



olon

Sustainable technologies
delivering science



2023

Sustainability

Report

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1. Introduction

CEO Letter to stakeholders

The COVID-19 pandemic undeniably marked the start of a new era of “polycrisis,” characterised by continuous, frequent and devastating crises. As leading API supplier, with HQs in Italy and a global manufacturing network comprising 11 production sites and 7 research centers worldwide, we have been facing this challenging moment trying to transform crises into opportunities and making its complex operational model resilient and flexible. One of the key factors to be successful is sustainability.

We have firmly set out on a sustainability journey and 2023 was marked by great strides toward energy transition, significant investment in systems that harness alternative energy sources, and social and economic involvement and support for the communities in which we operate. We reaffirmed our commitment to creating an increasingly sustainable and certified supply and production chain by transferring our values and standards to our global suppliers, and we continued our efforts to develop innovative production processes with an ever-decreasing environmental impact through research and development projects.

Olon social responsibility road map will help us to strengthen the implementation of the United Nations Global Compact initiative guidelines — a voluntary leadership platform for the development, implementation and disclosure of responsible business practices throughout the value chain. We are very proud to disclose that we’ve officially joined the UN Global Compact Initiative.

We have drawn up a social responsibility road map that is centered around strengthening the realization of human rights throughout our value chain. Diversity, equity and inclusion (DEI) are also key themes of the road map. The road map brings together our principles and progress in terms of social responsibility and helps to develop various themes throughout the value chain.

Progressing towards even more ambitious sustainability goals

Energy efficiency measures lead us towards carbon neutrality in our own operations. Against the backdrop of the early achievement of the 2018 / 2025 targets, the group has set itself new long-term environmental targets; these represent a highly challenging and ambitious goals to minimize our environmental impact according to Company ESG strategy.

Finally, it is important for all of us to keep in mind that our company mission statement contains precisely the word ‘sustainability’. Every day, we all work hard to offer Creative Ideas and pathways for Prompt and Sustainable Solutions in the life science industry. I am confident that we will continue to do so, generating an ever greater positive impact.



Paolo Tubertini,
CEO Olon Group

Methodological Note

The purpose of the Sustainability Report is to share Olon's strategy and approach to sustainability with all its stakeholders, presenting the activities pursued and outcomes achieved concerning economic, social, and environmental topics in an effort to create long-term value.

The Sustainability Report, in which is published annually, is prepared with reference to the 2021 GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative – to date, the world's most widely used and recognized standards for sustainability reporting. To facilitate the review of the information reported, a GRI Content Index is available on pages 59.

The Sustainability Report follows the principle of materiality, as per the GRI Standards. The topics discussed in this Report are those that, following the materiality analysis and assessment as described in the paragraph "Stakeholder engagement and Materiality assessment" on pages 8 reflects the actual and potential impacts that the Company may generate on the environmental, people and economy.

All information disclosed in this Report refers to the year ended 31 December 2023 and to the perimeter of Olon S.p.A, or the Company. Italy, which includes the manufacturing sites of Rodano, Settimo Torinese, Garbagnate Milanese, Mulazzano, Segrate, Capua and Casaleto Lodigiano (a specific note has been added if the information covers the entire Olon Group's perimeter). Starting from 01.01.2023, Capua Bioservices S.p.A. has been merged into Olon S.p.A. To enable an analysis of performance trends over time, where available, comparative data¹ has been provided for the previous year. To ensure the reliability of the data and information disclosed in the Sustainability Report, preference has been given to reporting indicators that can be measured directly. The use of estimates, where necessary, has been duly indicated in specific notes.

The Sustainability Report has been subjected to a limited assurance engagement performed by KPMG S.p.A., whose independent auditors' report on the Sustainability Report is available on page 65.

Olon's aim is to improve our sustainability reporting by progressively expanding the scope and number of social and environmental indicators measured and disclosed, and by stepping up its engagement and dialogue with stakeholders.

The 2023 Sustainability Report has been presented and approved by the Board of Directors on October 11, 2024 and is available on the Company's website.

1. The data disclosed in the tables of chapter 7 refers only to Olon S.p.A., therefore excluding the sites of IndiaMahad, ORB, Derivados Quimicos.

GENERICIS BULLETIN April 4th 2023**Interview to Paolo Tubertini, CEO Olon Group****“Olon CEO Says European Systems Must Value Security Of Supply”**

...sustainability is something in which I think all the industry needs to look into. One of the most important topic for all of us is the CO₂ emissions- not because the others are not important, but the chemical industry is really well aware of all the issues related to production and the risk for not properly managing the environment. If you look on a worldwide basis, the level of incidents in facilities for the chemical industry is one of the lowest, this is something that is happening on a worldwide basis, because we know very well that what we are managing is not water.

But also the reason why in our mind the biggest issue remains the CO₂ emissions is because we think that all the rest is at least under control. Of course, we have to improve, we have a zero-accident policy in our buildings, but the CO₂ emission I think is one of the biggest issues that we have to face as a society.

And also for all, a challenge is especially the steam production. There is not the answer, how to produce the steam level in huge quantities without CO₂ emission. Okay, of course, we can use the biomass or natural material, but in any case you have to burn something and you are emitting CO₂. If you are producing the steam through electrical power, it's a headache, it's extremely expensive - but most of the electricity in Europe is produced through burning gas.

So it doesn't make sense to burn gas, to produce electricity, just to say we are producing this through electricity.

So this is an open question. I do not have the answer. We are working on it to try to understand what are the technologies available, what are the solutions, because our mandate in the society for the generic business is in any case, affordable quality medicine...



Who We Are

Olon is a global leader in the development and production of Active Pharmaceutical ingredients (APIs) for Contract Development and Manufacturing Organization (CDMO) partners and Generics². Through its business model focused on product quality, innovation and safety, Olon provides its customers with full access to an integrated package of services on drug manufacturing projects, in strict compliance with national and international regulations.

The Company's structured expertise in chemical synthesis and microbial biomanufacturing, makes it one of the leading international players in the API and Highly Potent Active Pharmaceutical Ingredients (HPAPI) production market, including controlled substances, innovative and generics, advanced intermediates, enzymes, proteins, peptides, and food biomanufacturing.

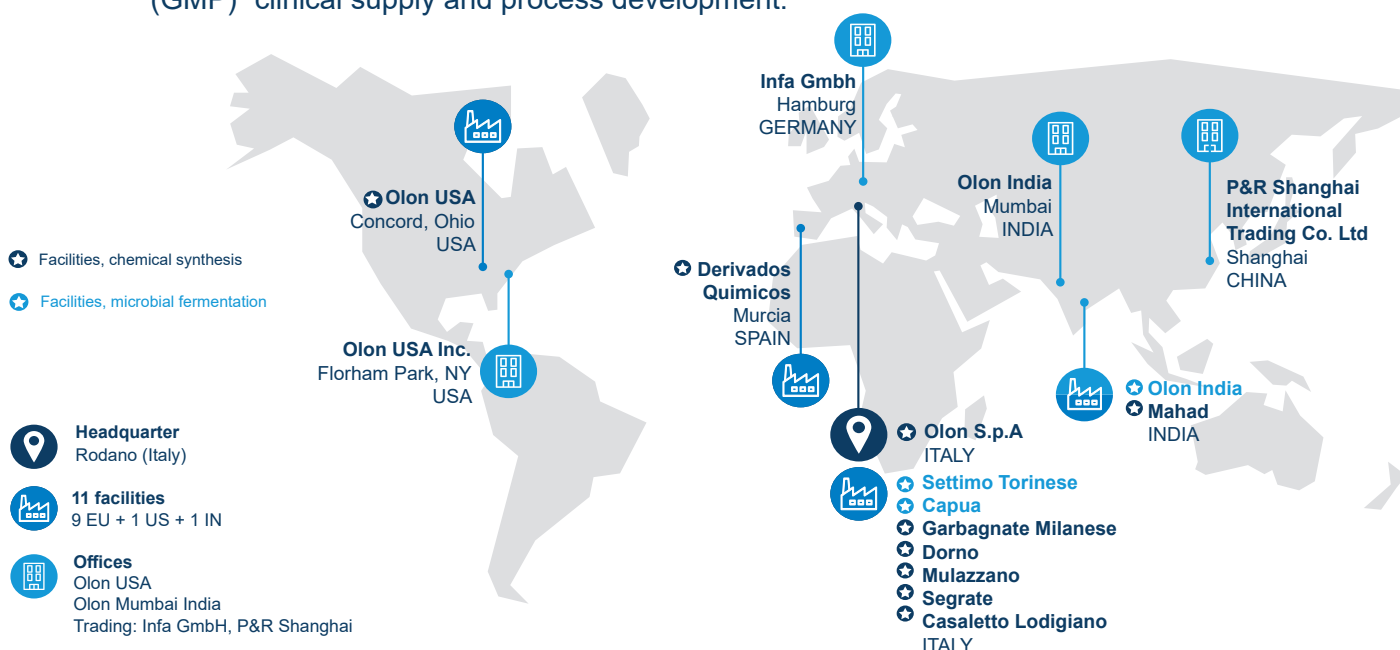
Olon Group relies on a global network of 11 manufacturing sites, 8 of which are located in Italy and 7 R&D departments across the globe. In Italy Olon, relies on the expertise of more than 2300 employees highly qualified in both chemical synthesis and microbial fermentation, always considering human safety and environmental security.

Vision and Mission

Each mission comes from a vision. Ours is to challenge and innovate the way to deliver science to improve the health of human beings. We develop creative ideas and pathways for prompt and sustainable solutions in the life science industry.

Global presence

Headquartered in Rodano (Italy), Olon Group has **11 manufacturing facilities** – **8 located in Italy**, **1 in Spain** (Murcia), **1 in the USA** (Concord, Ohio) and **1 in India** (Mahad), all compliant with international requirements. It also features 2 branch offices (Florham Park - USA and Mumbai - India), and **2 trading offices** (Hamburg - Germany and Shanghai - China). The facilities of **Capua and Settimo Torinese** (Italy) are **biotech centers**, while the one in the USA is fully dedicated to Good Manufacturing Practices (GMP)³ clinical supply and process development.



2. A generic drug is a pharmaceutical drug that contains the same chemical substance as a drug that was originally protected by chemical patents.

3. Good Manufacturing Practices (GMP) describes the minimum standard that a medicines manufacturer must meet in its production processes. Any manufacturer of medicines intended for the EU market, no matter where in the world it is located, must comply with GMP.

Context and global challenges

As in the current global context the fight against climate change and the preservation of natural heritage and resources have become issues of major importance, new global challenges have arisen. These challenges require a common solution able to coordinate the commitment of civil society, public institutions, companies, and consumers, which have to change their production and consumption habits in order to reduce their environmental impacts and enhance global resilience and prosperity. In this scenario, in 2019 the European Commission launched the European Green Deal, partly reinforced by the Fit For 55 Package, adopted in 2021, with the aim of making Europe the first climate-neutral continent in the world by 2050.

By implementing a considerable number of initiatives involving all industries and particularly energy, building, manufacturing and transportation, the European Green Deal is shaping the future of several business sectors, including the chemical and pharmaceutical one.

Indeed, at global level, the chemical sector is the largest industrial energy consumer, and the third largest producer of CO₂ emissions. Around half of the sector's energy input is consumed as feedstock⁴, of which oil and gas represent the main source, with their use likely to increase in order to meet material demand, whereas about a quarter of CO₂ emissions in the chemical sector are generated as a result of chemical reactions inherent to manufacturing process with the remainder due to fuel combustion.⁵ Therefore, governments and industries need to make an effort and address CO₂ emissions from chemical production, as well as those generated by the use and disposal of chemical products.

To address the issue, on 14 October 2020, the European Commission adopted its Chemical Strategy for Sustainability, which aims at improving citizens' and environment protection from chemicals that could be harmful, and at promoting and accelerating innovation using safer and more sustainable chemicals. This involves increasing energy efficiency, adopting circular and climate neutral production techniques, and reducing to zero the use of the most harmful materials in consumer products when they are not strictly necessary. Moreover, on 25 November 2020, the European Commission adopted the Pharmaceutical Strategy for Europe, which aims at creating a future proof regulatory framework and at supporting competitiveness, innovation and sustainability of the EU's pharmaceutical industry and the development of high quality, safe, effective, and greener medicines. The Strategy is also aimed at promoting research and development, to boost innovation for the production and use of chemicals and drugs that fulfill therapeutic needs and that are safely and sustainably designed throughout their life cycle.

In this context, Olon's strategy is focused on both reducing and addressing CO₂ emissions and protecting the environment and delivering high quality and safe products in order to protect consumer and environmental health, through continuous research and innovation.

4. Feedstock is fuel used as a raw material and not as an energy source

5. Chemicals Report, International Energy Agency, September 2022

Stakeholder engagement and materiality analysis

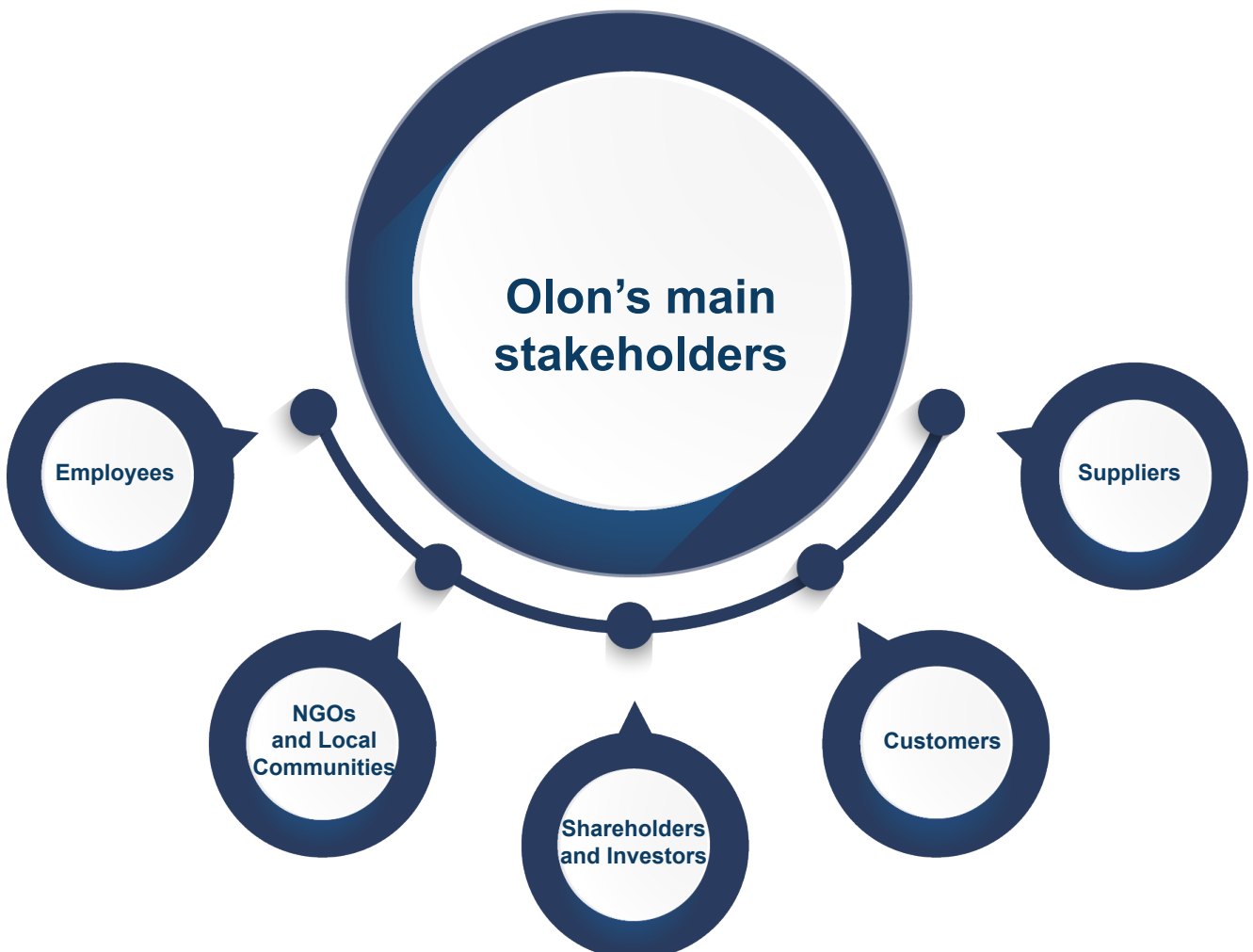
Olon believes in the utmost importance of building strong relationships and connections with its stakeholders. Indeed, it is through their engagement and involvement in business activities that the Organization can better assess its impacts and monitor the way it operates, by becoming aware of their needs and expectations.

The stakeholder engagement process starts from the identification of the relevant stakeholders and of the means that can be used to reach them. Olon invests constantly and daily on building these relationships, to get the valuable exchange of opinions and points of view that help meet the needs of all the stakeholders.

Through the years, Olon has developed a set of engagement processes that can be used to attract the stakeholders and properly understand their needs and features.

In order to define the priorities and guidelines that will lead the Company's decisions in terms of sustainable development, as well as the topics that will be addressed in the Sustainability Report. In 2023, Olon revisited the materiality analysis conducted in 2022, without making any changes compared to the previous year, to determine the material topics related to the areas most impacted by its activities.

This analysis is also reflects the features of the industry in which the Company operates, to communicate its business activities, performances, and impacts effectively and transparently to all stakeholders.



STAKEHOLDER	ENGAGEMENT PROCESSES
Employees	<ul style="list-style-type: none"> • Internal communication • Intranet • Training
Customers	<ul style="list-style-type: none"> • Communication through the Commercial Area • LinkedIn page • Company's website • Reports
Suppliers	<ul style="list-style-type: none"> • Communication through the Procurement Area • Meetings • Exchange of information during audit activities • Documents handed over during the qualification process
Shareholders and Investors	<ul style="list-style-type: none"> • Company's website • Dedicated meetings • Institutional communication
NGOs and Local Communities	<ul style="list-style-type: none"> • Partnerships with NGOs and nonprofit organizations • Specific meetings and events • Company's website

The analysis was carried out in accordance with the principles identified by the GRI Universal Standards 2021, that define as material the topics which reflect the organization's actual and potential impacts on the economy, environment, and people, including impacts on their human rights, across the organization's activities and business relationships.

The process to determine the Company's material topics followed these steps:

1. Understanding the organization's context

The main sectorial trends were analyzed and a benchmarking analysis on the non-financial statements published by the Organization's peers was carried out. This led to identifying the relevant sustainability areas as for the business in relation to its activities, business relations, the context in which it operates, and stakeholders' expectations.

2. Identifying actual and potential impacts

By analyzing public reports on the main impacts of the industry in which the Company operates Olon identified the organization's actual and potential impacts the economy, the environmental and people, including impacts on their human rights.

3. Assessing the significance of the impacts

The Organization's Top Management was engaged in an internal survey, through which the participants were asked to assess the verity and likelihood of the impacts, in order to determine their significance.

4. Prioritizing the most significant impacts for the reporting

On the basis of the results of the survey, the impacts were prioritized according to their significance. A threshold was then set, in order to determine the impacts on which the Sustainability Report will focus, the impacts were grouped into topics, and finally the list

of material topics was determined.

The eleven material topics were grouped into pillars, according to the area of intervention they belong to.

Our commitment to sustainability

The unprecedented global geopolitical and humanitarian challenges characterizing the last two-year period further highlight the urgency to create a contemporary industrial vision on responsible business development that respects and protects the environment and creates sustainable living conditions for all. This is the only way to guarantee business continuity and stimulate positive dynamics that will contribute to improving the future of the planet.

To reach all these goals, Olon has chosen to rely on its people as they represent facilitators of change, producers of innovation and source of inspiration. Moreover, in recent years, Olon has acted to continuously improve its environmental performance, by involving and informing the entire management structure and the employees, promoting a culture of responsibility and participation, and providing the resources and training needed to make this vision of the future come true.

Olon’s vision starts from the business and extends to the entire sector, pursuing its intention to be a consistent enabler of skills. This ambition consists in promoting a more sustainable way of producing APIs, also by meeting the highest quality standards. In order to achieve this, the Company is investing people, innovation and technology processes, also embedding the Sustainable Development Goals



proposed by the UN 2030 Agenda into the business.


The Company believes that a deep technological revolution, capable to challenge production as the world knows it, must be carried out: the time frame to be taken into consideration will necessarily be longer as it requires development of more eco-friendly processes, which use fewer resources and produce less waste.

In 2023, Olon planned to join the United Nations Global Compact initiative, a voluntary leadership platform for the development, implementation, and disclosure of responsible business practices, and will officially become a member in 2024.

We joined thousands of other companies globally committed to taking responsible business action to create the world we all want.

The UN Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals and issues embodied in the Sustainable Development Goals (SDGs).

Launched in 2000, the UN Global Compact is the largest corporate sustainability initiative in the world, with more than 15,000 companies and 3,000 non-business signatories based in over 160 countries, and more than 70 Local Networks.

A photograph of a worker in a blue uniform operating industrial machinery. The worker is seen from the side, looking into a large, circular opening of a machine. The machinery is complex, with various pipes, valves, and a large metal mesh screen. The background shows more industrial equipment and a bright, possibly outdoor or well-lit indoor setting.

All strategies, and resulting actions, ultimately revolve around four key pillars: people, responsible business development, sustainable supply chain, and social responsibility.

THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses

LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labor
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies

ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery

The Ten Principles of the United Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nation Convention Against Corruption.

Product, business and innovation

<p>Product quality and safety</p> <p>Sustainable economic growth</p> <p>Innovation, research & development</p> <p>Responsible business development</p>   	<p>Product quality and safety</p> <p>Sustainable economic growth</p> <p>Innovation, research & development</p> <p>Responsible business development</p>	<p>Designing accessible and affordable drugs with a positive impact on the society</p>	<p>Increased production for affordable and high-quality drugs</p>	<p>Products and services</p> <p>Product quality and safety</p>
	<p>Sustainable supply chain</p>	<p>Promote responsible procurement practices</p>	<p>100% of new suppliers signed the Code of Conduct and more than 80% global purchases is from suppliers that have formally signed the Code of Conduct</p>	<p>Conflict mineral programs</p>
<p>People's value and promotion of diversity and inclusion</p>     	<p>People's value and promotion of diversity and inclusion</p>	<p>Fostering employees' upskilling, ensuring people's satisfaction and growth by engagement and promote inclusive work environment</p>	<p>On boarding of new students, who will enhance their skills with multidisciplinary projects</p> <p>Professional upskilling and enhanced leadership behaviours within the Company</p>	<p>Leadership behavioral awards</p> <p>Olon School Project</p>
<p>Occupational health and safety</p>   	<p>Occupational health and safety</p>	<p>Guaranteeing occupational health and safety and promoting the safety culture throughout the Company</p>	<p>Work-related injuries decreased by 31% versus 2020 and health and safety training hours doubled with respect to 2021</p>	<p>The "Zero Accidents" initiative</p>
<p>Support to local communities</p> 	<p>Support to local communities</p>	<p>Contribute to the socioeconomic development of communities</p>	<p>Overall, 80% of the value generated by the Company was distributed</p>	<p>Supporting communities</p>
<p>Fight against climate change</p>   	<p>Fight against climate change</p>	<p>Reducing GHG emissions and energy consumption (in particular natural gas) and increasing use of renewable energy sources</p>	<p>Increased energy efficiency, and reduced energy consumption and GHG emissions for Megaton (Mton) of product, achieving in 2023 achieving - 60% compared to 2018's levels</p>	<p>Installation of solar plants, high efficiency co-generators and new thermal power plants for steam production</p>
<p>Circular economy</p>  	<p>Circular economy</p>	<p>Developing more efficient production techniques, while reducing waste generation and water consumption, in order to mitigate the impacts on natural resources</p>	<p>New highly efficient plants with a high containment rate and low environmental impact</p>	<p>Innovative manufacturing processes</p>
<p>Responsible management of water resources</p>  	<p>Responsible management of water resources</p>	<p>Developing more efficient production techniques, while reducing waste generation and water consumption, in order to mitigate the impacts on natural resources</p>	<p>Reduced water and energy consumption and waste generated for Mton of products</p>	<p>Innovative manufacturing processes</p>

People and Communities

Environment

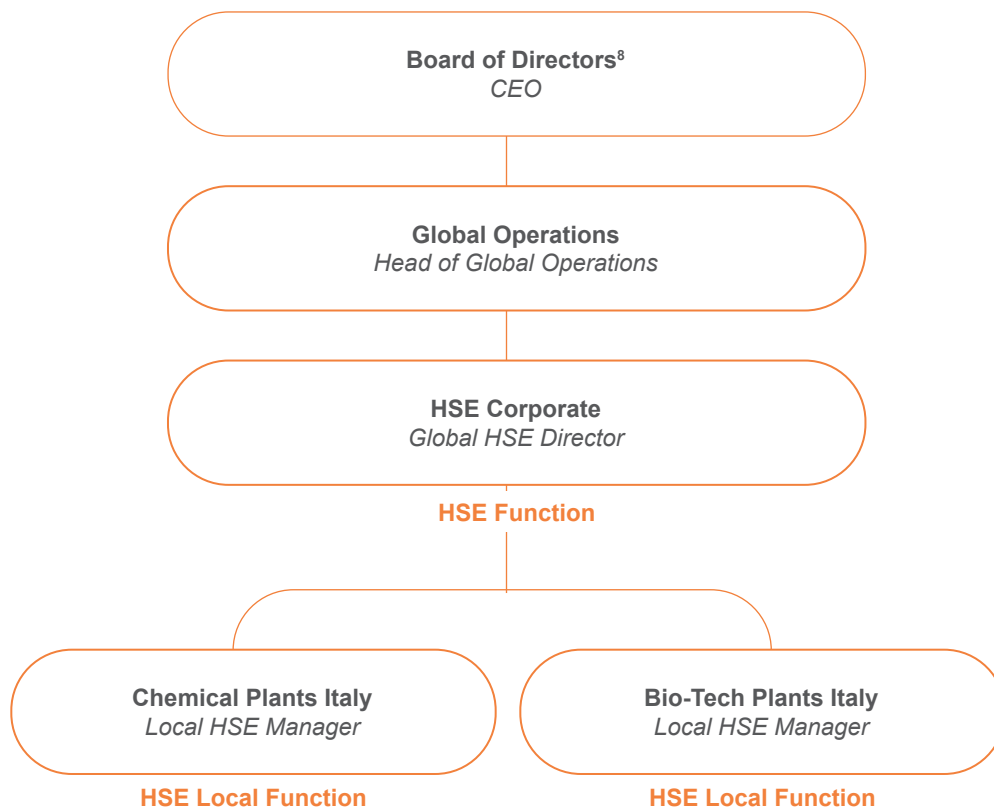
6. The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

Our sustainability governance and responsibilities

Olon understands the importance of building a sustainable future for the Company and its stakeholders.

Responsibility for the definition of the sustainability strategy, lies with the Board of Directors and sustainability drivers and targets are determined in cooperation with Global Operations function.

All Corporate Functions directly report to the Head of Global Operations, and this means he is fully aware of the specific needs and characteristics of each Corporate Functions. Operational implementation and monitoring of sustainability targets are then defined with the HSE⁷ Corporate, which is the Company's function that specifically deals with sustainability issues. As a final step, operational details are then shared with HSE Managers, one for each site, in order to define the actions to be taken at all the Company sites to reach Olon's environmental targets and share the drivers throughout the Organization.

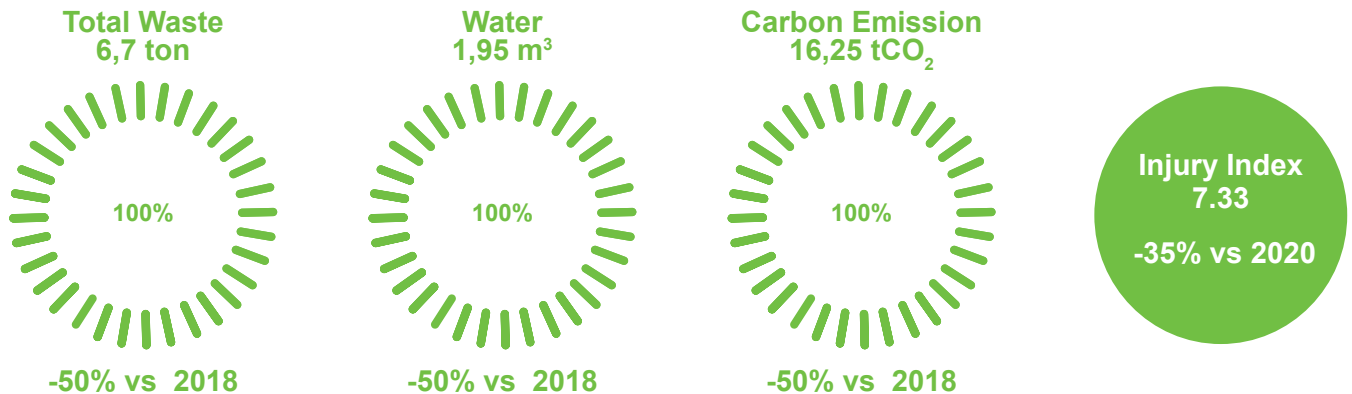


⁷ Health, Safety and Environment

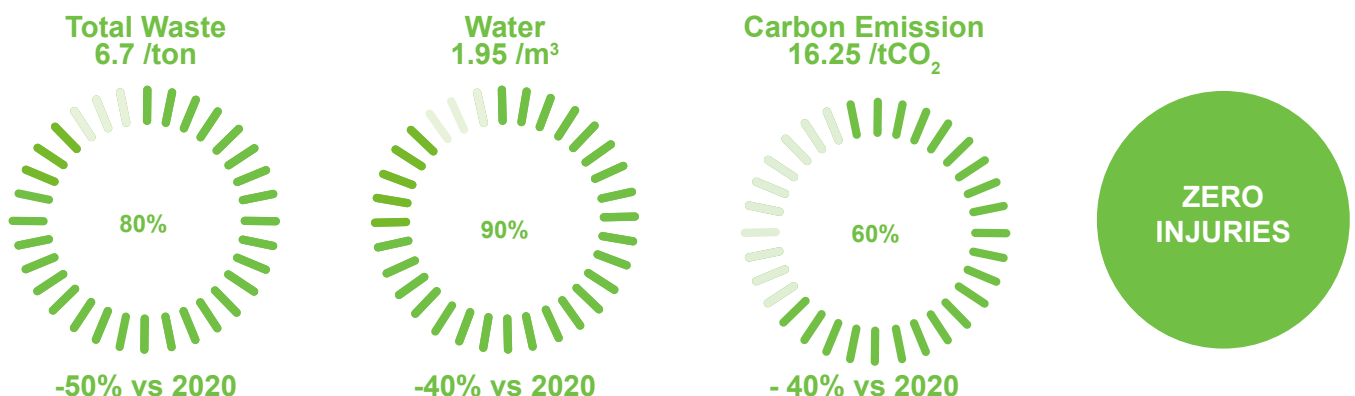
⁸ The Board of Directors and the Company Functions have specific roles and responsibility in terms of sustainable development and in the future will have to integrate sustainability into its activities for its own area of competence.

KEY ENVIRONMENTAL SUSTAINABILITY INDICATORS
(based on ton of manufactured product)

TARGETS 2018 - 2025
ALREADY ACHIEVED BY THE COMPANY BEFOREHAND



NEW SUSTAINABILITY TARGETS, 2020 – 2030



2. Environmental sustainability

The group’s commitment is reflected in the reduction of its environmental footprint, in an interconnected and integrated manner across its 11 globally distributed production sites, and steadily over time, with an incremental reduction in the impact generated by its operations in terms of consumption, emissions, energy and waste.

The commitment to a progressive and significant reduction of the environmental footprint, particularly in the areas where our production facilities are located, has been ongoing for decades now and over time has generated tangible results, with the achievement of a widespread operational model that systematically tends towards the adoption of increasingly sustainable policies in terms of emissions and consumption — of both energy and raw materials — that promote the responsible use of natural

resources: from 2018 to 2023, Olon has overall reduced CO₂ emissions by 60%, energy consumption per tonne of product by 60%, water consumption by 60%, waste generated by 40%, and increased the waste recycling rate by 50%, in alignment with the 2018 / 2025 targets that the company set for itself and declared.

Against the backdrop of the early achievement of the 2018 / 2025 targets, the group has set itself new long-term environmental targets; these represent a highly challenging and ambitious goal on the zero environmental impact trajectory that guides our ESG strategy, undertaken and pursued for some time, and which we are following up with a plan of widespread actions and investments. The new environmental targets are stated in this report.

The most significant trend, which certainly marked the year 2023, was the group's significant progress in terms of energy transition, with the switch to renewables, particularly solar power. The metrics published in this report clearly show the concrete steps taken in this direction: during 2023, the energy produced internally increased by more than 100% compared to 2022.

Investments for the installation of renewable energy plants have continued as planned. Olon finalized the installation of a photovoltaic system of 5MW in Rodano (Milan) Olon site. This is a major step forward along the transition to sustainable energy sources.

With an estimated production capacity of 6.5GWh/year, the photovoltaic system will allow the generation of clean electricity with ZERO CO₂ emissions. This achievement will significantly reduce the ecological footprint of our operations, allowing us to yearly save the emission of tons of CO₂ - 3200Ton/y (Market based). This initiative marks our concrete commitment towards the decarbonization of production.

Continuing the established trend, in 2023 the group again reported a reduction in CO₂ emissions, measured per tonne of product.

Olon's contribution to the Energy Transition

Energy consumption and GHG emissions

Olon considers climate protection and the related reduction of greenhouse gas emissions to be a top priority. The Company has launched a long-term program that will enable the reduction of energy consumption, by progressively installing renewable energy systems in the facilities of the Company's manufacturing network.

Since 2021, Olon Group has been making investments at 5 out of the 11 sites to install advanced solar panel systems to generate renewable energy

To enhance energy efficiency in the manufacturing processes, the Company introduced high efficiency co-generators for the reuse of thermal waste (obtaining energy efficiency certificates) and new thermal power plants for steam production which facilitated a reduction of CO₂ emissions due to the decrease of specific methane consumption.

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In 2023, Olon’s Scope 1 CO₂ emissions, which occur from sources that are controlled or owned by the Organization, such as the natural gas used to power the production sites, amounted to 92.846 tons of CO₂e, a 24% increase (considering Capua plant side) compared to those of 2022. Scope 2 emissions, which are indirect emissions generated by the consumption of purchased energy, amounted to 20.904 tons of CO₂e⁹, computed with the location-based approach, which accounts for the average emission factors of the local grid.

Olon has been active in reducing CO₂ emissions for years. Within this project, in 2024 the baseline of Scope 3 emissions will be reviewed in order to launch further reduction projects linked to our value chain.

Scope 3 emissions are the indirect emissions that a company produces along the entire value chain, both upstream and downstream of its direct operations. Unlike scopes 1

Site	Power [kw]	Mwh/Y	CO ₂ not issued market based [CO ₂ Ton/Y]	State
Rodano	492	600	-275	Active
Rodano	4550	6400	-2925	Active
Settimo	792	900	-411	Active
Capua	3700	6500	-2971	In completion
DQ	490	640	-292	Active
Mahad	7000	9800	-4479	PPA Active
Mahad	300	4500	-2057	PPA third party Active
Mahad	3500	5000	-2285	PPA from september '25
Total OLON	24524	35840	-16378	

9. A carbon dioxide equivalent or CO₂ equivalent, abbreviated as CO₂e is a metric measure used to compare the emissions from various greenhouse gases.

and 2, which deal with direct and indirect emissions linked to the use of energy, scope 3 in this context includes emissions from external sources, the most significant of which are:

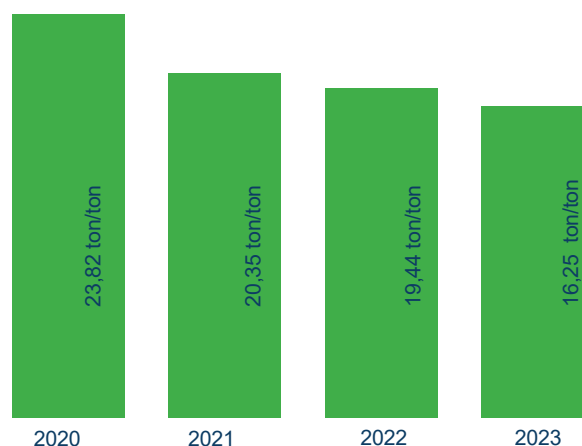
1. Supply chain: includes emissions associated with the production and transportation of the raw materials used
2. Transport: these are greenhouse gas emissions generated by the transportation of products along the entire supply chain, including the transportation of raw materials to production sites and the transportation of finished products.
3. Product use: includes greenhouse gas emissions resulting from the end use of products
4. Waste management: these are greenhouse gas emissions generated by waste management

Indirect Scope 3 emissions are therefore not directly applicable to the Company's perimeter, but in the current context of climate change, Scope 3 emissions are of strategic importance, in fact, these emissions represent by far the most significant emissions of an organization.

The definition of the new baseline will allow us to identify new reduction projects in the most significant operational areas purchased goods and services, transport and distribution, production waste and waste. In 2024, Olon will officially sign the commitments through SBTi platform.

Carbon Emission scope 2 (based on ton of manufactured product)

-13% compared to 2022



Circular economy

An important part of Olon’s strategy for environmental sustainability refers to circular economy. Olon strives every day to promote circular business models that combine a responsible use of natural resources and raw materials with a responsible waste management approach. Moreover, the Company promotes and develops solutions aimed at recycling and reusing materials, energy and waste.

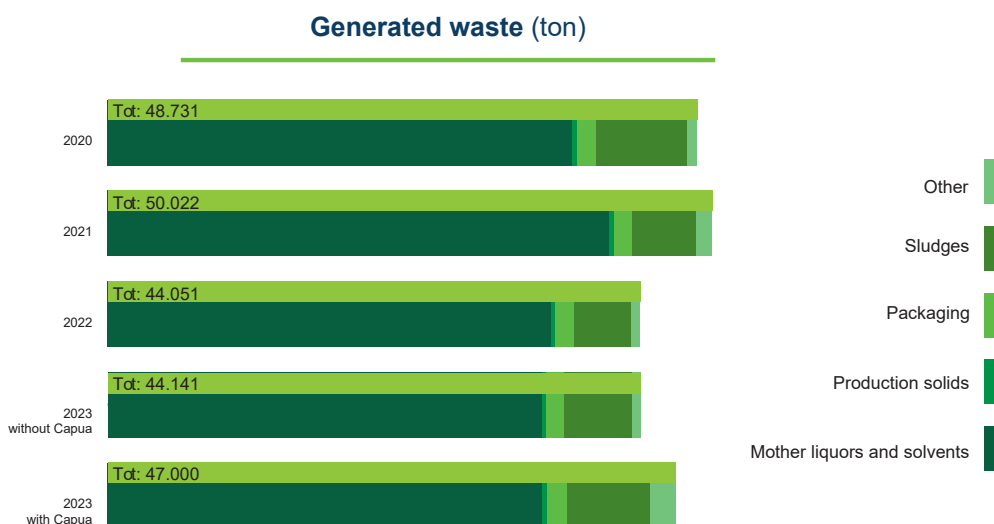
In 2023, Olon generated 47.000 tons of waste with a specific reduction per ton of product, 2022 9,54 ton/ton 2023 6,71 ton/ton, compared to 2022 29% of the waste generated was recycled or recovered.

Waste generated consists mainly of mother liquor containing solvents, organic and inorganic salts, and traces of active pharmaceutical ingredients. Other types of waste include uncleaned empty packaging –which originally contained raw materials used in production processes– used filtration materials, waste coming from laboratories and from construction, demolition, and maintenance activities.

Olon makes sure that all systems guarantee and provide for the safe handling, movement, storage, recycling, reuse, or management of waste and materials and prevent and mitigate accidental spills and release of fuels, waste, chemicals, intermediates, products, and other hazardous materials into the environment.

Olon’s circular initiatives focus on increasing the manufacturing processes efficiency. In fact, the Company tries to optimize plant performances, in order to reduce the amount of energy, materials and natural resources they need.

Throughout the years, Olon has also introduced technologies to increase the degree of production containment, in order to protect workers and the environment; in particular the Company has equipped it self with innovative technology for the enhancement of materials, such as the introduction of distillation columns for solvent recovery which allow the reduction of waste generated, reusing solvents which would otherwise be diverted to disposal. The Company is also focusing on green chemistry projects for the replacement of chlorinated solvents and the reduction of critical substances



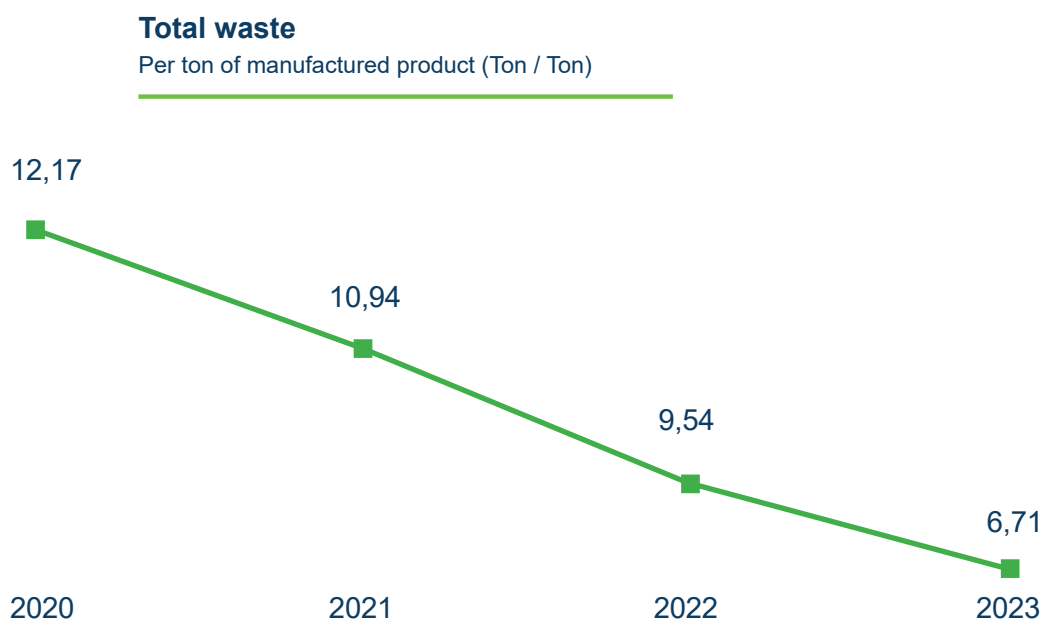
10. Scope 1 and Scope 2 emissions for 2023 were calculated using the emission factors provided by ISPRA (the Italian Institute for Environmental Protection and Research) for the years 2020, 2021, 2022, and 2023

which could be particularly toxic, especially on new manufacturing processes. With respect to this latter, Olon currently recovers and reuses solvents during the production cycle or sends them to external recovery sites.

The Company acts to reduce waste disposal to zero, but when it has no other choices, it uses recovered packaging during waste disposal operations, and when it comes to incinerating waste, Olon always prefers sites that provide for energy recovery.

Olon relies on external suppliers for waste disposal, which are periodically assessed . First of all, the Company makes sure that all transporter, intermediaries, and final operators have all the authorizations required by law.

Moreover, all suppliers that deal with critical or considerable amounts of waste, need to fill out a specific HSE questionnaire and are periodically subjected to auditing procedures. Finally, Olon requires suppliers to send it a copy of their waste forms.



Responsible water management

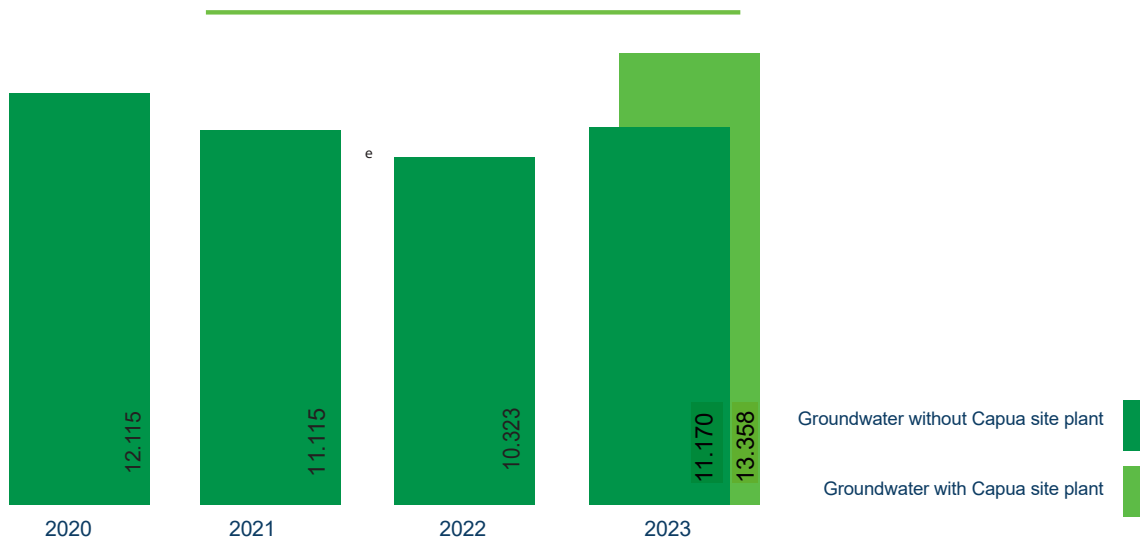
Water is a key component of Olon’s industrial operations. It is used for a variety of purposes in the production of pharmaceutical ingredients, therefore access to clean and plentiful water is critical to ensuring the quality of products and it is inherent in the Ministry’s authorization provided to the Company allowing it to carry out its business activities.

In 2023, Olon’s water withdrawal figure is equal to 13,617 MI, 98% consists of groundwater directly withdrawn from wells, and the remaining 2% is supplied by the municipal aqueduct.

Water withdrawals are measured by water meters and monitored on a monthly basis to assure the responsible use of the resource. All withdrawals, especially those related to ground water exploitation are authorized by the competent Authority as part of the Integrated Environmental Authorisation of each individual site.

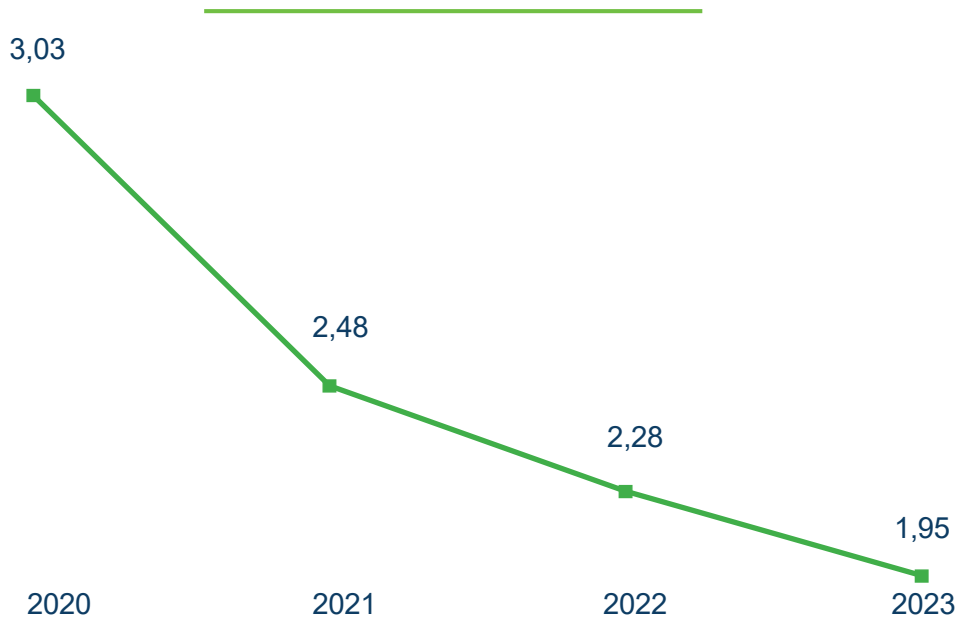
With regard to water discharges, once used in production processes, the water is discharged into tanks for external disposal or is treated on site via waste water treatment plants (WWTP) which subsequently discharge the treated water into the public sewer or surface water. All discharge points are authorized by the competent Italian authority (Provinces); all Olon's sites located in Italy are covered by an Integrated Environmental Authorization which sets specific limits for each water discharge both in terms of

Water withdrawal (MI)



Water consumption

Per ton of manufactured product (m³ / Ton)



Certifications and implementation of Highest Industry Standard

The achievement of corporate sustainability goals is certified by leading international bodies, which monitored and assessed the progress of KPIs. These certifications are also crucial in setting Olon’s goals for the future, in a constant process of growth and improvement of the Company’s business performance.

Olon Group has a capillary structured management system for safety, health and environment, based on ISO 14001 and 4500 certifications. The sites of Capua, Settimo Torinese (Italy), Mahad (India) and Derivados Quimicos (Spain) are certified ISO 14001, which is equivalent to a certification coverage of 50% of the total employees of the Company. We are extending the certification on the other sites of the manufacturing network.

Site	Environment ISO14001	Safety and health ISO45001	Food FSSC22000	Quality/GMP (by FDA, AIFA, other Agencies inspections)	Other
Capua	X		X	X	PSCI, Ecovadis, UN Global Compact
Casaletto			N.a.	X	
Dorno			N.a.	X	
DQ	X	X	N.a.	X	
Garbagnate			N.a.	X	
Mahad	X	X	N.a.	X	
Mulazzano			N.a.	X	
Rodano	planned '25		N.a.	X	
Segrate			N.a.	X	
Settimo	X		X	X	
% Sites covered by certifications	40%	20%	100%	100%	
% Workers covered by certifications	52%	19%	100%	100%	

Ecovadis sustainability rating – 2023 bronze medal

In 2023, Olon was awarded the bronze medal by EcoVadis, in accordance with its Sustainability Rating. The EcoVadis Rating covers a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts. Each business is rated on material issues considering the company’s size, location, and industry. As for sustainable purchases, Olon Group is among the 10% best companies evaluated by Eco-Vadis in the specific sector. This achievement represents another milestone in Olon’s path towards sustainability and continuous improvement.



3. Responsible business

Olon ensures that its business activities are carried out in line with the principles of ethics, responsibility, and transparency towards all stakeholders, which guide the proper operation and good performance of the Company.

Olon recognizes the major importance of ethical-social responsibility when conducting business and corporate activities and is committed to respecting the legitimate interests of all stakeholders and the communities where it operates. Therefore, the Company has adopted a Code of Ethics to constitute a guide in decision-making and action-taking that is consistent with the principles of responsibility, transparency, and long-term value creation, by contributing to sustainable development.

Given the importance attributed to respecting laws and regulations in all countries where the Company operates, management, employees and all organizations that work with Olon based on a contractual relationship, even on a temporary basis, are required to sign the Code of Ethics, imprinting their behavior on the principles and criteria set forth therein. Compliance with the Code is essential for the proper operation and reliability of the Company, that is to say, fundamental elements for success and for the current and future development of the business.

The Code of Ethics also provides for whistle blowing mechanisms. More specifically, signees of the Code can report at any time any event considered unlawful or irregular with respect to the principles and rules that regulate the operations of each group company to the Surveillance Committee, using the dedicated channels. Whistle blowers are protected from many retaliation or action that could be a form of discrimination or bias.

Olon's Code of Conduct

Olon's Supplier Code of Conduct represents the foundation of Olon's sustainable procurement program. This key document communicates the Organization's position on the performance standards suppliers are expected to work towards as a part of doing business with us.

All new suppliers must sign the document and ensure the Company's same level of sustainability in terms of environmental protection, workers health and safety and production quality and safety. Moreover, since the supply chain is diversified, all the suppliers that provide critical materials and with which the collaboration started before Olon established our Supplier Code of Conduct, sign the Code retroactively.

100% of new suppliers signed the Code of Conduct and more than 80% of global purchases come from suppliers that have formally accepted and signed the Code of Conduct.

To further guarantee the highest standards of quality, audit procedures have been established and enacted specifically to qualify, periodically assess and monitor that suppliers respect all requirements in terms of quality, safety, HSE, and sustainability.

Olon has incorporated the Supplier Code of Conduct into its supplier qualification

process and uses risk assessment models to prioritize suppliers for further review; moreover, the Company intends to evaluate suppliers' fulfillment of the principles contained in the Code and expect all organizations to cooperate, and remediate any identified issues.

The new version of the Code of Conduct contains a Sustainability Clause, according to which Olon will suspend business with all suppliers that fail to comply with the principles stated in the Code of Conduct and the Sustainability Policy.

Sustainability in the supply chain

Nowadays, to guarantee the sustainable development of business, it is essential to build and maintain a responsible supply chain, that has to be short, diversified and aware of potential environmental and social impacts, including the impacts on human rights.

Olon has long adopted a rigorous global policy to verify and certify the ethical standards of its large and diverse portfolio of suppliers. In 2023, the reference governance was further strengthened, adding an additional level of control over compliance with the company's ESG values and targets. In fact, the group launched a supplier auditing initiative, with audits carried out via both a questionnaire focusing on environmental, safety and workers' rights, and on-site inspections carried out by the Corporate QA department. The proportion of certified suppliers has reached 50% of the total.

Olon has a Code of Conduct (see paragraph "Olon's Code of Conduct"), submitted to all new suppliers and external companies with which the Company does business globally, and a Declaration of Sustainability Requirements submitted to suppliers. All new suppliers are selected based on a qualification process that assesses compliance with HSE and GMP requirements and proper Sustainability Requirements, such as:

- Suppliers should support a pre-emptive approach to environmental challenges, operating in an environmentally responsible and efficient way, in order to minimize adverse impacts on the environment and by undertaking initiatives to promote stronger environmental responsibility and sustainable technologies;
- Suppliers shall be committed to upholding the human rights of workers and to treating them with dignity and respect, also complying with the principles of International Labor Organization (ILO) Conventions. Moreover, they shall provide a workplace free of harassment and discrimination and provide workers at least the applicable minimum wages, overtime hours and mandated benefits required by local laws. Third parties shall also respect freedom of association and provide a safe and healthy working environment, in compliance with all safety and health laws and regulations;
- Suppliers shall comply with all applicable



environmental laws and regulations. All required environmental authorizations, licenses, information, registrations and restrictions shall be obtained and all operational and reporting requirements shall be complied with;

- Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse, or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions which risk impacting human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment;
- Suppliers shall have an organized approach to prevent and mitigate accidental spills and releases into the environment.

Olon adheres to the UN Universal Declaration of Human Rights and acknowledges its duty to promote universal respect for and observance of human rights and fundamental freedoms for all, irrespective of sex, age, race, religion, or any other characteristic protected by law. Olon expects suppliers to protect human rights in their operations and to their employees around the world, and monitors that they do so, through a regular and systematic auditing procedure and by stating the Company's expectations in Supply Chain policies.

Conflict Minerals Program

In politically unstable areas, armed groups often use forced labor to mine minerals such as tin, tantalum, tungsten, and gold which are then traded illicitly to finance armed conflicts.

In line with Olon's commitment to responsibility, the Company pursues the objective of reducing the risks of financing human rights violations in connection with the extraction, production, and supply of specific minerals in conflict areas subject to the influence of illegal armed groups. Therefore, Olon has set itself the goal to source raw materials, that require the use of these minerals, from conflict-free areas.

The same commitment is promoted along the supply chain, where the main suppliers have to define appropriate policies and control measures that allow the Company to reasonably determine if products and raw materials containing conflict minerals originate from conflict-free sources. Indeed, Olon submits all suppliers to due diligence processes, evaluating the progress of the Conflict Minerals Program on a regular basis and communicating to internal and external stakeholders if the commitment is applicable to their own supply chain.

100% of new suppliers signed the Code of Conduct and more than 80% of global purchases come from suppliers that have formally accepted and signed the Code of Conduct.

SPECIALTY CHEMICAL April 4th 2023

Interview to Cristiano Capriotti, Head of Global Strategic Planning and Supply Chain at the Olon Group

“... Historically – not just since the crisis – at Olon we have seen the elimination of suppliers as a decrease in the company’s wealth and in the ability of being agile and responsive. Through great investment from the entire organisation, including regulatory ,QA, R&D, Operations sectors, we have pursued a structured Assurance of Supply program, based on continuous risk analysis and the diversification of geopolitical areas of suppliers, wherever possible keeping European suppliers. We have adhered to the principle of not being dependent on one single region, which can cause unforeseen problems and supply disruption, such as the closure of connecting channels or global political happenings affecting the circulation of goods that we are seeing today.”

“... We have invested our systems to make them interchangeable, in our technologies to make them inter operable, and today we are able to provide customers with a global system response, rather than a single site response, and to react swiftly to fluctuating demand. This translates into great elasticity, flexibility and speed.” “In certain cases, Olon has doubled the production capacity for high-demand products at very competitive times in the market. Today, the best choice is the one that leaves more options open for you because your system never stops. Our strategy has proven to be an asset.”



Supporting communities

Olon strongly believes in the importance of supporting the communities where its sites are based. To do so, not only does the Company take on the responsibility to take care of the socio-economic development of the people living in the places where it operates, but it also engages in activities with all stakeholders, in order to develop ideas and innovations that improve the living conditions of local communities. This constant value creation process with Olon's communities and stakeholders is an intangible asset both for the business and for those the Company engages with.

We strongly believe in the importance of helping communities, supporting their social and economical development through initiatives that can improve people living conditions. This represents a value creation process, that is an essential component of our approach. We have established a partnership - personally endorsed by our CEO Paolo Tubertini - with the Pasticceria Giotto dal Carcere di Padova, a pastry laboratory based in Padova that since 2005 is training detained people in the art of pastry making. We've decided to start supporting it because we believe in this amazing social project that fosters the full recovery of detained people, by helping them acquire skills and competences to utilize in a real qualified job.

The Company usually engages stakeholders, Local Government and Representatives of the local communities in which it operates, inviting them to personally visit manufacturing sites, R&D labs and offices. "Knowledge brings innovation" – Green Meeting in Murcia.

In 2022, the Faculty of Chemistry of the University of Murcia (Spain) inaugurated Green Meeting, a new space, a meeting point for professors, researchers, and business people to celebrate all kinds of interactions in the open air with the chemical companies of Murcia, in order to generate innovation, discussion, and knowledge. Green Meeting, which is part of the Faculty of Chemistry of the University of Murcia, was carried out with the support of the subsidiary Derivados Quimicos.

This space, the first initiative ever created to encourage exchange and collaboration between chemical companies and universities, was intended to arrange present actions and meetings and aimed to raise awareness on the chemical excellences of the area, such as Derivados Quimicos itself, with the final objective of encouraging innovative projects and attraction of talents into the company.

In 2023, Olon Derivados Quimicos and University of Murcia launched the first "Chair of Sustainable Chemistry".

The collaboration develops joint research projects and industrial doctorates and an internship training for students of various degrees at the Faculty of Chemistry.

Every year through Corporate Social Responsibility initiatives, Olon India engages in many activities with the objective to promote education, ensure environmental sustainability, carry out rural development projects and contribute to disaster management, including relief, rehabilitation, and reconstruction activities.

The partnership with Novartis in Ghana

Olon is a strategic partner of Novartis, collaborating to help address the unmet need of sickle cell disease as the API supplier for the Hydroxyurea (HU) distributed in sub-Saharan Africa as part of the Novartis Africa Sickle Cell Disease program. Through its

no-profit model, Olon remains committed to ensuring the supply of HU drug substance to advance safe and sustainable supply of HU as part of Novartis Africa Sickle Cell Disease program. Olon participated in the launch of the program in Ghana in 2019, which has expanded to Kenya, Tanzania, Uganda, Angola and Zambia. The Novartis Africa Sickle Cell Disease program is a multisectoral collaboration to jointly address barriers and provide comprehensive end-to-end solutions, right from screening and diagnosis, through to treatment, capacity building and overall disease management.

Chair of Sustainable Chemistry

Olon Derivados Quimicos and University of Murcia 2023

4 Students

Topic: identification and monetisation of energy inefficiencies in compressed air, nitrogen, and steam systems of process plants.

Recovery of Dichloromethane in an API production intermediate for possible reintroduction into the process.

Recovery of Acetone in a production intermediate for its possible reintroduction into the process.

“Improve the quality of life” - Supporting communities and people in Mahad for years, the subsidiary Olon India has promoted social projects to meet the key needs of local people living in Mahad, where our site is based. All of these projects are aimed at improving the quality of life for the people part of the local community, focusing on health, infrastructures, environment, and education, particularly for women.

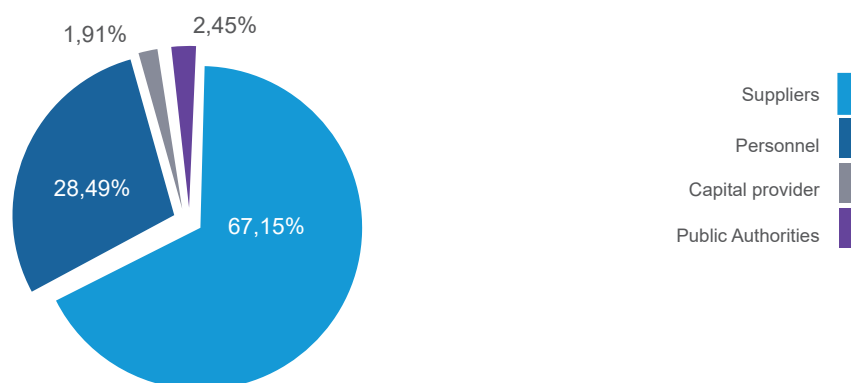
Value creation and distribution

Through its activities Olon contributes to the creation of value and economic growth of the social and environmental contexts in which it operates. The representation of this wealth, measured from financial statements data, cannot therefore disregard the added value generated and distributed to all stakeholders. Continuing a firmly established trend that represents the very identity of the company, in 2023 Olon confirmed its economic growth and, in parallel, the generation of greater economic and social value for the benefit of the fabric in which it operates. Compared to 2022, the company recorded growth in the economic value generated, and in particular an increase in the value distributed to its employees.

In terms of engagement with and support for the communities in which it operates, the economic value of donations has increased by 74% since 2022.

In 2023, the economic value generated amounted to 454.663.417,32€ (528.794.440,37€ with Capua plantsite), with an increase of about 10% if compared to 2022 values.

Economic value distributed to stakeholders in 2023



Cybersecurity

Olon strives to ensure that our digital information is secured from ever-increasing cyber threats, enhancing our cybersecurity operations to ensure continuous monitoring, immediate and effective response, on a 24x7 base. We continually monitor for vulnerabilities and take actions to remediate cyber risks Company network is protected from external threats. Based on three integrated levels of cybersecurity.

Intrusion Prevention Security (IPS) placed between the public internet router and the perimeter firewall.

Firewall NGF (Next Generation Firewall) in High Availability which in addition to firewalling functions also have protocol for SSL (Secure Sockets Layer) and IPS (Intrusion Prevention Security) inspection.

NDR (Network Detection and response) probes that monitors Internet traffic from possible external threats that is 24 hours a day, 7 days per week controlled by an external Security Operations Center (SOC).

Employees are trained on annual base, attending a Cyber Security Awareness course by qualified partner. Users are not administrators. Over 2023, we've promoted 6000 training hours about cybersecurity to our employees.

4. Technology for the future

Olon strives to continually drive innovation in advanced science, while creating long-term value for all stakeholders, through sustainable industrial and technological solutions. Innovation is embedded in Olon's business model, enabling the Company to be more agile on sharpening the focus on core business and optimizing the phases of research, while maintaining high standards of product quality and safety, ensuring product accessibility to a wide range of people and reducing their environmental footprint. Olon is working on cutting-edge R&D processes applied both to chemistry, in terms of flow chemistry, photochemistry, and electrochemistry, and to biotechnologies. Investing in and developing technological advances allows the Organization to combine well-established practices with new ones, in order to guarantee efficient and successful manufacturing processes, at the same time ensuring safe, fast and cost-effective commercial processes.

Finally, partnerships with institutions and universities are essential drivers for innovation, since networking leads to sharing knowledge, strategies and best practices that generate solutions which benefit everyone.

Continuous manufacturing processes

To increase efficiency and reduce the energy required for production, especially in the functioning of reactors, Olon is implementing several continuous manufacturing processes, investigating both the flow chemistry approach¹¹ and the continuous stirred tank reactors (CSTR)¹².

These approaches entail leaving no batch reactors with loading and unloading phases but keeping constantly active production units – either micro reactors or small classical reactors. The outcome is that, at the same levels of production, continuous manufacturing processes can reduce the footprint of the manufacturing process in comparison with standard methods.

This innovative production technique enables a double positive impact in terms of sustainability. Indeed, it allows for the use of small era mounts of material per unit time, therefore resulting in increased local temperature control and in the possibility to avoid extreme temperatures, making the manufacturing process less energy intensive. It also provides greater safety for operators and along the process itself, due to the possibility of using limited quantities of products that react together at any given time.

In addition to that, the latest technological advances will make possible to use light, through photochemistry, or electricity, through electrochemistry, to power reactors, which would otherwise be unfeasible under the conventional conditions of a higher need for chemical reagents and extreme temperatures.

The industry is now facing a paradigm shift, in which there is a continuous exchange of knowledge and information between the chemical and engineering sectors, which eventually results in the creation of new specific know-how and business synergies.

11. Flow chemistry is an established alternative to traditional batch chemistry that consists in a handling technique where reaction components in solution are pumped through conduits and combined by mixing the streams

12. Microbial fermentation is the basis for the production of a wider angle of pharmaceutical products, and it consists of a biochemical process of break down of nutrients, mostly sugars and carbohydrates, by metabolic enzymes from microbes in the absence of oxygen.

Technological progress also has an impact on the entire production chain, generating a fast evolution in terms of procedures and digitization toward an effective transition to Industry 4.0.

Investment of EUR 10 million, 50 new jobs in research and development and related services. These are the main figures announced by Olon at the official opening of the new Research and Development Centre at the company's industrial plant and headquarters in Rodano, in the province of Milan.

Intended to form the cornerstone of and reinforce the company's global research network, which has 7 other similar centres located in its 11 production sites in Italy, Spain, the USA and India, and according to a strategy of diversification of skills and applied technologies, it is mainly dedicated to the development of active pharmaceutical ingredients (APIs) for Contract Development and Manufacturing Organization and generic markets.

The new hub represents an expansion in terms of people, skills and capabilities, with the aim of greatly enhancing the know-how required to develop new molecules and innovative synthesis routes, to achieve faster scale-up and tech transfer processes both from customers to Olon's production sites and internal transfers from one site to another; and finally, to achieve more competitive levels of process safety standards, consistent product quality and guaranteed business continuity.

The centre will have different areas, each devoted to a specific field of application. The hub will include a laboratory for process safety and the study of scale-up and process transfer; then there will be an analytical R&D area, which will expand our expertise for the development of new analytical methods to support the development of new products and to ensure high levels of quality right from the early stages; finally, there will be a process development laboratory with working groups dedicated to the development of advanced processes. All skills will be interconnected and integrated, based on a model of continuous exchange, not only within the new hub but also with the other Olon R&D centres around the world.

With this expansion, Olon brings the number of people employed in research worldwide to over 350, that is 15 per cent of our 2,300+ employees. The goal we are pursuing with the new Research Centre in Rodano is to create laboratories with teams focused on new technologies, or new technological applications, in order to develop innovative and highly sustainable processes for industrial production. In particular, we are focusing on the introduction of continuous manufacturing, biocatalysis and photochemistry. Many of our research projects are carried out in partnership with the most prestigious Italian and foreign universities, with whom we have long-standing relationships that are destined, starting today, to become even stronger.

olon



Alexander Fleming
1881-1955

Biotechnology

Since the 1960s, Olon has developed a specific Biotech division focusing on microbial fermentation¹³ and manufacturing. In the first applications this technique was used to produce antibiotics and many other molecules, including cancer drugs. Today, fermentation is applied to manufacturing processes for life-saving treatments.

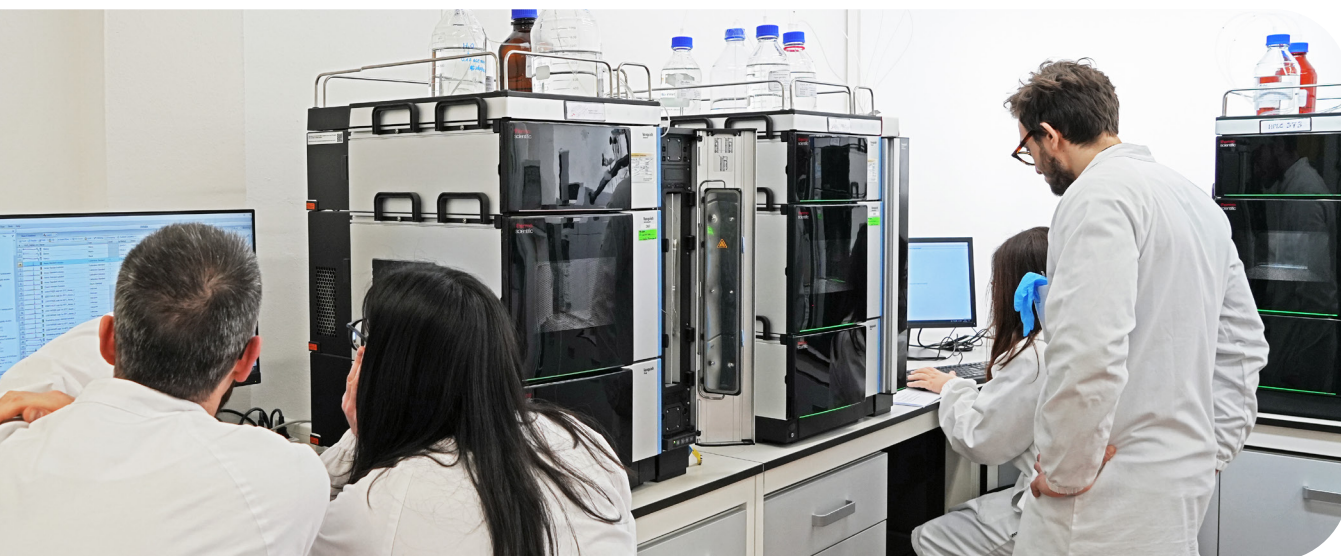
At the heart of this business division there are two biotech hubs based in Italy, one based in Settimo Torinese, and another based in Capua with a total fermentation capacity of 4.900 m3.

Microbial fermentation is an eco-friendly and highly sustainable process that uses almost only water, renewable nutrients, and microorganisms, therefore reducing the need for chemical solvents, whose use is already significantly limited in all Olon biotechnology centers. With the purpose of supporting ever-going innovation processes, Olon is firmly committed to further reducing its environmental impact and, therefore, strives to limit the use of chemical solvents in all its manufacturing processes.

Olon also uses microbial fermentation for the “FOOD+” project with the purpose to promote innovative and resource-efficient ways of producing food.

Biomanufacturing is indeed emerging as one of the most promising building blocks for a more sustainable and healthier global economy, namely, the bioeconomy, which is an economy based on biomaterials, many of which are produced via fermentation. This method is already used to produce and modify food; yet advances in science and technology now allow bioeconomy to provide functional food ingredients and specialty materials via fermentation. Today, many biomanufacturing processes exist at a small scale and high costs in the pharma industry; for this reason, scaling biomanufacturing of food and materials up to industrial volumes might be the key next step in building the bioeconomy.

Olon believes this is one of the challenges the Company needs to face, in order to provide innovative solutions to next generations that will grant them a more sustainable future.



13. Peptide therapeutics are peptides- a compound consisting of two or more aminoacids linked in a chain- which are used to for the treatment of diseases.

Biocatalysis

Today the urgency for more cost-effective, robust and selective chemical transformations is increasing. Biocatalysis meets these requirements. Biocatalysis refers to the use of biological systems or their parts to catalyze a reaction: it means the reaction mechanism allowed by the biocatalyst (e.g. enzyme) makes the reaction possible either in an absolute sense or in milder conditions if compared to corresponding chemical reaction. More and more biocatalyzed reactions have been extensively studied and are currently under investigation. The use of biocatalysis in industrial processes is extremely attractive thanks to its several advantages, such as:

- synthesis of products that are not always accessible by standard chemical reactions;
- use of alternative raw materials that are often less complex and less expensive;
- high selectivity of biocatalysts, resulting in high productivity of highly pure products;
- eco-sustainability thanks to the use of water as a reaction solvent, potential virtual elimination of organic solvents and reaction temperature usually close to room temperature.

It is already clear to Olon that there are two working models in the field of biocatalysis: “buy” or “build”. The “buy” model refers to procurement through commercial suppliers, whereas the “build” model is based on the investment in the creation of internal bespoke departments. The “buy” model can be easily adopted because it does not require highly specific equipment: the key of this model is a focused evaluation of biocatalysis technology in new or already existing processes, compatibly with FTO. On the other side, the “build” model requires investing in scientific expertise, technology platforms and infrastructure, but it allows for benefits such as the security of supply for enzymes directly incorporated into future manufacturing routes and greater control over intellectual property of developed processes.

Aware of the enormous potential of biocatalysis, in October 2021 Olon took a further step towards the “build” approach and announced the creation of an international network of scientific excellence thanks to a partnership with Biosphere — an Italian SME specialized in fermentation and industrial biotechnology —, University of Turin, University of Milan, and the Biocatalysis Group of the Van’t Hoff Institute for Molecular Sciences (HIMS-Biocat) at the University of Amsterdam (UvA).

These strategic partnerships aims at the identification of most effective enzymes for selected types of reaction, before scaling up the production of the biocatalyst and the bioconversion process to industrial levels.

Olon is currently involved into three main projects, that have different goals and that are currently at different stages.

Project 1.

The first project was carried out with Biosphere and HIMS-Biocat at UvA and regards the development of a new enzyme for the reductive amination reaction of a selected group of substrates. The first phase of the projects was about the building of the enzyme: thanks to directed evolution engineering, a group of new enhanced mutant enzymes was elected at UvA. Fermentation process to produce the enzymes and bioconversion reactions were then studied and optimized at Biopshere: both processes were performed first on lab scale in standard conditions and then optimized and scaled-

up. We are currently finalizing the drafting of the patent to claim the new engineered enzymes studied during the project.

Project 2.

The second project is still ongoing in collaboration with University of Milan Department of Pharmaceutical Science (DISFARM, group led by Prof. Lucia Tamborini and Prof. Andrea Pinto), Biosphere and HIMS-Biocat at UvA. This project can be seen as a “complementary” project of Project 1: it regards the same group of products studied in Project 1, but a different class of enzyme is under investigation. In particular, the focus of this project is the combination of biocatalysis-flow chemistry to overcome some enzyme class-dependent issues, to further increase productivity and to reduce costs associated to the biocatalysts. The success gained with this combination for initially selected products pushed us to lay the foundation for the development of a technological platform for enzymatic-flow chemistry synthesis of unnatural amino acids, that are common building blocks for APIs. A variety of substrates is now under investigation and current main focus are the development of differently immobilized enzymes to enhance productivity and procedures to perform in-line work up and purifications.

Project 3.

The third project is still ongoing in collaboration with Biosphere, HIMS-Biocat at UvA and the group led by Prof. Gianfranco Gilardi at the Dipartimento di Scienze della Vita e Biologia dei Sistemi (DBIOS) of the University of Turin. This project regards the development of a new enzyme for hydroxylation reaction. Project phases are the same as Project 1: lab-scale trials for both fermentation and bioconversion and further scale-up.

New biocatalysts can indeed foster more sustainable and efficient synthesis of organic molecules that are relevant for the chemical industry, as well as to address fundamental questions of bio organic chemistry and biochemistry.

Photochemistry

Olon and the University of Milan’s Department of Chemistry created a Scholarship for a PhD in the development of new photochemistry-based processes applied to the production of active pharmaceutical ingredients.

The goal of the project is to develop **new alternative routes of synthesis based on photochemistry; a highly innovative, sustainable process that can be systematically applied to industrial-scale production.**

Olon’s co-funding enables a PhD student from the University of Milan to work for three years on cutting-edge research topics, at the end of the course leading to the development of alternative processes for concrete industrial application at Olon sites. The Department of Chemistry also has great expertise in flow chemistry, complementary to the area of photocatalysis.

Olon is working in collaboration with the University of Milan’s Department of Chemistry by means of a Scholarship for a PhD student, started in 2022, and, in early 2024, an additional one-year scholarship for a research fellow.

The aim of the project is the development of new alternative routes for the synthesis of APIs based on photochemistry. In particular, the focus of the work is the development of metal-free photoredox synthesis of anilines (formation of Ar-N bond), and more recently also metal-free photoredox Ar-Ar coupling.

The objective is to develop efficient and sustainable processes, through the application of new technologies. For the introduction of an amino group onto an aromatic ring, the main reactions currently used, especially on an industrial scale, suffer from drastic reaction conditions (for example nitration reactions followed by reduction), the use of dangerous reagents, as well as poor atom-economy, resulting in the production of large quantities of waste. On the other hand, cross-coupling reactions are one of the most common classes of chemical transformations: the general approach requires the use of expensive and rare metals such as Copper, Nickel, or, more commonly, Palladium. Furthermore, the preparation of the coupling partners requires multiple synthetic steps, often involving low temperature reactions, and the use of protecting groups, due to the low compatibility with numerous functional groups, commonly present in API scaffolds.

Currently, more than 20 APIs among the active processes in Olon contain an aniline moiety, and more than 10 an Ar-Ar moiety: six targets (three for the Ar-N, three for the Ar-Ar coupling) were selected for preliminary studies of feasibility conducted at the University.

The first phase of the project was the selection of the best synthetic route for the targets, in order to include the photoredox catalytic reaction, focusing also on atom economy and sustainability. At the same time, a library of known organo-based photocatalysts was prepared, and the photoredox catalytic reactions for Ar-N formation and Ar-Ar coupling were tested on model substrates.

In the second phase, after a fine optimization of reaction conditions, the reactions were tested on the specific targets. Also, DFT calculation were performed to gain insights on the mechanism, and select the best photocatalyst for each synthetic partner.

The project is still ongoing, future development will be focusing on the optimization of reaction conditions, including also the use of flow-chemistry, in which the Chemistry Department has great expertise, in view of a successful scale-up for industrial applications.

Product quality and safety

Olon is aware of the importance of offering customers products with the best standards of quality and safety. Thus, the Company ensures high levels of quality and safety of its products through:

- Centralization of the regulatory process at the Headquarters;
- Submission of the Drug Master File (DMF) both inside and outside the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH);
- Management of all products from a global perspective, covering all geographical areas, including countries with the highest demanding regulatory systems.

Moreover, the Company defined an internal procedure for ensuring the monitoring and assessment of quality and safety of products. In fact, once a month Olon collects

data and statistics from production sites, concerning specific information such as quantities and quality of raw materials purchased, intermediates, final products and feedback received by customers or third parties.

The information collected is then converted into KPIs and used as metrics for monitoring the yearly performance trends of the Company's production standards with the aim of identifying potential areas for prospective improvements.

Olon also conducts annual internal audits to monitor its sites and the overall Quality Management and Quality Assurance systems and makes sure that any episodes of non-conformity with the standards are promptly and efficiently solved. In particular, to verify that the production procedures are in compliance with GMP standards, the Company performs internal audits according to an approved schedule.

For each audit, any relevant observations are brought to the attention of the department managers so that corrective actions are taken and properly reported. To further ensure that quality and safety standards are observed, Olon provides all employees with specific training on diversified topics, such as basic Good Manufacturing Practices (GMP), training on internal procedures related to product quality and safety (PGO) and courses related to newly issued/revised regulations on the HSE/Quality System. Specific training modules on GMP and HSE topics are provided for all newly hired employees, personnel returning after a long absence, and personnel changing jobs.

Olon is constantly inspected by the Regulatory bodies of all the countries where it markets its products. Olon's Italian sites are inspected on a regular basis by the local regulatory agency, AIFA.

In 2017 the EU-FDA¹⁴ Mutual Recognition Agreement (MRA) on GMP inspectors has come into force: the MRA allows drug inspections to rely on information from drug inspections conducted within each other's borders. The FDA will continue to perform inspections in some foreign countries, but it expects to perform fewer routine ones in countries like Italy, considering its capable regulators.



- Rodano
- Settimo Torinese
- Garbagnate Milanese
- Mulazzano
- Dorno
- Segrate
- Casaletto Lodigiano
- Capua
- Derivados Quimicos
- Olon Ricerca Bioscience
- Olon API India

14. United States Food and Drug Administration

**TKS science based industry driven
OLON OFFICIALLY OPENS ITS NEW R&D CENTRE**

tk_s

science ba
industry dr

Chemistry Today, 21 November 2023 “Investment of EUR 10 million, 50 new jobs in research and development and related services. These are the main figures announced today by Olon at the official opening of the new Research and Development Centre at the company’s industrial plant and headquarters in Rodano, in the province of Milan.

Intended to form the cornerstone of and reinforce the company’s global research network, which has 7 other similar centres located in its 11 production sites in Italy, Spain, the USA and India, and according to a strategy of diversification of skills and applied technologies, it will be mainly dedicated to the development of active pharmaceutical ingredients (APIs) for Contract Development and Manufacturing Organization and generic markets.

The new hub represents an expansion in terms of people, skills and capabilities, with the aim of greatly enhancing the know-how required to develop new molecules and innovative synthesis routes, to achieve faster scale-up and tech transfer processes both from customers to Olon’s production sites and internal transfers from one site to another; and finally, to achieve more competitive levels of process safety standards, consistent product quality and guaranteed business continuity.”...



Patents and licensing

To resolutely prevent infringement and ensure access to safe and effective original products, while protecting and valuing innovation and know-how, Olon has implemented a proper patent and licensing managing system, as well as adopting company policies aimed at managing confidential information.

A dedicated function is present that specifically deals with patents and licensing, composed of the IP Manager – Intellectual Property Manager - who works together with a skilled IP team, and in direct collaboration with a network of external agents and foreign attorneys, in order to manage all aspects of corporate intellectual property. Inventions arising from Olon research and innovation are identified, developed and protected by filing patent applications. In this way, corporate assets are increasingly developed. Furthermore, the professional evaluation and update of freedom to operate on products, including their production process and the raw materials used, guarantee that third party IP rights are not violated. Moreover, potential licenses or transfers particularly strategic for a business are suitably considered and evaluated. Finally, with regard to Olon's know-how (including trade secrets of third parties, such as customers, suppliers, etc., constituting secret and confidential knowledge handled during the course of Olon's production and business activities and which is the refore to be considered strategic), it is safeguarded by adopting company policies aimed at managing confidential information.

5. Caring for talents

The Company organization is based on the value of its people, on their own talents, competencies and ambitions, and it is only through their commitment, dedication and professionalism that business goals can be achieved. This is why Olon is committed to guaranteeing a working environment able to support the growth and development of all employees, ensuring the health safety and well-being of workers and promoting the cultivation of diversity while condemning any form of discrimination.

This approach is enacted daily, thanks to consolidated company practices aimed at enhancing and developing human capital. Olon is a company that helps people reach their highest potential, by investing in training and skills development, in international job rotation programs, and in talent development processes.

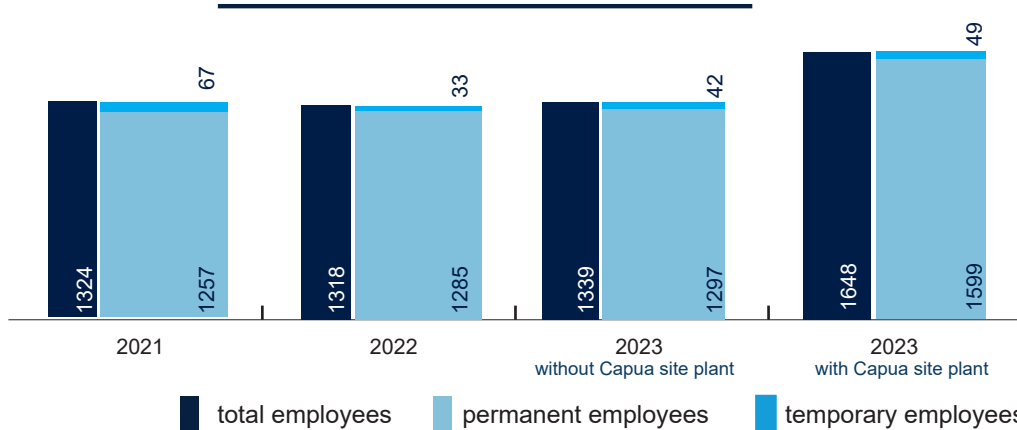
The Company also promotes gender diversity and inclusion as it believes every difference brings added value to the organization.

Workers' employment and engagement

In 2023, Olon had 1,648 employees (22% women and 78% men), in line with 2022 data. In addition, in 2023, the Company relied on 145 external workers divided into 134 supply workers, 9 interns, and 2 contract workers.

In 2023, 97,03% of workers are permanent employees, while the remaining 2,97 are temporary workers.

Employee by contract type (no)



Olon makes sure that every employee has access to the right work-life balance, thus providing for contractual mechanisms with reduced working hours or part-time work to those who need them. In 2023, 99% of its employees had a full-time contract, while the remaining 1% had a part-time contract. 100% of the workforce is guaranteed on the basis of the sector reference labor contract. All employees enjoy the standard employment protections established by the pharmaceutical chemist’s employment contract.

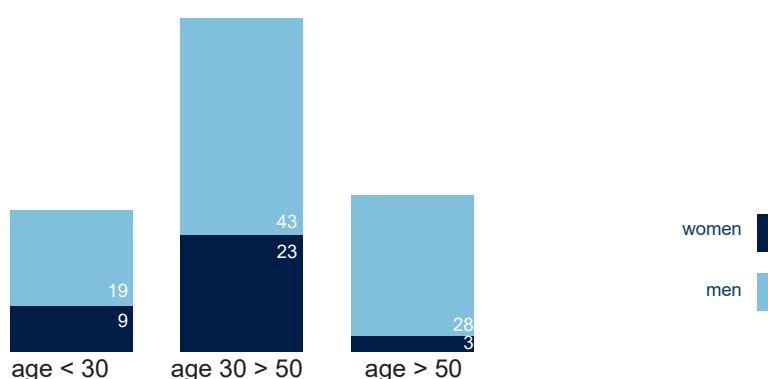
In 2023, the total new hires numbered 143, with an increase of around 22% over 2022. In addition, in 2023, hiring of women grew by 31,8% - amounting to 59 employees – compared to 202 and as far as age is concerned, 91% of newly hired employees are under-50-years old. In 2023, total employee turnover amounted to 125 employees, which was 6,48% more than in 2022.

Olon carries out engagement and development initiatives on a regular basis, in order to make its people feel valued and included and free to express their potential.

Olon takes into consideration its people’s needs, by making sure that all employees have access to Corporate Welfare. Olon’s Welfare is divided into Corporate Welfare, in which every employee has a budget to spend increased every year, and Additional Welfare, which is defined by each site and has the objective to grant equity in terms of benefit distribution to all employees.

Olon gives all employees the opportunity to convert part of their participation bonus into Corporate Welfare. Moreover, employees can choose to allocate Corporate Welfare either to FONCHIM Health Fund or to use the amount of money as a budget to access the Company’s Flexible Benefits.

2023 Hirings by gender and age (n)



LEADERSHIP BEHAVIORAL AWARD

The Leadership Behavioral Award is an internal program, developed in the Italian HQ and in different sites, to officially recognize and reward those people who display leadership behavior in the following 7 areas:

- Focus on customers: focus the entire organization on delivering value for customers and stakeholders by understanding and meeting their needs;
- Act with courage and candor: speak openly, honestly and with conviction; have the courage to take appropriate risks and make difficult decisions, facilitating a “speak up” environment;
- Make rapid, disciplined decisions: make timely decisions at the right level with the right data and support them once made.
- Foster collaboration: actively listen and seek to understand differing perspectives; work together to overcome barriers and silos in order to achieve common goals;
- Drive results: set clear objectives and performance standards; hold oneself and others accountable for achieving results;
- Build talent: build diverse talent with the capabilities necessary to succeed in the Company’s markets; inspire, energize, reward and develop to ensure individuals reach their potential; make tough calls when necessary;
- Demonstrate ethics & integrity: adhere to the highest standards of trustworthy and ethical behavior in all interactions and hold others to the same standards; comply with all laws, policies and regulations; identify and address ethical issues without hesitation.

With the aim to reward these behaviors, Olon recognizes the employees who regularly display of the aforementioned leadership behaviors: every two months with a maximum of 3 awards per session, the selected employees are publicly rewarded with a prize, and their recognition is published in the Company’s Newsletter.

This initiative helps the Company reinforce desired behavioral approach needed to succeed, also influencing others display similar behaviors. Moreover, it helps Olon’s management demonstrate gratitude for leadership, sponsorship, and effort put forth by individuals and to teams at all levels of the organization.

Professional training and development

Olon acts in order to create an organization that enables all individuals to reach their highest potential, investing in training and skills development, in job rotation programs and talent development to provide social sustainability and growth over time both to its people and to the overall Organization itself.

In 2023, 4320 hours of training were provided, with an average of 3 hours per employee. The professional categories which were provided with the highest number of hours per person were Executives and Middle Managers, who both received an average of 7 hours training per person.

Olon manages training activities, in order to address the most critical needs related to business drivers, and to develop the skills to improve managerial culture thus allowing the full deployment of individual talents.

The HR function deals with all internal training programs, except for health and safety training which is provided directly by the HSE function. Over the last two years, the Company has adopted a top-down approach to define the topics which training focuses on. More precisely, top management sets business training targets, and then Functional Leaders share them with the people who directly report to them. Training is mainly focused on:

- Achieving business targets;
- Acquiring project management competences;
- Enhancing soft skills.

In 2023, training addressed the following areas, mostly focused on acquiring managerial skills:

- catalogue training: related to acquiring general skills such as negotiation, time management, and people management;
- tailored training: focused on increasing competencies related to Olon's business, such as project management, waste reduction, effectiveness processes, Microsoft Office Suite, chemicals, finance, and advanced negotiation;
- business english.

Olon deems critical that employee contribution is crucial to its results and success; therefore, it has a specific performance management process which plays a major role in unleashing potential, focusing both on individual performance and career development. This approach links Olon Leadership Behaviors with business and functional targets and with individual Work Plans.

At the beginning of the year, employees review and provide a self-evaluation of their last year's performance. Then, in the following two to four months, they set objectives for that specific year and define their individual work and career development plan. From April to December, all employees receive an on-going performance evaluation and formal feedback. Finally, from December to January, they receive the yearly performance feedback and undertake a performance recalibration, linked to the compensation and benefit cycle.

Within this process, Olon makes use of a Personal Performance Grid, which is an evaluation tool that provides clarity and alignment between the employee and the

manager on objectives and expected deliverables during the year. All objectives are written in a norm-based format and are linked to Olon Leadership Behaviors; moreover, they are divided into the following categories:

- Performance objectives
- Leadership objectives
- Career development objectives

In addition, Olon provides all employees with a participation bonus, which is defined on the basis of productivity and profitability criteria, which are monitored every quarter, and whose value is increased on a regular basis.

Olon is also extremely proud of its internal dynamism, in terms of professional career paths, indeed everyone has the opportunity to cultivate and pursue their career, and to build their personal success. In particular, employees in the R&D function have access to three differentiated career paths – Manager, Professional and Technician – all with defined career steps and scopes of the job position that identify the skills and objectives to be achieved in order to proceed in the chosen career path. Olon’s commitment is to extend this growth model to all other business functions within the Organization.

CENTERS OF EXCELLENCE

“Centers of Excellence” are aimed at achieving employees’ long-term upskilling and further expanding the Company’s innovation processes.

The Company conducted internal research to identify 30 topics related to different business functions for which there could be opportunities for further analysis and development. Subsequently, employees were selected to deep dive these topics, by attending the related courses and analyzing article sand patents.

This upskilling initiative thus provides the selected employees with the opportunity to become a significant point of reference both inside and outside the organization, while allowing Olon to simultaneously prioritize talent development and innovation, which both constitute focal points of the Company’s Sustainability Vision.

OLON SCHOOL PROJECT

Olon School Project is an internal program through which the Company, in partnership with major Universities, selects a group of young graduates, invests in their personal and professional growth within the organization and creates a pool of high-potential talents for critical roles within the Company in Italy and abroad.

The scouting is structured in several steps and covers a long-term period. The search for talents, all with a common scientific or economic-engineering background, is based on the concept of diversity & inclusion.

The participation in the project is highly female, in particular for the scientific path, in fact, almost all of the participants are young women. The program is included in STEAM network, promoted by Assolombarda, an initiative to reduce the gender gap.

Olon School is also an international program, as it offers great working opportunities and experiences abroad. Olon, indeed, opens the door of its global facility network and commercial offices to young talents, so that they can make an international experience, by gaining different expertise and developing an international mindset. With this initiative, Olon intends to contribute to the development of professional potential and build the future of the Company, on the basis of inclusion and internationalization.

In 2022, the program was based on a training-on-the-job methodology aimed at providing appropriate skills and technological knowledge and its structure included:

- a comprehensive Company Induction Program, which involved all major Functional Leaders, to describe the Company's products, business model, manufacturing capabilities, global presence, policies and procedures;
- a structured Training Program which was developed within the Professional Areas related to QA, RA and R&D for the Scientific career path; supply chain, production and finance for the Business Management career path; Italy, India, Spain, and the USA for the International career path.

The program lasted from 6 to 12 months, including the final destination role.

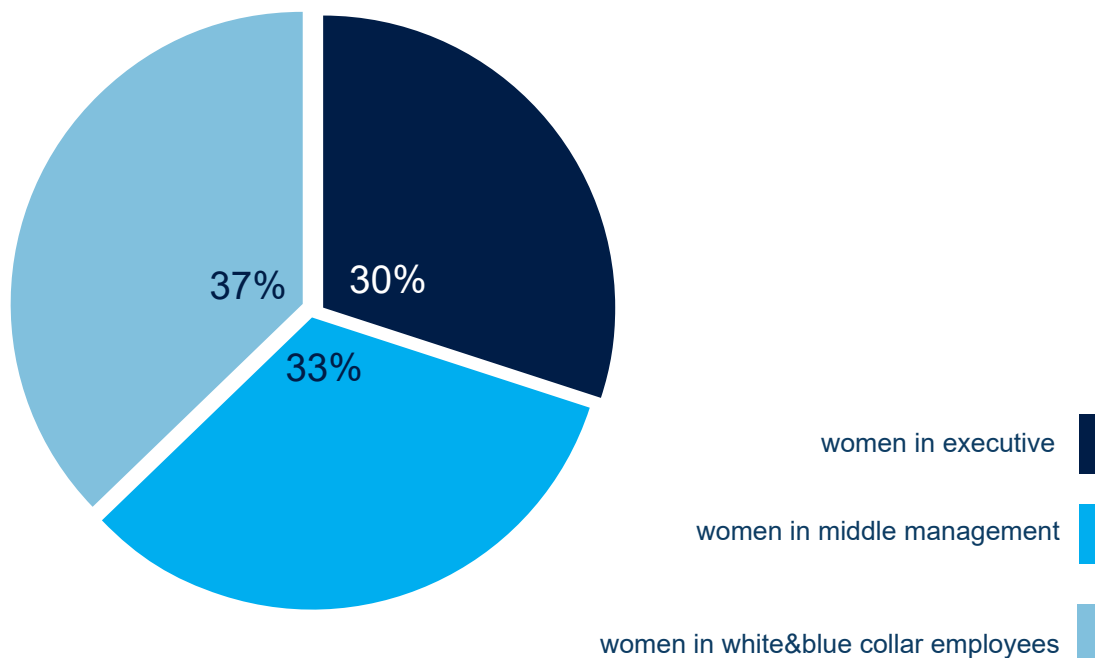
Diversity and inclusion

Olon recognizes and encourages a diverse workforce and an inclusive work environment where all employees have equal opportunities and feel comfortable to grow personally and professionally, without distinction made by gender, race, religion, disabilities or sexual orientation.

In order to enhance all the skills within the organization and encourage full expression of personal talent, women professionals are supported in having equal career opportunities at all levels, because the company believes that they represent a value and a driver for the development of the business.

Based on the latest sector analysis published by Federchimica, which is the Association of Italian Companies operating in the Chemical Sector, the female presence in the population of managers and Olon has been rewarded with ranking n#1 as Italy Best Employers for Women through an external survey published on one of the most important Italian newspapers (*La Repubblica*).

Women distribution by level



Women represent more than 30% of our professional and managerial roles. 'Diversity' targets are embedded in hiring (KPI: at least 50% of women shortlisted for each professional and managerial role) and performance management processes.

LA GRADUATORIA DELLE MIGLIORI VENTI IMPRESE SELEZIONATE DALLO STUDIO

TOP 20 ITALY'S BEST EMPLOYERS FOR WOMEN 2024

AZIENDA	CATEGORIA	PUNTEGGIO
1 olon	FARMACEUTICA	94,76
2 VALMEX GROUP	MECCANICA	87,59
3 Vittoria Assicurazioni	ASSICURAZIONI	86,52
4 Coca-Cola HBC Italia	BEVANDE	85,62
5 CATTOLICA ASSICURAZIONI	ASSICURAZIONI	85,03
6 REALE MUTUA	ASSICURAZIONI	84,53
7 BUSITALIA	TRASPORTO	84,26
8 Aboca	FARMACEUTICA	83,47
9 BVLGARI	GIOIELLI	82,63
10 JAS JET AIR SERVICE	TRASPORTO	82,42
11 	FARMACEUTICA	81,69



Health and safety

Occupational health and safety have the highest priority at Olon. The Company cultivates a culture of health and safety, by providing all employees and contractors with the knowledge and personal protective equipment required to perform their jobs safely. Further, Olon works to ensure that all systems and processes are designed to identify, monitor and reduce health and safety risks or impacts within the organization. Olon's health and safety culture is embedded in its ambitious goal of zero accidents that the company is already working towards.

Olon provides for an Occupational Health and Safety Management System which covers all the employees, factory workers and clerks. All the activities performed in the production sites are subject to a prior risk analysis, for which the Company has also established specific procedures that assess new improvements that could be made to the existing ones. Moreover, all workers can anonymously report any potential risks or situation that could put their health and safety in danger in their workplace. Olon also constantly monitors the causes of work-related injuries and near misses, in order to develop specific plans of action to prevent these episodes from happening again in the future.

Worker participation is essential to address health and safety improvements. Olon has set up a Management-Worker Committee on occupational health and safety that meets at least once every three months, with the participation of Site Directors, Site Top Management, and the Workers' Representative for Occupational Health and oversees all safety-related matters.

All employees are required to participate in health and safety training concerning job-related health and safety risks and measures to reduce the related impacts, procedures to enact on specific activities in order to guarantee occupational health and safety and personal protective equipment to use for specific jobs. Furthermore, all newly employed workers, must undergo specific occupational health and safety training on the basis of job tasks and legal requirements, followed by a review in compliance with regulatory requirements.

The Company relies on an external supplier for medical services. This supplier carries out both general medical surveillance in the workplace and medical examination and, in case of people subject to critical risks, it is also accountable for that specific medical surveillance.



THE “ZERO ACCIDENTS” INITIATIVE - BBS PROJECT

At its Italian sites, Olon has started the “**Zero Accidents, an achievable objective**” initiative to **reach an injury rate of 0**, by reducing to zero all the work-related injuries that occur in the sites involved. The injury rate, which is a ratio between the work-related injuries and the hours worked in a year has been – and will be further – reduced thanks to the effort demonstrated by all employees and people accountable for occupational health and safety. Within the project, **three major areas of intervention** have already been identified:

- the right use of Personal Protective Equipment (PPE);
- increased awareness of job-related risks and dangers;
- correct implementation of procedures and work instructions, and safety training.

In addition to health and safety training and investments put in place for plants and workplaces, the project has defined a further area of intervention: **compliance with safety standards of all operations**, whose achievement can be measured by taking into consideration three criteria:

- right use of PPE;
- respect of executional procedures for dangerous operations;
- order and cleanliness in the workplace.

Supervision operations will be conducted through audits performed by the Project Team in every site. Moreover, the Project Team, made of specifically trained functional employees, will meet on a weekly basis to discuss all observations, investments, and possible actions to take in order to reduce the risk of work-related injuries.

OLON SAFETY DAY

Recently, Olon launched its first Safety Day.

In partnership with all national and local trade union Olon promoted an entire day dedicated to open dialogue, education and strengthening the culture of safety and sustainability on workplace. The initiative, in collaboration with Assolombarda, saw the collective participation of all the main national and regional delegations in Italy, as well as site representatives, particularly from the relevant HSE departments.

Activities included a presentation by the Company on the current geopolitical environment and managing the potential impacts that the energy crisis may have on Olon's performance now and in the future. Moreover, the presentation dealt with HSE structures at Olon sites, along with the significant results achieved so far in terms of workplace safety and investments in training and development.

Thanks to the participation of the National Trade Union Representatives and Assolombarda, the day continued with events dedicated to training and raising awareness about safety, how to promote it and how to behave in order to prevent accidents.



6. Definition of Material topics

Material topic	Description of the management approach of negative and positive impacts
Sustainable supply chain	Promote and diffuse responsible procurement practices and transparent supply chain management by respecting social and environmental sustainability requirements, with particular attention to human rights.
Responsible business development	Ensure ethical business development through a system of policies and internal procedures, aimed at respecting transparency, legality and sustainability principles and capable of preventing and combating active and passive corruption and of promoting responsible behaviors and business models.
Product quality and safety	Ensure the production of quality, accessible and safe products in order to meet customers' needs and to reduce any possible related risks.
Sustainable economic growth	Promote responsible economic growth through the satisfaction of Olon stakeholders' long-term needs, the creation and distribution of economic value, and the creation of positive impacts on the market.
Innovation, Research & Development	Support innovation and R&D activities in order to promote business development and to place new products in the market.
Fight against climate change	Contribute to the fight against climate change, by reducing GHG emissions and energy consumption, through a more efficient use of energy resources and the production of renewable energy.
Circular economy	Promote circular business models that combine a responsible use of natural resources and raw materials with a responsible waste management as well as material, energy and waste recycle/reuse solutions.
Responsible management of water resources	Ensure the protection of water resources by using water efficiently, through the production and the implementation of best practices in managing water discharge, in order to guarantee the quality of the receiving water bodies.
Occupational health and safety	Develop policies and actions aimed at guaranteeing occupational health and safety, with low injury rates and precise monitoring systems, and at promoting a safety culture throughout the company.
People value and promotion of diversity and inclusion	Promote training courses aimed at reinforcing and developing new competences and at fostering employees' upskilling. Ensure people satisfaction and growth by engaging and listening to them. Promote the introduction of programs aimed at ensuring equal opportunities and diversity, at fostering the creation of an inclusive environment, and at fighting discrimination.
Support to local communities	Contribute to the socioeconomic development of local communities, also through stakeholder engagement and cooperation with third parties, with the aim to promote the socioeconomic growth of the communities based where the company operates.

7. Key sustainability indicators

GRI 201: Economic Performance					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Economic Value Generated					
Production value	M€	516,6	442,2	386,5	365,7
Income from investments				-	-
Other financial income		12,2	13,2	27,3	17,0
Extraordinary income				-	-
Total Income Value Generated		528,8	455,4	413,9	382,7
Distributed Economic Value					
Operating Costs					
Raw material costs	M€	169,9	149,5	157,2	126,9
Service costs		103,9	83,0	80,3	69,0
Costs for use of third-party assets		5,4	5,3	4,8	5,3
Raw material stock variations		-0,8	0,8	-13,3	1,7
Other management costs (net of taxes)		-	-	-	-
Extraordinary expenses		-	-	-	-
Value Distributed to Employees					
Personnel Costs	M€	120,7	102,6	97,1	93,1
Value Distributed to Capital Providers					
Interest And Other Financial Charges	M€	5,1	5,1	1,5	1,8
Value Distributed to Public Authorities					
Current And Prepaid Income Tax	M€	17,0	10,4	8,2	17,8
Other Management Costs (Tax Value Only)		0,5	0,3	0,2	0,4
Value Available to the Holding					
Distributed Dividends	M€	5,0	5,0	5,0	5,0
Value Distributed to the Community					
Donations	M€	0,02	0,02	0,01	0,03
Sponsorships		-	-	-	-
Membership Fees		-	-	-	-
Total Economic Value Distributed		426,6	362,2	341,0	321,1
Retained Economic Value					
Total Economic Value Retained	M€	102,2	92,5	72,8	61,6

GRI 302-1 Energy Consumption within the organization					
Energy Consumption	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Direct Energy Consumption	GJ	1.637.422	1.351.581	1.327.141	1.355.059
Total direct energy consumption from non-renewable sources		1.635.808	1.349.967	1.329.694	1.355.076
Natural Gas		1.634.336	1.348.495	1.329.694	1.355.076
Diesel		1.471	1.471	N.a.	N.a.
Renewable energy produced internally		2.286	2.286	461	0
of which consumed internally		2286	2286	461	0
of which sold		0	0	0	0
Energy produced internally		302.551	264.361	251.980	245.851
Cogenerator		302.551	264.361	251.980	245.851
of which consumed internally		301.880	263.689	248.965	245.834
of which sold		671	671	3.015	17
Indirect Energy consumption		214.298	189.458	199.375	224.823
From non-renewable sources		214.298	189.458	199.375	224.823
From renewable sources		0	0	0	0
Total energy consumption		1.851.720	1.541.039	1.526.516	1.579.882
GRI 1-2 GHG Emissions					
Direct and indirect greenhouse gas emissions	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Direct CO₂ emissions (Scope1)	t.CO ₂ e	92.846	76.114	75.283	7.6720
From non-renewable sources		92.846	76.114	75.283	7.6720
Indirect CO₂ emissions (Scope2) – market based		41.239	26.001	N.a.	N.a.
Indirect CO₂ emissions (Scope2) – location based		20.904	13.180	14.468	16.315
GRI 305-4 GHG Emissions intensity					
Direct and indirect greenhouse gas emissions	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Direct CO₂ emissions (Scope1)	t.CO ₂ e	92.846	76.412	75.283	76720
Indirect CO₂ emissions (Scope2) – market based		41.239	26.001	N.a	N.a.
Indirect CO₂ emissions (Scope2) – location based		20.904	13.180	14.468	16.315
Tones of manufactured product (with intermediates)	t	7.000	4.216	4.618	4.571
Emission Intensity (ton)	t.CO ₂ e/t	16,25	21,25	19,44	20,35
Emission Intensity (€)	t. CO ₂ e/M€	220,19	202,61	232,22	254,42

GRI 303-3: Water withdrawal					
Water withdrawal by source	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total water withdrawal	MI	13.617	11.417	10.545	11.337
Groundwater		13.358	11.170	10.323	11.115
Third-party water		259	247	222	222
Water Intensity	MI/ton	1,95	2,71	2,28	2,48
GRI 306-3: Waste generated					
Waste by composition	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Mother liquors and solvents	ton	35.955	35.924	36.685	41.496
Production solids		361	321	354	379
Packaging		1.733	1.527	1.491	1.525
Sludges		6.862	5.567	4.769	5.248
Others		2.089	802	752	1.374
Total Waste generated		47.000	44.141	44.051	50.022
Waste Intensity	ton/t	6,71	10,47	9,54	10,94
GRI 306-4: Waste diverted from disposal					
Water diverted from disposal by recovery operations	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Hazardous waste	ton	16.004	15.999	15.637	14.790
Recycling		2.008	2.008	668	703
Other recovery operations		13.996	13.991	14.969	14.087
of which regeneration		4.448	4.448	5.750	4.112
Non-hazardous waste		3.015	1.705	1.728	2.356
Recycling		61	61	53	523
Other recovery operations		2.954	1.644	1.675	1.833
Total waste diverted from disposal		19.019	17.704	17.365	17.146

GRI 306-5: Waste directed to disposal					
Water directed to disposal by recovery operations	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Hazardous waste	ton	20.986	20.864	21.932	27.708
Incineration (without energy recovery)		5.115	5.115	6.218	6.755
Other disposal operations		15.871	15.749	15.714	20.953
Non-hazardous waste		6.994	5.573	4.753	5.168
Incineration (with energy recovery)		591	591	401	386
Other disposal operations		6.403	4.982	4.352	4.782
Total waste directed to disposal			27.980	26.437	26.685

External Certification					
ISO 14001 certification	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
% Sites with ISO14001 certification	%	25%	14%	14%	14%
N° Sites with ISO14001 Certification	N°	2	1	1	1
Total N° sites	N°	8	7	7	7

GRI 2-7: Employees					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of employees	N°	1.648	1.339	1.318	1.324
Men		1.282	1.026	1.028	1.046
Women		366	313	290	278
Full-time employees		1.630	1.324	1.304	1.309
Men		1.280	1.025	1.027	1.045
Women		350	299	277	264
Part-time employees		18	15	14	15
Men		2	1	1	1
Women		16	14	13	14
Permanent employees		1.599	1.297	1.285	1.257
Men		1.250	999	1.003	996
Women		349	298	282	261
Temporary employees		49	42	33	67
Men		32	27	25	50
Women		17	15	8	17

GRI 2-7: Employees					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Executives	N°	40	38	38	-
Men		28	26	27	-
Women		12	12	11	-
Middle management		171	146	147	-
Men		114	100	103	-
Women		57	46	44	-
White-collar employees		817	665	621	-
Men		526	416	390	-
Women		291	249	231	-
Blue-collar employees		620	490	521	-
Men		614	484	515	-
Women		6	6	6	-

GRI 2-7: Employees %					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Women in Executives	%	30,0%	31,6%	28,9%	-
Women in Middle management		33,3%	31,5%	29,9%	-
Woman in White-collar employees		35,6%	37,4%	37,2%	-
Woman in Blue-collar employees		1,0%	1,2%	1,2%	-
Woman vs Total employees		22,2%	23,4%	22,0%	-

GRI 2-8: Workers who are not employees					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of workers who are not employees	n.	145	118	115	3
Supply workers		134	107	101	0
Interns		9	9	10	3
Continuous and coordinated contractual workers		2	2	4	0

GRI 401-1: New employee hires and employee turnover					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of new employees hired	n.	143	131	111	102
Men		85	79	67	70
Women		58	52	44	32
Under 30 years old		70	65	37	33
Men		43	41	18	19
Women		27	24	19	14
30-50 years old		60	55	60	58
Men		36	32	38	40
Women		24	23	22	18
Over 50 years old		13	11	14	11
Men		6	6	11	11
Women		7	5	3	0
Rate of new employee hired	%	9%	10%	8%	8%
Men		7%	8%	7%	7%
Women		16%	17%	15%	12%

GRI 401-1: New employee hires and employee turnover					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of employees terminated	n.	125	113	117	155
Men		90	84	85	120
Women		35	29	32	35
Under 30 years old		28	26	15	42
Men		19	18	11	35
Women		9	8	4	7
30-50 years old		66	57	61	40
Men		43	39	39	36
Women		23	18	22	4
Over 50 years old		31	31	41	73
Men		28	27	35	49
Women		3	3	6	24
Rate of employee turnover	%	8%	8%	9%	12%
Men		7%	8%	8%	11%
Women		10%	9%	11%	13%

GRI 404-1: Total hours of training per year					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of training hours	n.	4.320	4.275	3.979	5.994
Men		2.462	2.433	2.107	3.802
Women		1.859	1.843	1.872	2.192
Executives		267	267	378	485
Men		165	165	306	205
Women		102	102	72	280
Middle management		1.266	1.258	1.470	2.240
Men		705	705	828	1.776
Women		561	553	642	575
White-collar employees		2.466	2.442	2.056	3.106
Men		1275	1259	898	1.776
Women		1.192	1.184	1.158	1.339
Blue-collar employees		321	308	76	163
Men		317	304	76	156
Women		4	4	0	7
a) 2020 data on training hours by gender and professional category not available					

GRI 404-1: Average hours of training per year per employee					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Average hours of training per employee	h/n	2,6	3,2	3,0	4,5
Men		1,9	2,4	2,1	3,7
Women		5,1	5,9	6,1	7,6
Executives		6,7	7,0	9,9	11,8
Men		5,9	6,3	11,3	18,6
Women		8,5	8,5	6,5	9,3
Middle management		7,4	8,6	10,0	15,2
Men		6,2	7,1	8,0	15,6
Women		9,8	12,0	14,6	14,4
White-collar employees		3,0	3,7	3,3	5,6
Men		2,4	3,0	2,3	5
Women		4,1	4,8	5,0	6,5
Blue-collar employees		0,5	0,6	0,1	0,3
Men		0,5	0,6	0,1	0,3
Women		0,7	0,7	0,0	0,5
a) 2020 data on training hours by gender and professional category not available					

GRI 405-1: Diversity of governance bodies and employees					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of employees by gender and age group	n.	1.648	1.339	1.318	1.324
Men		1.282	1.026	1.028	1.046
Women		366	313	290	278
Under 30 years old		222	182	179	184
Men		161	126	128	140
Women		61	56	51	44
30-50 years old		808	632	689	711
Men		595	453	509	531
Women		213	179	180	180
Over 50 years old		618	525	450	429
Men		526	447	391	375
Women		92	78	59	54

GRI 405-1: Diversity of governance bodies and employees					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Total number of governance body by gender and age group	n.	5	5	6	6
Men		4	4	5	5
Women		1	1	1	1
Under 30 years old		0	0	0	0
Men		0	0	0	0
Women		0	0	0	0
30-50 years old		2	2	2	2
Men		1	1	1	1
Women		1	1	1	1
Over 50 years old		3	3	4	4
Men		3	3	4	4
Women		0	0	0	0

GRI 403-9: Work-related injuries					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Recordable work-related injuries	n.	24	24	24	27
On the job		20	20	20	23
Commuting		4	4	4	4
Rate of recordable work-related injuries		7,33	9,31	8,83	9,96

GRI 403-10: Work-related ill health					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Recordable work-related ill health	n.	0	0	0	0

Staff covered by National Collective Agreement					
	u.m.	2023 Including Capua	2023 Excluding Capua	2022	2021
Staff covered by National Collective Agreement	%	100%	100%	100%	100%
Executives industry executives contract	%	100%	100%	100%	100%
Middle management CCNL Chimica	%	100%	100%	100%	100%
White-collar employees CCNL Chimica	%	100%	100%	100%	100%
Blue-collar employees CCNL Chimica	%	100%	100%	100%	100%

8. GRI Content Index

Statement of use	Olon S.p.A. reports "with reference to GRI Standards" for the period from 01.01.2023 to 01.12.2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A: GRI Sector Standards applicable to Olon's business have not been published yet

GRI Standard	Disclosure	Reference section	Omission
GRI 2: General Disclosures 2021			
2-1	Organizational details	1 Who we are	
2-2	Entities included in the organization's sustainability reporting	Methodological Note	
2-3	Reporting period, frequency and contact point	Methodological Note	
2-4	Restatements of information	No restatements of information from previous periods were made, since this is the first year of reporting	
2-5	External assurance	Methodological Note	
2-6	Activities, value chain and other business relationships	1 Who we are 4 Product quality and safety	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	1 Stakeholder engagement and materiality analysis	
3-2	List of material topics	1 Stakeholder engagement and materiality analysis	
Material topic: Responsible management of water sources			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 2 Responsible water management 6. Definition of material topics	

GRI Standard	Disclosure	Reference section	Omission
GRI 303: Water and effluents 2018			
303-1	Interactions with water as a shared resource	2 Responsible water management	
303-2	Management of water discharge-related impacts	2 Responsible water management	
303-3	Water withdrawal	2 Responsible water management 7. Key sustainability indicators	
Material Topic: Responsible business development			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 2 Certifications and implementation of Highest Industry Standard 3. Responsible business 6. Definition of material topics	
Material Topic: Value of People and promotion of Diversity and Inclusion			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 5 Workers' employment and engagement 5 Professional training and development 5 Diversity and inclusion 6. Definition of material topics	
GRI 2: General Disclosure 2021			
2-7	Employees	5 Workers' employment and engagement 7. Key sustainability indicators	
2-8	Workers who are not employees	5 Workers' employment and engagement 7. Key sustainability indicators	
GRI 405: Diversity and equal opportunities 2016			
405-1	Diversity of governance bodies and between employees	5 Workers' employment and engagement 5 Diversity and inclusion 7. Key sustainability indicators	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	5 Workers' employment and engagement 7. Key sustainability indicators	

GRI Standard	Disclosure	Reference section	Omission
GRI 404: Training and education 2016			
404-1	Average hours of training per year per employee	5 Professional training and development 7. Key sustainability indicators	
Material Topic: Fight against Climate Change			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 3. Responsible business 2 Olon's contribution to energy transition 6. Definition of material topics	
GRI 302: Energy 2016			
302-1	Energy consumed within the organization	2 Olon's contribution to energy transition 7. Key sustainability indicators	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	2 Olon's contribution to energy transition 7. Key sustainability indicators	
305-2	Energy indirect (Scope 2) GHG emissions	2 Olon's contribution to energy transition 7. Key sustainability indicators	
305-4	GHG Emission Intensity	2 Olon's contribution to energy transition 7. Key sustainability indicators	
Material topic: Innovation, research and development			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 4 Product quality and safety 4 Continuous manufacturing process 4 Patents and licensing 6. Definition of material topics	
Material Topic: Circular Economy			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 2 Circular economy 6. Definition of material topics	

GRI Standard	Disclosure	Reference section	Omission
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	2 Circular economy	
306-2	Management of significant waste related impacts	2 Circular economy	
306-3	Waste generated	2 Circular economy 7. Key sustainability indicators	
306-4	Waste diverted from disposal	2 Circular economy 7. Key sustainability indicators	
306-5	Waste directed to disposal	2 Circular economy 7. Key sustainability indicators	
Material Topic: Sustainable economic growth			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 3. Responsible business 3 Value creation and distribution 6. Definition of material topics	
GRI 201: Economic performance 2016			
201-1	Direct economic value generated and distributed	3 Value creation and distribution 7. Key sustainability indicators	
Material Topic: Occupational health and safety			
GRI 3: Material Topics 2021			
3-3	Management of material topics	1 Our commitment to sustainability 5 Health and safety 6. Definition of material topics	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	5 Health and safety	
403-2	Hazard identification, risk assessment, and incident investigation	5 Health and safety	
403-3	Occupational health services	5 Health and safety	
403-4	Worker participation, consultation, and communication on occupational health and safety	5 Health and safety	
403-6	Promotion of workers health	5 Health and safety	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	5 Health and safety	
403-9	Work-related injuries	5 Health and safety 7 Key sustainability indicators	

Material Topic: Sustainable supply chain

GRI 3: Material Topics 2021

3-3	Management of material topics	<ul style="list-style-type: none"> 1 Our commitment to sustainability 3 Sustainability in the supply chain 6. Definition of material topics
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Material Topic: Support to local communities

GRI 3: Material Topics 2021

3-3	Management of material topics	<ul style="list-style-type: none"> 1 Our commitment to sustainability 3 Supporting communities 6. Definition of material topics
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Material topic: Product quality and safety

GRI 3: Material Topics 2021

3-3	Management of material topics	<ul style="list-style-type: none"> 1 Our commitment to sustainability 4 Product quality and safety 6. Definition of material topics
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olon

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Independent auditors' report on the sustainability report

*To the board of directors of
Olon S.p.A.*

We have been engaged to perform a limited assurance engagement on the 2023 Sustainability Report (the "sustainability report") of Olon S.p.A. (the "company").

Directors' responsibility for the sustainability report

The directors of Olon S.p.A. are responsible for the preparation of a sustainability report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards") selected as specified in the "Methodological Note" section of the sustainability report (the "GRI Standards – GRI-With reference to option").

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

They are also responsible for defining the company's objectives regarding its sustainability performance and the identification of the stakeholders and the significant aspects to report.

Auditors' independence and quality control

We are independent in compliance with the independence and all other ethical requirements of the Code of Ethics for Professional Accountants (*including International Independence Standards*) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our company applies International Standard on Quality Management 1 (ISQM 1) and, accordingly, maintains a system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditors' responsibility

Our responsibility is to express a conclusion, based on the procedures performed, about the compliance of the sustainability report with the requirements of the GRI Standards – GRI-With reference to option. We carried out our work in accordance with the criteria established by “International Standard on Assurance Engagements 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information” (“ISAE 3000 revised”), issued by the International Auditing and Assurance Standards Board applicable to limited assurance engagements. This standard requires that we plan and perform the engagement to obtain limited assurance about whether the sustainability report is free from material misstatement.

A limited assurance engagement is less in scope than a reasonable assurance engagement carried out in accordance with ISAE 3000 revised, and consequently does not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures we performed on the sustainability report are based on our professional judgement and include inquiries, primarily of the company's personnel responsible for the preparation of the information presented in the sustainability report, documental analyses, recalculations and other evidence gathering procedures, as appropriate.

Specifically, we performed the following procedures:

- 1 analysing the reporting of material aspects process, specifically how the reference environment is analysed and understood, how the actual and potential impacts are identified, assessed and prioritised and how the process outcome is validated internally;
- 2 comparing the financial disclosures presented in the “Value creation and distribution” section of the sustainability report with those included in the company's financial statements;
- 3 understanding the processes underlying the generation, recording and management of the significant qualitative and quantitative information disclosed in the sustainability report.

Specifically, we held interviews and discussions with the company's management personnel. We also performed selected procedures on documentation to gather information on the processes and procedures used to gather, combine, process and transmit non-financial data and information to the office that prepares the sustainability report.

Furthermore, with respect to significant information, considering the company's business and characteristics, we performed the following procedures:

- at company level:
 - a) we held interviews and obtained supporting documentation to check the qualitative information presented in the sustainability report;
 - b) we carried out analytical and limited procedures to check, on a sample basis, the correct aggregation of data in the quantitative information;
- we visited the headquarters and the production site in Settimo Torinese, which we have selected on the basis of their business, contribution to the key performance indicators and location, to meet management and obtain documentary evidence, on a sample basis, supporting the correct application of the procedures and methods used to calculate the indicators.



Olon S.p.A.
Independent auditors' report
31 December 2023

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the 2023 Sustainability Report of Olon S.p.A. has not been prepared, in all material respects, in accordance with the GRI Standards – GRI-With reference to option.

Other matters

The 2021 and 2020 comparative figures presented in the sustainability report have not been examined.

Milan, 30 October 2024

KPMG S.p.A.

Marianna Gentile
Director of Audit



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