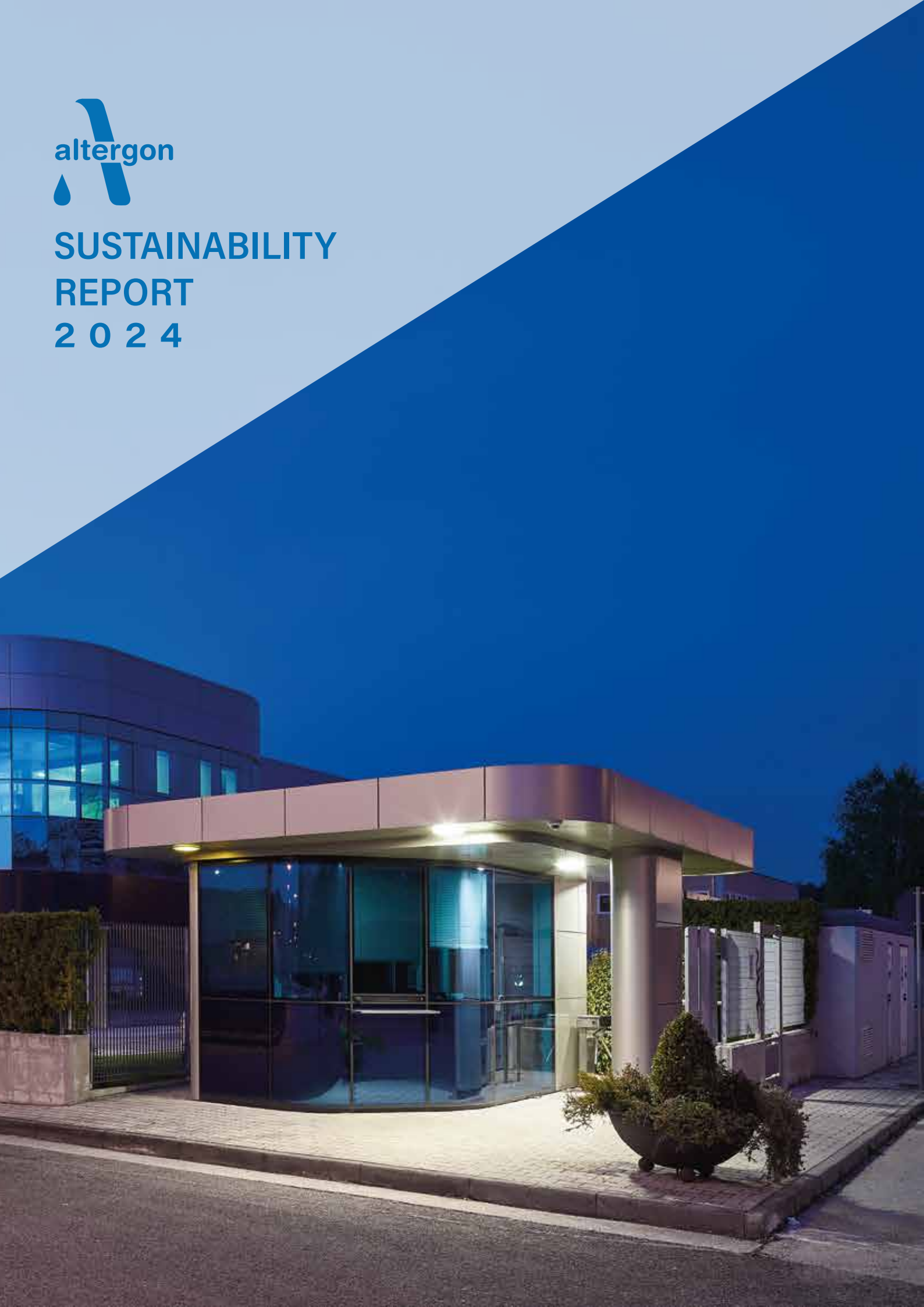
altergon

SUSTAINABILITY REPORT 2024



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ABOUT THIS REPORT

NAME OF ORGANIZATION:
Altergon Italia S.r.l. Unipersonale
LOCATION OF HEAD OFFICE:
The company's registered office is located at Via Privata Cesare Battisti 1, 20122 Milan (MI), Italy.
Its operational headquarters are located in Zona Industriale A.S.I., 83040 Morra De Sanctis (AV), Italy.
REPORTING PERIOD:
Date of publication: 31 May 2025
Reporting period: 1 January 2024 - 31 December 2024.
The annual report is available online at www.altergon.it
CONSOLIDATION OF THE REPORT:
This Report covers only the activities of Altergon Italia S.r.l. Unipersonale.
2024 FINANCIAL STATEMENTS:
The 2024 financial statements, prepared in accordance with applicable regulations, have been submitted to the competent authorities and will not be published.
ASSURANCE / EXTERNAL AUDIT:
No external audit or limited assurance review has been conducted on this Sustainability Report with regard to the adoption of the ESRS methodology aligned with the requirements of the European CSRD. However, the Report has also been drafted in compliance with the Global Reporting Initiative (GRI) standards.
An audit by PricewaterhouseCoopers Italia was conducted on the 2024 Financial Statements.
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SUSTAINABILITY REPORT
two thousand and twenty-four

2 MESSAGE FROM THE CEO

BP-1

Dear readers,

We are pleased to present Altergon's first Sustainability Report, a significant milestone in our journey toward a more responsible and forward-looking future. This document outlines our ESG strategy and our performance for the 2024 calendar year, offering a transparent and comprehensive overview of our commitment to sustainability. Throughout 2024, we strengthened our focus on sustainable practices and implemented a structured ESG strategy to increase our positive impact on the environment and society. We strongly believe that sustainability is a shared responsibility. With this report, we aim not only to provide a clear account of the actions we have taken, but also to inspire the pharmaceutical sector and all our stakeholders to join us on a collective path toward a more sustainable future.

Our approach aligns with the Corporate Sustainability Reporting Directive (CSRD) issued by the European Financial Reporting Advisory Group (EFRAG). We have adopted the European Sustainability Reporting Standards (ESRS), which address environmental, social, and governance matters, ensuring reporting that is transparent, comprehensive, and consistent with international frameworks.

The report presents an in-depth analysis of double-materiality, the stakeholder engagement process, and the resulting strategic priorities. It also outlines the actions undertaken to mitigate risks and seize opportunities linked to sustainability. To provide a complete and reliable picture, we involved our Administration, Production, Logistics, HSE, and Human Resources departments, gathering data that reflects our tangible commitment. We recognize that significant challenges remain, particularly regarding the value chain, yet we remain determined to keep progressing by investing in innovative solutions and promoting sustainability as a catalyst for positive transformation.

We extend our sincere thanks to our employees, customers, investors, suppliers, and the broader community for their support and collaboration. Your contribution is essential to advancing change and building a more inclusive, equitable, and sustainable future.

Transparency and accountability are, for us, fundamental pillars of sustainability. With this report, our aim is not only to communicate the progress we have achieved, but also to encourage open, constructive, and collaborative dialogue across the pharmaceutical sector. By sharing our experiences, challenges, and achievements, we aim to serve as a catalyst for change, strengthening collective commitment to addressing the most pressing environmental and social issues.

Together, we can help shape a future in which sustainability is embedded at the core of every decision, placing the well-being of the planet and its people firmly at the forefront.

Chief Executive Officer, Altergon Italia S.r.l. Unipersonale

3 INTRODUCTION AND KEY INFORMATION

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IRO-1 - MDR-T

The 2024 Sustainability Report, the first in our history, marks an important step forward for Altergon toward greater transparency and the adoption of responsible business practices. Through this document, we aim to provide a comprehensive overview of our sustainable development journey, highlighting the progress achieved, the challenges encountered, and the actions undertaken to advance our environmental, social, and governance (ESG) principles. As our first dedicated report, it will also serve as a benchmark for future tracking of our strategy's implementation and the achievement of our objectives.

In preparing this Report, we followed the guidelines of the Corporate Sustainability Reporting Directive (CSRD)—including the European Sustainability Reporting Standards developed by the European Financial Reporting Advisory Group (EFRAG)—as well as the Global Reporting Initiative (GRI) Standards, drawing on the strengths of both frameworks. Our decision to align with CSRD requirements well ahead of the regulatory deadline (currently set for 2028) is not simply an exercise in compliance; it reflects a broader and long-standing approach that has shaped the way we operate. Even before the introduction of regulatory frameworks such as the CSRD, Altergon adopted a forward-looking perspective rooted in responsibility and a concrete commitment to environmental, social, and governance matters.

Across all our activities—from research to production, and from personnel policies to stakeholder engagement, — we have consistently chosen to anticipate rather than respond to challenges, promoting a sustainable growth model grounded in ethics, innovation, and respect for people and the environment. Aligning with CSRD criteria today therefore means continuing, with consistency and determination, along a path we have pursued for many years, reaffirming our commitment to being at the forefront—not only in meeting regulatory expectations, but also in creating shared and lasting value.

We firmly believe that sustainable development is a collective responsibility, and we hope this document will inspire other companies, the pharmaceutical sector, and the stakeholders we work with. Sharing our journey is, for us, a way to foster a shared commitment to building a more responsible and sustainable society. We extend our sincere thanks to our employees, customers, investors, suppliers, and the wider community for their continued support and collaboration. We will continue striving for continuous improvement, exploring innovative solutions, and moving forward with determination along the path toward a more sustainable future.

Methodological Note

As mentioned, the methodology adopted for the development of our first Sustainability Report is fully aligned with:

- the ESRS standards related to the Corporate Sustainability Reporting Directive (CSRD), developed by the European Financial Reporting Advisory Group (EFRAG);
- the Global Reporting Initiative (GRI) Standards (2021 update).

However, in designing the process for gathering the information included in this Report, we prioritized the approach outlined in the European Sustainability Reporting Standards (ESRS). These standards support the CSRD and consist of two general standards (ESRS 1 and ESRS 2) and ten thematic standards covering environmental (ESRS E1–E5), social (ESRS S1–S4), and governance (ESRS G1) topics. ESRS 1 provided methodological guidance, including the criteria for conducting the double-materiality assessment, while ESRS 2 defined the minimum reporting requirements and general disclosures to be included in the Report.

As set out in ESRS 1, the CSRD requires companies

to report on their sustainability performance using a double-materiality approach. This approach enabled us to assess both our impacts on the environment and society (impact materiality) and the influence of sustainability matters on our financial performance (financial materiality), while also taking into account the entire value chain, upstream (suppliers and procurement) and downstream (customers and end users).

The double-materiality assessment presented in Chapter 4 formed the basis for developing our sustainability strategy, with a focus on managing the most relevant ESG aspects. To support this assessment, we conducted a comprehensive benchmarking exercise, analyzing the reporting practices of other companies in our sector and engaging our external stakeholders to obtain a more complete and integrated understanding of the material issues to be included in this Report.

The material topics identified through this analysis were presented in accordance with the relevant ESRS thematic standards and the requirements of ESRS 2. Chapters 5 through 10 of the Report were structured around these topics, ensuring in-depth coverage consistent with our commitment to reducing risks and enhancing opportunities linked to sustainability.

In preparing this Report, we involved several departments across our organization—including Administration, Production, Logistics, Health and Safety, and Human Resources—gathering all necessary data to provide a clear and comprehensive picture of our commitment to sustainability.

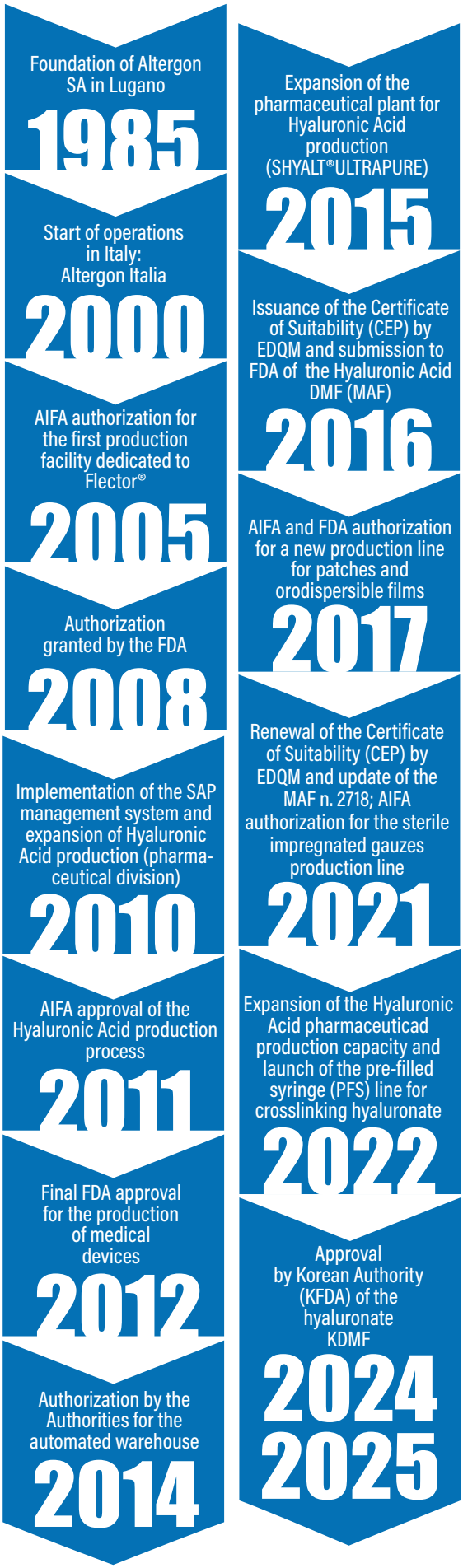
The document has been reviewed and approved by Altergon's management, which assessed and validated its content. However, it should be noted that the Report has not yet undergone independent assurance by external auditing bodies. Such verification may be considered in the future to further strengthen the transparency, compliance, and accuracy of the information provided.

The due diligence process supporting the data included in this Report was coordinated by the company's management, with support from external sustainability specialists to ensure the most thorough and accurate qualitative analysis possible.

For readability purposes, the masculine grammatical gender is used in this document as a generic form to refer to individuals of any sex or gender identity. This editorial choice is not intended to exclude or discriminate against anyone.

3.1 Altergon: A Leader in Pharmaceutical Innovation

SBM-1



Altergon is now an internationally recognized center of excellence and innovation in the pharmaceutical and biotechnology sectors. Its story began in 1985 with the founding of Altergon SA in Lugano, and since then the Group has grown with a clear entrepreneurial vision: integrating scientific research, advanced technologies, and high-quality manufacturing to deliver reliable, cutting-edge therapeutic solutions, driven by a commitment to sustainability and continuous improvement.

From the outset, Altergon SA distinguished itself through pioneering research on active pharmaceutical ingredients, establishing collaborations with leading research institutes and universities. One of its earliest major achievements was securing the patent for D.H.E.P. (Diclofenac Hydroxyethylpyrrolidine), a non-steroidal anti-inflammatory drug with unique characteristics that led to the creation of an iconic product: the Flector® patch, now distributed worldwide.

This milestone marked the beginning of a strategic evolution that gradually steered the company toward a more prominent role in pharmaceutical manufacturing. In 2000, Altergon Italia S.r.l. was established in Morra De Sanctis (AV), in the Alta Irpinia region, where a modern industrial and scientific hub was built. The decision was intentional: to bring research, development, and manufacturing together within a single organization—deeply rooted in its local territory while maintaining an international outlook. Within a few years, Altergon Italia became a recognized player in the European pharmaceutical landscape, particularly in contract development and manufacturing (CDMO), supported by state-of-the-art facilities and highly specialized production processes.

Today, the Group operates through an integrated, vertically structured organization active across several strategic areas, including:

- production of medicated patches (hydrogel, drug-in-adhesive, and solvent-based systems)
- advanced drug-delivery systems (orally disintegrating films – ODF);
- biotechnological production of ultra-pure hyaluronic acid, using a patented and certified process (CEP EDQM);
- innovative medical devices, including pre-filled syringes (PFS) and impregnated gauze.

The Italian plant, the operational heart of the Group, covers approximately 50,000 m^2 and includes five production buildings, automated manufacturing lines, Research & Development laboratories, quality-control areas, pilot plants, and an automated warehouse. Every part of the facility is designed to ensure maximum efficiency and product quality, in full compliance with GMP, ICH Q-series guidelines, and ISPE standards, under the supervision of a highly qualified and multidisciplinary team.

The Altergon Group's success is also built on strong, long-standing partnerships grounded in a shared vision of innovation, ethics, reliability, and a commitment to improving health. These collaborations have been a key driver of the Group's industrial and commercial growth, firmly establishing Altergon as a benchmark in the contract pharmaceutical manufacturing industry.

With exports accounting for approximately 94% of its turnover—equal to €85 million in 2024—and gross margins aligned with the highest standards in the CDMO sector, Altergon confirms its position as one of the most dynamic and strategic companies in the industry. Participation in international trade fairs such as CPHI Worldwide, along with the organization and promotion of major scientific events, underscores the Group's ambition to be not only a manufacturer but also a key player in shaping the future of drug delivery and biotechnology. Altergon represents an industrial model that combines technical expertise, scientific vision, and social responsibility, generating skilled employment (over 300 employees, many of whom hold graduate degrees or PhDs), investing in advanced technologies, and contributing to the development of the region in which it operates. With its focus firmly on the future, the company continues to strengthen its commitment to innovation, quality, and sustainability, with the goal of tangibly improving people's lives, supporting the growth of the pharmaceutical sector, and contributing to global scientific progress.

3.2 Key Indicators for 2024

Product sold (tonnes)	2,194
Number of employees	323 (287 direct employees and 36 temporary workers)
Turnover	85,000,000 EUR
Scope 1 emissions [tCO_2e]	3,145
Scope 2 emissions [tCO_2e]	4,023
Scope 3 emissions [tCO_2e]	11,684
Natural gas consumption [m^3]	1,536,798
Diesel consumption [liters]	5,825
Petrol consumption [litres]	11,540
Electricity consumption [KWh]	9,916,768
Average hours of training provided per employee	15.80
% of employees hired on permanent contracts	85.40
Number of accidents recorded	4
Certifications obtained	UNI EN ISO 9001:2015 (Quality) UNI EN ISO 14001:2015 (Environment) UNI ISO 45001:2018 (Safety) AEOF & AEOC – C 01343 (Customs Authorizations)

3.3 Our Sustainable Governance and Management

GOV-1 - GOV-2 - GOV-4 - GOV-5

At Altergon, the oversight and management of environmental and human-rights matters are entrusted to a structured governance system that involves several bodies and functions with clearly defined responsibilities. This structure is formalized both within the Integrated Management System—certified to ISO 9001, ISO 45001, and ISO 14001 by an external body—and within the company's internal management procedures. The main bodies involved in this governance framework include:

- the Board of Directors, which oversees the monitoring of environmental and social impacts and risks at least once a year, sets strategic guidelines, and approves environmental and safety policies;
- the Safety and Environment Manager, a technical role responsible for the operational management and continuous monitoring of environmental impacts and workplace health and safety risks;
- the Human Resources Manager, who plays a central role in monitoring employee-related impacts and risks;
- the Board of Statutory Auditors, responsible for legal oversight and the supervision of proper corporate management;
- the Supervisory Body (pursuant to Legislative Decree 231/2001), tasked with monitoring the effective implementation of the Organization, Management, and Control Model.

Administration Team

BOARD OF DIRECTORS

FIRST NAME	LAST NAME	EXECUTIVE (YES/NO)	INDEPENDENT (YES/NO)	MEMBER OF OTHER BOARDS (YES/NO)
SALVATORE	CINCOTTI	YES	YES	YES
BARBARA	MIGLIORATI	NO	YES	YES
GIAMPIERO	BERRA	NO	YES	YES

SUPERVISORY BODY

FIRST NAME	LAST NAME	EXECUTIVE (YES/NO)	INDEPENDENT (YES/NO)	MEMBER OF OTHER BOARDS (YES/NO)
MAURO	BOLLINI	NO	YES	YES
STEFANO	TRANIELLO	NO	YES	YES
DOMENICO	BRUNO	YES	YES	NO

BOARD OF AUDITORS

FIRST NAME	LAST NAME	EXECUTIVE (YES/NO)	INDEPENDENT (YES/NO)	MEMBER OF OTHER BOARDS (YES/NO)
GIANLUIGI	PALMIERI	NO	YES	YES
RAIMONDO	CHIEFFO	NO	YES	YES
MASSIMINO	VOLPE	NO	YES	YES

SALVATORE CINCOTTI

BARBARA MIGLIORATI

GIAMPIERO BERRA

The company's management carries out its supervisory role through a system of formalized procedures and mandatory periodic reporting, ensuring a continuous, transparent, and structured flow of information among the various corporate functions.

Operational responsibility for the various issues is assigned to specific company functions, each supported by solid technical expertise.

SAFETY AND ENVIRONMENT DEPARTMENT

This department is responsible for managing environmental matters and occupational health and safety risks.
The identification, management, and control of environmental and safety risks are fully integrated into the company's broader Integrated Quality–Environment–Safety Management System.

TECHNICAL AREA

This department oversees energy management, maintenance activities, and the operation and efficiency of company facilities.

HUMAN RESOURCES AREA

This department is responsible for social matters, employee welfare, and the monitoring and management of any impacts or risks involving the workforce.

MANAGEMENT AND CONTROL

As a policy-making and supervisory body, it evaluates proposals submitted by the various departments and approves their implementation, ensuring alignment with the company's overall strategies.
This decision-making process takes into account the relevant impacts, risks, and opportunities identified and communicated by the Board.

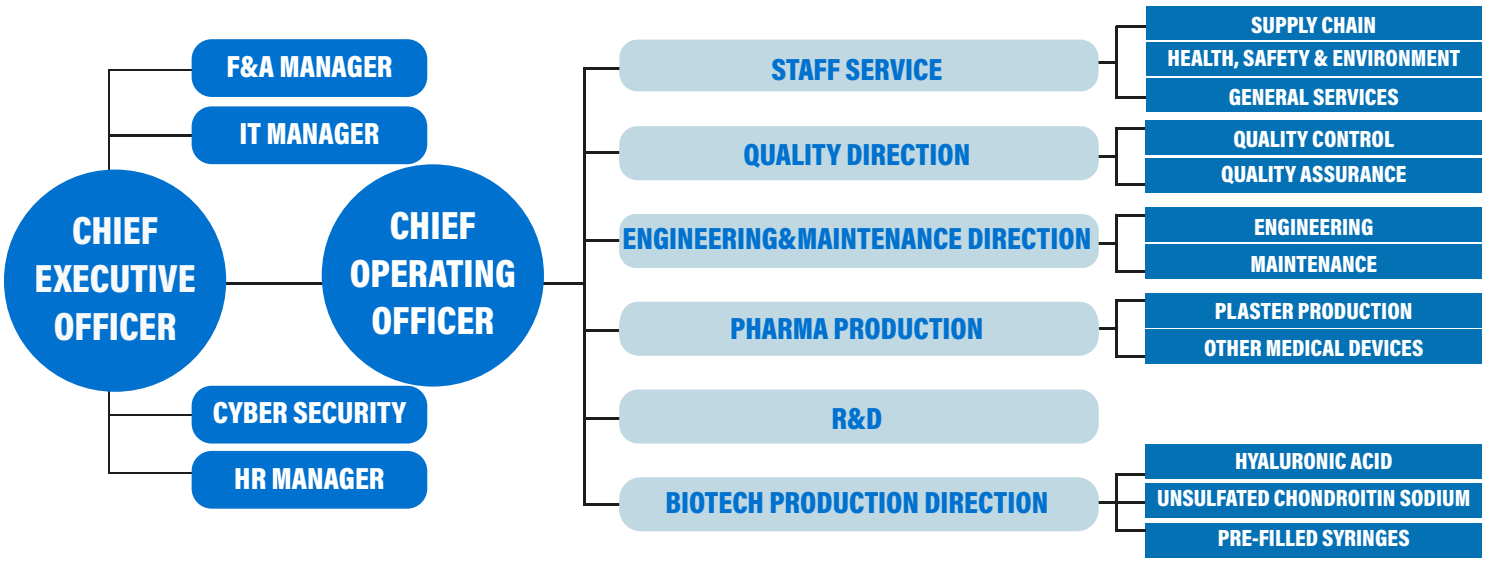
UNITED TRADE UNION REPRESENTATIVES (RSU)

Affiliated with the Italian Federation of Chemical, Textile, Energy and Manufacturing Workers (FILCTEM), part of the Italian General Confederation of Labor (CGIL).
This representative body was established to protect workers' rights and promote constructive dialogue with company management.

CHIEF OPERATING OFFICER

Completing our governance system, the Chief Operating Officer, Maurizio Pagliuca, plays a central role in ensuring the operational implementation of corporate strategies and in overseeing all organizational functions in a cross-functional manner.
The COO is the company's highest-level executive role and is responsible for guiding corporate growth in line with the values of innovation, quality, and sustainability. He coordinates departmental activities, promotes continuous process improvement, and ensures that ESG policies are fully integrated into day-to-day operations.
To ensure clarity and transparency in the distribution of responsibilities, Altergon's organizational structure is illustrated in the organization chart below.

MAURIZIO PAGLIUCA

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Our Commitment to Ethical Business:

At Altergon, we are committed to conducting our business in accordance with the highest standards of integrity, transparency, and legality. We take a rigorous approach to preventing corruption and promoting a corporate culture rooted in ethics and compliance with applicable regulations. In this context, we have formalized and implemented a series of tools designed to ensure adherence to principles of legality and fairness, including our Corporate Code of Ethics, Anti-Corruption Guidelines, and whistleblowing system.

- Corporate Code of Ethics
  Our Code of Ethics represents the ethical foundation of our corporate conduct. It sets out the principles of legality, integrity, transparency, and responsibility that guide the activities of all internal and external collaborators.
- Anti-Corruption Guidelines
  Approved by the Board of Directors at the end of 2023 and available on our website, these Guidelines define a comprehensive set of principles, prohibited behaviors, and control measures applicable to all company activities. They serve as a key safeguard in preventing corruption—whether active or passive, direct or indirect—and apply to employees, collaborators, members of corporate bodies, and third parties acting on behalf of the company.
  By adopting these principles, we are able to identify risk areas, regulate relations with stakeholders (both public and private), and ensure the integrity and full traceability of sensitive operations.
- Whistleblowing System
  Our whistleblowing system, compliant with national legislation and with Directive (EU) 2019/1937, enables employees, collaborators, and other individuals associated with the organization to confidentially and anonymously report any unlawful conduct or irregularities encountered in the workplace. Reports may be submitted through a dedicated digital platform—guaranteeing anonymity and non-traceability—or through alternative channels such as standard mail or direct meetings with the Supervisory Body.
  The system provides specific guarantees of confidentiality and protection against retaliatory or discriminatory actions, as well as structured procedures for handling and assessing reports.

Our Approach to Risk Management:

At Altergon, we adopt a structured and proactive approach to risk management, integrated within our Quality, Environment, and Safety Management System, which is certified to ISO 9001, ISO 14001, and ISO 45001 by an external verification body (Bureau Veritas). This system is supported by dedicated procedures and a clear allocation of roles and responsibilities, ensuring effective and timely monitoring of operational, environmental, and occupational health and safety risks.

In line with recent European regulatory developments in sustainability, as outlined in previous chapters, we have also introduced a new impact, risk, and opportunity assessment system designed to meet the requirements of the European Sustainability Reporting Standards (ESRS), with specific reference to the double-materiality principle defined in ESRS 1. This tool—presented in Chapter 4—enables us to integrate economic and financial analyses with environmental, social, and governance assessments, further enhancing our ability our ability to identify and responsibly manage risks and opportunities across the entire value chain.

4

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IRO-1 - IRO-2
MDR-P EI.IRO-1
S1-2 - S4-2

SUSTAINABILITY BEYOND INNOVATION OUR STRATEGY

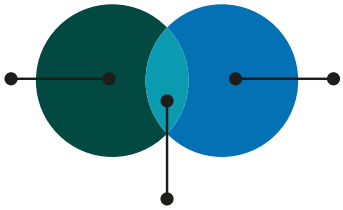
4.1 Stakeholder Engagement and Materiality Analysis

In this section, we provide a step-by-step overview of the analysis carried out to identify the sustainability topics most relevant to our company and to the context in which we operate.

In line with the requirements of the CSRD, we conducted a double-materiality assessment. This method considers both the financial relevance of ESG risks and opportunities (outside-in approach) and the impacts that our activities have on the environment and society (inside-out approach).

FINANCIAL MATERIALITY (OUTSIDE-IN APPROACH)

Information is considered financially material if it can significantly influence cash flows, development, performance, financial position, cost of capital, or access to short-, medium-, or long-term financing.
This approach focuses on risks and opportunities that may affect the company's financial performance.



IMPACT MATERIALITY (INSIDE-OUT APPROACH)

Impact materiality is determined by considering the perspective of stakeholders and assessing the positive and negative impacts, actual or potential, that the company's activities may have on people and the environment, including along the entire value chain.
This approach focuses on the impacts generated by the company and evaluates their significance from the standpoint of stakeholders and the broader environmental and social context.

DOUBLE MATERIALITY

The assessment process consists of a series of essential steps, which we followed with the objective of ensuring a robust, transparent, and compliant evaluation aligned with the European Sustainability Reporting Standards (ESRS).

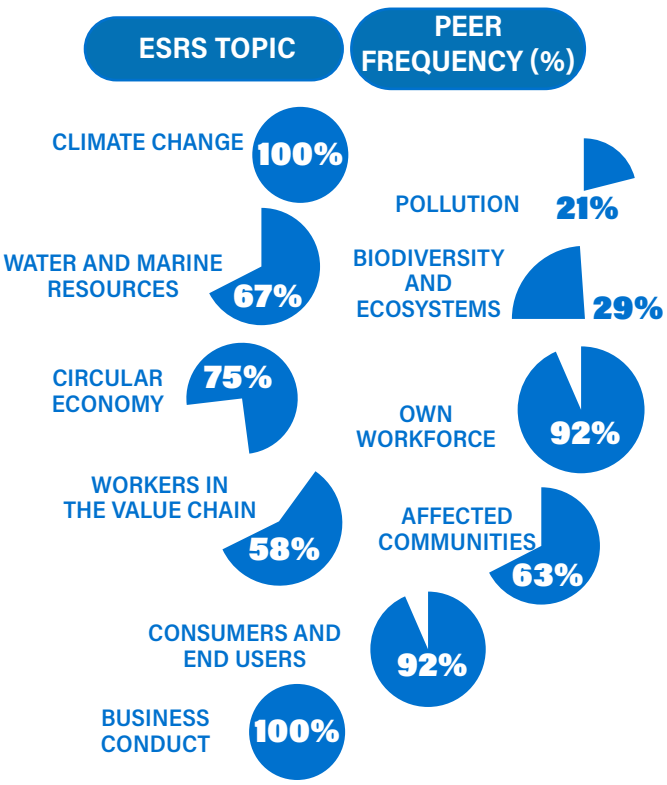
I) BENCHMARK ANALYSIS:

In this preliminary phase, we carried out an in-depth review of the sustainability reports published by several companies in the pharmaceutical sector. This analysis was crucial for identifying the topics most relevant to the leading players in our sector.

The benchmark sample included the sustainability disclosures of 24 companies with business models and size profiles comparable to ours.

The review showed that only 5 of the 24 companies have adopted sustainability reporting aligned with the CSRD requirements. This finding confirms that, by applying this regulatory framework, we are positioned among the sector's most advanced organizations and demonstrate a tangible commitment to meeting the new compliance standards.

We then reviewed the topics covered in the reports and grouped them into the ten main thematic areas defined by the CSRD (ESRS topics). This approach allowed us to identify the issues most frequently disclosed and therefore considered to be of highest interest and significance for our sector.



II) STAKEHOLDER ENGAGEMENT

At Altergon, stakeholder engagement is a fundamental component of our process for analyzing the significance of our impacts. To this end, we have identified our stakeholders through a careful assessment of our business context, placing their perspectives at the center of our evaluation methodology. Ongoing monitoring of stakeholder feedback enables us to strengthen relationships, understand their needs, and more accurately identify risks and opportunities, thereby supporting our commitment to long-term sustainability. To prepare this sustainability report, we used an online questionnaire as the primary tool for collecting stakeholder input in a direct and effective manner. Each participant indicated their stakeholder category (e.g., industry association, insurance company, customer) and received a customized questionnaire designed to assess only the topics most relevant to their specific area of interest.

STAKEHOLDER CATEGORY	STAKEHOLDER DESCRIPTION	TYPE
Industry Associations	Organizations representing the industrial and scientific sectors with which Altergon maintains institutional and collaborative relationships, such as Confindustria, Farmindustria, and Campania Bioscience.	Users of sustainability statements
Local and Regional Public Administration	Public authorities with which the company collaborates on regulatory, safety, and territorial planning matters, including the Municipality of Morra De Sanctis, the Campania Region, and the Fire Brigade.	Interested parties
Employees	All company personnel, including executives, managers, office staff, and production workers.	Interested parties
Financial Institutions	Public and private banks and financial organizations that support the company's activities in economic and development matters.	Users of sustainability statements
Insurance Companies	Insurance providers that offer coverage for corporate risks.	Users of sustainability statements
Local Communities	Social, voluntary, and community organizations active in the local area, with which Altergon maintains relationships of support and collaboration.	Interested parties
Customers	Companies in the pharmaceutical and biomedical sectors.	Interested parties
Suppliers	Companies and partners in the supply chain, selected according to quality and reliability criteria.	Interested parties
Universities and Academia	Universities and research institutes with which Altergon collaborates on training initiatives, scientific innovation, and applied research.	Users of sustainability statements
Verification and Certification	Independent accredited organizations responsible for certifying the company's management systems for quality, environment, and safety. They conduct audits and issue ISO certifications.	Users of sustainability statements
Trade Unions	Workers' representative organizations with which the company maintains ongoing dialogue.	Interested parties

III) IMPACT ASSESSMENT (MATERIALITY OF IMPACTS)

This assessment enabled us to classify the impacts generated by our company on the external environment using an inside-out approach. We first identified all impacts—positive and negative, actual and potential—that Altergon may have on the environment and society. To do so, we conducted an in-depth analysis of our operating context, involving the various company divisions and drawing on our Integrated Quality–Environment–Safety Management System (certified to ISO 14001 and ISO 45001), as well as the support of an external team of experts.

This methodology provided a comprehensive view of our entire value chain, allowing us to identify 31 likely impacts and ensuring that no significant impact was overlooked.

We then evaluated each impact in line with the principles established under the CSRD, applying the criteria of magnitude, scope, irremediability, and likelihood. The combination of these factors enabled us to assign each impact a relevance score ranging from 1 (low relevance) to 5 (high relevance), ensuring an objective and consistent classification.

In addition, each impact was assessed according to its time horizon—short term (aligned with the company's financial reporting period), medium term (up to 5 years), and long term (more than 5 years)—and according to its position within the value chain (upstream, the company's own operations, or downstream).

These scores were then refined based on feedback provided by stakeholders through a customized questionnaire specifically prepared for each stakeholder category. Through this questionnaire, each participant could indicate the perceived relevance of the sub-topics most pertinent to their area of interest.

We engaged representatives from local and regional public administrations, industry associations, internal employees, financial institutions, governmental and international organizations, insurance companies, local communities, customers, suppliers, universities and research centers, certification bodies, the media, and trade unions.

To determine the final relevance score for each sub-topic, we integrated our internal assessment with the feedback provided by these stakeholders. This process was carried out by adjusting our initial score—positively or negatively—based on the analysis of the responses received.

In this way, we ensured a robust assessment of impact materiality both at the level of the individual impacts identified and at the level of the ESRS sub-topics, in full alignment with the requirements of the CSRD.

We also chose to fully adopt the official ESRS nomenclature, using the same terminology for sustainability-related topics and sub-topics to ensure consistency and transparency throughout our reporting process.

IV) RISK AND OPPORTUNITY ASSESSMENT (FINANCIAL MATERIALITY)

Using an outside-in approach, this assessment enabled us to identify and assess the risks and opportunities within our operating context. We conducted an in-depth analysis of the factors that may influence our business, considering our geographical location as well as key economic trends, current regulations and potential legislative changes, technological innovations, competitive dynamics, stakeholder expectations, demographic and social developments, challenges related to environmental sustainability, and shifts in consumer preferences and global health policies.

Supported by the risk identification and management procedures embedded within our Integrated Quality–Environment–Safety Management System, this analysis allowed us to identify the elements that could affect our business, resulting in 23 risks and opportunities. To ensure a robust and structured evaluation, we also engaged an external team of experts, further enhancing the reliability of the assessment.

As with the impact assessment, we assigned a relevance score to each risk and opportunity using the methodology defined under the CSRD.

Financial relevance was determined based on two key criteria:

- the potential magnitude of the financial effects, and
- the likelihood of occurrence.

By integrating the scores derived from these two criteria, we assigned each risk and opportunity a relevance level on a scale from 1 (low relevance) to 5 (high relevance), ensuring a consistent and structured evaluation.

Each risk and opportunity was also classified by time horizon—short term (aligned with the company's financial reporting period), medium term (up to 5 years), and long term (more than 5 years)—and by its position within the value chain (upstream, the company's own operations, or downstream).

Financial materiality, similar to impact materiality, was assessed at the sub-topic level by aggregating the values of the relevant risks and opportunities. This approach provides a comprehensive view of our exposure and highlights the potential strategic levers for sustainability and future growth.

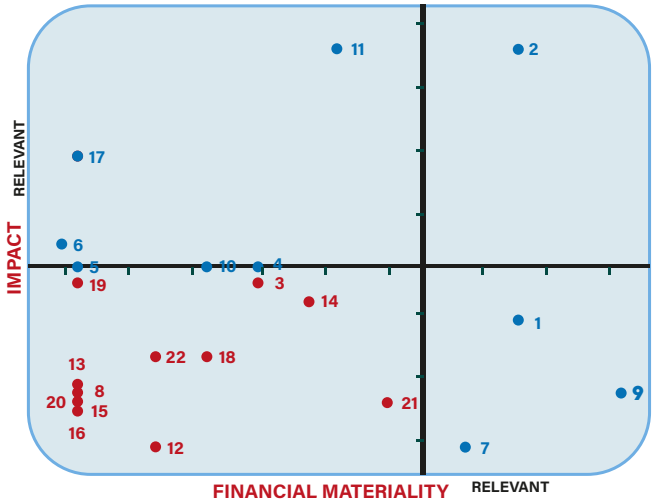
V) DEFINITION OF THE MATERIALITY THRESHOLD AND IDENTIFICATION OF MATERIAL TOPICS

We completed the double materiality assessment by integrating the results of the impact analysis with those of the financial analysis. To do so, we considered the materiality scores assigned to each sub-topic—both in terms of impact and financial relevance—excluding those that received no score because they were not applicable to our context (15 sub-topics were excluded from the assessment). We then defined a materiality threshold for the sub-topics.

Specifically, a sub-topic was classified as material when its impact score or financial relevance score exceeded the 6th percentile of the scores for that category across the 22 sub-topics evaluated (calculated separately for each type of score). This approach enabled us to accurately identify the sub-topics of greatest significance for our analysis.

Finally, in accordance with the CSRD nomenclature, we identified as material those topics that include at least one sub-topic deemed material.

	SUB-TOPICS
1	CLIMATE CHANGE ADAPTATION
2	CLIMATE CHANGE MITIGATION
3	ENERGY
4	AIR POLLUTION
5	WATER POLLUTION
6	SOIL POLLUTION
7	WATER
8	DIRECT IMPACTS ON BIODIVERSITY LOSS
9	RESOURCE INFLOWS, INCLUDING RESOURCE USE
10	WASTE
11	WORKING CONDITIONS OF OWN WORKFORCE
12	WORKING CONDITIONS OF VALUE-CHAIN WORKERS
13	OTHER WORK-RELATED RIGHTS OF VALUE-CHAIN WORKERS
14	ECONOMIC, SOCIAL, AND CULTURAL RIGHTS OF COMMUNITIES
15	INDIGENOUS PEOPLES' RIGHTS
16	IMPACTS RELATED TO CONSUMER AND/OR END-USER INFORMATION
17	CONSUMER AND/OR END-USER HEALTH AND SAFETY
18	SOCIAL INCLUSION OF CONSUMERS AND/OR END USERS
19	CORPORATE CULTURE
20	PROTECTION OF WHISTLEBLOWERS
21	MANAGEMENT OF SUPPLIER RELATIONSHIPS, INCLUDING PAYMENT PRACTICES
22	ACTIVE AND PASSIVE CORRUPTION



RELEVANT SUB-TOPICS	RELEVANT TOPICS
1. Climate change adaptation 2. Climate change mitigation	ESRS E1 Climate Change
3. Air pollution 4. Water pollution 5. Soil pollution	ESRS E2 Pollution
6. Water	ESRS E3 and Marine Resources
7. Resource inflows, including resource use 8. Waste	ESRS E5 Circular Economy
9. Working conditions of own workforce	ESRS S1 Own Workforce
10. Consumer and/or end-user health and safety	ESRS S4 Consumers and End Users

Below is a list of material topics and their corresponding relevant impacts, risks, and opportunities (IROs). These IROs are specifically reported to the company's administrative, management, and supervisory bodies.

RELEVANT TOPIC		IMPACT - RISK - OPPORTUNITY (IRO)	VALUE CHAIN: TOTAL	VALUE CHAIN: OWN OPERATIONS	VALUE CHAIN: VALLEY	RELEVANT TEMPORAL [1]
ESRS E1-CLIMATE CHANGE	I-	Environmental emergencies (fires, etc.) caused by an incident within the company (triggered by an external or internal event)	■	■		■
	I-	Greenhouse gas emissions linked to the production of the energy required to power high-energy-intensity processes	■	■		■
	I-	Greenhouse gas emissions associated with the production of purchased raw materials	■			■
	I-	Greenhouse gas emissions associated with the transport of purchased raw materials and sold products	■	■	■	■
	R	Loss of physical assets caused by extreme weather events		■		■
	R	Supply chain disruptions due to natural disasters (associated with extreme weather events)	■			■
	R	New climate-related regulations and increasing regulatory stringency (e.g., CSRD, green credit directives, white certificates, packaging regulations, etc.)	■	■	■	■
	O	Acceleration of the energy transition through access to green energy (from fossil to renewable sources), supporting self-generation, cost reduction, and lower greenhouse gas emissions		■		■
	O	Revamping and upgrading facilities and processes to enhance energy efficiency		■		■
ESRS E2-POLLUTION	I-	Soil and/or groundwater pollution		■		■
	I-	Local water pollution (discharges)		■		■
	I-	Direct local air pollution		■		■
	R	Direct local air pollution: tightening of atmospheric pollutant limits due to regulatory changes and penalties for non-compliance		■		■
ESRS E3-WATER AND MARINE RESOURCES	R	Water consumption: interruptions to operations due to limited water availability		■		■
	R	Generation of waste that is not recovered or recycled		■		■
ESRS E5-CIRCULAR ECONOMY	I-	Production of non-recovered and non-recycled waste		■		■
	R	Increase in raw material and energy costs due to geopolitical instability and crises related to global warming	■			■
	O	Increase in net revenues through more efficient use of resources (materials and energy)	■	■		■
ESRS S1-OWN WORKFORCE	I+	Improvement in the economic conditions of employees through wages above the subsistence level		■		■
	I+	Career development within the company with increased retention		■		■
	I+	Increased local attractiveness of the area (through job opportunities provided by the company's activities)		■	■	■
	O	Attracting and retaining talent through a welfare package and a cutting-edge working environment (internal training, equality and non-discrimination, empowerment, etc.)	■			■
ESRS S4-CONSUMERS AND END USERS	I+	Improving customer health			■	■
	I+	Spreading cutting-edge substances and technologies that can improve the quality of care		■	■	■
	R	Loss of reputation due to pharmaceutical products that do not meet end-user expectations		■		■

[1] The following time references were used during the analysis:
Short term: < 1 year; Medium term: 1 to 5 years; Long term: > 5 years

4.2 Sustainability Beyond Innovation

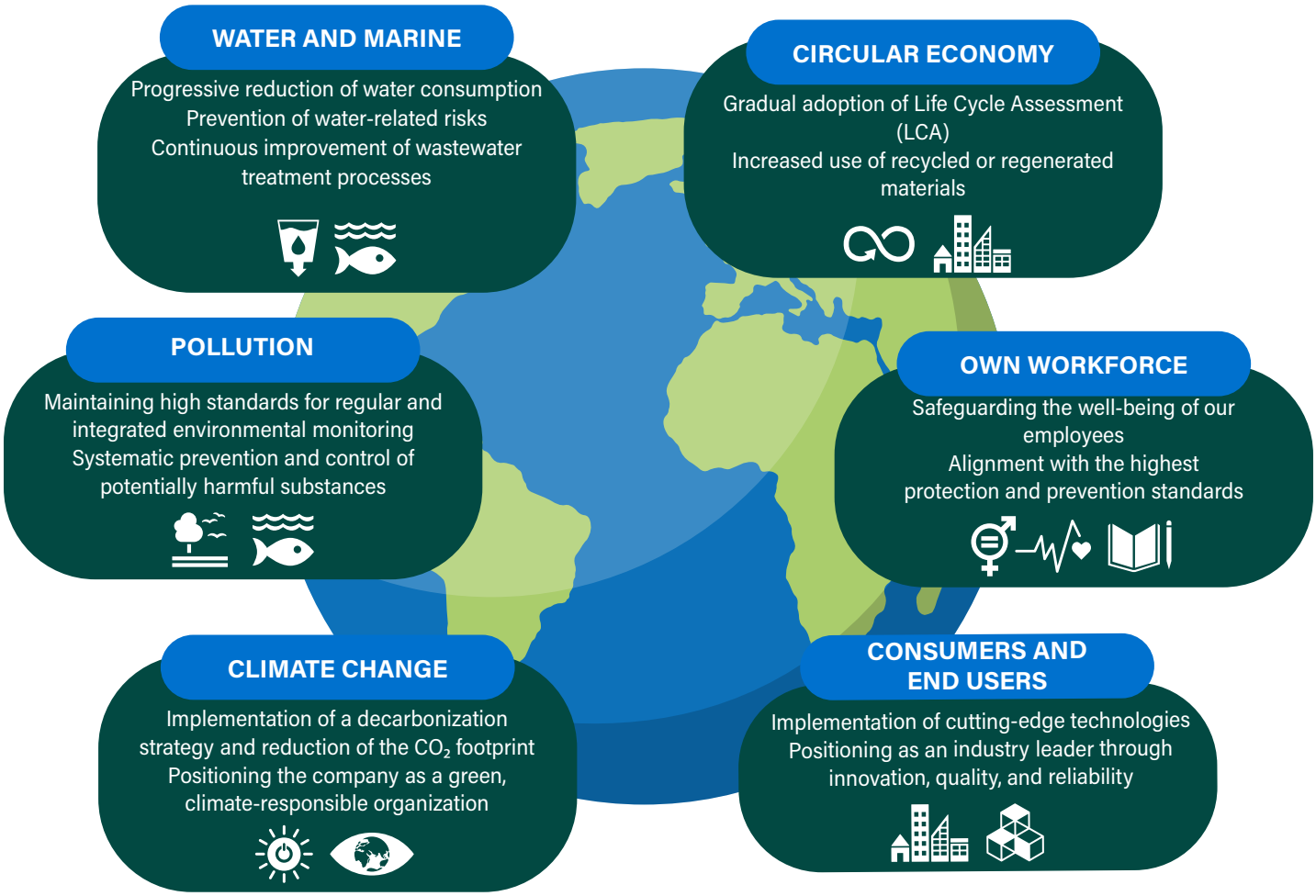
Our Sustainability Strategy

GOV-5 - SBM-1 - SBM-3 - MDR-A

In this chapter, we introduce the framework of our "sustainability beyond innovation" strategy and provide a brief overview of each of its pillars. The following chapters will examine these elements in greater depth, detailing the related policies, objectives, performance, and measures.

Our sustainability strategy was developed on the basis of the findings from the double materiality assessment. Its pillars therefore correspond to the six material topics identified as critically important for both our company and our stakeholders—reflecting the impacts of our operations as well as the risks and opportunities arising from the context in which we operate.

SUSTAINABILITY BEYOND INNOVATION — PRIMARY OBJECTIVES

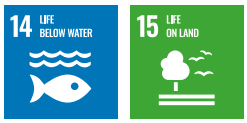


CLIMATE CHANGE

- IMPLEMENTATION OF A DECARBONIZATION STRATEGY AND REDUCTION OF THE CO_2E FOOTPRINT
- POSITIONING AS A GREEN, CLIMATE-RESPONSIBLE COMPANY

We are fully aware of the impact that our production activities may have on the environment and of the need to take effective action to mitigate both physical and transition risks, as well as the emissions that contribute to global warming. To this end, we are committed to developing and implementing a decarbonization strategy supported by continuous monitoring, with the goal of reducing our environmental footprint and strengthening our climate resilience.

At the same time, we view the fight against climate change as a strategic opportunity to reinforce our position as a responsible company by investing in innovative and sustainable solutions. With this in mind, we are committed to integrating climate-sustainability principles into our corporate policies and procedures, while promoting awareness-raising and training initiatives for our employees to foster a corporate culture grounded in environmental responsibility and long-term sustainability.



POLLUTION

- MAINTAINING HIGH STANDARDS OF REGULAR AND INTEGRATED ENVIRONMENTAL MONITORING
- PREVENTION AND SYSTEMATIC CONTROL OF SUBSTANCES

We are fully aware of the impact that pollution can have on the environment and on human health, and we recognize our responsibility to take concrete and proactive measures to reduce it. As a company operating in the chemical–pharmaceutical sector, we adopt an integrated, preventive, and innovation-driven approach that enables us to address all potential sources of pollution associated with our production processes with rigor and expertise.

We work to minimize atmospheric emissions, reduce the release of pollutants, and mitigate the risks of soil and groundwater contamination. To support these commitments, we have implemented an Integrated Quality–Environment–Safety Management System compliant with ISO 9001, ISO 14001, and ISO 45001 standards, ensuring continuous monitoring of environmental parameters and full compliance with the limits established by our Integrated Environmental Authorization (AIA). We conduct regular checks on atmospheric emissions, water discharges, and soil conditions in collaboration with accredited laboratories and regulatory authorities.

At the same time, we invest in ongoing employee training and in prevention and simulation activities to strengthen operational preparedness in the event of environmental emergencies and to reinforce a corporate culture rooted in sustainability, responsibility, and continuous improvement in environmental performance. Our goal is to minimize the impact of our operations and actively contribute to protecting the environment and public health.

WATER AND MARINE RESOURCES

- PROGRESSIVE REDUCTION OF WATER CONSUMPTION
- PREVENTION OF WATER-RELATED RISKS
- CONTINUOUS IMPROVEMENT OF WASTEWATER TREATMENT PROCESSES

We recognize water as a vital resource for both our production processes and the health of ecosystems. In a geographic context marked by high water stress, such as the area in which we operate, responsible water use plays a central role in our environmental strategy.

Our commitment is reflected in the progressive reduction of water consumption through the optimization of internal processes and the adoption of more efficient management practices.

At the same time, we work continuously to improve the quality of our wastewater by investing in advanced treatment technologies and strengthening discharge monitoring in accordance with the most stringent regulatory standards. We are also mindful of the risks associated with water availability and the potential tightening of environmental regulations. For this reason, we implement preventive measures to ensure the operational continuity and resilience of our facilities.

CIRCULAR ECONOMY

- PROGRESSIVE ADOPTION OF LIFE CYCLE ASSESSMENT (LCA)
- INCREASED USE OF RECYCLED OR REGENERATED MATERIALS

Adopting a circular economy model is a strategic lever for us to reduce our environmental impact, optimise the use of resources and increase the resilience of our production system. We aim to transform our approach to production, promoting maximum efficiency in the use of materials and waste reduction through reuse, recycling and the use of low-impact alternative resources.

To this end, one of our objectives is to develop eco-design tools and progressively adopt life cycle assessment (LCA) in order to evaluate the environmental footprint of our products throughout all stages, from design to end of life.

At the same time, we are committed to increasing the use of recycled or regenerated materials where technically compatible, with the aim of reducing the use of virgin and non-renewable raw materials.

This approach will translate into dedicated company policies and structured operating procedures that ensure the measurability of results. In addition, we will promote a more sustainable procurement system based on the selection of materials and suppliers that share the principles of circularity, transparency and responsible innovation.

OUR WORKFORCE

- SAFEGUARDING THE WELL-BEING OF OUR EMPLOYEES
- COMPLIANCE WITH THE HIGHEST STANDARDS OF PROTECTION AND PREVENTION

Adopting a circular economy model is a strategic lever for reducing our environmental impact, optimizing resource use, and strengthening the resilience of our production system. Our goal is to transform the way we approach production by promoting maximum efficiency in material use and reducing waste through reuse, recycling, and the adoption of low-impact alternative resources.

To this end, one of our objectives is to develop eco-design tools and progressively adopt Life Cycle Assessment (LCA) to evaluate the environmental footprint of our products across all stages—from design to end of life.

At the same time, we are committed to increasing the use of recycled or regenerated materials where technically feasible, with the aim of reducing reliance on virgin and non-renewable raw materials.

This approach will translate into dedicated corporate policies and structured operating procedures that ensure measurable outcomes. In addition, we will promote a more sustainable procurement framework based on the selection of materials and suppliers that embrace the principles of circularity, transparency, and responsible innovation.

CONSUMERS AND END USERS

- IMPLEMENTATION OF CUTTING-EDGE TECHNOLOGIES
- POSITIONING OURSELVES AS INDUSTRY LEADERS THROUGH INNOVATION, QUALITY, AND RELIABILITY

Ensuring the safety, efficacy, and compliance of our products is a fundamental commitment, given the strategic role we play within the pharmaceutical supply chain. Although we operate primarily in a B2B context, our aim is ultimately to improve the quality of life of end patients by providing our customers with advanced drug-delivery solutions and innovative APIs that meet the highest regulatory and ethical standards.

5 CLIMATE CHANGE

MDR-P - MDR-T - E1-1
E1.SBM-3 - E1-2

5.1 Policy and Objectives

- IMPLEMENTATION OF A DECARBONIZATION AND CO_2E FOOTPRINT REDUCTION STRATEGY
- POSITIONING AS A GREEN, CLIMATE-RESPONSIBLE COMPANY

Climate change is a global challenge but also a strategic opportunity to strengthen our positioning as a green company. We are aware of the impact our production activities have on the environment and of the need to take concrete action to reduce emissions and mitigate both the physical and transition risks associated with climate change. With this in mind, we have embarked on a path of continuous improvement, as demonstrated by our ISO 14001 certification for our Environmental Management System.

The double-materiality analysis confirmed the importance of addressing this issue through a structured and forward-looking approach. The most significant challenges stem from greenhouse gas emissions generated across our value chain, including internal processes as well as upstream and downstream phases. These impacts are further compounded by risks related to potential supply or production disruptions caused by extreme weather events, as well as the possible introduction of more stringent regulations that could increase compliance costs.

At the same time, the energy transition offers important opportunities. Investing in sustainable and innovative solutions not only reduces our environmental footprint but also strengthens our corporate reputation, reinforcing stakeholder trust and enhancing our competitiveness in the market. For this reason, we address climate change with a concrete and long-term commitment, transforming it into a driver of growth and innovation.

Our strategy in response to climate change is therefore built on two key objectives: the first aimed at mitigating impacts and risks, and the second focused on capturing the opportunities of the ecological transition:

1. **developing and implementing a decarbonization plan** aimed at significantly reducing the company's carbon footprint. To achieve this, we will identify science-based reduction targets in line with the Paris Agreement on limiting global temperature rise. This effort will be supported by measures to reduce greenhouse gas emissions, optimize resource use, and adopt sustainable practices that minimize our environmental impact;
2. **positioning ourselves as a green company** capable of responding proactively to environmental challenges and seizing the opportunities created by the growing demand for low-impact solutions.

To achieve these objectives, we are prioritizing the implementation of innovative projects that improve the energy efficiency of our production processes and expand the use of renewable energy. We will also work to reduce emissions throughout the value chain, primarily through more sustainable procurement practices. As an organization, we are committed to allocating the necessary resources to fully implement our integrated policy and to promoting its principles both within the company and among our external stakeholders.

5.2 Our Impacts

MDR-A - E1-4 - E1-5 E1.-6

Energy Consumption

At Altergon, we recognise responsible and efficient energy management as an integral part of our commitment to environmental sustainability. Our energy consumption is closely tied to our production and operational activities and represents a key component of our Environmental Management System.

Our production site primarily relies on two energy sources: electricity and natural gas, which are essential for powering our manufacturing facilities as well as our heating, ventilation, and air-conditioning systems. Together, these sources account for the majority of our energy requirements.

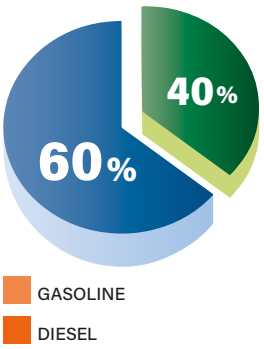
A smaller, yet still significant, share of our energy consumption comes from the use of our company vehicle fleet, which consists of diesel and petrol-powered vehicles used to transport people and goods in support of our operational activities.

Currently, the share of renewable energy we use depends on the energy mix of our electricity supplier, which provides 38% of its energy from renewable sources and an additional 2% from nuclear sources. Based on these values, we estimate that the renewable electricity we purchase covers approximately 18% of our total energy requirements. To significantly increase this share, as described in the chapter "Measures — Renewable Energy," we have defined two complementary strategic actions.

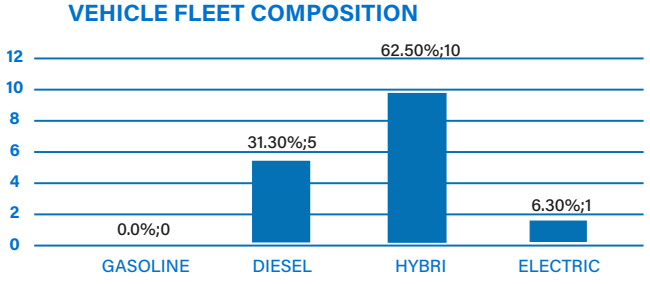
1. Starting in 2025, Altergon will source electricity entirely backed by Guarantees of Origin, ensuring supply exclusively from certified renewable sources.
2. At the end of 2024, we acquired an area of approximately 13,300 m^2 near our facility, where we plan to build a photovoltaic plant with an estimated capacity of about 1 MWp. This project represents a concrete investment in the direct generation of clean energy and will further strengthen our commitment to energy self-sufficiency and to reducing the emissions associated with our energy consumption.

To monitor our environmental impact, we continuously track our energy consumption through a structured system for data collection and analysis. This enables us to identify the main areas of use, assess process efficiency, and take timely action to optimize energy performance. This approach not only helps reduce operating costs, but also minimizes the environmental impact of our activities, fully aligning with our corporate values and our commitment to continuous improvement.

ENERGY SOURCE	2024 CONSUMPTION [MWH]
ELECTRICITY	9,917.00
NATURAL GAS	14,961.00
GASOLINE	102
DIESEL	58



Finally, our vehicle fleet reflects the company's concrete commitment to reducing the environmental impact of its operations. Currently, 62.5% of the fleet consists of hybrid vehicles and 6.3% of fully electric vehicles, confirming a clear strategy of transitioning toward low- and zero-emission solutions. There are no petrol vehicles, while the use of diesel is limited to a share that is expected to decrease over the coming years (31.3%). This fleet composition positions us as environmentally advanced and fully aligned with our sustainability and decarbonization objectives.



Greenhouse Gas Emissions Overview

Addressing greenhouse gas (GHG) emissions is a central component of our sustainability strategy. As climate change poses significant risks to ecosystems, communities, and businesses, reducing GHG emissions is essential to contributing to a more sustainable future. For this reason, we have compiled our first greenhouse gas emissions inventory, with the goal of providing a comprehensive and systematic overview of all emission categories relevant to our activities.

The preparation of this inventory marks an important milestone for Altergon within the framework of our environmental strategy. It represents our first structured exercise in greenhouse gas reporting, and for this reason 2024 has been designated as the base year—the reference year against which we will define and monitor our future decarbonization targets.

Based on the evidence emerging from this initial assessment of our carbon footprint—presented in this chapter—we are committed to establishing clear and measurable emission-reduction targets in the coming years. These targets will serve as the foundation of our path toward ecological transition and will be fully integrated into our environmental strategy, with the aim of generating a concrete and lasting positive impact over time.

Altergon has calculated its greenhouse gas (GHG) emissions in accordance with the GHG Protocol and ISO 14064-1, ensuring a robust and transparent approach to emissions accounting. This process allows us to accurately quantify both direct and indirect emissions generated by our activities.

Preparing a GHG inventory in line with current standards involves several key steps:

- defining the organizational boundaries included in the analysis;
- engaging with internal stakeholders for data collection;
- identifying emission sources and assessing the relevance of indirect emissions to determine which categories fall within the reporting scope;
- developing a calculation model, defining activity data for selected sources, and choosing appropriate emission factors;
- compiling the greenhouse gas (GHG) emissions inventory.

Scope of Reporting

The greenhouse gas inventory has been divided into three categories: scope 1, 2 and 3, in accordance with the GHG Protocol guidelines.

GHG PROTOCOL CATEGORY	CATEGORY DESCRIPTION
SCOPE 1	Direct emissions from sources owned or controlled by the organization, including combustion processes, refrigerant gas losses, and transportation using company-owned vehicles.
SCOPE 2	Indirect emissions from the generation of purchased electricity, heat, or steam consumed by the organization.
SCOPE 3	All other indirect emissions that occur across Altergon's value chain, including upstream and downstream activities. Scope 3 provides a more complete view of Altergon's overall carbon footprint and helps identify emission sources beyond the company's direct control.

In accordance with ISO 14064-1, indirect emission sources included in Scope 3 are subject to a materiality assessment. This evaluation made it possible to determine the significance of the various sources and identify which categories could be excluded from the inventory.

Based on the results of this analysis, the following categories were excluded from the reporting boundary because the related indirect emission sources are either not applicable or are considered insignificant within Altergon's value chain:

- upstream and downstream leased assets (Cat. 3.8 and 3.13);
- processing of sold products (Cat. 3.10);
- use of sold products (Cat. 3.11);
- franchised operations (Cat. 3.14);
- investments (Cat. 3.15).

Methodology for Quantifying GHG Emissions

In line with the GHG Protocol methodology, emissions are estimated using activity data and the corresponding emission factors. To quantify greenhouse gas emissions, each activity data point is paired with the appropriate emission factor, following the formula:

GHG emissions = Activity Data (AD) × Emission Factor (EF)

where:

- GHG emissions represent the quantified greenhouse gases emitted by the activity, expressed in tonnes of CO_2 (tCO_2) or tonnes of CO_2 equivalent (tCO_2e);
- Activity Data (AD) is the measurable quantity that characterizes the activity, expressed in units such as energy (kWh), mass (kg or t), volume (m^3 or L), distance traveled (km), or financial value (EUR);
- Emission Factor (EF) is the coefficient that links the activity data to the estimated GHG emissions, expressed as CO_2e emitted per unit of activity.

For the purposes of ISO 14064-1 reporting, Altergon's 2024 GHG inventory was developed using internationally recognized and validated databases, including ISPRA, Ecoinvent 3.11, and DEFRA, ensuring consistency, accuracy, and methodological robustness.

Altergon's 2024 GHG Inventory:

The table below presents the different categories of estimated emissions.

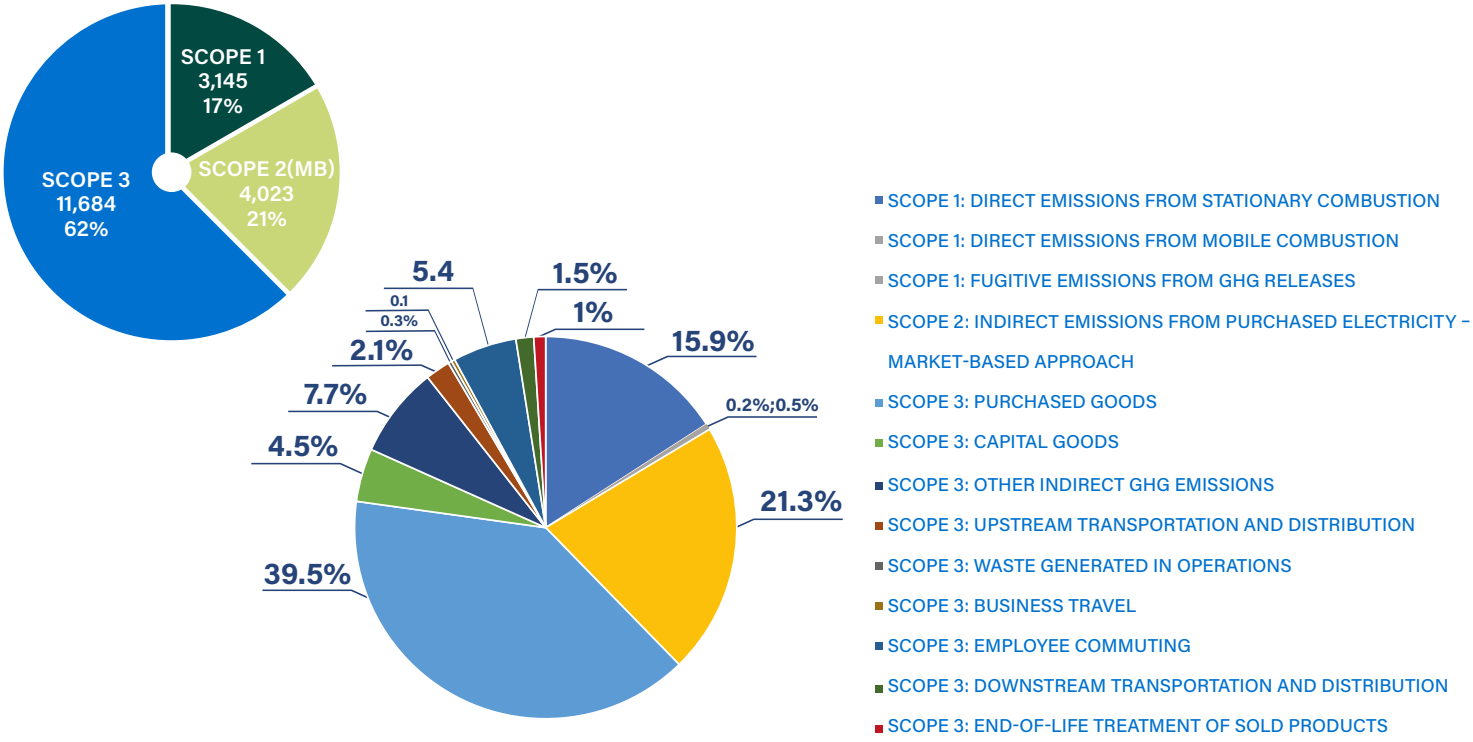
GHG PROTOCOL CATEGORY	BOUNDARY	EMISSIONS [tCO_2e]	% OF SCOPE	% OF TOTAL
Scope 1: Direct emissions from stationary combustion	Included	3,006 tCO_2e	95.6%	15.9%
Scope 1: Direct emissions from mobile combustion	Included	38.70 tCO_2e	1.2%	0.2%
Scope 1: Fugitive emissions from GHG releases	Included	100.0 tCO_2e	3.2%	0.5%
Total Scope 1 emissions		**3,145 tCO_2e**	**100%**	**16,7%**
Scope 2: Purchased electricity (Market-Based)	Included	4,022.70 tCO_2e	100%	21.3%
Scope 2: Purchased electricity (Location-Based)	Included	2,544.60 tCO_2e	-	-
Scope 2: Purchased thermal energy	Included	0.0 tCO_2e	0%	0%
Total Scope 2 total emissions Market-Based		**4,023 tCO_2e**	**100%**	**21,3%**
Scope 3.1: Purchased goods	Included	6,319.40 tCO_2e	54.1%	33.5%
Scope 3.1: Purchased services	Included	1,121.70 tCO_2e	9.6%	6.0%
Scope 3.2: Capital goods	Included	845.20 tCO_2e	7.2%	4.5%
Scope 3.3: Other indirect GHG emissions	Included	1,447.70 tCO_2e	12.4%	7.7%
Scope 3.4: Upstream transportation and distribution	Included	396.00 tCO_2e	3.4%	2.1%
Scope 3.5: Waste generated in operations	Included	59.60 tCO_2e	0.5%	0.3%
Scope 3.6: Business travel	Included	9.60 tCO_2e	0.1%	0.1%
Scope 3.7: Employee commuting	Included	1.012.40 tCO_2e	8.7%	5.4%
Scope 3.8: Upstream leased assets	Excluded	0.0 tCO_2e	0%	0%
Scope 3.9: Downstream transportation and distribution	Included	277.60 tCO_2e	2.4%	1.5%
Scope 3.10: Processing of sold products	Excluded	0.0 tCO_2e	0%	0%
Scope 3.11: Use of sold products	Excluded	0.0 tCO_2e	0%	0%
Scope 3.12: End-of-life treatment of sold products	Included	194.80 tCO_2e	1.7%	1.0%
Scope 3.13: Downstream leased assets	Excluded	0.0 tCO_2e	0%	0%
Scope 3.14: Franchises	Excluded	0.0 tCO_2e	0%	0%
Scope 3.15: Investments	Excluded	0.0 tCO_2e	0%	0%
Final Total		**11,684 tCO_2e**	**100%**	**62.0%**
Total Scope 1 + Scope 2 (MB) + Scope 3 emission:		**18,851 tCO_2e**	**100%**	**100%**

During 2024, we generated a total of 7,168 tCO_2e in emissions over which we exercise the highest level of control—namely direct Scope 1 emissions and indirect Scope 2 emissions. Scope 3 emissions represent the largest share of our carbon footprint, amounting to 11,684 tCO_2e.

To reduce Scope 2 emissions, beginning in 2025 we will purchase Guarantees of Origin, ensuring that all electricity consumed comes exclusively from renewable sources. This action will reduce emissions associated with Scope 2 to zero. Starting in 2025, a reduction in Scope 1 emissions is also expected as a result of the commissioning of a new, state-of-the-art trigeneration plant.

The main contributors to Scope 3 emissions are Category 3.1 "Purchased goods and services" and Category 3.3 "Fuel- and energy-related activities". The measures already described—and further detailed in the "Measures" section—will support the reduction of emissions in Category 3.3, while reductions in Category 3.1 will be pursued through more sustainable procurement practices.

GREENHOUSE GAS EMISSIONS - 2024 [TCO_2E]



To provide a comprehensive view of our environmental impact, we calculated our carbon intensity using two key indicators: the total number of employees and the revenue generated. This approach enables a more meaningful interpretation of the emissions associated with our operations and business performance, while also facilitating comparisons with future reporting periods.

EMISSIONS INTENSITY:	2024 VALUES	UNIT OF MEASUREMENT
Per employee	58.36	tCO_2e / employee
Per revenue	0.22	$KgCO_2e$ / euro

5.3 Our improvement Actions

MDR-A - EI-3 - EI-7

Energy Efficiency

As part of our decarbonization strategy and our transition toward a more sustainable energy model, Altergon has invested in advanced technologies to improve the energy efficiency of its production processes. One of the most significant initiatives in this direction has been the construction of a trigeneration plant—a highly efficient system capable of producing electricity, heat, and cooling simultaneously from a single energy source, thereby reducing waste and optimizing overall energy consumption.

Completed in 2023, the plant was designed to significantly enhance the facility's energy performance by lowering CO_2 emissions and enabling more rational use of resources. However, it is currently still awaiting the necessary authorization to become fully operational.

To ensure optimal management and maximize both the economic and environmental benefits of the system, Altergon intends to has entrusted its operation to the company that engineered and built the plant. In addition, a portion of the cost savings generated through improved efficiency will be shared, creating mutual value for both Altergon and its technology partner.

The commissioning of the trigeneration plant represents a strategic milestone in reducing our carbon footprint and advancing a more sustainable production model.

Renewable Energy

The adoption of renewable energy sources is a key strategic priority for Altergon, as it enables us to reduce our carbon footprint and increase our resilience to fluctuations in the energy market. Investing in green energy not only lowers the indirect CO_2 emissions associated with electricity consumption, but also helps reduce long-term operating costs, protecting us from price volatility and ensuring a more stable and sustainable energy supply.

To achieve this goal, we have launched two major initiatives. Beginning in 2025, we will start purchasing Guarantees of Origin (GO), certificates that verify the renewable origin of the electricity we consume. This decision will not only reduce our environmental impact but will also support the growth of the renewable energy sector by encouraging the production of electricity from sustainable sources.

At the same time, at the end of 2024 we acquired a 13,300 m^2 area adjacent to our company campus, where we will build a 1 MWp photovoltaic plant. Once operational, this system will enable us to self-generate a substantial share—more than 50%—of the electricity required for our production processes, reducing our dependence on the national grid and further lowering CO_2 emissions. In addition, on-site generation will provide further economic benefits by allowing us to feed any excess electricity back into the grid, thereby increasing the overall sustainability and financial soundness of the investment.

These projects form part of a broader strategy that integrates energy efficiency with innovative solutions. Renewable energy, combined with our trigeneration plant, will allow us to optimize energy consumption and move progressively toward greater energy self-sufficiency. Through these actions, Altergon not only strengthens its competitiveness but also reaffirms its role as a company at the forefront of the ecological transition—capable of combining industrial growth with environmental responsibility.

6 POLLUTION

MDR-P - MDR-T
E2-1 - E2-3

6.1 Policy and Objectives

- MAINTAINING HIGH STANDARDS OF REGULAR AND INTEGRATED ENVIRONMENTAL MONITORING
- PREVENTION AND SYSTEMATIC CONTROL OF SUBSTANCES

Our primary objective is to ensure effective control of pollutants through continuous improvements in environmental management and monitoring, supported by the highest standards of quality, safety, and reliability. This commitment is reinforced by the ongoing update of impact, risk, and opportunity assessments—carried out as part of our double-materiality analysis and described in Chapter 4.1.

Through our ISO 14001–certified Environmental Management System, and as outlined in our environmental policy available on our website, we place strong emphasis on implementing preventive measures to avoid accidents and, should they occur, on applying effective procedures to promptly contain and mitigate their impact on people and the environment. Our Management System enables us to optimize performance, reduce environmental impacts, and ensure full compliance with the monitoring plan required to maintain our Integrated Environmental Authorization (AIA).

Our pollution-prevention objectives are driven not only by our commitment to continuous improvement but also by the regulatory requirements set out in the Consolidated Environmental Act (Legislative Decree 152/2006). Maintaining the AIA entails strict limits on measured emission concentrations, which translate into environmental management targets that Altergon is committed to meeting each year.

For these reasons, we have implemented a monitoring plan that allows us to thoroughly evaluate our environmental impacts. Periodic measurements and assessments cover atmospheric emissions, waste management, wastewater discharges, water resource consumption, environmental noise, and soil and groundwater quality. The activities included in this annual plan include:

- monitoring atmospheric emissions through biannual inspections and periodic checks performed by an accredited laboratory, with reporting to the relevant authorities;
- conducting annual analyses of wastewater discharges, with reporting to the authorities and monthly checks carried out by the managing body;
- monitoring soil (every ten years) and subsoil (every two years) to ensure the absence of significant contamination.

As a company, we are committed to allocating the resources necessary to implement our integrated policy and to disseminating its principles both internally and to external stakeholders.

We firmly believe that protecting the environment is a fundamental responsibility. This is why we invest in resources, technologies, and expertise to reduce our environmental footprint and actively contribute to safeguarding public health and the ecosystem.

6.2 Impacts Identified and Actions for Continuous

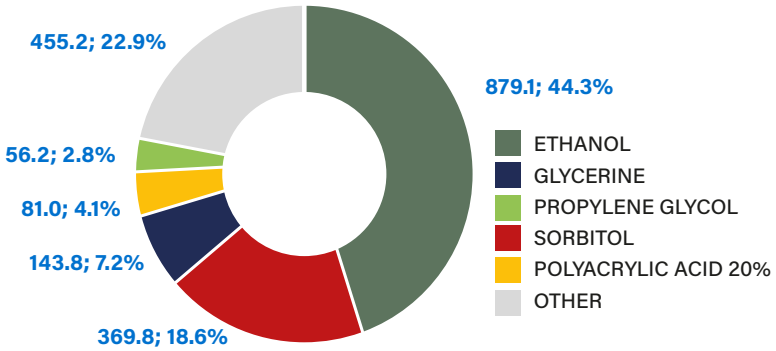
MDR-A - MDR-M - E2-2 - E2-4 - E2-5

In this chapter, we present the environmental impacts associated with the release of pollutants into the air, water, and soil. With regard to chemicals of concern and substances of very high concern, based on the double-materiality analysis conducted (see Chapter 4.1) and a comparison with official regulatory lists, we have identified no significant purchases, production activities, or emissions involving these substances.

The only significant impacts identified relate to pollutant emissions (see table on page 19).

For the sake of transparency, however, we also provide a chart illustrating the main raw materials we purchase which—although not classified as chemicals of concern or substances of very high concern—represent the most relevant aspect of Altergon's chemical management.

Substances Entering in 2024 [t]



Furthermore, in line with the impacts and risks identified as significant through the double-materiality analysis (Chapter 4.1), we have implemented structured procedures to mitigate environmental and operational risks within the framework of our Integrated Environment and Safety Management System. Among these procedures, emergency simulations play a central role, scheduled on a three-year basis according to the potential risk scenarios identified.

These exercises involve different areas of the facility and serve as an essential tool to ensure personnel preparedness and responsiveness in the event of critical situations—such as fires, chemical spills, equipment failures, or other emergencies—that could cause significant environmental impacts as well as disruptions to business operations.

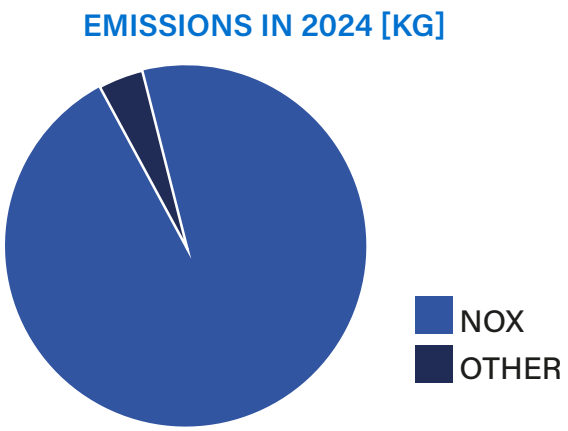
Air Pollution — Direct Atmospheric Emissions

All relevant atmospheric emission points are identified, coded, and subjected to regular checks to ensure compliance with environmental standards. Control activities include semi-annual visual inspections carried out by Altergon personnel to verify the integrity, cleanliness, and proper functioning of abatement systems, along with routine maintenance—performed monthly or quarterly depending on the equipment—and periodic emissions testing conducted by an accredited laboratory at the frequency established in the authorization decree.

In accordance with current legislation, the HSE Office prepares and continually updates the Atmospheric Emissions Register, which records all analyses and sampling performed on emission stacks. The results of these analyses are submitted to the relevant authorities—including the Campania Region, ARPA Campania, and the Municipality of Morra De Sanctis—in accordance with the procedures and timelines set out in the AIA Decree.

Atmospheric emissions generated by our production

processes consist primarily of nitrogen oxides (NOx), which account for approximately 96% of the total by mass. Additional minor pollutants are linked to substances listed in Table A1 – Classes II and III of Annex I of Legislative Decree No. 152 of 3 April 2006 (and subsequent amendments), "Environmental Regulations." The values shown below have been calculated based on concentration measurements (kg/h) and annual operating hours for each stack.



POLLUTANT	2024 EMISSIONS [KG]
Dust	0.58
PROPYLENE GLYCOL	0.08
ETHYL ALCOHOL	0.03
TAB. A1 - CLASS II[2]	2.00
TAB. A1 - CLASS III[2]	2.00
TAB. A1 - CLASS II[2]	2.00
TAB. A1 - CLASS III[2]	58%
NOX	403.62
VOCS	6.00

To reduce atmospheric pollution, Altergon has implemented dedicated abatement systems tailored to each type of pollutant. These include scrubbers for emissions containing dust and VOCs (Volatile Organic Compounds), a regenerative thermal oxidizer for VOC emissions, fabric filters for particulate removal, condensers for emissions containing ethyl alcohol, an oxidizing catalyst to reduce CO emissions, and a Leanox system to reduce NOx emissions.

[2] These pollutants are included in the list provided in Annex I of Legislative Decree No. 152 of 3 April 2006 (as amended), "Environmental Regulations."

The company has established an internal emissions threshold set at 95% of the authorized limit. All recorded values are continuously monitored and remain well below this threshold, ensuring rigorous oversight and responsible environmental management.

Water Pollution — Wastewater Discharges

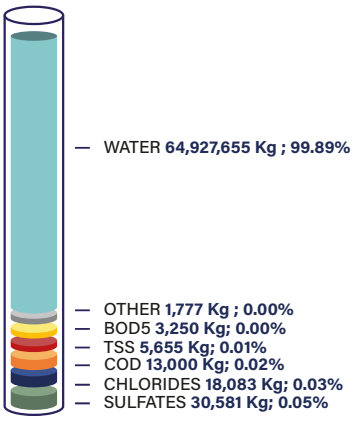
Altergon manages its wastewater through a pre-treatment system designed to equalize flow rates and adjust pH levels. Industrial effluents are first routed to the company's pre-treatment plant and subsequently discharged into the consortium sewage network, where they undergo further purification.

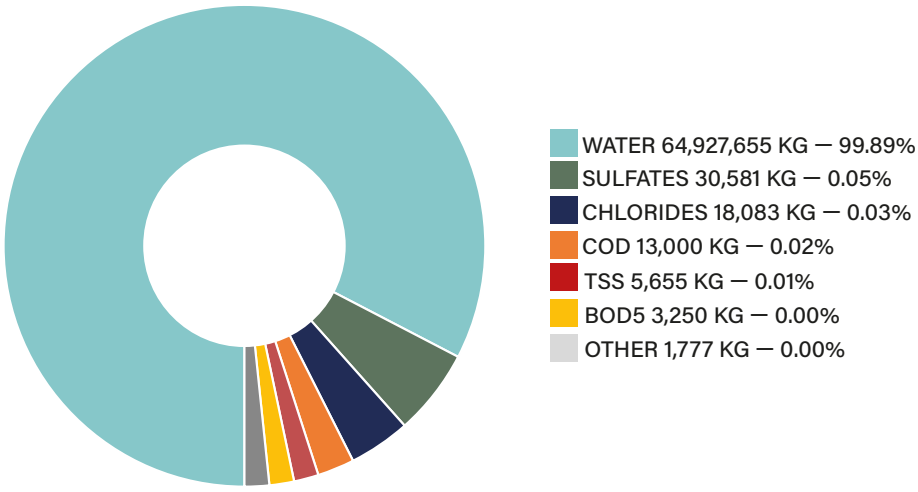
We continuously monitor our discharges to ensure that all values remain well within the regulatory limits established in Table 3 — Annex 5, Part III of Legislative Decree 152/06. Periodic analyses are carried out in collaboration with an accredited laboratory, and the results are regularly shared with the competent authorities, including the Campania Region, ARPA Campania, and the ASI Consortium.

In addition, a monthly verification is performed jointly by Altergon and the ASI management body, providing an additional layer of oversight to ensure full compliance of wastewater discharges.

The graph below illustrates the quantities of pollutants released into water in 2024, estimated on the basis of the most recent concentration measurements (mg/l) and a total wastewater volume of approximately 65,000 m^3.

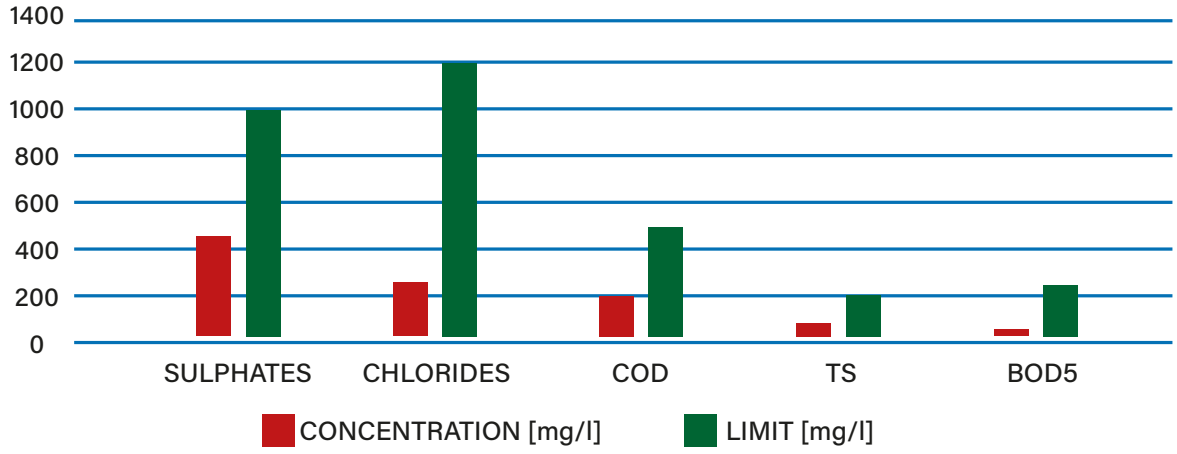
WASTEWATER DISCHARGE EMISSIONS IN 2024 [KG]





The main pollutants released, in terms of mass, are sulfates and chlorides. Their concentrations in wastewater are kept well below the limits established by current legislation (Legislative Decree No. 152/2006, as amended — Part Three, Annex V, discharges to public sewers), reaching only 47% and 23% of the permitted threshold according to the most recent measurements.

EMISSIONS OF MAIN SUBSTANCES IN WASTEWATER (BASED ON 2024 MEASUREMENTS)



The parameters related to total suspended solids (TSS), biodegradable organic matter (BOD_5), and non-biodegradable organic matter (COD), along with all other monitored substances, remain well below the legal limits established by current regulations.

The company ensures ongoing maintenance of the wastewater discharge lines, carried out by specialized HSE personnel, to guarantee the proper functioning of the systems and full compliance with environmental standards. As noted above, to further enhance the management of this environmental impact, we have upgraded our wastewater treatment system by activating a second equalization tank and installing a new biological treatment section designed to improve purification efficiency and reduce COD and surfactant levels.

At the same time, we have introduced advanced safety measures for the transfer of flammable liquids, including grounding systems and visual signaling devices, to minimize risks and ensure safer handling practices.

Soil Pollution — Emissions to Soil and Subsoil

In 2021, Altergon carried out an in-depth monitoring campaign of the soil and subsoil, with sampling conducted at 11 specific points: 3 piezometers for groundwater analysis and 8 dedicated soil sampling points. The results confirmed that all concentrations were below the threshold limits established for commercial and industrial sites. In accordance with Legislative Decree 152/2006, these assessments must be repeated at least every ten years for soil and every two years for subsoil to ensure ongoing compliance with environmental requirements and to prevent any potential contamination.

Hazardous substances generated by production activities—even when present in negligible quantities—are managed with the utmost care, collected as waste, and disposed of in full compliance with current regulations. Altergon also ensures continuous personnel training on the safe handling of chemicals and regularly conducts emergency simulations, including those focused on chemical spills. These activities aim to reduce the risk of contamination of soil, groundwater, and subsoil, reinforcing the company's commitment to environmental protection.

7

MDR-P - MDR-T
E3-1

WATER USE

7.1 Policy and Objectives

- PROGRESSIVE REDUCTION OF WATER CONSUMPTION
- PREVENTION OF WATER-RELATED RISKS
- CONTINUOUS IMPROVEMENT OF WASTEWATER TREATMENT

Water is a fundamental natural resource for the production of Altergon's pharmaceutical products, and its responsible management is essential not only for our operations but also for the surrounding community. This issue is particularly important to us because our headquarters are located in an area classified as having a high overall water risk (3–4 out of 5), as highlighted by our internal assessment using the World Resources Institute (WRI) Aqueduct Water Risk Atlas.

For this reason, we have carefully analyzed the impacts, risks, and opportunities associated with water use and have developed a forward-looking, sustainable strategy. In particular, we have identified two main risks:

- water consumption: potential tightening of environmental regulations relating to discharge limits;
- resource availability: risk of production disruptions due to water scarcity (a high-risk factor according to WRI projections in the Aqueduct Water Risk Atlas).

Our corporate policy translates these insights into concrete actions aimed at reducing water consumption and improving wastewater treatment (the latter discussed in detail in Chapter 6). Rather than setting rigid quantitative targets, we prioritize qualitative objectives focused on the progressive reduction of water use. This flexible, adaptive approach enables us to respond effectively to our operational context and production needs.

7.2 Our Impact and Improvement Actions

MDR-A - MDR-M - E3-2 - E3-4

Altergon sources its water exclusively from the public aqueduct and does not draw from wells, aquifers, watercourses or any other sources.

At Altergon, we integrate water-saving practices into our daily operations to reinforce our commitment to protecting water resources, improving operational efficiency and promoting sustainable solutions. A concrete example of this approach is our surface runoff collection system, which is monitored and verified through direct measurements using physical meters.

WATER CONSUMPTION IN 2024	m^3
Total water stored	**0**
Changes in water storage	**0**
Total water recycled and reused	**0**
Total water consumption in water-stressed areas (including high water-stress areas):	**116,643**
TOTAL WATER CONSUMPTION	116,643
WATER INTENSITY	m^3/hc
Intensity per headcount	**373.86**

At Altergon, we integrate water-saving practices into our daily operations to reinforce our commitment to protecting water resources, improving operational efficiency and promoting sustainable solutions. A concrete example of this approach is the implementation of a surface-runoff water collection system, monitored and verified through direct measurements using physical meters.

Thanks to this initiative—and to the careful, responsible management of water resources—we adopt a strategic approach fully aligned with long-term environmental sustainability.

8 CIRCULAR ECONOMY

MDR-P - MDR-T
E5-1 - E5-3

8.1 Policy and Objectives

- PROGRESSIVE ADOPTION OF LIFE CYCLE ASSESSMENT (LCA)
- INCREASED USE OF RECYCLED OR REGENERATED MATERIALS

At Altergon, we recognize that the responsible management of raw materials and production resources is essential to ensuring long-term environmental balance. Our commitment to sustainability goes beyond operational efficiency: it aims to preserve natural resources for future generations and to strengthen our active role in protecting the environment. For this reason, circularity is a core principle of our environmental policy and translates into concrete actions designed to reduce waste, extend the life cycle of materials, and minimize our overall environmental footprint.

- One of our key objectives is the progressive integration of Life Cycle Assessment (LCA) into our products, enabling us—through a structured and scientific approach—to identify opportunities to reduce the environmental impact of design and production activities.
- At the same time, we are committed to carrying out a detailed and rigorous analysis of the waste we generate and the methods used for its disposal, in line with our ISO 14001-certified Environmental Management System. Through precise annual monitoring and tracking, we maintain constant oversight of waste streams, allowing us to intervene promptly and seize every opportunity to increase the share of recoverable or recyclable materials.

8.2 Our Impacts and Improvement Actions

MDR-A - MDR-M - E5-2 - E5-4 - E5-5

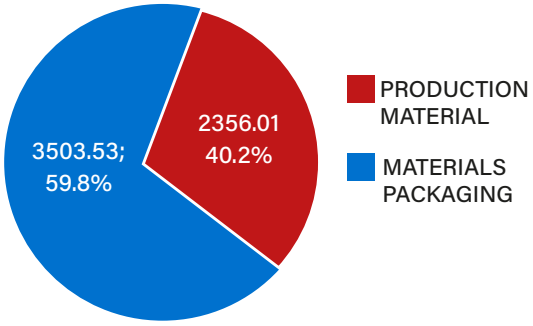
Materials Entering Our Production Process

We use a wide variety of chemicals, both organic and inorganic, in our production processes. In order to prioritize the safety and effectiveness of our products, we do not use recycled materials in our formulations. We do not currently have precise data on the proportion of purchased products covered by sustainability certifications. As an area for improvement, we are committed to developing a system for analyzing and validating purchased products so that we can accurately determine the percentage of:

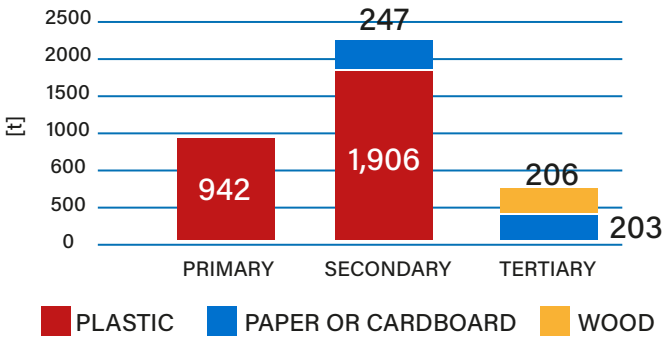
1. organic products (and biofuels used for non-energy purposes);
2. secondary/recycled products (both for products necessary for production and packaging).

With regard to the flow of incoming materials to our plant, we present an overview below: most of it is used for product packaging, consisting mainly of plastic materials for primary and secondary packaging, and paper, cardboard and wood for tertiary packaging.

INCOMING MATERIALS IN 2024 [t]



INCOMING MATERIALS IN 2024 PACKAGING [t]



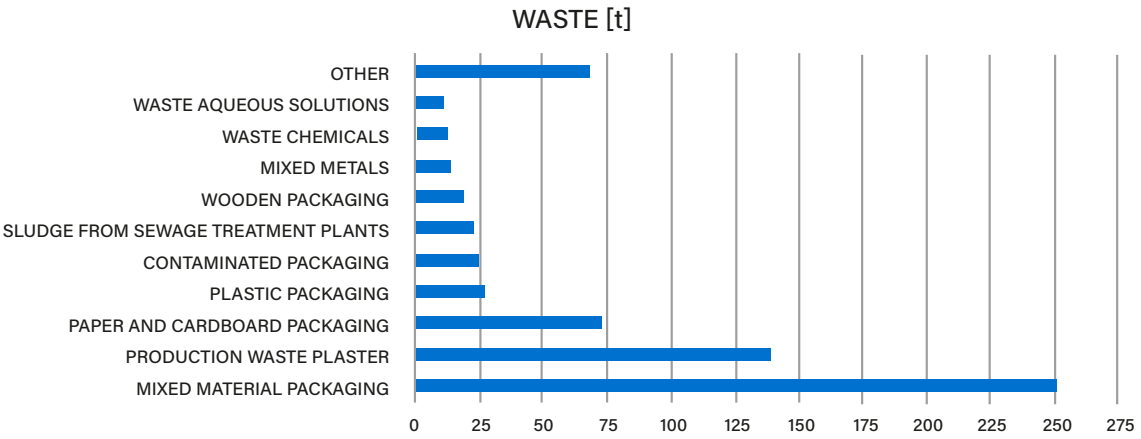
Materials Output from Our Production Process

Our production focuses on high-quality products for various therapeutic applications. The main goods coming out of our production process include:

- Sodium hyaluronate (hyaluronic acid), used in the medical and dermo-aesthetic fields and sold to pharmaceutical companies (over 2.800 kg supplied in 2024);
- a large number of medicated plasters, both in the Plaster and Tape/TDS versions, formulated for specific applications (over 110 million plasters sold in 2024);
- orodispersible films (ODFs), microneedles and sterile impregnated gauze, commissioned by pharmaceutical companies;
- waste alcohol (anhydrous)from biotech production (over 1.000 m3 sold in 2024);
- pre-filled syringes (PFS).

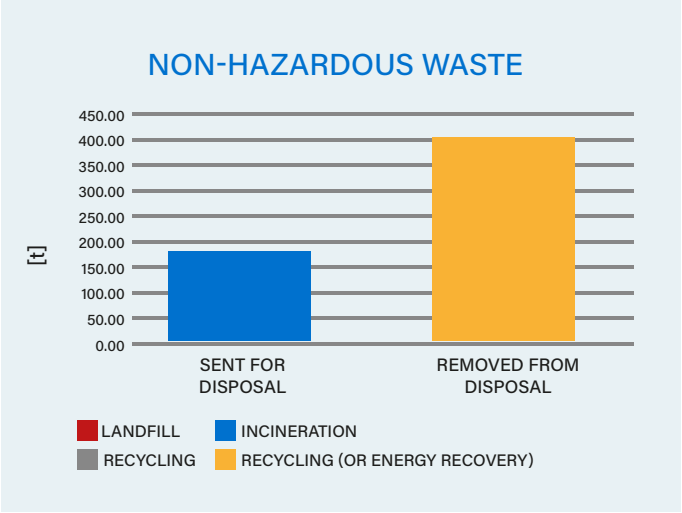
Given the consumable nature of our products, they do not contain recyclable components, with the exception of packaging (the disposal of which is the responsibility of the end customer). Packaging consists mainly of plastic and cardboard, all of which are generally recyclable materials. However, their actual recycling depends on local disposal practices and customer awareness.

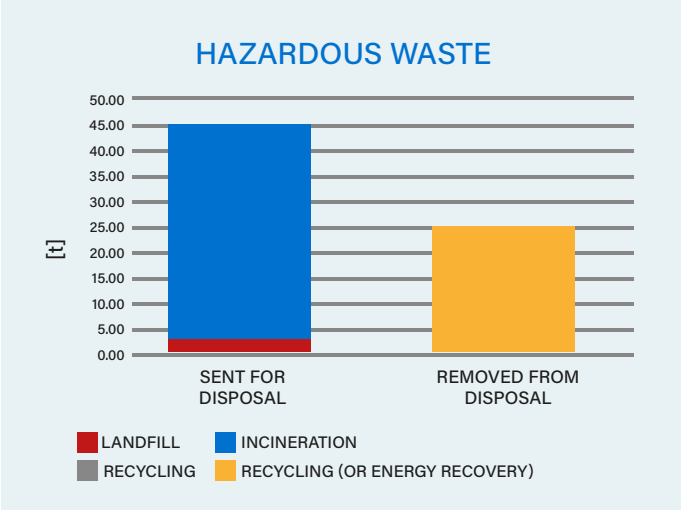
Our production activities generate various types of waste from the production, packaging and plant maintenance processes. The main types of waste produced include various types of packaging, production waste (composite material mainly consisting of plastic elements), sewage sludge, waste solutions and metal material (no radioactive waste is produced).



Much of this waste, such as packaging made of paper, plastic, wood and mixed materials, is generally destined for recovery or, alternatively, incineration with energy recovery. Other types, such as solvents and chemical waste requires specific disposal treatments. Below is a breakdown of our waste based on the type of treatment required.

OUTGOING	[t]	%
HAZARDOUS	70.3	10.6%
Sent for disposal	**44.6**	**6.7%**
Landfill	**2.1**	**0.3%**
Incineration	**42.5**	**6.4%**
Removed from disposal	**25.6**	**3.9%**
Recycled	**0.1**	**0.0%**
Recycling (or energy recovery)	**25.5**	**3.9%**
NON-HAZARDOUS	591.6	89.4%
Sent for disposal	**185.2**	**28.0%**
Landfill	**0.0**	**0.0%**
Incineration	**185.2**	**28.0%**
Removed from disposal	**406.5**	**61.4%**
Recycled	**7.4**	**1.1%**
Recycling (or energy recovery)	**399.1**	**60.3%**
TOTAL NON-RECYCLED WASTE	229.8	34.7%
TOTAL RECYCLED WASTE	432.1	65.3%
TOTAL WASTE PRODUCED	661.9	100%





** A conservative approach has been adopted for this analysis: in cases of uncertainty regarding the final destination, the disposal option with the greatest impact has been considered. The category "Recycling (or energy recovery)" includes waste for which it has not been possible to determine the final treatment with certainty. However, this waste is temporarily stored pending recycling and, only in rare cases, sent for incineration with energy recovery.*

Our improvement actions

One concrete example of our commitment to the circular economy is the use of pure ethyl alcohol in our production processes. This is one of our most widely used raw materials, accounting for 35% of the total mass of incoming materials. After being used as a precipitating agent, the ethanol is recovered in the form of a hydroalcoholic mixture with an average alcohol content of 70%. Instead of treating it as waste, we valorize it by selling it as a by-product to third parties who, through a distillation process, recover and use it for other industrial purposes. This approach significantly reduces waste production and promotes the reuse of materials, minimizing our environmental impact. We know that true innovation comes through responsible and sustainable choices, which is why we will continue to work to minimize our environmental impact, actively contributing to building a more sustainable future.

9 OWN WORKFORCE

MDR-P - MDR-T
S1-1 - S1-3 - S1-5

9.1 Policy and Objectives

- PROTECTING THE WELL-BEING OF OUR EMPLOYEES
- COMPLIANCE WITH THE HIGHEST STANDARDS OF PROTECTION AND PREVENTION

Respect for corporate values, a people-centered approach and the promotion of a healthy, inclusive and growth-oriented working environment are fundamental principles, formalized through a structured set of corporate policies, internal procedures and regulations. These tools precisely regulate the entire life cycle of the employment relationship, including the phases of recruitment, training, management, relocation and evaluation of personnel, as well as clearly setting out the rights and duties of employees. To reinforce this system, a Code of Ethics has also been adopted, which defines the principles of conduct, integrity and respect that form the basis of the organizational culture (chapter 3.3).

There are two strategic objectives that guide these tools:

- ensuring the well-being of employees by valuing individual skills, promoting professional growth and offering a structured and accessible welfare system;
- adhering to the highest standards of protection and prevention through policies focused on safety, social responsibility and conscious management of internal and external relations.

These objectives translate into concrete actions in four key areas:

- professional growth and training, through programs such as *'Green Belt Six Sigma'*, *'Academy Campania'*, management training, English courses and development projects;
- career path management, through annual performance appraisal processes, role adjustments and remuneration reviews;
- welfare and social protection policies, which include onboarding, health insurance extended to cover non-work-related issues, bonuses and digital welfare platforms;

Through this integrated approach, Altergon promotes an advanced, responsible and long-term human resource management model.

9.2 Our Impact and Our Improvement Actions

MDR-A - S1-6 - S1-8 - S1-9 - S1-13 - S1-14

Working Conditions - Employment, Diversity, Equity and Inclusion

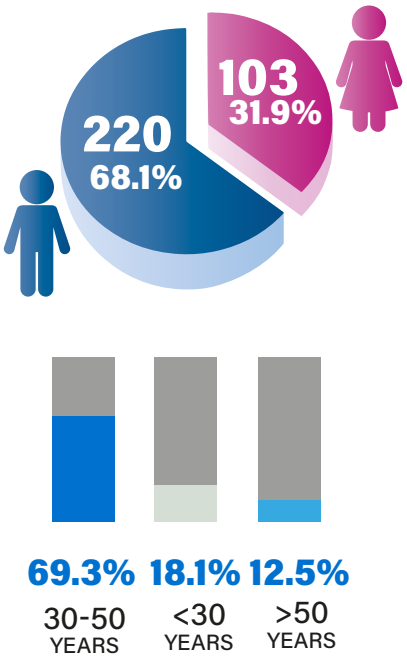
Our employees, all covered by national collective bargaining agreements, are Altergon's most valuable resource: as of 31 December 2024, there were 323 people actively contributing to defining and supporting the company's values and mission (287 direct employees and 36 temporary workers). Among them, the percentage of female employees is 32%, in line with our sector (chemical-pharmaceutical manufacturing). In this regard, we monitor the gender pay gap within the company, which stands at 2.8% for 2024, in line with the national average and well below the European average (Eurostat 2024).

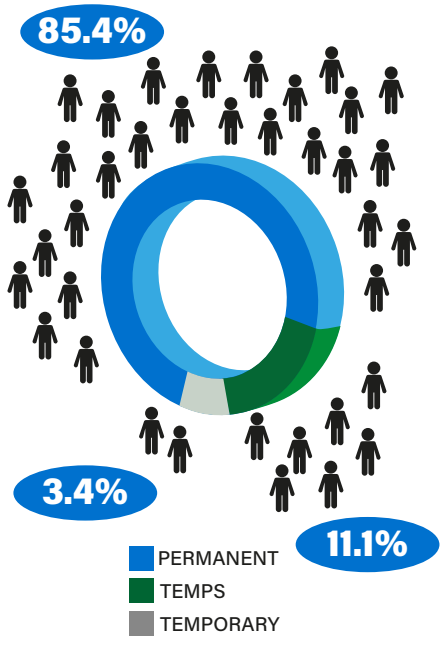
As proof of our efforts to promote work-life balance as much as possible, that during 2024, 64 employees took leave for family reasons (equivalent to 22.3% of the company's employees).

Permanent positions also account for 85.4% of the total, demonstrating the seriousness and conviction with which we invest in long-term, structured employment relationships.

Finally, the age distribution of our employees confirms a very important aspect of our commitment: to consolidate a group of people capable of integrating the strengths of different generations with winning synergy, carefully balancing the modern and energetic approach of young people (18.1% under 30) with the experience and skills of more mature employees (12.5% over 50).

	2024[3]
EMPLOYEES	323
Men	220
Women	103
PERMANENT EMPLOYEES	276
Men	189
Women	87
FIXED-TERM EMPLOYEES	
Men	4
Women	7
TEMPORARY EMPLOYEES	36
Men	27
Women	9
EMPLOYEES WITH NON- GUARANTEED WORKING HOURS	0
Men	0
Women	0





	2024[4]
EMPLOYEES TOP MANAGERS (EXECUTIVES)	3
Men	2
Women	1

	2024[4]
MANAGERIAL EMPLOYEES	18
Men	14
Women	4

	2024[4]
EMPLOYEES	266
Men	177
Women	89

[3] *This includes all Altergon employees, including temporary workers*
[4] *This figure includes only employees hired directly by Altergon Italia S.r.l. and therefore excludes temporary workers*

In 2024, we recorded an overall turnover rate of 10.9% (calculated as the ratio between the total number of employees joining and leaving the company and the average number of employees during the year). This figure is mainly due to the large number of new hires, equal to 26 (8.3%), and confirms the commitment and desire of our employees to actively contribute, both personally and professionally, to building the future of the company.

Professional Growth at Altergon

At Altergon, we firmly believe that people are the beating heart of our organization. For this reason, we continuously invest in skills development, talent enhancement, and the creation of sustainable and motivating career paths. Our organizational structure is supported by a comprehensive system of internal policies and procedures that clearly regulate the recruitment, training, management, and redeployment of staff, while ensuring full respect for the rights and responsibilities of each employee, as defined in our Code of Ethics.

In this context, we reached an important milestone in 2024: 100% of our employees participated in periodic performance and career development reviews, confirming the attention we devote to every professional pathway. In addition, we provided a total of 4,540 hours of training—equivalent to an average of 15.8 hours per person—engaging our employees in activities ranging from technical updates and managerial training to foreign languages, soft-skills development, and safety regulations.

We believe that fostering the professional growth of our people means investing in the company's future and in the long-term sustainability of our work:

- professional development and training through programs such as *Green Belt Six Sigma*, *Academy Campania*, managerial training, English courses, and development initiatives;
- career management through annual performance review processes, role adjustments, and compensation reviews.

	2024
TOTAL TRAINING HOURS PROVIDED	4,540
AVERAGE TRAINING HOURS PER EMPLOYEE [5]	15.8
EMPLOYEES RECEIVING PERIODIC PERFORMANCE REVIEWS	100%

[5] *Only employees directly hired by Altergon Italia S.r.l. are considered here; temporary agency workers are excluded.*

Employee Health and Safety

At Altergon, we place the health and safety of our employees at the heart of our priorities and are firmly committed to our 'Zero Accidents' goal. All incidents, including near misses, are recorded, analyzed and managed with extreme care, and targeted corrective actions are taken to prevent similar situations from recurring. Our safety culture is based on continuous training, constant communication and the active involvement of all staff.

In 2024, we achieved 100% coverage of our workforce through a Health and Safety Management System that complies with legal requirements and is ISO 45001 certified. There were no fatalities among our employees or among third-party workers third parties operating at our site. However, we recorded four workplace accidents with an accident rate of 3.64*10-6 (ratio of number of accidents to total hours worked, number of accidents recorded equal to three). The number of cases of occupational illness was zero, while the total number of days lost due to accidents was 88.

Although no serious incidents occurred, we view every accident as an opportunity for improvement. In response to the incidents recorded, we have further strengthened our training programs, updated our prevention procedures and enhanced the monitoring of operating conditions, with the aim of making our occupational health and safety system increasingly effective.

	2024
% OF EMPLOYEES COVERED BY A HEALTH AND SAFETY MANAGEMENT SYSTEM	100
NUMBER OF WORK-RELATED FATALITIES (INJURIES AND ILLNESS)	0
NUMBER OF RECORDABLE WORK-RELATED INJURIES	4
RATE OF RECORDABLE WORK-RELATED INJURIES	$3.64*10^{-6}$
NUMBER OF REPORTED CASES OF OCCUPATIONAL DISEASES	0
NUMBER OF LOST WORKDAYS DUE TO WORK-RELATED INJURIES, WORK-RELATED ILLNESSES, AND WORK-RELATED FATALITIES	88

Furthermore, in line with the impacts and risks identified as relevant in the double-materiality analysis (Chapter 4.1), we have implemented structured procedures to mitigate operational risks within the framework of our Integrated Environment and Safety Management System. Among these measures, emergency simulations play a central role and are planned on a three-year basis according to the potential risk scenarios identified. These exercises involve different areas of the plant and are a fundamental tool for ensuring personnel preparedness and responsiveness in the event of critical incidents such as fires, chemical spills, equipment failures, and other emergencies that could cause significant environmental impacts and disruptions to business operations.

More broadly, we remain committed to a proactive safety culture focused on prevention and continuous improvement. Our goal is to strengthen best practices, ensuring that employees can carry out their duties under optimal conditions while reducing risks.

10 CONSUMERS AND END USERS

MDR-P - MDR-T
S4-1 - S4-5

10.1 Policy and Objectives

- IMPLEMENTATION OF CUTTING-EDGE TECHNOLOGIES
- POSITIONING AS AN INDUSTRY LEADER THROUGH INNOVATION, QUALITY AND RELIABILITY

At Altergon, we place the protection, safety, and satisfaction of consumers and end users at the heart of our daily commitment. Our products—ranging from topical medicated patches to orally disintegrating films, from sterile impregnated gauze to pre-filled hyaluronic acid syringes—are developed to meet the highest standards of efficacy, tolerability, and quality, with particular attention to the specific needs of the people who use them.

Our consumer policy is based on a systemic approach to managing impacts, risks, and opportunities, taking into account both the direct effects of our operations and the broader repercussions along the value chain. To this end, we have adopted structured policies that allow us to:

- guarantee quality and safety throughout the entire product life cycle;
- identify and prevent potential negative impacts through traceability and continuous monitoring systems;
- engage end users—directly or indirectly through commercial partners—to gather feedback and continuously improve our solutions;
- offer innovative, convenient, and easy-to-use products that are also suitable for users with specific needs (such as elderly individuals, chronic patients, and vulnerable populations).

In line with our strategic objectives, we are committed to:

- implementing cutting-edge technologies patented and developed in our R&D laboratories to ensure superior performance and reduced impact on the body and the environment;
- positioning ourselves as industry leaders through continuous innovation, operational reliability, and the certified quality of our products;
- fostering a transparent and trust-based relationship with consumers, strengthening our reputation over time.

All these actions are carried out within a management system that complies with the most rigorous international standards (GMP, AIFA, FDA) and thanks to the synergistic contribution of our technical, scientific, and customer care teams, who are capable of promptly identifying market needs.

10.2 Our Impact and Our Improvement Actions

MDR-A - S4-3 - S4-4

At Altergon, we recognize that every product we manufacture has a direct impact on the lives and well-being of consumers and end users. For this reason, we continuously monitor the actual and potential effects of our operations and are committed to preventing and mitigating any critical issues, ensuring high standards of quality, safety and accessibility.

Our most significant positive impacts arise from the very nature of our products, which are designed to improve health outcomes, simplify drug administration and reduce side effects. Our hydrogel, orally disintegrating film and transdermal patch technologies enable controlled and precise delivery of active ingredients, minimizing invasiveness and optimizing therapeutic

efficacy. In addition, our devices are engineered to be easy to use—even for individuals with reduced mobility or specific needs.

At the same time, we are aware that, like any industrial company, our activities may also generate potential negative impacts, such as:

- improper or uninformed product use by end users;
- end-of-life management of devices.

To address these risks, we have implemented a series of improvement measures:

- training and information: we provide technical data sheets, informational materials and direct support to partners and healthcare professionals to ensure correct and safe product use;
- supply chain controls: we carry out rigorous checks throughout the supply chain to preserve product integrity up to the end user;
- continuous improvement: we refine formulations and devices through robust research and development activities, supported by the expertise of Key Opinion Leaders;
- responsible design: we integrate environmental considerations into design processes, reducing unnecessary packaging, simplifying material separation and encouraging proper disposal practices;
- dedicated customer care: we collect and analyze consumer feedback and reports in real time.

As part of the double-materiality analysis (Chapter 4.1), we strengthened our engagement and assessment tools, integrating end-user perspectives more systematically into our evaluations. This approach enables us to identify emerging needs, ethical challenges and opportunities for responsible innovation, confirming our commitment to being not only a supplier of high-quality products, but also a trusted partner in supporting people's health and well-being.

11 LIST OF ACRONYMS

AIA
Integrated Environmental Authorization
AIFA
Italian Medicines Agency
API
Active Pharmaceutical Ingredient
ARPA
Regional Agency for Environmental Protection
B2B
Business to Business
BOD
Biochemical Oxygen Demand (biodegradable organic matter)
CDMO
Contract Development and Manufacturing Organization
CEO
Chief Executive Officer
COO
Chief Operating Officer
CEP
Certificate of Suitability
CGIL
Italian General Confederation of Labor
CO2e
Carbon dioxide equivalent
COD
Chemical Oxygen Demand (non-biodegradable organic matter)
CSRD
Corporate Sustainability Reporting Directive
DA
Activity Data
DEFRA
Department for Environment, Food & Rural Affairs (UK)
DHEP
Diclofenac Hydroxyethylpyrrolidine
EFRAG
European Financial Reporting Advisory Group
ESG
Environmental, Social and Governance
ESRS
European Sustainability Reporting Standards
FDA
Food and Drug Administration
FE
Emission Factor
FILCTEM
Italian Federation of Chemical, Textile, Energy and Manufacturing Workers
GHG
Greenhouse Gases
GMP
Good Manufacturing Practices
GO
Guarantees of Origin
GRI
Global Reporting Initiative
HC
Headcount
HSE
Health, Safety and Environment
IRO
Impact, Risk, Opportunity
ISO
International Organization for Standardization
ISPRA
Higher Institute for Environmental Protection and Research
KFDA
Korea Food & Drug Administration
LCA
Life Cycle Assessment
R&D
Research and Development
RSU
Unitary Trade Union Representation
VOCs
Volatile Organic Compounds
TSS
Total Suspended Solids
EU
European Union
WRI
World Resources Institute

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SUSTAINABILITY REPORT

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