FLUORSID

SUSTAINABILITY REPORT 2025

Since 1969

Integrity, ambition and perseverance

Responsibility, vision and adaptability

Being able to predict, read and manage risks and opportunities

Andrea Alessandro Muntoni - Managing Director of Fluorsid S.p.A.

2025 once again proved to be a complex year, marked by a continuously evolving geopolitical landscape and economic dynamics that required companies to strengthen their ability to anticipate and interpret change. Within this context, FLUORSID continued pursuing its mission of reinforcing its market positioning, addressing emerging challenges through a clear **strategic vision**, a solid **industrial foundation**, and an **ongoing commitment** to sustainability, always accompanied by respect for the environment, local communities, and safety across all production and logistics sites where the Group operates.

> Today, more than ever, the ability to foresee, interpret and manage risks and opportunities represents a distinctive element for every company. For FLUORSID, this translates into an increasingly integrated ESG approach within decision-making processes, supported by advanced analysis and planning tools capable of guiding strategic choices in both the short and medium term. Against a global backdrop characterized by volatility in raw material and energy markets, the Group demonstrated **resilience** and the ability to preserve its **competitiveness**. This achievement was made possible also through diversified sourcing strategies and strong relationships across the entire value chain. Demand for our products continued to provide an element of stability, further confirming FLUORSID's role as a reliable partner in international markets.

People remain at the core of this journey. It is through their commitment, expertise, and ability to work in an integrated and synergistic manner that the Company continues to evolve, strengthening a corporate culture founded on responsibility, transparency, and the continuous improvement of procurement, production, sales, and after-sales processes relating to products and by-products. At the same time, FLUORSID continues to advance innovative and circular solutions capable of combining production efficiency with the reduction of environmental impacts, thereby contributing concretely to the **transition towards more sustainable industrial models**. In this context, **LIFE SYNFLUOR**, the project co-funded by the European Union, represents a significant step forward in the evolution of raw material sourcing within our value chain.

The purpose of this Sustainability Report is therefore, once again, to provide a clear and transparent representation of our journey, with the **awareness** that value creation is intrinsically linked to generating positive and lasting impacts for all stakeholders. This approach is fundamental as we look to the future with even greater **determination**, ready to face new challenges with responsibility, vision, and a spirit of innovation and **transformation**.

1

FLUORSID
Our story of growth since 1969

Where we are

Commercial department
Milan, Italy

Chemicals
Cagliari, Italy
Treviglio, Italy
Odda, Norway

Logistics
Manama, Bahrein

Production capacity

Aluminium Fluoride
150.000
MT/year

Synthetic Calcium Fluoride
40.000
MT/year

Sulphuric Acid
340.000
MT/year

Hydrofluoric Acid 40%
10.000
MT/year

Anhydrous Calcium Sulphate
430.000
MT/year

Electrical energy
100.000
MWh/year

Distribution network

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

Countries served

1.1 Who we are

Founded in Sardinia in 1969, FLUORSID is a chemical Company that has established itself as a world leader in the production and sale of inorganic fluorochemicals. The company is part of 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. there are **FLUORSID ICIB S.r.l.**, which produces Hydrofluoric Acid 40% 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.**

FLUORSID offers clients continuous supply and support, with a strong focus on quality and efficiency

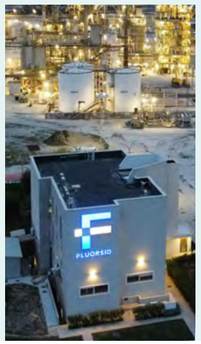
Starting with the production of Aluminium Fluoride, **FLUORSID promotes the principles of the circular economy**, demonstrating how the chemical industry can make sustainability and production efficiency coexist. This innovative approach makes FLUORSID a leader in the evolution towards more sustainable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

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 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.

1.2 The history of FLUORSID

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

The 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

2010

Acquisition of **ICIB srl**, Italian market leader in 40% Hydrogen Fluoride (HF) solution

2012

Construction of the **fifth reactor** for **Aluminium Fluoride** production, also with a double fluidised bed

2013

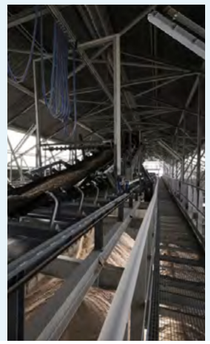
Duplication of Sulphuric Acid, steam and electricity **production capacity** through e installation of the second production plant department

2016

Acquisition of **Noralf AS**, Europe's second Aluminium Fluoride plant located in Norway

2021

Birth of the GYPSOS 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

2024

Beginning of the LIFE SYNFLUOR project, co-financed by the European Union under the LIFE Programme and developed in collaboration with Pirelli

1.3 Values, Mission and Vision

Values

Integrity

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

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.**

Perseverance

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

In 2025, 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.

Mission

Innovation, quality and trust

FLUORSID ensures customers the highest quality standards in its products and services.

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.

Vision

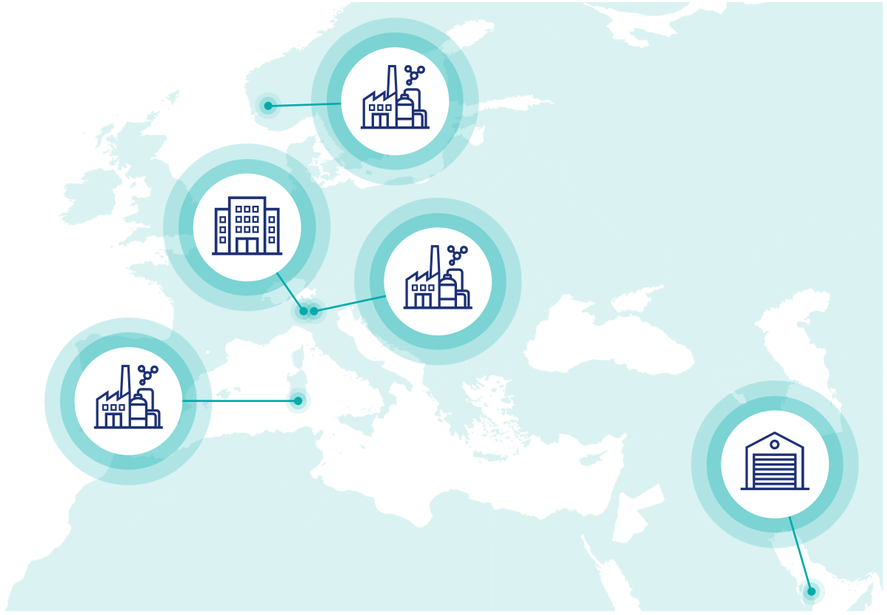
Creating value for stakeholders

Excellence in customer service.

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 sites

All FLUORSID 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 obtained through five production lines running in parallel; two of them operating with highly efficient twin-bed reactors. 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:

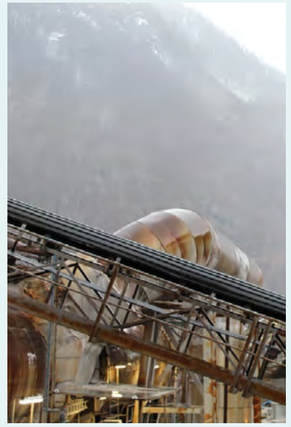
- Aluminium Fluoride
- Sulphuric Acid
- Synthetic Calcium Fluoride
- GYPSOS Raw | Milled | Granular

Treviglio

A strategic and productive reference for the European market and the main Italian producer of hydrofluoric acid 40%, an important product used for pickling and surface treatment of metals, glass satin-finishing and acid-etching, galvanic treatments and as an anti-rust agent.

Products:

- HF 40% in solution
- GYPSOS 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 in Northwest Europe.

Products:

- Aluminium Fluoride
- GYPSOS 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 capacity, how they are distributed in the market and in which plant they are produced.

FLUORSID distributes its products all over the world and at all latitudes

Aluminium Fluoride

Capacity
150K MT/y

Sites
Cagliari, Odda

Delivery
Silos trucks, cargo ships

Available in bulk or packaged
Big Bag from 1 MT to 1.5 MT
Bags 15, 25, 50 kg

Hydrofluoric Acid 40%

Capacity
10K MT/y

Sites
Treviglio

Delivery
Tank trucks, cargo ships

Available in bulk or packaged

Sulphuric Acid

Capacity
340K MT/y

Sites
Cagliari

Delivery
Tank trucks, cargo ships

GYPSOS

Capacity
430K MT/y

GYPSOS Milled

Sites
Cagliari, Treviglio

Delivery
Tank trucks, bulk trucks

Available loose or in Big Bag

GYPSOS Raw

Sites
Cagliari, Odda

Delivery
Ships, bulk trucks

Available loose or in Big Bag

GYPSOS Granular

Sites
Cagliari

Delivery
Ships, bulk trucks

Available loose or in Big Bag

Synthetic Calcium Fluoride

Capacity
40K MT/y

Sites
Cagliari

Delivery
Silos trucks, cargo ships

Available loose or in Big Bag

Legend | Fluoride | Hydrogen | Sulfur | Oxygen | Aluminium | Calcium

Aluminium Fluoride AlF_3

FLUORSID has a total capacity of about 150,000 MT/y of Aluminium Fluoride, in two sites: Cagliari, with 110,000 M T / y ; Odda, with 40,000 MT/y. Aluminium Fluoride is available in bulk (truck silos or cargo ships) or packaged in big bags from 1 MT to 1.5 MT and 15, 25 or 50 kg on pallets.

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 $Al(HO)_3$ in fluidised bed reactors to produce high density Aluminum Fluoride.

Hydrofluoric Acid HF 40%

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

HF production in solution is achieved through the following steps:

1. the reaction of dry acid grade Fluorspar (CaF_2) dried with Sulphuric Acid (H_2SO_4) at 98% in externally heated rotary reactors, producing gaseous HF and Calcium Sulphate ($CaSO_4$) solid as a by-product;

2. the absorption of gaseous HF in water to produce Hydrofluoric Acid, 40% aqueous solution.

HF 40% solution is available in both bulk and packaged forms. From the storage tanks, the acid is then transferred to tanker trucks or to the filling plant for packaging in drums or small tanks.

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. The plants are designed and built using the best available techniques with a total production capacity of 340,000 MT/y.

The energy recovered from these plants allows the Cagliari plant to be self-sufficient in terms of steam and electricity requirements and to sell the excess of both to third parties. Energy production exceeds 100,000 MWh/y.

The production of Sulphuric Acid that exceeds internal consumption is sold at a concentration between 98% and 99.5% and is delivered by tank truck or sent by pipeline to a jetty, where vessel tankers are loaded.

By-products

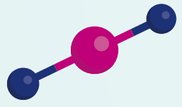
FLUORSID **has integrated the concept of circularity into its sustainability strategy** through efficient management of by-products originating from its production cycle, with the aim of extending their life cycle in the economic system.

GYPSOS $CaSO_4$

GYPSOS 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. GYPSOS 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. GYPSOS is available in different forms:

GYPSOS 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; **GYPSOS Milled** 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; **GYPSOS Granular** 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. **It is produced in the Cagliari plant** and delivered by bulk trucks in the Italian market and by conventional vessels (up to 50K MT) in international markets.

GYPSOS is obtained from the reaction of Acid Grade Fluorspar (CaF_2 97%) and Sulfuric 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.

Synthetic Calcium Fluoride is **produced at the Cagliari plant, with a total production capacity of 40,000 MT/y** and is sold in bulk by ship or truck.

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:

Anti-corruption
ISO 37001

Cagliari

Quality
ISO 9001

Cagliari	Treviglio

Environmental management
ISO 14001

Cagliari	Treviglio	Odda

Health and safety
ISO 45001
OHSAS 18001

Cagliari	Odda

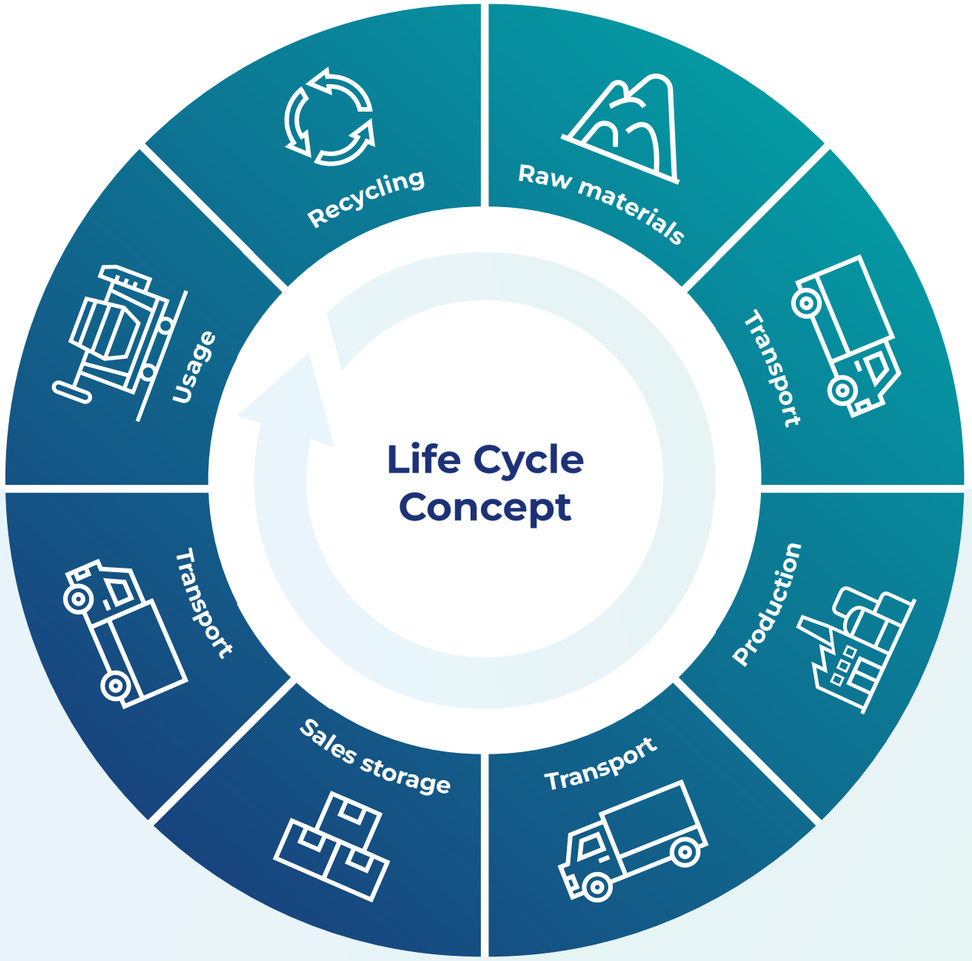
Green revolution: EPD® certifications

In addition to the main certifications that the Company has held for many years, the Environmental Product Declaration (EPDs) for the by-products of the Cagliari plant based on anhydrite- Anhydrite (GYPSOS RAW), Ground Anhydrite (GYPSOS MILLED), and Pelletized Gypsum (GYPSOS GRANULAR) - have been in place since 2021, while the declaration relating to Synthetic Calcium Fluoride eas obtained in 2023. During 2025, these declarations were further expanded: the Treviglio plant obtained EPD® declaration for Ground Anhydrite (GYPSOS MILLED), while the Odda plant obtained certification for Anhydrite (GYPSOS RAW).

This declaration, 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 EPD® represents an important tool for objective and transparent communication of the company's performance regarding the production of by-products. Through this declaration, 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.



2

The Group’s approach to the fundamental principles of sustainability

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.

FLUORSID is committed to promoting 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 trust relationships with its stakeholders.

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

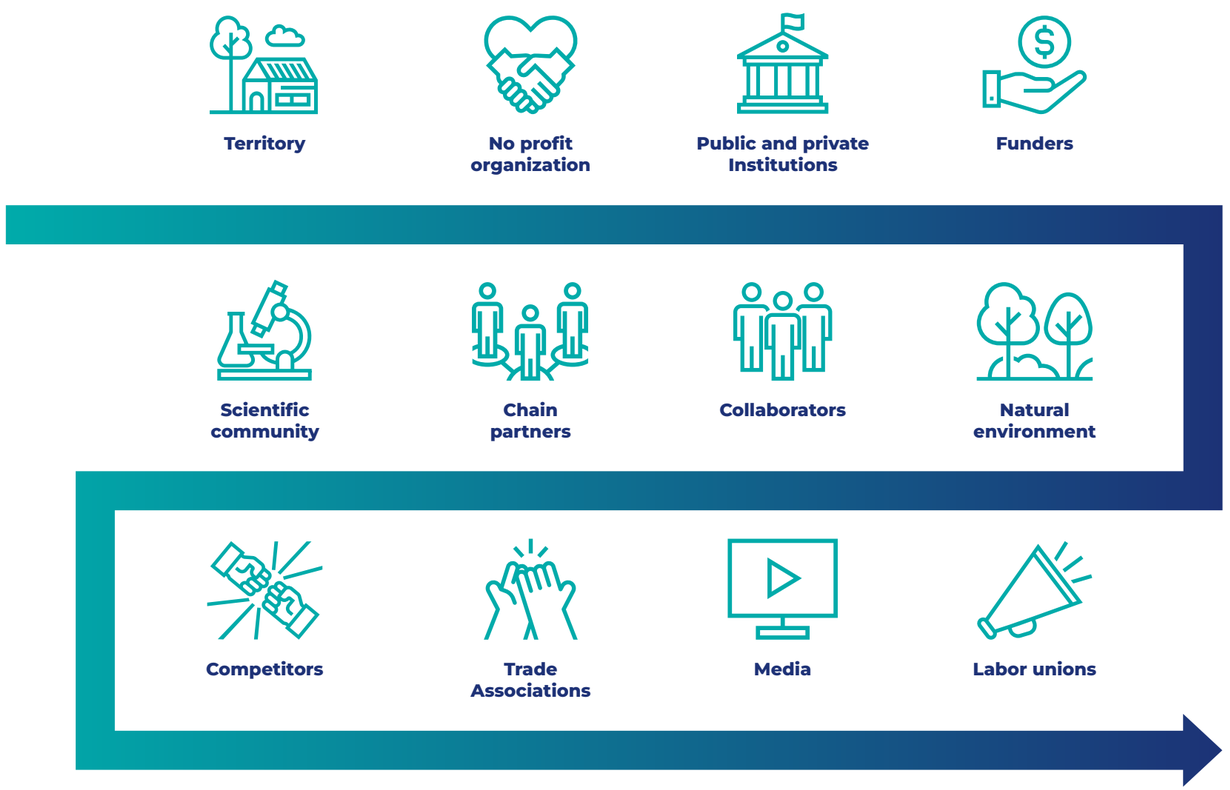
2.2 2-29, 3-1 GRI Stakeholders engagement

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 longterm 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 purpose 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 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 stakeholders' 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 in enabling the accomplishment of business objectives, but also, most importantly, as the main receivers, direct or indirect, of the value created through its activities.



Engagement, listening and constructive dialogue with stakeholders are fundamental elements for the Group in pursuing sustainable success

Stakeholder category	Description
Territory	Local communities where FLUORSID operates and is present, i.e. local governments, schools, citizens and civil society.
No profit organization	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.
Funders	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.
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.
Labor Unions	Bodies representing the social parties.

In the following table, the stakeholder categories interacting with the Group are described.

During 2025, 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 five 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.

Scan and discover FLUORSID channels

Fluorine Forum

More than two hundred professionals and experts from around the world gathered in Baveno, on Lake Maggiore, from October 22 to 24 for the ninth edition of Fluorine Forum 2025, the event conceived and organized by IMFORMED.

The event once again confirmed its role as a key reference point for the global fluorine industry: three days dedicated to discussion, exchange of ideas, and in-depth analysis of crucial topics, made even more significant this year by FLUORSID serving as Lead Sponsor, as the leading Italian company in the sector. For years, participation in the Forum has represented an important opportunity to strengthen professional networks and reinforce companies' positions as key players in the market, by sharing expertise and helping shape the future direction of an increasingly strategic industry.

Among the highlights of the conference was the presentation dedicated to LIFE SYNFLUOR, the project co-funded by the European Commission under the LIFE Programme and developed by FLUORSID in collaboration with Pirelli.

In the picture: **Michele Lavanga**, *Special Projects Director*, presents LIFE SYNFLUOR at Fluorine Forum

2.3 Materiality Analysis 3-1, 3-2 GRI

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 seeks to pursue. Materiality analysis is also a dynamic process that requires updating in order to capture new priorities and align with macrotrends in the external context. This model is essential for focusing on impact management, including risk management and enhancing sustainability opportunities.

Evolution of the Corporate Sustainability Reporting Directive – CSRD

On February 26, 2025, the European Commission presented the so-called "Omnibus Package", containing proposals to amend the Corporate Sustainability Reporting Directive (Directive 2022/2464/EU - CSRD), with the aim of simplifying and optimizing the regulatory framework on sustainability reporting. During the first semester of 2025, the first regulatory developments were recorded, including the adoption of the "stop-the-clock" directive, which introduced the postponement of the reporting obligation:

- to **2027** for large companies not yet subject to the CSRD;
- to **2028** for listed SMEs.

In December 2025, an agreement on the "Omnibus Package" was also reached and approved at the institutional level, with the legislative process being subsequently completed though the final adoption of the amendments in 2026, which confirms the the revision of size thresholds for CSRD applicability (from 250 to over 1,000 employees), drastically reducing the number of companies subject to the requirement and, in this specific case, exempting Fluorsid S.p.A. from the obligation to prepare the Sustainability Report.

The Company has chosen to voluntarily continue its reporting process even for fiscal year 2025, confirming the adoption of the GRI (Global Reporting Initiative) standards, as used in previous years. This decision ensures continuity, transparency, and comparability for stakeholders

Among the key principles introduced by the CSRD – and already integrated into the Group's reporting process – is the concept of **double materiality**, which serves as the foundation for identifying material topics. This concept involves assessing ESG issues from two complementary perspectives:

- **"Impact Materiality"** or the "inside-out" approach, focuses on evaluating the environmental, social, and governance topics on which the Group has a significant impact through its activities;

- **"Financial Materiality"** or the "outside-in" approach, concerns the assessment of sustainability aspects that could have a significant effect on the Group's development, business performance, and ultimately, its financial value.

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

After conducting the initial double materiality assessment in 2023 – an evolution from the Impact Materiality analysis carried out in 2022 – the Group **continued the process in 2025**, further refining the mapping of risks, impacts, and opportunities. The process involved internal stakeholders and cross-functional corporate teams, reinforcing the integration between sustainability strategy, risk management, and short, medium, and long-term industrial planning.

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. For the identification of risks and opportunities, structured consultation sessions were conducted with the ESG Task Force. These sessions aimed to integrate perspectives from various business areas, ensuring a comprehensive, up-to-date, and well-aligned assessment that reflects the evolving regulatory and strategic landscape.

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.

The evaluation

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. For the determination of risk and opportunity assessment metrics, both qualitative and quantitative metrics were considered. Similar to the Impact Materiality, the results of the evaluations allowed for the classification of risks and opportunities 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.

Material impacts

Overall, for the materiality analysis, 35 impacts and 28 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 20 material impacts and 5 associated risks and opportunities related to 13 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 2025 and SDGs

Environmental

Material topic	Description of Impatcs, Risks and Opportunities	SDGs
Energy efficiency and renewable energies	Effective ■ Injection of electricity and steam into the grid Opportunity ■ Participation in European calls for proposals aimed at researching low environmental impact solutions, resulting in the allocation of grants and funding ■ Cost reduction through energy efficiency initiatives	
Waste management	Effective ■ Waste production from the Group's activities. ■ Disposal of non-recyclable waste in landfills. Potential ■ Release of hazardous waste Risk ■ Reputational and image damage due to potential pollution incidents caused by the release of hazardous waste.	
Climate Change and emissions	Effective ■ Generation of Scope 1 emissions (direct, on-site emissions from the combustion of fossil fuels) and Scope 2 emissions (indirect, off-site emissions resulting from the purchase of electricity from the grid). ■ Generation of other pollutant emissions (e.g., NOx, SOx, particulate matter). ■ Generation of indirect Scope 3 emissions (off-site emissions resulting from activities related to the company).	
Water resource management	Effective ■ Water resource consumption during the Group's activities, leading to increased water stress.	
Efficient use of natural resources	Effective ■ Utilization of by-products to promote a circular approach in the chemical sector. Risk ■ Increased costs due to potential price fluctuations for raw materials caused by external factors (geopolitical, natural, etc.). Opportunity ■ Increase in the share of products developed using a circular approach, with the potential to enhance market attractiveness	

Social

Material topic	Description of Impatcs, Risks and Opportunities	SDGs
Supporting the territory and the community	Effective ■ Creation of new jobs and employment impact along the local supply chain	
Management of human capital	Effective ■ Development of employee skills and competencies through the implementation of professional development plans or programs. Potential ■ Employee retention fostered through communication focused on listening and transparency	
Quality and client satisfaction	Effective ■ Improvement of the quality of service offered to customers thanks to the compliance with the contractual conditions, timing and expectations of the customer Potential ■ Customer dissatisfaction due to a product not fully aligned with expectations	
Occupational Health and Safety	Effective ■ A healthy and safe workplace that facilitates optimal mental and physical state for all employees through adequate security guards and management systems Potential ■ Workplace injuries, near misses, and other impacts on employee health and safety	

Governance

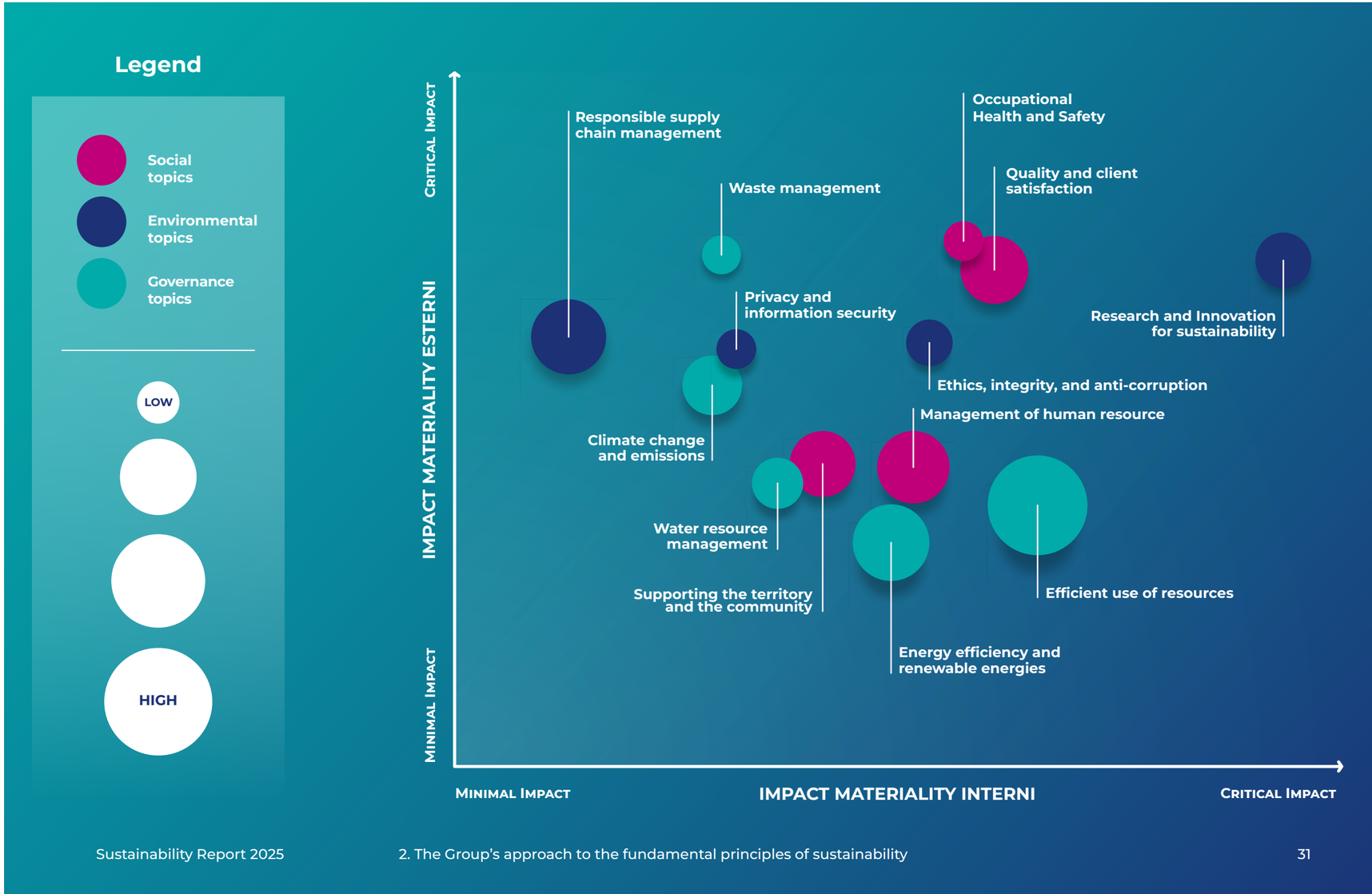
Material topic	Description of Impatcs, Risks and Opportunities	SDGs
Research and Innovation for sustainability	Effective ■ Introduction of new technologies and operating modes with reduced environmental impact on the Group's processes and assets Opportunity ■ Increase in productivity and efficiency thanks to investments in innovation and digitalization with related consequences in terms of the quality of the services provided	
Responsible supply chain management	Risk ■ Supply chain instability and volatility, resulting in customer service disruptions and failure to achieve economic and financial targets	
Ethics, integrity, and anti-corruption	Potential ■ Violations related to anti-corruption and environmental, social, and sector-specific economic compliance Effective ■ Integrating ethical principles into decisions regarding collaboration with partners along the value chain	
Privacy and Information Security	Potential ■ Slowdown/suspension of operations due to a cyberattack	

2.4 The Double Materiality matrix

The materiality analysis clearly shows that FLUORSID places a central focus on **Research and Innovation for sustainability**, considering it a strategic lever for future development and for the transition toward lower environmental impact production models. Topics related to the protection of human resources and of the environment also remain top priorities, with particular attention to occupational health and safety, efficient management of natural resources, and emission reduction. Customer focus and service quality continue to be hallmarks of the company's approach, as does the commitment to strengthening a culture based on **responsible value chain management**. The Company thus continues its journey toward generating widespread positive impacts, promoting an integrated sustainability approach that encompasses environmental, social, and governance domains.

The results of the Impact and Financial Materiality assessments were used to develop the double materiality matrix, which graphically integrates both perspectives and defines the material topics. Each topic was assigned a score based on this dual perspective, calculated as a weighted average of the impacts evaluated by internal and external stakeholders, and the risks or opportunities associated with each topic.

The aggregation of results enabled a matrix-based representation of the Group's materiality. In this matrix, the size of the circles represents the financial relevance of each material topic, while their position on the axes reflects the level of significance attributed to the topic by internal stakeholders (x-axis) and external stakeholders (y-axis). In the case of the impact materiality representation, the higher the significance attributed by external stakeholders, the higher the topic will be placed on the matrix, indicating a more critical impact, and vice versa. The same logic applies to the significance attributed by internal stakeholders.



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 this day, 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

	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**	FLUORSID is constantly committed to monitoring and reducing environmental impacts and has obtained ISO 14001 certification for its management systems. The Group's commitment takes shape through: ■ The reduction of waste through a highly efficient waste management system that maximizes the amount of waste sent for recovery; ■ The self-generation of electricity obtained through exothermic reactions within the production process; ■ The minimization of emissions thanks to effective pollution monitoring and management systems; ■ The efficient management of by-products through Life Cycle Assessment activities aimed at obtaining the Environmental Product Declaration;	6, 7, 12, 13
SOCIAL	**Local community development and engagement** **Management of human resource** **Quality and client satisfaction** **Occupational health and safety**	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 an internal 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. 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: ■ Collaboration with the Giulini Foundation; ■ Educational projects with local secondary schools; ■ Partnerships with local sports organizations; ■ Collaboration and meetings whit Universities.	3, 4, 5, 8, 9, 10
GOVERNANCE	**Research and Development for Innovation** **Responsible supply chain management** **Ethics, integrity, and anti-corruption** **Privacy and Information Security**	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. The Group is particularly active in Research and Development activities aimed at innovating production processes, carried out both internally and in collaboration with various Universities (such as the research on the use of Calcium Sulfate initiated with the University of Cagliari) or with external organizations. Among the initiatives undertaken by the Group are: ■ Within the INNCED project, BIOAERAMAC was patented, an innovative material for the construction sector; ■ The LIFE SYNFLUOR project, which aims to give new life to industrial by-products through circular economy processes, launched in synergy with Pirelli and co-funded by the European Union. FLUORSID pursues its commitment to adhere to the SA 8000 certification standards with the aim of building a sustainable supply chain attentive to environmental and human conditions. The privacy and security of information are ensured by digitized storage systems and state-of-the-art management software.	8, 9, 12, 16

3

The Governance

3.1 2-6, 2-9, 2-10, 2-11, 2-13, 206-1, 405-1, 3-3 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.

FLUORSID
FLUORSID NORALF
FLUORSID ICIB

SIMPLIS
LOGISTICS (50%)

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**. As a result, the company has chosen to implement a streamlined and efficient structure, where management is led by the **Board of Directors** (BoD) of Fluorsid S.p.A., which also oversees the Boards of Directors of its subsidiary companies. The BoD, which is renewed every two years, holds decision-making authority and delegation power over all its members. It is composed of seven members comprising a Chairman, an Executive Vice President, a Managing Director, two internal Board Members who also perform the functions of Plant Manager and Administrative Director, and two external Board Members. All Board Members have designated roles within the organization and are entrusted with the coordination and supervision of the activities falling within their respective areas of competence.

Furthermore, the BoD actively participates in decisions related to sustainability objectives and convenes at least three times a year for the preparation of the annual financial report, the development of the budget , as well as the review of reports from delegated bodies (pursuant to Article 2381 of the Italian Civil Code). As far as organizational structures are concerned, there are no committees.

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 7 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 of Fluorsid S.pA. is supported by the Board of Statutory Auditors.

Chairman of the Board of Directors
The Chairman of the Board of Directors is appointed by the Ordinary Shareholders' Meeting from among the directors for a term of two financial years. In addition to the powers granted by the Board of Directors, the Chairman holds the legal authority to represent FLUORSID before third parties and judicial bodies.

Executive Vice President
The Executive Vice President is appointed by the Ordinary Shareholders' Meeting for a term of two fiscal years. The Executive Vice President is vested with all powers of ordinary management, as well as the legal representation of the Company before third parties and judicial authorities, as specified in the relevant power of attorney.

Managing Director
The Managing Director is appointed by the Ordinary Shareholders' Meeting for a period of two fiscal years. In addition to the powers conferred by the Board of Directors, the Managing Director 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, particularly the adequacy of the organizational, 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 seven members, was appointed by the Shareholders' Meeting on 09/05/2025 for a one-year term, appointing **Andrea Alessandro Muntoni as Managing Director, Lior Metzinger as Executive Vice President and Tommaso Edoardo Giulini as Chairman.**

Board of Directors

The seven-member Board of Directors
appointed by the Shareholder's Meeting on 09/05/2025

Tommaso E. Giulini	Lior Metzinger	Andrea A. Muntoni	Daniele Tocco*	Stefano Verna	Giuliano Palermo	Federica Moschini*
Chairman	Executive Vice President	Managing Director	Counselor	Counselor	Counselor	Counselor
Man 30-50 years old	Man 30-50 years old	Man >50 years old	Man >50 years old	Man >50 years old	Man >50 years old	Woman 30-50 years old
			*until 04/05/2026			*until 05/02/2026

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

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 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 recognizes the central role of human resources by promoting respect for 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.

Loyalty and trasparency

The relationships that the Company maintains with various parties are based on principles of transparency, fairness, collaboration, loyalty, and mutual respect. The Company ensures the confidentiality of the information it holds in accordance with applicable laws, regulations, and rules, and exercises the utmost care in its disclosure and use.

Legality

In carrying out its activities, the Company recognizes compliance with applicable laws and regulations, as well as directives in all countries where it operates, as an essential principle in its relationships with employees and collaborators, customers, suppliers, and other Stakeholders.

Impartiality and equal opportunities

The Company operates with full respect for the personal characteristics of each individual, embracing diversity and rejecting any form of discrimination based on age, health status, gender, religion, race, nationality, political or cultural opinions, as well as personal or social conditions.

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 territories' and its stakeholders' future ability to pursue long-term economic, social, environmental and institutional objectives.

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, and a Supervisory Body. 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.

[1] All Group policies are publicly available at the following link: https://fluorsid.com/sustainability/our-policies/

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 environmental 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.

Despite the expiration of the SA8000 certification in May 2024, the Company has continued to uphold the principles of social responsibility by maintaining compliance with standards through its Integrated Management System, which encompasses safety, environment, and quality. This approach has ensured operational consistency with the adopted standards.

During the 2025 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.

3.2.1 Anti-corruption Policy

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.

Everyone 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 and 2025, 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, 85% of customers, and 83% of agents. In 2025, the anti-corruption policy and procedures were communicated to 51% of suppliers. Regarding anti-corruption training, in 2025, training was provided 19% of employees.

3.2.2 Code of Ethics, Organisation Management and Control Model

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 interact 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 2025, 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

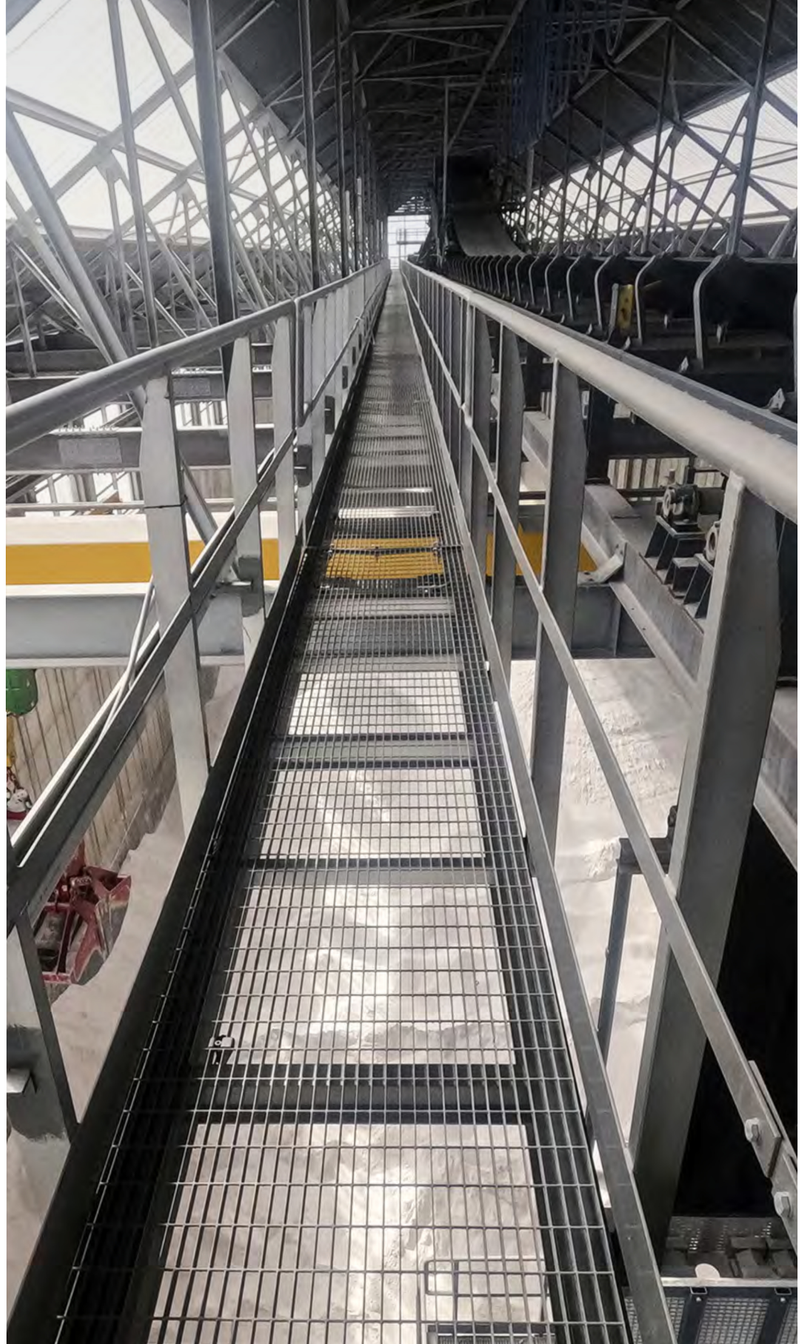
Economic value generated and distributed

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.

During 2025, FLUORSID operated in a particularly complex environment, characterized by the ongoing geopolitical tensions in the Russia-Ukraine region and in the Middle East, resulting in energy price volatility and impacts on commercial development opportunities in certain strategic areas, as well as by a growing protectionist orientation of international trade policies and the strengthening of China as a dominant player, with particularly aggressive policies in end markets.

Despite these challenges, global demand for primary aluminum remained robust, supported by investments in infrastructure and electric mobility, as well as by new drivers such as the development of data centers related to artificial intelligence and increased public spending in the defense sector. In this context, characterized by high competitiveness and uncertainty, the Company largely preserved its market share by focusing its activities on higher-margin segments and reducing its exposure to those more subject to downward price pressures, particularly from Chinese competitors. Analyzing the main economic and financial indicators, **a value of over €231.35 million was generated in 2025, of which €223.54 million was distributed and €8 million was retained**.

It should be noted that, in the financial year under review, there was an increase in the economic value generated (+2%), alongside a 6% rise in the economic value distributed, mainly attributable to higher operating costs driven by inflationary dynamics within the supply chain.



Reclassified Income Statement and Representation of Economic Value Generated, Distributed, and Retained (data in € Mln)

Economic value generated and distributed	2025	2024
Revenues	230.1	223.7
Financial revenues	1.2	2.0
Total net economic value generated	**231.4**	**225.7**
Operating costs	204.9	188.2
Staff remuneration	14,8	14
Lenders remuneration	3.9	1.9
Shareholder remuneration	0	5.4
Remuneration of Public Administration	0	1.9
Total distributed economic value	**223.5**	**211.4**
Retained economic value	**7,8**	**14.3**

4

The natural environment

4.1
Reducing environmental impact

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 (EMS) 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, shall be reviewed annually and renewed every three years.

The Group, aware of the importance of safeguarding the territory and, in general, all environmental matrixes, 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 this, the Group uses big bags, paper sacks, stretch film, caps, PE sheet and film, belts, cardboard, and wooden pallets, etc. useful in ensuring the quality of materials and preventing their dispersion into the environment.

In particular, the most significant usage is represented by Fluorspar, used for about 185 thousand tons (approximately 45% of the total) and Hydrated Alumina for about 120 thousand tons, accounting for 29% of the total. Overall, there is a decreasing trend in raw material consumption of 8% compared to 2024.

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 two years

Type of material (ton)	2025	2024
Fluorspar	184.204	192.780
Hydrated alumina	120.466	127.081
BTZ fuel oil	12.159	12.643
Liquid sulphur	72.339	89.934
Calcium hydroxide	9.012	7.495
Calcium oxide	11.055	9.144
Calcium carbonate	588	7.239
Total	**409.823**	**446.316**

Process digitalization

At its production site in Cagliari, FLUORSID employs the Model Predictive Control (MPC) technology - an advanced control solution developed by Rockwell Automation. This system introduces a layer of intelligence that integrates with the existing control infrastructure, continuously monitoring plant behavior in real time and automatically adjusting operating parameters to reduce variability, improve yield, and optimize energy consumption.

In a complex production environment influenced by numerous variables - including inconsistent raw material quality - the adoption of this technology has delivered tangible benefits in a short timeframe. Notably, energy use has become more efficient, thanks to enhanced reaction control and process stabilization, resulting in a significant reduction in the standard deviation of key parameters.

This experience demonstrates how technological innovation can deliver meaningful advantages not only from an economic standpoint but also in terms of environmental impact. For this reason, FLUORSID is planning to extend the use of predictive control to its other production facilities in Treviglio and Odda, with the goal of consolidating a production model that is increasingly efficient, digital, and sustainable.

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. In line with the companies in the sector, comparing energy consumption to production value, for FLUORSID is estimated an intensity index of about 1.1 MWh per k€ turnover.

During 2025, FLUORSID consumed a total of 254,254 MWh of energy. The most widely used energy sources continue to be non-renewable fuels, in particular low sulphur fuel oil (BTZ) and natural gas. In the past year, a slight reduction (3.08%) of total energy consumption was observed. In terms of purchased electricity, there was a significant change in consumption compared to the previous year, with an increase of 59% related to a decrease of 23.7% of the share of self-generated electricity, due to a shortage of sulfur (an essential raw material for the production of steam and sulfuric acid). 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 internal 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.

Energy consumption

Energy consumption (in MWh)	2025	2024
Non-renewable fuel	**194,559**	**198,304**
Natural Gas	56,344	56,454
BTZ	135,897	140,842
Diesel	1,573	543
LPG	726	464
Purchased electrical energy	**20,839**	**13,109**
of which purchased from non-renewable sources	-	15,166
of which purchased from renewable sources	20,839	7,943
Self-generated electrical energy	**41,159**	**56,897**
of which used on site	38,856	50,931
of which fed back into the network	2,302	5,966
Total consumption[1]	**254,254**	**262,344**

[1] The total consumed is estimated by taking into account the consumption of fuel, purchased and self-produced electricity and subtracting the energy returned to the power network.

- For the Cagliari plant, **self-production, when fully operational, allows for cover nearly all of its electricity consumption and its entire thermal energy needs**. Specifically, 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 CO_2 into the atmosphere since no other fuel besides elemental sulfur (S) is used in the production cycle.

- For the first time, in 2025, the plants of Cagliari, Odda and Treviglio meet their 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.

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. The sector is affected by a broad set of legislative and strategic initiatives, including the Circular Economy Action Plan, the Chemicals Strategy for Sustainability, the Zero Pollution Action Plan, the Farm to Fork Strategy, and the 'Fit for 55' package, which has now largely been adopted and is in the implementation phase. 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, at the Cagliari plant, 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) for 2025 amount to 50,946 tons of CO2eq. All plants purchased 100% of its electricity needs from renewable sources, for about 20,839 MWh. In 2025 FLUORSID reduced its Scope 1 emissions by 2% while Scope 2 emissions have been reduced to zero thanks to procurement decisions. Particularly interesting is the data on CO2 emissions to generate a euro of turnover: the value recorded by FLUORSID in 2025 is about 0.23 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 potentially polluting agents generated by production processes and conveyed to the stacks - after undergoing flue gas treatment - are monitored at the emission points and pertain to nitrogen oxides (NOX), sulfur oxides (SOX), Volatile Organic Compounds (VOC) 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 these agents.

Monitoring and control systems are therefore clearly defined, also due to the fact that the Cagliari and Treviglio plants are subject to Integrated Environmental Authorization (IEA), which ensures compliance with the European Union's Pollution Prevention and Control principles (EU Directive 2010/75/EU). Atmospheric emissions of climate-altering gases are thus strictly managed in accordance with the regulatory limits in force in the countries where FLUORSID operates.

[2] The following emission factors were used for the calculation of emissions:
Scope 1: https://www.mase.gov.it/portale/web/guest/monitoraggio-delle-emissioni-di-gas-ad-effetto-serra-per-gli-impianti-stazionari
Scope 2 – Location-Based: Italia https://www.isprambiente.gov.it/files2025/pubblicazioni/rapporti/r413-2025_def.pdf

SCOPE 1

Greenhouse gas emissions generated directly by FLUORSID, from fossil fuel combustion plants for plant operation.

SCOPE 2

Indirect greenhouse gas emissions from electricity generation purchased by FLUORSID.

- **Location Based** reflects the average emission intensity of total national electricity production.

Emissions of CO_2

Emissions of CO_2 (tCO_2e)	2025	2024
SCOPE 1	50,946	52,040
SCOPE 2 (Location Based)	-	1,115

Other Gas Emissions

Other Gas Emissions (tons/year)	2025	2024
NOx	59.45	51.37
SOx	189.45	239.60
VOC	0.05	0.06
Matter	13.51	10.50
Other standard atmosphere emission categories	15.30	10.59

4.5 3-3, 303-1, 303-2, 303-3, 303-4, 303-5 GRI
Water resource management

The chemical industry is strongly committed to the efficient management of water resources, which play a fundamental role in production processes - both for cooling systems and for the production of products and by-products. According to the latest available data by Federchimica (Responsible Care®), in 2023 water withdrawals by companies participating amounted to 911 million m^3, marking a reduction of 172 million m^3 compared to 2022 and 1,225 million m^3 compared to 2005, the first year for which reliable and significant data are available.

Water withdrawal per source

Water supply (m^3 x 10^3)	2025	2024
Groundwater	**457**	**438**
of which from fresh water (≤1.000 mg / l total dissolved solids)	457	438
Seawater	**2,453**	**2,453**
of which from other water (>1.000 mg / l total dissolved solids)	2,453	2,453
Supply from third parties	**2,985**	**3,024**
of which from fresh water (≤1.000 mg / l total dissolved solids)	2,985	3,024
of which from other water (>1.000 mg / l total dissolved solids)	-	-
TOTAL	**5,895**	**5,915**
of which from fresh water (≤1.000 mg / l total dissolved solids)	3,442	3,462
of which from other water (>1.000 mg / l total dissolved solids)	2,453	2,453

The main source of supply is seawater (73.5%), which, along with river water (12.1%), is primarily used for plant cooling. This process has a limited environmental impact, as the portion of water that does not evaporate during cooling is returned to the water bodies.

Water is a valuable resource for both the environment and the economy, and it remains a key component in the production cycle. The Group's water procurement in 2025 is in line with the levels recorded in the previous year.

In 2025, the Group's total water withdrawal amounted to 5,895,502 m^3. The Company is committed to adopting specific improvement measures aimed at efficient water management to minimize the impact of water withdrawal.

In line with the data on withdrawals, discharges appear to be in line with last year, with some decline in the sources from which less was drawn.

FLUORSID's actual water consumption, calculated as the difference between water withdrawn and water discharged, amounted to 420,076 m3 in 2025, which is equivalent to 7.1% of water withdrawals. This highlights that the majority of the water used in the production processes is returned to the surrounding environment. In 2025, FLUORSID's water consumption intensity was 1.83 m3/k€.

Water discharges

Water discharges (m^3 x 10^3)		2025	2024
Water discharges by destination	Seawater	2,453	2,453
	Surface water	400	381
	Third-party water sources	2,622	2,551
Total water discharges		**5,475**	**5,385**

Water consumption

Water consumption (m^3 x 10^3)	2025	2024
Total water consumption	**420**	**529**

The Italian plants operate under the Integrated Environmental Authorization (IEA) regime, meaning that wastewater discharges are managed in full compliance with current environmental regulations. However, in managing natural resources, FLUORSID consistently sets standards that go beyond mere regulatory compliance.

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

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 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 can be considered usable as a main product and should not be treated as waste. 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 to ensure product quality and that the system is well organized, which is essential for combating 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 originates 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) 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 fluorspar (CaF_2) and sulfuric acid (H_2SO_4) is calcium sulfate ($CaSO_4$).

GYPSOS by FLUORSID

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 fluorspar.

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 by-product Calcium Sulphate, in all three forms, and Synthetic Calcium Fluoride are EPD certified formalizing their positive impact on the environment, through the introduction of these materials made in FLUORSID in the path of circular economy and sustainable development and avoiding, consequently, their transformation into waste. In fact, thanks to GYPSOS it is possible to significantly reduce the presence of anhydrite mines and quarries, eliminating local environmental impact and helping to reduce 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 2025, FLUORSID produced approximately 2,682 tons of waste, of which 571 tons were classified as hazardous waste and 2,111 tons as non-hazardous waste. Compared to 2024, waste production decreased by 14%.

Destination of hazardous and non-hazardous waste

Destination (ton)	2025	2024
Waste sent for disposal	**1,831**	**2,130**
Incineration with energy recovery	**37**	**39**
Hazardous Non-hazardous	22 15	18 21
Landfill	**403**	**799**
Hazardous Non-hazardous	- 403	- 799
Other Disposal Operations	**1,391**	**1,293**
Hazardous Non-hazardous	142 1,249	146 1,147
Waste sent for recovery	**851**	**1,124**
Treatment and sorting plants or stockpiling	**834**	**1,083**
Hazardous Non-hazardous	407 427	56 1027
Reuse	**-**	**-**
Hazardous Non-hazardous	- -	- -
Recycling	**17**	**44**
Hazardous Non-hazardous	- 17	4 40
Total	**2,682**	**3,254**
Hazardous **Non-hazardous**	**571** **2,111**	**220** **3,034**

In 2025, for every million euros of turnover, 11,6 tons of waste were produced.

4.7 3-3, 101-4 GRI
Preserving biodiversity

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 landscapeand, in general, the environmental matrices.

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. For this reason, FLUORSID has implemented precautionary measures aimed at controlling all business processes - not only strictly productive - through the Integrated Management System it is equipped with, that if not properly monitored and controlled, they could irreversibly alter the environment.

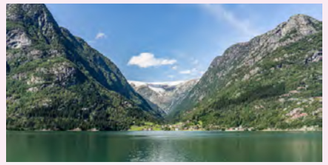
In 2025, there were no significant negative impacts in terms of loss of numbers of IUCN Red List species and national conservation list species from the Group's activities.

Cagliari Plant

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 gre- at naturalistic importance because it is indispensable for ensuring the maintenance of biodiversity, especially with regard to fauna.
The Santa Gilla pond and the nearby Molentargius pond are among the most important European stopover stations in the migration of the Pink Flamingo (Phoenicopterus roseus). The list of species present in the pond is rather long, considering both nesting species and those that frequent the pond without nesting.

Treviglio Plant

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 Niphargus stigocharis italicus and Niphargus transitivus dissonus, 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.



Odda Plant

The plant is located, as the crow flies, adjacent to the Folgefonna 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.

5

Our people

5.1 3-3 GRI

Shared commitment

FLUORSID regards 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, where **the combination of different elements generates new products**, the interaction and exchange of experiences between diverse and distant backgrounds contribute to strengthening the organization, inspiring sustainable and innovative solutions.

LIFE

A window into our world, where stories, people and projects come to life across every latitude.

For five years now, 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 levels, in a process that speaks of Life, Respect, and Transformation.

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

Our collaborators

At FLUORSID, sustainability is not only an environmental responsibility but, above all, **a commitment to people**. In a complex and high-intensity industry like the chemical one, valuing human capital is a key driver in building a solid, innovative organization capable of generating long-term value.

In this context, the **sustainable management of human resources is an integral part of the company's strategy; a cross-cutting process that shapes decisions, practices, and day-to-day relationships**. The objective is twofold: on one hand, to create an environment where people can grow, develop skills, and feel actively involved in FLUORSID's industrial mission; on the other, to foster a workplace culture rooted in **trust**, **respect**, **listening**, **and inclusiveness**.

FLUORSID firmly believes that a company's value is also measured by its ability to respond meaningfully to the needs and aspirations of its people. For this reason, the HR function plays a central role in building **coherent career paths, comfortable working environments, accessible welfare systems, and fair recognition mechanisms** that encourage a strong sense of belonging and personal motivation.

This commitment goes beyond the operational management of personnel. It means cultivating **a sustainable corporate culture**, one that puts people before roles, acknowledges individual contributions, and promotes proactive, collaborative behaviors geared toward continuous improvement.

This philosophy has allowed FLUORSID to achieve significant results in 2025, thanks to the constant work of **185 employees**, including 162 men and 23 women, distributed among the different facilities located in Italy (Cagliari and Treviglio) and Norway (Odda).

The tables on page 68 show **the composition of FLUORSID's workforce**, divided by gender and contractual category.

Male	Female
162 employees	**23** employees

185 Total employees divided among the different plants

Employment relationships are securely and continuously guaranteed, with approximately **98% of employees being hired on permanent contracts**. Furthermore, 169 employees, accounting for 91% of the workforce, have full-time contracts, a percentage that remains stable compared to 2024, 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.**

FLUORSID's activities are further supported by **non-employed workers** (external collaborators), who **represent 13% of the total workforce** (including both internal and external personnel). These non-employed workers are recruited directly through an internal selection process within the Group. During the reporting period, they amounted to 28 individuals: 7% were classified as temporary agency workers, while the remaining were divided among interns (60%), freelancers (10%), project-based collaborators (7%) and contractors (14%).

During the year, the company strengthened its commitment to promoting employability and skills development by participating to **"Avviso Pubblico n. 2"** of the **"Programma GOL" (Garanzia di Occupabilità dei Lavoratori)**, in collaboration with ASPAL as the Promoting Entity. Through this initiative, **extracurricular internship** pathways funded by the Sardinian Region were activated, aimed at facilitating the integration of programme beneficiaries into the company environment through structured, hands-on training experience.

The internships represent an important opportunity for participants' professional growth, enabling them to acquire both technical and transversal skills across different organizational areas, without constituting an employment relationship. At the same time, the programme allows the company to invest in the inclusion of young talent, contributing to the development of new professional profiles and strengthening its organizational capabilities.

The selection of new resources is carried out aiming to guarantee respect for equal opportunities and non-discrimination

FLUORSID's commitment to valuing people and ensuring that everyone has the opportunity to fully express their potential is a distinctive feature of the company, one that is directly linked to talent attraction and retention. The selection of new hires follows clearly **defined processes** that aim to ensure equal opportunities, non-discrimination, and the absence of conflicts of interest.

Attracting new talent is not just an operational need, but a true strategic lever to ensure the continuity, innovation, and excellence of the organization.

A key opportunity to engage with young professionals was the **UniCareerDay**, an event organized by the University of Cagliari, dedicated to the job market and aimed at students and graduates from all UniCa degree programs.

FLUORSID's HR department took part by presenting the Company, its operations, and current job opportunities. This allowed candidates to gain a better understanding of FLUORSID's key role in the production of high-quality inorganic fluorochemicals, while also discussing the most in-demand industrial skills - with the goal of attracting motivated individuals ready to contribute to the company's long-term growth.

During 2025, the company strengthened its collaboration with the academic sector by promoting initiatives aimed at fostering a dialogue between the academic sector and the industrial environment. Through participation in meetings dedicated to exchange among companies, faculty members and students, the company presented its structure, its main areas of operation, and the professional opportunities available, with particular attention to career paths aligned with Chemical Engineering studies.

As part of this commitment, the company also hosted university students at its production facilities, offering them direct exposure to manufacturing processes and industrial activities. These educational visits provided an important opportunity for both career orientation and technical insight, enabling participants to engage concretely with the company environment and explore potential future professional paths.

These initiatives confirm the company's intention to invest in people's development and to build strategic relationships with the education system, contributing to the training of new generations and promoting a corporate culture focused on innovation, social sustainability and the enhancement of skills and expertise.

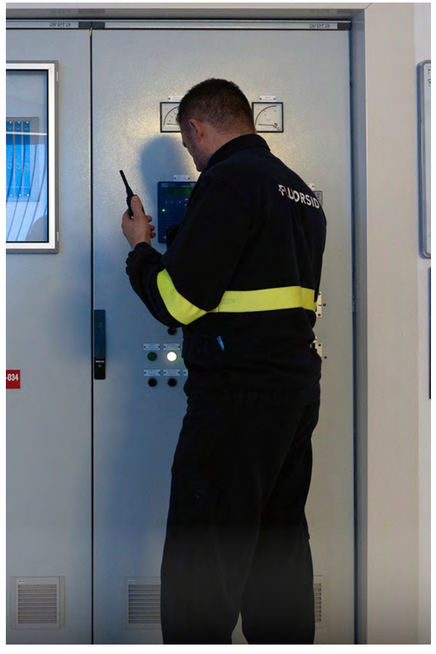
During 2025, the Group experienced a natural turnover of its resources, with a total of **6 new hires** and **13 departures**. The following data shows the breakdown of new hires and departures by age and gender for the 2024-2025 period.

The age group with the highest number of new hires was between 30 and 50 years old, accounting for 66% of the total. The incoming turnover rate, which represents the ratio of new hires to the total number of employees, was 3%. **The outgoing turnover**, which represents the percentage of employees leaving the company compared to the total number of employees, is in line with the previous year. In 2025, it was 7%, compared to the 5% recorded in 2024.

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.

At FLUORSID, internal mobility is considered a strategic pillar of human resource management policies.



Promoting both horizontal and vertical career development within the organization means enhancing existing talent, recognizing merit, and fostering a virtuous cycle of professional growth and individual motivation.

To support this approach, the company has implemented a structured internal job posting system, designed to ensure transparency and equal opportunity in accessing newly available positions. Whenever a role opens up that could be filled by current employees, it is published on dedicated internal channels, accompanied by a detailed description of the requirements and competencies needed. All employees are encouraged to apply, presenting their profiles with a view to upskilling, career progression, or a change in professional direction.

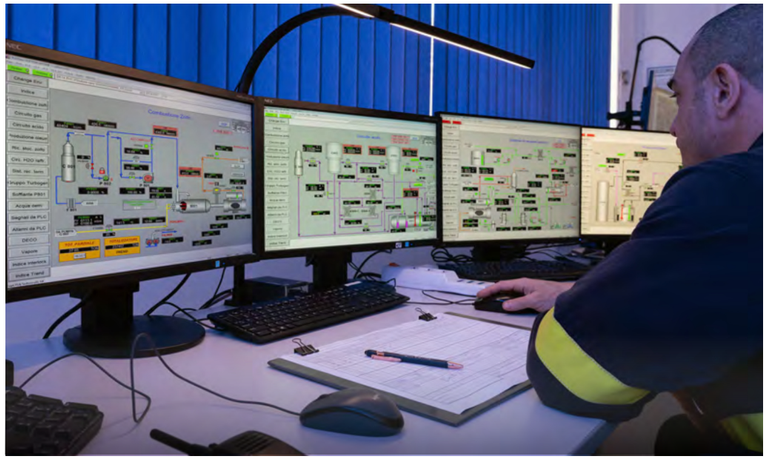
This practice reflects a dynamic and merit-based vision of work, where people are empowered to take charge of their own professional development. In addition to strengthening the sense of belonging, internal mobility enables better use of the company's existing skill set, shortens onboarding times, reduces external recruitment costs, and helps preserve internal know-how.

Internal mobility is further supported by evaluation tools and individual interviews that help identify potential candidates for open positions - even beyond those who apply spontaneously. This makes it possible to uncover untapped aspirations and potential, encouraging a more proactive approach to talent management.

Throughout the year, the company reaffirmed its commitment to promoting social dialogue and the active participation of employees in organizational life through the renewal of the Unified Trade Union Representation (RSU) and the Employee Representation for Safety, Health, and the Environment (RLSSA).

The elections represented an important moment of collective engagement, with broad support from staff and a particularly high turnout. The high level of employee engagement reflects widespread concern for issues of representation, the protection of rights, and workplace safety.

This process confirms the company's commitment to fostering industrial relations based on transparency, constructive dialogue, and the recognition of employees' contributions, acknowledging the central role of internal participation in strengthening a responsible, inclusive, and continuously improving work environment.



5.3 3-3, 404-1, 404-3 GRI

Talent Management

In 2025, FLUORSID further strengthened its commitment to continuous learning, consolidating a virtuous model of shared growth through its **internal Academy**, now increasingly recognized as a strategic hub for human capital development.

The training programs launched during the year fully addressed the needs expressed by employees, offering tangible opportunities for both professional and personal development. The strong levels of participation and engagement across all initiatives are clear indicators of the high degree of satisfaction achieved.

One particularly appreciated aspect was the direct involvement of some employees in the role of **internal trainers**: a practice that enabled them to enhance their communication skills and ability to transfer knowledge, while fostering a collaborative and authentic learning environment. This approach is one of the distinctive features of the internal Academy, which goes beyond technical skill development to also focus on strengthening soft skills such as leadership, problem-solving, and interpersonal abilities.

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 2025, the Group provided its employees with **over 2,633 hours of training, with an average of 14,23 hours per employee.** The change compared to the previous year is due to a lower number of mandatory health and safety updates.

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**.

In 2024, FLUORSID finalized the "**Worker's License**" project, confirming its importance also in 2025, which is an initiative conceived and developed internally by the Human Resources department with the aim of concretely recognizing the role and skills of professional workers.

The Worker's License stems from a clear vision: to provide each employee with a dynamic and personalized snapshot of their professional path, current competencies, and development opportunities within the company. The project is part of HR policies focused on performance evaluation, setting individual goals, and building transparent and accessible career paths.

This initiative marks a paradigm shift in the relationship between employee and organization, placing the individual, their professionalism, and their right to tangible recognition at the center. It promotes a culture of shared responsibility, where every worker can see themselves as an active part of corporate change and growth.

The Worker's License is an investment in human capital - a significant step forward in the modernization and humanization of HR practices. It is a project that blends digital innovation, organizational culture, and people development, and is set to contribute, over time, to the creation of a more inclusive, aware, and development-oriented workplace.

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**.

A culture based on shared responsibility, where every worker can recognize themselves as an active participant in the company's change and growth.

Throughout 2025, FLUORSID continued to promote a working environment based on respect for rules, collaboration, and individual responsibility - key elements for ensuring safety, efficiency, and collective well-being.

In this context, the HR department handled instances of non-compliance with corporate procedures with care and impartiality, applying targeted and proportionate corrective actions aimed at improvement. Alongside the management of non-conformities, positive and commendable behaviors were also recognized. In 2024, various merit-based initiatives were launched to formally acknowledge employees who demonstrated:

- **A high level of commitment;**
- **Consistent professionalism;**
- **Exemplary conduct and a collaborative spirit.**

These recognitions represent a tangible sign of the value FLUORSID places on the people who, every day, contribute significantly to achieving corporate goals with dedication and integrity.

During 2025, a Feedback 360° initiative was implemented. This evaluation methodology collects input from multiple stakeholders within the organization to obtain a comprehensive view of the relational and organizational competencies of the functions involved, enhance performance and identify potential areas for improvement.

5.4 3-3, 401-2, 401-3, 405-1, 405-2, 406-1 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.

The enhancement of diversity and the commitment to greater gender-balanced inclusion in professional growth paths are essential elements for the Company's future. Attention to this theme is reinforced by **welfare policies aimed at supporting the work-life balance**, individual fragile situations, health and well-being.

To this end, the Group monitors **its staff composition in terms of gender and classification**. This distribution is shown on page 68.

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 (5). The Top Management, consisting of Executives and Managers, is predominantly composed of men (93%).

Regarding the category of **White and Blue Collars workers**, the overall situation has slightly changed compared to the previous year: with regard to the breakdown by occupational category, about 83% of employees refer to the category Clerical and Workers, in which the female presence is 14%, The remainder of the workforce is divided into 6% managers and 10% executives.

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 2025, this age group represents 53% 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.

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 2025, the Management has confirmed the 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.

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.

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

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 2,828**, of which 7584% is dedicated to mandatory training and the remaining portion for non-mandatory training (25%).

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.

In order to prevent workplace accidents and the onset of occupational diseases, the company ensures that all employees are provided with the necessary **personal protective equipment** (PPE), both for routine activities and for specific tasks. The company also ensures adequate training and continuous instruction of personnel on the proper use of PPE, with the aim of reducing risks and ensuring safe working conditions.

As every year, the Group monitors the **number of accidents that occurred during the reporting period**. The table on page 68 shows the total number of work-related accidents of FLUORSID employees.

As shown in the table, in 2024 there were 1 serious injury and 4 non-serious accidents recorded, all of wich occurred at the Cagliari plant and were attributable to the presence of hazardous substances, hazards associated with the operation of chemical plants and automatic-start machinery, and vehicle traffic. No case of occupational disease is recorded during the reporting period.

OUR TEAM MEMBERS

Number and rate of terminations

	<30 years	30-50 years	>50 years	Tot.	Rate	<30 years	30-50 years	>50 years	Tot.	Rate
Men	2	5	5	**12**	**0.07**	1	3	1	**5**	**0.02**
Women	0	1	0	**1**	**0.04**	2	3	0	**5**	**0.21**
Total	**2**	**6**	**5**	**13**	**0.07**	**3**	**6**	**1**	**10**	**0.05**
Rate	**0.17**	**0.06**	**0.07**	**0.07**		**0.60**	**0.06**	**0.01**	**0.05**	

Legend of the tables

2025

2024

Number and rate of new hires

	<30 years	30-50 years	>50 years	Tot.	Rate	<30 years	30-50 years	>50 years	Tot.	Rate
Men	2	3	0	**5**	**0.03**	2	8	0	**10**	**0.06**
Women	0	1	0	**1**	**0.04**	0	0	0	**0**	**0**
Total	2	4	0	**6**	**0.03**	2	8	0	**10**	**0.05**
Rate	**0.17**	**0.04**	**0.00**	**0.03**		**0.40**	**0.08**	**0.00**	**0.05**	

Total number of employees by type of contract and gender

	Men	Women	Total	Men	Women	Total
Permanent	159	23	**182**	164	22	**186**
Temporary	3	0	**3**	3	1	**4**
Total	**162**	**23**	**185**	**167**	**23**	**190**
Full time	148	21	**169**	154	21	**175**
Part time	14	2	**16**	13	2	**15**
Total	**162**	**23**	**185**	**167**	**23**	**190**

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

	Men	Women	Men	Women
Italy	1.02	1.02	1.02	1.02
Norway	1.21	1.21	1.21	1.21

ACCIDENTS AT WORK

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)	**1**	**1**
Rate of occupational injuries with serious consequences (excluding	**3.15**	**3.95**
Number of recordable (serious and	**4**	**4**
Rate of recordable (serious and non-serious) [1] occupational injuries	**12.60**	**12.52**
Total number of hours worked	**317,219**	**319,364**

[1] *The injury rate calculation is based on one million hours worked*

DIVERSITY AND EQUAL OPPORTUNITY

Employees by professional category and gender

	Men	Women	Total	Men	Women	Total
Executives	11	1	**12**	11	1	**12**
Middle managers	18	1	**19**	16	1	**17**
White and blue collar workers	133	21	**154**	140	21	**161**
Total	**162**	**23**	**185**	**167**	**23**	**190**

Employees by professional category and age group

	<30 years	30-50 years	>50 years	Tot.	<30 years	30-50 years	>50 years	Tot.
Executives	0	5	6	11	0	5	7	12
Middle managers	0	8	11	19	0	9	8	17
White and blue collar workers	7	85	63	155	4	95	62	161
Total	**7**	**98**	**80**	**185**	**4**	**109**	**77**	**190**

Ratio of basic salary of women to men in Italy

FLUORSID S.p.A.

	Base salary	Total remuneration
White collars	1.00	0.87
Blue collars	1.16	0.98

FLUORSID ICIB

	Base salary	Total remuneration
White collars	0.84	0.76
Blue collars	n.a.	n.a.

TALENT MANAGEMENT

Training hours by professional category

	hours M	AVG hours /M	hours W	AVG hours /M	Total hours	AVG total hours	hours M	AVG hours /M	hours W	AVG hours /M	Total hours	AVG total hours
Executives	28.5	2.59	30	30	**58.50**	**4.88**	100	9.09	10	10	**110**	**9.17**
Middle manager	157	8.72	2.5	2.5	**159.50**	**8.39**	77	4.81	3	3	**80**	**4.71**
White and Blue collar workers	1,877	14.11	538	25.62	**2,415**	**15.68**	1,980.5	14.61	316.5	15.07	**2,297**	**14.27**
Total	**2,062.5**	**12.73**	**570.50**	**24.80**	**2,633**	**14.23**	**2,157.50**	**12.92**	**329.50**	**14.33**	**2,487**	**13.09**

6

FLUORSID in the territory

6.1 3-3 GRI

The community and the environment

In an ever-changing world, one principle remains firm: to create a positive and valuable impact, it is essential to place people, business partners, customers and the communities at the centre of our actions. FLUORSID has always focused its sustainability strategy on preserving its ties with the territories in which it operates. The peculiarity of its business model has led the company to adopt an international perspective, without forgetting the roots and places from which the entrepreneurial project was born. Commitment and closeness to the communities represent the will to promote social inclusion and generate a positive impact both environmentally and socially, supporting and enhancing the territories that are a source of value.

Promote social inclusion and generate a positive impact both environmentally and socially, respecting and benefiting the territories that are a source of value

Foundraising Concert ABC Sardegna

As part of initiatives supporting local associations, in 2025 the charity concert organised by ABC Sardegna (Associazione Bambini Cerebrolesi Sardegna) was supported. The association provides assistance to children with disabilities and their families. The event, held on 21 March, featured pianist Ivan Dalia, known to the public for his participation in Italia's Got Talent in 2016. This represented a valuable opportunity to strengthen dialogue with socially engaged organisations and to highlight the central role of people, fostering genuine relationships and a shared commitment to supporting local communities.

The "Carlo Enrico Giulini" Foundation

Throughout 2025, FLUORSID provided tangible support to local realities through its fruitful partnership with the "Carlo Enrico Giulini" Foundation. This collaboration, which continues to strengthen, has played an increasingly important role in its 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 to support social activities in southern Sardinia and to promote new initiatives thanks to the contribution and shared work of all. Circular economy, social inclusion and the valorization of local products are just some of the shared values reflected in the many initiatives promoted.

FONDAZIONE Carlo Enrico Giulini ONLUS

Scholarship "Conte Carlo Enrico Giulini"

The company's connection with the local territory is deeply rooted in the Gerrei region, an unspoiled area in the heart of Sardinia. It was here, in 1969, that Count Carlo Enrico Giulini discovered one of the largest fluorspar deposits in Europe, marking the beginning of the company's history. This connection continues to grow stronger day by day through concrete initiatives such as the 'Count Carlo Enrico Giulini Scholarship', now in its second edition.

The project, developed in collaboration with the Municipality of Silius and the Carlo Enrico Giulini Foundation, was designed to support recent high school graduates from the town who have enrolled in their first year of university. The scholarship provides tangible support to local students, encouraging them to pursue their academic education while strengthening their ties to their community of origin.

On 7 February 2025, the Municipality of Silius hosted the award ceremony, attended by members of the municipal council and numerous citizens. The scholarship was awarded to Danny Vincenzo Fois, a first-year student in the Faculty of Engineering at the University of Cagliari, by the Mayor of Silius, Antonio Forci, together with Marianna Putzulu on behalf of FLUORSID and Mauro Tuzzolino representing the Carlo Enrico Giulini Foundation.

Territorial enhancement

When theory and practice come together, the future of new generations takes shape. FLUORSID fosters dialogue between education and industry through concrete projects and local initiatives. The initiatives implemented in 2025 provided dozens of students with an immersive experience in the field of chemistry, guiding them along a path of growth, discovery and career orientation.

Inside the matter with FLUORSID

Now in its third edition, ‘Inside The Matter with FLUORSID’ involved Class 3R of the ISS ‘Michele Giua’ in Assemini. Six intensive days, rich in content, during which industry became narrative, experience and perspective.

The 2025 edition focused on LIFE SYNFLUOR, a project developed by FLUORSID and co-funded by the European Union under the LIFE programme. Students had the opportunity to explore the technological developments that will enable the reuse of industrial by-products within circular economy processes. The programme began with the traditional visit to the Group’s main plant, allowing the class to observe facilities, laboratories and offices at close range. Practical activities were carried out at the laboratories of CeSAR (University Research Services Centre of the University of Cagliari), where students explored specific aspects through the use of advanced precision instruments. The programme concluded with the presentation of their projects, providing a stimulating exercise in synthesis, creativity and awareness.

Students in the lab: where science meets practice.

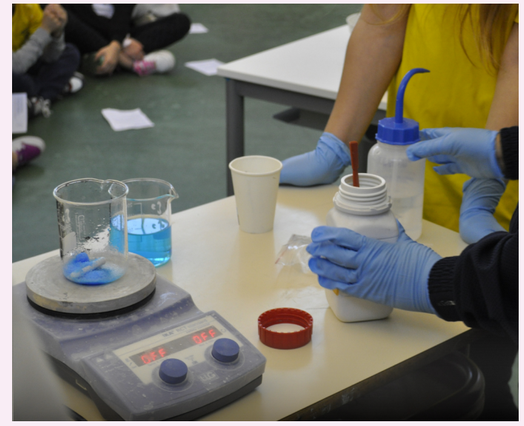
6 Training days

3 Research groups

A journey into the chemical sector

Designed to foster curiosity, a spirit of collaboration and openness towards scientific disciplines, the initiative forms part of the renewed support for the experimental sports and language programmes of the Randaccio–Tuveri - Don Milani - Colombo Institute in Cagliari. This commitment has translated into concrete actions, ranging from contributions for the purchase of clothing and school materials to the introduction - new in 2025 - of a three-stage training programme aimed at encouraging students to challenge themselves and be guided by creativity.

The first day of the project, ‘A Journey into the Chemical Industry’, featured Maria Francesca Moro, CSR Specialist, who introduced students to the world of FLUORSID. Through a narrative journey exploring the company’s history and the chemistry underpinning it, she also provided an in-depth focus on sustainability - a core value for the company - through interactive activities designed to encourage reflection and participation. The second session, led by Elena Dore, HSE Specialist, focused on the culture of Health and Safety. Through practical examples and engaging exercises, students were able to learn key practices applicable at school, in the workplace and in everyday life. The final day was dedicated to hands-on experience: Claudio Cara, Research Coordinator, guided students through a practical laboratory session centred on experimentation. Students took on the role of young researchers, testing their ingenuity and manual skills through engaging and accessible chemistry experiments.



Chemical Engineering in Sardinia

In May, FLUORSID took part in the event ‘Chemical Engineering in Sardinia’, held in Cagliari at the Faculty of Engineering, with a presentation delivered by the Plant Director, Daniele Tocco.

Subsequently, a group of students enrolled in the Master’s Degree in Chemical Engineering and Biotechnological Processes visited the FLUORSID plant in Cagliari. Welcomed by the Plant Director, they had the opportunity to observe industrial processes at close range, gaining insight into the practical application of technologies across the various departments and production facilities. Understanding the daily challenges that characterise a modern chemical plant is a key step for those preparing to enter the workforce. For this reason, FLUORSID promotes concrete opportunities for engagement by opening the doors of its production departments and fostering dialogue with those who are training today to become the leading professionals of tomorrow’s industry.

Meeting with Confindustria Sardegna Meridionale

In November, a delegation from the Young Entrepreneurs Group of Confindustria Sardegna Meridionale visited the FLUORSID plant in Cagliari for a day of discussion and exchange focused on the future of industry, technological innovation and corporate responsibility. Accompanied by Andrea Porcu, General Director of Confindustria Sardegna Meridionale, the group was welcomed by Daniele Tocco, who presented the company's activities and guided visitors through the production departments, offering a direct insight into processes, projects and investments.

The meeting represented a valuable opportunity for dialogue between the industrial sector and the new generation of entrepreneurs, during which the role of innovation as a key competitive driver was discussed, along with the need for an increasingly responsible industrial transition capable of combining development and sustainability at all levels.

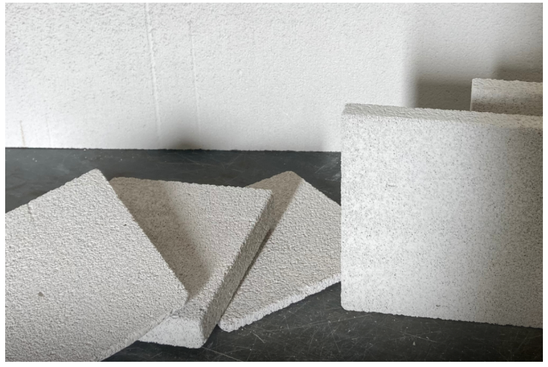
Research & Development

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. **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.

BIOAERMAC

One of the most significant projects in the field of green building is BIOAERMAC. The project, developed in collaboration with ENEA (the National Agency for New Technologies, Energy, and Sustainable Economic Development), has resulted in an innovative material for aerated panels and blocks, characterized by **low density**, high **thermal insulation**, **fire resistance**, and other performance qualities.

An ambitious project based on the principles of **sustainability** and **circularity** thanks to the use of the byproduct GYPSOS.



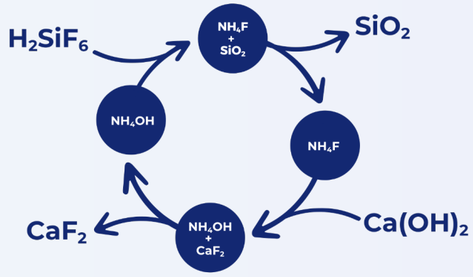
LIFE SYNFLUOR

LIFE-SYNFLUOR is FLUORSID's pioneering project, developed in collaboration with Pirelli and co-funded by the European Union under the LIFE programme.
For the first time, it will bring together three distinct industrial value chains - the fluorine, fertiliser and tyre sectors - in a collaborative framework.

The project aims to optimise and validate an innovative technology developed and patented by FLUORSID, enabling the reuse of industrial by-products through the implementation of circular economy processes.

Phosphoric acid, the main component of phosphate fertilisers, is derived from phosphate rock. This mineral contains high concentrations of fluorapatite and silica which, during processing, generate **hexafluorosilicic acid**. While a small portion of this acid is reused, the majority is discharged into the sea, causing significant environmental concerns, as it is classified as a toxic and polluting substance.

Starting from FSA (hexafluorosilicic acid), it will be possible to recover **high-purity synthetic calcium fluoride**, a valid substitute for natural fluorite (currently classified as a Critical Raw Material) and intended for the fluorochemicals market, as well as **precipitated silica**, which will be tested for use in tyre production to improve road traction and reduce fuel consumption. During 2025, the project entered the core phase of constructing the pilot plant, for which FLUORSID, as project coordinator, is responsible. Pirelli will instead be responsible for pre-industrial testing of silica in tyres.



From design to construction

Led by Luca Pala, Research and Development Director at FLUORSID and project coordinator, the LIFE SYNFLUOR team carried out a structured design process, providing a solid foundation for subsequent construction activities.

Starting from the characteristics of the raw materials, the unit operations and operating conditions required to obtain the desired products were defined, together with the equipment and related construction materials. The subsequent development of detailed engineering enabled to define civil, mechanical and electrical-instrumentation activities, proceed with the procurement of equipment and prepare technical specifications for construction works. Each step was carefully calibrated to ensure a plant that is both high-performing and safe for people and the environment.

Following the completion of the design and procurement phases, construction activities entered their core stage. After completing the newly built drainage network, containment basins and paving works, the assembly of structures began, with the progressive integration of equipment and the installation of cable routes for the plant's electrical supply.

Once the installation of the pipe racks had been completed, piping was laid and valves and control instruments were installed. The remaining electrical and instrumentation activities were then carried out, including the electrical connections of machinery and instrumentation, as well as the integration of the Distributed Control System (DCS), enabling remote plant management.

From theory to practice: commissioning and start-up

In 2026, LIFE SYNFLUOR will enter the commissioning phase. Initially, 'dry runs' will be carried out to verify the correct installation and the mechanical and electrical performance of each piece of equipment, as well as the proper functioning of the DCS and PLC control logic governing the entire production process. Subsequently, individual plant sections will be tested using actual process fluids, leading up to the start-up phase.

During the ramp-up phase, the plant's capacity will be gradually increased until nominal operating conditions are reached, while continuously monitoring operating parameters.

The pilot plant will produce 1,000 tons of high-purity synthetic calcium fluoride and 250 tons of precipitated silica. The products will be used in specific industrial trials, and a **Life Cycle Assessment** (LCA) will also be conducted to validate their performance and sustainability.

LIFE SYNFLUOR has the potential to become a benchmark for the aluminium market and to increase the availability of sustainable materials in Europe and worldwide. A synergy between different supply chains that aims to promote the circular economy and the reuse of industrial by-products. A revolution in the name of innovation and sustainability.

Co-financed by the European Union

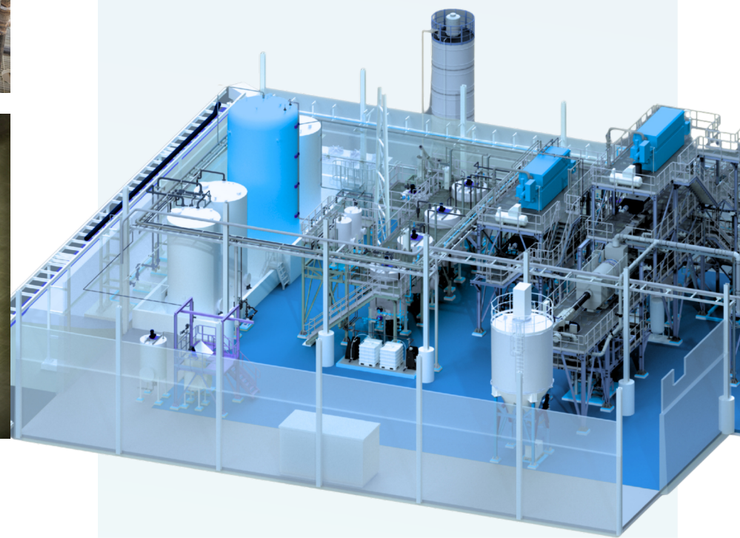
In the picture: **Antonello Mavuli** (Product Manager), **Luca Pala** (R&D Director), **Marianna Putzulu** (Marketing Managar), **Luciano Medau** (Technical Director), **Elisa Casula** (Project Manager), **Michele Lavanga** (Special Projects Director), **Claudio Cara** (Research Coordinator).

The production process: what happens in the plant?

Plant operations begin with the first reaction: ammonia and hexafluorosilicic acid (FSA) react to produce ammonium fluoride and silica. The latter is separated and treated, while ammonium fluoride feeds the second reaction, where, together with lime, it produces synthetic fluorite and diluted ammonia. The ammonia is subsequently recovered through a stripping process, allowing it to be recirculated to the beginning of the process. Silica and fluorite are then filtered, dried and stored.

The process concludes with the treatment of off-gases through bag filters - special fabrics that capture solid particles carried by the gases - and scrubbing systems, which, using water and sulphuric acid, reduce gaseous emissions containing traces of ammonia. From raw material storage tanks to final treatment, each phase has been designed to ensure efficiency, safety and sustainability, with the aim of demonstrating a model that can be replicated on an industrial scale.

This plant is not only a technological achievement, but also the result of shared expertise, tangible values and an industrial vision that takes shape day by day.



FLUORSID for sport

One of the key areas of collaboration between FLUORSID and local communities is the sport sector, which has always embodied the same passion, commitment, and resilience required both in everyday life and in business. As it continues to grow, **FLUORSID draws inspiration from the same drive that pushes athletes to constantly improve their performance**: the pursuit of excellence, the will to nurture talent, a strong sense of teamwork, and the determination to face new challenges head-on, day after day.

The Company continues to strengthen its commitment to supporting those who pursue ambitious goals, contributing to a positive impact while placing people before results.

FLUORSID & G.S. Pero

FLUORSID takes the field alongside the athletes of G.S. Pero for the 2024/2025 season, once again supporting a project that goes beyond sport: a true path of individual and collective growth. This partnership with the G.S. Pero **women's futsal team**, competing in Serie B, reflects a team that has stood out in the Italian football landscape in recent years and has now become one of the most established sides in the Serie B championship.

It is through collaborations like these that the Group renews its commitment to supporting the world of sport - capable of inspiring and bringing people together - while promoting positive values such as passion, determination, and teamwork, to be embraced both on the field and in everyday life. A concrete example of how shared values can turn into meaningful and motivating synergies.

FLUORSID and Virtus Cagliari

In 2025, FLUORSID also initiated a dialogue with Virtus Cagliari to support a project that, like the Group's other collaborations, goes beyond the purely sporting sphere, taking shape as a path of individual and collective growth and development. The club, an established amateur organization in the local area, with its **women's first team competing in the Serie A2 basketball league,** represents a key reference point in the local sports landscape.

Cagliari Calcio

The conclusion of Cagliari Calcio Primavera's season – a team that has counted FLUORSID as a leading partner for many years – has been a source of pride for the Group. April 9, 2025 marks a historic date for the Rossoblù world and its Primavera side. On the pitch of the **Arena Civica 'Gianni Brera'**, in the heart of Parco Sempione, they won the Coppa Italia in their category by defeating Milan 3–0, writing an unforgettable and lasting chapter in the Club's history. A victory that not only added a trophy to the Club's cabinet, but above all rewarded the commitment of the team, head coach **Fabio Pisacane**, and his entire staff.

The Milan chapter represented the culmination of a journey that began in April 2023, when Pisacane – now promoted to lead the First Team together with many of his collaborators – took charge of the side and guided it to what had become a very difficult survival. This was followed by two seasons in which the playoffs were narrowly missed, due to goal difference or head-to-head results, against teams with a declared ambition of winning the Scudetto and with significantly larger budgets.

The usual meeting with the employees

In May, the FLUORSID plant in Assemini hosted a delegation from Cagliari Calcio for a visit to the production site. The meeting provided an opportunity to strengthen the bond between the Group and the team, with whom it shares not only the same territory but also a **common vision based on commitment, passion, and team spirit**.

The visit concluded with a convivial moment together with employees, including photos and autograph sessions.

Sport as driving force for inclusion and social growth

Enhancing young talents

Alongside its most prominent partnerships, FLUORSID promotes a wide range of initiatives supporting amateur and youth sports, making a tangible contribution to the vitality of both the local and international sports landscape. In this context, the partnership with **Odda Football Klubb**, an important organization in Vestland County, founded with a strong educational and inclusive mission, was also renewed for 2025. The club stands out for its commitment to promoting equality and creating safe and welcoming environments where young people can grow not only as athletes but also as individuals. Supporting this organization reflects FLUORSID's focus on projects capable of generating social as well as sporting value.

At the same time, the Group has strengthened its presence in the local area through collaborations with amateur sports clubs, including **GSD Asseminese** and **Uta Calcio** 2020, both actively engaged in promoting youth sports.

Tournement "Lo sport ti aiUta"

In September, a new edition of the project 'Sport Helps You' was held at the Ettore Scalas Prison in Uta. The initiative is promoted by the Carlo Enrico Giulini Foundation in collaboration with Cagliari Calcio and the prison's education department. FLUORSID took part in the tournament by fielding its own corporate team, helping to reinforce the message of the project launched in 2022 and continuously growing: to build bridges between the world of work, sport, and the community through shared values such as **respect**, **inclusion**, and **collaboration**.

At the end, standings in hand, FLUORSID finished honorably, but the real trophy was the time shared. Inside the prison library, through words, glances, and stories - among people who made different choices, yet found themselves speaking the same language: that of respect, sport, and second chances.

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

FLUORSID adopts a distinctive approach to its suppliers, viewing them not merely as links in the production chain but as partners in generating shared value. The Company continuously seeks out the best sourcing alternatives, focusing on selecting suppliers that can ensure top quality and cost-effectiveness. This selection is carried out through a rigorous process grounded in the principles of transparency and impartiality, guaranteeing fairness and integrity throughout.

To uphold the highest standards of quality and transparency in supplier selection, FLUORSID has developed an evaluation card that assigns a score to each supplier based on the quality of the product or service provided, the economic conditions of supply and the certifications held by the supplier. This structured assessment enables the company to maintain a robust and transparent supply chain while reinforcing its commitment to shared value creation. FLUORSID's dedication to its suppliers goes well beyond transactional exchanges. It is a collaborative commitment aimed at fostering innovation, sustainability, and mutual growth. By treating suppliers as strategic partners, the Company builds **long-term relationships rooted in trust, open communication, and aligned goals.** This approach not only ensures the delivery of high-quality goods and services but also cultivates a culture of continuous improvement and innovation across the entire supply network.

The attributable score covers a range from 0 to 100, based on the economic and financial conditions (0 poor, 20 Sufficient, 40 Good, 70 Distinguished, 100 Excellent). The selection process favors suppliers in possession of Certifications (Quality, Environment, Safety, Anti-corruption, Social, MOGC231).

The procurement market is closely monitored: the establishment of this Register allows the company to maintain a historical record of the relational capital developed with each supplier. A rigorous procurement process is essential to achieving the high-quality standards for which FLUORSID is known. The same attention is given to assessing the perceived level of corruption in the public sector and political landscape of the suppliers' countries of origin - factors that are considered strategically relevant. This structured supplier selection process has led to collaborative relationships with partners across the globe. By cultivating stable, long-term partnerships, FLUORSID aims to strengthen the relational capital it builds, ultimately benefiting all the regions in which it operates, directly or indirectly.

The supplier's selection process

1. Data intake

Supplier master data and technical specifications of the product or service

2. Registration

The selected suppliers are included in Register of Suppliers of FLUORSID

3. Valuation

Through the scorecard, each supplier is given a score

All selected suppliers are required to comply with specific supply procedures, which increasingly go beyond traditional international standards of production responsibility.

Among the key selection criteria is compliance with relevant certifications. Suppliers must not only meet strict quality standards for materials but also adhere to environmental requirements. **The selection process concludes with the assessment of an additional factor**: the *Corruption Perceptions Index* (CPI). Since FLUORSID sources materials from international markets, it is exposed to potential risks linked to the political and economic instability of different countries factors that can significantly impact the entire production chain.

Particular attention is given to the origin of purchases: whenever possible, FLUORSID prioritizes sourcing locally to generate value within the communities where it operates.

Total number of suppliers and purchase value

	2025		2024	
	Numbers Suppliers (n.)	**Annual expenditure value (€)**	**Numbers Suppliers (n.)**	**Annual expenditure value (€)**
Italy	802	81,518,980 €	973	60,915,908 €
Europe	80	86,139,486 €	232	52,059,418 €
America	5	32,617,951 €	4	39,354,831 €
Asia	13	9,331,955 €	6	15,145,300 €
Rest of the world	4	13,417,559 €	1	18,613 €
TOTAL	**904**	**228,953,770 €**	**1,216**	**167,494,070 €**

As shown in the graphs, in 2025 FLUORSID made efforts to procure goods from local suppliers wherever feasible. The variation compared to the previous year is primarily attributable to inflationary pressures in the supply chain, which affected the purchase costs of raw materials and related services.

Suppliers expenses

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

Reading Guide

Methodological Note

Through its activities and business relationships, FLUORSID can impact on the economy, the environment, and society - encompassing both its workforce and the broader community. The company is committed to making a **meaningful and positive contribution to sustainable development**, recognizing it as a fundamental imperative for organizational growth. This approach is based on the ability to harmonize profitability with environmental protection, enhancement, and safety, ensuring the well-being of the population while aligning with the Sustainable Development Goals (SDGs). 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, 2025, to December 31, 2025).**

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 2024 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 GRI Standards to which the Organization referred to in drafting the Sustainability Report allow FLUORSID to publicly disclose its most significant impacts (positive and negative) on the economy, the environment and people, including impacts on human rights and the ways in which such impacts have always been managed with a sense of responsibility.

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 2024 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 restatements 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. The working group (Task Force) has duly taken into account, for the drafting of the report, both the universal GRI standards (GRI 1, GRI 2, and GRI 3) and the specific standards (GRI 201, GRI 202, etc.) to report detailed information on the material topics established through the GRI 3 standard. Economic, 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 by the ESG department with the support of the Task Force and the Sustainability Committee, which guaranteed the accuracy and reliability of the reported information. For more information regarding the content of the Sustainability Report, please contact the Marketing, Communication, and ESG department of FLUORSID: info@fluorsid.com.

GRI Content Index

GRI Standard	Disclosure	Description	Section of reference	Notes/ Omissions
GENERAL DISCLOSURES				
GRI 2: General diclosures (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 “5.2 Our collaborators”	
	2-8	Workers who are not employees	Section “5.2 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 or managing impacts	Section “3.1 Group’s structure”	
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 “5.2 Our collaborators”	

GRI Standard	Disclosure	Description	Section of reference	Notes/ Omissions
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”	
Market presence				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “5.2 Our collaborators”	
GRI 202: Market presence (2016)	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Section “5.2 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 “3.2.1 Anti-corruption policies”	
	205-3	Confirmed incidents of corruption and actions taken	Section “3.2.1 Anti-corruption policies”	There have been no cases of corruption identified during the reporting period

GRI Standard	Disclosure	Description	Section of reference	Notes/ Omissions
Anti-competitive Behavior				
GRI 206: Anti-competitive Behavior (2016)	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Section “3.1.4 Customer orientation“	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 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”	

GRI Standard	Disclosure	Description	Section of reference	Notes/ Omissions
Water				
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”	
Emissions				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “4.4 Atmpospheric emissions”	
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions	Section “4.4 Atmpospheric emissions”	
	305-2	Energy indirect (Scope 2) GHG emissions	Section “4.4 Atmpospheric emissions”	
	305-4	GHG emissions intensity	Section “4.4 Atmpospheric emissions”	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Section “4.4 Atmpospheric emissions”	

GRI Standard	Disclosure	Description	Section of reference	Notes/ Omissions
Waste				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “4.6 Waste management and circular economy”	
GRI 306: Waste (2020)	306-1	Waste generation and significant waste-related impacts	Section “4.6 Waste management and circular economy”	
	306-2	Management of significant waste-related impacts	Section “4.6 Waste management and circular economy”	
	306-3	Waste generated	Section “4.6 Waste management and circular economy”	
	306-4	Waste diverted from disposal	Section “4.6 Waste management and circular economy”	
	306-5	Waste directed to disposal	Section “4.6 Waste management and circular economy”	
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 “5.2 Our collaborators”	
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	Section “5.2 Our collaborators”	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section “5.4 Diversity and Equal opportunities”	
	401-3	Parental leave	Section “5.4 Diversity and Equal opportunities”	
Labor/Management Relations				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “5.2 Our collaborators”	
GRI 402: Labor/ Management Relations (2016)	402-1	Minimum notice periods regarding operational changes	Section “5.2 Our collaborators”	
Occupational Health and Safety				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “5.5 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 “5.5 Care for workers”	
	403-2	Hazard identification, risk assessment, and incident investigation	Section “5.5 Care for workers”	
	403-3	Occupational health services	Section “5.5 Care for workers”	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Section “5.5 Care for workers”	
	403-5	Worker training on occupational health and safety	Section “5.5 Care for workers”	
	403-6	Promotion of worker health	Section “5.5 Care for workers”	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Section “5.5 Care for workers”	
	403-8	Workers covered by an occupational health and safety management system	Section “5.5 Care for workers”	
	403-9	Work-related injuries	Section “5.5 Care for workers”	
	403-10	Work-related ill health	Section “5.5 Care for workers”	
Training and Education				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “5.3 Talent management”	
GRI 404: Training and Education (2016)	404-1	Average hours of training per year per employee	Section “5.3 Talent management”	
	404-3	Percentage of employees receiving regular performance and career development reviews	Section “5.3 Talent management”	

GRI Standard	Disclosure	Description	Section of reference	Notes/ Omissions
Diversity and Equal Opportunity				
GRI 3: Material topics (2021)	3-3	Management of material topics	Section “3.1 Group’s structure” Section “5.4 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 “5.4 Diversity and Equal opportunities”	
	405-2	Ratio of basic salary and remuneration of women to men	Section “5.4 Diversity and Equal opportunities”	
Non-discrimination				
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	Section “5.4 Diversity and Equal opportunity”	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”	

FLUORSID

Headquarters
Milan, Italy
Via Flavio Vegezio, 12
20149 Milan (MI)

Phone: +39 02 481 3399

info@fluorsid.com
www.fluorsid.com