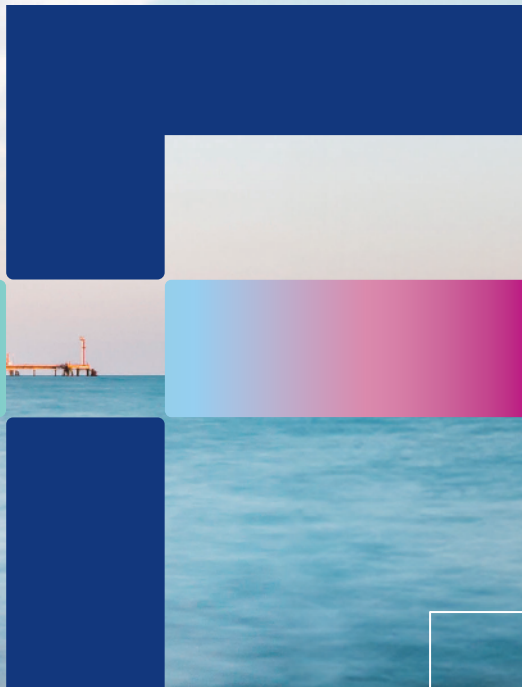


SINCE

1969



FLUORSID



Integrity

Ambition

Perseverance



Sustainability
Report

2023



Lior Metzinger,
CEO

Strategy and development

The pillars of our commitment to the future

The concept of sustainability is an increasingly central element in the international industrial panorama and in corporate strategies, guaranteeing the success and long-term impact of companies. In this regard, 2023 was a year of strategic planning and growth for FLUORSID, characterised by a constant search for shared value to achieve the best targets in terms of efficiency and innovation. The results presented in this report are the product

of our dedication to ensuring high quality products through a production cycle based on efficiency, sustainability and the circular economy, in compliance with strict environmental and social standards.

**Life, respect
and transformation.
FLUORSID is guided
by these principles
since 1969.**

Sustainable innovation is only possible with the support of all actors involved in the value chain. The constant monitoring of activities, investments in research and development, energy optimisation initiatives developed thanks to the team's skills, constantly improve the quality of our processes and services. Our commitment to the communities takes shape in partnerships with schools, universities, local authorities and small businesses, creating a network of relationships that promotes community development and shared results. It is also important not to forget that employee motivation and satisfaction is the basis of our growth, made possible thanks to a diversified work environment, guided by the values that represent us: integrity, ambition and perseverance.

Life, respect and transformation. FLUORSID, a world leader in the chemical industry, has been guided by these principles since 1969. With a strong sense of responsibility, we accept the challenge to act as the engine and connective system of our diverse supply chain. We aim to be a point of reference for the communities in which we operate, through concrete and synergetic actions, continuing to enhance our social responsibility and improve the efficiency of the production cycle.

Our history and vision guide and direct us towards a future where we will be leading actors in facing the challenges of the global market. FLUORSID continues with confidence and enthusiasm, maintaining its commitment to create a positive and lasting impact on the territories in which it operates.

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Daniele Tocco,
Director
of the Cagliari plant

Commitment, action and concreteness for continuous innovation

The central role that sustainability assumed in the contemporary world constantly guides companies towards a strategy in which environmental care, economic efficiency and social responsibility are inextricably intertwined.

This is a crucial commitment for the chemical industry, a sector that intrinsically, has a significant impact on our planet and the communities within it.

The challenges we face every day encourage us to implement concrete actions to ensure that progress and innovation goes together with the principles set out in the Agenda 2030. There are several projects on which FLUORSID has been working in recent years. The start of ZERO FRONT LOADER in 2023 has demonstrated how operational efficiency and sustainability can coexist harmoniously and bring positive changes to the entire production cycle. The levels of automation and computerisation achieved at the Cagliari plant have enabled us to enhance the quality of our product and implement new solutions for optimal raw material management and energy savings.

Sustainability requires not only well-defined strategies but also the ability to implement them through concrete and measurable actions.

It is essential looking back on the past. The retrospective analysis of our processes allows us to identify areas for improvement and to find the most innovative solutions to optimise operational efficiency. Sustainability requires not only defined strategies, but also the ability to put them into practice through concrete and measurable actions. In this regard, FLUORSID continues to invest in training programmes for its staff to ensure that each team member can contribute meaningfully to our mission. This approach enables us to create a dynamic and constantly evolving working environment, where each individual contribution is fundamental to the achievement of common goals.

Our gaze is always looking to the future, aware that the road to sustainability is still long and challenging. Only through an integrated and concrete approach is it possible to reach new goals, confident that we can leave a positive and lasting impact on the world around us.



The story

From 1969 to 2023



1



Integrity



Ambition



Perseverance



FLUORSID

Our story
of growth
since 1969



Our products

- Aluminium fluoride
- Hydrofluoric acid
- Sulphuric acid

- GYSOS
- Synthetic Calcium Fluoride

Sustainability
Report

2023

Where we are

Headquarters:
Milan, Italy



Chemicals:
Italy (Cagliari, Treviglio)
Norway (Odda)



Logistics:
Bahrein (Manama)




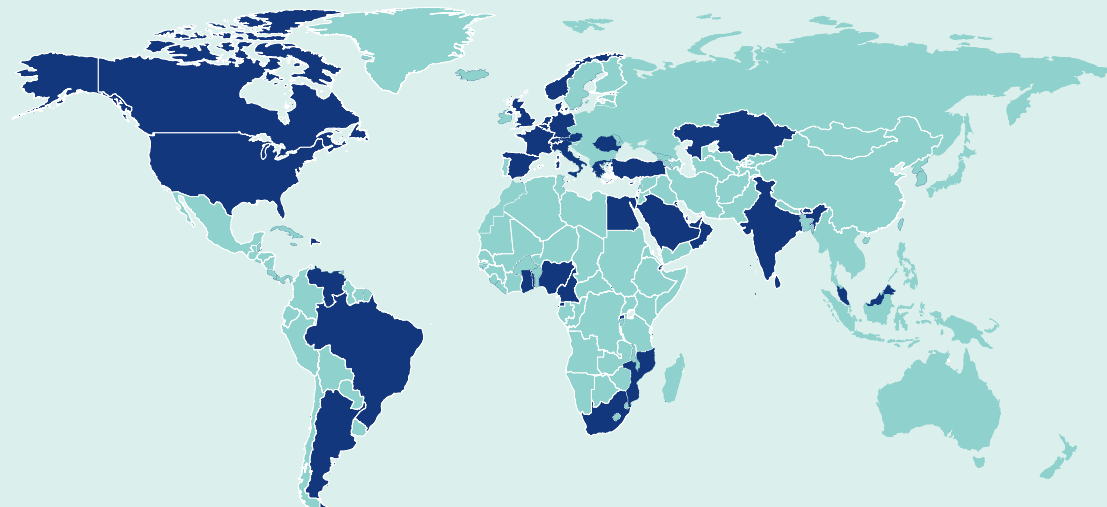
Production capacity

Aluminium fluoride	Synthetic calcium fluoride	Sulphuric acid
150.000 t/year	40.000 t/year	340.000 t/year
Hydrofluoric acid	Anhydrous calcium sulphate	Electrical energy
10.000 t/year	430.000 t/year	100.000 MWh/year

Distribution network

FLUORSID has business relationships all over the world. Its plants, offices and mines are strategically located in several countries in EMEA.

 countries served



1.1 Who we are

FLUORSID is a chemical company founded in Italy in 1969, which has established itself as a world leader in the production and sale of inorganic fluorinated derivatives. The company is part of the Fluorsid Group S.r.l., which exercises control over the entire Group. FLUORSID develops the entire process of its fluorine value chain through its various plants and offices located in Italy, Norway and Bahrein, covering every stage from raw material processing to marketing. This geographical distribution allows the company to operate on a global scale, guaranteeing a strategic presence in the main international markets.

Among the main operating companies under the control of FLUORSID S.p.A. are **FLUORSID ICIB S.r.l.**, which produces Hydrofluoric Acid and Calcium Sulphate in Treviglio, and **FLUORSID Noralf AS**, which is dedicated to the production of Aluminium Fluoride and Calcium Sulphate in Norway.

Aluminium Fluoride is the Group's main product, essential for the production of aluminium, a metal that is fundamental in many industrial sectors due to its lightness, corrosion resistance and conductivity. In addition to playing a crucial role in the production process of aluminium, a fully recyclable material, its production cycle generates **by-products that find application in the construction and cement industries.**

Starting with the production of Aluminium Fluoride, **FLUORSID promotes the principles of the circular economy**, demonstrating how the chemical industry can make sustainability and production efficiency coexist. This innovative approach makes FLUORSID a leader in the evolution towards more sustainable and responsible production models.

Developments and a strategic combination of continuous investment and targeted acquisitions. This path has allowed it to **consolidate its market position**, maintaining high standards of quality and efficiency in the production and supply of its products and services.

FLUORSID offers constant supplies and support to customers, with particular attention to quality and efficiency

The integrated management of all phases of the production process allows FLUORSID to offer its customers constant supply and continuous support, with a focus on quality and efficiency. Integrated marketing services and market dynamics management represent additional added value for customers.

In its more than fifty years of history, the company **has continued to grow and develop** thanks to a constant enrichment of internal know-how, research-driven technological deve-

1.2 History

In 1969, FLUORSID was founded, becoming a global leader in the production and sale of fluorine derivatives for the aluminum, special steel, and construction markets. Continuous research, investments, and targeted acquisitions ensure high standards of quality and efficiency in the supply of products and services, maintaining its position as an industry leader for over 50 years.

1969

Count Carlo Enrico Giulini founds FLUORSID, a chemical company producing aluminium fluoride through the wet process



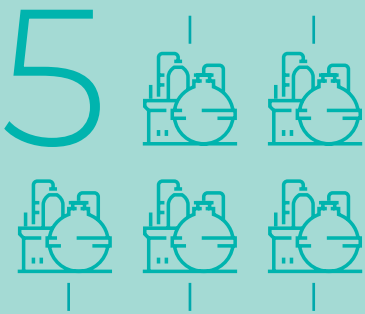
1988



Start-up of the first fluidised bed reactor for the production of aluminium fluoride

2002

Construction of the first sulphuric acid plant through which steam and electricity are produced



Construction of the fifth reactor for fluoride production, also with a double fluidised bed

2010

Acquisition of ICIB srl, Italian market leader in 40% hydrogen fluoride (HF) solution



2012

2013

Duplication of sulphuric acid, steam and power production capacity



2016

Acquisition of Noralf AS, Europe's second aluminium fluoride plant located in Norway



2021

GYPPOS
by FLUORSID

Birth of the GYPPOS brand, a by-product from a circular economy process that can be used in a variety of sectors

2023

Start of ZERO FRONT LOADER, an innovative project to optimise production processes at the Cagliari plant



Today

FLUORSID works daily for an industrial development marked by **environmental, economic and social sustainability.**

1.3 Values, Mission and Vision

In 2023, FLUORSID continued to promote, both internally and externally, its path of evolution strongly oriented towards the principles of sustainability. This approach, consolidated over the years, has enabled the Group to share at all levels its corporate purpose, which not only reflects the company's values and history, but also represents the answer to the challenges of the global market, ensuring sustainable development and creating long-term value for all stakeholders.

The Group's strategy is geared towards the creation of sustainable value in economic, financial, social and environmental terms, based on the trust of all stakeholders and the principles outlined in the Code of Ethics.

Integrity, ambition and perseverance are the fundamental pillars of FLUORSID, guiding the Group's decisions at all levels and representing the starting point for every strategy and business plan. These values are constantly taken into account when imagining and building the vision of the future, through a process that speaks of Life, Respect and, above all, Transformation. The value of a company with more than half a century in business is shaped by the people, the stories and the passion that permeate all levels. The concept of 'transforming' extends so deeply that it influences the chemistry, the different activities and the evolution-innovation duo that FLUORSID cultivates as it looks towards future opportunities.

Values



1

Integrity

Respect as a top priority. For people, for the environment and in the way we operate in all contexts.



2

Ambition

The will to leave a mark. To build something valuable and important, but above all to "make a difference" in what we do. At every level.



3

Perseverance

From the very beginning. That "never give up" is a value passed on to us directly from the founder and it still remains clear to everyone. Every day.

Mission

Guaranteeing customers high quality levels for its products and services.

Innovation, quality and trust



Vision

Customer service excellence

Creating shareholder and stakeholder value



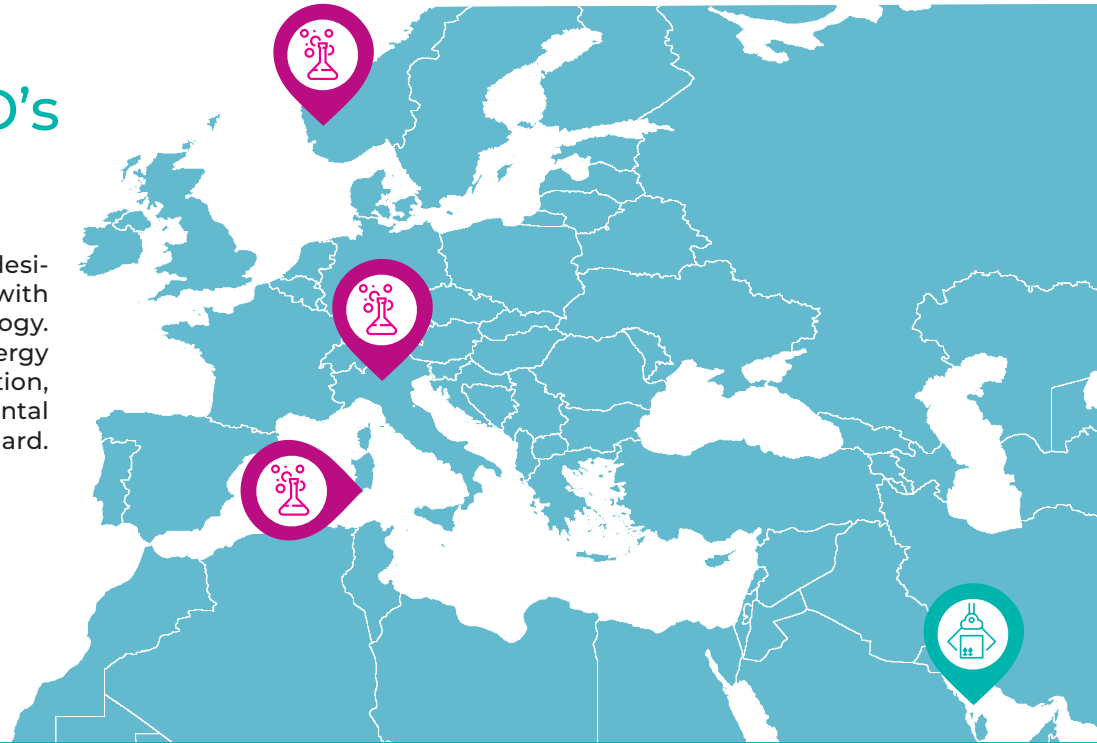
Aware of the importance of safety and the protection of territories within the scope of its activities, the Company has outlined the corporate values that guide its path to success and development. FLUORSID requires all its collaborators and partners to respect the rules and principles that are essential to ensure the proper functioning, soundness, reputation and image of the Company.

FLUORSID's Mission is to guarantee customers high quality levels of its products and services, through constant research and development of production systems and technologies. At the same time, the company is committed to operating with the utmost attention to quality, safety and environmental aspects with the aim of ensuring long-term sustainability.

The Group's Vision focuses on excellence in customer service, aiming to create value for both shareholders and all stakeholders involved. The company promotes and strengthens relationships based on the principles of integrity, loyalty, transparency, impartiality and respect for the laws and regulations in force in the countries where it operates.

1.4 The FLUORSID's plants

All FLUORSID fluoride plants are designed, engineered and then built with in-house know-how and technology. Their performance in terms of energy efficiency, raw material consumption, product quality and environmental impact are all of the highest standard.



Cagliari

A strategic hub for all business flows and the beating heart of the Group in terms of production capacity and chemical activity. In this plant, aluminium fluoride is processed in five parallel production lines; two of the five reactors are equipped with highly efficient double-bed technology. Sulphuric acid is produced in two parallel plants by melting liquid sulphur from the local oil refinery.

The process is highly exothermic and allows steam and electricity to be generated, making the plant self-sufficient not only in sulphuric acid but also in energy. Aluminium fluoride production also generates two by-products, synthetic calcium fluoride and calcium sulphate, which have

wide applications in the construction and cement industries.

Products:

Aluminium fluoride

Sulphuric acid

GYPPOS Raw | Milled | Granular

Synthetic Calcium Fluoride



Treviglio

A strategic and productive reference for the European market and the main Italian producer of hydrofluoric acid, an important product used for metal surface treatment, galvanic treatments, glass satin-finishing and acid-etching, steel pickling and as an anti-rust agent.

Products:

HF 40% in solution

GYPPOS Milled



Odda

One of the most efficient and environmentally friendly industrial sites in Europe, on the shore of a picturesque peninsula in the middle of a beautiful fjord in Norway; it is the largest supplier of aluminium fluoride (40,000 t/y) in Northwest Europe.

Products:

Aluminium fluoride

GYPPOS Raw



Manama

Gateway to Eastern Markets. Through Simplis Logistics, FLUORSID provides logistics, warehousing and distribution optimisation services for industries in the Middle East, particularly the aluminium sector.

Logistics

Storage

Middle East distribution

1.5 FLUORSID's products



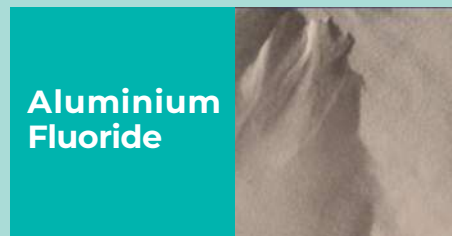
All the Group's activities are conducted with a focus on product quality and respect for the environment. FLUORSID distributes its products all over the world and at all latitudes through a network of top-quality partners ranging from primary aluminium and

cement producers to sectors such as petrochemicals, construction, fertilisers and many others.

In order to gain a better understanding of the complexity of the Group's production activities, a description of the products is given below with details of their capa-

city, how they are distributed in the market and in which plant they are produced.

FLUORSID distributes its products worldwide and to all latitudes

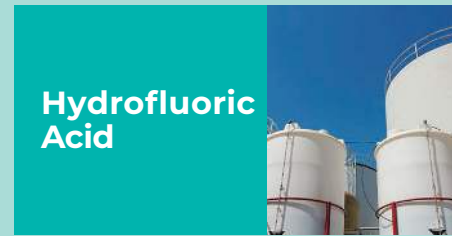


Capacity
150K t/year

Sites
Cagliari + Odda

Delivery
Silos trucks, cargo ships

Available in bulk or packaged
- **Big Bag from 1MT to 1,5MT**
- **Bags 15, 25, 50kg**



Capacity
10K t/year

Sites
Treviglio

Delivery
Tank trucks, cargo ships

Available in bulk or packaged



Capacity
320K t/year

Sites
Cagliari

Delivery
Tank trucks, cargo ships



Capacity
430K t/year

GYPSOS Raw

Sites
Cagliari, Odda

Delivery
Ships, bulk trucks

Available loose or in Big Bag



GYPSOS Milled

Sites
Cagliari, Treviglio

Delivery
Tank trucks, bulk trucks

Available loose or in Big Bag

GYPSOS Granular

Sites
Cagliari

Delivery
Ships, bulk trucks

Available loose or in Big Bag



Capacity
40K t/year

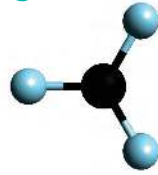
Sites
Cagliari

Delivery
Silos trucks, cargo ships

Available loose or in Big Bag

Aluminium Fluoride

AlF_3



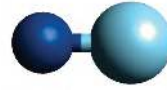
Aluminium fluoride is a white free-flowing powder, mainly used as an additive in the production of primary aluminium metal. It reduces the temperature and improves the conductivity of the molten bath, limiting power consumption.

FLUORSID produces high-density aluminium fluoride through the “dry process”, according to the following reactions:

- 1 dry acid grade fluorspar (CaF_2) reacts with sulphuric acid (H_2SO_4) in externally heated rotary kilns, generating gaseous hydrogen fluoride (HF) and calcium sulphate ($CaSO_4$);
- 2 the gaseous HF reacts with dry aluminium hydrate $Al(OH)_3$ in fluidised bed reactors to produce high-density aluminum fluoride.

Hydrofluoric Acid

HF



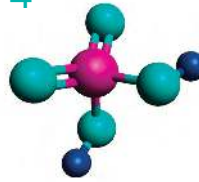
Hydrofluoric Acid, (also called HF 40% solution), is produced at the Treviglio plant with a production capacity of about 10,000 t/year. It is an important product that is mainly used for the surface treatment of metals, galvanic treatments, glass satin-finishing and acid etching, steel pickling and as a rust inhibitor.

HF production in solution is achieved through the following steps:

- 1 the reaction of dry acid grade Fluorite (CaF_2) with Sulphuric Acid (H_2SO_4) in externally heated rotary kilns, producing gaseous HF and Calcium Sulphate ($CaSO_4$) as a by-product;
- 2 the absorption of gaseous HF in water to produce dilute hydrofluoric acid.

Sulphuric Acid

H_2SO_4



Sulphuric acid is a strong, colourless liquid mineral acid. It is an important industrial product, widely used in oil refining, water treatment, uranium processing, inorganic acids production, metallurgical, fertilisers, pulp and paper industries.

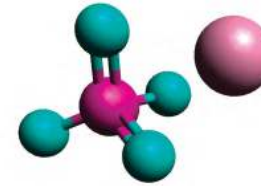
FLUORSID consumes sulphuric acid for the production of hydrogen fluoride (HF) and produces it from molten sulphur according to the “Double Contact Double Absorption” process in two parallel plants. The reactions are highly exothermic, allowing the co-production of steam and electricity power. The plants are designed and built with the best available techniques with a total production capacity of 320,000 MT/year. The energy recovered from these plants allows FLUORSID to be self-sufficient in terms of steam and electric power requirements and to sell both to third parties. Energy production exceeds 11MWh.

By-products

FLUORSID has integrated the concept of circularity into its sustainability strategy through efficient management of by-products originating from its production cycle, with the aim of extending their life cycle in the economic system.

GYPPOS

$CaSO_4$



GYPPOS is an anhydrous calcium sulphate (better known as anhydrite), EPD-certified, which is produced by FLUORSID at its three sites in Cagliari, Treviglio and Odda. Its physical and mechanical characteristics can be adjusted according to specific requirements, making it suitable for various applications in the construction and cement industries. In the construction industry, it is widely used for the production of self-levelling screeds. GYPPOS Milled is also an excellent alternative to cement in many non-structural concretes and mortars, as well as in various interior applications such as plasters, blocks for fire protection system solutions and aerated concrete. In the cement industry, it is used as an alternative to natural gypsum as an additive to regulate the setting time of cement. GYPPOS is available in different forms:

GYPPOS Raw: is a Synthetic Anhydrous Calcium Sulphate ($CaSO_4$), produced at the Cagliari and Odda sites,

which undergoes no further physical transformation. Its chemical quality and purity are guaranteed by the quality and stability of the raw materials used in its production and the frequency of analytical and process controls performed during the industrial process. This product is shipped from the ports of Cagliari and Odda by conventional ships, while small batches to local markets can also be delivered by bulk truck.

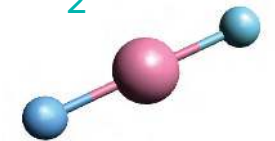
GYPPOS Milled: It is a synthetic, neutralized, and ground Anhydrous Calcium Sulfate ($CaSO_4$) obtained from the production of Hydrofluoric Acid (HF). It complies with EN standards for flexural and compressive strength and has obtained the “CE” mark, meeting the needs of customers looking for eco-sustainable materials in line with the Green Building Economy. It is produced in the Cagliari and Treviglio plants and is delivered in 30MT tanker trucks or in Big Bags for smaller batches and industrial testing.

GYPPOS Granular: It is a pelletized Synthetic Anhydrous Calcium Sulfate ($CaSO_4$) with water content (max 10%). Thanks to its high content of Anhydrite and minimal impurity concentration, the amount of SO_3 per ton of material is higher compared to other natural or chemical gypsums. Its use allows for a reduction in the specific consumption of raw materials based on Calcium Sulfate used in cement production.

GYPPOS is obtained from the reaction of Acid Grade Fluorite (CaF_2 97%) and Sulphuric Acid (H_2SO_4) during the production of Hydrofluoric Acid (HF): CaF_2 (solid) + H_2SO_4 (liquid) = $2HF$ (gas) + $CaSO_4$ (solid). Before being sent for further processing or storage, the product is neutralized with lime.

Synthetic Calcium Fluoride

CaF_2



Synthetic Calcium Fluoride is obtained by neutralising wastewater from FLUORSID processes with limestone and lime, resulting in precipitation and filtration, and is sold as a flux to the cement industry as an alternative to low-titre natural fluorspar (CaF_2). A fluorine-rich slurry (min 40% CaF_2) is obtained and pressed into high-pressure membrane filters. For this process, FLUORSID has developed its own patent.

Main production site certifications

Over the years, FLUORSID has obtained a series of certifications for its different plants, verified by independent third-party organizations at an international level. These certifications are as follows:

Anticorruption
ISO 37001
CAGLIARI

Quality
ISO 9001
CAGLIARI
TREVIGLIO
ODDA



Main production site certifications



Environmental Management
ISO 14001
CAGLIARI
TREVIGLIO
ODDA

Health and safety
ISO 45001
OHSAS 18001
CAGLIARI
ODDA

Green revolution: EPD certifications

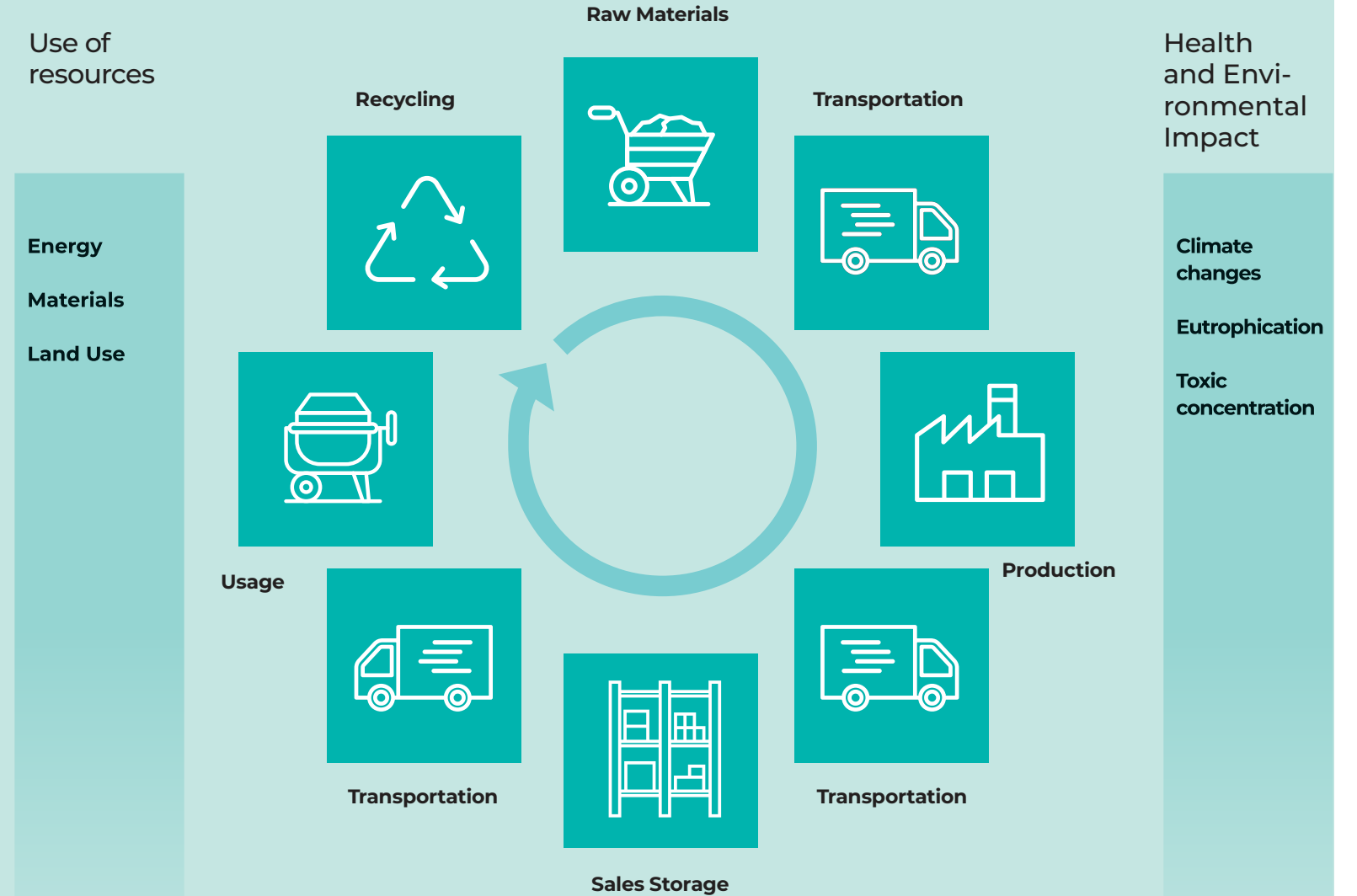
In addition to the main certifications that the company has obtained for years, in 2023, the Group obtained the EPD (Environmental Product Declaration) certification for the by-products Gypsum Pellets, Anhydrite, and Ground Anhydrite produced at the Cagliari plant.

The EPD (Environmental Product Declaration) certification is a document through which the company publicly discloses information to stakeholders regarding the **environmental performance of its product**. Specifically, it describes the environmental performance related to the product's life cycle (LCA), in accordance with the International Standards UNI EN ISO 14025:2010, ensuring transparency and comparability of its performance with that of other operators.

The certification represents an important tool for objective and transparent communication of the company's performance regarding the production of by-products. Thanks to this certification, consumers can verify the information related to the products they are purchasing, validated by an accredited third-party organization, and can contribute to safeguarding the ecosystem by choosing products and services that have a lower impact compared to others on the market.

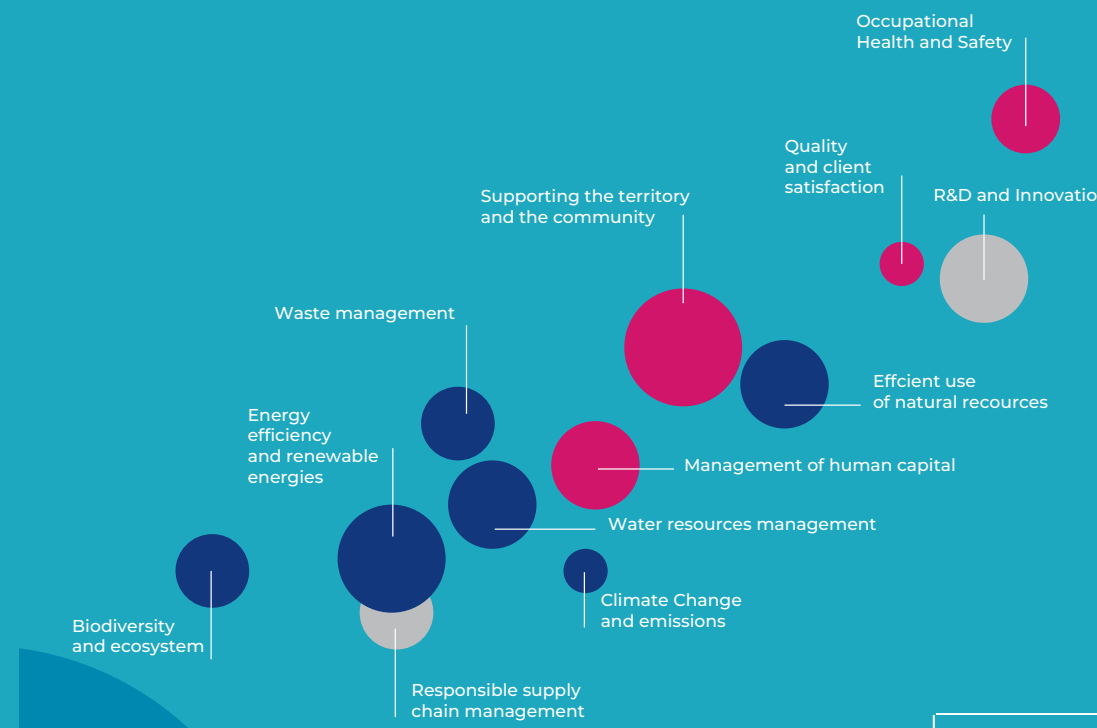
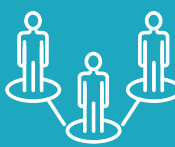
LCA (Life Cycle Assessment) is a tool used to analyze the environmental impact of a product throughout its entire life cycle, from the extraction of raw materials, through production, transportation, the use phase, and disposal.

Life-cycle concept





2 The Group's approach to the fundamental principles of sustainability



Sustainability Report
2023

2.1 Our contribution to sustainable chemistry

The Group, aware of the environmental and social context in which it operates, is committed to aligning its development goals with sustainability. This is achieved through a long-term vision that takes into account all stakeholders with whom the Group interacts. As a result, there is a full awareness of the company's impacts on the surrounding context and the necessary actions to prevent, manage, and improve any generated impact.

development through an integrated policy of pollution prevention and control. Meticulous attention is given to the reliability of its facilities and the exploration of new technologies that can improve processes and reduce environmental impacts.

FLUORSID promotes energy efficiency and sustainable development

The importance of this approach is increasingly evident in today's business landscape, where companies are called upon to address complex challenges and adopt sustainable practices to ensure a better future for all. The Group is committed to protecting the environment and people, and to upholding principles of transparency and integrity, in order to establish strong and lasting relationships of trust with its stakeholders.

On the environmental front, the company is dedicated to promoting energy efficiency and sustainable

2.2 Stakeholder engagement

In carrying out its activities, FLUORSID takes into consideration the interests and expectations of all its key stakeholders, with the aim of developing strong and lasting relationships and creating long-term value. For this reason, the Group is committed to maintaining constant and transparent dialogue with stakeholders, actively engaging with all individuals and entities it interacts with. The Group's objective is to understand their priorities and expectations and contribute to the creation of sustainable value in the countries where it operates.

FLUORSID diligently involves its stakeholders, carefully listening to them in order to better understand their needs and expectations, so that they can be integrated into its strategies and decisions. **Building trust relationships allows the Group to establish a stable rapport, promote positive and beneficial interactions, and create a positive impact in the areas where it operates.**

A careful management of stakeholder interests begins with a structured activity of identifying key stakeholders with whom to promote regular engagement initiatives. In this regard, the Group has conducted a series of internal surveys with the company's departments responsible for daily interaction with stakeholders and has built the following map of the most relevant stakeholders for the Group according to the criteria of the AA1000



Stakeholder Engagement Standard.

Involvement, consultation and constructive dialogue with stakeholders are key elements for the Group in the pursuit of sustainable success. FLUORSID recognizes stakeholders not only as individuals who have a pivotal role for enabling the accomplishment of business objectives, but also, most importantly, as the main receivers, direct or indirect, of the value created through its activities.

Involvement, listening and constructive dialogue with stakeholders are key elements for the Group in the pursuit of sustainable success

FLUORSID Stakeholder

	Stakeholder category	Description
	Territory	Local communities where FLUORSID operates and is present, i.e. local governments, schools, citizens and civil society.
	No profit organizations	Non-governmental organisations committed to socially useful purposes such as environmental associations.
	Public and private institutions	Authorities that at national and international level regulate the chemical sector, oversee the safety of the chemical industry, public health and environmental protection, promote research and manage major global emergencies.
	Financiers	Individuals who contribute financially to the development of FLUORSID.
	Scientific Community	Scientific chemical societies, universities, scientific foundations and research centres involved in the development of the chemical industry.
	Supply chain partners	Suppliers, distributors, customers.
	Collaborators	FLUORSID staff of all functions and roles.
	Natural environment	Natural context within which FLUORSID's activities find their origin, purpose and limit.
	Competitors	Direct category competitors (fluorine value chain), direct chemical industry competitors and indirect competitors.
	Trade Associations	National and international, public and private associations, organisations, which aim to represent the chemical sector.
	Media	Social networks, blogs and digital information websites, local, national and international press and television, chemical trade press.
	Trade Unions	Bodies representing the social parties.

During 2023, the stakeholder engagement activities reflected the Group's commitment.

FLUORSID aims to reach an increasingly wider audience, telling its brand promise "Life, Respect, and Transformation since 1969" as a sort of omnipresent virtual business card, strongly linked to its values and undeniably distinctive in its reference markets. The journey of "LIFE," the company's house organ, constantly encounters fundamental milestones of our existence, of what FLUORSID is and represents. For four years, the magazine has been a place where people can meet, share stories, get to know each other, and learn more about what is being built together.

FLUORSID is active in communication and information towards its stakeholders through multiple channels, including the institutional website www.fluorsid.com - where press releases and updates on past and ongoing initiatives are made available - the official LinkedIn profile, and the YouTube page, which aim to tell the daily life of the business and the Group's initiatives through videos and images.

An important initiative worth mentioning - among the various ones activated during the year - is the **participation in the "Leconomia d'Italia" tour**. FLUORSID took part in the Sardinian event of "Leconomia d'Italia," an event organized by Corriere della Sera, which focuses on the entrepreneurial fabric of all regions of Italy and saw the participation of important speakers, including CEO Lior Metzinger. During his speech, Metzinger emphasized FLUORSID's key role in

the global aluminum market and highlighted how the company has adapted to new international dynamics: "Our company is a leader in the transformation of raw materials for the production of aluminum: we were born in Sardinia over fifty years ago to give value to the raw materials of the island, but today we have partners on all five continents, reaching in recent years 95% of turnover with supply agreements outside the EU, with the Middle East as the first market and the North American and Indian markets growing strongly".

In 2023, **FLUORSID also participated in the Fastmarkets International Aluminium**, the thirty-seventh edition of one of the most important events dedicated to the aluminum industry. It was three days of analysis and insights on raw materials and primary and secondary aluminum markets, which represented a unique opportunity to connect with industry leaders, customers, and suppliers.

Furthermore, during the reporting period, FLUORSID took part in **TMS 2023**, the customary American event held in San Diego, California, during which engineers, scientists, business leaders, and other professionals in the minerals, metals, and materials sectors shared broad and interdisciplinary technical knowledge. These are days in which, in addition to the various talks, **private meetings organized by stakeholders are essential to strengthen existing relationships or build new ones**.

2.3 ^{3-1, 3-2} GRI Materiality analysis

Materiality analysis is the process by which an organization identifies material topics, which are the **issues that have the most significant impacts on the economy, environment, and people, including impacts on human rights**. The results of this analysis support the definition

of strategic objectives and improvement actions that the Group intends to pursue. The materiality analysis is also a dynamic process that requires updating in order to capture new priorities and align with macro-trends in the external context. This model is essential for focusing on impact management, including risk management and enhancing sustainability opportunities.

The new Corporate Sustainability Reporting Directive - CSRD

The EU Directive 2022/2464 (CSRD: Corporate Sustainability Reporting Directive), approved by the European Parliament in November 2022 and effective from January 2023, establishes **new rules for sustainability reporting** aimed at increasing clarity and transparency towards external stakeholders. The Sustaina-

bility Report will need to be prepared according to common standards (European Sustainability Reporting Standards - ESRS) issued at the European level by the European Financial Reporting Advisory Board (EFRAG).

In July 2023, the European Commission adopted the Delegated Act on the first set of ESRS standards (Standard Sector-Agnostic) represented in the following scheme:

Cross-cutting standard	Topical standard		
	Social	Environmental	Governance
<ul style="list-style-type: none"> ESRS1 - General requirements ESRS2 - General disclosure 	<ul style="list-style-type: none"> E1 - Climate change E2 - Pollution E3 - Water and marine resources E4 - Biodiversity E5 - Resource use and circular economy 	<ul style="list-style-type: none"> S1 - Own workforce S2 - Workers in the value chain S3 - Affected communities S4 - Consumers/End users 	<ul style="list-style-type: none"> G1 - Business conduct

In 2023, a **gap analysis** was conducted to identify the missing requirements to fully comply with the Directive and ensure FLUORSID's alignment starting from the 2025 financial year, as mandated by the regulation. Following this analysis, an **action plan** was formalized. This activity will be updated upon the release of subsequent standards by EFRAG, such as sector-specific ESRS standards.

Among the main novelties, the Directive has introduced the concept of double materiality for defining material topics, which is expressed in two dimensions:

- **“Impact Materiality”** or "inside-out" logic for assessing environmental, social, and governance areas and topics on which the Group, through its activities, has a significant external impact.
- **“Financial Materiality”** or "outside-in" logic for assessing sustainability aspects that can have significant impacts on business development and performance, and consequently, on its financial value.

For an external impact (Impact Materiality), a risk or opportunity for the Group (Financial Materiality) to be considered significant, it must exceed the materiality threshold in either the impact or financial assessment.

Anticipating the requirements of the CSRD, the Group has decided to conduct an initial exercise in applying the concept of double materiality, taking a further step forward from the Impact Materiality analysis conducted in 2022.

The identification of risks and opportunities that significantly influence or may influence the company's future cash flows has allowed for the definition of potential economic and financial implications on the organization's development, performance, and positioning in the short, medium, and long term.

Identification of impacts, risks, and opportunities

In order to identify potentially relevant impacts, risks, and opportunities for FLUORSID, an analysis of the organization's external context was conducted, taking into consideration reference best practices, the industry, and the regulatory framework. The internal context, from the business model to the Group's strategy, was also analyzed.

In particular, to identify **positive and negative, actual and potential impacts** on the economy, environment, and society, various external sources were considered, including the World Economic Forum's Global Risk Report, the EU Green Deal, GRI standards, the first set of ESRS standards, Global Compact principles, industry standards, and internal sources such as company documentation and previous sustainability reports, with the aim of updating the mapping carried out for last year's materiality analysis.

To identify **risks and opportunities**, interviews were conducted with company managers to conduct an initial exercise in identifying ESG risks.

Thanks to the **analysis of the external and internal context**, it was possible to define the list of potentially relevant impacts, risks, and opportunities for the Group to be evaluated. Subsequently, each of them was linked to the relevant material theme.



ZERO FRONT LOADER technology conveyor belt.

Impact materiality

The potentially relevant impacts were evaluated by FLUORSID's **internal and external stakeholders to determine their significance** and prioritize them. The identified impacts were divided into positive and negative, actual and potential impacts.

Following the guidelines of the GRI 2021 standards and those recently issued by EFRAG regarding assessment metrics, the **significance of an actual impact** was defined based on severity, assessed in terms of three dimensions:

- a) Scale:** in terms of the magnitude of the impact;
- b) Scope:** in terms of the breadth of the impact;
- c) Irremediable character:** based on the possibility of remedying the damage (only for negative impacts). For **potential impacts**, in addition to severity, the likelihood of **occurrence** was also assessed.

The results of the evaluations by internal and external stakeholders allowed for the classification of impacts into five categories based on the level of significance: "very significant," "quite significant," "significant," "not very significant," and "not significant," according to previously

determined quantitative thresholds.

Financial materiality

The identified risks and opportunities can be directly linked to the generated impacts but can also arise from other factors, such as exposure to extreme climate events or the evolution of climate-related regulations. During this initial exercise of financial evaluation of ESG risks and opportunities, internal stakeholders were involved, using parameters such as the potential **impact** on financial effects and their likelihood of **occurrence**, distinguishing between short, medium, and long-term time horizons. For the determination of risk and opportunity assessment metrics, qualitative and quantitative metrics established under the supervision of the CFO and Site Manager of the Company were considered.

Similar to the Impact Materiality, the results of the evaluations allowed for the classification of risks and opportunities into four categories based on the level of significance: "very significant," "significant," "not very significant," and "not significant," according to previously determined quantitative thresholds.









Classify risks and opportunities into five categories











Material Impacts

Overall, for the materiality analysis, 34 impacts and 29 associated risks and opportunities related to 15 themes were evaluated. The materiality threshold was defined by considering the impacts that, in both perspectives, fell into the categories from **"very significant"** to **"significant."** There were 21 material impacts and 7 associated risks and opportunities related to 12 material themes.

The tables on the following pages summarize the most significant positive, negative, actual, and potential impacts of FLUORSID **for each material topic**, generated (Impact materiality) and experienced (Financial materiality), divided according to the three dimensions of sustainability. In order to present FLUORSID's contribution to the commitments of the United Nations' 2030 Agenda, the following list has also been associated with the Sustainable Development Goals.

Material topic 2023 and SDGs

Material topic	Description of impacts, risks and opportunities	Type	SDGs
E	Environmental		
1	Energy efficiency and renewable energies Energy consumption from production activities at the Group's facilities	Effective	 
2	Fuel consumption for transportation vehicles	Effective	
3	Cost reduction for energy through energy efficiency initiatives	Opportunity	
4	Waste management Waste production from the Group's activities	Effective	
5	Disposal of non-recyclable waste in landfills	Effective	
6	Climate Change and emissions Generation of Scope 1 emissions (from combustion of fossil fuels for machinery operation) and Scope 2 emissions (from purchased electricity)	Effective	 
7	Generation of other pollutant emissions (e.g., NOx, SOx, particulate matter)	Effective	
8	Generation of Scope 3 indirect emissions	Effective	
9	Water resource management Water resource consumption during the Group's activities, leading to increased water stress	Effective	
10	Cost reduction through water reuse, recycling, and efficiency solutions	Opportunity	
11	Efficient use of natural resources Utilization of by-products to promote a circular approach in the chemical sector	Effective	
12	Depletion of natural resources due to the extraction of virgin raw materials	Effective	
13	Increased costs due to potential price fluctuations for raw materials caused by external factors (geopolitical, natural, etc.)	Risk	
14	Increase in the share of products developed using a circular approach, potentially increasing market attractiveness	Opportunity	
15	Biodiversity and ecosystems Potential harm to species and ecosystems due to soil pollution	Potential	
16	Potential harm to species and ecosystems due to air pollution	Potential	

Material topic	Description of impacts, risks and opportunities	Type	SDGs
S	Social		
17	Supporting the territory and the community Development of charitable initiatives and collaborations with the territory to support the development and well-being of the community	Effective	
18	Creation of new jobs and employment impact along the local supply chain	Effective	
19	Potential air, water and acoustic pollution due to production activities in the territory	Effective	
20	Improvement (worsening) of brand reputation thanks to increased involvement and greater transparency in communication (due to lack of involvement or communication that is not sufficiently transparent) to local stakeholders	Opportunity (Risk)	
21	Potential impact on related stress-work indicators	Potential	
22	Management of human capital Improvement of employee satisfaction by implementing corporate welfare programmes	Effective	 
23	Improvement (worsening) of related stress-work-life indicators and work-life balance of employees resulting in positive (negative) impacts in terms of productivity and engagement	Opportunity (Risk)	
24	Quality and client satisfaction Improvement of the quality of service offered to customers thanks to the compliance with the contractual conditions, timing and expectations of the customer	Effective	 
25	Occupational Health and Safety A healthy and safe workplace that facilitates optimal mental and physical state for all employees through adequate security guards and management systems	Effective	
G	Governance		
26	R&D and Innovation Introduction of new technologies and operating modes with reduced environmental impact on the Group's processes and assets	Effective	 
27	Increase in productivity and efficiency thanks to investments in innovation and digitalisation with related consequences in terms of the quality of the services provided	Opportunity	
28	Responsible supply chain management Potential violations of workers' rights and human rights along the supply chain	Potential	

2.4 The Double Materiality Matrix

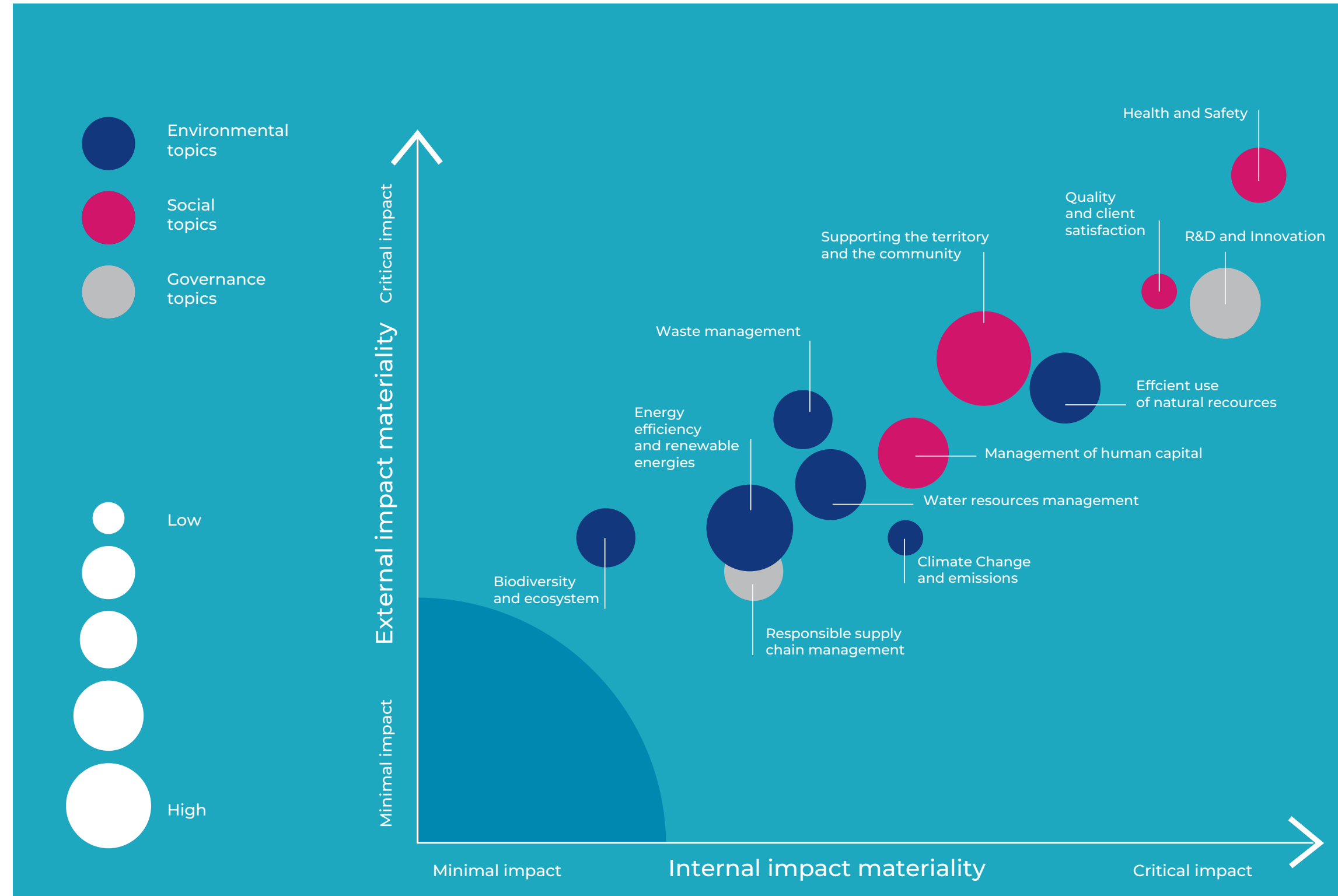
From the materiality analysis, it is clear that FLUORSID is generating significant impacts, especially in terms of human resources and the environment. A key element in the long-term value creation strategy is the focus on the customer and the commitment to offering innovative products and services with reduced environmental impact. The company is also working to expand its virtuous actions and generate increasingly widespread positive impacts, not only from an environmental perspective but also from a social and ethical business management perspective.

Financial significance of the material theme, while the position on the axes represents the significance attributed to the material theme by internal (x-axis) and external (y-axis) stakeholders. In the case of impact materiality representation, as the significance attributed to the theme by external stakeholders increases, the theme will be shifted higher, indicating a more critical impact, and vice versa. The same reasoning applies to the significance attributed by internal stakeholders.

Generating more and more widespread positive impacts

The results of the Impact and Financial Materiality analyses have been used to develop a double materiality matrix, which integrates the two assessments graphically and defines material themes. In particular, each theme has been assigned a score based on this dual perspective as a weighted average of the impacts assessed by internal and external stakeholders and the associated risks or opportunities.

The aggregation of results has allowed for the matrix representation of the Group's materiality, where the size of the circles represents the fi-



2.5 2-23, 3-3 GRI

Contribution to sustainable development goals

The global strategy for sustainable development is embodied in the ambitious United Nations Plan: **the 2030 Agenda for Sustainable Development**. The document, signed in September 2015 by 193 countries, including Italy, aims to guide the world towards achieving 17 goals (the Sustainable Development Goals - SDGs) by 2030, which are divided into 169 targets and over 240 indicators. The 2030 Agenda is not just a document that sets 17 targets to be achieved for a sustainable future; it is a global challenge that involves the entire population. Eradicating poverty and inequality, promoting responsible consumption and production are

just some of the goals that society and individual citizens must strive to achieve to become responsible: cities, territories, schools, teachers, students. Everyone is involved in trying to define new strategies for sustainable development through a path that is as conscious and participatory as possible.

Some of the challenges posed by the 2030 Agenda are closely related to the chemical industry, which is strongly connected to scientific development and constantly seeks innovative solutions to the obstacles faced for sustainable development. In the common imagination, the chemical industry is often associated with negative impacts on the environment. However, if the commitment and efforts of the

chemical industry in recent years have led to tangible results in terms of reducing environmental impact (reduced greenhouse gas emissions, water consumption, and energy consumption), attention to social aspects has been a driving force for the growth of the entire sector, with human resources playing a central role in many sustainable development projects.

To date, FLUORSID integrates the goals of the 2030 Agenda into its business activities, in line with the strategic objectives of the business, and implements concrete actions to contribute to the achievement of the most relevant goals.

Sustainable Development Goals



SDGs, commitment and activities of FLUORSID

Scope	Relevant topics for FLUORSID	Our commitment and activities	Relevant SDGs	
Environmental	Energy efficiency and renewable energy Waste management Climate Change and emissions Water resource management Efficient use of natural resources Biodiversity and ecosystems	<p>FLUORSID is constantly committed to monitoring and reducing environmental impacts and has obtained ISO 14001 certification for its management systems in several plants. The Group is particularly active in research and development activities aimed at innovating production processes, conducted both internally and in collaboration with external bodies. The Group's commitment is realized in reducing waste, in the self production of energy, in minimizing emissions, in the efficient management of by products and in the attention that the company has on the biodiversity of the places where production plants are present. Among the activities undertaken by the Group are:</p> <ul style="list-style-type: none"> • Achievement of the Environmental Product Declaration for GYPSOS • INNCED project with the aim of creating innovative panels for construction with a by product of the chemical industry • ZERO FRONT LOADER project to optimize the management of raw materials • R.I.U.S.A. project with the aim of using synthetic anhydrite as binder in the lower layers of the road substrates 	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	
	Social	Local community development and engagement Management of human capital Quality and client satisfaction Occupational health and safety	<p>Care and attention to all its employees has always been a fundamental element for the Group. Innovation can only be supported thanks to the consolidated skills and those acquired through constant training on new technologies, which is why the FLUORSID Academy was created. In addition, the PhD Programme of the University of Cagliari was funded. Health and safety protection is a prerequisite for the Group, which has obtained ISO 45001 certification for its management systems at several plants. Aware of operating in an area where the workforce is mainly male, the Group is committed to ensuring fair treatment, thanks to a working environment attentive to the needs of everyone. The corporate welfare has always taken on a leading role. The Company is committed to maintaining a strong relationship with the local community through some initiatives including:</p> <ul style="list-style-type: none"> • Project with CREA UniCa, which supports the design, planning, management and communication of local, national and international projects aimed at the economic, innovative and entrepreneurial development of the territory; • Collaboration with the Giulini Foundation; • Support for a microproject in the Gerrei territory; • Training projects with Institutes of Secondary Education in the territory; • Collaborations with local sports companies. 	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 10 REDUCED INEQUALITIES
Governance		R&D and innovation Sustainable economic value	<p>The Group's strategy is based on a solid economic, financial, and asset structure. Without economic sustainability, it is not possible to ensure the resilience of the company. In recent years, the Group has focused on launching innovative projects and collaborations with universities, such as the partnership with the University of Cagliari in researching the use of calcium sulfate. This demonstrates the Group's commitment to its supply chain. As a testament to its commitment to the supply chain, FLUORSID has implemented the SA 8000 certification, which formalizes its intention to build a sustainable supply chain that is mindful of environmental and human conditions.</p>	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Anti-corruption
Policy

Quality Policy

Safety
and environment
Policy

The governance

3



€ 227 Mln
generated value

€ 210 Mln
were distributed

€ 71 Mln
were detained



Sustainability
Report

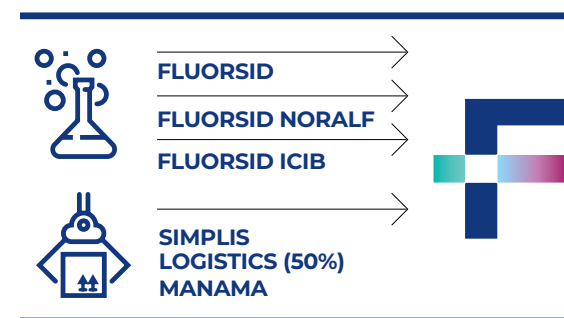
2023

3.1 2-6, 2-9, 2-10, 2-11, 2-13, 206-1, 405-1 GRI

Group's structure

3.1.1 The Group

FLUORSID bases its business model on the principles of ethics, fairness, and transparency, which are essential for long-term sustainable development. The integration of these values into the Group's activities is ensured by a well-defined governance system, which is crucial for maintaining clear and ethical relationships with all key stakeholders and for ensuring proper monitoring of risks and opportunities along the value chain.



The complexity of the business in which FLUORSID operates has led the company to develop an organizational structure focused on the effectiveness and efficiency of processes. These characteristics are guaranteed by a clear governance structure articulated at different levels and by a functional organizational structure, in which the functional departments represent the decision-making centers in support of the governing bodies. This allows for

faster decision-making processes based on concrete data, improving the company's responsiveness to market challenges and opportunities.

The corporate governance structure adopted by the Group is based on the traditional organizational model. Therefore, the company has decided to adopt a simplified and lean structure in which management is guided by the Board of Directors (BoD) of FLUORSID, to which the BoDs of the controlled companies also report. The BoD has decision-making power and delegation power towards the CEO of FLUORSID S.p.A. The Board of Directors consists of eight members, including a Chairman, a CEO, four delegated Directors, and two non-delegated Directors. All Directors have a reference role within the organization and are responsible for coordinating and controlling their respective areas of competence. In addition, the BoD participates in all decisions related to sustainable development goals

and meets twice a year for the preparation of the financial statements, the remuneration of the management, and the communication of the delegated bodies (pursuant to Article 2381 of the Italian Civil Code).

As for the reporting lines, there are no committees. The plant managers of FLUORSID S.p.A., FLUORSID ICIB, and FLUORSID Noralf report directly to the CEO of FLUORSID S.p.A.

3.1.2 Governing bodies

The traditional corporate governance structure adopted by FLUORSID consists of the following governing bodies:

Board of Directors

The Board of Directors, consisting of 6 members, is responsible for the ordinary and extraordinary management of FLUORSID. The Board of Directors of FLUORSID also reports to the Boards of Directors of its subsidiaries. The Board of Directors is supported by the Board of Statutory Auditors and an external auditing company.

Chairman of the Board of Directors

The Chairman is appointed by the Ordinary Shareholders' Meeting from among the directors for a period of three financial years. In addition to the powers conferred by the Board of Directors, the Chairman, and in the event of his absence or impediment, the Vice Chairman, is also responsible for the legal representation of FLUORSID before third parties and judicial bodies.

CEO

The CEO is appointed by the Ordinary Shareholders' Meeting for a period of three financial years. In addition to the powers conferred by the Board of Directors, the CEO is vested with the legal representation of the Company before third parties and judicial bodies as indicated in the specific power of attorney deed.

Board of statutory auditors

The Board of Statutory Auditors is FLUORSID's control body that supervises, as required by law, the proper administration of the Company, in particular the adequacy of the organisational, administrative and accounting structure adopted by the Directors and its actual functioning.

Statutory audit of accounts

The statutory audit of the company's accounts is carried out by a statutory auditor or by a statutory auditing company registered in the appropriate register.

The Board of Directors, consisting of eight members, was appointed by the Shareholders' Meeting on 16/06/2023 for a one-year term, appointing Lior Metzinger as CEO and Tommaso E. Giulini as Chairman.

Board of Directors

<p>Lior Metzinger CEO Man 30-50 years old</p>	<p>Tommaso E. Giulini Chairman Man 30-50 years old</p>	<p>Gianluca Ligas Counselor Man 30-50 years old</p>
<p>Daniele Tocco Counselor Man > 50 years old</p>	<p>The 8-member Council appointed by the Shareholders' Meeting on 16/06/2023</p>	<p>Stefano Melis Counselor Man 30-50 years old</p>
<p>Andrea Alessandro Muntoni Counselor Man > 50 years old</p>	<p>Loukas Plakopitis Counselor Man 30-50 years old</p>	<p>Luca Pala Counselor Man 30-50 years old</p>

3.1.3 Shareholders orientation

FLUORSID primarily focuses on creating sustainable medium and long-term value for its shareholders through the implementation of an industrial policy aimed at increasing the company's competitiveness and optimizing available resources. The goal is to provide adequate remuneration of share capital and increase the company's assets. All of this is ensured while considering the Company's sustainable development objectives, thanks to the careful participation of the Board of Directors (BoD) in decision-making processes, ensuring that the organization's processes and impacts are in line with sustainability principles.

Furthermore, the company recognizes the importance of establishing a relationship of trust with shareholders and financiers, and therefore adopts transparent behaviors and maintains continuous, timely, and clear communication. Additionally, to prevent any corporate crimes that may harm the interests of shareholders, the company implements an internal control and management system aimed at ensuring the accuracy and correctness of corporate communications.

3.1.4 Customer orientation

FLUORSID considers values such as fairness, honesty, professionalism, transparency, reliability, quality, legality, and impartiality as fundamental in its relationships with all stakeholders. The company is committed to providing fair treatment to actual and potential customers during service delivery. The foundational values of the relationship that FLUORSID establishes with its customers are availability, respect, courtesy, and participation, along with a constant commitment to ensuring satisfaction through timely and high-quality communication channels and tools. FLUORSID recognizes the importance of listening to and engaging in dialogue with customers and is committed to providing them with complete and timely information about the characteristics and risks of the products offered. All communications with customers are truthful, comprehensive, and accurate. Furthermore, FLUORSID is committed to pursuing excellence in service delivery and ensuring the same level of quality across all its business areas, taking into account the different territorial characteristics and local regulations. The company acknowledges the differences between the markets in which it operates and strives to ensure fairness in agreements and business relationships by providing clear, comprehensive, and compliant contracts, communications, and documents in accordance with applicable regulations, without engaging in evasive practices. As a result, to date,

3.2 2-23, 2-24, 2-26, 2-27, 3-3, 205-2, 205-3 GRI Main Group policies

FLUORSID has been using an Ethics Code for several years, which was updated and approved by the Board of Directors (BoD) in 2022. This code is directed towards both the governing bodies and their members, as well as employees, consultants, and any other stakeholders. The purpose of the code is to transparently identify the set of values that inspire the company's business model.

Principles on which FLUORSID bases its relations with its partners

Integrity



FLUORSID promotes respect for the psycho-physical and cultural integrity of the individual and its valorisation as a key resource for competitiveness and success, and guarantees working conditions that respect human dignity. On the other hand, directors, auditors, managers and collaborators regulate their conduct in a professional and responsible manner and undertake to act in a correct, transparent and moral manner, avoiding misleading information and behaviour that could lead to undue advantage or potential conflict.

Loyalty and transparency



Directors, auditors, managers and collators undertake to provide all parties with whom they have dealings with information that is complete, transparent, comprehensible and accurate, so that stakeholders are able to make autonomous decisions in full knowledge of the interests involved, the alternatives and the relevant consequences.

Legality



FLUORSID regulates its conduct in full compliance with all applicable national and international regulations, the Code of Ethics and internal rules. In no case may the pursuit of the Company's interest or advantage justify conduct in violation of and/or in breach of the applicable legal or regulatory provisions.

Impartiality and equal opportunities



Directors, auditors, managers and collaborators operate with full respect for the personal characteristics of each person, respecting diversity and repudiating any possible discrimination on the basis of age, state of health, sex, religion, race, nationality, political and cultural opinions, and personal or social condition. Finally, the company does not take into account recommendations or suggestions from external or internal sources and ensures fairness and impartiality in compliance with legal and contractual rules.

Health, safety and environmental protection



FLUORSID carries out its business activities in a sustainable manner, ensuring that the achievement of industrial objectives in the short term does not compromise its own, the territory's and its stakeholders' future ability to pursue long-term economic, social, environmental and institutional objectives.

3.2.1 Anti-corruption Policy



FLUORSID has not faced any legal actions for anti-competitive behavior or monopolistic practices.

Since 2009, FLUORSID has also implemented an **Organizational, Management, and Control Model** (formerly Legislative Decree 231/2001), which was revised and updated in the early months of 2024. In addition to the Ethics Code, this model introduced principles of Corporate Governance, control protocols, a sanctioning system, a training and communication plan, a Supervisory Body, and a 231 Committee.

The control protocols represent a set of **control measures that oversee activities identified as sensitive** to the commission of offenses under Legislative Decree 231/01. Their proper application helps prevent the commission of offenses. These protocols may refer to procedures and operational instructions related to the Management Systems implemented by the Company.

Among the various management systems adopted by the Company, with the aim of consolidating the principles of the Ethics Code and the Organizational, Management, and Control Model, the Anti-Corruption Management System ISO 37001 stands out. This system was obtained in 2022 and led to the drafting of the **anti-corruption policy**. The other management systems ISO 9001, ISO 14001, and ISO 45001 have been adopted by FLUORSID for the continuous improvement of performance in terms of health and safety in the workplace and environmen-

tal protection. This commitment is expressed through the principles disseminated in the **Quality, Safety, and Environment Policy**. Furthermore, in 2022, FLUORSID also obtained certification for the Social Accountability Management System SA 8000, strongly desired by the Company to regulate the conduct of activities according to clear and unambiguous ethical and social responsibility requirements, committing to involve the entire supply chain on these issues.

During the 2023 reporting period, as well as in previous reporting periods, no cases of active or passive corruption involving administrators or employees of FLUORSID were identified. Throughout the reporting period, the Company did not identify any significant cases of non-compliance with social, environmental, and economic laws and regulations.

FLUORSID rejects and combats all forms of corruption in the broadest sense of the term, including any form of abuse for private purposes or as practices of wrongdoing, encompassing promises, inducements, instigation, requests, offers of incentives, or other benefits as rewards to a person for acting or omitting actions, whether due or undue.

The culture of legality is fundamental to FLUORSID's way of doing business. It is for this reason that compliance with applicable laws is continuously emphasized, along with the need to ensure fairness and transparency in conducting business and company activities to protect its position, reputation, and the work of its employees.

Each individual who carries out activities on behalf of the Company is required to read and understand the contents of the Anti-Corruption Policy and to act in accordance with its provisions. The Company involves top management in corruption prevention, making them promoters of a culture where corruption is not acceptable, and requires a strong and visible commitment from them to oversee compliance with anti-corruption measures, ethics,

internal controls, and the implementation of measures deemed suitable for preventing, identifying, and reporting potential violations.

Between 2022, the year of drafting, and 2023, the anti-corruption policy and procedures were communicated to all members of the Board of Directors, the Shareholders' Meeting, and the Board of Statutory Auditors, 100% of employees, 80% of customers, 45% of suppliers, and 67% of agents. Regarding anti-corruption training, in 2023, training was provided to 75% of the members of the Board of Directors and 86% of employees.

3.2.2 Code of Ethics



Organisation, Management and Control Model, Related Parties

The Legislative Decree No. 231 of June 8, 2001 (D.lgs. 231/2001) introduced the principle of administrative liability for legal entities and companies in the event of the commission of crimes and administrative offenses to the benefit of the Company by anyone operating on behalf of or for the organization or who has a collaborative relationship with the organization. FLUORSID S.p.A. adopted its own Organizational, Management, and Control Model (hereinafter referred to as the "Model") in 2009, which was updated in response to corporate and organizational changes and changes in the regulatory framework, in line with the Decree. The Model was further modified in 2012 following the company's reorganization, new legal provisions, and the subsequent inclusion of new offenses in Legislative Decree 231/2001.

The Model is part of a broader corporate policy of FLUORSID and establishes a systematic and structured system of guidelines, operational procedures, and specific control measures to ensure that correct and linear behaviors are adopted, thereby preventing the risk of committing the offenses covered by the Decree. Furthermore, the Model led to the approval of an Ethics Code, which defines the general principles and values to which

employees, administrators, collaborators, customers, suppliers, and anyone who comes into contact with the Company are expected to adhere.

The Model establishes the creation of a dedicated mailbox to allow anyone who becomes aware of information regarding the commission of offenses or facts that do not comply with the behavioral standards set out in the Ethics Code to report them to the Supervisory Body.

The Supervisory Body considers the received reports and takes the necessary measures, always ensuring the protection of the whistleblower from any form of retaliation, in accordance with the applicable regulations. Reports can be made through the company's website by visiting the Ethics and Sustainability page (<https://fluorsid.com/sustainability/>) and clicking on the Reporting window.

During 2023, no external reports regarding the commission of offenses or facts that do not comply with the standards set out in the Ethics Code were received by the Supervisory Body.

3.3 3-3, 201-1 GRI

Economic value generated and distributed

For FLUORSID, **sustainability and value creation are strongly interconnected concepts** that are measured in terms of the Value Added produced and distributed by the companies within the reporting scope.

Operating and contributing to the growth of the economic, social, and environmental context allows for the creation of prosperity and wealth for both the Group and its stakeholders.

2023 was a year of slowdown for the global economy, especially for international trade. Various factors influenced the economic dynamics, primarily geopolitical factors such as the Russo-Ukrainian conflict and the conflict that re-emerged in the Middle East in October. Supply constraints in the goods market, resulting from the aftermath of the pandemic crisis and subsequently exacerbated by international tensions, the sharp increase in commodity prices, especially energy prices, and the support to demand provided by highly expansionary monetary and fiscal policies, all contributed to a surge in inflation. This forced central banks in many countries to initiate significant monetary tightening, with the ECB setting the interest rate at 4.5%.

Analyzing the main economic and financial indicators, **a value of over €227 million was generated in 2023, of which €210 million was distributed and €17 million was retained.** Among the various stakeholders, the category that received the highest economic value was suppliers (90.6%), followed by em-

ployees (6.6%). The significant decrease in generated economic value (-23%) is linked to the changing conditions of the macroeconomic scenario, which, while allowing for the maintenance of sales volumes of fluorinated derivatives, led to a sharp decline in their average prices, by almost 18%. The variable that had the greatest impact was the strong downward pressure from major competitors, which forced FLUORSID to align in order to protect customer relationships, maintain market presence, and ensure cash flow for management. Productions were also affected by international sanctions against Russia, which blocked access to an important market, as well as by significant declines in orders from Slovenia, Slovakia, Romania, Montenegro, and Spain.

Reclassified Profit and Loss Account and Representation of Economic Value Generated, Distributed and Retained (figures in € Mln)

ECONOMIC VALUE GENERATED AND DISTRIBUTED	2023	2022
Revenues	222.3	288.4
Financial revenues	5.0	8.2
Total net economic value generated	227.3	296.6
Operating costs - suppliers	190.4	224.1
Staff remuneration	13.9	13.9
Lenders remuneration	3.8	4.8
Shareholder remuneration	3.5	7.8
Remuneration of Public Administration	1.6	3.5
Total distributed economic value	210.0	254.1
Retained economic value	17.3	42.5



51,305 MWh
of self-generated
electricity



Certification
ISO 14001

SCOPE 1



SCOPE 2



4

The natural environment

Primary
resources



Circular
economy



Sustainability
Report

2023



4.1 Reducing environmental impact is one of the fundamental priorities

FLUORSID demonstrates its commitment to **promoting environmental and energy conservation** by developing solutions to ensure renewable energy sources and energy efficiency in the development of its products and services within its business scope. The Group is constantly committed to monitoring and minimizing environmental impacts through significant investments. The commitment to the environment is primarily realized through actions to reduce waste, improve energy efficiency, monitor emissions, and pay particular attention to the impact that the company may have on the biodiversity of the locations where production facilities are concentrated.

Environmental Management System

The company places meticulous attention on its environmental performance, aiming to minimize current or potential negative impacts resulting from its production activities. To strengthen its commitment to environmental protection and energy transition, it has implemented a specific **Environmental Management System that aims to ensure control over every aspect related to environmental impacts and promote continuous performance improvement** through a Risk-Based approach. Currently, this management system is ISO 14001:2015 certified by a third-party organization for the Cagliari (FLUORSID S.p.A.), Treviglio (FLUORSID ICIB Srl), and Odda (FLUORSID Noralf) facilities, with expiration in 2026.

The Group, aware of the importance of safeguarding the territory, actively strives to balance the needs of economic growth and value creation by integrating the key principles of environmental sustainability. This perspective is realized through the adoption of measures and practices that actively promote ecosystem protection, ensuring responsible and sustainable business development.

4.2 3-3, 301-1 GRI Use of raw materials

The production process involves the procurement of multiple materials, components, and equipment. Among the raw materials, the most significant quantities are related to Fluorite and Hydrated Alumina.

In addition to these, the Group uses big bags, paper sacks, stretch film, caps, PE sheet and film, belts, cardboard, and wooden pallets, etc.

In particular, the most significant usage is represented by Fluorite, used for 200 thousand tons (approximately 44.6% of the total), and Hydrated Alumina for about 135 thousand tons, accounting for 29.7% of the total. Overall, there is a decreasing trend in raw material consumption of 9% compared to 2022, mainly driven by production trends.

FLUORSID, always at the forefront of circular economy valorization, **has established proactive collaboration with its suppliers to promote innovative solutions for material reuse**. This commitment translates into a rigorous evaluation of suppliers, who are selected not only based on the quality of supplies but also their compliance with environmental and social standards. For this reason, the choice of suppliers is a crucial aspect in the selection of raw materials, as it directly influences the quality level of supplies. In line with its vision, FLUORSID is committed to maintaining a responsible supply chain, actively contributing to reducing environmental impact and promoting a circular economy.

Materials consumed over the past three years

Type of material (ton)	2023	2022
Fluorite	203,765	219,627
Hydrated alumina	135,620	143,745
Oleum	13,477	14,747
Liquid sulphur	77,321	92,413
Calcium hydroxide	8,171	9,824
Calcium oxide	10,746	9,219
Sodium chloride	-	5,413
Calcium carbonate	7,825	7,402
Caustic soda 30%	-	389
Total	456,925	502,779

Decrease in raw material consumption by 9% compared to 2022

Zero Front Loader Project

In 2023, the Zero Front Loader was put into operation. This ambitious project, initiated in 2017, has revolutionized the way raw materials are handled within the Macchia-reddu plant. The project was born with the aim of implementing a cutting-edge, highly technological, and environmentally friendly system. Starting from the challenges related to raw material handling, including high operating costs, material losses, and room for improvement in ecological footprint, FLUORSID decided to revolutionize the paradigm of internal logistics through the development of this new automation.

The initial results have demonstrated the effectiveness of the investment both from a financial perspective and in terms of improving environmental impact. By utilizing conveyor systems, autonomous overhead cranes, microwave radar sensors, and a control logic connected to the plant's IT infrastructure, the company has been able to eliminate the use of mechanical loaders for transportation, further reducing emissions from raw materials and operating costs. Additionally, the system constantly exchanges data with the company's management system, allowing for continuous control over the quantity of available material and the amount fed into downstream processes, in full compliance with the Industry 4.0 paradigm.

Zero Front Loader represents a significant step forward for FLUORSID in pursuing the sustainability of its industrial activities. Through this project, the company continues its journey towards improving production efficiency and optimizing operating costs.

4.3 3-3, 302-1, 302-3 GRI Energy consumption

FLUORSID recognizes the importance of a responsible approach to the environment and is committed to implementing targeted measures and strategies to minimize the impact of its operations. Continuous monitoring of environmental performance allows the company to identify areas for improvement and take corrective actions to pursue sustainable resource management and reduce pollutant emissions. The company consistently monitors its environmental performance, assessing the direct and indirect impacts resulting from its business activities. The energy requirements of the production process necessitate careful resource management and planning of efficiency initiatives to reduce pollutant emissions. FLUORSID is an energy-intensive organization, in line with companies in the sector. When comparing energy consumption to production value, FLUORSID has an intensity index of approximately 1.23 MWh per k€ of revenue.

During 2023, FLUORSID consumed a total of 273,709 MWh of energy. The most used energy sources continue to be non-renewable fuels, particularly BTZ and natural gas. In the past year, there has been a 9% reduction in overall energy consumption. Specifically, the significant reduction in natural gas consumption observed in 2022 has lessened in 2023, eliminating the need to cover the energy demand with the purchase of diesel fuel. Apart from natural gas, less non-renewable fuels were consumed in 2023. As for purchased electricity, there

is a significant variation in consumption compared to the previous year, with a 55% increase, while the share of self-produced energy has decreased by 22%. The energy vectors purchased from third parties include electricity from the grid, natural gas, BTZ fuel oil, LPG, and diesel, mainly used for machinery operation and internal handling. Self-production refers to the energy vectors of electricity and thermal energy in the form of steam. The company has inter-

nal energy conversion plants in its main production processes. In fact, **the energy recovered from the exothermic reactions present in the process is used for the production of electricity and thermal energy.**

■ For the Cagliari plant, **self-production, when fully operational, allows for the complete coverage of electricity consumption and the entire thermal energy demand.** Specifi-

cally, there are two high-efficiency cogeneration plants consisting of two multistage turbines that, fueled by high-pressure steam produced in the sulfuric acid production process, generate electricity to meet internal demand, with any excess being fed into the grid. In addition to electricity, the turbines also produce medium and low-pressure steam, which fulfills the entire steam demand of the plant. Excess steam is sold through a pipeline. The production of electricity and steam occurs without emitting a molecule of CO₂ into the atmosphere since no other fuels besides elemental sulfur (S) are used in the production cycle.

■ On the other hand, the Noralf plant meets its energy needs exclusively with electricity from renewable sources. .

Efficient infrastructure improvement, continuously reducing environmental impact, is the main strategy to concretize FLUORSID's constant and prioritized commitment to sustainability. For this reason, one of the daily pursued objectives is the self-production of electricity to meet their own needs, creating a virtuous cycle. It is a true pillar on which the integrated circularity in the Group's sustainability strategy is based.

Materials consumed in the last three years

Energy consumption (in MWh)	2023	2022
Non-renewable fuel	205,826	227,175
Natural gas	52,081	49,420
BTZ	152,443	167,709
Diesel	796	9,493
LPG	506	553
Purchased electrical energy	19,413	12,545
of which purchased from non-renewable sources	12,716	5,099
of which purchased from renewable sources	6,697	7,446
Self-generated electrical energy	51,305	66,140
of which used on site	48,470	60,186
of which fed back into the network	2,835	5,954
Total consumption	273,709	299,906

Sustainable Innovation: The Revolution of the Volvo L25 Electric Wheel Loader.

FLUORSID has recently added the Volvo L25 Electric compact wheel loader to its machinery fleet. This choice was made to support the company's green transition and contribute to environmental sustainability. The L25 Electric is recharged using internally generated energy, eliminating harmful emissions into the environment. This not only optimizes operational costs but also ensures a return on investment for stakeholders. Additionally, it is equipped with a battery that provides approximately 8 hours of autonomy and can be recharged during work breaks to ensure continuous operation throughout the entire daily shift. The addition of the Volvo L25 Electric compact wheel loader to the machinery fleet represents a significant step towards environmental sustainability and demonstrates FLUORSID's commitment to reducing emissions and improving operational efficiency.

Daniele Tocco, the Director of the Cagliari Plant, emphasizes the company's commitment to the environment and continuous evolution: "Our principles of integrity, ambition, and perseverance guide us towards continuous improvement in environmental sustainability."



4.4 3-3, 305-1, 305-2, 305-4, 305-7 GRI Atmospheric emissions

The European Union has set very challenging goals, the first of which is climate neutrality by 2050, placing the chemical sector at the center of the Green Deal with the highest number of legislative initiatives. From the Circular Economy Action Plan 2.0 to the Chemicals Strategy for Sustainability, the Zero Pollution Objective, the "Fit for 55" Package, and the Farm to Fork Strategy. In January 2023, the European Commission published "The Chemical Industry Transition Pathway," a document that outlines a shared plan between industry and institutions, consisting of a series of actions and necessary conditions to achieve ecological and digital transition. As for "The Net Zero Industry Act" proposed by the European Commission, it has not yet provided adequate responses to the current challenges, lacking in specific and impactful interventions to support the transformation of the industrial sector, especially in the "hard to abate" chemical sector. According to the latest report from Federchimica, "Responsible Care - 29th Annual Report 2023," direct greenhouse gas emissions from the chemical industry account for 3.1% of the total in Italy, compared to 6% in 1990.

Within this context, improving environmental impact and infrastructure efficiency have been FLUORSID's main objectives for years. With the aim of improving the performance and reliability of emission reduction systems, emission points E2/E9, E3, E27/E28, and E10 have been grouped into a centralized stack, which has

been equipped with an additional pollutant reduction system, Dynawave from MECS®.



Total emissions (Scope 1 and Scope 2 Market Based) for 2023 amount to 57,666 tons of CO₂eq. In 2023, **FLUORSID Noralf's Odda plant purchased 100% of its electricity from renewable sources, amounting to approximately 6,700 MWh.** Thanks to the reduction in the consumption of non-renewable fuels and production efficiency improvements, FLUORSID reduced its Scope 1 emissions by 9.6% and its overall emissions (Scope 1 and Scope 2 Location Based) by 6.1% in 2023.

Particularly interesting is the data regarding CO₂ emissions per euro of revenue generated: the value recorded by FLUORSID in 2023 is approximately 0.26 tCO₂/k€.

The production cycle involves the emission of dust and gases, specific to each phase, which are conveyed to the plants' chimneys. For the purpose of assessing specific air emissions, data calculated from the measured values of pollutants and flow at the smokestacks are used.

The pollutants emitted from the site's chimneys related to emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and particulate matter.

Furthermore, the production process inevitably involves the emission of standard categories of atmospheric agents. The Company is constantly committed to controlling and reducing atmospheric emissions of the-

EMISSIONS OF CO ₂			OTHER GAS EMISSIONS		
Emissions di CO ₂ (tCO ₂ e) ³	2023	2022	Other Gas Emissions (t/year)	2023	2022
SCOPE 1	54,223	59,984	NOx	56.67	59.36
SCOPE 2 (Market Based)	5,813	2,331	SOx	179.04	192.74
SCOPE 2 (Location Based)	3,444	1,415	Powders	11.11	10.69
 SCOPE 1 Greenhouse gas emissions generated directly by FLUORSID from fossil fuel combustion plants for plant operations.			Other standard atmospheric emission categories	0.09	0.11
 SCOPE 2 Indirect greenhouse gas emissions from electricity generation purchased by FLUORSID.					
Market Based reflects the average intensity of emissions from electricity that the organisation has purposely chosen. It can be calculated with the default emission factors representing the residual mix, i.e. unmonitored and unclaimed energy and emissions.					
Location Based reflects the average intensity of emissions from total national electricity production.					

se agents. The Cagliari and Treviglio plants are subject to Integrated Environmental Authorization (AIA), which aligns them with the principles of Pollution Prevention and Control imposed by the European Union (EU Directive 2010/75/EU). The atmospheric

emissions of climate-altering gases are therefore exclusively governed according to the limits set by the regulatory requirements in the countries where FLUORSID operates.

4.5 3-3, 303-1, 303-2, 303-3, 303-4, 303-5 GRI

Water resource management

The chemical industry is highly committed to the efficient management of water resources, as they are a fundamental part of the production process, both for cooling systems and for products. According to the latest report from Federchimica, "Responsible Care - 29th Annual Report 2023," the most recent data shows that in 2022, water withdrawals by companies adhering to Responsible Care® amounted to 1,079 million m³, a reduction of approximately 130 million m³ compared to 2021. The main source of procurement is the sea, accounting for 77% of the withdrawals, while the remaining 23% is freshwater withdrawals. Most of the freshwater withdrawals come from groundwater (53%) and rivers (41%). Seawater, along with river water, is used for cooling systems, with limited environmental impact as the portion of water that does not evaporate during the cooling process is returned to water bodies.

Water is a precious resource, both for the environment and the economy, and it represents a fundamental component of the Group's production cycle. FLUORSID is part of the 53% of chemical companies that have taken actions to safeguard and conserve water resources. The Group's water procurement decreased by 5.5% in 2023, remaining in line with the previous year's withdrawals. There was a significant reduction of 29% in withdrawals from groundwa-

ter, partly due to the suspension of cryolite production and partly due to the water conductivity of the wells, which does not allow easy use in FLUORSID's industrial processes. Additionally, there was a slight reduction of 4.6% in third-party water supply, while withdrawals from seawater remained consistent with previous years.

In 2023, the Group's total water withdrawal amounted to 5,873,571 m³. The Company is committed to adopting specific improvement measures aimed at efficient water management to minimize the impact of water withdrawal. The Italian plants operate under an integrated environmental authorization, ensuring that water discharges are managed

in compliance with current environmental regulations. However, FLUORSID always sets limits higher than mere regulatory compliance in the management of **natural resources**.

the same as last year, with some reductions corresponding to the sources of withdrawal that have experienced decreases.

In line with the data on withdrawals, water discharges appear to be about

WATER WITHDRAWAL FOR SOURCE

Water supply (m ³ x 10 ³)	2023	2022
Groundwater	470	665
of which from fresh water (≤1,000 mg / L total dissolved solids)	470	665
Seawater	2,453	2,453
of which from fresh water (≤1,000 mg / L total dissolved solids)	2,453	2,453
Supply from third parties	2,951	3,095
of which from fresh water (≤1,000 mg / L total dissolved solids)	2,951	1,335
of which from other water (>1,000 mg / L total dissolved solids)	-	1,760
Total	5,874	6,213
of which from fresh water (≤1,000 mg / L total dissolved solids)	3,421	2,000
of which from other water (>1,000 mg / L total dissolved solids)	2,453	4,213

WATER DISCHARGES

Water discharges (m ³ x 10 ³)		2023	2022
Water discharges by destination	Groundwater	2,453	2,453
	Seawater	397	490
	Third-party water sources	2,619	3,014
Total water discharges		5,468	5,957

FLUORSID's actual water consumption, calculated as the difference between water withdrawn and water discharged, amounted to 405,432 m³ in 2023, which is equivalent to 6.9% of water withdrawals. This highlights

that the majority of the water used in the production processes is returned to the surrounding environment. In 2023, FLUORSID's water consumption intensity was 1.83 m³/k€.

WATER CONSUMPTION

Water consumption (m ³ x 10 ³)	2023	2022
Total water consumption	405	256

4.6 3-3, 306-1, 306-2, 306-3, 306-4, 306-5 GRI Waste management

The European Commission has identified the circular economy as one of the key areas of action to pursue the energy transition. This model of production and consumption aims to extend the lifespan of products through efficiency, prevention, reuse, collection, and recycling. In recent years, an increasing number of companies from various industrial sectors have embraced these principles, interpreting sustainability through a transition from the traditional linear business model to an increasingly circular approach in production. This trend reflects the growing importance placed on sustainability and the adoption of practices that reduce environmental impact and promote resource efficiency.

Circularity is based on a close and fundamental relationship between the producer of the by-product and the recipient. In addition to the certainty of reuse, it is essential that both parties are aware of the management criteria and ministerial and regulatory guidelines so that the material is considered a product. The certainty of reuse must also be guaranteed in terms of timing. For this reason, FLUORSID always specifies the timeframes for use because the producer's responsibility does not end with the sale of the by-product but continues afterward. Monitoring the actors involved in the process cannot be completed before its completion. The widespread organization

of the system is crucial to combat illicit trafficking.

FLUORSID has integrated the concept of circularity into its sustainability strategy through proper management of the by-products that originate from its production cycle, seeking to keep them within the economic system as much as possible. In accordance with Legislative Decree 152/06 and subsequent amendments, a by-product must meet all the following general requirements:

- a) The substance or object is originated from a production process, of which it is an integral part, and its primary purpose is not the production of that substance or object;
- b) It is certain that the substance or object will be used, in the same or a subsequent production or utilization process, by the producer or third parties;
- c) The substance or object can be used directly without any further treatment other than normal industrial practice;
- d) The further use is legal, meaning that the substance or object meets all relevant requirements regarding products and the protection of health and the environment for the specific use, and will not lead to overall negative impacts on the environment or human health.

The main by-product resulting from the reaction between fluorite (CaF_2) and sulfuric acid (H_2SO_4) is calcium sulfate (CaSO_4).

Calcium sulfate (GYPSOS) is a by-product that FLUORSID manages in full compliance with applicable European and Italian legislative and regulatory provisions. The by-product is marketed in Italy and internationally in three different physical forms, each of which corresponds - according to the management philosophy adopted by the company - to a specific by-product:

- Anhydrite as is (GYPSOS Raw)
- Ground anhydrite, obtained from the anhydrite as is through a mechanical grinding process (GYPSOS Milled)
- Pelletized gypsum, a spherical shape with various diameters (~2-3 cm) obtained through a hydration process of the anhydrite as is performed in a rotating plate granulator (GYPSOS Granular)

Ground anhydrite is mainly used in construction and agriculture. In the construction sector, it is used exclusively for internal applications due to its hygroscopic characteristics. It is used as an additive in screeds, mortars, blocks, and autoclaved aerated concrete. The main market is for self-leveling underlayments.

The main market for pelletized gypsum is the cement industry, where it is used as a retarder. It is added

during the grinding of clinker and is used by both full-cycle cement plants and grinding centers.

In the Cagliari plant, there is also a facility that transforms the fluoridated water from the production of synthetic cryolite into **synthetic calcium fluoride**, which is used in cement plants as a replacement for natural fluorite.

FLUORSID, aware of the positive environmental benefits that can result from the proper management and valorization of its by-products (calcium sulfate and synthetic calcium fluoride), has decided, following the issuance of new Minimum Environmental Criteria (CAM) by the Ministry to promote the use of by-products for the production of goods intended for the Public Administration (PA), to embark on a virtuous path to obtain the Environmental Product Declaration (EPD). To date, GYPSOS, the calcium sulfate by-product, is EPD certified, formalizing the positive impact it can have on the environment. In fact, thanks to it, it is possible to significantly reduce the presence of anhydrite mines and quarries, eliminating local environmental impact and contributing to the reduction of CO_2 emissions.

4.6.1 Waste

The main waste generated by the Group can be divided into three types: waste from daily business activities, **waste from production activities, and waste from maintenance and cleaning**. Waste from daily business activities, similar to municipal waste, is managed according to standard and ordinary rules defined by the respective municipality. Waste from production activities and maintenance and cleaning are managed through national regulations and company policies. The organization focuses its efforts and energy on this last category of waste to minimize the environmental impact of production activities.

For waste resulting from maintenance activities, the company has always prioritized prevention, recycling, and disposal activities in accordance with European regulations. In Italy, the disposal of hazardous and non-hazardous waste is managed in compliance with Legislative Decree 152/06, which includes specific actions for recovery, recycling, and treatment of waste to protect environmental quality and human health. Regarding some packaging materials (pallets), reuse is preferred until they are no longer functional. All waste produced by FLUORSID is sent to authorized treatment facilities through licensed transport companies registered with the National Register of Environmental Managers (A.N.G.A.). The choice of facility is subject to the presence of valid authorizations, which

are preliminarily evaluated by the Environmental Office before requesting quotes and entering into contracts.

In 2023, FLUORSID produced approximately 7,640 tons of waste, of which 229 tons were classified as hazardous waste and 7,417 tons as non-hazardous waste. Waste increased significantly during 2023, particularly waste sent for disposal resulting from demolitions and excavations carried out for investment activities (construction or revamping of plant areas) initiated in 2023.

4.7 3-3, 101-4 GRI Preserving biodiversity

DESTINATION OF HAZARDOUS AND NON-HAZARDOUS WASTE

Destination (ton)	2023	2022
Waste sent for disposal	6,780	3,266
Incineration	37	1
Hazardous	15	0
Non-hazardous	22	1
Landfill	4,345	2,890
Hazardous	-	0
Non-hazardous	4,312	2,890
Altre operazioni di smaltimento	2,398	375
Hazardous	189	120
Non-hazardous	2,209	255
Waste sent for recovery	866	2,171
Treatment and sorting plants or stockpiling	765	1,722
Hazardous	24	15
Non-hazardous	741	1,707
Reuse	-	3
Hazardous	-	3
Non-hazardous	-	0
Recycling	101	446
Hazardous	1	0
Non-hazardous	100	446
Total	7,646	5,437
Hazardous	229	138
Non-hazardous	7,417	5,299

The waste production ratio to generate one million euros of revenue in 2023 is approximately 33.4 tons per million euros (t/M€).

Protecting the natural heritage is an ethical imperative for FLUORSID. The company has always been committed to actions aimed at minimizing environmental impact, both for the preservation of biodiversity and the landscape.

FLUORSID's sensitivity to the environment is also evident in the scrupulous attention paid to accidental spills that could alter the biodiversity of the surrounding environment. The Company is aware of the potentially negative impacts its activities could have on the ecosystem. As a result, FLUORSID has implemented precautionary measures, such as controlling spills that could irreversibly alter the environment, demonstrating its commitment to nature.

In 2023, there were no significant negative impacts in terms of loss of numbers of IUCN Red List species and national conservation list species from the Group's activities.

DESTINATION OF HAZARDOUS AND NON-HAZARDOUS WASTE

Cagliari Plant	<p>The plant in the Macchiareddu Industrial Zone (CA) is located approximately 4 km (as the crow flies) from the Santa Gilla Lagoon. The vegetation of the lagoon is of great naturalistic importance because it is indispensable for ensuring the maintenance of biodiversity, especially with regard to fauna.</p> <p>The Santa Gilla pond and the nearby Molentargius pond are among the most important European stopover stations in the migration of the Pink Flamingo (<i>Phoenicopterus roseus</i>). The list of species present in the pond is rather long, considering both nesting species and those that frequent the pond without nesting.</p>
Treviglio Plant	<p>The plant is located about 10 km from the ZPS Fontanile Brancaleone, a regional partial biological nature reserve covering an area of about 100 hectares. The reserve is characterised by the presence of invertebrate fauna of great scientific interest, in particular the <i>Niphargus stigocharis italicus</i> and <i>Niphargus transitivus dissonus</i>, amphipod crustaceans of the phreatic environment, which represent a true rarity to be protected. In the fountain, spring water flows from the confluence of numerous heads.</p>
Odda Plant	<p>The plant is located, as the crow flies, adjacent to the Folgofonna National Park. This park is classified as an IUCN Category II: wilderness area in its size and its main objective is to protect functioning ecosystems.</p>



190
employees

Approx. average RAL **42,000 €**



5



**Our
collaborators**



Over
3,360
hours of training



99%
permanent contracts

Sustainability
Report
2023

5.1 3-3 GRI Our people's commitment

"You can have the best and most modern machines, but without the commitment and valuable work of engineers and chemists, you won't get anywhere. Some time ago, prominent companies

from around the world visited us and asked how we managed to be global leaders. My answer was that the secret lies in the skills of the people who work at FLUORSID.

We want to continue attracting the best talents and be a point of reference for them, not only in Sardinia but beyond. We want to grow together, leveraging their expertise, and we want to do it in a sustainable way, for our future and for the planet's. To achieve this, we cannot underestimate their abilities and the resources that each individual brings to the team to research and innovate."

Lior Metzinger,
Job Day Sardegna 2023

FLUORSID considers human resources as the fundamental pillar of its **social responsibility**, essential for creating long-term value. Thanks to the competence and professionalism of its employees, the Group is able to offer products of the highest quality while maintaining a constant commitment to **creating an inclusive, collaborative, and sustainable work environment** where everyone feels appreciated and involved.

The collaboration between people of different nationalities, backgrounds,



and cultures creates the perfect synergy that leads to current and future results. Just like in a chemical reaction, **the combination of different elements in our world generates new products**. The interaction and exchange of experiences between diverse and distant backgrounds contribute to strengthening the organization.

For the past three years, LIFE, the Group's House Organ, has become a fundamental tool, providing a space

where people can freely share stories, experiences, and projects. This tool brings together the various realities of the Group, increasingly detailing what is being built thanks to the work of each individual. Initiatives, products, recognitions, philosophies, events, facts - these are the elements that compose and strengthen what FLUORSID is, wants to be, and will be. A global leader rooted in principles such as Integrity, Ambition, and Perseverance, which serve as the starting point for every strategy and decision at various



LIFE
a window on our world through the telling of stories, people and projects at every latitude.

levels, in a process that speaks of Life, Respect, and Transformation.

During 2023, a team-building event was organized in the beautiful setting of the Monastery of Torba, a monumental complex in the woods of Varesotto, a UNESCO World Heritage site, managed by FAI. The event saw the participation of executives from all company locations. This gathering played a crucial role in strengthening the bonds and cohesion among the leaders, creating a shared strategic direction. During the event, Mr. Claudio Ranieri, the guest of honor, inspired everyone present with his motivational speech. Ranieri emphasized the importance of working together as a true team, following the values of cooperation, mutual trust, and shared commitment, which are essential for achieving collective success. On this occasion, FLUORSID also contributed to the refurbishment of the educational classrooms that will host students visiting the Monastery.



Claudio Ranieri guest at Team Building.

5.2 2-7, 2-8, 2-30, 3-3, 202-1, 401-1, 402-1 GRI

Our collaborators

FLUORSID firmly believes that the direct involvement of all employees is the best way to continue growing as an organization. This active participation is crucial for creating a **widespread and shared company culture**, where every team member feels integral to the company's mission and contributes with their commitment and ideas.

This philosophy has allowed FLUORSID to achieve significant results in 2023, thanks to the constant work of **190 employees**, including 162 men and 28 women, distributed among the different facilities located in Italy (Cagliari and Treviglio) and Norway (Odda).

190 employees, including 162 men and 28 women

The table on page 72 shows the **composition of FLUORSID's workforce**, divided by gender and contractual category.

Employment relationships are securely and continuously guaranteed, with approximately **98.4% of employees being hired on permanent contracts**, a figure in line with the previous year. Furthermore, **177 employees**, accounting for 93.2% of the workforce, have full-time contracts, a

percentage that remains stable compared to 2022, despite the presence of part-time policies that are granted based on individual needs.

The Group operates in full compliance with current regulations and collective bargaining agreements, regularly meeting with relevant trade unions to share information on working conditions and the quality of the environment. FLUORSID ensures constant dialogue on socio-economic and workplace safety issues. **100% of employees** are covered by collective bargaining agreements.

100% of employees are covered by collective bargaining agreements

FLUORSID aims to create a healthy and respectful work environment for all our employees. In this regard, we provide the ratio between the remuneration of a new hire and the local minimum wage, an indicator that measures not only the Group's remuneration policy but also FLUORSID's commitment and determination to ensure dignified and competitive working conditions from day one.

FLUORSID's activities are supported by **non-employee workers** (or exter-

nal collaborators) **who account for 9.5% of the total workforce** (internal and external). In particular, non-employee workers are directly hired through an internal selection process within the Group. During the reporting period, there were 20 non-employee workers, of which 75.0% were temporary workers, 5.0% were interns, and 10% were self-employed workers and project collaborators.

FLUORSID places great importance on being close to its employees, recognizing that their well-being and team cohesion are crucial for the company's success. Throughout the year, the Group **has undertaken various initiatives to concretely demonstrate its commitment to its employees**. A Company Kit was delivered to all employees, a gesture that not only strengthens the sense of belonging but also the bond between the company and its staff. It is not just a collection of items but a true immersion into FLUORSID's past, present, and future. Each element of the Kit has been carefully selected to reflect the essence and foundational values of the company, as well as the unique characteristics that make it stand out in Italy, Europe, and the world.

Furthermore, **an agreement has been reached with a nearby sports facility** located near the Cagliari plant, offering sports activities and promoting a healthy and active lifestyle among employees. This initiative aims to provide leisure and physical well-being opportunities that can improve the quality of life and productivity.



In an effort to strengthen the Group and promote collaboration, FLUORSID has also **encouraged the sharing of internal knowledge through the organization of webinars**. Employees have the opportunity to share their expertise and experiences, enriching the professional development of all participants and fostering teamwork and internal collaboration.

The commitment to valuing people and ensuring that everyone has the opportunity to fully express their potential is a distinctive element of FLUORSID, directly linked to talent attraction and retention. The selection of new resources follows **well-defined processes** aimed at ensuring equal opportunities, non-discrimination, and the absence of conflicts of interest.

During the reporting period, FLUORSID participated in the **Job Day Sardegna**, one of the most anticipated events in terms of recruitment and the meeting between companies and talents, which took place in Cagliari on March 30th and 31st. The HR team dedicated themselves to **presenting the company, its activities, and the available job opportunities**, offering candidates the opportunity to better understand FLUORSID's key role in the production of high-quality inorganic fluoroderivatives. During these days, the Group contributed to providing a **detailed perspective on the relevant industry** and highlighted **its strategic position** in the Sardinian and international economic landscape.

Additionally, during the year, the city of Odda **hosted an education and**

The selection of new resources is aimed at ensuring respect for equal opportunities and non-discrimination

vocational training fair, an event that attracted numerous young people eager to discover new training and growth opportunities. FLUORSID's team actively participated in this event to showcase the company and share the multiple opportunities it offers. It was an excellent opportunity to attract new talents and interact with many students, sharing experiences, goals, and a passion for building a better future.

During 2023, the Group experienced a natural turnover of its resources, **with a total of 9 new hires and 6 departures**. The following data shows the breakdown of new hires and departures by age and gender for the 2022-2023 period.

The age group with the highest number of new hires was between 30 and 50 years old, accounting for 67% of the total. The incoming turnover rate, which represents the ratio of new hires to the total number of employees, was 5%.

It is also important to note that the **outgoing turnover**, which represents

the percentage of employees leaving the company compared to the total number of employees, **improved compared to the previous year**. In 2023, it was 3%, compared to the 8% recorded in 2022.

The minimum notice period for the termination of employment contracts depends on the **applicable regulations of the country in which the contract was signed**. This approach ensures transparent and proper management of employment relationships and promotes a fair and respectful work environment in compliance with the applicable laws.

To ensure long-term success and competitiveness, continuous skills upgrading, and personal growth of employees are essential for the sustainable development of the company. Therefore, in 2023, the internal mobility program continued, allowing the HR function to open positions dedicated to current colleagues, with the aim of offering employees the opportunity to pursue their aspirations through a change in role. The result was very positive: not only were the new positions filled in a very short time, but more importantly, an internal movement within the company was created, which is useful for personal and professional growth of individuals.



Odda Vocational Education and Training Fair.



5.3 3-3, 404-1, 404-3GRI Talent management

FLUORSID strongly believes in the **importance of training for the growth of its personnel** and is committed to developing programs aimed at achieving high professionalism and enhancing managerial and technical-professional skills of its employees.

The Group attaches great importance to identifying and **valorizing internal talents** by recognizing the potential of each individual, both through **appropriate compensation policies** and by **offering stimulating and personalized career paths**.

To achieve these objectives, the Group **invests significantly in the training** and continuous updating of its employees. The constant focus on the development of individual skills allows for increased value creation within the company. Through continuous learning paths and the enhancement of specific skills, FLUORSID ensures that its **employees are always equipped with the tools and knowledge** necessary to face market challenges and promote innovation. This approach not only improves individual performance but also contributes to strengthening the overall competitiveness of the Group.

In 2023, the Group provided its employees with **over 3,360 hours of training, with an average of 17.7 hours per employee**.

Reported on page 72 is a breakdown of the **average training hours by gender and job level**.

During their professional journey within the company, each employee is encouraged to **cultivate their skills and develop new ones**, thanks to a growth model that combines on-the-job training and theoretical training (in the classroom or virtually). The areas that have received the most attention are:

- **Quality, Safety, and Environment;**
- **Specific technical training for specialized professions.**

Particular attention is given to the academic world: in addition to the **collaboration with the CREA of the University of Cagliari**, which has been ongoing since 2021, FLUORSID has initiated a **project in collaboration with the Giulini Foundation and the University Research Service Center**. Students from the "Michele Giua" Higher Institute have participated in training sessions on FLUORSID's activities, the production cycle, and cutting-edge technologies underlying every industrial process. For more information, please refer to Chapter 6.

Continuing from 2022, the initiative related to the **"Worker's License"** has continued. Starting from the job description, which describes the tasks, responsibilities, and specialized technical knowledge of the role, a competency-based evaluation system is generated.

This system is based on the competencies and general criteria of the company's management system, aimed at enhancing and incentivizing the acquisition of personal skills, including those that are cross-functional and contribute to the worker's cultural background, competencies, and attitudes.

The professional growth of FLUORSID's employees is managed through a **performance evaluation system** that involves all employees at the Cagliari plant. This system is based on a Management by Objectives (MBO) approach, which aligns with the company's strategies and allows for the identification of key performance indicators (KPIs) and the measurement of their achievement for each resource. Based on the results obtained and in accordance with the company's budget, employees can benefit from variable compensation based on the evaluations received. In this regard, **all employees have received a formal periodic performance evaluation**.

Furthermore, during the year, a project was developed for personnel engaged in production and packaging departments through a meritocratic and objective system. This system allows for the definition of career advancement paths for operators, promoting interchangeability between departments and effectively incentivizing versatility. Thanks to this project, it will be possible to identify the potential career within the company for each new employee assigned to these departments.



5.4 3-3, 401-2, 401-3, 405-1, 405-2 GRI Diversity and Equal opportunity

For FLUORSID, **respect and appreciation for diversity are fundamental elements to ensure the success of the Group.** As outlined in its policies, FLUORSID works to promote a company culture centered around collaboration and sharing while respecting gender, age, origin, culture, and religion diversity.

The Group recognizes the diversity of its employees as a factor for success and values their experiences, abilities, and qualities. In this regard, FLUORSID believes that **diversity**, in all its forms, is a **strategic advantage** as it brings cultural enrichment, fostering an **inclusive work environment focused on collaboration and innovation.** FLUORSID is committed to avoiding any form of distinction in employment, not tolerating any discrimination based on ethnicity, race, skin color, gender, sexual orientation, religion, nationality, age, political opinion, union affiliation, marital status, health status, or any other social status or personal characteristic. It is worth noting that **no incidents of discrimination have occurred** within the Group during the reporting period.

Furthermore, during the year, **an event called "Action and Innovation" was organized,** focusing on the idea that the strength of a team lies primarily in the unique contribution of each individual member. The event **laid the foundation for a new approach to team building** through activities that not only revealed the potential of each member but also encouraged personal development,

thus fueling the intrinsic motivation of each participant. Over 80 employees participated in the event, challenging each other in the game "Battle Ball," creating an exciting and highly competitive tournament characterized by **mutual trust, cooperation, and effective communication among players.**



The collaborative approach was at the heart of the initiative, and the competition stimulated various social and relational skills, starting from interpersonal communication and deeper understanding among team members. To this end, **the Group monitors the composition of its workforce in terms of gender and job level.** This distribution is shown on page 72.

Employees are required to conduct themselves in a respectful manner towards the rights and individuality of their colleagues, collaborators, and third parties, regardless of their hierarchical position within the Group. From the data provided, it can be observed that there has been **an increase in the number of male employees (3), while the number of female employees has**

remained unchanged. The Top Management, consisting of Executives and Managers, is predominantly composed of men (96%), with one woman present in the Executive category compared to the previous year.

Regarding the category of **Employees and Workers**, the overall situation described above has **remained stable** compared to the previous year. In terms of breakdown by professional category, approximately 85.3% of employees fall into the category of Employees and Workers, with female representation standing at 16.7%. The remaining part of the workforce is divided into Executives (6.3%) and Managers (8.4%).

Regarding the overall composition of the workforce by age group, it can be noted that **the age group between 30 and 50 years represents most employees in both periods considered.** In the course of 2023, this age group represents 59.5% of the company's population, which can be attributed to the fact that the chemical industry often requires significant experience and technical expertise, which can be accumulated over years of work in the sector.

The protection and enhancement of diversity primarily occur for the most vulnerable categories. FLUORSID can now rely on the valuable contribution of **5 employees belonging to protected categories**, accounting for 2.6% of the workforce, all of whom are male.

The enhancement of diversity and attention to greater inclusion of same-sex personnel in career development paths are important elements for the future

5.5 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10 GRI

Care for workers

of the company. The focus on this issue is reinforced by **welfare policies aimed at supporting work-life balance**, individual fragility situations, health, and well-being. As mentioned earlier, with the aim of meeting the needs of its employees, FLUORSID offers a corporate welfare system that includes, for example, coverage for disability and pension contributions for the entire Group, while life insurance and healthcare coverage are provided only for certain professional categories. In 2023, the Management adopted a welfare plan to support workers and their families with concrete initiatives in specific times of need. This plan provides assistance in the following events: childbirth, enrollment of children in the first year of primary school, enrollment of children in the first year of secondary school, and marriage.

Furthermore, FLUORSID employees are entitled to parental leave, in line with national regulations and applicable collective bargaining agreements. Specifically, in 2023, 5 employees, including 1 man and 4 women, took parental leave. 100% of the personnel who took leave returned to work during the same year. The same attention that FLUORSID places on hiring, development, and evaluation of individuals is also given to the process of defining compensation policies, which show alignment between the compensation of men and women, particularly for roles of Employees and Managers.

Among FLUORSID's material topics, the **health and safety of workers are considered of primary importance**. This is protected by all companies within the Group with the aim not only to comply with current regulations but also to constantly strive for the improvement of working conditions.

This commitment is realized through the adoption of **Policies and Management systems for occupational health and safety**, aimed at ensuring each employee a suitable work environment, in conditions that respect individual dignity and are free from hazards. It is required of everyone, at every level, to adopt responsible and respectful behaviors towards the safety system and company procedures. In this perspective, every employee, collaborator, and individual who carries out work activities at the Group's offices and facilities is called upon to adhere to all relevant company procedures, personally contributing to the maintenance of safety and the quality of the work environment.

The Group has a **Health and Safety Management System (HSMS)** in place, compliant with the international standard ISO 45001, the regulations on health and safety of workers in the workplace contained in Legislative Decree 81/2008, and the UNI-INAIL guidelines for all facilities located in Italy and Norway. Furthermore, in Cagliari and Treviglio, the Company complies with **UNI ISO 10617** for facilities at risk of significant incidents regulated by

Legislative Decree 105/2015. The organization of the system within the Group is entrusted to the **Responsible for Prevention and Protection Service (RSPP)**, appointed for each unit in accordance with Legislative Decree no. 81/2008.

The identification, assessment, and management of hazards and risks concerning the health and safety of internal and external personnel are regulated by a **specific procedure and carried out periodically** by a working group composed of the Employer, the Responsible for Prevention and Protection Service (RSPP), the occupational physician, and the Workers' Representatives (RLS). The process of reporting hazards occurs through verbal notifications directed to the responsible parties, the ASPP, the RSPP, or the Employer. Furthermore, with the introduction of the whistleblowing system, it is possible to report any potentially harmful behavior or action (even anonymously).

Active participation of employees is fundamental to ensure a safe and healthy work environment. They are involved in **all phases of hazard and risk assessment**, as well as in the implementation of emergency plans. This involvement takes place through the **reporting of potential hazards, participation in regular health and safety meetings**, and the attainment of **necessary training**. Consultation of workers is ensured through the figure of the **Workers' Representative for Safety (RLS)**, who plays a fundamental role as a communication channel with the Group regarding health and safety matters.

Employees of the Group receive comprehensive and **specific training in occupational health and safety**. As evidence of FLUORSID's commitment to protecting the health and safety of people in the workplace, **the hours of SSL training amount to 4,445**, of which 79% is dedicated to mandatory training and the remaining portion for non-mandatory training (21%).

The Group actively promotes the well-being and safety of its employees, ensuring that they are in good health and able to carry out their activities safely. Additionally, FLUORSID, in addition to appointing a **Competent Physician** who subjects workers to **health surveillance** based on a specific protocol, applies to employees in Italian locations, as per

collective bargaining agreements and sector agreements, the deduction provided for the FASCHIM fund, a Health Assistance Fund for the chemical industry workers that offers a range of additional and complementary healthcare services to those guaranteed by the National Health Service.

In order to prevent workplace accidents and occupational diseases, **employees are required to use clothing and protective equipment designed to limit the risks of work-related incidents**, wearing clothing that can provide an adequate level of protection and using additional specific protective devices to protect hands, feet, eyes, and hearing.

Every year, the Group monitors the

number of accidents that occurred during the reporting period. The table below shows the total number of work-related accidents of FLUORSID employees.

As shown in the table, in 2023 there were 9 non-serious accidents recorded, of which 8 were attributed to the Cagliari plant, specifically 2 due to machinery use, 4 due to caustication from acidic substances, and 2 due to sprains. Furthermore, no cases of occupational diseases were reported during the reporting period.



Our collaborators

Employees by type of contract and gender

Contract	2023			2022		
	Men	Women	Total	Men	Women	Total
Permanent	160	27	187	157	27	184
Temporary	2	1	3	2	1	3
Total	162	28	190	159	28	187

Contract	2023			2022		
	Men	Women	Total	Men	Women	Total
Full time	152	25	177	149	27	176
Part time	10	3	13	10	1	11
Total	162	28	190	159	28	187

Relationship between the standard salary of a newly hired employee and the local minimum wage

	2023		2022	
	Men	Women	Men	Women
Italy	1.02	1.02	1.02	1.02
Norway	1.22	1.22	1.13	1.13

N.B. The data relating to Italy is the result of the consolidation between FLUORSID S.p.A. and FLUORSID ICIB.

N.B. It is noted that the data for 2022 has been updated with the scope of the 2023 Sustainability Report, which includes the facilities in Cagliari, Treviglio, and Odda.

Number and rate of new hires



	2023					2022				
	<30 years	30-50 years	>50 years	TOTAL	RATE	<30 years	30-50 years	>50 years	TOTAL	RATE
Men	2	4	0	6	0.04	4	12	1	17	0.11
Women	1	2	0	3	0.11	0	4	0	4	0.14
Total	3	6	0	9	0.05	4	1	1	21	0.11
Rate	0.23	0.05	0.00	0.05		0.25	0.14	0.02	0.11	

Number and rate of terminations



	2023					2022				
	<30 years	30-50 years	>50 years	TOTAL	RATE	<30 years	30-50 years	>50 years	TOTAL	RATE
Men	2	1	1	4	0.02	1	5	4	10	0.06
Women	0	2	0	2	0.07	1	4	0	5	0.18
Total	2	3	1	6	0.03	2	9	4	15	0.08
Rate	0.15	0.03	0.02	0.03		0.13	0.08	0.07	0.08	

Accidents at work

	2023	2022
Number of fatalities as a result of occupational injuries	0	0
Rate of fatalities resulting from occupational injuries	0.00	0.00
Number of occupational injuries with serious consequences (excluding fatalities)	0	2
Rate of occupational injuries with serious consequences (excluding fatalities)	0.00	6.77
Number of recordable occupational injuries (serious and non-serious)	9	3
Rate of recordable occupational injuries (serious and non-serious)	28.22	10.16
Total number of hours worked	318,876	295,418

The calculation of the accident rate is based on one million hours worked.

Diversity and Equal opportunity

Employees by professional category and gender

Professional category	AS OF 31/12/2023			AS OF 31/12/2022		
	Men	Women	TOTAL	Men	Women	TOTAL
Executives	11	1	12	11	0	11
Middle managers	16	0	16	18	1	19
White and blue collar workers	135	27	162	130	27	157
Total	162	28	190	159	28	187

Ratio of basic salary of women to men in Italy

	FLUORSID S.p.A.		FLUORSID ICIB	
	Base salary	Total remuneration	Base salary	Total remuneration
White collars	0.99	0.85	0.79	0.81
Blue collars	1.07	0.91	n.a.	n.a.

Employees by professional Category and age group

Professional category	AS OF 31/12/2023				AS OF 31/12/2022			
	<30 years	30-50 years	>50 years	TOTAL	<30 years	30-50 years	>50 years	TOTAL
Executives	0	5	7	12	0	5	6	11
Middle managers	0	8	8	16	0	11	8	19
White and blue collar workers	13	100	49	162	16	98	43	157
Total	13	113	64	190	16	114	579	187

Talent management

Training hours by professional category

	2023				2022							
	HOURS M	AVG hours/M	HOURS W	AVG hours/W	TOT H.	AVG TOT HOURS	HOURS M	AVG hours/M	HOURS W	AVG hours/W	TOT H.	AVG TOT HOURS
Executives	98	8.9	0	0.0	98	8,2	68	6.2	0	0.0	68	6,2
Middle managers	199	12.4	0	0.0	199	12.4	213	11.8	0	0.0	213	11.2
White and blue collar workers	2,587	19.2	480	17.8	3,067	18.9	2,776	21.4	227	8.4	3,003	19.1
Total	2,884	17.8	480	17.8	3,364	17.7	3,057	19.2	227	8.1	3,284	17.6



6



FLUORSID
in the territory

INNCED



R.I.U.S.A



Sustainability
Report

2023

6.1 3-3 GRI

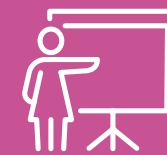
The relationship with the territory and the communities

In a constantly evolving world, one principle remains steadfast: to create a positive and valuable impact, it is essential to place people, business partners, customers, and the communities we interact with at the center of our actions. FLUORSID has always focused its sustainability strategy on protecting the bond with the territories in which it operates. The uniqueness of its business model has led the company to adopt an international perspective, without forgetting the roots and places where the entrepreneurial project was born. The commitment and closeness to communities represent the desire to generate a positive impact both environmentally and socially, respecting and benefiting the territories that are a source of value.

Promoting social inclusion and generating a positive environmental and social impact, respecting and benefiting territories that are a source of value.

Carlo Enrico Giulini Foundation

In 2023, FLUORSID provided tangible support to local realities thanks to a fruitful collaboration with the **Carlo Enrico Giulini Foundation**. This partnership, which continues to strengthen, has played an increasingly important role in the commitment to social responsibility, promoting a series of projects aimed at the inclusion of people and communities. The synergy between the Group and the Foundation is the driving force behind an exciting journey aimed at supporting numerous social activities in southern Sardinia and promoting new initiatives through the contribution and joint work of all. Environmental sustainability, social inclusion, and the enhancement of local products are just some of the shared values that are reflected in the multiple initiatives promoted.

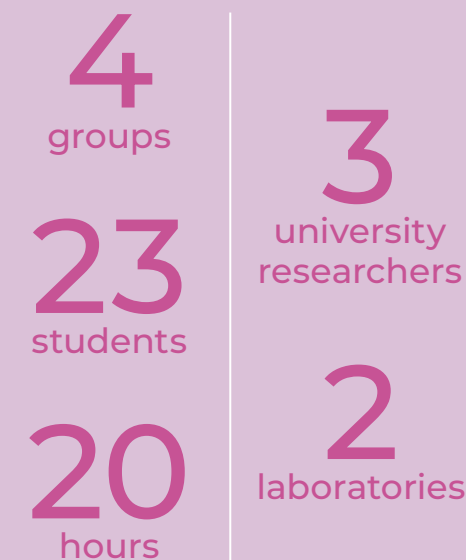


Beyond the matter with FLUORSID

As part of the training and professional education programs, the **educational project** "Beyond the matter with FLUORSID" was launched with the aim of immersing students in the complex reality of the chemical industry, allowing them to understand the mechanisms and practical aspects of the sector. The opportunity, reserved for students of the "Michele Giua" Higher Institute in Assemini, included a series of training sessions during which they had the opportunity to delve into the history and production cycle of FLUORSID, approaching the main aspects of sustainable chemistry and the circular economy.

During the training program, divided into six days, the class was divided into three research groups, each focusing on a specific topic related to the valorization of by-products and the search for sustainable production resources. The students had the opportunity to work with precision tools in the laboratories of CeSAR, the University of Cagliari's Research Services Center, and the FLUORSID Laboratory in Assemini. The project concluded with the presentation of the knowledge acquired during the training program at the Auditorium of the Institute, through a presentation evaluated by the scientific committee, composed of some teachers from the institute and the chemical project manager Claudio Cara. The two most desir-

ing groups received a voucher to purchase educational materials, which can be used in bookstores or electronics stores, with the aim and hope that it will represent a reward and encouragement to cultivate a passion for chemistry and science.



Cagliari plant.



Control room visit.



CeSAR laboratory.

CicloCosmo



Promoting educational and workshop initiatives is among the objectives that FLUORSID has set within the framework of its social responsibility projects carried out in collaboration with the Carlo Enrico Giulini Foundation. Among these, in the first part of 2023, one of the most important and participated was CicloCosmo, a project aimed at students of the Pascoli+Nivola lower secondary school in Assemini, which aimed to raise awareness among the younger generations about greater attention and awareness in terms of environmental sustainability through the use of bicycles as a means of transportation in everyday life.

Among the most prominent topics discussed during the theoretical sessions, two in particular stimulated debate among the students: the study of the highway code aimed at consolidating a culture of road safety, and the creation of a map of their city optimized for the home-school route, which allowed for concrete reflections on the difficulties generated by the absence/presence of cycling and pedestrian infrastructure. During the practical days, the students had the opportunity to practice basic bicycle mechanics to learn how to maintain and repair bicycles. The final day of the project brought the classes together for a bike ride along the cycle path of the municipality of Assemini to the entrance of the municipality of Decimomannu.

- 2 classes
- 40 students
- 2 theoretical meetings
- 2 practical activities
- 1 final event



Closing day of the CicloCosmo project.



Urban regeneration



In 2023, the "Urban Regeneration with specific objectives in the Sant'Elia neighborhood in Cagliari" project continued, which has been active since 2018, developed in collaboration with the Lazzar-RentBike Association, as part of the joint work between FLUORSID, the Carlo Enrico Giulini Foundation, and the Sant'Elia 2003 Cooperative, with the aim of adding value to one of the most suggestive historical buildings in the city of Cagliari, the Lazzaretto di Sant'Elia, which now hosts exhibitions, temporary exhibitions, concerts, educational activities, and much more.

In November, the employees of the Cagliari office participated in the "MURALES BIKE TOUR - GALLERIA DEL SALE" initiative, an afternoon of culture and sports aimed at promoting sustainable mobility and creating new synergies between places and people. A guided tour, on the outskirts of the city, along the stretch of the Galleria del Sale, which once represented the connection between the Molentargius salt pans and the Su Siccu pier, through which participants could discover the artists who left their mark on murals, sculptures, and installations and how they interpreted the dominant theme of the gallery: the relationship between man and nature.

5 km
28 participants

The partnership between FLUORSID and the Foundation is mainly based on the active participation of people and the entire corporate environment, with the aim of promoting full awareness of the topics addressed. In this way, collaboration becomes an opportunity to actively support local communities, improve people's quality of life, and contribute to the spread of positive values.

In 2023, the project related to the Gerrei territory was continued through the dedicated portal (www.terreritrovate.it), a project created to enhance the products of the territories of Sardinia characterized by evident socio-economic marginality. Within the project, more than ten local producers collaborate, supported by numerous partners, with the common goal of promoting the territory by enhancing local productions.



Visit to the Salt Gallery murals.



Exhibition area dedicated to Terre Ritrovate.



FLUORSID and the academic world

As part of the Group's initiatives in corporate social responsibility, FLUORSID has carried out several projects in collaboration with partners from the academic world. The aim is to contribute to the education of future generations, focusing on the themes that are at the core of the Group's business model.

In this context, **the collaboration between FLUORSID and CREA UniCa**, the University of Cagliari's Services Center for Innovation and Entrepreneurship, is renewed annually. CREA UniCa supports the ideation, planning, management, and communication of local, national, and international projects aimed at economic, innovative, and entrepreneurial development. In the past, the collaboration mainly involved executives, providing them with targeted training to enhance talent management skills.

In 2023, FLUORSID decided to support the organization of the 39th edition of the annual EGOS colloquium, the European Group for Organizational Studies, held in Cagliari and coordinated by the research group of Prof. Maria Chiara Di Guardo of the Department of Economic Sciences of the University of Cagliari and the staff of CREA UniCa, in collaboration with the Research and Territory Directorate. This event provides an opportunity for scholars and researchers from around the world to share ideas, present ongoing research, and discuss future initiatives

in the field of organizational studies. Over 2000 delegates from more than 60 countries participate in this important gathering every year. The theme of 2023, "Organizing for the Good Life," required participants to reflect on the imminent challenges of tomorrow in order to build a better world and life, combining the roots of the past with a future-oriented vision. The aim was to understand how the "Good Life" can inspire organizations in the process of building a better future through constant innovation. EGOS serves as a platform to explore how it is possible to build, organize, and achieve the "Good Life." Cagliari, with its millennial history, culture, and wild nature, represents an ideal place to imagine together a better future, offering a stimulating context to address the challenges of the contemporary world. The EGOS Colloquium represents, year after year, a unique opportunity for scholars and professionals from around the world to come together and work towards building a better future, putting innovation and sustainability into practice.



CAGLIARI
JULY 6-8, 2023

39TH EGOS
COLLOQUIUM

ORGANIZING FOR THE GOOD LIFE:
BETWEEN LEGACY
AND IMAGINATION

2000
delegates

60 | 81
countries | conventions



Colloquium opening conference.



Art installation by Manu Invisible on the occasion of the event.



FLUORSID for sports

Another important area of collaboration between FLUORSID and local communities is represented by the world of football. For the Group, sports has always been an expression of the passion, commitment, and tenacity that must be adopted in everyday life as well as in business activities. In its continuous growth path, FLUORSID has always been inspired by the same motivation that drives an athlete to constantly improve their performance: the desire to excel and enhance their talent, love and dedication for teamwork, and the desire to face new challenges with determination and tenacity every day.

As a confirmation of its connection with this reality, FLUORSID has continued to invest in the sport it has been supporting with great conviction and concreteness for years. In fact, the company has had a **partnership agreement with Cagliari Calcio since 2018**, serving as the main sponsor of the football club.

Shifting the focus to the international football context, the relationship that began in 2020 between FLUORSID and Ureña Sport Club, a Venezuelan club from San Cristobal, continued through social initiatives and the inclusion of the brand as the main sponsor on the official match jerseys.

Enhancing one's talent

2 club

2 countries

Coach Claudio Ranieri visits the Cagliari plant.



UREÑA SPORT CLUB.



We can play futsal

With the aim of supporting initiatives aimed at equality and inclusion, FLUORSID has chosen to support two other main projects: "**We can play futsal**" and RunChallenge. "We can play futsal" is a project of the Mediterranean Futsal Association, which, in collaboration with other national organizations, aims to fight gender differences. The initiative promotes respect and female empowerment through sports practice and the dissemination of messages against any form of prejudice and gender-based violence.

Supported by the Donna Ceteris Association, the Equal Opportunities Commission of the Sardinia Region, the Equal Opportunities Center of the Umbria Region, FLUORSID, and the Carlo Enrico Giuliani Foundation, the project offers free futsal lessons for female students and organizes workshops on gender-based violence and equal opportunities, with interventions by sports testimonials and participation in the Mediterranea Girls Futsal Academy.

RunChallenge

RunChallenge, created in collaboration with PlayMore!, is a project that promotes sports, participation, and well-being by making physical activity accessible to all in a free and inclusive way. People of all genders, ages, and abilities train by running, walking, or using wheelchairs in outdoor spaces. Since 2016, RunChallenge has been evolving and

has recently created new groups in Sant'Antioco and Sant'Elia, further expanding the opportunities for free and inclusive physical activity in Sardinia. In addition to being an open community, RunChallenge participates in national sports events such as the "Milano Marathon," offering participants memorable experiences.

3 groups

Experimental approaches

Furthermore, in 2023, FLUORSID supported the Sports and Linguistic experimental courses of the Randaccio - Tuveri - Don Milani Comprehensive Institute in Cagliari by covering the expenses necessary for the purchase of sports uniforms and stationary materials.

2 classes



RunChallenge.

Students visit the Unipol Domus.





Environmental initiatives

The management of by-products by FLUORSID represents an international best practice, which allows for the implementation of key principles of the circular economy through a virtuous system that encourages the search for potential recipient companies ready to receive the new raw material at a low cost, establishing win-win relationships and creating valuable business networks. With the aim of continuous improvement, the company has always been in search of new solutions to enhance the by-products resulting from its production process, carrying out numerous initiatives.

Starting from 2020, FLUORSID collaborates with ENEA for the development of innovative panels for construction, as part of the **INNCED project (INNnovation in the use of by-products from Chemical processes for the manufacturing of panels for construction)**. Thanks to the ENEA Proof of Concept 2020 program, BIOAERMAC, an innovative material for construction, has been patented. It has high levels of thermal and acoustic insulation, great fire resistance and mechanical strength, and characteristics that make it suitable for use in other sectors. The panels are made up of 98% calcium sulfate (CaSO₄), a by-product of the industrial production cycle. For FLUORSID, this project represents an opportunity to consolidate its position as an active participant in research and contribute to the UN's Agenda 2030

goals, which aim for integrated interventions in safety and energy efficiency.

One of the most ambitious projects, which continued into 2023, is **R.I.U.S.A.**, which stands for Road Infrastructure Using Synthetic Anhydrite, and is still in the testing phase. The objective of this project is to use Synthetic Anhydrite as a binder in various applications, specifically in the lower layers of road substructures. By doing so, in collaboration with the University of Cagliari, which has the equipment for monitoring, a clearer picture will be obtained regarding the differences between road sections built using traditional methods and those using the innovative method with Synthetic Anhydrite.

3 projects

10 years of research



Laboratory scale prototypes of BIOAERMAC.

6.2 2-6, 3-3, 204-1, 308-1, 414-1 GRI Our suppliers

FLUORSID adopts a unique approach towards its suppliers, considering them as **partners in creating shared value rather than just companies in the production chain**. The company constantly

invests in finding the best sourcing alternatives, focusing on selecting suppliers that can ensure the highest quality and cost-effectiveness. This selection process is carried out through a rigorous evaluation based on principles of transparency and impartiality, ensuring fairness and integrity.

To ensure maximum quality and transparency in supplier selection, **FLUORSID has developed an evaluation form that assigns a score to each supplier based on the quality of the product or service provided, supply conditions, and certifications held by the supplying company**. This comprehensive evaluation approach allows the company to maintain a high level of quality and transparency in its supply chain, promoting the creation of shared value with its partners.

FLUORSID's commitment to its suppliers goes beyond mere commercial transactions; it is a collaborative commitment to stimulate innovation, sustainability, and mutual growth. By treating suppliers as valuable partners, FLUORSID fosters **long-term relationships based on trust, open communication, and shared goals**. This approach not only ensures the supply of high-quality products and services but also promotes a culture

of continuous improvement and innovation throughout the entire supply chain.

The attributable score covers a range from 0 to 10 and only **if the supplier achieves a score** of at least 6 tenths is it entered in its own **Supplier Register**.

The procurement market is carefully monitored: the establishment of a Supplier Register allows the company to keep a history of the relational capital it develops with individual supplier companies.

A careful procurement activity is necessary and functional to the achievement of high-quality standards claimed by the company. The same considerations apply with reference to the assessment of the perception of corruption in the public sector and in the politics of suppliers' countries of origin, which are of strategic importance. The complex supplier selection process has resulted in collaborative relationships with partners located throughout the world. Through stable and long-lasting relationships, FLUORSID seeks to increase the relational capital it creates to the benefit of all the territories in which it indirectly operates.

All selected suppliers adhere to the required supply procedures, which increasingly go beyond traditional international standards of production responsibility.

Among the supplier selection criteria, compliance with specific certifications is considered, requiring suppliers to not only meet stringent

criteria regarding material quality but also environmental standards. **The supplier selection process concludes with the evaluation of an additional indicator**, the Corruption Perceptions Index (CPI). The company, as it sources from the international market, is subject to the risk of encountering events related to the political and economic instability of different countries, which can significantly impact the entire production process.

The origin of purchases is of particular importance: whenever possible, preference is given to locally sourced purchases in order to create value for the local communities where FLUORSID operates.

As can be seen from the charts above, during 2023 FLUORSID is committed to purchasing products from local suppliers wherever possible; however, since the main materials purchased are fluorspar and anhydrite, which are not sourced from Italy, expenditure is mainly distributed to non-local suppliers.

Supplier evaluation parameters

A	Product/service quality (product /service characteristics)	5	mediocre
		6	sufficient
		7	fair
		10	excellent
B	Economic conditions, affordability	5	> than the market
		6	= to the market
		10	< than the market
C	Punctuality and reliability (delivery times and adherence to them, flexibility and adaptability to requirements)	5	mediocre
		6	sufficient
		10	good
D	Certifications (score added to average of A, B, C)	0,5	quality
		0,5	environment
		0,5	safety
		0,5	MOGC 231
EVALUATION SCALE	Overall score D added to the average of A, B, C	4	NOT QUALIFIED
		5	QUALIFIED WITH RESERVATIONS
		10	QUALIFIED
OUTCOME OF THE EVALUATION			
EVALUATOR			

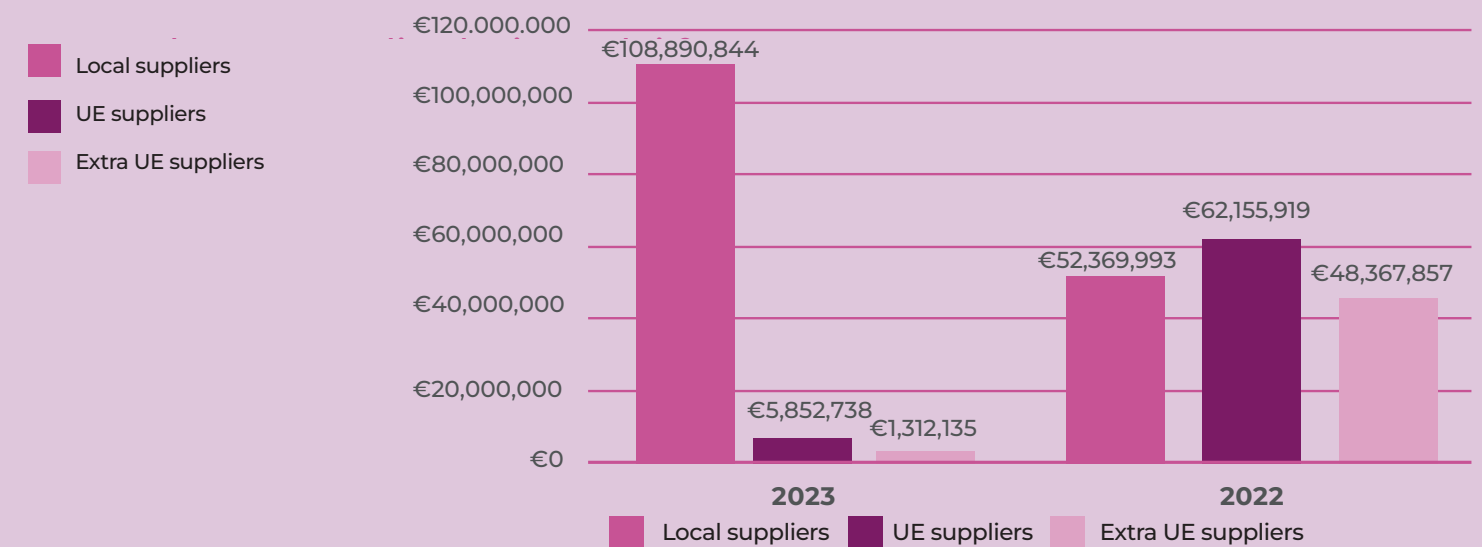
The supplier's selection process

- 
Data collection
 Supplier master data and technical specifications of the product or service
- 
List of suppliers
 The selected suppliers are included in an initial list of suppliers
- 
Valuation
 Through the scorecard, each supplier is given a score
- 
Registration in the suppliers register
 Suppliers with a score ≥ 6 are entered in the FLUORSID Supplier Register

Total number of suppliers and value of purchases

	2023		2022	
	Numbers Suppliers (n.)	Annual expenditure value (€)	Numbers Suppliers (n.)	Annual expenditure value (€)
ITALY	664	expenditure	635	52,369,993 €
EUROPE	39	value (€)	57	62,155,919 €
AMERICA	6	912,067 €	11	37,560,482 €
ASIA	6	371,389 €	7	578,153 €
REST OF THE WORLD	2	28,679 €	8	10,229,222 €
TOTAL	717	116,055,717 €	718	162,963,768 €

Value of suppliers purchases



2-1, 2-2, 2-3 GRI

Reading Guide Methodological Note



The present **Sustainability Report** (hereinafter referred to as the "Report" or "the document") aims to **communicate in a clear, transparent, and comprehensive manner the economic, environmental, and social performance** of FLUORSID (during the period from **January 1, 2023, to December 31, 2023**).

The reporting scope of this document covers FLUORSID SpA, FLUORSID ICIB Srl, and FLUORSID Noralf AS. All relevant information has been included to understand the economic, environmental, and social performance of the organization during the reporting period; the data for 2022 has been revised accordingly following the update of the reporting scope.

This document has been prepared in accordance with the **Global Reporting Initiative (GRI)** standards, which provide guidelines for reporting the economic, environmental, and social performance of an organization, published in 2016 and updated in 2021, according to the **"referenced to the GRI Standards"** reporting option.

The reporting of sustainability performance has been guided by the principles of **materiality, completeness, balance, comparability, accuracy, timeliness, and clarity**, as defined in the GRI standards. Measures have been taken to ensure that the reported information is reliable, verifiable, and relevant to stakeholders. In order to allow for comparability of data over time, a **comparison with the data for 2022 is provided**. Furthermore, to ensure the accuracy of the data and a proper representation of performance, the use of estimates has been minimized, and if present, they are appropriately disclosed within the document. Any re-statements of previously published comparative data are clearly indicated in the text as such. The sustainability indicators used in the document have been selected based on the guidelines provided by the GRI standards. Econo-

mic, environmental, and social indicators deemed relevant from the perspective of impact relevance as outlined in GRI Standard 3, in the section **"2.3 Materiality Analysis,"** have been included.

Additionally, as required by the GRI Standards, the **GRI Content Index** is provided at the end of the document, detailing the reported indicators and their location within the document. This Sustainability Report has been prepared with the technical and methodological assistance of Marsh Advisory and has not undergone external independent verification. However, appropriate measures have been taken to ensure the accuracy and reliability of the reported information. For more information regarding the content of the Sustainability Report, please contact the Marketing, Communication, and CSR department of FLUORSID: info@fluorsid.com.

GRI Content Index

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
GENERAL DISCLOSURES				
GRI 2: General disclosures (2021)				
The organization and its reporting practices	2-1	Organizational details	Chapter "1. FLUORSID"	
	2-2	Entities included in the organization's sustainability reporting	Chapter "Reading Guide"	
	2-3	Reporting period, frequency and contact point	Chapter "Reading Guide"	
Activities and workers	2-6	Activities, value chain and other business relationships	Chapter "1. FLUORSID" Section "3.1 Group's structure" Section "6.2 Our suppliers"	
	2-7	Employees	Section "5.1 Our collaborators"	
	2-8	Workers who are not employees	Section "5.1 Our collaborators"	
Governance	2-9	Governance structure and composition	Section "3.1 Group's structure"	
	2.10	Nomination and selection of the highest governance body	Section "3.1 Group's structure"	
	2-11	Chair of the highest governance body	Section "3.1 Group's structure"	
	2-13	Delegation of responsibility for managing impacts	Section "3.1 Group's structure"	

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Letter to the stakeholders	
	2-23	Policy commitments	Section "3.2 Main Group policies" Section "2.5 Contribution to sustainable development goals"	
	2-24	Embedding policy commitments	Section "3.2 Main Group policies"	
	2-26	Mechanisms for seeking advice and raising concerns	Section "3.2 Main Group policies"	
	2-27	Compliance with laws and regulations	Section "3.2 Main Group policies"	
	Stakeholder engagement	2-29	Approach to stakeholder engagement	Section "2.2 Stakeholder engagement"
2-30		Collective bargaining agreements	Section "5.1 Our collaborators"	
GRI 3: Material topics (2021)				
Disclosures on material topics	3-1	Process to determine material topics	Section "2.3 Materiality analysis"	
	3-2	List of material topics	Section "2.3 Materiality analysis"	
ECONOMIC AND GOVERNANCE ASPECTS				
Economic performance				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "3.3 Economic value generated and distributed"	
GRI 201: Economic performance (2016)	201-1	Direct economic value generated and distributed	Section "3.3 Economic value generated and distributed"	

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
Market presence				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "5.1 Our collaborators"	
GRI 202: Market presence (2016)	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Section "5.1 Our collaborators"	
Procurement Practices				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "6.2 Our suppliers"	
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Section "6.2 Our suppliers"	
Anti-corruption				
GRI 205: Anti-corruption (2016)	205-2	Communication and training about anti-corruption policies and procedures	Section "3.2 Main Group policies"	
	205-3	Confirmed incidents of corruption and actions taken	There have been no cases of corruption identified during the reporting period.	
Anti-competitive Behavior				
GRI 206: Anti-competitive Behavior o 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions have been taken due to violations of competition or anti-trust laws during the reporting period.	
ENVIRONMENTAL ASPECTS				
Biodiversity				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "4.7 Preserving biodiversity"	
GRI 101: Biodiversity (2024)	101-4	Identification of biodiversity impacts	Section "4.7 Preserving biodiversity"	
Materials				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "4.2 Use of raw materials"	

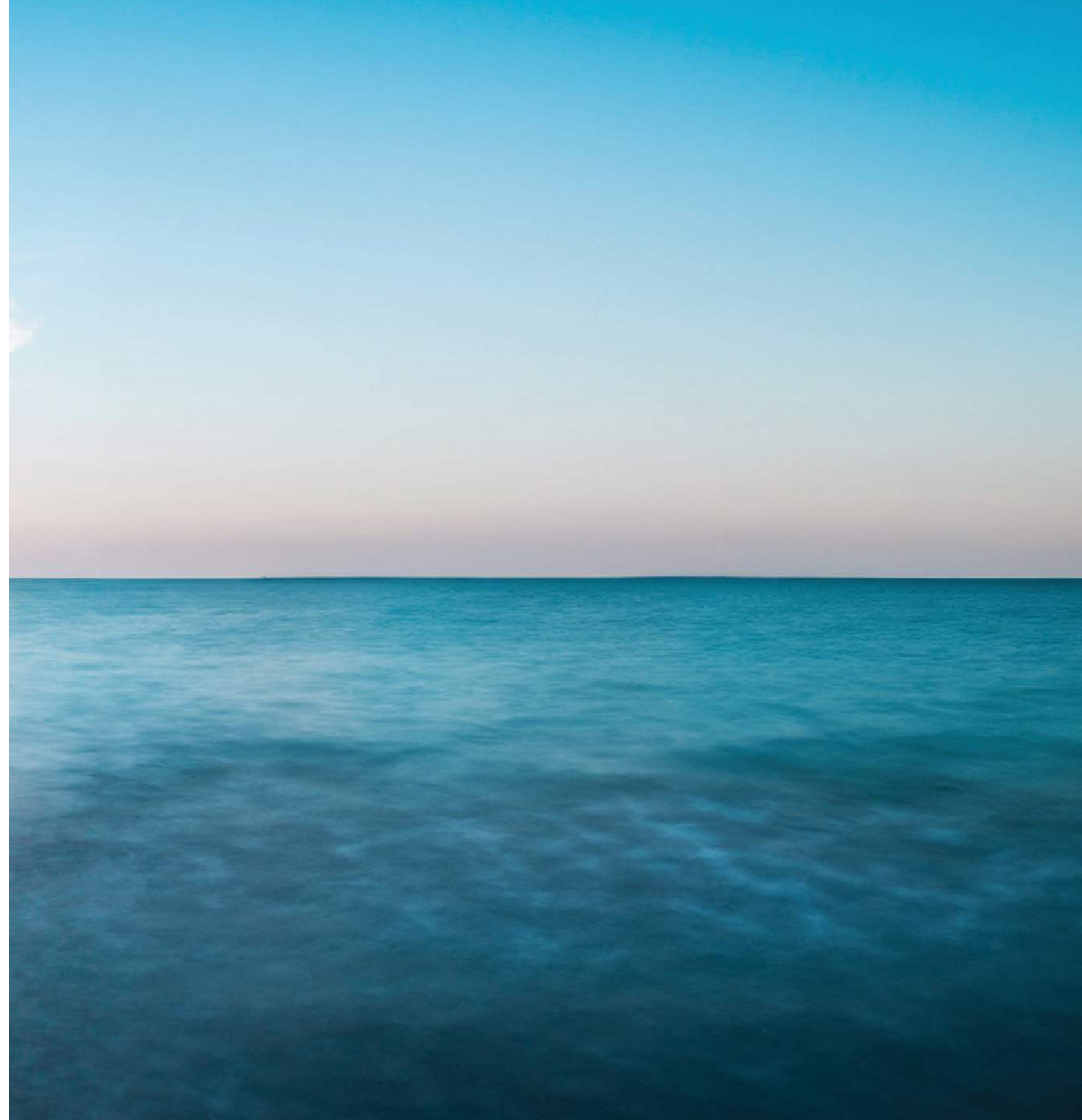
GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
GRI 301: Materials (2016)	301-1	Materials used by weight or volume	Section "4.2 Use of raw materials"	
Energy				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "4.3 Energy consumption"	
GRI 302: Energy (2016)	302-1	Energy consumption within the organization	Section "4.3 Energy consumption"	
	302-3	Energy intensity	Section "4.3 Energy consumption"	
Water and Effluents				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "4.5 Water resource management"	
GRI 303: Water and Effluents (2018)	303-1	Interactions with water as a shared resource	Section "4.5 Water resource management"	
	303-2	Management of water discharge-related impacts	Section "4.5 Water resource management"	
	303-3	Water withdrawal	Section "4.5 Water resource management"	
	303-4	Water discharge	Section "4.5 Water resource management"	
	303-5	Water consumption	Section "4.5 Water resource management"	

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
Emissions				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "4.4 Atmospheric emissions"	
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	Section "4.4 Atmospheric emissions"	
	305-2	Energy indirect (Scope 2) GHG emissions	Section "4.4 Atmospheric emissions"	
	305-4	GHG emissions intensity	Section "4.4 Atmospheric emissions"	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Section "4.4 Atmospheric emissions"	
Waste				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "4.6 Waste management"	
GRI 306: Waste (2016)	306-1	Waste generation and significant waste-related impacts	Section "4.6 Waste management"	
	306-2	Management of significant waste-related impacts	Section "4.6 Waste management"	
	306-3	Waste generated	Section "4.6 Waste management"	
	306-4	Waste diverted from disposal	Section "4.6 Waste management"	
	306-5	Waste directed to disposal	Section "4.6 Waste management"	
Supplier Environmental Assessment				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "6.2 Our suppliers"	
GRI 308: Supplier Environmental Assessment (2016)	308-1	New suppliers that were screened using environmental criteria	Section "6.2 Our suppliers"	

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
SOCIAL ASPECTS				
Employment				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "5.1 Our collaborators"	
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	Section "5.1 Our collaborators"	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section "5.3 Diversity and Equal opportunities"	
	401-3	Parental leave	Section "5.3 Diversity and Equal opportunities"	
Labor/Management Relations				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "5.1 Our collaborators"	
GRI 402: Labor/Management Relations (2016)	402-1	Minimum notice periods regarding operational changes	Section "5.1 Our collaborators"	
Occupational Health and Safety				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "5.4 Care for workers"	

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
GRI 403: Occupational Health and Safety (2018)	403-1	Occupational health and safety management system	Section "5.4 Care for workers"	
	403-2	Hazard identification, risk assessment, and incident investigation	Section "5.4 Care for workers"	
	403-3	Occupational health services	Section "5.4 Care for workers"	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Section "5.4 Care for workers"	
	403-5	Worker training on occupational health and safety	Section "5.4 Care for workers"	
	403-6	Promotion of worker health	Section "5.4 Care for workers"	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section "5.4 Care for workers"	
	403-8	Workers covered by an occupational health and safety management system	Section "5.4 Care for workers"	
	403-9	Work-related injuries	Section "5.4 Care for workers"	
	403-10	Work-related ill health	Section "5.4 Care for workers"	
Training and Education				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "5.2 Talent management"	
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	Section "5.2 Talent management"	
	404-3	Percentage of employees receiving regular performance and career development reviews	Section "5.2 Talent management"	
Diversity and Equal Opportunity				

GRI Standard	Disclosure	Description	Section of reference	Notes / Omissions
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "3.1 Group's structure" Section "5.3 Diversity and Equal opportunities"	
GRI 405: Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	Section "3.1 Group's structure" Section "5.3 Diversity and Equal opportunities"	
	405-2	Ratio of basic salary and remuneration of women to men	Section "5.3 Diversity and Equal opportunities"	
Non-discrimination				
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	No cases of discrimination occurred during the reporting period	
Supplier Social Assessment				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section "6.2 Our suppliers"	
GRI 414: Supplier Social Assessment (2016)	414-1	New suppliers that were screened using social criteria	Section "6.2 Our suppliers"	
OTHER INDICATORS				
Supporting the territory and the community				
KPI NON GRI #1		Social Initiatives	Chapter "6. FLUORSID in the territory"	
Quality and client satisfaction				
KPI NON GRI #2		Relationship with customers	Section "3.1.4 Customer orientation"	
R&D and innovation for sustainability				
KPI NON GRI #3		Initiatives in research and development	Section "4.2 Use of raw materials" Chapter "6. FLUORSID in the territory"	



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