



*BioNike*  
SALUTE E BELLESSERE

# Sustainability Report 2023

Our commitment to a better future.  
For the skin. For life.

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# LETTER TO STAKEHOLDERS

## GRI 2-22

We believe in beauty that comes from feeling good, authentic and timeless: beauty that meets sustainability in all respects.

Dear stakeholders,

It is with great enthusiasm that we present the second BioNike Sustainability Report, which clearly expresses our vision: **to create the science of wellness.**

**We believe in dermatological science and experience**, combining high performance and dermatological affinity in the care of even the most sensitive skin.

We strongly believe in the beauty that comes from within and is not just skin deep. It starts by feeling good in our skin and is therefore authentic, timeless and ageless.

We are committed to transitioning towards a more responsible business model combining respect for the environment and personal wellbeing.

**In 2023 our team** grew by 18% compared to 2022. **Women play a significant role at BioNike**, representing 75% of the total and 69% of **middle managers**.

We devote a lot of **attention to our people** so that they feel respected, valued and an active part of the company. **In 2023** we provided **1,278.25 hours of training** (+85% compared to 2022) in several key areas, **fostering personal and professional growth**.

We are proud to have **achieved the goals** we have set. We have carried out the **corporate carbon footprint analysis, which was verified** in 2024, and we are developing a decarbonisation plan so that our actions contribute concretely to reducing our environmental impact. We have **obtained ISO 13485 certification** for the production of medical devices and maintained our quality management system.

The desire for continuous upgrades and increasing environmental responsibility have led us to focus on improving the **eco-compatibility profile of our formulations** and develop packaging according to **ecodesign** using recycled, decomposable and recyclable materials and avoiding wasted resources.

With the aim of better understanding our stakeholders' perspectives on sustainability and defining the activities in which we will be more engaged in the future, we took part in the **first stakeholders engagement survey** as part of the Sodalis Group. In addition, we are working on an ambitious **strategic sustainability plan – the ESG Action Plan** – with important projects that will enable us to implement **concrete and effective actions in the three areas of sustainability** (environmental, social, governance).

We have dedicated ourselves to **new social responsibility projects and renewed our support for projects undertaken in previous years**. We support medical research and protection for women and the marine ecosystem. In 2023, we earmarked €100,000 for the community.

We are determined to continue along the path of sustainability that we have arranged. It is our responsibility **to care for the world we live in** and it is our ambition **to become a positive engine for change**.

We are **ready for new challenges and open to new opportunities**, knowing that we can count on the people who put their trust in us every day, who share our passion and love for the BioNike world.

Enjoy.

**Fabio Granata**  
President

OUR IDENTITY:  
DERMATOLOGICAL  
EXPERIENCE  
AND SCIENTIFIC  
INNOVATION  
MADE IN ITALY



# KEY NUMBERS

1  
internal  
production site



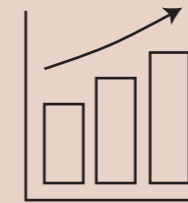
124  
employees

100%  
domestic Italian  
production



2  
locations with offices

1  
research laboratory  
and internal  
development



€ 96 M  
net revenue 2023

5,000  
pharmacies served



63  
years of history

+20  
new launches  
every year



no. 1  
Italian brand of skin-care  
in pharmacies

no. 1  
most recommended  
brand by Italian  
dermatologists\*

\*Survey of the skin-care market conducted in 2024 with a representative sample of 880 Italian medical specialists

85%  
Brand awareness

500+  
references

37  
Countries served

Turnover  
per country

89%  
Italy

11%  
Foreign

# Our evolutionary path

GRI 2-1 | GRI 2-6

From the very beginning, we have been pioneers in the care of sensitive, allergy-prone and hyperreactive skin.





The brand belongs to **ICIM International**, an Italian pharmaceutical company founded in Milan in the 1930s.

BioNike itself **was founded in 1960** by an enlightened entrepreneur and pharmacist who realised how useful skin-care products could be in supporting the treatments prescribed by dermatologists.

BioNike was the **first brand in Italy to talk to dermatologists** about contact allergies triggered by cosmetics due to the presence of heavy metals in formulations and it was **the first brand to refine a method capable of detecting infinitesimal amounts of nickel**.

This enabled us to make **'nickel tested'** dermocosmetics formulated for even the most sensitive skin.

Over the years, we have defined an increasingly rigorous **formulation philosophy**, culminating in the **'Free-Of' Philosophy**.

All our creations are **preservative-free, fragrance-free** (or they use allergen-free perfume) **and gluten-free**, totally eliminating ingredients identified in the scientific literature as causing allergic skin reactions.

This is a great and extraordinary commitment by our research laboratory to combine the highest standards of performance and sensory feeling with **the highest dermatological affinity for sensitive skin**.

Aiming to be the consumer brand of choice and the selected partner of pharmacists and dermatologists, we have consistently introduced high-value innovation to extend our range, which currently has **more than 500 products in skin-care and nutraceuticals** and is continuously expanding.

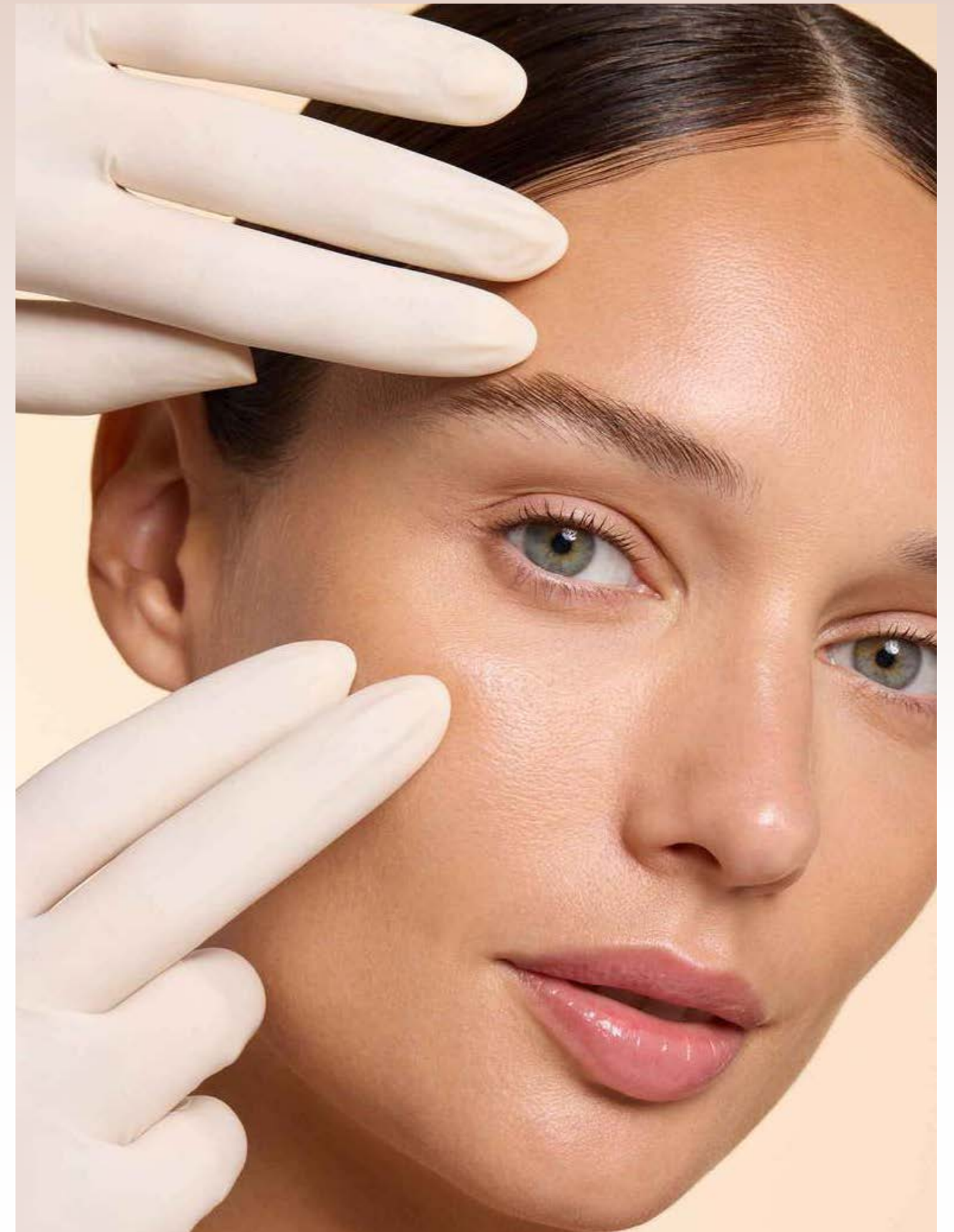
Today, BioNike is the **leader in skin-care products** in pharmacies and is part of the **Sodalis Group**, one of Europe's leading independent personal care, health and beauty groups.

# VISION

Creating the **science of wellness**

# MISSION

Defending even the most sensitive skin by combining elevated **effectiveness** with maximum **dermatological affinity** is the best choice for the **health and beauty of the skin** for consumers, dermatologists and pharmacists.



# The science of wellness

Beauty is emotion.  
Science is art.

**We believe that simplicity** is the most precious thing there is. We strive for absolute purity in our formulas, eliminating superfluous substances and carefully selecting only active ingredients for the wellbeing of the skin.

**We believe in wellness:** beauty that comes from within and is not just skin deep. It starts by feeling good in our skin and is therefore authentic, timeless and ageless.

**We believe in dermatological science and experience,** combining high performance and dermatological affinity in the care of even the most sensitive skin.

**We believe in the value of innovation** resulting from the constant research conducted by our in-house laboratories and the quality of our proprietary Italian production. For us, our products are works of art made with the utmost care at every stage of development.

**We believe in sustainable development** and are committed to a better future, for our skin, for the planet and for life.

## OUR VALUE PROPOSITION



Dermatological experience and scientific innovation

Our commitment to skin began in 1960 and we have always been dedicated to innovation through our advanced scientific research and constant collaboration with dermatologists.



High performance with respect for the most sensitive skin

Our goal has always been to offer high effectiveness with absolute respect for even the most sensitive skin. This is why we carefully select ingredients according to their skin tolerability profile and performance.



Italian production with state-of-the-art technology

We are proud to formulate and produce our creations with state-of-the-art technology through our proprietary research laboratories and 100% Italian, in-house production.



Focus on sustainable formulations and packaging

We take care to constantly improve the environmental compatibility of our products in our formulation, production and packaging choices and implement concrete projects to contribute to sustainable development.

# THE FREE-OF PHILOSOPHY

A priority for BioNike formulations is their respect for skin, even for the most sensitive types. Therefore, we have always selected ingredients primarily based on their skin tolerability profile. According to this formulation philosophy, all BioNike products are not only nickel tested, but also free of substances indicated in the dermatological literature as being the most frequent causes of contact allergies: preservatives, perfumes, gluten. This is a true formulation philosophy, the result of studies and research that began in the 1990s and has evolved into ever more innovative strategies.

**Free-Of:** here's what it means.



## Nickel tested

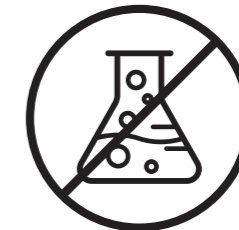
**Nickel is the most frequent cause of contact allergies** in Western industrialised countries, with an estimated incidence of 20% in the European population.

It occurs as a result of contact with everyday products and objects, such as jewellery, cosmetics, detergents, accessories, that contain and release this metal on the skin. According to the dermatological literature, a trace amount of nickel of 1 ppm (parts per million), i.e. 0.0001%, is sufficient to induce dermatitis in allergy sufferers.

Cosmetic products may also contain traces of nickel from raw materials, the production process or packaging material, making them incompatible with use by individuals sensitised to this metal.

We therefore **guarantee a trace nickel content in each production batch of less than 0.1 ppm (0.00001%)**, 10 times lower than the amount scientifically indicated as the threshold likely to cause an allergic reaction.

For make-up, where pigments are a source of significant traces of **nickel**, as well as **chromium** e **cobalt** (other metals that cause allergic reactions), we have defined additional, specific formulation parameters and a **double check of each production batch**. We check for Ni, Cr, and Co and their transfer from the formula to the skin (method according to EC Regulation no. 1907/2006).

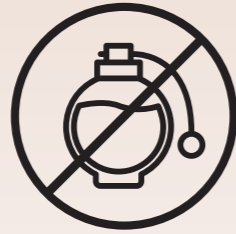
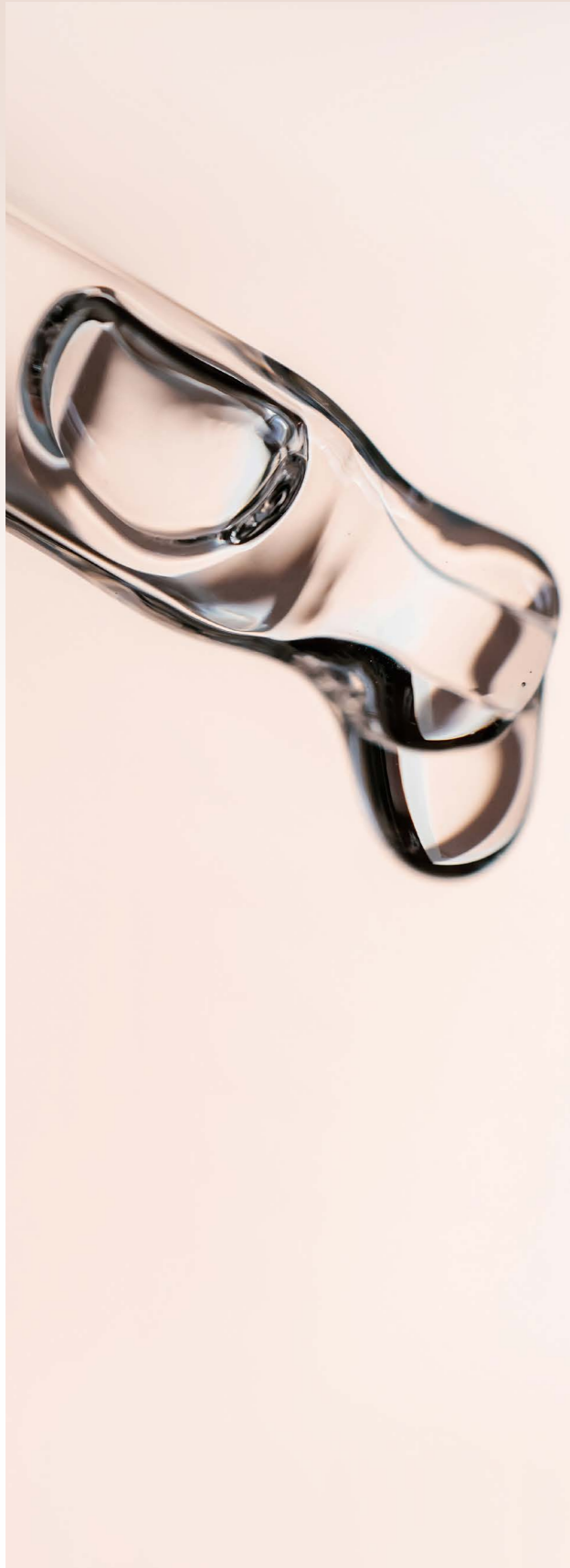


## Preservative-free

In most cosmetics, preservatives must be added for adequate microbiological protection.

According to legislation (Reg. EC no. 1223/2009, Annex V) many preservative ingredients are authorised, but some may lead to allergic reactions, as reported in the scientific literature.

At BioNike, we adopt **special formulations that replace the use of traditional preservatives** while still guaranteeing **microbiological protection** for the products.



## Perfume-free

**Perfumes** are a possible source of sensitising substances — **allergens** — and are in fact **one of the most frequent causes of allergies**, second only to nickel.

At BioNike, we mainly formulate cosmetics **without perfume**. We carefully select and evaluate the quality of raw materials from an olfactory point of view as well, so that our products are pleasant to use without added perfume.

In cases where we use perfume for extra satisfaction, we choose exclusively **allergen-free perfumes** (they do not contain substances identified as potential allergens and are subject to concentration limits in the finished product; see Regulation EC 1223/2009, Annex III).



## Gluten-free

In predisposed individuals with an altered skin barrier, the presence of gluten in topical products can lead to forms of **intolerance** and allergic reactions.

At BioNike, we select raw materials to **exclude any sources of gluten**, and each production batch is analysed to confirm its absence.

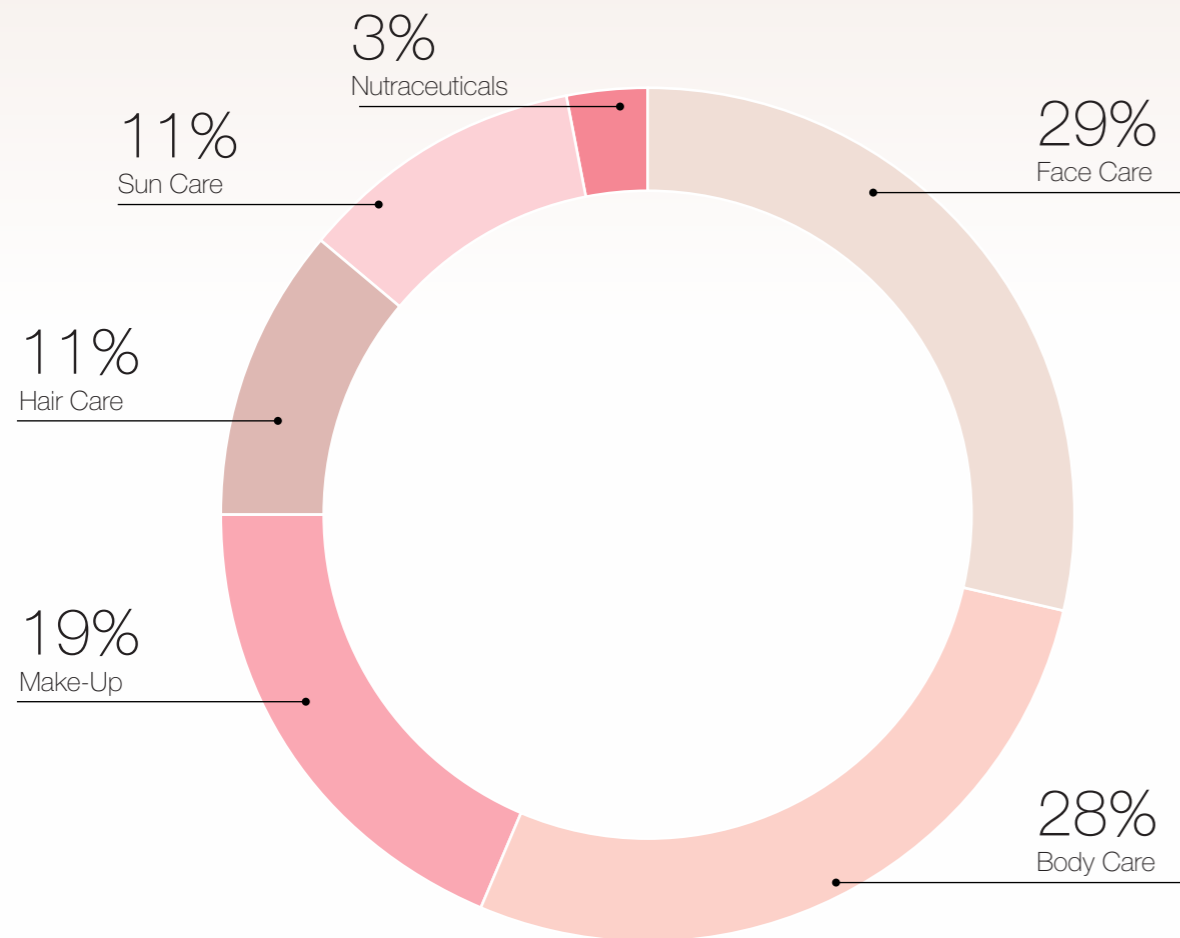
For people with '**non-celiac gluten sensitivity**', the claim 'does not contain gluten or its derivatives' allows them to make informed decisions.

# Our creations

For us, our products are scientific and artistic creations made with care and attention to every detail.

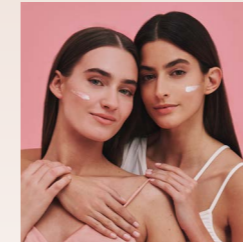
We are a dermatological brand with a portfolio of over 500 skin-care and nutraceutical products formulated for the health, wellbeing and beauty of the skin, even the most sensitive, intolerant and allergy-prone.

## Net sales incidence (%) by product category



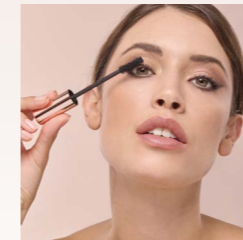
### FACE CARE

Complete treatment and cleansing routines that are very effective and tolerable, specialised according to biological skin age and needs.



### BODY CARE

Targeted products designed for every need, perfectly combining effectiveness with respect for the skin, so that every woman can feel fully confident about her body.



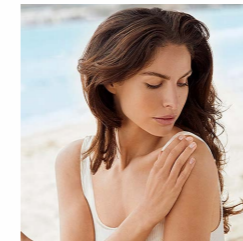
### MAKE-UP

Formulated to enhance beauty while offering maximum comfort, and fully respecting even the most sensitive, allergy-prone or intolerant skin; because healthy skin is the source of beauty.



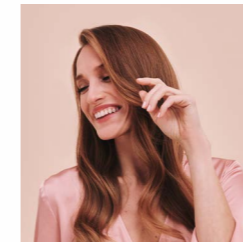
### HAIR CARE

Cleansing, treatment and hair colour products formulated with the utmost respect for sensitive, allergy-prone, and intolerant skin.



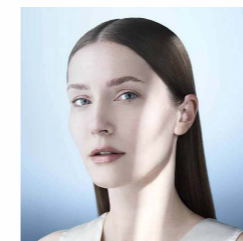
### SUN CARE

State-of-the-art sun protection created to offer comprehensive defence against short- and long-term damage caused by sun exposure, specially formulated to protect even the most sensitive skin and preserve the precious marine ecosystem.



### NUTRACEUTICALS

Food supplements which are formulated with carefully selected active ingredients to improve the overall quality of the skin and nourish beauty from within.



### COSMECEUTICALS

Corrective protocols with a high percentage of bioactive ingredients for effectiveness over the entire skin structure.

# Customers and consumers: our strength

GRI 2-6

The satisfaction of our customers and consumers is the core principle of our business



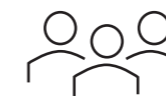
Sustainability Report 2023



**+5000**  
pharmacies in Italy

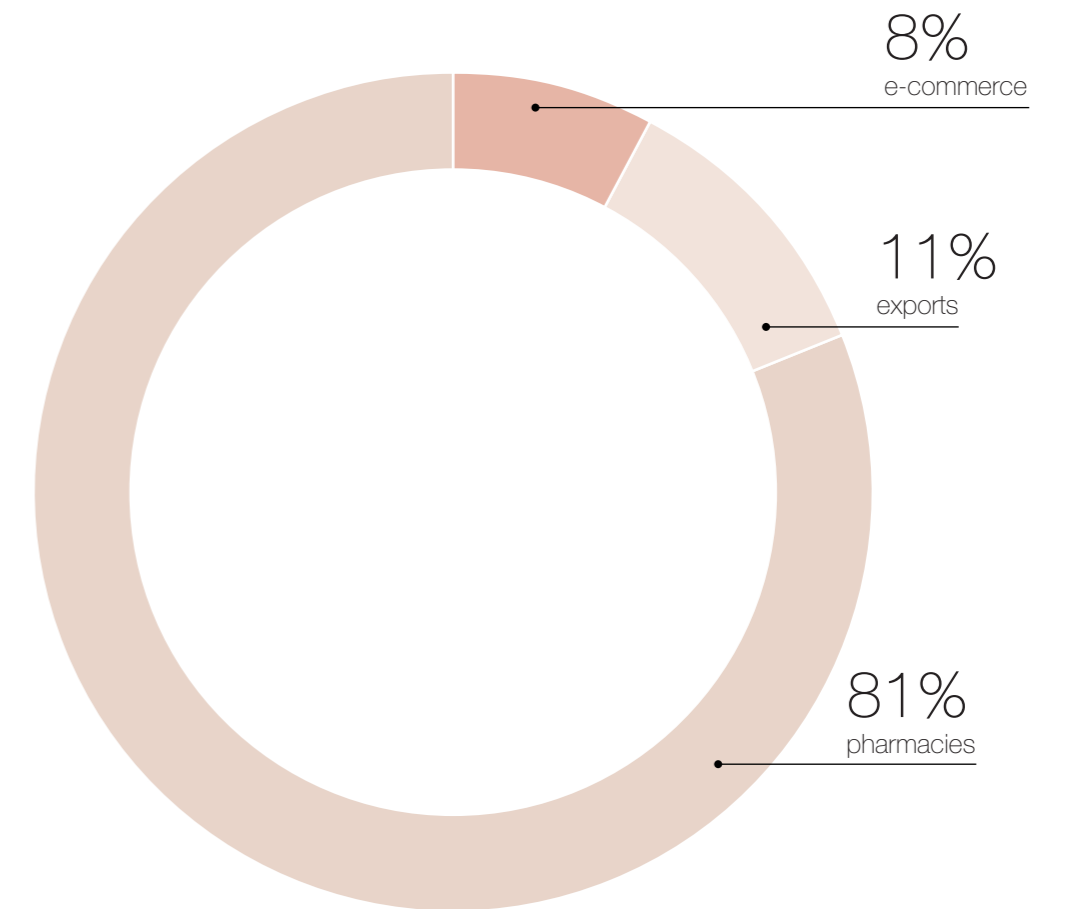


**+37**  
foreign markets served



**+24 M**  
active users per year on our site

Incidence (%) by sales channel



Sustainability Report 2023

Our sales force carefully nurtures our relationship with customers via three sales networks:

- **medical information**, with the involvement of more than **15,000 doctors**, with whom we share product information through the distribution of samples and informative materials.

Medical specialists are at the heart of our market proposal, offering skin-care solutions as coadjuvants to pharmacological therapies for dermatological symptoms. We were one of the first companies to do this and we are still a leader.

To date, we have an extensive network of:



**50**  
medical representatives  
who constantly interact  
with:

**4,875**  
dermatologists

**2,035**  
aesthetic doctors

**2,025**  
gynaecologists

**6,100**  
paediatricians



Visits occur five times a year on average, for a total of about **70,000 potential visits**. For the launch of the new BioNike Cosmeceutical line in 2023, we held **17 meetings and 5 webinars** on demand through our dedicated training portal.



- **51 agents** dedicated to nurturing relations with over **5,000 pharmacies and health product stores**, conveying the benefits of BioNike's skin-care and nutraceutical creations through specific and ongoing visits.



- **52 consultant trainers**, who provide custom experiences for pharmacists and consumers more than **10,000 days per year**.

**Direct feedback** is the **basis of our relationship with end consumers**, who are free to contact us by email to report any complaints. Consumers can contact our scientific and technical staff for support in the use of BioNike products. If they have any doubts or specific requests, they can also contact the pharmacists, who act as intermediaries and report back to us on any feedback received.

**Cosmetovigilance** services are an **element of collecting and handling any consumer complaints**, through which we ensure their protection and safety.

Customers are involved in **various local events**. In line with our focus on sustainability, we ensure that environmental impacts are minimised during events by avoiding the use of printed materials such as folders and catalogues and relying on digitised systems.

Our commitment to training has also been formalised over the years through **cooperative projects with Italian university clinics and foreign medical associations, with the organisation of conferences and scientific updates. We sponsor all major** dermatology conferences organised by the various national and regional associations: SIDeMaST, SIDAPA, ADOI, AIDA. During the various conferences, we present the clinical studies carried out on our innovative and/or patented formulations with the help of key opinion leaders.

Our **suppliers:**  
we invest in  
long-term  
relationships

**GRI 2-6 | GRI 204-1**

Supply chain management is a key element of our goal: to provide excellent products that exceed our customers' expectations.



The Research and Development (R&D) Department defines product formulas and identifies the necessary raw materials. Suppliers are selected and evaluated in cooperation with Quality Control, considering the required input materials according to strict quality standards and checking the documentation concerning the composition of the raw material.

We periodically **audit our suppliers to ensure compliance with quality standards.** For any non-conformities, the Quality Assurance team promptly contacts the supplier.

For the procurement of raw materials, extracts, dyes, packaging and logistics services, we turn to primary suppliers (Italian, European and non-European producers) with whom we have direct relationships. Secondary suppliers, on whom we rely to diversify our procurement base operate through several production sites, either locally based or situated outside the European Union.

Our operating system follows a 'make to stock' model, whereas production is driven by the demand created by the sales network.

Orders for goods from outside the EU are almost always placed through Italian or European intermediaries. In this way, we guarantee efficient supply chain management.

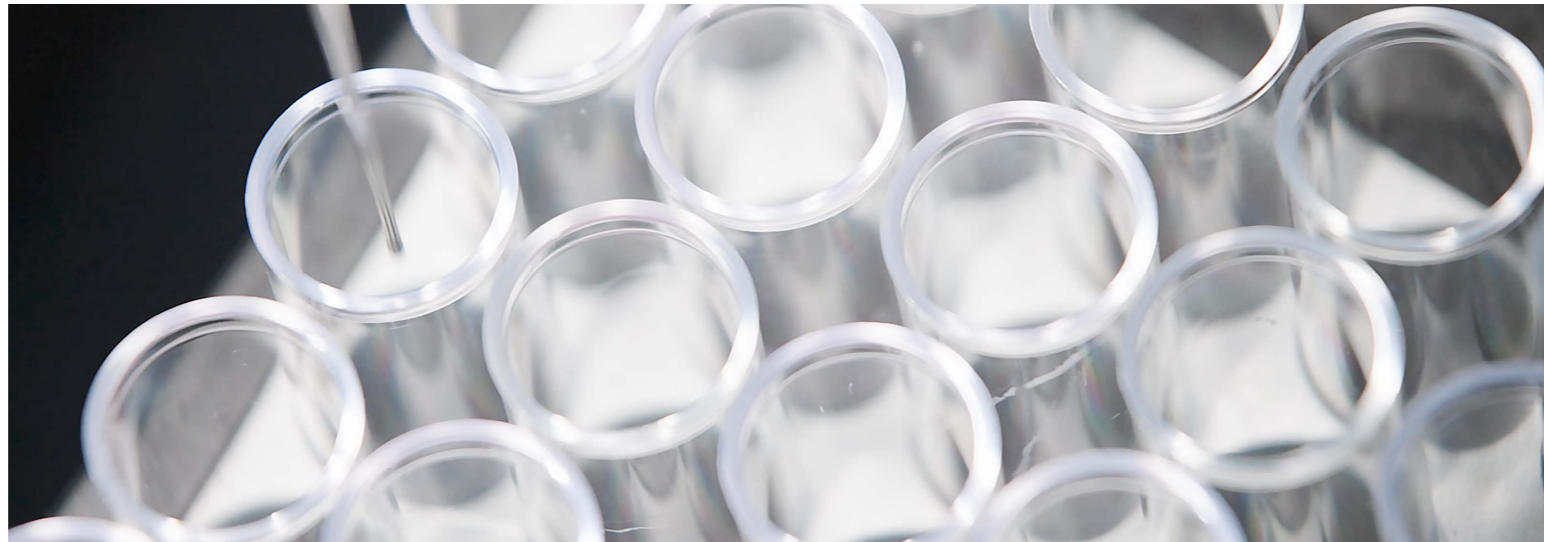
For the purposes of declaring packaging material to CONAI, we map the type of packaging purchased to ensure its proper recycling and/or recovery at the end of its life. In recent years, we have further strengthened our criteria for choosing packaging suppliers, directing our efforts to targeted choices in favour of a lower environmental impact.



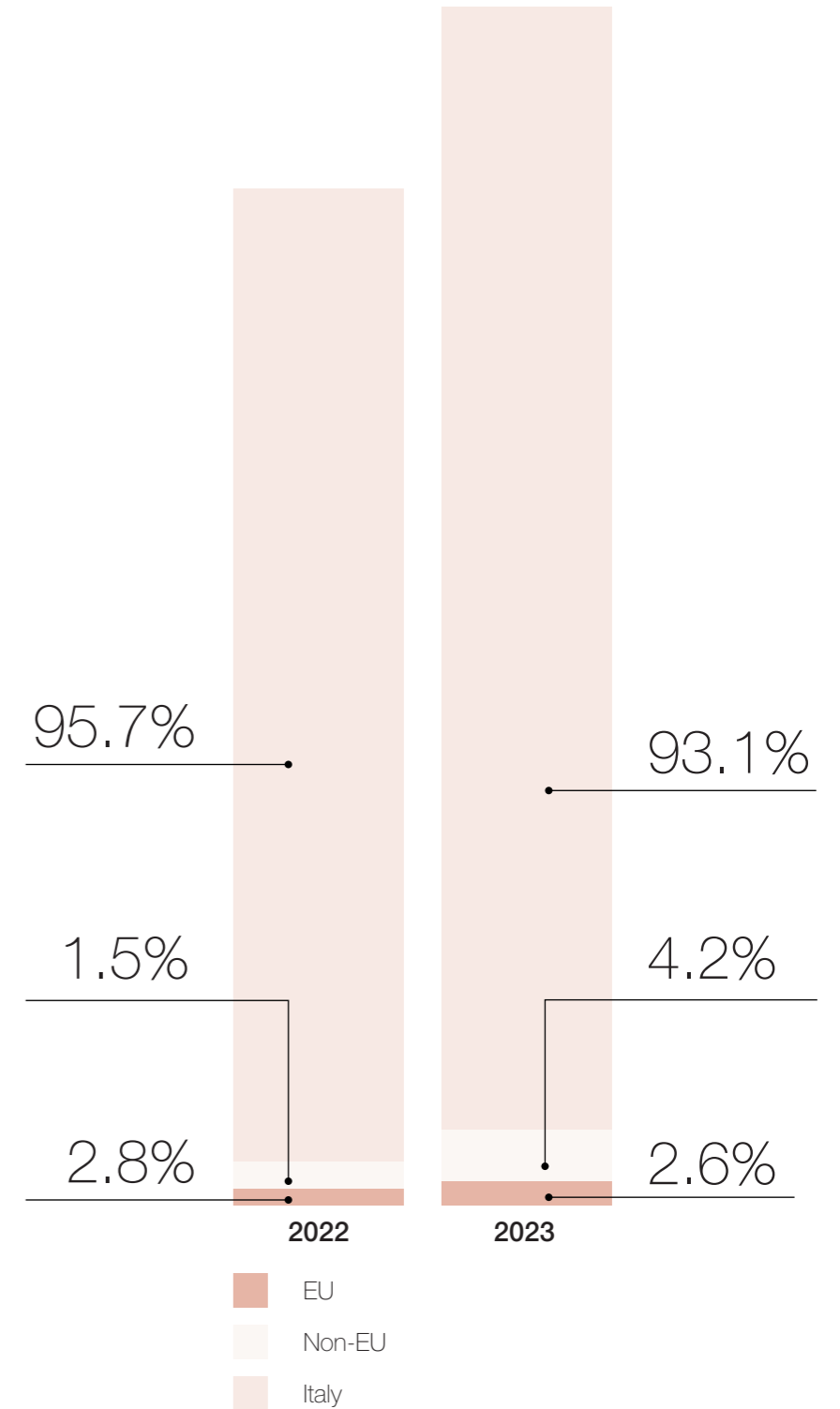
Since 2022, **we have been joining the Round Table on Sustainable Palm Oil (RSPO):** raw materials based on palm oil were replaced — where possible in terms of availability — with similar raw materials from sustainable sources certified by RSPO.

<sup>1</sup>In 2023, about **93% of expenditure was allocated to Italian suppliers**, with the remainder distributed across the EU territory and beyond.

Geographical location is a key component in evaluating suppliers, allowing us to optimise transport and shipping costs and limit the impact of supplies in terms of transport. In particular, **we prefer subcontractors and co-packers located close to the production site to streamline the supply chain.**



## Expenditure on local suppliers



1. Following Sodalis Group's reporting project, the method for calculating the indicator was revised, consistent with the monitoring system employed by the Group. The data presented therefore refer to suppliers of raw materials, packaging and finished products. The definition of 'local' refers to Italy.



SUSTAINABILITY  
AT BIONIKE

# The corporate approach to sustainability

We work every day for wellbeing - first, for our skin, but also for the world we live in.

We invest our energy in cultivating health and beauty in a conscious, responsible, high-quality manner, in the conviction that everyone's positive contribution can make a difference to the future of our planet.

In line with this vision, a well-structured, concrete path began in 2023, which, through increasing synergy with the Sodalis Group, outlines our contribution to the corporate sustainability strategy.

Our approach reflects the ESG Action Plan established by the Sodalis Group. This strategic plan for sustainability identifies concrete actions to implement in the environmental, social and governance spheres, guided by the materiality analysis, for which our contribution is presented<sup>2</sup>.

















2. In identifying the ESG topics that were significant for BioNike and Sodalis Group, we also considered their connection to the Sustainable Development Goals (SDGs) set out in the United Nations 2030 Agenda. By committing to act on these topics, we seek to contribute — as far as possible — to overcoming the global challenges relating to sustainability. The correlation is the result of an analysis of the GRI indicators reported in this document, and the goals defined with respect to the SDGs and targets according to the framework 'Linking the SDGs and the GRI Standards'.





# GOVERNANCE

Pillar	Where we are	Future targets	Target year	SDGs	
<b>HONESTY</b> <i>Guaranteeing and encouraging ethical and responsible behaviour</i>	<b>2nd</b> Sustainability Report	<ul style="list-style-type: none"> <li>Stakeholder engagement activities</li> <li>Analysing stakeholder expectations and incorporating them in the ESG Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><b>Second Group Sustainability Report</b></li> <li><b>Double materiality analysis and IRO mapping</b></li> <li>Formalising the <b>Sustainability Champions Team</b> and MBO mechanisms for ESG objectives in the Action Plan</li> <li><b>Adherence to the Group Code of Ethics</b></li> </ul>	2024–2026	
<b>EVOLUTION</b> <i>Investing in research and development projects</i>	<b>3</b> registered patents	<b>100%</b> categories of products assessed for health and safety impacts	R&D investments focused on <b>improving the sustainability</b> of product formulations and packaging	2024–2026	
<b>SATISFACTION</b> <i>Implementing effective communication strategies</i>	Constant monitoring and analysis of customer satisfaction	Engagement initiatives  <b>474</b> consumers involved	Integrating consumers' <b>ESG needs</b> in our strategic decisions on products and processes	2024–2026	
<b>RECIPROCITY</b> <i>Prioritising responsible and controlled procurement</i>	Stable, trust-based relationships and vendor ratings of suppliers on technical/quality criteria	<b>93%</b> Expenditure on national suppliers	<ul style="list-style-type: none"> <li>Assessment of suppliers on sustainability criteria through <b>verified ESG ratings</b></li> <li><b>Adherence to the Group Code of Conduct</b></li> </ul>	2025–2026	
<b>CLARITY</b> <i>Acting and communicating according to strict principles and values</i>	Clear and incisive communication.	<b>ZERO</b> incidents of non-compliance of product information and labelling and concerning marketing communications	Strengthening an <b>informed corporate culture</b> for effective communication on social and environmental impacts	2024–2026	

# SOCIAL

Pillar	Where we are		Future targets	Target year	SDGs	
<b>EMPATHY</b> <i>Promoting work-life balance and corporate welfare</i>	<b>95%</b> employees with full-time contracts	<b>92%</b> employees hired under a collective bargaining agreement  specific employee welfare plan and company portal	<b>ENHANCING INTERNAL AND EXTERNAL CORPORATE COMMUNICATION</b>  Sending newsletters and publishing content on our digital corporate properties	2024	  	
<b>EQUALITY</b> <i>Promoting fair paths for personal growth</i>	<b>75%</b> of employees are women  <b>91%</b> average female-to-male pay ratio	<b>96%</b> of management staff (senior managers + middle managers) are women	<b>ESTABLISHING A GENDER EQUALITY MANAGEMENT SYSTEM</b>  Strengthening an inclusive and respectful working environment	2025	  	
<b>GROWTH</b> <i>Strengthening potential, enhancing human capital</i>	<b>32</b> hires  <b>1,278</b> hours of training provided	<b>+18%</b> compared to 2022  <b>10</b> average hours of training per employee	<b>ESG TRAINING FOR EMPLOYEES</b>  Promoting a sense of awareness and responsibility for the social/environmental impact of our activities	<b>DEFINING PLANS FOR GROWTH FOR EACH DEPARTMENT TEAM</b>  Improving the skills of personnel and increase their motivation	2024–2026	   
<b>MOTIVATION</b> <i>Attracting and retaining talent</i>	<b>Funding scholarships</b> for scientific research	<b>Participation in sector-based summits</b> and conferences	<b>SODALIS AMBASSADORS PROGRAMME</b>  Creating a team of talent to spread the Group's values and convey their sense of belonging, helping to strengthen the Sodalís Way	<b>PARTNERSHIPS WITH UNIVERSITIES</b>  We aim to create lasting partnerships with universities to attract new talent	2024–2026	   

# ENVIRONMENT

Pillar	Where we are	Future targets	Target year	SDGs
<b>PLANNING</b> <i>Counteracting climate change</i>	<b>Carbon Footprint Analysis</b> <b>165 t CO<sub>2</sub>3</b> avoided in the two-year period due to renewable energy	<b>Good practices</b> aimed at lowering our environmental impact due to the energy we use	<b>GROUP CARBON MANAGEMENT</b> Building the inventory of Scope 3 GHG emissions to implement potential improvements and set emission reduction targets	2025 
<b>CARE</b> <i>Enhancing water resources</i>	<b>-7%</b> <b>water consumed</b> per unit sold (vs 2022)	<b>Reverse osmosis</b> system for water treatment and <b>purification plant</b> for washing water	<b>GROUP WATER FOOTPRINT</b> For the Group's production companies, to measure our impact on the water sector and take action to optimise water use	2025 
<b>RATIONALISATION</b> <i>Using energy resources responsibly</i>	<b>7%</b> Energy needs covered by renewable sources <b>Analysis of energy consumption</b> and actions to reduce and optimise consumption	Electricity from renewable sources <b>via the photovoltaic plant</b>	<b>GROUP ENERGY ANALYSIS</b> Investigating energy consumption for production facilities, so that areas of waste and potential savings opportunities can be identified	2025 
<b>RECYCLING</b> <i>Managing waste responsibly</i>  <b>OPTIMISATION</b> <i>Analysing and redesigning the end-of-life of materials</i>	Conducting studies focused on the use and <b>optimisation of packaging</b>	<b>Lower-impact</b> alternatives in product lines (biodegradable product lines, formulas tested for compatibility with the marine environment, research into recycled and recyclable packaging)	<b>LIFE CYCLE ASSESSMENT (LCA)</b> Understanding the environmental performance of each production cycle in an objective and technically rational form and proceeding with the appropriate evaluations	2024–2026 

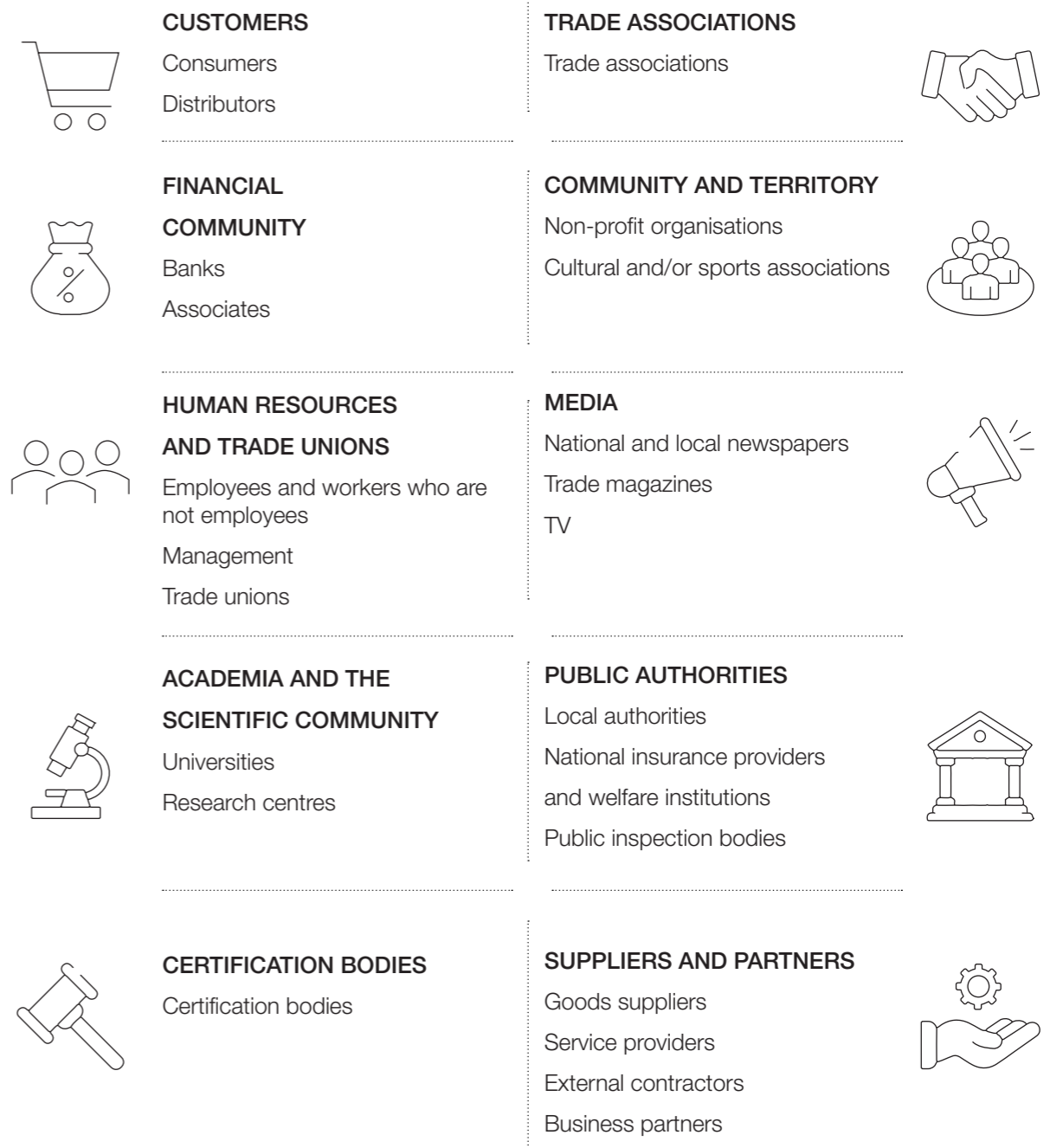
# Materiality analysis and stakeholder engagement


GRI 2-29 | GRI 3-1 | GRI 3-2









We constantly consider stakeholder's views, striving to maintain a collaborative and transparent dialogue with them.

**Involvement and interaction** with stakeholders (*stakeholder engagement*) allows us to **formulate more informed objectives**, with a positive impact on the decision-making process.



CATEGORY	INTERESTS	FORMS OF ENGAGEMENT	FREQUENCY
<b>CUSTOMERS AND DISTRIBUTORS</b> 	Economic performance, market share and sell out	Regular meetings and communications	<i>As needed</i>
<b>FINANCIAL COMMUNITY</b> 	Economic performance	Regular meetings Shareholders' meeting	<i>Weekly</i>
<b>HUMAN RESOURCES AND TRADE UNIONS</b> 	Work-life balance Corporate welfare Equal opportunities Inclusion Remuneration policy Career development Continuous training	Newsletter/email communications Individual evaluation meetings Corporate events Training and awareness-raising activities Opportunities for career growth	<i>As needed</i>
<b>CERTIFICATION BODIES</b> 	Compliance with regulations and procedures Product quality and performance Company & brand reputation	Audits Instrumental tests	<i>As needed</i>

CATEGORY	INTERESTS	FORMS OF ENGAGEMENT	FREQUENCY
<b>ACADEMIA AND THE SCIENTIFIC COMMUNITY</b> 	Product quality and performance Research activities	Events Training Meetings and communications	<i>As needed</i>
<b>COMMUNITY AND TERRITORY</b> 	Wellbeing of the planet and people Brand reputation and positioning	Regular meetings and communications	<i>As needed</i>
<b>PUBLIC AUTHORITIES</b> 	Regulatory compliance	Digital channels/portals Digital assistance/communications	<i>Monthly</i>
<b>MEDIA</b> 	Brand awareness Brand reputation Market share Sell out	Contracts	<i>Monthly</i>
<b>TRADE ASSOCIATIONS</b> 	Industry trends Networking	Meetings and communications	<i>As needed</i>
<b>SUPPLIERS AND PARTNERS</b> 	Economic performance and product quality	Regular meetings and communications	<i>As needed</i>

## Expectations and interests of our consumers

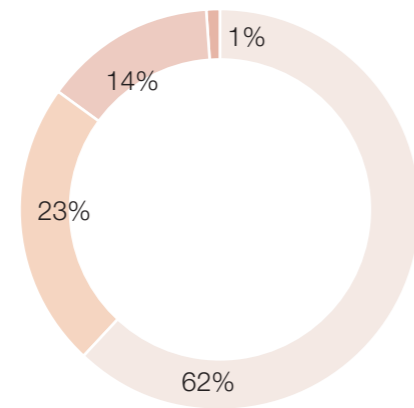
As part of our stakeholder engagement activities, we conducted a **survey of consumers** subscribed to our newsletter in 2024. The purpose of the survey was to understand consumers' perceptions of our sustainability initiatives, the environmental and social aspects that have impressed them the most, and the issues they would like to see us work on in the near future.

A total of **474 consumers** participated in the survey, 98% of whom were women. **More than 62%** of respondents considered **our engagement to be GOOD** and they had a GOOD knowledge of our initiatives.

**Sixty-seven per cent** of respondents said they **appreciate the use of eco-friendly formulas in our products and 47% appreciate the use of recyclable and/or recycled material.**

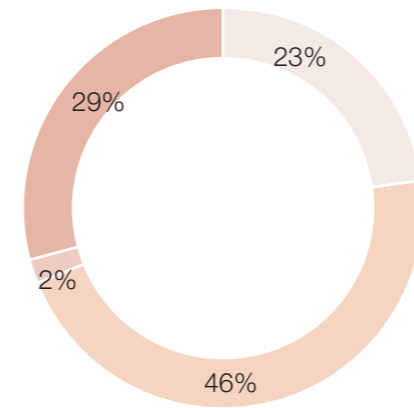
Among the environmental and social aspects we deal with, which one impressed you the most?

How do you assess our commitment to sustainability?



- Good
- Moderate
- Excellent
- Poor

How familiar are you with our sustainability initiatives?



- Good knowledge
- Moderate knowledge
- Excellent knowledge
- Little knowledge

1%  
I am not aware of them

5%  
None of the above

47%  
Use of recyclable materials

67%  
The use of eco-friendly formulas

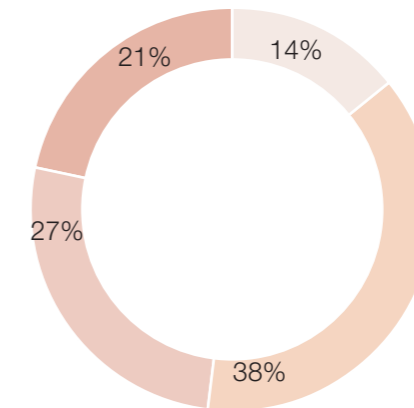
16%  
Support for social initiatives

8%  
Inclusive language

**Quality, increasingly eco-friendly formulas and clear, transparent product communication** are the main factors driving our consumers' choices.

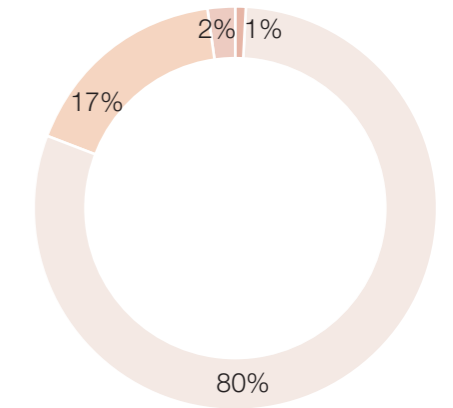
We strive to **exceed expectations** by creating products in line with their needs and with a lower environmental impact, while generating shared economic value in the communities where we operate.

When buying cosmetics and food supplements



- You choose products with an eco-friendly formula
- You choose products that display a label indicating a low environmental impact
- You choose products with clear instructions that ensure that the packaging can be easily recycled
- None of the above

When consuming cosmetics and food supplements



- You throw the bottle in the bin closest to you without considering recycling
- You throw the bottle in the recycling bin
- You reuse the bottle
- None of the above

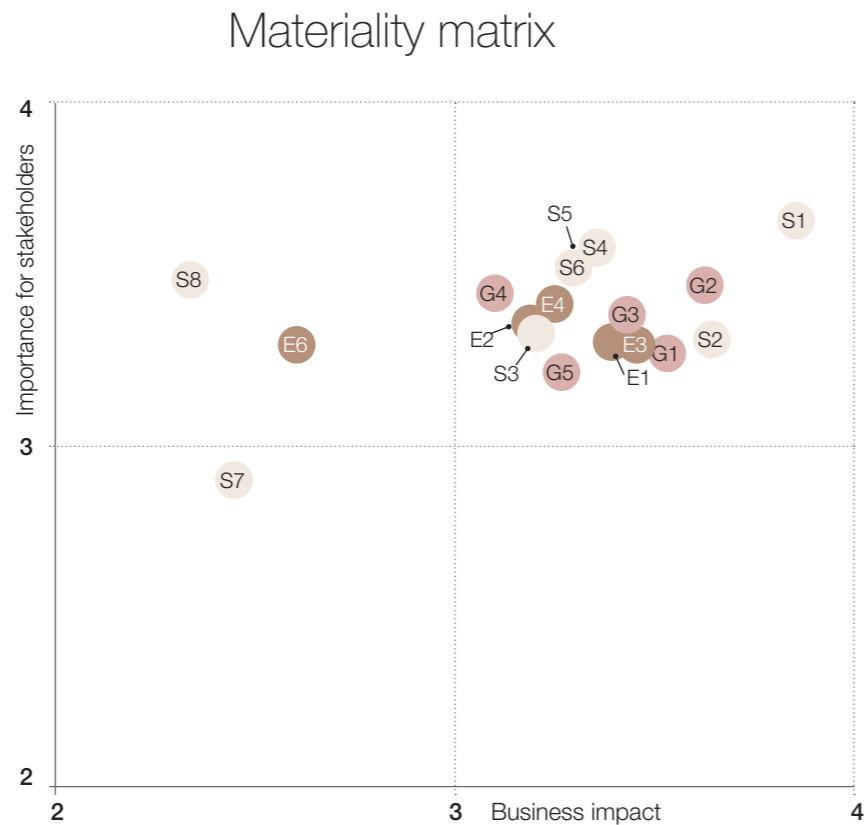
We also questioned consumers about their expectations, to align our path with their expectations. **Eighty-one per cent** stated that in the near future **they expect to see products with a lower environmental impact through the adoption of ecodesign and the circular economy, and 63% request a commitment to reducing emissions from our business processes.** We are happy to see that our consumers have the same sensitivity and attention as we do, and that the projects we have decided to undertake are in line with the commitment required of us.

## Consumer expectations



## Materiality Analysis Stakeholder Survey

In view of the growing awareness of involving stakeholders in our sustainability journey, between 2023 and 2024 we participated in a **structured engagement initiative with key stakeholders of Sodalis Group** to gather their perceptions relating to the **material topics** we identified and to consistently guide Group's strategic approaches with our future objectives. The analysis identified key topics, both material and emerging ones, based on our current management capabilities<sup>3</sup>. The results of the analysis are based on responses from **377 participants** with a **response rate of 56%**, which represents the expectations of the Group's stakeholders. The results of this engagement activity are shown in the materiality matrix, a graphical illustration of the importance of each topic to our stakeholders and top management, as well as their alignment.



### ENVIRONMENTAL

- E1**  
Energy management
- E2**  
Atmospheric emissions and climate change
- E3**  
Material management
- E4**  
Waste management
- E5**  
Water and water scarcity
- E6**  
Biodiversity protection

### SOCIAL

- S1**  
Product quality and safety
- S2**  
Talent acquisition and retention
- S3**  
Diversity, inclusion and equal opportunities
- S4**  
Welfare and occupational wellbeing
- S5**  
Occupational health and safety
- S6**  
Development of employee skills
- S7**  
Relations with the territory and local communities
- S8**  
Protection of human rights

### GOVERNANCE

- G1**  
Responsible governance
- G2**  
Innovation, research and development
- G3**  
Customer satisfaction
- G4**  
Business transparency and integrity
- G5**  
Supply chain management

<sup>3</sup>. For further details on the methodological approach to the materiality analysis, see the Sodalis Group consolidated report, accessible via this [link](#).

OUR  
GOVERNANCE:  
PERFORMANCE  
AND BEST  
PRACTICE



# KEY HIGHLIGHTS



€ 96 M  
net revenue 2023



474

consumers involved in engagement activities

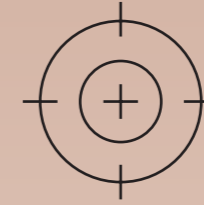
+6.3%  
increase in net sales



77%  
generated economic value distributed to stakeholders

2nd

Published Sustainability Report



## Planned targets 2022

✓ reached    ⌚ in progress

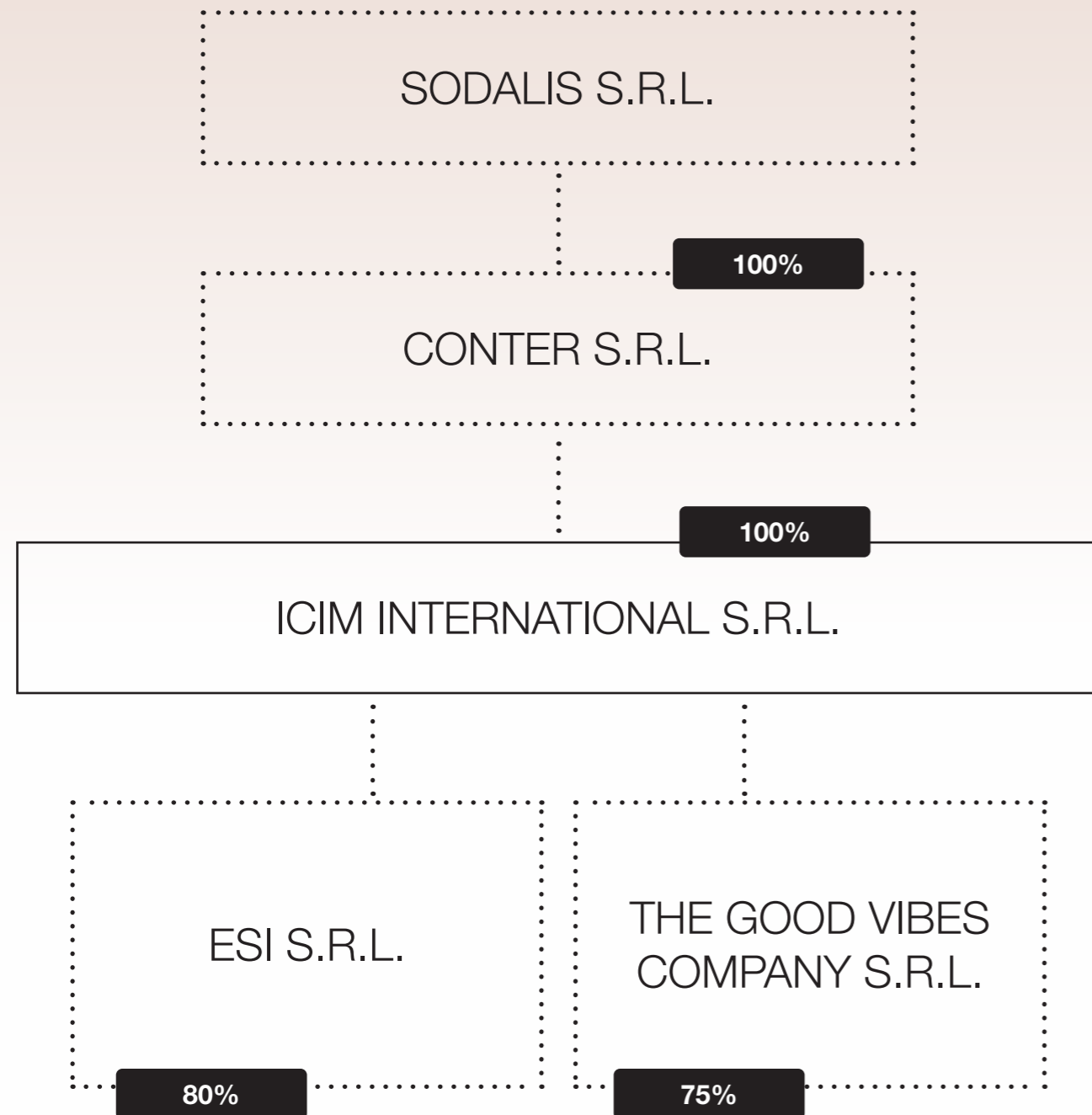
<p>⌚ <b>MAXIMISING QUALITY STANDARDS</b></p>	<p>✓ <b>UNI ISO 13485 CERTIFICATION</b></p>
<p>✓ <b>Maintaining existing certifications.</b> Maintaining UNI ISO 9001:2015 Quality Management System certification</p>	<p>✓ <b>Obtaining UNI ISO 13485 certification for the production of medical devices, although our company already operates in compliance with this standard.</b></p>
<p>✓ <b>Reducing complaints in relation to the number of pieces sold.</b> In 2023, the number of complaints compared to number of units sold decreased by 17% compared to 2022</p>	<p>As of this writing, ISO 13485 certification has been obtained (November 2024)</p>
<p>⌚ <b>Optimising production methods in terms of time, quality, consumption.</b> Ongoing</p>	

# GOVERNANCE

Pillar	Where we are	Future targets	Target year	SDGs	
<b>HONESTY</b> <i>Guaranteeing and encouraging ethical and responsible behaviour</i>	<b>2nd</b> Sustainability Report	<ul style="list-style-type: none"> <li>Stakeholder engagement activities</li> <li>Analysing stakeholder expectations and incorporating them in the ESG Action Plan</li> </ul>	<ul style="list-style-type: none"> <li><b>Second Group Sustainability Report</b></li> <li><b>Double materiality analysis and IRO mapping</b></li> <li>Formalising the <b>Sustainability Champions Team</b> and MBO mechanisms for ESG objectives in the Action Plan;</li> <li><b>Adherence to the Group Code of Ethics</b></li> </ul>	2024–2026	
<b>EVOLUTION</b> <i>Investing in research and development projects</i>	<b>3</b> registered patents	<b>100%</b> categories of products assessed for health and safety impacts	R&D investments focused on <b>improving the sustainability</b> of product formulations and packaging	2024–2026	
<b>SATISFACTION</b> <i>Implementing effective communication strategies</i>	Constant monitoring and analysis of customer satisfaction	Engagement initiatives <b>474</b> consumers involved	Integrating consumers' <b>ESG needs</b> in our strategic decisions on products and processes	2024–2026	
<b>RECIPROCITY</b> <i>Prioritising responsible and controlled procurement</i>	Stable, trust-based relationships and vendor ratings of suppliers on technical/quality criteria	<b>93%</b> Expenditure on national suppliers	<ul style="list-style-type: none"> <li>Assessment of suppliers on sustainability criteria through <b>verified ESG ratings</b></li> <li><b>Adherence to the Group Code of Conduct</b></li> </ul>	2025–2026	
<b>CLARITY</b> <i>Acting and communicating according to strict principles and values</i>	Clear and incisive communication.	<b>ZERO</b> incidents of non-compliance of product information and labelling and concerning marketing communications	Strengthening an <b>informed corporate culture</b> for effective communication on social and environmental impacts	2024–2026	

# Organisational and management structure

GRI 2-9 | GRI 405-1



Since 2017, ICIM has been part of the Sodalís Group, a leading Italian group in the health, beauty & personal care market, through its subsidiary Conter S.r.l., which holds 100% of the capital. This new structure has allowed the company to respond to exponential business growth in both commercial and organisational terms.

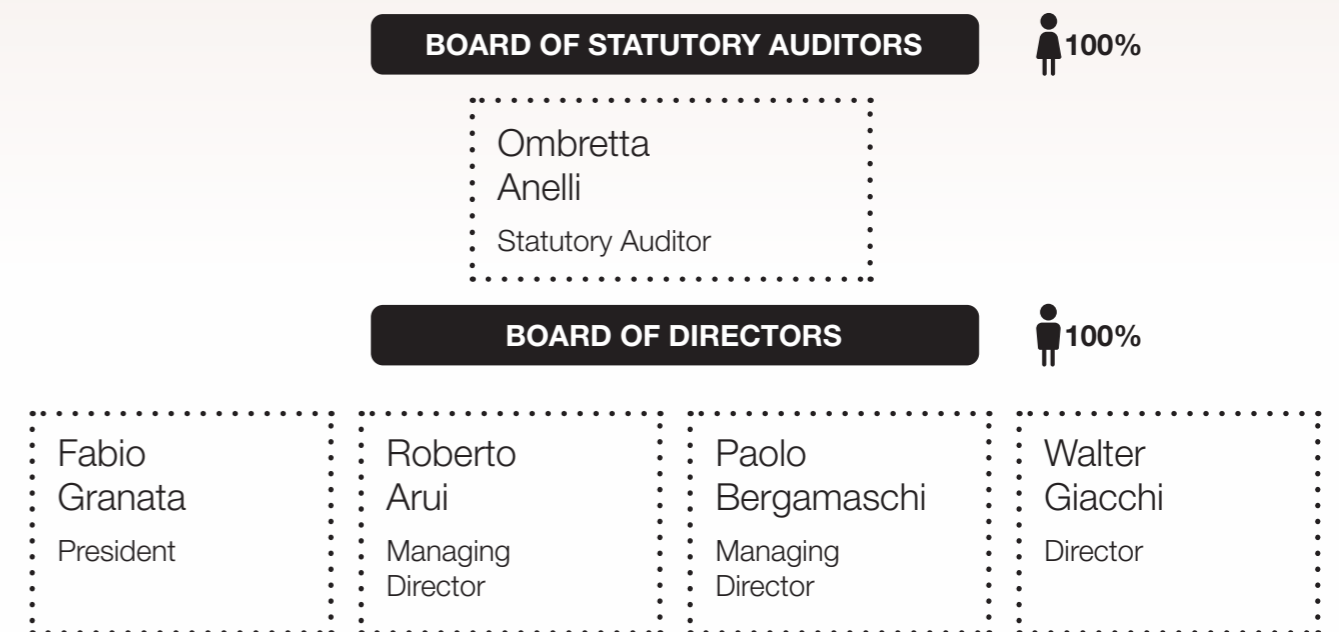
Through strategic acquisitions by Sodalís Group of **ESI S.r.l.** in 2019 and **The Good Vibes Company S.r.l.** in 2023, ICIM holds 80% and 75% of subsidiaries, respectively<sup>4</sup>.

Our organisational structure is based on a **traditional model**: the corporate bodies consist of

a Board of Directors and a Board of Statutory Auditors. Management figures are distributed between the Lainate site and the Lodi Vecchio site, Group headquarters.

With ICIM International's entry in the Sodalís Group, **our Lainate plant contributes synergistically to the production growth of the Group and its subsidiaries**, producing not only for the BioNike brand but also for other brands in the Group. Work was therefore carried out in the planning and operations area to optimise the machine and line loading operations and increase productivity.

## ORGANISATIONAL STRUCTURE



4. The sustainability performance of ICIM's subsidiaries (Esi S.r.l. and The Good Vibes Company S.r.l.) are excluded from the reporting scope of this document.

# Economic performance

GRI 201-1 | GRI 201-4

## Results

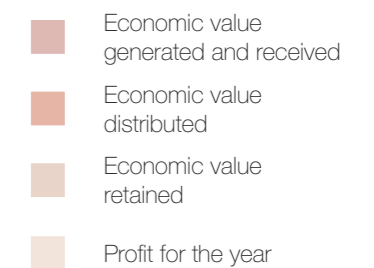
Despite changes in consumer buying habits and behaviour, 2023 represented a return to normal sell out before the pandemic in the hygiene and personal care channel. The omni-channel approach led to an increase in online sell out of +23.5% and of +9% in the pharma channel. Overall, we recorded positive turnover in 2023, ending the year with a net sales increase of +6.3% with a different channel structure than in previous years.

The make-up segment grew by +23.4% in terms of sell out due to the strategic reintroduction of some lines. The world of permanent hair colour, led by our Shine On line, repositioned itself on the market with a +20% increase over pre-pandemic levels. The significant growth in the skin care, facial, hair care and sun care categories also contributed to the increase in net sales. Finally, the new cosmeceutical treatment, which was introduced in late 2022, recorded significant results, just one year after its launch.

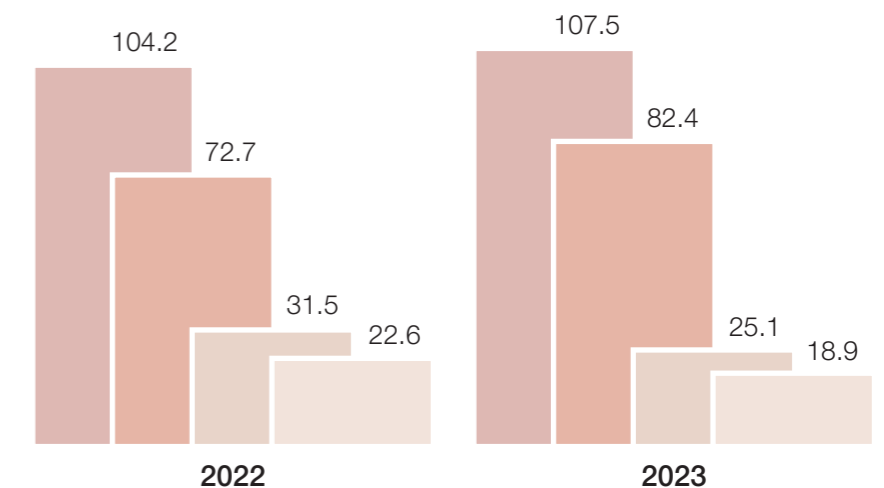
## Economic value generated and distributed

The tables below highlight the value generated and distributed, based on the income statement for the reporting period.

The **economic value generated** grew over the two-year period, mainly due to the increase in net revenue<sup>5</sup>, 77% of which was **distributed to stakeholders** (+13% vs 2022)<sup>6</sup>. Most of this was allocated to sustaining the business of supply chains and to remunerating and strengthening the workforce<sup>7</sup>.



## Economic value generated distributed and retained



5. Economic value generated refers to revenue from the sale of finished products, in addition to the value deriving from the company's financial activities and other revenues.

On the other hand, economic value received refers to other revenue received from the public administration in the form of operating grants, mainly intended to strengthen the company investments in R&D.

6. Economic value distributed reflects costs, classified according to the main categories of stakeholders that benefited.

7. Economic value retained is the difference between the economic value generated/received and economic value distributed, which includes profits for the year as well as items that cannot be allocated to the various stakeholder categories.

## Innovation and continuous pursuit of excellence: our distinctive assets

At BioNike, we are guided by a solid strategic vision based on the **continuous pursuit of excellence**. Our path has always been marked by principles such as scientific research, innovation and quality. Over the years, we have continuously invested in our in-house Research & Development laboratory.

In 2023, we focused our efforts on analysis, feasibility studies and research into new raw materials for innovative formulations. These are allocated to prototyping and the experimental development of new products. As pioneers in our target market **in the skin-care field, we have patented three formulas:**

- **2004:** a complex of l-carnosine and beta-glucan and related compositions;
- **2015:** antioxidant complex and related compositions;
- **2020:** food formulations with enhanced intra- and extracellular antioxidant activity.

We have established and consolidated **agreements with university laboratories and leading multinational companies** to synthesise innovative raw materials and isolate active ingredients with high cosmeto-logical content. We work with **dermatologists, hair-care specialists, paediatricians, gynaecologists and aesthetic doctors** to ensure the highest quality for our formulations. We devote a significant part of our resources to maintaining and improving **quality standards**, with a constant focus on **meeting the needs of end customers**.

We conduct clinical trials to prove the efficacy of our products and we participated in the **clinical photography contest** on the efficacy of **Triderm Immugel** in viral skin and mucous membrane infections. In addition, we conducted an **observational study** on cosmeceutical protocols with a panel of female dermatologists, and collaborated with the **San Raffaele Institute in Milan** in a **clinical study on DM Defence Body Anticellulite**. Finally, we organised a refresher meeting on **'Acne in the dermatology clinic'**.

# +1,040

projects dedicated to product development

# +200

efficacy studies, including **22 clinical studies**

# 3

patented formulas



In 2023, we introduced **Cosmeceutical** the new treatment with a high percentage of bioactive ingredients for effectiveness over the entire structure of the skin. Cosmeceutical protocols are the **result of intensive research and development, supported by collaboration with high-profile international dermatologists**.

The treatment aims to **support professional dermatological/aesthetic treatments** by complementing outpatient results and providing a specific response to various skin problems.

Innovation also comes through packaging, which is designed to reflect our dedication to science and elegance, with a minimalist design that conveys rigour and quality. The cream jars have also been developed with an **internal capsule that allows the glass jar to be refilled**.

We are convinced that ageing of the skin must be supported on a daily basis, and not simply combated. The Cosmeceutical line thus represents a major innovation in skincare, providing specific protocols and tangible results for the health and beauty of skin.

Our R&D lab is constantly dedicated to improving the environmental impact of cosmetic formulations. **Innovation, quality and cutting-edge formulations are the values behind our sustainability journey.** In recent years, we have devoted significant energy to developing formulations with an optimal eco-friendly profile.

**100%**  
BioNike sun creams tested with the marine ecosystem

**100%**  
portfolio of skin care and make-up products upgraded to improve the environmental profile

Our determination and commitment are an essential part of our growth, enabling us to maintain a leading position in the industry, providing our customers with high-quality products based on solid scientific evidence.

## The stages of our production

Our range includes a **wide array of skin-care products**, all formulated in-house. Skin care is at the heart of our company expertise.

We research and create formulations in our in-house laboratories in Lainate, paying scrupulous attention to the **selection of raw materials** and **strictly controlling** each production batch, ensuring compliance with chemical/physical and microbiological specifications.

During **development**, the formula of each product is subjected to several extremely thorough tests to validate tolerability and effectiveness.

In the design process, we focus on the choice of **packaging to guarantee quality, safety, complete preservation of the formulation, convenience and consumer satisfaction while avoiding wasted resources and materials.**



## Quality management

**GRI 416-1 | GRI 416-2  
GRI 417-1 | GRI 417-2  
GRI 417-3**

The quality of our products is supported by the **Quality Management System (UNI EN ISO 9001:2015)**, constant application of Good Manufacturing Practices — GMP (**UNI EN ISO 22716:2008**) in cosmetics and regulatory requirements for medical devices (**UNI CEI EN ISO 13485:2021<sup>8</sup>**).

Our **Quality Manual** illustrates how we adhere to the ISO 9001:2015 standard and meet the mandatory requirements of industry regulations. We ensure that all personnel are aware of and properly trained in the principles and methods of the Quality Management System.

Customer satisfaction is an indispensable element. By monitoring it, we can care for the relationships we establish, maintain them over time and strengthen the underlying trust. The **management of non-conformities** and the quality we assure customers are fundamental aspects of our approach.

All data relating to **complaints** are carefully logged in a **call tracking** system, classified and subjected to a management review every year in terms of their ratio to the number of orders, average settlement time and type, thereby ensuring constant improvement of the products and services we offer.

**100%**  
product categories assessed for health and safety impacts<sup>9</sup>

**100%**  
periodically assessed for compliance with internal policies<sup>10</sup>

**ZERO**  
incidents of non-compliance of product information and labelling and concerning marketing communications



8. Certification was obtained in November 2024.

9. The product categories are cosmetics, supplements and medical devices.

10. The information required by the company's product information and labelling procedures covers component sourcing, the safe use of products or services, content — with particular reference to the presence of substances that may generate environmental or social impacts — and the disposal of products and their environmental or social impacts.

OUR  
PEOPLE,  
OUR  
STRENGTH



# KEY HIGHLIGHTS



+ **18%**

change in workforce compared to 2022



**1278**

hours of training provided (+85% compared to 2022)

**99%**

employees hired on a permanent contract

**10**

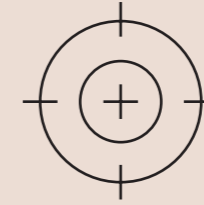
average hours of training per employee

**17%**

employees under 30 years of age

€ **100**<sub>k</sub>

economic value destined for the community



## Planned targets 2022

✓ *reached*    ⌚ *in progress*



### EMPLOYER BRANDING















Promoting a positive company image to recruit and retain top talent, strengthening the brand reputation of BioNike and the Sodalis Group.

+20% staff compared to 2022

Development of a Group Code of Ethics

Involvement of 474 consumers in the survey to gather expectations and perceptions on the ESG journey

# SOCIAL

Pillar	Where we are		Future targets	Target year	SDGs	
<b>EMPATHY</b> <i>Promoting work-life balance and corporate welfare</i>	<b>95%</b> employees with full-time contracts	<b>92%</b> employees hired under a collective bargaining agreement  specific employee welfare plan and company portal	<b>ENHANCING INTERNAL AND EXTERNAL CORPORATE COMMUNICATION</b>  Sending newsletters and publishing content on our digital corporate properties	2024	  	
<b>EQUALITY</b> <i>Promoting fair paths for personal growth</i>	<b>75%</b> of employees are women	<b>96%</b> of management staff (senior managers + middle managers) are women	<b>ESTABLISHING A GENDER EQUALITY MANAGEMENT SYSTEM</b>  Strengthening an inclusive and respectful working environment	2025	  	
<b>GROWTH</b> <i>Strengthening potential, enhancing human capital</i>	<b>32</b> hires	<b>+18%</b> compared to 2022	<b>ESG TRAINING FOR EMPLOYEES</b>  Promoting a sense of awareness and responsibility for the social/environmental impact of our activities	<b>DEFINING PLANS FOR GROWTH FOR EACH DEPARTMENT TEAM</b>  Improving the skills of personnel and increase their motivation	2024–2026	   
<b>MOTIVATION</b> <i>Attracting and retaining talent</i>	<b>Funding scholarships</b> for scientific research	<b>Participation in sector-based summits</b> and conferences	<b>SODALIS AMBASSADORS PROGRAMME</b>  Creating a team of talent to spread the Group's values and convey their sense of belonging, helping to strengthen the Sodalis Way	<b>PARTNERSHIPS WITH UNIVERSITIES</b>  We aim to create lasting partnerships with universities to attract new talent	2024–2026	   

# Development of human capital

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-1 | GRI 401-2 | GRI 401-3 | GRI 404-1

People are our strength: they contribute to the growth of the company and the creation of shared value.



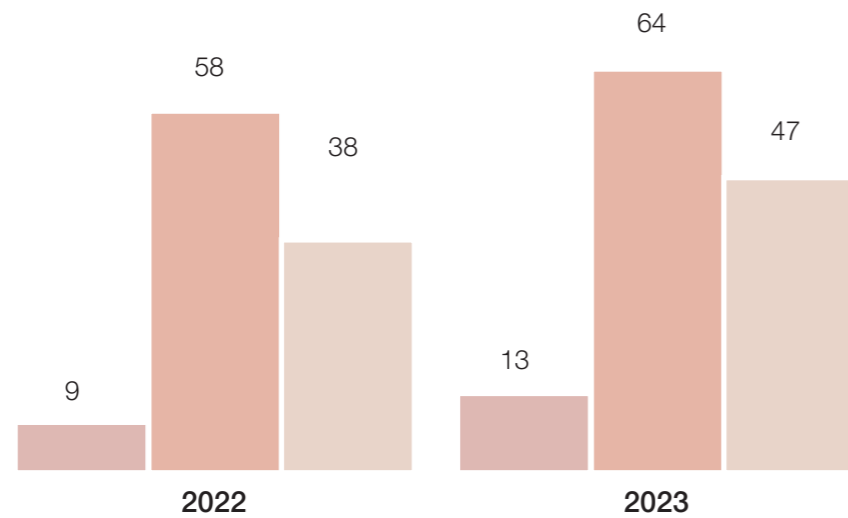


At the end of 2023, ICIM International recorded an 18% increase in resources compared to 2022, with **124 employees**<sup>11</sup>, 99% of whom were hired on permanent contracts.

Diversifying skills is essential for long-term growth and success. The technical and scientific staff consists of science graduates, laboratory technicians and external consultants with expertise spanning several areas. In addition to personnel hired directly by the company, we make use of a wide network of specialised figures that we collaborate with on an ongoing basis, including freelancers (agents acting on behalf of ICIM) and temporary workers, who are mainly dedicated to strengthening the packaging and production departments in the Lainate division.

## Employees by role

- Middle managers
- Office workers
- Factory workers



11. The management of labour policies and working conditions is governed by national regulations in the bargaining agreement for the category (chemists), covering 100% of workers, regardless of the type of contract they have.

## Welfare and wellbeing

Attention to quality of life, people's wellbeing, equal opportunities and training are indispensable for our company, where people play a key role. We offer employees **welfare programmes** and we support work-life balance; we provide **part-time** employment contracts to support employees' requests for flexibility.

There are two contractual welfare mechanisms: health care through **FASCHIM** and supplementary insurance with **FONCHIM**. In addition, we offer: **restaurant vouchers, a portal with company discounts and the possibility of smart working**, compatible with the specific duties, as well as a **production bonus** paid upon reaching certain company targets. For senior figures, we have provided for the inclusion of **MBO mechanisms** (management by objectives) based on qualitative and quantitative objectives. To support our focus on employees, we have implemented numerous **team-building activities** to strengthen ties, improving team spirit and communication.

We are dedicated to making the work environment attractive and stimulating, thereby promoting productivity, company cohesion and wellbeing. In doing so, we also reduce turnover and consolidate our position in the skin-care industry. Solid **employer branding** attracts quality talent and helps build a positive reputation in the labour market. Through reinforcement of our commitment, **32 new employees** joined the staff in 2023 against 13 who left, for a net increase of **+18%**.

**+18%**  
total change



## Diversity and inclusion

**GRI 405-1 | GRI 405-2  
GRI 406-1**

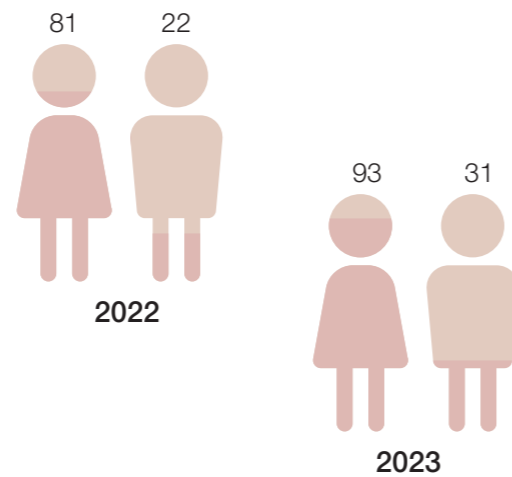
We recognise the **importance of a culture of diversity and inclusion** as a defining element of corporate growth. We are a company that puts people at the centre, which is why we believe that **fostering an inclusive work environment** not only represents a moral responsibility towards change and innovation, but can strengthen the foundation for creating a place where our people feel respected and valued. We strive for **equal opportunities for professional growth and development for all employees**, regardless of origin, gender, sexual orientation, skills or background.

**Women play a significant role**, both at the operational and strategic decision-making level. They **account for 75%** of our workforce and 69% of those classified as middle managers.

We believe in the possibility of pursuing a challenging and dynamic professional career without having to sacrifice a fulfilling personal, family and emotional life. <sup>12</sup>In 2023, we recorded an **increase in the number of employees (+18%)**, 57% of whom were women.

The principle of **gender pay equality** is one of our cornerstones. We guarantee the same level of pay to women and men in equivalent positions; overall, **the gender pay ratio<sup>13</sup> is around 95%**.

Employees by gender



12. During 2022, there were no absences for parental leave. During 2023, two employees took parental leave and formed part of the workforce as of 31.12.2023.

13. The overall gender pay gap is calculated as the ratio of the average annual salary received by female and male employees within the company, considering only comparable contractual levels for each professional figure.

14. Consistent with the sanctions system provided for in the national bargaining agreement, we monitor and manage cases of discrimination in the company to foster a fair and welcoming working environment. There were no established cases of discrimination during the reporting period.

**We believe in young talent. We are committed to providing them with adequate training and real job opportunities; employees under 30 years of age account for 17%.**

With respect for diversity and inclusion in all its forms, in compliance with Italian Law 68/99, we cover the quota of personnel belonging to **protected categories**, for whom we guarantee support, assistance and technical tools to help them perform the assigned tasks. As of 2023, we had four employees classified as factory workers and office workers<sup>14</sup>.

## Development of know-how

People are the engine of our success: **everyone, with their different skills, experience and abilities contributes to the creation of ideas and projects**, which is why we care for them every day, fostering their personal and professional growth. We provide them with both compulsory health and safety training in accordance with Italian Legislative Decree 81/08<sup>15</sup> and training to reinforce hard and soft skills.

A total of **1,278 hours of training** were delivered in 2023, divided into several key areas. **Occupational health and safety** training was provided to keep staff up to date, while adequate training on the **Quality Management System** and on cosmetic and medical regulations was provided for employees dedicated to **quality and compliance**. An **onboarding** process was also implemented to welcome new employees. **Environmental training** provided updates on labelling and certification regulations, such as **CONAI** and **COSMOS**.

The entire Marketing and Communications team took part in a major training course provided by Ninja Marketing, focused on **e-commerce and digital tools**. The dedicated 26-hour course (16 hours in person and 10 hours live via web), with 30 hours on-demand and a final skills assessment, covered several areas of digital marketing and e-commerce in depth, including TikTok marketing, CRM fundamentals, digital advertising, SEO and SEM, and social media marketing.

Finally, **Excel** courses were implemented at different levels to improve employees' IT skills.



15. Health and safety training covered incoming education and training, general and specific training, emergency management, first aid, forklift driver training and updates on company-specific risks.

# Dedication to workers' health and safety

GRI 403-2 | GRI 403-5 | GRI 403-6 | GRI 403-8 | GRI 403-9 | GRI 403-10



## Risk protection and prevention mechanisms

Personal wellbeing and safety are priorities, and we protect them by sharing values and good practices, encouraging responsible behaviour and providing a **suitable working environment, ensuring adequate education and training for all departments** so that they can perform their tasks while managing risk as well as possible. We have appointed a company physician who is in charge of periodic medical examinations and workplace inspections.

The **Safety Policy** contains the **guiding principles** we are committed to following, in accordance with Articles 28 and 30 of Italian Legislative Decree 81/08. By drafting and continuously updating the Risk Assessment Document (RAD), we carefully assess both generic

risks related to ordinary business activities (stress, fatigue, ergonomic risks, etc.) and specific risks, including exposure to toxic, irritating or allergenic substances when producing, packaging and handling products (chemical risks) or risks related to the operation of specific machinery and equipment.

In 2023, there were no occupational diseases or accidents among employees, with the exception of one commuting accident<sup>16</sup>.

**700**  
total hours of training on SSL

**94**  
employees involved in training activities

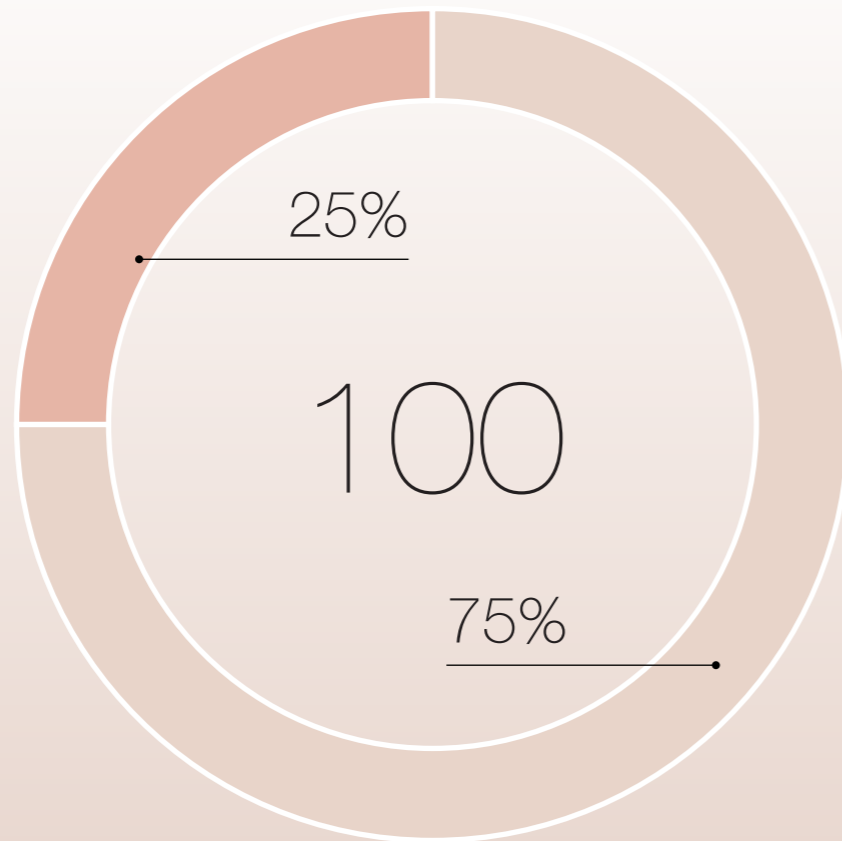
16. The only injury of one employee was a commuting accident, resulting in a fall that involved a work absence of 19 days. In addition, there were two accidents among non-employee staff, one of whom was on the way to work.

# Social responsibility: commitment to community and territory

## GRI 2-28

Through donations, sponsorships and long-lasting partnerships, we support research institutes, non-profit organisations and associations committed to making a **positive impact on the environment and society** on a daily basis.

Distribution of value to the community - %



- Donations and sponsorships
- Membership contributions



## Research projects

We financed a **scholarship** for re-research in alopecia-related diseases at **La Sapienza University** in Rome and donated equipment worth over €10,000.



We took part in the national event **'Caring for ourselves beyond illness. Skin and hair care, cosmetics and make-up'** at the **Isola Tiberina – Gemelli Hospital in Rome**. During the day, we held **make-up sessions** to help cancer patients take care of themselves.

We **collaborated with Made in Carcere/Officina Creativa**, a non-profit social cooperative that offers training to female prisoners and former prisoners, with the goal of their definitive reintegration into civil society.

The cooperative offers the opportunity to acquire technical and professional skills to then work and receive a regular salary, but above all to build awareness and dignity.

In addition, the cooperative supports the environment by recovering cutting waste and textile material discarded by companies, which becomes raw material for processing in prison, instead of being transferred to incinerators.

For us at BioNike, 2500 bags were made from fabrics derived mainly from the production of sofas.

We then donated the bags we made to our pharmacist customers as incentives.



## Community support

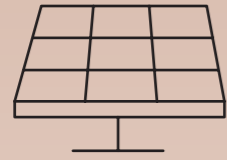
Through product donations, we supported the **Centri di Accoglienza Ambrosiano Onlus**, which takes in single mothers with their children who are living in situations of severe family hardship or have problems with housing and lack of work. Thanks as well to our long-standing cooperation with the **food bank**, we donated products with a total value of over €30,000.

We participated as executive partner in the **eighth edition of Women for Women against Violence – Camomilla Award**, an initiative produced by Associazione Consorzio Umanitas APS to promote the fight against gender-based violence and support women fighting breast cancer.

A close-up photograph of a person's hand reaching out towards a field of lavender flowers. The hand is in the foreground, slightly out of focus, with fingers extended. The background is a vast field of lavender plants with numerous purple flower spikes, also slightly blurred, creating a sense of depth. The overall scene is bright and natural, suggesting a connection to nature.

OUR COMMITMENT  
TO THE  
ENVIRONMENT

# KEY HIGHLIGHTS



14%

Electricity needs covered by the photovoltaic system



-2%

energy consumption compared to 2022



165 t CO<sub>2</sub>e

avoided in 2022-2023 due to the photovoltaic system

-2%

emissions intensity index compared to 2022



100%

Made in Italy production



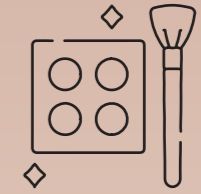
100%

tested formulations compatible with the marine ecosystem



60%

packaging derived from recycled material



Trousse Glam & Green:

launching decomposable and recyclable Eco-Packs



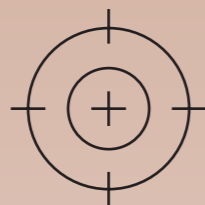
70%

formulations without microplastics



85%

packaging made from 100% recyclable material



# Planned targets 2022

✓ *reached*    ⌚ *in progress*

 **REDUCTION OF MICROPLASTICS IN OUR FORMULATIONS**

---

**Reformulating our products according to the timeline indicated in the Report, to totally eliminate the use of materials containing microplastics.**

.....


2017 – Removed microplastics from our scrub products

.....

2020 – Excluded the use of microplastics in the development of all new products where possible

.....

To date, 70% of BioNike products are free of microplastics

 **RESPONSIBLE PACKAGING**

---

**Maximising the use of recycled, recyclable and reusable materials in our product packaging.**

.....


Eliminated the package leaflet from all face, body, sun and make-up products

.....

Eliminated the sleeve from face, body and hair cleansers

.....

Development of the Glam & Green trousse: decomposable and refillable Eco-Pack


 **CORPORATE CARBON FOOTPRINT  
UNI EN ISO 14064-1:2019**

---

**Development of a corporate carbon footprint (CCF) study, according to UNI EN ISO 14064-1:2019, to measure our environmental footprint for the year 2022 and analyse potential actions for improvement.**

.....

Certification obtained in 2024

 **WATER RECOVERY INTERVENTIONS**

---

**Installation of a water recovery plant in 2024 to maximise, where applicable, the reuse of water.**

.....

The plant will be up and running in the first half of 2025

# ENVIRONMENT

Pillar	Where we are	Future targets	Target year	SDGs
<b>PLANNING</b> <i>Counteracting climate change</i>	<b>Carbon Footprint Analysis</b> <b>165 t CO<sub>2</sub></b> avoided in the two-year period due to renewable energy	<b>Good practices</b> aimed at lowering our environmental impact due to the energy we use	<b>2025</b>	
<b>CARE</b> <i>Enhancing water resources</i>	<b>-7%</b> <b>water consumed</b> per unit sold (vs 2022)	<b>Reverse osmosis</b> system for water treatment and <b>purification plant</b> for washing water	<b>2025</b>	
<b>RATIONALISATION</b> <i>Using energy resources responsibly</i>	<b>7%</b> Energy needs covered by renewable sources <b>Analysis of energy consumption</b> and actions to reduce and optimise consumption	Electricity from renewable sources <b>via the photovoltaic plant</b>	<b>2025</b>	
<b>RECYCLING</b> <i>Managing waste responsibly</i>  <b>OPTIMISATION</b> <i>Analysing and redesigning the end-of-life of materials</i>	Conducting studies focused on the use and <b>optimisation of packaging</b>	<b>Lower-impact</b> alternatives in product lines (biodegradable product lines, formulas tested for compatibility with the marine environment, research into recycled and recyclable packaging)	<b>2024–2026</b>	

# A more responsible action plan

One of the aspects we constantly focus on is the **environmental compatibility of our products throughout their life cycle**, acting within a vision of continuous improvement. Our choices are dictated by **meticulous attention to product formulations in the choice of the packaging, monitoring of resources and the associated impacts**.



## Resource management

**GRI 303-3 | GRI 303-4 |  
GRI 303-5 | GRI 306-3 |  
GRI 306-4 | GRI 306-5**

### Research to serve sustainability in our formulations

For years, our research and development laboratories have constantly striven to improve the **eco-friendly profile** of our formulations:

- **Phasing out microplastics** from all our formulations: 70% of BioNike products are now free of microplastics;
- **Biodegradability testing** of our **rinse-off formulations**;
- **Tests for eco-compatibility with the marine ecosystem and biodegradability** in seawater of our **sun creams**.

Our research laboratory is constantly working to improve formulations to protect biodiversity. DEFENCE SUN<sup>17</sup>sun-



care formulas are **certified for compatibility with the marine ecosystem through an ecotoxicological test conducted by a prestigious independent research institute specialising in ecotoxicology studies**. The test was performed on **three species representing the marine biodiversity** of the Mediterranean Sea and belonging to different trophic levels (phytoplankton, zooplankton). The results show that DEFENCE SUN formulas show **no signs of toxicity for the aquatic environment**.

17. Excluding the following DEFENCE SUN products: Stick SPF50+, Spray (can) SPF50+, Spray (can) SPF 30, Baby&Kid Spray (can) SPF50+.

The **UV filters** contained in the new DEFENCE SUN formulas are the result of **rigorous selection** based on skin compatibility and **elevated respect for marine biodiversity**. Our formulas are therefore:

- free of OXYBENZONE and OCTOCRYLENE: UV filters sometimes responsible for skin intolerances;
- free of OCTINOXATE\*: an efficient UVB filter but not very compatible with the marine ecosystem;
- free of NANO-FILTERS: nano-particles of mineral filters (titanium dioxide, zinc oxide) cause bio-accumulation with harmful effects on the marine ecosystem.

Filters are also present in the formulations in an optimal concentration due to the **SPF BOOSTER**, a polymer that amplifies filtering efficacy: for the same SPF, there is a lower percentage of filters in the formula.

### Packaging: the Eco-Pack project

In line with our philosophy and industry needs, in 2021 we launched the **Eco-Pack project** as an expression of our commitment to the pillars of the circular economy: **reduce, reuse, recycle**.

**We reduce unnecessary packaging, ensuring that each component preserves the quality and safety of our products, and we favour packaging from recycled material and/or with higher recyclability and reusability.**

Since 2022 we have been using recycled materials (plastic and aluminium) for all our **bottles of face, body and hair cleansers, sun creams and body care products**. All our boxes are currently made with **recycled or FSC-certified<sup>18</sup>** paper, guaranteeing their origin and traceability.

## 2024

- Second marine eco-compatibility study to relaunch the Defence Sun line in 2025
- Release of body cleansers with biodegradable formulas verified using the OECD 301F method

### Innovation meets wellness

In 2023, we created the **Glam & Green Trousse**: a gem of ecodesign with timeless elegance that intertwines aesthetic refinement and environmental awareness.

All trousseaux of earth, blush, compact foundations and powder eyeshadows have been **reintroduced with a new exclusive decomposable and recyclable Eco-Pack (100% PET and PP)** that is practical and ergonomic. This ecodesign was developed to ensure that **all components can be separated**, facilitating material recovery, sorting and recycling.



18. (Forest Stewardship Council, a label certifying sourcing from forests managed according to stringent environmental, social and economic standards).

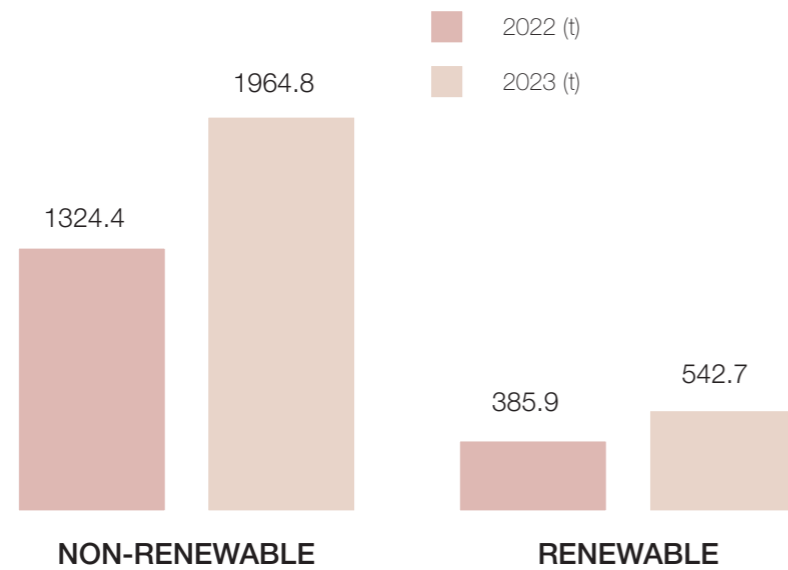
In addition, **we have eliminated the package leaflet** from all face, body, sun and make-up products, **reducing paper use by 10 tonnes compared to 2022, as well as the sleever** from face, body and hair cleansers, **reducing plastic use by 719 kg.**

Between 2022 and 2023, we increased the amount of packaging by a total of +47%, +41% of which was from renewable material (wood, paper and cardboard) and +48% of which

came from non-renewable material (fossil-fuel origin: plastic, metal, mixed material, glass, etc.). Note that the elimination of superfluous packaging components such as sleeves and leaflets, helped to reduce the percentage of renewable material purchases. The increase in the non-renewable share, on the other hand, was also due to an increase in materials such as glass and aluminium, which are of fossil origin but nevertheless 100% recyclable.

## Type of packaging purchased

tonnes purchased  
2023 vs 2022



	(t) 2022	(t) 2023	% 2022 – 2023
Renewable	385.9	542.7	41%
Non-renewable	1324.4	1964.8	48%
<b>Total</b>	<b>1710.2</b>	<b>2507.5</b>	<b>47%</b>

# ROADMAP

✓ reached    ⌚ in progress

✓  
**2023**  
-10.9 t  
paper used

- Elimination of the package leaflet from all face, body, sun and make-up products.
- Development of the Glam & Green make-up trousse, featuring a decomposable and recyclable eco-pack.

⌚  
**2024**  
-50%  
plastic used

- Use of new eco-caps, bottle caps and tubes designed to reduce plastic use by 50%.
- Elimination of sleever from face, body and hair cleansers.

**2025**

- Gradual reduction in the amount of plastic used for bottles, opting for more light-weight packaging.
- Ninety per cent of packaging is fully recyclable.
- Eighty-five per cent recycled materials used in packaging, consequently reducing the amount of virgin plastic used.
- Extending the use of recycled plastic to pumps, labels, sleever, and progressively also to make-up packs.
- Only purchasing pumps made of mono-materials (100% recyclable) and partly made of recycled material.
- Development of new technologies for mono-material tubes (100% recyclable).
- Maximising the use of recyclable make-up packaging.

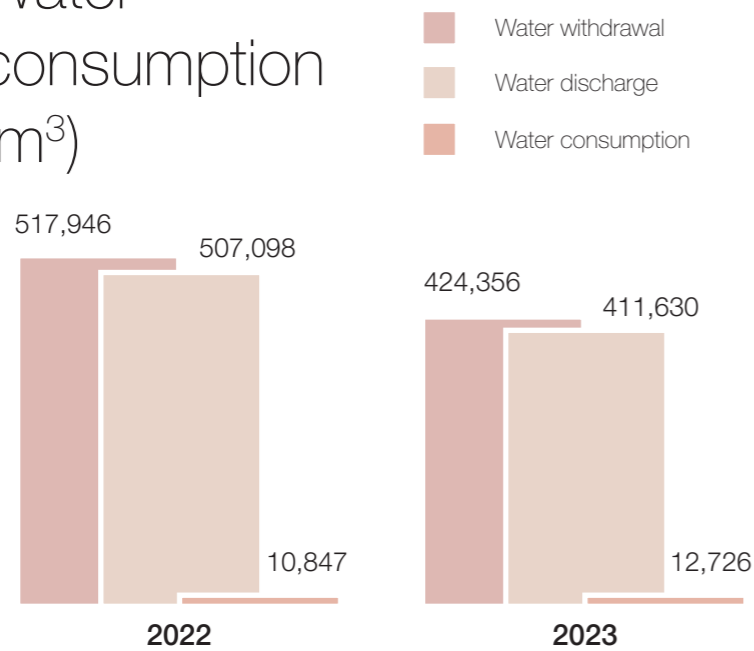
## Rational and controlled management of resources: water and waste

Water is a precious resource that requires responsible management. In our production process, **water in the form of steam is essential in guaranteeing the quality of finished products**. We have faced various challenges related to resource use, prompting us to review our processes and investment strategies to improve water consumption and treatment efficiency. **We use advanced technologies, such as a reverse osmosis system,**

which was revamped in 2022, allowing us to treat the water used in our formulations. The water supply comes from two sources: the mains and a well, with an exclusive supply for the offices and dedicated fire extinguishing system. Well water is also used for cooling in the production process. Finally, we carefully manage the residual water, ensuring that discharges from various processes are treated responsibly.

Looking at the volumes of water drawn and discharged over the two-year period, the management of water withdrawal and discharge has improved (-18% between 2022 and 2023), against an overall increase in consumption of +17% due to increased production.

### Water consumption (m<sup>3</sup>)



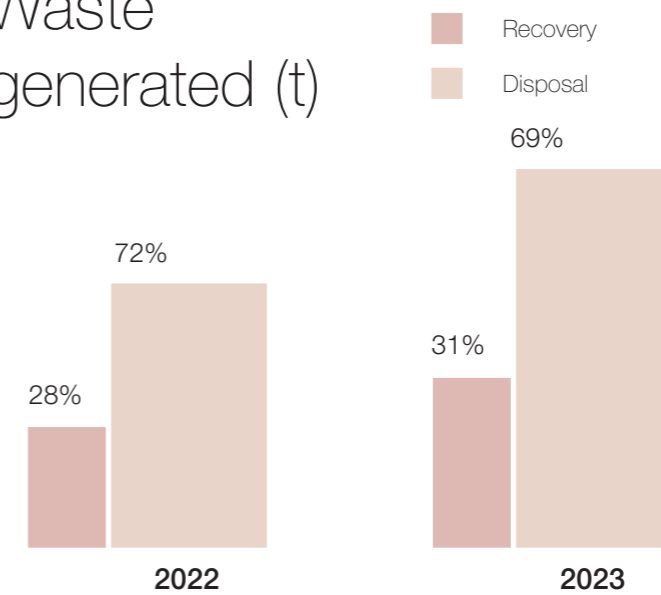
To ensure respect for the environment and current regulations in water stewardship, and to favour a circular approach in its use, **we will finalise the expansion of the recovery and purification plant** for washing water in 2024, thereby optimising its use. This investment will be enhanced **in 2025**, following a **water footprint analysis**.

We manage waste and scrap responsibly, aware of their environmental impact. We closely monitor the volume of materials we use to assess the efficiency of our processes and identify opportunities to reduce resource consumption. For **packaging**, we have developed **recovery and recycling methods**, promoting the circular economy. We have implemented an internal monitoring system that complies with current legislation and

**collects detailed information on waste**, including the EWC code and material characteristics. Generated waste is stored in specific areas and disposed of by authorised transporters in accordance with provincial legislation. We use the Environmental Product Declaration (EPD) and the Waste Recording Form (WRF) to report the quantities of waste produced during the year.

In 2023, ICIM produced **906 tonnes of waste**, of which approximately **94% was non-hazardous waste** and **30% was destined for recovery**. The main waste produced is sludge (about 68%) from production residues destined for landfill. On the other hand, 100% of the waste from packaging scrap is carefully sorted and collected for recovery<sup>19</sup>.

### Waste generated (t)



19. Following the Sodalis Group's reporting project and the corporate carbon footprint analysis, the method for calculating the indicator was revised for the two-year reporting period, consistent with the monitoring system used by the Group

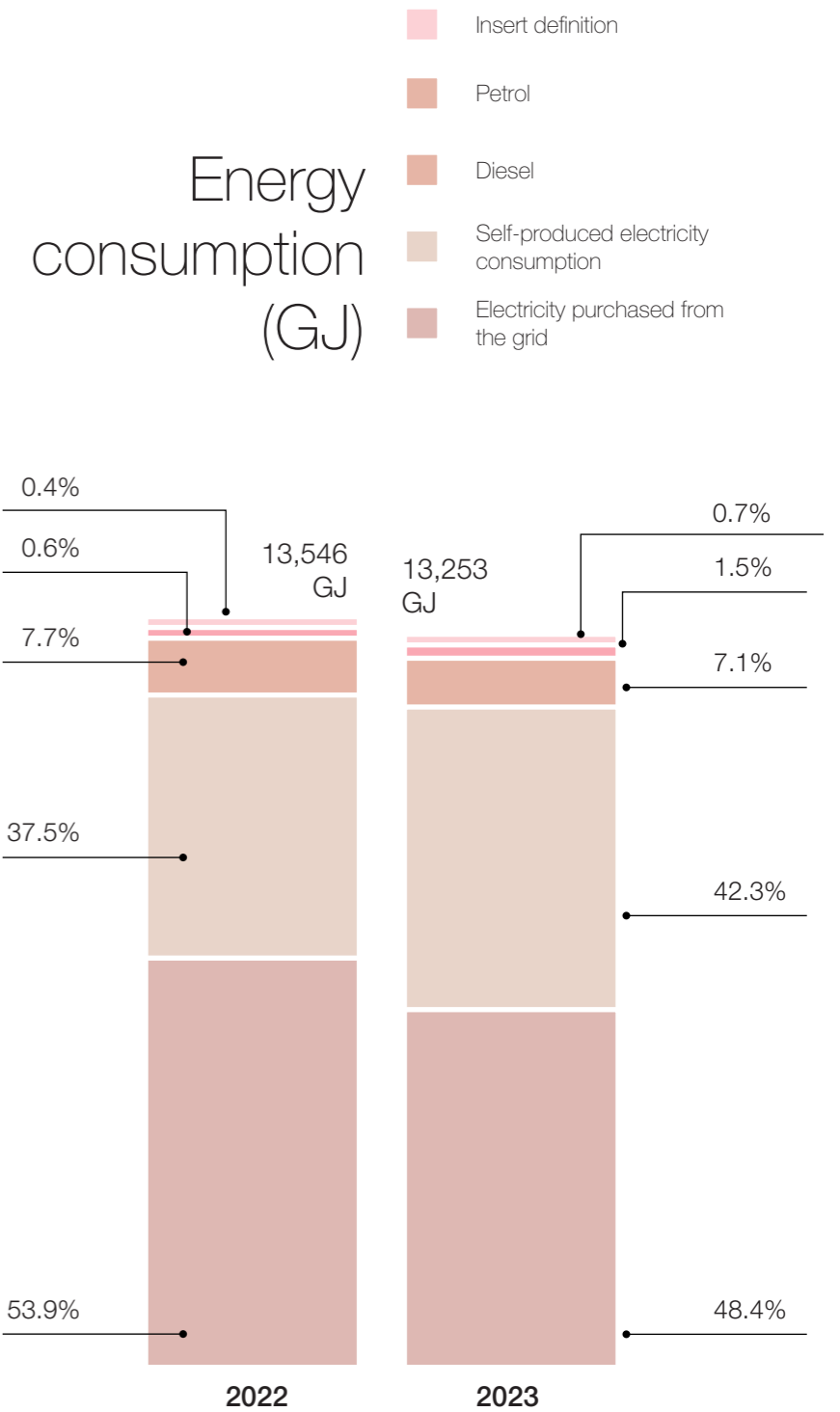
# Energy initiatives

## GRI 302-1 | GRI 302-3

Over the years, the production plant in Lainate has undergone several updates to meet current regulations and has been the subject of major structural investments in GMP compliance. These activities concerned the production plant, with respect to the Quality Management System, energy savings and improvements in the energy mix. At our production plant in Lainate, **we use energy from renewable sources**. In 2016, we installed a 346-kWp photovoltaic system, and the energy drawn from the grid comes from renewable sources. **In 2023, the organisation's total internal energy consumption was 13,253 GJ.** Given the types of energy used, methane gas, which is used for office heating and steam generation, had the greatest impact on total

energy consumption in 2023. This was followed by the purchase of electricity from the grid. **The photovoltaic system for self-generated energy covered about 7% of the total energy requirements in 2023.** Finally, fuel is used for the company fleet. This consists of cars for mixed use as a fringe benefit, and vans used for logistics. Despite the increase in production volumes, there was **a 2.2% drop in total energy consumption over the two-year period.**

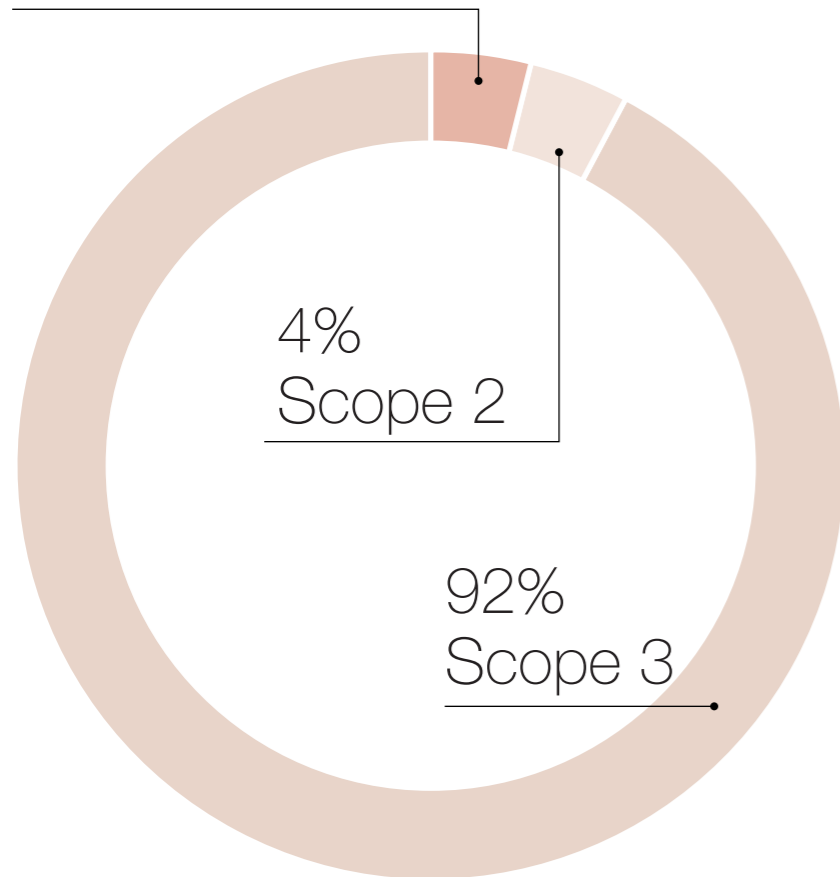
**-5%**  
Energy intensity ratio



# Corporate carbon footprint

- Scope 1  
Direct emissions generated by company operations
- Scope 2  
Indirect emissions from imported energy
- Scope 3  
Other indirect emissions from the organisation's downstream and upstream activities

4%  
Scope 1



# Our verified carbon footprint

## GRI 305-1 | GRI 305-2 GRI 305-4

In line with our values and sustainability goals, **we analysed and reported on our environmental impact** in 2023 with the corporate carbon footprint analysis for 2022, verified according to the UNI EN ISO 14064-1:2019 standard. For overall analysis of the emissions generated, which also considers Scope 3, we present data for 2022, which derive from the **corporate carbon footprint analysis according to ISO 14064-1:2019** conducted in 2023 and verified in 2024.

For the reference year 2022, the most significant share of emissions is represented by **Scope 3**, which accounts for over 92%. In particular, the most relevant category of the GHG inventory refers to the indirect emissions attributable to the life cycle of purchased goods. The remaining 8% concerns direct emissions (**Scope 1**) and indirect emissions from energy purchased from the grid (**Scope 2**).

This initial reporting of corporate emissions motivates us to manage our various business activities even more responsibly. In 2024, we will formalise our commitment in a **mitigation plan** to implement well-organised, concrete actions, from increasingly precise control of internal energy consumption to raising employee and consumer awareness on the issue, as well as increasingly accurate management of our supply chain. We are aware that decarbonisation is a complex and challenging path, but our initiatives represent our commitment and determination to **concretely**

**reduce our environmental impact throughout the value chain. We will continue to act decisively on our carbon footprint**, with an eye on the quality of life for future generations.

In 2023 we produced **885 t CO<sub>2</sub>eq<sup>20</sup>** relative to Scope 1 and Scope 2. Of this, approximately 53% derives from the consumption of electricity (Scope 2) and the remainder relates to mobile and stationary combustion (respectively, the use of methane gas for heating and fuel for the company fleet) that make up Scope 1.

Looking at performance over the two-year reporting period, emissions were stable overall, despite the increase in production volumes.

The use of renewable energy sources is our main direct contribution in the fight against climate change. Through **self-produced** electricity from our photovoltaic system<sup>21</sup>, we avoided a total of **165 tonnes of CO<sub>2</sub>eq<sup>22</sup>** in the two-year period.

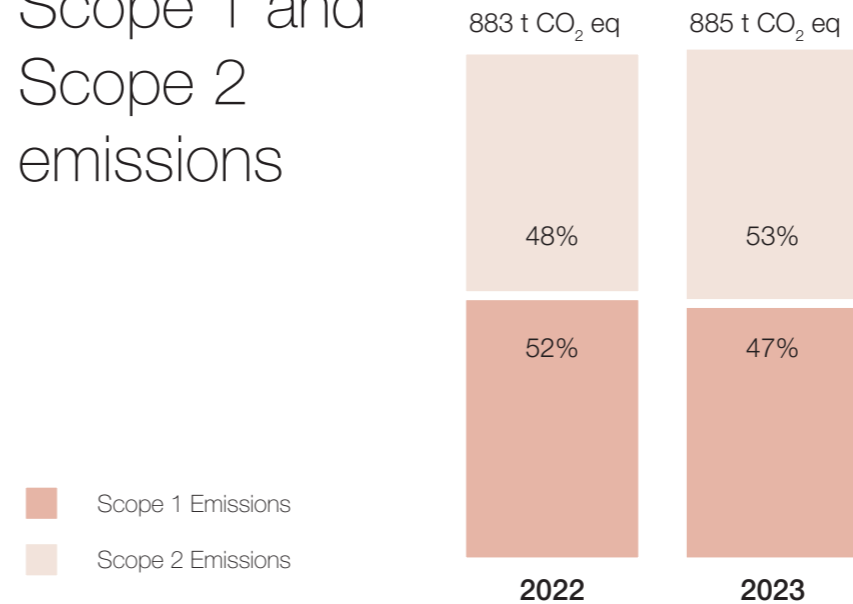
-2%

Emission intensity index

165

tonnes of CO<sub>2</sub>eq avoided in 2022-2023 due to the photovoltaic system

## Scope 1 and Scope 2 emissions



20. The emissions calculation refers to the sum of tonnes of CO<sub>2</sub> equivalent produced in 2022, the base year. The gases included in the calculation are CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. The approach refers to operational control and the methodologies involve consulting national (ISPR) and/or intergovernmental (DEFRA) databases. GWP stands for 'global warming potential'. This analysis relied on the global warming potentials reported by the IPCC (Fifth Assessment Report), calculated with reference to a 100-year time interval and equal to 1 for the data in DEFRA.

21. This category falls under Scope 3 emissions.

22. The emissions avoided were calculated as the difference between the emissions that would have been caused by purchasing electricity from the grid and the zero impact of electricity production from photovoltaic systems.

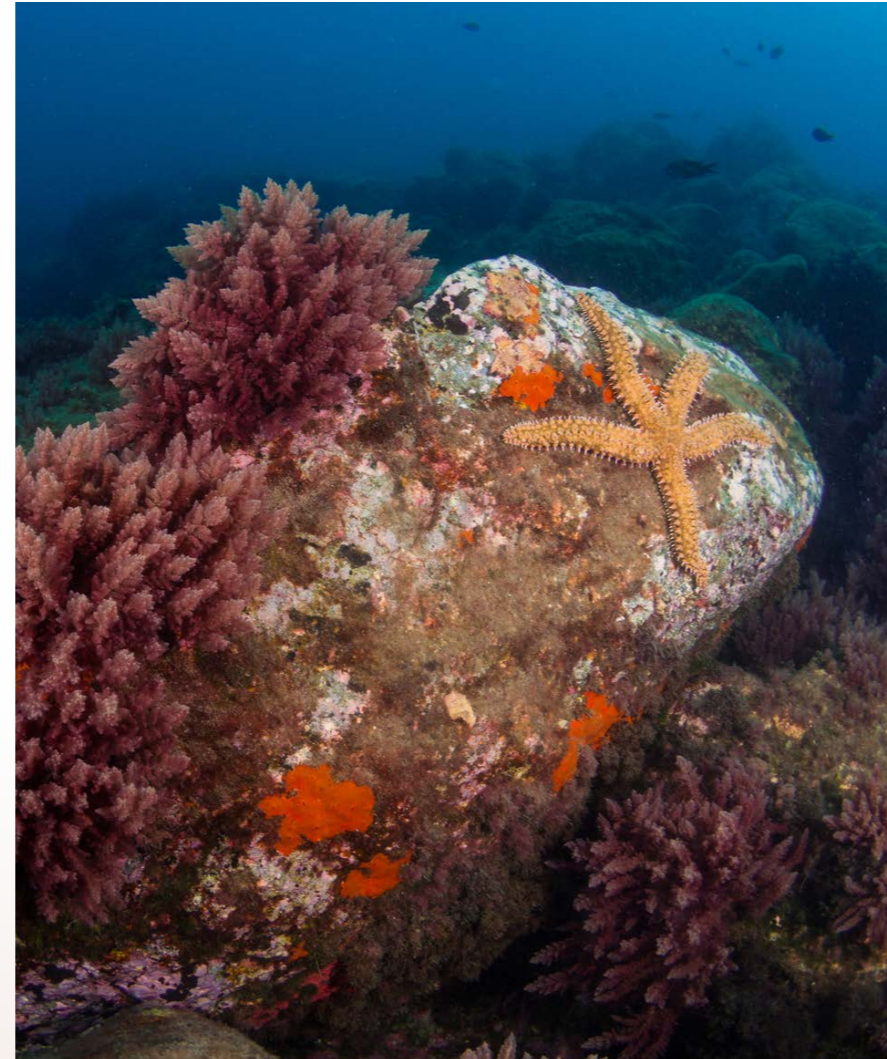
## Our support for protecting the marine environment

In 2022–2023, we supported the Italian **Worldrise non-profit organisation to protect the sea and its ecosystem** through the project **'A SEA OF STARS'**, which carries out important activities every year to safeguard Italy's protected marine areas, promote research and raise public awareness.

**30x30 Italia** campaign: in 2023, we became supporting partners of this campaign to protect 30% of the seas by 2030. The goal is to ensure the functionality and health of the Mediterranean Sea through a network of 'highly and fully' protected marine areas.

**AMPLification** project: we support the Portofino Protected Marine Area by financing its protection and activities to raise awareness among citizens and local communities.

In 2024, in addition to continuing our support for aforementioned projects, we will support the first edition of **SEAtizen Science in the Golfo Aranci Protected Marine Area in Sardinia**, whose goal is to spread culture and generate new knowledge to protect the sea.



# METHODOLOGICAL NOTE

GRI 2-1 | GRI 2-2 | GRI 2-3

## Reporting Boundary

Company name	ICIM International
Type of ownership	Private
Legal status	Limited Liability Company
Location of head office	Viale Italia 60, Lainate (MI)
Countries served	37

## The Report

This document is the second Sustainability Report by **ICIM International S.r.l.** (hereafter also 'the company' and/or '**ICIM**' and/or '**BioNike**'). The information in the report was collected and processed to ensure a clear understanding of the company's activities, performance, results and impact. The reporting scope used in this document includes information relating to the activities carried out by ICIM International S.r.l. As of the date on which this Report was drafted, the Company holds 75% of the share capital of The Good Vibes Company S.r.l. and 80% of the share capital of ESI S.r.l., both of which are excluded from the reporting scope<sup>23</sup>.

The Sustainability Report was prepared on a voluntary basis and is not a consolidated Non-Financial Disclosure (NFD); the company is not in fact subject to Italian Legislative Decree no. 254 of 30 December 2016, under which, in implementation of Directive 2014/95/EU, preparation of an NFD is a mandatory requirement for public-interest entities exceeding certain thresholds.

<sup>23</sup> In line with the sustainability path taken by the Sodalìs Group, ESI S.r.l. has decided to report its sustainability performance in a separate document, published on the company's official website and accessible from this link. The sustainability performance of The Good Vibes Company is presented in the Sodalìs Group's Consolidated Annual Report 2023, published on the company's official website and accessible via this link.

## References

The Sustainability Report was prepared by selecting the indicators contained in the *GRI Sustainability Reporting Standards* published by the Global Reporting Initiative (GRI), according to the 'Referenced' reporting option. The set of GRI indicators used for reporting purposes is set out in the GRI Content Index of this report.

The general reporting principles applied in preparing the Sustainability Report are those set out in the GRI Standards, *namely: materiality, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability and clarity.*

The selected performance indicators are those set out in the adopted reporting principles, which represent the specific areas of sustainability analysed in line with the activity carried out by the company and the related impacts. These indicators were selected following an analysis of material topics for the Group and its target sector, as described in the section 'Materiality analysis and stakeholder engagement'.

As part of our sustainability journey, this analysis involved top management in assessing the issues and consequently assigning a value in consideration of two aspects: importance and priority for the company.

The analysis will be further developed and expanded in the future by conducting one or more activities to hear from stakeholders and by reporting on the company's contribution to achieving its objectives.

The Sustainability Report is prepared annually and published on the company's official website: <https://www.BioNike.it/it/sostenibilita/>.

For further information on the contents of this document, please contact us at the following email address: [info@bionike.it](mailto:info@bionike.it)

# GRI indicators

This chapter provides information on the GRI indicators used in the Report, for greater clarity and comparability of ESG performance over the three-year reporting period.

## GRI 201-1 Direct economic value generated and distributed

Direct economic value generated and distributed

	2022	% of tot.	2023	% of tot.
<b>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</b>	<b>104,226,137</b>	<b>100.0%</b>	<b>107,486,100</b>	<b>100.0%</b>
Economic value generated	103,970,306	99.8%	107,300,622	99.8%
Economic value received	255,831	0.2%	185,478	0.2%
<b>ECONOMIC VALUE DISTRIBUTED</b>	<b>72,728,185</b>	<b>69.8%</b>	<b>82,411,854</b>	<b>76.7%</b>
Suppliers	63,052,817	60.5%	72,818,034	67.7%
Human resources	5,997,592	5.8%	6,617,261	6.2%
Public authorities	3,167,865	3.0%	2,239,846	2.1%
Directors and statutory auditors	257,230	0.2%	255,520	0.2%
Banks and other lenders	104,952	0.1%	381,687	0.4%
Local community	147,729	0.1%	99,507	0.1%
<b>ECONOMIC VALUE RETAINED</b>	<b>31,497,952</b>	<b>30.2%</b>	<b>25,074,246</b>	<b>23.3%</b>
<i>of which operating profit</i>	<i>22,579,313</i>	<i>21.7%</i>	<i>18,895,636</i>	<i>17.6%</i>

## GRI 2-7 Workers

Employees by gender	2022	2023
Female	82	93
Male	23	31
<b>Total</b>	<b>105</b>	<b>124</b>
Breakdown of employees by type of contract	2022	2023
<b>TEMPORARY</b>	<b>0</b>	<b>2</b>
Female	0	1
Male	0	1
<b>PERMANENT</b>	<b>105</b>	<b>122</b>
Female	82	92
Male	23	30
<b>Total</b>	<b>105</b>	<b>124</b>
Employees by form of employment	2022	2023
<b>FULL-TIME</b>	<b>98</b>	<b>118</b>
Female	76	88
Male	22	30
<b>PART-TIME</b>	<b>7</b>	<b>6</b>
Female	6	5
Male	1	1
<b>Total</b>	<b>105</b>	<b>124</b>

## GRI 2-8

### Workers who are not employees

Workers who are not employees by type of contract

	2022	2023
Freelancers	110	108
Temporary workers	36	37
Interns	1	
<b>Total</b>	<b>147</b>	<b>145</b>

## GRI 401-1

### Turnover

New hires

AGE GROUP	2022	2023
Up to 29 years	7	12
30–50	10	13
50	1	7
<b>Total</b>	<b>18</b>	<b>32</b>
GENDER	2022	2023
Women	14	22
Men	4	10
<b>Total</b>	<b>18</b>	<b>32</b>

Separations

AGE GROUP	2022	2023
Up to 29 years	1	5
30–50	9	3
50	8	5
<b>Total</b>	<b>18</b>	<b>13</b>
GENDER	2022	2023
Women	14	11
Men	4	2
<b>Total</b>	<b>18</b>	<b>13</b>

Turnover

	2023
New hires	30%
Separations	-12%
<b>Total change</b>	<b>18%</b>

## GRI 405-1

### Diversity of governance bodies and employees

#### Governing bodies by gender

	2022			2023		
	Women	Men	Total	Women	Men	Total
Board of Directors	-	4	4	-	4	4
Board of Statutory Auditors	1	-	1	1	-	1
<b>Total</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>5</b>
<i>Percentage</i>	<i>20%</i>	<i>80%</i>	<i>100%</i>	<i>20%</i>	<i>80%</i>	<i>100%</i>

#### Governing bodies by age group

	2022				2023			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Board of Directors	-	-	4	4	-	-	4	4
Board of Statutory Auditors	-	-	1	1	-	-	1	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>
<i>Percentage</i>	<i>0%</i>	<i>0%</i>	<i>100%</i>	<i>100%</i>	<i>0%</i>	<i>0%</i>	<i>100%</i>	<i>100%</i>

#### Breakdown of employees by role and gender

	2022			2023		
	Women	Men	Total	Women	Men	Total
Middle managers	6	3	9	9	4	13
Office workers	52	6	58	56	8	64
Factory workers	24	14	38	28	19	47
<b>Total</b>	<b>82</b>	<b>23</b>	<b>105</b>	<b>93</b>	<b>31</b>	<b>124</b>
<i>Percentage</i>	<i>79%</i>	<i>21%</i>	<i>100%</i>	<i>75%</i>	<i>25%</i>	<i>100%</i>

#### Employees by role and age group

	2022				2023			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Middle managers		2	7	9	0	5	8	13
Office workers	9	32	17	58	12	34	18	64
Factory workers	5	20	13	38	9	24	14	47
<b>Total</b>	<b>14</b>	<b>54</b>	<b>37</b>	<b>105</b>	<b>21</b>	<b>63</b>	<b>40</b>	<b>124</b>
<i>Percentage</i>	<i>14%</i>	<i>51%</i>	<i>35%</i>	<i>100%</i>	<i>17%</i>	<i>51%</i>	<i>32%</i>	<i>100%</i>

#### Protected job categories broken down by category and gender

	2022	2023
Factory workers	3	3
Office workers	2	1
<b>Total</b>	<b>5</b>	<b>4</b>

#### Ratio of basic salary and remuneration of women to men

	2022	2023
Middle managers	97%	101%
Office workers	85%	87%
Factory workers	90%	94%

**GRI 204-1**  
Procurement practices

Expenditure on local suppliers

	2022	2023
Italy	95.7%	93.1%
EU	2.8%	2.6%
Non-EU	1.5%	4.2%
<b>Total</b>	<b>100%</b>	<b>100.0%</b>

**GRI 306-3 | GRI 306-4 | GRI 306-5**  
Waste generated | Waste not destined for disposal | Waste destined for disposal

Waste generated (t)

	2022	2023
<b>TYPE</b>		
Non-hazardous	600.6	844.7
Hazardous	38.5	61.9
<b>Total</b>	<b>637.75</b>	<b>906.58</b>
<b>Destination</b>		
Recovery	180.1	276.6
Disposal	457.7	630.0
<b>Total</b>	<b>637.7</b>	<b>906.58</b>

**GRI 303-3 | GRI 303-4 | GRI 303-5**  
Water Withdrawal | Water Discharge | Water Consumption

Water balance (m<sup>3</sup>)

	2022	2023
<b>WATER WITHDRAWAL</b>	517,945	424,356
from mains	23,379	22,972
from well	494,566	401,384
<b>WATER DISCHARGE</b>	507,098	411,630
from domestic use	12,532	10,246
from well	494,566	401,384
<b>Water consumption<sup>24</sup></b>	<b>10,847</b>	<b>12,726</b>

**GRI 302-1**  
Energy consumption within the organisation

Internal energy consumption – %<sup>25</sup>

		2022	2023
<b>Methane gas consumption (heating)</b>	<i>Methane</i>	7,296.07	6,414.41
<b>Electricity consumption</b>	<i>Electricity purchased from the grid</i>	5,079.83	5,604.86
	<i>Self-produced electricity consumption</i>	1,040.19	939.33
<b>Fuel (corporate fleet)</b>	<i>Diesel</i>	77.11	204.66
	<i>Petrol</i>	53.12	89.58
<b>Total energy consumed within the organisation</b>		<b>13,546.32</b>	<b>13,252.84</b>

24. Water consumption is the difference between total water withdrawn and total water discharge

25. Source of the conversion factors used:

- Methane gas: Table 1 EEN Resolution 9/11
- Electricity: PCC 2021 GWP 100 V. 1.00
- Diesel: Table 1 EEN Resolution 9/11 – EN ISO 3675
- Petrol: Table 1 Resolution EEN No. 9/11 – ISO 1716

## GRI 305-1 | GRI 305-2

### Direct GHG emissions | Indirect GHG emissions from energy consumption

GHG emissions (t CO<sub>2</sub> eq)<sup>26</sup>

	Subcategory	Activity	2022	2023
SCOPE 1 Direct GHG emissions	1.1 Direct emissions from stationary combustion	Methane gas consumption for heating	449.3	395.0
	1.2 Direct emissions from mobile combustion	Diesel consumption corporate fleet	5.7	15.1
		Petrol consumption corporate fleet	3.9	6.6
<b>Total value of Scope 1</b>			<b>458.95</b>	<b>416.79</b>
SCOPE 2 Indirect emissions from imported energy	2.1 Indirect emissions from consumption of imported electricity	Medium-voltage electricity consumption – location-based	424.4	468.3
<b>Total value of Scope 2</b>			<b>424.39</b>	<b>468.25</b>
<b>Total Scope 1 and 2 emissions</b>			<b>883.34</b>	<b>885.04</b>

CO<sub>2</sub> emissions avoided (t CO<sub>2</sub> eq)

	2022	2023
Consumption of electricity from the photovoltaic installation	86.9	78.5

## GRI 302-3 | GRI 305-4

### Energy intensity | GHG emission intensity

CO<sub>2</sub> emissions avoided (t CO<sub>2</sub> eq)

	2022	2023
Energy intensity index (GJ/t)	1.1E-03	1.0E-03
Emission intensity index (tCO <sub>2</sub> eq/item)	6.9E-05	6.7E-05

26. Source of the emission factors used:

- Natural gas: DEFRA 2023 Fuels - Gaseous fuels - Natural gas (100% mineral blend) - I
- Diesel – Company vehicles: Ecoinvent 3.9.1 transport, passenger car, medium size, diesel, EURO 5 | transport, passenger car, medium size, diesel, EURO 5 | Cutoff, U
- Petrol – Company vehicles: Ecoinvent 3.9.1 transport, passenger car, medium size, petrol, EURO 5 | transport, passenger car, medium size, petrol, EURO 5 | Cutoff, U
- Electricity – mix: ISPRA – Emission factors for electricity production and consumption in Italy (Estimated greenhouse gas emission factors in the electricity sector for gross electricity production net of pumping 2023).

## GRI 404-1

### Average hours of training per year per employee

Average hours of training

	2022			2023		
	men	women	total	men	women	total
Middle managers	3.3	5.8	5.0	11.3	10.7	10.8
Office workers	4.5	5.9	5.7	10.0	14.8	14.2
Factory workers	12.8	6.0	8.4	6.9	3.5	4.9
<b>Total</b>	<b>9.3</b>	<b>5.9</b>	<b>6.6</b>	<b>8.3</b>	<b>11.0</b>	<b>10.3</b>

## GRI 403-9

### Work-related injuries

EMPLOYEES	2022	2023
<b>TOTAL no. of hours worked</b>	<b>169,702</b>	<b>180,738</b>
Fatalities caused by work-related injuries	0	0
Rate of fatalities caused by work-related injuries	0	0
Work-related injuries with serious consequences (excluding fatalities)	0	0
Rate of work-related injuries with serious consequences (excluding fatalities)	0	0
Recordable work-related injuries	2	0
<b>Rate of recordable work-related injuries</b>	<b>11.8</b>	<b>0.0</b>
<b>NON-EMPLOYEES</b> <i>but whose work and/or place of work is controlled by the organisation</i>	<b>2022</b>	<b>2023</b>
<b>TOTAL no. of hours worked</b>	<b>56,666</b>	<b>68,553</b>
Fatalities caused by work-related injuries	0	0
Rate of fatalities caused by work-related injuries	0	0
Work-related injuries with serious consequences (excluding fatalities)	0	0
Rate of work-related injuries with serious consequences (excluding fatalities)	0	0
Recordable work-related injuries	1	1
<b>Rate of recordable work-related injuries</b>	<b>17.7</b>	<b>14.6</b>

# GRI Content Index

ICIM International srl has reported the information referenced in this GRI content index for the period 01.01.2022–31.12.2023 with reference to the GRI Standards.

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