



chimet®
REFINING AND FINE CHEMICALS

SUSTAINABILITY REPORT

2025

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Dear Stakeholders,

Once again this year, we are delighted to share our Sustainability Report with you. With this document, we aim to provide a transparent overview of Chimet's journey and our ongoing commitment to responsible growth, mindful of the environmental, social and economic impact created by our activities.

The year 2025 took place against a backdrop that remained challenging, marked by geopolitical uncertainty, market instability and pressure on raw materials and energy costs. Against this backdrop, Chimet has demonstrated the resilience of its business model, continuing to grow and strengthen the confidence of its partners thanks to the quality of the expertise it has developed and its ability to address market challenges with determination.

At the heart of this journey is the circular economy model that has always underpinned our business. It is not only the cornerstone of our business, but also a tangible contribution to sustainable development. The recovery of precious metals helps to reduce the need for mining and, consequently, to limit the environmental impacts associated with such activities, generating benefits that extend beyond the boundaries of our company.



Transparency in how we manage our business relationships and the careful monitoring of where our materials come from are fundamental aspects of who we are. Alongside this, we maintain a constant focus on product quality, ensured through continuous monitoring and the maintenance of important certifications, including LBMA and LPPM Good Delivery status for gold, silver, platinum and palladium, as well as for rhodium in sponge form.

During the year, we continued to invest in efficiency and environmental sustainability. The expansion of our photovoltaic installations, the optimisation of production processes and the adoption of plant solutions aimed at improving environmental performance demonstrate our commitment to progressively reducing our environmental impacts. Within this framework, we have also calculated our corporate carbon footprint, an instrument that enables us to analyse and report greenhouse gas emissions and provides a sound knowledge base for defining future strategies to reduce emissions and improve our performance.

The initiatives implemented in 2025 also included the installation of a silver reduction plant, aimed at optimising the production process and enabling more efficient resource management. This investment also has a positive impact on occupational health and safety, as it enables greater control over the operational stages involved, reduces operator exposure and ensures safer management of the substances and effluents associated with the process.

The health and safety of our employees are a top priority for Chimet and a central element of our corporate culture. For this reason, in 2025 we began work to implement an Occupational Health and Safety Management System in accordance with ISO 45001, with the aim of obtaining corporate certification in 2027. This initiative further strengthens the Company's commitment to preventing accidents, managing risks, engaging employees and continuously improving working conditions.

Alongside environmental and safety considerations, we continue to recognise social responsibility as a fundamental pillar of our strategy. Through the "Chimet con Te" (Chimet with You) project, we continue to support socially and culturally valuable initiatives promoted in the local area, with a particular focus on safeguarding artistic heritage, inclusion and solidarity.

This Sustainability Report therefore tells the story of a growth journey that brings together tradition, innovation and sustainability, reaffirming Chimet's commitment to looking to the future with responsibility, awareness and enthusiasm, ready to embrace the new challenges that lie ahead.

I hope you enjoy reading it,

Luca Benvenuti
Chief Executive Officer

Chimet

Our history

1



The Chimet Company, a "chemical-metallurgical-Tuscan" company, was established as an independent company in 1974, originating from the activity of Gori & Zucchi S.p.A. (today Unoaerre Industries S.p.A. – hereinafter referred to as Unoaerre – which was, at the time, a world leader in the manufacture of gold and silver items). Founder Dr Sergio Squarcialupi, at that time head of Unoaerre's "Refining and Recovery" sector, had the remarkable foresight that the recovery of fine and precious metals contained in the waste and processing residues of various industrial sectors, and in particular those generated by jewellery companies, could develop significantly.

With the creation of Chimet, it was thus possible to differentiate the activities of the Unoaerre Group, providing an autonomous corporate dimension to the activities carried out and the know-how accumulated over decades of experience within the company's refining and recovery departments. This also benefited the entire national goldsmith sector, which was provided with an efficient service structure that supported the existing growth of the various local districts (Arezzo, Vicenza, Valenza Po, Torre del Greco). Until that point in time, in fact, only a few foreign companies were able to provide, particularly to goldsmiths, the service of recovering the raw materials contained in manufacturing waste.



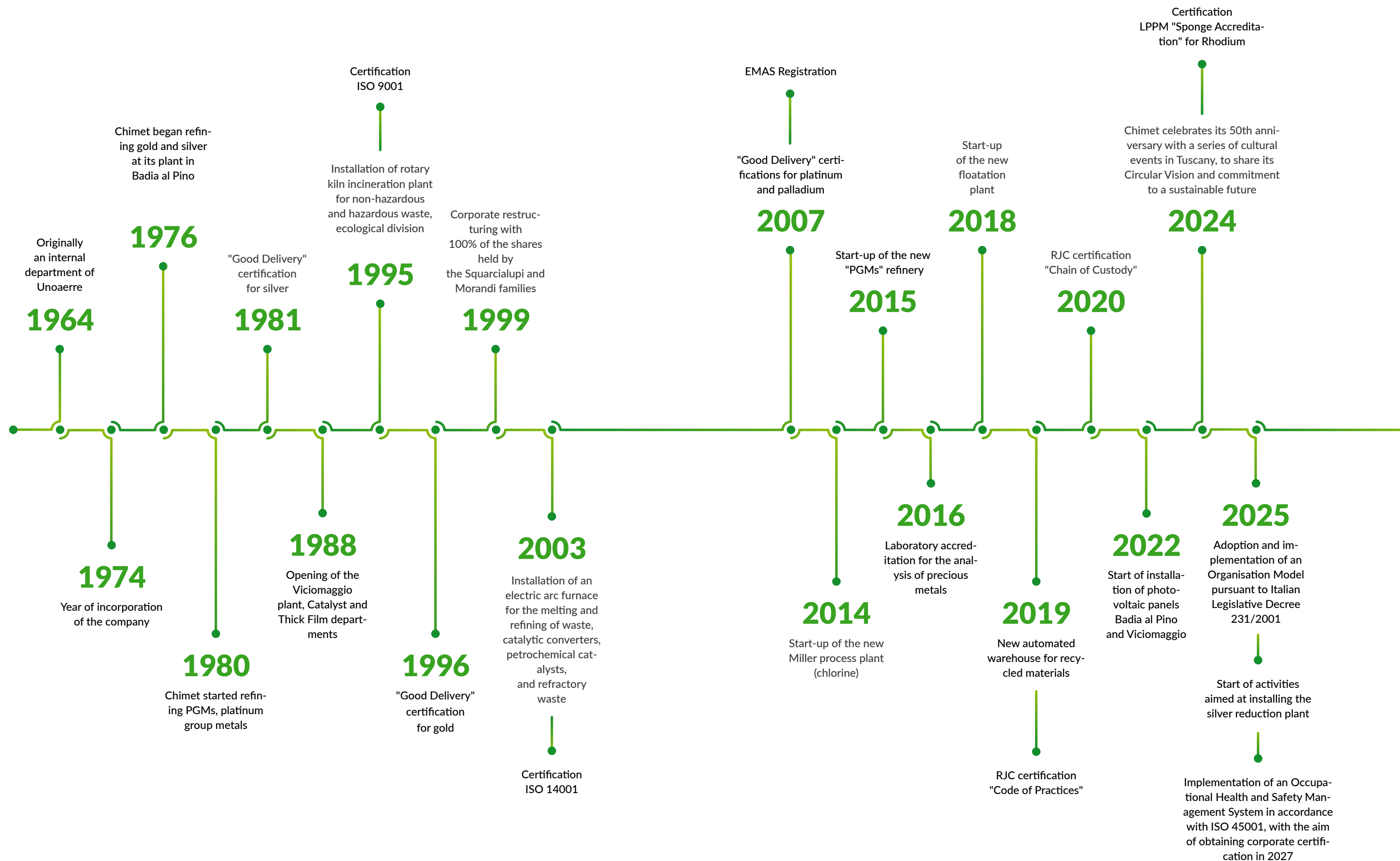
"The first production plant was established in 1976 in Badia al Pino, in the heart of Arezzo's goldsmithing district"

The first production plant was established in 1976 in Badia al Pino, in the heart of Arezzo's goldsmithing district, followed a few years later by a second plant opened near Vicinaggio, for the production of catalysts and silk-screen printing pastes based on precious metals. In a very short time, Chimet was able to equip itself with the best equipment available on the market and was able to meet the needs of its customers right from the outset, establishing itself as a partner of reference for almost all the goldsmiths in the area for the delivery of their processing residues. This enabled the establishment of important economies of scale, with the strengthening of the industrial districts involved and consequently important economic and environmental benefits for the entire national gold sector.

At the end of the 1970s, the company was no longer a simple service company, but rather a real process industry, which was among the first of its kind at the national level, and capable of progressively expanding its market horizon towards an international clientele and different production sectors, making the processing, recovery and refining of industrial residues and waste containing precious and valuable metals economical.

At the beginning of 1999, the corporate restructuring that led to the sale of the Unoaerre Group to Morgan Grenfell Private Equity (Deutsche Bank), untied the group's interests from Chimet, which thus separated from the parent company. The management, which already held a minority share, in fact took over 100% of the company, giving it a new industrial structure and a completely autonomous and independent corporate configuration: in particular, the new structure, which still remains unchanged, sees Zeor Finanziaria Spa (Squarcialupi family) with 72% of the capital, still supported by the Morandi family with the remaining

share of 28%. As a result of this corporate reorganisation, Chimet had the opportunity to expand its field of activity towards diversified sectors, enabling it to provide its customers with the best possible results in the recovery of precious metals, with an increasing level of business expertise. Investments in research and development and the process of continuous improvement of the technologies and operational practices adopted have enabled the company to become a reliable supplier to companies operating in a number of sectors: banking and finance, jewellery, watchmaking, electronics and automotive, chemical, pharmaceutical, petrochemical, glass and ceramic industries. Today, Chimet operates on every continent, with a turnover of around €6 billion. Its core market is Italy, but it also has a significant presence in terms of turnover in the rest of Europe and North America. In its fifty years of activity, Chimet has in fact achieved the role of national leader in the sector, and acquired important market shares abroad, with a global reputation for reliability that also stems from the numerous certifications awarded to it.



Stakeholders and materiality

Chimet stakeholders

In the course of its business, Chimet interacts with various categories of stakeholders, referred to as individuals or groups whose interests may be affected, directly or indirectly, by the company's activities. For the first edition of the Sustainability Report, Chimet identified the main

categories of stakeholders relevant to its organisation. This identification was subsequently confirmed as part of the materiality assessment update conducted in the first few months of 2024 and has also been retained in this Sustainability Report for 2025.



Chimet believes that listening to and involving its stakeholders is fundamental to understanding their needs and expectations. In this regard, the company adopts constant and transparent communication with them in a participatory and constructive manner.

For each category of stakeholders, the main dialogue methods adopted by Chimet are shown below:

Chimet stakeholders	Methods of involvement
Shareholders	Meetings with top management
Institutions and PAs	Dialogue with the authorities for permits and authorisations
Precious metal counterparties	Constant dialogue for the qualification of counterparties
Employees	Internal communication platforms (emails, intranets, internal reports, periodic meetings, information and training activities)
Financial institutions	Meetings for the evaluation of credit lines
Media	Dialogue with the media for content sharing
Suppliers	Constant dialogue for the qualification of suppliers
General public	Meetings at events and initiatives
NGOs and the third sector	Communication channels for local initiatives and donations
Standard setters and certifying bodies	Constant meetings for certification practices
Local communities	Communication channels for local initiatives and donations
Schools, Universities and Research Centres	Meetings for research projects and for the recruitment of specialised individuals (work/study placement activities, tutoring)
Trade associations	Meetings for the promotion of the sector

The identification of topics for engagement and discussion with stakeholders and the management of their expectations was carried out taking into account the GRI standard and Chimet's experience in its sector as a technical reference base.

Chimet's materiality analysis

Materiality analysis is the tool through which the definition of "material" issues, i.e. the Economic, Social and Environmental Sustainability aspects relevant to the organisation and its stakeholders, takes place. All those aspects capable of influencing both the company's performance and choices and the assessments of stakeholders are to be considered "material".

During 2022, Chimet carried out an initial materiality analysis in order to identify the most relevant, so-called "material" aspects on which to focus reporting, consistent with the provisions of the GRI Sustainability Reporting Standards. In 2023, the materiality analysis was updated, keeping in mind the important changes in the GRI Standards regarding the methodology for identifying material themes. The methodology dictated by the GRI Standards 2021 requires that relevant sustainability issues (so-called material issues) reflect the organisation's most significant impacts on the economy, the environment and people, including human rights. The impacts considered, which may be positive or negative, potential or actual, are directly related to or caused by the organisation's activities and its value chain, in the short, medium and long term.

With a view to continued improvement, Chimet further revised the process underlying its materiality analysis in early 2024, in particular through the involvement of stakeholders in the impact assessment process. In fact,

in addition to updating the assessments of potentially significant impacts for Chimet – through an in-depth context analysis – the list of impacts that were thus identified was brought to the attention of both the company's top management and three different categories of stakeholders that Chimet considers particularly relevant: employees, suppliers and counterparties. These categories cast their votes via a dedicated questionnaire, which allowed them to vote separately on the significance of scale, scope and probability for each impact.

Thereafter, the same impacts were submitted to the judgement of Chimet's Top Management through a dedicated meeting, which saw senior management voting on Chimet's impacts, compared with that of the stakeholders mentioned above, in order to prioritise the most significant impacts for Chimet, and then aggregate them into material issues.

For the purposes of the 2025 Sustainability Report, Chimet confirmed the materiality analysis carried out in the previous financial year; for the purposes of sustainability reporting, the same outputs that emerged from the analysis carried out in the previous financial year were maintained.

The following is the updated list of Chimet's 15 material issues, with their impacts, in order of priority:

Material Issue	Impact	Nature of impact
Efficient resource management with a view to circularity	Promoting the circular economy	Current positive
	Generation of waste	Current negative
	Consumption of raw materials	Current negative
Energy consumption and renewable energy	Energy consumption	Current negative
Product quality and safety	Offering products of high quality and durability that meet customer expectations	Current positive
Technological innovation	Technological innovation of processes and products	Potential positive

Material Issue	Impact	Nature of impact
Promoting sustainable business ethics	Creation of a culture of business ethics	Current positive
	Contribution to the improvement of suppliers' ESG performance	Potential positive
Generation and distribution of economic value	Generation and distribution of economic value	Current positive
Support and development of the local community	Contribution to local community development	Current positive
	Local procurement	Potential positive
Well-being, Inclusivity and Talent Retention	Fair remuneration of its employees	Current positive
	Employee satisfaction and well-being	Potential positive
	Discrimination and non-inclusive practices in the workplace	Potential negative
	Low attractiveness and retention of talent	Potential negative
Compliance with laws and regulations	Non-compliance with laws, regulations and standards	Potential negative
Generation of direct and indirect GHG emissions	Generation of direct and indirect GHG emissions (Scope 1 and 2)	Current negative
	Generation of indirect GHG emissions (Scope 3) also from the value chain	Current negative
Responsible supply chain	Violation of environmental regulations and human rights along the supply chain	Potential negative
	Cases of human rights violations within their value chain	Potential negative
Health and safety in the workplace	Accidents at the workplace	Potential negative
	Occupational diseases in the workplace	Potential negative
Digitalisation and cybersecurity	Digitalisation and cybersecurity	Potential positive
Ineffective risk management	Ineffective risk management	Potential negative
Developing staff skills	Training and growth of workers	Potential positive

Business ethics

From its very inception, Chimet has wholeheartedly embraced values centred on respect for and the protection of human rights, the environment, and the dignity and safety of its workforce, working towards economic growth through activities that not only comply with the law and regulations, but are also underpinned by principles of moral integrity, responsibility and fairness. Over time, this approach has guided the evolution of the organisational structure and business practices, with a focus on transparency, compliance with applicable regulations and responsibility towards all stakeholders.

Management and the Company's leadership work continuously to establish, update and strengthen a structured system of procedures and organisational safeguards aimed at properly managing the risks associated with business processes and operational activities. Given the specific nature of the precious metals sector, particular attention is paid to preventing corrupt practices, respecting human rights, managing conflicts of interest and overseeing the supply chain. As confirmation of this commitment, during 2025, Chimet adopted and implemented its Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, with the aim of strengthening the Company's corporate governance system and preventing the commission of offences for which the Company could be held liable. During the reporting period, Model 231 continued to serve as a key safeguard within the internal control system, in line with the Code of Ethics and the principles of legality, transparency and responsibility that guide the Company's activities. During 2025, Chimet also provided specific training for company staff on Model 231, with

the aim of enhancing their understanding of the principles, safeguards and responsibilities associated with its application.

As confirmation of its commitment to ethical and responsible business practices, Chimet voluntarily joined the Responsible Jewellery Council (RJC) in 2019 and obtained the relevant certification, which attests to compliance with high international standards in the areas of human rights, labour, the environment and supply chain transparency.

The certification, renewed every three years and subject to interim audits, covers both the Company's direct activities and its system for the continuous control and monitoring of the chain of custody of the materials processed, in line with the principles set out in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as applicable to the responsible sourcing of gold and silver.

The London Bullion Market Association (LBMA) and the London Platinum and Palladium Market (LPPM) have also renewed their accreditation, confirming Chimet's inclusion on the Good Delivery List for gold, silver, platinum and palladium, as well as for rhodium in sponge form.

During the reporting period, there were no incidents of unlawful conduct and/or violations of Company procedures and policies, particularly the Code of Ethics, Model 231 and other corporate governance safeguards, that required specific corrective action.

"Chimet adopts a traditional structure, divided into the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors"

Board of Directors

The Board of Directors, appointed by the Shareholders' Meeting on the basis of criteria of specific skills, knowledge of Chimet's reference market and independence, consists of:

Anna Maria Granelli
Chairperson of the Board of Directors

Luca Benvenuti
Chief Executive Officer

Maria Cristina Squarcialupi
Managing Director

Within the Board of Directors, by virtue of the responsibilities inherent in the role of Chief Executive Officer, Mr Benvenuti holds executive functions.

Composition of the board of directors by gender and age group												
Percent-age	2023				2024				2025			
	<30	30-50	>50	Tot	<30	30-50	>50	Tot	<30	30-50	>50	Tot
Males	-	-	25%	25%	-	-	25%	25%	-	-	33%	33%
Women	-	-	75%	75%	-	-	75%	75%	-	-	67%	67%
Total	-	-	100%	100%	-	-	100%	100%	-	-	100%	100%

Board of Statutory Auditors

The Board of Statutory Auditors oversees compliance with the law and with the Articles of Association, the respect of the principles of proper administration and the adequacy of the organisational, administrative and accounting structure adopted by the company and its specific functioning. The Board of Statutory Auditors consists of three standing auditors and two alternates and operates autonomously and independently.

In defining the company strategy, the Board of Directors also considers environmental and social issues, integrating them into Chimet's culture and values (including supervision regarding materiality analysis), despite the fact that the effective management and reporting of ESG issues is delegated to the individual company functions, among which in particular, with a coordination function, there is that of the Compliance Officer. At present, there are no ad hoc committees formally assigned to oversee the management of Chimet's economic, social and environmental impacts, nor are there any planned training sessions or induction of the highest government body related to issues connected to sustainability and exposure to climate and environmental risks.

With reference to the 2025 financial year, no cases of corruption, anti-competitive behaviour or monopolistic practices were reported or recorded.

During 2025, as part of the strengthening of governance and internal control safeguards, Chimet also appointed the Supervisory Body, SB, provided for by the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001. Model 231 aims to prevent the commission of offences by Company per-

sonnel in the areas of taxation, administration, human rights, health and safety, the environment and others, through the clear definition of a Code of Ethics and a system of procedures and controls. The Supervisory Body operates with autonomous powers of initiative and control and is called upon to supervise the functioning, effective implementation and observance of Model 231, as well as to promote its updating where necessary. This body consists of three external professionals. In 2025, the Anti-Money Laundering Officer was appointed. The position supports the company in all its activities, with particular focus on organisational, supervisory and ongoing monitoring duties relating to the entire anti-money laundering management system. The role requires the holder to meet high standards of professionalism, authority and independence, and to report to the Board of Directors on a functional basis.

Chimet is regularly registered with Confindustria and the Italian Competition Authority (AGCM). The AGCM is an independent administrative authority established in 1990, with the aim of guaranteeing the protection of competition and the market, monitoring conflicts of interest that government office holders may incur, and attributing a specific legality rating to companies that request it.

In 2025, the ratio between the total annual remuneration of the highest-paid person within the Company and the median remuneration (selected excluding the highest-paid person) is 3.9. The ratio between the percentage change in remuneration compared to the previous financial year of the highest-paid person and the median value of the total annual remuneration of all employees, excluding the highest-paid person, is -2.

"The Board of Statutory Auditors consists of three standing auditors and two alternate auditors and operates with autonomy and independence."

Economic performance

The year 2025 was characterised by an uncertain global macroeconomic environment, marked by market volatility, geopolitical tensions and structural changes in financial and industrial dynamics. The major central banks have introduced more accommodating monetary policies, whilst maintaining a cautious approach given that inflation remains above long-term targets. In this scenario, gold has consolidated its role as a safe haven and strategic asset, reaching new all-time highs, partly due to growing demand from institutional investors and central banks. At the same time, the US dollar weakened, partly due to interest rate cuts and international trade tensions. The European and Italian economies recorded moderate growth, constrained by energy costs, industrial weakness, pressure on margins and uncertainties surrounding the energy transition. The Italian jewellery sector has remained competitive internationally, despite declining demand in some overseas markets and greater price volatility. Within this context, the use of recycled precious metals is becoming increasingly important, in response to the need for sustainability, traceability and security of supply.

In 2025, the precious metals market continued its positive trend, supported by strong demand for gold from central banks, investors and industrial operators. In this context, Chimet has strengthened its role as a benchmark in the circular economy of precious metals, continuing the initiatives related to the company's "Circular Vision" and consolidating its relationship with the local area. Despite the challenges of the international environment, Chimet closed the year with a strengthened balance sheet and a stable workforce of 150 employees. The economic value generated decreased to €5,754.2 million (-5.6% compared to 2025). Approximately 99.9% of the economic value generated is distributed, while 0.1% is retained in the company, equal to €5.8 million. Specifically, during 2025, 98.8% of the value generated by Chimet was allocated to suppliers, 0.7% to shareholders and 0.2% to staff. Approximately €16 million was paid to the Public Administration in the form of taxes. The value added statement shown was calculated on the basis of Chimet's income statement as at 31/12/2025.

Distribution of Generated Value ¹			
(millions of euros)	Year 2023	Year 2024	Year 2025
Economic value generated	4,345.6	6,075.6	5,754.2
Value distributed	4,341.2	6,070.9	5,748.4
Value distributed to suppliers	4,300.2	6,027.7	5,678.9
Staff remuneration	9.2	9.6	10.3
Remuneration of lenders	1.2	1.7	1.2
Shareholder remuneration	23.4	22.8	41.6
Payments to Public Administration	6.9	8.6	16
Remuneration of the community	0.4	0.4	0.4
Value retained by the Company ²	4.4	4.6	5.8

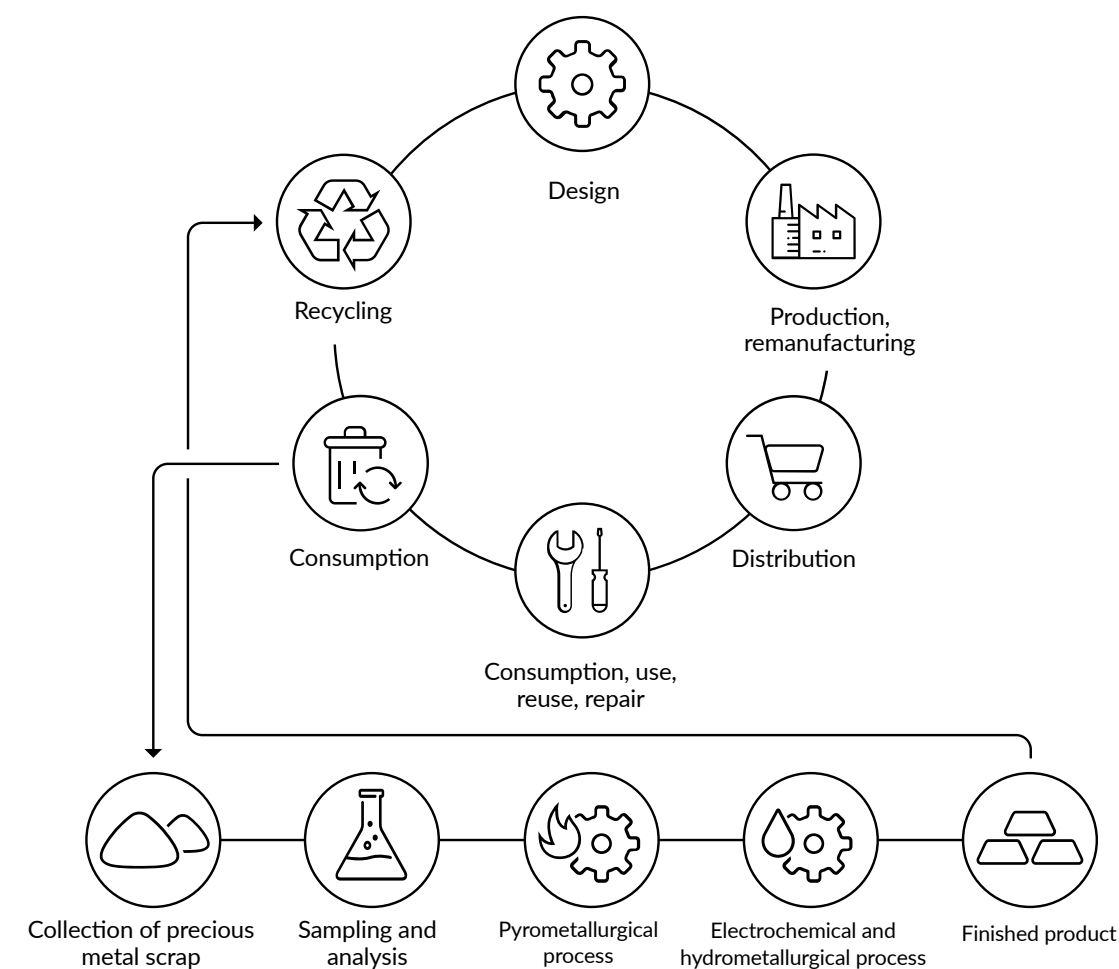
¹ The figure for 2023 has been restated following an improvement in the reclassification of economic value compared to that published in the previous Sustainability Report.

² Retained value: the portion of the economic value generated by the organisation that remains after the distribution of value to stakeholders, calculated as the difference between direct economic value generated and economic value distributed, in accordance with GRI 201-1.

Circular economy

2

From waste to resource



The company's mission is to facilitate the recovery of metals (in particular, precious metals and copper) through the treatment of industrial waste. Chimet is able to treat all types of industrial waste containing gold, silver, platinum, palladium, rhodium, ruthenium and iridium, in a modern industrial plant equipped with the best available technologies in terms of environmental protection.

Chimet contributes to the sustainable development goals through the implementation of increasingly efficient processes for the recycling of precious metals, reducing the need to extract new minerals. The extraction of metals from mines is an energy-intensive activity

that generates a wide range of environmental impacts, such as the generation of huge amounts of waste. In addition, the mining of precious metals can also involve the use of highly toxic substances such as cyanide or mercury, which are released into nature and pollute the environment for many centuries to come, as they are difficult to dispose of and often prevent a complete clean-up of the land where they are used. Chimet's proposed service of collecting precious metal scraps in order to make new finished products allows for the establishment of a closed cycle in accordance with circular economy principles that enables the recycling and reuse of resources while avoiding the extraction of new virgin raw materials.

The company's four internal divisions reflect the processes that Chimet has developed over its 50 years of activity, enabling it to recover precious metals in their purest form and return them to the production cycle of companies around the world.



Metal Recovery

The Metal Recovery Division deals with the treatment of industrial waste, mainly industrial ash, but also other types of waste such as catalytic converters in order to extract and refine the precious metals within the waste.



Catalytic converters

The Catalytic converters department produces catalytic converters based on precious metals such as platinum, palladium, rhodium and ruthenium, which are used in various sectors, including petrochemicals and pharmaceuticals.



Thick Film

The Thick film department, on the other hand, often produces silver-based conductive pastes that are used mainly for applications on glass (e.g., thermal windows, but not only) and for other applications inside cars (e.g., seat heating). Screen printing pastes are now also used for other applications, such as the decoration of glass and ceramics or the production of special industrial machinery.



Ecology

The Ecology department deals with the disposal of special waste through incineration, adopting modern technologies and environmental standards above those required by current regulations.

The company is continually engaged in a process of continuous improvement of technologies and operational practices in order to provide its clients with the best possible results in precious metal recovery and, in parallel, to reduce the environmental footprint, improve working conditions and contribute to community growth.

During 2025, Chimet completed another series of measures to provide more efficient refining processes, such as the installation of a plant for the crystallisation of salts in process solutions at the plant in Badia al Pino. The plant has a positive impact: it enables the recovery of condensate water and waste heat and reduces the quantities of waste currently sent to external treatment facilities, thereby increasing the Company's operational flexibility, as it will be able to manage a significant portion of the saline water stream in-house. In addition, a plant for the production of pure metallic silver using cemented silver from the refining sector was also installed. This operation will allow the company to remain at the forefront of the technological cycles adopted in the various stages of the precious metal production process. The advantages of this plant include improved quality of the finished product, reduced energy consumption and a lower environmental impact due to reduced emissions. Both plants are expected to become fully operational in 2026.

While ensuring ongoing product innovation, it is worth emphasising that Chimet pays the utmost attention – using meticulous controls and its own laboratory – to the quality and safety of the products it supplies.

Furthermore, no incidents of non-compliance relating to the health and safety impacts of products were reported during 2025.



Supply chain

Traceability of processed materials and responsible procurement represent fundamental principles of Chimet's sustainability and constitute distinctive elements of the business model, which are also recognised internationally.

These aspects are addressed in a dedicated Responsible Sourcing Policy, most recently updated in June 2025, through which Chimet reaffirms its commitment to recovering and refining precious metals exclusively from materials originating from legitimate, ethical and traceable sources and transactions, not associated with human rights abuses, the financing of terrorism or conflicts, and in full respect of the environment.

With the update of the Policy, the control and prevention measures along the supply chain have been further strengthened. In particular, Chimet requires its counterparties to acknowledge and adhere to the principles set out in the Company's policies and Code of Ethics, which are available on the Company's website. The Company also carries out preliminary checks and monitors transactions, with the aim of minimising the risks associated with the sourcing of precious metals and preventing any illicit trading activities.

To this end, where necessary, Chimet cooperates with the competent authorities and reserves the right to suspend transactions with counterparties where there are reasonable grounds to suspect human rights violations or other conduct that is inconsistent with its ethical and responsible business principles. Furthermore, for transactions involving recovered materials containing gold, silver and platinum group metals, Chimet uses only traceable payment methods through banking institutions.

These measures reaffirm Chimet's commitment to operating in accordance with the principles of legality, transparency and responsibility, ensuring rigorous control over the origin of the materials processed and contributing to the development of an increasingly sustainable,

ethical and secure precious metals supply chain.

In this regard, the cornerstone of a correct identification and management of risks are the certifications that attest to the attention and safeguards that Chimet reserves for procurement. In fact, the company has long been using certified production systems in compliance with the main world standards, which are explored in greater detail in the boxes below.

In 2025, as in 2024, no activities or suppliers were identified as being at risk of child labour or at significant risk of forced or compulsory labour. With regard to the identification of these risks, and the broader spectrum of evaluation of human rights and other ESG issues, Chimet has followed a specific procedure for years.

The system for monitoring and managing the risks connected to its supply chain in fact provides for the categorisation of different risk classes for counterparties, which is associated with a precise duration of the business relationship (which is renewed, as appropriate, every 1, 3 or 5 years). In keeping with a so-called "zero-tolerance" approach along the supply chain, relationships can be interrupted if the risks related to unethical business conduct by the counterparty cannot be mitigated (e.g., through an improvement plan agreed with Chimet). This practice is an integral part of all Chimet's commercial relationships with its counterparties.

During 2024 and 2025, partly thanks to the adoption of more numerous and accurate databases for collecting information on counterparties, Chimet further strengthened the process of gathering evidence and assessing risks along the supply chain.

This development has improved the traceability of available information, increased the effectiveness of preliminary checks and enabled more timely identification of any critical issues associated with counterparties and transactions.

LBMA

The **London Bullion Market Association**, which is based in London, has developed an independent audit programme in order to verify the integrity of the gold and silver supply chains, ensuring that the supply complies with international ethical standards. The Responsible Sourcing Programme guarantees the continuous improvement of responsible sourcing practices and represents ethical proof for those who buy metals from companies on the good delivery list. The programme follows the five-step due-diligence framework published by the OECD and requires companies on the good delivery list to demonstrate their commitment to combating money laundering, the financing of terrorist organisations, human rights abuses and negative environmental impacts.

The five-step **due diligence** framework includes:

- 
- Implementation of management systems**
 - Identification and assessment of risks in the supply chain**
 - Implementation of risk management strategies**
 - Independent assurance to verify compliance with standards**
 - Periodic reports on the performance trend**

LPPM

The **London Platinum and Palladium Market** is based on the OECD guidelines for five-step due diligence, focused on combating money laundering and preventing the financing of terrorism. The guidelines issued by LPPM are based on those issued by LBMA and the actions to be taken in order to obtain certification are very similar. Chimet has renewed its inclusion in the good delivery list drawn up by LPPM, confirming its commitment and the high ethical standards of its activities.

RJC

With the voluntary membership of the **Responsible Jewellery Council (RJC) Guidelines** in 2019, Chimet carried out a meticulous selection and verification of the incoming precious metal, thus acting with responsibility and professionalism to guarantee the traceability of the materials then used in the jewellery. Thus, both the direct operations of the company and the ethics of the chain of custody of precious metals, or the entire supply chain of materials, were certified. For all incoming metals, compliance with the OECD guidelines on responsible gold and silver is therefore guaranteed as soon as they are acquired. Only strict controls of business partners and third-party suppliers of materials containing precious metals guarantee adherence to ethical principles, allowing us to offer a certified product on the market, despite the complexity of a global supply chain, which requires significant efforts in terms of the chain of custody of materials to ensure extensive and careful monitoring of every aspect.

In 2025, Chimet evaluated 100% of its new counterparties in the precious metals supply chain according to environmental and social criteria.

The process-related materials that Chimet sources are mainly waste sent for thermal destruction or recovery of precious metals, fluxes and chemical reagents used in the transformation process. Waste destined for thermal destruction primarily consists of hospital waste, out-of-date medicines and cosmetics, and industrial waste such as chemicals, sludge and waste by-products. Precious metal recovery waste, on the other hand, consists of catalysts, shredded electronic material and other solid waste such as catalytic converters and galvanic waste. Fluxes are materials that facilitate the melting of ashes containing precious metals, while reagents are all those chemical substances used in hydro-metallurgical reactions for refining precious metals.

In 2024, with the aim of improving the traceability, completeness and representativeness of the indicator relating to materials used, Chimet expanded the reporting scope to also include quantities of "scrap-derived ingots" and "goldsmithing waste". This reporting method was confirmed and continued in

2025, enabling a more comprehensive understanding of incoming material flows and greater consistency with the specific characteristics of the company's production process.

Scrap-derived ingots consist of bars made by melting metal scrap – from semi-finished products and production waste – which have morphological characteristics similar to granules or small fragments (often generated by mechanical processing or forming and rolling processes), and are supplied to Chimet on consignment for precious-metal recovery.

Goldsmithing waste, on the other hand, includes processing residues from the goldsmith and jewellery industry, such as polishing powders, filings, casting waste, contaminated abrasives and other heterogeneous materials containing precious metals. These materials are sent to Chimet for recovery, but first undergo specific treatments: heat treatment, grinding, homogenisation, sampling and analysis of the resulting ashes, in order to ensure the efficient and safe recovery of precious metals.

Overall, the materials used in 2025 are slightly higher than in 2024 (+1.27%).

Raw materials and incoming waste	2023	2024	2025
Waste for thermo-destruction (D)	5,161	5,263	5,494
of which renewable	-	-	-
of which non-renewable	5,161	5,263	5,494
Waste for precious metal recovery (R)	6,578	6,512	6,484
of which renewable	-	-	-
of which non-renewable	6,578	6,512	6,484
Fluxes	3,603	4,078	3904
of which renewable	-	-	-
of which non-renewable	3,603	4,078	3904
Reagents	13,693	12,359	12,613
of which renewable	20	20	14
of which non-renewable	13,673	12,339	12,599
Scrap-derived ingots	468	470	564
of which renewable	-	-	-
of which non-renewable	468	470	564
Goldsmithing waste	116	90	102
of which renewable	-	-	-
of which non-renewable	116	90	102

Raw materials and incoming waste	2023	2024	2025
Total	29,151	28,792	29,161
of which renewable	20	20	14
of which non-renewable	29,131	28,772	29,147

Despite the global nature of the supply chain, most of the products and services purchased by Chimet come from suppliers based in the area where the company operates. In 2025, local suppliers³ accounted for 95% of total expenditure, while only 5% was allocated to foreign suppliers, divided between European (1%) and non-European (4%).

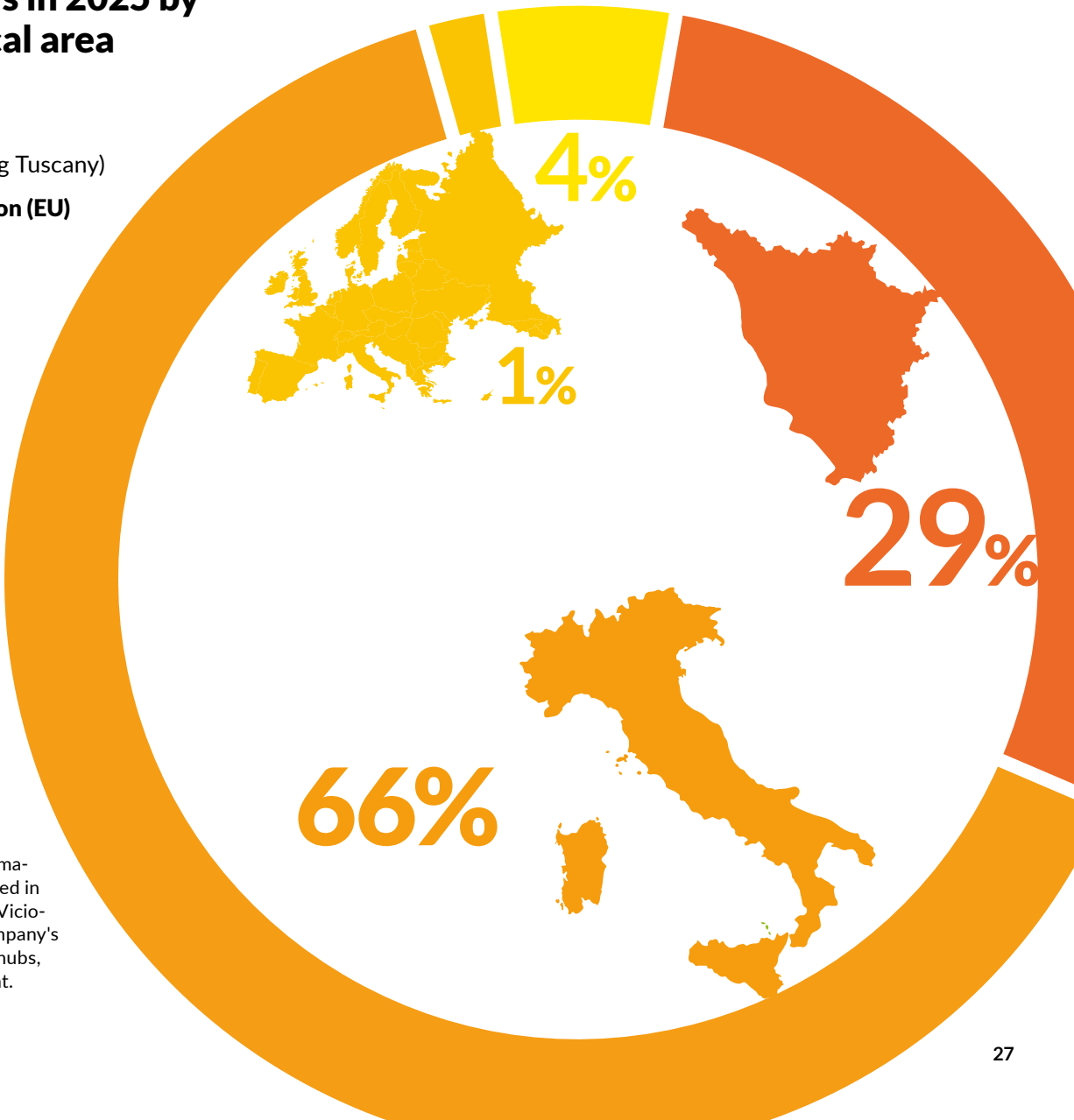
In particular, Tuscan suppliers absorbed about 29% of the total expenditure, confirming the strong roots of the company in the territory. The share of expenditure allocated to suppliers based outside Europe is still limited: in almost all cases, these are multinational companies with headquarters in Europe, but with production plants or operating offices outside the European Union.⁴

Percentage of expenditure on suppliers in 2025 by geographical area

- Tuscany
- Italy (excluding Tuscany)
- European Union (EU)
- Non-EU

³ Local suppliers are defined as those whose main headquarters are located within the national borders.

⁴ Expenditure on raw materials and services used in the Badia al Pino and Vicio-maggio plants, the company's two main production hubs, was taken into account.



Environmental protection

3



The environment and Chimet

Chimet is aware not only of its positive impacts on the environment, thanks to the circular economy model that it has enthusiastically embraced since the beginning of its history, but also of the negative impacts that are inevitably generated, as a direct and indirect cause of its activities.

As also clearly written in its Sustainability Policy, the minimisation of these impacts constitutes a fundamental principle in the way in which the company conducts its business. With this in mind, specific certified management systems, management procedures and monitoring activities have been adopted to make Chimet an exemplary company in effectively managing its impact on the environment, while constantly striving to improve its environmental performance.



Emissions and climate change

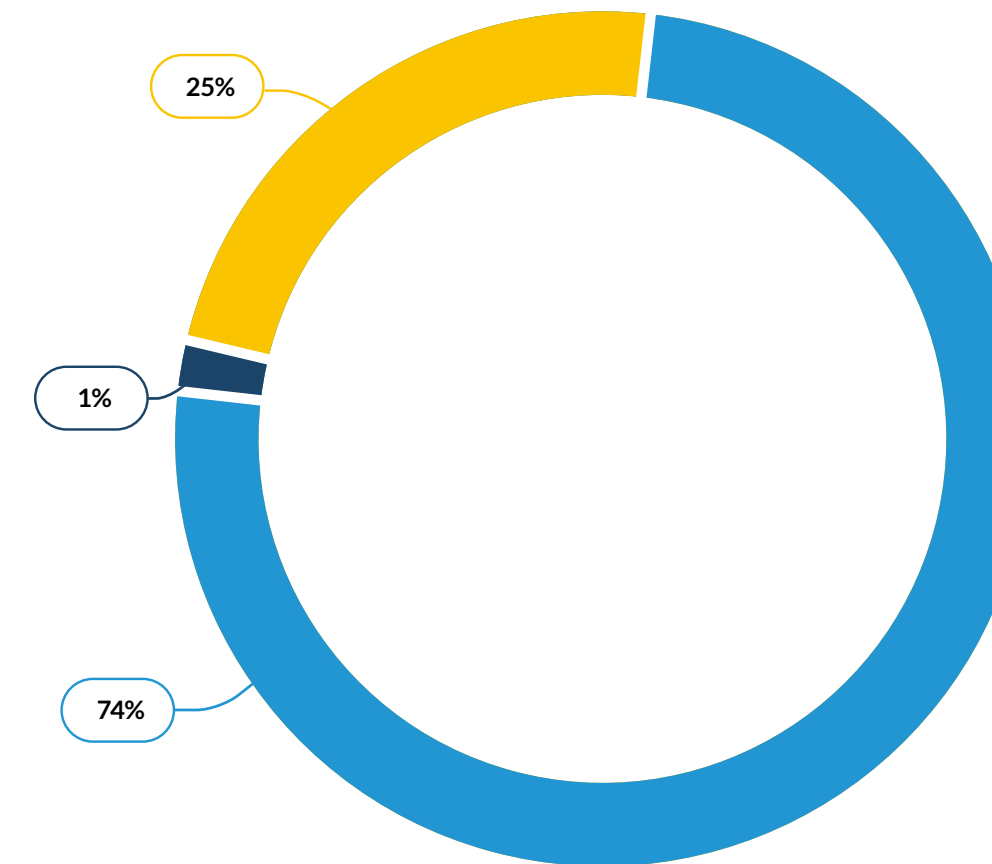
Among Chimet's main objectives is the minimisation of the environmental impacts of its activities. The commitment to the protection of the environment is demonstrated by the voluntary adherence to the ISO 14001 and EMAS environmental certification schemes in the plants located in Badia al Pino, Viciomaggio and Vicenza. Adherence to certifications requires the implementation of adequate policies and procedures, but also a clear and effective governance system for the management of environmental aspects. Chimet contributes directly to the fight against climate change through the recycling and recovery of precious metals, avoiding the emission of greenhouse gases into the atmosphere from the extraction of new materials. The consumption of energy in its operations is one of the key aspects for minimising the company's environmental impacts. At the Badia al Pino site, a system for measuring and continuously recording electricity consumption for each business sector was completed in 2017. This system allows us to rationalise the use of the resource in each sector and allows us to develop energy saving plans to be implemented over the years. Furthermore, in March 2023, the installation and connection of solar panels on the roofs of the Badia al Pino production plant were completed, with a capacity of 200 kW, and in September 2023, the solar panel system on the roofs of the Viciomaggio plant also began operating, with a capacity of 400 kW.

During 2025, Chimet also reported its corporate carbon footprint, as a further instrument for analysis and awareness of its climate impacts. This exercise enables us to quantify the greenhouse gas emissions associated with the organisation and provides a useful knowledge base to guide future strategies for reducing emissions, improving efficiency and enhancing environmental performance.

Chimet's total consumption can be divided respectively as follows:

Energy consumed in 2025 (GJ)

- Other fuels
- Methane
- Total electricity



In the graph above, "other fuels" refers to the sum of diesel and charcoal consumption.

Chimet's total energy consumption for 2025 is 331,578 GJ, a decrease of 9.76% compared to 2024. This decrease is due to the process optimisation carried out by the Company.

Compared with the Sustainability Reports for previous years, covering the 2023 and 2024 reporting periods, this Report does not include the quantity of metallurgical coke used in total energy consumption (6,470 GJ in 2023, 5,558 GJ in 2024 and 4,918.07 GJ in 2025).

This decision is based on the fact that metallurgical coke is not used as a fuel or energy carrier, but rather as a process aid within the production cycle. Consequently, it was deemed more appropriate to exclude it from the calculation of energy consumption, as its use is attributable to auxiliary process materials and not to the energy sources actually consumed by the company. This approach allows for a more accurate representation of the organisation's energy consumption and ensures greater methodological consistency with the purpose of the reported indicator.

Methane gas is the company's main energy source in terms of total consumption (expressed in gigajoules); at the Badia al Pino site, it fuels the thermodestruction furnaces (for both the disposal and recovery cycles), the ash melting department, the metal melting, and the space heating systems. In 2025, methane gas consumption decreased by 7.10% compared to the previous year, considering both plants.

Electricity consumption accounts for approximately 25% of total energy consumption and amounted to 23.74 GWh in 2025, of which 722,300 kWh were self-generated by the photovoltaic systems and consumed on site, while 887 kWh were generated and fed into the grid. By the end of 2027, an additional 200 kW are planned to be installed with panels on the roofs of the new offices and covered car parks in Badia al Pino. By the same date, a further 6-7 MW photovoltaic plant is expected to be installed on the land owned by the same plant.

The remaining energy consumption is generated by auxiliary fuels, used in production processes, such as diesel for automotive use (0.4% of total energy consumption) and charcoal (0.3% of total energy consumption).

Energy consumption is directly linked to atmospheric emissions of greenhouse gases. The emissions into the atmosphere generated by the Chimet ⁵ plants come mainly from the production plants for recovering and refining precious metals, from waste incineration furnaces and from the production processes of catalysts and screen printing pastes. In the two incineration plants, continuous emission monitoring systems are installed that monitor the leakage of different gases, while the other chimneys are monitored periodically according to the provisions of the Monitoring and Control Plan.

Chimet's direct emissions, i.e., generated by the use of fuels within the organisation and business operations (Scope 1), amounted to 30,014.3 tCO₂e in 2025, up 11.7% from 2024 and linked to 29,950.8 tCO₂e for combustion processes and 63.9 tCO₂e for non-combustion production processes. The majority of these emissions, almost 75%, are caused by the thermo-destruction of waste and were measured through the continuous monitoring systems at the two emission points BC006 and DCOO2. The remainder of Scope 1 emissions come from the estimated emissions from the combustion of methane⁶, metallurgical coke, granular coals, goldsmiths' waste, and diesel fuel, and from reactions involving sodium carbonate used in the company's processes.

In particular, the sum of the CO₂ emissions recorded by the continuous monitoring systems at the emission points BC006 and DC002 for the year 2025 was 20,553.3 tonnes, to which are added the emissions of the other GHGs, bringing the total emission to 21,869.8 tCO₂e. Adding to these emissions are those resulting from the combustion of methane, metallurgical coke, goldsmith's waste and granular coal in the plant's other facilities, which together account for emissions of 7,985.4 tCO₂e. Finally, 63.9 tonnes are produced by chemical processes involving sodium carbonate.

Overall, therefore, the Scope 1 emission factors for the year 2025 can be summarised as follows:

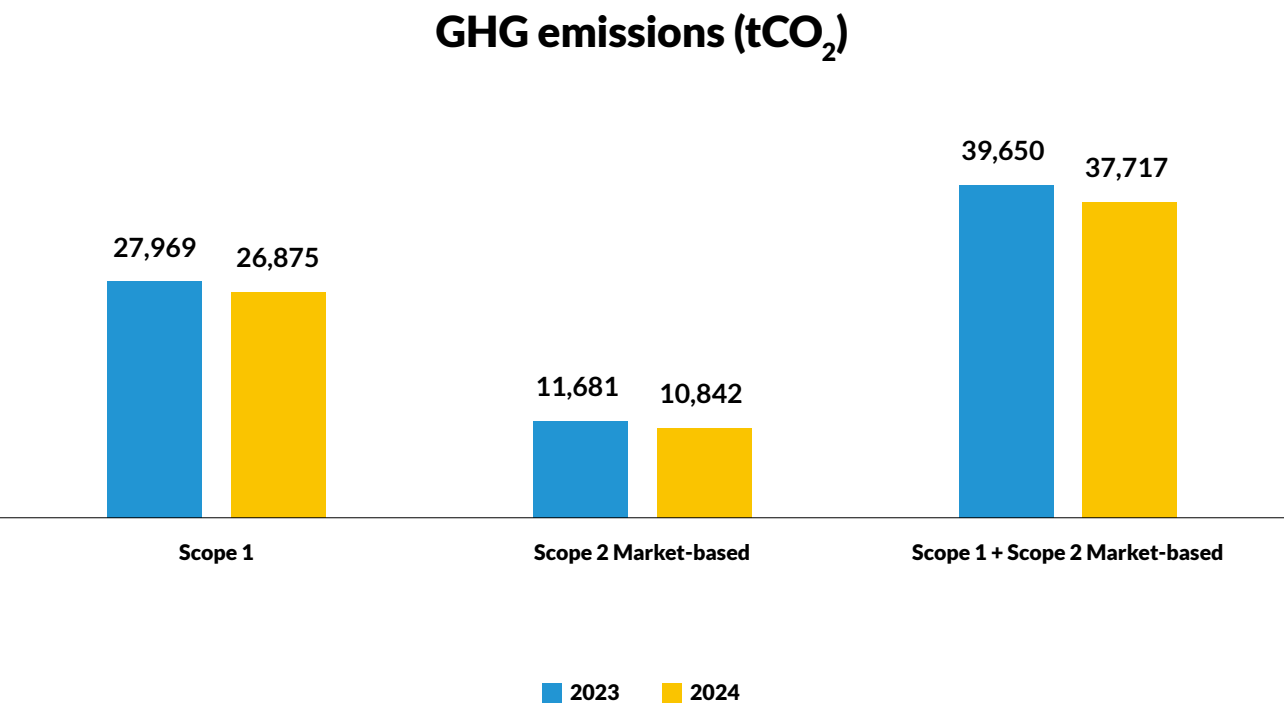
Direct emissions (Scope 1) 2025	tCO ₂ e
Emissions BC006 DC002	21,869.8
Other combustion emissions	7,985.36
Process emissions	63.9
Mobile combustion	95.7
Total	30,014.3

⁵ Each year, the Company publishes monitoring data on water, air, physical agents, soil and waste in its Annual Integrated Environmental Authorisation (AIA) Report. Within the report itself, there is a calculation of emissions (expressed in tonnes) deriving from the use of methane gas for the Badia al Pino site with the Italian perimeter factors. In this Sustainability Report, on the other hand, the emissions from methane gas have been calculated (in tonnes equivalent) using international emission factors, and considering both the Badia al Pino plant and the Viciomaggio plant; therefore, the emission values will differ between the two documents.

⁶ The estimated emissions were calculated excluding the natural gas used by the two waste incineration plants, in order to avoid double counting.

Scope 2 emissions from electricity consumption in 2025 correspond to 9,854.5 tCO₂e calculated according to the market-based residual factor and 4,971.0 calculated according to the location-based factor.

In line with the previous financial year, the company is calculating its organisational carbon footprint, including the quantification of Scope 3 emissions, i.e., indirect emissions generated throughout the entire corporate value chain. Given the complexity and technical time required for the complete processing of such data, the results have not been included in this Sustainability Report. The results will be disseminated via the Company's usual communication channels.



The emissions into the atmosphere of all gases harmful to humans and the environment were well below the limits imposed by the regulations and continued the slight downward trend.

In line with the previous financial year, the company is calculating its organisational carbon footprint, including the quantification of Scope 3 emissions, i.e., indirect emissions generated throughout the entire corporate value chain. Given the complexity and technical time required for the complete processing of such data, the results have not been included in this Sustainability Report. The results will be disseminated via the Company's usual communication channels.

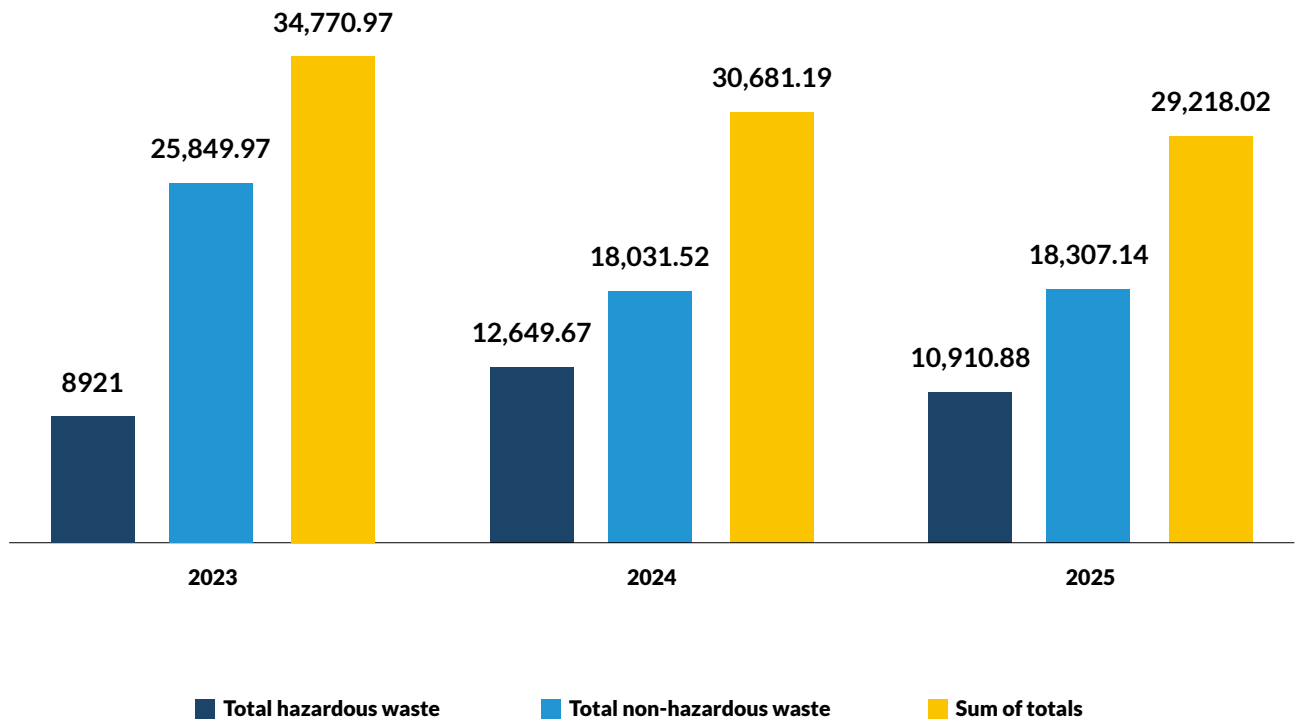
Management of waste produced

In 2025, Chimet produced a total of 29,218 tonnes of waste (down 4.8% from 2024), of which about 62.7% was non-hazardous. The Badia al Pino plant alone accounts for 98% of waste (28,663 tonnes in 2025, a decrease of 5.4% compared to 2024). At this plant, the largest quantity of waste produced is saline solution resulting from the chemical-physical treatment of process water from the precious metal refining cycle, which amounted to 13,968.3 tonnes in 2025 (down 8% compared to 2024). The other waste products resulting from the precious metal recovery cycle are smelting slag and sludge from treatment of process solutions. The thermodestruction process of hazardous waste generates bottom ash and flue gas filter ash as waste. In the Viciomaggio plant, the waste produced

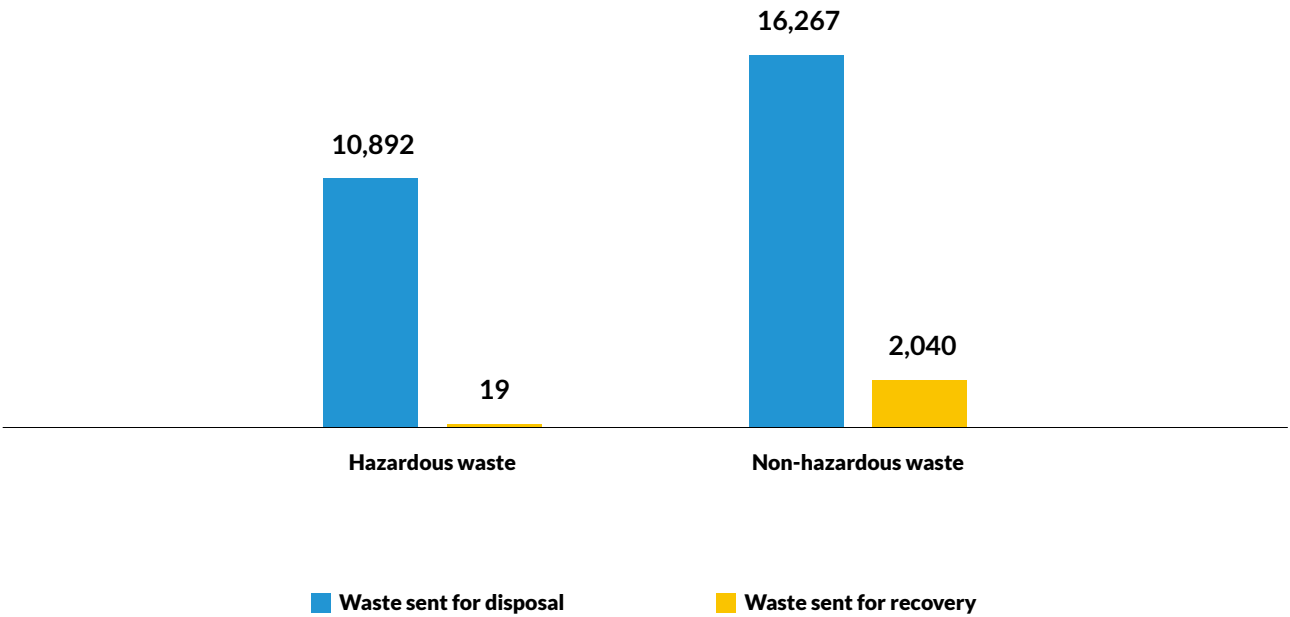
in the greatest quantity consists of non-hazardous process water (555.77 tonnes in 2025, up 14% compared to 2024), deriving from the production of silver powders, used for silver-based screen printing paints.

Waste management is regulated by specific operating instructions which define the methods of packaging, storage, handling and delivery to suppliers authorised for transport and treatment. Part of the waste generated, 8%, is sent for recovery or recycling (almost all of this, 99.1% of the waste, is classified as non-hazardous), while the remaining 92% is sent for disposal due to its composition. Of this, approximately 40% is hazardous waste and 60% is non-hazardous waste.

Trend in waste generated (tonne)



Total waste broken down by hazard level and treatment (tonne)



Compared to what was reported in the previous edition of the Sustainability Report, it should be noted that, at the date of publication of this Report, the legal proceedings relating to the classification of a specific category of special waste, consisting of vitreous slag from the recovery cycle of precious metals and copper, in which the Company was involved, have been concluded. In particular, acquittal judgments were handed down in respect of the parties involved, for all the alleged offences. As part of the same proceedings, the court also found that there were no grounds to proceed against Chimet S.p.A., stating that "the alleged offence did not occur", in relation to the allegations made in accordance with Italian Legislative Decree 231/2001.

The outcome of the proceedings confirms that the alleged conduct did not occur and forms part of a matter that had already been favourably resolved in administrative proceedings, following the annulment by the Regional Administrative Court of Tuscany (TAR Toscana) and the Council of State of the decision issued by the Tuscany Region identifying Chimet S.p.A. as responsible for alleged environmental offences.

In light of these developments, the matter can be considered closed, including from a criminal law perspective, with the full acquittal of the parties involved and the recognition that the allegations made against the Company are unfounded.

Water and biodiversity

The protection and appropriate use of water resources is a priority for the company, particularly considering the location of its sites, situated in areas characterised by marked water stress⁷. The main source of water supply for the Badia al Pino and Viciomaggio plants is from wells in the surrounding areas, located at varying depths and properly authorised⁸. Some wells are equipped with special systems for monitoring the level of the aquifer and the physicochemical characteristics of the water; moreover, as of 2021, flow meters have been installed to measure the water consumption within the structures in a timely manner.

In 2021, a new internal water recirculation mechanism was installed in the Badia al Pino plant that guarantees careful management of the water used. The effluent water is separated according to the substances present: water that does not contain particularly high concentrations of sodium chloride is reused in produc-

tion processes (smoke cooling), while water with high salt or nitrate concentrations is treated as waste and collected and disposed of by specialist companies⁹. The future completion of the crystallisation plant will allow a further reduction of this type of waste¹⁰. Thanks to this treatment method, since 2017 the discharge of civil water into the public sewer by the Badia al Pino plant has been zeroed. To further reduce its impact on the local water resource, the facility is equipped with a system for recovering rainwater.

The company's efforts to set up a water resource management system with the lowest possible impact, as demonstrated by the initiatives described above, have led to a reduction in groundwater abstraction. In 2025, groundwater abstraction decreased by -4.62%¹¹ compared to the previous year, from 56.31 ML¹² in 2024 to 53.71 ML.

"To further reduce its impact on the local water resource, the facility is equipped with a system for recovering rainwater"

⁷ As a tool for the evaluation of water stress areas, reference was made to the Aqueduct Water Risk Atlas of the World Resources Institute (Aqueduct World Resources Institute).

⁸ All water resources extracted consist of fresh water (<1,000MG/L of total dissolved solids).

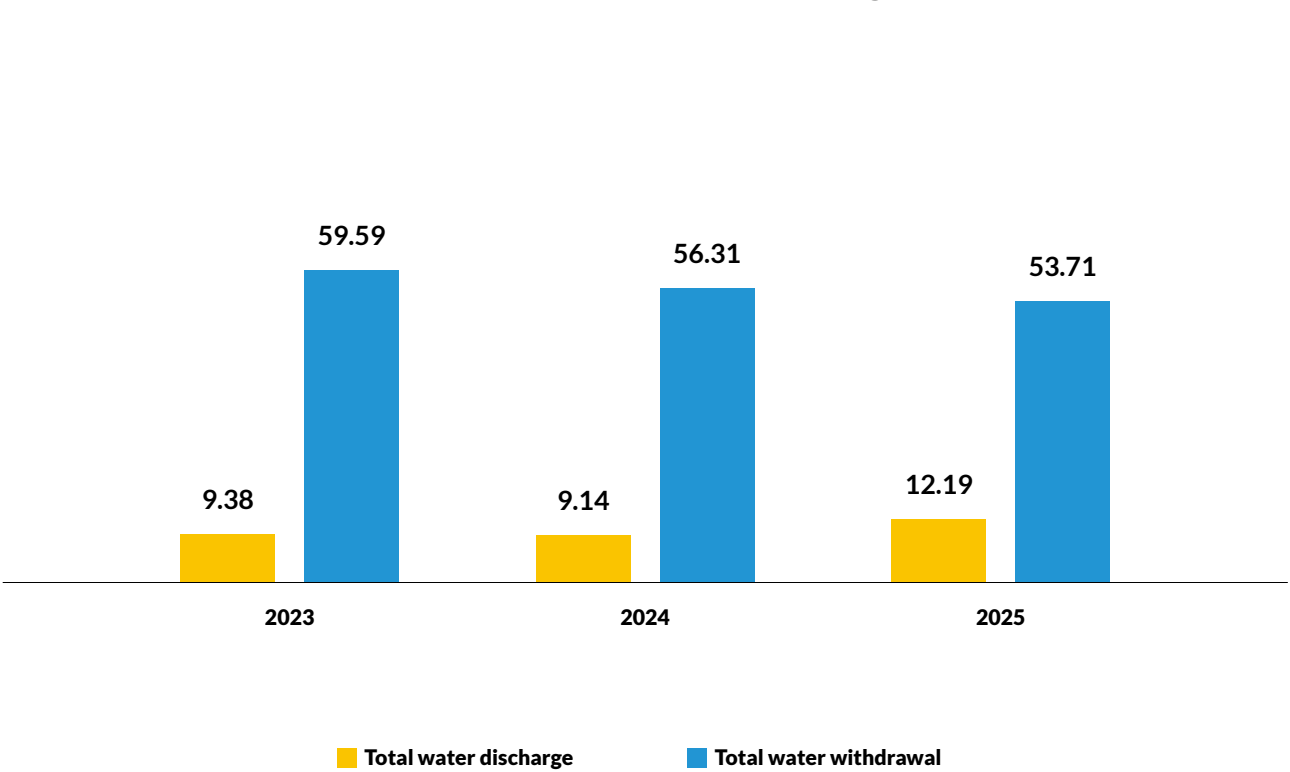
⁹ Saline water is categorised as waste according to the European EWC classification; therefore, it has been accounted for as waste produced and not as water discharge. The saline water treated by specialised third-party companies amounts to approximately 20,126 tonnes.

¹⁰ For more details on the crystallisation plant, see the chapter "Circular Economy", paragraph "From waste to resource".

¹¹ As in previous years, the category of water produced, including rainwater and water made available by the recirculation system, has not been reported due to the difficulty in accurately measuring the data.

¹² It should be noted that, last year, the consumption figures for 2023 and 2024 were inadvertently transposed. Specifically, during 2023, there was a water abstraction of 59.59 ML and during 2024, 56.31 ML. These values have also been corrected in the chart below.

Water withdrawals and discharges (ML)



The waste water from the Badia al Pino site is entirely recirculated and no discharge was made during 2025. The water discharges from the Viciomaggio site, free of significant pollutants, are conveyed into the public sewer network and amount to 12.2 ML, up from 9.14 ML the previous year.

With regard to biodiversity, in 2025 the environmental biomonitoring project of the flora and fauna in an area within the boundaries of the Badia al Pino plant continued in collaboration with the University of Perugia. A permanent 50 m² plot was established, where observations of flora and vegetation are carried out in order to better understand the potential impact of production activities on local biodiversity. The latest report for the two-year period 2023/2024 shows a substantial stability of the plant system and the presence of species that indicate good soil fertility and high environmental quality. Some morphological and compositional variations in vegetation can be attributed to the effects of climate change, in particular the alternation of prolonged droughts and extreme weather events, which influence seasonal dynamics and the adaptation of certain species.

Caring for people

4



Employee well-being and development

Chimet enhances its human capital so that authentic and lasting relationships are created with its employees, based on mutual trust.

The company is committed to employing people who live in the areas where it operates, creating wealth and value for local communities. In fact, 94% of Chimet's workforce is made up of employees residing in the province of Arezzo, where its two plants are located.

The principles of diversity and inclusion are crucial in human resources policies, guaranteeing equal opportunities in the workplace to all people without any discrimination. In this regard, during 2025 – as in previous years – it is reported that there have been no cases of discrimination. Furthermore, as of March 2023, the company has entered into a contract with a cleaning company that provides for the employment of disadvantaged persons, including individuals with disabilities, in accordance with Article 31 of Italian Legislative Decree 81/2008 on the protection of health and safety in the workplace (prevention and protection service – recruitment of external personnel for work services).

As at 31 December 2025, Chimet's workforce consisted of 150 employees. During the year, the Company also relied on the support of 19 temporary workers, an increase of 4 compared to 2024, and 8 interns, a figure in line with the previous year. The placement of interns is also supported by an active agreement with the ITIS (Technical Industrial Institute), which enables students to undertake training programmes within the Company.

In fact, Chimet maintains established relationships with higher technical institutes, with the aim of promoting integration between school education and the world of work, offering students opportunities for practical learning and career guidance.

The Company also collaborates with universities, in particular with the Universities of Turin and Pisa, in the context of research and development activities. With regard to the University of Turin, the Viciomaggio site offers students internship opportunities; with the University of Pisa, on the other hand, specific collaboration agreements have been concluded, under which the University acts as a technical advisor on environmental matters.

90% of the Company's workforce is male, particularly among manual workers, where there are no female employees, in a sector – and in the associated roles – that has historically been dominated by male workers. In contrast, the number of female workers stands at 21.5% among office workers and 12.5% among middle managers. More than half of the employees are under 50 years of age; more specifically, 14% of the employees are under 30 years of age.

Given Chimet's industrial activity, manual workers make up the largest group of employees, i.e., 51% of the workforce. Furthermore, low employee turnover rates were recorded for both new hires (7.6%) and departures (3.5%), demonstrating that building stable relationships with its employees is a priority for the Company, as this contributes to business continuity, productivity and the creation of a motivated working environment.

Company population by professional category and gender									
Number of people	As at 31 December 2023			As at 31 December 2024			As at 31 December 2025		
	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
Executives	0	0	-	0	0	-	0	0	-
Middle management	7	1	8	7	1	8	7	1	8
Employees	54	13	67	49	14	63	51	14	65
Manual workers	70	0	70	73	0	73	77	0	77
Total	131	14	145	129	15	144	135	15	150

Chimet personnel by classification and age groups											
Number of people	As at 31 December 2023				As at 31 December 2024				As at 31 December 2025		
	< 30	30-50	50 >	Tot	< 30	30-50	50 >	Tot	< 30	30-51	51 >
Executives	0	0	0	-	0	0	0	-			0
Middle management	0	1	7	8	0	1	7	8		1	7
Employees	9	27	31	67	7	24	32	63	8	26	31
Manual workers	8	36	26	70	12	31	30	73	13	34	30
Total	17	64	64	145	19	56	69	144	21	61	68

Over the years, Chimet has progressively implemented remuneration systems aimed at enhancing the contribution of its people and recognising their commitment. In particular, upon the achievement of the annual company targets, a productivity bonus is paid to all employees in proportion to the hours actually worked.

All employees are covered by the national collective bargaining agreement (CCNL) for the gold and silver industry; however, Chimet guarantees better economic conditions than those provided for in the CCNL. These include: an allowance for travel abroad, Saturday pay at 80% (instead of 40% as per contract), a higher surcharge for day and night shifts, and on-call allowances for specific roles. At the same time, the company has developed a comprehensive corporate welfare system. Employees can access a dedicated digital platform, through which they can request reimbursements or book available services (including meal vouchers and an annual fuel voucher worth €250). In 2024, following discussions with trade union representatives, an additional annual payment of €750 per employee was also planned for the three-year period 2025-2027, to be used through the same platform.

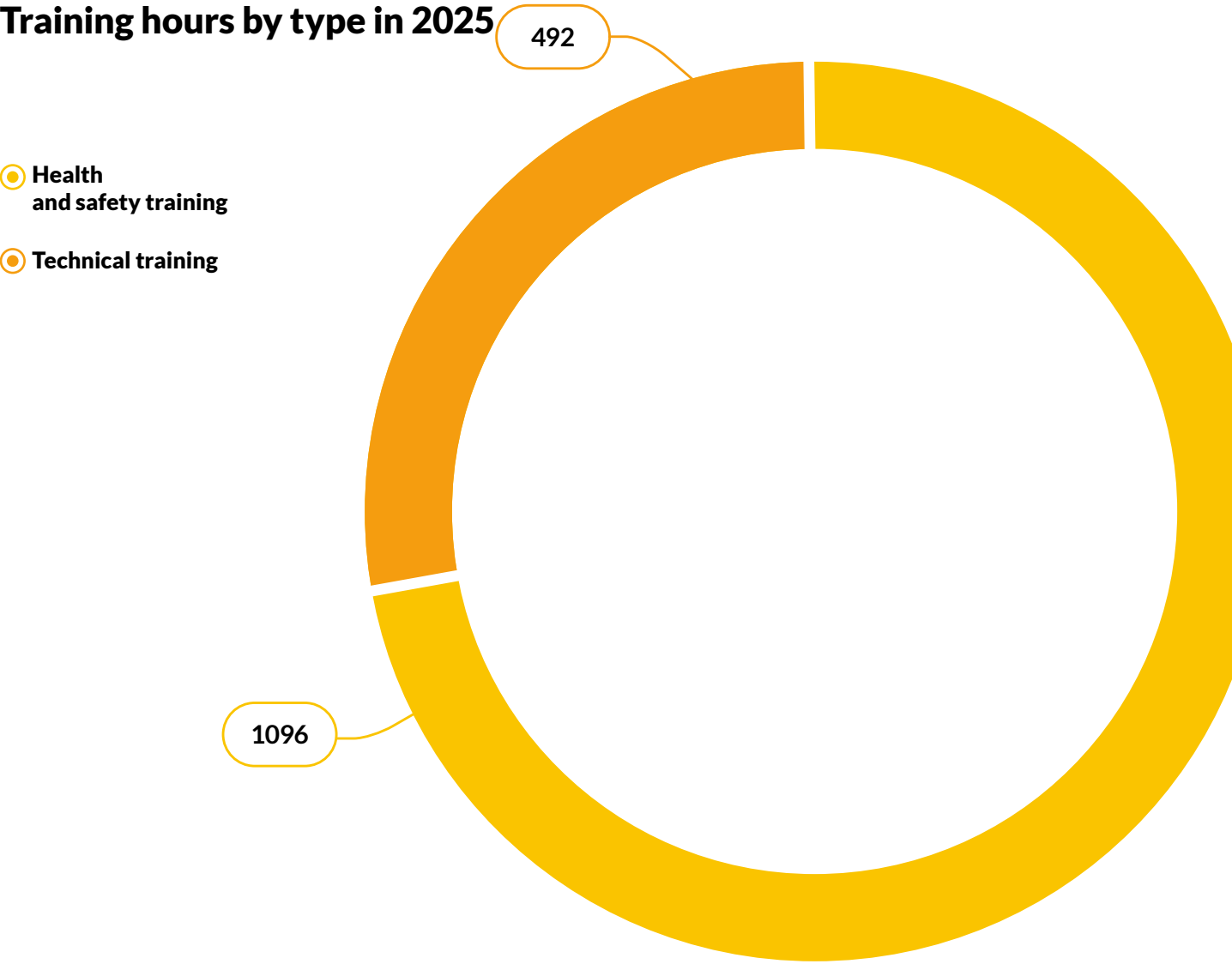
The company also provides a fund for the reimbursement

of health expenses, which is also extended to dependent family members. Finally, twice a week, a general practitioner is available at the plant for check-ups, vaccinations (e.g. flu, tetanus) and prescriptions for specialist services, which are covered by the company even if not directly related to work. Insurance coverage is also provided for death or permanent disability, even outside working hours. The compensation provided for amounts to three times the gross annual salary in the event of death, and four times in the event of disability. All external collaborators and temporary employees enjoy the same benefits as permanent staff.

The management defines the training needs of personnel, which are evaluated according to the objectives of the organisation and the growing attention to the environment and health and safety in the workplace. Particular attention is paid to the case of new recruits, job changes, new control tools introduced in the production cycle and new regulations.

Overall, during 2025, Chimet provided 1,588 hours of training, an increase of 30% compared to 2024.This increase is mainly attributable to the type of training provided.

Training hours by type in 2025



In particular, 1,096 hours of compulsory training were carried out, with an increase of 289 hours compared to 2024, mainly dedicated to health and safety at work. Technical and professional training also increased: in 2025, 492 hours were provided, representing 181 more hours than in 2024.

The training activities were planned and carried out in compliance with the Company Training Plan, which is prepared annually to plan the training activities according to organisational, regulatory and skills development needs. To deliver the training, the company uses qualified internal instructors, specialised consultants and accredit-

ed training bodies.

In 2025, 69% of training hours focused on occupational health and safety, while the remaining 31% was dedicated to developing technical and professional skills, particularly in relation to Model 231 and anti-money laundering.

The increase in training hours confirms the company's commitment to maintaining a high level of staff competence, ensuring continuous professional development both in terms of health and safety and from a technical and professional standpoint, with the aim of supporting the continuous improvement of company performance.

Health and safety at work

The chemical industry is exposed to a high level of risk to human health and safety, particularly due to the use of hazardous substances and the high temperatures involved in certain processes. The protection of workers is a top priority for Chimet, pursued through a preventive approach to risk management and a strong investment in the culture of safety.

Chimet S.p.A. is among the companies subject to Italian Legislative Decree 105/2015 (Seveso legislation – upper threshold) and implements a Safety Management System – Major Accident Prevention (SGS-PIR) for the Badia al Pino plant, integrated into the quality and environmental management system certified according to ISO 9001, ISO 14001 and EMAS registration, extended to all company sites. Hazard identification and risk assessment are carried out for each role and department, with the support of qualified external consultants. The Risk Assessment Document (DVR), updated on a regular basis, is approved by the Employer, the Company Doctor, the Head of the Prevention and Protection Service (RSPP) and the Workers' Safety Representative (RLS). Each assessment is accompanied by a plan of corrective and improvement actions, developed with the involvement of the department head and the technical office.

Health and safety training is provided to all staff, both temporary and permanent, in compliance with regulatory obligations, with particular attention paid to the

specific risks of tasks (e.g. use of toxic and compressed gases, PPE, emergency management, confined spaces, fire prevention, first aid). There are also plans to gradually introduce an e-learning platform for regular training on safety and major accident hazards.

During training activities, workers are encouraged to report any anomalies or dangerous situations not yet considered. Employees actively participate in the hazard identification and risk assessment phase. The Workers' Safety Representative (RLS) attends regular meetings and signs the DVRs, which they can consult at any time upon request to the RSPP.

There is no formalised safety steering committee; however, the Employer meets periodically with the RSPP, the external consultant and the Technical Office to identify technical solutions for risk mitigation when updating the DVR.

Any anomalies, critical issues or suggestions for improvement can be reported through a specific internal procedure that involves submitting a form, including anonymously. In accordance with current legislation, a specific whistleblowing procedure is in place, which can also be accessed from the company website. This procedure guarantees confidentiality and protection from any retaliation, except in cases provided for by law in the event of wilful misconduct.

In 2025, there were seven accidents involving employees, one of which was classified as serious¹³, one more than the six accidents in 2024. The main types of accidents involved shocks, falls and cuts, plus two cases of eye injury from a chemical agent and one case of burns. There were no deaths or occupational diseases. The accident rate for employees is 4.29¹⁴, up from 2024 (2.56¹⁵). While for non-employees, there was 1 non-serious accident during 2025. The main types of accidents involved shocks, falls and cuts, plus three cases involving chemical agents and burns. For non-employees, the rate is 6.18, in line with 2024.

Chimet carries out regular monitoring of accidents, near-misses and safety reports, which are a fundamental tool for continuous improvement.

As part of the initiatives aimed at the continuous improvement of health and safety conditions at work, a major prevention project was completed in 2025, which involved the installation of an advanced monitoring system using infrared cameras on all TBRC (Top Blown Rotary Converter) furnaces. The system, integrated with dedicated software, is capable of promptly detecting the possible occurrence of hot spots on the external casing of the furnaces, providing an automatic assessment of the level of risk through a scale consisting of nine alarm levels, each associated with specific temperature thresholds. This solution allows preventive action,

reducing the risk of damage or breakage of the casings and increasing the level of safety for operators during operation. In addition to improving safety conditions, the continuous monitoring of thermal parameters will enable the collection of data useful for analysing plant performance, thereby facilitating the optimisation of production processes, extending the service life of the furnaces, reducing plant downtime and enabling more effective planning of maintenance activities.

In 2025, a silver reduction plant was also installed, aimed at optimising the production process and enabling more efficient resource management. The investment also generated benefits in terms of occupational health and safety, thanks to greater control over the operational stages, reduced potential exposure of operators and safer management of the substances and effluents involved in the process.

Finally, a digital platform was introduced to manage training related to the SEVESO Directive, with the aim of improving the planning, delivery and monitoring of training programmes for personnel involved in activities involving major-accident hazards, ensuring stronger oversight of competencies and greater awareness of safety issues.

¹³ Work-related injuries resulting in harm from which the worker cannot recover, does not recover, or for which it is not realistic to expect a full recovery to their pre-incident state of health within 6 months.

¹⁴ The rate is calculated as follows: No. of recordable accidents / No. of hours worked * 200,000. In the category of accidents, accidents that occurred during work-related travel are not included.

¹⁵ The figure stated in the 2024 financial statements differs from that stated in these financial statements (2.62), as the hours worked considered in the previous calculation were incorrect and have been adjusted from 305,093 to 311,929.



Local community

Chimet has always viewed its business activities as deeply integrated into the local area in which it operates. This vision gave rise to the "Chimet con Te" project, an initiative through which the Company supports projects with significant social and cultural value, with a particular focus on supporting older people, families in difficulty and people with reduced mobility, as well as schools and cultural, recreational and sporting activities. "Chimet con Te" is the channel through which charitable contributions aimed at supporting local development are distributed. A dedicated budget is defined for each financial year, which is divided up with the aim of supporting as many organisations as possible – mainly rooted in the local area in which the company operates.

During 2024, in addition to the restoration of the painting San Lorenzo by Bartolomeo della Gatta, housed in the church of the Badia delle Sante Flora e Lucilla, and the painting Cristo davanti a Pilato, on display at the State Museum of Casa Vasari, numerous grants were made to institutions and associations working in different but complementary areas. These

include the Thevenin Foundation, which welcomes and supports women and minors in vulnerable situations; the Rondine Cittadella della Pace Association, which is committed to training young people from conflict areas to spread a culture of dialogue and reconciliation; the Il Cenacolo Social Cooperative, which promotes the inclusion of people with disabilities in the workplace; and ASD Wheelchair Volpi Rosse, a wheelchair basketball team that contributes to social integration through sport. Further contributions have supported the cultural and educational growth of young people, with initiatives in collaboration with local schools and museums, and have strengthened the local community through support for sporting, recreational and institutional activities, including the Arezzo Sports Club, the Municipality and the Parish of Santa Maria della Pieve.

This wide range of initiatives confirms Chimet's commitment to strengthening social and cultural cohesion in the local area, promoting close ties with local communities and placing corporate social responsibility at the heart of its identity. Overall, during 2024, sponsorships totalling €380,000 were granted.

Throughout 2025, the company allocated €37,000 to social initiatives for the benefit of the local community, confirming its commitment to creating shared value and supporting the region in which it operates. Among the most significant initiatives were a €10,000 contribution towards the renovation of the Parish of Santa Maria Assunta in Badia al Pino, aimed at preserving an important point of reference for the local community, and an €8,000 donation to Calcit for the purchase of a FibroScan, with the aim of strengthening prevention and early diagnosis activities for the benefit of the community. Through these initiatives, the company renews its commitment to the social development of the area, promoting the well-being of people and contributing to the strengthening of the community fabric through concrete and targeted interventions.

Overall, taking into account charitable donations and sponsorships, the Company contributed €181,000 to the local community, reaffirming its commitment to creating shared value through investments aimed at supporting the social, cultural and economic development of the community.

Some of the most exciting initiatives can be viewed on our website: www.chimet.com/it/company/initiatives

Knowledge, innovation and sustainability

Sustainability is not just an industrial choice but a culture to be shared – a journey that passes through innovation, the circular economy, and, above all, knowledge.

This is the vision that inspired our company to organise the event "The Science You Didn't Expect", the talk show dedicated to students in Arezzo, which brought the renowned science communicator and chemist Barbascura X to the stage of Teatro Petrarca, leading a session that combined information, humour, and critical reflection.





chimet[®]
REFINING AND FINE CHEMICALS

MERCOLEDÌ
12
NOVEMBRE

LA SCIENZA CHE NON TI ASPETTAVI

CON
BARBASCURA X
E JACOPO DE LUCA



"The Science You Didn't Expect" with Barbascura X at the Teatro Petrarca in Arezzo

Following the success of 2024 with Vincenzo Schettini in "The Physics We Like", we chose to renew our commitment to strengthening the dialogue between schools, businesses, and the scientific community. Hundreds of students filled Arezzo's main theatre to experience an event that tackled complex topics in an accessible way: from cognitive biases to the mechanisms of the circular economy, from the role of informed communication to the value of research.

On stage, **Barbascura X** engaged in a dialogue with biologist **Jacopo De Luca**, who guided the discussion, stimulating questions and curiosity from students of Arezzo's secondary schools and technical institutes. This educational moment was promoted with the patronage of the Municipality of Arezzo and in collaboration with the Local Education Authority. In a historical phase marked by energy, environmental, and digital transitions, Chimet reaffirmed its commitment: to create an ecosystem of education, responsibility, and vision where knowledge is the lever that transforms sustainability into a real and shared value.

CON IL PATROCINIO DI



COMUNE DI AREZZO

TEATRO PETRARCA
VIA GUIDO MONACO, 12, 52100 AREZZO

Performance indicators

Social sustainability

DISCLOSURE 2-7 & 2-8 Employees and workers who are not employees

Employees (Headcount) by type of contract (permanent and fixed-term) and gender									
Type of employment contract	2023			2024			2025		
	Males	Women	Total	Males	Women	Total	Males	Women	Total
Employees – permanent	131	14	145	129	15	144	135	15	150
Employees – fixed-term	0	0	0	0	0	-	0	0	-
Total	131	14	145	129	15	144	135	15	150

Employees (Headcount) by type of employment (full-time or part-time) and gender									
Type of employment contract	2023			2024			2025		
	Males	Women	Total	Males	Women	Total	Males	Women	Total
Full-time staff	131	14	145	129	15	144	15	135	150
Part-time staff	0	0	-	0	0	-	0	0	-
Part-time percentage	0%	0%	0%	0%	0%	-	0%	0%	0%
Total	131	14	145	129	15	144	15	135	150

External collaborators as at 31 December by gender (in Headcount)									
Type of employment contract	2023			2024			2025		
	Males	Women	Total	Males	Women	Total	Males	Women	Total
Co-administered	17	0	17	15	0	15	18	1	19
Interns ¹⁵	0	0	0			8 ¹⁶	8	0	8
Total	17	0	17	15	0	23			23

DISCLOSURE 401-1 New recruits and turnover¹⁷

New employees															
	2023					2024					2025				
	< 30	30-50	> 50	Tot	%Turn-over	< 30	30-50	> 50	Tot	%Turn-over	< 30	30-50	> 50	Tot	%Turn-over
Males	3	2	1	6	5%	5	1	-	6	4%	2	7	1	10	7%
Women	1	-	-	1	7%	1	-	-	1	1%				1	1%
Total	4	2	1	7	5%	6	1	-	7	5%	2	8	1	11	8%

¹⁶ In the 2024 Annual Report, the figures relating to interns were inadvertently omitted.

¹⁷ The figures relating to new hires and outgoing employees in 2023 have been restated, following an improvement in the data collection system, compared to those published in the previous Sustainability Report.

Outputs															
	2023					2024					2025				
	< 30	30-50	> 50	Tot	%Turn-over	< 30	30-50	> 50	Tot	%Turn-over	< 30	30-50	> 50	Tot	%Turn-over
Males	1	2	8	11	8%	-	2	6	8	6%	1	0	3	4	3%
Women	-	-	-	-	-	-	-	-	-	0%	0	1	0	1	1%
Total	1	2	8	11	8%	-	2	6	8	6%	-	1	3	5	4%

DISCLOSURE 404-1 Average hours of annual training per employee¹⁸

Average hours of annual training per employee						
Professional category	As at 31 December 2023					
	Men	Average hours/men	Women	Average hours/women	Total	Average hours/category
Executives	-	-	-	-	-	-
Middle management	35	5	2	2	37	5
employees	494	9	56	4	550	8
Manual workers	709	10	-	-	709	10
Total	1,238	9	58	4	1,296	9
	As at 31 December 2024					
	Men	Average hours/men	Women	Average hours/women	Total	Average hours/category
Executives	0	-	0	-	-	-
Middle management	103	15	16	16	119	15
Employees	255	5	110	8	364	6
Manual workers	636	8	0	-	636	8
Total	993	8	126	8	1,119	8
	As at 31 December 2025					
	Men	Average hours/men	Women	Average hours/women	Total	Average hours/category
Executives	-	-	-	-	-	-
Middle management	66	9	8	8	74	9
Employees	440	9	212	15	652	10
Manual workers	862	11	0	0	862	11
Total	1,368	10	220	15	1,588	11
Type of training	As at 31 December 2023		As at 31 December 2024		As at 31 December 2025	
	No. of participants	Total hours	No. of participants	Total hours	No. of participants	Total hours
Health and safety training	92	806	102	808	130	1096
Technical training	78	490	55	311	76	492
Total	170	1,296	157	1,119	206	1,588

¹⁸ Following a process of improvement of the reporting system and in order to ensure the comparability of the data, the figures relating to the year 2023 have been restated compared to those published in the previous Sustainability Report.

DISCLOSURE 403-9 Occupational accidents

Occupational accidents – Employees			
	2023 ¹⁹	2024	2025
Total number of deaths due to occupational accidents	0	0	0
Total number of serious accidents at work (excluding fatalities)	1	1	1
Total number of recordable occupational accidents (excluding deaths and serious injuries)	6	4	6
Hours worked	297,385	311,929	279,547
Rate of deaths due to occupational accidents	0	0	0
Rate of serious accidents at work (excluding fatalities)	0.67	0.64	0.71
Rate of recordable occupational accidents (excluding fatalities and serious injuries)	4.04	2.56 ²⁰	4.29
Type of accident - Employed workers			
	2023	2024	2025
Eye injuries from chemical agents	0	1	2
Shocks, falls and cuts	7	3	4
Burns	0	1	1
Total	7	5	7
Occupational accidents – NON-employees			
	2023	2024	2025
Total number of deaths due to occupational accidents	0	0	0
Total number of serious accidents at work (excluding fatalities)	0	1	1
Total number of recordable occupational accidents (excluding deaths and serious injuries)	1	0	0
Hours worked	22,104	32,051	32,382
Rate of deaths due to occupational accidents	0	0	0
Rate of serious accidents at work (excluding fatalities)	0	0	0
Rate of recordable occupational accidents (excluding fatalities and serious injuries)	9.05	6.24	6.18
Type of accident - NON-employed workers			
	2023	2024	2025
Shocks, falls and cuts	1	1	1
Total	1	1	1

¹⁹ Following an in-depth audit conducted in 2024, the data relating to employee accidents referring to the year 2023 were subject to a restatement. Specifically, the total number of employee accidents was updated from 6 to 7 and the total hours worked were adjusted from 275,281 to 297,385. Following these updates, the overall accident rate for 2023 has been recalculated and is now 4.04 (compared to the previously reported figure of 4.36), while the serious accident rate has changed from 0 to 0.67.

²⁰ The rate for 2024 is 2.56, a recalculated figure because the reference to hours worked was incorrect (previous figure 2.62).

Environmental sustainability

DISCLOSURE 302-1 Energy consumed within the organisation

Energy consumed within the organisation				
Type of consumption	Unit of measure-ment	2023	2024	2025
Non-renewable fuels	GJ	290,340	276,493	246,090
Methane gas	GJ	281,781	274,351	243,976
Plant carbon	GJ	284	384	612.529
Diesel	GJ	1,505	1,458	1,291.32
Metallurgical coke	GJ	6,470	5,558	- ²¹
Firewood	GJ	300	300	210
Purchased electricity	GJ	84,102	85,410	82,887.67
of which from non-renewable sources	GJ	84,102	85,410	82,887.67
of which from renewable sources	GJ	-	-	-
Self-produced electricity from renewable sources	GJ	977	2,721	2,600.28
Self-produced electricity from renewable sources and sold	GJ	-	-	-
Total energy consumption	GJ	375,306	363,936	331,578
Renewable energy	GJ	977	2,718	2,600.28
Non-renewable energy	GJ	374,329	361,218	328,978
% Renewable energy of total	%	0.26%	0.75%	0.78%

DISCLOSURE 305-1 Direct GHG emissions (Scope 1)²²

Direct GHG emissions (Scope 1) ²⁴						
Sources of emission	2023		2024		2025	
	Unit of measure-ment	Total	Unit of measure-ment	Total	Unit of measure-ment	Total
Methane gas ²³	tCO ₂ e	5,597	tCO ₂ e	6,466	tCO ₂ e	6,643.45
Diesel	tCO ₂ e	99	tCO ₂ e	101	tCO ₂ e	95.7
Metallurgical coke	tCO ₂ e	699	tCO ₂ e	605	tCO ₂ e	517.9
Thermodestruction	tCO ₂ e	21,574	tCO ₂ e	19,702	tCO ₂ e	22,693.8
Total scope 1	tCO ₂ e	27,969	tCO ₂ e	26,875	tCO ₂ e	29,950.82

²¹ Compared with the Sustainability Reports for previous years, covering the 2023 and 2024 reporting periods, this Report does not include the quantity of metallurgical coke used in total energy consumption (6,470 GJ in 2023, 5,558 GJ in 2024 and 4,918.07 GJ in 2025). This decision is based on the fact that metallurgical coke is not used as a fuel or energy carrier, but rather as a process aid within the production cycle.

²² Each year, the Company publishes monitoring data on water, air, physical agents, soil and waste in its Annual Integrated Environmental Authorisation (AIA) Report. Within the report itself, there is a calculation of emissions (expressed in tonnes) deriving from the use of methane gas for the Badia al Pino site with the Italian perimeter factors. In this Sustainability Report, on the other hand, the emissions from methane gas have been calculated (in tonnes equivalent) using international emission factors, and considering both the Badia al Pino plant and the Viciomaggio plant; therefore, the emission values will differ between the two documents.

²³ These emissions were calculated excluding the natural gas used by the waste incineration plants, in order to avoid double counting.

DISCLOSURE 305-2 Indirect GHG emissions from energy consumption (Scope 2)²⁴

Indirect GHG emissions from energy consumption (Scope 2)						
Calculation method	2023		2024		2025	
	Unit of measure-ment	Total	Unit of measure-ment	Total	Unit of measure-ment	Total
Location-based	tCO ₂ e	6,378	tCO ₂ e	6,356	tCO ₂ e	4,971
Market-based	tCO ₂ e	11,681	tCO ₂ e	10,842	tCO ₂ e	9854.5

Total emissions Scope 1 + Scope 2						
Calculation method	2023		2024		2025	
	Unit of meas-urement	Total	Unit of meas-urement	Total	Unit of meas-urement	Total
Total emissions scope 1 + scope 2 (location based)	tCO ₂ e	34,347	tCO ₂ e	33,231	tCO ₂ e	34,921
Total emissions scope 1 + scope 2 (market based)	tCO ₂ e	39,650	tCO ₂ e	37,717	tCO ₂ e	39,805

DISCLOSURE 305-7 Nitrogen oxides (NOX), sulphur oxides (SOx) and other significant emissions

Other significant emissions						
Emitted gas	2023		2024		2025	
	Unit of measure-ment	Total	Unit of measure-ment	Total	Unit of measure-ment	Total
Nox	kg	23,400	kg	31,300	kg	23,755
Sox	kg	400	kg	360	kg	602
VOC	kg	1100 ²⁵	kg	800 ²⁶	kg	1,300
Particulate	kg	1,506 ²⁷	kg	963	kg	1,332

DISCLOSURE 303-3 Water withdrawal

Water withdrawal						
Withdrawal source	2023		2024		2025	
	Total (Megalitres)		Total (Megalitres)		Total (Megalitres)	
	Total	Total water stress areas	Total	Total water stress areas	Total	Total water stress areas
Groundwater	59.59	59.59	56.31	56.31	53.71	53.71
Total	59.59	59.59	56.31	56.31	53.71	53.71

²⁴ Following the restatement of the 2023 figure for purchased electricity, the 2023 Scope 2 emissions figures have also been restated.

²⁵ In the 2024 Annual Report, an incorrect figure of 4.97 was stated.

²⁶ In the 2024 Annual Report, an incorrect figure of 1.51 was stated.

²⁷ In the 2024 Annual Report, an incorrect figure of 1526 was stated.

DISCLOSURE 303-4 Water discharge

Water discharge						
Discharge destination	2023		2024		2025	
	Total (Megalitres)		Total (Megalitres)		Total (Megalitres)	
	Total	Total water stress areas	Total	Total water stress areas	Total	Total water stress areas
Groundwater	9.38	9.38	9.14	9.14	12.19	12.19

DISCLOSURE 306-3 Waste generated

Waste produced									
	2023			2024			2025		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Total (t)	8,928	25,838	34,765	12,653	18,031	30,683	10,911	18,307	29,218

DISCLOSURE 306-4 Waste not intended for disposal

Waste generated (tonnes)									
	2023			2024			2025		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Reuse	-	-	-	-	-	-	-	-	-
Recycling	6	105	111	5	70	75	5	95	100
Stockpiling of materials for one of the operations R1 to R12 (R13)	15	2,554	2,569	2	2,408	2,410	14	1,945	1,959
Total	21	2,659	2,680	7	2,478	2,485	19	2,040	2,058

DISCLOSURE 306-5 Waste destined for disposal

Waste generated (tonnes)									
	2023			2024			2025		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Thermodestruction	0	12	12	0	11	11	0	4.37	4.37
Other D8 and D9 (and D1 in 2025)	6,382	22,434	28,816	5,232	15,395	20,627	2,869	12,084	14,953
D15: Preliminary storage prior to any of the operations listed under D1 to D14 (excluding temporary storage, prior to collection, at the place where they are produced)	2,521	736	3,257	6,888	149	7,037	8,023	4,179	12,202
Total	8,904	23,182	32,086	12,637	15,555	28,192	10,892	16,267	27,160

Methodological note

This document constitutes Chimet S.p.A.'s second Sustainability Report and aims to transparently communicate the company's approach to sustainability and its environmental, social and economic performance for the 2025 financial year (from 1 January 2025 to 31 December 2025).

Chimet's Sustainability Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards, as defined by the Global Reporting Initiative: In accordance option.

The scope of the economic and social data and information corresponds to that of Chimet's financial statements as of 31 December 2025. The scope includes the Badia al Pino plant, the Vicomaggio plant and the Vicenza sales office. The data relating to environmental indicators do not include the latter, due to its low relevance in the total values. In order to allow for data comparability over time, comparisons with data for the year 2023 have been reported where available.

There have been no significant changes in the company's size, ownership structure and supply chain since 2024.

All re-statements of previously published comparative data are clearly indicated in the text as such. In addition, in order to guarantee the reliability of the data, the use of estimates has been limited as much as possible, which, if present, are appropriately reported and based on the best available methodologies.

This report is not subject to external assurance.

For further information and suggestions regarding Chimet's Sustainability Report, please write to: **Giovanni. Prelazzi@chimet.com**

The document is also available on the website: **www.chimet.com**

GRI content index

Declaration of use	Chimet reported the information mentioned in this GRI content index for the period 1 January 2025 - 31 December 2025 in accordance with the GRI Standards.			
Used GRI 1	GRI 1 - Fundamental Principles - 2021 version			
GRI STANDARDS	DISCLOSURE	LOCATION	NOTE	OMISSIONS
GRI 2: General Disclosure (2021)	2-1 - Organisational details			
	2-2 - Entities included in the organisation's sustainability reporting			
	2-3 - Reporting period, frequency and point of contact			
	2-4 - Review of information			
	2-5 - External assurance			
	2-6 - Activities, value chain and other business relationships			
	2-7 - Employees			
	2-8 - Non-employee workers			
	2-9 - Structure and composition of governance			
	2-10 - Appointment and selection of the highest governing body			
	2-11 - Chairperson of the highest governing body			
	2-12 - Role of the highest governing body in impact management control			
	2-13 - Delegation of responsibility for impact management			
	2-14 - Role of the highest governing body in sustainability reporting			
	2-15 - Conflicts of interest			
	2-16 - Communication of critical issues			
	2-17 - Collective knowledge of the highest governing body			
	2-18 - Performance evaluation of the highest governing body			
	2-19 - Regulations regarding remuneration	-	At the moment, there are no particular remuneration policies for the members of the Board of Directors or for the managers of the company.	

GRI 3: Material themes (2021)	2-20 – Procedure for determining remuneration	-	At the moment, there are no particular remuneration policies for the members of the Board of Directors or for the managers of the company.
	2-21 – Annual ratio of total remuneration		The ratio of the percentage increase in annual total remuneration of the highest-paid person within the organisation to the percentage increase in median annual total remuneration for all employees (excluding the highest-paid individual) is -3.38. The ratio is negative due to the decrease in the numerator value.
	2-22 – Declaration on the sustainable development strategy		
	2-23 – Policy commitments		
	2-24 – Integration of policy commitments		
	2-25 – Processes aimed at remedying negative impacts		
	2-26 – Mechanisms to request clarification and raise concerns		
	2-27 – Compliance with laws and regulations		
	2-28 – Membership of associations		
	2-29 – Stakeholder engagement approach		
	2-30 – Collective agreements		
	3-1 – Process of determining material themes		
	3-2 – List of material themes		
	Material topic: Generation and distribution of economic value		
GRI 3: Material themes (2021)	3-3 – Management of material issues		
GRI 201: Economic performance (2016)	201-1 – Economic value directly generated and distributed		
Material topic: Support and development of the local community			
GRI 3: Material themes (2021)	3-3 – Management of material themes		
GRI 204: Procurement practices (2016)	204-1 - Percentage of expenditure towards local suppliers		
Material topic: Promoting sustainable business ethics			
GRI 3: Material themes (2021)	3-3 – Management of material issues		

GRI 205: Anti-corruption (2016)	205-3 - Confirmed cases of corruption and measures taken
GRI 206: Anti-competitive behaviour (2016)	206-1 – Actions for anti-competitive behaviour, antitrust and monopolistic practices
Material topic: Efficient resource management with a view to circularity	
GRI 3: Material themes (2021)	3-3 – Management of material issues
GRI 301: Materials (2016)	301-1 – Materials used by weight or volume
GRI 306: Waste (2016)	306-1 – Waste generation and the resulting significant impacts
	306-2 – Managing significant impacts from waste
	306-3 – Waste generated
	306-4 – Waste not sent to landfill
	306-5 – Waste sent to landfill
Material topic: Energy consumption and renewable energy	
GRI 3: Material themes (2021)	3-3 – Management of material issues
GRI 302: Energy (2016)	302-1 – Internal energy consumption within the organisation
Material topic: Generation of direct and indirect GHG emissions	
GRI 3: Material themes (2021)	3-3 – Management of material issues
GRI 305: Emissions (2016)	305-1 – Direct greenhouse gas (GHG) emissions (Scope 1)
	305-2 – Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)
Material topic: Responsible supply chain	
GRI 3: Material issues (2021)	3-3 – Management of material issues
GRI 308: Supplier environmental assessment (2016)	308-1 – New suppliers selected using environmental criteria
GRI 408: Child labour (2016)	408-1 – Activities and suppliers at significant risk of child labour incidents
GRI 409: Forced or compulsory labour (2016)	409-1 – Activities and suppliers at significant risk of incidents of forced or compulsory labour
GRI 414: Social assessment of suppliers (2016)	414-1 – New suppliers that have been selected using social criteria
Material topic: Health and safety in the workplace	
GRI 3: Material themes (2021)	3-3 – Management of material themes
	403-1 – Occupational health and safety management system

GRI 403: Occupational health and safety (2016)	403-2 – Hazard identification, risk assessment and accident investigation
	403-3 – Occupational health services
	403-4 – Worker participation and consultation and communication on health and safety at work
	403-5 – Worker training in occupational health and safety
	403-6 – Workers' health promotion
	403-7 – Prevention and mitigation of health impacts and
	403-8 – Workers covered by an occupational health and safety management system
	403-9 – Occupational accidents
	403-10 – Occupational diseases
Material topic: Developing staff competencies	
GRI 3: Material themes (2021)	3-3 – Management of material issues
GRI 404: Training and education (2016)	404-1 – Average annual training hours per employee
Material topic: Well-being, Inclusiveness and Talent Retention	
GRI 3: Material themes (2021)	3-3 – Management of material issues
GRI 405: Diversity and equal opportunities (2016)	405-1 – Diversity in governance bodies and among employees
GRI 401: Employment (2016)	401-1 – New recruits and turnover
Material topic: Digitalisation and Cybersecurity	
GRI 3: Material themes (2021)	3-3 – Management of material themes
Material topic: Ineffective risk management	
GRI 3: Material themes	3-3 – Management of material themes
Material topic: Compliance with laws and regulations	
GRI 3: Material themes	3-3 – Management of material themes
Material topic: Technological innovation	
GRI 3: Material themes	3-3 – Management of material themes
Material topic: Product quality and safety	
GRI 3: Material themes	3-3 – Management of material issues

Chimet S.p.A

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