

**prosimet**

**SUSTAINABILITY  
REPORT  
2024**



## LETTER TO STAKEHOLDERS

Dear Stakeholders,

With a renewed sense of responsibility and transparency, we are pleased to present the second Sustainability Report of Prosimet S.p.A. This document continues our commitment to an increasingly sustainable, resilient, and long-term-oriented business model.

In 2024, we strengthened the path we set last year, consolidating the actions and tools introduced in our first Sustainability Report. This second report is not merely an update of results, but a concrete confirmation of our commitment to integrating environmental, social, and governance sustainability into all strategic and operational dimensions of our activities.

The challenges our sector continues to face – from the energy transition to the responsible management of resources, from workplace safety to the promotion of diversity – drive us to innovate and engage in dialogue with all stakeholders in our ecosystem to generate shared value. For this reason, in 2024, we launched new initiatives to reduce environmental impact further, expand our range of eco-friendly products, and strengthen the culture of sustainability among our employees and throughout the supply chain.

The report we share with you today highlights the progress we have made and the areas where we will continue to invest with determination. The active involvement of suppliers and the growth of welfare and internal training initiatives are just some of the directions we will pursue in the coming years.

We thank all of you – customers, partners, suppliers, employees, and local communities – for your continued support and constructive dialogue, which help us improve day by day. Only through a shared vision can we address current complexities and build a more equitable, responsible, and prosperous future together.

## INTRODUCTION AND METHODOLOGICAL NOTE

The 2024 Sustainability Report of Prosimet S.p.A. represents the second chapter in a structured journey toward greater environmental, social, and economic responsibility. This document reports on the activities carried out and the results achieved during the period from January to December 2024, providing a transparent, measurable, and integrated view of the company's ESG performance.

The reporting is inspired by the leading international sustainability frameworks, in particular the United Nations Sustainable Development Goals (SDGs), with a specific focus on:

- SDGs 3, 5, 6, and 8: health and well-being, gender equality, water management, and decent work;
- SDGs 7, 9, 12, and 13: clean energy, innovation, responsible consumption, and climate action;
- SDGs 11 and 17: sustainable communities and partnerships.

In the 2024 Sustainability Report, Prosimet S.p.A. confirms its adherence to the same United Nations SDGs already identified in the 2023 report. This choice reflects the strategic coherence of our ESG journey, which is grounded in a long-term vision and a concrete commitment to environmental, social, and governance issues that are structural priorities for our industrial reality.

The continuity of the adopted SDGs – including health and well-being (SDG 3), gender equality (SDG 5), water resource management (SDG 6), decent work (SDG 8), clean energy (SDG 7), innovation and infrastructure (SDG 9), responsible consumption (SDG 12), climate action (SDG 13), sustainable communities (SDG 11), and partnerships (SDG 17) – is driven by the desire to strengthen actions already initiated and consolidate the progress achieved, avoiding discontinuities not justified by significant changes in the operating context or material risks.

This approach, based on stability and depth, enables more effective measurement of ESG performance over time and provides stakeholders with a transparent, comparable view of results. The reiteration of the same SDGs also demonstrates a strong determination toward methodological maturity, where Prosimet's ambition is expressed through the consistency and solidity of its commitments rather than through a formal expansion of objectives.

The environmental analysis was carried out using SimaPro 9.4 software, with the Ecoinvent 3.8 database and the “cut-off by classification” allocation method, in line with international Life Cycle Assessment (LCA) standards. The model used to calculate global warming potential is IPCC 2021 GWP100, allowing accurate quantification of greenhouse gas emission impacts.

Scope 1 and Scope 2 emissions were calculated exclusively using primary data collected internally by Prosimet S.p.A., with preference given to geographically specific Italian data, followed by European and global data.

This methodological choice allows Prosimet to:

- ensure maximum transparency toward stakeholders;
- strengthen the robustness of analyses supporting strategic decisions;
- enhance the company's commitment to sustainability based on measurable and verifiable data.

## ENVIRONMENTAL

In 2024, Prosimet S.p.A. consolidated its environmental management approach based on primary company data and internationally recognized methodologies. The analysis of climate-altering emissions follows the Greenhouse Gas Protocol, distinguishing between direct emissions controlled by the company (Scope 1) and indirect emissions from purchased electricity (Scope 2). Calculations were carried out using SimaPro 9.4 with the Ecoinvent 3.8 database, “cut-off by classification” allocation, and the IPCC 2021 GWP100 model. The use of primarily Italian geographical data enhances the robustness and transparency of estimates.

Based on internal data collected between January and December 2024, total emissions amounted to 4,861 tons of CO<sub>2</sub> eq, a 14.3% reduction from 5,670 tons of CO<sub>2</sub> eq in 2023. This trend was driven by a decrease in direct emissions (-15.8%), due to lower methane consumption in production processes, while Scope 2 emissions decreased by 5.8%. This result reflects both operational and technological improvements, as well as a reduction in production volumes during the year.

EMISSIONS (tons CO <sub>2</sub> eq)	2023	2024	Change
Scope 1	4797	4039	-15.8%
Scope 2	873	822	-5.8%
<b>TOTAL</b>	<b>5670</b>	<b>4861</b>	<b>-14.3%</b>

Scope 1 emissions derive almost entirely from methane used in thermal processes (94.08%, equal to 3,800 tons CO<sub>2</sub> eq). The company fleet accounts for 5.90% (approximately 238 tons CO<sub>2</sub> eq), while other sources, such as laboratory gases, are marginal (0.02%).

### Resource management and circularity

In 2024, Prosimet continued integrating circular economy principles into its environmental management, focusing on waste valorization, efficient water use, and energy recovery. Production scraps are treated as resources rather than waste.

Rainwater collection systems channel approximately 15,000 m<sup>3</sup> per year into the production cycle, partially replacing potable water withdrawal and reducing overall water footprint. These practices fall within the scope of the Integrated Environmental Authorization (AIA) issued by the Province of Bergamo.

On the energy front, recovery of residual heat from exhaust fumes meets part of the internal thermal needs, confirming the benefits already measured in 2023 (an 8% reduction in gas use per ton of product). These results align with ongoing energy efficiency initiatives, including the 2024 Energy Audit and the development of a photovoltaic plant for self-consumption.

Consistent with the evidence and priorities outlined, measurable short-term, medium-term, and long-term objectives have been defined.

#### Short-term objectives (within 12 months)

- Introduction of solutions and improvements aimed at enhancing product sustainability, strengthening the integration between innovation and responsible resource management.

#### Medium-term objectives (within 2–3 years)

In the medium term, Prosimet S.p.A. will focus on two operational directions:

- Safeguarding and consolidating a waste recovery/recycling rate close to 100%, turning an already achieved result into a management standard. The goal is to maintain it consistently (with a minimum reference threshold of 98%), improving the quality of fraction selection and minimizing non-recoverable residues.
- Strengthening water management by doubling, by 2028, the capacity to collect and use rainwater, thereby further reducing the withdrawal of potable water and reinforcing a circular approach to resource use.

### **Long-term objectives (beyond 3 years)**

With a long-term perspective, Prosimet is operationalizing its value-chain emissions pathway through the following long-term objectives:

- Mapping of Scope 3 emissions
- Development of a robust data inventory, distinguishing between primary and secondary sources and consolidating quality by category
- Prioritization of interventions by category based on materiality and reduction potential
- Definition of a credible and measurable decarbonization trajectory
- Formalization of the reduction target: -20% Scope 3 by 2030 compared to the baseline resulting from the mapping
- Alignment with the levers already activated (energy efficiency, process and product innovation) to maximize the effectiveness of actions
- Ongoing monitoring and periodic reporting of progress against the defined trajectory

Taken together, these short-, medium-, and long-term objectives strengthen Prosimet S.p.A.'s positioning as a company committed to integrating innovation, efficiency, and circularity into environmental management, creating the conditions for further acceleration of performance in the coming years.

## **SOCIAL**

Throughout 2024, Prosimet further strengthened its commitment to social sustainability, promoting an inclusive, stable, and aware working environment. In this direction, a particularly significant moment was the company seminar titled “Shared Responsibility: Doing Business Sustainably”, which engaged the entire staff in a collective reflection on the role of companies in the ecological transition, in the protection of people, and in dialogue with the local community.

The seminar represented a turning point in the dissemination of ESG culture within the organization, encouraging active participation across all corporate functions.

### **Workforce and Employment Structure**

In 2024, Prosimet maintained a stable workforce with 37 employees, 16% of whom are women. The composition of the staff reflects a company structure with a strong technical and operational presence, as well as specialized professional roles in administration, research and development (R&D), and laboratory activities.

## Workforce Composition

Role	Men 2023	Women 2023	Men 2024	Women 2024
Executives	2	0	2	0
Managers	4	0	4	0
Technical Support	2	1	2	1
Employees	4	6	4	5
Apprentices	0	0	1	0
Skilled Workers	3	0	4	0
General Workers	22	0	21	0
<b>Totale</b>	<b>37</b>	<b>7</b>	<b>38</b>	<b>6</b>

During the year, new profiles were added in the laboratory and production areas, including one apprentice. Some natural turnover occurred, but the company maintained strong employment continuity. Internal growth was also supported, including role advancements such as operators progressing into shift leader positions.

All Prosimet employees work under regular employment contracts and are covered by the insurance and protections provided by the National Collective Labour Agreement for the Chemical Industry (CCNL Chimica). The company is committed to ensuring safe, stable, and rights-respecting working conditions, and to promoting a safety culture based on prevention and daily attention to the workplace.

In continuity with previous years, a constant monitoring system for safety and the use of personal protective equipment (PPE) was confirmed. The company promotes continuous training and opportunities for cross-departmental dialogue, with particular attention to R&D, laboratories, production, and maintenance.

Prosimet is aware of the challenge posed by gender diversity and the need to foster an inclusive corporate culture. Women today represent a significant component in key areas such as administration, sales, HR, and purchasing, and are actively involved in the design of ESG initiatives.

Despite the male prevalence in production departments—typical of the sector—the company is committed to ensuring equal opportunities for growth and access to organizational roles for women.

The “Shared Responsibility” seminar marked the beginning of an active awareness-raising journey for employees. It was a moment of listening and sharing corporate values, the ESG vision, and future challenges. Participation was broad and cross-functional, confirming Prosimet’s intention to involve its people in change and to value everyone’s contribution.

To consolidate and strengthen its social commitment, Prosimet has identified a series of objectives structured across three time horizons: short-term, medium-term, and long-term. These objectives align with ESG standards and aim to promote people’s development, safety, inclusion, and sustainable awareness within the company.

### Short-term objectives (within 12 months)

- Formalize an annual technical and cross-functional training plan covering all company areas, with particular focus on safety, sustainability, and innovation.
- Collect structured feedback on the “Shared Responsibility” seminar and assess its annual repetition with a different thematic focus (e.g., environment, ethics, organizational well-being).
- Map current competencies in technical and administrative departments.
- Strengthen safety oversight through internal communication campaigns and periodic audits on best practices in production departments.

#### **Medium-term objectives (within 2–3 years)**

- Promote intergenerational inclusion by facilitating knowledge transfer from senior profiles to junior staff through shadowing and mentoring programmes.
- Increase female representation in technical and R&D areas by promoting inclusive recruitment processes and reducing stereotypes in operational roles.
- Integrate social indicators into the management dashboard (absenteeism, turnover, accidents, internal satisfaction), enhancing the Work-Related Stress Assessment as a supporting analysis tool and incorporating its outcomes into periodic monitoring.

#### **Long-term objectives (beyond 3 years)**

- Build an organizational culture rooted in sustainability, where every employee is involved in generating positive impacts.
- Integrate sustainability into career paths and personnel evaluation, linking ESG principles to individual and team objectives.
- Establish an internal multidisciplinary group overseeing ESG topics (environment, social, governance) with advisory and proposal functions.
- Strengthen Prosimet’s role in the local community as a company committed to social well-being, through collaborations with schools, institutions, and regional initiatives aligned with its values.

This commitment to people, safety, and the community is also reflected in the company’s certification system—recognitions that are not merely formal requirements but tangible guarantees of Prosimet’s seriousness in pursuing its values and translating them into high-quality, safe, and sustainable operational practices.

- ISO 9001: Quality Management, obtained for the first time in May 1993 and regularly updated. This certification demonstrates our ongoing commitment to improving processes to ensure customer satisfaction and superior product quality. Our quality management system is designed to meet customer needs and promote sustainable growth effectively.
- ISO 14001:2015: Environmental Management. This certification highlights Prosimet’s commitment to sustainable production and to reducing the environmental impact of its operations. Our effective environmental management system ensures that all activities comply with the strictest environmental standards, reinforcing our corporate social responsibility.
- ISO 45001:2018: Occupational Health and Safety. Confirming our commitment to safety, this certification ensures that health and safety are always a priority. The practices promoted by this

standard help reduce accidents and continuously improve working conditions, which are essential for the well-being of our employees.

## GOVERNANCE

Prosimet S.p.A. considers sustainability a central element of its governance strategy and integrates ESG principles into its corporate culture, decision-making processes, and day-to-day operational management. The objective is to ensure consistency between economic growth, environmental responsibility, and social development.

Corporate governance is entrusted to the Board of Directors, which actively steers the company's sustainability strategy. ESG considerations are integrated into economic, financial, and operational decisions, thereby strengthening alignment between industrial objectives and social responsibility.

The governance structure includes:

- Governance and Sustainability Committee, responsible for:
  - periodically reviewing corporate governance practices;
  - promoting a long-term vision of ESG topics;
  - proposing initiatives to integrate sustainability criteria into corporate policies;
  - overseeing the selection of independent members, contributing diversity and expertise to the Board.
- Research and Innovation Committee, tasked with:
  - supporting the development of technical solutions and sustainable products;
  - contributing to the planning of projects focused on environmental innovation.

The governance framework is complemented by the Organisational Model 231 and its Supervisory Body, which ensures alignment between the requirements of Legislative Decree 231, the Code of Ethics, risk management, and ESG guidelines.

Prosimet adopts a Corporate Code of Conduct that sets out ethical and behavioural principles for all employees. Mandatory periodic training on ethics and compliance is provided to strengthen awareness and adherence to the organisation's core values.

The Board of Directors regularly reviews ESG performance results, monitors progress, and identifies new areas for improvement. This approach reinforces sustainability as a strategic, cross-cutting driver.

The robustness of the governance model is further ensured by the presence of an external auditor and a statutory auditor, who guarantee independence and rigour in verification and control activities, safeguarding the transparency and reliability of both financial and non-financial information.

Prosimet S.p.A. intends to further strengthen its governance model by fully integrating ESG criteria into strategic decision-making:

Short term (1–2 years): update and disseminate a renewed Code of Ethics, increase transparency in communications with stakeholders and the supply chain, and promote training sessions on ethics and compliance.

Medium term (3–5 years): implement a structured risk-management system that includes ESG aspects, develop periodic training programmes for management on corporate governance topics, and establish an internal multidisciplinary committee to support ESG-related decisions.

Long term (beyond 5 years): integrate ESG criteria into Board evaluation processes, establish a permanent ESG committee, and consolidate reporting as a strategic tool for guidance and transparency.

## **FINAL REFLECTIONS AND FUTURE OUTLOOK FOR PROSIMET**

The 2024 Sustainability Report represents an essential milestone in Prosimet S.p.A.'s journey toward an integrated, responsible, and forward-looking industrial model. The results presented demonstrate the company's ability to address environmental, social, and governance challenges with rigour and awareness, transforming them into concrete opportunities for continuous improvement and innovation.

The strengthening of measurement activities (particularly for Scope 1 and Scope 2 emissions), the launch of initiatives related to Scope 3, and the growing involvement of the supply chain and employees all reflect a systemic vision of sustainability, in which every corporate function is called upon to contribute to change.

In 2024, Prosimet also consolidated its commitment to people development, workplace safety, inclusion, and ESG culture, laying solid foundations for achieving ambitious yet realistic goals by 2030.

This document is not merely a snapshot of the current situation, but a compass guiding future decisions—a transparent reference point for stakeholders, customers, suppliers, and local communities.

The preparation of this Report was made possible thanks to the technical contribution of Golgi19 Srl, a strategic partner in the collection, analysis, and interpretation of ESG data and in the methodological structuring of the document. Golgi19's support enabled Prosimet to enhance the accuracy, consistency, and readability of the report, strengthening its role as a tool for accountability and strategic development.

Looking ahead, Prosimet S.p.A. will continue to integrate sustainability into its operational and decision-making DNA, expanding its positive impact and building, together with the entire value chain, a more resilient, equitable, and long-term-oriented industrial model.