



ESG
Progress Report

2025

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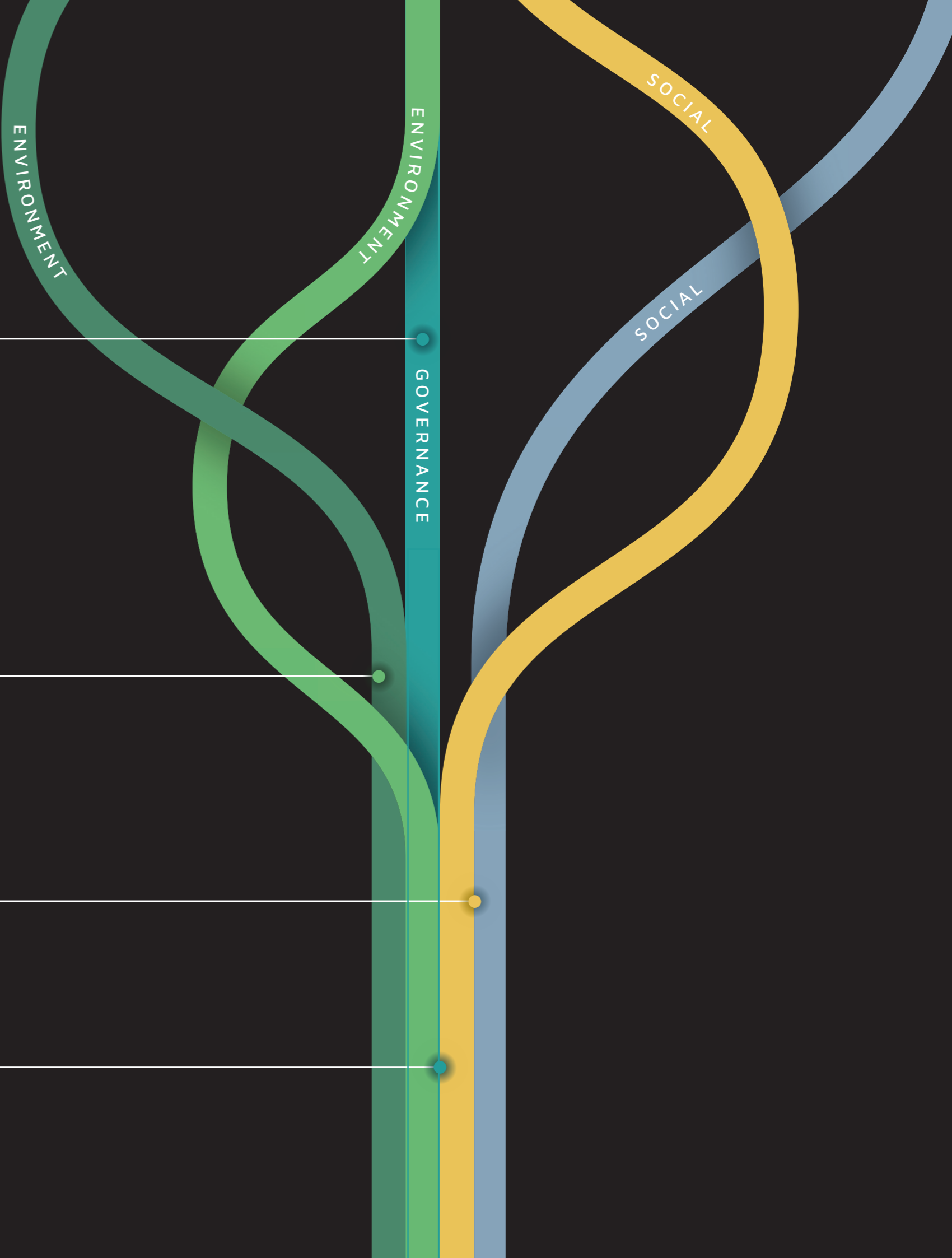
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CEO's Letter

Writing this letter means looking ahead with awareness, responsibility, and courage.

For Anicrin, 2025 marked our entry into the world of Benefit Corporations (Società Benefit).

This choice was not driven by a trend, but by the deep conviction that business today must go beyond generating economic value, actively contributing to the well-being of people, the growth of the local area, and the protection of the future. Being part of the I'M Group means clearly stating our identity: a company capable of generating results without ever losing sight of the impact of its actions. We believe that innovation and sustainability must move forward hand in hand, transforming the challenge of efficiency into a precise ethical responsibility.

In our sector, this means constantly investing in the research of solutions capable of reducing our environmental footprint without compromises. For us, sustainability is, above all, about people. We want to build an environment where well-being is a daily experience and the dignity of work is at the center of every choice.

The same spirit guides us in our relationship with the local community: we look beyond boundaries to add value to talent and foster inclusion, convinced that every obstacle is a starting point for new, valuable relationships.

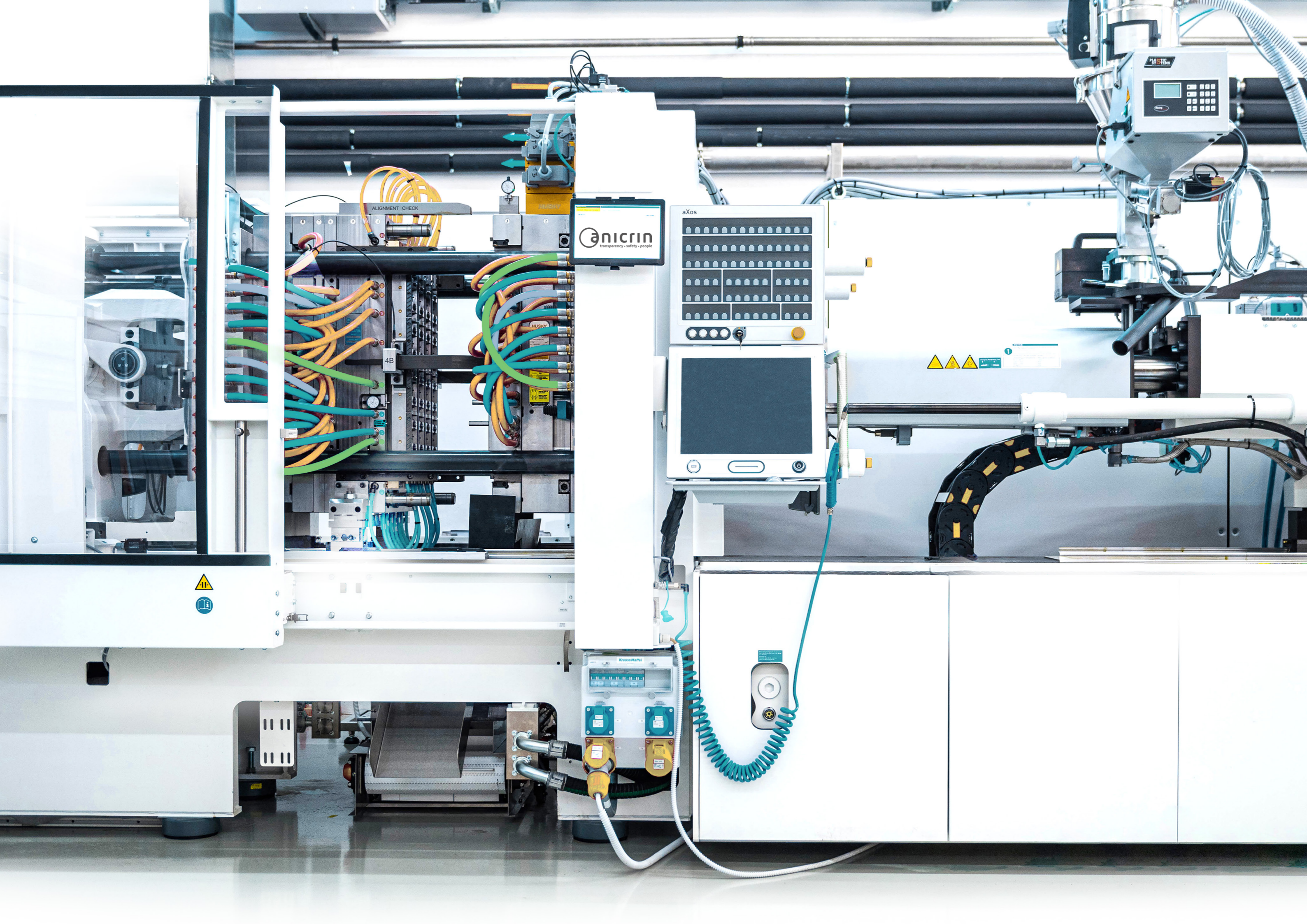
The coming years will not be simple. The environmental, social, and economic challenges ahead of us will require responsibility, vision, and the ability to choose the long term, even when the short term seems more convenient. However, I believe that a different way of doing business is still possible: a model that, by rejecting the logic of profit at all costs, chooses to look to the long term with a courageous vision, emphasizing respect for the environment and the centrality of the human being.

Our commitment to the future remains clear: to continue investing in efficiency, research, and well-being, while staying true to the principles of our Corporate Bylaws.

We want to prove that a business can grow without ceasing to be human. This journey is made possible by those who make it a reality every single day: our employees, clients, partners, and families.

My gratitude goes to all of them, with the awareness that we are taking the most important step, that of shared responsibility, together.

Enzo Bonato



anicrin
transparency · safety · people

aXos

[Monitor display area]

Kraus Maffei



Methodological Note

This Sustainability Report covers the period from 1 January to 31 December 2025 and constitutes Anicrin S.r.l. Società Benefit's first reporting exercise.

As such, no comparative data or disclosures relating to prior years are available.

The report has been prepared in accordance with the the Basic and Comprehensive modules of the VSME standard, and applies to the company's entire perimeter, which coincides with Anicrin S.r.l. SB, as the company has no subsidiaries.



Objective & methodology

Anicrin operates as a limited liability company classified under NACE code 22.26.99. Its activities are carried out primarily in Italy across three sites: Scorzè (VE), Casorezzo (MI) and Trieste (TS). The company is registered as a Società Benefit (Benefit Corporation), integrating social and environmental goals into its corporate purposes.

Business model

Anicrin manufactures in vitro medical-diagnostic devices through injection moulding, serving B2B clients in the biomedical, chemical-pharmaceutical and diagnostics sectors. Relationships with suppliers and clients are governed by quality, compliance and responsibility criteria, in line with the Code of Ethics and Code of Conduct.

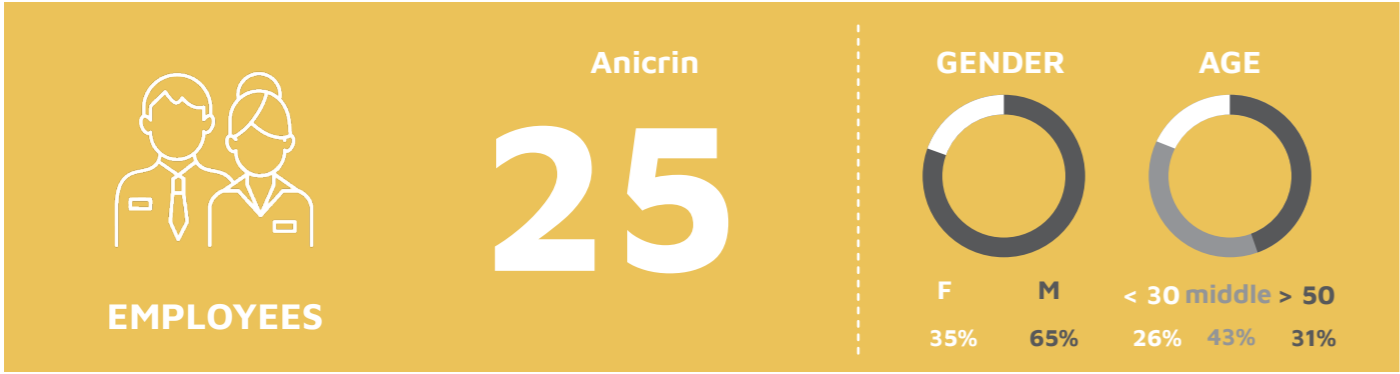
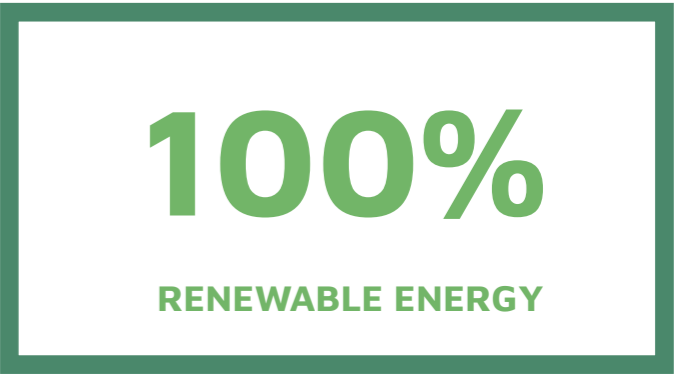
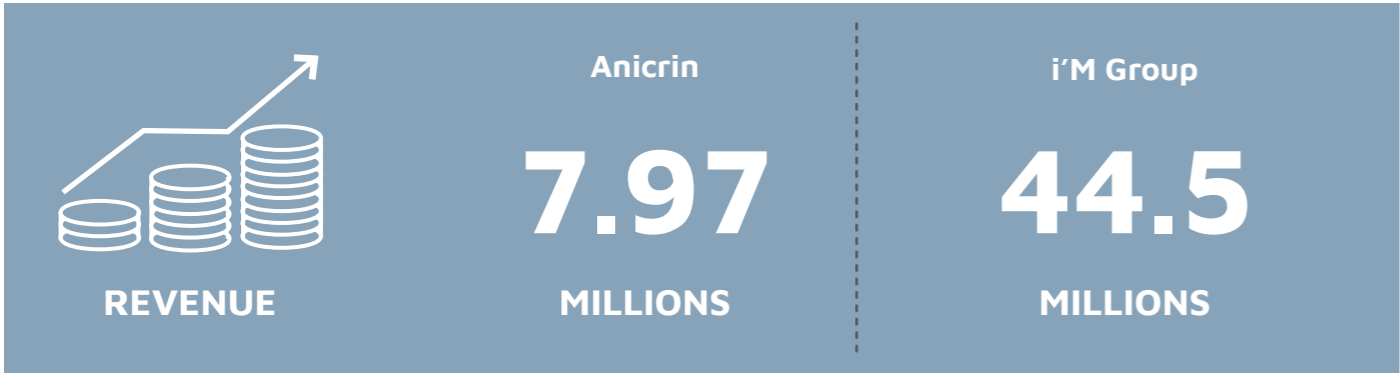
Internal policies & governance

The internal policy framework is defined by official documents including the Code of Ethics, the Code of Conduct and the Environmental Policy. This documents address topics such as climate change, water resource management, pollution, labour protection, supply chain relations and corporate ethical conduct.

Topics not covered by formal policies

Impacted communities, biodiversity and circular economy. This disclosure is provided in accordance with VSME reporting requirements. Regarding specific exclusions: indicator E2 (pollution) and B4 (pollution water and spoil) are not applicable; B5 (biodiversity) is excluded as none of the company's sites are located in or near protected areas.

2025 Anicrin Highlights



INTEGRATED MANAGEMENT SYSTEM:
 UNI EN ISO 13485, ISO 9001, ISO 22001



SUSTAINABILITY RATING:
 ECOVADIS SILVER 77/100

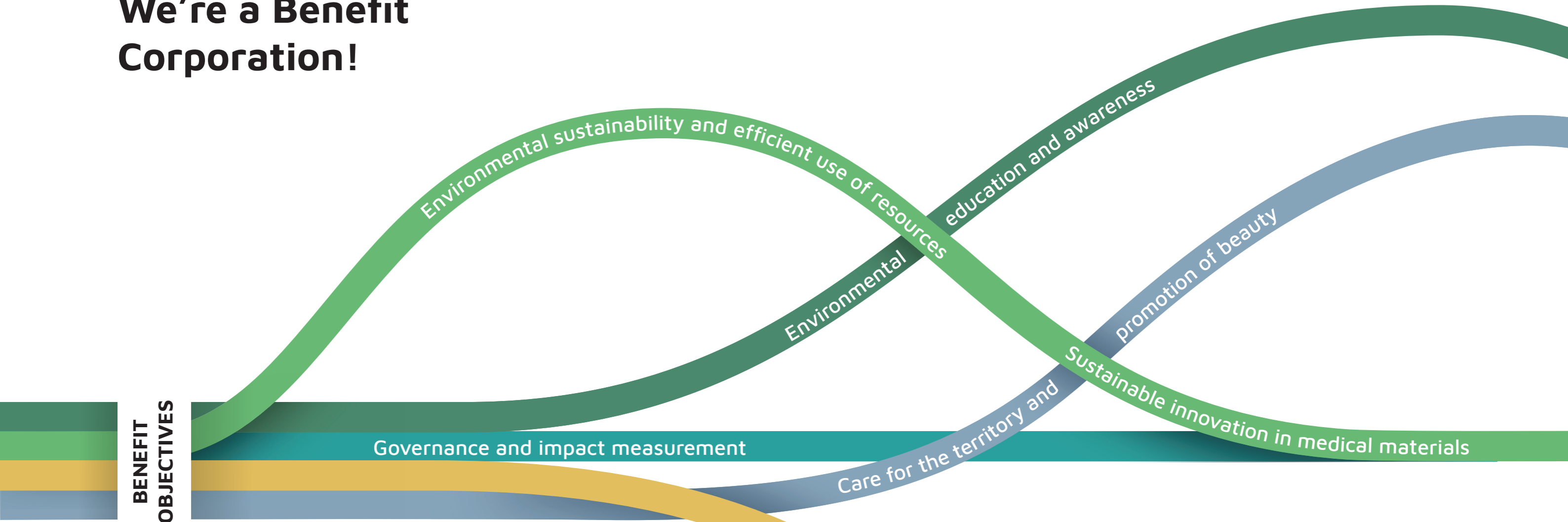


REVENUE DISTRIBUTION BY COUNTRY OUTSIDE ITALY

- Belgium
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- France
- Georgia
- Germany
- Greece
- Hungary
- India
- Italy
- Lithuania
- Luxembourg
- Moldova
- Morocco
- Netherlands
- Pakistan
- Poland
- Qatar
- Romania
- Spain
- Ukraine
- United Arab Emirates
- United Kingdom



We're a Benefit Corporation!



In December 2025, Anicrin became a “Società Benefit”, formally integrating sustainability into its strategy and enshrining **six common-benefit objectives** in its articles of association. These objectives from the pillars of our impact management approach. This corporate transformation marks the beginning of a structured journey.

In 2026, we will develop our first comprehensive sustainable development strategy, grounded in a double materiality analysis and aimed at generating value for the environment, people and communities.

To ensure the effective implementation of the common-benefit objectives, Anicrin has appointed an Impact Officer. As a subsidiary, the company also benefits from the support of the iM Group Sustainability Team, which provides methodological guidance, tools and shared frameworks to all group companies.

In the following chapters, for each material topic, we outline our future objectives, their alignment with the SDGs and the key indicators required by the VSME framework.

What we have done to reach our objectives

Environmental education and awareness

We have launched internal and external awareness initiatives on responsible plastic management, integrating them into the Environmental Policy and supplier evaluation criteria. We have promoted sustainable behaviours along the supply chain through technical and informational communications.

Environmental sustainability, efficient use of resources and material innovation

We have reduced the environmental impact of production processes through the Transition 5.0 project, achieving an estimated 19.01% improvement in energy efficiency, through the introduction of fully electric presses and a high-efficiency chiller.

We have adopted a new Environmental Policy and recognised, through the materiality matrix, the relevance of our environmental impact.

We have acknowledged plastic as the sector's main critical issue, highlighting regulatory and technical constraints on the use of alternative materials.

We have initiated collaborations with universities to develop future lower-impact solutions, while maintaining the safety and quality standards required for medical devices.

Governance and impact measurement

ANICRIN has become a benefit corporation, updating its articles of association and appointing an Impact Officer.

We have approved a new Code of Ethics and Supplier Code of Conduct, and introduced ESG evaluation of the supply chain through Synesgy, strengthening transparency and accountability.

In line with the measurement commitments of the SB model, the company has chosen to produce not only the Impact Report, but also a voluntary Sustainability Report compliant with ESRS standards, integrating international reporting practices for a more complete and structured disclosure.

Wellbeing and people engagement

We have ensured a safe working environment with zero accidents and maintained only permanent contracts. Dedicated wellbeing services have been activated: including access to a psychologist, physiotherapy and a company gym. We have strengthened participation and company culture through new training initiatives, creating an Employee Handbook and a more structured onboarding procedure.

Care for the territory and promotion of beauty

We have supported local activities and relationships aim to fostering participation and enhancing the local area. We have promoted an internal culture inspired by care, respect and "beauty in relationships", in line with our statutory mandate.

...and what we will do

Implement the Environmental Policy with new targets on energy, circularity, recycling and waste reduction.

Continue the energy efficiency improvements initiated with the Transition 5.0 project.

Collaborate with universities to develop future lower-impact solutions in the medical sector.

Continue environmental awareness initiatives on the use and management of plastic.

Maintain annual reporting: SB Impact Report + ESRS Sustainability Report.

Improve data traceability and ESG evaluation of suppliers.

Strengthen continuous training, safety and SB culture.

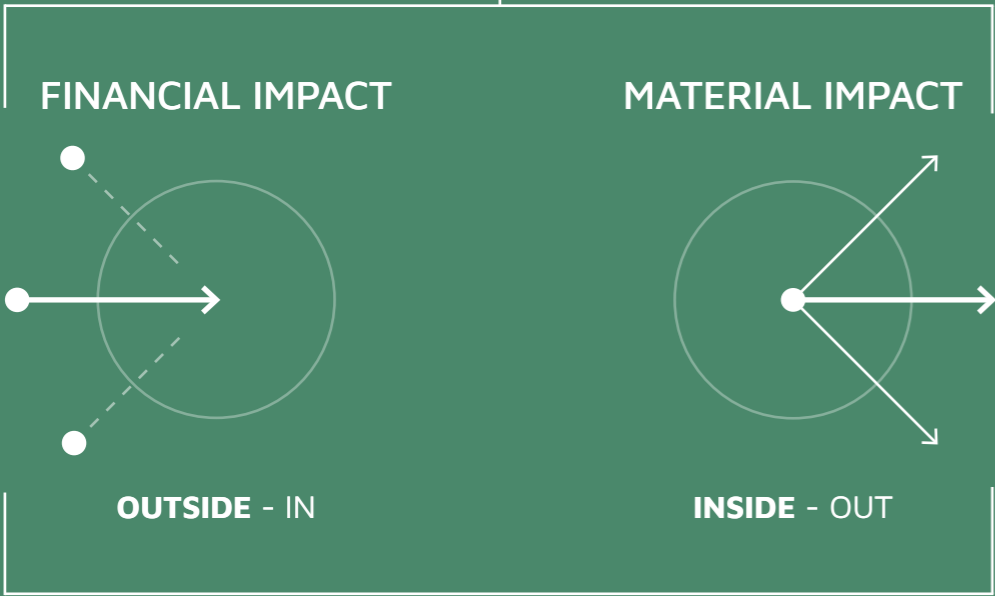
Enhance wellbeing through active services (psychologist, physiotherapy, gym).

Contribute to the care and enhancement of the local territory.

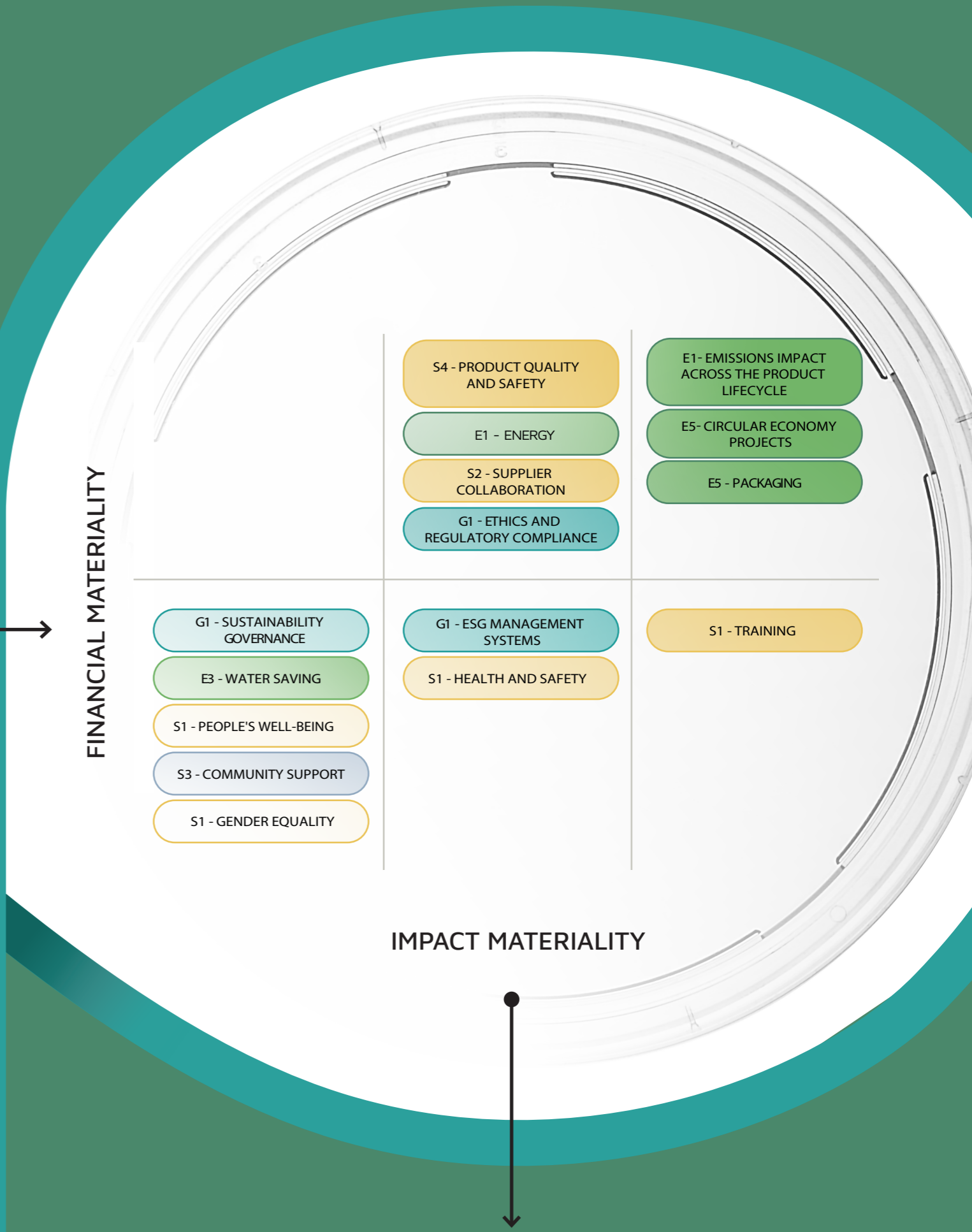
Further details on the specific policy objectives will be addressed in the dedicated analysis of each material topic, specifying both short-term and long-term targets.

The Double Materiality Assessment

Every business decision creates ripples, some felt by the world around us, others felt within our own operations. The Double Materiality Assessment maps both perspectives: how our activities impact society and the environment (inside-out), and how sustainability factors create financial risks and opportunities for us (outside-in). Together, they give a complete picture of what truly matters for the world, and for our business.



LEGEND: Company Impact





2025 IMPACTS



ENVIRONMENT



Our Impact on Climate Change



Anicrin's main climate impacts are linked to Scope 3 emissions, resulting from the use of raw plastic materials. Operating in the medical and diagnostic sector, high standards of safety, quality, and traceability prevent the recycling of contaminated products, making virgin plastic an unavoidable regulatory and market requirement.

Commitment as a Benefit Corporation

These constraints do not justify inaction. As a Benefit Corporation, Anicrin formally integrates resource efficiency, material innovation, and sustainability into its goals. The company promotes transparency and collaborates with universities and research centers to develop lower-impact solutions.

Direct Actions and Energy Efficiency Anicrin focuses on direct leverage points, starting with energy consumption:

100% Renewable Energy:

Energy transition already completed.

Environmental Policy:

Comprehensive guidelines covering energy, GHG emissions, pollution, prevention, and supply chain choices.

Industry 5.0 Program (2025):

Consumption optimization through more efficient machinery. The investment generated an estimated 19% reduction in energy consumption, with full effect expected in 2026.

Emissions Targets and Results

As this is the first year of sustainability reporting, complete historical data is not available. However, the target to reduce Scope 1 and Scope 2 (market-based) emissions by 70% by 2030 (base year 2022) has already been exceeded, reaching -89% in 2025, well ahead of schedule.

Total Energy Consumption

Anicrin closely monitors total energy consumption to improve energy efficiency and reduce environmental impact.

In 2025, 100% of the **energy used** was **100%** from certified renewable sources.

2025: **1528,11 MWh**

2024: **1525,52 MWh**

2023: **1461,40 MWh**

Environmental Policy

Anicrin has defined its commitments to energy efficiency within its Environmental Policy, identifying energy consumption as a key area of direct action. In recent years, the company has focused on reducing its energy demand through operational improvements and technological innovation.

In 2025, Anicrin completed a structured project aligned with Industry 5.0 principles, aimed at optimising energy consumption through the acquisition of new, more efficient machinery.

The project, concluded at the end of 2025, led to an estimated ex-ante reduction of energy consumption of 19% when comparing pre- and post-investment conditions.

The full effects of this reduction are expected to be reflected in the company's energy consumption data for 2026. This project complements the transition to 100% renewable electricity and confirms Anicrin's approach of combining immediate, measurable actions with longer-term commitments defined in its Environmental Policy.

Greenhouse gas Emissions

Anicrin monitors and reports greenhouse gas emissions across the main categories defined by the Greenhouse Gas (GHG) Protocol: Scope 1, Scope 2, and Scope 3.

Direct Emissions Scope 1

Direct emissions result from fuel consumption and leakage of climate-altering gases.

44,8 tCO2e

Indirect Emissions from Electricity Scope 2

Indirect emissions arise from electricity purchases, calculated using the Market-Based approach.

12,6 tCO2e

calculated using the location-Based approach.

340,84 tCO2e

Other Indirect Emissions Scope 3

We measured and reported Scope 3 emissions, which include all other indirect emissions resulting from upstream and downstream activities in the company's value chain.

Upstream: **3597,94 tCO2e**

Downstream : **1749,32 tCO2e**

Greenhouse gas emission intensity (scope 1, 2 and 3 location based) per turnover (in tCO2e)

0,00072 tCO2e

Greenhouse gas emission intensity (scope 1, 2 and 3 market based) per turnover (in tCO2e)

0,00068 tCO2e

Reduction Targets

Anicrin has defined its climate commitments within its Environmental Policy, setting a target to reduce Scope 1 and Scope 2 (market-based) GHG emissions by 70% by 2030, with 2022 as the baseline year, corresponding to the first year of emissions calculation.

2022 Based Year
537 tCO2e
Scope 1+2

2030 Target **-70%**
161 tCO2e
Scope 1+2

2025 Target achieved
60 tCO2e
Scope 1+2

Following the switch to 100% renewable electricity, the company has already achieved this target ahead of schedule. As a result, Anicrin will update its Environmental Policy to reflect the current emissions profile and define new reduction targets.

Water and Marine Resources



Anicrin recognises that its impact on water resources is primarily linked to the use in production processes, particularly for the cooling of machinery in injection moulding operations, which necessarily require water to ensure production continuity and equipment stability.

In this context, the company adopts closed-loop cooling systems, allowing water to be reused and significantly reducing overall consumption, thereby confirming its commitment to a more responsible and sustainable use of water resources.

Total Water Consumption

Anicrin monitors total water consumption, in 2025, the company recorded its total annual water consumption, supporting continuous monitoring and improvement actions.

241 m³

Environmental Policy

Anicrin has defined its commitments on responsible water use within its Environmental Policy, identifying water consumption as a relevant area for efficiency and operational control.

The company is committed to minimising water use and preventing unnecessary withdrawals through continuous monitoring of consumption and the adoption of efficient technical solutions.

In its production processes, Anicrin uses closed-loop cooling systems for injection moulding machines, allowing water to be reused and significantly limiting overall consumption.

In 2025, total water consumption was monitored on an annual basis to support informed decision-making and identify opportunities for further optimisation, in line with the company's approach to continuous



Resource use and Circular Economy



Anicrin applies circular economy principles wherever the context allows. In the medical and diagnostic sector, circularity cannot be applied to post-use products: contaminated items must be disposed of and, to guarantee regulatory safety and quality standards, the use of virgin plastic remains mandatory.

This constraint does not hold back the company's commitment to the responsible use of resources in applicable areas:

Circular logistics: Participation in the EPAL pallet reuse system for their certified recovery and reconditioning.

Sustainable packaging: Active research into solutions to improve packaging materials and reduce their environmental impact.

All waste is managed in compliance with the law, prioritizing recovery wherever possible and ensuring the safe disposal of hazardous waste through authorized channels.

Waste generated

Total waste generated in 2025

22,84 t

Total hazardous waste generated (mass)

Hazardous: **2,62 t**

Total non-hazardous waste generated (mass)

Non - Hazardous: **20,23 t**

Environmental Policy

Anicrin manages waste in line with its Environmental Policy, with the aim of minimising waste generation, improving segregation and reducing the share of waste sent to landfill.

Waste streams are managed in compliance with regulatory requirements, with a clear distinction between hazardous and non-hazardous waste.

Due to the medical and diagnostic nature of its products, some waste must be treated as

hazardous and disposed of through authorised channels.

Within these constraints, Anicrin focuses on process optimisation, structured waste collection and continuous monitoring to support more efficient and responsible waste management over time.

Annual mass-flow of relevant materials used

Anicrin monitors and reports the annual mass-flow of relevant materials used in its operations, and focuses on key materials used in activities characterized by significant material flows.

Total materials used

565,61t

High-density polyethylene

(HDPE): **47,21 t**

Polypropylene

(PP): **98,01 t**

Polystyrene

(PS): **420,29 t**

Environmental policy and Code of Ethics

Anicrin monitors the annual mass-flow of relevant materials used in its operations as part of its commitment to responsible resource management and sustainable production practices, in line with its Environmental Policy and Code of Ethics.

The company tracks the quantities of key materials used during the reporting period to ensure transparency, support the efficient use of resources, and increase internal awareness of material consumption and related impacts.

This monitoring activity allows Anicrin to better understand its material footprint and to support the gradual integration of circular economy principles into operational and procurement decisions.

In this context, Anicrin has adopted a Supplier Code of Conduct and has begun monitoring suppliers' sustainability performance, with the aim of promoting responsible sourcing practices and improving transparency along the value chain.

SOCIAL



Our Impact on People



Anicrin recognises that people represent the core of its business and the most relevant social dimension of its sustainability journey.

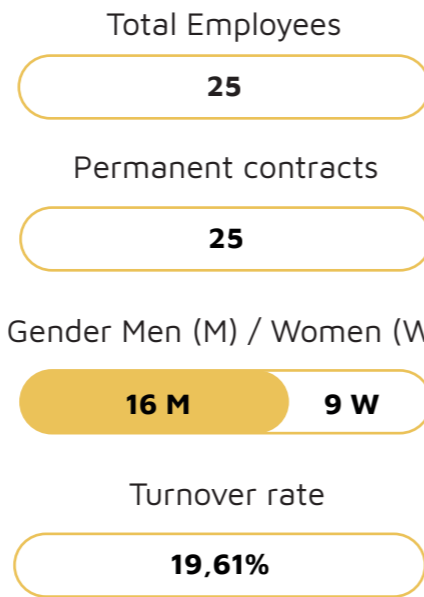
As a manufacturing company operating in the medical and diagnostic sector, the organisation is committed to ensuring safe, fair and inclusive working conditions while promoting professional development, wellbeing and respect for human rights. The company applies the principles set out in its Code of Ethics, Code of Conduct and Employee Handbook, which include commitments to non-discrimination, equal opportunities, health and safety, training, fair remuneration, work-life balance, collective bargaining rights and the protection of fundamental rights such as the prohibition of child labour, forced labour and harassment.

As a Benefit corporation, Anicrin embeds the wellbeing of its people among its benefit objectives, promoting initiatives that support personal growth, psychological support, and access to welfare programmes. Anicrin maintains a workforce composed entirely of permanent employees, reflecting a stable employment environment. Safety is a priority, and 2025 closed with zero accidents and zero fatalities, confirming the effectiveness of internal prevention measures.

The company also provides a wide range of welfare and support services including healthcare coverage, physiotherapy programmes, coaching, flexible study arrangements, parental leave policies and access to a partner gym, reinforcing the organisation's commitment to the wellbeing and long-term development of its people.

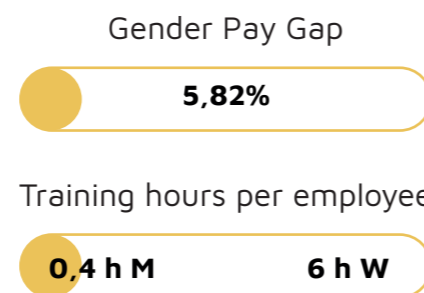
Workforce Overview

Anicrin monitors key workforce and safety indicators to ensure a stable, compliant and well-managed working environment



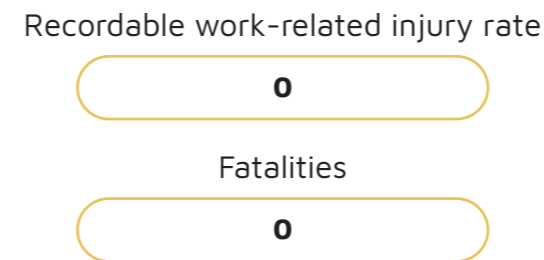
Pay, Training & Collective Bargaining

Anicrin oversees pay, training and collective bargaining practices to promote fairness, development and full workers' rights



Health & Safety

Anicrin monitors key health and safety metrics to maintain a safe, compliant and risk-free workplace



People Policy & Governance

Anicrin manages its social responsibilities through a structured framework of policies, including the Code of Ethics, the Code of Conduct and the Employee Handbook, which define clear commitments regarding human rights, non-discrimination, equal opportunities, health and safety, fair treatment and transparent procedures.

These documents ensure full compliance with labour regulations, collective bargaining agreements and the protection of fundamental rights such as the prohibition of child labour, forced labour and harassment.

The company also guarantees neutrality regarding freedom of association and provides a formal grievance mechanism accessible to all employees.

Benefit Corporation Commitments

As a Società Benefit, Anicrin integrates the wellbeing and professional development of its people among its benefit objectives. The company commits to strengthening training and skill development, promoting a respectful and inclusive workplace culture, and continually improving its welfare and support programmes. These commitments guide decision-making and ensure continuous improvement in the social dimension of sustainability. In 2025, Anicrin confirmed no human-rights-related incidents within its workforce and no incidents involving workers in the value chain, affected communities, consumers or end-users. Continuous monitoring and established internal procedures ensure that any potential concern is promptly addressed through the company's formal grievance mechanism.

Welfare, Wellbeing and Support Programs

Employee wellbeing is a priority and is supported through an extensive corporate welfare system. Permanent employees benefit from a company-funded healthcare plan, a physiotherapy programme (Fisiolab) delivered on-site for prevention and wellbeing, and access to the iMi Coach psychological coaching pathway. Additional measures include scholarships for employees' children, support for workers-students (extra study leave, flexible shifts, exam-related permissions), parental leave arrangements, and free access to a partner gym.

These initiatives reflect Anicrin's commitment to fostering a healthy, supportive and balanced work environment.

Wellbeing

We believe that taking care of our people is not a benefit it is a responsibility.

Anicrin offers 4 concrete support areas: a mobile physiotherapy clinic (Fisiovan) available during working hours, with up to four sessions per year per employee; a subsidised gym membership at a nearby facility; supplementary healthcare coverage extended to employees and their families; and access to a professional coach, a workplace psychologist, available for both work-related and personal matters, at each employee's own discretion.



FISIOVAN

Physiotherapy at work



GYM

Subscription for all



HEALTHCARE

Employee plus family coverage



COACH

Personal and career support



HR CONTEST 2026

Effective implemented Best Practice

FISIOVAN brings Physiotherapy at work project

Giulia Sbalchiero, HR Manager

GOVERNANCE



Governance Policy & Ethical Integrity

Anicrin's governance framework is grounded in the Code of Ethics, Code of Conduct and internal procedures that ensure legal compliance, transparency and responsible management.

These documents outline strict standards on anti-corruption, conflict-of-interest prevention, transparency in decision-making, data protection and ethical conduct in all business relations. The company adopts a zero-tolerance approach to corruption and unlawful practices, supported by internal controls and mandatory compliance with applicable laws and collective agreements.

In 2025, Anicrin recorded no corruption-related incidents, sanctions or fines, confirming the effectiveness of its governance and compliance systems.

Anicrin does not operate in controversial sectors, does not generate revenues from sensitive activities such as fossil fuels, weapons or tobacco, and is not excluded from any EU Paris-aligned benchmark.

The company maintains full regulatory compliance and ensures that all stakeholders, employees, partners, suppliers and clients, act in accordance with ethical standards defined in company policies. As a benefit corporation, Anicrin embeds responsible and purpose-driven governance within its strategic direction, ensuring that ethical integrity, legality and long-term value creation guide all decisions.

Governance Body

Anicrin operates with a simple and transparent governance structure, based on a sole director model.

The company is managed by a single director, Enzo Bonato, who is responsible for strategic direction, compliance, ethical conduct and the implementation of internal policies.

This structure ensures clear accountability, streamlined decision-making and effective oversight of business conduct.

Governance body

1 man

Code of Ethics and Code of Conduct

Governance at Anicrin is primarily supported by its Code of Ethics and Code of Conduct, which represent the core internal governance tools guiding behaviour, integrity and compliance across the organisation.

These documents define principles related to legality, transparency, anti-corruption, conflict-of-interest prevention, fair competition and responsible business conduct, and are accessible to all employees.



Scan me!

Benefit Corporation Commitments

As a Società Benefit, Anicrin integrates the wellbeing and professional development of its people among its benefit objectives. The company commits to strengthening training and skills development, promoting a respectful and inclusive workplace culture, and continually improving its welfare and support programmes.

These commitments guide decision-making and ensure ongoing progress in the social dimension of sustainability.

Convictions and fines for corruption and bribery

In line with its governance framework and ethical commitments, Anicrin applies a zero-tolerance approach to corruption and unlawful practices. In 2025, the company did not incur any convictions, sanctions or fines related to active or passive corruption. No monetary penalties were imposed, and no confirmed cases of corruption were reported during the reporting period.

Convictions and fines

0

i'M Group



Anicrin is controlled by the i'M Group, an industrial ecosystem focused on innovation and sustainability that includes 8 other companies (including iMilani, iMiLOG, GonzagArredi Montessori, Famepla, Tecnical2, Altimalti, Vertiga, and iMiTV). Belonging to this network allows Anicrin to build synergies, sharing ethical values and long-term development strategies to amplify its positive impact on people and the environment.

i'M Group

OUR MISSION

We experiment, lead, and inspire a new way of doing business to improve people's lives and the environment, demonstrating that change is an opportunity for everyone.

Evolving the company to inspire positive and tangible change for society and the environment

OUR VISION

iMilani
innovative
italian
ideas

imi^{TV}

GAM
GONZAGARREDI
MONTESSORI

i'M

FAMEPLA
MORE THAN EFFICIENCY

iMiLOG
create engineering

VERTIGA

anicrin
transparency • safety • people

VSME Disclosure Index

Anicrin S.r.l. SB · ESG Progress Report 2025 · Prepared in accordance with the VSME standard — European Commission, 30 July 2025 · Basic Module + Comprehensive Module

CODE	MODULE	DISCLOSURE	PAGE SECTION	NOTES / OMISSIONS / KEY DATA
GENERAL INFORMATION				
B1	Basic Module	Reporting criteria, legal form, NACE code, employees, sites, revenue, balance sheet, certifications, subsidiaries, omitted disclosures	Methodological Note · Highlights 2025	Legal form: Private limited liability company with Benefit Corporation status (S.r.l. SB). NACE: C-22.26 — Manufacture of other plastic products. Reporting basis: Individual. No subsidiaries. All disclosures provided — no omissions for confidentiality reasons. Employees: 26 (headcount, 31/12/2025). Revenue: EUR 7,972,991. - Total assets: EUR 25,125,661. Country of primary operations: Italy. Sites (3): (1) Scorzè (VE) — registered office and primary production site; (2) Casorezzo (MI) — production site; (3) Trieste (TS) — commercial offices. Certifications: ISO 13485 (medical devices quality management), ISO 9001 (quality management), ISO 22001, EcoVadis Silver 77/100 (March 2026). Issued by IQNET / ICIM.
B2	Basic Module	Practices, policies and future initiatives for transition to a more	We're a Benefit Corporation!	Environmental Policy, Code of Ethics, Code of Conduct, Supplier Code of Conduct, ESG supply chain assessment via Synesgy, annual SB Impact Report. Sustainability Manager appointed as highest-level responsible.
C1	Comprehensive Module	Strategy: business model and sustainability-related initiatives	Methodological Note Highlights 2025 We're a Benefit Corporation!	Injection moulding of medical-diagnostic plastic devices. B2B clients in biomedical, chemical-pharmaceutical and diagnostics sectors. Value chain: virgin plastic raw materials (upstream) production at 3 Italian sites distribution to 26 countries via distributors, e-commerce and direct sales. Key sustainability dependencies: energy consumption, plastic raw material use, medical regulatory compliance. Member of i'M Group
ENVIRONMENT				
B3	Basic Module	Energy consumption and greenhouse gas emissions	Our Impact on Climate Change	Total energy: 1,528,111 kWh (100% from certified renewable sources). Scope 1: 44.8 tCO ₂ e. Scope 2 location-based: 348.84 tCO ₂ e. Scope 2 market-based: 12.6 tCO ₂ e. Scope 3 total: 5,347.3 tCO ₂ e — principal categories: cat.1 purchased goods/upstream 3,597.9 tCO ₂ e; cat.10 processing of sold products 1,511.0 tCO ₂ e; cat.9 downstream transport 238.3 tCO ₂ e; cat.2 capital goods 272.2 tCO ₂ e. GHG intensity (market-based, Scope 1+2+3) per revenue: 0.00068 tCO ₂ e/EUR.

CODE	MODULE	DISCLOSURE	PAGE SECTION	NOTES / OMISSIONS / KEY DATA
C3	Comprehensive Module	GHG reduction targets and climate transition	Our Impact on Climate Change	Baseline 2022: 537 tCO2e (Scope 1+2). Target 2030: -70% 161 tCO2e. 2025 result: 60 tCO2e (-89% vs baseline) — target exceeded ahead of schedule following transition to 100% renewable electricity. Environmental Policy will be updated to define new, more ambitious targets. Industry 5.0 project completed: estimated -19% energy consumption vs pre-investment conditions; full effect expected in 2026 data.
C4	Comprehensive Module	Climate-related risks	Our Impact on Climate Change	TRANSITION RISK (material): increasing EU regulatory pressure on single-use plastics (SUPD Directive, potential future medical-device plastics regulation) identified as a material financial risk in the Double Materiality Assessment. The inability to substitute virgin plastic in medical devices due to regulatory and quality constraints amplifies this risk. Mitigation: active monitoring of regulatory landscape, university collaboration on lower-impact materials, ongoing R&D; for future solutions. PHYSICAL RISK (low): assessed as low given the indoor manufacturing nature of operations across three Italian sites not located in high-risk climate zones.
B4	Basic Module	Pollution of air, water and soil	Not applicable — formally excluded	Anicrin’s injection moulding process does not involve chemical pollutants, solvents or hazardous substances generating emissions to air, water or soil. The only process output is water vapour, which contains no polluting substances. No discharges to water bodies or soil occur. Exclusion formally justified per VSME B4 applicability criteria and disclosed in the Methodological Note and Resource use section.
B5	Basic Module	Biodiversity	Methodological Note	None of the three company sites are located in or adjacent to biodiversity-sensitive areas or Natura 2000 protected zones. Total sealed surface: 2,500 m². B5 biodiversity impact indicator not applicable. No biodiversity-related incidents reported in 2025
B6	Basic Module	Water and marine resources	Water and marine resources	Total water withdrawal 2025: 241 m³. Withdrawal from water-stressed areas: 0 m³. Closed-loop cooling systems adopted for injection moulding machinery, significantly reducing overall consumption. No discharge to marine resources. Continuous monitoring in place; no specific reduction target set yet for 2026.

CODE	MODULE	DISCLOSURE	PAGE SECTION	NOTES / OMISSIONS / KEY DATA
B7	Basic Module	Resource use, circular economy and waste management	Resource use and Circular Economy	Total raw materials used: 593,786 kg — PS 482,661 kg, PP 64,625 kg, HDPE 46,500 kg. Total waste generated: 22.84 t — hazardous 2.62 t, non-hazardous 20.23 t. Managed in compliance with regulatory requirements. EPAL pallet reuse system adopted (certified circular loop). Virgin plastic required by medical regulatory constraints (contaminated medical items cannot be recycled). Packaging sustainability under active review. Supplier Code of Conduct and Synesgy ESG monitoring adopted.
SOCIAL				
B8	Basic Module	Workforce general characteristics	Our Impact on People	Total employees: 25 (headcount at 31/12/2025). 100% permanent contracts. Gender: 16 men (64%), 9 women (36%). Age distribution: <30: 26%, 30–50: 43%, >50: 31%. Turnover rate: 19.61%. All employees based in Italy. No temporary, agency or zero-hours contracts. Worker Handbook and structured onboarding procedure in place.
B9	Basic Module	Workforce health and safety	Our Impact on People	Recordable work-related injury rate: 0. Fatalities: 0. Zero accidents in 2025. Prevention measures confirmed effective. Safe working environment maintained across all three sites.
B10	Basic Module	Workforce remuneration, collective bargaining and training	Our Impact on People	Gender pay gap: 5.82%. (all employees included) Training hours per employee: 0.4h (men), 6h (women). Collective bargaining agreements applied. Freedom of association guaranteed. Formal
C5	Comprehensive Module	Additional workforce characteristics	Our Impact on People	All employees are based in Italy under Italian national collective bargaining agreements. No agency workers, no non-guaranteed hours contracts. Scholarships for employees' children provided. Flexible arrangements for worker-students (extra study leave, exam permissions, shift flexibility). Parental leave policy in place.
C6	Comprehensive Module	Human rights — policies and procedures	Our Impact on People Governance Policy & Ethical Integrity	Code of Ethics and Code of Conduct formally define commitments on non-discrimination, equal opportunities, prohibition of child labour, forced labour and harassment. Supplier Code of Conduct adopted with ESG evaluation via Synesgy. Formal grievance mechanism in place, accessible to all employees and stakeholders.

CODE	MODULE	DISCLOSURE	PAGE SECTION	NOTES / OMISSIONS / KEY DATA
C7	Comprehensive Module	Serious human rights incidents	Our Impact on People	No human rights incidents confirmed in 2025, within the workforce, in the value chain, in affected communities, or involving consumers or end-users. Continuous monitoring and established internal procedures ensure prompt management of any potential concern through the formal grievance mechanism.
GOVERNANCE				
B11	Basic Module	Convictions and fines for active and passive corruption and bribery	Governance Policy & Ethical Integrity	Zero convictions, sanctions or fines related to active or passive corruption in 2025. Zero confirmed cases of corruption. Zero monetary penalties imposed. Zero-tolerance approach formalized in Code of Ethics and Code of Conduct. Internal controls and mandatory compliance with applicable laws and collective agreements in place
C8	Comprehensive Module	Revenues from certain activities and exclusion from EU benchmarks	Omitted — not applicable	Anicrin does not generate revenues from controversial sectors (fossil fuels, weapons, tobacco, gambling, adult content). Revenue from conventional energy production: EUR 0. The company is not excluded from any EU Paris-aligned or climate-transition benchmark. Disclosure omitted per VSME C8 applicability criteria.
C9	Comprehensive Module	Gender diversity in the governance body	Governance Policy & Ethical Integrity	Governance body: 1 member (sole director, Enzo Bonato). Gender composition: 1 man (100%), 0 women (0%). The company acknowledges the absence of gender diversity in its governance structure and is committed to promoting greater balance in leadership roles as part of its Società Benefit objectives and long-term governance improvement plan.

We have built our business on a material the world is learning to question.

That is a real constraint, and we say it so plainly.

What is not constrained is our intent:

**reduce our footprint wherever possible,
invest in what we cannot yet change, and
disclose our performance transparently.**

This is Anicrin's first voluntary sustainability report.

In line with our commitment to responsible resource use, this report has been intentionally produced in digital format only.

Anicrin S.r.l. SB ESG Progress Report 2025

Sustainability reporting, ESG methodology and strategy:
Alessia Tognon, Sustainability Specialist i'M Group

Coordination and content:
Sustainability & ESG function, HR function, Financial
function, Operations, Quality & Compliance, Marketing and
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Methodological framework: VSME standard (European
Commission, 2025) Basic Module and Comprehensive Module

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Data sources: Internal management systems

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