



SUSTAINABILITY REPORT

2025





ITAL G.E.T.E. S.r.l.

Strada per Caselle 16 — Morimondo (MI), in the heart of the Ticino
Park.
Part of the Technima Group.

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Letter to stakeholders

Dear stakeholders,

2025 was for ITAL G.E.T.E. a year of profound transformation and of consolidation of the sustainability path begun in previous years. A year in which we faced significant regulatory challenges, broadened the scope of our commitments and gave substance to initiatives that reach well beyond the boundaries of the plant.

The most significant event of the year was undoubtedly our coming under the Seveso Directive, which reclassified our Morimondo plant as an establishment at risk of major accidents. This new responsibility did not catch us unprepared: we addressed it with our characteristic rigour, adopting the Major Accident Prevention Policy, updating the Safety Management System and training the entire organisation on the new

prevention standards. It was a test of institutional maturity that further strengthened our safety culture.

On the environmental front, the 2025 results encourage us to continue in the direction we have taken. By covering our entire electricity supply with certified Guarantees of Origin, we brought market-based Scope 2 emissions to zero for the second consecutive year, while total Scope 1 and 2 emissions fell by 6% compared with 2024. For the first time we carried out a complete corporate carbon footprint extended to Scope 3, which gave us a comprehensive view of our impact across the entire value chain: an essential starting point for building a structured decarbonisation strategy in the years ahead. In parallel, water consumption reached its lowest level of the three-year period, down 23% on 2024.

On the social front, 2025 saw a significant evolution in our internal organisation: the introduction of the middle management category, a turnover rate at an all-time low of 3% and the confirmation that all contracts are permanent testify to the stability and maturity of our human capital. For the first time we monitored the gender pay gap in a structured way, committing to progressively reduce the gaps that remain, in line with our adherence to the United Nations Women's Empowerment Principles. Our people did not simply do their jobs well: they brought art to urban communities, creativity to schools and culture to libraries, confirming that ITAL G.E.T.E. is a company that believes in the generative value of business.

In December 2025 we joined Federchimica's Responsible Care programme through AIA, formally subscribing to the highest responsibility standards of the chemical industry. This step consolidates our positioning as an industrial company that does not merely comply with the rules, but actively helps to shape their direction.

This report is our second edition. Each year we learn to describe ourselves more precisely, to measure more rigorously, to commit more consciously. We thank all those who walk with us on this path: our employees, customers, suppliers, institutions and local communities. Your contribution is an integral part of who we are and of what we want to become.

Floriano Liguoro *Chief Operating Officer*

2025 Highlights

63%

of waste sent for recovery

Thanks to the highly recyclable nature of the raw material and to synergies with specialised partners, waste finds new life in a circular economy perspective.

100%

employees on permanent contracts

With 60 employees as at 31 December 2025, all contracts permanent and an outgoing turnover rate of 3%, ITAL G.E.T.E. has consolidated the stability of its workforce.

Entry into the Seveso scope and adherence to Responsible Care

2025 marked a significant regulatory turning point, with the Morimondo plant coming under the Seveso Directive and the consequent adoption of the Major Accident Prevention Policy. Joining Federchimica's Responsible Care programme through AIA (Italian Aerosol Association) completed the picture, formalising the company's commitment to the highest standards of safety, health and environmental responsibility in the chemical industry.

-67%

in the injury rate

A result made possible by continuous training, technological innovation and preventive maintenance of facilities.

Market-based Scope 2 emissions at zero for the second consecutive year

Thanks to the coverage of the entire electricity supply with Guarantees of Origin for 991 MWh in 2025, indirect emissions linked to energy consumption are confirmed at zero under the market-based method. Total Scope 1 and 2 emissions fell by 6% compared with 2024, with the market-based total down 71% on 2023.





Corporate identity



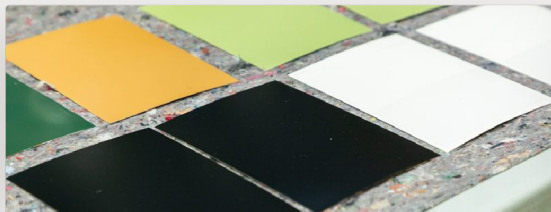
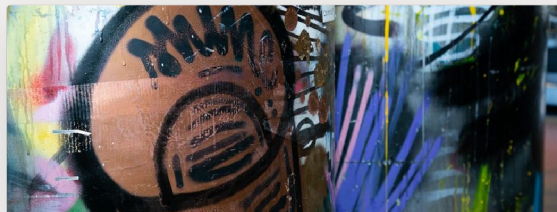
Vision and mission

"To invent, express and spread colour"

What guides every choice made by ITAL G.E.T.E. is captured in a simple, precise statement: "To invent, express and spread colour". Since 1985, this vision has shaped the development of spray paints with high adhesion and durability, designed to respond precisely to the needs of professionals, artists and major retail brands worldwide.

The company places the Customer at the centre of its business, developing high-quality coating product ranges, customised packaging solutions and formulations made to specific request, capable of enhancing Brands' visual identity and fully interpreting the vision of the customers who choose to rely on ITAL G.E.T.E.

Senior Management bases its conduct on principles of responsibility, innovation, safety and sustainability, actively committing to promote a culture founded on transparency, prevention and open dialogue with all Interested Parties, Customers, Workers, Communities and Public Bodies. These principles find expression in the Integrated Management System for Quality, Environment, Health and Safety and the Prevention of Major Accidents, compliant with the ISO 9001, ISO 14001 and ISO 45001 standards and with Legislative Decree 105/2015 (Seveso III), and in the seven areas of commitment formalised in the Integrated Policy: product quality, environmental protection, occupational health and safety, prevention of major accidents, ethics and social responsibility, transparent communication and continuous improvement.



Who we are

ITAL G.E.T.E. is a company specialising in the production of spray paints and technical products for household and industrial maintenance, with operational headquarters in Morimondo, in the province of Milan, in the heart of the Ticino Park. With over forty years of experience in the sector, the company has established itself as a European benchmark thanks to an approach strongly oriented towards innovation, quality and the customisation of the solutions offered: more than 60% of formulations are developed to the customer's specific request.

Since December 2020, ITAL G.E.T.E. has been part of the Technima Group, following its acquisition by Technima Italia S.r.l., which holds 100% of its share capital. Technima is a European leader in the aerosol and marking sector, and the synergy with the Group has enabled ITAL G.E.T.E. to benefit from important technological collaborations, know-how sharing and expansion into international markets, while maintaining its own high quality and environmental standards.

The company operates in accordance with a certified integrated management system covering quality, environment and occupational health and safety, and has for years been engaged in a structured sustainability path, as evidenced by the EcoVadis Gold rating, obtained continuously from 2021 to 2024, which places it in the top 5% of the best companies in the spray paint sector globally.



Our history in milestones

1985

The history of ITAL G.E.T.E. begins in 1985, when founder Samir Hamdoun decided to bring to Italy the many years of experience he had gained in the United States in the paint and chemical products sector, with the ambition of creating a European benchmark in the production of spray paints and technical products.

1986

In 1986 production activities began at the first plant in Vigano di Gaggiano. After a decade of growth, the company moved to its current production facility in Morimondo (MI), strengthening its industrial capacity and consolidating its vocation for technological innovation.

2000

The 2000s marked a phase of significant commercial expansion: ITAL G.E.T.E. strengthened its presence on the domestic market and began distributing its products in several European countries, forging strategic partnerships with distributors specialising in the DIY and professional sectors. In parallel, significant investment in Research & Development led to the introduction of innovative, high-performing solutions with ever greater attention to environmental sustainability.

2008

In 2008 ISO 14001 certification was obtained for the first time, testifying to the company's long-standing commitment to environmental management.

2020

In 2020, ITAL G.E.T.E. became part of the Technima Group through its acquisition by Technima Italia S.r.l., opening a new phase of international development and technological integration.

2021

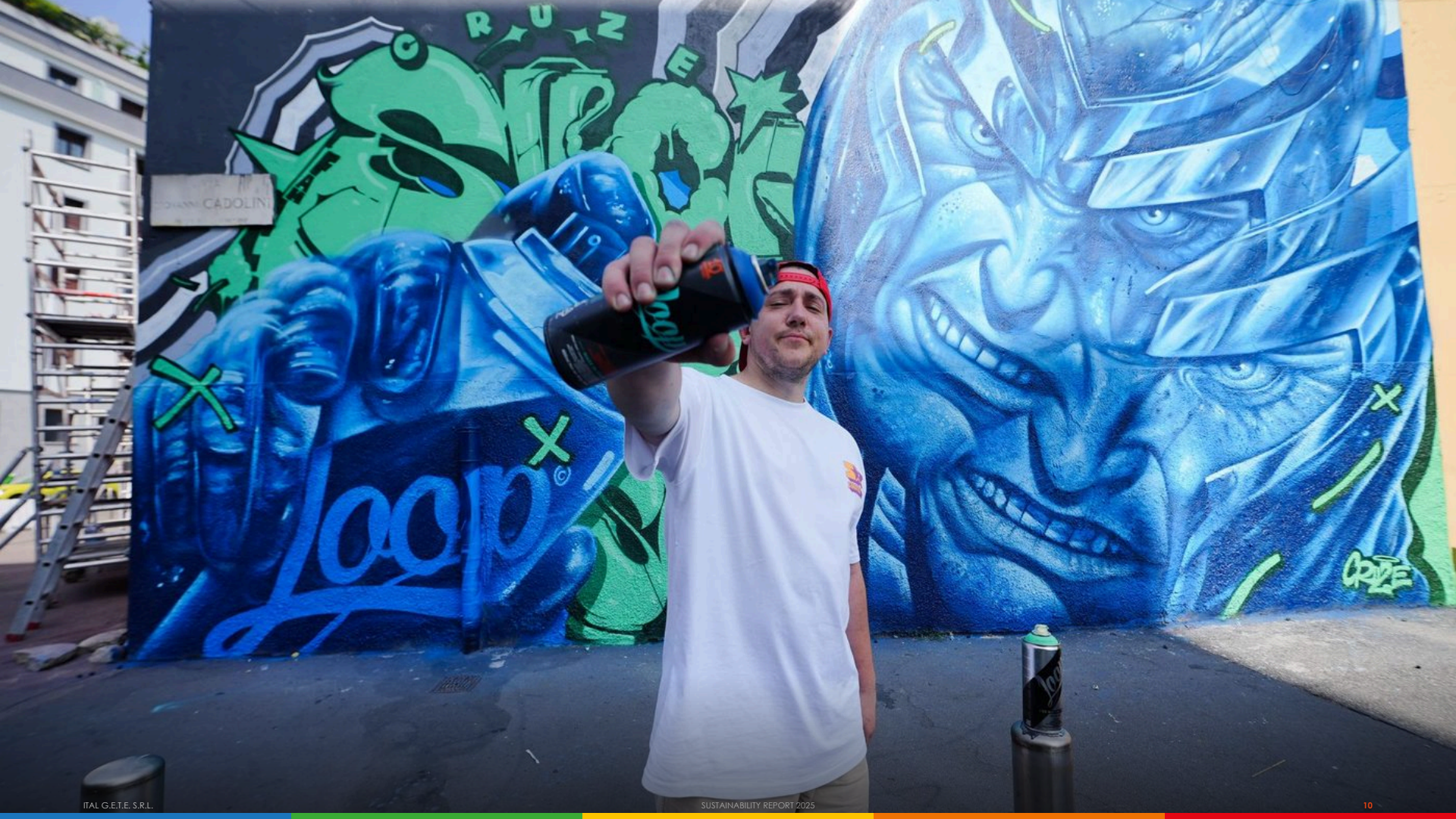
In the following years the company strengthened its management system: in 2021 it obtained ISO 45001 certification for occupational health and safety and received the EcoVadis Gold medal for the first time, confirmed in subsequent years. In the same year, it commissioned a still for the recovery of spent solvent, a concrete step towards the circular economy.

2024

In 2024 it joined the United Nations Global Compact and the Women's Empowerment Principles (WEPS), publishing the first edition of its Sustainability Report in accordance with the VSME standard.

2025

In 2025, following the update of its production classification, ITAL G.E.T.E. came under the Seveso Directive, with important implications in terms of risk management, staff training and the updating of company policies. In December 2025 it also joined the Responsible Care programme, promoted by Federchimica through the Italian Aerosol Association (AIA), confirming its commitment to the highest standards of safety, health and environmental sustainability in the chemical industry.



Products and Services

Today ITAL G.E.T.E. is recognised across Europe for the quality, innovation and sustainability of its products, marketed through an extensive commercial network both within and outside Europe. With know-how developed over forty years of activity, the company combines quality and innovation, standing out on the European market for its tailor-made approach: more than 60% of formulations are in fact developed to the customer's specific request. This production flexibility is made possible by a state-of-the-art Research & Development department, in which specialised chemists and technicians explore ever new solutions capable of combining aesthetic results, technical performance and sustainability.

ITAL G.E.T.E. offers an extremely wide range of spray paints and technical products, formulated to meet the most diverse needs in the industrial, decorative and urban art sectors. Starting from bespoke solutions, the company focuses its research and development work on formulations that combine high performance, reduced chemical risk and ease of use, enabling fast and reliable application.

An important chapter is represented by decorative paints, designed to offer excellent aesthetic results while withstanding demanding conditions. Notable examples include enamels specially formulated for particular surfaces such as polystyrene or ceramics, capable of enhancing delicate materials with bright, even finishes. Similarly, trim enamels make it possible to restore vehicle bumpers and external components, maintaining high resistance to weathering and wear.

There are also bodywork paints, developed for touch-up work or complete recolouring, and a line dedicated to line marking and road markings, with paints able to adhere firmly to the ground and withstand heavy traffic, temperature variations and external agents over time. The offering also includes high-temperature paints, ideal for elements subject to thermal stress such as ovens, stoves or engine parts: these formulations keep both their colour and their protective properties unchanged even in extreme thermal conditions.

Particular attention is devoted to tailor-made products, for which every specific request (in terms of appearance, drying times or chemical-physical characteristics) is assessed and met with customised formulas. Thanks to this flexibility, the company is able to respond promptly to needs ranging from DIY to restoration and large-scale industrial processing.

There is no shortage of solutions designed for the writing and street art sector, thanks to innovative offerings such as the Kobra and Loop brands. Kobra is valued for its ranges of high- and low-pressure spray paints, ideal for fast, even application, while Loop offers a wide range of acrylic shades characterised by high coverage, a satin finish and a special valve that ensures precise, adjustable delivery. Both brands are designed to adhere

effectively to a variety of surfaces and to maintain colour brilliance over time.

Loop in particular is actively committed to environmental sustainability through the selection of raw materials and production processes that guarantee high ecological standards. Its paints are free from heavy metals such as lead and hexavalent chromium, contain no aromatic solvents such as xylene and toluene, and use recyclable materials for the cans. The company pays particular attention to the use of selected raw materials and to environmentally optimised production processes, thereby reducing the overall ecological impact and ensuring that the use of its paints does not harm the ozone layer.



Production Structure and Research & Development

ITAL G.E.T.E.'s tailor-made philosophy finds its fullest expression in the production plant, which brings together the paint preparation and mixing department, the aerosol can filling department and final packaging. Supporting these activities, an in-house laboratory is responsible for:

- 01 Development of new formulations, adapted to the customer's specific needs.
- 02 Performance and durability testing on real samples (metals, plastics, masonry).
- 03 Chemical-physical and quality controls, to verify the absence of unwanted substances and ensure full compliance with applicable regulations.

The high level of integration allows for a lean and responsive workflow, keeping delivery times short while ensuring constant quality monitoring of every production batch.



Services, Safety and Quality

ITAL G.E.T.E. supports its customers at every stage of the product life cycle, offering an all-round service that combines technical assistance with safety oversight. At the pre-sales stage, the specialised team works alongside the customer to identify the most suitable solutions, providing complete technical data sheets and targeted advice on optimising application procedures.



Commitment to the local community and the territory

ITAL G.E.T.E. regards its roots in the local area as a concrete responsibility, which translates into active commitment to local communities, education, social inclusion and the promotion of culture. In 2025, the company consolidated and broadened this vision through a series of initiatives involving artists, institutions, associations and younger generations.

Promotion of sport and healthy lifestyles

On 15 June 2025, ITAL G.E.T.E. sponsored the sporting event "La 6/8 ore delle Nutrie", a running competition held in Milan. The initiative reflects the company's desire to support sport as a means of wellbeing, inclusion and social interaction. For the occasion, one of the artists sponsored by the company created original works on plasterboard panels, turned into unique prizes for the winners of the race, combining creativity, sustainability and the promotion of sport.

Street art, urban creativity and local communities

In June, ITAL G.E.T.E. supported a street art initiative promoted by the historic La Belle Alliance pub in Milan, a landmark for families and young people in the Navigli district for over twenty years. The company provided Kobra brand spray cans free of charge, used by artists and crews invited to create original works inspired by a shared colour palette. The works were produced over the course of a single Sunday, turning the event into a collective moment of participation and interaction between artists, the public and the local community. The winning work, chosen by a vote among the venue's customers, was subsequently used to decorate a special edition can produced by the LZO craft brewery, creating an original link between urban art, neighbourhood identity and artisanal production.

Education, creativity and support for local communities

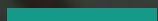
In July, ITAL G.E.T.E. supported an initiative organised by the Linguaggi Creativi theatre school, which ran a free summer camp in collaboration with the Municipality of Milan for children from the Barona district. The company's contribution took the form of the participation of an artist sponsored by the company, who led a creative workshop on the responsible and artistic use of spray cans, and the supply of Loop markers used during the camp's activities. The initiative represented an important opportunity for inclusion, creative expression and free access to cultural experiences for the children involved.

Training, product culture and dialogue with academia

In December, ITAL G.E.T.E. launched a training and dialogue initiative with a class from IED Milan, with the aim of sharing skills, product culture and industrial know-how. The initiative was structured in two parts: an introductory lesson dedicated to the world of graffiti and to the Loop brand, exploring the cultural, creative and identity-related aspects of the product, and a company visit to the Morimondo production plant, during which the students were able to observe the spray paint production process and quality control systems at first hand. The experience represented an important opportunity for dialogue between industry and university education.

Outlook for 2026

Confirming the continuity of its social commitment, between the end of 2025 and the beginning of 2026 ITAL G.E.T.E. launched a new collaboration with the BET SHE CAN Foundation, an organisation dedicated to promoting female empowerment, particularly among school-age girls. Specifically, a formal agreement was signed committing the company to fund the donation of teaching materials, staff training and support for three libraries in the province of Milan. The educational activities, aimed at girls and boys, will take place in the children's areas of the libraries, with the aim of promoting equal opportunities, awareness and access to quality educational tools.



Governance

Governance model and governing bodies

ITAL G.E.T.E. adopts a traditional governance model, comprising a Board of Directors and a Sole Statutory Auditor, who ensures financial and accounting oversight.

The Board of Directors is composed of Thibault de Maillard, Chairman, and Paolo Barberis, Managing Director, both appointed by resolution of 20 October 2025. By the same resolution, Paolo Barberis was also appointed Operator of the Seveso Establishment pursuant to Legislative Decree 105/2015, consistent with the plant coming under the legislation on establishments at risk of major accidents during 2025. Financial and accounting oversight is entrusted to the Sole Statutory Auditor Carlo Federico Manzoni, in office until the approval of the financial statements as at 31/12/2027.

Sustainability matters are overseen by a specialised consulting firm and by a dedicated internal team made up of the heads of the main company functions. The objectives that determine the variable remuneration of the Board of Directors and of top management are not currently linked to specific ESG indicators.

Age range	< 30	30-50	>50
Men	0%	0%	100%
Women	0%	0%	0%

Table 1 Age diversity in the highest governance body

Practices, policies and certifications

ITAL G.E.T.E. has adopted a structured system of corporate policies that steer every management and operational choice towards sustainability. The Integrated Policy for Quality, the Environment, Health and Safety and the Prevention of Major Accidents — updated to revision 7 of 26 February 2026 — brings together in a single document the objectives and principles relating to quality, the environment, occupational health and safety and the prevention of major accidents, forming the strategic framework within which all company initiatives are developed. The management system complies with the ISO 9001, ISO 14001 and ISO 45001 standards and with Legislative Decree 105/2015 (Seveso III). It applies to the entire organisation and is subject to periodic review by Management.

The Policy is structured around seven areas of commitment: product, service and process quality; environmental protection; occupational health and safety; prevention of major accidents; people, ethics and social responsibility; communication and transparency; continuous improvement.

On health and safety, the stated objective is "Zero injuries and occupational illnesses", pursued through systematic prevention, the elimination of hazards at source, continuous training and the active promotion of near-miss reporting. On people and social responsibility, the Policy explicitly enshrines the commitment to respect for human rights, equal opportunities, the absence of discrimination and transparency in pay policies, with collective agreement coverage for 100% of employees.

The Integrated Policy is disseminated to employees, suppliers, customers, public bodies and communities, and is made available to anyone with an interest in it, in line with the principle of transparency that guides the company's conduct.

Quantitative targets for 2030

In each of these areas, Senior Management has defined concrete commitments and, for the environmental component, measurable quantitative targets with a 2030 horizon:

- 5%** of Scope 1 and Scope 2 greenhouse gas emissions by 2030, through energy efficiency measures and internal reduction policies.
- 5%** of total turnover from products with lower environmental impact, in particular water-based paints, by 2030.
- 30%** of hybrid or electric cars in the company fleet by 2030, to reduce direct emissions and noise.
- 85%** at least, of the waste generated to be sent for recovery, prioritising reuse, recycling and recovery of value from a circular economy perspective.

Major Accident Prevention Policy (MAPP)

Following the Morimondo plant coming under the Seveso Directive pursuant to Italian Legislative Decree no. 105 of 26 June 2015, ITAL G.E.T.E. adopted the MAPP Policy Document for the Prevention of Major Accidents (Rev. 0 of 08/01/2025), a mandatory document under Article 14 of Legislative Decree 105/2015. The plant is classified as a lower-tier establishment under the legislation, on account of holding hazardous substances in quantities above the prescribed thresholds: LPG stored in two 50 m³ tanks and DME (dimethyl ether) in one 50 m³ tank, as well as highly

flammable solvents stored in double-skinned underground tanks and paints and resins in covered warehouses.

The MAPP is an integral part of the Safety Management System (SMS-MAP), compliant with Legislative Decree 105/2015 and with the UNI 10616 and UNI 10617 standards, and defines seven main areas of action. The document is subject to review at least every two years and is communicated to the competent authorities.

Organisation of personnel: definition of roles, responsibilities and competences for safety management at all levels.

Identification and assessment of major hazards: systematic analysis of the risks associated with the hazardous substances present on site, adopting the most advanced techniques available.

Operational control: use of the results of the risk analysis to draw up operating instructions, adopt preventive maintenance and involve staff in monitoring the plant.

Management of change: prior assessment of any organisational, plant or process change that could alter the existing level of safety.

Emergency planning: effective implementation of the Internal Emergency Plan through training on major accident scenarios and collaboration with local authorities on the External Emergency Plan.

Performance monitoring: periodic audits of the Safety Management System, verification of the correct application of operating instructions and analysis of accidents and near misses.

Audit and review: biennial review of the policy and updating of the SMS-MAP performance objectives.

7 main areas of action of the SMS-MAP

GOVERNANCE

Responsible Care and participation in industry associations

In December 2025, ITAL G.E.T.E. joined Responsible Care, the worldwide voluntary programme promoting the sustainable development of the chemical industry, promoted internationally by the ICCA (International Council of Chemical Associations) and managed in Italy by Federchimica since 1992. The programme involves some 170 Italian and international chemical companies and commits participating companies to pursue continuous improvement of their performance in the areas of safety, health and the environment, through the adoption of guiding principles, the measurement of performance indicators, transparent communication towards all stakeholders and the sharing of best practices. Adherence to the Responsible Care Guiding Principles, signed by the company's legal representative, represents a formal and measurable commitment to a standard of excellence recognised at European and global level.

Entry into the Responsible Care programme takes place through AIA (Italian Aerosol Association), the national reference association for the aerosol sector and a member of Federchimica, of which ITAL G.E.T.E. is already an active member. AIA promotes high standards of safety, quality and sustainability throughout the aerosol supply chain and acts as the link between companies in the sector and national and international institutions.

The company takes part in Confindustria activities and has confirmed its adherence to the United Nations Global Compact and the Women's Empowerment Principles (WEPs), confirming its alignment with international principles on human rights, labour, the environment and anti-corruption. In March 2025 it also signed the Antwerp Declaration, reaffirming its commitment to a sustainable and competitive industrial transition.

For years ITAL G.E.T.E. has operated through an integrated management system validated by internationally recognised certifications, all issued by Certiquality and accredited through IQNet:

ISO 9001:2015

Quality: in force since 2020, it certifies the structured system in place to ensure continuous process improvement and customer satisfaction across the entire cycle of research, development and production of spray paints and technical products.

ISO 14001:2015

Environment: first obtained in 2008, it attests to the commitment to monitoring and reducing environmental impacts through indicators updated annually since 2005.

ISO 45001:2018

Occupational health and safety: obtained in 2021, it certifies the management system for risk prevention and the protection of employee wellbeing.

FEA Certification

Alternative to the hot water bath: it attests to the adoption of an alternative method to the traditional test for checking aerosol cans, in accordance with European Aerosol Federation guidelines, reducing energy and water consumption.

Beyond the formal aspects, the value of the management system lies in guiding everyday choices: from the selection of raw materials to the precise control of emissions, from waste management to staff training. An effective management system is not in fact a set of procedures, but a way of working that fosters solid, sustainable growth that respects people and the environment. In addition, ITAL G.E.T.E. has for years taken part in the EcoVadis sustainability assessment, the leading international rating system for companies' environmental, ethical and social performance. From 2021 up to and including 2024 the company obtained the gold medal, confirming year after year its place in the top 5% of the best companies in the spray paint sector globally. This ongoing commitment reflects ITAL G.E.T.E.'s determination to maintain high ethical and environmental standards, promoting constant and transparent improvement of its performance

In addition to the standards already mentioned, ITAL G.E.T.E. has obtained a Carbon Offset certificate attesting to its commitment to offsetting greenhouse gas emissions arising specifically from the transport and management of industrial waste. Through its collaboration with Omnisyst, a specialist in sustainable waste management, Omnisyst implemented an advanced logistics system, precisely measuring, by means of an algorithm certified to UNI standards, the CO2 footprint generated by the transport of its industrial waste. The emissions thus quantified were converted into carbon credits certified by CO2 Advisor and invested by ITAL G.E.T.E. in the Parbati Hydroelectric Project in India, a hydroelectric power generation project involving the diversion of a channel of the Parbati river and the construction of a gravity dam. This initiative delivers concrete environmental benefits through the generation of clean energy and the reduction of greenhouse gas emissions, effectively offsetting the environmental impact arising from the company's waste transport and management.

Business ethics

For ITAL G.E.T.E., ethics is a structural and non-negotiable element of the way it does business. The company has consciously chosen to base its conduct on principles of integrity, fairness and transparency, formalised in its Code of Ethics, a document that constitutes the essential reference for all staff, suppliers, customers and stakeholders with whom the company interacts.

Structure and sources of the Code

The Code of Ethics is drawn up in line with the principles of Italian Legislative Decree 231/2001 and draws on the main international regulations and conventions on human rights, fair labour and corporate responsibility: the United Nations Charter of Rights, the Charter of Fundamental Rights of the European Union, the Italian Constitution, the ILO core labour standards, the OECD Guidelines for Multinational Enterprises, the United Nations Global Compact and the principles of Social Accountability 8000.

The document is divided into three sections. The Ethical Charter formalises the company's mission and founding values. The Rules of conduct govern the responsibilities and expected behaviour towards all counterparties: directors, employees, customers, suppliers and subcontractors, public administration, business partners and competitors. The Arrangements for implementing and complying with the Code identify those responsible for its application, define the sanctions system, govern communication and training and establish how the document is to be updated.

Values and general principles

The values that guide every daily action at ITAL G.E.T.E. are clearly set out in the Ethical Charter. The centrality of the individual is recognised as the foundation of all corporate values: the company undertakes to rule out in advance any choice that does not respect people's physical, cultural and moral integrity. Fairness and impartiality translate into the rejection of any form of discrimination based on sex, sexual orientation, age, nationality, state of health, political opinion, ethnicity or religious belief, in both internal and external relations. Fairness and transparency guide communication towards complete and comprehensible disclosure, enabling all counterparties to make informed decisions. Experience, excellence and innovation are expressed in the constant commitment to the continuous improvement of processes, products and services. The protection of health and safety is ensured through prevention, monitoring and risk management in every area of work. The protection of the natural environment, understood as a common good to be safeguarded for the benefit of the community and future generations, guides every production choice from a sustainable development perspective.

Rules of conduct towards key counterparties

With regard to employees, the Code values the professional contribution of every individual, undertaking to ensure healthy and safe working environments, career paths based exclusively on merit and competence, and to protect each person's privacy. Any behaviour that may constitute bullying, harassment or discrimination is expressly prohibited. Every employee is required to avoid conflicts of interest and to ensure truthfulness, transparency and accuracy in the information provided in the course of their work.

In its dealings with customers, the company is committed to achieving and maintaining the highest quality standards, with contracts based on criteria of clarity and completeness, avoiding any misleading practice. The protection of personal data is ensured in compliance with applicable regulations, with the use of confidential information limited exclusively to strictly professional purposes.

Towards suppliers and subcontractors, ITAL G.E.T.E. builds long-term relationships based on fair dealing and transparency, requiring the signing of its Supplier Code of Conduct as an essential condition for commercial collaboration. The supplier selection process is based on objective assessments that include fairness, quality, technical capability,

environmental sustainability and, where possible, the promotion of local suppliers.

In dealings with the public administration, it is expressly forbidden to attempt to improperly influence its decisions, to use altered statements or documents, or to offer money, gifts or other benefits to public officials. The company ensures accuracy and completeness in all documentation prepared to obtain authorisations, grants or public funding.

With regard to anti-corruption, the Code categorically prohibits any form of active or passive corruption, the offering or receipt of gifts and benefits that could be interpreted as aimed at obtaining undue advantage, as well as any conduct intended to distort the accuracy and truthfulness of data in financial statements and corporate disclosures.

Communication, training and updating. The Code of Ethics is available on the company website and is distributed to all recipients. The company organises dedicated training programmes to reinforce shared values and to clarify every aspect of its application

In the three-year period 2023-2025 there were no incidents of corruption, privacy breaches, cases of discrimination or harassment, nor convictions or sanctions of any kind.

Indicator	2023	2024	2025
Cases of corruption	0	0	0
Cases of privacy breach	0	0	0
Cases of discrimination or harassment	0	0	0
Convictions or sanctions	0	0	0

Table 2 Indicators relating to ethical compliance

GOVERNANCE

Reporting channels and management of reports

In accordance with the provisions of Italian Legislative Decree 24/2023, which transposed the European Whistleblowing Directive (2019/1937/EU), ITAL G.E.T.E. has structured a system for collecting and managing reports on two complementary levels.

First level — internal channel

The first level is the internal channel provided for by the Code of Ethics, accessible to all recipients of the Code — employees, collaborators, suppliers, customers and any other counterparty — to report suspected violations or request clarification or opinions. Communications may be sent by e-mail or by post to the attention of Company Management at the Morimondo site. The Company guarantees full protection of the whistleblower from any intimidation or retaliation, pursuing those responsible with the applicable disciplinary measures.

Second level — Group whistleblowing

The second level is the Technima Group whistleblowing channel, accessible through the dedicated platform, which can also be reached from the company website, and which allows reports to be made anonymously in full compliance with the safeguards provided for by applicable legislation.

Both channels are communicated to employees through training and through the dissemination of the Code of Ethics.

In the three-year period 2023-2025, the number of reports received was as follows:

Table 3 Number of reports received

Indicator	2023	2024	2025
Number of reports received	0	0	0

Stakeholders

ITAL G.E.T.E. attributes a fundamental role to its stakeholders, that is, all those parties that in various ways influence and are influenced by the company's activities. Analysing the expectations and needs of these interested parties is an essential requirement for the company, helping to define strategies and projects capable of combining economic growth, social responsibility and environmental sustainability.

The most significant counterparties are, first and foremost, employees, towards whom ITAL G.E.T.E. undertakes to ensure a safe working environment that respects diversity and is geared towards continuous training. Customers, for their part, provide the constant stimulus to improve product quality and effectiveness: through direct dialogue and by listening to feedback, the company consolidates its reputation and remains competitive in an evolving market.

Alongside customers and employees, suppliers work closely with the purchasing department and the Research & Development department, contributing their expertise to the innovation of processes and of the solutions offered, in compliance with the company Code of Ethics.

Responsible supply chain management is a strategic priority for ITAL G.E.T.E. The company

requires all suppliers to sign its Supplier Code of Conduct as an essential condition for starting and maintaining a commercial relationship. The selection process is based on objective criteria including quality, technical capability, environmental sustainability, ethical conduct and, where possible, the promotion of local suppliers.

A crucial role is also played by shareholders, who steer strategic decisions towards ever more sustainable development, and by financial institutions, which provide the resources needed for the company's expansion and the enhancement of its services. Externally, particular attention is devoted to the local community, with which ITAL G.E.T.E. maintains a close bond through social and environmental projects that add value to its home territory. Schools and universities, meanwhile, form the basis for training future professionals and for creating collaborations on research and development projects, laying the foundations for long-term innovation.

Within this framework, ITAL G.E.T.E. aims to build relationships of trust and collaboration with every stakeholder: only continuous and transparent dialogue makes it possible to identify effective solutions and to generate a positive economic, social and environmental impact.





Materiality and stakeholder engagement

MATERIALITY AND STAKEHOLDER ENGAGEMENT

Impact materiality refers to those aspects, both environmental and social, that may significantly affect the company and its stakeholders, considering their potential long-term impact on people, communities and the environment. This dimension takes into account external and internal factors that could alter business operations, reputation and overall sustainability.

Given the stability of the operating context and the absence of substantial changes in business activities and stakeholder relations, ITAL G.E.T.E. considered the materiality analysis carried out in 2023, and already confirmed in the 2024 Sustainability Report, to be valid for the 2025 financial year. The regulatory changes that occurred in 2025 — in particular coming under the Seveso Directive — do not alter the materiality priorities already identified, but reinforce their relevance in the areas of safety and risk management. The material topics identified continue to accurately represent the company's main areas of impact and risk. The analysis

will be updated in the next reporting cycle through a new structured stakeholder engagement process.

The process began with internal mapping of possible impacts, which were then classified according to criteria of importance/severity and likelihood of occurrence, taking into account ITAL G.E.T.E.'s typical activities and the context in which it operates. Subsequently, in order to compare the internal perspective with the external one, a Stakeholder Engagement exercise was launched: a questionnaire was sent to a sample of customers and suppliers, asking them to assign each impact a rating based on perceived relevance and likelihood of occurrence. The responses obtained made it possible to define company priorities more accurately, combining the results of the internal analysis with the expectations of external counterparties.

Cross-referencing the assessments produced the materiality matrix shown in Figure 1, in which each

impact is positioned according to its level of importance for the company (horizontal axis) and for stakeholders (vertical axis). The top right-hand area contains the strategically most relevant aspects, such as compliance with laws and regulations, employee training and development, technical education and the environmental and social assessment of suppliers. Other topics, while significant, show slightly lower scores, such as the use of recycled raw materials, waste separation and the management of any harm to consumer health.

Overall, the analysis highlighted ITAL G.E.T.E.'s strong focus on business ethics, staff training, employee wellbeing, a traceable supply chain and climate change. It also confirmed the importance of topics such as diversity and inclusion, company benefits and the prevention of workplace injuries, considered central to internal satisfaction and the company's external reputation.

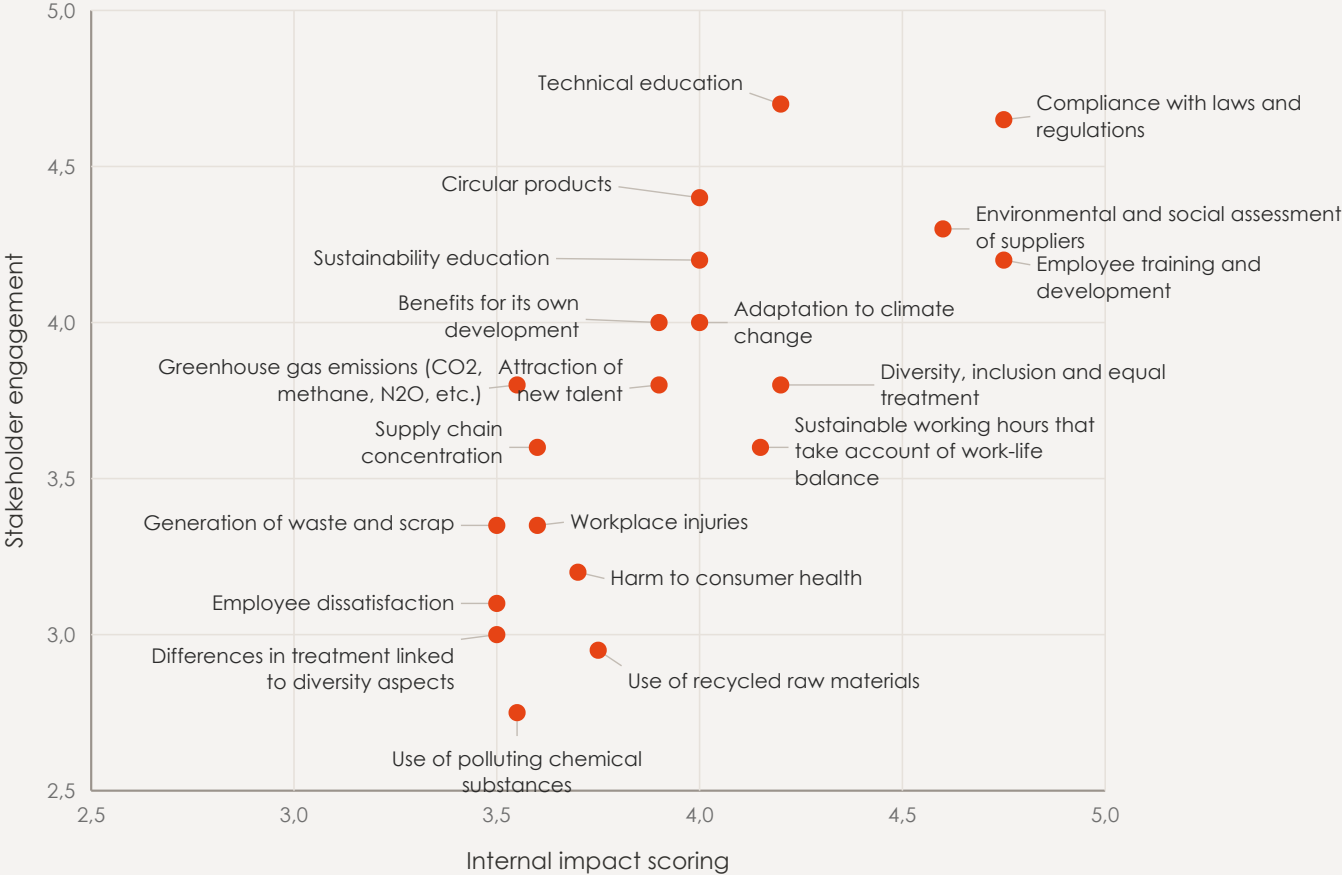


Figure 1 Materiality matrix

Material topics and impacts

Topics	Impacts
Business ethics	Compliance with laws and regulations
Training and equal opportunities	Employee training and development · Technical education · Diversity, inclusion and equal treatment · Sustainability education · Differences in treatment linked to diversity aspects
Traceable and sustainable supply chain	Supply chain traceability · Environmental and social assessment of suppliers · Supply chain concentration
Employee wellbeing	Sustainable working hours · Benefits for its own employees · Attraction of new talent · Employee dissatisfaction
Climate change and emissions	Adaptation to climate change · Greenhouse gas emissions (CO ₂ , methane, N ₂ O, etc.)
Materials and products	Use of recycled raw materials · Circular products · Use of polluting chemical substances
Customer health	Harm to consumer health
Generation of waste and scrap	Generation of waste and scrap
Employee health and safety	Workplace injuries

Table 4 Material topics and impacts

During the materiality analysis, the impacts identified were grouped into key topics that provide a complete overview of the areas in which ITAL G.E.T.E. generates or may generate significant impacts, both within the company perimeter and along the supply chain. The focus on Business ethics, for example, highlights the importance of complying with rules and regulations, thereby preventing reputational risk and ensuring integrity in commercial relations. In parallel, the area of Training and equal opportunities underlines the company's commitment to developing employees' skills, promoting professional development, inclusion and equal treatment.

Another central aspect concerns the Traceable and sustainable supply chain: ITAL G.E.T.E. regards the monitoring of its suppliers as strategic, not only to ensure quality and safety standards, but also to foster a responsible approach, reducing negative environmental and social impacts. Internally, Employee wellbeing and Occupational health and safety are indispensable priorities: from the organisation of sustainable working hours to the prevention of injuries. The importance of these topics is also strongly

emphasised in ITAL G.E.T.E.'s Code of Ethics, which reaffirms their strategic and binding value at all levels of the organisation.

The topic of Climate change and emissions emerged strongly, indicating how crucial it is for the company to act to limit its carbon footprint, reduce greenhouse gas emissions and prepare for any climate adaptation requirements, in line with what the company set out in the update of its corporate Policy. The Generation of waste and scrap requires constant attention, both in terms of reduction and of the correct management of residues.

No less significant is the impact on Customer health, especially in relation to possible harm linked to incorrect use of, or exposure to, chemical products: hence the need to ensure adequate information for the customers and distributors on which the company relies.

Overall, this set of topics reflects an integrated vision of sustainability, in which social aspects (wellbeing, training, equality), environmental aspects (climate change, resource use, waste) and economic aspects (supply chain integrity, regulatory compliance) intertwine, indicating the direction in which ITAL G.E.T.E. is steering its actions.

2030 Agenda

The 2030 Agenda for Sustainable Development, signed in September 2015 by the governments of the 193 UN member states, is a global action programme for people, the planet and prosperity. It is structured around 17 Sustainable Development Goals (SDGs), in turn broken down into 169 measurable targets, aimed at promoting an inclusive and sustainable model of growth worldwide. Given ITAL G.E.T.E.'s activities, the company contributes to nine of the Sustainable Development Goals. Specifically, the goals to which it contributes are the following:



SDG 3 · Good health and well being

ITAL G.E.T.E. ensures safe and healthy working environments for its employees through its ISO 45001:2023 certified management system. The objective stated in the Integrated Policy is "Zero injuries and occupational illnesses", pursued through systematic prevention, preventive maintenance of plant and the active promotion of near-miss reporting. In 2025, coming under the Seveso Directive further strengthened this commitment, introducing the Major Accident Prevention Safety Management System (SMS-MAP) and a comprehensive training plan involving all staff. The injury rate fell by 67% compared with 2024, moving closer to the zero target.



SDG 4 – Quality Education

In 2025 ITAL G.E.T.E. invested concretely in education and the transmission of knowledge across several generations. In May, it organised a meeting with a professional beekeeper together with the children of the Mimeya Educational Community in Morimondo, introducing younger generations to biodiversity topics through direct experience. In July, it supported the free summer camp run by the Linguaggi Creativi theatre school in Milan's Barona district, where an in-house artist led creative workshops on the responsible use of spray cans. In December, it began a collaboration with IED Milan, hosting a class of students on a visit to the Morimondo production plant to share product culture and industrial processes. Looking ahead to 2026, the partnership with the BET SHE CAN Foundation will bring educational support to three libraries in the province of Milan, with activities aimed at girls and boys.



SDG 5 · Gender equality

The company promotes gender equality through recruitment and development policies based exclusively on merit. In 2025 women accounted for 52% of the total workforce, confirming a majority-female composition for the second consecutive year. ITAL G.E.T.E. monitored the gender pay gap in a structured way for the first time — retroactively calculating the data for the 2023-2025 three-year period — in line with its adherence to the United Nations Women's Empowerment Principles, signed in 2024. Externally, the partnership launched with the BET SHE CAN Foundation strengthens its commitment to female empowerment among younger generations.



SDG 8 · Decent work and economic growth

ITAL G.E.T.E. promotes decent working conditions through a series of concrete measures: all 60 employees are hired on permanent contracts, with 100% collective agreement coverage; the outgoing turnover rate stands at 3%, the lowest value of the three-year period; the ratio between the highest remuneration and the median salary continues to fall, standing at 5.9 in 2025. Joining Federchimica's Responsible Care programme through AIA in December 2025 extends the culture of responsibility and safety to the entire production chain, strengthening decent work standards across the whole value chain.



SDG 9 · Industry, innovation and infrastructure

The company invests constantly in the technological innovation of its plant and in the search for ever better performing and more sustainable formulations. The in-house R&D laboratory continuously develops customised solutions for customers, combining high performance, reduced chemical risk and environmental sustainability. The Integrated Policy sets the target of promoting water-based products up to 5% of turnover by 2030, confirming the strategic direction towards product innovation with lower environmental impact.



SDG 11 – Sustainable Cities and Communities

In 2025 ITAL G.E.T.E. multiplied its initiatives in support of urban communities. In June it sponsored the "La 6/8 ore delle Nutrie" running race in Milan, promoting sport as a means of inclusion and wellbeing, and supported the street art initiative promoted by the La Belle Alliance pub in the Navigli district, turning urban creativity into a moment of social cohesion and neighbourhood identity — with the winning work inspiring a special edition can from the LZO craft brewery. In July it contributed to the free summer camp in the Barona district, offering children an experience of creative expression and free access to culture.



SDG 12 · Responsible consumption and production

ITAL G.E.T.E. pursues responsible consumption and production models on several fronts. The entire electricity supply is covered by certified Guarantees of Origin for 991 MWh, bringing market-based Scope 2 emissions to zero for the second consecutive year. The in-house still for recovering spent solvent, operational since 2023, has made it possible to further reduce hazardous liquid waste, with other organic solvents falling from 16 to 8 tonnes in 2025. 63% of the waste generated is sent for recovery. The Loop range is formulated without heavy metals or aromatic solvents, with packaging in recyclable material, ahead of the Integrated Policy target of bringing water-based products to 5% of turnover by 2030.



SDG 13 · Climate action

In 2025 ITAL G.E.T.E. carried out a complete corporate carbon footprint for the first time in collaboration with Ollum S.r.l., extending emissions reporting to Scope 3 for a total of 19,179 tCO₂eq across the entire value chain. Total market-based Scope 1 and 2 emissions fell by 71% compared with 2023, thanks to full coverage of the electricity supply with Guarantees of Origin. The replacement of the car fleet from diesel to petrol, completed in 2025, further reduced direct emissions. The Integrated Policy sets the target of reducing Scope 1 and 2 emissions by 5% by 2030 and of adopting 30% hybrid or electric cars over the same time horizon.



SDG 15 – Life on Land

The plant's location in the heart of the Ticino Regional Park makes the protection of terrestrial ecosystems a concrete, everyday priority. In 2025 ITAL G.E.T.E. renewed its collaboration with 3Bee for the protection of pollinators, adopting a hive and creating a dedicated biodiversity oasis. The initiative was enriched with an educational dimension: in February a lesson on biodiversity was organised, while in May a meeting was held with a professional beekeeper together with the children of the Mimeya Educational Community in Morimondo, bringing younger generations closer to knowledge and respect for local ecosystems.



Social responsibility



The supply chain

ITAL G.E.T.E.'s supply chain is an integrated system founded on a rigorous corporate policy aimed at ensuring that every player along the process, from raw material suppliers to logistics partners and the suppliers responsible for can lithography, adopts sound practices in terms of social as well as environmental sustainability and social responsibility.

In this context, from the very start of the supply relationship the company requires the signing of a Supplier Code of Conduct. Transparency in transactions and the implementation of procedures to reduce environmental impact and prevent unlawful conduct are fundamental for ITAL G.E.T.E.

During 2025, ITAL G.E.T.E. launched a structured ESG supplier profiling campaign, administering an assessment questionnaire to a panel of core suppliers, in particular component suppliers, with the aim of mapping their environmental, social and governance performance. The results of the campaign, whose questionnaires were sent out at the end of 2025, were collected during 2026. The company intends to progressively broaden the scope of the questionnaire in subsequent years, extending the assessment to a wider range of suppliers.

19

Suppliers who have signed the Code of Conduct

12

Suppliers assessed via ESG questionnaire

1

Suppliers subject to audit

Table 5 Indicators relating to supply chain management — 2025 data





Human capital

Employees are a strategic pillar for ITAL G.E.T.E., contributing essentially to the company's success and to its sustainable long-term growth. The company recognises the importance of its human resources and undertakes to ensure a fair, inclusive and stimulating working environment, based on respect for workers' rights, on safety and on the development of individual skills. All workforce calculations were performed using the headcount methodology, which counts each employee as one unit regardless of contract type or working hours, with reference to staff on the payroll as at 31 December of each year. In 2025 ITAL G.E.T.E.'s workforce reached 60 employees, an increase of one unit compared with 2024. The gender composition confirms a substantially balanced distribution, with 29 men and 31 women, demonstrating the company's constant commitment to promoting fairness and the development of all its people. On the contractual front, 2025 recorded a further consolidation of employment stability: all 60 employees are hired on permanent contracts, with coverage of 100% compared with 98.3% in 2024. The figure relating to the female component remains particularly significant: all female employees have always benefited from a permanent contract over the three-year period considered, confirming ITAL G.E.T.E.'s commitment to ensuring equal opportunities and stable working conditions for the entire workforce, regardless of gender.

	Men			Women			Total		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees	28	29	29	27	30	31	55	59	60
Permanent	28	28	29	27	30	31	55	58	60
Fixed-term	0	1	0	0	0	0	0	1	0

Table 6 Distribution of staff by contract type



Figure 2 · 2024

■ Permanent 98.3%
■ Fixed-term 1.7%



Figure 3 · 2025

■ Permanent 100%

SOCIAL RESPONSIBILITY — HUMAN CAPITAL

As regards working hours, the structure of the workforce remains substantially stable compared with 2024: 58 of the 60 employees work full-time, equal to 96.7% of the total, while 2 employees work part-time, unchanged from the previous year. The presence of part-time positions, though limited, confirms the company's willingness to offer flexible arrangements capable of supporting a balanced relationship between private and professional life.

	Men			Women			Total		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees	28	29	29	27	30	31	55	59	60
Full-time	28	29	29	26	28	29	54	57	58
Part-time	0	0	0	1	2	2	1	2	2

Table 7 Distribution of staff by working hours

The downward trend in the use of temporary agency work, already begun in 2024, continued in 2025 with a further fall from 8 to 5 workers. This confirms ITAL G.E.T.E.'s strategy of progressively consolidating its workforce, favouring stable contractual arrangements that support continuity of employment and the long-term professional development of its people.

	2023	2024	2025
Temporary agency workers employed	19	8	5

Table 8 Temporary agency workers

SOCIAL RESPONSIBILITY — HUMAN CAPITAL

Looking at the distribution by professional category and gender, the main development in 2025 concerns the introduction of the middle management category, which counts 4 people, equal to 7% of the total workforce. This is new compared with previous years and reflects a process of internal organisational structuring aimed at recognising coordination and middle-management roles. The manual worker category remains the largest, with 40 people equal to 66% of the total, substantially stable compared with 2024. Here too a significant female presence is confirmed: with 22 women out of 40 manual workers, female staff represent 55% of the category, testifying to a corporate culture that does not associate production work with male predominance. The office staff category recorded a slight overall reduction from 18 to 16, but within it the female component grew from 8 to 9, further consolidating the presence of women in administrative and managerial positions. The most significant figure, however, concerns the overall composition of the workforce: in 2025 women represent 52% of total employees, exceeding the male component for the second consecutive year. This result is not the product of quota policies, but reflects a meritocratic and genuinely inclusive approach to recruitment and staff development, consistent with the principles of the Code of Ethics and with the commitments made under the United Nations Women's Empowerment Principles.

	Men			Women			Total		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees	28	29	29	27	30	31	55	59	60
Middle managers	0	0	4	0	0	0	0	0	4
Office staff	9	10	7	7	8	9	16	18	16
Manual workers	19	19	18	20	22	22	39	41	40
Percentage of employees	51%	49%	48%	49%	51%	52%	100%	100%	100%
Middle managers	0%	0%	6%	0%	0%	0%	0%	0%	7%
Office staff	16%	17%	12%	13%	14%	15%	29%	31%	27%
Manual workers	35%	32%	30%	36%	37%	37%	71%	69%	66%

Table 9 Gender distribution by professional category

Figure 4 - Distribution by gender and professional category



SOCIAL RESPONSIBILITY — HUMAN CAPITAL

The analysis by age group shows a progressive maturing of the workforce in 2025. The over-50 group grew from 24 to 27, rising from 41% to 45% of the total, confirming the value ITAL G.E.T.E. attributes to accumulated experience and continuity of skills. The 30-50 age group remains the largest with 29 employees, equal to 48% of the workforce, substantially stable compared with 2024. The under-30 group, by contrast, recorded a slight contraction, falling from 6 to 4, equal to 7% of the total. These figures reflect the company's desire to maintain a generational balance that values both the experience of more senior staff and the growth prospects of younger colleagues, fostering skills transfer and innovation. The 4 middle managers introduced in 2025 are mainly in the 30-50 age group (3) and to a lesser extent in the over-50 group (1), confirming that coordination and middle-management roles are entrusted to people with an established professional profile.

	<30			30-50			>50			Total		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Total employees	8	6	4	25	29	29	22	24	27	55	59	60
Middle managers	0	0	0	0	0	3	0	0	1	0	0	4
Office staff	4	3	1	7	10	9	5	5	6	16	18	16
Manual workers	4	3	3	18	19	17	17	19	20	39	41	40
Percentage of employees	14%	10%	7%	45%	49%	48%	40%	41%	45%	100%	100%	100%
Middle managers	0%	0%	0%	0%	0%	5%	0%	0%	2%	0%	0%	7%
Office staff	6%	5%	2%	12%	17%	15%	9%	8%	10%	27%	31%	27%
Manual workers	7%	5%	5%	33%	32%	28%	31%	32%	33%	66%	69%	67%

Table 10 Distribution of employees by age group

The outgoing turnover rate¹ stood at 3% in 2025, the lowest value of the three-year period considered, confirming increasingly consolidated employment stability. This result reflects ITAL G.E.T.E.'s long-term strategy of building a stable, loyal workforce in which people can grow professionally and contribute on an ongoing basis to the company's development. The reduced use of temporary agency work, the near-totality of permanent contracts and the low exit rate together form a coherent picture of a company that regards the stability of its human capital as a strategic value even before a management objective.

	2023	2024	2025
Outgoing turnover rate	7%	16%	3%

Table 11 Outgoing turnover rate

¹ The turnover rate is calculated as the ratio between the number of employees who left and the average number of workers on an annual basis. The average number of employees is calculated as the sum of the number of employees at the beginning and at the end of the year, divided by two.

SOCIAL RESPONSIBILITY

Collective bargaining and remuneration

ITAL G.E.T.E. applies the National Collective Labour Agreement for the Chemical-Pharmaceutical sector to all its employees, ensuring 100% contractual coverage of the workforce and remuneration above the applicable minimum wage.

In terms of remuneration, in 2025 the company extended its results-based incentive system: in addition to the two managers already receiving a variable bonus, financial recognition was also introduced for two members of office staff, as part of a progressive extension of the performance culture. Also in 2025, a second-level agreement was signed that will introduce meal vouchers for all employees from January 2026. The provision of comprehensive health insurance adds to the measures protecting employees' wellbeing and safety. In addition, employees working in company administration have the option of working from home 5 days a month, from a work-life balance perspective.

Collective bargaining and social dialogue coverage	2023	2024	2025
Employees covered by collective bargaining agreements	55	59	60
Number of employees	55	59	60
Percentage of employees covered by collective bargaining agreements	100%	100%	100%

Table 12 Collective agreement coverage



SOCIAL RESPONSIBILITY — REMUNERATION

In order to provide a transparent and detailed reading of internal pay dynamics, ITAL G.E.T.E. monitors a set of complementary indicators that analyse pay equity from different perspectives. In 2025 ITAL G.E.T.E. monitored the Gender Pay Gap in a structured way for the first time, calculated as the difference between men's average remuneration and women's average remuneration, divided by men's average remuneration, while also retroactively calculating the data for the 2023 and 2024 financial years in order to ensure comparability over time. The overall gender pay gap in 2025 stands at 34%, substantially stable compared with 33% in 2024 and a clear improvement on the 51% recorded in 2023. This significant progress over the two-year period is mainly attributable to the increase in remuneration linked to employees' length of service with the company.

	2023	2024	2025
Gender pay gap (men/women)	51%	33%	34%

Table 13 Gender pay gap — this table refers only to employees on permanent contracts in service as at 31/12

	2023	2024	2025
Ratio	6,3	6,0	5,9

Table 14 Ratio between the highest salary and the median salary — this table refers only to employees on permanent contracts in service as at 31/12

In 2025 the company also continued to monitor the ratio between the highest remuneration and the median salary, which stands at 5.9 in 2025, a further reduction on the 6.0 recorded in 2024 and the 6.3 recorded in 2023. The progressive narrowing of this indicator confirms ITAL G.E.T.E.'s trend towards an increasingly balanced pay distribution, also supported by increases in remuneration in the lowest band of the workforce. A further indicator monitored in 2025 is the ratio between basic salary and total remuneration by gender and category, which deepens this analysis at the level of individual professional categories, comparing both the fixed and the overall components of pay. It is calculated by dividing women's average remuneration by men's average remuneration within each category: a value of 1 indicates full pay parity, while lower values signal a gap in favour of the male component. In the manual worker category the ratio remains at high levels both for basic salary (0.91) and for total remuneration (0.91), confirming substantial pay equity between men and women in this category. In the office staff category the ratio reflects the different composition by length of service and grade between men and women in the category, as well as the presence of variable pay components that weigh more heavily on the male component. ITAL G.E.T.E. continues to monitor this dynamic with the aim of progressively reducing the pay gap in all professional categories.

	Basic salary ratio			Remuneration ratio		
	2023	2024	2025	2023	2024	2025
Office staff	0,57	0,52	0,52	0,50	0,51	0,46
Manual workers	0,88	0,92	0,91	0,87	0,89	0,91

Table 15 Ratio between basic salaries and ratio between total remuneration — this table refers only to employees on permanent contracts in service as at 31/12

SOCIAL RESPONSIBILITY

Training

ITAL G.E.T.E. places great value on continuous training, recognising that the development of internal skills is a key factor in the company's growth and in improving production efficiency. The company actively invests in the professional development of its employees, adopting a structured approach that makes it possible to meet both operational needs and regulatory safety obligations.

In 2025 the training plan underwent a significant qualitative evolution compared with the previous year, with training linked to coming within the scope of the Seveso Directive (Directive 2012/18/EU) accounting for the majority of the hours delivered. Coming under the legislation on establishments at risk of major accidents required a comprehensive training effort, involving all staff with the aim of ensuring full awareness of the risks associated with the hazardous substances present on site and of the emergency procedures set out in the Internal Emergency Plan.

The other topics addressed during 2025 concerned the road transport of dangerous goods (ADR 2025), with a regulatory update for staff responsible for handling, moving and shipping solvents, propellants and paints, delivered in two classroom sessions in April — one dedicated to the classification of goods and one to the complete programme; the RENTRI regulatory changes relating to the management and traceability of industrial waste introduced by the National Electronic Register for Waste Traceability, explored through a series of webinars spread over the year; training on GDPR and Cybersecurity, aimed at strengthening employees' awareness of risks relating to personal data protection and IT security, delivered via e-learning from January and addressed to all staff; the fire-safety course with practical exercises on extinguishers, held in the classroom in the fourth quarter; on-the-job training sessions on the aerosol production line, delivered in March and April to ensure interchangeability of operators; and English language courses, aimed at people with operational needs to communicate in an international context.

SOCIAL RESPONSIBILITY — TRAINING

In 2025 ITAL G.E.T.E. completed the Target Gender Equality Accelerator training programme, a nine-month programme promoted by the United Nations Global Compact, in which one company employee took part. The programme, structured in six progressive modules, guides participating companies in the concrete implementation of the Women's Empowerment Principles through three types of activity: self-paced learning content, interactive sessions with international experts and practical exercises to be applied to their own business context.

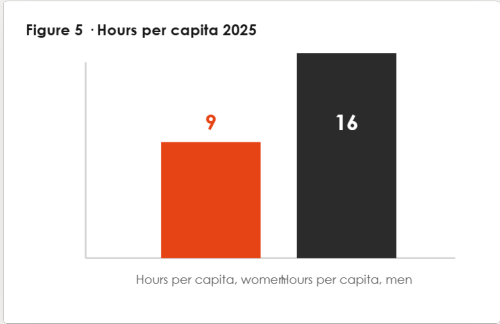
The modules addressed in sequence the fundamentals of gender equality and the pay gap between men and women, the analysis of company performance using a dedicated gender gap assessment tool, the review of internal policies from an inclusion perspective, the setting of ambitious and measurable targets, the monitoring of progress through dedicated indicators and the public communication of the commitments made. The main deliverable required by the programme was the drafting of a Gender Equality Action Plan based on the Women's Empowerment Principles methodology, which for ITAL G.E.T.E. constitutes the starting point for structuring its commitment to gender equality in a progressive and measurable way in the coming years.

In 2025 a total of 745 training hours were delivered, of which 463 to the male component and 282 to the female component. Training hours per capita in 2025 stand at 12 hours per employee. The breakdown by gender shows a higher per-capita figure for the male component, with 16 hours against 9 for their female colleagues.²

Looking ahead to the next financial year, ITAL G.E.T.E. intends to further enrich its training plan with programmes dedicated to two topics of growing strategic relevance. The first concerns whistleblowing, with the aim of strengthening awareness and uptake of the internal reporting channel among all employees, promoting a culture of transparency and individual responsibility. The second concerns ethical and sustainable purchasing, with training aimed at developing the skills needed to integrate ESG criteria into procurement decisions, in line with the supplier profiling campaign launched in 2025.

	2025
Total training hours	745
Hours per employee	12
Hours per capita, women	9
Hours per capita, men	16

Table 16 Training hours per capita



² Monitoring of data on total and per-capita training hours broken down by gender was carried out for the first time in 2025; the figure is therefore not available for 2024 and 2023

Occupational health and safety

ITAL G.E.T.E. regards the protection of its employees' health and safety as an absolute priority, adopting preventive measures and continuous improvement strategies to minimise the risk of workplace injuries. The company has implemented a rigorous health and safety management system, based on the identification and assessment of risks in accordance with the Risk Assessment Document (DVR), on the investigation of incidents and on continuous staff training. The proper management of occupational health and safety risks is ensured through the appointment of an in-house Head of the Prevention and Protection Service (RSPP).

All workers, both direct employees and external workers, are covered by the same health and safety management system and have access to the health services of the healthcare funds included in the applicable collective agreement. ITAL G.E.T.E. actively promotes worker participation and consultation on occupational health and safety programmes, enabling them to contribute to the definition of company policies and processes.

Coming under the Seveso Directive in 2025 represented a significant strengthening of the safety management system: the company adopted the Major Accident Prevention Policy (MAPP), which governs the organisation, responsibilities, operating procedures and control systems needed to prevent accidents and limit their consequences for human health and the environment. This was accompanied by a comprehensive training plan involving all staff, as described in the section on training.

In 2025 the number of recorded workplace injuries fell to 1, from 3 in 2024, a decrease of 67%. The injury rate³ consequently fell from 27 to 9, approaching the levels of 2023, a year in which no injuries were recorded. Hours worked continue to grow, reaching 111,729 hours (+2% on 2024), confirming the expansion of production activity. No occupational illnesses or fatalities were recorded in the three-year period considered.

	2023	2024	2025	% change
Number of hours worked	105.254	109.140	111.729	2%
Number of recorded workplace injuries	0	3	1	-67%
Number of days lost	3	103	35	-66%
Near misses	2	3	2	-33%
Occupational illnesses	0	0	0	NA
Fatalities due to injuries	0	0	0	NA
Workplace injury rate	0	27	9	-67%

Table 17 Workplace injuries

³ The workplace injury rate was calculated using a multiplier of 1,000,000 hours worked, as indicated in the GRI 403-9 standard (Occupational Health and Safety). This multiplier allows the number of injuries to be expressed per 1,000,000 hours worked, facilitating comparability and interpretation of the data in the context of companies with a small number of employees. A rate of 1.0 therefore indicates an average of one injury per 1,000,000 hours worked.



Social responsibility

Energy consumption and GHG emissions

ITAL G.E.T.E.'s energy supply is based on 3 main energy carriers:

Electricity

Electricity, purchased from the national grid, is the most significant energy carrier and powers the entire production process, from the colour mixing and preparation lines to the aerosol department, as well as air-conditioning systems and quality control systems.

Natural gas

Natural gas is used mainly for heating work areas and for certain production processes requiring heat input, namely the drying of the caps that are painted

Motor fuels

Motor fuels power the company vehicle fleet: in 2025 the replacement of diesel vehicles with petrol vehicles was completed, in line with the company's strategy of progressively reducing direct emissions.

The company constantly monitors its consumption trends by updating its energy intensity metrics, using standard parameters published by ISPRA⁴ (the Italian National Institute for Environmental Protection and Research) for conversion into GJ; the figure is then converted into megawatt hours using the converter provided by the International Energy Agency (IEA)⁵. For liquid fuels, the litre-to-kilogram conversion factors published by DEFRA are used⁶ (Department for Environment, Food and Rural Affairs), together with the related emission factors.

On the energy consumption front, 2025 shows some significant changes compared with the previous year. Natural gas recorded a 7% reduction, falling from 514 to 478

MWh, continuing the downward trend already begun in 2024 and attributable to efficiency improvements in heating systems and to favourable weather conditions.

On the motor fuels front, 2025 marks a clear break with previous years: diesel, which in 2023-2024 was the only fuel used for the company car fleet at around 165-167 MWh, was completely replaced by petrol, which accounts for 96 MWh.

Electricity recorded a slight increase due to intensified production activity, rising from 963 MWh in 2024 to 991 MWh. For 2025 too, Ital G.E.T.E. chose to purchase Guarantees of Origin for 100% of the electricity used.

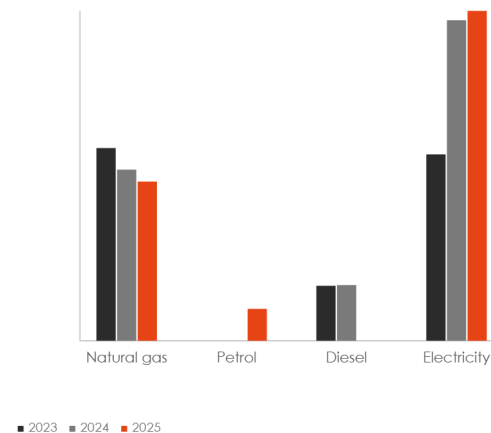
⁴ <https://www.isprambiente.gov.it/it> ⁵ <https://www.iea.org/data-and-statistics/data-tools/unit-converter> ⁶ <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024>

ENVIRONMENTAL RESPONSIBILITY — ENERGY CONSUMPTION

Unit of measurement		Consumption			MWh			% change MWh
		2023	2024	2025	2023	2024	2025	
Fossil sources								
Non-renewable grid electricity	kWh	5603.998	0	0	560	0	0	NA
Natural gas	Std3	58.784	51.979	48.245	579	514	478	-7%
Motor petrol	Litres	0	0	10.762	0	0	96	NA
Motor diesel	Litres	16.515	16.458	0	165	167	0	-100%
Total energy from fossil sources					1.304	681	574	-16%
Renewable sources								
Renewable grid electricity	kWh	331.236	962.911	991.426	331	963	991	3%
Total energy from renewable sources					331	963	991	3%
Total	MWh		-	-	1.635	1.644	1.565	-5%

Table 18 Energy consumption within the organisation

Figure 6 · Consumption of energy carriers (MWh)



Energy intensity

To complete the monitoring of energy consumption, energy intensity indices were also calculated both against turnover and against the number of cans produced. In 2025 both indicators show an improvement on the previous two years, confirming that the reduction in energy consumption was structural. Energy intensity per unit of turnover fell from 0.000078 to 0.000072 MWh/€, reaching the lowest value of the three-year period. This means that in 2025 ITAL G.E.T.E. consumed less energy for every euro of turnover generated, against revenues up 4% on the previous year. The improvement reflects the effectiveness of the energy efficiency measures adopted over the three-year period, in particular the progressive reduction in natural gas consumption and the replacement of the car fleet from diesel to petrol.

Energy intensity per unit of production stands at 0.00014 MWh per can produced, unchanged from 2024 and 12.5% better than in 2023. The stability of this figure compared with the previous year is consistent with production volume trends: the cans produced in 2025 decreased slightly compared with 2024 (-2%), against a similar contraction in total energy consumption.

	Unit of measurement	2023	2024	2025
Total energy consumption	MWh	1.635	1.644	1.565
Turnover	Euro	20.366.547	20.885.651	21.776.221
Number of cans produced	Units	10.021.074	11.172.128	11.010.165
Energy intensity per unit of turnover	MWh/Euro	0,000080	0,000078	0,000072
Energy intensity per number of cans produced	MWh/no.	0,00016	0,00014	0,00014

Figure 7 Energy intensity

Scope 1 emissions

The efficient management of energy carriers and the monitoring of greenhouse gas (GHG) emissions are central elements of sustainability reporting. The company reports annually on its energy consumption and the related CO₂ equivalent emissions (tCO₂eq), including direct and indirect sources. The standard adopted for calculating the emissions generated by the company is the international Greenhouse Gas Protocol (GHG Protocol)⁷.

Le **Scope 1 emissions** include all direct greenhouse gas emissions generated by sources owned or controlled by the company, such as the combustion of natural gas for heating and the combustion of fuels to power company vehicles.

In 2025 direct Scope 1 emissions stand at 123 tCO₂eq, a reduction of 18% compared with the 150 tCO₂eq recorded in 2024. This result is the net effect of opposing dynamics across the different carriers. Natural gas confirms the downward trend already begun the previous year, falling from 105 to 98 tCO₂eq (-7%), in line with the reduction in consumption shown in the energy section. On the motor fuels front, the complete replacement of diesel vehicles with petrol vehicles during 2025 eliminates emissions associated with diesel, while introducing petrol emissions of 25 tCO₂eq. The net balance of this transition is positive: motor vehicle emissions fell by around 20 tCO₂eq, confirming that the switch to petrol delivered a concrete environmental benefit in terms of direct emissions.

123

tCO₂eq of Scope 1 in 2025 **-18%** vs 2024

	U.M.	2023	2024	2025	% change
Scope 1	tCO₂	162	150	123	-18%
Natural gas	tCO ₂	118	105	98	-7%
Motor petrol	tCO ₂	0	0	25	NA
Motor diesel	tCO ₂	44	45	0	-100%

Table 19 Scope 1: Direct greenhouse gas (GHG) emissions

⁷ <https://ghgprotocol.org/>

Scope 2 emissions

Le **Scope 2 emissions**, by contrast, comprise indirect greenhouse gas emissions arising from the consumption of electricity purchased from external sources not directly controlled by the company. Two international methodological approaches are recognised for their reporting: location-based and market-based. The location-based method calculates indirect emissions from electricity consumption by considering the average generation mix of the country in which the energy was generated. This approach is based on the average emission intensity of the national electricity grid and reflects the emissions actually associated with the energy mix of the electricity system from which the company draws the energy it consumes. The market-based method, by contrast, determines emissions on the basis of the energy mix actually purchased by the company, as defined in the supply contracts entered into with its energy providers. This approach takes into account the specific supply sources declared by the supplier, including any share of energy from renewable sources certified through Guarantees of Origin (GO) or equivalent

instruments. For the location-based calculation method the coefficients published by ISPRA were used, while for market-based calculations the source of the emission factors is AIB⁸.

Scope 2 emissions directly reflect electricity consumption trends. Calculated using the location-based method, emissions rose from 193 to 199 tCO₂eq (+3%), in line with the slight increase in overall electricity consumption recorded in 2025.

The market-based method, by contrast, confirms emissions of 0 tCO₂eq for the second consecutive year. This result is made possible by ITAL G.E.T.E.'s strategic choice to cover its entire electricity supply with certified Guarantees of Origin (GO), which attest that the energy comes from renewable sources.

	Unit of measurement	2023	2024	2025	% change
Scope 2 location-based	tCO ₂ eq	212	193	199	3%
Scope 2 market-based	tCO ₂ eq	282	0	0	NA

Table 20 Scope 2: Indirect greenhouse gas (GHG) emissions

⁸ <https://www.aib-net.org/>

Total Scope 1 + Scope 2 emissions

The aggregate picture of Scope 1 and Scope 2 emissions shows a steady and significant decarbonisation path over the three-year period considered. Calculated using the location-based method, total emissions fell from 342 to 322 tCO₂eq in 2025, a reduction of 6% on the previous year and of 14% on 2023. This result is the combined effect of the contraction in direct Scope 1 emissions, driven by lower natural gas consumption and the diesel-to-petrol transition, and of substantially stable electricity emissions, linked to energy consumption trends.

The most significant figure, however, emerges from the market-based method: total emissions stand at 123 tCO₂eq, a fall of 17% compared with 2024. This extraordinary improvement is the direct reflection of the energy strategy adopted by the company from 2024 onwards, which made it possible to bring to zero the indirect emissions associated with electricity consumption through the purchase of energy certified from renewable sources via Guarantees of Origin. The comparison between the two calculation methods makes the concrete impact of this choice clear: against substantially stable location-based emissions, market-based emissions have fallen by more than three quarters over three years, positioning ITAL G.E.T.E. ever more competitively against the emission reduction targets set out in international climate agreements.

	U.M.	2023	2024	2025	% change
Total emissions (Scope 1 + Scope 2 location-based)	tCO ₂ eq	373	343	322	-6%
Total emissions (Scope 1 + Scope 2 market-based)	tCO ₂ eq	444	150	123	-71%

Table 21 Greenhouse gas (GHG) emissions Scope 1 + Scope 2

Figure 8 · Scope 1 + Scope 2 market-based (2024)



Figure 9 · Scope 1 + Scope 2 market-based emissions (2025)



Emission intensity

The emission factors published by ISPRA were used to calculate emissions, as per the Table of standard parameters, while for the market-based method reference was made to data from the Association of Issuing Bodies (AIB)⁹. Emissions are expressed in tonnes of CO₂eq and do not include other greenhouse gases such as methane or nitrous oxide, as their incidence in the company's processes is considered negligible.

In order to provide a more meaningful and comparable reading of the company against its sector, an emission intensity analysis was also carried out, relating total emissions to turnover and to the number of cans produced.

	Unit of measurement	2023	2024	2025	% change
Total emissions (Scope 1 + Scope 2 location-based)	tCO ₂ eq	373	343	322	-6%
Turnover	Euro	20.366.547	20.885.651	21.776.221	4%
Emission intensity per unit of turnover	tCO₂eq /Euro	0,0000183	0,0000164	0,0000147	-10%
Number of cans	Units	10.021.074	11.172.128	11.010.165	1%
Emission intensity per number of cans	tCO₂eq /nr. bombolette	0,000037	0,000030	0,000029	2%

Table 22 Emission intensity (GHG)

⁹ <https://www.aib-net.org/>

The 15 Scope 3 categories

In 2025 ITAL G.E.T.E. carried out a complete corporate carbon footprint in which Scope 3 emissions were calculated according to the GHG Protocol (Greenhouse Gas Protocol) methodology, which groups emissions into 15 different categories:

Upstream emissions

- Purchased goods and services
- Capital goods
- Fuel- and energy-related activities
- Transport of purchased goods, from suppliers to the company's plant
- Waste and production scrap
- Business travel
- Employee commuting
- Leased assets

Downstream emissions

- Transport of finished products to customers
- Processing of sold products
- Use of sold products
- End-of-life disposal of products
- Leased assets
- Franchises
- Investments

ITAL G.E.T.E. reported on 11 categories, covering all the main sources of indirect emissions relevant to its business model. Categories 8 (downstream leased assets), 10 (processing of sold products), 13 (upstream leased assets) and 15 (investments) were not included as they are not relevant to the company's operational perimeter or not applicable to its sector. The emission factors used for the calculation derive from the Ecoinvent v3.11 database, the Exiobase database, the factors published by the United Kingdom's DEFRA (Department for Environment, Food & Rural Affairs) and ISPRA.

Scope 3 greenhouse gas emissions

Upstream/Downstream	Emission category number	Emission category	Quantity	Unit of measurement	Contribution [%]
Upstream	1	Purchased goods and/or services	13296	tCO ₂ eq	69,78%
Upstream	2	Capital goods	602	tCO ₂ eq	3,16%
Upstream	3	Fuel- and energy-related activities	268	tCO ₂ eq	1,40%
Upstream	4	Upstream transport and distribution	147	tCO ₂ eq	0,77%
Upstream	5	Waste and production scrap	340	tCO ₂ eq	1,78%
Upstream	6	Business travel	10	tCO ₂ eq	0,05%
Upstream	7	Employee commuting	115	tCO ₂ eq	0,60%
Upstream	8	Upstream leased assets	0	tCO ₂ eq	0%
Downstream	9	Downstream transport and distribution	630	tCO ₂ eq	3,30%
Downstream	10	Processing of sold products	0	tCO ₂ eq	0%
Downstream	11	Use of sold products	13	tCO ₂ eq	0,07%
Downstream	12	End-of-life disposal of products	3636	tCO ₂ eq	19,08%
Downstream	13	Downstream leased assets	0	tCO ₂ eq	0%
Downstream	14	Franchises	0	tCO ₂ eq	0%
Downstream	15	Investments	0	tCO ₂ eq	0%
TOTAL	-	-	19056	tCO₂eq	100%

Table 23 Scope 3 greenhouse gas (GHG) emissions

Total Scope 1, 2 and 3 emissions

Total Scope 1, 2 and 3 emissions amount to 19,179 tCO₂eq, of which almost all — over 99% — is attributable to Scope 3 emissions, that is, indirect emissions generated along the value chain upstream and downstream of production activities. Direct Scope 1 emissions account for just 0.64% of the total, confirming the effectiveness of the energy choices adopted by the company.

Category 1 — Purchased goods and services is by far the most significant item, with 13,297 tCO₂eq, equal to 69.3% of the overall total. Within the category, primary purchased goods — chemical raw materials such as solvents, propellants, resins and pigments — account for 89.6%, equal to 11,911 tCO₂eq, highlighting how the raw materials supply chain represents the main area for action to reduce the carbon footprint. This result confirms the strategic relevance of the ESG supplier profiling campaign launched in 2025, which constitutes the first step towards more conscious management of impacts along the supply chain.

Category 12 — End-of-life disposal of products is the second most significant item, with 3,636 tCO₂eq, equal to 18.9% of the total. Emissions in this category derive from the disposal of aerosol cans at the end of their life cycle and are closely correlated with production volumes and the

composition of packaging materials. From a circular economy perspective, this figure suggests that action on product design and on the recyclability of packaging materials could generate significant environmental benefits over the medium to long term.

Category 9 — Downstream transport and distribution contributes 3.28% with 630 tCO₂eq, of which the largest share is attributable to truck transport within Europe, followed by sea freight and non-EU trucks, reflecting the international distribution of the company's products.

Category 2 — Capital goods accounts for 3.14% with 602 tCO₂eq, mainly attributable to production plant. Category 5 — Waste and production scrap contributes 1.77% with 340 tCO₂eq, the most significant item being distillation sludge, followed by gases in pressure containers and paper and cardboard packaging. Category 3 — Fuel- and energy-related activities accounts for 1.40% with 268 tCO₂eq, linked to the upstream emissions associated with the generation of the energy consumed by the company.

The remaining categories — employee commuting (0.60%), upstream transport (0.77%), use of sold products (0.07%) and business travel (0.05%) — have limited individual impacts but help to build a reporting picture that covers the entire value chain.

ENVIRONMENTAL RESPONSIBILITY — GHG EMISSIONS

Emission category	Quantity 2025	UoM	% of total
Scope 1	123	tCO ₂ eq	0,64%
Scope 2 Approach (Location-Based)	199	tCO ₂ eq	0%
Purchased goods and/or services	13297	tCO ₂ eq	69,3%
Capital goods	602	tCO ₂ eq	3,14%
Fuel- and energy-related activities	268	tCO ₂ eq	1,40%
Upstream transport and distribution	147	tCO ₂ eq	0,77%
Waste and production scrap	340	tCO ₂ eq	1,77%
Business travel	10	tCO ₂ eq	0,05%
Employee commuting	115	tCO ₂ eq	0,60%
Downstream transport and distribution	630	tCO ₂ eq	3,28%
Use of sold products	13	tCO ₂ eq	0,07%
End-of-life disposal of products	3636	tCO ₂ eq	18,9%
TOTAL	19.179	tCO₂eq	100%

Table 24 Greenhouse gas (GHG) emissions by category

19.179

total tCO₂eq Scope 1 + 2 + 3 in 2025

	Unit of measurement	2025
Total emissions (Scope 1 + Scope 2 (market-based) + Scope 3)	tCO ₂ eq	19.179
Turnover	Euro	21.776.221
Number of cans	no. of cans	11.010.165
Emission intensity per unit of turnover	tCO ₂ eq /Euro	0,000880731
Emission intensity per number of cans	tCO ₂ eq /nr. bombolette	0,001741936

Table 25 Emission intensity



ENVIRONMENTAL RESPONSIBILITY

Air pollution

As a company operating in the chemical and coatings sector with production processes that use solvents, pigments and propellants, ITAL G.E.T.E. is subject to the monitoring of atmospheric emissions pursuant to Article 269 of Italian Legislative Decree 152/2006, and these are authorised under Single Environmental Authorisation (AUA) no. 23/2016. Emissions are measured at the plant's main ducted emission points, designated E1 to E19, distributed across the Paints, Caps, Packaging and Pressurisation departments. The pollutants monitored are total particulate matter (PM), total organic carbon (TOC) and volatile organic compounds (VOCs). Values are calculated by multiplying the concentration measured in mg/Nm³ by the normalised flow rate of each stack and by the annual operating hours, expressing the result in tonnes.

In addition, as it uses organic solvents in quantities above the threshold of 5 tonnes/year, ITAL G.E.T.E. is subject to the obligations laid down in Article 275 of Italian Legislative Decree 152/2006 concerning the management of volatile organic compound (VOC) emissions. In compliance with this legislation, the company draws up a Solvent Management Plan (SMP) each year, prepared by Idrogeolab S.r.l. and updated for 2025. The SMP makes it possible to build a complete mass balance of the organic solvents introduced into production processes, tracing their final destination through all output routes: ducted emissions, fugitive emissions, solvents in sold products and solvents in waste.

In 2025 the total input of organic solvents fed into ITAL G.E.T.E.'s production processes amounted to 1,741.68 tonnes of VOC/year, split between aerosol production and packaging operations (1,728.72 tonnes) and paint preparation and cap finishing operations (12.96 tonnes).

Parameter	Unit of measurement	2023	2024	2025
Total particulate matter	ton	0,002	0,032	0,063
Total Organic Carbon (TOC)	ton	7,669	11,763	10,802
Volatile Organic Compounds (VOCs)	ton	0,063	0,030	0,067

Table 26 emissions of other atmospheric pollutants



Protection of water resources

For ITAL G.E.T.E., water is a resource to be safeguarded with particular care, both in view of the growing water stress that has characterised recent years nationally, and because of the responsibility arising from the plant's location in the heart of the Ticino Regional Park, one of the most valuable river ecosystems in Lombardy.

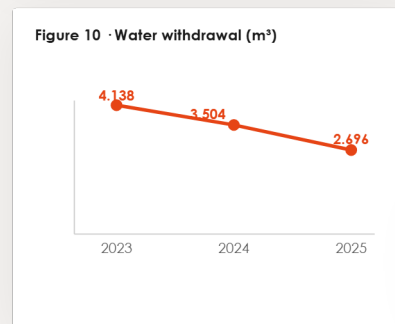
All the water used is drinking water and withdrawals are made exclusively from the municipal mains supply. ITAL G.E.T.E. is located in an area classified as low water stress, as verified using the Aqueduct online tool developed by the World Resources Institute (WRI)¹⁰ which assigns each location an overall water stress score on a scale from 0 to 5, where 0–1 indicates low risk and 4–5 extremely high risk.

The water withdrawn is used exclusively for toilets, changing rooms and showers and for irrigating the plant's green areas: it is not used in any stage of the production cycle.

In 2025 water withdrawal stands at 2,696 m³, a reduction of 23% compared with the 3,504 m³ recorded in 2024 and of 35% compared with the 4,138 m³ recorded in 2023. This is the lowest value recorded in the three-year period, confirming a trend of constant improvement in the management of water resources. The decrease is attributable to greater efficiency in the use of sanitary facilities and to the rationalisation of green-area irrigation. All the water withdrawn is then discharged into the public sewer. For this reason, total water consumption generated by the company is estimated to be nil.

	U.M.	2023	2024	2025	% change
Mains water withdrawal	m ³	4.138	3.504	2.696	-23%
Total water withdrawal	m³	4.138	3.504	2.696	-23%

Table 27 Water withdrawal.



	U.M.	2023	2024	2025
Total water consumption	m³	0	0	0

Table 27 Water consumption.

¹⁰ <https://www.wri.org/data/aqueduct-water-risk-atlas>

ENVIRONMENTAL RESPONSIBILITY

Biodiversity

ITAL G.E.T.E. attributes strategic value to the protection of biodiversity. In 2025 it carried out a mapping check on the company's operating sites, through the Natura 2000 Network¹¹, with the aim of identifying any protected areas or ecologically highly sensitive habitats close to its production sites. The check found that its production site is located near the Ticino Regional Park, one of the most important ecological corridors in the Po Valley and a protected area of European importance.

In 2025 ITAL G.E.T.E. renewed its collaboration with 3Bee, an Italian organisation founded in 2014 that develops advanced technological solutions for monitoring and protecting pollinators. By adopting a hive and creating a dedicated biodiversity oasis near the plant, the company actively contributes to the protection of bees and other wild pollinators, essential to the balance of local ecosystems and to safeguarding the biodiversity of the Ticino Park.

The adopted hive can be monitored in real time through a dedicated digital platform, accessible via a public link, testifying to the company's commitment to transparency and stakeholder engagement on environmental matters.

During 2025 the initiative was enriched with an educational dimension: in February a lesson dedicated to biodiversity was organised, while in May a meeting was held with a professional beekeeper together with the children of the Mimeya Educational Community in Morimondo, with the aim of bringing younger generations closer to knowledge and respect for local ecosystems through a direct, participatory experience.



Site	Size in m ²	Area of interest	Distance details (nearby)
Strada per Caselle 16, 20081 Morimondo (MI), Italy	34000	Ticino Regional Park	7,3 km

Table 28 Company sites near biodiversity-sensitive areas

¹¹ <https://natura2000.eea.europa.eu/>



Incoming materials

In the production of paints and aerosol products, ITAL G.E.T.E. relies on the rigorous sourcing of semi-finished goods and raw materials, essential to ensuring the high quality and performance of its products. Among the essential materials used in production processes, two main macro-categories can be distinguished: chemical raw materials and components. In 2025 chemical raw materials grew from 3,390 to 3,518 tonnes (+4%), in line with production volume trends. Components, by contrast, recorded a contraction from 1,979 to 1,568 tonnes (-21%), attributable to a stock rationalisation process launched during the year: the company reduced component orders by drawing on inventories accumulated in the previous period, thereby optimising working capital without any impact on production continuity. The chemical raw materials category includes substances essential to the formulation of spray products. Solvents are the heart of the process, as they allow the effective mixing of active ingredients, and are managed through closed-circuit

systems to ensure safety and emissions control. LPG is used to pressurise the cans and enable uniform product delivery, with automated and calibrated dosing. Resins impart resistance and adhesion to the substrate, while titanium dioxide is used in the production of concentrated white paste. Additives complete the formulation, helping to improve the stability and preservation of the mixtures.

The second macro-category, components, includes both the fundamental structural elements of the finished product and packaging materials. Tinplate cans form the main container and undergo rigorous quality controls before filling. Alongside them are functional components such as valves, plugs and caps, which ensure the product's safety and efficiency. Packaging also plays a strategic role: wooden pallets, cardboard boxes and other protective materials ensure the product's integrity throughout the distribution chain.

Material	Unit of measurement	2023	2024	2025	% change
Chemical raw materials	Tonnes	3.364	3.390	3.518	4%
Components	Tonnes	1.893	1.979	1.568	-21%

Table 29 Incoming materials



Figure 11 · 2024

■ Chemical 3,390
■ Components 1,979



Figure 12 · 2025

■ Chemical 3,518
■ Components 1,568

Waste management and soil contamination

ITAL G.E.T.E. operates a structured waste management system, clearly distinguishing between non-hazardous and hazardous waste on the basis of EWC codes. The company constantly monitors the flows of waste generated, classifying its final destination as recovery (R) or disposal (D), with the aim of maximising the share sent for recovery and progressively reducing that destined for final disposal. A notable feature of ITAL G.E.T.E.'s waste management is the operation of the in-house still for recovering spent solvent, in service since September 2023, which makes it possible to regenerate process solvent, significantly reducing the generation of hazardous liquid waste.

In 2025 total waste generation stands at 268 tonnes, up 4% on the 257 tonnes recorded in 2024. 63% of the waste generated is sent for recovery, unchanged from 2024 and confirming the stability of the circular management approach adopted by the company. The remaining 37% is destined for disposal, concentrated mainly in the categories of hazardous waste for which no recovery routes are available.

The analysis by category shows different dynamics between hazardous and non-hazardous waste. Hazardous waste remained substantially stable at 124 tonnes, confirming the downward trend begun in 2023, when it amounted to 162 tonnes. The most significant item within this category is other reaction residues and bottoms — the sludge produced by the still — which grew from 55 to 70 tonnes. This increase should be read positively: it is the direct consequence of greater use of the still for recovering spent solvent, which generates sludge as a by-product but makes it

possible to regenerate increasing quantities of solvent reusable in the production process. Confirming this, other organic solvents and washing solutions halved again from 16 to 8 tonnes, continuing the sharp downward trajectory begun in 2024 from the 113 tonnes recorded in 2023. Organic waste containing hazardous substances recorded a significant contraction, while waste paints and varnishes fell to zero entirely.

Non-hazardous waste grew from 132 to 144 tonnes, mainly as a result of two items. Iron and steel recorded the sharpest jump — from 17 to 41 tonnes — attributable to the decommissioning of metal equipment and structures as part of the plant upgrade works connected with coming within the Seveso scope. Mixed-material packaging grew in line with production volume trends. Bucking the trend, paper and cardboard packaging and wooden packaging show a reduction, as do absorbents and filter materials, which fell to zero in 2025 following a change in the procedures for managing departmental cleaning materials. The smaller items — end-of-life equipment, bulky waste, batteries — show significant percentage changes but have only a marginal effect on the overall total, involving quantities of the order of a few tenths of a tonne.

All waste is entrusted to authorised operators and sent for recovery or disposal in accordance with applicable legislation. The sludge from the still is sent to waste-to-energy plants as an alternative fuel for heat generation, in a circular economy perspective that maximises its residual value before final disposal.

Waste generated ENVIRONMENTAL RESPONSIBILITY · TABLE 30

Waste type – EWC code	Unit of measurement	2023	2024	2025	% change
Paper And Cardboard Packaging - 150101	Tonnes	51	57	53	-6%
Plastic Packaging - 150102	Tonnes	11	9	9	0%
Metallic Packaging - 150104	Tonnes	5	4	4	0%
Mixed Material Packaging - 150106	Tonnes	19	20	27	35%
Other Organic Solvents, Washing Solutions And Mother Liquors - 070304*	Tonnes	113	16	8	-51%
Wooden Packaging - 150103	Tonnes	6	13	9	-32%
Packaging Containing Residues Of Or Contaminated By Hazardous Substances - 150110*	Tonnes	26	15	15	0%
Gases In Pressure Containers (Including Halons) Containing Hazardous Substances - 160504*	Tonnes	14	20	19	-5%
Fluorescent Tubes And Other Mercury-Containing Waste - 200121*	Tonnes	0,1	0,1	0,02	-80%
Iron And Steel - 170405	Tonnes	2	17	41	140%
Alkaline Batteries (Except 16 06 03) - 160604	Tonnes	0	0,1	0,005	-95%
Lead Batteries - 160601*	Tonnes	0	0	0,030	NA
Discarded Equipment Other Than That Mentioned In 16 02 09 To 16 02 13 - 160214	Tonnes	0	0,2	0,5	150%
Waste Printing Toner Other Than That Mentioned In 08 03 17 - 080318	Tonnes	0	0,1	0,03	-70%
Laboratory Chemicals Consisting Of Or Containing Hazardous Substances, Including Mixtures Of Laboratory Chemicals - 160506*	Tonnes	0	0	0,04	NA
Bulky Waste - 200307	Tonnes	0,2	0,4	0,9	125%
Organic Waste Containing Hazardous Substances - 160305*	Tonnes	3	18	12	-34%
Other Reaction Residues And Bottoms - 070308*	Tonnes	2	55	70	27%
Absorbents, Filter Materials, Wiping Cloths And Protective Clothing Other Than Those Mentioned In 15 02 02 - 150203	Tonnes	7	11	0	-100%
Waste Paint And Varnish Containing Organic Solvents Or Other Hazardous Substances - 080111*	Tonnes	4	1	0	-100%
Other Fuels (Including Mixtures) - 130703*	Tonnes	0,1	0	0	NA
Biodegradable Waste - 200201	Tonnes	0	0,2	0	-100%
Total non-hazardous waste	Tonnes	101	132	144	9%
Total hazardous waste	Tonnes	162	125	124	-1%
Total waste	Tonnes	263	257	268	4%

Table 30 Waste generated

Waste destination

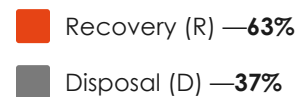
63% of the waste generated is sent for recovery, unchanged from 2024, while the remaining 37% is destined for disposal.



Figure 13 · Waste destination 2024



Figure 14 · Waste destination 2025



Methodological note

This document constitutes the second edition of the 2025 Sustainability Report, prepared with reference to the voluntary VSME standard (Voluntary Sustainability Reporting Standard for non-listed SMEs) defined by EFRAG. The report will be updated annually. In accordance with paragraph 24 of the standard, it is declared that the Basic Module option has been adopted. The Report sets out the company's environmental, social and economic sustainability performance for the 2025 financial year (1 January 2025 - 31 December 2025). In order to ensure the comparability of data over time, this document also includes a comparison with data for the previous financial year (1 January 2024 – 31 December 2024).

For information that is unavailable or not applicable, the "If applicable" principle set out in paragraph 13 of the standard has been applied, allowing a leaner and more proportionate reporting process focused on the aspects of greatest significance for the organisation and on the main sustainability matters. The choice of the Basic Module reflects the intention to provide clear, essential information proportionate to the size and characteristics of the business, ensuring adequate transparency towards all stakeholders.

All quantitative metrics have been prepared in accordance with the methodologies provided for by the standard. Where estimates, approximations or specific methodological choices have been made, these are explicitly stated in the relevant thematic chapters. Quantitative data are expressed using the recommended units of measurement (e.g. MWh, tCO₂e, m³, kg), with reference to international standards where relevant (GHG Protocol, IPCC, etc.). The reporting boundary comprises the company Ital G.E.T.E. S.r.l. In the reporting process, consistency was ensured between the sustainability information and the financial data in the financial statements, as required by paragraph 20 of the standard. The document has not been subject to Assurance by an external audit firm but has been reviewed and approved by the project team.

For information regarding this document, please write to: email@gmail.com

Information on Ital G.E.T.E. S.R.L.	
Legal form	Limited liability company (S.r.l.)
NACE code	20.41 (Manufacture of paints, varnishes and similar coatings, printing ink and mastics)
Turnover	21.776.221
Number of employees	60
Country of principal operations	Italy
Certifications and labels	ISO 14001:2015 (Certificate no. 60423) / ISO 9001:2015 (Certificate no. 60422) / ISO 45001:2018 (Certificate no. 60424) / Certification of alternative method to the hot water bath for aerosol cans (Certificate no. P4866)

Sites	Address	Postcode	City	Country	Geographical coordinates
Registered office	Strada per Caselle 16	20081	Morimondo (MI)	Italy	45.36886, 8.95106

Table 31 Country of principal operations and location of significant activities



Content Index

	Disclosure	Chapter	Page	Omission
Basic Module – General information	B1 - Basis for preparation	6. Methodological note	71	NA
	B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy	2.2 Practices, policies and certifications	17-21	NA
Basic Module – Environment metrics	B3 - Energy and greenhouse gas emissions	5.1 Energy consumption and GHG emissions	48-60	NA
	B4 - Pollution of air, water and soil	5.2 Air pollution	62	Water and soil pollution were not monitored as they are not applicable
	B5 - Biodiversity	5.4 Biodiversity	65	NA
	B6 - Water	5.3 Protection of water resources	64	NA
	B7 - Resource use, circular economy and waste management	5.5 Incoming materials / 5.6 Waste management	67-70	NA
	B8 - Workforce – General characteristics	4.2 Human capital	37-40	NA
Basic Module – Social metric	B9 - Workforce – Health and safety	4.5 Occupational health and safety	46	NA
	B10 - Workforce – Remuneration, collective bargaining and training	4.3 Collective bargaining and remuneration / 4.4 Training	41-45	NA
Basic Module – Governance metrics	B11 - Convictions and fines for corruption and bribery	2.3 Business ethics	23-24	NA

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