Lapi Gelatine

Sustainability Report 2024

LAPI GROUP



Lapi Gelatine

Sustainability Report 2024

LAPI GELATINE SPA A COMPANY OF

LAPI GROUP

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Founded in 1966 Lapi Gelatine promotes a wide range of gelatines and collagen peptides derived from bovine and fish sources worldwide.

"

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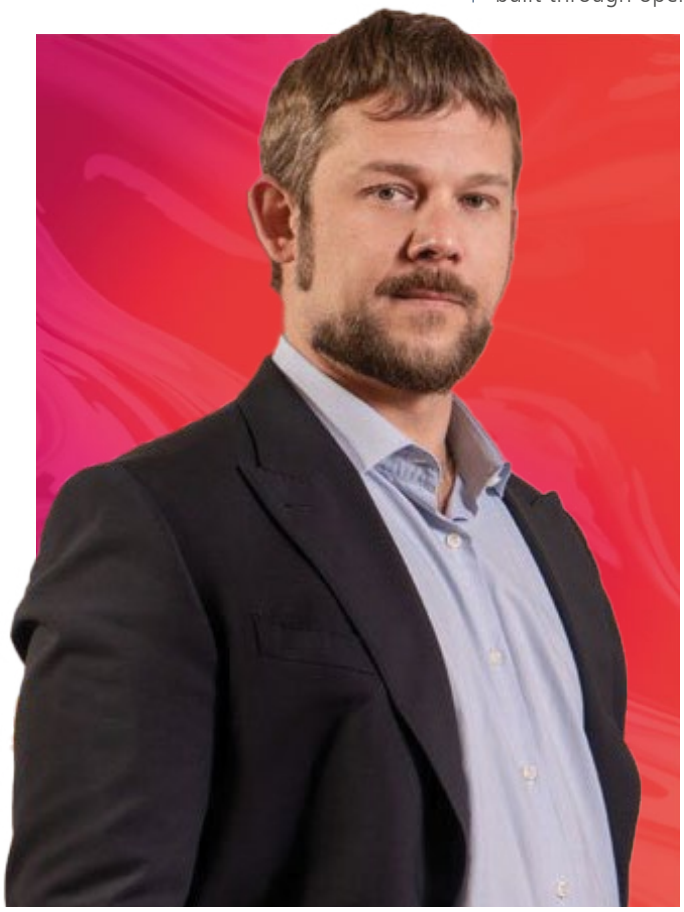
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Letter to the Stakeholders

Dear Stakeholders,
It is with great pride – and a deep sense of responsibility – that we present the first Sustainability Report of Lapi Gelatine.

This document is not merely a formality. It is a reflection of who we are, how we operate, and where we're heading. It represents our daily commitment to sustainability, transparency, and the pursuit of long-term value – for people, for the environment, and for the market. Even though we are not legally required to publish such a report, we have chosen to do so voluntarily, convinced that trust can only be built through openness, clarity, and shared purpose.



For over fifty years, Lapi Gelatine has specialized in transforming by-products from the meat and fish industries into high-quality gelatine and collagen peptides. Our model is circular by nature: turning what would otherwise be discarded into new value, while minimizing waste and respecting the resources we use. Long before "circular economy" became a widely adopted term, it was already embedded in our DNA.

In 2024, we took a decisive step forward by aligning our Sustainability Report with the **European Sustainability Reporting Standards (ESRS)**. This was the result of rigorous analysis, strategic vision, and, above all, the shared commitment of our people – a team that brings passion, expertise, and responsibility to the table every day.

Ethical business conduct remains the foundation of everything we do. Our updated **Code of Ethics** guides our relationships with employees, suppliers, customers, and the communities around us. We have also implemented a **whistleblowing channel** in compliance with European regulations, reinforcing a culture of transparency where every voice matters, and every concern can be addressed with trust and confidentiality.

We are proud to be a member of the **Gelatine Manufacturers of Europe (GME)**, a network that promotes excellence in quality, safety, and animal welfare across the entire value chain. Being part of this group allows us to contribute to – and



benefit from – shared best practices, innovation, and responsible industry standards at a European level.

Looking ahead, we are aware that the path toward sustainability is complex and constantly evolving. But we firmly believe that every challenge brings with it new opportunities to innovate, improve, and create impact. Our commitment is to continue growing as a company that respects people and the planet – because we believe that sustainable growth is the only path to lasting value.

Thank you for continuing to believe in us.
Your trust motivates us to do better every day, with purpose, clarity, and care.

Sincerely,

Tommaso Lapi
CEO
LAPI GELATINE S.P.A.

LOOKING AHEAD, WE ARE AWARE THAT THE PATH TOWARD SUSTAINABILITY IS COMPLEX AND CONSTANTLY EVOLVING.

Our commitment is to continue growing as a company that respects people and the planet – because we believe that sustainable growth is the only path to lasting value.

Highlights

Innovative products

Lapigel

Peptolap

Certifications

PRODUCT CERTIFICATIONS:

- **Halal**
- **Kosher**
- **FOS - Friend of the Sea**
- **ASC - Aquaculture Stewardship Council**

SYSTEM CERTIFICATIONS:

- **ISO 9001**
- **FSSC 22000**
- **ISO 45001**
- **ISO 14001**

People

2023
2024

49
57
EMPLOYEES

20%
18%
OF WHICH % ARE WOMEN

100%
100%
WORKERS COVERED BY COLLECTIVE BARGAINING AGREEMENTS

22.86
12.98
AVERAGE TRAINING HOURS

2
1
INJURIES

Environment

2023
2024



48,632.44
47,362.15
ENERGY CONSUMPTION (MWh)

23.36
22.48
ENERGY INTENSITY PER TON OF PRODUCT (MWh/t)



8,970.62
9,231.88
GHG EMISSIONS SCOPE 1 + SCOPE 2 LOCATION BASED (t CO_2 eq)

4.31
4.38
EMISSION INTENSITY PER TON OF PRODUCT (t CO_2 eq/t)



6%
4%
SUBSTANCES OF CONCERN/ AMOUNT OF CHEMICALS USED

Not in use
Not in use
SUBSTANCES OF VERY HIGH CONCERN/AMOUNT OF CHEMICALS USED



Improvement in internal water reuse practices
WATER CONSUMPTION (m^3)

4.34
11.53
WATER INTENSITY PER TON OF PRODUCT (m^3/t)



72%
72%
MATERIAL FROM RECOVERY USED

97%
99%
WASTE SENT FOR RECOVERY

Governance

2023
2024

- **"TOP Company for punctuality towards the Banking System" ("Credit Reputation Awards 2024" - MF Centrale Risk)**
- **COMPANY CODE OF ETHICS**
- **MEMBER OF G.M.E. (Gelatine Manufacturers of Europe)**



0 **0**
CASES OF CORRUPTION

1. General Disclosure



Founded in 1966 Lapi Gelatine promotes a wide range of gelatines and collagen peptides derived from bovine and fish sources worldwide.



1
General Disclosure

1.1
Quality and Competence

1.2
Corporate Governance

1.3
Lapi Gelatine's Stakeholders

1.4
Materiality Assessment

1.5
The Criteria for Drafting the Sustainability Report

1.
General Disclosure

SBM-1

Strategy, business model and value chain



Ensuring maximum safety through strict controls along the entire production chain

WITH NEARLY 60 YEARS OF EXPERIENCE IN THE INDUSTRY LAPI GELATINE IS A TRUSTED PARTNER FOR LEADING PHARMACEUTICAL AND FOOD COMPANIES WORLDWIDE

1.1
Quality and Competence

Lapi Gelatine: A Story of Quality and Innovation

Founded in 1966 in the heart of Tuscany, Lapi Gelatine (hereinafter also referred to as the "Company") promotes a wide range of gelatines and collagen peptides derived from bovine and fish sources worldwide. As part of the Lapi Group, Lapi Gelatine offers a comprehensive product portfolio, including fish and bovine gelatine and hydrolyzed collagen from both sources, meeting customers' specific needs while complying with the good manufacturing practices established by the European Gelatine Manufacturers Association (GME). Gelatine, a natural and healthy ingredient, is valued for its many physical and qualitative properties, with applications across various sectors, including food, pharmaceuticals, pet food, and technical fields.

With nearly 60 years of experience in the industry, Lapi Gelatine is a trusted partner for leading pharmaceutical and food companies worldwide, ensuring maximum safety through strict controls along the entire production chain. Our internal audits, together with inspections by third-party bodies, cover every stage of the production process, from supplier selection to the finished product.

Certified ISO 9001, ISO 45001, and FSSC 22000, Lapi Gelatine continues to invest in the quality of its processes, upholding its commitment to safety, traceability, and environmental sustainability.



Product, Production Facility, and Certifications



Fish Gelatine: Regulatory Compliance and Certifications

A distinctive feature of fish gelatine is the sustainability of its production process, which begins with the use of responsibly farmed freshwater fish such as Tilapia and Pangasius. These farms are located in Vietnam and South America. All our fish gelatine is certified for human consumption in accordance with Regulation (EC) No. 853/2004. Furthermore, it complies with key European regulations in the food and pharmaceutical sectors, including the European Pharmacopoeia and Regulations (EC) No. 853/2004, No. 2073/2005, and (EU) 355/2016.

Our production adheres to high safety standards, in line with ISO 9001, ISO 45001, and FSSC certifications, ensuring a structured and well-controlled management system. Additionally, all Lapi fish gelatine is certified Halal by WHA (World Halal Authorities), a globally recognized body acknowledged by certifying authorities such as MUI, JAKIM, GAC, MUIS, ESMA, MOPH, and the Ministry of Commerce and Textile of Pakistan.

As further proof of its quality and sustainability, our fish gelatine is also ASC and Friend of the Sea certified, demonstrating:



The safety of raw materials, ensured through rigorous supplier selection;



The sustainability of processes, from farmed fish to the final product;



Certified quality by independent third-party bodies;



Compliance with high environmental, social, and ethical standards.



Bovine Gelatine: Quality and "Farm to Fork" Traceability

For the production of bovine gelatine, Lapi Gelatine exclusively selects European suppliers of bovine hides, ensuring that the entire manufacturing process takes place within the EU. Our extensive industry experience and high production flexibility allow us to offer customized solutions tailored to the specific needs of each customer.

The entire supply chain undergoes rigorous controls: supplier qualification is a fundamental requirement to ensure the excellence of raw materials, supported by ongoing audits and thorough risk assessments. This approach enables us to provide a fully traceable product "from farm to fork," fully compliant with all regulatory requirements.

Thanks to continuous innovation and research, Lapi Gelatine offers two distinct grades of bovine gelatine for food and pharmaceutical applications. Our Halal and Kosher bovine gelatine is completely natural, free from preservatives and additives, and neither derived from nor produced using genetically modified organisms (GMOs), in accordance with European Directive 2001/18/EC.

We use only selected bovine hides, in full compliance with current regulations for the production of gelatine intended for food and pharmaceutical use. Furthermore, the italian Ministry of Health carries out regular inspections through official veterinary checks to ensure compliance with the highest standards of safety and quality.

Hydrolyzed Collagen: Innovation and Health Benefits

Hydrolyzed collagen, also known as collagen peptides, is obtained through a hydrolysis process that breaks down collagen molecules into shorter chains, allowing for rapid and effective absorption by the body.

Collagen peptides provide significant benefits thanks to their essential amino acid content, which is crucial for the health of bones, skin, hair, muscles, and joints. Supplements made from fish and bovine collagen deliver these benefits while ensuring a fully sustainable production process.

Supplier selection is based on strict criteria, including quality, product safety, cost, service, continuity, environmental awareness, and ethics.

Suppliers

Suppliers play a vital role in ensuring and continuously improving Lapi Gelatine's high production standards. For this reason, supplier selection is based on strict criteria, including quality, product safety, cost, service, continuity, environmental awareness, and ethics.

Supplier selection is guided by the ethical principles set out in the company's Code of Ethics, with the aim of establishing stable, transparent, and collaborative relationships. To achieve these goals, the company's management fosters a culture of integrity and responsibility at all organizational levels, ensuring the ongoing promotion and awareness of the company's ethical values.





Research and Development

Lapigel

Lapigel is a high-quality gelatine developed through more than 50 years of experience, innovation, and research in the sector.

Thanks to Lapi Gelatine's ongoing technological and production advancements, this product line stands out for its versatility and purity, meeting the specific needs of both the food and pharmaceutical industries.

It is available in both fish- and bovine-based versions to cater to diverse market demands.

Currently, Lapigel is chosen by approximately 150 companies, including distributors and manufacturers of:

- **Hard and soft capsules, tablets, and microencapsulated products** for the pharmaceutical sector
- **Confectionery, candies, ice creams, and dairy products**
- **Shelf-stable and dietary foods**, thanks to its structural and stabilizing properties

Its main functional properties include:

- **Thermo-reversibility**, essential for a wide range of food applications
- **Gelling agent**, providing texture and consistency to various products
- **Stabilizing and emulsifying action**, enhancing the quality of food and pharmaceutical formulations
- **Adhesive and film-forming properties**, ideal for adding structure and strength to specific products
- **Thickening and water-binding capabilities**, improving product stability and shelf life
- **Foaming and clarifying functions**, valuable in specific applications

From a qualitative standpoint, Lapigel is composed exclusively of proteins, mineral salts, and water—free from gluten, fats, sugars, and carbohydrates.

Its ability to dissolve at body temperature makes it ideal for pharmaceutical capsule production, ensuring optimal release of active ingredients.

With Halal and Kosher certifications, Lapigel is distributed in over **52 countries worldwide**, covering markets in the Europe, Middle East, Asia, North and South America.

Peptolap

Peptolap is the result of Lapi Gelatine's ongoing commitment to innovation, developed to offer a pure, odorless, tasteless, and natural hydrolyzed collagen.

The product line is available in two versions:

Peptolap Light
Ideal for applications that do not require dissolution in liquids.

Peptolap Fast
Features rapid dissolution, even in cold liquids.

Both formulations are available in fish- or bovine-based versions to meet diverse market needs.

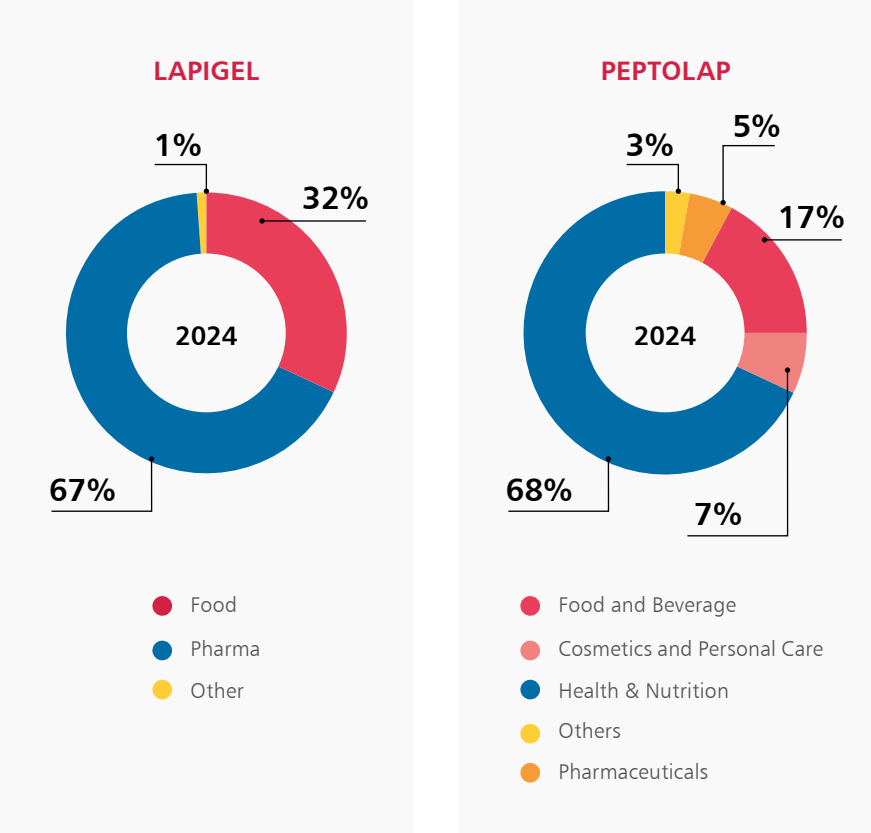


Peptolap is especially suited for the following sectors:

- **PHARMACEUTICAL**
- **COSMETIC**
- **NUTRACEUTICAL**

Key features of Peptolap include:

- **100% Pure Collagen**: Composed exclusively of proteins (>94% on dry matter), mineral salts, and water—free from additives, preservatives, or colorants.
- **Natural and High Quality**: Extracted from bovine or fish skins without the use of preservatives, colorants, or additives, preserving its original properties.
- **Safety**: Made from raw materials selected and certified for human consumption.
- **Tested for Compliance**: Regularly tested to ensure compliance with legal limits for heavy metals, antibiotics, and pesticides.
- **Odorless and Tasteless**: Ideal for applications in the food, pharmaceutical, cosmetic, and pet food sectors.
- **Source of 18 Amino Acids, Including 8 Essentials**: Rich in glycine, proline, and hydroxyproline, as well as essential amino acids such as histidine, methionine, phenylalanine, and threonine.
- **Clean Label**: Free from allergens (except fish), and free of gluten, fats, purine, iodine, carbohydrates, and sugars.
- **Health Benefits**: Helps reduce wrinkles and premature skin aging, rheumatoid arthritis, osteoporosis, hair loss, and weakness of cartilage, arteries, veins, and muscle tissue.
- **No Side Effects**: Safe for human consumption without adverse effects.
- **Quality Certifications**: Halal and Kosher: Ensuring compliance with the highest religious standards; ASC (Aquaculture Stewardship Council): For fish-derived collagen, certifying sustainable aquaculture sourcing.



Clients and Markets

Lapi Gelatine products are distributed in over 52 countries, including markets in the Middle East, Asia, North and South America, and Europe, as well as numerous Arab nations.

The main application areas include the pharmaceutical, nutraceutical, food, and cosmetic sectors:

52 countries

LAPI GELATINE PRODUCTS ARE SOLD IN MORE THAN 52 COUNTRIES WORLDWIDE, REACHING MARKETS ACROSS THE MIDDLE EAST, ASIA, NORTH AND SOUTH AMERICA, EUROPE, AND SEVERAL ARAB COUNTRIES.

PHARMACEUTICAL SECTOR

Gelatine is a key ingredient in the production of hard and soft capsules, tablets, and microencapsulation systems, thanks to its gelling and film-forming properties.

NUTRACEUTICAL SECTOR

Collagen peptides are used in dietary supplements to support joint health and help combat arthritis. They are also used in the production of protein drinks and bars for athletes, serving as a pure source of protein.

FOOD SECTOR

Gelatine is highly valued for its ability to form a thermo-reversible gel, making it ideal for applications in gummy candies, ice creams, confectionery, dairy products, and the meat industry.

COSMETIC SECTOR

Collagen peptides (hydrolyzed gelatine) are widely used in supplements aimed at improving skin, hair, and nail health, due to their beneficial effects on tissue health and elasticity.

Thanks to its versatility and certified quality, Lapi Gelatine remains a global reference point for industries seeking safe, natural, and sustainable solutions.

1.2 Corporate Governance

GOV-1
Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

GOV-2
Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

GOV-3
Integration of sustainability-related performance in incentive schemes

GOV -5
Risk management and internal controls over sustainability reporting

Lapi Gelatine's governance is based on the principles of integrity, transparency, and fairness, representing a central element of the company's operational model. This approach ensures the adoption of clear rules for implementing business strategies and managing ESG-related impacts, risks, and opportunities (Environmental, Social & Governance).

The bodies responsible for the company's management, direction, and oversight are:

- Board of Directors
- Board of Statutory Auditors
- Executive Committee

Currently, there is no incentive system in place for Board members or management linked to the achievement of sustainability goals.

LAPI GELATINE'S BOARD OF DIRECTORS

CHARGE/ROLE	NAME AND SURNAME	LENGTH OF SERVICE AT 31/12/2024	GENDER	AGE AT 31/12/2024
PRESIDENT	Lapi Tommaso	14	M	42
MEMBER	Lapi Francesco	2	M	51
MEMBER	Da Lozzo Fabio	9	M	43
MEMBER	Matteini Paolo	1	M	62

There are no independent members on the Board of Directors. All Board members are executive, with the exception of Dr. Paolo Matteini, who holds no delegated powers.

The Board of Directors is responsible for identifying the company's impacts, risks, and opportunities. In some cases, it delegates specific functions through notarial special powers of attorney, assigning targeted mandates. The delegated representatives report to the Board every six months, submitting a report on the most significant activities carried out.

The Board also defines corporate objectives and monitors their progress through budget analysis and regular meetings, with a quarterly review of company performance data.





Among its responsibilities is the oversight of the Sustainability Report, which is based on thorough context and benchmark analyses. This process is carried out in collaboration with the Executive Committee, contributing to the dissemination and strengthening of sustainability-related skills within the company's governance.

In addition, the Board ensures the transfer of data and information to the Lapi Group for the preparation of the Group's Sustainability Report.

THE BOARD OF AUDITORS

CHARGE/ROLE	NAME AND SURNAME	LENGTH OF SERVICE AT 31/12/2024	GENDER	AGE AT 31/12/2024
PRESIDENT	Bulckaen Giovanni	22	M	61
AUDITOR	Cannarozzi Giuseppe	22	M	72
AUDITOR	Cerboni Paolo	2	M	64
Alternate Statutory Auditor	Desii Remo	2	M	82
Alternate Statutory Auditor	Guidi Marco	2	M	54

In accordance with the provisions of the Civil Code, the Board of Statutory Auditors plays a fundamental supervisory role, ensuring the prevention and mitigation of potential conflicts of interest, with particular attention to the management of related party transactions.



LAPI GELATINE'S GOVERNANCE IS BASED ON THE PRINCIPLES OF INTEGRITY, TRANSPARENCY, AND FAIRNESS

Representing a central element of the company's operational model.

SBM-2

Interests and views of stakeholders

1.3
Lapi Gelatine's Stakeholders

Lapi Gelatine adopts an ethical and collaborative approach towards all its stakeholders, considering it essential to ensure long-term sustainable development. In this context, the ability to anticipate and, when possible, meet their needs is a key element of the stakeholder engagement process.

STAKEHOLDER	SCOPE	ENGAGEMENT METHODS
SHAREHOLDERS	Receiving HR and accounting, finance and cash pooling services	Shareholders' meeting at least once a year
SUPPLIERS AND WORKERS IN THE VALUE CHAIN	Keeping raw material standards	Questionnaires, third party audits
EMPLOYEES AND COLLABORATORS	Process improvement, certification renewal	Consultation and safety meetings
TRADE UNIONS	Organization - workers representation	Meetings RSU - RLS
SCHOOLS, UNIVERSITIES, RESEARCH INSTITUTIONS AND TRADE ASSOCIATIONS	Spread knowledge about the business reality	Project "Fabbriche Aperte"
CUSTOMERS	Maintaining product standards	Audit

1.4
Materiality Assessment

IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

This Sustainability Report has been published entirely on a voluntary basis by Lapi Gelatine, as there is currently no regulatory requirement obliging the company to disclose such a document. Furthermore, the current regulatory uncertainty regarding the evolution of the Corporate Sustainability Reporting Directive (CSRD) makes it difficult to foresee whether the Lapi Group will be required to prepare a Sustainability Report (a situation that would make it mandatory for Lapi Gelatine to provide data and information for the Group-level Sustainability Report).

At the time of publication of this document, the Lapi Group is required to publish its Sustainability Report starting from the 2027 fiscal year, with publication due in 2028, pursuant to the Italian Parliament's transposition of the CSRD (d.lgs 125/2024) and the European Parliament's approval of the European Commission's proposed amendment to the CSRD Directive. This amendment, part of the ordinary legislative procedure and known as the "Stop the Clock" initiative, has postponed the entry into force of reporting obligations for the affected companies by two years.

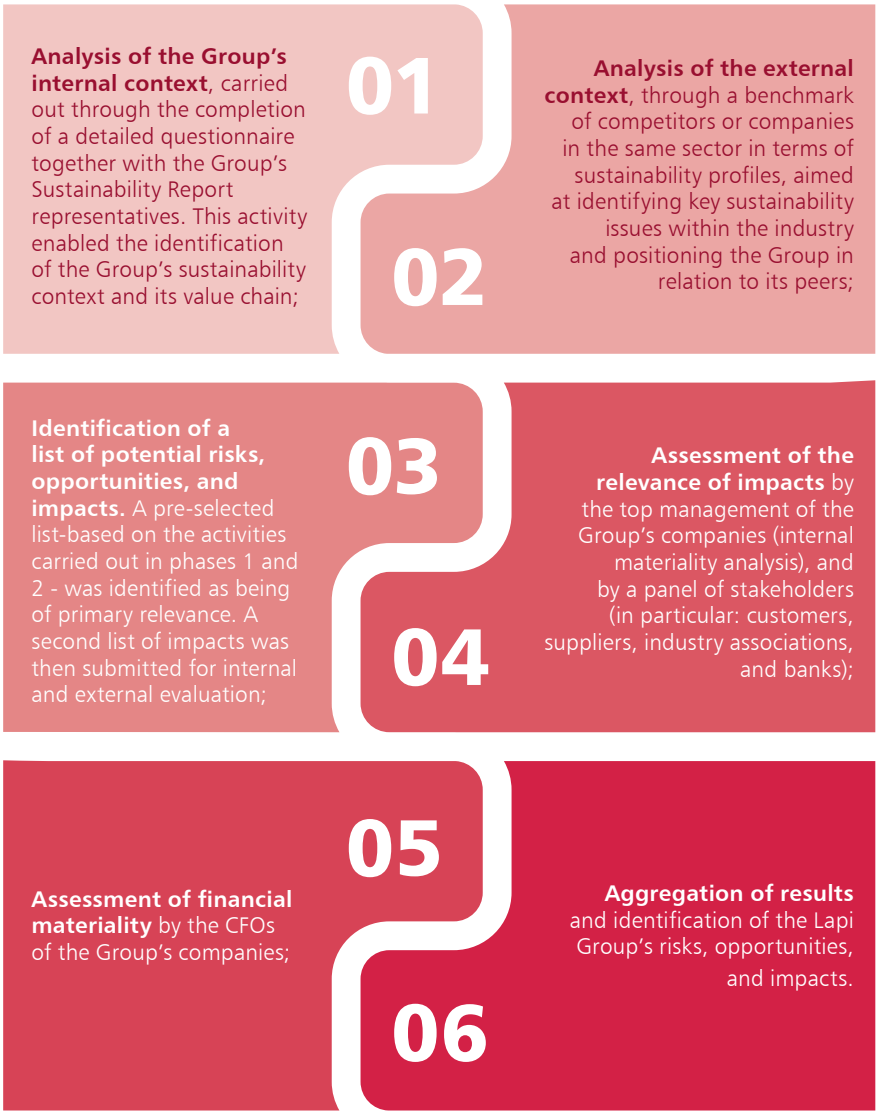
At Group level, a materiality assessment was conducted in accordance with the methodology defined by the European Sustainability Reporting Standards (ESRS), initiating a first experience of "double materiality." According to the double materiality approach, an impact may be considered material from an inside-out perspective - that is, in terms of the company's effects on its stakeholders (impact materiality) - and/or from an outside-in perspective - that is, in financial terms (how ESG factors affect the company's operations and financial performance).

Thanks to this assessment, the relevant impacts, risks, and opportunities for both the Lapi Group and Lapi Gelatine have been identified, as illustrated below.



THIS SUSTAINABILITY REPORT HAS BEEN PUBLISHED ENTIRELY ON A VOLUNTARY BASIS BY LAPI GELATINE

The process consisted of six phases:



For the assessment of impact relevance (phase 4), the following criteria were considered, as required by ESRS 1: **scale, scope, and irremediability**. All impacts were assessed over the short-term time horizon, with the aim of conducting a more thorough evaluation over the medium- and long-term in the coming years.

For the assessment of financial impacts, the criteria used were **severity** and **likelihood of occurrence**, considering two different time horizons: **short-term** and **medium- to long-term**.

A 1-to-5 scoring scale was used, where 1 indicates the lowest level of relevance and 5 the highest. The materiality threshold was set at 3.

For Lapi Gelatine, impacts, risks, and opportunities were selected from those deemed relevant for the Group, in line with the sector in which the company operates. As for

impacts, risks, and opportunities related to **biodiversity**, they were identified but not included in the report, in accordance with the two-year deferral (as provided for by the ESRS standards) applicable to companies with fewer than 750 employees regarding such disclosures.

Some key stakeholders of Lapi Gelatine were involved in the materiality analysis conducted for Lapi Group. Through this process, the materiality analysis relevant to Lapi Gelatine was also enhanced by stakeholder consultation, which focused exclusively on the materiality of impacts, excluding financial materiality.

Specifically, the stakeholders consulted included the following:

CLIENTS	CATEGORY ASSOCIATION	BANKS
IBSA	GME	Intesa San Paolo Unicredit

1.4.1 Material impacts, risks and opportunities

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The outcome of the materiality assessment process for Lapi Gelatine is presented in the following tables. Cells highlighted in blue refer to risks and opportunities related to financial materiality.

E1 CLIMATE CHANGE		
DESCRIPTION	**TYPE**	**PERIMETER**
Energy consumption for production activities	Negative effective impact	Own operations
Contribution to climate change through the generation of greenhouse gas emissions (Scope 1 and Scope 2) due to the use of fossil fuels	Negative effective impact	Own operations
Contribution to climate change through the generation of greenhouse gas emissions along the value chain (Scope 3)	Negative effective impact	Value chain
Economic impact related to the variability of energy procurement costs – increased energy costs	Transition risk	Own operations
Economic impact related to the variability of energy procurement costs – procurement/self-generation using renewable energy sources and technologies with more stable costs	Opportunity	Own operations

DESCRIPTION	TYPE	PERIMETER
Economic impact related to the level of preparedness in managing risks from extreme weather events or other natural disasters that may affect the normal operations of the organization – potential damage to company infrastructure, disruptions in the value chain, or restoration and adaptation costs	Phyiscal risk	Own operations

E2 POLLUTION

DESCRIPTION	TYPE	PERIMETER
Emissions into the atmosphere other than GHGs from production facilities	Negative effective impact	Own operations
Generation of industrial wastewater	Negative effective impact	Own operations
Use and production of chemical substances with risk profiles for soil pollution	Negative effective impact	Own operations
Emissions into water related to cattle and fish farming activities	Negative effective impact	Supply chain
Economic impact related to potential litigation and/or the need for intervention to comply with atmospheric emission limits – costs for fines and/or technical upgrades of facilities	Risk	Own operations
Economic impact related to potential litigation and/or the need for intervention to comply with atmospheric emission limits – resource use optimization leading to both impact reduction and lower operating costs	Opportunity	Own operations
Economic impact related to European legislation on pollutant control from livestock farming (under review for cattle in 2026) – increased costs for sourcing certain raw materials	Risk	Supply chain
Economic impact related to European legislation on pollutant control from livestock farming (under review for cattle in 2026) – creating barriers to entry for non-European competitors	Opportunity	Supply chain

E3 WATER AND MARINE RESOURCES

DESCRIPTION	TYPE	PERIMETER
Water consumption for production activities and along the value chain.	Negative effective impact	Own operations and value chain

E4 BIODIVERSITY		
DESCRIPTION	**TYPE**	**PERIMETER**
Impacts on biodiversity and ecosystems due to the creation of areas used for fish farming, and in particular related to genetic contamination, dispersion of feed and chemicals	Negative effective impact	Supply chain
Economic impact related to the introduction of a zero-deforestation supply chain control system (EU Regulation 2023/1115) – costs associated with supply chain monitoring and increased costs of certain raw materials	Risk	Supply chain
Economic impact related to the introduction of a zero-deforestation supply chain control system (EU Regulation 2023/1115) – improvement in the sector's reputation	Opportunity	Supply chain

E5 RESOURCE USE AND CIRCULAR ECONOMY		
DESCRIPTION	**TYPE**	**PERIMETER**
Consumption of raw materials for the production of products	Negative effective impact	Supply chain
Use of by-products from other production processes	Positive effective impact	Own operations
Generation of waste and related impacts from its management	Negative effective impact	Own operations
Economic impact related to the decline in meat consumption observed in the market, driven by new innovations (e.g., entomophagy and lab-grown meat) – increased procurement costs of raw materials for the gelatin industry.	Risk	Supply chain

S1 OWN WORKFORCE		
DESCRIPTION	**TYPE**	**PERIMETER**
Contribution to improving employee well-being through stable employment, dialogue and transparency, work-life balance, social protection against income loss, and adequate wages	Positive potential impact	Own operations
Contribution to the reconciliation of work and family life through flexibility opportunities and corporate welfare	Positive effective impact	Own operations
Contribution to valuing diversity and promoting inclusion in the workplace through the implementation of specific training projects/programs	Positive effective impact	Own operations
Impact on employees' physical and mental well-being caused by suboptimal work organization and personnel management	Negative potential impact	Own operations

DESCRIPTION	TYPE	PERIMETER
Impact on employees' physical and mental well-being resulting from the organization's failure to prevent workplace harassment (e.g., verbal abuse, physical violence, stalking, mobbing, etc.)	Negative potential impact	Own operations
Updating of employee knowledge and skills through corporate development and training plans	Positive potential impact	Own operations
Compromise of employee health and safety	Negative potential impact	Own operations
Contribution to female empowerment and the professional development of younger generations	Positive effective impact	Own operations
Economic impact related to the organization's ability to attract and retain qualified personnel by ensuring a good level of employee satisfaction (development and training plans, work-life balance, adequate wages, etc.) – talent retention, creation of a positive work environment	Opportunity	Own operations
Economic impact in terms of resource attractiveness linked to the level of employee knowledge and skills updating – inability to face new challenges and innovate in the absence of staff training	Risk	Own operations
Economic impact in terms of resource attractiveness linked to the level of employee knowledge and skills updating – continuous improvement, new competencies	Opportunity	Own operations
Economic impact related to how work-related injuries and illnesses are managed – costs due to increased absenteeism and replacement of personnel, extended salary payments, potential fines, and plant shutdowns	Risk	Own operations
Economic impact related to how work-related injuries and illnesses are managed – reduction in absenteeism and improved workplace safety as opportunities for greater business continuity	Opportunity	Own operations

S2 WORKERS IN THE VALUE CHAIN

DESCRIPTION	TYPE	PERIMETER
Compromise of the health and safety of workers along the value chain due to the organization's inability to prevent injuries and work-related illnesses associated with the type of work performed	Negative potential impact	Value chain
Negative impact on the physical and mental well-being of the workforce in the value chain caused by potentially suboptimal work organization and personnel management	Negative potential impact	Value chain

DESCRIPTION	TYPE	PERIMETER
Violation of human rights (e.g., forced labor and child labor) affecting workers along the value chain	Negative potential impact	Value chain
Contribution to the upskilling of workers along the value chain	Positive potential impact	Value chain
Economic impact related to working conditions (safety, respect for rights) of workers in the value chain – supply chain disruptions, reputational damage	Risk	Value chain
Economic impact related to working conditions (safety, respect for rights) of workers in the value chain – improved working conditions in the value chain contribute to greater stability and credibility of the sector	Opportunity	Value chain

S3 AFFECTED COMMUNITIES

DESCRIPTION	TYPE	PERIMETER
Potential impact on the safety conditions of communities living near production facilities (accidents, chemical releases, unpleasant odors)	Negative potential impact	Own operations
Community projects, particularly targeting young people	Positive potential impact	Own operations

S4 CONSUMERS AND END USERS

DESCRIPTION	TYPE	PERIMETER
Impact related to the safety profile of products placed in the food, cosmetics, and pharmaceutical/ nutraceutical supply chains	Negative potential impact	Own operations
Facilitation of access to quality information, also through processes and technologies enabling full product traceability	Positive potential impact	Own operations
Improvement in the effectiveness of the final product for its various applications (food, cosmetics, pharmaceutical/nutraceutical)	Positive effective impact	Own operations
Economic impact related to customer dissatisfaction, particularly concerning product quality and sustainability profile – non-renewal of supply contracts, costs due to returns and new orders	Risk	Own operations
Economic impact related to customer dissatisfaction, particularly concerning product quality and sustainability profile – continuous improvement of the product offered	Opportunity	Own operations

DESCRIPTION	TYPE	PERIMETER
Economic impact related to the compromise of the confidentiality/integrity/availability of personal data (employees, suppliers, customers) linked to information systems – litigation, reputational risks	Risk	Own operations
Economic impact related to the unavailability and malfunctioning of IT systems and data networks due to a cyberattack – temporary inability to meet customer demand	Risk	Own operations
Economic impact regarding the unavailability and malfunctioning of IT systems and data networks due to cyber attacks – improvement of business conditions thanks to prevention interventions	Opportunity	Own operations
Economic impact related to the growing preference for vegetarian/vegan solutions among end users – restriction of certain market segments	Risk	Own operations
Economic impact related to European initiatives aimed at limiting the consumption of sweets (sugar tax) – restriction of certain market segments	Risk	Own operations
Economic impact linked to the positive trends in the pharmaceutical and nutraceutical sectors – costs for obtaining certifications and compliance, investments in R&D	Risk	Own operations
Economic impact linked to the positive trends in the pharmaceutical and nutraceutical sectors – new demands from the market	Opportunity	Own operations

G1 GOVERNANCE		
DESCRIPTION	**TYPE**	**PERIMETER**
Negative impacts on stakeholders resulting from unlawful behavior or actions in violation of the company's code of conduct or internal regulations, with specific reference to cases of active and passive corruption	Negative potential impact	Own operations
Stability of supply contracts	Positive effective impact	Supply chain
Impacts on the living conditions of animals in livestock farming	Negative effective impact	Supply chain
Impacts on supplier sustainability due to the verification of compliance with social and environmental criteria used in their selection (in particular, industry certifications)	Positive potential impact	Supply chain
Economic impact related to the consequences of non-compliance with regulations and requirements set by public authorities and ethical business standards – legal disputes, reputational damage	Risk	Own operations

DESCRIPTION	TYPE	PERIMETER
Economic impact related to the consequences of non-compliance with regulations and requirements set by public authorities and ethical business standards – strengthening the ethical profile improves the company's image and work environment	Opportunity	Own operations
Economic impact related to supply chain sustainability – uncertainty regarding supply quality, certification verification issues, catastrophic events due to adverse weather phenomena	Risk	Supply chain
Economic impact related to supply chain sustainability – supply chain management for a fully sustainable business, also from the customer's perspective	Opportunity	Supply chain

1.5
The Criteria for Drafting the Sustainability Report

BP-1
General basis for preparation of sustainability statement

BP-2
Disclosures in relation to specific circumstances

The Sustainability Report of Lapi Gelatine has been prepared with reference to the ESRS Standards, issued by EFRAG. As previously mentioned, this is a voluntary document. The company has chosen to produce a standalone report, separate from the Management Report. This choice also reflects Lapi Gelatine's communication objectives toward its stakeholders.

The ESRS Standards were selected based on the double materiality analysis described in section "1.4 Materiality Analysis." Any limitations in data scope or methodology are specified within the individual sections dedicated to each relevant ESRS Standard. Data points related to GHG emissions (Scope 1 and 2) are based on the GHG Protocol.

The report contains information as of 31 December 2024. Where possible, data for the year 2023 (baseline year) is also provided, to enable comparison of the reported data points. With regard to material impacts, risks, and opportunities, current and anticipated financial effects have not been described (SBM – 3 Material impacts, risks and opportunities and their interaction with strategy and business model, point .48 b).

No information relating to intellectual property, know-how, or outcomes of the innovation process has been omitted from this Sustainability Report.

2. Environment





The company operates in compliance with international environmental regulations and is committed to the continuous improvement of its environmental performance.

2
Environment

2.1
Climate Change

2.2
Pollution

2.3
Water and Marine Resources

2.4
Circular Economy

2. Environment

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The gelatin production sector has an environmental impact primarily linked to the consumption of natural resources, atmospheric emissions, and wastewater management. The main areas of impact include water consumption, energy use in production processes, greenhouse gas emissions, and waste management.

One of the most significant factors is the high water usage, required for raw material washing, cooking, and collagen extraction phases. To reduce this impact, Lapi Gelatine has implemented water recovery and reuse systems, allowing for more efficient water consumption. The company is currently able to reuse a substantial portion of the water employed in its production processes, thereby reducing waste and limiting withdrawals from natural sources. Additionally, a new state-of-the-art wastewater treatment plant is being installed and will be operational in 2025, further improving the quality of effluents before discharge into the environment.

The gelatin industry also requires substantial energy consumption, mainly to produce the heat and steam necessary for processing raw materials. To mitigate this impact, Lapi Gelatine has adopted a cogeneration plant, enabling the combined production of electricity, steam, and hot water. This improves energy efficiency and reduces CO_2 emissions. Moreover, the company has installed photovoltaic systems both on the new production unit launched in 2022 and on the existing facility, contributing to the reduction of its carbon footprint through the use of renewable energy.

Another critical aspect is the management of production waste, which includes organic residues and by-products from the gelatin extraction process. Lapi Gelatine recovers and reuses these materials by redirecting them to other sectors, such as animal feed and fertilizer production, thus turning potential waste into valuable resources, minimizing waste, and supporting a circular economy model.

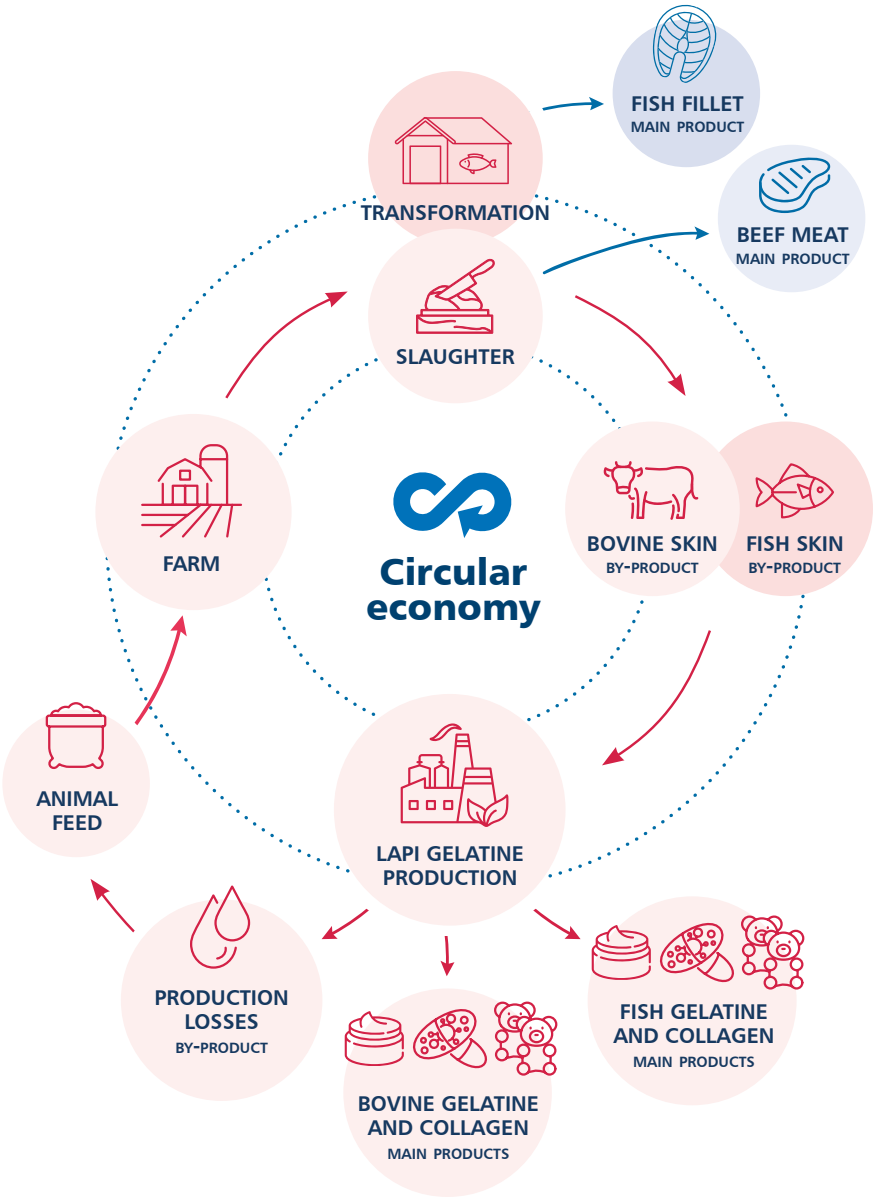
Finally, the company operates in compliance with international environmental regulations and is committed to the continuous improvement of its environmental performance. This approach also involves engaging suppliers and partners, promoting sustainable practices throughout the entire production chain.

Thanks to these initiatives, Lapi Gelatine is actively reducing its environmental impact by investing in innovative technologies and adopting strategies for more efficient resource use, thereby contributing to a more sustainable gelatin industry in the long term.



LAPI GELATINE CONTRIBUTES TO A MORE SUSTAINABLE GELATIN INDUSTRY

Lapi Gelatine is actively reducing its environmental impact by investing in innovative technologies and adopting strategies for more efficient resource use







2.1
Climate Change

Climate change represents one of the most urgent global challenges, with significant impacts on ecosystems, the availability of natural resources, and people's quality of life. Like many other industrial sectors, the gelatin industry contributes to this phenomenon both negatively and positively.

From a negative perspective, gelatin production involves the use of natural resources and energy, resulting in greenhouse gas emissions. The main sources of emissions include combustion processes for generating heat and steam, electricity consumption, and the use of fuels for transporting raw materials and finished products.

In this context, Lapi Gelatine is actively investing in solutions to reduce energy consumption and emissions, adopting more efficient technologies, implementing cogeneration systems, and utilizing renewable energy sources such as photovoltaics.

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

Lapi Gelatine is actively investing in solutions to reduce energy consumption and GHG emissions

The transition to more sustainable production processes and the adoption of strategies aimed at limiting the environmental impacts can significantly reduce the company's carbon footprint and contribute to the mitigation of climate change effects.

E1-2
Policies related to climate change mitigation and adaptation

E1-3
Actions and resources in relation to climate change policies

E1-4
Targets related to climate change mitigation and adaptation

2.1.1 Strategy and policy for climate change mitigation

The company recognizes the importance of reducing its environmental impact and adopting strategies in contrast to climate change. In this context, the Management is committed to make environmental protection an integral part of corporate governance, promoting the continuous improvement of the performances to minimize emissions and pollution.

A key element of this commitment is the adoption of energy efficiency strategies, aimed at optimizing resource use in production processes and reducing energy consumption. The operation of machinery, plants, and equipment is managed with a focus on minimizing the environmental impacts, limiting pollutant emissions, and using raw materials and energy more efficiently.

The company complies with international environmental management standards, such as UNI EN ISO 14001:2015, which is currently in the process of being obtained, adopting practices that support the sustainability and the mitigation of the environmental effects of industrial activities. Furthermore, it promotes awareness across the entire supply chain, encouraging suppliers and contractors to embrace environmental sustainability principles, thus contributing to a positive sector-wide impact.

Through monitoring programs and environmental risk management, the company is committed to prevent and reduce the effects of its activities on workers, local communities, and the environment. This structured and strategic approach enables the continuous improvement of environmental performance, in line with global sustainability goals and the reduction of its carbon footprint.

Energy efficiency strategies to minimize enviromental impacts

E1-5
Energy consumption and mix

E1-6
Gross Scopes 1, 2, 3 and Total GHG emissions

E1-7
GHG removals and GHG mitigation projects financed through carbon credits

E1-8
Internal carbon pricing

2.1.2 Lapi Gelatine's energy consumption and GHG emissions

With the commissioning in 2022 of a new department dedicated to gelatin concentration, gelification, drying, and storage, Lapi Gelatine installed state-of-the-art machinery in its facility, characterized by high energy efficiency. In addition, a photovoltaic system was installed on the roof of the new structure, supplementing the one already in place on the older building, contributing to the production of renewable energy.

As for energy supply, in addition to drawing electricity from the distribution grid, Lapi Gelatine operates a cogeneration system that enables the simultaneous production of electricity, hot water, and steam. The steam is used in various stages of the production process, including skin cooking, preparation of the mixture for hydrolysis, and gelatin sterilization. Thanks to this system, the company optimizes energy consumption, reduces emissions, and improves the environmental impact of its operations.

ENERGY CONSUMPTION AND ELECTRICITY MIX	U.M.	2023	2024
Fuel consumption from crude oil and petroleum products	MWh	100.95	101.67
Fuel consumption from natural gas	MWh	39,842.52	37,839.65
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	8,593.48	8,633.74
Total fossil energy consumption	**MWh**	**48,536.94**	**46,575.05**
Share of fossil sources in total energy consumption	**%**	**100%**	**98%**
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	0.00	720,80
Consumption of self-generated non-fuel renewable energy	MWh	95.50	66.30
Total renewable energy consumption	**MWh**	**95.50**	**787.10**
Share of renewable sources in total energy consumption	**%**	**0%**	**2%**
Total energy consumption	**MWh**	**48,632.44**	**47,362.15**
Self-produced electricity from non-renewable sources	**MWh**	**6,288.50**	**6,231.00**
Self-produced electricity from renewable sources	**MWh**	**95.50**	**66.30**
Net revenues	k€	31,249.58	26,537.13
Total energy intensity	**MWh/k€**	**1.56**	**1.78**
Production (t)	t	2,082.34	2,106.60
Total energy intensity per ton of product	**MWh/t**	**23.36**	**22.48**

The data show a reduction in consumption alongside an increase in production, a particularly positive result that can be explained by the technological evolution of the production facilities. Following the decommissioning of the previous plant in 2022, Lapi Gelatine progressively started up its new plant at the end of 2023, which then became fully operational in 2024.

The use of state-of-the-art machinery, featuring higher energy efficiency, has made it possible to optimize resource use, thereby improving both the environmental and production performance of the company.

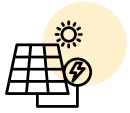
REAL ESTATE ASSETS	ENERGY CLASS	CARRYING VALUE 2023	CARRYING VALUE 2024
Offices	A3	4 mln €	3.7 mln €
New department	F		
Old Department	G		

For the preparation of Lapi Gelatine's first voluntary Sustainability Report, greenhouse gas emissions were quantified in accordance with the GHG Protocol and the guidelines of the ESRS standards. The analysis covered Scope 1 emissions, generated from sources owned or controlled by the company, such as the natural gas-powered cogeneration plant, as well as Scope 2 emissions, related to the purchase of electricity from external suppliers.



Energy efficient production facilities

CHARACTERIZED BY STATE-OF-THE-ART MACHINERIES



Photovoltaic system

ON THE ROOF OF THE NEW STRUCTURE



Cogeneration system

SIMULTANEOUS PRODUCTION OF ELECTRICITY, HOT WATER, AND STEAM

For the calculation of Scope 2 emissions, both the Location-Based method, which reflects the average energy mix of the electricity grid, and the Market-Based method, which takes into account the company's specific choices in energy procurement, were applied.

GHG EMISSIONS (t CO_2 eq)	2023	2024	% 2024/2023
Scope 1 emissions (t CO_2 eq)			
Gross Scope 1 GHG emissions	8,244.55	7,885.19	-4%
Scope 2 emissions (t CO_2 eq)			
Scope 2 - Location Based	726.08	1,346.68	85%
Scope 2 - Market Based	1,052.39	1,202.74	14%
Total emissions (t CO_2 eq)			
Scope 1 + Scope 2 Location based	8,970.62	9,231.88	3%
Scope 1 + Scope 2 Market Based	9,296.94	9,087.93	-2%
Emission intensity (t CO_2 eq/k€)			
Net revenues (k€)	31,249.58	26,537.13	-15%
Total Scope 1 + Scope 2 Location Based emissions	0.29	0.35	21%
Total Scope 1 + Scope 2 Market Based emissions	0.30	0.34	15%
Emission intensity per ton of product (t CO_2 eq/t product)			
Production (t)	2,082.34	2,106.60	1%
Total Scope 1 + Scope 2 Location Based emissions	4.31	4.38	2%
Total Scope 1 + Scope 2 Market Based emissions	4.46	4.31	-3%

The data on greenhouse gas emissions show a significant increase in Scope 2 emissions over the two-year period under review, mainly due to the purchase of electricity. However, since the majority of the company's total emissions fall under Scope 1, that is direct emissions from fuel use in production processes, and this value has shown a slight decrease, the overall impact has remained stable.

As a result, emission intensity relative to production has not experienced significant variation. The same cannot be said, however, for the ratio relative to net revenues: the decrease in revenues has led to a notable increase in emission intensity when calculated in relation to financial performance.

Currently, Lapi Gelatine does not have ongoing emission offsetting projects or practices involving the purchase of carbon credits. In addition, there are not planned initiatives for the introduction of an internal carbon pricing mechanism.

2.2
Pollution

Pollution is one of the main threats to the environment, with negative impacts on the quality of air, water, and soil. Like other industrial activities, the gelatin production industry can generate environmental impacts through atmospheric and water emissions, as well as through wastewater management, especially if not properly handled. However, Lapi Gelatine is taking on an increasingly responsible role by adopting advanced technologies to reduce pollutant emissions and to minimize the impact of the wastewater it generates.

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

2.2.1
Policies related to pollution

Lapi Gelatine adopts a responsible approach to reducing the environmental impact of its activities by integrating environmental management into its corporate strategy. Through its Integrated Management System for Health, Safety, and the Environment, the company is committed to prevent and minimize pollution, improve environmental performance, and monitor the effects of its production activities on the environment.

The company's Management is dedicated to pursue the objectives outlined in its environmental policy, ensuring that all activities are conducted in compliance with environmental and safety regulations, with constant attention to minimize environmental impact. This commitment includes adherence to standards such as UNI EN ISO 14001:2015 (currently in the process of being obtained) and UNI EN ISO 45001:2023, with a focus on the continuous improvement of risk management.

The company adopts best practices in environmental prevention and monitoring to reduce pollution and enhance control over its environmental impacts. Training and information for employees and collaborators on significant environmental risks and impacts are fundamental to the company's strategy. In addition, Lapi Gelatine



E2-1

Policies related to pollution

E2-2

Actions and resources related to pollution

E2-3

Targets related to pollution

Integrated Management System for Health, Safety, and the Environment

CERTIFIED MANAGEMENT SYSTEMS:

- **UNI EN ISO 14001:2015** (CURRENTLY IN THE PROCESS OF BEING OBTAINED)
- **UNI EN ISO 45001:2023**

THE COMPANY ADOPTS BEST PRACTICES IN ENVIRONMENTAL PREVENTION AND MONITORING TO REDUCE POLLUTION AND ENHANCE CONTROL OVER ITS ENVIRONMENTAL IMPACTS.

develops improvement programs aimed at reducing environmental impacts through the efficient management of processes, machinery, and equipment. At the same time, it engages suppliers and contractors, encouraging them to adopt environmentally responsible and sustainable practices.

The company also promotes transparent communication with stakeholders and regulatory authorities, providing information on environmental performance and responding to feedback and requests to improve its operations. The corporate environmental policy, which guides these commitments, is published on the company's website to ensure maximum transparency towards customers, employees, and the community.

ACTIONS AND OBJECTIVES			
AREA OF ACTION	DESCRIPTION	DEPARTMENT	RESULTS AND FUTURE OBJECTIVE
Water pollution	Improvement and modernization of the wastewater treatment plant	Production	Increase in the treatment capacity of the plant. The last step of the process will be completed by mid-2025
Use of substances of concern	Replacing and eliminating products with worrying phrases	Production	Elimination of all substances with the hazard statement H350 (may cause cancer)

E2-4

Pollution of air, water and soil

2.2.2 Lapi Gelatines's polluting emissions

The main parameters to be monitored for atmospheric emissions are those specified in the "Autorizzazione Unica Ambientale" (AUA) 277/2016, valid until August 4, 2031. These include particulate matter, nitrogen oxides (NO_x), and carbon monoxide (CO). Particulate emissions originate from various phases of the production process: during hydrolysate production, they are generated in the drying phase, while in gelatin production, they mainly arise during the crushing and mixing stages, once the gelatin has been dried.

The company has implemented advanced filtration systems that treat the air before its release, ensuring compliance with environmental standards



To prevent the release of particulates into the atmosphere, the company has implemented advanced filtration systems that treat the air before its release, ensuring compliance with environmental standards.

In addition, the company is required to constantly monitor emissions of CO and NO_x, which result from combustion processes used to generate steam and hot air for production. These measurements are carried out at specific points by a specialized external company, ensuring full compliance with current regulations.

ATMOSPHERIC EMISSIONS			
ATMOSPHERIC POLLUTANT	**U.M.**	**2023**	**2024**
Particulate matter	Kg	280.32	490.56
NO_x	Kg	12,131.60	14,243.76
CO	Kg	219.00	4,730.40
TOC	Kg	-	26,043.48

With regard to the monitoring of wastewater discharged from the treatment plant, the parameters are defined in the AUA 277/2016. An update to the AUA in 2024 introduced the monitoring of Total Organic Carbon (TOC), which is why data for this parameter is not available for 2023.

The wastewater treatment plant, in operation since the company's early activities, has been continually upgraded and expanded to increase its treatment capacity. The final stage of this modernization process is expected to be completed by mid-2025. Treated water is then discharged into surface waters, ensuring compliance with both environmental and regulatory standards.

WASTEWATER EMISSIONS			
WASTEWATER POLLUTANT	**U.M.**	**2023**	**2024**
BOD5	Kg	5,090.00	2,867.36
COD	Kg	3,661.00	18,695.18
Nitrous nitrogen	Kg	9.40	18.35
Nitric nitrogen	Kg	1,692.00	0.00
Total nitrogen	Kg	2,039.00	2,209.58
Chlorides	Kg	158,696.00	194,980.48
Sulfates	Kg	30,563.00	186,951.87
Aluminum	Kg	30.50	221.93
Iron	Kg	91.10	211.61
Florides	Kg	82.00	318.85

The amount of nitric nitrogen detected was zero, as this was the value recorded during the only analysis conducted during the year. Therefore, it is not possible to provide a different data, since no measurable concentrations of this substance were found in the analyzed sample.

Regarding both emissions and the presence of pollutants in industrial wastewater,



The wastewater treatment plant, in operation since the company's early activities, has been continually upgraded and expanded to increase its treatment capacity.

it is important to emphasize that in both years covered by this report, the limits set by the environmental authorizations have never been exceeded. This confirms Lapi Gelatine's ongoing commitment to comply with environmental regulations.

However, it should be noted that the data is affected by a structural limitation, as the measurements are not continuous but are conducted on specific days only a few times per year. This may affect the overall representativeness of the results. Nevertheless, the full compliance with authorized parameters in the available analyses is a positive indicator of the company's environmental management.

E2-5

Substances of concern and substances of very high concern

2.2.3 The use of hazardous substances

With regard to the use of Substances of Concern and Substances of Very High Concern (SVHCs), Lapi Gelatine does not use any SVHC in its processes. Over the years, the company has carried out an internal review of all chemicals used, with the aim of replacing or eliminating the most hazardous products wherever possible. Specifically, Lapi Gelatine explicitly avoids any substances labeled with the hazard statement "H350 – May cause cancer". Additionally, depending on the type of product, the company prefers less hazardous chemicals, particularly to protect the health of the workers handling them.

LAPI GELATINE DOES NOT USE ANY SVHC IN ITS PROCESSES

As for the use of chemicals in production, the company has implemented a strict management and safe storage system. Chemicals are stored in designated, secured areas, and Safety Data Sheets (SDS) are readily accessible at each workstation via the company's computers.

The data on the use of Substances of Concern are particularly encouraging. In the two reporting years, such substances accounted for only 6% of the total in 2023 and 4% in 2024, confirming the company's ongoing commitment to gradually reduce the presence of this kind of substances in its production processes.





YEAR 2023

CHEMICALS	TOTAL QUANTITY (ton)	TOTAL QUANTITY SUBSTANCES OF CONCERN (ton)	QUANTITY OF SUBSTANCES/MIXTURES OF CONCERN USED BY H HAZARD STATEMENTS (TON)														
			317	334	340	341	350	351	360	361	372	373	410	411	412	413	420
HYDROLYSIS REAGENTS	4.13	4.13		3.38												0.75	
SANITIZERS	140.80	131.90										2.79		123.20	5.80		
DEPURATION	765.00	63.80	50.00												13.70		
LABORATORY	1.80	0.20	0.20	0.20				0.20	0,20			0.20	0.20	0.20	0.20		
DIESEL	2.60	2.60						2.60				2.60		2.60			
PROCESS BASIS	1311.40	0.00															
PROCESS ACIDS	1105.80	0.00															
TOTAL	**3331.53**	**202.63**	**50.20**	**3.58**	**0.00**	**0.00**	**0.00**	**2.80**	**0.20**	**0.00**	**0.00**	**5.59**	**0.20**	**126.00**	**19.70**	**0.75**	**0.00**

YEAR 2024

CHEMICALS	TOTAL QUANTITY (ton)	TOTAL QUANTITY SUBSTANCES OF CONCERN (ton)	QUANTITY OF SUBSTANCES/MIXTURES OF CONCERN USED BY H HAZARD STATEMENTS (TON)														
			317	334	340	341	350	351	360	361	372	373	410	411	412	413	420
HYDROLYSIS REAGENTS	5.06	5.06		3.30												1.77	
SANITIZERS	71.80	58.60										2.90		46.48	9.10		
DEPURATION	698.00	86.30	64.90												21.30		
LABORATORY	1.90	0.20	0.20	0.20				0.20	0.20			0.20	0.20	0.20	0.20		
DIESEL	2.90	2.90						2.90				2.90		2.90			
PROCESS BASIS	1375.70	0.00															
PROCESS ACIDS	1150.90	0.00															
TOTAL	**3306.26**	**153.06**	**65.10**	**3.50**	**0.00**	**0.00**	**0.00**	**3.10**	**0.20**	**0.00**	**0.00**	**6.00**	**0,20**	**49.58**	**30.60**	**1.77**	**0.00**

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

2.3
Water and Marine Resources

Water is a fundamental resource in the gelatin production sector, as it is used in various stages of the manufacturing process, such as raw material washing and collagen extraction. Its importance lies not only in the quantity required to ensure high quality standards, but also in the sustainable management of its use. Reducing waste and promoting water reuse, where possible, is essential to minimize environmental impact and preserve this vital resource for future generations.

The responsible water management carried out by Lapi Gelatine reflects the company's commitment to sustainability and production efficiency.

E3-1

Policies related to water and marine resources

E3-2

Actions and resources related to water and marine resources

E3-3

Targets related to water and marine resources

2.3.1
Policies related to the use of water resources

The previously mentioned Friend of the Sea certification, held by Lapi Gelatine since 2022, defines a set of standards for fishing and aquaculture products aimed at minimizing the negative impacts of aquaculture activities. This standard provides tools to promote sustainable practices within the fishing and aquaculture industry, ensuring respect for the marine environment and natural resources, and their conservation for future generations.

The ASC certification, also obtained in 2022, represents the international benchmark scheme for responsible aquaculture. This program is based on rigorous standards that encourage fish farms to minimize their environmental and social impacts, promoting sustainability throughout the supply chain.

The company's Management is strongly committed to achieve the objectives outlined in its corporate policy, promoting a responsible and sustainable approach. One key example is water reuse: water used in the initial raw material washing phases is reused



The company's Management is strongly committed to achieve the objectives outlined in its corporate policy, promoting a responsible and sustainable approach.





according to clearly defined operational procedures, described in the departmental instructions. These instructions are accessible to all staff and are supported by specific training sessions conducted by department supervisors.



WATER USED IN THE INITIAL RAW MATERIAL WASHING PHASES IS REUSED ACCORDING TO CLEARLY DEFINED OPERATIONAL PROCEDURES.

2.3.2
Water use: withdrawals, discharges and consumption

E3-4

Water consumption

With regard to water consumption for production purposes, approximately 1,780 cubic meters of groundwater are drawn daily. The ability to use the extracted water is made possible by the presence of an iron-removing system and a reverse osmosis plant, which make the water potable. The water is primarily used for washing raw materials and for subsequent cooking processes, but it is also essential for services such as restrooms and office utilities.

Thanks to a series of optimization processes, approximately 495 cubic meters per day are recovered and reused. The wastewaters, on the other hand, are always treated in the on-site purification plant before being discharged into surface water bodies.



495 cubic meters

WATER RECOVERED AND REUSED PER DAY

CATEGORY	SUB-CATEGORY	U.M.	2023	2024	% 2024/2023
Water withdrawals	**Total water withdrawals**	**m³**	**596,803**	**597,757**	**0%**
Water withdrawals	Aqueduct	m³	1,089	844	-22%
Water withdrawals	Groundwater	m³	595,714	596,913	0%
Water discharges	**Total water discharges**	**m³**	**587,766**	**573,472**	**-2%**
Water discharges	Surface waters	m³	587,766	573,472	-2%
Water consumption	**Total water consumption**	**m³**	**9,037**	**24,285**	**169%**
Water intensity	**Water intensity**	**m³/k€**	**0.29**	**0.92**	**216%**
Water intensity	Net revenues	k€	31,249.58	26,537.13	-15%
Water intensity	**Water intensity per ton of product**	**m³/t**	**4.34**	**11.53**	**166%**
Water intensity	Production	t	2,082.34	2,106.60	1%

The significant increase in water consumption compared to the previous year should be contextualized: the data does not reflect a greater withdrawal of the resource, but rather an improvement in internal water reuse practices. A larger share of water was not discharged, but instead reused in production processes, helping to reduce the overall environmental impact. This apparent increase is therefore a positive sign, indicating a more efficient and sustainable management of water resources.

2.4 Circular Economy

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

The consumption of natural resources has significant environmental impacts, such as the depletion of raw materials, pollution, and ecosystem degradation. The gelatin industry plays an important role in mitigating these effects through the adoption of circular economy practices. By using by-products from the meat and fish industries, such as skins and bones, to produce gelatin and collagen peptides, the sector gives value to materials that would otherwise be discarded, thereby reducing waste and the need for new resources.

BY USING BY-PRODUCTS FROM THE MEAT AND FISH INDUSTRIES, THE GELATINE SECTOR GIVES VALUE TO MATERIALS THAT WOULD OTHERWISE BE DISCARDED, THEREBY REDUCING WASTE AND THE NEED FOR NEW RESOURCES.

In addition, the generation of by-products such as fats, minerals, and fish oil, reused in other supply chains, further enhances the efficiency of the production cycle. This sustainable approach helps to lower environmental impact and promotes a more responsible production model focused on the conservation of natural resources.

2.4.1 Policies related to resource use and circular economy

E5-1

Policies related to resource use and circular economy

E5-2

Actions and resources related to resource use and circular economy

E5-3

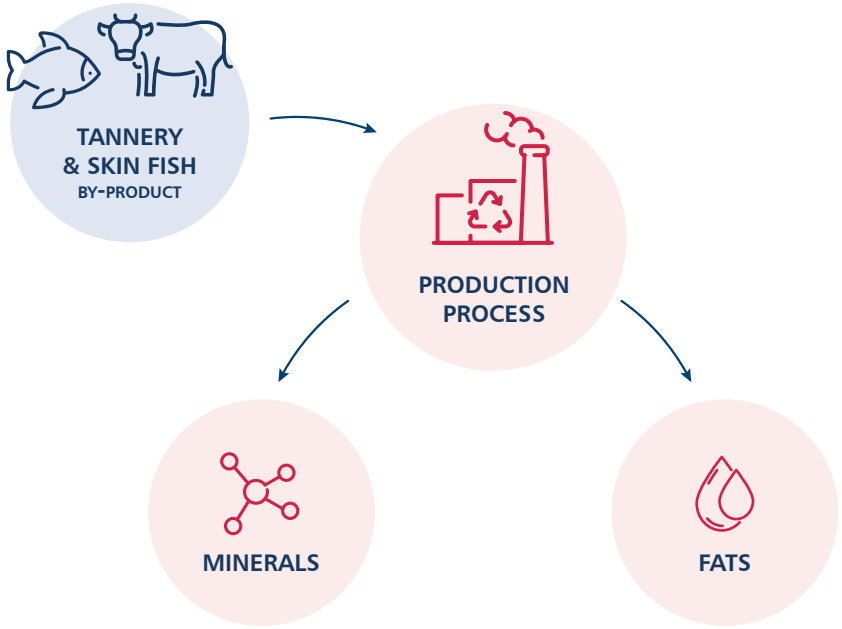
Targets related to resource use and circular economy

Lapi Gelatine promotes principles and practices rooted in the circular economy, integrating the improvement of process and activity efficiency into its corporate strategy. Through the development of targeted improvement programs, the company aims to reduce environmental impact and optimize resource use.

A central element of Lapi Gelatine's circular economy strategy is the use of raw materials derived from by-products of the meat and fish processing industries, which are considered natural and renewable resources. Within the value chain of these sectors, the production of gelatin and collagen peptides creates added value for the broader community by transforming by-products into higher-value protein products, while also generating fats and minerals that can be reused in other processes.

This valorization helps reduce environmental impact and enhances the social and economic value of the meat and fish industries. In this context, gelatin can be seen as a product with a positive impact on global sustainability and a concrete example of circular economy principles.

In particular, fish skin, in addition to being used for gelatin production, also enables the generation of fish oil and SOA, which are employed in other external industrial sectors, further contributing to waste reduction and maximum resource utilization.



The company is also committed to the responsible end-of-life management of its products and production waste. Several designated areas are available within the facility for the separate collection of specific waste streams, such as WEEE (Waste Electrical and Electronic Equipment) and used batteries, in addition to all other waste types listed in the company's dedicated waste register. Collection and disposal are handled by a specialized external contractor, ensuring full compliance with environmental regulations.

A key element of the company's policy is the promotion of responsible behavior along the entire production chain, involving suppliers and contractors and encouraging them to adopt sustainable practices. This approach fosters cooperation and coordination between internal company resources and external partners, creating a collaborative system focused on resources reuse and valorization.

The company's commitment to the circular economy is an integral part of its identity as a sustainable business, a concept reinforced through transparent communication with customers, employees, and stakeholders, as well as through ongoing attention at reducing environmental impacts.





LAPI GELATINE USES AS RAW MATERIALS BY-PRODUCTS OF MEAT AND FISH PROCESSING INDUSTRIES

The production of gelatin and collagen peptides creates added value for the broader community by transforming by-products into higher-value protein products, while also generating fats and minerals that can be reused in other processes.



Separate collection of specific waste streams

E5-4
Resource inflows

E5-5
Resource outflows

2.4.2
Materials, products and waste

The data presented below highlight a positive trend in material management by Lapi Gelatine, confirming the company's commitment to greater sustainability. The overall 2% increase in materials used is accompanied by a significant 44% rise in certified biological/biobased materials, which now account for 23.21% of the total.

The share of recovered materials also shows a slight increase, going from 71.59% to 72.14%, further confirming how Lapi Gelatine's business model is effectively able to valorize by-products from the food industry.

AREA	U.M.	2023	2024	% 2024-2023
Materials used	kg	15,347,408	15,650,862	2%
	kg	2,521,383	3,633,023	44%
Of which certified organic/biobased	%	16%	23%	7%
	kg	10,986,514	11,290,200	3%
Of which from recovery	%	72%	72%	0%

23,21%
CERTIFIED BIOLOGICAL/ BIOBASED MATERIALS

72,14%
RECOVERED MATERIALS

100%
THE RECYCLABILITY RATE OF LAPI GELATINE'S PRODUCTS

99%
OF THE WASTE PRODUCED IN 2024 UNDERTAKES A RECOVERY PATHWAY

The recyclability rate of Lapi Gelatine's products is 100%. The products are fully recyclable thanks to their biodegradable nature and the company's strong focus on sustainable packaging. Both the gelatin and the by-products of its production, being of natural origin, degrade without leaving harmful residues in the environment, thus avoiding the generation of persistent waste. Packaging also plays a crucial role in minimizing environmental impact, as all materials used are fully recyclable at end-of-life.

As for waste generation, 2024 saw a notable increase in total waste produced compared to 2023, mainly due to the presence of approximately 11.25 tons of soil and rocks generated by excavation work for the construction of the new wastewater treatment plant. This infrastructural intervention significantly influenced the overall waste data, although it does not reflect an increase in waste related to regular production activities.



Moreover, although the share of waste sent for recycling is relatively small, it is important to highlight that 97% of waste in 2023 and 99% in 2024 was sent to recovery operations (including recycling), a clear indication of the company's commitment to sustainable waste management.

TYPE OF WASTE		U.M.	2023	2024
Hazardous + non hazardous	**Total waste produced**	**kg**	**5,610,461**	**17,131,795**
Hazardous	Preparation for reuse (R2; R6–R9)	kg	0	0
Hazardous	Recycling (R3–R5)	kg	0	0
Hazardous	Other recovery operations (R1; R10–R13)	kg	10,538	14,172
Hazardous	**Hazardous waste NOT sent for disposal**	**kg**	**10,538**	**14,172**
Non hazardous	Preparation for reuse (R2; R6–R9)	kg	0	0
Non hazardous	Recycling (R3–R5)	kg	77,690	111,430
Non hazardous	Other recovery operations (R1; R10–R13)	kg	5,331,921	16,787,560
Non hazardous	**Non-hazardous waste NOT sent for disposal**	**kg**	**5,409,611**	**16,898,990**
Hazardous + non hazardous	**Total waste sent for recycling**	**kg**	**77,690**	**111,430**
Hazardous + non hazardous	**Total waste sent for other recovery operations**	**kg**	**5,342,459**	**16,801,732**
Hazardous + non hazardous	**Total waste NOT sent for disposal**	**kg**	**5,420,149**	**16,913,162**
Hazardous	Incineration (D10; D11)	kg	0	0
Hazardous	Landfill (D1)	kg	0	0
Hazardous	Other disposal operations (D2–D9; D12–D15)	kg	7,432	2,224
Hazardous	**Hazardous waste sent for disposal**	**kg**	**7,432**	**2,224**
Non hazardous	Incineration (D10; D11)	kg	0	0
Non hazardous	Landfill (D1)	kg	0	0
Non hazardous	Other disposal operations (D2–D9; D12–D15)	kg	182,880	216,409
Non hazardous	**Non-hazardous waste sent for disposal**	**kg**	**182,880**	**216,409**
Hazardous + non hazardous	**Total waste sent for incineration**	**kg**	**0**	**0**
Hazardous + non hazardous	**Total waste sent to landfill**	**kg**	**0**	**0**
Hazardous + non hazardous	**Total waste sent for other disposal operations**	**kg**	**190,312**	**218,633**
Hazardous + non hazardous	**Total waste sent for disposal**	**kg**	**190,312**	**218,633**
Hazardous + non hazardous	**Total NON-recycled waste**	**kg**	**5,532,771**	**17,020,365**
Hazardous + non hazardous	**Share of NON-recycled waste**	**%**	**99%**	**99%**
Hazardous + non hazardous	**Total waste sent for recovery (including recycling)**	**kg**	**5,420,149**	**16,913,162**
Hazardous + non hazardous	**Share of waste sent for recovery (including recycling)**	**%**	**97%**	**99%**
Non hazardous	**Total non-hazardous waste**	**kg**	**5,592,491**	**17,115,399**
Hazardous	**Total hazardous waste**	**kg**	**17,970**	**16,396**

3. Social Area





Lapi Gelatine is committed to creating a stimulating and inclusive work environment capable of attracting and enhancing qualified talent.

3
Social Area

3.1
Our people

3.2
Workers in the value chain

3.3
Affected communities

3.4
Attention to customers and end users

3.
Social Area

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model



The company actively promotes employee well-being, with a strong focus on health and safety in the workplace, skills development, and work-life balance.

LAPI GELATINE IS COMMITTED TO CREATING A STIMULATING AND INCLUSIVE WORK ENVIRONMENT CAPABLE OF ATTRACTING AND ENHANCING QUALIFIED TALENT.

Lapi Gelatine is committed to creating a stimulating and inclusive work environment capable of attracting and enhancing qualified talent. The company actively promotes employee well-being, with a strong focus on health and safety in the workplace, skills development, and work-life balance. Through dignified working conditions and a fair remuneration policy, it contributes to strengthening employee loyalty and mitigating the widespread risk in the manufacturing sector associated with the shortage of specialized skills. This commitment is a cornerstone for innovation and the maintenance of the company's high product quality standards.

Aware of its role within a global supply chain, Lapi Gelatine adopts strict criteria for the selection of suppliers, both in Italy and abroad. The company requires compliance with current regulations and the fundamental rights of workers, promoting responsible practices throughout the value chain. Particular attention is given to the health and safety of workers involved in outsourced or external activities, with the aim of preventing risks and ensuring fair and safe working conditions.

Rooted in the Tuscan territory, Lapi Gelatine maintains a strong bond with the local community, actively contributing to the area's economic and social development. The company operates transparently and in accordance with principles of legality and sustainability, combining respect for the environment with initiatives that enhance





the social and cultural fabric in which it operates. This approach fosters positive and continuous engagement with local stakeholders, reinforcing mutual trust.

In response to the growing consumer demand for safe, natural, and additive-free foods, Lapi Gelatine offers high-purity products such as gelatin and collagen peptides. These proteins, free from preservatives and with low allergenic potential, meet the needs of a market increasingly focused on health and quality. The company's commitment to sustainability is reflected across the entire production cycle, with ongoing optimization efforts to reduce environmental impact. Each phase of the supply chain is subject to strict controls to ensure a final product that combines food safety, transparency, and environmental responsibility.

Lapi Gelatine adopts strict criteria for the selection of suppliers, both in Italy and abroad.

3.1 Our people

Lapi Gelatine recognizes that motivated and highly skilled individuals are the cornerstone of the company's growth and competitiveness. For this reason, it is committed to promoting a safe, stimulating, and inclusive work environment, ensuring the continuous improvement of health and safety conditions for its workers.

The company works to create and maintain workplaces that safeguard the physical and mental well-being of its people, fostering initiative, creativity, active participation, and teamwork. It also promotes a healthy work-life balance by supporting employees in reconciling professional and personal needs.

In terms of compensation, Lapi Gelatine pays its employees and collaborators based on their professionalism, roles, and achieved results, ensuring recognition of individual merit. The company's remuneration policy aims to maintain a fair and competitive system, aligned with market standards and the applicable national collective labor agreement (CCNL).

The recruitment process is guided by transparency and meritocracy, with full respect for privacy and equal opportunity, avoiding any form of favoritism. Upon hiring or starting a collaboration, every new employee receives clear and detailed information on contractual regulations, company policies, the Code of Ethics, and workplace safety procedures. This approach ensures a smooth and effective integration into the company culture.

S 1-1
Policies related to own workforce

S 1-2
Processes for engaging with own workforce and workers' representatives about impacts

S 1-6
Characteristics of the undertaking's Employees

S 1-7
Characteristics of non-employees in the undertaking's own workforce

S 1-17
Incidents, complaints and severe human rights impacts

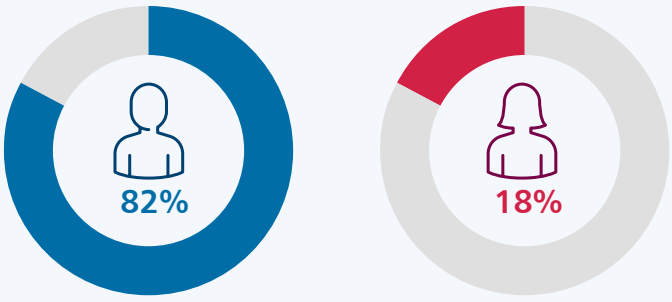
THE COMPANY IS COMMITTED TO PROMOTING A SAFE, STIMULATING, AND INCLUSIVE WORK ENVIRONMENT, ENSURING THE CONTINUOUS IMPROVEMENT OF HEALTH AND SAFETY CONDITIONS FOR ITS WORKERS.

The professional development of employees is based on the principle of equal opportunity and the recognition of talent and skills. Career advancement paths are founded on clear and transparent criteria, continuously benchmarked against the market, and supported by a fair and well-communicated evaluation system.

Throughout the year, several meetings are held to engage employees in various activities, ranging from training sessions to on-site safety inspections and the identification of critical issues, involving both internal workers and maintenance staff.

Through these principles, Lapi Gelatine reaffirms its commitment to the empowerment of human resources, fostering a dynamic, inclusive work environment focused on both individual and collective growth.

GROUP EMPLOYEES AND COLLABORATORS DIVIDED BY GENDER



EMPLOYEES (FIXED-TERM AND PERMANENT) BY TYPE OF EMPLOYMENT AND GENDER AS OF 31.12	2023	2024	Δ 2024/2023
Permanent contract	**48**	**56**	**17%**
Women	9	9	0%
Men	39	47	21%
Fixed term contract	**1**	**1**	**0%**
Women	1	1	0%
Men	0	0	-
Total employees (fixed-term and permanent)	**49**	**57**	**16%**

In the 2023–2024 two-year period, Lapi Gelatine made use of external workers, with 24 in 2023 and 14 in 2024. The largest category in the most recent year was that of temporary agency workers (12), followed by one project-based collaborator and one intern.

3.1.1
Employee well-being

S 1-6
Characteristics of the undertaking's Employees

S 1-8
Collective bargaining coverage and social dialogue

S 1-10
Adequate wages

S 1-11
Social protection

S 1-15
Work-life balance

All employees of Lapi Gelatine are covered by the national collective labor agreements applicable to the chemical and pharmaceutical-chemical industries, as well as by the National Collective Agreement for Industrial Executives (CCNL Dirigenti Industria), thus ensuring fair and regulated working conditions. Regarding working hours, the company offers some flexibility in office roles, allowing a slight variation in start times that is reflected in corresponding end times. In the production departments, work is organized in a continuous cycle of three shifts, ensuring efficiency and uninterrupted operations. The packaging and raw material receiving departments generally operate on two shifts, with the possibility, depending on technical and production needs, of temporarily switching to daytime hours from Monday to Friday.

Currently, no corporate welfare plan is in place; however, a second-level agreement is being renewed, which includes the introduction of a variable performance bonus and the implementation of improved conditions for work performed on holidays, with the aim of further enhancing employee well-being and satisfaction.

EMPLOYEES (FULL TIME AND PART TIME) BY WORKING HOURS AND GENDER AS OF 31.12	2023	2024	Δ 2024/2023
Full time	**46**	**54**	**17%**
Women	8	8	0%
Men	38	46	21%
Part time	**3**	**3**	**0%**
Women	2	2	0%
Men	1	1	0%
Total employees (fixed-term and permanent)	**49**	**57**	**16%**

TOTAL, INCOMING, AND OUTGOING TURNOVER RATES	2023	2024	Δ 2024/2023
Total turnover rate	**27%**	**18%**	**-34%**
Incoming turnover rate	**12%**	**16%**	**29%**
Outgoing turnover rate	**14%**	**2%**	**-88%**
New employees	6	9	50%
Employees who ended or terminated employment	7	1	-86%

The overall turnover rate recorded a significant decrease of 34%. This result was mainly driven by an increase in new hires, which consequently led to a rise in incoming



turnover. At the same time, there was a decline in the number of employees who ended or terminated their employment with the company, resulting in a reduction in outgoing turnover. The combination of these two factors contributed to workforce stabilization, supporting greater operational continuity and an overall improvement in human resources management.

S1-3

Processes to remediate negative impacts and channels for own workforce to raise concerns

S1-9

Diversity Metrics

3.1.2 Diversity and inclusion

The company is committed to ensuring a work environment based on respect for fundamental rights, the protection of moral integrity, and the promotion of equal opportunities for all employees. It rejects all forms of discrimination, both in internal relations and external interactions, ensuring that no individual is treated unfairly on the basis of political or trade union views, religious beliefs, ethnic origin, nationality, age, gender, sexual orientation, health status, or any other personal characteristic. To ensure employee well-being and protection, Lapi Gelatine has established the role of Listening Representative, a point of contact that employees can turn to in cases of:

- Work-related stress conditions;
- Issues related to job design and work organization;
- Difficulties in engaging with company prevention representatives to structure appropriate interventions for specific problems;
- Situations of harassment or violence, in line with the definition provided by the European Framework Agreement;
- Incidents of abuse, threats, humiliation, or assault.

The company provides various reporting tools, ensuring confidentiality and anonymity when necessary. In addition to the Listening Representative, employees can use the whistleblowing channel - accessible directly from the company website - to report any anomalies, concerns, or irregularities, whether related to work or organizational matters.

Listening Representative

A POINT OF CONTACT THAT EMPLOYEES CAN TURN TO





To ensure maximum transparency and accessibility to these resources, a notice board displays information about the Listening Representative, the types of situations in which they can be contacted, and how to reach them. Anonymous reporting forms are also available and can be submitted in dedicated boxes located within the company.

In 2023, all employees participated in a training session focused on the whistleblowing channel, aimed at ensuring a proper understanding of the tool and how to use it. Daily communication between employees and supervisors is also encouraged through regular feedback, as well as through the dedicated boxes for confidential messages.

Lapi Gelatine also promotes dialogue between employees and trade union representatives. During meetings with the company's union representative body (RSU), employees are free to express their concerns or request clarification. A dedicated meeting room is provided for these discussions, supporting open and constructive dialogue.

Through these measures, Lapi Gelatine actively works to create a safe, supportive, and inclusive work environment where every employee can feel heard, respected, and protected.



The company is committed to ensuring a work environment based on respect for fundamental rights, the protection of moral integrity, and the promotion of equal opportunities for all employees.

FIXED-TERM AND PERMANENT PERSONNEL, BY CONTRACT TYPE, GENDER AND AGE GROUP	2023		2024	
	WOMEN	MEN	WOMEN	MEN
Manager	**0**	**1**	**0**	**2**
Under 30	0	0	0	0
30-50	0	1	0	1
Over 50	0	0	0	1
Middle Manager	**0**	**2**	**0**	**3**
Under 30	0	0	0	0
30-50	0	1	0	1
Over 50	0	1	0	2
White collar	**10**	**7**	**10**	**7**
Under 30	0	2	0	2
30-50	8	4	8	4
Over 50	2	1	2	1
Blue collar	**0**	**29**	**0**	**35**
Under 30	0	1	0	3
30-50	0	20	0	23
Over 50	0	8	0	9
Total	**10**	**39**	**10**	**47**

S1-13

Training and skills development metrics

3.1.3 Training

Lapi Gelatine is constantly committed to ensuring not only a safe working environment for its employees but also tools and opportunities for their professional growth and skills development. The company recognizes that continuous training and upskilling are essential elements for safeguarding health and safety at work, as well as for achieving corporate objectives.

Training related to safety and certifications is organized and managed directly within the plant, ensuring ongoing updates and full compliance with safety and regulatory standards. Regarding professional growth and the development of technical and soft skills, while there is no formalized corporate policy, a well-established practice is in place: department heads periodically identify the training needs of their teams, working in collaboration with the Human Resources Office, which assesses the best available solutions and potential funding opportunities. Based on the identified needs, personalized training paths—either in-house or inter-company—are organized to support the professional development of employees.

The company has implemented a Safety Training Plan, which includes targeted training courses, periodic refreshers, and practical training sessions. This plan is structured to ensure that all employees, regardless of their role, acquire the necessary skills to carry out their duties safely and effectively.



The company recognizes that continuous training and upskilling are essential elements for safeguarding health and safety at work, as well as for achieving corporate objectives.

Specifically, the company is committed to:

- Providing specific and up-to-date training and instruction, tailored to the operational needs and specific risks associated with different work activities;
- Assessing the effectiveness of training through regular evaluations, monitoring improvements in employees' skills and behavior;
- Raising employee awareness about the importance of their tasks and their impact on workplace safety, fostering a conscious and responsible approach;
- Ensuring that employees are always up to date on safety procedures, current regulations, and best practices to prevent accidents and injuries;
- Maintaining and updating records related to training and acquired skills, to ensure a structured and traceable management of employees' professional development.

The training focus in 2024 was more targeted toward compliance and risk management, alongside a general decrease in the total number of training hours, particularly in the technical-operational and soft skills areas. Training related to health and safety, environment, quality, and sustainability remained the most extensive, totaling 740 hours in 2024.

TRAINING HOURS BY TYPE	2023	2024	Δ 2024/2023
Technical and operational skills	150	0	-100%
Health & Safety, Environment, Quality, Sustainability	750	608	-19%
Integrity, compliance, and risk management	0	28	-
Relational, organizational, linguistic, and digital skills	220	104	-53%
Human rights	0	0	-
Total training hours	**1.120**	**740**	**-34%**

AVERAGE TRAINING HOURS BY EMPLOYEE CATEGORY AND GENDER	2023	2024	Δ 2024/2023
Manager	**108,00**	**38,00**	**-65%**
Women	-	-	-
Men	108,00	38,00	-65%
Middle Manager	**55,50**	**26,33**	**-53%**
Women	-	-	-
Men	55,50	26,33	-53%
White collar	**27,35**	**14,29**	**-48%**
Women	30,30	9,70	-68%
Men	23,14	20,86	-10%
Blue collar	**15,03**	**9,77**	**-35%**
Women	-	-	-
Men	15,03	9,77	-35%
Total	**22,86**	**12,98**	**-43%**
Total women	30,30	9,70	-68%
Total men	20,95	13,68	-35%



Safety Training Plan

INCLUDES TARGETED TRAINING COURSES, PERIODIC REFRESHERS, AND PRACTICAL TRAINING SESSIONS

At Lapi Gelatine, performance evaluation is conducted through periodic meetings aimed at reviewing the results achieved by the entire department, rather than assessing the individual performance of each employee.

S1-13

Training and skills development metrics

S1-14

Health and Safety Metrics

3.1.4 Health and safety

Lapi Gelatine has implemented an OH&S Management System in compliance with ISO 45001, designed according to its organizational structure, the activities carried out, and the company's specific competencies. This system has been adopted to ensure the consistent delivery of products, services, and performance that meet applicable occupational health and safety regulatory requirements, thus safeguarding employees and collaborators. Furthermore, the system enables effective management of internal processes, in line with the OH&S Policy defined and communicated by the Company Management.

With regard to worker safety, all Lapi Gelatine personnel are required to report any non-conformities, anomalies, or near misses. Each employee is responsible for identifying and implementing the necessary measures to address non-conformities, while department heads must adopt appropriate corrective actions to eliminate the root causes.

Every worker is also encouraged to propose preventive actions in any operational area. The HSE Officer (RSPP), in collaboration with the Workers' Safety Representative (RLS), is responsible for managing any anomalies related to operator safety.



LAPI GELATINE HAS IMPLEMENTED AN OH&S MANAGEMENT SYSTEM IN COMPLIANCE WITH ISO 45001

This system has been adopted to ensure the consistent delivery of products, services, and performance that meet applicable occupational health and safety regulatory requirements, thus safeguarding employees and collaborators.



Investigations of incidents and near misses, in accordance with ISO 45001 principles, must be conducted promptly in order to:

- Identify any shortcomings in the management system and other factors that may contribute to the occurrence of incidents;
- Define the necessary corrective actions;
- Identify opportunities for prevention;
- Promote continuous improvement.

The results of investigations are discussed during company meetings and communicated internally. All collected data-including technical reports, photographs, analyses, and measurements-are recorded and documented, serving as a fundamental basis for the continuous improvement of safety management at Lapi Gelatine.

ALL COLLECTED DATA ARE RECORDED AND DOCUMENTED, SERVING AS A FUNDAMENTAL BASIS FOR THE CONTINUOUS IMPROVEMENT OF SAFETY MANAGEMENT AT LAPI GELATINE.

PERCENTAGE OF EMPLOYEES COVERED BY HEALTH & SAFETY MANAGEMENT SYSTEM	2023	2024	Δ 2024/2023
Number of employees covered by Health & Safety management system	49	57	16%
% of total employees	**100%**	**100%**	**-**

EMPLOYEE INJURIES	2023	2024	Δ 2024/2023
Number of recorded injuries as of 31.12	**2**	**1**	**-50%**
Of which involving employees	2	1	-50%
Of which external workers	0	0	-
Of which non-serious injuries	**2**	**1**	**-50%**
Of which involving employees	2	1	-50%
Of which external workers	0	0	-
Of which serious injuries	**0**	**0**	**-**
Of which involving employees	0	0	-
Of which external workers	0	0	-
Work-related fatalities	**0**	**0**	**-**
Of which involving employees	0	0	-
Of which external workers	0	0	-

INJURY RATES	2023	2024	Δ 2024/2023
Recordable work-related injury rate (including fatalities)	**20,55**	**10,16**	**-51%**
Of which involving employees	20,55	10,16	-51%
Of which external workers	0,00	0,00	-
Rate of work-related injuries with serious consequences (excluding fatalities)			
Of which involving employees	0,00	0,00	-
Of which external workers	0,00	0,00	-
Fatality rate due to work-related injuries			
Of which involving employees	0,00	0,00	-
Of which external workers	0,00	0,00	-
Severity index of injuries	**0,13**	**0,12**	**-9%**

CASES OF RECORDABLE WORK-RELATED ILLNESSES	2023	2024	Δ 2024/2023
Total number of recordable illness cases	**0**	**0**	**-**
Of which involving employees	0	0	-
Of which external workers	0	0	-
Number of fatalities linked to occupational diseases	**0**	**0**	**-**
Of which involving employees	0	0	-
Of which external workers	0	0	-

DAYS LOST DUE TO INJURIES	2023	2024	Δ 2024/2023
Total recovery days	**13**	**12**	**-8%**
Manager	0	0	-
Middle Manager	0	0	-
White collar	0	0	-
Blue collar	13	12	-8%
External workers	0	0	-

In 2024, one work-related injury occurred, with no serious consequences. The corresponding recordable injury rate decreased by 50%, dropping from 20.55 in 2023 to 10.16 in 2024.

Thanks to the adoption of ISO 45001 certification, Lapi Gelatine is committed to ensuring a safe working environment by reducing risks and promoting a corporate culture focused on prevention and the protection of employees' health and safety.

3.2
Workers in the value chain

The protection of working conditions along the value chain is an important aspect of the company's operations. Lapi Gelatine recognizes that worker well-being and safety are key elements in ensuring product quality and sustainable supply chain management. Promoting safe and ethical working environments represents a concrete commitment to safeguarding workers' rights and fostering a responsible and efficient production context.

At the same time, the company has committed to ensuring the sustainability of its operations through the achievement of two significant certifications related to fish-based raw materials and fish gelatin: the **Aquaculture Stewardship Council (ASC) and Friends of the Sea (FOS)**. The FOS certification covers fish raw materials, while the ASC certification applies to both fish raw materials and the produced fish gelatin. These international certifications acknowledge the company's commitment to responsible natural resource management and the protection of the marine environment.

Both certifications include requirements related to social responsibility and respect for the workforce. In particular, the ASC certification-adopted by nearly all fish skin suppliers-requires compliance with strict social standards. These include:

- Compliance with working hours: ensures that work shifts are appropriate and in line with local and international regulations.
- Collective bargaining agreements: protects workers' rights to organize and negotiate collectively.
- Regulated breaks and overtime: guarantees that employees are entitled to adequate rest periods and that overtime is managed fairly and on a voluntary basis.
- Equal treatment: ensures that there is no discrimination based on gender, ethnicity, religion, or other personal characteristics.
- Social audits: periodic verification of working conditions, involving independent organizations.

The Friends of the Sea certification, although more focused on the environmental sustainability of fishing and processing activities, also includes certain requirements that ensure respect for the workforce involved.

These certifications demonstrate the company's commitment not only to environmental protection but also to promoting ethical and sustainable working conditions throughout the entire value chain. This integrated approach serves as a concrete example of how environmental and social sustainability can coexist and reinforce one another.

S 2-1

Policies related to value chain workers

S2-2

Processes for engaging with value chain workers about impacts

S2-3

Processes to remediate negative impacts and channels for value chain workers to raise concerns

S2-4

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action

CERTIFICATIONS TO ENSURING RESPECT OF WORKERS IN THE SUPPLY CHAIN:

- **AQUACULTURE STEWARDSHIP COUNCIL (ASC)**
- **FRIENDS OF THE SEA (FOS)**

S3-1
Policies related to affected communities

S3-2
Processes for engaging with affected communities about impacts

S3-3
Processes to remediate negative impacts and channels for affected communities to raise concerns

S3-4
Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions



Lapi Gelatine has developed a series of projects and collaborations that reflect its commitment to supporting the growth of younger generations and promoting collective well-being.

3.3 Affected communities

Over the years, Lapi Gelatine has developed a series of projects and collaborations that reflect its commitment to supporting the growth of younger generations and promoting collective well-being. Among the main initiatives are:

After-school program "Scacciapensieri"

The "Scacciapensieri" after-school program, organized by Circolo Arci Pagnana APS with the support of the Municipality of Empoli and Lapi Gelatine, is a virtuous example of collaboration for the benefit of younger generations. This educational initiative is designed for children and adolescents aged 6 to 13, offering them a safe and stimulating space to learn and socialize. The program's rich educational offering, enriched by a variety of activities, aims to foster the personal and cultural development of its participants.

The after-school program is part of the broader "Lapi Group Youth Project," a long-standing initiative that has supported social, educational, sports, and cultural activities for over a decade. This project represents a tangible way of giving back to the community, helping young people in their education and personal growth.

Support for solidarity: We Care Empoli

Lapi Gelatine renewed its commitment to community well-being by participating as a sponsor in the second edition of We Care Empoli. This charity dinner, organized by the Misericordia of Empoli in the beautiful setting of Piazza Farinata degli Uberti, brought together over 700 people in the name of solidarity.

The event was dedicated to raising funds for Fiori di Vetro – Volunteering Organization for Autism, an association committed to improving the quality of life for people with autism and providing support to their families.

This special occasion was not only an opportunity to contribute materially to the success of the initiative, but also a way to actively raise public awareness about the challenges related to autism. The evening demonstrated how the union of businesses, citizens, and associations can generate a positive and lasting impact on the community.

School orientation: a bridge between school and work

In collaboration with CNA Pisa, Unione Industriale Pisana, and the Chamber of Commerce of North-West Tuscany, Lapi Gelatine joined an important initiative dedicated to school orientation. The project aims to bridge the gap between education and the world of work, providing practical tools to help students and their families choose the most suitable educational path.

Through this collaboration, Lapi Gelatine contributes to building an effective orientation system, capable of meeting labor market needs and enhancing the talents of younger generations.

Cultural and tourism promotion: Empoli Città del Natale

Among the many supported initiatives, Lapi Gelatine reaffirms its connection to the local area by supporting Empoli Città del Natale. This event offers an opportunity to promote local culture and tourism. Thanks to Lapi Gelatine's contribution, the event is able to offer moments of community gathering each year, strengthening the sense of belonging and drawing attention to Empoli as a place of culture and tradition.



Open Factories

Each year, Lapi Gelatine actively participates in the Open Factories initiative, opening the doors of its production departments to local high school students. This event allows young people to come into direct contact with the industrial reality of the region and to discover how classroom knowledge is concretely applied in the working world.



Youth Project "Progetto Giovani"

As part of the youth project "Progetto Giovani", Lapi Gelatine joins other companies in the Group in supporting the technical and scientific education of local schools. The initiative involves the annual donation of laboratory coats to schools in the area, following a rotation system among the various companies in the Group. This project strengthens ties with the local educational community by providing tangible support for students' education.

On the company's official website, in the Italian version, a dedicated section titled **"Odour Impact Reports"** has been created to provide the community with a direct tool for submitting reports related to perceived odours. This initiative represents an important example of transparency and dialogue with the local area. In parallel, Lapi Gelatine has launched an ambitious plan to reduce odour impact, which includes the construction of an innovative odour abatement system over the 2023–2025 period. The main objective is to significantly mitigate the olfactory impact perceived by the community, while also improving the internal working environment for employees.





The project involves the installation of advanced air extraction and purification systems designed to capture and effectively treat the critical points identified in the production cycle. These interventions will be implemented in areas pinpointed by the Odour Impact Assessment, conducted as part of the company's compliance process with the Integrated Environmental Authorization (AUA). The main intervention points include: maturation silos, where processing materials may release strong odours; the raw material room, where sensitive components are handled and stored; the cooking room, a central area in the production process; fish oil storage tanks, commonly associated with odorous emissions; industrial washers and filter presses, key equipment for cleaning and separation processes; and tanks of the new wastewater treatment plant, which are essential for managing effluent.

These measures will not only help reduce odour-related discomfort perceived by the local community but also represent a major opportunity to improve working conditions within the company, promoting a healthier and more comfortable environment for employees. Furthermore, the implementation of these actions aims to strengthen the relationship between the company and the surrounding area, transforming the perception of its presence into a positive and sustainable one.

As further proof of its commitment to transparent and participatory management, the company has established a direct communication channel with citizens. In addition to the dedicated website section, Lapi Gelatine has collaborated with the local health authority (AUSL) to implement a system for managing odour reports, accessible through an online contact form. This system enables timely handling of reports, wherever possible, and represents a tangible step toward greater environmental responsibility.

Odour Impact Reports

PROVIDE THE COMMUNITY WITH A DIRECT TOOL FOR SUBMITTING REPORTS RELATED TO PERCEIVED ODOURS.

SIGNIFICANTLY **MITIGATE THE OLFACTORY IMPACT** PERCEIVED BY THE COMMUNITY, WHILE ALSO **IMPROVING THE INTERNAL WORKING ENVIRONMENT** FOR EMPLOYEES.

MAIN INTERVENTION POINTS TO REDUCE ODOUR IMPACT

- MATURATION SILOS
- RAW MATERIAL ROOM
- COOKING ROOM
- FISH OIL STORAGE TANKS
- INDUSTRIAL WASHERS AND FILTER PRESSES
- TANKS OF THE NEW WASTEWATER TREATMENT PLANT

Moreover, the company has publicly communicated its action plan through major local media channels, highlighting its intention to address an issue historically raised by residents. This open approach toward the community reflects Lapi Gelatine's commitment to a sustainable development model that combines technological innovation with responsiveness to local needs.



This open approach toward the community reflects Lapi Gelatine's commitment to a sustainable development model that combines technological innovation with responsiveness to local needs.

S 4-1

Consumer and end-user policies

S4-2

S4-2 Consumer and end-user engagement processes on impacts

S4-3

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

S4-4

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

3.4
Attention to customers and end users

Lapi Gelatine adopts a rigorous Self-Monitoring Plan to ensure compliance with European regulations EC Reg. 852/2004 and 853/2004, as well as their subsequent amendments, concerning the production of gelatines for food and pharmaceutical use and collagen for food, nutraceutical, and pharmaceutical applications. This Self-Monitoring Plan is fully integrated with the company's Quality Management System and is supported by specific documentation - such as procedures, instructions, and forms - that ensures compliance with both quality and regulatory standards.

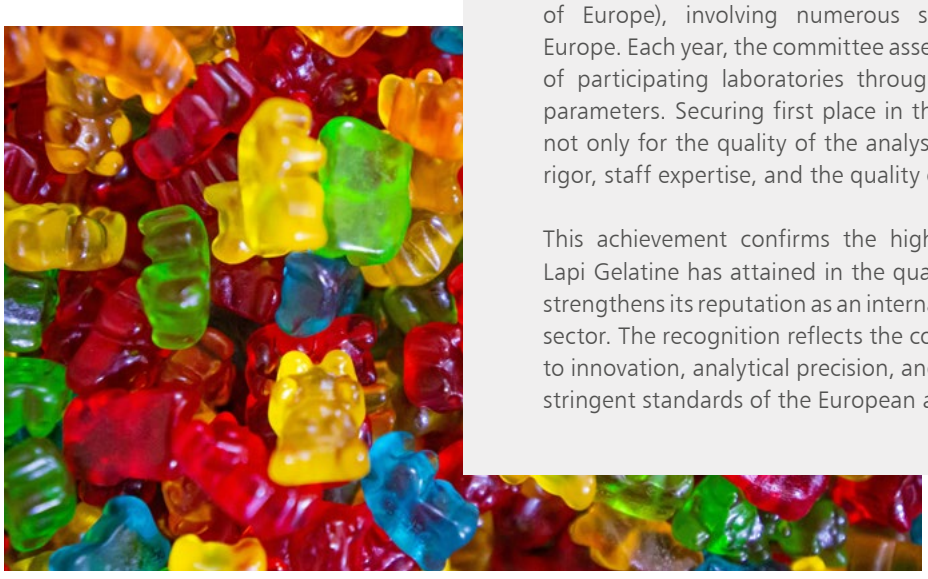
For quality control, the company relies on a state-of-the-art in-house laboratory, which conducts chemical-physical and microbiological tests to ensure the conformity of intermediate and finished products. For more specific analyses, Lapi Gelatine also works with certified external laboratories, which verify compliance with the standards of the European Pharmacopoeia and the requirements of GME (Gelatine Manufacturers of Europe). Quality is monitored on a daily basis: the laboratory continuously examines semi-finished and finished products to ensure they meet the highest standards. Each week, a meeting is held with key company figures - including the purchasing manager, quality manager, company management, production

GME's Ring Test

In 2023, Lapi Gelatine's in-house laboratory received a highly prestigious recognition, ranking first in the GME Ring Test for the accuracy of its analysis of the bloom value—an essential indicator of gelatin's gelling strength. The bloom value is one of the main quality criteria for classifying gelatines and is critical for ensuring their suitability in a wide range of applications, from food to pharmaceuticals.

The GME Ring Test is an international proficiency testing program promoted by the GME Technical Committee (Gelatine Manufacturers of Europe), involving numerous specialized laboratories across Europe. Each year, the committee assesses the reliability and precision of participating laboratories through comparative analysis of key parameters. Securing first place in this context means standing out not only for the quality of the analyses but also for methodological rigor, staff expertise, and the quality of the equipment used.

This achievement confirms the high level of technical excellence Lapi Gelatine has attained in the quality control of its products and strengthens its reputation as an international benchmark in the gelatin sector. The recognition reflects the company's ongoing commitment to innovation, analytical precision, and full compliance with the most stringent standards of the European and global markets.





manager, and packaging manager - to review any deviations from quality standards and plan corrective actions.

Lapi Gelatine holds a range of certifications that demonstrate its commitment to quality, safety, and sustainability:

ISO 9001: Quality of the company's management system

FSSC 22000: Food safety across the entire production chain

HALAL: Compliance with Islamic dietary requirements

KOSHER: Compliance with Jewish dietary requirements

ASC: Responsible aquaculture, minimizing environmental and social impacts

Friend of the Sea: Sustainability and protection of marine ecosystems

From November 11 to 15, 2024, Lapi Gelatine took part in World Quality Week, dedicated to the theme "Quality: From Compliance to Performance," with the goal of moving beyond mere adherence to standards and turning quality into a driver of excellence and sustainability.

The company's commitment focuses on exceeding customer expectations, integrating advanced technological tools, innovating to anticipate the future, operating with environmental and social responsibility, planning quality from the outset, promoting team engagement, and fostering continuous learning.

Thanks to these initiatives and recognitions, the company confirms its role as a benchmark for innovation, sustainability, and quality in the sector, meeting the needs of the food, nutraceutical, and pharmaceutical markets with excellence.

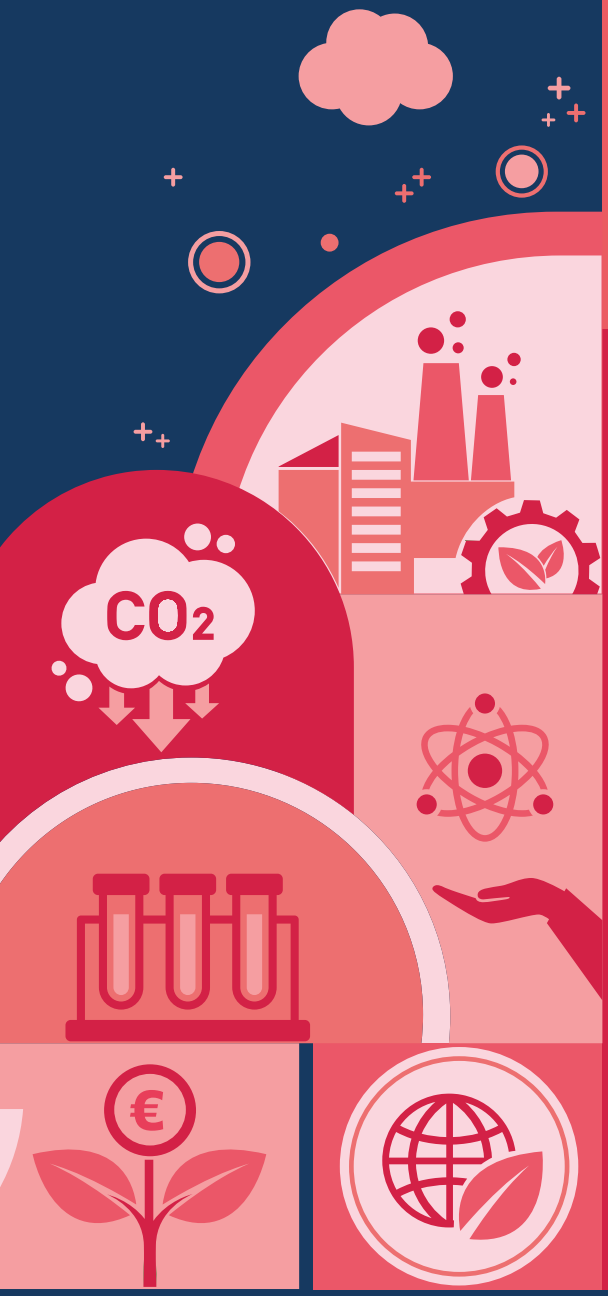


LAPI GELATINE ADOPTS A RIGOROUS SELF-MONITORING PLAN TO ENSURE COMPLIANCE WITH EUROPEAN REGULATIONS EC REG. 852/2004 AND 853/2004, AS WELL AS THEIR SUBSEQUENT AMENDMENTS

This Self-Monitoring Plan is fully integrated with the company's Quality Management System

4. Business Conduct





Lapi Gelatine recognizes the importance of transparency, accuracy, and completeness in financial communication and the management of accounting information

4
Business Conduct

4.1
Integrity and Transparency

4.2
Management of the relationship with suppliers

4.
Business Conduct

SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

G1-1

Corporate culture and Business conduct policies and corporate culture

G1-3

Prevention and detection of corruption and bribery

G1-4

Confirmed incidents of corruption or bribery

G1-5

Political influence and lobbying activities

THE COMPANY IS COMMITTED TO BUILDING STRONG AND LASTING BUSINESS RELATIONSHIPS WITH CUSTOMERS AND SUPPLIERS

4.1
Integrity and Transparency

Lapi Gelatine recognizes the importance of transparency, accuracy, and completeness in financial communication and the management of accounting information, as established in the company's Code of Ethics, defined in 2022. For this reason, it ensures that its administrative and accounting system is reliable in accurately representing business operations, providing appropriate tools to identify, prevent, and manage, as far as possible, financial and operational risks as well as potential fraud against the Company. Every transaction must be supported by proper documentation and be verifiable.

Relations with Public Authorities are managed exclusively by authorized company functions, in accordance with the following principles:

- No employee of Lapi Gelatine may promise or provide sums of money, grant goods, or offer personal benefits to public officials in order to promote or advance company interests, even in the presence of undue pressure.
- Circumventing these provisions through indirect forms of payment—such as sponsorships, appointments, or consultancy assignments aimed at the same objectives—is strictly prohibited.
- Any employee who receives such requests or pressure is required to immediately inform their supervisor.

Lapi Gelatine operates with fairness and transparency, avoiding misleading information or behavior aimed at exploiting situations of vulnerability or others' lack of knowledge. In pursuing its economic and financial objectives, the company is committed to building strong and lasting business relationships with customers and suppliers, while properly recognizing the contribution of its employees. Furthermore, it requires all personnel to act in compliance with applicable laws and the ethical principles set out in the Code of Ethics, refraining from seeking personal or corporate gain at the expense of legality and integrity.

All employees have received specific training on this topic. Training, communication, and information activities are essential for the effective implementation of the Internal Reporting Channel and demonstrate the company's concrete commitment to preventing the violations subject to whistleblowing, fostering employee collaboration in achieving the goal of legality.

During the training sessions, employees were instructed on how the portal works and on the types of reports that can be submitted, including anonymously.

Animal welfare

Lapi Gelatine is member of GME (Gelatine Manufacturers of Europe, the European industry association) and adheres to the animal welfare guidelines established by the organization.

GME is committed to promoting measures aimed at improving animal welfare, based on the Five Freedoms defined by the World Organisation for Animal Health (WOAH). For this reason, it has established a dedicated animal welfare group that works actively with suppliers, customers, and all stakeholders involved in the supply chain.

GME members source raw materials exclusively from facilities authorized to raise animals for human consumption. These facilities are subject to veterinary inspections and comply with all applicable regulations.

Animal welfare legislation applies throughout the entire supply chain, from farming to slaughter. Its implementation is the responsibility of the European Commission, the relevant national authorities, and the EU Member States. GME firmly supports the full implementation and strict enforcement of EU animal welfare legislation, in line with the objectives of the European Green Deal and the Farm to Fork strategy.

LAPI GELATINE IS MEMBER OF GME (GELATINE MANUFACTURERS OF EUROPE, THE EUROPEAN INDUSTRY ASSOCIATION) AND ADHERES TO THE ANIMAL WELFARE GUIDELINES ESTABLISHED BY THE ORGANIZATION.





In 2024, no cases of corruption (active or passive) were identified by public authorities.

Lapi Gelatine is not engaged in any lobbying or political influence activities.

ESRS 2
SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

G1-2

Management of relationships with suppliers

G1-6

Payment practices

4.2
Management of the relationship with suppliers

Suppliers play a vital role in maintaining and continuously improving the production standards of Lapi Gelatine. For this reason, they are selected based on criteria that ensure product quality and safety, economic competitiveness, service efficiency, continuity, environmental responsibility, and ethical conduct.

The selection process is carried out in accordance with the ethical principles set out in the Code of Ethics, with the aim of establishing stable, transparent, and collaborative relationships.

To achieve these goals, Management considers it essential to promote ethical behavior at all levels of the organization, by spreading awareness of the company's guidelines and ensuring the ongoing engagement of personnel.

To this end, the Company provides organizational, instrumental, and financial resources to reinforce commitment and moral responsibility in the management of its activities.

In particular, employees must:



Suppliers are selected based on criteria that ensure product quality and safety, economic competitiveness, service efficiency, continuity, environmental responsibility, and ethical conduct.





- Comply with internal procedures for the selection and management of supplier relationships;
- Ensure fair treatment of suppliers, avoiding any form of discrimination;
- Collaborate with suppliers to achieve the best balance between quality, safety, cost, and delivery times;
- Operate in compliance with applicable regulations;
- Apply the agreed contractual terms;
- Prevent situations of excessive dependence, both for Lapi Gelatine and for the supplier;
- Require suppliers to adhere to the principles of the Code of Ethics, including an explicit compliance clause in contracts;
- Promptly report to their supervisor any supplier behavior that may violate the ethical principles of the Code of Ethics.

In 2024, the average payment time to suppliers was 40 days from the invoice issue date (100% of payments complied with the agreed term of 30 to 60 days for bank transfers from the invoice date).

In 2024, Lapi Gelatine was recognized as a "Top company for punctuality towards the Banking System" as part of the "Credit Reputation Awards 2024" promoted by MF Centrale Risk (Milano Finanza Group).

"Top company for punctuality towards the Banking System"

AS PART OF THE "CREDIT REPUTATION AWARDS 2024

5. ESRS Content Index





Lapi Gelatine recognizes the importance of transparency, accuracy, and completeness in financial reporting and accounting information management.

5.
ESRS Content Index

This section contains the ESRS content index.
The ESRS content index has been reported because, although the Sustainability Report is "inspired" by the requirements of the new ESRS Standards, Lapi Gelatine has decided to carry out a voluntary reporting exercise according to the new European Standards.

ESRS 2 - GENERAL DISCLOSURE	REFERENCE	NOTES
BP-1 General basis for preparation of sustainability statement	1.5 The Criteria for Drafting the Sustainability Report	
BP-2 Disclosures in relation to specific circumstances	1.5 The Criteria for Drafting the Sustainability Report	
GOV-1 – The role of the administrative, management and supervisory bodies	1.2 Corporate Governance	
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	1.2 Corporate Governance	
GOV-3 Integration of sustainability-related performance in incentive schemes	1.2 Corporate Governance	
GOV - 5 Risk management and internal controls over sustainability reporting	1.2 Corporate Governance	
SBM-1 Strategy, business model and value chain	1.1 Quality and Competence	
SBM-2 Interests and views of stakeholders	1.3 Lapi Gelatine's Stakeholders	
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	1.4.1 Material impacts, risks and opportunities	
IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	1.4 Materiality Assessment	

ESRS E1 – CLIMATE CHANGE	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	2 Environment 2.1 Climate Change	
E1-2 – Policies related to climate change mitigation and adaptation	2.1.1 Strategy and policy for climate change mitigation	
E1-3 – Actions and resources in relation to climate change policies	2.1.1 Strategy and policy for climate change mitigation	
E1-4 – Targets related to climate change mitigation and adaptation	2.1.1 Strategy and policy for climate change mitigation	
E1-5 – Energy consumption and mix	2.1.2 Lapi Gelatine's energy consumption and GHG emissions	

ESRS 2 - GENERAL DISCLOSURE	REFERENCE	NOTES
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	2.1.2 Lapi Gelatine's energy consumption and GHG emissions	Scope 3 not calculated
E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	2.1.2 Lapi Gelatine's energy consumption and GHG emissions	
E1-8 – Internal carbon pricing	2.1.2 Lapi Gelatine's energy consumption and GHG emissions	

ESRS E2 – POLLUTION	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	2 Environment 2.2 Pollution	
E2-1 – Policies related to pollution	2.2.1 Policies related to pollution	
E2-2 – Actions and resources related to pollution	2.2.1 Policies related to pollution	
E2-3 – Targets related to pollution	2.2.1 Policies related to pollution	
E2-4 – Pollution of air and water	2.2.2 Lapi Gelatines's polluting emissions	
E2-5 — Substances of concern and substances of very high concern	2.2.3 The use of hazardous substances	

ESRS E3 – WATER AND MARINE RESOURCES	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	2 Environment 2.3 Water and Marine Resource	
E3-1 – Policies related to water and marine resources	2.3.1 Policies related to the use of water resources	
E3-2 – Actions and resources related to water and marine resources	2.3.1 Policies related to the use of water resources	
E3-3 – Targets related to water and marine resources	2.3.1 Policies related to the use of water resources	
E3-4 – Water consumption	2.3.2 Water use: withdrawals, discharges and consumption	

ESRS E5 – RESOURCE USE AND CIRCULAR ECONOMY	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	2 Environment 2.4 Circular Economy	
E5-1 – Policies related to resource use and circular economy	2.4.1 Policies related to resource use and circular economy	
E5-2 – Actions and resources related to resource use and circular economy	2.4.1 Policies related to resource use and circular economy	
E5-3 – Targets related to resource use and circular economy	2.4.1 Policies related to resource use and circular economy	
E5-4 – Resource inflows	2.4.2 Materials, products and waste	
E5-5 – Resource outflows	2.4.2 Materials, products and waste	

ESRS S1- OWN WORKFORCE	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	3 Social Area	
S 1-1 Policies related to own workforce	3.1 Our people	
S 1-2 Processes for engaging with own workforce and workers' representatives about impacts	3.1 Our people	
S 1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns	3.1.2 Diversity and inclusion	
S1-6 Characteristics of the Undertaking's Employees	3.1 Our people 3.1.1 Employee well-being	
S 1-7 Characteristics of non-employees in the undertaking's own workforce	3.1 Our people	
S 1-8 Collective bargaining coverage and social dialogue	3.1.1 Employee well-being	
S 1-9 Diversity Metrics	3.1.2 Diversity and inclusion	
S 1-10 Adequate wages	3.1.1 Employee well-being	
S 1-11 Social protection	3.1.1 Employee well-being	
S 1-13 Training and skills development metrics	3.1.3 Training 3.1.4 Health and safety	
S1-14 Health and Safety Metrics	3.1.4 Health and safety	
S 1-15 Work-life balance	3.1.1 Employee well-being	
S 1-17 Incidents, complaints and severe human rights impacts	3.1 Our people	

ESRS S2 – WORKERS IN THE VALUE CHAIN	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	3 Social Area	
S2-1 Policies related to value chain workers	3.2 Workers in the value chain	
S2-2 Processes for engaging with value chain workers about impacts	3.2 Workers in the value chain	
S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	3.2 Workers in the value chain	
S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	3.2 Workers in the value chain	

ESRS S3 – AFFECTED COMMUNITIES	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	3 Social Area	
S3-1 Policies related to affected communities	3.3 Affected communities	
S3-2 Processes for engaging with affected communities about impacts	3.3 Affected communities	
S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns	3.3 Affected communities	

ESRS S3 – AFFECTED COMMUNITIES	REFERENCE	NOTES
S3-4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	3.3 Affected communities	

ESRS S4 – CONSUMERS AND END-USERS	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	3 Social Area	
S4-1 Consumer and end-user policies	3.4 Attention to customers and end users	
S4-2 Consumer and end-user engagement processes on impacts	3.4 Attention to customers and end users	
S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	3.4 Attention to customers and end users	
S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	3.4 Attention to customers and end users	

G1- BUSINESS CONDUCT	REFERENCE	NOTES
SBM 3 - Material impacts, risks and opportunities and their interaction with strategy and business model	4.1 Integrity and Trasparency 4.2 Management of the relationship with suppliers	
G1-1 Corporate culture and bBusiness conduct policies and corporate culture	4.1 Integrity and Transparency	
G1-2 Management of relationships with suppliers	4.2 Management of the relationship with suppliers	
G1-3 Prevention and detection of corruption and bribery	4.1 Integrity and Transparency	
G1-4 Confirmed incidents of corruption or bribery	4.1 Integrity and Transparency	
G1-5 Political influence and lobbying activities	4.1 Integrity and Transparency	
G1-6 Payment practices	4.2 Management of the relationship with suppliers	

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