corporate change.

Acknowledgment

The company places great importance on recognizing, not just financially, the work and efforts of individual employees. Within the current organizational structure, this is achieved primarily through the contributions of individual work teams.

The company intends to take action on multiple levels simultaneously, including increasing clarity regarding roles, responsibilities, and objectives, and evaluating multi-level recognition systems that foster a more cross-functional perspective and greater recognition of the value that individuals bring to company projects.

Value Generation: Measuring Actions and KPIs

WORK

Role-person fit

The average score for “Role-person fit” in the 2025 employee survey stands at 3.8, marking an improvement for the third consecutive year (3.3 in 2023, 3.6 in 2024).

Throughout the year, individual feedback sessions continued with each employee, aimed at defining an organizational chart that more closely reflects the company’s reality, taking into account both process challenges and each person’s individual aspirations. This process continued with the definition of workflows and processes designed to enhance operational efficiency.

The upward trend confirms the effectiveness of this approach; the company intends to continue in the same direction in 2026, maintaining individual support as a central tool for ensuring alignment between roles and people.

Organizational Clarity

Throughout the year, the company continued to strengthen its organizational structure by hiring new professionals and more clearly defining roles, responsibilities, and functions.

However, the results of the 2025 survey indicate that this effort has not yet translated into a perceived improvement among employees, which is consistent with the natural need for internal processes to be adopted and consolidated at all levels.

The company recognizes this area as a priority for 2026 and intends to complement the structural measures already undertaken with more explicit and widespread communication regarding roles, responsibilities, decision-making processes, and objectives.

Value Generation: Measuring Actions and KPIs

WORK

TRAINING AND PROFESSIONAL DEVELOPMENT

Ensuring the growth and development of Integra employees' internal skills is a key strategic asset in the company's sustainability strategy. In 2024, the organization launched an initial process to map and evaluate the company's existing training programs, establishing a system to track and record the total number of training hours. Based on this mapping, in 2025 the company structured a more comprehensive training plan, tailored more closely to the actual needs of the workforce, covering in particular technical areas (fragrance development and olfactory raw materials), management areas (adoption of the new management system), regulatory (gender equality, CSRD, tax and accounting updates), workplace safety, and the development of cross-functional skills for managers (role-specific competencies, leadership, and internal communication). The number of training hours provided in 2025 (683.5 hours) represents a 9.4% increase compared to 2024 (625 hours), confirming the company's ongoing investment in the development of internal skills.

Courses offered

- Fragrance Development and Olfactory Raw Materials
- Gender Equality PDR 125:2022
- Training on the New Management System
- Regulatory Training (Legislative Decree 124/2024 - CSRD, Tax Updates, Financial Statements)
- Safety Training
- Soft Skills Training

683.5 — 2025 Training Hours

28.5 — 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 its people, fostering individual skills, aptitudes, and potential in line with their roles and the organization's needs.

In 2025, technical and professional training in the field of fragrance was provided entirely by Mouillettes & Co, for a total of 152 hours delivered across four sessions during the year:

- January, fragrance development and the perfumery market: 9 participants, 8 hours each (72 hours total);
- July, olfactory raw materials: 1 participant, 8 hours;
- Olfactory materials, "facets" cycle: 1 participant, 8 hours;
- Olfactory raw materials, advanced course: 2 participants, 32 hours each (64 hours total).

The training focused in particular on fragrance development, the study of the perfumery market, and an in-depth exploration of olfactory raw materials, confirming the company's ongoing investment in the distinctive skills of its core business.

Value Generation: Measuring Actions and KPIs

WORK

Relations and collaboration

The average score for “Relations and collaboration” in the 2025 employee survey stands at 3.8, an improvement over the 3.4 recorded in 2024 and the 3.2 in 2023.

With the aim of fostering collaboration between teams and employees working across two different locations, as well as increasing individual engagement, the company organized two events throughout the year.

TEAM BUILDING

For 2025, the initiative took on a sports-themed format, consisting of a training program and a sailing regatta.
Objectives of the initiative:

- Strengthen collaboration between teams and different company departments
- Increase mutual trust among employees and trust in the company
- Foster interaction through the dynamics typical of team sports
- Dedicate an entire day to promoting employee well-being, fostering a positive and participatory work environment

Value Generation: Measuring Actions and KPIs

WORK

Relations and collaboration

Informal Evening. As it did in 2024, the company also organized an informal get-together — an opportunity for team members to get to know each other better in a less structured setting than a professional meeting.

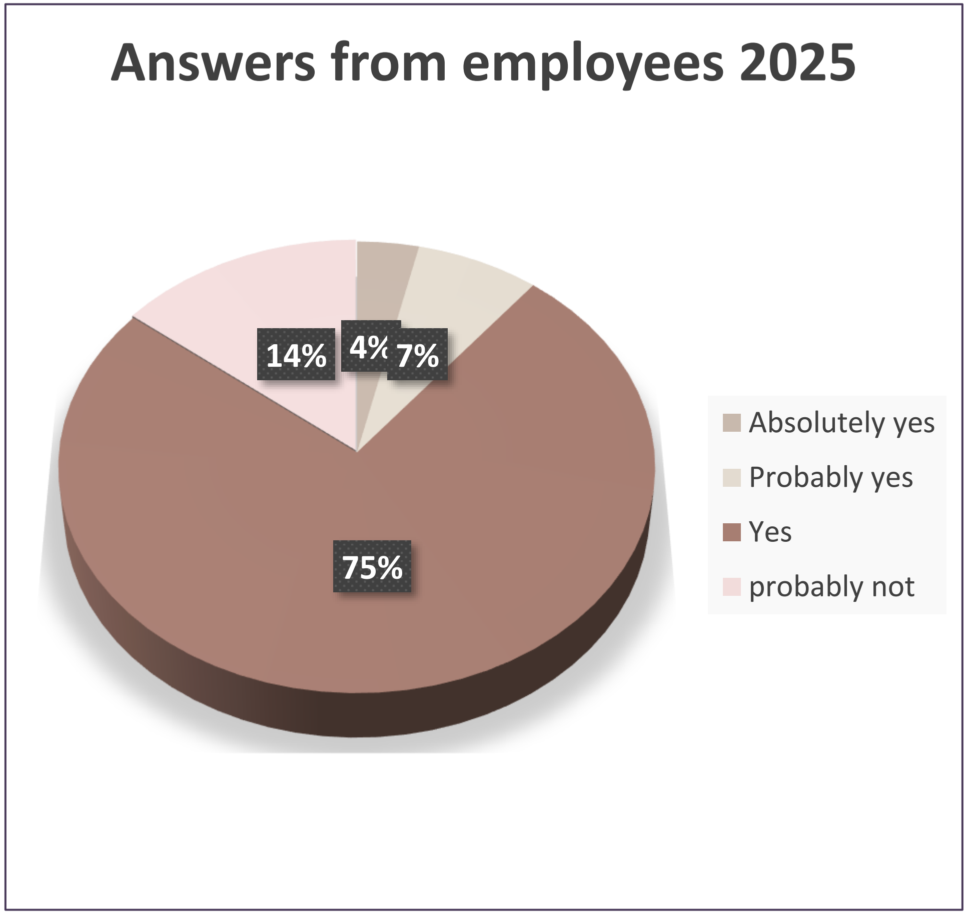
The improvement in the “Relations and collaboration” score compared to previous years is consistent with the continuity of these initiatives, which the company intends to maintain in 2026 as well, as a means to strengthen cohesion and a sense of belonging among offices and teams.

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?

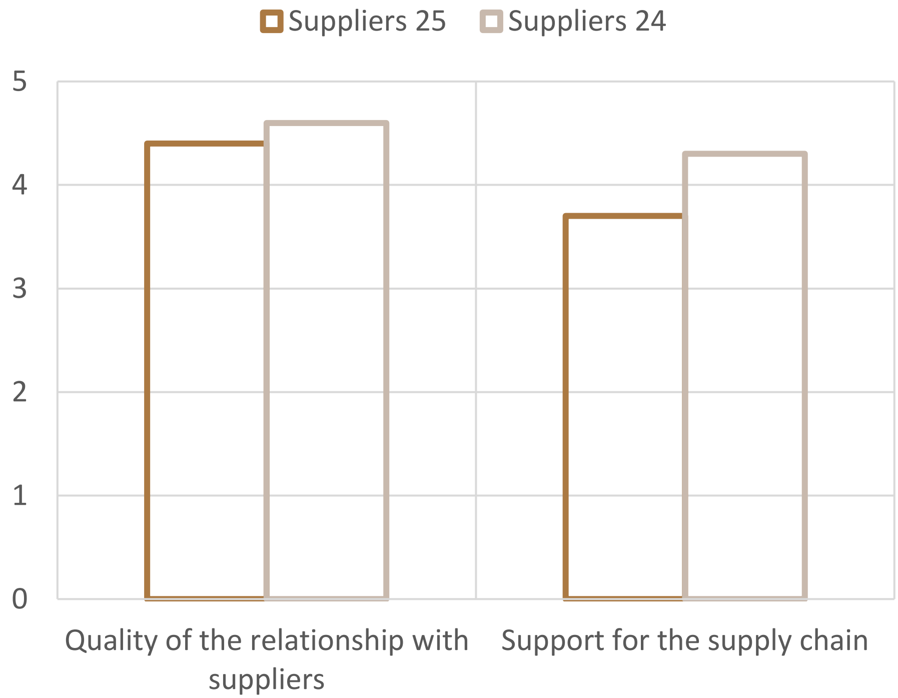
In 2025, Integra involved its employees in completing the company assessment survey based on the parameters specific to Benefit Corporations.
The overall results of the survey highlighted areas for improvement regarding job creation and compensation, career prospects and employee protection, organizational clarity, and recognition and engagement with employees. On the other hand, there were improvements in the areas of role-person fit, as well as relationships and collaboration. The company, the board, and management have taken note of these issues and are giving them their full attention.
The goal for 2026 is to improve the survey results through concrete actions aligned with internal needs, in order to enhance the perception and well-being of all employees within the company.



Value Generation: suppliers assessment

WORK

A Benefit Company should generate value by creating and organizing 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 25	Suppliers 24
Quality of the relationship with suppliers	**4.4**	**4.6**
Support for the supply chain	**3.7**	**4.3**

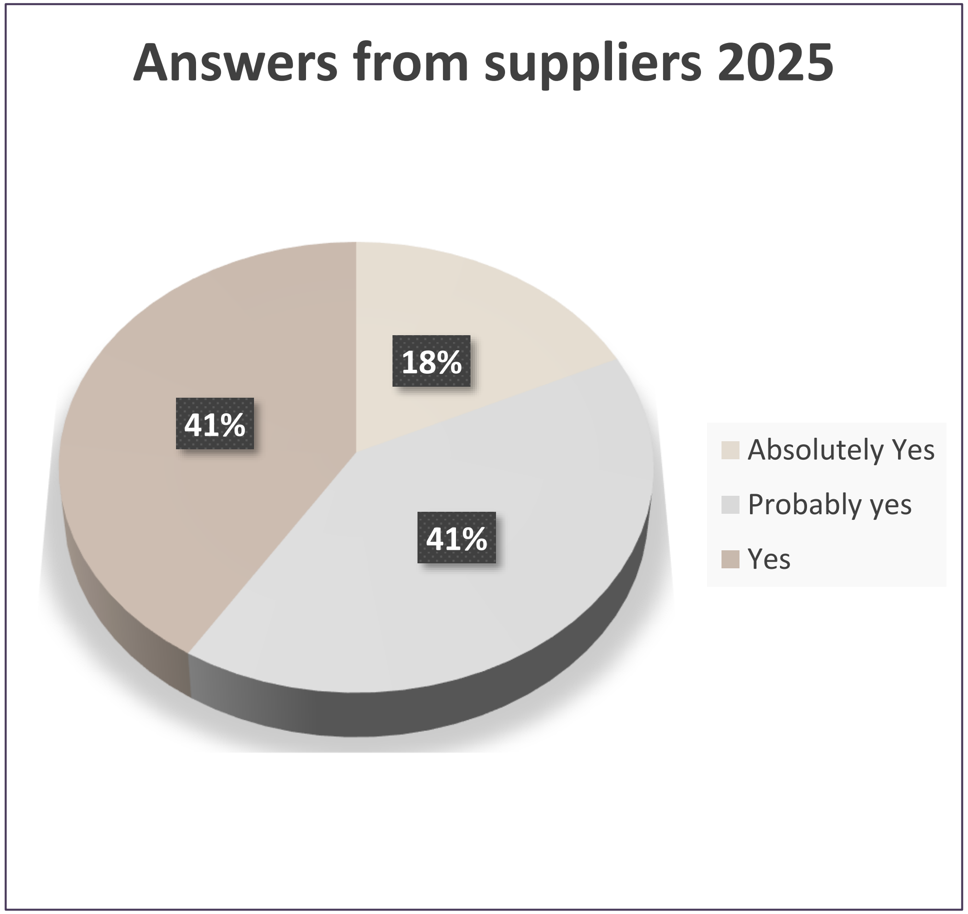
Benchmarks
0 - not applicable, 1 - highly critical, 2 - some problems, 3 - ok, but can be improved,
4 - well managed, 5 - a good result, 6 - a very good result, NR - not detected

INTEGRA FRAGRANCES SPA

THE SUPPLIERS' POINT OF VIEW

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

In 2025, Integra involved its suppliers in completing the corporate assessment survey based on the parameters related to the Benefit Company, with a total of 39 entities participating, in line with the results obtained the previous year (38 in 2024).
The overall result of the survey remains positive, although there was a slight decline compared to 2024 in both the quality of the relationship with suppliers (from 4.7 to 4.4) and support for the supply chain (from 4.4 to 3.7). However, the scores still indicate a good level of satisfaction, confirming the company’s commitment to building strong and lasting relationships with its suppliers.
The goal for 2026 will be to involve a greater number of suppliers in the survey and to further promote the Benefit Company framework within the supply chain as well.

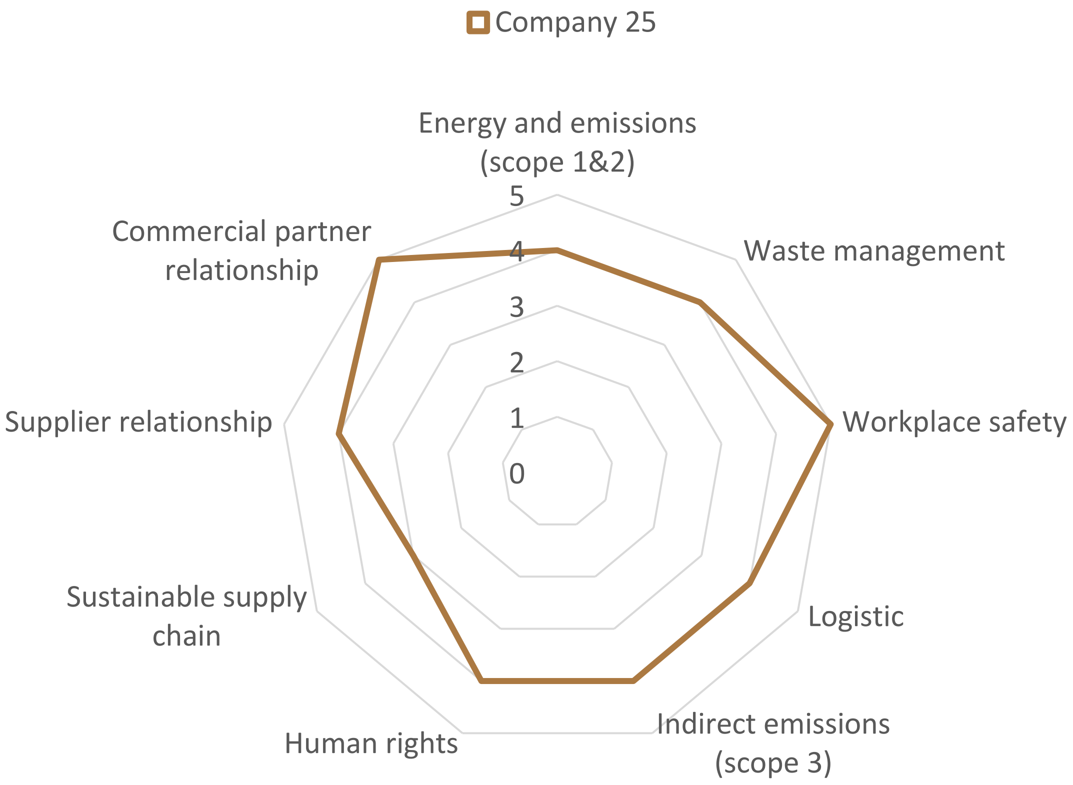


VALUE GENERATION
SUSTAINABILITY

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

VALUE GENERATION: Assessment

SUSTAINABLE OPERATIONS



Element	Company 2025
Energy and emissions (scope 1&2)	4
Water consumption and discharge	N/A
Biodiversity and ecosystem	N/A
Waste management	4
Workplace safety	5
Logistic	4
Indirect emissions (scope 3)	4
Human rights	4
Sustainable supply chain	3
Supplier relationship	4
Commercial partner relationship	5

Benchmarks

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

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 environmental, social, and economic issues most relevant to both the company and its stakeholders.

The analysis was conducted by comparing the company's internal perception with the external perceptions of stakeholders; specifically customers, suppliers, shareholders, and employees. For each area identified according to the parameters of the "Buona Impresa" model, a score ranging from 1 (not relevant) to 4 (very relevant) was assigned based on perceived importance.

The issues that emerge at the top of the matrix, shown graphically on the following page, represent the strategic priorities: those issues that are of high importance to both the company and its stakeholders.

Among these, the following are particularly noteworthy:

- Employee development, well-being, and fulfillment
- Employee health and safety
- Pollution
- Human rights

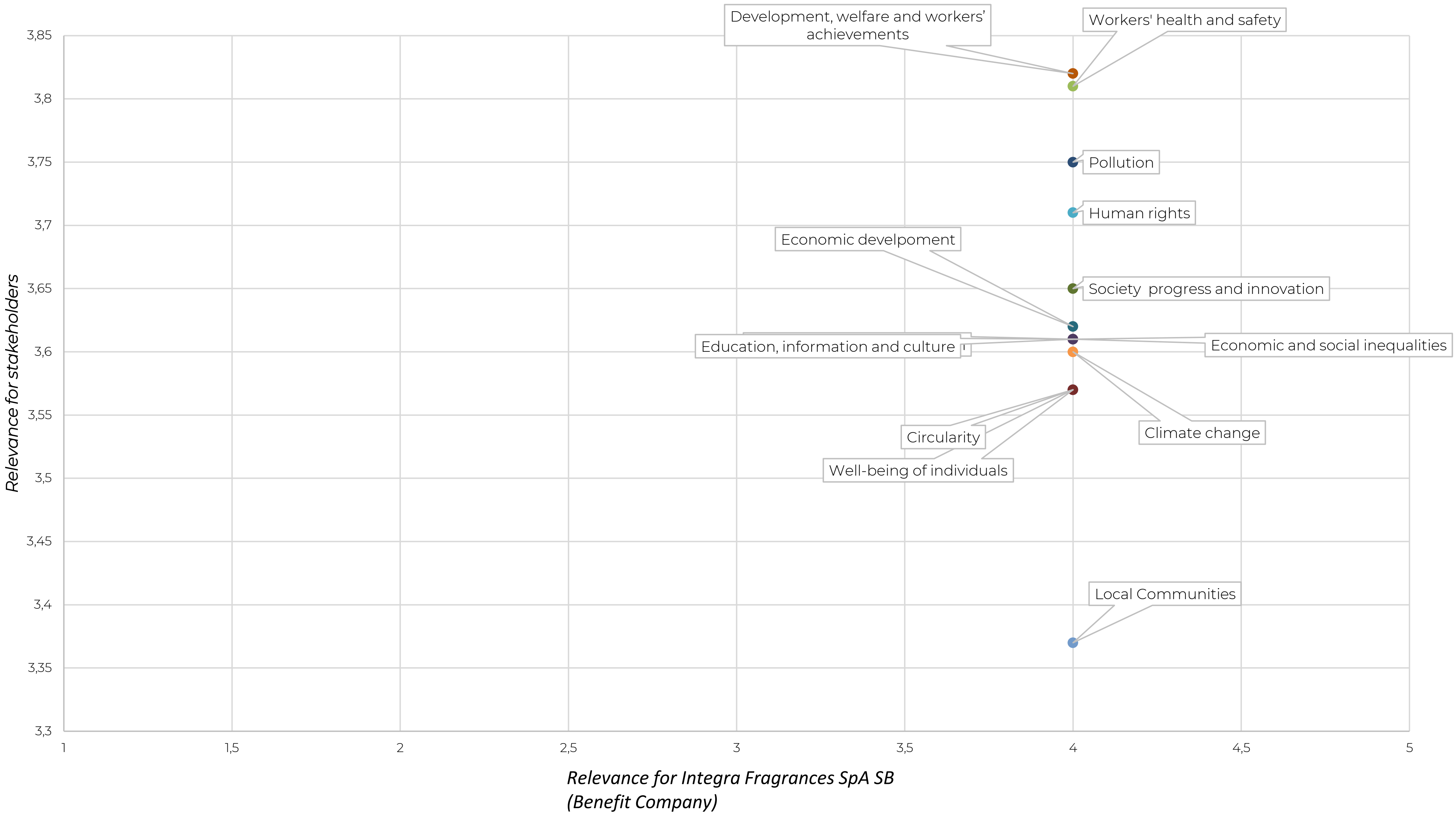
Element	Company	Stakeholder
Economic and social inequalities	4	3.61
Diversity, Equity and Inclusion	4	3.61
Workers' health and safety	4	3.81
Well-being of individuals	4	3.57
Human rights	4	3.71
Climate change	4	3.60
Pollution	4	3.75
Water and marine resources	N/A	3.47
Biodiversity and Ecosystem	N/A	3.38
Circularity	4	3.57
Society, progress and innovation	4	3.65
Education, information and culture	4	3.61
Economic development	4	3.62
Development, welfare and workers' achievements	4	3.82
Local Communities	4	3.37

Benchmarks

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

Value Generation: Measuring Actions and KPIs

SUSTAINABILITY MATRIX

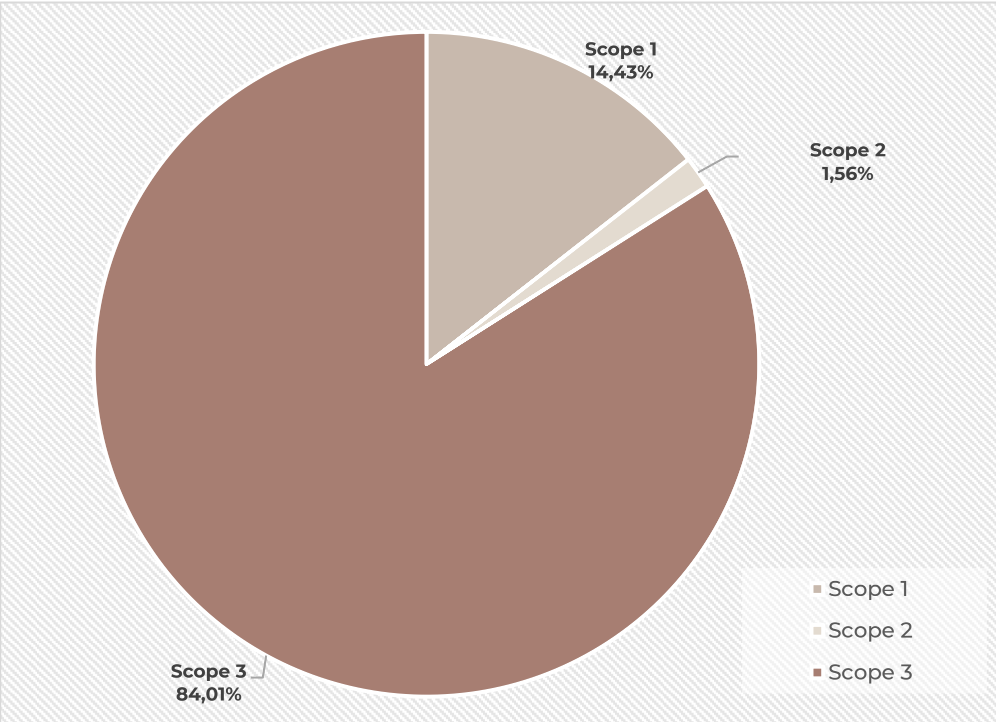


Value Generation: Measuring Actions and KPIs

ENERGY AND EMISSIONS

EMISSION CALCULATION

The company integrated its Carbon Footprint measurement system — Scope 1 (direct emissions) and Scope 2 (indirect emissions from energy) — with 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 Across the Various Scopes for the Year 2025

Integra Fragrances' GHG emissions for the year 2025 were calculated in general accordance with the guidelines set forth by the GHG Protocol: according to the calculations outlined above, these emissions amount to 482.34 tCO_2e.

Direct emissions (Scope 1) amount to 69.61 tCO_2e, which corresponds to 14.43% of the total.

Indirect GHG emissions (Scope 2) amount to 7.53 tCO_2e, accounting for 1.56% of the company's total greenhouse gas emissions.

Scope 3 GHG emissions amount to 405.21 tCO_2e, equivalent to 84.01% of total annual emissions.

Looking specifically at the Scope 3 categories, the largest emissions, in absolute terms, stem from the company's purchase of products and services (Category 1, 260.73 tCO_2e), in line with the company's business model. Compared to 2024, when the top two categories by impact were products/services and fixed assets, in 2025 the second-largest category becomes the upstream transportation of purchased products (Category 4, 41.11 tCO_2e), following a significant reduction in the impact of fixed assets (devices) installed during the year and the optimization of business travel.

Value Generation: Measuring Actions and KPIs

ENERGY AND EMISSIONS

EMISSION CALCULATION: three-year comparison

A comparison of the three years confirms the positive trend in reducing corporate emissions that began in 2023, driven by a sharp reduction in Scope 3 emissions (a total of -176.32 tCO_2e, equal to a 30.3% decrease compared with 2023).

In 2025 as well, the most significant component of the reduction remains Scope 3, which fell from 426.15 to 405.21 tCO_2e (-20.94 tCO_2e), bringing the company's total to 482.34 tCO_2e (-11.67 tCO_2e compared to 2024, -158.18 tCO_2e compared to 2023).

Scope 1, on the other hand, shows a steady upward trend for the second consecutive year (52.42 → 60.36 → 69.61 tCO_2e, +32.8% since 2023), confirming the point already made about the need to intensify efforts on internal energy efficiency.

Scope 2 emissions remain essentially stable (7.50 → 7.53 tCO_2e), confirming the effectiveness of the measures already implemented regarding electricity consumption, thanks in part to the on-site photovoltaic system.

Emission type	2023 (tCO2e)	2024 (tCO2e)	2025 (tCO2e)	Δ 2024/2025
Scope 1	52.42	60.36	69.61	+9.24
Scope 2	6.57	7.50	7.53	+0.03
Scope 3	581.53	426.15	405.21	-20.94
Total	**640.52**	**494.01**	**482.34**	**-11.67**

A comparison of the three years shows a positive trend in the reduction of the company's emissions, driven by a sharp decrease in Scope 3 emissions despite the company's growth.

The continued increase in Scope 1 emissions and the stability of Scope 2 suggest that the company should intensify its efforts and commitment to greater focus on internal energy efficiency and the possibility of increasing the share of energy sourced from renewable sources — a measure the company will evaluate as a potential improvement for 2026.

The overall trend, however, demonstrates a concrete commitment to more sustainable management of environmental impact, particularly through the development of a system for continuously monitoring the company's direct and indirect emission sources.

Value Generation: Measuring Actions and KPIs

ENERGY AND EMISSIONS

GO GREEN PLUS Certificate

In 2025, Integra Fragrances joined the DHL GoGreen Plus program, DHL Express's low-emission shipping service based on the use of Sustainable Aviation Fuel (SAF). This participation covered the portion of air freight falling under Category 4 of Scope 3 (upstream transportation) of the company's carbon footprint, for a total volume of 58,278.24 metric ton-kilometers transported during the period January 1, 2025, through December 31, 2025.

Thanks to the use of SAF for 10.26% of the energy consumed during these flights, the resulting well-to-wheel (WtW) emissions amounted to 38.20 tCO_2e, compared to the 42.18 tCO_2e that would have resulted from using the standard transportation service with conventional Jet-A fuel—a reduction of 3.98 tCO_2e, equal to 9.43%.
The carbon intensity of the transport decreased from 723.75 to 655.51 g CO_2e per metric ton-kilometer.

Value Generation: Measuring Actions and KPIs

CIRCULAR ECONOMY AND WASTE

Waste management

During the reporting period (April 2025 – March 2026), Integra Fragrances generated a total of 7,187 kg of special waste, which was managed through its supplier GARC Ambiente S.p.A. SB, itself a B Corp-certified Benefit Company.
Of this total, 5,938 kg (82.6%) were sent for recovery (operations R12/R13), while 1,249 kg of hazardous laboratory chemicals were sent for disposal (operation D15).
The waste is mostly end-of-life electrical equipment (air conditioners, machinery with hazardous components), bulky waste, gypsum-based construction materials, laboratory chemicals and packaging contaminated with hazardous substances. All of it is tracked through RENTRI, Italy's national waste traceability register, and disposed of under the terms of the current service contract.

Choosing a supplier that is itself a Benefit Company reflects how Integra manages its supply chain: partners first, who share the same environmental commitment. Using RENTRI traceability, the company will keep monitoring the composition of its waste streams and its recovery rate, with the aim of sending a larger share to recycling rather than disposal in the periods ahead.

Value Generation: Measuring Actions and KPIs

CIRCULAR ECONOMY AND WASTE

PACKAGING

The company is paying increasing attention to the packaging of its products to make it sustainable both in terms of the materials used and from the perspective of the circular economy. The Product Development Department is committed to researching eco-sustainable and/or recycled materials on a daily basis. Integra uses packaging designed to contain and transport its olfactory technology, with particular attention paid to the materials used, weight during transport to limit emissions, recyclability, and disposal after use.

In support of this commitment, the 2025 GHG inventory provides, for the first time, a quantitative snapshot of the packaging and wrapping materials purchased by the company during the year: 59,064 kg of glass, 15,836 kg of paper, 1,910 kg of aluminum, 1,749 kg of plastic, 1,104 kg of cardboard, and 170 kg of plastic for adhesive labels, in addition to smaller quantities of ceramics and textiles. These data, collected systematically for the first time thanks to the technical support of our partner Rete Clima, serve as the baseline against which the company intends to set its goals for reducing and replacing materials in the coming years.

In terms of diffusion technology, the Scent Ex Machina is currently being redesigned with the goal of eliminating the polycarbonate cube and replacing it with two silent filters: in addition to cost savings, the project has a positive environmental impact, reducing plastic use by 670 kg per 1,000 units produced: a concrete example of how device design choices, together with the packaging of finished products, contribute to the company’s overall strategy for reducing plastic use.

Value Generation: Measuring Actions and KPIs

SUSTAINABLE VALUE CHAIN

Supplier Code of Conduct

During the year the company added a supply-chain annex to its Code of Ethics: the Supplier Code of Conduct. It sets out the ethical, social and environmental principles every supplier must accept to work with Integra Fragrances. It applies to all suppliers, whatever they provide, and accepting it is a condition of doing business.

The Code covers three areas:

• Business ethics: compliance with competition, anti-corruption and anti-money-laundering law; prevention of conflicts of interest; protection of confidential information and personal data exchanged during the relationship.

• Human and labor rights: the Universal Declaration of Human Rights and ILO conventions, with an explicit ban on child labor (under 16, or under the age for compulsory education) and forced labor; freedom of association and collective bargaining; non-discrimination and equal opportunity; occupational health and safety.

• Environmental sustainability: suppliers commit to cutting greenhouse gas emissions through energy efficiency and renewables; to managing water use and industrial discharges responsibly; to minimizing waste through circular strategies; and to traceable raw materials, with respect for ecosystems and animal welfare.

The Code is reviewed periodically to keep pace with regulation and industry practice, and suppliers are invited to training and best-practice sessions, mirroring what the company already does internally.

With this Code, Integra Fragrances extends its commitment as a Benefit Company beyond its own walls, asking its supply chain to meet the standards it applies to itself.

Value Generation: Measuring Actions and KPIs

SUSTAINABLE VALUE CHAIN

Customer Health and Safety

Through 2025 Integra kept investing in R&D on a program to monitor and manage indoor air quality (IAQ) alongside its scenting systems.

On fragrances, the company applies an internal policy that is stricter than the industry minimum when selecting and using raw materials, to protect the health of customers and of anyone spending time in a scented space.

DEVICE CERTIFICATIONS

On devices, Scent Ex Machina is certified to the main international standards for safety, electromagnetic compatibility and environmental compliance: IEC/CB, EMC, CE, UL (including the C-UL-US mark for North America) and RoHS, plus the sector standards UNI 17272 (surface diffusion) and UNI 17141 (air diffusion). Three Italian patents filed in 2021 protect the technology behind room scenting and sanitization.

Value Generation: Measuring Actions and KPIs

LOCAL COMMUNITIES

CULTURE, INCLUSION AND SOCIAL IMPACT

Scent and Inclusion: Integra Fragrances' Technology for "Dialogo nel Buio"

In 2025, during Milan Beauty Week, Integra Fragrances put its scent diffusion technology to work for a project of great social and cultural significance: the introduction of an olfactory dimension to "Dialogo nel Buio," the immersive tour organized by the Fondazione Istituto dei Ciechi di Milano ETS, an institution active since 1840 that, since 2005, has engaged over five million visitors in a guided experience in total darkness led by blind or visually impaired individuals.

The project, born from a collaboration between the Foundation and LabSolue, an artisanal and artistic perfumery brand founded in Milan by sisters Giorgia and Ambra Martone, saw Integra Fragrances provide the technological support for the controlled diffusion of fragrances along the sensory journey. Three olfactory creations by LabSolue now accompany visitors throughout the experience, amplifying its evocative quality in a setting where, in the absence of sight, the other senses take center stage.

For Integra Fragrances, the project represents a concrete application of its mission as a Benefit Company: to put technology and olfactory expertise to work not only for brand communication, but also for cultural accessibility and social inclusion. As Lorenzo Cotti, CEO and Founder of Integra Fragrances, pointed out, the project transforms the diffusion of fragrances into an "invisible voice that guides, surprises, and moves," enriching visitors' sensory experience in a context where scent becomes a tool for orientation and connection with the surrounding world.

This collaboration is part of a broader initiative in which Integra Fragrances leverages its technological and olfactory expertise not only in the commercial sphere but also in support of local cultural and social institutions, helping to make the artistic and sensory experience more accessible and inclusive.

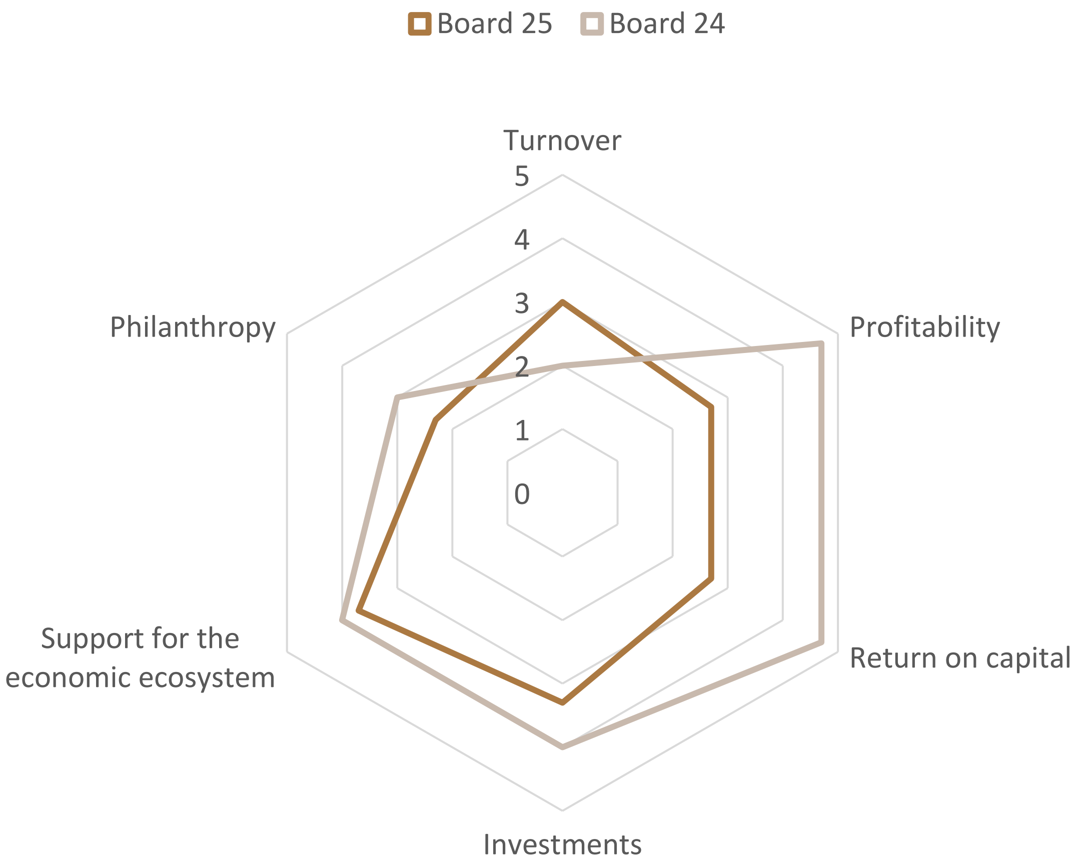
VALUE GENERATION

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 25	Evaluation BOARD 24
Turnover	3	2
Profitability	2.7	4.7
Return on capital	2.7	4.7
Investments	3.3	4
Support for the economic ecosystem	3.7	4
Philanthropy	2.3	3

Benchmarks

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

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

Income

Revenue in 2025 showed growth of approximately 18% compared to the previous year. The fragrance division remains the company’s core business, recording a revenue increase of approximately 13% compared to the previous year, while the finished goods division saw a significant revenue increase compared to 2024 (+30%).

Profitability

Vranjes Firenze's entry into the shareholder base and the strengthening of the company's structure entailed a new financial commitment; nevertheless, the EBITDA margin for the year exceeded 17%, in line with stakeholders' expectations.

Customer pricing policies

Given the level of customization that characterizes all of our services, and considering our competitors’ prices, our prices can be considered fair. Our prices are consistent and uniform within the same sector or end market, with differences between end markets due to the greater volume of work and additional services offered to the most demanding end markets.

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

INVESTMENTS

Given its size, the company continues to believe in and invest in the technological development of its devices, whose cutting-edge nature is a key differentiator from its competitors. Alongside its growth, the streamlining of business processes, and the improvement of the services it offers, the company invests in digitalization and in acquiring increasingly efficient and advanced tools, software, and management systems. As for fragrance development, the company continues to strengthen its ties with manufacturers who have access to the best technologies, extraction techniques, and neuroscientific measurements to highlight the impact of fragrance on people’s well-being and lives. We have shortened the supply chain and focused closely on the suppliers closest to us, achieving positive results in terms of economic performance, quality, and environmental impact. Furthermore, in 2025, a dedicated R&D team was established with the goal of developing new devices that incorporate technological advancements and a commitment to the environment.

With the aim of giving new momentum to its growth path and consolidating the company's future development, the shareholders of Integra Fragrances chose to open up the company's capital to Vranjes Firenze, which has acquired a majority stake of 51%. The entry of a company belonging to the L'Occitane Group represents an important opportunity for growth and strengthening, enabling Integra Fragrances to benefit from international expertise, more advanced organizational models, and greater investment and development capacity.

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

Return on capital

The shareholders have chosen to reinvest in the company to support operations and growth rather than distribute dividends.

Capital soundness

The company's own resources are more than sufficient to meet its needs, especially compared to the limited use of third-party capital.

Investor confidence

The shareholder questionnaires suggest the company has their trust and their backing.
Ratings for profitability and return on capital rose sharply, a sign that confidence in the company's financial stability feeds directly into its ability to operate profitably.

Sharing with workers

HR procedures are in place, including rewards and incentives. Although not required by contract, the company gave year-end bonuses as gift cards to every employee, as a way of sharing the results.

Value Generation: Measuring Actions and KPIs

ECONOMIC VALUE

Philanthropy

Support continues for SEP (Social Enterprise Project), an initiative that helps thousands of refugee women rise above the poverty line and rebuild their dignity through their talent and their work. For this B Corp, Integra Fragrances provides a bespoke olfactory identity and store scenting free of charge.

During the year the company began a two-year partnership with the Istituto dei Ciechi di Milano (Milan Institute for the Blind), providing its ambient scenting services free of charge to support the well-being of the people who use the Institute and the quality of its spaces.

METHODOLOGICAL NOTES

This Impact Report, covering the period January 1, 2025 – March 31, 2026, was prepared with the support of an external consultant according to the Buona Impresa model, the reference standard for impact reporting by Italian Benefit Corporations, supplemented by the GHG Protocol Corporate Accounting and Reporting Standard, the international reference standard for calculating and reporting climate-altering emissions.
These frameworks were chosen to ensure accurate and comprehensive communication of environmental, social, and governance (ESG) performance, thereby meeting stakeholders' needs for transparency and accountability.
The document was approved by the individual appointed by the company as Sustainability Officer and by the company's control bodies, with a specific assessment of the completeness and consistency of the material topics identified through the materiality analysis process, which involved internal and external stakeholders.
The reporting scope refers exclusively to the company's individual legal entity (or, where applicable, to a group of companies as specified in the document) and covers all activities, operating sites, and direct impacts related to the organization's management during the period under review.
Note on the reporting period: starting with this edition, the reference period of the Impact Report has been aligned with the company's new fiscal year-end, set at March 31. This document therefore covers a fifteen-month period (January 1, 2025 – March 31, 2026), rather than the usual calendar year, as a result of this transition. Starting from the next fiscal year, the reporting period will follow a regular annual cycle (April 1 – March 31).
The Impact Report was prepared on a voluntary basis, as a tool for accountability and transparency toward stakeholders, and does not constitute a Non-Financial Statement (Dichiarazione Non Finanziaria) pursuant to Legislative Decree No. 254/2016 or other equivalent legislation.

Except where otherwise stated, this document has not been subject to verification, review, or certification by independent third parties, with the exception of the data relating to greenhouse gas emissions (Carbon Footprint Report prepared by Rete Clima) and to the reduction of air transport emissions through sustainable fuel (DHL GoGreen Plus Certificate), verified respectively in accordance with the GHG Protocol and by an independent third-party body (SGS).

RECONCILIATION TABLES

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

ELEMENT DESCRIPTION TABLE

	Element	Description
GOVERNANCE	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 company fulfill this role?
	SOCIAL ROLE COMMITMENT	The company makes a formal commitment to play its 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.
	ETHICAL PROCESSES	The company should have processes that are based on ethics and transparency.
	SUSTAINABILITY PROCESSES AND TOOLS	The company should equip itself 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

	Element	Description
PRODUCT	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.
	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	Favoring 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 fulfills the purpose for which it was purchased.
	QUALITY OF CUSTOMER RELATIONS	Taking care of the customer by combining product/service quality with a relationship characterized 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

	Element	Description
WORK	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).
	PAY GAPS	The company operates so as not to widen economic and social divides, paying attention to the relative fairness of internal pay levels.
	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-PERSON FIT	Ensuring consistency between the role and the skills, aptitudes and aspirations of individuals, so as to foster their professional fulfillment.
	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.
	ORGANIZATIONAL 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.
	VALUING DIFFERENCES AND INCLUSION	Ensure inclusive conditions that allow each person to fully express their uniqueness and diversity; promote access to work and quality of participation, including for groups that face particular difficulties in the labor market (young people, women, vulnerable groups, etc.).
	COHESION WITH WORKERS	Create a solid and mutually beneficial relationship with workers, 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

	Element	Description
ECONOMIC VALUE	COMPLIANCE WITH ECONOMIC COMMITMENTS	The company consistently fulfills 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.
	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

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
GOVERNANCE					
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

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
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	Perspectives and worker protection
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

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
202-2	**Minimum Disclosure requirements**	Policies, action, targets	Work	Professional realization	Valuing differences and inclusion
203-1	**Minimum Disclosure requirements**	Policies, action, targets	Economic Value	Economic value sharing	Reinvestment of profits
204-1			Social and 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
ENVIRONMENTAL					
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 requirements**	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 requirements**	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

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
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

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
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)	Product	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	Product	Contribution to society	Sustainable products and services
			Social and environmental sustainability	Environment and Society	Supply chain - environmental assessment

RECONCILIATION TABLE

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
SOCIAL					
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	Corporate welfare and benefits
			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 requirements**	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 requirements**	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

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
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
			Work	Contractual commitment and welfare	Job creation and remuneration
405-1	**ESRS 2** **ESRS S1**	GOV-1: 21 (d); S1-6: 50 (a); S1-9: 66 (a) to (b); S1-12: 79	Work	Professional fulfillment	Valuing differences and inclusion
			Social and environmental sustainability	Environment and Society	Diversity and Non-Discrimination
405-2	**ESRS S1**	S1-16: 97 and 98	Work	Professional fulfillment	Valuing differences and inclusion
			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	Valuing differences and inclusion
			Social and environmental sustainability	Environment and Society	Diversity and Non-Discrimination

RECONCILIATION TABLE

GRI Standards	ESRS	ESRS DATA POINT	SECTION	DIMENSION	ELEMENT
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** **ESRS S2**	14 (f); S1-1: 22 11 (b); S2-1: 18	Work	Contractual commitment and welfare	Quality of supplier relationships
			Social and environmental sustainability	Environment and Society	Human and Labor Rights
410-1			Work	Contractual commitment and welfare	Perspectives and worker protection
	Minimum Disclosure requirements	S3: Policies, action, targets	Social and environmental sustainability	Environment and Society	Human and Labor Rights
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	Corporate welfare and benefits
			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 assessment
414-2	**ESRS 2**	SBM-3: 48 (c) i and iv	Social and environmental sustainability	Environment and Society	Supply chain - social assessment

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